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# Collective Agreement

Between

The city of Prince George

and

The I.A.F.F., Local 1372

Begins:  
01/01/2003

Terminates:  
12/31/2006

07299(09)

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THIS AGREEMENT made the 22<sup>nd</sup> day of March, 2004, effective the 1st day of **January**, 2003.

BETWEEN:

**THE CITY OF PRINCE GEORGE**, a corporation duly incorporated under the Statutes of the Province of British Columbia,

(hereinafter called "the City")

OF THE FIRST PART

AND:

**THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS,  
LOCAL, #1372**

(hereinafter called "the Union")

OF THE SECOND PART

WITNESSETH AS FOLLOWS:

**ARTICLE 1 - COVERAGE**

- 1.1 WHEREAS the City is an Employer within the meaning of the Labour Relations Code of British Columbia;
- 1.2 AND WHEREAS the Union is the duly certified Bargaining Agent pursuant to the Labour Relations Code for those employees of the City employed as Fire Department personnel at Prince George, British Columbia, save and except
  - A. The Fire Chief,
  - B. The Deputy Chiefs,
  - C. The Clerical Staff, and
  - D. The Supervisor, Communications Centre.
- 1.3 AND WHEREAS this Agreement constitutes the wages **and** working conditions for the employees in respect of whom the Union is so certified;
- 1.4 NOW THEREFORE the parties hereto agree as follows:

**ARTICLE 2 - TERM OF AGREEMENT**

- "2.1 This Agreement shall be for a term of four (**4**) years with effect from the first (1st) day of **January**, 2003 to the thirty-first (31st) day of December, 2006, but shall continue and remain in full force and effect from year to year thereafter unless either party within four (**4**) months prior to the expiry date in any given year gives the other party written notice of desire to terminate or amend such Agreement.

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**ARTICLE 3 - UNION SECURITY**

- 3.1 The City will not discriminate against any member of the Union by reason of Union activities, 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, such payment to be made by payroll deduction. This deduction shall become effective on the first (1st) day of the month coincident with or next following the date of appointment, but the deduction shall be made only if the employee is still in the employ of the City on the final day of the first (1st) pay period in that month. Deductions shall be made in respect of all subsequent months provided **an** employee works any part of the month. These arrangements shall remain in effect for so long as this Union remains the recognized Bargaining Authority.
- 3.2 It is agreed that employees who are presently members of the Union shall remain so as a condition of employment. It is further agreed that persons who are hereafter employed by the City of Prince George shall become members of the Union on the first (1st) day of the month coincident with or next following the date of appointment and shall remain as members of the Union as a condition of employment.
- 3.3 All regular working shifts shall be staffed by regular members of the fire fighting force.

**ARTICLE 4 - RIGHTS OF MANAGEMENT**

- 4.1 The Union recognizes the exclusive right of the City to manage the business and affairs of the City, and through the Fire Chief to direct and discipline the employees covered by this Agreement, such direction and discipline shall not be contrary to the provisions of this Agreement.

**ARTICLE 5 - REMUNERATION**

- 5.1 Pay  
The scale of remuneration set out in Schedule "2" attached hereto shall apply during the currency of this Agreement **and** shall form part of this Agreement.
- 5.2 Service Pay  
Effective January 01, 1982 service pay shall be paid to each employee on the basis of seven dollars and **fifty** cents (\$7.50) per month after the completion of five (5) years service and an additional seven dollars and fifty cents (\$7.50) per month for each completed five (5) year period of service thereafter. Service pay shall be paid from the first (1st) of the month next following or coincident with the completion of the qualifying period of service.

5.3 Extra-DutyA. Excess Shifts

Where an employee is requested to work additional shifts in excess of their scheduled work week, for whatever reason, except when replacing employees on gratuity day leave, the employee shall receive pay at one and one-half (1-1/2) times their regular hourly rate for the first (1st) two (2) hours and double time (2T) thereafter.

B. Regular Shift Extension

An employee who is required to work immediately following the completion of their regular shift shall be paid at one and one-half (1-1/2) times their regular hourly rate for the first (1st) two (2) hours and double time (2T) thereafter. When computing the payment of overtime of an employee under this section, all time worked by such employee from the time they complete their regular shift until they return (if their duties require them to leave their regular place of work) to their regular place of work, e.g., the fire hall at which they are stationed, and has been relieved of further duties, shall be deemed to be overtime.

The minimum paid for such overtime payments will be fifteen (15) minutes.

C. Overtime

- (i) An employee reporting for work on the call of the City at any time other than their regular working hours, shall be paid at a minimum of three (3) hours at double their regular rate of pay in response to the call only and will then revert to their regular rate of pay from the start of their regularly scheduled shift.
- (ii) Members when paged shall respond and report for duty no later than 30 (thirty) minutes from the time of the page. Members who do not hear the paged message at the time it is made shall call in to see if they are needed before reporting for duty.

5.4 FormulaA. GROUP I and III

- (i) 365.25 days divided by 7 = 52.18 weeks therefore, 42 hours x 52.18 weeks = 2,192/hours a year (2,191.56)
- (ii) 2,192 divided by 12 months equals 182.67 hours per month.
- (iii) Monthly rate divided by 182.67 hours equals the hourly rate.
- (iv) Hourly rate x 12 hours equals the daily rate.
- (v) Overtime pay calculated on ~~an~~ hourly basis

$$\frac{12 \times \text{monthly salary}}{2,192}$$

B. GROUP II

- (i) 37.5 hours x 52.18 weeks equals 1,957 hours per year.
- (ii) 1,957 divided by 12 months equals 163 hours per month.
- (iii) Monthly rate divided by 163.08 hours equals hourly rate.
- (iv) Hourly rate x 9.375 equals daily rate.
- (v) Overtime pay calculated on an hourly basis
 

<u>12 x monthly salary</u>
1,957

5.5 Employment Insurance Rebates

The Union agrees that all employees' Employment Insurance premium reductions or rebates shall be used by the City to assist in funding the Special Pension Agreement.

**ARTICLE 6 - WORKING CONDITIONS**6.1 Hours of Duty

- A. Employees occupying positions set forth in Group I of the said Schedule "2" shall work an average of forty-two (42) hours per week consisting of the following: two ten (10) hour days, followed by two fourteen (14) hour nights, followed by four (4) consecutive days off.
- B. The employees occupying positions set forth in Group II of said Schedule "2" shall work a thirty-seven and one-half (37-1/2) hour week consisting of four days of nine hours and twenty minutes (9.375 hours) in length, PROVIDED HOWEVER, that if any Group II employee is required by the City to work on scheduled Platoon duty, then such employee shall work an average of forty-two (42) hours per week.
- C. Employees occupying positions set forth in Group III shall work an average of forty-two (42) hours per week consisting of the following: two twelve (12) hour days followed by two twelve (12) hour nights, followed by four consecutive days off.

\*6.2 Promotional Policy and Procedure

- A. It is agreed by the City and the Union that the Promotional Policy and Procedure now in effect shall remain part of this Agreement to be attached to Schedule "1".
- B. Newly Created Positions

New positions created within the Fire Department shall be covered by the Agreement now in effect between the City and the Union save and except those exempted by Article 1.2.



The City shall notify the Union of its intent to create any new position and the Union shall have the right to negotiate the wages and working conditions as outlined in this Agreement of each new position created except those exempted by Article 1.2.

6.3 Internal Transfers

A. Intent

This article will govern transfers to and from the Fire Prevention Branch, FOCC, and Suppression.

B. Postings

Vacant positions shall be posted internally and externally concurrently for three (3) weeks. Posting for vacant positions shall contain the following information: required education and experience, knowledge and abilities, and salary range.

C. Selection

Members with the required knowledge and skills as per the job description will be considered for the position. When more than one member has the qualifications, the senior applicant will be appointed. Where there are no qualified members, external applicants will be considered.

Changes to job descriptions will be posted one year in advance of posting.

D. Transfers to the Fire Prevention Branch and FOCC

The successful applicant shall be appointed to the position at his pay rate provided it is within the posted salary range.

The successful applicant shall serve a probation period of six (6) months. The probation may be extended for reasons of health and vacations only. If the employee continues to perform in the position beyond the probationary period, he shall be considered appointed to the position.

E. Overtime

Employees of the Fire Prevention Branch shall have the choice of paid overtime or of accumulating the overtime to be taken as time off. Provisions for time off are outlined in the Operational Guidelines.

F. Transfers from the Fire Prevention Branch and FOCC to Suppression

Members in the Fire Prevention or FOCC Branch may apply for a transfer to Suppression provided—

- (i) they have previously served as a suppression member in the Prince George Fire Department
- (ii) they successfully complete medical requirements for the suppression positions
- (iii) a vacancy exists at the rank they previously held

The successful applicant shall remain at the rank previously held for a period of one (1) year before becoming eligible for promotion or assignment to act in a senior capacity.

Promotions within the different branches of the Fire Department will fall under the provisions of Schedule 1 – Promotional Policy.

The only exception will be for a member who transfers back to suppression and his seniority group is already pool officers.

Subsequently if this member is promoted to a Pool Officer, with a class that has less seniority, this member will not be considered for *further* promotion until his time spent as a pool officer is equal or greater than the class being considered for further promotion.

The length of time on a qualified list shall override the length of service with the department.

#### \*6.4 Probationary Period

- A. (i) New employees shall be considered to be on a probationary basis until the completion of twelve (12) months service. If such employee continues in employment after the twelve (12) month probationary period, he/she shall be considered to be on a permanent basis, and seniority, vacations and other perquisites referable to length of service shall date back to original date of employment. The twelve (12) month probationary period may be extended at the discretion of the Fire Chief for health reasons only.
  - (ii) Where the employee is promoted or transferred to Fire Prevention Officer, Chief Fire Prevention Officer, Chief Training Officer or Captain, he/she must successfully complete an additional six month probationary period. Time spent in an Acting Position will be counted as probationary time in the case of Captains.
- B. Rehiring of Former Employees

It is further agreed that in the event of rehiring of former employees the probationary period of twelve (12) months may be waived or shortened upon mutual agreement between the Union and the Fire Chief providing, however, that there are no other employees on probation for a greater period of time.

#### 6.5 Seniority

A seniority list shall be included as **part** of the Collective Agreement and shall show the seniority of the members covered by this Agreement. The order of placement of a new employee at the bottom of the seniority list when more than one (1) employee commences employment on the same day shall be decided by the City.

\*6.6 Acting Pay

- A. Each employee who, by the authority of the Fire Chief, is required to accept the responsibilities of and carry out the duties incidental to a position or rank senior to that which he/she normally holds, shall be paid at the rate of the senior position or rank while so acting.
- B. Each Captain who acts as an Assistant Chief will receive the rate of 132% for the hours spent acting. The 132% rate will stay in effect until the Captain has accumulated 2,192 hours acting pay at 132%. After the 2,192 hours, he/she will be paid at the rate of 136% for all hours acting as an Assistant Chief, until he/she has accumulated 2,192 hours at the 136% rate. After that he/she will be paid at the rate of 140% for all time spent acting as an Assistant Chief. After a member has accumulated 2,192 hours at the 136% rate, all subsequent acting pay will be at the rate of 140%. (Rates mentioned refer to the Assistant Chief wages set in Schedule B).
- C. All hours spent in the acting capacity, will be applied to the Assistant Chief pay increments when the member is promoted to the rank of Assistant Chief.
- D. When an employee covered by this Agreement is required to assume the duties and responsibilities of, or is promoted to, a higher rank for an accumulated total of at least six (6) months in any calendar year, he/she shall be paid at the regular rate of pay for the higher rank for his/her vacation period. Any necessary adjustments to pay rates will be made at the end of the calendar year.

6.7 A. Residence Requirements

Employees of the Fire Department shall reside within the areas outlined on a map of the Prince George Area, which map shall be posted on the bulletin boards of the Fire Halls.

B.

After submission of a written request and with the subsequent approval of the Fire Chief, a maximum of twenty (20) percent of the total number of the members of the Department may reside outside the boundaries shown on the map. There shall be no upgrading of the present communications system undertaken to accommodate those employees who live outside the boundary.

6.8 Job Security - Technological Change

- A. The employer will give to the Union, in writing, at least ninety (90) days notice of any intended technological change that:
  - (i) affects the terms and conditions, or security of employment of employees to whom this Collective Agreement applies, and
  - (ii) alters significantly the basis upon which the Collective Agreement was negotiated.

- B. 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 (2) parties to this Collective Agreement.
- C. If the dispute cannot be settled in direct negotiations, refer the matter directly to an arbitration board pursuant to Article 12 of this Collective Agreement, bypassing all other steps in the Grievance Procedure.

#### 6.9 Layoff and Rehiring Procedures

In the event of layoff, employees shall be laid off in the reverse order of their bargaining unit seniority.

The employer shall notify employees who are to be laid off with a copy of the layoff notice to the Union, thirty (30) calendar days prior to the effective date of layoff, or award pay in lieu thereof

On recall, in order of seniority, the employer shall notify the employee by registered mail, with a copy to the Union, to return to work and the employee shall, within twenty-one (21) calendar days of mailing such notice, return to work or make satisfactory arrangements to do so. The notice shall be mailed to the last known address and it shall be the responsibility of the employee to keep the employer informed of his/her current address and telephone number.

No new employees shall be hired until those laid off have been given the opportunity of recall. Before returning to work an employee on layoff will be required to submit a Doctor's Certificate testifying to his/her general fitness to resume work as a fire fighter. The expense of the Doctor's Certificate shall be borne by the City. Failure to pass these examinations will result in the next employee on the seniority list being recalled.

The employer agrees to pay its share of the monthly premiums for the two months following the month in which layoff occurs to the Medical Plan, Extended Health Plan, Group Life Insurance and Dental Plan for employees with six (6) months of service or more being laid off. In the event of a longer layoff, employees so affected will be given the right to continue their coverage through direct payments, provided the plans permit such coverage.

