

April 1, 2010 to December 31, 2012

COLLECTIVE AGREEMENT

BETWEEN

THE CITY OF KELOWNA

- AND -

*THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS,
LOCAL 953*

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**THIS AGREEMENT MADE AND ENTERED INTO
ON THE _____ DAY OF _____, 2011.**

BETWEEN: THE CITY OF KELOWNA (hereinafter called the "City")

PARTY OF THE FIRST PART

**AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 953
(hereinafter called the "Union")**

PARTY OF THE SECOND PART

ARTICLE 1: COVERAGE

- 1.01 *WHEREAS the City is an Employer within the meaning of the Labour Relations Code;*
- 1.02 *AND WHEREAS the Union is the duly certified bargaining authority for those employees of the City employed as Fire Department Personnel at Kelowna, British Columbia, excepting the Fire Chief, Deputy Fire Chief and Assistant Fire Chiefs;*
- 1.03 *AND WHEREAS this Agreement constitutes the wages and working conditions for the employees in respect of whom the Union is so certified;*
- 1.04 *NOW, THEREFORE, the parties hereto agree as follows:*

ARTICLE 2: TERM OF AGREEMENT

- 2.01 *This agreement will be effective April 1, 2010 and will be in effect until December 31, 2012 at midnight.*
- 2.02 *The parties to this Agreement hereby specifically exclude the operation of Subsections 2 and 3 of Section 50 of the Labour Relations Code.*

ARTICLE 3: UNION SECURITY

- 3.01 *All employees covered by the Union Certificate of bargaining authority shall pay a monthly fee to the Union, equal to the Union's monthly dues. It is further agreed that any employee hired by the City during the term of this Agreement shall become a member of the Union immediately following six (6) months employment and shall maintain membership in good standing in the Union as a condition of employment. Deductions shall be made from the payroll bi-weekly, and shall be forwarded to the Treasurer of the Union not later than the 10th day of the month following, accompanied by a list of all employees from whose wages the deduction shall have been made.*

ARTICLE 4: HOURS OF WORK

- 4.01 *The Fire Department shall be operated in accordance with the Fire Department Act, Chapter 143 of the Revised Statutes of British Columbia, 2011, and amendments thereto.*
- 4.02 *The basic work week for all employees, except as may be provided in the Addendum, shall consist of an average of not more than forty-two (42) hours per week. Shifts shall be two (2) ten (10) hour day shifts, followed by two (2) fourteen (14) hour night shifts, followed by four (4) consecutive days off.*
- 4.03 *The Training Branch, Fire Prevention Branch and Administration Officer will work flexible hours when requested to do so by the City. A minimum of (48) hours notice shall be provided unless mutually agreed to between the employee and the City.*
- 4.04 *A work week of 40 hours per week composed of 4 - 10 hour days shall prevail for the Fire Prevention Branch.*
- 4.05 *A work week of 35 hours per week composed of 5 - 7 hour days shall prevail for the following classifications:*

*Secretary
Clerk/Typist*

- 4.06 *The four (4) least senior suppression members in the bargaining unit will be employed as Flex Firefighters to be hired July 1, 2011. As additional Fire firefighters are hired to increase staffing levels, the number of flex fire fighters may be increased based on operational needs in consultation with the union.*

Flex Firefighters shall work a flexible work week comprised of scheduled days, nights and relief shifts. The work week will consist of an average of 42 hours per week, averaged over a total of 2,184 hours annually.

All attempts will be made to configure the work schedule to two (2) ten (10) hour day shifts followed by two (2) fourteen (14) hour night shifts.

All Attempts will be made to schedule days off after an extended tour of duty.

All Attempts will be made to give Flex Fire Fighters a minimum of twenty four (24) hours' notice for schedule changes. Less than twenty four (24) hours' notice shall not be the norm, but the exception.

Flex Firefighters shall not be required to work more than twenty-four (24) hours straight without a break of twenty-four (24) consecutive hours.

The City shall assign Flex Firefighters to a platoon(s) for the purpose of providing relief; and for the purpose of taking annual vacation and statutory holidays.

The Flex Firefighters shall select vacation under the direction of the Fire Chief or his designate as per the Operational Guidelines.

When a complete tour of vacation is taken (4 shifts), all attempts will be made to schedule in such a way as to allow a minimum of 8 consecutive days off.

The scheduling of hours of work for Flex Firefighters shall be at the discretion of the Fire Chief or his designate.

ARTICLE 5: OVERTIME & CALL-OUT

5.01 An employee reporting for work on the call of the City at any time other than their regular working hours, shall be paid at the rate of two (2) times their regular rate of pay with a minimum of two (2) hours at this rate.

Overtime shall be calculated from the time the call is received by the employee until released from duty. Overtime beyond the two (2) hour minimum will be calculated in 15 minute intervals rounded up to the next nearest interval.

5.02 All time worked beyond or preceding the employee's regular work day or regular shift, at the request of the City, shall be deemed to be overtime and shall be paid at time and one half (1 ½) for the first two(2) hours and double (2) time thereafter. This does not include telephone call out.

Overtime shall be calculated in 15 minute intervals rounded up to the next nearest interval.

5.03 Notwithstanding Article 5.01 and 5.02, an employee reporting to work, for a full shift only, at the call of the City, at any time other than their regular working hours, shall be paid at one and one-half (1 ½) times their normal rate.

Should an employee of an Officer rank, accept a shift of a Fire Fighter, the rate shall be paid at one and a half (1 ½) times the tenth year Fire Fighter rate.

When Shift Coverage is required due to an unplanned Officer absence, the said Officer shall be replaced by a Confirmed Officer and shall be paid at one and a half (1 ½) times the rate of the vacant position unless it is possible to schedule in such a way as to avoid over time.

5.04 If the City requires an employee to attend a training course on the employee's scheduled day(s) off, the employee will be paid at one and one-half (1 ½) times his/her normal rate for time spent at such training. An employee who attends an employment related course of his/her own choosing on his/her scheduled day(s) off is not entitled to pay for that time.

5.05 If the City requires an employee to attend a meeting on the employee's scheduled day(s) off, the employee will be paid at one and one-half (1 ½) times his/her normal rate for the time spent in the meeting.

- 5.06 *An employee who works additional hours as described in Article 5.04 (training course) and is entitled to overtime rates as described therein will be entitled to bank up to 60 hours, which can then be scheduled as time off at the discretion of the Fire Chief or his designate and provided the employee ensures there is adequate shift coverage for the time he/she will be absent.*

Staff with hours in the old Fire Bank will have those hours transferred to the new overtime bank to a maximum of 60 hours. Excess hours will be paid out effective November 1, 2011.

