

COLLECTIVE AGREEMENT

BETWEEN

THE CITY OF SASKATOON

AND

THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS', LOCAL NO. 80

COVERING THE PERIOD FROM JANUARY 1, 2021 TO DECEMBER 31, 2023

**THE CITY OF SASKATOON
AND
THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS', LOCAL NO. 80**

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ARTICLE 1. DEFINITIONS

- a) Callback shall mean the emergency callback of off duty employees by the Fire Chief or **an Executive Officer** designate to increase overall staffing levels due to the needs of the Department for response to an emergency incident(s). Employees who are unable to respond must report to their **Executive Officer** or designate on their first work day back the reason for not being able to respond.
- b) Callback Platoon shall mean the platoon which is designated as the regular platoon to be called back in the case of an emergency.
- c) Employee means an employee of the Saskatoon Fire Department who is covered by this Agreement.
- d) Fire Chief means the Chief of the Saskatoon Fire Department, or **their** designated representative.
- e) **Executive Officer means a member of the management team and includes the Chief, Deputy Chief, Assistant Chief, Battalion Chief, Director of Emergency Management, and any-position so created in the future and deemed by the Chief to be a member of the management team.**
- f) General Seniority means the length of continuous service in the Saskatoon Fire Department.
- g) Divisional Seniority means the length of continuous service in one of the Department Divisions.
- h) Division shall refer to one of the Department Sections:
 - 1) **Operations**
 - 2) **Communications**
 - 3) **Community Risk Reduction**
 - 4) **Community Relations**
 - 5) **Logistics**
 - 6) **Staff Development and Safety**
 - 7) **Emergency Management Organization**
- i) Battalion has the same meaning as Platoon which is used in The Saskatchewan Employment Act and The Employment Standards Regulations
- j) Union means the International Association of Fire Fighters', Local No. 80.
- k) Employer means the City of Saskatoon.

ARTICLE 2. TERM OF AGREEMENT

This Agreement shall come into force and take effect from January 1, **2021**, and shall continue in force until December 31, **2023**. This Agreement to remain in force after December 31, **2023**, and then from year to year thereafter, unless either party gives written notice to terminate or renegotiate this Agreement, in which case this Agreement shall remain in effect until the signing of a new or revised Agreement. Such notice shall be given in writing, not less than **sixty (60)** nor more than **one-hundred and twenty (120)** days prior to December 31, **2023**.

ARTICLE 3. RECOGNITION

The City recognizes that the Union is the sole and exclusive representative of all Saskatoon Fire Department employees, with the exception of the Fire Chief, Deputy Fire Chief, Assistant Chiefs, Battalion Chiefs, **Director of Emergency Management Organization, Fire Marshal, Regional Resiliency Specialist, Corporate Security Manager, Business Continuity Manager, Risk Reduction Coordinator, Security Systems Technician, and Administrative Staff**, for the purposes of bargaining with respect to wages, hours of work and working conditions.

ARTICLE 4. INTERPRETATION

In the event of any conflict or difference between the General Rules and Regulations of the Saskatoon Fire Department and this Collective Bargaining Agreement, the provisions of the said Agreement shall apply.

ARTICLE 5. UNION SHOP

Every employee who is now or hereafter becomes a member of the Union shall maintain membership in the Union as a condition of employment, and every new employee whose employment commences hereafter shall, thirty (30) days after the commencement of **their** employment, apply for and maintain membership in the Union as a condition of employment.

ARTICLE 6. CHECKOFF

The City agrees to deduct, out of the wages due to each employee covered by this Agreement who is now or hereafter becomes a member of the Union, the Union dues of such employee and to remit the same to the person designated by the Union to receive the same. Such monies shall be deducted and remitted semi-monthly and shall be accompanied by a written statement setting forth the names of the employees in respect of whom deductions have been made.

ARTICLE 7. DISCRIMINATION

The City and the Union agree that there will be no discrimination against any member because of **religion, race or perceived race, creed, marital status, family status, sex, sexual orientation, gender identity, disability, age, colour, ancestry, nationality, place of origin, receipt of public assistance, Union membership, Union activity, political membership, or political activity.** Said political activity shall not be permitted within Fire **facilities.**

ARTICLE 8. EXECUTIVE PERMISSION TO VISIT FIRE FACILITIES

- a) Any one (1) or more off-duty members of the Union's Executive Board may enter any Fire **facility** on Union business, provided they receive prior approval from **the Executive Officer in charge.** The Union agrees that such visits shall cause as little disruption as possible in the operation of the Department.
- b) In the event that a member of the Union's Executive Board is on duty when a meeting of the Board is scheduled, the meeting may be held in the Fire **facility,** provided that this does not disrupt the operations of the Department. The **Executive Officer** in charge shall be informed of the wishes of the **Union and** shall determine whether such meeting would be disruptive.

ARTICLE 9. VACATIONS

- a) Employees shall receive three (3) weeks' vacation per year after one year's completed service.
- b) During the first year of employment, an employee's vacation entitlement shall be calculated on the basis of the number of months' employment in the twelve (12) month period preceding April 1 in the then current vacation year.
- c) Employees shall receive four (4) weeks' vacation after eight (8) years' completed service.
- d) Employees shall receive five (5) weeks' vacation after sixteen (16) years' completed service.
- e) Employees shall receive six (6) weeks' vacation after twenty-four (24) years' completed service.
- f) During the specific vacation year in which an employee completes eight (8), sixteen (16), or twenty-four (24) years of service, the employee shall be entitled to the additional week of vacation according to Article 9 c), d) and e).
- g) During the lifetime of this Agreement, the annual vacation periods shall be in accordance with the revised Schedule "C" attached.
- h) The schedule referred to in Article 9(g) above shall apply to Captains, Lieutenants and Fire Fighters in order that an equal number of the **Operations** Division members are on vacation during the vacation period.
- i) Members of the **Community Risk Reduction, Community Relations, Logistics, and Staff Development and Safety** Divisions shall continue to take annual vacations on the existing basis.
- j) Only one Fire Dispatcher per shift may be on vacation leave at any one time.
- k) After five (5) years' continuous service, employees may be permitted to accumulate two (2) years' annual vacation credits. Such carryover of annual leave must be requested one (1) year in advance and have the **approval** of the Fire Chief whose decision in the matter shall be final. Such carryover of vacation to be taken out of the regular vacation schedule.
- l) When an employee is granted leave of absence without pay in excess of one (1) month in any year, there shall be a proportionate deduction from the annual vacation to which such employee would be entitled to take in the following year.
- m)
 - 1) Not more than eleven (11) employees per Battalion shall be on vacation or special leave at one time.
 - 2) Vacation schedules shall be posted no later than January 15 of each year.
 - 3) All employees must identify their group vacation choice, within their assigned groups, by February 28 of each year.
 - 4) An employee may make a change from **their** assigned vacation group to any other vacation group, or to the "out of group" period (i.e. March), subject to Clauses (m) 1), (m) 6). All annual leave reports must be submitted prior to April 1 of each vacation year. Additional changes shall be approved fourteen (14) days prior to the effective date of such change.

- 5) An employee may trade vacation time with another employee subject to Clauses (m) 1), (m) 6).
- 6) Vacation entitlement shall not be used in units of less than one (1) week. However, employees in **Logistics, Community Risk Reduction**, Community Relations and Staff Development and Safety, may take shorter vacation allotments (down to one (1) day units) where the need arises, with the approval of the Fire Chief or designate. Such approval shall be based on meeting divisional requirements as determined by the Fire Chief or designate.
- n) In the event that an employee should experience illness or injury of a serious nature prior to **their** annual vacation, **they** shall be entitled to a deferred vacation, provided that the illness or injury is documented by a physician. The employee shall notify the administration prior to commencement of **their** annual vacation. Such deferred vacation shall be taken at the discretion of the Fire Chief.
- o) Should any public holiday fall within the period of any employee's (other than a member of the **Operations** Division and **Communications** Division) annual vacation, the employee's annual vacation shall be increased by one (1) day in respect of each such holiday.
- p) The vacation starting dates shall be as per Schedule "D".
- q) All vacations posted in accordance with Clause (m) 2) and Schedules "C" and "D" and such vacations as set out in Clause (i) that fall after an employee's normal retirement date shall be paid out to the employee at the time of retirement.

ARTICLE 10. PUBLIC HOLIDAYS

- a) All **Operations and Communications Division** employees shall be paid **thirteen (13)** days' pay per year in lieu of public holidays, based on their daily rate as per Schedule "A". **Such payment shall be made semi-monthly and included with their regular pay.** In the event that any level of government declares any additional public holiday during the term of this Agreement, all above-mentioned employees shall receive a day's pay for the additional holiday, based on their daily rate as per Schedule "A".
- b) Employees in the **Logistics, Community Relations, Community Risk Reduction**, Staff Development and Safety, **and Emergency Management Organization** shall be entitled to the following public and special holidays: New Year's Day, Family Day, Good Friday, Easter Monday, **Victoria Day**, Canada Day, Saskatchewan Day, Labour Day, **National Day for Truth and Reconciliation**, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other day or part of a day proclaimed a Civic holiday.
- c) Should a public holiday fall on the regular days off of the employees of the **Community Relations, Community Risk Reduction, Logistics, Emergency Management Organization, and** Staff Development and Safety Divisions, such employees shall be entitled to a day off in lieu of such public holiday. Such day to be taken immediately before or after the regular days off of such employee.

ARTICLE 11. SUPERANNUATION AND RETIREMENT

For the purposes of this Article:

"Prior Plan" means the City of Saskatoon Fire and Protective Services Department Superannuation Plan Bylaw No. 8225, Defined Benefit Plan for all service prior to January 1, 2016.

“Current Plan” means the Saskatoon Fire Fighters’ Pension Plan Target Benefit Plan for all service on and after January 1, 2016.

- a) All employees covered by this Agreement shall be retired at the first (1st) of the next month following their sixtieth (60th) birthday, in accordance with **the terms of the Prior Plan and the terms of the Current Plan.**
- b) **The Boards of Trustees for the Prior Plan and the Current Plan** shall **each** consist of three (3) persons appointed by the City and three (3) persons appointed by the Union. **Amendments to the Prior Plan and to the Current Plan shall be in accordance with the terms of the applicable Plan.**
- c) 1) Any active employee that is eligible for a pension who chooses to retire early may apply for one (1) month’s regular salary for every twelve (12) months that they retire early. The maximum payout shall not exceed three (3) months’ regular salary. The applicant must demonstrate to the Fire Chief there is cost savings to the City.
2) The City Manager may deny application for other sound business reasons.

ARTICLE 12. WORKING HOURS AND CONDITIONS

- a) All Employees of the **Operations** Division shall work on a Platoon basis, as per Schedule "B", attached, averaging forty-two (42) hours per week.

Days: 0800 hours to 1800 hours
Nights: 1800 hours to 0800 hours

- b) **All Employees of the Communications** division shall work in accordance with **Schedule "B"** attached averaging forty-two (42) hours per week:

Days: 0800 hours to 1800 hours
Nights: 1800 hours to 0800 hours

If one (1) of the Communications Division shifts becomes short staffed due to short-term disability or sick leave expected to be in excess of two (2) full shift rotations, the Department has the flexibility to temporarily transfer a Dispatcher from another shift to ensure that operational and staffing needs of the Division are met. All required periodic rest days for any temporary shift change shall be afforded in accordance with the current Collective Agreement.

- c) Fire Dispatchers shall be paid a shift differential of fifty (50) cents per hour for hours worked between 1800 hours and 0800 hours.
- d) The **Logistics** Division shall work an average of forty (40) hours per week, 2080 hours per year.
- e) 1) The Staff Development and Safety Division shall work an average of thirty-seven and one-half (37 ½) hours per week, 1950 hours per year.
2) Every third week the employee shall be entitled to an Earned Day Off (EDO). Three (3) EDO’s may be banked to be used at a later date within the same calendar year.
- f) 1) A full meal, at a maximum cost to the City of ten dollars (\$10.00) shall be provided to employees when involved at an incident for three (3) or more hours on the night shift (1800 hours to 0800 hours).

- 2) A full meal, at a maximum cost to the City of ten dollars (\$10.00) shall be provided to an employee when that employee is called back for three (3) or more hours on a night shift (1800 hours to 0800 hours).
- g) In the event of an incident or incidents, requiring employees to work longer than their tour of duty, it shall be the responsibility of the **Executive Officer** to see that these employees are relieved by the oncoming shift as soon as possible.
- h) Except where the Fire Chief deems it necessary to test equipment or conduct specific training exercises in extreme weather conditions such equipment testing and specific training shall only be conducted after consultation with the Joint Occupational Health and Safety Committee.
- i) Employees may be scheduled out of regular working hours on the following basis:
 - 1) For staff development programs or work assignments which run from two (2) to six (6) days, they shall be scheduled on a shift-for-shift basis.
 - 2) For staff development programs or work assignments which run for more than six (6) days, staff shall be transferred to day shifts (0800 hours to 1630 hours) for the duration of the course. Hours shall be balanced at the beginning and the end of the shift to ensure that the affected employee has a minimum of one (1) day off prior to and two (2) days off following the course. Any additional days owing shall be balanced or adjusted by the Fire Chief.
 - 3) Changing of working hours for temporary work assignments shall be agreed to by the employee, the Fire Chief and the Union.
 - 4) Such rescheduling of hours shall not take place for programs or work assignments which are less than two (2) days in duration.
- j) For the purpose of operating the Department's Community Relations, Staff Development and Safety, **Community Risk Reduction, Emergency Management Organization, and Logistics** Divisions there shall be an averaging agreement to provide the effective operation of the program and as agreed to by the Fire Chief and the Union.
- k)
 - 1) The **Community Risk Reduction** Division shall work an average of thirty-seven and one-half (37 ½) hours per week, 1950 hours per year.
 - 2) Hours of Work:
Monday to Thursday and Every Other Friday:
0740 to 1200; 1245 to 1645 (8 hours 20 minutes)
 - 3) Should an employee be required to work on **their** designated day off, the employee shall be allowed to bank the day to a maximum of three (3) days. Time in lieu shall be used at a later date within the same calendar year. Subject to operational requirements, the **Executive Officer** in charge may grant additional time in lieu in addition to the three (3) days. Such time is to be taken within the completion of the following two-week cycle (i.e. within nine (9) working days.) Banked time shall be taken in full day increments.
 - 4) Two (2) Inspectors may be assigned as required to periodic night duty on a rotation basis approximately three times (3X) per month, at either overtime rates or compensating time off.