An employee being laid off and re-employed within two (2) years shall retain previous benefits earned in connection with vacation, sick leave and seniority based on length of service. Employees who are not recalled within two (2) years from date of layoff shall be deemed to be terminated.

#### \*6.10 Nourishment on Duty

The employer will provide nourishment at fires and other emergencies in accordance with the "Call Out Crew Duties Checklist" and/or at the discretion of the Incident Commander or his designate.

\*6.11 Pre-Employment Medical

It is agreed that, as a condition of employment, an applicant must successfully pass a pre-employment medical examination. The standard for this medical shall meet or exceed that of the N.F.P.A. Medical 1001.

6.12 Access to Personnel Records

Employees in the Bargaining Unit shall have access to their personnel records at reasonable times.

6.13 Supernumerary Positions

If a member of the Fire Department is handicapped due to accident or illness while in the employ of the City, which leaves him/her unable to carry out his/her duties, he/she will be given a position in the Fire Department providing he/she is capable of, and able to, perform the duties. Such positions will be created supernumerary to the establishment of the Fire Department.

Every consideration will be given by the City to finding positions in the Fire Department for those employees handicapped due to accident or illness which is not job related, providing they are capable of, and able to, perform the duties. Such positions will be created supernumerary to the establishment of the Fire Department.

6.14 Platoon Transfer

When transferring a member, temporarily or permanently, from one platoon to another, twelve (12) days written notice shall be given to the member being transferred.

Notwithstanding the above, the department will make all reasonable efforts to give as much notice as possible.

6.15 Critical Incident Stress

The City will offer assistance to fire department personnel exposed to the emotional trauma associated with critical incidents. Assistance will include the availability of Critical Incident Stress Debriefing and Defusing by trained and qualified individuals approved by the Critical Incident Response Team (CIRT).

Annually, the CIRT will submit recommendations concerning required resources to the Fire Chief.

6.16 Recruit Hiring

A representative from the union will participate as an advisor in the recruit hiring process. The union representative may be absent from duty with pay in order to fulfill these obligations.

"6.17 Relief Communications Operator

The two least senior Communications Operators shall work on a relief basis. Members hired prior to December 31, 2000 will be exempt from this provision.

The Relief Communications Operator shall not be bound by the Hours of Work and Platoon transfer provisions of the Collective Agreement but shall instead be governed by the following:

- A. The member shall be assigned to a regular platoon on the basis of seniority. 'Seniority' shall be established based on the date of hire.
- B. The member shall work three hundred and thirty-six (336) hours over fifty-six (56) day cycles. The member shall be entitled to a minimum of four (4) hours at their regular rate of pay whenever called in to work.
- C. The member required to work the schedule set out under (2) above shall be assigned to a fifty-six (56) day cycle and may be required to work up to a maximum of three hundred thirty-six (336) hours within that cycle at straight-time rates, subject to the following:
  - (i) wages and benefits will remain consistent with current practices, i.e. eighty-four (84) hours pay at straight-time per bi-weekly pay period; and
  - (ii) the Corporation will assign the member to a platoon for the purpose of providing relief for paid time off benefits and, in so far as is possible, their work schedule will reflect the regular hours of work of that platoon.
- D.
  - (i) The member may be required to be on duty up to a maximum of twelve (12) consecutive hours.
  - (ii) The member may be utilized to a maximum of 84 hours in an 8 day block."
  - (iii) The member shall be off duty for two 24 hour periods each 8 day block."
 

The member may request one shift per 8 day block as a prescheduled day off call. The Employer will make all reasonable efforts to accommodate such requests, keeping in mind that the Relief member is to be utilized for overtime aversion. Once a 24 hour period has been scheduled off, it shall be confirmed 48 hours prior to the scheduled shift off and shall not be retracted except by mutual agreement.

\*The use of an 8 day block is for the sole purpose of clarification of this document and is WITHOUT PREJUDICE, and shall not be used to amend or define any other document or Act.
- E. The scheduling of hours of work for the member shall be the responsibility of the FOCC Supervisor.
- F. Upon successful completion of a 6 month period, the member will be assigned as a Relief Communication Operator.

- G. Persons hired as a relief member shall be entitled to wages and specified benefits afforded regular full time employees consistent with the Collective Agreement.
- H. Where attrition occurs, the relief operator will be placed on a regular platoon after a new member has successfully completed the six month period and has been assigned as a Relief Communication Operator.
- I. If a replacement is not hired within (6) months of the retirement/termination of a regular communications operator, the relief operator shall be placed in the position vacated by the regular communications operator.
- J. The relief operator position is contingent upon there being a minimum of eight (8) regular communications operators in the Prince George Fire Department FOCC. If for any reason the number of regular operators drops below eight (8) the "Relief Communications Operator" position shall cease to exist.

6.18 FOCC Relief:

Suppression members will provide meal and coffee break relief for FOCC subject to the following:

- A. The two junior suppression members on each platoon shall remain trained to provide meal and coffee breaks in FOCC
- B. When FOCC staffing is at minimum (1 member) the junior suppression member shall provide meal and coffee break relief.
- C. If the junior member on shift is not available the second junior suppression member shall provide the necessary relief.
- D. When FOCC is scheduled to be at full staffing (2 members) both junior suppression members shall be allowed time off at the same time if requested.

"6.19 Relief Firefighter

The eight (8) least senior Firefighters, hired after December 31, 2002 shall work on a relief basis. Members hired prior to December 31, 2002 will be exempt from this provision.

The Relief Firefighters shall not be bound by the Hours of Duty and Platoon Transfer provisions of the Collective Agreement but shall instead be governed by the following:

- A. The Relief Firefighters shall be assigned to a regular platoon on the basis of seniority. 'Seniority' shall be established based on the date of hire. The Relief Firefighters will not be considered part of minimum staffing levels for the purpose of determining when members may take floater or ATO leave.
- B. The Relief Firefighters shall work three hundred and thirty-six (336) hours over fifty-six (56) day cycles. The Relief Firefighters shall be entitled to a minimum of four (4) hours at their regular rate of pay whenever called in to work.

- C. The Relief Firefighters required to work the schedule set out under (B) above shall be assigned to a fifty-six (56) day cycle and will be required to work up to a maximum of three hundred Thirty-six (336) hours within that cycle at straight-time rates, subject to the following:
- (i) wages and benefits will remain consistent with current practices, i.e. eighty-four (84) hours pay at straight-time per bi-weekly pay period; and
  - (ii) the Corporation will assign the Relief Firefighters to a platoon for the purpose of providing relief for paid time off benefits and, in so far as is possible, their work schedule will reflect the regular hours of work of that platoon.
- D. (i) The Relief Firefighters may be required to be on duty up to a maximum of fourteen (14) consecutive hours.
- (ii) The Relief Firefighters may be utilized to a maximum of 84 hours in an 8 day block.\*
- (iii) The Relief Firefighters shall be off duty for two 24-hour periods each 8-day block. \*The Relief Firefighters may request one shift per 8-day block as a prescheduled day off call. The Employer will make all reasonable efforts to accommodate such requests, keeping in mind that the Relief Firefighters are to be utilized for overtime aversion. Once a 24-hour period has been scheduled off, it shall be confirmed 48 hours prior to the scheduled shift off and shall not be retracted except by mutual agreement.
- \*The use of an 8-day block is for the sole purpose of clarification of this document and is WITHOUT PREJUDICE, and shall not be used to amend or define any other document or Act.
- E. Persons hired as Relief Pool members shall be entitled to wages and specified benefits afforded regular full time employees consistent with the collective agreement, with the exception of annual vacation and statutory holidays which shall be administered as follows:  
Employees hired at least one month before the issuance of the annual holiday selection shall be included in the following year's selection. The current year's annual vacation and statutory holidays shall be paid out at the end of the calendar year. Holiday pay shall be at the rate of 4% while statutory holiday entitlements shall be consistent with the process used to calculate vacation pay.
- F. Where attrition occurs, the senior Relief Firefighter will be placed on a regular platoon after a new member has successfully completed his/her probation period and has been assigned as a Relief Firefighter.
- G. If a replacement is not hired within six (6) months of the retirement/termination of a regular Firefighter, a Relief Firefighter shall be placed in the position vacated by the regular Firefighter.
- H. In the event of a lay-off, Relief Firefighters will cease to exist.



## 6.20 Harassment

The Employer and the Union recognize the rights of employees to work in an environment free of harassment.

Harassment is defined by the BC Human Rights Code as behaviours, such as conduct or comments, based on prohibited grounds of discrimination, which are unwelcome and inappropriate or otherwise offensive, thus creating a negative impact on the work environment. Prohibited grounds of discrimination identified by the BC Human Rights Code are race, colour, ancestry, place of origin, political belief, religion, marital or family status, physical or mental disability, sex, age (between 19 and 65), criminal or summary conviction unrelated to employment, and sexual orientation.

For the purposes of this agreement, personal harassment shall be defined as behaviour that consists of offensive comments or actions which demean, belittle, or intimidate an individual or cause personal humiliation.

The Employer and the Union agree to cooperate in attempting to resolve all complaints of harassment, which may arise in the workplace. Cases of harassment, if not resolved on a confidential basis, shall be eligible to be processed as a grievance pursuant to Article 12 of the collective agreement.

This clause shall not be used to limit management's right to deal with performance or disciplinary issues.

## **ARTICLE 7 - WORK COVERAGE**

7.1 Employees covered by this Agreement shall not be required to perform any work or duty not in any way connected with:

- A. The prevention and suppression of fire.
- B. Normal rescue and safety services.
- C. The routine housekeeping of fire halls, minor repairs to fire halls, minor repairs including painting and maintenance of equipment, and grounds upkeep.

7.2 The Fire Safety House will "within the city limits" be staffed and operated only by members of the Prince George Fire Department. Scheduling the use of the Fire Safety House will be the responsibility of the Prince George Fire Department.

## **ARTICLE 8 - VACATIONS**

### 8.1 Vacations

All employees covered by this Agreement shall be entitled to paid annual vacations on the basis outlined in the following paragraphs. The present system used for scheduling such annual vacation shall be that as in effect at the signing of this Collective Agreement and the system shall be subject to change by mutual agreement between Union and Management. Vacation credits shall be earned to all employees, except those on unpaid

leave of absence in excess of two (2) weeks, those using the sick bank, or those on WCB compensation in excess of twelve (12) months. The twelve (12) months will include periods where the employee has attempted to return to work but because of his/her disability is unable to remain at work and is placed back on WCB compensation.

A. Those employees who are employed in the positions set forth in Groups I and III of said Schedule "2" (which employees hereinafter in this Article 8 are referred to as "Groups I and III employees") shall be entitled to the following paid annual vacation:

- (i) Groups I and III employees leaving the service in less than twelve (12) months from the date of appointment shall be granted vacation pay in accordance with the Employment Standards Act.
- (ii) After one (1) year of service - eight (8) working shifts.  
After three (3) years of service - twelve (12) working shifts.  
After ten (10) years of service - sixteen (16) working shifts.  
After twenty (20) years of service - twenty (20) working shifts.
- (iii) In all cases of termination of service for any reason other than retirement on superannuation or on attaining retirement age, adjustment will be made for any overpayment of vacation.
- (iv) Annual vacations shall commence on the first (1st) day back on shift after regular days off.

B. Those employees who are employed in positions set forth in Group II of said Schedule "2" (which employees are hereinafter referred to as "Group II employees") shall be entitled to the following paid annual vacation:

- (i) Group II employees leaving the service in less ~~than~~ twelve (12) months from the date of appointment shall be granted vacation pay in accordance with the Employment Standards Act.
- (ii) After one (1) year of service – twenty-one (21) calendar days.  
After three (3) years of service – twenty-eight (28) calendar days.  
After ten (10) years of service – thirty-five (35) calendar days.  
After twenty (20) years of service – forty-two (42) calendar days.

## 8.2 Vacation Banking

All regular full-time members of the Fire Department who have completed twenty (20) years of service with the Prince George Fire Department shall be permitted to bank a total of four (4) days vacation per calendar year for a total of twelve (12) days maximum and for the sole purpose of taking an extended vacation prior to their retirement from the job with the City.

The accumulated days may be taken prior to the employee's retirement date. The accumulated days must be taken in accordance with departmental vacation schedule and will be selected only after the other members in the holiday group have taken all of their allotted vacation time. In no circumstances will the accumulated vacation be paid out in cash other than under Article 11.15 of the Collective Agreement.

Employees shall be permitted to accumulate up to twelve days for an extended vacation between twenty (20) and twenty-five years (25) and twenty-five (25) years and the member's retirement from their job with the City.

## **ARTICLE 9 - STATUTORY LEAVE**

### 9.1 Statutory Holidays

- A. (i) All Group I or III employees who have completed twelve (12) months continuous service by December 31st shall receive in each calendar year in lieu of the eleven (11) statutory holidays, set forth in Clause 9.1B., eight (8) consecutive working shifts, plus three (3) additional working shifts to be taken as floaters, and in addition thereto shall receive time equivalent to one (1) duty shift in lieu of any other statutory holidays declared by the City of Prince George, the Province of British Columbia or the Government of Canada to which employees covered by this Agreement are entitled. For those employees who begin or end their employment mid-year, the number of statutory holidays will be prorated. Time off in lieu of statutory holidays shall commence on the first (1st) day back on shift after regular days off and may or may not be taken immediately after annual vacation period, at the discretion of the Fire Chief.
- (ii) The City agrees to pay a maximum of one (1) floater day in cash if requested by the employee. If illness or accident covered by W.C.B. interferes with an employee being unable to use his/her floaters before the end of the calendar year then the employee may take cash in lieu of any remaining floaters not used.
- (iii) The Department policy for Floater Day Holidays will be as follows:
1. Member to notify Officer-in-Charge of the intention to take floater day no sooner than one hundred and eighty (180) days or later than forty-eight (48) hours prior to the start of the shift.
  2. Officer-in-Charge to approve or reject the application within five (5) days. Where this is not possible due to shorter application time, approval or rejection will be given within twenty-four (24) hours.
  3. Once a member has given notice of his/her intention to take a floater day off, he/she has until fourteen (14) days prior to the day intended to change his/her mind. He/she must take the day off as intended if less than fourteen (14) days.

