

WORKING AGREEMENT

between

**THE CORPORATION OF THE TOWN OF
RICHMOND HILL**

- and -

**THE RICHMOND HILL PROFESSIONAL
FIRE FIGHTERS ASSOCIATION, LOCAL 1957
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS**

RICHMOND HILL, ONTARIO

EFFECTIVE

JANUARY 1, 2003

TO

DECEMBER 31, 2008

2003 - 2008 WORKING AGREEMENT

BETWEEN

THE CORPORATION OF THE TOWN OF RICHMOND HILL

AND

THE RICHMOND HILL PROFESSIONAL FIRE FIGHTERS ASSOCIATION

LOCAL 1957, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

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THIS AGREEMENT effective the 1st day of January, 2003.

B E T W E E N:

THE CORPORATION OF THE TOWN OF RICHMOND HILL,

hereinafter called the "Corporation"

- and -

**THE RICHMOND HILL PROFESSIONAL FIRE
FIGHTERS ASSOCIATION LOCAL 1957,
International Association of Fire Fighters**

hereinafter called the "Association"

WHEREAS the parties hereto have agreed to enter into these presents for the purpose of defining, determining and providing for working conditions, remuneration, pensions, employee benefits and duties of the full time Fire Fighters covered by this Agreement.

NOW THEREFORE THIS AGREEMENT WITNESSETH:

1. EMPLOYEES COVERED

- 1.01 The provisions of this Agreement shall apply without discrimination to all full time Fire Fighters employed in the Richmond Hill Fire Department, except the Fire Chief and the Deputy Fire Chief(s).
- 1.02 Each new employee shall be deemed to be a probationer for the first twelve (12) consecutive months of his/her employment, and the provisions of this Agreement shall only apply to probationers if and when specifically provided for herein.
- 1.03 Notwithstanding those members employed in the Fire Suppression Division, full time term employee shall mean a person employed by the Corporation for a period of time not to exceed 12 months, unless an extension is mutually agreed upon by the Association and the Corporation. A full time term employee will not carry seniority rights during his/her term of employment and is not covered by the terms of this agreement with the following exceptions:

Article 4 - Hours of Work

Article 6.01, 6.02, 6.03 - Lieu Days

Article 7 - Occupational Illness and Accidents

Article 8 - Cumulative Sick Pay

Article 11.01.01, 11.03, 11.04.01, 11.04.02, 11.04.03, 11.04.04 - Salaries

Article 13.07 - Bereavement Leave

Article 15.02, 15.03 - Dental and Extended Health

Article 16 - Uniforms and Equipment

Article 18 - Liability
Article 20 - Discipline and Devotion to Duty
Article 22 - Departmental Rules

In the event a full time term employee accepts a full time permanent position within the Fire Department he/she will be credited with seniority back to the original date of hire and such time shall also apply towards their probationary period.

It is understood that full time term employees will:

- be first for layoff and will be last for recall;
- have access to the grievance procedure but only as it applies to the interpretation, application or alleged violation of those terms as outlined herein;
- be entitled to 4% vacation pay, to be paid bi-weekly.

2. RECOGNITION

- 2.01 The Corporation recognizes the Association as bargaining agent for all full time Fire Fighters (as defined by The Fire Protection and Prevention Act, 1997) of the Richmond Hill Fire Department except the Chief and Deputy Chief(s).
- 2.02 The Association agrees to keep the Corporation advised as to the names of officers, executives, and negotiating Committees, upon their election or any change therein.
- 2.03 All correspondence between the parties arising out of this agreement or incidental hereto shall be copied to the Fire Chief or his/her designate and the Association President or his/her designate.
- 2.04 The Corporation also acknowledges that 2 members of the Executive Board (chosen by the President) will have 1 full day during recruit training to meet and discuss the collective agreement, rules and regulations, the RHPFFA constitution and other related issues.

Nothing shall prevent a member(s) of the management team from attending and participating in these scheduled meetings with new recruits.

3. LABOUR-MANAGEMENT COMMITTEE

- 3.01 A Labour-Management Committee shall be established to discuss topics of general interest and overall conditions in the Corporation.

Its purpose will be to provide an outlet for the exchange of ideas between the Corporation and its employees on matters of general interest and it shall, from time to time as it sees fit, make recommendations to Council and/or the Association which will make for a greater degree of co-operation and understanding between the parties concerned.

The Director of Human Resources of the Corporation or the Secretary of the Association shall notify the other party in the event that a meeting of the Labour-Management Committee is desired. The parties shall meet provided an agenda of the subject(s) to be discussed is submitted to the other party at least three (3) working days before the day agreed upon for the meeting.

4. HOURS OF WORK

4.01 The required hours of work shall be:

- a) for an employee in the Fire Suppression Division on a two-platoon system: an average of forty-two (42) hours per week, in accordance with the following repeating schedule: a day shift of ten (10) hours per day (8:00 a.m. – 6:00 p.m.) for four (4) consecutive days, followed by four (4) consecutive days off duty, followed by a night shift of fourteen (14) hours per night (6:00 p.m. – 8:00 a.m.) for four (4) consecutive nights followed by four (4) consecutive nights off duty. If necessary for purposes of training some variance may be approved by the Fire Chief or his designate acting reasonably.

Requests for individual accommodation may be approved by the Fire Chief or designate and submitted to the Association for its consent which shall not be withheld unreasonably.

- b) for an employee in the Communications Division: an average of forty-two (42) hours per week. Alarm Room Operators shall work on a rotation consisting of 12 hour day shifts and 12 hour night shifts. The Alarm Supervisor shall work the following repeating schedule: a day shift of ten (10) hours per day, 8:00 a.m. to 6:00 p.m. for four (4) consecutive days followed by three (3) consecutive days off. Every fifth (5th) week, a day shift of ten (10) hours per day, 8:00 a.m. to 6:00 p.m. for five (5) consecutive days. If necessary for purposes of training some variance may be approved by the Fire Chief or his designate acting reasonably.

Requests for individual accommodation may be provided by the Fire Chief or designate and submitted to the Association for its consent which shall not be withheld unreasonably.

- c) for an employee in the Fire Prevention Division: an average of forty-two (42) hours per week, in accordance with the following repeating schedule: a day shift of ten (10) hours per day, 8:00 a.m. to 6:00 p.m. for four (4) consecutive days followed by three (3) consecutive days off. Every fifth (5th) week, a day shift of ten (10) hours per day, 8:00 a.m. to 6:00 p.m. for five (5) consecutive days. If necessary for purposes of training some variance may be approved by the Fire Chief or his designate acting reasonably.

- d) for an employee in the Training Division: an average of forty-two (42) hours per week, in accordance with the following repeating schedule: a day shift of ten (10) hours per day, 8:00 a.m. to 6:00 p.m. for four (4) consecutive days followed by three (3) consecutive days off. Every fifth (5th) week, a day shift of ten (10) hours per day, 8:00 a.m. to 6:00 p.m. for five (5) consecutive days. If necessary for purposes of training some variance may be approved by the Fire Chief or his designate acting reasonably.

Requests for individual accommodation may be provided by the Fire Chief or designate and submitted to the Association for its consent which shall not be withheld unreasonably.

Disputes may be resolved by telephone conference immediately with an arbitrator (this applies to (a), (b), (c) and (d)).

- e) for an employee not covered by Article 4.01 (a), (b), (c) and (d): an average of forty-two (42) hours per week, the schedule to be agreed upon by the parties failing which the Board will set it. This shift schedule will apply to 2008 vacations which must be bid consistent with the schedule.

- 4.02 It is understood that nothing in the above hours of work will prevent the Fire Chief or a proper officer as designated by the Fire Chief from granting the request of any two fire fighters to change shifts or days off. The replacement employee who has agreed to the change, which has been approved by the aforesaid officer, shall thereupon assume all the obligations for that particular shift of duty for the employee so replaced. Fire Fighters will be permitted to a maximum of twenty (20) shift substitutes per year, unless otherwise approved by the Fire Chief. Partial shift substitutes (4 hours or less) will not be included towards the maximum of twenty (20) shift substitutes per year. Shift substitutes for Association business are excluded.
- 4.03 The Association shall be entitled to 20 days paid leave. The leave may be granted so long as there is no cost to the Employer.
- 4.04 In any case where a Fire Fighter arranges for a substitute to appear in his/her place on a shift, the substitute is responsible for appearing for work duty.

If a substitute does not appear, the shift will be deducted from the pay of the substitute scheduled to work.

In all cases of shift replacement, for the position of Officer and above the substitute shall be of equal or higher rank than the Officer that he/she is replacing, however, designated acting officers may be used to act in the capacity of their designation.

- 4.05 All full time firefighters are eligible to be compensated financially, for all authorized overtime, at the overtime rate(s) outlined in Article 11 or to bank hours in lieu of equal time off. Employees must elect to bank hours or receive overtime pay at the time the hours are earned. The number of hours banked are not to exceed 84 hours per year. Hours included in the employees bank must be taken by the end of the calendar year or paid out at time and one-half unless otherwise authorized by the Fire Chief or his designate.