- 5.07 *If the City designates an employee to be an instructor for First Medical Responder, Technical Rescue, Swift Water Rescue, Hazardous Materials, Ice Rescue, or any other specialized duties, the employee shall be paid at the rate of Assistant Training Officer pay with a minimum of four (4) hours pay, unless the training is split into 2 or more sessions due to operational requirements. All candidates for specialized training shall be given the opportunity for such training on the basis of seniority.*

ARTICLE 6: COURT APPEARANCE

- 6.01 *When an employee is summoned to jury duty, subpoenaed as a witness for the City or represents the City in his official capacity, leave of absence with pay shall be granted. Pay for the court leave shall be at the employee's regular rate of pay. Should an employee be subpoenaed as a witness for the City or represent the City in court on his day off, he shall be paid at one and one-half (1 ½) times his/her regular rate of pay with a minimum of three (3) hours at this rate. Court fees paid to the employees for the above shall be forwarded to the City.*

ARTICLE 7: CHANGES IN WORKING CONDITIONS

- 7.01 *Any significant changes in working conditions shall be referred to the Labour Management Committee, before any such changes are put into effect.*

ARTICLE 8: VACANCIES - POSTING OF POSITIONS

- 8.01 *When a vacancy occurs, in any class of employment or a new position is created, which comes within the scope of this Agreement, notice of such vacancy or new position shall be posted electronically on the City Website for ten (10) calendar days prior to the closing of the posting. Postings will also be displayed on Fire Hall bulletin boards.*

ARTICLE 9: DISMISSALS, LAYOFFS, SUSPENSIONS & DEMOTIONS

- 9.01 *When a regular employee of the Fire Department is laid off or terminated for other than "just cause", he/she shall be given thirty (30) days notice, or in lieu thereof, one month's pay. In the event of a reduction of staff in the Fire Department, seniority shall govern.*

- 9.02 *Any employee of the Fire Department may be suspended or dismissed immediately, for just cause, without pay from the date of such suspension or dismissal.*
- 9.03 *In the event of dismissal, suspension, termination or demotion of an employee, the Employer will confirm in writing to the employee, the particulars for such action.*
- 9.04 *Any employee who has been wrongly dismissed, suspended or demoted by the City, and who is later reinstated, other than through the provisions of the Grievance and Arbitration Procedure, shall be compensated in full for all time lost, less any earnings he/she may have accrued through other employment during the period of his/her dismissal, suspension or demotion.*

ARTICLE 10: PROBATION, SENIORITY & PROMOTION

- 10.01 *It is agreed that new employees shall be on probation until they have completed nine (9) months satisfactory service after being assigned to a position and that during this period of service shall acquire no seniority.*
- 10.02 *Upon completion of such service, an employee's seniority shall be calculated from the date the employee commenced employment with the Fire Department.*
- 10.03 *Employees appointed, promoted or transferred shall serve a six (6) month period of probation from the date of appointment, promotion or transfer. If, during or immediately following the six (6) months probationary period, the City can prove that the employee is incapable of fulfilling the duties of the new position, the employee shall relinquish the new position but shall have the privilege of reverting to his/her former classification without loss of seniority.*
- 10.04 *Employees appointed or promoted to a position not subject to this Agreement, shall retain, but not accumulate seniority for a period not to exceed six (6) months. Should an employee return to the bargaining unit, within the six (6) month period, he/she shall return to his/her previous classification.*
- 10.05 *The City agrees that wherever and whenever possible, vacancies as set out in Schedule "A", whether for an existing or newly created position shall be filled from the existing membership of the bargaining unit.*

A fair and adequate opportunity shall be given to members of the bargaining unit to qualify for promotion as provided for in the City's Promotional Policy. Promotions/Vacancies shall be made on the basis of seniority within each Branch first, Bargaining Unit seniority second, and subject to the criteria set out in the Promotional Policy.

Branches consist of Suppression, Prevention, Training, and Communications.

10.06 Pay for Acting Senior Capacity

Each employee who is assigned by the Fire Chief, or his/her authorized representative, to accept the responsibility of and carry out the duties of a position or rank senior to that which he/she normally holds, shall be paid at the rate for the senior position or rank while so acting.

10.07 A Fire Prevention Inspector I, who has 3 years of satisfactory service as a Fire Inspector I, and who has successfully completed the requisite Fire Inspection courses designated by the Fire Department, will be advanced to a Fire Inspector II.

10.08 The Employer will supply the Union with a quarterly seniority list.

ARTICLE 11: WORK COVERAGE

11.01 It is agreed that nothing in this Article shall prevent the City from requiring an employee to perform, as a condition of the employee's job as a Fire Fighter, any work or duty in connection with the Provincial Emergency Program, including training, national survival exercises and action in the event of war or national emergency and in the event of catastrophes.

11.02 The Employer shall not, as a condition of the employee's job as a Fire Fighter, require him, nor shall any employee covered by this Agreement, be required to perform any work or duty not connected with:

- (a) The prevention and suppression of fire.*
- (b) Normal rescue and safety services.*
- (c) The routine housekeeping and routine maintenance of Fire Department equipment and real property related thereto. The City shall not compel any employee of the Fire Department to use special skills which they as individuals may possess. The painting of Fire Hall floors shall continue as in the past.*

ARTICLE 12: GENERAL

12.01 Employees, in the course of their employment, may be required to undergo a thorough medical examination, as required by the City, and the Medical Officer, who shall be appointed by the City, shall submit a report to the City indicating the status of the employee's health and whether or not he/she is able to carry out the normal duties to which he/she is assigned. The costs of such medical examination will be borne by the City.

12.02 At the discretion of the Fire Chief or designated officer, the City shall provide nourishment at any major conflagrations.

12.03 Any employee coming within the scope of this Agreement will be granted the services of the City Solicitor, without charge, for the purpose of representing him, who, as a result of any matter arising out of, or in the course of, his/her normal work duties and/or assignments, is personally involved in a legal or court action. Should the employee be proven guilty of gross negligence in a Court of Law, then the employee shall reimburse the Employer for all legal costs in representing him.

12.04 The City will not discriminate against any member of the Union by reason of Union activities.

12.05 All employees shall have access to their personnel file. Any employee may respond in writing to any report on their personnel file and such response shall become part of the file.

12.06 All disciplinary letters or any other reports that exist in an employee's file shall be reviewed annually and removed if and when the Fire Chief considers the reports are no longer relevant.

12.07 Telephone

Every employee covered by this agreement, shall have at all times and at the employee's own expense, a telephone in good working order.

ARTICLE 13: LEAVE OF ABSENCE

13.01 (a) Labour Management Relations Committee

A Labour Management Committee shall be appointed, consisting of Union members as appointees, and representatives of the Employer as appointees.

(b) Function of the Labour Management Relations Committee

All matters of mutual concern pertaining to performance of work, operational problems, and general working conditions arising during the term of this Agreement, shall be referred to the Labour Management Relations Committee for discussion and, if possible, settlement by the Committee. Grievances, as defined in Article 21 of this Agreement, shall be dealt with under the provisions of said Article and shall not be referred to the Labour Management Relations Committee.

(i) Minutes will be taken and provided for each meeting.

(ii) Meetings will be conducted from an agenda prepared forty-eight (48) hours prior to the meetings.

(iii) Meetings will be held on a regular basis, once a month, but may be called more often by either party.