ARTICLE 13. OVERTIME

- a) Employees shall be paid at the rate of double time (2X) for work in excess of regular hours.
- b) Calculation of overtime following regularly scheduled hours shall be as follows:
 - 1 to 15 minutes - 1/4 hour pay
 - Thereafter calculated to the next quarter (1/4) hour
 - One (1) PCP shall be allowed an additional quarter (1/4) hour to complete the Patient Care Report.
- c) Employees may receive time off in lieu of overtime pay at the option of the employee at a mutually-agreed time, with the exception of callbacks which shall be paid overtime. Banked time off in lieu shall only be paid out upon termination of employment.

The following provisions shall apply:

- 1) All overtime shall be approved by the Fire Chief or **an Executive Officer** prior to it being worked.
 - 2) Communications Division employees shall accumulate no more than seventy-two (72) hours of time off.
 - 3) All other employees shall accumulate no more than forty-eight (48) hours of time off.
- d) Fire Dispatchers shall be entitled to transfer bank time with other Dispatchers.
 - e) To provide for shift relief in the Communications Division due to sickness, Dispatchers will be called in on a rotational basis acceptable to the Fire Chief and the Union.
 - f) When employees, on their regular days off, are required to attend courses or meetings, they shall be paid time and one half (1½X) their regular rate of pay. Out of town travel will be provided for at straight time (1X) under Article 12 j).
 - g) Captains may hold back employees at the beginning of a shift to keep single unit halls operational while waiting for relief from another hall.

ARTICLE 14. CALLBACKS

- a) Employees called back for duty shall be paid a minimum of double time (2X) or two (2) hours at double time (2X), whichever is the greater.
- b) If the callback takes place on the day shift, the platoon on duty the following night is the callback platoon.
- c) If the callback takes place on the night shift, the platoon on duty the previous day shift is the callback platoon.
- d) Fire Dispatchers shall be called back in descending order of seniority for major emergency incidents.

ARTICLE 15. GENERAL

Existing working conditions not specifically mentioned herein, and as established by custom and usage, and which have general application to the Saskatoon Fire Department or any Division thereof shall continue in full force and effect and shall not be altered during the lifetime of this Agreement, except by mutual consent provided that the Fire Chief shall be entitled to schedule training in such manner consistent with the terms of this Agreement as **the Fire Chief** deems to be in the best interests of the Saskatoon Fire Department.

ARTICLE 16. NEW CLASSIFICATIONS

- a) Changes in classifications or new classifications of employment established within the scope of this Agreement shall be reviewed and discussed with the Union prior to implementation.
- b) The wages of changed classifications or new classifications of employment established during the term of this Agreement shall be the subject of bargaining between the parties to this Agreement.

ARTICLE 17. STAFF DEVELOPMENT AND PROMOTIONS

- a) All new employees appointed to the Saskatoon Fire Department shall be on probation for a period of twelve (12) months. During the probationary period, the onus for establishing suitability for continued employment shall lie with the employee. If, during this period, it is the conviction of the Chief of the Department that they are not suitable to the position held, the Chief may:
 - 1) Extend the probation period for a further six (6) months;
 - 2) Dismiss the employee.

Should such action be disputed by the Union, it is agreed that the Grievance Procedure, as provided elsewhere in this Agreement, may be used.

- b) Promotions to classifications covered by the Agreement in all Divisions of the **Saskatoon** Fire Department shall be made on the basis of seniority within the Division, subject to the candidate having the required qualifications as set out in this Agreement. In the event that there is no qualified candidate within a Division, then subject to the candidate having the required qualifications as set out in the Agreement, general seniority shall apply.
- c) Employees promoted to a higher rank shall act in that rank and be on probation for the period of one (1) year from the time of such promotion. If, during this period, it is the conviction of the Chief of the Department that they are not suitable/competent to the rank held, they may be reduced to the rank immediately held prior to the promotion. Should such action be disputed by the Union, it is agreed that the Grievance Procedure, as provided elsewhere in this Agreement, may be used.
- d) A Training Advisory Committee shall be established and maintained to set training requirements for all positions within the scope of the Agreement with the exception of initial entry qualifications. The Training Advisory Committee shall consist of three (3) members appointed by the Fire Chief and three (3) members appointed by the Union. This committee shall operate on a consensus basis; however, any changes to the existing training standards for positions within the scope of the Union will require a majority vote of the committee.
- e) N.F.P.A. qualification standards **or other industry recognized qualification standards, and whenever possible** as IFSAC **or Pro Board** accredited, shall be utilized for all positions within the scope of the Union and all evaluations shall be based on those standards.

f) Testing and Examinations

Candidates must attain **the required pass rate as determined by the authority having jurisdiction** or seventy-five percent (75%) of the total marks attainable in any Departmental testing or examination. Results of such testing, including the names and actual marks of all participants shall be sent to the Union.

g) Operations Division

1) For the **Operations** Division of the Department, the following training is required:

- 1st year Preceptor program (written and practical exam prior to 11 months)
- 2nd year Fire Apparatus Operator and Equipment module
- 3rd year Building Construction & **Aerial Apparatus Operator**

Upon successful completion of the above, the employee shall have achieved the training requirements of Fire Fighter First Class.

2) Between the fifth (5th) year and promotion to rank of **Lieutenant**, an employee must successfully complete the required courses of studies as follows:

Fire Officer Level I (NFPA 1021) or other requirements set out by the Department.

3) Between the fifth (5th) year and promotion to the rank of Captain, an employee must successfully complete the required courses of studies as follows:

Fire Officer level II (NFPA 1021) or other requirements set out by the Department.

Upon successful completion of the requirements specified in Section 3 above, the employee shall have completed the training requirements for Fire Officer II (Qualified Officer).

h) A promotion to the rank of Lieutenant within the **Operations** Division shall be filled by the senior qualified Company Officer. The candidate must have completed all requirements of the Company Officer Development Program. In addition, the candidate must have completed eighty (80) shifts in the capacity of acting Captain or Lieutenant.

i) 1) A promotion to the rank of Captain within the Operations Division shall be filled by the senior Lieutenant.

j) Seniority shall not determine promotion to out-of-scope ranks; however, promotions to the rank of Operations Battalion Chief shall be made from the rank of Captain or Lieutenant and only Captains or Lieutenants will act as Operations Battalion Chief.

k) Community Risk Reduction Division

1) **Selections and/or promotions** into the **Community Risk Reduction** Division shall be made from the Department members having attained qualifications, interview and a fulfilment of a practical inspection. Seniority shall be the deciding factor when qualifications, interview and practical inspection are deemed equal by the Fire Chief.

2) **General seniority shall be the deciding factor for a promotion to the rank of Risk Reduction Officer when qualifications, technical competency in the area desired, interview and demonstrated ability are deemed equal by the Fire Chief.**

- 3) Members of the **Operations** Division shall retain divisional seniority in the **Operations** Division for up to three (3) years from the date of transfer to the **Community Risk Reduction** Division.
- 4) In all other divisions, the Employee shall retain divisional seniority in that employee's Division for up to **three (3)** years from the date of transfer to the **Community Risk Reduction** Division.
- 5) If an employee reverts to **their** former position, a reduction in personnel will be made from that Division. Article 20, Personnel Reduction will not apply.

l) Staff Development and Safety Division

- 1) Entry into the Staff Development and Safety Division for the position of Fire Service Instructor shall be filled by the applicant meeting the following requirements:

Fire **and Emergency** Service Instructor NFPA 1041 Level I, achieve Fire **and Emergency** Service Instructor NFPA 1041 Level II within one (1) calendar year.

- 2) Seniority shall be the deciding factor when qualifications, technical competency in the area desired, interview and demonstrated ability are deemed equal by the Fire Chief.
- 3) Members of the **Operations** Division shall retain divisional seniority standing in the **Operations** Division for up to five (5) years from the date of transfer to the Staff Development and Safety Division.

m) Communications Division

All persons appointed to the position of Probationary Dispatcher must successfully complete the required course established by the Department prior to the completion of the first (1st) year of employment.

ARTICLE 18. VACANCIES

- a) In the event of vacancies occurring in any of the classifications of employment now filled as set forth in Schedule "A" hereof, or in the event of new classifications of employment being introduced or set up, then in either such case, vacancies in present or new classifications of employment shall be filled as soon as possible, within a limit of sixty (60) days of the vacancy occurring or such further period as is agreed upon. Such vacancies shall be posted when they become vacant, and filled, whenever possible, from amongst the present employees of the Fire Department.
- b) When replacement staff is to be hired in the **Operations** Division, such hiring shall take place throughout the year.

ARTICLE 19. RESIGNATION

Any employee may resign from **their** employment upon giving at least thirty (30) days' notice, in writing, of such resignation to the Fire Chief. Any employee desiring to resign from **their** employment without giving the said thirty (30) days' notice shall discuss the matter with the Fire Chief and, if sufficient reason is shown for not giving the said notice, the employee may resign on such short notice as may be agreed upon.

ARTICLE 20. PERSONNEL REDUCTION

Notwithstanding the provisions of Article 18 Vacancies, in the event the City deems it necessary to reduce the Saskatoon Fire Department personnel, the employee with the least general seniority shall be laid off first, and so on. No new employee or employees shall be hired until all laid-off employees have been given the opportunity to return to work. Upon rehiring of laid-off employees, the last one to be laid off shall be the first one rehired, and so on. Such rehiring rights shall be limited to five (5) years for a Fire Fighter 1st Class [four (4) years' completed service], and two (2) years for all Fire Fighters having less than four (4) completed years of service. Notwithstanding the above, a medical examination, stating medical fitness, will be required before any employee will be rehired after layoff.

ARTICLE 21. SENIORITY LISTS

The Fire Chief's office shall supply the Union with two (2) copies of the general and promotional seniority lists every three (3) years, or whenever produced, as well as annual revisions to same.

ARTICLE 22. SEVERANCE PAY

Except for cause, when a permanent employee is terminated from employment **they** shall be given:

- a) one (1) month's notice or one (1) month's pay in lieu thereof, if **their** period of continuous service is less than five (5) years; and,
- b) two (2) months' notice or two (2) months' pay in lieu thereof, if **their** period of continuous service is five (5) years or more.

ARTICLE 23. GRIEVANCES

For the purposes of this article "day" is defined as calendar days.

- a) When a Union member is requested by the Chief or **an Executive Officer** to be present at a meeting which involves a charge, a potential charge, or disciplinary action against such member, **the member** shall have the right to be accompanied by officer(s) of the Executive of Local No. 80.

Any disciplinary action, including suspension or dismissal, affecting any employee covered by this Agreement shall be immediately reported to the Union by the Fire Chief. Such disciplinary action must take place within **twenty-one (21)** days of Management becoming aware of the incident, which may result in a charge.

- b) If any such action, or any other action affecting any employee, is, in the opinion of the Grievance Committee of the Union, of such nature as to warrant action under this section, the Grievance Committee shall, within ten (10) days following the occurrence complained of, submit a grievance in writing to the Fire Chief or **their** designated Assistant.
- c) The Grievance Committee shall be granted a formal hearing by the Fire Chief within seven (7) days after the receipt of the Union's written grievance for the purpose of negotiating a settlement of the grievance.
- d) The Fire Chief shall render a written decision of the grievance within seven (7) days after the hearing.

- e) In the absence of the Fire Chief, the hearing shall take place with, and the decision rendered by, **their** designated Assistant.
- f) If the Union is not satisfied with such decision, the Union may, within seven (7) days following the receipt of the decision, refer the matter in writing to the City Manager who shall, within seven (7) working days after receiving the written complaint, meet with the Union Grievance Committee to negotiate a settlement of the matter. The City Manager shall render a written decision on the grievance within seven (7) days after such a meeting.
- g) If, after the decision of the City Manager, both parties mutually agree, a grievance may proceed directly to Clause (h). If agreement is not reached, the Union may give notice in writing to the City Clerk requesting to report the grievance to the next regular meeting of City Council and the Union shall be advised by the City Clerk of the date at which the grievance is to be considered by Council or by a Committee of Council empowered by the City Council to deal with the matter on behalf of the City Council. The Union shall have the right to attend such meeting of Council or the aforesaid Committee of Council and negotiate for the settlement of the grievance.
- h) Any grievance which has not been settled by the procedure hereinbefore set forth may be referred by either party to a Board of Arbitration.
- i) Each party shall nominate one (1) member to such Board within ten (10) days following notice by either party to the other that the grievance is being referred to such Board, and the third (3rd) member and Chairman of the Board shall be appointed by the two (2) members nominated by the Parties. If the two (2) nominees cannot agree upon the appointment of the Chairman within three (3) calendar days after the parties have informed each other of their respective nominees, the Lieutenant-Governor in Council shall be requested to appoint the third (3rd) member and Chairman of the Board.
- j) Time limits set out above may be extended by mutual agreement.**
- k) The Board so constituted shall convene with reasonable dispatch and hear and determine the grievance.
- l) The Award of the Board shall deal with all aspects of the matter or matters in dispute, and shall be final and binding on both parties. The Award of a majority of the members of the Board shall be the Award of the Board.
- m) Each party shall pay its own costs and expenses in connection with the Board and shall share equally the costs and expenses of the Chairman.
- n) *The Arbitration Act* shall not apply to the proceedings of the Board.
- o) The time appointed for the doing of any act under this Section may be enlarged by mutual agreement of the parties, whether before or after the expiration of the time appointed.
- p) Should an employee be penalized, laid off, demoted or discharged, and it is later established by proceedings under this section that such penalty, layoff, discharge or demotion was unjust or not in accordance with the provisions of this Agreement, employees shall be immediately returned to their former status in all respects and shall be compensated for all monetary loss suffered by reason of such penalty, layoff, demotion or discharge, provided; however, that, if an employee has been penalized in any way and the parties agree, or a Board of Arbitration decides, that such penalty was excessive but that some penalty ought to be imposed, the parties may agree, or the Board of Arbitration may decide, to impose a lesser penalty on such employee.

- q) Penalties not involving layoff, demotion, suspension or dismissal, and under appeal as per this Section, shall be held in abeyance until the settlement of the grievance.

ARTICLE 24. OCCUPATIONAL HEALTH AND SAFETY

An Occupational Health Committee shall be established in accordance with *The Saskatchewan Employment Act*. The Committee shall be composed of three (3) members appointed by the Fire Chief and three (3) employees appointed by the Union.