5. VACATIONS

- 5.01 All Fire Fighters who have one (1) year or less of continuous service as of July 1st in any year shall be entitled to vacation with pay in the amount of one (1) working day for every month worked up to a maximum of eight (8) working days.
- 5.02 All Fire Fighters with more than one (1) year continuous of service with the Corporation as of July 1st in any year shall be entitled to two (2) tours of duty with pay.
- 5.03 All Fire Fighters who have five (5) years or more of continuous service with the Corporation as of July 1st in any one year shall be entitled to three (3) tours of duty with pay provided that one (1) tour of duty is taken prior to June 1st or after September 15th.
- 5.04 All Fire Fighters who have ten (10) years or more of continuous service with the Corporation as of July 1st in any one year shall be entitled to a vacation of four (4) tours of duty with pay provided that two (2) tours of duty are taken prior to June 1st or after September 15th.
- 5.05 All Fire Fighters who have eighteen (18) years or more of continuous service with the Corporation as of July 1st in any one year shall be entitled to a vacation of five (5) tours of duty with pay provided that two (2) tours of duty are taken before June 1st or after September 15th.
- 5.06 All Firefighters who have twenty (20) years or more of continuous service with the Corporation as of July 1st in any one year shall be entitled to a vacation of five (5) tours of duty plus one (1) day, with pay provided that two (2) tours of duty are taken before June 1st or after September 15th.

- 5.07 All Firefighters who have twenty three (23) years or more of continuous service with the Corporation as of July 1st in any one year shall be entitled to a vacation of five (5) tours of duty plus two (2) days, with pay provided that two (2) tours of duty are taken before June 1st or after September 15th.
- 5.08 All Fire Fighters who have twenty-five (25) years or more of continuous service with the Corporation as of July 1st in any one year shall be entitled to a vacation of six (6) tours of duty with pay provided that two (2) tours of duty are taken prior to June 1st or after September 15th.
- 5.09 All Firefighters who have twenty eight (28) years or more of continuous service with the Corporation as of July 1st in any one year shall be entitled to a vacation of six (6) tours of duty plus one (1) day, with pay provided that two (2) tours of duty are taken before June 1st or after September 15th.
- 5.10 All Firefighters who have thirty (30) years or more of continuous service with the Corporation as of July 1st in any one year shall be entitled to a vacation of six (6) tours of duty plus two (2) days, with pay provided that two (2) tours of duty are taken before June 1st or after September 15th.
- 5.11 Employees working rotating shifts must take vacations in complete shifts (tour of duty), unless special permission is granted by the Fire Chief. , i.e. "tour of duty". Staff working straight days may take vacations by the week or on a daily basis.
- 5.12 New employees entitled to more or less than one-week vacation in their first year of employment, may utilize lieu days to complete an entire shift subject to article 5.19.
- 5.13 Each suppression crew will meet, as arranged by the crew, prior to the vacation selection date to attempt to arrange a mutually acceptable vacation schedule. Should a crew not be able to arrange a mutually acceptable vacation schedule, vacation scheduling will be done on a seniority basis.
- 5.14 The Fire Prevention, Training and Communication Divisions will meet, as arranged by the respective division, prior to the vacation selection date, to attempt to arrange a mutually acceptable vacation schedule. Should a division not be able to arrange a mutually acceptable vacation schedule, vacation scheduling will be done on a seniority basis.
- 5.15 All vacation schedules will be restricted for a twelve (12) month period with no accumulation of holidays from year to year without special consideration by the Fire Chief and only in extreme conditions.
- 5.16 An employee who is absent on a bona fide illness, when his/her scheduled vacation arrives shall be entitled to substitute vacation for sick leave. A bona fide illness will be confirmed by the employee's medical practitioner in the form of a doctor's note, if requested by the Corporation, which specifies:
- a) that the employee is unable to perform their regular duties and;
 - b) specifies the time period the employee was unable to perform their regular duties and;
 - c) anticipated date of return to work

The substitution of vacation to sick leave is limited to a maximum of 2 tours of duty. Upon return to work the employee shall be credited with the time to be used at a future date, subject to Article **5.22**. It is agreed that this article and its provisions are not applicable to employees who would otherwise be entitled to any compensation through WSIB.

- 5.17 All vacation time must be submitted for approval by December 1st for the following year. All vacation requests will be confirmed by the Fire Chief or his/her designate by December 31st for the following year. Employees, who fail to submit their vacation requests by December 1st, forfeit the seniority of their vacation scheduling above lieu days within their own crew.
- 5.18 Crew changes, if any, must be posted by October 15th for the following calendar year.
- 5.19 When a crew change is requested by the Corporation, the scheduling of the employee's vacation and lieu days will be preserved. When a crew change is requested by an employee, the employee must be willing to adjust his/her schedule in relation to the schedule of his/her new crew.
- 5.20 Employees terminating their service with the employer prior to completing the probationary period will receive payment for vacation credits in accordance with The Employment Standards Act.
- 5.21 Continuous service as used in this Agreement is defined as all periods of time for which the employee is actually at work or absent by reason of vacation, statutory holidays, bereavement leave and jury duty or periods of sickness or injury not exceeding twelve (12) consecutive calendar months.
- 5.22 The scheduling of vacation time takes precedence over the scheduling of lieu days.

6. LIEU DAYS

- 6.01 In lieu of statutory and declared holidays, each full time Fire Fighter shall receive one (1) shift off duty for each statutory or declared holiday.
- 6.02 Statutory and declared holidays shall mean:

New Years Day	Civic Holiday
Good Friday	Labour Day
Easter Monday	Thanksgiving Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

The Corporation agrees to the addition of two (2) Floating Holidays in each year. These Floating Holidays will not be classed as Statutory Holidays for premium rates of pay, and will be taken at a time suitable to both parties, In the event that any other day(s) is proclaimed as a legal holiday by Federal or Provincial authorities, the Floating Holiday(s) will be substituted for that purpose.

- 6.03 An employee who, in the first or last year of employment in a given calendar year, has:
 - 0-3 months continuous service will not be entitled to any Floating Holidays during that year;
 - 3-6 months continuous service will be entitled to one Floating Holiday during that year; and,
 - more than 6 months continuous service will be entitled to two Floating Holidays during that year.
- 6.04 The selection of lieu days will be made at the discretion of the Chief or his/her designate using the following system:

1. Ten (10) lieu days must be submitted for approval by December 1st for the following year. All lieu day requests will be confirmed by December 31st for the following year.
2. If any employee fails to submit his/her ten (10) lieu days by December 1st, the Fire Chief or his/her designate may assign any of the ten (10) days not submitted.
3. The two floating holidays must be submitted for approval by the end of the calendar year. Those employees who cannot take their two (2) floating lieu days in the calendar year, must take them by January 31st of the following year or forfeit them without pay. There will be no other carry over of lieu days. This does not apply to lieu days cancelled by the Corporation.
4. When a Fire Fighter ceases employment the Fire Fighter shall only be entitled to lieu days for those statutory holidays, which have occurred to date.
5. Amendments to this system of days off in lieu of statutory holidays may be made at any time by written agreement between the Fire Chief and the Association.

7. OCCUPATIONAL ILLNESS AND ACCIDENTS

- 7.01 Fire Fighters off duty as a result of an accident or occupational illness incurred in the performance of their duties, shall be provided with hospital and medical care as provided by The Workplace Safety Insurance Act.

An employee off duty as a result of an accident or an occupational illness incurred in the performance of his/her duties shall be paid the difference between Workplace Safety Insurance Act rates and the Fire Fighter's normal net rate of pay as adjusted from time to time, such that his/her take-home pay will be neither more nor less than would be the case were he/she in active service. The sick leave bank will not be utilized to provide any form of income for any compensable illness or injury arising from self employment or employment with an employer other than the Corporation.

- 7.02 Any Fire Fighter who, through occupational illness or disability, cannot return to normal duties shall, having regard to his/her qualifications, be considered by Council for alternate employment in an existing available position. Remuneration for the alternate employment shall be the job rate in effect.
- 7.03 "Occupational illness or accident" shall mean any type of sickness, injury, or illness incurred by a Fire Fighter while performing his/her duties as a Fire Fighter.
- 7.04 An employee shall not receive sick pay when eligible to receive compensation under The Workplace Safety Insurance Act, due to injury sustained while on the payroll of someone other than the Corporation.

8. CUMULATIVE SICK PAY

- 8.01 Each Fire Fighter shall receive sick leave credits at the rate of one and one-half (1-1/2) days for each unbroken month of service with the Corporation only while covered under this Agreement, such credit to be cumulative, however, provided that such credit shall not be payable to the probationer during his/her first six months of probation, but in determining such credit which has accrued to a Fire Fighter, his/her probationary period shall be included in the length of service.

Alarm Room Operators shall receive sick leave credits at the rate of one and one-half (1 1/2) days for each unbroken month of service with the Corporation only while covered

under this Agreement, such credit to be cumulative beginning May 1, 1992, however, provided that such credit shall not be payable to the probationer during his/her first six (6) months of probation, but in determining such credit which has accrued to an Alarm Room Operator, his/her probationary period shall be included in the length of service. Alarm Room Operators employed prior to May 1, 1992, and who have additional sick bank credits resulting from previous arrangements will be entitled to draw from that bank only after the above cumulative sick bank credits (1 1/2 days per month) has been totally exhausted and until that previous bank of sick credits of time has been totally depleted.

8.02 The sick leave credits will be cumulative from the first day of employment. Each Fire Fighter shall receive sick pay at his/her full rate of pay for any time lost by an illness or accident which is not covered by The Workplace Safety Insurance Act, and such lost time shall be deducted from his/her sick leave credits, limited to the total of his/her accumulated amount of sick days. Deductions from his/her accumulative sick leave credits will be for working days only. Any time lost through occupational injury or occupational illness which is covered by The Workplace Safety Insurance Act, shall not be deducted from sick leave credits.