4. If, after member's intention to take floater day has been acknowledged, a minimum staffing situation should arise, the member shall not be required to cancel his/her intended floater day, but a staff call for minimum staff replacement shall be made.
5. More than one (1) member from the same shift may take the same day off, providing such request is in accordance with the minimum staffing requirements designated for each rank at the time of approval, Priority shall be given to member submitting the first (1st) dated notice of intention or request.

- B. All Group II employees shall be entitled to a holiday with pay on the following public holidays, namely:

New Year's Day	Canada Day	Remembrance Day
Good Friday	B.C. Day	Christmas Day
Easter Monday	Labour Day	Boxing Day
Victoria Day	Thanksgiving Day	

and any other day proclaimed by the Federal, Provincial or Municipal Government as a holiday for the general public.

- C. If a Group I or III employee covered by this Agreement whose duties require him/her to work on public holidays as provided for in Clause 9.1A or 9.1B, then, in addition to the holiday to which he/she is entitled under Clause 9.1A or 9.1B as the case may be, he/she shall be paid at a rate of one hundred (100) percentum of his/her regular rate of pay (calculated on an hourly rate) for each of the hours worked by him/her between the hours of 12:01 a.m. and 11:59 p.m. on such public holiday. Where an employee is acting in a senior capacity as outlined in Article 6.6, the rate of pay shall be that of the senior position or rank.
- D. For all Group II employees, if a statutory holiday falls, or is observed, during their vacation, they shall be granted ~~an~~ additional day's vacation for such holiday in addition to their regular vacation time, and if a statutory, or declared, holiday falls on a day on which a Group II employee is not scheduled to work, he/she shall be entitled to one (1) day with pay in lieu thereof.
- E. Statutory holidays shall not be earned by employees on lay off, employees using the sick bank or, after they have been absent from work on unpaid leave of absence in excess of two (2) weeks or on W.C.B. compensation in excess of twelve (12) months. The twelve (12) months will include periods where the employee has attempted to return to work but because of his/her disability is unable to remain at work and is placed back on WCB compensation.

**ARTICLE 10 - SPECIAL ALLOWANCES****\*10.1 Clothing**

A. Upon completion of the six (6) month period the City will provide a complete Uniform to all employees covered by this Agreement as follows:

- (i) One (1) pair of boots
- (ii) Two (2) pairs of trousers
- (iii) One (1) dress tunic
- (iv) One (1) dress tie
- (v) One (1) winter parka
- (vi) Four (4) dress shirts or three (3) dress shirts and one (1) navy blue pull-over wool sweater
- (vii) One (1) uniform cap
- (viii) One (1) spring/fall bomber jacket
- (ix) One (1) winter hat
- (x) One (1) pair of winter gloves
- (xi) One (1) pair of dress black lace oxford shoes

B. And thereafter as follows:

**Group I**

- (i) Two (2) pairs of trousers per year
- (ii) One (1) tie per year
- (iii) One (1) pair of footwear per year
- (iv) Two (2) pairs of footwear every three (3) years but not in addition to (c)
- (v) Four (4) dress shirts per year or three (3) dress shirts and one (1) navy blue pull-over wool sweater
- (vi) One (1) uniform cap every four (4) years
- (vii) One (1) spring/fall bomber jacket every three (3) years
- (viii) One (1) dress tunic every six (6) years
- (ix) One (1) winter parka every five (5) years
- (x) One (1) winter hat every six (6) years
- (xi) One (1) pair of winter gloves every three (3) years

**Group II and III**

- (i) Two (2) pairs of footwear per year
- (ii) Three (3) pairs of trousers per year
- (iii) One (1) tie per year
- (iv) One (1) winter parka every four (4) years
- (v) One spring/fall bomber jacket every two (2) years
- (vi) Five (5) dress shirts per year
- (vii) One (1) pair of gloves per year
- (viii) One (1) winter hat if required
- (ix) One (1) navy blue pull-over sweater if required
- (x) One (1) pair of winter boots if required

- C. All clothing, except as noted in Article 10.2 shall be ordered in the month of January of each year and issued on receipt of such order.

Clothing shall be ordered, for employees serving probation, on satisfactory completion of the probation period.

- D. The entire cost of cleaning department uniforms will be paid on receipt of the bill from the cleaning firm. Employees will use the following list as a guideline in determining how often items of clothing should be cleaned.

Two (2) shirts	per four (4)-day shift
One (1) pair of uniform pants	per four (4)-day shift
One (1) spring/fall bomber	four (4) times per year
One (1) sweater	five (5) times per year
One (1) battle jacket	six (6) times per year
One (1) winter parka	one (1) time per year
One (1) dress tunic	one (1) time per year

10.2 Fire Fighting Equipment

The City will also provide every employee covered by this Agreement whose duties include the fighting of fires with fire fighting equipment approved by the Workers' Compensation Board, which shall include rubber boots, service coat, service pants, helmet, gloves, flash hoods, nomex coveralls, wildland (NFPA) boots, and such other equipment as may be recommended by the Fire Department Safety Committee and approved by the Fire Chief.

All Uniform clothing and fire fighting equipment referred to herein shall remain the property of the City. Every person leaving the service of the City, excluding those persons retiring on superannuation, shall return the last complete issue only.

If the parties mutually agree during the term of this Agreement to revise the items of clothing or equipment referred to herein, then they shall be amended accordingly.

**ARTICLE 11 - EMPLOYEE BENEFITS AND SUPERANNUATION**

"11.1 A. Medical Services Plan of B.C. and Extended Health Benefits

It is agreed that the level of benefits will not be reduced below that provided December 31, 2001, plus improvements, unless mutually agreed by the parties. All employees covered by this Agreement shall be entitled to enroll in the MSP of BC and EHB plans from the commencement of employment and the employee shall pay twenty-five (25) percent and the City shall pay seventy-five (75) percent of the monthly premium payable to said carriers. EHB lifetime maximum shall be \$1,000,000. EHB vision care coverage of 100% of \$250 every two years, shall be provided. Pay direct coverage shall be provided.

B. \*Dental Plan

All employees covered by this Agreement shall be entitled to enroll in the Dental Plan after the completion of a six (6) month period and the employee shall pay twenty-five (25) percent and the City shall pay seventy-five (75) percent of the monthly premium costs thereof,

Coverage shall be as follows: Plan A (Basic Services)- 100%; Plan B (Major Restorative Services) - 80%; Plan C (Orthodontia includes members and spouses as well as dependent children.) - 50%. Plan C maximum shall be \$1,750. Effective January 1, 2005, Plan "C" maximum shall be \$3,000.

"11.2 Group Life Insurance

The City agrees to provide Group Life Insurance and Accidental Death and Dismemberment Insurance for all employees covered by this Agreement, and the employee shall pay thirty (30) percent and the City shall pay seventy (70) percent of the premium costs thereof. The amount and type of such insurance shall be decided by mutual agreement between the City and the Union, and shall be 2 times annual salary Group Life Insurance and 2 times annual salary A.D. & D. per employee. The city agrees to increase each employee's life and A.D. & D. coverage by \$20,000 at the Union's expense.

Employees may apply for optional life insurance for themselves and their spouses. Employee and spousal optional life is available in units of \$10,000. The minimum amount of insurance is \$10,000 per person and the maximum amount of basic and optional insurance is \$500,000 per person. Employees may also apply for dependent optional life insurance. Dependent optional life insurance provides a flat benefit of \$15,000 for each eligible dependent child. Employees pay premiums for dependent optional life and A.D. & D. insurance through payroll deductions.

"11.3 Sick Leave and Gratuity

- A. (i) Sick leave means the period of time an employee is permitted to be absent from work with full pay by virtue of being sick or disabled or because of an accident for which compensation is not payable under the Workers' Compensation Act.
- (ii) Employees who have completed six (6) months service shall be entitled to one (1) working shift sick leave with full pay for each month worked. Sick leave shall be accumulated to a maximum of one hundred and fifty-six (156) working shifts. A deduction shall be made from accumulated sick leave credit of all working shifts or portions of shifts absent with pay due to illness except those resulting from an accident on the job which the Workers' Compensation Board would cover.

Any person claiming sick leave shall notify the Senior Officer on shift within one (1) hour of commencement of the working shift for which the sick leave is claimed, except where the same is not reasonably possible.

- (iii) A Doctor's Certificate shall be provided by the employee when claiming sick leave which is equal to or exceeds three (3) working shifts if requested by the City.

Where a member's annual rate of sick leave usage exceeds the bargaining unit average, if requested by the City, the employee will provide a Doctor's Certificate for a sick leave occurrence, regardless of the length of the occurrence.

The City agrees to reimburse one hundred (100) percent of the cost of the Medical Certificate on receipt of proof of purchase.

**B. Family Illness**

In the cases of an illness of the spouse or child of a member, when no one at home other than the member can provide for the needs of the ill person, the member shall be entitled after notifying the Assistant Chief, to use up to a maximum of three (3) consecutive shifts of accumulated sick leave at any one time for this purpose.

**C. Cash Payment**

- (i) An employee shall receive, in cash, twenty-five (25) percent of the sick pay accumulated upon retirement or termination for whatever cause.
- (ii) An employee shall receive payment of fifty (50) percent of unused sick leave accrued at his/her regular rate of pay in effect at the time he/she retires:
  - (a) On retirement at the maximum or minimum retirement age, as outlined in the Municipal Superannuation Act and after ten (10) years service.
  - (b) On forced retirement due to illness or disability at any time.

Except as modified by Article 11.16.

**D. Gratuity Plan**

A credit of four (4) working shifts shall be given for each year of service, or for part of a year, a credit of one (1) working shift for each three (3) months of service, to be termed gratuity days, which may be accumulated to a maximum of one hundred and forty-eight (148) working shifts.



A deduction shall be made from the current years gratuity credits for all days absent on sick leave with pay, except that such deduction shall not exceed one (1) gratuity day in each quarter of a year (1/4) of the calendar year. The total gratuity credited to each employee at the end of each quarter shall remain to each employee's credit regardless of time lost in any subsequent quarter year.

E. Payment of Gratuity

The earned gratuity shall be paid when an employee leaves the service providing he/she has completed at least three (3) years service in the Fire Department. This gratuity shall be paid at the rate of pay in effect at the time of the member's severance of employment from the Department.

Upon completion of three (3) years service with the Fire Department, an employee may elect the right, at any time during the year, to receive cash in lieu of accumulated days, provided three (3) weeks notice has been given. The rate of pay for gratuity days will be the rate in effect at the date of application.

Providing an employee has completed at least five (5) years of service with the Fire Department, such employee may request time off in lieu of cash. The request will be subject to the Fire Chief finding a suitable replacement, other than by call out procedure. The replacement will be paid at straight time.

F. Sick Bank

- (i) Each employee is to be credited with one-quarter (1/4) day per month.
- (ii) Each one-quarter (1/4) day is to be placed into a bank and the records of these days are to be kept in the computerized payroll system.
- (iii) The recorded days in the sick bank may be inspected on request.
- (iv) Each employee shall have the one-quarter day of personal sick leave accrual credited to the sick bank each month (1.38 hours per pay period.)
- (v) New employees shall have the 1.38 hours per pay period placed in the bank when their first paycheque is processed.
- (vi) All employees shall be entitled to a maximum of ninety-two (92) working shifts or twenty-six (26) calendar weeks, whichever is the greater, at their regular rate of pay less usual deductions, in addition to their personal accumulated sick leave.
- (vii) The frequency of usage of the sick bank shall be as outlined in the present weekly indemnity plan now in effect with CUPE Locals #399 and #1048. That is, after using ninety-two (92) working shifts or twenty-six (26) calendar weeks of sick bank leave for one ailment, the employee must

work a minimum of two calendar weeks on a full-time basis with the written approval of his/her practitioner before being able to use additional sick bank leave for the same or a related cause. The Employer and the Union may mutually agree to waive the two-week requirement to return to work.

- (viii) All employees may draw on the sick bank only after their personal accumulated sick time has been exhausted.
- (ix) All employees using the sick bank shall supply written confirmation from their doctor concerning their inability to return to active or alternate duties. A copy of the doctor's confirmation shall be given to the Fire Chief and the Union.
- (x) The sick bank shall be capped at a group total of one thousand (1,000) days.
- (xi) Once the sick bank total reaches one thousand (1,000) days, each firefighter shall have the one-quarter (1/4) day allocated to his/her personal accumulated total, until such time as the group total decreases and requires replenishing.
- (xii) The Union shall be given a quarterly report on the status of the sick bank.
- (xiii) While using the sick bank, employees will not accrue vacation leave, statutory holiday leave, or gratuities.

G. Sick Leave Reimbursement

- (i) Where an employee receives wage loss benefits from a third party for an absence, the employee shall reimburse the lesser of the sick leave paid or the wage loss benefits received from the third party. The employee will be re-credited sick leave credits equivalent to the sick leave re-paid.
- (ii) If the employee has used sick bank leave, the amount reimbursed to the City will be re-credited to the employee's personal accumulated sick leave and the sick bank in the proportions used.
- (iii) Gratuity days will be re-credited to the employee based on the total amount of personal sick leave and sick bank leave reimbursed to the City from a third party.
- (iv) This provision is not intended to affect payment from a private insurance policy carried by an employee.

11.4 Bereavement Leave

An employee shall be granted, upon request, an appropriate leave of absence on the death of a member of the employee's immediate family, up to a maximum of three (3) working shifts. Members of the immediate family are defined as spouse, child, mother, father, sister, brother, present parents-in-law and present common-law parents-in-law, grandparents, grandchildren, brothers-in-law, and sisters-in-law. The Fire Chief may authorize an additional one (1) working shift with pay where such time is deemed appropriate.