ARTICLE 25. DISABILITY

- a) Notwithstanding the provisions in Article 18 Vacancies, it is agreed that, in the event an employee of the Saskatoon Fire Department is disabled during the course of **their** employment and cannot perform the duties of a Fire Fighter, **they** shall be eligible for transfer to the **Community Risk Reduction, Community Relations, Staff Development and Safety, Logistics, or Communications** Division, provided a vacancy exists.
- b) To qualify for such transfer, such employee must produce a doctor's certificate showing that **they are** physically unable to carry out the duties of a Fire Fighter. Such disabled employee must be physically able to carry out the duties of any classification that **they** may be transferred to, and such physical qualifications shall be as determined by a Health Care Practitioner. Where a dispute over the nature of disability exists, a second medical opinion may be requested.
- c) The Department shall be obligated to have a maximum of two positions available for persons deemed to be permanently medically unfit for fire fighting duties on temporary secondment at any time.
- d) The total approved Department staffing shall not be affected by this Article. If an employee is temporarily transferred from the **Operations** Division to another Division the Battalion from which the employee is transferred will be short the staffed position until such time that the member is permanently transferred or leaves the employment of the Department.
- e) Employees transferring to another Division because of disability shall retain their current rate of salary if the salary is less than the salary for the Division they have transferred to. If the salary is more they shall be compensated at the higher rate.
- f) In the event that an employee who is disabled is given a transfer to another Division, **they** shall be considered to be on probation for a period of up to one (1) year from the date of such transfer. If, during this period, it is the conviction of the Fire Chief that an employee is not suitable to the classification held, such employee shall be removed from the classification. Should such action be disputed by the Union, it is agreed that the Grievance Procedure, as provided elsewhere in this Agreement, may be used. In the event that a disabled transferee is so removed, the City will make every effort to provide suitable employment elsewhere within the Civic service of the City of Saskatoon.
- g) In the event that a classification becomes vacant in the **Community Risk Reduction, Community Relations, Staff Development and Safety, Logistics, or Communications** Divisions and there are more disabled applicants for the classification than there are classifications available, and such applicants are physically qualified for transfer, the transfer shall be awarded to the qualified applicant who has the most general seniority. Such applicants will be given sufficient time to qualify for the position.

h) Temporarily Disabled Staff

- 1) Employees who are deemed to be temporarily unable to perform their duties may be transferred to any Division of the Department.
- 2) Positions filled by temporarily transferred employees shall be existing positions. No new Job(s) shall be created for disabled staff members; however, the capability of the Division may be expanded through the increase in staffing.

i) Permanently Disabled Staff

- 1) Employees who are deemed to be permanently disabled to perform their duties may be transferred temporarily to any Division within Saskatoon Fire Department.
- 2) When a vacancy occurs within a Division within Saskatoon Fire Department, employees who are temporarily transferred shall be given preference in the placement into permanent positions provided they are able to carry out the job function.

ARTICLE 26. SICK LEAVE

- a) The City agrees to pay all employees sick pay at their regular rate of pay for one hundred (100) working days as per Schedule "B" of this Agreement.
- b) When an employee returns to work from sick leave and completes full shifts or work days in the position held prior to the sick leave or in a new position as a result of a permanent accommodation for thirty (30) calendar days, such employee shall become re-eligible to qualify for sick pay as provided for in Article 26(a) above.
- c) For employees who are not eligible for Long-Term Disability coverage because of restrictions, due to age or years of service, an additional thirty (30) working days shall be available for sick leave usage in addition to (a) above. Once used, the thirty (30) additional days, or portion thereof must be earned at the rate of 2.5 days per month of work.
- d) The City shall reimburse an employee for the cost of a Doctor's note or certificate when the note or certificate is requested by the Department.

ARTICLE 27. GROUP LIFE INSURANCE COVERAGE

The City agrees that the following amounts of life insurance shall apply to members of Local No. 80:

- a) Basic Coverage - Three times (3X) annual salary, cost shared equally by the Employer and employee.
- b) Optional Coverage - (at employee's option) four times (4X) annual salary, cost up to three times (3X) annual salary to be shared equally between the Employer and employee. Cost of coverage over three times (3X) to be fully paid for by the employee.
- c) Dependent Coverage - (at the employee's option): spouse \$10,000; each child \$5,000, cost shared equally by the Employer and employee.
- d) 1) At retirement, a fifty thousand dollar (\$50,000) life insurance policy shall be available to retirees fully paid for by the retiree at group rates from retirement to age 65. At age 65, the retiree may convert said policy within thirty-~~one~~ (31) days.

- 2) At retirement, an additional fifty thousand dollar (\$50,000) life insurance policy in optional units each of ten thousand dollars (\$10,000) shall be available to retirees, subject to evidence of insurability and will be fully paid for by the retiree at rates prescribed by the insurance carrier for the period from retirement to age 65. At age 65, the retiree may convert said policy within thirty-**one** (31) days.

ARTICLE 28. DENTAL AND HEALTH PLAN

- a) **On the first of the month coincident with or next *following*** three (3) months' continuous employment, and subject to the provisions of the Plan, employees shall be covered under the City Dental and Health Plan. General coverage under the Plan and the maximum per insured individual are as follows:
 - 1) Basic work - Eighty percent (80%) to an annual maximum of one thousand five hundred dollars (\$1,500) **in combination with major restorative work**.
 - 2) Major restorative work - Sixty percent (60%) to an annual maximum of one thousand five hundred dollars (\$1,500) **in combination with basic work**.
 - 3) Orthodontic work - Fifty percent (50%) to a lifetime maximum of one thousand five hundred dollars (\$1,500).
 - i) Coverage for orthodontic work shall extend only to dependent children as defined in the insurance contract and shall not extend to employees. Coverage for basic work and major work shall include employees and their eligible dependants as defined under *The Insurance Act*.
 - 4) Health plan - A comprehensive health plan will be provided for all employees. Coverage shall be limited to eighty percent (80%) of any charge made for care under the plan.
- b) The Employer's costs in providing the plan shall be capped at two percent (2%) of payroll. The Union may bring forward changes to the dental and health plan, and shall arrange payment of any amount of cost which is in excess of the Employer's capped payments.
- c) It is agreed that both parties shall leave their shares of the current surplus in the Dental Plan in the new combined Dental and Health Plan.

ARTICLE 29. WORKERS' COMPENSATION

- a) When an employee, who has been in the service of the City for three (3) continuous months is injured in the performance of **their** duties during working hours, the City shall pay to such employee, for all periods of absence resulting from the injury, an amount which, combined with Workers' Compensation Board payments, shall ensure to such employee the maintenance of **their** regular basic wage rate, less normal deductions.
- b) If the employee was temporarily assigned to a higher classification level at the time of **their** injury, the regular basic wage rate as described in Clause (a) above will be the rate at time of injury. Should the duration of the temporary assignment prior to injury be known, then the rate of compensation shall be reduced to the regular basic wage rate of the lower permanent classification upon the date the employee would have otherwise resumed **their** regular duties.
- c) Workers' Compensation Board payments, as referred to herein, shall not be considered as including "pension payments" or "cash settlement payments".

- d) An employee on Worker's Compensation shall continue to accrue vacation credits in the same manner as if **they were** on department sick leave.
- e) **An employee who has a claim accepted by Workers' Compensation Board on or after January 1, 2021, will be eligible for retroactive pay as a result of the negotiated general economic wage increase by the parties. The retroactive pay calculation will be based on the employee's straight time regular basic wage rate (exclusive of overtime and all other premiums) at the time the occupational injury was accepted by Workers' Compensation Board. The retroactive pay calculation will be applied for the period the employee is in receipt of a full-time Workers' Compensation Board lost time entitlements and based on the terms of the negotiated retroactive pay agreed to by the parties.**

ARTICLE 30. DEATH AND DISABILITY BENEFITS

a) In this part:

- 1) "Salary" shall mean the basic rates of pay as from time to time set forth in the monthly schedule of pay contained in Schedule "A" of this Agreement, but shall not include service pay.
- 2) "Dependent Child" of a member means the child of a member who is:

- i) an unmarried person under the age of eighteen (18) years;
- ii) an unmarried person over the age of eighteen (18) years but less than twenty-five (25) years of age and is in full-time attendance at a school; or,
- iii) a person over the age of eighteen (18) years who, prior to the death of the member, was, by reason of mental or physical disability, unable to earn a livelihood.

b) If a member of the Saskatoon Fire Department is killed or totally disabled as a direct result of the performance of **their** duties, the following shall apply:

Death Benefits

1) In the event of the death of a member, the City shall guarantee to the spouse or dependent children an amount equal to the amount of the monthly salary such member would have received if living and continued in the employ of the City in the same or equivalent classification in which such member was employed at the time of death.

2) In the event of the subsequent death of the spouse, the benefit shall continue to be payable, effective the first (1st) day of the month following the death of the spouse, at the rate of twenty percent (20%) of the gross applicable monthly salary for each dependent child with the maximum benefit payable under this provision not to exceed eighty percent (80%) of the gross of the applicable monthly salary.

c) In calculating the amount to be paid by the City in any month, the following items shall be deducted from the salary from time to time in effect:

- 1) Any taxes and statutory reductions required by law.
- 2) The amount of any pension, annuity or insurance settlement not personally contracted for by such deceased member, **their** widow or dependent children otherwise than by virtue of the employment of such member. Deductions specifically included in this Clause shall be any

benefits paid by the Workers' Compensation Board, the Canada Pension Plan, the Criminal Injuries Compensation Board or a claim or suit in tort made against any person in respect of the death of such member. In the event of the foregoing benefits taking the form of a lump sum settlement rather than a monthly allowance, such amounts shall be spread over a ten (10) year period to determine the monthly amount deductible. It shall be the responsibility of the member's estate to apply for every benefit available before taking advantage of the provisions of the Clause.

d) The City's liability hereunder shall continue:

- 1) In the event of the death of a member leaving a spouse.
- 2) In the event of the death of a member leaving a spouse and dependent child or children.
- 3) In the event of the death of a member leaving no spouse but a dependent child or children until they cease to be considered dependents under the definition set forth in this Clause.
- 4) In no event shall payments be continued beyond the earliest date at which such deceased member would have been eligible for normal retirement superannuation benefits from the City had the member's death not occurred.
- 5) In the event a spouse abandons or deserts any dependent children, the City shall have the right to direct that any payment forthcoming, by virtue of these provisions, shall be paid to the benefit of such children following application by the Official Guardian to the Court pursuant to the provisions of *The Infants Act*, R.S.S., Chapter 342.

e) Disablement Benefits

- 1) In the event a member becomes disabled and is unable to perform assigned duties as a member of the Saskatoon Fire Department, the City shall guarantee to the member an amount equal to the amount of monthly salary such member would have received in the same or equivalent classification in which employed at the time the disability occurred.
- 2) Disability benefits payable herein shall be subject to the provisions of Articles 25 and 29 of this Agreement.
- 3) In calculating the amount to be paid by the City in any month, the provisions of Article 30(c) respecting deductions shall apply with the necessary changes.
- 4) In no event shall payments be continued beyond the earliest date at which such disabled member would have been eligible for normal retirement from the Saskatoon Fire Department had disablement not occurred.

f) Reduction by City of Amount Payable

- 1) In the event that a member recovers from a disability to the extent of being capable of gainful employment, becomes so employed, and receives remuneration therefrom which is less than the entitlement under this Agreement, such amount shall be paid, assigned or delivered to the City by the member, or such other equivalent arrangements as shall be determined by the City.
- 2) In the event that a member recovers from the disability and becomes gainfully employed and receives remuneration therefrom which is in excess of what the member would have been entitled to have been paid under this Agreement, the responsibility of the City for further payments shall cease.

3) In the event that the City is satisfied that the member is unreasonably refusing to accept gainful employment which the member is capable of performing, the City may reduce or discontinue any payments subject to Clause g) 1).

g) 1) In the event of a dispute arising from medical grounds as to the validity of a claim for disability benefits, then, upon the application of either the City or the member concerned, the matter shall be referred to an independent medical practitioner, whose findings shall be final and binding upon both the City and the member.

2) The practitioner so referred to shall be appointed by the Dean of Medicine, University of Saskatchewan - or **their** designate - and shall be a specialist in the field of medicine relating to the disability suffered by the member. The expenses incurred shall be borne by the City.

ARTICLE 31. PARENTAL LEAVE

a) An employee who has completed **at least thirteen (13)** week's employment within the last fifty-two (52) weeks with the City and who provides the Chief with a medical certificate from a qualified medical practitioner certifying that **the employee is** pregnant and specifying the estimated date of birth or, who is a parent and primary caregiver of a newborn or newly adopted child, shall be entitled upon written application to maternity leave or adoption leave and parental leave without pay.

b) 1) The employee is entitled to **nineteen (19)** weeks of maternity leave. The leave can start at any time during the **thirteen (13)** weeks before the estimated date of birth. The employee shall give four (4) weeks' written notice prior to the commencement of the leave.

2) An employee who is the primary caregiver is entitled to **nineteen (19)** weeks of adoption leave. The employee shall give four (4) weeks' written notice before the day the child comes into **their** care. If the employee is unable to give proper notice, whatever notice is provided by Social Services, the adoption agency, or the birth parents shall be given to the City. The employee shall provide a minimum of four (4) weeks' written notice of **their** intended date of return to work with a doctor's note stating the employee is fit to resume regular duties.

3) **Parental leave will be for a period of up to fifty-nine (59) consecutive weeks if the employee has taken a maternity leave or adoption leave, or seventy-one (71) consecutive weeks if the employee is not entitled to maternity leave or adoption leave.** The employee shall provide at least four (4) weeks' notice of commencement of the leave. The employee shall provide at least four (4) weeks' written notice of **their** intended date of return to work with a doctor's note stating the employee is fit to resume regular duties. In the case of adoption, if the employee is unable to give proper notice, whatever notice is provided by Social Services, the adoption agency, or the birth parents shall be given to the City. If the employee does not give four (4) weeks' notice before starting a maternity or adoption leave, the City shall provide a maternity or adoption leave to commence within three (3) weeks after the date of birth or the day the adopted child came into the employee's care.

Parental leave must be taken between the period of **thirteen (13)** weeks before and **seventy-eight (78)** weeks after the estimated date of birth or estimated date on which an adopted child will come into the care of the employee.