8.03(1)

- a) The Town may require any firefighter whose attendance record indicates pattern absenteeism to provide a medical form for any subsequent absence during the twelve months following notice. If pattern absenteeism continues during the 12 months, this requirement may be extended by the employer.
- b) In order for a medical form to be satisfactory, it must certify that the physician is satisfied that the firefighter is unable to attend work because of illness or injury.
- c) Each employee shall use the form appended to this agreement.
- d) If the information supplied by a firefighter is incomplete or raises concerns in the opinion of the Town's physician, the Town's physician is hereby authorized to contact the physician of the firefighter to secure any additional information necessary to determine the legitimacy of the absence. The physician of the Town shall maintain patient confidentiality respecting personal medical information and simply advise the Town whether or not the absence is medically justified.

8.03(2)

- a) If a firefighter is absent for more than three consecutive working days for medical reasons, he shall provide completed medical form appended to this agreement. The Corporation shall pay the reasonable cost of any such certificate.
- b) If the physician of the Town has any questions respecting the information provided, he/she is hereby authorized to contact the physician of the firefighter to secure any additional information. If there is a dispute between the physicians, the Town may require it to be resolved by sending the firefighter to an independent third physician agreed upon by the Town's physician and the physician of the firefighter. Failing this agreement, an independent doctor shall be appointed by an arbitrator designed for this purpose. All medical information shall be kept confidential.

8.03 (3) Both parties shall cooperate in the implementation of these provisions.

- 8.04 In the event that a Fire Fighter's employment with the Corporation is terminated after ten (10) years of service with the Corporation by reasons of voluntary resignation, retirement or by death, the Corporation shall pay to the said Fire Fighter or his/her estate an amount equal to one-half (1/2) of his/her sick pay credits provided that no fire fighter shall be entitled to receive a grant in excess of six months pay at the time of separation. Alarm Room Operators who have sick leave credits accrued prior to May 1, 1992, are not entitled to receive a payout pursuant to this clause for the days accumulated prior to May 1, 1992.
- 8.05 In order to be eligible for payment of salary under the sick pay scheme during an illness, a Fire Fighter must inform the dispatch center of his/her illness at least one (1) hour before the commencement of the day shift and two (2) hours before the commencement of the night shift. Where a Fire Fighter is negligent in reporting to the dispatch center prior to the required time, his/her absence will be without pay.
- 8.06 An unbroken month of service is defined as a calendar month where an employee has not been absent from work for more than seven (7) work days as a result of sickness or injury.
- 8.07 The Corporation will grant each employee up to three (3) days per year leave, with the approval of the Fire Chief or designate compensation at their regular rate of pay less legal and authorized deductions, when the employee cannot report to work due to reasons related to emergency/dependent care. Emergency/dependant care is defined as: (a) a personal illness, injury or medical emergency of a dependent or (b) an urgent matter that concerns a dependant. Dependants are defined as spouse, child or parent.

These days will be drawn from the employee's sick bank and will not be considered as sick leave incident. If the employee is required to attend to a sick dependant, the employee may be required where practicable to produce a certificate signed by a qualified medical practitioner. Unused days are not to be carried over to the next year.

Days taken for the purposes of Emergency/Dependent Care are inclusive of any leave of absence provision or entitlements for similar or related circumstances under the Employment Standards Act.

9. LONG TERM DISABILITY

- 9.01 The Corporation will provide a Long Term Disability plan for all non-probationary employees, providing income protection benefits of 70% of salary to a maximum benefit level of \$4,000.00 per month, as per the Group Insurance Policy. "Disability" for the purpose of the plan is to be determined relative to an employee's ability to perform fire fighting duties in the initial 24 months of benefit eligibility.

Payments will commence after a qualifying disability period of six (6) months or the exhaustion of accumulated sick leave, whichever is the latter.

The Corporation will keep the Fire Fighter's job available for the first twenty-four (24) months of benefit eligibility.

The Corporation will continue to pay the appropriate premiums for group employee benefits namely Dental, E.H.C, Group Life, Accidental Death and Dismemberment and Long Term Disability for a period of up to twenty-four (24) months from the date the Fire Fighter first becomes disabled or the exhaustion of accumulated sick leave, whichever is the latter. Premiums will be waived for Group Life, Accidental Death and Dismemberment and Long Term Disability after a Fire Fighter has been totally disabled for six (6) months as per the Group Insurance Policy.

10. RETIREE BENEFITS

10.01 The Corporation agrees to provide retired members who are not employed elsewhere and who reside in the Province of Ontario, with coverage under the Extended Health Care and Dental provisions to the same extent and in the same manner that such coverage is provided to the active members of the Richmond Hill Fire Department.

The said coverages shall be provided by the Corporation to members retiring and in receipt of a pension in accordance with the OMERS Pension Plan.

These coverages shall continue from the date of the member's retirement until the earlier of the date the member attains age 65 or such benefits are provided by the Government of the Province of Ontario.

11. SALARIES

11.01.01

(a) In addition to salary as set out in Appendix A - F, the Corporation shall pay Recognition of Service Pay based on service with the Richmond Hill Fire Department, as follows and as set out in Appendix G - K.

Effective July 1, 2006	1% after the completion of 8 years service 2% after the completion of 17 years service 3% after the completion of 23 years service
Effective January 1, 2007	1% after the completion of 8 years service 3% after the completion of 17 years service 4% after the completion of 23 years service
Effective July 1, 2007	1% after the completion of 8 years service 4% after the completion of 17 years service 7% after the completion of 23 years service
Effective Dec. 31, 2007 (at 11:59:59 p.m.)	2% after the completion of 8 years service 5% after the completion of 17 years service 8% after the completion of 23 years service
Effective July 1, 2008	3% after the completion of 8 years service 6% after the completion of 17 years service 9% after the completion of 23 years service

b) This service premium shall be included as salary in calculating overtime, vacation, and statutory holiday pay, pension contributions, sick leave pay etc., but shall not be included in calculating salary for purposes of payment of sick leave credits pursuant to Article 8.04.

c) Differentials shall be adjusted accordingly across all ranks within the bargaining unit.

11.01.02

It is agreed that all changes of salary rates will be effective for complete two (2) week pay periods. In the event that the calendar date agreed to or established for changes falls during the first seven (7) days of a pay period, the increase will be paid for that entire pay period.

In the event that the date falls during the last seven (7) days of a pay period, the increase will be effective for the subsequent pay period.

11.02.01

Whenever it is known that there will not be a Company Officer on duty at any firehall that normally has an officer in charge, a Fire Fighter shall be designated, as per Article 12.11.02, by the Fire Chief or his/her designate, to take charge as an officer. The Fire Fighter who is so designated shall be paid at Company Officer's rate for the period during which he/she is in charge. Under normal conditions, only those Fire Fighters who have passed the Company Officer's examination will be eligible to serve as acting Company Officer. The designated Fire Fighter must be in the appointed position for a period not less than ½ the shift (5 hours - Day shift, 7 hours Night Shift) to be eligible for payment at the Company Officer's rate.

11.02.02

The Town will make every effort to ensure that, whenever it is known that there will not be a Platoon Chief on duty on any shift, a Company Officer shall be designated as per Article 12.11.02., by the Fire Chief or his/her designate, to act in the capacity of Platoon Chief. The Company Officer so designated shall be paid the Platoon Chief's rate for the period during which he/she is acting. Under normal conditions, only those Company Officers who have passed the Platoon Chief's examination will be eligible to act in the capacity of Platoon Chief. The designated Company Officer must be in the appointed position for a period not less than ½ the shift (5 hours - Day shift, 7 hours Night Shift) to be eligible for payment at the Platoon Chief's rate.

11.02.03

Successful candidates who are not designated will be utilized to act as Company Officers/Platoon Chiefs whenever it is known that a Company Officer-/Platoon Chief or a designated Acting Company Officer/Acting Platoon Chief will not be on duty. These candidates will be assigned on a day – to - day basis, starting from the first non-designated candidate on the list who is working the shift in question and proceeding down the list to the other candidates who are working the same shift. On the next occasion a non-designated successful candidate is utilized in an acting capacity, it shall start the selection process from the last point reached on the list.

11.03 This Agreement shall be subject to the Mr. Justice Rand formulae: i.e.,

"Whenever 75% of employees covered by this Agreement consent to the union dues being deducted from their salary each pay day, it shall be compulsory for all employees to pay the regular union dues in the same manner as a condition of employment."

11.04.01

Pursuant to the Fire Protection and Prevention Act, 1997, when a Fire Fighter is called back to duty while not on his/her regular shift, he/she shall be entitled to be paid for his/her time worked from the time he/she is called to the time that he/she is no longer required, or until his/her next regular shift begins, whichever occurs first, at one and one-half times his/her regular rate of pay, with the minimum rate to be paid to him to be two hours at one and one-half times his/her regular rate of pay.

11.04.02

When a Fire Fighter is requested and agrees to work on a shift other than his/her regular shift he/she will be paid at the overtime rate of one and one-half times his/her regular rate of pay, or elect to bank hours in Lieu of equal time off at straight time.

11.04.03

When a Fire Fighter is on duty and is required to work beyond the end of his/her regular shift, all of his/her time worked past the end of his/her regular shift will be paid at the overtime rate of one and one-half times (1.5) his/her regular rate of pay, or elect to bank hours in Lieu of equal time off at straight time.

11.04.04

When a firefighter is requested and agrees to work other than his/her regular shift, for training or meeting purposes he/she will be paid at the overtime rate of one and one half times (1.5) his/her regular rate of pay, or elect to bank hours in Lieu of equal time off at straight time.