(c) Labour Management Meetings

Members of the executive who leave work to attend a Labour Management Meeting with representatives of the City shall suffer no loss of pay for such time as required for a meeting during normal working hours.

13.02 Leave for Union and Other Purposes

An employee who is appointed or elected to a full time position with the International Association of Fire Fighters or the British Columbia Professional Fire Fighters' Association, or if accepted to an institute of learning under labour sponsorship, shall, if he/she so requests in writing, be granted leave of absence without pay and without loss of seniority for a period not exceeding one year. Such leave may be granted or renewed by mutual agreement between the City and Union, subject to Departmental operational requirements.

13.03 (a) Bereavement Leave

In the event of a death in the immediate family of an employee, or an employee's spouse, the Employer shall grant a maximum of 3 regularly scheduled consecutive work days leave without loss of pay or benefits. "Immediate family" shall mean: child, step-child, parents, brother, sister, grandparents, grandchild, step parent, foster child, foster parent, aunt, uncle niece, nephew, fiancée; and the employee's son-in-law, daughter-in-law, sister-in-law and brother-in-law. Additional leave of absence with pay for travel may be granted in accordance with City of Kelowna corporate Policy.

A maximum of 2 additional days leave without loss of pay or benefits will be granted in the event of the death of an employee's spouse.

(b) Compassionate Leave

Compassionate leave may be granted, with pay, at the sole discretion of the Fire Chief or his/her designate.

13.04 Maternity Leave

An employee shall be entitled to maternity and parental leave in accordance with the law of the Province of British Columbia.

13.05 *The Employer shall grant leave of absence without pay and without loss of seniority to an employee requesting such leave for good and sufficient reason; provided the employee's request is in writing and the granting of such leave shall be subject to the Employer's approval.*

ARTICLE 14: SICK LEAVE & LONG TERM DISABILITY PLANS

14.01 Sick Leave Program

A Sick Leave program, providing up to 26 weeks coverage for employees who qualify for sick leave, shall be implemented at no cost to the employee.

14.02 Long Term Disability

A Long Term Disability Plan will be available to regular employees working a 35, 40 or 42 hour week.

14.03 Benefit

In the event an employee becomes totally disabled as a result of sickness or accident, then, after an employee has been totally disabled for 26 weeks and has exhausted any sick leave entitlements, the employee shall be eligible to receive a monthly benefit equal to the sum of:

- (a) 66 2/3 percent of the first \$1,500 of monthly earnings,*
- (b) 50 percent of monthly earnings above \$1,500.*

For purposes of the foregoing, earnings shall mean basic monthly earnings as at the date of disability as determined by the Employer.

The Long Term Disability benefit payment will be made so long as the employee remains totally disabled and will cease on the date the employee reaches maximum retirement age, recovers, or dies, whichever occurs first.

14.04 General Principles

Participation in the Long Term Disability Plan is a condition of employment.

14.05 The premium cost for Long Term Disability shall be paid by the employee.

14.06 New employees shall be eligible for sick leave commencing the first day of the month following completion of 5 months of employment.

14.07 Subject to the conditions of the Long Term Disability Policy, new employees shall be eligible for enrollment in the Long Term Disability Plan on the first (1st) day of the month following five (5) months of employment.

14.08 In the event of a layoff, coverage for the Sick Leave program and the Long Term Disability Plan shall cease unless the employee was disabled prior to any layoff.

ARTICLE 15: WORKERS' COMPENSATION

15.01 *Every employee covered by this Agreement, who is absent from his/her duties due to injuries received while on duty, shall receive from the City his/her normal net take home pay during such absence from duty, provided that payment of said normal net take home pay shall continue only as long as the employee continues to receive Workers' Compensation payment in respect to such injury; and provided further, that all compensation to which he/she is entitled is paid direct from the Workers' Compensation Board to the City. The employee's usual deductions shall be deducted from the employee's regular rate of pay. The provisions of this Section do not apply where an employee is permanently incapacitated from serving as a Fire Fighter and is in receipt of Workers' Compensation Board Pension.*

ARTICLE 16: HEALTH & WELFARE COVERAGE

Note: The following Health & Welfare benefits will be based on the Level 2 coverage under the previous Kelowna (Local 953) IAFF Flex Benefit Plan.

16.01 Group Life Insurance

Group Life Insurance for each qualified employee, equivalent to twice the base rate extended to an annual amount at no cost to the employee.

16.02 Accidental Death and Dismemberment

Accidental Death and Dismemberment for each qualified employee equivalent to double indemnity at no cost to the employee.

16.03 Medical Services Plan

Each qualified employee shall be enrolled in the above Plan and the premium shall be paid 100% by the Employer.

16.04 Extended Health Benefit

Each qualified employee shall be eligible for the above Plan at no cost to the employee. The Plan will provide the noted basic provisions and other benefits as listed in the employee online benefit handbook effective July 1, 2011.

\$50.00 per year deductible

\$1,000,000.00 lifetime EHB limit

Prescription drugs reimbursed at 80%

Eyeglass coverage of \$200.00 every two (2) calendar years reimbursed at 100%

Chiropractor and Naturopaths \$200 per calendar year

Physiotherapist and Massage Therapist \$250 per calendar year

16.05 Dental Plan

A dental Plan will be provided and the premium costs for the Dental Plan shall be paid by the Employer. The Plan will provide the noted basic provisions and other benefits as listed in the employee online benefit handbook effective July 1, 2011.

Plan A 100%

Plan B 50% (based on the Schedule of Benefits)

Plan C 50% lifetime limit of \$1500.00

16.06 General Principles

- (a) Participation in the aforementioned Plans, with the exception of medical coverage, shall be a condition of employment.*
- (b) Medical coverage eligibility shall be from the first day of the month following the month employment started.*
- (c) Extended Health Benefits and Dental coverage eligibility shall be the first of the month following six (6) months of employment. Group Life and Accidental Death and Dismemberment shall commence on the first day of employment.*
- (d) During layoff, the Employer shall continue its share of the monthly premium for a maximum of six (6) months beyond the day of layoff, providing the employee contributes his/her own share during the six (6) month period. The 6 months premium shall be deducted from the employee's last cheque prior to layoff.*

ARTICLE 17: PENSION PLAN & RETIREMENT

17.01 The provisions of the Public Sector Pensions Plans Act and amendments thereto shall apply to all employees.

- 17.02 (a) Group 5 employees of the Fire Department shall, upon reaching the maximum age of sixty (60) years, be retired from the Fire Department, effective the end of the calendar month in which they reach their sixtieth (60th) birthday.*
- (b) Group 1 and 4 employees of the Fire Department shall, upon reaching the maximum age of sixty-five (65) years, be retired from the Fire Department, effective the end of the calendar month in which they reach their sixty-fifth (65th) birthday.*

17.03 Each employee shall take all due annual vacation and Statutory Holiday time and all accumulated vacation time prior to the effective date of such employee's pension commencement.

17.04 All pension buy back or purchase of service shall be done in accordance with the rules of the Municipal Pension Plan.