Notwithstanding the above, *The Saskatchewan Employment Act* was amended effective March 27, 2020, to provide for an extended parental leave benefit for parents who share the Employment Insurance parental benefit. Where the conditions contained within this article of the Collective Agreement and The

Saskatchewan Employment Act are met, the employee will be approved for the extended leave.

If two employees are taking parental leaves with respect to the same child, the parental leave must be taken during the period of thirteen (13) weeks before and 86 weeks following the actual date of birth or actual date on which the child comes into the employees' care.

The parties acknowledge that individual circumstances may justify a variance of the time limits set out above.

- c) When an employee with at least six (6) months' service is on maternity leave in the course of **their** employment and is eligible for Employment Insurance benefits pursuant to the *Employment Insurance Act (Canada)*:
 - 1) The City shall pay 95% of the employee's regular salary for the first **week of Employment Insurance waiting period**.
 - 2) The City shall pay the difference between the Employment Insurance benefits and 95% of the employee's regular rate of pay for **fourteen (14) weeks**.
 - 3) Benefits and accruals that apply during sick leave shall apply in the same manner to an employee on maternity leave during the fifteen (15) week period in c) 1. and c) 2.
 - 4) Any permanent employee who works less than full time shall receive this benefit on a pro-rated basis.
- d) Where an employee has not been granted maternity leave by the Fire Chief, and is unable, for bona fide medical reasons, to return to **their** employment after the expiration of the maternity leave; and provides the Fire Chief with a certificate of a qualified medical practitioner stating that, for bona fide medical reasons, **they are** not able to return to **their** employment at that time; the Fire Chief shall grant to **them** a further period of leave, not exceeding six (6) weeks, that is requested by **them**.
- e) Where the pregnancy of an employee would reasonably interfere with the performance of the employee's duties, the Fire Chief may require the employee to take a maximum of thirteen (13) weeks' leave prior to the estimated date of birth. The onus for establishing that the pregnancy would reasonably interfere with duties shall lie with the Fire Chief. The Fire Chief and the Union will co-operate in accommodating alternate work.
- f) An employee returning from maternity, adoption or parental leave shall return to the employee's former position or a comparable position, with no loss of accrued seniority, no reduction in wages or loss of accrued benefits, or loss of incremental pay increases. The employee shall not receive public holidays or public holiday pay during the leave period.
- g) An employee on maternity, adoption or parental leave, shall continue to accumulate unpaid vacation credits earned during the period of maternity, adoption or paternal leave. Such leave shall not cause the employee to lose incremental increases to vacation entitlements that **they** would normally be entitled to.
- h) Employees returning from maternity, adoption or parental leave does not constitute a break in service for the purpose of seniority and rights of recall and seniority and rights of recall shall accrue while on maternity, adoption, and parental leave. Where the employee is on a maternity, adoption or parental leave, any recall may occur only after the completion of the leave.

- i) An employee is entitled to continue participating in the employee benefit programs while on maternity, adoption, or parental leave provided the employee pays all contributions where required to do so by the plan. The following are benefit plans that the employee may participate in while on leave:
 - a) a disability plan,
 - b) a pension plan,
 - c) life insurance and accidental death or dismemberment plan.

ARTICLE 32. LEAVE OF ABSENCE AND COURT DUTY

- a) 1) The Union shall give sufficient notice to the Fire Chief of Union officers requesting leave of absence to attend to Union business.
- 2) The Union shall not be required to provide a replacement, if on shift, for the following reasons:

The President and Secretary at Local membership meetings.

Members of the Union executive, if called for a meeting with Management.
- b) Employees who have completed four (4) years of service and who have been elected to Federal or Provincial Office shall retain and accumulate seniority. The employee shall have no claim on any promotion during this leave of absence without pay.
- c) It is agreed that, where any member of the Union is subpoenaed as a witness in connection with **their** duties, or for jury duty, **they** shall not suffer any loss of pay while so serving. Monies received by a member, when normally on duty, shall be turned over to the City Treasurer. When an employee is required in Court for Department business while on weekly days off, such employee shall be paid in accordance with Article 14(a).

ARTICLE 33. STAND-INS

- a) Members of the **Operations** and Communications Division shall be permitted unlimited stand-ins.
- b) Captains shall be responsible for approving stand-ins. Captains shall be responsible to ensure that sufficiently qualified staff to perform all functions/duties within **their** station are on duty. Shift trades should only be allowed between staff with relatively the same classification, seniority and qualifications. To the greatest extent possible, the Captain on whose shift the person is working should be informed and approve the trade in advance.
- c) Captains and Battalion Chiefs shall be informed in writing twenty-four (24) hours in advance of a stand-in. Exceptions may be made for short notice stand-ins providing they have been approved prior to the commencement of their shift and submitted to Communications Division on the Daily Roster.
- d) After the commencement of a shift, Captains will be responsible for approving any stand-in request. Captains will ensure that all apparatus are fully staffed and stand-ins will only be approved on a function for function basis. The Communications Division must be notified of any stand-in greater than fifteen (15) minutes.

- e) Captains may trade with Lieutenants. Lieutenants may trade with Fire Fighters who have qualified for promotion to Lieutenants. Qualified Officers may stand-in for Captains upon approval by the Battalion Chief.
- f) In no event shall any additional cost be imposed upon the City as a result of any stand-in.
- g) Stand-ins not honouring their commitment shall not receive pay for that day, and will lose their stand-in privileges for a period of six (6) months.
- h) A stand-in may be from any station.
- i) Leave of absence for officers of the Union to attend to Union business shall be granted with pay, provided that the Union shall pay the wages of replacements from the off-duty shifts. Such replacements shall be of equal classification and experience to the members on leave of absence.

ARTICLE 34. COMPASSIONATE LEAVE

Where an employee suffers a death in **their** immediate family, i.e., spouse, brother, sister, mother, father, son, daughter or some other relative/person with whom the employee has experienced a very close relationship ordinarily subscribed to that of an immediate member of the family, compassionate leave may be granted for one (1), two (2), or three (3) days. When additional days are required or when out of province travel is warranted, then, at the discretion of the Chief, it may be granted. Upon receiving the request, Management will notify the Union.

ARTICLE 35. WORKING IN HIGHER CLASSIFICATION

- a) When an employee is required to perform all the duties of a higher-paid classification than their own, such employee shall receive pay at the higher rate for every half shift or more so worked in such higher-paid classification. Employees shall not be alternated in higher-paid classification to avoid payment to the higher rate.
- b) The position of Acting Lieutenant will be filled first by the senior qualified officer on duty, then by the senior Fire Fighter on duty, currently certified as Fire Officer Level I as per Article 17 g) 2 at Index 115.
- c) The position of Acting Captain will be filled first by the senior Lieutenant on duty, and then by the senior qualified officer on duty certified as Fire Officer Level II as per Article 17 g) 2. There will be no Working in Higher Classification pay (acting time) for Lieutenants, acting for Captains.
- d) Where a Captain or Lieutenant is on sick leave, a temporary promotion will be made after forty-five (45) working days (three (3) months) from the date of sick leave commencing.

ARTICLE 36. CAR ALLOWANCE

- a) It is agreed that staff required to use their own cars in connection with their duties shall be paid the following rates, namely:

Regular Full-Time Car Use

Three hundred and forty-four and fifty-one cents (\$344.51) per month (flat amount) minimum payment plus fifty-five point six one cents (55.61¢) per kilometre (variable amount) for all duty kilometres travelled.

The flat and variable portions of car allowance will be increased in direct relationship to the increase of the auto operation segment, transportation component of the Consumer Price Index of Canada. For every one percent (1%) increase in the auto operation segment, the car allowance will be increased by one percent (1%). Computation will be made semi-annually with change to be effective July 1 and January 1, based on the increase due the previous six (6) months.

Casual Car Use (if applicable)

Eight dollars and ninety cents (\$8.90) per day or fifty-five point six one cents (55.61¢) per kilometre, whichever is greater.

ARTICLE 37. UNIFORMS AND WORK CLOTHING

a) All newly hired uniformed employees (**Operations** Division) will be provided the following standard issue of work clothing:

- One (1) Nylon Jacket
- Four (4) Fatigue work shirts
- Four (4) T-Shirts
- Four (4) Fatigue work pants
- Two (2) Long Sleeve Mock T-Shirts
- Two (2) pairs Sweat Pants and two (2) pairs of gym shorts

b) All newly hired uniformed employees (**Community Risk Reduction**) will be provided the following standard issue of work clothing:

- One (1) Nylon Jacket
- Four (4) Fatigue work shirts
- Four (4) T-Shirts
- Four (4) Fatigue work pants
- Two (2) Long Sleeve Mock T-Shirts
- One (1) pair leather gloves

c) All newly hired uniformed employees in the Communications, Community Relations, and **Logistics** Divisions will be provided the following standard issue of work clothing:

- One (1) Nylon Jacket
- Four (4) Fatigue work shirts
- Four (4) T-Shirts
- Four (4) Fatigue work pants
- Two (2) Long Sleeve Mock T-Shirts
- Work jackets/coveralls (**Logistics** Division only)

d) All the above clothing repairs and replacement will be done on an as-needed basis with the exception of the dress uniform. Shoe issue as per Article 37(k). All clothing allotments shall not exceed the level of the initial kit issue per every three (3) years.

- e) All employees hired will be provided the following dress uniform issue:
- One (1) dress uniform complete with appropriate badges consisting of a tunic, one (1) pair uniform dress pants, one (1) dress shirt, and one (1) tie. **Community Risk Reduction** Division will be issued two (2) pairs uniform dress pants, and two (2) dress shirts
 - One (1) dress uniform peak hat complete with appropriate hat badge
 - One (1) winter parka
 - One (1) winter hat (**Community Risk Reduction** only)
 - One (1) dress shirt and one (1) tie shall be issued every six (6) years beginning in 2012 if required
 - Dress uniforms shall be issued at the discretion of the Fire Chief, giving consideration to looks and wear
 - The Fire Chief and the Union shall agree to any changes in the quality and/or cut of the dress uniform, work clothing, footwear and protective clothing.
- f) All dress uniform and standard work clothing with the exception of the dress uniform peak hat and winter hat shall be clearly identified as “Saskatoon Fire Department”, and shall be worn in accordance with the Department Rules and Regulations.
- g) No items of uniform clothing shall be issued to any employee during the six (6) months prior to such employee’s retirement. On retirement, all items of uniform clothing (with the exception of turnout gear) may be retained by the retiring employee.
- h) Employees discharged or resigning voluntarily from the Department shall, at the discretion of the Fire Chief, be required to return all last-issue articles of clothing, except shirts.
- i) If items of uniform or turnout clothing are mutilated or destroyed as a result of work activities, they shall be replaced by the City.
- j) If issue items of clothing are lost or damaged through the negligence of an employee, the item shall be replaced immediately by the City; however, the employee will be required to pay all or part of the cost of the replacement item.
- k) Employees shall be entitled to seventy-five dollars (\$75.00) per year for the purchase of safety footwear that meets CSA standard. Employees shall be allowed to receive up to three (3) years funding at one time. Onus is on the employee to provide proof (including receipt) that safety footwear was purchased.
- Logistics** Division shall be issued safety shoes / boots yearly.
- l) Dry-cleaning, at the discretion of the Fire Chief, will be provided for **Community Risk Reduction** and Staff Development and Safety Divisions.

ARTICLE 38. BULLETIN BOARDS

The City shall ensure that bulletin boards of an adequate size be provided for the sole use of the Union for posting Union notices, letters, messages, documents, and any other Union material in all Fire Stations and each division of the Saskatoon Fire Department.

ARTICLE 39. WAGES AND SALARIES

- a) The wages and salaries of employees to whom this Agreement applies shall be in accordance with the rates and classifications set out in Schedule "A" attached.

January 1, 2021 – 1.40%

July 1, 2021 – 1.00%

January 1, 2022 – 1.00%

July 1, 2022 – 0.50%

January 1, 2023 – 1.25%

July 1, 2023 – 1.00%

- b) When hiring a new employee for the **Community Risk Reduction** or Community Relations Divisions, the Fire Chief will establish which level of pay the person will receive. The employee will move up one level upon successful completion of their probationary year and one level in each succeeding period pending an appropriate performance appraisal.

ARTICLE 40. LIABILITY FOR ACCIDENT IN PERFORMANCE OF DUTY

- a) The City agrees to indemnify an employee in respect of any claim made against such employee resulting from the performance of such employee's duty, except where it is established that such action arose out of a wilful or wanton dereliction of duty by the employee. In the event that such proceedings result in any judgement or monetary award against such employee, the City will indemnify such employee in respect of payment made pursuant to such judgement or monetary award, and such indemnification shall include the assumption of the costs of any legal proceedings incurred by any employee resulting from the performance of such employee's duties.
- b) In the event that the City shall provide such protection to the employee by the purchase of a policy or liability insurance, it is agreed that indemnification shall be restricted to the liability provided by such policy of insurance and subsection (a) hereof shall be amended as required to conform to the provisions of the liability so provided. The Union shall be advised annually of the amount of liability insurance so provided by the policy.

ARTICLE 41. MEDICAL EXAMINATIONS

Employees will be required to provide the Saskatoon Fire Department of evidence of having undergone a complete physical examination by a qualified medical practitioner of their choice at the age of fifty (50) and every three (3) years thereafter until retirement.

ARTICLE 42. STAND-BY PAY FIRE INVESTIGATOR

Members of the **Community Risk Reduction** Division assigned to investigations involved in rotational on-call duty shall be paid an additional **fifty (\$50)** dollars per day.

This increase will take effect July 1, 2023, or sixty (60) days after ratification, whichever is later.

ARTICLE 43. SECONDMENT

The rate of pay for an employee entering into a secondment position shall be that employee's current classification rate of pay.

ARTICLE 44. REPLACEMENT AND ACTING STAFF

At the sole discretion of the Fire Chief or designate, replacement fire fighters may be brought in at time and one half (1 ½ X) the regular rate of pay for hours worked in order to keep apparatus in commission that may be out for reasons of sickness, training or vacation or to maintain the Department's day to day operations and emergency response capabilities.

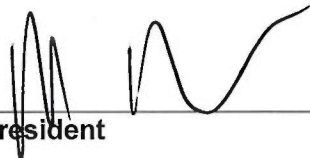
Effective with the signing of this agreement any practices inconsistent with the application of this provision cease and the strict terms of this provision will apply.