11.04.05

When a firefighter is required to attend a training course on his/her off-duty time, attendance shall be subject to the following three (3) conditions:

1. The Corporation will provide at least thirty (30) calendar days notice of the required training; and
2. No Firefighter will be required to attend for training if he/she is scheduled off on Holiday or Lieu Time, (including their days off prior to and after), prior to the notice of required training; and
3. All Fire Fighters will be paid at the rate of one and one half time (1.5) his/her regular rate of pay, or bank hours at straight time in Lieu of equal time off.

11.04.06

Fire Fighters must elect to bank hours or receive overtime pay at the time the hours are earned. Fire Fighters who elect to bank hours shall make reasonable attempts to schedule their banked time in the calendar year the banked time was earned. Effective November 1 Fire Fighters shall be paid out for their unscheduled accumulated banked time at one and one half times (1.5) his or her regular rate of pay, prior to December 31 in the calendar year the banked time was earned.

11.04.07

The premium rates of pay outlined in Article 11 shall be effective following the signing of an Agreement. The Corporation shall pay these premiums on a bi-weekly basis with the calculation period ending at 6:00 P.M. on the preceding Friday.

11.05 Employees in the Communication Division and Mechanic Division who have served for at least five (5) years at the top of their rank or higher will receive an annual payment in December of each year of \$60.00 per year for each five (5) years or multiple thereof at or above that rank.

12. PROMOTIONS AND SENIORITY

12.01 In making recommendations for promotions in the Department, both efficiency and years of service in the Richmond Hill Fire Department shall be considered.

12.02 In determining a full time Fire Fighter's length of service for seniority purposes, computation will begin on the date the full time Fire Fighter entered service with the Richmond Hill Fire Department. Former full time fire fighters re-entering the service after continuity of service has been broken for any reason (service in the Canadian Armed Forces during a time of war or national emergency excepted) shall be considered new full time Fire Fighters and seniority shall be computed as of the date of re-entry into the department.

12.03 After serving a twelve (12) month probationary period, and upon being successfully examined and recommended by the Fire Chief at twelve (12) month intervals, and not otherwise, each Fire Fighter shall be advanced one (1) classification every twelve (12) months thereafter until he/she has reached the rank of First Class Fire Fighter. Promotion from Probationer to First Class Fire Fighter will normally take a minimum of four (4) years and all moves are at the discretion of the Fire Chief.

After serving a twelve (12) month probationary period, and upon being successfully examined and recommended by the Fire Chief at twelve (12) month intervals, and not otherwise, each Fire Inspector and/or Public Educator shall be advanced one (1) level. All moves are at the discretion of the Fire Chief.

After serving a twelve (12) month probationary period, and upon being successfully examined and recommended by the Fire Chief at twelve (12) month intervals, and not otherwise, each Fire Protection Technologist shall be advanced one (1) level. All moves are at the discretion of the Fire Chief

After serving a twelve (12) month probationary period, and upon being successfully examined and recommended by the Fire Chief at twelve (12) month intervals, and not otherwise, each Alarm Room Operator shall be advanced one (1) level. All moves are at the discretion of the Fire Chief

A successfully completed examination shall be one in which a mark of seventy percent (70%) is attained. If any promotional examination is not successfully completed, the candidate must re-write the examination within ninety (90) days. If the examination is not completed successfully the second time, and subject to the employee's past record and work history, he/she may be disciplined in a manner consistent with the rules and regulations of the Fire Department.

12.04 At the time when examinations are posted, a list of sources of information will be provided to allow candidates to study and review the material.

12.05 In respect of transfers, on a full-time permanent basis, employees shall meet all of the requirements of the respective positions to which they are transferred. Employees so transferred shall be compensated at the appropriate rate of the new position in accordance with the salary schedule of this working agreement.

12.06 All employees who transfer to another position within the bargaining unit must remain in that position for a minimum of 3 years.

12.07 An allowance of \$34.55 per week for out of pocket expenses will be paid to Fire Fighters attending the Ontario Fire College. This allowance will be adjusted every two years to reflect changes in the Consumer Price Index (CPI - 1986 Base: All Items/Toronto). The next adjustment will be made in 2010 to reflect any change in the CPI from December 2008 to December 2009, and will be effective the first of the month following the month in which the December 2009 index is reported.

12.08 Any promotion above First Class shall be recommended to the Fire Chief by a Promotional Board.

All promotions above 1st Class shall be based on the following: Seniority, leadership quality and ability as evidenced by the following: i) written exam; ii) oral presentation and iii) interview of the Candidate, by the Qualifying Board, using the above criteria.

12.09 Qualifying Boards

Suppression Division

A qualifying Board consisting of a Deputy Chief, Chief of Training, a Platoon Chief and one other Chief Officer from within the Association shall be appointed by the Fire Chief.

Fire Prevention Division

A qualifying Board consisting of a Deputy Chief, Chief of Training, Chief of Fire Prevention and one other Chief Officer from within the Association shall be appointed by the Fire Chief.

Training Division

A qualifying Board consisting of a Deputy Chief, Chief of Training, Platoon Chief and one other Chief Officer from within the Association shall be appointed by the Fire Chief.

Alarm Room Division

A Qualifying Board consisting of a Deputy Chief, Chief of Training, Alarm Room Supervisor and one other Chief Officer from within the Association shall be appointed by the Fire Chief.

12.10 The Qualifying Board shall evaluate each candidates interview and oral presentation on a consensus basis.

12.11 Responsibilities of the Qualifying Board

12.11.01

Qualifying Board members shall be responsible for the composition, adjudication, marking, interviewing and assessing of each Candidate by the procedures established in consultation with Human Resources and the Fire Chief.

12.11.02

The Qualifying Board shall, after evaluating each Candidate for positions in the Suppression Division and the Communications Division, place each successful Candidate on a Qualifying List in descending order according to the overall results and date of qualification, as per Article 12.11.04.

When new Candidates qualify they will be placed on the list using the above criteria below the names of the Candidates already on the list. All promotions and designations shall be made from the top name(s) on the Qualifying List(s), subject to Article 12.17. There shall be one (1) name designated, from the Company Officers Qualifying List, equal to the number of suppression crews. There shall be one (1) name designated, from the Platoon Chiefs Qualifying List, equal to the number of Platoon Chiefs.

12.11.03

The Qualifying Board shall recommend to the Fire Chief the candidate for promotion for positions in the Training and the Fire Prevention Division.

12.11.04

For all positions, all Candidates who are less than five (5) percent away from the highest scoring Candidate shall be considered relatively equal and shall be ranked according to seniority. This process will be repeated until all Candidates are ranked.

12.12 ELIGIBILITY

12.12.01

Platoon Chief / Chief of Training / Chief of Fire Prevention

All Applicants shall have a minimum ten (10) years full-time employment with the Richmond Hill Fire Department, with three (3) years experience as an Officer in the same division as the promotion.

Testing for this promotion shall involve a written exam - constituting 50% of the total mark, oral presentation – constituting 25% of the total mark and an interview - constituting 25% of the total mark.

12.12.02

Company Officer

All Applicants shall have a minimum of seven (7) years full-time employment with the Richmond Hill Fire Department with three (3) years experience as Fire Fighter First Class in the same division as the promotion.

Testing for these promotions shall involve a written exam - constituting 50% of the total mark, oral presentation - constituting 25% of the total mark and an interview - constituting 25% of the total mark.

12.12.03

Training Officer

All applicants shall have a minimum of five (5) years full-time employment with the Richmond Hill Fire Department with one (1) year experience as a Fire Fighter First Class. All applicants must also have successfully completed, or be willing to successfully complete within six (6) months, the Trainer Facilitator program.

Testing for these promotions shall involve an oral presentation - constituting 75% of the total mark and an interview - constituting 25% of the total mark

12.12.04

Fire Prevention Officer

All applicants shall have a minimum of seven (7) years full time employment with the Richmond Hill Fire Department with three (3) years experience as a Fire Inspector, 1st Class.

Testing for these promotions shall involve a written exam - consisting 50% of the total mark, oral presentation - constituting 25% of the mark and an interview - constituting 25% of the total mark.

12.12.05

Public Education Officer

All applicants shall have a minimum of seven (7) years full time employment with the Richmond Hill Fire Department with three (3) years experience as a Public Educator, 1st Class.

Testing for these promotions shall involve a written exam - consisting 50% of the total mark, oral presentation - constituting 25% of the mark and an interview - constituting 25% of the total mark.

12.12.06

Supervisor Alarm Room

All applicants shall have a minimum of three (3) years full-time employment with the Richmond Hill Fire Department as an Alarm Room Operator, year three (3).

Testing for these promotions shall involve a written exam - constituting 50% of the total mark, oral presentation - 25% of the total mark and an interview - constituting 25% of the total mark.

12.13 TIMING OF QUALIFYING EXAMS

Under normal conditions exams or testing will be held based on the operational needs of the Fire Department.

A list of resource material for written exams shall be posted at least two (2) months prior to the commencement of exams.

Resource material for oral presentations shall be provided 30 days prior to the commencement of the oral presentation.

Candidates whose names appear on the Qualifying List(s), but have not performed in an Acting capacity in the classification applied for within 3 years of placement on the list(s) will be required to fully re-qualify.

Notwithstanding the above, if a non designated member, acts in the capacity in the classification applied for, as identified in Article 11.02.03, within 3 years of placement on the list that non designated member will not be required to fully re-qualify for 3 years from the date of the last time that they acted.

12.14 FAILURE TO QUALIFY

12.14.01

The minimum total qualifying mark for all positions shall be 70% with not less than a minimum of 60% in any of the categories.