17.05 The parties agree to move all eligible employees from Group 2 to Group 5 pension plan. All associated costs will be in accordance with the Municipal Pension Plan rules. The effective date of implementation will be November 1, 2011.

ARTICLE 18: ANNUAL VACATION

18.01 Vacation year - defined in Addendum.

An employee shall not be entitled to earn annual vacation when he or she is off work on Long Term Disability or unpaid leave. In the event that an employee is placed on Long Term Disability, he or she shall not earn annual vacation entitlement for the twenty-six (26) week period of sick leave immediately preceding said Long Term Disability.

18.02 (a) *Employees leaving the service in less than the twelve (12) months from the date of employment shall be granted vacation pay in accordance with the Annual and General Holidays Act.*

(b) *An employee who has completed one (1) but less than ten (10) years service at the end of the vacation year shall be entitled to a paid vacation of twelve (12) working shifts. Payment for such vacation shall be at the employee's regular rate of pay.*

(c) *An employee who has completed ten (10) but less than twenty (20) years service at the end of the vacation year shall be entitled to a paid vacation of sixteen (16) working shifts. Payment for such vacation shall be at the employee's regular rate of pay.*

(d) *An employee who has completed twenty (20) or more years of service at the end of the vacation year shall be entitled to a paid vacation of twenty (20) working shifts. Payment for such vacation shall be at the employee's regular rate of pay.*

18.03 **Vacation for Thirty-Five (35) and Forty (40) Hour Fire Department Employees**

(a) *Employees leaving the service in less than the twelve (12) months from the date of employment shall be granted vacation pay in accordance with the Annual and General Holidays Act.*

(b) *After the completion of one (1) year continuous service, but less than ten (10) years continuous service in the Fire Department - three (3) work weeks.*

(c) *After the completion of ten (10) years continuous service, but less than twenty (20) years continuous service in the Fire Department - four (4) work weeks.*

(d) *After the completion of twenty (20) years continuous service in the Fire Department - five (5) work weeks.*

18.04 All vacation periods are to be approved by the Fire Chief or his/her designate (see Addendum).

18.05 Cancellation of Vacation

- (a) If an employee is on sick leave, Long Term Disability, Bereavement or Compassionate Leave before vacation commences, said vacation may be postponed to a later date.
- (b) If vacation is postponed for reasons cited in 18.05(a), said vacation shall be rescheduled at the Employer's discretion.

18.06 All vacation shall start on the first day of a day shift (except as otherwise mutually agreed).

ARTICLE 19: STATUTORY HOLIDAYS

19.01 (a) All employees covered by this Agreement and engaged in the type of work required to be performed continuously, throughout the year, shall receive eleven (11) working days holiday in lieu of Statutory Holidays as set out below:

- | | |
|-----------------|----------------------|
| New Year's Day | Good Friday |
| Easter Monday | Victoria Day |
| Canada Day | British Columbia Day |
| Labour Day | Thanksgiving Day |
| Remembrance Day | Christmas Day |
| Boxing Day | |

and any other day proclaimed or declared by the Federal or Provincial Government or the Municipal Council as a holiday.

(b) No employee shall receive holiday pay for a Statutory or Public Holiday unless he/she has been continuously employed for a period of thirty (30) calendar days immediately preceding the holiday. In addition, an employee shall not be entitled to a working shift holiday or portions thereof in lieu of a Statutory Holiday for hours not worked due to time off while on Long Term Disability or unpaid leave. In the event that an employee is placed on Long Term Disability he or she shall not earn Statutory Holiday entitlement for the period that he or she is on sick leave immediately preceding said Long Term Disability. The calculation of time to be deducted from entitlement shall be as follows:

$$\frac{\text{Hours not worked}}{2184} \times 132 = \text{Hours to be deducted}$$

(c) **Cancellation of Statutory Holiday**

If an employee is on sick leave, Long Term Disability, Bereavement Leave or Compassionate Leave before Statutory Holiday(s) commence, said Statutory Holiday(s) may be rescheduled to a later date.

(d) *Statutory Holidays may be taken as one or more shifts consecutively with prior approval of the Fire Chief or his/her designate.*

19.02 Entitlement - Others

Those employees working other than a continuous shift, are entitled to a holiday with pay on each of the following Statutory Holidays, providing such holiday falls on, or is observed, Monday to Friday inclusive:

<i>New Year's Day</i>	<i>Good Friday</i>
<i>Easter Monday</i>	<i>Victoria Day</i>
<i>Canada Day</i>	<i>British Columbia Day</i>
<i>Labour Day</i>	<i>Thanksgiving Day</i>
<i>Remembrance Day</i>	<i>Christmas Day</i>
<i>Boxing Day</i>	

and any other day proclaimed or declared by the Federal or Provincial Government or the Municipal Council as a holiday. When one of these Statutory Holidays falls on an employee's normal day off, an employee shall receive a day off with pay in lieu of such holiday.

The City will implement the following procedure for Fire Prevention Branch and Training Officers who elect to accumulate holidays which occur on their designated day of rest:

- (a) *Employees involved must notify the Fire Chief at the beginning of each year whether or not they wish to take Statutory Holidays off which occur on their designated day of rest as they occur or en bloc.*
- (b) *Employees who elect to take Statutory Holidays off en bloc, as provided for in (a) above, must be scheduled on the same basis as annual vacation scheduling.*
- (c) *Statutory Holidays which occur on an employee's normal work day are to be taken off as they occur.*
- (d) *All Statutory Holidays as referred to herein are to be taken off in the year in which they occur.*

ARTICLE 20: CLOTHING

Upon completion of the nine (9) month probation period, the City will provide a complete uniform to all employees covered by this Agreement, as follows:

- (a) *One (1) Cap and Cap Badge*
- (b) *One (1) Dress Long Sleeve Uniform Shirt*
- (c) *One (1) Dress Tunic*
- (d) *One (1) Job Shirt*
- (e) *Two (2) Pairs Station Wear Uniform Trousers, skirts or slacks for female employees*
- (f) *Four (4) Station Wear Uniform Shirts*
- (g) *Four (4) Station Wear T Shirts*
- (h) *One (1) Pair Station Boots or Shoes*
- (i) *One (1) Winter Jacket*
- (j) *One (1) Tie*
- (k) *One (1) Name Tag*
- (l) *One (1) Belt*
- (m) *Two (2) Pair Light Socks*
- (n) *Two (2) Pair Heavy Socks*

In addition to the clothing items in article 20.01, the following will be provided to the Suppression Branch, Training Branch, and Fire Prevention Branch.

- (a) *Two (2) Carbon X Shirts*
- (b) *Two (2) Carbon X Pants*

20.02 Clothing Allowance

On the employee's first anniversary date, and each succeeding anniversary date (as defined in Article 20.04), the employee shall receive twenty-five (25) clothing points each anniversary to accumulation to a maximum of one hundred and twenty-five (125) points. Each item of clothing shall be assigned point value, whereby, the item purchased will be debited against his/her accumulated total. In no case shall an employee exceed the maximum credit points accumulated by the employee. At the end of the fifth (5th) anniversary, all remaining points shall be forfeited and the employee shall start the next accumulative five (5) year period with twenty-five (25) points per anniversary.