When a predetermined **staffing** shortage due to Captains, and/or Lieutenants acting in Chief Officer positions or that are scheduled to be involved in the Chief Officer Development Program (CODP) succession training prior to the Battalion's scheduled periodic rest days and a replacement is necessary in order to maintain an apparatus in commission, then the replacement fire fighter shall be paid at the rate of time and one half (1 ½ X) for hours worked as a replacement.

This article does not replace ARTICLE 14. CALLBACKS.

**THE INTERNATIONAL ASSOCIATION OF
FIRE FIGHTERS' UNION, LOCAL NO. 80**

THE CITY OF SASKATOON




President



Mayor



Secretary



City Clerk

SCHEDULE A
I.A.F.F. 80 (42 hr / wk)

Effective: January 1, 2021 to June 30, 2021

Station Captain	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 130	\$63.3653	\$5,766.24	\$11,532.48	\$138,389.76
Captain	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 127 (2nd yr.)	\$61.9030	\$5,633.17	\$11,266.34	\$135,196.08
Index 125 (1st yr.)	\$60.9282	\$5,544.46	\$11,088.92	\$133,067.04
Lieutenant	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 120	\$58.4910	\$5,322.69	\$10,645.38	\$127,744.56
Acting Officer	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115	\$56.0539	\$5,100.91	\$10,201.82	\$122,421.84
Fire Fighter	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 108 (20th yr.)	\$52.6419	\$4,790.42	\$9,580.84	\$114,970.08
Index 106 (15th yr.)	\$51.6671	\$4,701.70	\$9,403.40	\$112,840.80
Index 104 (after 10th yr.)	\$50.6922	\$4,612.99	\$9,225.98	\$110,711.76
Index 102 (7th yr.)	\$49.7174	\$4,524.28	\$9,048.56	\$108,582.72
Index 100 (1st Class)	\$48.7425	\$4,435.57	\$8,871.14	\$106,453.68
Index 90 (2nd Class)	\$43.8683	\$3,992.01	\$7,984.02	\$95,808.24
Index 80 (3rd Class)	\$38.9940	\$3,548.46	\$7,096.92	\$85,163.04
Index 70 (Probationary)	\$34.1198	\$3,104.90	\$6,209.80	\$74,517.60
Fire Dispatcher	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 108 (25 yr.)	\$52.6419	\$4,790.42	\$9,580.84	\$114,970.08
Index 105 (20 yr.)	\$51.1797	\$4,657.35	\$9,314.70	\$111,776.40
Index 103 (15 yr.)	\$50.2048	\$4,568.64	\$9,137.28	\$109,647.36
Index 100 (10 yr.)	\$48.7425	\$4,435.57	\$8,871.14	\$106,453.68
Index 97 (1st Class)	\$47.2803	\$4,302.50	\$8,605.00	\$103,260.00
Index 85 (2nd Class)	\$41.4312	\$3,770.24	\$7,540.48	\$90,485.76
Index 75 (3rd Class)	\$36.5569	\$3,326.68	\$6,653.36	\$79,840.32
Index 70 (4th Class)	\$34.1198	\$3,104.90	\$6,209.80	\$74,517.60
Index 65 (Probationary)	\$31.6826	\$2,883.12	\$5,766.24	\$69,194.88

SCHEDULE A
I.A.F.F. 80 (42 hr / wk)

Effective: July 1, 2021 to December 31, 2021

Station Captain	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 130	\$63.9989	\$5,823.90	\$11,647.80	\$139,773.60
Captain	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 127 (2nd yr.)	\$62.5220	\$5,689.51	\$11,379.02	\$136,548.24
Index 125 (1st yr.)	\$61.5374	\$5,599.91	\$11,199.82	\$134,397.84
Lieutenant	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 120	\$59.0760	\$5,375.91	\$10,751.82	\$129,021.84
Acting Officer	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115	\$56.6145	\$5,151.92	\$10,303.84	\$123,646.08
Fire Fighter	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 108 (20th yr.)	\$53.1684	\$4,838.32	\$9,676.64	\$116,119.68
Index 106 (15th yr.)	\$52.1838	\$4,748.72	\$9,497.44	\$113,969.28
Index 104 (after 10th yr.)	\$51.1992	\$4,659.12	\$9,318.24	\$111,818.88
Index 102 (7th yr.)	\$50.2146	\$4,569.52	\$9,139.04	\$109,668.48
Index 100 (1st Class)	\$49.2300	\$4,479.93	\$8,959.86	\$107,518.32
Index 90 (2nd Class)	\$44.3070	\$4,031.93	\$8,063.86	\$96,766.32
Index 80 (3rd Class)	\$39.3840	\$3,583.94	\$7,167.88	\$86,014.56
Index 70 (Probationary)	\$34.4610	\$3,135.95	\$6,271.90	\$75,262.80
Fire Dispatcher	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 108 (25 yr.)	\$53.1684	\$4,838.32	\$9,676.64	\$116,119.68
Index 105 (20 yr.)	\$51.6915	\$4,703.92	\$9,407.84	\$112,894.08
Index 103 (15 yr.)	\$50.7069	\$4,614.32	\$9,228.64	\$110,743.68
Index 100 (10 yr.)	\$49.2300	\$4,479.93	\$8,959.86	\$107,518.32
Index 97 (1st Class)	\$47.7531	\$4,345.53	\$8,691.06	\$104,292.72
Index 85 (2nd Class)	\$41.8455	\$3,807.94	\$7,615.88	\$91,390.56
Index 75 (3rd Class)	\$36.9225	\$3,359.94	\$6,719.88	\$80,638.56
Index 70 (4th Class)	\$34.4610	\$3,135.95	\$6,271.90	\$75,262.80
Index 65 (Probationary)	\$31.9995	\$2,911.95	\$5,823.90	\$69,886.80

SCHEDULE A
I.A.F.F. 80 (42 hr / wk)

Effective: January 1, 2022 to June 30, 2022

Station Captain	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 130	\$64.6389	\$5,882.14	\$11,764.28	\$141,171.36
Captain	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 127 (2nd yr.)	\$63.1473	\$5,746.40	\$11,492.80	\$137,913.60
Index 125 (1st yr.)	\$62.1528	\$5,655.91	\$11,311.82	\$135,741.84
Lieutenant	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 120	\$59.6667	\$5,429.67	\$10,859.34	\$130,312.08
Acting Officer	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115	\$57.1806	\$5,203.43	\$10,406.86	\$124,882.32
Fire Fighter	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 108 (20th yr.)	\$53.7000	\$4,886.70	\$9,773.40	\$117,280.80
Index 106 (15th yr.)	\$52.7056	\$4,796.21	\$9,592.42	\$115,109.04
Index 104 (after 10th yr.)	\$51.7111	\$4,705.71	\$9,411.42	\$112,937.04
Index 102 (7th yr.)	\$50.7167	\$4,615.22	\$9,230.44	\$110,765.28
Index 100 (1st Class)	\$49.7223	\$4,524.73	\$9,049.46	\$108,593.52
Index 90 (2nd Class)	\$44.7500	\$4,072.25	\$8,144.50	\$97,734.00
Index 80 (3rd Class)	\$39.7778	\$3,619.78	\$7,239.56	\$86,874.72
Index 70 (Probationary)	\$34.8056	\$3,167.31	\$6,334.62	\$76,015.44
Fire Dispatcher	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 108 (25 yr.)	\$53.7000	\$4,886.70	\$9,773.40	\$117,280.80
Index 105 (20 yr.)	\$52.2084	\$4,750.96	\$9,501.92	\$114,023.04
Index 103 (15 yr.)	\$51.2139	\$4,660.47	\$9,320.94	\$111,851.28
Index 100 (10 yr.)	\$49.7223	\$4,524.73	\$9,049.46	\$108,593.52
Index 97 (1st Class)	\$48.2306	\$4,388.98	\$8,777.96	\$105,335.52
Index 85 (2nd Class)	\$42.2639	\$3,846.02	\$7,692.04	\$92,304.48
Index 75 (3rd Class)	\$37.2917	\$3,393.54	\$6,787.08	\$81,444.96
Index 70 (4th Class)	\$34.8056	\$3,167.31	\$6,334.62	\$76,015.44
Index 65 (Probationary)	\$32.3195	\$2,941.07	\$5,882.14	\$70,585.68

SCHEDULE A
I.A.F.F. 80 (42 hr / wk)

Effective: July 1, 2022 to December 31, 2022

Station Captain	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 130	\$64.9621	\$5,911.55	\$11,823.10	\$141,877.20
Captain	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 127 (2nd yr.)	\$63.4630	\$5,775.13	\$11,550.26	\$138,603.12
Index 125 (1st yr.)	\$62.4630	\$5,684.19	\$11,368.38	\$136,420.56
Lieutenant	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 120	\$59.9650	\$5,456.82	\$10,913.64	\$130,963.68
Acting Officer	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115	\$57.4665	\$5,229.45	\$10,458.90	\$125,506.80
Fire Fighter	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 108 (20th yr.)	\$53.9685	\$4,911.14	\$9,822.28	\$117,867.36
Index 106 (15th yr.)	\$52.9691	\$4,820.19	\$9,640.38	\$115,684.56
Index 104 (after 10th yr.)	\$51.9697	\$4,729.24	\$9,458.48	\$113,501.76
Index 102 (7th yr.)	\$50.9703	\$4,638.30	\$9,276.60	\$111,319.20
Index 100 (1st Class)	\$49.9709	\$4,547.35	\$9,094.70	\$109,136.40
Index 90 (2nd Class)	\$44.9738	\$4,092.61	\$8,185.22	\$98,222.64
Index 80 (3rd Class)	\$39.9767	\$3,637.88	\$7,275.76	\$87,309.12
Index 70 (Probationary)	\$34.9796	\$3,183.14	\$6,366.28	\$76,395.36
Fire Dispatcher	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 108 (25 yr.)	\$53.9685	\$4,911.14	\$9,822.28	\$117,867.36
Index 105 (20 yr.)	\$52.4694	\$4,774.72	\$9,549.44	\$114,593.28
Index 103 (15 yr.)	\$51.4700	\$4,683.77	\$9,367.54	\$112,410.48
Index 100 (10 yr.)	\$49.9709	\$4,547.35	\$9,094.70	\$109,136.40
Index 97 (1st Class)	\$48.4717	\$4,410.93	\$8,821.86	\$105,862.32
Index 85 (2nd Class)	\$42.4752	\$3,865.25	\$7,730.50	\$92,766.00
Index 75 (3rd Class)	\$37.4782	\$3,410.51	\$6,821.02	\$81,852.24
Index 70 (4th Class)	\$34.9796	\$3,183.14	\$6,366.28	\$76,395.36
Index 65 (Probationary)	\$32.4811	\$2,955.78	\$5,911.56	\$70,938.72

SCHEDULE A
I.A.F.F. 80 (42 hr / wk)

Effective: January 1, 2023 to June 30, 2023

Station Captain	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 130	\$65.7742	\$5,985.45	\$11,970.90	\$143,650.80
Captain	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 127 (2nd yr.)	\$64.2563	\$5,847.32	\$11,694.64	\$140,335.68
Index 125 (1st yr.)	\$63.2444	\$5,755.24	\$11,510.48	\$138,125.76
Lieutenant	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 120	\$60.7146	\$5,525.03	\$11,050.06	\$132,600.72
Acting Officer	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115	\$58.1848	\$5,294.82	\$10,589.64	\$127,075.68
Fire Fighter	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 108 (20th yr.)	\$54.6431	\$4,972.53	\$9,945.06	\$119,340.72
Index 106 (15th yr.)	\$53.6312	\$4,880.44	\$9,760.88	\$117,130.56
Index 104 (after 10th yr.)	\$52.6193	\$4,788.36	\$9,576.72	\$114,920.64
Index 102 (7th yr.)	\$51.6074	\$4,696.27	\$9,392.54	\$112,710.48
Index 100 (1st Class)	\$50.5955	\$4,604.19	\$9,208.38	\$110,500.56
Index 90 (2nd Class)	\$45.5360	\$4,143.77	\$8,287.54	\$99,450.48
Index 80 (3rd Class)	\$40.4764	\$3,683.35	\$7,366.70	\$88,400.40
Index 70 (Probationary)	\$35.4169	\$3,222.93	\$6,445.86	\$77,350.32
Fire Dispatcher	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 108 (25 yr.)	\$54.6431	\$4,972.53	\$9,945.06	\$119,340.72
Index 105 (20 yr.)	\$53.1253	\$4,834.40	\$9,668.80	\$116,025.60
Index 103 (15 yr.)	\$52.1134	\$4,742.32	\$9,484.64	\$113,815.68
Index 100 (10 yr.)	\$50.5955	\$4,604.19	\$9,208.38	\$110,500.56
Index 97 (1st Class)	\$49.0776	\$4,466.07	\$8,932.14	\$107,185.68
Index 85 (2nd Class)	\$43.0062	\$3,913.56	\$7,827.12	\$93,925.44
Index 75 (3rd Class)	\$37.9466	\$3,453.14	\$6,906.28	\$82,875.36
Index 70 (4th Class)	\$35.4169	\$3,222.93	\$6,445.86	\$77,350.32
Index 65 (Probationary)	\$32.8871	\$2,992.72	\$5,985.44	\$71,825.28

SCHEDULE A
I.A.F.F. 80 (42 hr / wk)

Effective: July 1, 2023 to December 31, 2023

Station Captain	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 130	\$66.4319	\$6,045.30	\$12,090.60	\$145,087.20
Captain	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 127 (2nd yr.)	\$64.8989	\$5,905.80	\$11,811.60	\$141,739.20
Index 125 (1st yr.)	\$63.8768	\$5,812.79	\$11,625.58	\$139,506.96
Lieutenant	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 120	\$61.3218	\$5,580.28	\$11,160.56	\$133,926.72
Acting Officer	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115	\$58.7667	\$5,347.77	\$10,695.54	\$128,346.48
Fire Fighter	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 108 (20th yr.)	\$55.1896	\$5,022.25	\$10,044.50	\$120,534.00
Index 106 (15th yr.)	\$54.1676	\$4,929.25	\$9,858.50	\$118,302.00
Index 104 (after 10th yr.)	\$53.1455	\$4,836.24	\$9,672.48	\$116,069.76
Index 102 (7th yr.)	\$52.1235	\$4,743.24	\$9,486.48	\$113,837.76
Index 100 (1st Class)	\$51.1015	\$4,650.23	\$9,300.46	\$111,605.52
Index 90 (2nd Class)	\$45.9913	\$4,185.21	\$8,370.42	\$100,445.04
Index 80 (3rd Class)	\$40.8812	\$3,720.19	\$7,440.38	\$89,284.56
Index 70 (Probationary)	\$35.7710	\$3,255.16	\$6,510.32	\$78,123.84
Fire Dispatcher	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 108 (25 yr.)	\$55.1896	\$5,022.25	\$10,044.50	\$120,534.00
Index 105 (20 yr.)	\$53.6565	\$4,882.74	\$9,765.48	\$117,185.76
Index 103 (15 yr.)	\$52.6345	\$4,789.74	\$9,579.48	\$114,953.76
Index 100 (10 yr.)	\$51.1015	\$4,650.23	\$9,300.46	\$111,605.52
Index 97 (1st Class)	\$49.5684	\$4,510.73	\$9,021.46	\$108,257.52
Index 85 (2nd Class)	\$43.4362	\$3,952.70	\$7,905.40	\$94,864.80
Index 75 (3rd Class)	\$38.3261	\$3,487.67	\$6,975.34	\$83,704.08
Index 70 (4th Class)	\$35.7710	\$3,255.16	\$6,510.32	\$78,123.84
Index 65 (Probationary)	\$33.2159	\$3,022.65	\$6,045.30	\$72,543.60