Employees who request leave to participate as active pall bearers at a funeral shall make such a request in writing and the City shall allow one-half (1/2) day leave with pay.

11.5 Absence from Duty of Union Officials

The City agrees that when it is necessary for Union Officials to leave their employment temporarily for the purpose of Collective Bargaining with the City, or for such purposes of settling grievances as outlined in this Agreement, the said Officials shall suffer no loss of pay for the time so spent.

Fire fighters required to attend regularly scheduled Safety Meetings outside of normal shift hours will be compensated hour for hour for time so spent subject to a maximum payment of two hours per meeting and to a maximum of two employees. The maximum number of meetings shall not exceed twelve (12) in any one year.

11.6 Court Appearance

Any employee who is required to serve as a juror, court witness, or is named as defendant in civil or criminal actions against the employee as a result of carrying out the assigned duties of his/her employment by the City shall receive his/her regular rate of pay for the period of absence provided that all jury pay or like remuneration earned during the employee's regular working shifts shall be returned to the City.

11.7 Court or Inquiry

The City shall pay an employee who is required to attend during his/her days off, annual vacation, statutory holidays, gratuity days, at a Coroner's Inquiry as a result of his/her employment or Court appearance arising out of or as a result of the terms of this Agreement. The regular rate of pay shall be that set out as per attached Schedule "2" and will be paid only for those hours actually spent at Court.

11.8 Legal Counsel

- A. The City shall indemnify any employee against a claim for damages arising out of performance of his/her duties and, in addition, pay legal costs incurred in a Court proceeding arising out of the claim.

- B. The provisions of (A) do not apply in those exceptions enumerated in City of Prince George Indemnification Bylaw No. 5077, 1990, as from time to time amended.

#### 11.9 Workers' Compensation

Employees absent from duty due to injuries received while on duty shall receive same gross and net salary in effect at the time of injury, until they are fit to return to active or light duties as per Medical Certification, or until they receive a pension from W.C.B.

In calculating the balance to be paid by the City, all normal deductions, including income tax, will be made from the employee's gross salary.

Monies received from WCB during such absence shall be remitted to the City. Accumulated sick leave credits will not be affected by any additional amount paid by the employer.

#### 11.10 General Leave

- A. The City may grant leave of absence without pay and without loss of seniority to any employee requesting such leave for good and sufficient cause, such request to be in writing and approved by the City.
- B. A leave of absence shall not exceed one (1) year in length.
- C. A leave of absence shall not place a shift into minimum staffing at time of approval.
- D. A leave of absence shall not interfere with the Holiday selection of any other employee.

#### 11.11 Maternity and Parental Unpaid Leave

- A. Providing that a pregnant employee is capable of performing her duties, the Employer shall not deny the right to continue employment during the period of pregnancy. The Employer may require proof of the employee's capability to perform her normal work through the production of a medical certificate.
- B. If it is operationally feasible, a pregnant employee who is not capable of performing suppression duties will be granted exemption from them. She will be accommodated with alternate duties within the Fire Department, jointly agreed to by the Union and management, and will not suffer any loss of pay.
- C. An employee shall be granted fifty-two (52) weeks maternity leave of absence. Such leave may commence eleven (11) weeks prior to the week in which her predicted confinement occurs or at any time thereafter at the request of the employee. In no case shall an employee be required to return to work sooner than six (6) weeks following the birth, or the termination of her pregnancy, unless a shorter time is requested by the employee.

- D. Within 52 weeks after a child's birth, a birth father shall be granted up to 35 consecutive weeks of parental leave.
- E. All requests for maternity and parental leave shall be in written form and given to the Employer at least four weeks before the day the employee proposes to begin leave.
- F. During the period of maternity and parental leave, the Employer shall continue to pay its share of the premiums of the Medical Services, Extended Health, Dental, Group Life and Accidental Death and Dismemberment and Pension Plans. The employee agrees to pay his/her share of the premiums to the Employer on a monthly basis. If the employee chooses, the City will pay the employee's share of the premiums and deduct them from salary upon return to duty from maternity and/or parental leave.
- G. During the maternity or parental leave, the employee shall retain his/her seniority status in accordance with the Collective Agreement.

11.12 Birth or Adoption Leave

One (1) day of leave with pay shall be granted for the day of birth or adoption of a child on approval of the Fire Chief or his/her designate, providing that the employee requesting the leave is on shift at the time for which the request is made. No day off in lieu shall be granted to an employee already off shift on the day required.

11.13 Emergency Leave

- A. Firefighters employed on a full-time regular basis by the Fire Department, including probationary employees, will be granted leave of absence with pay and without loss of seniority in a case which is considered by the platoon chief on shift to create an emergency.
- B. Emergency Leave shall include any emergency that the platoon chief deems appropriate.
- C. The employee shall take only the time necessary to resolve the emergency, on an interim basis if possible, before returning to duty.
- D. A pager shall be carried during the emergency so that the employee is on duty and available to respond.
- E. Nothing in this article shall permit employees the right to decide unilaterally when time shall be taken by them and for what reason.

11.14 Supplementary Compensation for Fire Fighter Killed in the Course of Duty

If a member is killed as a direct result of the performance of his/her duties in the preservation of life and property in active fire fighting including investigations and inspection work and approved fire fighting training and other assigned duties, a monthly supplement will be paid to the spouse to bring his/her after-tax income from Workers'

Compensation, Canada Pension and Municipal Superannuation and any other source of income not contracted for by the deceased member to the difference between the regular classified salary of the deceased member and normal deductions, such payment to continue for a period of seven (7) years.

- A. The regular classified salary shall be that for the class of position held by the employee on the date of his/her death or pending at the time of his/her death and shall not include acting or temporary positions and overtime rates of pay, shift differential, service pay and other premium payments, allowance or benefits shall not be included.
- B. The normal deductions shall include Income Tax, C.P.P., U.I.C., Union Dues, Sick Plan Premium and any other deduction which may be included in subsequent agreements.
- C. The supplement shall be recalculated annually in consideration of the indexing of W.C.B., C.P.P., and Superannuation and the changes occurring in revisions to the Collective Agreements.
- D. In the event the spouse is under 40 years of age and is without child, the W.C.B. lump sum payment on the death of his/her spouse, for the purposes of calculating the supplement, shall be divided by 5. If the period is less than seven (7) years from the date of his/her death and his/her maximum retirement date and if he/she had lived, in the event the spouse is under 40 years of age and is without child, the W.C.B. lump sum payment on the death of his/her spouse, for the purposes of calculating the supplement, shall be divided by the number of years in that period.
- E. In the event there is no surviving spouse and there are dependent children, or in the event the spouse dies subsequent to the death of the member and leaves dependent children, the supplement shall be calculated as follows:
  - One (1) child
    - A sum sufficient to bring the after tax income of the child to 1/3 of the difference between the regular monthly pay of the deceased member and his/her normal deductions, further abated by W.C.B., C.P.P., and Superannuation and other sources not contracted for by the deceased member.
  - Two (2) or more children
    - As above except at the rate of 50%.
- F. For the purposes of Section D & E, a child shall mean:
  - (i) a child under the age of 18 years, including a child of the deceased member yet unborn,
  - (ii) an invalid child of any age, and
  - (iii) a child under the age of 21 years who is regularly attending an academic, technical or vocational place of education.

- G. Any sums of money payable by the City to any dependent child under the age of 18 years or to an invalid child may properly be paid by the City to the legal guardian of such dependent child whose receipt shall be sufficient discharge to the City.

On the compulsory retirement date of the deceased, if that falls within the seven (7) year period and had he/she lived, a calculation of the pension due to the spouse, had the deceased superannuated on that date, the City shall supplement the spouse's income from W.C.B., C.P.P., Superannuation and any other sources as referred to herein, to bring the spouse's income to the level of the superannuation calculation referred to less income tax on that sum **up** to and including the seven (7) year period.

#### "11.15 Superannuation and Retirement

- A. All employees shall be covered by the Municipal Pension Plan. Contributions to the Municipal Pension Plan for new employees shall commence on their date of hire.
- B. All employees covered by this Agreement, upon reaching the age of sixty (60) years, shall be superannuated from the Department, effective at the end of the calendar month in which the member reaches his/her sixtieth (60th) birthday.
- C. Each member shall take all due vacation and holiday time prior to the effective date of such employee's severance from the Department provided, however, that if a member is off on W.C.B. benefits, he/she shall receive his/her vacation and holiday time in pay.
- D. For those employees after fifteen (15) years service upon retirement due to illness, death or being superannuated, the City agrees to pay one (1) month's severance pay.

#### 11.16 Special Pension Agreement

The City agrees to contribute an additional two point five percent (2.5%) of each permanent employees regular wages in addition to the contribution required by the Pension (Municipal) Act, to be recorded in the Retirement Annuity Account subject to the following conditions:

- A. The Special Pension Agreement is voluntary for all current employees.
- B. All new employees will become members of the Special Pension Agreement at the time they become eligible to contribute to Superannuation as a condition of employment.
- C. To qualify for the Special Pension Agreement an employee must contribute 2% of his/her regular monthly *salary* to the Plan.
- D. Contributions will be based on regular monthly salaries as defined by Pension (Municipal) Act.

- E. Once a current employee has chosen to join the Plan, he/she will be required to remain in the Plan for the remainder of his/her career with the Department.
- F. Employees who enroll in the 2.5/2 pension plan will forfeit their sick leave payout. Current employees who are members of the 1/1 pension plan will have their sick leave payout reduced to 25%.
- G. The Special Plan is nontransferable to other Departments.
- H. No portion of the two point five percent (2.5%) contribution made by the City will be refunded in the case of an employee leaving the Department prior to vesting under the Superannuation Act.
- I. Pension Over Contribution

When a refund is payable to, or on behalf of, an employee under the Pension (Municipal) Act, the amount contributed by the City on the employee's behalf under this agreement shall be refunded to the employee.

11.17 Employee and Family Assistance Program

The employer and the IAFF Local 1372 will engage the services of a mutually agreed on provider for the purpose of offering an Employee and Family Assistance Program to members of the Fire Department.

The employer agrees to pay 100% of the cost of such program and the Union will appoint two representatives to the Joint Committee already in existence with CUPE and shall participate on the same joint basis as other members of the Committee.

**ARTICLE 12 - GRIEVANCE PROCEDURE**

12.1 Union Representation

Members shall be entitled to Union representation at all meetings where disciplinary action is planned or anticipated. Management shall be responsible for contacting the Union and arranging a mutually agreeable time to provide representation for such meetings. The union will make all reasonable efforts to ensure that a representative is made available. The Union will be allowed time off without loss of pay or benefits for purposes of representing members of the Local in disciplinary or investigative meetings, provided that there is sufficient staffing and there will be no cost involved for the City.

12.2 Grievance Procedure

Any difference concerning the interpretation, application or operation of this Agreement or concerning any alleged violation thereof, or any other grievance arising from the suspension or dismissal of any employee, any question as to whether any matter is arbitrable, shall be final and conclusively settled without stoppage of work in the following manner.



- A. Every grievance shall in the first (1st) instance be taken up with the Fire Chief within thirty-two (32) days of the grievor being aware of it.
- B. If the grievance is not settled within seven (7) days of being referred to the Fire Chief, the matter shall be submitted to the Director of Administrative Services in the form of a written statement of the particulars of the grievance.
- C. Failing satisfactory settlement being reached within seven (7) days, the grievance shall be submitted to the City Manager.
- D. Failing satisfactory settlement being reached within seven (7) days of receipt of the grievance by the City Manager, the grievance shall be submitted to a Board of Arbitration of three (3) persons, one (1) of whom shall be appointed by the City and one (1) by the Union. Such appointments shall be made within seven (7) days of receipt of the City Manager's decision. The two (2) members so appointed shall themselves appoint a Chairperson of the Arbitration Board. Should the members fail to agree on a Chairperson, the said Chairperson shall be appointed by the Minister of Labour. The provisions of the Labour Relations Code shall govern such arbitration. The majority decision of the Board shall be final and binding on both parties and each party shall bear the expense of their arbitrator, and pay half the expenses of the Chairperson. The Board shall finally settle such grievance within ten (10) days of the appointment of the Chairperson.
- E. The above noted time limits may be extended by mutual agreement.
- F. Where a matter has been referred to Arbitration, the parties may agree to have the matter heard by a single arbitrator mutually agreed on by the parties. The jurisdiction of the single arbitrator shall be the same as that of a Board.

### 12.3 Expedited Arbitration

- A. In order to facilitate the timely resolution of grievances, the parties by mutual agreement may agree to an expedited arbitration hearing. All grievances may be considered suitable, with the following exceptions: grievances where a preliminary objection will be tendered; grievances requiring more than 1 witness for each party; or hearings where either party uses a lawyer as counsel.
- B. The parties shall mutually agree upon single arbitrators who shall be appointed to hear and resolve matters. The arbitrator shall agree, in advance of his or her selection, to provide a decision within five (5) working days of the hearing.
- C.
  - (i) Written decisions shall be limited to five (5) pages.
  - (ii) The decision of the Arbitrator shall be final and binding on both parties.
  - (iii) Decisions shall not be precedent setting.
  - (iv) Decisions may be appealed in accordance with section 99 of the Labour Relations Code or the pertinent section of any legislation that supersedes or amends the Code.

- D. A grievance may be removed from the expedited arbitration process and forwarded to regular arbitration provided notice is given to the affected party at least one week prior to the scheduled hearing.
- E. All costs of an expedited arbitration shall be split equally by each party, except for cancellation fees arising from a decision by one party to proceed to regular arbitration. In that case, the party who refers the grievance to regular arbitration shall bear the full cost of cancellation fees.