20.03 Clothing Order

Clothing orders will be placed once per calendar year as follows:

- (a) *Each employee will not be entitled to more than 1 pair of shoes (or boots in lieu of shoes) per year and 1 short or long nylon winter jacket every 5 years.*
- (b) *The clothing issued shall be in accordance to the standard uniform as authorized by the City of Kelowna Fire Chief.*
- (c) *In the event that an employee requires extra clothing due to unforeseen circumstances, a committee composed of the Management and Local 953 will be struck to look into the matter. This clothing will be replaced through the point system.*

20.04 Clothing Anniversary Date

For the purpose of calculating the clothing points, the anniversary date shall mean January 1 of each year.

20.05 Clothing Points Value

- Tunic 11.5
- Pants 4.5
- Nylon winter jacket 8.0
- Shirts 1.5
- Cap 3.0
- Shoes or boots 5.5
- Tie .5
- ½ resole shoe 2.0
- Full resole shoe 3.0
- Belts 1.5
- Socks .5
- Turn-out wear shirts 1.5
- Turn-out wear pants 1.5

20.06 Fire Fighter Equipment Issue

All new Fire Fighters will be issued with one set of protective equipment, as required by Workers' Compensation Board regulations and Department policy, which will be renewed or replaced as required.

20.07 Dry-cleaning

Dry-cleaning will be provided for an employee whose clothing is soiled from working conditions beyond the control of the employee. The Fire Chief may authorize the dry-cleaning of employees' apparel when, in his/her opinion, the circumstances are warranted.

ARTICLE 21: GRIEVANCE & ARBITRATION PROCEDURE

21.01 Grievance Procedure

Should any difference arise between either party to this Agreement concerning its interpretation, application, operation or alleged violation thereof, there shall be no stoppage of work or change of operation or personnel on account of such difference and such difference shall be finally and conclusively settled under and by the following procedure.

21.02 *The Union shall appoint a Grievance Committee and notify the City of the appointment and personnel of same; said Committee shall consist of not more than four (4) persons.*

21.03 Permission to Leave Work

Union officials and members of the Grievance Committee shall be permitted time off to handle grievances without loss of pay, provided they have first sought and obtained permission to be absent from their regular duties for that purpose, which permission shall not be unreasonably withheld.

21.04 (a) First Stage

The grievance will be brought forward to the Assistant Chief within fourteen (14) calendar days of the Union becoming aware of the circumstances.

(b) Second Stage

If the alleged grievance is not settled by the Assistant Chief within seven (7) days, the matter shall be referred to the Fire Chief who shall arrange for meetings with the Union within seven (7) days from receipt of such request.

(c) Third Stage

If the alleged grievance is not settled by the Fire Chief within seven (7) days, the matter shall be referred to the Director of Human Resources or his/her appointee, who shall arrange for meetings with the Union within seven (7) days from receipt of such request.

(d) Final Settlement

If no settlement is reached with the City within seven (7) days, then the grievance shall be finally and conclusively settled without stoppage of work by submission to a Board of Arbitration.

(e) Policy Grievance

Grievances which have a general application to all members of the bargaining unit shall be initiated at the second stage of the Grievance Procedure.

(f) Witness Fees

The cost of witnesses called by either party will be borne by the party calling the witness.

21.05 Arbitration Procedure

- (a)** *A Board of Arbitration shall consist of three (3) persons; one (1) to be chosen by each party, the third, who shall be the Chairman, to be selected by the two (2) so appointed. The representatives of the parties concerned must meet within seven (7) days of appointment and are allowed a further five (5) days to agree upon a Chairman. Should the members appointed by the parties fail to agree on a Chairman, the said Chairman shall be appointed by the Minister of Labour. The majority decision of the Board shall be final and binding on both parties and each party shall bear the expenses of their Arbitrator and pay one-half (½) of the expenses of the Chairman.*

(b) *Wherever a stipulated time is mentioned herein, the said time may be extended by mutual consent of the parties.*

(c) **Matters not Covered**

Any dispute (as defined in the Labour Relations Code) with respect to matters not covered by the terms of this Agreement, shall be the subject of collective bargaining between the Union and the City.

(d) **Single Arbitrator**

Notwithstanding the foregoing, the parties may mutually agree to the use of a single arbitrator, who will be governed by the provisions of this Article. Failing to agree on a single arbitrator, the provisions of a three man Board will apply.

ARTICLE 22: TECHNOLOGICAL CHANGE

22.01 During the term of this Agreement, any disputes arising in relation to adjustment to technological change shall be discussed between the bargaining representatives of the two parties to this Collective Agreement.

22.02 Where the City introduces, or intends to introduce, a technological change that:

- (a) *affects the terms and conditions or security of employment of a significant number of employees to whom this Collective Agreement applies; and*
- (b) *alters significantly the basis upon which the Collective Agreement was negotiated, either party may, if the dispute cannot be settled in direct negotiations, refer the matter directly to an arbitration board pursuant to Article 21 of this Collective Agreement, bypassing all other steps in the grievance procedure.*

22.03 The Arbitration Board shall decide whether or not the City has introduced, or intends to introduce a technological change, and upon deciding that the City has or intends to introduce a technological change, the Arbitration Board:

- (a) *shall inform the Minister of Labour of its findings; and*
- (b) *may then or later make any one or more of the following orders:*
 - (i) *that the change be made in accordance with the terms of the Collective Agreement unless the change alters significantly the basis upon which the Collective Agreement was negotiated;*
 - (ii) *that the City will not proceed with the technological change for such period, not exceeding ninety (90) days, as the Arbitration Board considers appropriate;*

- (iii) that the City reinstate any employee displaced by reason of the Technological Change;
- (iv) that the City pay to that employee such compensation in respect of his/her displacement as the Arbitration Board considers reasonable.

22.04 The City will give to the Union in writing at least ninety (90) days notice of any intended technological change that:

- (a) affects the terms and conditions or security of employment of a significant number of employees to whom this Collective Agreement applies; and
- (b) alters significantly the basis upon which the Collective Agreement was negotiated.

IN WITNESS WHEREOF the parties hereto, by their authorized representatives, have affixed their signatures hereto on this _____ day of _____, 2011.

ON BEHALF OF:
International Association of Fire Fighters,

ON BEHALF OF:
City of Kelowna

Schedule "A"
City of Kelowna

1. SCHEDULE "A" (Attached)

Any wage increase during the term of this agreement shall be the same percentage increase agreed to by a majority of lower mainland municipalities and firefighter Union Locals and shall be effective on the same dates as those in the lower mainland.

Effective the last pay period of June 2011, the following positions will be reclassified to the following percentage of the tenth year rate.