SCHEDULE A
I.A.F.F. 80 (40 hr / wk)
Effective: January 1, 2021 to June 30, 2021

Mechanical Supervisor	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115 [Present Incumbent Only]	\$58.8566	\$5,100.91	\$10,201.82	\$122,421.84
Motor Mechanic	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 106 (15th yr.)	\$54.2504	\$4,701.70	\$9,403.40	\$112,840.80
Index 104 (10th yr.)	\$53.2268	\$4,612.99	\$9,225.98	\$110,711.76
Index 102 (1st yr.)	\$52.2033	\$4,524.28	\$9,048.56	\$108,582.72
Maintenance Technician	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 104 (20th yr.)	\$53.2268	\$4,612.99	\$9,225.98	\$110,711.76
Index 102 (15th yr.)	\$52.2033	\$4,524.28	\$9,048.56	\$108,582.72
Index 97 (10th yr.)	\$49.6443	\$4,302.50	\$8,605.00	\$103,260.00
Index 95 (3rd yr.)	\$48.6207	\$4,213.79	\$8,427.58	\$101,130.96
Index 85 (2nd yr.)	\$43.5027	\$3,770.24	\$7,540.48	\$90,485.76
Index 75 (1st yr.)	\$38.3847	\$3,326.68	\$6,653.36	\$79,840.32

SCHEDULE A
I.A.F.F. 80 (40 hr / wk)
Effective: July 1, 2021 to December 31, 2021

Mechanical Supervisor	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115 [Present Incumbent Only]	\$59.4452	\$5,151.92	\$10,304.84	\$123,646.08

Motor Mechanic	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 106 (15th yr.)	\$54.7929	\$4,748.72	\$9,497.44	\$113,969.28
Index 104 (10th yr.)	\$53.7591	\$4,659.12	\$9,318.24	\$111,818.88
Index 102 (1st yr.)	\$52.7253	\$4,569.52	\$9,139.04	\$109,668.48

Maintenance Technician	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 104 (20th yr.)	\$53.7591	\$4,659.12	\$9,318.24	\$111,818.88
Index 102 (15th yr.)	\$52.7253	\$4,569.52	\$9,139.04	\$109,668.48
Index 97 (10th yr.)	\$50.1407	\$4,345.53	\$8,691.06	\$104,292.72
Index 95 (3rd yr.)	\$49.1069	\$4,255.93	\$8,511.86	\$102,142.32
Index 85 (2nd yr.)	\$43.9377	\$3,807.94	\$7,615.88	\$91,390.56
Index 75 (1st yr.)	\$38.7686	\$3,359.94	\$6,719.88	\$80,638.56

SCHEDULE A
I.A.F.F. 80 (40 hr / wk)
Effective: January 1, 2022 to June 30, 2022

Mechanical Supervisor	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115 [Present Incumbent Only]	\$60.0396	\$5,203.43	\$10,406.86	\$124,882.32

Motor Mechanic	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 106 (15th yr.)	\$55.3409	\$4,796.21	\$9,592.42	\$115,109.04
Index 104 (10th yr.)	\$54.2967	\$4,705.71	\$9,411.42	\$112,937.04
Index 102 (1st yr.)	\$53.2525	\$4,615.22	\$9,230.44	\$110,765.28

Maintenance Technician	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 104 (20th yr.)	\$54.2967	\$4,705.71	\$9,411.42	\$112,937.04
Index 102 (15th yr.)	\$53.2525	\$4,615.22	\$9,230.44	\$110,765.28
Index 97 (10th yr.)	\$50.6421	\$4,388.98	\$8,777.96	\$105,335.52
Index 95 (3rd yr.)	\$49.5980	\$4,298.49	\$8,596.98	\$103,163.76
Index 85 (2nd yr.)	\$44.3771	\$3,846.02	\$7,692.04	\$92,304.48
Index 75 (1st yr.)	\$39.1563	\$3,393.54	\$6,787.08	\$81,444.96

SCHEDULE A
I.A.F.F. 80 (40 hr / wk)
Effective: July 1, 2022 to December 31, 2022

Mechanical Supervisor	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115 [Present Incumbent Only]	\$60.3398	\$5,229.45	\$10,458.90	\$125,506.80
Motor Mechanic	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 106 (15th yr.)	\$55.6176	\$4,820.19	\$9,640.38	\$115,684.56
Index 104 (10th yr.)	\$54.5682	\$4,729.24	\$9,458.48	\$113,501.76
Index 102 (1st yr.)	\$53.5188	\$4,638.30	\$9,276.60	\$111,319.20
Maintenance Technician	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 104 (20th yr.)	\$54.5682	\$4,729.24	\$9,458.48	\$113,501.76
Index 102 (15th yr.)	\$53.5188	\$4,638.30	\$9,276.60	\$111,319.20
Index 97 (10th yr.)	\$50.8953	\$4,410.93	\$8,821.86	\$105,862.32
Index 95 (3rd yr.)	\$49.8459	\$4,319.98	\$8,639.96	\$103,679.52
Index 85 (2nd yr.)	\$44.5990	\$3,865.25	\$7,730.50	\$92,766.00
Index 75 (1st yr.)	\$39.3521	\$3,410.51	\$6,821.02	\$81,852.24

SCHEDULE A
I.A.F.F. 80 (40 hr / wk)
Effective: January 1, 2023 to June 30, 2023

Mechanical Supervisor	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115 [Present Incumbent Only]	\$61.0941	\$5,294.82	\$10,589.64	\$127,075.68
Motor Mechanic	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 106 (15th yr.)	\$56.3128	\$4,880.44	\$9,760.88	\$117,130.56
Index 104 (10th yr.)	\$55.2503	\$4,788.36	\$9,576.72	\$114,920.64
Index 102 (1st yr.)	\$54.1878	\$4,696.27	\$9,392.54	\$112,710.48
Maintenance Technician	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 104 (20th yr.)	\$55.2503	\$4,788.36	\$9,576.72	\$114,920.64
Index 102 (15th yr.)	\$54.1878	\$4,696.27	\$9,392.54	\$112,710.48
Index 97 (10th yr.)	\$51.5315	\$4,466.07	\$8,932.14	\$107,185.68
Index 95 (3rd yr.)	\$50.4690	\$4,373.98	\$8,747.96	\$104,975.52
Index 85 (2nd yr.)	\$45.1565	\$3,913.56	\$7,827.12	\$93,925.44
Index 75 (1st yr.)	\$39.8440	\$3,453.14	\$6,906.28	\$82,875.36
Inventory and Parts Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 80 (15th yr.)	\$42.5002	\$3,683.35	\$7,366.70	\$88,400.40
Index 77 (10th yr.)	\$40.9065	\$3,545.23	\$7,090.46	\$85,085.52
Index 74 (7th yr.)	\$39.3127	\$3,407.10	\$6,814.20	\$81,770.40
Index 72 (4th yr.)	\$38.2502	\$3,315.02	\$6,630.04	\$79,560.48
Index 70 (3rd yr.)	\$37.1877	\$3,222.93	\$6,445.86	\$77,350.32
Index 67 (2nd yr.)	\$35.5939	\$3,084.81	\$6,169.62	\$74,035.44
Index 65 (1st yr./Probationary)	\$34.5314	\$2,992.72	\$5,985.44	\$71,825.28

SCHEDULE A
I.A.F.F. 80 (40 hr / wk)
Effective: July 1, 2023 to December 31, 2023

Mechanical Supervisor	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115 [Present Incumbent Only]	\$61.7050	\$5,347.77	\$10,695.54	\$128,346.48
Motor Mechanic	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 106 (15th yr.)	\$56.8759	\$4,929.25	\$9,858.50	\$118,302.00
Index 104 (10th yr.)	\$55.8028	\$4,836.24	\$9,672.48	\$116,069.76
Index 102 (1st yr.)	\$54.7297	\$4,743.24	\$9,486.48	\$113,837.76
Maintenance Technician	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 104 (20th yr.)	\$55.8028	\$4,836.24	\$9,672.48	\$116,069.76
Index 102 (15th yr.)	\$54.7297	\$4,743.24	\$9,486.48	\$113,837.76
Index 97 (10th yr.)	\$52.0468	\$4,510.73	\$9,021.46	\$108,257.52
Index 95 (3rd yr.)	\$50.9737	\$4,417.72	\$8,835.44	\$106,025.28
Index 85 (2nd yr.)	\$45.6081	\$3,952.70	\$7,905.40	\$94,864.80
Index 75 (1st yr.)	\$40.2424	\$3,487.67	\$6,975.34	\$83,704.08
Inventory and Parts Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 80 (15th yr.)	\$42.9252	\$3,720.19	\$7,440.38	\$89,284.56
Index 77 (10th yr.)	\$41.3155	\$3,580.68	\$7,161.36	\$85,936.32
Index 74 (7th yr.)	\$39.7058	\$3,441.17	\$6,882.34	\$82,588.08
Index 72 (4th yr.)	\$38.6327	\$3,348.17	\$6,696.34	\$80,356.08
Index 70 (3rd yr.)	\$37.5596	\$3,255.16	\$6,510.32	\$78,123.84
Index 67 (2nd yr.)	\$35.9499	\$3,115.66	\$6,231.32	\$74,775.84
Index 65 (1st yr./Probationary)	\$34.8767	\$3,022.65	\$6,045.30	\$72,543.60

SCHEDULE A
I.A.F.F. 80 (37.5 hr / wk)
Effective: Jan 1, 2021 to July 31, 2021

Fire Marshall	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 135 (2nd yr.)	\$73.6987	\$5,988.02	\$11,976.04	\$143,712.48
Index 130 (1st yr.)	\$70.9691	\$5,766.24	\$11,532.48	\$138,389.76
Fire Service Instructor Emergency Management Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 125 (6th yr.)	\$68.2395	\$5,544.46	\$11,088.92	\$133,067.04
Index 122 (1st yr.)	\$66.6018	\$5,411.40	\$10,822.80	\$129,873.60
Fire Inspector	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115 (10th yr.)	\$62.7804	\$5,100.91	\$10,201.82	\$122,421.84
Index 110 (8th yr.)	\$60.0508	\$4,879.13	\$9,758.26	\$117,099.12
Index 105 (6th yr.)	\$57.3212	\$4,657.35	\$9,314.70	\$111,776.40
Index 100 (5th yr.)	\$54.5916	\$4,435.57	\$8,871.14	\$106,453.68
Index 90 (4th yr.)	\$49.1325	\$3,992.01	\$7,984.02	\$95,808.24
Index 80 (3rd yr.)	\$43.6733	\$3,548.46	\$7,096.92	\$85,163.04
Index 70 (2nd yr.)	\$38.2141	\$3,104.90	\$6,209.80	\$74,517.60
Index 65 (1st yr.)	\$35.4846	\$2,883.12	\$5,766.24	\$69,194.88
Community Relations Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 98 (15th yr.)	\$53.4998	\$4,346.86	\$8,693.72	\$104,324.64
Index 94 (10th yr.)	\$51.3161	\$4,169.44	\$8,338.88	\$100,066.56
Index 92 (1st Class)	\$50.2243	\$4,080.72	\$8,161.44	\$97,937.28
Index 80 (2nd Class)	\$43.6733	\$3,548.46	\$7,096.92	\$85,163.04
Index 75 (3rd Class)	\$40.9437	\$3,326.68	\$6,653.36	\$79,840.32
Index 70 (4th Class)	\$38.2141	\$3,104.90	\$6,209.80	\$74,517.60
Index 65 (Probationary)	\$35.4846	\$2,883.12	\$5,766.24	\$69,194.88
Fire Bylaw Enforcement	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 70 (3rd yr.)	\$38.2141	\$3,104.90	\$6,209.80	\$74,517.60
Index 65 (2nd yr.)	\$35.4846	\$2,883.12	\$5,766.24	\$69,194.88
Index 60 (1st yr.)	\$32.7550	\$2,661.34	\$5,322.68	\$63,872.16

SCHEDULE A
I.A.F.F. 80 (37.5 hr / wk)
Effective: July 1, 2021 to December 31, 2021

Fire Marshall	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 135 (2nd yr.)	\$74.4357	\$6,047.90	\$12,095.80	\$145,149.60
Index 130 (1st yr.)	\$71.6788	\$5,823.90	\$11,647.80	\$139,773.60
Fire Service Instructor Emergency Management Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 125 (6th yr.)	\$68.9219	\$5,599.91	\$11,199.82	\$134,397.84
Index 122 (1st yr.)	\$67.2678	\$5,465.51	\$10,931.02	\$131,172.24
Fire Inspector	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115 (10th yr.)	\$63.4082	\$5,151.92	\$10,303.84	\$123,646.08
Index 110 (8th yr.)	\$60.6513	\$4,927.92	\$9,855.84	\$118,270.08
Index 105 (6th yr.)	\$57.8944	\$4,703.92	\$9,407.84	\$112,894.08
Index 100 (5th yr.)	\$55.1376	\$4,479.93	\$8,959.86	\$107,518.32
Index 90 (4th yr.)	\$49.6238	\$4,031.93	\$8,063.86	\$96,766.32
Index 80 (3rd yr.)	\$44.1100	\$3,583.94	\$7,167.88	\$86,014.56
Index 70 (2nd yr.)	\$38.5963	\$3,135.95	\$6,271.90	\$75,262.80
Index 65 (1st yr.)	\$35.8394	\$2,911.95	\$5,823.90	\$69,886.80
Community Relations Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 98 (15th yr.)	\$54.0348	\$4,390.33	\$8,780.66	\$105,367.92
Index 94 (10th yr.)	\$51.8293	\$4,211.13	\$8,422.26	\$101,067.12
Index 92 (1st Class)	\$50.7266	\$4,121.53	\$8,243.06	\$98,916.72
Index 80 (2nd Class)	\$44.1100	\$3,583.94	\$7,167.88	\$86,014.56
Index 75 (3rd Class)	\$41.3532	\$3,359.94	\$6,719.88	\$80,638.56
Index 70 (4th Class)	\$38.5963	\$3,135.95	\$6,271.90	\$75,262.80
Index 65 (Probationary)	\$35.8394	\$2,911.95	\$5,823.90	\$69,886.80
Fire Bylaw Enforcement	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 70 (3rd yr.)	\$38.5963	\$3,135.95	\$6,271.90	\$75,262.80
Index 65 (2nd yr.)	\$35.8394	\$2,911.95	\$5,823.90	\$69,886.80
Index 60 (1st yr.)	\$33.0825	\$2,687.96	\$5,375.92	\$64,511.04