### **ARTICLE 13 - TRAINING**

#### 13.1 Training at the Request of the City

An employee shall be granted leave without loss of regular pay as set out in Schedule "2", to undertake training at the request of the City. The City shall bear the full cost of the course, including tuition fees, entrance and registration fees, laboratory fees and course required books, necessary travelling and subsistence expenses and other legitimate expenses where applicable. Fees shall be paid by the City when due.

#### 13.2 Off Shift Training

Management will endeavour to incorporate all required training and upgrading into the daily, on shift, training schedule. Should this not be possible or practical, the following arrangements will be made for off shift training and upgrading.

- A. An employee who (i) is required by the Department to take a training or upgrading course that is covered by a special agreement between the Department and the Union (e.g. First Responder) (ii) is required by the Department to take a training or upgrading course, but has the option of taking it at a more convenient time (e.g. Justice Institute Management Skills, Officer Upgrading or Firefighting Upgrading courses) or (iii) participates in specialty training or an upgrading course, or demonstrations or practices that are approved but not required by the Department will earn accumulated time off on an hour for hour basis and leave will be approved as per Department Policy.
- B. Accumulated time off will be earned on an hour for hour basis with the following exceptions.
  - (i) Classes less than two (2) hours will be considered to be two hours.
  - (ii) Classes scheduled for eight (8) hours from start to finish will be considered to be one (1) day.
  - (iii) Eight hours accumulated from off shift training shall be considered one (1) day.
  - (iv) and leave will be approved in accordance with the floater leave policy – Article 9.1 A (iii)
- C. Fire Department Management agrees to notify the Executive of Local 1372 of the following when a training course is planned.
  - (i) Name of course
  - (ii) Instructor
  - (iii) Location

- (iv) Dates
- (v) Target group
- (vi) Number of participants
- (vii) Training category

D. Target group seniority will determine the selection of trainees.

### "13.3 Specialty Training

Specialty training is delivered in-house by seconded and on-shift firefighters and officers. The courses shall include training similar but not limited to First Responder (in-house), FR III, Rope Rescue, Confined Space, Swift Water and Hazardous Materials Training.

- A. The First Responder course will be comprised of the FR III course with appropriate endorsements plus any additional local requirements. The completion of this course is mandatory for all firefighters as part of their training. The course will be provided in-house and the City will pay for all costs. The completion of this course will not entitle an employee to any additional payment.
- B. Employees charged with Specialty Training responsibility shall be paid at the rate of one classification above their regular classification while instructing.

## **ARTICLE 14 - OFFICER STRUCTURE**

14.1 It is agreed that the Joint Committee as per Schedule "3" shall meet and mutually agree to terms and recommendations as to the officer structure of the Prince George Fire Department and that such terms and recommendations shall be placed before the Council of the City of Prince George in the form of a Joint Committee Report.

## **ARTICLE 15 – LABOUR MANAGEMENT COMMITTEE**

The parties agree that in the interest of maintaining harmonious relations:

- A. A Labour Management Committee consisting of four (4) management representatives and four (4) Union representatives shall meet once every other month.
- B. The Committee shall enjoy the full support of both parties in the interests of improved service to the public and job security for the employees.
- C. The aim of the Committee shall be to develop and maintain a continuous effective channel of labour management communication.
- D. The Committee shall concern itself with general matters such as:
  - considering constructive criticism aimed at improving relations
  - looking at ways of improving service to the public
  - discussing situations which result in grievances and misunderstandings

- E. Employees shall not suffer any loss of pay for time spent with the Labour Management Committee.
- F. Minutes shall be kept and circulated to the members of the Committee as promptly as possible after the meeting.


**ARTICLE 16 - GENERAL PURPOSES AND CONDITIONS**

16.1 The parties mutually agree that all matters of precedent and procedure and interpretation of this Agreement established in the past between the parties shall continue in full force and effect although not specifically referred to herein.

**IN WITNESS WHEREOF** the City has caused these presents to be sealed with its Corporate Seal and signed by the Mayor and City Clerk and the Union has caused these presents to be executed under the hands of its proper officers duly authorized in that behalf as on the day and year first above written.

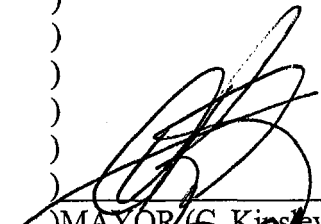
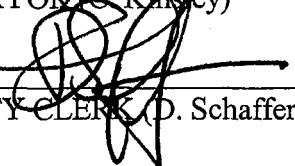
**IN WITNESS THEREOF** the parties hereto have executed these presents.

SIGNED, SEALED AND DELIVERED )  
in the presence of )

)  
  
 \_\_\_\_\_  
 ) PRESIDENT, LOCAL #1372 (Al Leier)

)  
  
 \_\_\_\_\_  
 ) SECRETARY, LOCAL #1372 (John Iverson)

THE CORPORATE SEAL OF THE CITY OF PRINCE GEORGE was hereunto affixed in the presence of:

)  
  
 \_\_\_\_\_  
 ) MAYOR (G. Kinsley)  
 )  
  
 \_\_\_\_\_  
 ) CITY CLERK (D. Schaffer)

\*SCHEDULE "1"

PROMOTIONAL PROCEDURE

1. Promotional Policy

This procedure will govern all promotions within the Prince George Fire Department.

2. Eligibility of Applicants

Eligibility for promotion shall be based on:

- (i) completion of the required training and education
- (ii) examinations
- (iii) interview
- (iv) an appraisal of overall performance in the Department (material used as criteria for said appraisal shall be in the employee's records pursuant to Article 6, Clause 6.12).

Training and Education

Group 1

Groups hired on the same day will not be split when entering promotional pools. Candidates who were hired on the same day will either all be accepted or will all not be accepted.

Captains

First Class Fire Fighters who have completed the IFSTA Fire Officer I and materials of local interest are eligible for promotion to the rank of Captain.

Assistant Chiefs

Captains who have completed IFSTA Fire Officer 2, education in Organizational Behaviour, Industrial Relations, Human Resources – Personnel Management, General Management, and Municipal Finance – Budgeting, and materials of local interest are eligible for promotion to the rank of Assistant Chief. The post-secondary courses must be three credits each and must be taken from an accredited institution. The City will arrange to have the Municipal Finance – Budgeting course delivered in-house.

To qualify for entry into the Assistant Chiefs pool, Captains must have completed at least two (2) subject areas of the post-secondary education required. To qualify for promotion to Assistant Chief, pool officers must have completed all of the education required.

Captain Steele may be promoted to Assistant Chief without completing the education required. Captains Magnusson, Goats, Simpson, Fennell, Sampson, Wiese and Leier may act as Assistant Chiefs without completing the education required.

## SCHEDULE "1"

PROMOTIONAL PROCEDURE

Cont'd

To qualify for promotion to Assistant Chief, the above named Captains must have completed at least two (2) courses of the education required. Within the first semester after promotion to Assistant Chief, the member must have successfully completed one of the courses required and, within the first two semesters after promotion, the member must have successfully completed all of the courses required. Members who do not complete the courses required in the specified timeframes revert to their previous position and pay.

Before commencing each course, advice and approval must be obtained from the Fire Chief and Human Resources. The City will reimburse, upon proof of successful completion, tuition fees and the cost of books for these courses. When required, members will be given time off work to write mid-term or final examinations.

The examinations for the coursework delivered in-house shall be based on materials that have been instructed ninety (90) days before the examination date. A detailed course schedule and all required materials shall be issued and supplied to all candidates who are preparing for the examinations. Instructional sessions shall not be scheduled for prime holidays and the number of prime holidays shall be added to the ninety (90) day instructional period calculation.

Applicants attending classes to prepare for promotion during the above mentioned instructional period shall be given time off in accordance with Article 13.2(b) of the current collective agreement.

For Officer positions, the number of applicants will be limited to one hundred and fifty (150) percent of the projected needs of the Department over the next sixty (60) month period. Completion of the required training and education and seniority shall be the basis for accepting candidates.

Group II

Groups hired on the same day will not be split when entering promotional pools. Candidates who were hired on the same day will either all be accepted or will all not be accepted.

To be eligible for a Fire Prevention Officer position, applicants must have completed the Fire Prevention Level I course.

Fire Prevention Officers must complete the Fire Investigation Level I, the LAFC Inspectors, and a Computer Information Systems course.

#### Fire Prevention Lieutenant

Fire Prevention Officers are promoted to the rank of Fire Prevention Lieutenant when they have completed the Fire Prevention Officer requirements, they have a minimum of two years experience in the fire prevention branch, they have worked in the fire prevention branch throughout the previous year, and they have completed the following courses: Life Safety Educator; Juvenile Fire Setter; Fire Investigations Level II; Getting to Know Fire; EOC Operations I and II; and Fire Prevention Level II.

#### Fire Prevention Captain

Fire Prevention Lieutenants are eligible for promotion to the rank of Fire Prevention Captain when a position is available, when they have completed the Fire Prevention Lieutenant requirements; they have a minimum of four years experience in the fire prevention branch, they have worked in the fire prevention branch throughout the previous year; and they have completed the following courses: Pre-Fire Planning; Plan Review; Table Top Exercises; Plans and Operations; EOC Level III; and Fire Investigations Level III or equivalent.

If a vacant Fire Prevention Captain position is not available, Fire Prevention Lieutenants who have worked for six years continuously in the Prince George Fire Prevention Branch and who have achieved the Fire Prevention Captain qualifications are paid at the Fire Prevention Captain rate.

Lee Painchaud and Kelly Gilday are paid as Fire Prevention Captains. However, to be promoted to the rank of Chief Fire Prevention Officer, they must complete the qualifications required. John Stiles is paid as a Fire Prevention Lieutenant. However, to be promoted to the rank of Fire Prevention Captain, he must complete the qualifications required.

#### Chief Fire Prevention Officer

Fire Prevention Captains are eligible for promotion to the rank of Chief Fire Prevention Officer when the position is available; when they have completed the Fire Prevention Captain requirements; they have a minimum of four years experience in the fire prevention branch; they have worked in the fire prevention branch throughout the previous year; and they have completed the following courses; Fire Prevention Management, Emergency Site Management, and Exercise Design.

In addition, they must have completed education in Organizational Behaviour, Industrial Relations, Human Resources – Personnel Management, General Management, and Municipal Finance – Budgeting. These courses must be three credits each and must be taken from an accredited institution. The City will arrange to have the Municipal Finance – Budgeting course delivered in-house.

Before commencing each course, advice and approval must be obtained from the Fire Chief and Human Resources. The City will reimburse, upon proof of successful completion, tuition fees and the cost of books for these courses. When required, members will be given time off work to write mid-term or final examinations.

### Chief Training Officer

Fire Fighters and Captains who have completed Fire Officer I & II, the Justice Institute's Fire Instructor I & II, and the post secondary education required to qualify for the rank of Assistant Chief are eligible to apply for the position of Chief Training Officer.

The successful candidate for the position of Chief Training Officer will be promoted based on completion of the required training, post-secondary education, and seniority.

### 3. Posting

All promotional training opportunities shall be posted at least 30 days prior to the start of the instructional period, and the start date of the instruction/examination period shall be noted in the posting. All reasonable efforts will be made to contact potential applicants who are away during the posting period. The department will attempt to give **six** (6) months notice of forthcoming promotional training pools.

### 4. Method of Application

Interested applicants shall respond to a posting by applying in writing to the Chief Training Officer and copying the union. Applicants will be accepted in seniority order according to Schedule 5 of the collective agreement.

### 5. Examination and Interview Panel

The examination and interview panel shall consist of the Fire Chief or designate and a Human Resources representative. The IAFF president and/or designate shall sit in as an observer and shall be given any reasonable information they may request, including a copy of the exam if available, for their confidential perusal.

### 6. Conducting Examinations

Examination questions for Fire Officer I & II will be developed and delivered to the IFSTA standard.

### 7. Passing Grade

For promotion to Captain, a passing grade is comprised of the following:

- a. IFSTA Fire Officer I-- 70%
- b. Areas of Local Interest – a passing grade is required in each course that is graded on a pass/fail basis; and average of 70% is required on the remaining courses;
- c. Performance Appraisal – until December 31, 2005, an applicant's performance appraisal is used for developmental purposes. Effective January 1, 2006, **an** overall 70% grade is required.



## SCHEDULE "1"

PROMOTIONAL PROCEDURE

Cont'd

- d. Interview – is used for developmental purposes.

For promotion to Assistant Chief, a passing grade is comprised of the following:

- a. IFSTA Fire Officer II – 70%
- b. Areas of Local Interest – a passing grade is required in each course that is graded on a pass/fail basis; an average of 70% is required on the remaining courses;
- c. Performance Appraisal – until December 31, 2005, an applicant's performance appraisal is used for developmental purposes. Effective January 1, 2006, an overall 70% grade is required.
- d. Interview – 70%

For promotion to Fire Prevention Captain, a passing grade is comprised of the following:

- a. Performance Appraisal – until December 31, 2005, an applicant's performance appraisal is used for developmental purposes. Effective January 1, 2006, an overall 70% grade is required.
- b. Interview – is used for developmental purposes.

For promotion to Chief Fire Prevention Officer and Chief Training Officer, a passing grade is comprised of the following:

- a. Performance Appraisal – until December 31, 2005, an applicant's performance appraisal is used for developmental purposes. Effective January 1, 2006, an overall 70% grade is required.
- b. Interview – 70%

Promotions after attaining a passing mark shall be made according to length of service. Length of service shall be determined by the seniority list (Schedule 5) now recognized by the Union and the Corporation.

Those declared qualified but not immediately promoted because of an insufficient number of vacancies in higher levels in the department will be considered to remain qualified.

8. Appeals

Following the notification of applicants, unsuccessful applicants may appeal to the Examination and Interview Panel for a review. Such applications must be made within seven (7) days of the notification unless circumstances prevent such action, in which case the Panel may allow extra time.

9. Failure to P\_\_\_\_\_

Candidates requesting a rewrite shall be given the opportunity to do so.