12.14.02

Candidates who fail to obtain an overall mark of 70%, have the opportunity to schedule an interview with a Deputy Chief and/or the Qualifying Board. All requests for interviews shall be made in writing within thirty (30) days of the posting of the Qualifying List(s). Interviews will be held within thirty (30) days of receipt of written request.

12.14.03

Unsuccessful Candidates not satisfied with the results of the above interview may request in writing a second interview at which they will be entitled to have representation from the Association. Interviews will be held within thirty (30) days of receipt of written request.

12.15 An executive committee member (chosen by the President) may be present as an observer for all oral presentations during promotional testing and candidates interview.

12.16 Promotional Board

A Promotional Board shall consist of a Deputy Fire Chief, the Chief of Training, a Platoon Chief and one other Chief Officer within the Association, shall be appointed by the Fire Chief. It will review qualifying material, current performance, appraisal(s) and conduct interviews.

12.17 Promotions

The Promotional Board shall submit a list of Candidates in descending order, as per Article 12.11.02, to the Fire Chief after reviewing the above criteria. The list submitted by the Promotional Board shall mirror the qualifying list established by the Qualifying Board unless significant documented changes are noticed with the Candidate(s). Promotions will be made at the discretion of the Fire Chief, which discretion shall be reasonably exercised subject to the above information.

13. LEAVE OF ABSENCE

13.01 All requests for leave of absence without pay must be made in writing to the Fire Chief.

13.02 The Fire Chief may grant leave of absence without pay and without loss of seniority or occupational classification, for a maximum of 12 months, based on the merits of the individual application and operating needs of the Department.

13.03 Requests for leave of absence without pay will not normally be entertained from any one individual more than twice in any calendar year.

13.04 Employees will be required to substantiate absences which are not approved by the Fire Chief. Such absences may be subject to disciplinary action.

13.05 Any employee who is summoned to serve as a juror or subpoenaed as a witness for the Crown in a case in which he/she has no personal interest, and who would otherwise be on normal working duty for the Corporation, will be granted a leave of absence for such purpose. He/she will be paid his/her full wages at the regular rate less legal and authorized deductions for such service upon submission of a receipt from the Treasurer of the Corporation for the deposit of his/her jury or witness fees.

13.06 Leave of Absence without loss of pay and without loss of seniority, for attendance at conventions and seminars relative to the business of the Association will be granted to the Association's representatives, provided that replacements acceptable to the Fire Chief are provided by the Association at no cost to the Corporation. No fire fighter shall absent himself without the prior approval of the Fire Chief.

13.07 Firefighters who are bereaved will be allowed the following time off with compensation for the work days lost at their regular rate of pay less legal and authorized deductions:

- (a) Loss of spouse, son, daughter, mother or father - up to five (5) days.
- (b) Loss of brother or sister - up to three (3) days.
- (c) Loss of son-in-law, daughter-in-law, father-in-law, mother-in-law, brother-in-law or sister-in-law - up to two (2) days.
- (d) Loss of either grandparent, niece or nephew, aunt or uncle - up to one (1) day.
- (e) The Fire Chief may authorize one (1) day leave with pay for employees to serve as pall-bearers for relatives or friends.

13.08 Employees may take Pregnancy/Parental leave in accordance with Provincial Legislation with at least two (2) weeks written notice to the Employer. Vacation requests must be submitted in advance of taking pregnancy/parental leave.

The pregnant firefighter, upon submission of a medical practitioner's written recommendation, may be re-assigned to non-direct suppression duties within the Fire Department, until pregnancy leave commences.

14. PENSIONS

14.01 Each full time Fire Fighter shall join the Ontario Municipal Employees Retirement System Final Average Earnings Plan. They shall also be entitled to the privileges and benefits of any other Pension Plan to which they have subscribed which has been in effect.

14.02 The full time Fire Fighters record of the pension contribution shall be made available for individual approval annually.

14.03 The Association shall have the right to representation on any committee making any changes in the existing pension system.

15. GROUP LIFE, EXTENDED HEALTH AND DENTAL

15.01 All full time Fire Fighters shall become and remain members of the existing Life Insurance Plan. The Corporation agrees to pay 100% of the premiums for the coverage outlined in the Master Policy, namely:

1. Life Insurance - 2 times employee's salary to the nearest \$500.00.
2. Accidental Death and Dismemberment (AD&D) - 2 times employee's salary to the nearest \$500.00.

15.02 Employer agrees to pay 100% of the premiums for Buffett Taylor and Associates Ltd.'s Managed Dental Care plan, or equivalent. The O.D.A. schedule will be maintained at the current O.D.A. minus one year, with adjustments made on January 1st for each calendar year. (The dental care benefits provided under this plan will remain intact unless changed through the collective bargaining process.) .

<u>SERVICE/PROCEDURE</u>		<u>REIMBURSEMENT</u>	<u>MAXIMUM</u>
A.	Diagnostic/Preventative	100%	Nil
B.	Minor Restorative	100%	Nil
C.	Orthodontic	50%	\$2,500 per person, per lifetime*
D.	Periodontic (Minor Restorative)	100%	Nil
E.	Denture (Major Restorative)	50%	\$1,000 per person, per year**
F.	Bridge (Major Restorative)	50%	**
G.	Crown	50%	**

	(Major Restorative)		
H.	Endodontic	100%	Nil

- *The maximum lifetime amount payable applies to the eligible expenses incurred under part C for each covered dependent between the ages of 6 and 19.
- **The maximum amount payable applies to the combined eligible expenses incurred in a calendar year under Parts E, F, and G for the employee and for each covered dependent.

15.03 EXTENDED HEALTH CARE

The Corporation agrees to pay 100% of the premiums for the following benefits:

- Semi-private hospital coverage;
- Pay Direct Managed Drug Plan - Assure Health Inc.'s National Formulary: The Plan will pay 90% of all eligible drugs, medicines and applicable pharmacy dispensing fees and 70% for the non-National Formulary prescriptions which were previously covered under the former plan;

Note: For those non-Formulary drugs previously covered under the former plan which become covered at 70%, a request for exception may be made using the Drug Exception Request Application form. Exceptions are determined on the basis that other therapeutic alternatives have been tried and proven ineffective. The differential 20% would then be refundable. In situations requiring a maintenance drug, the Pay Direct Drug card would be coded to allow for that drug at 90% when filling future prescriptions.

Note: A maximum limit of two hundred dollars (\$200) on out-of-pocket coinsurance expense will be borne per calendar year per family/single person unit to meet the coinsurance provision of the drug benefit under the managed health care plan. In the event that out-of-pocket coinsurance expenses reach \$200 in a calendar year, the plan will then pay 100% of drug costs for the remainder of that calendar year.

Note: If a fee is introduced for consultation by any party (e.g. pharmacist, physician, consultant) regarding eligible drugs or medicines, the Corporation agrees to pay 100% of such fee.

- Vision Care Plan in the amount of three hundred and twenty five (\$325) per eligible family member every twenty-four (24) months;

Note: All other medical benefits and services will not change with the exception that the current dollar deductible applicable to supplementary health care benefits will be deleted.

15.04 SURVIVOR BENEFITS

In the event of a Fire Fighter's death in the line of duty or a work related illness, as recognized by WSIB, a spouse or where there is no spouse, dependent children under the age of 21 or 25 if enrolled and attending an educational institution will receive in addition to any Pension, WSIB, or Canada Pension Plan payments, a supplemental benefit sufficient to raise the total benefit payable to the spouse or dependent children to the level of the Fire Fighters salary at the date of death.

The Corporation shall pay dental and extended health care benefits (excluding out of country coverage) as outlined under Section 15 of the current working agreement on behalf of the surviving spouse.

This benefit would continue until the earliest of,

The date at which the Fire Fighter would have reached normal retirement age,

1. The remarriage of the surviving spouse
2. The date on which any dependent child reaches the age of 21 or 25 if enrolled and attending an educational institution if no spouse is alive

16. UNIFORMS AND EQUIPMENT

16.01 All full time Fire Fighters will be supplied with the following articles of new clothing:

- (a) Upon employment:
 - (i) Choice of one (1) fatigue jacket or one (1) sweater
 - (ii) Two (2) pair of fatigue pants
 - (iii) Two (2) fatigue shirts
 - (iv) One (1) coverall (except ARO's)
 - (v) One (1) uniform parka
 - (vi) One (1) tie
 - (vii) One (1) pair safety shoes or boots
 - (viii) Two (2) t-shirts
- (b) Upon completion of the probationary period:
 - (i) One (1) tunic
 - (ii) One (1) pair dress pants
 - (iii) One (1) dress shirt
 - (iv) One (1) uniform cap
 - (v) One (1) pair white gloves
- (c) Upon promotion, the Fire Department will issue new uniforms/clothing as appropriate to the rank.

All items of clothing will be replaced as required on the recommendation of the Fire Chief.

16.02 All full time Fire Fighters on staff will be supplied with fire fighting clothing consisting of:

- (a) Protective clothing as approved by Legislation
- (b) One (1) pair of winter mitts or gloves

All items of fire fighting clothing to be supplied on recommendation of the Fire Chief

16.03 All uniforms will be of proper fit within the limitations of the standard sizes available.

All full time Fire Prevention staff will be supplied with the following articles of clothing/equipment:

- (i) steel toed winter boots
- (ii) jackets with zip in/zip out lining

All items of clothing will be replaced as required on the recommendation of the Fire Chief.

