

## MEMORANDUM OF SETTLEMENT

This MEMORANDUM OF SETTLEMENT is entered into this 11th day of December 2020 by the appointed bargaining representatives of the Corporation of the City of Victoria and the bargaining representatives of the International Association of Fire Fighters, Local 730.

The parties signatory hereto agree to recommend to their respective memberships and principals, without reservation, the ratification of the following terms and conditions to renew the existing collective agreement.


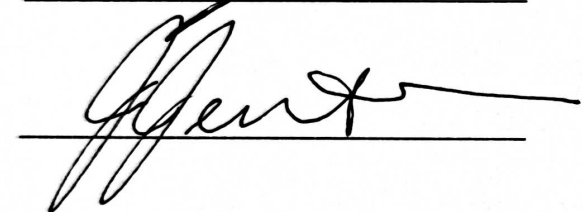
1. PREVIOUS CONDITIONS  
All of the terms and conditions of the collective agreement commencing January 1, 2016 and expiring December 31, 2019 shall continue to apply except as specifically varied below.
2. EFFECTIVE DATE OF CHANGES  
All amendments to the revised collective agreement shall come into effect the first day of the month following the date of ratification by both parties unless specified otherwise.
3. TERM OF AGREEMENT  
The parties agree that Article 2.01 shall be revised to provide for a twenty-four (24) month collective agreement from January 1, 2020 to and including December 31, 2021.
4. WAGE INCREASES  
The parties agree to improve the existing wage rates set out in Salary Schedule "A" as follows:
  - a) Effective January 1<sup>st</sup>, 2020, the Fire Fighter 1<sup>st</sup> Class rate in effect on December 31<sup>st</sup>, 2019 shall be increased by 2.5%, calculated to two decimal places, and rounded to the nearest whole dollar. All other existing rank indices shall be maintained.
  - b) Effective January 1<sup>st</sup>, 2021, the Fire Fighter 1<sup>st</sup> Class rate shall be increased by 2.5%, calculated to two decimal places, and rounded to the nearest whole dollar. All other existing rank indices shall be maintained.
5. EXTENDED HEALTH BENEFIT PLAN  
The parties agree to improve the extended health benefit plan effective April 1, 2021 as follows:
  - a) Amend Article 27.02 (c) *The extended health benefit coverage shall have an unlimited lifetime maximum and include:*
  - b) Amend Article 27.02 (c) (vi) *Psychological services \$3000 per calendar year.*
  - c) Retain current contract language for the remainder of Article 27.02.

6. SENIOR PAY



The parties agree to align Senior Pay within the Fire Prevention Division through accepted amendments to Schedule A to indicate Acting Lieutenant @ 105%; Acting Captain – Prevention @ 117% of 10<sup>th</sup> year; Acting Assistant Chief Prevention @ 130% of 10<sup>th</sup> year; and consequential amendments to Article 9 – Senior Pay of the Collective Agreement and Schedule B to reflect the alignment and application of these amendments.

Signed in the City of Victoria, in the Province of British Columbia, this 11th day of December 2020.

REPRESENTING THE EMPLOYER

  
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REPRESENTING THE IAFF LOCAL 730

  
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