Upon application to the Fire Chief, within fourteen (14) days of the notification of the applicants, candidates failing to become qualified may rewrite. Candidates wishing to rewrite will be given the opportunity within thirty (30) days from the date of the original examination. Date of the examination will be determined according to the availability of the examiner.

Candidates who are unsuccessful in the rewrite will be disqualified from the current promotional training opportunity. The length of time on the list of qualified officers shall override the overall length of service with the Department when determining the order in which promotions will take place.

Applicants becoming qualified through re-examination within thirty (30) days of the original examination will be regarded the same as those qualifying on the first (1<sup>st</sup>) attempt when determining the order in which promotions will take place.

10. Refusal of Promotional Opportunities

Members who decline promotional training opportunities and later succeed in obtaining eligibility for promotion shall not be promoted in advance of those already on the qualified list. The length of time on a qualified list shall override overall length of service. Their seniority shall, however, prevail in relation to those with whom the candidate wrote, and successfully passed, examinations.

## Schedule "2"

**RATES OF PAY**  
**JANUARY 1<sup>st</sup>, 200**

<b>GROUP I</b>	<b>CityWare Classification Code</b>	<b>MONTHLY</b>	<b>BI- WEEKLY</b>	<b>HOURLY RATE</b>	<b>% AGE DIFF</b>
Firefighters - (1st 6 months)	FFP	3,491.00	1,605.73	19.12	70
4th Class (2nd 6 months)	FF1	3,740.00	1,720.27	20.48	75
3rd Class (2nd year)	FF2	3,990.00	1,835.26	21.85	80
2nd Class (3rd year)	FF3	4,488.00	2,064.32	24.58	90
1st Class (4th year)	FF4	4,987.00	2,293.84	27.31	100
Completion of 10th calendar year of service	FF5	5,087.00	2,339.84	27.86	102
Completion of 15th calendar year of service	FF6	5,186.00	2,385.37	28.40	104
Captain	FCPT	6,104.00	2,807.62	33.42	120+
Assistant Chief	AC1	6,715.00	3,088.66	36.77	132+
Assistant Chief	AC2	6,918.00	3,182.03	37.88	136+
Assistant Chief	AC3	7,122.00	3,275.86	39.00	140+
<b>GROUP II</b>					
MECH Mechanic	MECH	6,104.00	2,807.62	37.43	120+
Chief Training Officer	CTO1	6,715.00	3,088.66	41.18	132+
Chief Training Officer	CTO2	6,918.00	3,182.03	42.43	136+
Chief Training Officer	CTO3	7,122.00	3,275.86	43.68	140+
Fire Prevention- 3 <sup>rd</sup> Class (1 <sup>st</sup> year)	FI1	3,990.00	1,835.25	24.47	80
2nd Class (2nd year)	FI2	4,488.00	2,064.32	27.52	90
1st Class (3rd year)	FI3	4,987.00	2,293.84	30.58	100
Completion of 10th calendar year of service	FI5	5,087.00	2,339.84	31.20	102
Completion of 15th calendar year of service	FI6	5,186.00	2,385.37	31.80	10
Fire Prevention Lieutenant	FPL	5,596.00	2,573.96	34.32	110+
Fire Prevention Captain	FPC	6,104.00	2,807.62	37.43	120+
Chief Fire Prevention Officer	CFPO1	6,715.00	3,088.66	41.18	132+
Chief Fire Prevention Officer	CFPO2	6,918.00	3,182.03	42.43	136+
Chief Fire Prevention Officer	CFPO3	7,122.00	3,275.86	43.68	140+

Schedule "2"  
 RATES OF PAY  
 JANUARY 1<sup>st</sup>, 2003  
 cont'd

GROUP III	CityWare Classification Code	MONTHLY	BI- WEEKLY	HOURLY RATE	% AGE DIFF
<b>Firefighters -</b> Alarm Room Operator/Dispatcher (1 <sup>st</sup> 6 months)	FAP	3,491.00	1,605.73	19.12	70
(2 <sup>nd</sup> 6 months)	FA1	3,740.00	1,720.27	20.48	75
3 <sup>rd</sup> Class (2 <sup>nd</sup> year)	FA2	3,990.00	1,835.25	21.85	80
2nd Class (3rd year)	FA3	4,488.00	2,064.32	24.58	90
1st Class (4th year)	FA4	4,987.00	2,293.84	27.31	100
Completion of 10th calendar year of service	FA5	5,087.00	2,339.84	27.86	102
Completion of 15th calendar year of service	FA6	5,186.00	2,385.37	28.40	104

+ Rates so identified use the 10th year Fire Fighter's rate as a base;  
 Remainder are based on 4<sup>th</sup> year Fire Fighter's rate.

The computer in calculating bi-weekly pay schedule uses the formula (Monthly salary x 12 divided by 26.089 =biweekly salary)

GROUP I	CityWare Classification Code	MONTHLY	BI- WEEKLY	HOURLY RATE	% AGE DIFF
Firefighters- (1st 6 months)	FFP	3,552.00	1,633.79	19.45	70
4th Class (2nd 6 months)	FF1	3,806.00	1,750.62	20.84	75
3rd Class (2nd year)	FF2	4,059.00	1,866.99	22.23	80
2nd Class (3rd year)	FF3	4,567.00	2,100.66	25.01	90
1st Class (4th year)	FF4	5,074.00	2,333.86	27.78	100
Completion of 10th calendar year of service	FF5	5,175.00	2,380.31	28.34	102
Completion of 15th calendar year of service	FF6	5,277.00	2,427.23	28.90	104
Captain	FCPT	6,210.00	2,856.38	34.00	120+
Assistant Chief	AC1	6,831.00	3,142.01	37.40	132+
Assistant Chief	AC2	7,038.00	3,237.23	38.54	136+
Assistant Chief	AC3	7,245.00	3,332.44	39.67	140+
<b>GROUP II</b>					
MECH Mechanic	MECH	6,210.00	2,856.38	38.09	120+
Chief Training Officer	CTO1	6,831.00	3,142.01	41.89	132+
Chief Training Officer	CTO2	7,038.00	3,237.23	43.16	136+
Chief Training Officer	CTO3	7,245.00	3,332.44	44.43	140+
Fire Prevention- 3 <sup>rd</sup> Class (1 <sup>st</sup> year)	FI1	4,059.00	1,866.99	24.89	80
2nd Class (2nd year)	FI2	4,567.00	2,100.66	28.01	90
1st Class (3rd year)	FI3	5,074.00	2,333.86	31.12	100
Completion of 10th calendar year of service	FI5	5,175.00	2,380.31	31.74	102
Completion of 15th calendar year of service	FI6	5,277.00	2,427.23	32.36	10
Fire Prevention Lieutenant	FPL	5,693.00	2,618.57	34.91	110+
Fire Prevention Captain	FPC	6,210.00	2,856.38	38.09	120+
Chief Fire Prevention Officer	CFPO1	6,831.00	3,142.01	41.89	132+
Chief Fire Prevention Officer	CFPO2	7,038.00	3,237.23	43.16	136+
Chief Fire Prevention Officer	CFPO3	7,245.00	3,332.44	44.43	140+

Schedule "2"  
**RATES OF PAY**  
 DECEMBER 1<sup>st</sup>, 2003  
 cont'd

<b>GROUP III</b>	<b>CityWare Classification Code</b>	<b>MONTHLY</b>	<b>BI- WEEKLY</b>	<b>HOURLY RATE</b>	<b>% AGE DIFF</b>
<b>Firefighters - Alarm Room Operator/Dispatcher</b> (1 <sup>st</sup> 6 months)		3,552.00	1,633.79	19.45	70
(2 <sup>nd</sup> 6 months)	FA1	3,806.00	1,750.62	20.84	75
3 <sup>rd</sup> Class (2 <sup>nd</sup> year)	FA2	4,059.00	1,866.99	22.23	80
2nd Class (3rd year)	FA3	4,567.00	2,100.66	25.01	90
1st Class (4th year)	FA4	5,074.00	2,333.86	27.78	100
Completion of 10th calendar year of service	<b>FA5</b>	5,175.00	2,380.31	28.34	102
Completion of 15th calendar year of service	FA6	5,277.00	2,427.23	28.90	104

- + Rates so identified use the 10th year Fire Fighter's rate as a base;  
 Remainder are based on 4th year Fire Fighter's rate.

The computer in calculating bi-weekly pay schedule uses the formula (Monthly salary x 12 divided by 26.089 = biweekly salary)

<b>GROUPI</b>	<b>CityWare Classification Code</b>	<b>MONTHLY</b>	<b>BI- WEEKLY</b>	<b>HOURLY RATE</b>	<b>% AGE DIFF</b>
<b>Firefighters- (1st 6 months)</b>	FFP	3,614.00	1,662.31	19.79	70
4th Class (2nd 6 months)	FF1	3,872.00	1,780.98	21.20	75
3rd Class (2nd year)	FF2	4,130.00	1,899.65	22.61	80
2nd Class (3rd year)	FF3	4,647.00	2,137.45	25.45	90
1st Class (4th year)	FF4	5,163.00	2,374.79	28.27	100
Completion of 10th calendar year of service	FF5	5,266.00	2,422.17	28.84	102
Completion of 15th calendar year of service	FF6	5,370.00	2,470.01	29.40	104
Captain	FCPT	6,319.00	2,906.51	34.60	120+
Assistant Chief	AC1	6,951.00	3,197.21	38.06	132+
Assistant Chief	AC2	7,162.00	3,294.26	39.22	136+
Assistant Chief	AC3	7,372.00	3,390.85	40.37	140+
<b>GROUP II</b>					
MECH Mechanic	MECH	6,319.00	2,906.51	38.75	120+
Chief Training Officer	CTO1	6,951.00	3,197.21	42.63	132+
Chief Training Officer	CTO2	7,162.00	3,294.26	43.92	136+
Chief Training Officer	CTO3	7,372.00	3,390.85	45.21	140+
Fire Prevention- 3 <sup>rd</sup> Class (1 <sup>st</sup> year)	FI1	4,130.00	1,899.65	25.33	80
2nd Class (2nd year)	FI2	4,647.00	2,137.45	28.50	90
1st Class (3rd year)	FI3	5,163.00	2,374.79	31.66	100
Completion of 10th calendar year of service	FI5	5,266.00	2,422.17	32.30	102
Completion of 15th calendar year of service	FI6	5,370.00	2,470.01	32.93	10
Fire Prevention Lieutenant	FPL	5,793.00	2,664.57	35.53	110+
Fire Prevention Captain	FPC	6,319.00	2,906.51	38.75	120+
Chief Fire Prevention Officer	CFPO1	6,951.00	3,197.21	42.63	132+
Chief Fire Prevention Officer	CFPO2	7,162.00	3,294.26	43.92	136+
Chief Fire Prevention Officer	CFPO3	7,372.00	3,390.85	45.21	140+

Schedule "2"  
**RATES OF PAY**  
 JANUARY 1<sup>ST</sup>, 2004  
 cont'd

GROUP III	CityWare Classification Code	MONTHLY	BI- WEEKLY	HOURLY RATE	% DIFF DIFF
<b>Firefighters-</b> Alarm Room Operator/Dispatcher (1 <sup>st</sup> 6 months)	FAP	3,614.00	1,662.31	19.79	70
(2 <sup>nd</sup> 6 months)	FA1	3,872.00	1,780.98	21.20	75
3 <sup>rd</sup> Class (2 <sup>nd</sup> year)	FA2	4,130.00	1,899.65	22.61	80
2nd Class (3rd year)	FA3	4,647.00	2,137.45	25.45	90
1st Class (4th year)	FA4	5,163.00	2,374.79	28.27	100
Completion of 10th calendar year of service	FA5	5,266.00	2,422.17	28.84	102
Completion of 15th calendar year of service	FA6	5,370.00	2,470.01	29.40	104

- + Rates so identified use the 10th year Fire Fighter's rate as a base;  
 Remainder are based on 4th year Fire Fighter's rate.

The computer in calculating bi-weekly pay schedule uses the formula (Monthly salary x 12 divided by 26.089 = biweekly salary)



Schedule "2"  
RATES OF PAY  
NOVEMBER 1<sup>st</sup>, 2004

GROUP I	CityWare Classification Code	MONTHLY	BI- WEEKLY	HOURLY RATE	% AGE DIFF
<b>Firefighters-</b> (1st 6 months)	FFP	3,677.00	1,691.29	20.13	70
4th Class (2nd 6 months)	FF1	3,940.00	1,812.26	21.57	75
3rd Class (2nd year)	FF2	4,202.00	1,932.77	23.01	80
2nd Class (3rd year)	FF3	4,728.00	2,174.71	25.89	90
1st Class (4th year)	FF4	5,253.00	2,416.19	28.76	100
Completion of 10th calendar year of service	FF5	5,358.00	2,464.49	29.34	102
Completion of 15th calendar year of service	FF6	5,463.00	2,512.78	29.91	104
Captain	FCPT	6,430.00	2,957.57	35.21	120+
Assistant Chief	AC1	7,073.00	3,253.33	38.78	132+
Assistant Chief	AC2	7,287.00	3,351.76	39.90	136+
Assistant Chief	AC3	7,501.00	3,450.19	41.07	140+
<b>GROUP II</b>					
MECH Mechanic	MECH	6,430.00	2,957.57	39.43	120+
Chief Training Officer	CTO1	7,073.00	3,253.33	43.38	132+
Chief Training Officer	CTO2	7,287.00	3,351.76	44.69	136+
Chief Training Officer	CTO3	7,501.00	3,450.19	46.00	140+
Fire Prevention-3 <sup>rd</sup> Class (1 <sup>st</sup> year)	FI1	4,202.00	1,932.77	25.77	80
2nd Class (2nd year)	FI2	4,728.00	2,174.71	29.00	90
1st Class (3rd year)	FI3	5,253.00	2,416.19	32.22	100
Completion of 10th calendar year of service	FI5	5,358.00	2,464.49	32.86	102
Completion of 15th calendar year of service	FI6	5,463.00	2,512.78	33.50	10
Fire Prevention Lieutenant	FPL	5,894.00	2,711.03	36.15	110+
Fire Prevention Captain	FPC	6,430.00	2,957.57	39.43	120+
Chief Fire Prevention Officer	CFPO1	7,073.00	3,253.33	43.38	132+
Chief Fire Prevention Officer		7,287.00	3,351.76	44.69	136+
Chief Fire Prevention Officer		CFPO3	7,501.00	3,450.19	46.00

Schedule "2"  
**RATES OF PAY**  
 NOVEMBER 1<sup>st</sup>, 2004  
 cont'd

<b>GROUP III</b>	<b>CityWare Classification Code</b>	<b>MONTHLY</b>	<b>BI- WEEKLY</b>	<b>HOURLY RATE</b>	<b>% AGE DIFF</b>
<b>Firefighters - Alarm Room Operator/Dispatcher (1<sup>st</sup> 6 months)</b>	FAP	3,677.00	1,691.29	20.13	70
(2 <sup>nd</sup> 6 months)	FA1	3,940.00	1,812.26	21.57	75
3 <sup>rd</sup> <del>Class</del> (2 <sup>nd</sup> year)	FA2	4,202.00	1,932.77	23.01	80
2nd Class (3rd year)	FA3	4,728.00	2,174.71	25.89	90
1st Class (4th year)	FA4	5,253.00	2,416.19	28.76	100
Completion of 10th calendar year of service	FA5	5,358.00	2,454.49	29.34	102
Completion of 15th calendar year of service	FA6	5,463.00	2,512.78	29.91	104

+ Rates so identified use the 10th year Fire Fighter's rate as a base;  
 Remainder are based on ~~4th~~ year Fire Fighter's rate.