17. PHYSICAL FITNESS

- 17.01 All Fire Fighters must remain physically fit to enable them to properly execute their duties. Where circumstances have given the Corporation cause to doubt that such is the case the Corporation may require Fire Fighters to submit to a physical examination from the employee's physician and in such case the said physician shall be authorized by the Fire Fighter to certify to the Corporation's physician whether the Fire Fighter is or is not physically fit to enable the Fire Fighter to properly execute his/her or her duties.

In the event of a disagreement between the Corporation's physician and the employee's physician the employee shall be referred to a mutually agreed upon independent specialist in the field of medicine for which the Corporation has their concern, from the list below. It is understood that all medical information will be treated as confidential between the medical practitioners referred to above. The Corporation will pay the cost(s) of any examinations pursuant to this article.

Work Able Centres Inc.
Sibley & Associates
CBI Health
Medisys
FGI

18. LIABILITY

- 18.01 The Corporation agrees to indemnify all employees of the Fire Department covered by this Agreement and save them harmless from any and all damages or claims for damages or injuries or accidents done or caused by them during the performance of their duties, excluding willful and malicious damage. Legal counsel, when required, will be provided by the Corporation.

19. LAYOFF AND RECALL

- 19.01 Layoff and Recall

A period of layoff shall be defined as that period of time during which an employee is removed, without termination of employment, from the departmental work force as a result of a reduction in such work force. No benefits of any kind will be paid for by the Corporation during such period of layoff.

In the event of a reduction in the work force by the imposition of a period of layoff, such layoff shall commence with the employee who has the least seniority in the Bargaining Unit.

Any such employee who is laid off must be given twenty-one (21) calendar days notice by registered mail or personal delivery to the last address known by the Corporation, prior to the date of the commencement of such layoff.

In all cases of layoff, the Corporation will provide the Association with a written document indicating the reason for such layoff.

- 19.02 Recall

No new applicant for a position represented by the bargaining unit will be considered for employment during a period of layoff until such time as those employees who have been

laid-off, and are suitable for re-employment have been recalled and have refused to return to work.

In the event of recall, positions on the work force will be filled in reverse order to the order of layoff. For the purpose of this section, employees of equal seniority will be recalled in order of suitability as determined by previous work assessments and examination results.

- 19.03 Laid-off employees will be notified of the position vacancy by registered letter or delivery to the last address known by the Corporation. Employees will have one week from the date of receipt of the letter to respond. In the event of recall, positions on the work force will be filled in reverse order to the order of layoff, provided that the period of layoff does not exceed twenty-four (24) months.

Employees so returning to duty will retain the same classification as that held prior to layoff providing that not more than twenty-four (24) months has elapsed between the time of layoff and the time of re-hire.

In no instances will a period of layoff be used in calculating years of service with the Corporation.

20. DISCIPLINE AND DEVOTION TO DUTY

- 20.01 Except as, and to the extent specifically modified by this Agreement, all managerial rights and prerogatives are retained by the Corporation and remain exclusively and without limitations within the rights of the Corporation and its management. The Corporation's right shall include:

1. The right to maintain order, discipline, and efficiency; to make, alter, and enforce from time to time, rules and regulations, policies and practices, to be observed by its employees.
2. Hire, discharge, direct, classify, transfer, promote, demote, suspend and lay-off or otherwise discipline any employee, provided that a claim of discriminatory promotion, demotion, classification or transfer, or a claim that an employee has been discharged, disciplined or laid-off without reasonable cause, may be the subject of a grievance and dealt with as provided.
3. Generally to manage its operation and undertakings and without restricting the generality of the foregoing to select, install and require operating of any equipment, plant and machinery which in its uncontrolled discretion deems necessary for the efficient and economical carrying out of its operations and undertakings.
 - A. At least ninety (90) days prior to the introduction or implementation of substantial technological change, or substantial changes in mechanization affecting employees, the Corporation shall by written notice, furnish the Association with the full information of the planned change or changes. Such prior notice shall contain relevant information respecting the nature and degree of change; the date or dates on which the Corporation plans to effect the change; the location or locations involved.
 - B. Within fifteen (15) days after the foregoing notice has been given, the Corporation shall make disclosure to the Association of the effects of the change or changes on any employee.
 - C. If agreement has not been reached within fifteen (15) days after disclosure by the Corporation of the effects of the change or changes on any employee, either party may submit any outstanding issue to a Board of Arbitration which shall be constituted in the manner provided for by the Fire Protection & Prevention Act, 1997 as amended.

The time limit provided in The Act shall apply. The Board of Arbitration shall have full remedial powers to deal with any unresolved issue.

D. No change shall be made in the employment status of any employee consequent upon introduction or implementation of substantial technological change or substantial changes in mechanization, until either the parties have reached agreement through negotiation, or the Board of Arbitration constitutes hereunder has issued its award.

E. The Alarm Room Operators shall be covered by the Fire Fighters Collective Agreement including Articles 20.01(3) and 20.02. However, should the Vaughan and/or Markham Fire Fighters collective agreements or Associations allow for the implementation of centralized fire dispatch for all or part of York Region, nothing in this Agreement shall be read as preventing Richmond Hill's participation in centralized fire dispatch to the same extent as the other Municipality(ies).

20.02 Contracting Out

Except to the extent and the degree agreed upon by the parties, and except in the case of an emergency, no work customarily performed by an employee covered by this Agreement shall be performed by another employee or by a person who is not an employee of the Corporation.

20.03 Successors Rights

The parties acknowledge that they have both had input into the Administrative/Organizational/Financial Review of Fire and Emergency Services for York Region.

In the event that an amalgamation or consolidation of Fire Departments in York Region is agreed to by some or all of the municipalities and the existing Richmond Hill Fire Department needs to be re-organized as a result, the parties agree that:

The proposed reorganization shall not be construed to be contracting out within the meaning of Article 20.02 of this agreement.

The proposed reorganization will not be construed to be technological change within the meaning of Article 20.01A of this agreement.

There will be equitable treatment of all employees affected by the reorganization, that is to say, employees carrying out essentially the same duties and responsibilities should enjoy essentially the same terms and conditions of employment.

The procedural obligations of this agreement should be met and the intent of those obligations should be respected.

Negotiated changes to terms and conditions of employment should be seen as a primary requirement of a successful reorganization.

In the event of a possible privatization of the Fire service in whole or in part, the above shall not apply.

20.04 Any Fire Fighter who feels he/she has a just reason or cause for grievance shall proceed as outlined in Article 21.

21. GRIEVANCE PROCEDURE

- 21.01 The Association shall appoint a Grievance Committee consisting of up to five (5) persons from among the members and shall file the name of the Chairperson annually with the Fire Chief and the Director of Human Resources, shall be notified of any changes made in the grievance Chairperson throughout the year.

The management of the Fire Department for the Town will, where possible, ensure that in cases where a Fire Fighter may be subject to discipline, a member of the Association's Grievance Committee is notified and is in attendance. There may arise, however, occasions when immediate disciplinary action must take place or when the Association's representative cannot be available on a timely basis. In these situations, management may take whatever steps it deems necessary to ensure that the appropriate discipline of the Fire Fighter is carried out and a member of the Association's Grievance Committee will be advised as quickly as possible thereafter.

- 21.02 Should any complaint or grievance arise, believed contrary to this Agreement, or as a result of any action involving an individual member or members of the Association, the Fire Fighter or Fire Fighters concerned with the presence of a member from the Grievance Committee, may then proceed as follows to receive explanation, clarification, or settlement of the complaint or grievance.

21.03 Stage 1

The Fire Fighter shall take up the matter in writing with the Fire Chief and copied to the Deputy's within three (3) working days after the circumstance giving rise to the complaint have originated or occurred and the Fire Chief shall give his/her reply in writing within three (3) working days. (The Fire Fighter may appeal to the Association's Grievance Committee if the matter is not settled at Stage 1. Said Grievance Committee shall give due consideration to the grievance and after having satisfied themselves that there is just cause for the grievance proceed as follows).

21.04 Stage 2

The Grievance Committee accompanied by the Fire Fighter or Fire Fighters shall take up the matter within seven (7) working days of the decision of Stage 1 with the Chief of the Fire Department, the Deputy Chief(s), and the Director of Human Resources, who shall give their reply in writing within seven (7) working days and failing settlement:

21.05 Stage 3

The Grievance Committee accompanied by the Fire Fighter or Fire Fighters shall take up the matter within seven (7) working days of the decision at Stage 2 with the Chief Administrative Officer and appropriate management representatives, who shall give his/her reply in writing within seven (7) working days and failing settlement:

21.06 Stage 4

The Grievance Committee accompanied by the Fire Fighter or Fire Fighters and the appropriate management representatives shall present their respective positions within ten (10) working days to the Committee of the Whole who shall give their reply, in writing, within ten (10) working days and failing settlement the matter shall be referred to arbitration by written notice given within a further seven (7) days.

- 21.07 In cases of discharge the Fire Fighter may within seven (7) days of receiving notice of such discharge require a hearing of the Committee of the Whole by delivering a notice in writing

to that effect to the Clerk. At such hearing the Fire Fighter may be represented by Counsel. Failing settlement the matter may be referred to Arbitration at the option of either party.

21.08 Group Grievance

In case two or more Fire Fighters have an alleged grievance it shall be taken up by the Grievance Committee starting at Stage 2 within ten (10) working days after the circumstances giving rise to the complaint have originated or occurred.

21.09 Any unresolved difference arising directly between the Association and the Corporation concerning the interpretation or alleged violation of the terms or provisions of this Agreement may be submitted to either party by the other at Stage 3 within ten (10) working days after the circumstances giving rise to the complaint have originated or occurred.