SCHEDULE A
I.A.F.F. 80 (37.5 hr / wk)
Effective: January 1, 2022 to June 30, 2022

Fire Marshall	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 135 (2nd yr.)	\$75.1801	\$6,108.38	\$12,216.76	\$146,601.12
Index 130 (1st yr.)	\$72.3956	\$5,882.14	\$11,764.28	\$141,171.36
Fire Service Instructor Emergency Management Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 125 (6th yr.)	\$69.6112	\$5,655.91	\$11,311.82	\$135,741.84
Index 122 (1st yr.)	\$67.9405	\$5,520.17	\$11,040.34	\$132,484.08
Fire Inspector	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115 (10th yr.)	\$64.0423	\$5,203.43	\$10,406.86	\$124,882.32
Index 110 (8th yr.)	\$61.2578	\$4,977.20	\$9,954.40	\$119,452.80
Index 105 (6th yr.)	\$58.4734	\$4,750.96	\$9,501.92	\$114,023.04
Index 100 (5th yr.)	\$55.6889	\$4,524.73	\$9,049.46	\$108,593.52
Index 90 (4th yr.)	\$50.1200	\$4,072.25	\$8,144.50	\$97,734.00
Index 80 (3rd yr.)	\$44.5511	\$3,619.78	\$7,239.56	\$86,874.72
Index 70 (2nd yr.)	\$38.9823	\$3,167.31	\$6,334.62	\$76,015.44
Index 65 (1st yr.)	\$36.1978	\$2,941.07	\$5,882.14	\$70,585.68
Community Relations Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 98 (15th yr.)	\$54.5752	\$4,434.23	\$8,868.46	\$106,421.52
Index 94 (10th yr.)	\$52.3476	\$4,253.24	\$8,506.48	\$102,077.76
Index 92 (1st Class)	\$51.2338	\$4,162.75	\$8,325.50	\$99,906.00
Index 80 (2nd Class)	\$44.5511	\$3,619.78	\$7,239.56	\$86,874.72
Index 75 (3rd Class)	\$41.7667	\$3,393.54	\$6,787.08	\$81,444.96
Index 70 (4th Class)	\$38.9823	\$3,167.31	\$6,334.62	\$76,015.44
Index 65 (Probationary)	\$36.1978	\$2,941.07	\$5,882.14	\$70,585.68
Fire Bylaw Enforcement	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 70 (3rd yr.)	\$38.9823	\$3,167.31	\$6,334.62	\$76,015.44
Index 65 (2nd yr.)	\$36.1978	\$2,914.07	\$5,828.14	\$69,937.68
Index 60 (1st yr.)	\$33.4134	\$2,714.84	\$5,429.68	\$65,156.16

SCHEDULE A
I.A.F.F. 80 (37.5 hr / wk)
Effective: July 1, 2022 to December 31, 2022

Fire Marshall	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 135 (2nd yr.)	\$75.5560	\$6,138.92	\$12,277.84	\$147,334.08
Index 130 (1st yr.)	\$72.7576	\$5,911.55	\$11,823.10	\$141,877.20
Fire Service Instructor Emergency Management Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 125 (6th yr.)	\$69.9592	\$5,684.19	\$11,368.38	\$136,420.56
Index 122 (1st yr.)	\$68.2802	\$5,547.77	\$11,095.54	\$133,146.48
Fire Inspector	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115 (10th yr.)	\$64.3625	\$5,229.45	\$10,458.90	\$125,506.80
Index 110 (8th yr.)	\$61.5641	\$5,002.08	\$10,004.16	\$120,049.92
Index 105 (6th yr.)	\$58.7657	\$4,774.72	\$9,549.44	\$114,593.28
Index 100 (5th yr.)	\$55.9674	\$4,547.35	\$9,094.70	\$109,136.40
Index 90 (4th yr.)	\$50.3706	\$4,092.61	\$8,185.22	\$98,222.64
Index 80 (3rd yr.)	\$44.7739	\$3,637.88	\$7,275.76	\$87,309.12
Index 70 (2nd yr.)	\$39.1772	\$3,183.14	\$6,366.28	\$76,395.36
Index 65 (1st yr.)	\$36.3788	\$2,955.78	\$5,911.56	\$70,938.72
Community Relations Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 98 (15th yr.)	\$54.8480	\$4,456.40	\$8,912.80	\$106,953.60
Index 94 (10th yr.)	\$52.6093	\$4,274.51	\$8,549.02	\$102,588.24
Index 92 (1st Class)	\$51.4900	\$4,183.56	\$8,367.12	\$100,405.44
Index 80 (2nd Class)	\$44.7739	\$3,637.88	\$7,275.76	\$87,309.12
Index 75 (3rd Class)	\$41.9755	\$3,410.51	\$6,821.02	\$81,852.24
Index 70 (4th Class)	\$39.1772	\$3,183.14	\$6,366.28	\$76,395.36
Index 65 (Probationary)	\$36.3788	\$2,955.78	\$5,911.56	\$70,938.72
Fire Bylaw Enforcement	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 70 (3rd yr.)	\$39.1772	\$3,183.14	\$6,366.28	\$76,395.36
Index 65 (2nd yr.)	\$36.3788	\$2,955.78	\$5,911.56	\$70,938.72
Index 60 (1st yr.)	\$33.5804	\$2,728.41	\$5,456.82	\$65,481.84

SCHEDULE A
I.A.F.F. 80 (37.5 hr / wk)
Effective: January 1, 2023 to June 30, 2023

Fire Marshall	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 135 (2nd yr.)	\$76.5004	\$6,215.66	\$12,431.32	\$149,175.84
Index 130 (1st yr.)	\$73.6671	\$5,985.45	\$11,970.90	\$143,650.80

Fire Service Instructor Emergency Management Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 125 (6th yr.)	\$70.8337	\$5,755.24	\$11,510.48	\$138,125.76
Index 122 (1st yr.)	\$69.1337	\$5,617.11	\$11,234.22	\$134,810.64

Fire Inspector	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115 (10th yr.)	\$65.1670	\$5,294.82	\$10,589.64	\$127,075.68
Index 110 (8th yr.)	\$62.3337	\$5,064.61	\$10,129.22	\$121,550.64
Index 105 (6th yr.)	\$59.5003	\$4,834.40	\$9,668.80	\$116,025.60
Index 100 (5th yr.)	\$56.6670	\$4,604.19	\$9,208.38	\$110,500.56
Index 90 (4th yr.)	\$51.0003	\$4,143.77	\$8,287.54	\$99,450.48
Index 80 (3rd yr.)	\$45.3336	\$3,683.35	\$7,366.70	\$88,400.40
Index 70 (2nd yr.)	\$39.6669	\$3,222.93	\$6,445.86	\$77,350.32
Index 65 (1st yr.)	\$36.8335	\$2,992.72	\$5,985.44	\$71,825.28

Community Relations Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 98 (15th yr.)	\$55.5336	\$4,512.11	\$9,024.22	\$108,290.64
Index 94 (10th yr.)	\$53.2669	\$4,327.94	\$8,655.88	\$103,870.56
Index 92 (1st Class)	\$52.1336	\$4,235.86	\$8,471.72	\$101,660.64
Index 80 (2nd Class)	\$45.3336	\$3,683.35	\$7,366.70	\$88,400.40
Index 75 (3rd Class)	\$42.5002	\$3,453.14	\$6,906.28	\$82,875.36
Index 70 (4th Class)	\$39.6669	\$3,222.93	\$6,445.86	\$77,350.32
Index 65 (Probationary)	\$36.8335	\$2,992.72	\$5,985.44	\$71,825.28

Fire Bylaw Enforcement	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 70 (3rd yr.)	\$39.6669	\$3,222.93	\$6,445.86	\$77,350.32
Index 65 (2nd yr.)	\$36.8335	\$2,992.72	\$5,985.44	\$71,825.28
Index 60 (1st yr.)	\$34.002	\$2,762.51	\$5,525.02	\$66,300.24

Risk Reduction Officer	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 127 (2nd yr.)	\$71.9670	\$5,847.32	\$11,694.64	\$140,335.68
Index 125 (1st yr.)	\$70.8337	\$5,755.24	\$11,510.48	\$138,125.76

SCHEDULE A
I.A.F.F. 80 (37.5 hr / wk)
Effective: July 1, 2023 to December 31, 2023

Fire Marshall	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 135 (2nd yr.)	\$77.2654	\$6,277.81	\$12,555.62	\$150,667.44
Index 130 (1st yr.)	\$74.4037	\$6,045.30	\$12,090.60	\$145,087.20
Fire Service Instructor Emergency Management Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 125 (6th yr.)	\$71.5420	\$5,812.79	\$11,625.58	\$139,506.96
Index 122 (1st yr.)	\$69.8250	\$5,673.28	\$11,346.56	\$136,158.72
Fire Inspector	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 115 (10th yr.)	\$65.8187	\$5,347.77	\$10,695.54	\$128,346.48
Index 110 (8th yr.)	\$62.9570	\$5,115.26	\$10,230.52	\$122,766.24
Index 105 (6th yr.)	\$60.0953	\$4,882.74	\$9,765.48	\$117,185.76
Index 100 (5th yr.)	\$57.2336	\$4,650.23	\$9,300.46	\$111,605.52
Index 90 (4th yr.)	\$51.5103	\$4,185.21	\$8,370.42	\$100,445.04
Index 80 (3rd yr.)	\$45.7869	\$3,720.19	\$7,440.38	\$89,284.56
Index 70 (2nd yr.)	\$40.0635	\$3,255.16	\$6,510.32	\$78,123.84
Index 65 (1st yr.)	\$37.2019	\$3,022.65	\$6,045.30	\$72,543.60
Community Relations Coordinator	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 98 (15th yr.)	\$56.0890	\$4,557.23	\$9,114.46	\$109,373.52
Index 94 (10th yr.)	\$53.7996	\$4,371.22	\$8,742.44	\$104,909.28
Index 92 (1st Class)	\$52.6549	\$4,278.21	\$8,556.42	\$102,677.04
Index 80 (2nd Class)	\$45.7869	\$3,720.19	\$7,440.38	\$89,284.56
Index 75 (3rd Class)	\$42.9252	\$3,487.67	\$6,975.34	\$83,704.08
Index 70 (4th Class)	\$40.0635	\$3,255.16	\$6,510.32	\$78,123.84
Index 65 (Probationary)	\$37.2019	\$3,022.65	\$6,045.30	\$72,543.60
Fire Bylaw Enforcement	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 70 (3rd yr.)	\$40.0635	\$3,255.16	\$6,510.32	\$78,123.84
Index 65 (2nd yr.)	\$37.2019	\$3,022.65	\$5,766.24	\$72,543.60
Index 60 (1st yr.)	\$34.3402	\$2,790.14	\$5,580.28	\$66,963.36
Risk Reduction Officer	<u>Hourly</u>	<u>Pay Period</u>	<u>Monthly</u>	<u>Annual</u>
Index 127 (2nd yr.)	\$72.6867	\$5,905.80	\$11,811.60	\$141,739.20
Index 125 (1st yr.)	\$71.5420	\$5,812.79	\$11,625.58	\$139,506.96

**SCHEDULE B
42 WORK WEEK SCHEDULE**

See SFD SharePoint

SCHEDULE C
VACATION GROUPS
OPERATIONS DIVISION

SCHEDULE 1

3 WEEKS

SCHEDULE 2

3 WEEKS

APR

FEB

2020	6	7	1	2	3	4	5	6	7	1	2	3	4	5
2021	2	3	4	5	6	7	1	2	3	4	5	6	7	1
2022	5	6	7	1	2	3	4	5	6	7	1	2	3	4
2023	1	2	3	4	5	6	7	1	2	3	4	5	6	7
2024	4	5	6	7	1	2	3	4	5	6	7	1	2	3
2025	7	1	2	3	4	5	6	7	1	2	3	4	5	6
2026	3	4	5	6	7	1	2	3	4	5	6	7	1	2
2027	6	7	1	2	3	4	5	6	7	1	2	3	4	5
2028	2	3	4	5	6	7	1	2	3	4	5	6	7	1
2029	5	6	7	1	2	3	4	5	6	7	1	2	3	4
2030	1	2	3	4	5	6	7	1	2	3	4	5	6	7
2031	4	5	6	7	1	2	3	4	5	6	7	1	2	3
2032	7	1	2	3	4	5	6	7	1	2	3	4	5	6
2033	3	4	5	6	7	1	2	3	4	5	6	7	1	2

SCHEDULE D

Annual Vacation Starting Dates

YEAR	BATTALION #1	BATTALION #2	BATTALION #3	BATTALION #4
2020	March 29	April 6	March 31	April 2
2021	April 1	March 30	April 3	April 5
2022	April 4	April 2	March 31	March 29
2023	April 7	March 30	April 3	April 1

Annual vacation starting dates are determined by the first week a Battalion works that includes any shift that begins in April. This means the first week may be as early as March 29th (last night is April 1st) or as late as April 7th (started 6 off on April 1st). This will ensure that previous vacation is used before April 1st.

Memorandum of Agreement

Between

The City of Saskatoon (“the City”)

and the

The International Association of Fire Fighters’, Local 80 (“the Association”)

RE: 24 hour Shift Pilot (hereinafter referred to as (“the Pilot”))

The City and the Association agree that the terms and conditions are for all Operations employees (i.e., Captains, Lieutenants and Firefighters) working the twenty-four (24) hour shift during the three (3) year Pilot Period between April 1, 2024, to March 31, 2027.