Platoon Captain	132%	Fire Prevention Officer	132%
Training Officer	132%	Assistant Training Officer	122%

2. DISPATCH OPERATOR - SCHEDULE "A"

In the event the City assigns a 2nd full time employee to work in the Dispatch Centre, the 2nd operator shall be paid in accordance with the following:

Probation Rate (1 st 6 months)	-	70%
2 nd 6 months	-	75%
2 nd year	-	80%
3 rd year	-	85%
4 th year	-	90%

Note:

1. There is no further increment after the 4th year rate is reached.
2. The City will establish the job titles for the 2 operators when the 2nd position is created.
3. This rate is not intended to apply to what is currently called a 'Relief Operator'.

With the exception of the Probation Rate, Secretary, and the 10th Year Rate, increments shall commence at the beginning of each year of service.

To qualify and advance to the position of 4th Year Rate, an employee must complete three (3) continuous and satisfactory years of service in the Fire Department.

To qualify and advance to the position of the 10th Year Rate, an employee must complete ten (10) continuous and satisfactory years of service in the Fire Department.

Bi-Weekly Method of Payment - Monthly salaries noted in Schedule "A" shall be paid on a bi-weekly basis. The conversion formula shall be as follows:

$$\frac{\text{Monthly Rate} \times 12}{26.089} = \text{bi-weekly rate}$$

Hourly rate is derived by dividing the bi-weekly rate by the average number of hours in the bi-weekly period.

ADDENDUM TO COVER ADDITIONAL MATTERS

BETWEEN

THE CITY OF KELOWNA

- AND -

THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 953

ARTICLE 1: STATUTORY HOLIDAYS & ANNUAL VACATION

Granting Vacation Entitlement

- (a) *All annual vacations shall be taken in the year in which they have been earned, except when they fall in the last calendar week of the year, when a maximum of three (3) shifts may run into the following calendar year.*
- (b) *The existing policy shall remain in effect, employee(s) with one (1) year of service shall work from his/her original hire date to the succeeding anniversary date (hire date) before he/she will be entitled to vacations in accordance to Article 18. The employee will be required to take the vacations in the year in which they are earned; e.g. an employee commencing employment on the 30th of June 1978, shall work through to the 30th of June 1979, before he/she will be entitled to vacations as outlined under Article 18 which would be taken before December 31st of that year.*

Employees with more than (1) year of continuous service, the vacations will be calculated and computed as of January 1st of each year. The entitlement will indicate the vacations that will be earned by the employee as of his/her anniversary date in that year.

To determine calculations for final pay, in the event an employee severs employment with the Fire Department, vacations will be calculated up to his/her anniversary date in the year he/she terminated. In the event the employee has taken the vacations prior to his/her anniversary date, the time will be adjusted from the preceding anniversary date to termination date and the individual's salary will be adjusted accordingly.

In the event an employee terminates and the individual owes the City of Kelowna money (due to an overtaking of vacation allotment), the City of Kelowna will make every effort to obtain the monies owed through salaries, severance pay, etc., however, in the event that this is not possible, the International Association of Fire Fighters, Local 953 will reimburse the City of Kelowna the amount of monies owed by the terminating employee.

ADDENDUM TO COVER ADDITIONAL MATTERS
Page 2

ON BEHALF OF:
International Association of Fire Fighters

“David Horning”

“Harold Heyming”

ON BEHALF OF:
City of Kelowna

“G. M. Abbott”

“S. Simpson”

Original: August 18, 1989
Renewed: May 6, 1999
Renewed: July 29, 2004
Renewed: July 12, 2007
Renewed:

ADDENDUM TO COVER ADDITIONAL MATTERS

BETWEEN

THE CITY OF KELOWNA

- AND -

THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 953

ARTICLE 2: PAST PRACTICE

All "Past Practice" issues will be forwarded to the Fire Department Labour/Management Committee for review and final resolution. Both parties agree to work cooperatively to reach mutual agreement on any such issue. If final agreement cannot be reached through the Labour/Management Committee it shall be referred to the grievance process.

ON BEHALF OF:
International Association of Fire Fighters

ON BEHALF OF:
City of Kelowna

*Original: January 23, 2008
Renewed:*

LETTER OF UNDERSTANDING #1

BETWEEN: THE CITY OF KELOWNA

AND: INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 953

The following principle will be applicable to a maximum of two (2) members of the Union's negotiating committee who are on the same platoon:

- (a) *When involved in Local issue negotiations, or Regional Bargaining in Kelowna, the City will provide coverage for a maximum of two (2) persons from the duty shift. At the conclusion of direct meetings with the City representatives, the "on duty" personnel will report for duty within two (2) hours from the conclusion of the meetings.*
- (b) *The principles contained herein are intended to apply only when involved in direct collective bargaining with the City or its representative(s).*
- (c) *Notwithstanding the above, the Union shall have the option of supplying, at no cost to the City, a replacement rather than having the referred to "on duty" personnel returned to work.*

ON BEHALF OF:
International Association of Fire Fighters

"E. Fischer"

"R. W. Auty"

ON BEHALF OF:
City of Kelowna

"Tom Smithwick"

"K. M. Blagborne"

*Original: January 5, 1982
Amended: January 9, 1987
Renewed: May 6, 1999
Renewed: July 29, 2004
Renewed: July 12, 2007
Renewed:*

LETTER OF UNDERSTANDING #2

BETWEEN: THE CITY OF KELOWNA

AND: INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 953

The parties agree that where an employee has completed ten (10) continuous and satisfactory years of service with the Fire Department, and has qualified and advanced to the Tenth (10th) Year Rate, the Tenth (10th) Year Rate shall be retained when such employee is appointed to the position of Fire Inspector I.

ON BEHALF OF:
International Association of Fire Fighters

"H. Heyming"

ON BEHALF OF:
City of Kelowna

"G. Zimmermann"

"R. W. Baker"

*Original: July 23, 1990
Renewed: May 6, 1999
Renewed: July 29, 2004
Renewed: July 12, 2007
Renewed:*

LETTER OF UNDERSTANDING # 3

BETWEEN: THE CITY OF KELOWNA

AND: INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 953

ADMINISTRATION OFFICER I AND II

The current classification of Administration Officer is renamed Administration Officer I. If/When the position is filled, compensation will be set at the rate of 117% of the 10th year firefighter rate.

The parties agree to reclassify the current Administration Officer to the Administration Officer II classification. To reflect the additional dispatch supervisory responsibilities of this new classification, compensation is set at rate of 122% of the 10th year firefighter rate effective June 1, 2011.

The Administration Officer I/II may continue to work relief shifts in Dispatch that are not within the regular work schedule. The Administration Officer I/II may never work more than an average of forty (40) hours in any week.

ON BEHALF OF:
International Association of Fire Fighters

ON BEHALF OF:
City of Kelowna

"Harold Heyming"

"Jody Drope"

"Larry Hollier"

"Rick Baker"

*Original: January 20, 2000
Renewed: July 29, 2004
Renewed: July 12, 2007
Revised: May 11, 2011*

LETTER OF UNDERSTANDING # 4

BETWEEN: THE CITY OF KELOWNA

AND: INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 953

RELIEF DISPATCHER CENTER OPERATOR

Relief Dispatchers will work a flexible work week comprised of Scheduled shifts and relief shifts.