21.10 In determining the time within which any step is to be taken under the foregoing provisions of this Article, Saturdays, Sundays and Statutory Holidays shall be excluded. Any and all time limits fixed by this Article may at any time be extended by agreement in writing between the Corporation and the Association.

21.11 At any stage of the grievance procedure including Arbitration the conferring parties may have the assistance of the Fire Fighters concerned and any necessary witnesses, and all reasonable arrangement shall be made to permit the conferring parties to have access to the Department to view disputed operations, and to confer with the necessary witnesses.

21.12 In the case of a Fire Fighter being exonerated he/she shall be paid his/her full salary for any time lost, and reinstated forthwith.

21.13 A representative of the Ontario Professional Fire Fighters Association, and/or a representative of the International Association of Fire Fighters may attend, in an advisory capacity only, at all meetings held as part of the Grievance Procedure.

22. DEPARTMENTAL RULES

22.01 Rules and Regulations of the Richmond Hill Fire Department shall apply to and be observed by all employees of the Department. All rules and regulations shall be in printed form and shall be posted in a prominent place(s) accessible to all employees, and will be consolidated by the Corporation in pamphlet form from time to time. (Prior to the posting of such Rules and Regulations the Chief shall discuss with the Representatives of the Association the reasons for and intent of each Rule and Regulation). Rules and Regulations shall be deemed to constitute a part of this Agreement and are subject to the provisions expressed in this Agreement as to arbitration or otherwise.

23. ARBITRATION

23.01 In the event of any controversy with respect to any of the matters covered by the Agreement and in the event that a satisfactory adjustment cannot be reached, the matter in dispute shall be submitted to Arbitration as provided under The Fire Protection and Prevention Act, 1997, as amended.

23.02 Notwithstanding the foregoing, with the mutual consent in writing of both parties to this Agreement, procedures may be established to settle disputes arising out of the interpretation, application or administration of this Agreement by the use of a single Arbitrator.

23.03 The arbitrator may substitute such other penalty for the discharge or discipline as to the arbitrator seems just and reasonable in all the circumstances.

23.04 The Parties hereto agree to abide by and comply with the decisions of award of the arbitrators or the majority of them.

24. PROVISIONS

24.01 The provisions of The Fire Protection and Prevention Act, 1997, and any amendments thereto shall apply to this Agreement.

25. DURATION

25.01 Termination

This Agreement shall remain in force and in effect from the 1st day of January, 2003 until the 31st day of December, 2008 and from year to year thereafter, unless not more than sixty (60) and not less than thirty (30) days of the termination date, either party gives written notice for the termination of the Agreement to the other party.

25.02 Renewal

In the event that either party desires to change or alter parts of the Agreement, but not terminate the Agreement, such party shall give to the other party, not more than sixty (60) and not less than thirty (30) days prior to the termination date of the Agreement, written notice setting forth details and particulars of the changes, alterations, additions or deletions desired or proposed and both parties shall thereupon negotiate in good faith in respect to the matters to which it is proposed to change or alter. Only those items included in the notice referred to in this subsection shall be negotiable by the parties and all other provisions of this Agreement shall be automatically renewed unless this provision is waived by mutual consent of both parties

IN WITNESS WHEREOF the Corporation has hereunto caused its Corporate Seal to be affixed under the hands of its duly authorized officers and the Association has caused this instrument to be executed by their proper officers hereunto duly authorized, the day and year first above written.

**THE RICHMOND HILL PROFESSIONAL
FIRE FIGHTERS ASSOCIATION,
LOCAL 1957, INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS**

**THE CORPORATION OF
THE TOWN OF
RICHMOND HILL**

President

Mayor

Secretary

Clerk

APPENDIX “A” – Base Salary 2003

Classification	Percentage	Jan. 1, 2003 3.87%
Platoon Chief	130%	\$83,925.
Company Officer	115%	\$74,241.
1 st Class Firefighter	100%	\$64,557.
2 nd Class Firefighter	90%	\$58,102.
3 rd Class Firefighter	80%	\$51,646.
4 th Class Firefighter	70%	\$45,190.
Chief of Training	130%	\$83,925.
Training Officer	115%	\$74,241.
Chief of Prevention	130%	\$83,925.
Fire Prevention Officer	115%	\$74,241.
Fire Inspector 1 st Class	100%	\$64,557.
2 nd Class Fire Inspector	90%	\$58,102.
3 rd Class Fire Inspector	80%	\$51,646.
4 th Class Fire Inspector	70%	\$45,190.
Public Education Officer	115%	\$74,241.
Public Educator 1 st Class	100%	\$64,557.
2 nd Class Public Educator	90%	\$58,102.
3 rd Class Public Educator	80%	\$51,646.
4 th Class Public Educator	70%	\$45,190.
Fire Protection Technologist	100%	\$64,557.
Year 3	95%	\$61,329.
Year 2	90%	\$58,102.
Year 1	85%	\$54,873.
Alarm Room Supervisor	115% of ARO	\$63,104.
Alarm Room Operator After Year 4	85%	\$54,873.
Alarm Room Operator After Year 3	80%	\$51,646.
Alarm Room Operator After Year 2	75%	\$48,418.
Alarm Room Operator After Year 1	70%	\$45,190.

APPENDIX “B” – Base Salary 2004

Classification	Percentage	Jan. 1, 2004 3.5%
Platoon Chief	130%	\$86,862.
Company Officer	115%	\$76,840.
1 st Class Firefighter	100%	\$66,817.
2 nd Class Firefighter	90%	\$60,135.
3 rd Class Firefighter	80%	\$53,454.
4 th Class Firefighter	70%	\$46,771.
Chief of Training	130%	\$86,862.
Training Officer	115%	\$76,840.
Chief of Prevention	130%	\$86,862.
Fire Prevention Officer	115%	\$76,840.
Fire Inspector 1 st Class	100%	\$66,817.
2 nd Class Fire Inspector	90%	\$60,135.
3 rd Class Fire Inspector	80%	\$53,454.
4 th Class Fire Inspector	70%	\$46,771.
Public Education Officer	115%	\$76,840.
Public Educator 1 st Class	100%	\$66,817.
2 nd Class Public Educator	90%	\$60,135.
3 rd Class Public Educator	80%	\$53,454.
4 th Class Public Educator	70%	\$46,771.
Fire Protection Technologist	100%	\$66,817.
Year 3	95%	\$63,476.
Year 2	90%	\$60,135.
Year 1	85%	\$56,794.
Alarm Room Supervisor	115% of ARO	\$65,313.
Alarm Room Operator After Year 4	85%	\$56,794.
Alarm Room Operator After Year 3	80%	\$53,454.
Alarm Room Operator After Year 2	75%	\$50,113.
Alarm Room Operator After Year 1	70%	\$46,771.

APPENDIX “C” – Base Salary 2005

Classification	Percentage	Jan. 1, 2005 3.5%
Platoon Chief	130%	\$89,902.
Company Officer	115%	\$79,529.
1 st Class Firefighter	100%	\$69,155.
2 nd Class Firefighter	90%	\$62,240.
3 rd Class Firefighter	80%	\$55,325.
4 th Class Firefighter	70%	\$48,408
Chief of Training	130%	\$89,902.
Training Officer	115%	\$79,529.
Chief of Prevention	130%	\$89,902.
Fire Prevention Officer	115%	\$79,529.
Fire Inspector 1 st Class	100%	\$69,155.
2 nd Class Fire Inspector	90%	\$62,240.
3 rd Class Fire Inspector	80%	\$55,325.
4 th Class Fire Inspector	70%	\$48,408.
Public Education Officer	115%	\$79,529.
Public Educator 1 st Class	100%	\$69,155.
2 nd Class Public Educator	90%	\$62,240.
3 rd Class Public Educator	80%	\$55,325.
4 th Class Public Educator	70%	\$48,408.
Fire Protection Technologist	100%	\$69,155.
Year 3	95%	\$65,697.
Year 2	90%	\$62,240.
Year 1	85%	\$58,782.
Alarm Room Supervisor	115% of ARO	\$67,599.
Alarm Room Operator After Year 4	85%	\$58,782.
Alarm Room Operator After Year 3	80%	\$55,325.
Alarm Room Operator After Year 2	75%	\$51,867.
Alarm Room Operator After Year 1	70%	\$48,408.

APPENDIX “D” – Base Salary 2006

Classification	Percentage	Jan. 1, 2006 3.35%
Platoon Chief	130%	\$92,914.
Company Officer	115%	\$82,193.
1 st Class Firefighter	100%	\$71,472.
2 nd Class Firefighter	90%	\$64,325.
3 rd Class Firefighter	80%	\$57,178.
4 th Class Firefighter	70%	\$50,030.
Chief of Training	130%	\$92,914.
Training Officer	115%	\$82,193.
Chief of Prevention	130%	\$92,914.
Fire Prevention Officer	115%	\$82,193.
Fire Inspector 1 st Class	100%	\$71,472.
2 nd Class Fire Inspector	90%	\$64,325.
3 rd Class Fire Inspector	80%	\$57,178.
4 th Class Fire Inspector	70%	\$50,030.
Public Education Officer	115%	\$82,193.
Public Educator	100%	\$71,472.
2 nd Class Public Educator	90%	\$64,325.
3 rd Class Public Educator	80%	\$57,178.
4 th Class Public Educator	70%	\$50,030.
Fire Protection Technologist	100%	\$71,472.
Year 3	95%	\$67,898.
Year 2	90%	\$64,325.
Year 1	85%	\$60,751.
Alarm Room Supervisor	115% of ARO	\$69,863.
Alarm Room Operator After Year 4	85%	\$60,751.
Alarm Room Operator After Year 3	80%	\$57,178.
Alarm Room Operator After Year 2	75%	\$53,604.
Alarm Room Operator After Year 1	70%	\$50,030.