The collective agreement and/or existing MOAs that are in force will apply unless modified by the terms and conditions set out in this Memorandum of Agreement.

The parties agree the hours of work provisions are a more favourable condition than is provided for under *The Saskatchewan Employment Act* and *The Employment Standards Regulations*.

All provisions of this agreement are deemed to be in compliance of The Saskatchewan Employment Act and associated Regulations.

The parties further agree that the Pilot shall not, during the Pilot Period:

- Have a negative financial impact on the City; or
- Have negative consequences to the Fire Fighters’ health and safety, quality of life; or
- Have negative consequences (financial or timeliness) to the Fire Fighters’ training and/or other duties; or
- Lower the level of service delivered (including response time, staffing levels, etc.) to the public, or
- Unless specified herein, limit the rights of the City or the Association under the current Collective Agreement.

This agreement shall not interfere or limit the rights of the Fire Chief as defined in any applicable Statute(s) and/or Regulation(s) and where a conflict occurs between the Pilot and those rights, the rights of the Fire Chief shall prevail.

Unless otherwise mutually agreed, additional amendments to the Operations Division shift schedule cannot be included in negotiation submissions during the periods of time covered by the Pilot period.

The parties agree to meet quarterly during the pilot period or at the request of the Fire Chief or Association President to resolve any issues and/or to determine how to implement any amendments to this Memorandum of Agreement.

Six months prior to the end of each year of the pilot, the City will meet with the Association to determine if the pilot period has proven to be viable based on the performance benchmarks as set out in Appendix "A". Either party may terminate this agreement with 30 days' notice.

A decision to terminate the pilot will be based on the Performance Benchmarks (Appendix A) and the guiding principles listed above.

At the end of the pilot period (March 31, 2027), the parties may mutually agree to extend the pilot and that agreement will not be unreasonably withheld.

General

The parties agree that the application of this Memorandum of Agreement shall have no bearing or impede any other bargaining or contractual issues that the parties have the right to negotiate during the pilot period.

Any twenty-four (24) hour period on duty must be followed by a minimum of twenty-four (24) hours scheduled off duty. This however, shall not limit the rights of the Fire Chief under any applicable Statute(s) and/or Regulation(s).

Staff Development and Promotions

The parties agree that during the Pilot Period they will consider various staff development and promotional criteria in fire departments across Canada.

Residency

Employees covered under this agreement must live within 50 kilometers of the boundary of the City of Saskatoon city limits.

Collective Agreement Modifications

During the term of the pilot period the following provisions in the collective agreement are modified:

Definitions – Article 1

For the term of this pilot, the City agrees to develop a callback procedure.

Vacation – Article 9

The parties agree that vacation weeks will be converted to hours and vacation entitlements shall be used in 24 consecutive hours.

Vacation holiday picks shall be selected in a manner consistent with the Collective Agreement and current procedures.

Vacation details as per Appendix C.

- m) 1) Not more than nine (9) employees per Battalion shall be on vacation or special leave at one time.
- p) The vacation starting dates shall be as per Appendix C.

Public Holidays – Article 10

The parties agree that the Public Holidays will be paid for twelve (12) hours per public holiday.

Working Conditions – Article 12

- a) All Employees of the Operations Division shall work on a Platoon basis, as per Appendix "B"
0700 hours to 0700 hours

Article 12 i) 1, 2, and 4 is suspended for the term of the pilot.

When employees are taken off their regular shift for staff development work assignments, the hours will be balanced at the end of the course.

- When an employee works less during the training period than their regular shift, an Executive Officer will schedule the employee to work the outstanding hours, or the employee will have the option to use time from one of their banks i.e. vacation, TOIL time etc.
- When an employee works more during the training period than their regular shift, an Executive Officer will assign them time off of their regular shift.
-

The City will develop a guide to assist with understanding how trade, TOIL and vacation banks are utilized when staff development training is assigned.

Article 12 e) 3) The hours of work in the Staff Development and Safety Division may be adjusted as required with reasonable notice.

The parties agree that the twenty-four hour shift is based on the attached schedule (Appendix B).

Sick Leave – Article 26

The parties agree that when an employee calls in sick prior to reporting for duty, the employee shall be recorded as sick for the entire twenty-four (24) hour shift. If the employee is on duty and leaves due to illness, the City shall deduct the actual number of hours of sick time off duty.

- a) The City agrees to pay all employees sick pay at their regular rate of pay for 1200 hours as per Schedule B of this Agreement.
- b) When an employee returns to work from sick leave and completes full shifts or work days in the position held prior to the sick leave or in a new position as a result of a permanent accommodation for thirty (30) calendar days, such employee shall become re-eligible to qualify for sick pay as provided

for in Article 26(a) above.

Compassionate Leave – Article 34

Where an employee suffers a death in their immediate family, i.e., spouse, brother, sister, mother, father, son, daughter or some other relative/person with whom the employee has experienced a very close relationship ordinarily subscribed to that of an immediate member of the family, compassionate leave may be granted for up to thirty-six (36) hours. When additional days are required or when out of province travel is warranted, then, at the discretion of the Chief, it may be granted. Upon receiving the request, Management will notify the Union.

Working in a Higher Classification – Article 35

- b) When an employee is required to perform all the duties of a higher-paid classification than their own, such employee shall receive pay at the higher rate for every two (2) or more hours worked in such higher-paid classification.
- d) Where a Captain or Lieutenant is on sick leave for three (3) months, a temporary promotion will be made effective the start of the next pay period (1st or 16th of the month).

All language in this agreement will follow the Collective Agreement unless otherwise defined in this document.

Dated at Saskatoon, Saskatchewan, this 14 day of April, 2023.

For the City of Saskatoon

For the IAFF Local No. 80



Appendix A
Performance Benchmarks

During the twenty-four (24) hour Pilot Period from April 1, 2024, to March 31, 2027, the City and the Association will use the following performance benchmarks (Appendix A) to assess the operational viability of the twenty-four (24) hour shift. Any measures that are related to legislation shall be subject to change in order to meet and maintain legislative requirements. Should either party find it necessary to monitor additional benchmarks during this Pilot Period, they shall so advise in writing.

The City will use data from 2018, 2019, 2020, 2021, 2022, 2023 and the first quarter in 2024 for comparison purposes with the data collected in 2024, 2025, 2026.

Performance Benchmarks

<u>Benchmark</u>	<u>Measurement Tool</u>	<u>Objective</u>
ATTENDANCE/SICK TIME		
Absences due to illness or injury	Comparative analysis of the impact of absences due to illness or injury used per employee. Consideration will be given to modified work, WCB, long term disability claims etc.	A measurement to determine the impact of absences due to illness or injury.
OVERTIME		
Overtime	Comparative analysis of the overtime requirements related to operational needs (i.e. sick coverage, daily training, replacement, vehicles taken out of service etc.).	A measurement to determine the impact on <ul style="list-style-type: none"> ● overtime costs, time and availability of personnel ● the timely completion and accuracy of departmental documents ● replacement staffing costs
TRAINING		
Training	Comparative analysis of the ability to complete required training.	A measurement to determine the impact on: <ul style="list-style-type: none"> ● the timely completion of the processes for recertification, reclassification and promotion ● the frequency of personnel volunteering for the Staff Development and Safety Division ● overtime costs of FSI's

STAFFING AVAILABILITY		
Residency Issues	Comparative analysis of the number of employees residing outside of the Saskatoon area	A measurement to determine if residency of employees living outside of the Saskatoon area impacts daily operations.
General Morale/Employee Engagement	Validated third party survey of the membership in 2023, 2024, 2025, 2026, 2027. The survey will be constructed to ensure confidentiality and accuracy.	A measurement to determine the impact on: <ul style="list-style-type: none"> • employee morale (i.e. number of complaints etc.) • Number of accommodation requests • the number of employees electing early retirement • Turnover • Attraction of new talent/recruitment challenges
SERVICE LEVELS		
Response time	Comparative analysis of response times.	A measurement to determine the impact on response times.
HEALTH AND SAFETY		
Accidents/Incidents	Comparative analysis of the frequency of accidents/incidents.	A measurement to determine impact on the frequency of accidents or incidents involving employees (i.e. department and personal vehicle accidents etc.).
Near miss Incidents	Comparative analysis of the frequency of near miss incidents.	A measurement to determine the impact on the number of near miss incidents.

Memorandum of Agreement

Between

The City of Saskatoon (“the City”)

and the

The International Association of Fire Fighters’, Local 80 (“the Association”)

Re: Fire Operations Day Shift

Whereas the City desires to trial a Fire Operations Day Shift to supplement the current shift rotation with the intent to add staffing for a future fire station.

Whereas City Council supported the additional staffing to support increased training, reduce overtime, and support additional initiatives.

Whereas the City was given full-time equivalents (FTEs) by City Council to trial this day shift.

Whereas the FTE’s given by City Council are contingent upon successful implementation and continuity of the Fire Operations Day Shift.

Notwithstanding the Collective Agreement between the parties, the City and the Association agree to the following terms and conditions:

1. The City will notify all Saskatoon Fire Department (SFD) employees of the Fire Operations Day Shift opportunity and allow them to apply. Selection will occur from those who apply, based on seniority.
2. If less than the required number of firefighters from SFD apply, the remaining Fire Operations Day Shift vacancies will be filled by firefighters from the upcoming recruitment class. These firefighters will stay on the day shift until the graduation of the next recruit class.
 - a. All new recruits assigned to the Fire Operations Day Shift will be assigned a preceptor to complete their preceptor program.
3. Fire Operations Day Shift employees will be assigned to Station No. 1, under the supervision of the Captain.
4. Employees will work a forty (40)-hour work week, ten (10) hour shifts. Hours of work will be on a rotating basis as follows:
 - Week A - Monday to Thursday
 - Week B - Tuesday to Friday

5. Employees will be paid based on the 40-hour salary schedule.

- Index 108 (20th year)
- Index 106 (15th year)
- Index 104 (After 10th year)
- Index 102 (7th year)
- Index 100 (1st class)
- Index 90 (2nd Class)
- Index 80 (3rd Class)
- Index 70 (Probationary)

6. Employees will earn and use vacation based on a 40-hour work week.

7. Vacation selection will follow SFD Policy for vacation groups.

8. For the purposes of this Agreement, one week vacation is equivalent to forty (40) hours.

9. Employees who are currently working on a Platoon basis as set out in Schedule B and are awarded the Fire Operations Day Shift will have the option to hold over the difference in the vacation hours.

10. Either party may terminate this Agreement after consulting with the other party and giving the other party thirty (30) days written notice to terminate this Agreement.

This Agreement is without prejudice and will not be used, produced or referred to by either Party on behalf of any other employee in any future grievance, arbitration, or any other matters undertaken by the parties subsequent to this date, except for the purposes of enforcing this Agreement.

Signed this 14 day of April, 2023.

For the City of Saskatoon



For the IAFF Local No. 80



Memorandum of Agreement

Between

The City of Saskatoon (“the City”)

and the

The International Association of Fire Fighters’, Local 80 (“the Association”)

RE: Community Risk Reduction Reorganization

Whereas the City is desirous of reorganizing the Community Risk Reduction Division (“CRR”) and redistributing resources to increase productivity, accountability, operational coverage, efficiency and safety; and

Whereas the City created a Risk Reduction Officer classification within the CRR Division, job description attached for information; and

Whereas the City created a Fire Service Instructor (Community Risk Reduction) classification within the Staff Development and Safety Division, job description attached for information; and

Whereas the City will create a rotational four (4) on four (4) off shift schedule to provide coverage 365 days per year.

Therefore, notwithstanding the Collective Agreement between the parties, the City and the Association agree that:

1. The Risk Reduction Officer classification:
 - a. Will work an average of thirty-seven and one-half (37 1/2) hours per week.
 - b. Hours of work will be a four (4) on four (4) off rotating schedule, 10 hours and 43 minutes per work day.
 - c. Will be paid at rate of:
 - Index 125 (1st Year)
 - Index 127 (2nd Year)
2. The Fire Service Instructor (Community Risk Reduction) classification:
 - a. Will follow the agreed upon hours of work for the Staff Development and Safety Division.
 - b. The index rate will align with the Fire Service Instructor classification.
 - c. The Fire Service Instructor (Community Risk Reduction) shall be filled by the applicant meeting the qualifications as set out in the job description and include the following requirements:
 - i. Fire Investigator NFPA 1033 Levels I and II, and

- ii. Fire and Emergency Service Instructor NFPA 1041 Level 1, and
- iii. Must achieve Fire and Emergency Service Instructor NFPA 1041 Level II within one (1) calendar year.

3. Fire Inspector and Fire Bylaw Enforcement Positions:

- a. Upon signing of this Agreement, all new incumbents will work an average of thirty-seven and one-half (37 1/2) hours per week.
- b. The hours of work shall be a four (4) on four (4) off rotating schedule, 10 hours and 43 minutes per day.
- c. Current incumbents, as of the date this agreement is signed, will be scheduled hours of work in accordance with the collective agreement. On an exception basis, current incumbents may elect, within six (6) months of signing this agreement, to work the schedule as set out in 3 a. and b. This election is irrevocable.

4. Employees of the Community Risk Reduction Division shall be permitted stand-ins. Stand-ins must be approved in advance.

- a. Shift trades will only be allowed between employees of the same classification.
- b. In no event shall any additional cost be imposed upon the City as a result of any stand-in.
- c. Stand-ins not honouring their commitment shall not receive pay for that day, and will lose their stand-in privileges for a period of six (6) months.

5. Effective ~~April 30, 2023~~ **October 15, 2023**, the Memorandum of Agreement titled "Deputy Fire Marshal Position" is terminated and the Deputy Fire Marshal position is abolished.

- a. ~~The current incumbent, Craig Farrell, will revert to his former position of Fire Inspector on May 1, 2023.~~

6. Upon signing this Agreement, the Memorandum of Agreement pertaining to qualifications for Fire Inspector dated May 5, 2015, is terminated.

This Agreement is without prejudice and will not be used, produced or referred to by either Party on behalf of any other employee in any future grievance, arbitration, or any other matters undertaken by the parties subsequent to this date, except for the purposes of enforcing this Agreement.

Dated this 14 day of April, 2023.

For the City of Saskatoon

For the IAFF Local No. 80