Scheduled Shifts will follow the provisions of Article 4.02 of the Collective Agreement.

Relief Shifts will be worked as required to cover vacation, sickness and staff shortages.

The work week will consist of an average of 42 hours, averaged over 2,184 hours annually.

Every attempt will be made to schedule days off after an extended tour of duty in the dispatch centre.

*ON BEHALF OF:
International Association of Fire Fighters*

*ON BEHALF OF:
City of Kelowna*

*Original: March 28, 2000
Renewed: July 29, 2004
Renewed: July 12, 2007
Renewed: January 23, 2008
Renewed: July 14, 2009
Renewed:*

LETTER OF UNDERSTANDING #5

BETWEEN: THE CITY OF KELOWNA

AND: INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 953

PLATOON CAPTAIN, TRAINING OFFICER, FIRE PREVENTION OFFICER

It is acknowledged that senior level bargaining unit members are required to manage people, human resources, capital assets, finances and operations.

The parties have agreed to reclassify the Platoon Captain, Fire Prevention Officer and Training Officer. This reclassification and compensation increase provides for increased responsibilities based upon the above mentioned operational and strategic goals and objectives. Some examples although not inclusive include the following:

- *Human resources management not including discipline*
- *Scheduling of staff to optimize efficiency in the operation*
- *Coordinate, assist and provide input on financial programs and systems*
- *Coordinate in the management of capital assets, equipment and facilities.*

Dated this ____ day of _____, 2011.

ON BEHALF OF:
International Association of Fire Fighters

ON BEHALF OF:
City of Kelowna

LETTER OF UNDERSTANDING #6

BETWEEN: **The City of Kelowna**

AND: **The International Association of Fire Fighters,
Local 953**

The parties agree to the following change to the Collective Agreement which except as otherwise noted are effective upon ratification.

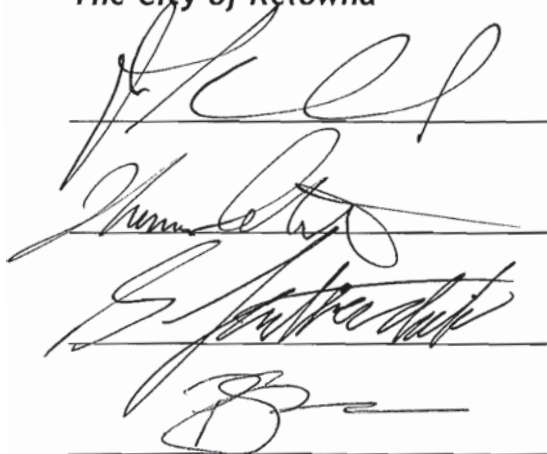
ARTICLE 1 - COVERAGE

1.02 Amend to read:

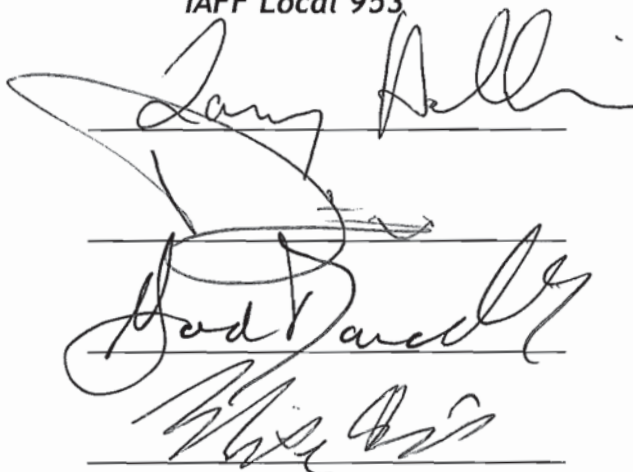
AND WHEREAS the Union is the duly certified bargaining authority for those employees of the City employed as Fire Department Personnel at Kelowna, British Columbia, excepting the Fire Chief, Deputy Fire Chief(s), Assistant Chief(s) and Administration & Finance Supervisor;

Dated this 27th day of June, 2011.

On behalf of:
The City of Kelowna


Four handwritten signatures are written on four horizontal lines. The signatures are in black ink and appear to be of various styles, including cursive and more formal block letters.

On behalf of:
IAFF Local 953


Three handwritten signatures are written on three horizontal lines. The signatures are in black ink and are highly stylized, with some overlapping lines.

**CITY OF KELOWNA
IAFF SCHEDULE A**

April 1, 2010 TO DECEMBER 31, 2011

Classification	Percent Differential	April 1, 2010			July 1, 2010		
		Monthly	Bi-Weekly	1.5% Hourly	Monthly	Bi-Weekly	1.5% Hourly
Fire Fighter							
Dispatch Centre Operator							
- Probation Rate (1st 6 months)	70%	4526.09	2081.84	24.7838	4593.98	2113.07	25.1556
- 1st Year (2nd 6 months)	75%	4849.38	2230.54	26.5541	4922.12	2264.00	26.9524
- 2nd Year	80%	5172.68	2379.24	28.3243	5250.27	2414.93	28.7492
- 3rd Year	90%	5819.26	2676.65	31.8649	5906.55	2716.80	32.3429
- 4th Year (1st Class)	100%	6465.84	2974.06	35.4054	6562.83	3018.67	35.9365
- 10th Year	102%	6595.16	3033.54	36.1135	6694.09	3079.04	36.6552
Lieutenant	112%	7386.58	3397.56	40.4472	7497.38	3448.52	41.0539
Fire Administration Officer I	117%	7716.34	3549.24	44.3655	7832.08	3602.48	45.0310
Fire Administration Officer II	122%						
Fire Prevention Officer	127%	8375.85	3852.59	48.1574	8501.49	3910.38	48.8798
Fire Prevention Officer	132%						
Training Officer	127%	8375.85	3852.59	48.1574	8501.49	3910.38	48.8798
Training Officer	132%						
Assistant Training Officer	117%	7716.34	3549.24	44.3655	7832.08	3602.48	45.0310
Assistant Training Officer	122%						
Captain	122%	8046.10	3700.91	44.0585	8166.79	3756.43	44.7194
Platoon Captain	127%	8375.85	3852.59	45.8642	8501.49	3910.38	46.5521
Platoon Captain	132%						
Fire Inspector I	100%	6465.84	2974.06	37.1757	6562.83	3018.67	37.7333
Fire Inspector (10th Year)	102%	6595.16	3033.54	37.9192	6694.09	3079.04	38.4880
Fire Inspector II	110%	7254.68	3336.89	41.7111	7363.50	3386.94	42.3368
Secretary							
- Step 1 (1st 6 months)		3925.02	1805.37	25.7909	3983.89	1832.45	26.1778
- Step 2 (7th - 18th month)		4179.19	1922.28	27.4611	4241.88	1951.11	27.8730
- Step 3 (at completion of 18th month)		4433.27	2039.14	29.1306	4499.77	2069.73	29.5676
Clerk Typist							
- Step 1 (1st 6 months)		3512.72	1615.73	23.0818	3565.41	1639.96	23.4280
- Step 2 (7th - 18th month)		3764.32	1731.45	24.7350	3820.79	1757.42	25.1061
- Step 3 (at completion of 18th month)		3947.19	1815.57	25.9367	4006.40	1842.80	26.3257