APPENDIX “E” – Base Salary 2007

Classification	Percentage	Jan. 1, 2007 3%
Platoon Chief	130%	\$95,702.
Company Officer	115%	\$84,659.
1 st Class Firefighter	100%	\$73,616.
2 nd Class Firefighter	90%	\$66,255.
3 rd Class Firefighter	80%	\$58,893.
4 th Class Firefighter	70%	\$51,531.
Probationary Firefighter	60%	\$44,170.
Chief of Training	130%	\$95,702.
Training Officer	115%	\$84,659.
Chief of Prevention	130%	\$95,702.
Fire Prevention Officer	115%	\$84,659.
Fire Inspector 1 st Class	100%	\$73,616.
2 nd Class Fire Inspector	90%	\$66,255.
3 rd Class Fire Inspector	80%	\$58,893.
4 th Class Fire Inspector	70%	\$51,531.
Probationary Fire Inspector	60%	\$44,170.
Public Education Officer	115%	\$84,659.
Public Educator 1 st Class	100%	\$73,616.
2 nd Class Public Educator	90%	\$66,255.
3 rd Class Public Educator	80%	\$58,893.
4 th Class Public Educator	70%	\$51,531.
Probationary Public Educator	60%	\$44,170.
Fire Protection Technologist	100%	\$73,616.
Year 3	95%	\$69,935.
Year 2	90%	\$66,255.
Year 1	85%	\$62,574.
Mechanic	100%	\$73,616.
Alarm Room Supervisor	115% of ARO	\$71,959.
Alarm Room Operator After Year 4	85%	\$62,574.
Alarm Room Operator After Year 3	80%	\$58,893.
Alarm Room Operator After Year 2	75%	\$55,212.
Alarm Room Operator After Year 1	70%	\$51,531.

APPENDIX ‘F’ – Base Salary 2008

Classification	Percentage	Jan. 1, 2008 – 3%
Platoon Chief	130%	\$98,573.
Company Officer	115%	\$87,199.
1 st Class Firefighter	100%	\$75,825.
2 nd Class Firefighter	90%	\$68,243.
3 rd Class Firefighter	80%	\$60,660.
4 th Class Firefighter	70%	\$53,077.
Probationary Firefighter	60%	\$45,495.
Chief of Training	130%	\$98,573.
Training Officer	115%	\$87,199.
Chief of Prevention	130%	\$98,573.
Fire Prevention Officer	115%	\$87,199.
Fire Inspector 1 st Class	100%	\$75,825.
2 nd Class Fire Inspector	90%	\$68,243.
3 rd Class Fire Inspector	80%	\$60,660.
4 th Class Fire Inspector	70%	\$53,077.
Probationary Fire Inspector	60%	\$45,495.
Public Education Officer	115%	\$87,199.
Public Educator 1 st Class	100%	\$75,825.
2 nd Class Public Educator	90%	\$68,243.
3 rd Class Public Educator	80%	\$60,660.
4 th Class Public Educator	70%	\$53,077.
Probationary Public Educator	60%	\$45,495.
Fire Protection Technologist	100%	\$75,825.
Year 3	95%	\$72,033.
Year 2	90%	\$68,243.
Year 1	85%	\$64,451.
Mechanic	100%	\$75,825.
Alarm Room Supervisor	115% of ARO	\$74,118.
Alarm Room Operator After Year 4	85%	\$64,451.
Alarm Room Operator After Year 3	80%	\$60,660.
Alarm Room Operator After Year 2	75%	\$56,869.
Alarm Room Operator After Year 1	70%	\$53,077.

APPENDIX “G” – Recognition of Service Pay – July 1, 2006

Classification	Percentage	Base Rate plus 1% of 1st Class FF	Base Rate plus 2% of 1st Class FF	Base Rate plus 3% of 1st Class FF
Platoon Chief	130%	\$93,629.	\$94,344.	\$95,058.
Company Officer	115%	\$82,908.	\$83,623.	\$84,337.
1 st Class Firefighter	100%	\$72,187.	\$72,902.	\$73,616.
Chief of Training	130%	\$93,629.	\$94,344.	\$95,058.
Training Officer	115%	\$82,908.	\$83,623.	\$84,337.
Chief of Prevention	130%	\$93,629.	\$94,344.	\$95,058.
Fire Prevention Officer	115%	\$82,908.	\$83,623.	\$84,337.
Fire Inspector 1 st Class	100%	\$72,187.	\$72,902.	\$73,616.
Public Education Officer	115%	\$82,908.	\$83,623.	\$84,337.
Public Educator 1 st Class	100%	\$72,187.	\$72,902.	\$73,616.
Fire Protection Technologist	100%	\$72,187.	\$72,902.	\$73,616.

APPENDIX “H” – Recognition of Service Pay – Jan. 1, 2007

Classification	Percentage	Base Rate plus 1% of 1st Class FF	Base Rate plus 3% of 1st Class FF	Base Rate plus 4% of 1st Class FF
Platoon Chief	130%	\$96,438.	\$97,910.	\$98,646.
Company Officer	115%	\$85,395.	\$86,867.	\$87,604.
1 st Class Firefighter	100%	\$74,352.	\$75,825.	\$76,561.
Chief of Training	130%	\$96,438.	\$97,910.	\$98,646.
Training Officer	115%	\$85,395.	86,867.	\$87,604.
Chief of Prevention	130%	\$96,438.	\$97,910.	\$98,646.
Fire Prevention Officer	115%	\$85,395.	86,867.	\$87,604.
Fire Inspector 1 st Class	100%	\$74,352.	\$75,825.	\$76,561.
Public Education Officer	115%	\$85,395.	86,867.	\$87,604.
Public Educator 1 st Class	100%	\$74,352.	\$75,825.	\$76,561.
Fire Protection Technologist	100%	\$74,352.	\$75,825.	\$76,561.

APPENDIX ‘T’ – Recognition of Service Pay – July 1, 2007

Classification	Percentage	Base Rate plus 1% of 1st Class FF	Base Rate plus 4% of 1st Class FF	Base Rate plus 7% of 1st Class FF
Platoon Chief	130%	\$96,438.	\$98,647.	\$100,855.
Company Officer	115%	\$85,395.	87,604.	\$89,812.
1 st Class Firefighter	100%	\$74,352.	\$76,561.	\$78,769.
Chief of Training	130%	\$96,438.	\$98,647.	\$100,855.
Training Officer	115%	\$85,395.	87,604.	\$89,812.
Chief of Prevention	130%	\$96,438.	\$98,647.	\$100,855.
Fire Prevention Officer	115%	\$85,395.	87,604.	\$89,812.
Fire Inspector 1 st Class	100%	\$74,352.	\$76,561.	\$78,769.
Public Education Officer	115%	\$85,395.	87,604.	\$89,812.
Public Educator 1 st Class	100%	\$74,352.	\$76,561.	\$78,769.
Fire Protection Technologist	100%	\$74,352.	\$76,561.	\$78,769.

**APPENDIX “J” – Recognition of Service Pay – Dec. 31, 2007
(11:59:59 p.m.)**

Classification	Percentage	Base Rate plus 2% of 1st Class FF	Base Rate plus 5% of 1st Class FF	Base Rate plus 8% of 1st Class FF
Platoon Chief	130%	\$100,090.	\$102,364.	\$104,639.
Company Officer	115%	\$88,716.	\$90,990.	\$93,265.
1 st Class Firefighter	100%	\$77,342.	\$79,616.	\$81,891.
Chief of Training	130%	\$100,090.	\$102,364.	\$104,639.
Training Officer	115%	\$88,716.	\$90,990.	\$93,265.
Chief of Prevention	130%	\$100,090.	\$102,364.	\$104,639.
Fire Prevention Officer	115%	\$88,716.	\$90,990.	\$93,265.
Fire Inspector 1 st Class	100%	\$77,342.	\$79,616.	\$81,891.
Public Education Officer	115%	\$88,716.	\$90,990.	\$93,265.
Public Educator 1 st Class	100%	\$77,342.	\$79,616.	\$81,891.
Fire Protection Technologist	100%	\$77,342.	\$79,616.	\$81,891.

APPENDIX “K” – Recognition of Service Pay – July 1, 2008

Classification	Percentage	Base Rate plus 3% of 1st Class FF	Base Rate plus 6% of 1st Class FF	Base Rate plus 9% of 1st Class FF
Platoon Chief	130%	\$100,847.	\$103,122.	\$105,397.
Company Officer	115%	\$89,473.	\$91,748	94,023.
1 st Class Firefighter	100%	\$78,099.	\$80,374.	\$82,649.
Chief of Training	130%	\$100,847.	\$103,122.	\$105,397.
Training Officer	115%	\$89,473.	\$91,748	94,023.
Chief of Prevention	130%	\$100,847.	\$103,122.	\$105,397.
Fire Prevention Officer	115%	\$89,473.	\$91,748	94,023.
Fire Inspector 1 st Class	100%	\$78,099.	\$80,374.	\$82,649.
Public Education Officer	115%	\$89,473.	\$91,748	94,023.
Public Educator 1 st Class	100%	\$78,099.	\$80,374.	\$82,649.
Fire Protection Technologist	100%	\$78,099.	\$80,374.	\$82,649.