The computer in calculating bi-weekly pay schedule uses the formula (Monthly salary x 12 divided by 26.089 =biweekly salary)

GROUP I	CityWare Classification Code	MONTHLY	BI- WEEKLY	HOURLY RATE	% AGE DIFF
Firefighters - (1st 6 months)	FFP	3,732.00	1,716.59	20.44	70
4th Class (2nd 6 months)	FF1	3,999.00	1,839.40	21.90	75
3rd Class (2nd year)	FF2	4,266.00	1,962.21	23.36	80
2nd Class (3rd year)	FF3	4,799.00	2,207.37	26.28	90
1st Class (4th year)	FF4	5,332.00	2,452.53	29.20	100
Completion of 10th calendar year of service	FF5	5,439.00	2,501.74	29.78	102
Completion of 15th calendar year of service	FF6	5,545.00	2,550.50	30.36	104
Captain	FCPT	6,527.00	3,002.18	35.74	120+
Assistant Chief	AC1	7,179.00	3,302.08	39.31	132+
Assistant Chief	AC2	7,397.00	3,402.35	40.50	136+
Assistant Chief	AC3	7,615.00	3,502.63	41.70	140+
<b>GROUP II</b>					
MECH Mechanic	MECH	6,527.00	3,002.18	40.03	120+
Chief Training Officer	CTO1	7,179.00	3,302.08	44.03	132+
Chief Training Officer	CTO2	7,397.00	3,402.35	45.36	136+
Chief Training Officer	CTO3	7,615.00	3,502.63	46.70	140+
Fire Prevention- 3 <sup>rd</sup> Class (1 <sup>st</sup> year)	FI1	4,266.00	1,962.21	26.16	80
2nd Class (2nd year)	FI2	4,799.00	2,207.37	29.43	90
1st Class (3rd year)	FI3	5,332.00	2,452.53	32.70	100
Completion of 10th calendar year of service	FI5	5,439.00	2,501.74	33.36	102
Completion of 15th calendar year of service	FI6	5,545.00	2,550.50	34.01	104
Fire Prevention Lieutenant	FPL	5,983.00	2,751.96	36.69	110+
Fire Prevention Captain	FPC	6,527.00	3,002.18	40.03	120+
Chief Fire Prevention Officer	CFPO1	7,179.00	3,302.08	44.03	132+
Chief Fire Prevention Officer	CFPO2	7,397.00	3,402.35	45.36	136+
Chief Fire Prevention Officer	CFPO3	7,615.00	3,502.63	46.70	140+

Schedule "2"  
 RATES OF PAY  
 JANUARY 1<sup>st</sup>, 2005  
 cont'd

GROUP III	CityWare Classification Code	MONTHLY	BI- WEEKLY	HOURLY RATE	% AGE DIFF
<b>Firefighters - Alarm Room Operator/Dispatcher (1<sup>st</sup> 6 months)</b>	FAP	3,732.00	1,716.59	20.44	
(2 <sup>nd</sup> 6 months)	FA1	3,999.00	1,839.40	21.90	75
3 <sup>rd</sup> Class (2 <sup>nd</sup> year)	FA2	4,266.00	1,962.21	23.36	80
2nd Class (3rd year)	FA3	4,799.00	2,207.37	26.28	90
1st Class (4th year)	FA4	5,332.00	2,452.53	29.20	100
Completion of 10th calendar year of service	FA5	5,439.00	2,501.74	29.78	102
Completion of 15th calendar year of service	FA6	5,545.00	2,550.50	30.36	104

t Rates so identified use the 10th year Fire Fighter's rate as a base;  
 Remainder are based on 4th year Fire Fighter's rate.

The computer in calculating bi-weekly pay schedule uses the formula (Monthly salary x 12 divided by 26.089 =biweekly salary)

Schedule "2"  
**RATES OF PAY**  
 OCTOBER 1<sup>st</sup>, 2005

<b>GROUP I</b>	CityWare Classification Code	MONTHLY	BI- WEEKLY	HOURLY RATE	% AGE DIFF
<b>Firefighters -</b> (1st 6 months)	FFP	3,807.00	1,751.08	20.85	70
4th Class (2nd 6 months)	FF1	4,079.00	1,876.19	22.34	75
3rd Class (2nd year)	FF2	4,351.00	2,001.30	23.83	80
2nd Class (3rd year)	FF3	4,895.00	2,251.52	26.80	90
1st Class (4th year)	FF4	5,439.00	2,501.74	29.78	100
Completion of 10th calendar year of service	FF5	5,548.00	2,551.88	30.38	102
Completion of 15th calendar year of service	FF6	5,657.00	2,602.02	30.98	104
<b>Captain</b>	FCPT	6,658.00	3,062.44	36.46	120+
Assistant Chief	AC1	7,323.00	3,368.32	40.10	132+
Assistant Chief	AC2	7,545.00	3,470.43	41.31	136+
Assistant Chief	AC3	7,767.00	3,572.54	42.53	140+
<b>GROUP II</b>					
MECH Mechanic	MECH	6,658.00	3,062.44	40.83	120+
Chief Training Officer	CTO1	7,323.00	3,368.32	44.91	132+
Chief Training Officer	CTO2	7,545.00	3,470.43	46.27	136+
Chief Training Officer	CTO3	7,767.00	3,572.54	47.63	140+
Fire Prevention- 3 <sup>rd</sup> Class (1 <sup>st</sup> year)	FI1	4,351.00	2,001.30	26.68	80
2nd Class (2nd year)	FI2	4,895.00	2,251.52	30.02	90
1st Class (3rd year)	FI3	5,439.00	2,501.74	33.36	100
Completion of 10th calendar year of service	FI5	5,548.00	2,551.88	34.03	102
Completion of 15th calendar year of service	FI6	5,657.00	2,602.02	34.69	10
Fire Prevention Lieutenant	FPL	6,103.00	2,807.16	37.43	110+
Fire Prevention Captain	FPC	6,658.00	3,062.44	40.83	120+
Chief Fire Prevention Officer	CFPO1	7,323.00	3,368.32	44.91	132+
Chief Fire Prevention Officer	CFPO2	7,545.00	3,470.43	46.27	136+
Chief Fire Prevention Officer	CFPO3	7,767.00	3,572.54	47.63	140+

Schedule "2"  
**RATES OF PAY**  
 OCTOBER 1<sup>st</sup>, 2005  
 cont'd

GROUP III	CityWare Classification Code	MONTHLY	BI- WEEKLY	HOURLY RATE	% AGE DIFF
Firefighters - Alarm Room Operator/Dispatcher (1 <sup>st</sup> 6 months)	FAP	3,807.00	1,751.08	20.85	70
(2 <sup>nd</sup> 6 months)	FA1	4,079.00	1,876.19	22.34	75
3 <sup>rd</sup> Class (2 <sup>nd</sup> year)	FA2	4,351.00	2,001.30	23.83	80
2nd Class (3rd year)	FA3	4,895.00	2,251.52	26.80	90
1st Class (4th year)	FA4	5,439.00	2,501.74	29.78	100
Completion of 10th calendar year of service	FA5	5,548.00	2,551.88	30.38	102
Completion of 15th calendar year of service	FA6	5,657.00	2,602.02	30.98	104

- + Rates so identified use the 10th year Fire Fighter's rate as a base;  
 Remainder are based on 4th year Fire Fighter's rate.

The computer in calculating bi-weekly pay schedule uses the formula (Monthly salary x 12 divided by 26.089 = biweekly salary)

- \* Effective April 1, 2006, the 4<sup>th</sup> year firefighter rate in effect on March 31, 2006 (\$5,439.00) shall be increased by the greater of:

- (i) two and one-half percent (2 ½ %) rounded to the nearest whole dollar (\$5,575.00) All other existing ranks and indices shall be maintained.

**or**

- (ii) two and one-half percent (2 ½ %) with the new monthly rates rounded to the nearest whole dollar (\$5,575.00) plus the percentage amount by which the Consumer Price Index (CPI all item market basket) for Vancouver BC exceeds two and one half percent (2 1/2 %) for the 12 month period ending on February 28, 2006 to a maximum wage adjustment (including any CPI adjustment) of three and one-half percent (3 ½%). This calculation will be made by comparing the difference of the CPI value for February 2006 over February 2005 and then determining if and by how much the amount exceeds 2.5% up to a maximum of 3.5%. The CPI calculation will be taken to the second decimal place following arithmetical rules of rounding. The new monthly rates calculated from the aforementioned shall be rounded to the nearest whole dollar. All other ranks and indices shall be maintained.

**SCHEDULE "3"**

**OFFICER STRUCTURE**

It is agreed that the following Committee shall meet as required to study the officer structure of the Prince George Fire Department.

The Committee shall consist of:

- Two (2) Union nominees
- The City Manager
- The Director of Administrative Services
- The Fire Chief
- Such other persons as may be agreed upon

The Committee shall report its recommendations for City Council's consideration.

The report of the Committee may consider:

- (a) the deployment of officers;
- (b) the number of officers that will be required by the Fire Department and the ranks of such officers in future years;
- (c) the staffing of fire halls and the phasing in of plans for alterations to the officer structure of the Fire Department.

**LETTER OF UNDERSTANDING \***  
**between**

**THE CITY OF PRINCE GEORGE**  
**and**

**LOCAL 1372 OF THE IAFF**

**CLOTHING**


The parties agree that, effective the date of ratification of this Collective Agreement, all clothing shall be issued on an as-needed basis. Clothing shall continue to be issued on an as-needed basis for the duration of this Collective Agreement.

The parties agree to form a committee consisting of two (2) Management and two (2) Union representatives. Each committee member may have a designated alternative. The committee will review the following:

- 1) The number of clothing items for Groups I, II, and III;
- 2) The type of clothing items for Groups I, II, and III.


The committee will present their recommendations to their respective parties by June 30, 2004. The parties acknowledge that the new clothing requirements may have to be phased in over a period of up to two (2) years.

The parties agree that no new clothing items shall be ordered for employees until the parties have made their recommendations, except as needed on an emergency basis.




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MAYOR  
(COLIN KINSLEY)





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PRESIDENT, LOCAL, 1372  
(AL LEIER)




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CITY CLERK  
(DON SCHAFER)




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SECRETARY, LOCAL 1372  
(JOHN IVERSON)

Oct. 19, 2004  
DATE




**LETTER OF UNDERSTANDING \***  
**between**  
**THE CITY OF PRINCE GEORGE**  
**and**  
**LOCAL 1372 OF THE IAFF**

**PURCHASE OF PROBATIONARY SERVICE**


Employees will be offered a one-time option of purchasing a maximum of six (6) months pensionable service. The time purchased must be probationary service with the employer which was not originally considered and credited as pensionable service. The employee and the employer will each pay their share of the cost of the purchase of service as determined by the Pension Corporation.


Each employee will be offered this option with sufficient time to process the purchase before he or she terminates employment and before March 30, 2007. The option to purchase probationary service will be offered to groups of employees on a prioritized basis. The prioritized basis will be determined through discussion with the parties..

From the date the offer is made to the employee, he/she will have sixty (60) days to accept the offer and to pay for his/her share of the cost of the purchase of the service. Failure to meet either of these conditions will result in the offer being void.

  
\_\_\_\_\_  
MAYOR  
(COLIN KINSLEY)

  
\_\_\_\_\_  
PRESIDENT, LOCAL 1372  
(AL LEER)

  
\_\_\_\_\_  
CITY CLERK  
(DON SCHAFFER)

  
\_\_\_\_\_  
SECRETARY, LOCAL 1372  
(JOHN IVERSON)

Oct. 19, 2004  
DATE

**LETTER OF UNDERSTANDING \***  
**between**  
**THE CITY OF PRINCE GEORGE**  
**and**  
**THE PRINCE GEORGE FIREFIGHTERS, LOCAL 1372, IAFF**


**ACTING PAY IN THE FIRE PREVENTION BRANCH**


The parties agree to a one (1) year trial period to assess the value of paying acting pay for Fire Prevention Officers when the Chief Fire Prevention Officer is absent.