**CITY OF KELOWNA
IAFF SCHEDULE A**

April 1, 2010 TO DECEMBER 31, 2011

Classification	Percent Differential	January 1, 2011			June 1, 2011		
		Monthly	Bi-Weekly	1.25% Hourly	Monthly	Bi-Weekly	Hourly
Fire Fighter							
Dispatch Centre Operator							
- Probation Rate (1st 6 months)	70%	4651.41	2139.48	25.4700			
- 1st Year (2nd 6 months)	75%	4983.65	2292.30	27.2893			
- 2nd Year	80%	5315.89	2445.12	29.1086			
- 3rd Year	90%	5980.38	2750.76	32.7471			
- 4th Year (1st Class)	100%	6644.87	3056.40	36.3857			
- 10th Year	102%	6777.76	3117.53	37.1134			
Lieutenant	112%	7591.10	3491.63	41.5670			
Fire Administration Officer I	117%	7929.98	3647.51	45.5938			
Fire Administration Officer II	122%				8268.87	3803.38	47.5423
Fire Prevention Officer	127%	8607.76	3959.26	49.4908			
Fire Prevention Officer	132%						
Training Officer	127%	8607.76	3959.26	49.4908			
Training Officer	132%						
Assistant Training Officer	117%	7929.98	3647.51	45.5938			
Assistant Training Officer	122%						
Captain	122%	8268.87	3803.38	45.2784			
Platoon Captain	127%	8607.76	3959.26	47.1340			
Platoon Captain	132%						
Fire Inspector I	100%	6644.87	3056.40	38.2050			
Fire Inspector (10th Year)	102%	6777.76	3117.53	38.9691			
Fire Inspector II	110%	7455.54	3429.28	42.8660			
Secretary							
- Step 1 (1st 6 months)		4033.69	1855.35	26.5050			
- Step 2 (7th - 18th month)		4294.90	1975.50	28.2214			
- Step 3 (at completion of 18th month)		4556.01	2095.60	29.9372			
Clerk Typist							
- Step 1 (1st 6 months)		3609.98	1660.46	23.7209			
- Step 2 (7th - 18th month)		3868.54	1779.39	25.4199			
- Step 3 (at completion of 18th month)		4056.48	1865.84	26.6548			

**CITY OF KELOWNA
IAFF SCHEDULE A**

April 1, 2010 TO DECEMBER 31, 2011

Classification	Percent Differential	June 12, 2011			July 1, 2011		
		Monthly	Bi-Weekly	Hourly	Monthly	Bi-Weekly	1.25% Hourly
Fire Fighter							
Dispatch Centre Operator							
- Probation Rate (1st 6 months)	70%				4709.55	2166.22	25.7884
- 1st Year (2nd 6 months)	75%				5045.95	2320.95	27.6304
- 2nd Year	80%				5382.34	2475.68	29.4724
- 3rd Year	90%				6055.14	2785.14	33.1565
- 4th Year (1st Class)	100%				6727.93	3094.60	36.8405
- 10th Year	102%				6862.49	3156.50	37.5773
Lieutenant	112%				7685.99	3535.28	42.0866
Fire Administration Officer I	117%				8029.11	3693.10	46.1638
Fire Administration Officer II	122%				8372.23	3850.93	48.1366
Fire Prevention Officer	127%						
Fire Prevention Officer	132%	8946.65	4115.14	51.4392	9058.48	4166.58	52.0822
Training Officer	127%						
Training Officer	132%	8946.65	4115.14	51.4392	9058.48	4166.58	52.0822
Assistant Training Officer	117%						
Assistant Training Officer	122%	8268.87	3803.38	47.5423	8372.23	3850.93	48.1366
Captain	122%				8372.23	3850.93	45.8444
Platoon Captain	127%						
Platoon Captain	132%	8946.65	4115.14	48.9897	9058.48	4166.58	49.6021
Fire Inspector I	100%				6727.93	3094.60	38.6826
Fire Inspector (10th Year)	102%				6862.49	3156.50	39.4562
Fire Inspector II	110%				7548.74	3472.15	43.4018
Secretary							
- Step 1 (1st 6 months)					4084.11	1878.54	26.8363
- Step 2 (7th - 18th month)					4348.59	2000.19	28.5742
- Step 3 (at completion of 18th month)					4612.96	2121.80	30.3114
Clerk Typist							
- Step 1 (1st 6 months)					3655.11	1681.22	24.0174
- Step 2 (7th - 18th month)					3916.90	1801.63	25.7376
- Step 3 (at completion of 18th month)					4107.19	1889.16	26.9880

**CITY OF KELOWNA
IAFF SCHEDULE A**

April 1, 2010 TO DECEMBER 31, 2011

Classification	Percent Differential	December 30, 2011		.50% Hourly
		Monthly	Bi-Weekly	
Fire Fighter				
Dispatch Centre Operator				
- Probation Rate (1st 6 months)	70%	4733.10	2177.05	25.9173
- 1st Year (2nd 6 months)	75%	5071.18	2332.56	27.7686
- 2nd Year	80%	5409.25	2488.06	29.6198
- 3rd Year	90%	6085.41	2799.07	33.3223
- 4th Year (1st Class)	100%	6761.57	3110.08	37.0247
- 10th Year	102%	6896.80	3172.28	37.7652
Lieutenant	112%	7724.42	3552.95	42.2971
Fire Administration Officer I	117%	8069.26	3711.57	46.3946
Fire Administration Officer II	122%	8414.10	3870.18	48.3773
Fire Prevention Officer	127%			
Fire Prevention Officer	132%	9103.78	4187.41	52.3426
Training Officer	127%			
Training Officer	132%	9103.78	4187.41	52.3426
Assistant Training Officer	117%			
Assistant Training Officer	122%	8414.10	3870.18	48.3773
Captain	122%	8414.10	3870.18	46.0736
Platoon Captain	127%			
Platoon Captain	132%	9103.78	4187.41	49.8501
Fire Inspector I	100%	6761.57	3110.08	38.8760
Fire Inspector (10th Year)	102%	6896.80	3172.28	39.6535
Fire Inspector II	110%	7586.48	3489.51	43.6188
Secretary				
- Step 1 (1st 6 months)		4104.53	1887.94	26.9705
- Step 2 (7th - 18th month)		4370.33	2010.20	28.7171
- Step 3 (at completion of 18th month)		4636.03	2132.41	30.4629
Clerk Typist				
- Step 1 (1st 6 months)		3673.38	1689.62	24.1375
- Step 2 (7th - 18th month)		3936.49	1810.64	25.8663
- Step 3 (at completion of 18th month)		4127.72	1898.60	27.1229