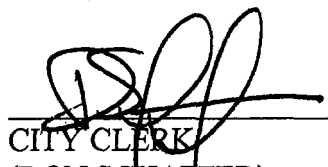
Acting pay will only be paid to members who have achieved the Captain's level within the Fire Prevention Branch.


It is further agreed that the acting pay will only take place when the Chief Fire Prevention Officer is away from work for periods longer than two (2) weeks.

The parties will meet by the end of 2004 to discuss the value of paying the acting pay. If, as a result of those discussions, both parties agree that it's valuable to pay the acting pay, it will continue to be paid until the current collective agreement expires.

  
\_\_\_\_\_  
MAYOR  
(COLIN KINSLEY)

  
\_\_\_\_\_  
PRESIDENT, LOCAL 1372  
(AL LEIER)

  
\_\_\_\_\_  
CITY CLERK  
(DON SCHAFER)

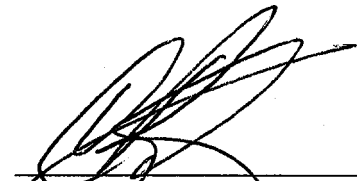
  
\_\_\_\_\_  
SECRETARY, LOCAL 1372  
(JOHN IVERSON)

Oct. 19, 2004  
DATE

**LETTER OF UNDERSTANDING \***  
**between**  
**THE CITY OF PRINCE GEORGE**  
**and**  
**THE PRINCE GEORGE FIREFIGHTERS, LOCAL 1372, IAFF**  
**BENEFITS ADVISORY COMMITTEE**


The parties agree to form a committee consisting of two (2) Management and two (2) Union representatives. Each committee member will have a designated alternate. The committee will meet quarterly, or as required, to review options for the cost-effective management of the IAFF's benefit plans.

By December 31, 2004, the committee will present its recommendations to the City and IAFF bargaining committees.



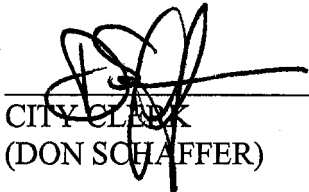

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MAYOR  
(COLIN KINSLEY)





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PRESIDENT, LOCAL 1372  
(AL LEIER)




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CITY CLERK  
(DON SCHAFFER)




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SECRETARY, LOCAL 1372  
(JOHN IVERSON)

Oct. 19, 2004  
DATE

**LETTER OF UNDERSTANDING \***  
**between**  
**THE CITY OF PRINCE GEORGE**  
**and**  
**THE PRINCE GEORGE FIREFIGHTERS, LOCAL 1372, IAFF**  
**EARLY RETIREMENT INCENTIVE**

The parties agree that a Committee will meet to discuss the costs and benefits of offering an early retirement incentive to IAFF members.


The Committee will consist of:

- Two (2) Union nominees
- The Fire Chief
- One (1) Deputy Chief

As required, appropriate Corporate Services staff will provide support to the Committee.


By December 31, 2004, the Committee will report back to the parties concerning the following:

1. The direct and indirect costs of an early retirement incentive.
2. The direct and indirect benefits of an early retirement incentive.
3. Whether there is a cost-neutral way in which such an incentive could be offered.
4. The impact of such an incentive on promotions and the promotional policy.





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MAYOR  
(COLIN KINSLEY)





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PRESIDENT, LOCAL 1372  
(AL LEIER)




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CITY CLERK  
(DON SCHAFFER)




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SECRETARY, LOCAL 1372  
(JOHN IVERSON)

Oct. 19, 2004  
DATE

**LETTER OF UNDERSTANDING \*\***  
**between**  
**THE CITY OF PRINCE GEORGE**  
**and**  
**THE PRINCE GEORGE FIREFIGHTERS LOCAL 1372, IAFF**  
**NFPA 1710**


The parties agree that a Committee will meet to review NFPA 1710.

The Committee will consist of:

- Two (2) Union nominees
- The Director of Administrative Services
- The Fire Chief and
- One (1) Deputy Chief.


By December 31, 2005, the Committee will report back to the parties concerning the following:

1. Organizational standards of NFPA 1710
2. Service delivery standards of NFPA 1710
3. NFPA 1710 requirements and costs related to delivery standards





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MAYOR  
(COLIN KINSLEY)





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PRESIDENT, LOCAL 1372  
(AL LEIER)




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CITY CLERK  
(DON SCHAFFER)




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SECRETARY, LOCAL 1372  
(JOHN IVERSON)

Oct. 19, 2004  
DATE

**LETTER OF UNDERSTANDING \***  
**between**  
**THE CITY OF PRINCE GEORGE**  
**and**  
**THE PRINCE GEORGE FIREFIGHTERS, LOCAL 1372 IAFF**

**PROMOTIONAL TRAINING PERIOD**

The parties agree that the following format will be used in the next Captain and/or Assistant Chief promotional training.

The training period will be one hundred and twenty (120) days.

Instructional sessions shall not be scheduled for prime holidays and the number of prime holidays shall be added to the one hundred twenty (120) day instructional period calculation.

IFSTA Fire Officer training will make up one-half (1/2) of the training period. Candidates will be tested after the IFSTA Fire Officer has been completed.

The remaining training period will be used to train in areas of local interest. For the purposes of the trial period, areas of local interest will be identified as the following:


For Captains:

- Strategies **and** Tactics
- Fire Service Instructor Level I & II (Train the Trainer)
- ICS 100, 200, & 300
- HazMat Operations Level
- Interview Training

For Assistant Chiefs:


- ICS 200 & 300 (if required)
- Local Assistant to the Fire Commissioner
- Fire Investigation Level I
- Emergency Plans and Operations
- EOC Level I & II
- Interview Training

The City retains the right to substitute the above courses based upon availability, with notification to the Union.



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MAYOR  
(COLIN KINSLEY)



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PRESIDENT, LOCAL 1372  
(AL LEIER)



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CITY CLERK  
(DON SCHAFFER)



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SECRETARY, LOCAL 1372  
(JOHN IVERSON)

Oct. 19, 2004  
DATE


**LETTER OF UNDERSTANDING \***  
**between**  
**THE CITY OF PRINCE GEORGE**  
**and**  
**THE PRINCE GEORGE FIREFIGHTERS, LOCAL 1372 IAFF**


**IAFF/IAFC FITNESS WELLNESS PROGRAM**

The parties agree to form a committee consisting of two (2) Management and two (2) Union representatives. Each committee member will have a designated alternate. The committee will discuss the ways and means of implementing the fitness wellness program.

By September 30, 2004, the committee will discuss and report back to the parties on the way in which the medical component of the fitness wellness program may be implemented.

After the parties have agreed on the way in which the medical component of the program will be implemented, the committee will recommend a schedule for discussing the way in which the fitness, behavioural health, rehabilitation and other components of the program may be implemented.

  
\_\_\_\_\_  
MAYOR  
(COLIN KINSLEY)

  
\_\_\_\_\_  
PRESIDENT, LOCAL 1372  
(AL LEIER)

  
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CITY CLERK  
(DON SCHAFER)

  
\_\_\_\_\_  
SECRETARY, LOCAL 1372  
(JOHN IVERSON)

Oct. 19, 2004  
DATE



**SCHEDULE "5"****SENIORITY LIST****INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL #1372****PRINCE GEORGE, B.C.**

<b><u>EMPLOYEE NUMBER</u></b>	<b><u>MEMBER</u></b>	<b><u>DATE EMPLOYED</u></b>
18309 - 7226	Swan, B.	May 1, 1972
12229 - 7227	Dockstader, R.	November 16, 1972
15701 - 7330	McGleish, D.	April 1, 1973
14795 - 7437	Lawrence, R.	August 1, 1974
19117 - 7539	Weyman, D.	March 10, 1975
18127 - 7540	Steele, E.	March 17, 1975
15222 - 7650	Magnusson, K.	March 15, 1976
13136 - 7651	Goats, L.	April 1, 1976
17855 - 7657	Simpson, G.	October 1, 1976
19257 - 7742	Wilkins, R.	May 1, 1977
13011 - 7847	Gardiner, W.	January 16, 1978
19000 - 7863	Wells, W.	January 16, 1978
17533 - 7864	Sampson, J.	January 16, 1978
19216 - 7867	Wiese, R.	November 1, 1978
14878 - 7868	Leier, A.	November 1, 1978
14712 - 7924	Larsen, D.	April 16, 1979
15958 - 7960	Miles, R.	May 14, 1979

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<b>EMPLOYEE NUMBER</b>	<b>MEMBER</b>	<b>DATE EMPLOYED</b>
10629 - 7969	Berreth, R.	May 14, 1979
11106 - 7970	Brown, R.	May 14, 1979
10744 - 7971	Burchill, R.	June 4, 1979
12245 - 7972	Doering, M.	June 4, 1979
17152 - 8076	Ree, T.	March 3, 1980
13102 - 8078	Girard, M.	December 9, 1980
11304 - 8079	Callaghan, J.	December 9, 1980
10033 - 8080	Aldoff, T.	December 9, 1980
16790 - 8081	Perrault, D.	December 9, 1980
11049 - 8115	Bredo, J.	May 4, 1981
12906 - 8131	Frost, G.	May 4, 1981
13128 - 8136	Gladesdahl, T.	May 4, 1981
19265 - 8155	Wilkins, G.	June 23, 1981
18408 - 8156	Thibault, C.	June 23, 1981
19612 - 8183	Witala, D.	November 12, 1981
19653 - 8185	Hill, M.	November 26, 1981
19646 - 8186	Oslund, S.	November 26, 1981
20073 - 8288	Gjerde, E.	May 25, 1982
20081 - 8289	Allemeersch, D.	May 25, 1982
20099 - 8290	Wilson, D.	May 25, 1982
20107 - 8291	Stiles, J.	May 25, 1982
21162 - 8320	King, B.	May 17, 1983
21394 - 8353	Obst, L.	July 19, 1983

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<b>EMPLOYEE NUMBER</b>	<b>MEMBER</b>	<b>DATE EMPLOYED</b>
22863 - 8461	Nesbitt, L.	September 4, 1984
23879 - 8587	Zimmerman, G.	July 22, 1985
25155 - 8692	Ingham, R.	June 2, 1986
26419 - 8777	Iverson, J.	April 20, 1987
26401 - 8734	Poulin, D.	April 20, 1987
27714 - 8811	Sweet, J.	January 18, 1988
28068 - 8817	Antosko, D.	September 19, 1988
28860 - 8946	Heaslip, J.	January 16, 1989
28878 - 8975	Kloschinsky, D.	January 16, 1989
30437 - 8984	Robertson, P.	December 11, 1989
30429 - 8982	Manning, L.	December 11, 1989
30536 - 9016	Hauck, D.	February 5, 1990
30932 - 9004	Law, J.	August 6, 1990
31617 - 9005	Scobie, K.	October 8, 1990
31989 - 9193	Kennedy, T.	February 11, 1991
33647 - 9273	Cherry, R.	March 09, 1992
33621 - 9294	Gould, S.	March 09, 1992
33613 - 9295	Pears, D.	March 09, 1992
33639 - 9296	Belsham, R.	March 09, 1992
34009 - 9298	Kohler, N.	July 02, 1992
34272 - 92102	Petersen, P.	September 14, 1992
34264 - 9299	Gunn, J.	September 14, 1992
34280 - 92100	Price, N.	September 14, 1992

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<b>EMPLOYEE NUMBER</b>	<b>MEMBER</b>	<b>DATE EMPLOYED</b>
34256 - 92101	Froescul, D.	September 14, 1992
34801 - 9306	Mueller, G.	September 27, 1993
34819 - 9314	Andreychuk, D.	September 27, 1993
36285 - 9501	Profeit, M.	May 1, 1995
36293 - 9503	Wilkinson, F.	May 1, 1995
36301 - 9554	Aussem, D.	May 1, 1995
36319 - 95103	Gilday, K.	May 1, 1995
36327 - 95104	Woodhouse, K.	May 1, 1995
36525 - 95105	Warner, C.	August 8, 1995
37077 - 9608	Crossan, B.	April 15, 1996
37085 - 9609	Wiebe, R.	April 15, 1996
36483 - 9638	Brbot, P.	April 15, 1996
38240 - 9713	Melanson, T.	September 8, 1997
38232 - 9735	Feeney, S.	September 8, 1997
38224 - 9712	Dhaliwal, D.	September 8, 1997
38257 - 9721	Nowoczin, G.	September 8, 1997
38216 - 9738	Clemas, J.	September 8, 1997
38273 - 97108	Kennedy, K.	September 15, 1997
38265 - 97109	Halovich, C.	September 15, 1997
38034 - 98106	Wolitski, J.	March 9, 1998
37325 - 98107	Slooyer, F.	March 9, 1998
38737 - 98110	Quinsey, S.	March 9, 1998
39669 - 9902	Pigeon, K	May 18, 1999

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<b>EMPLOYEE NUMBER</b>	<b>MEMBER</b>	<b>DATE EMPLOYED</b>
35055 - 0018	Skaar, K	September 11, 2000
40589 - 0007	Litke, J	September 11, 2000
40591 - 0029	Griswold, D	September 18, 2000
40592 - 0025	Halovich, C	October 16, 2000
28472 - 0141	Toninato, D	April 2, 2001
40651 - 0149	Goulding, J	April 2, 2001
40733	Moms, C	April 4, 2002
40734	Valentine, B	April 4, 2002
40771	Holliday, M	August 19, 2002
63355	Burleigh, B	March 31, 2003
29330	Groeneveld, C	March 31, 2003
63361	Olson, R	March 31, 2003
63362	Kitt, W	March 31, 2003
63363	Halovich, J	March 31, 2003
64454	Pattison, C	May 12, 2003
64455	Lapierre, S	May 12, 2003
64456	Provan, J	May 12, 2003
66972	MacIvor, S	July 21, 2003
66973	Hansen, J	July 21, 2003
71654	Mason, L	November 24, 2003

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