

THE CITY OF WINNIPEG

- AND -

THE WINNIPEG FIRE PARAMEDIC SENIOR OFFICERS' ASSOCIATION

COLLECTIVE AGREEMENT

EFFECTIVE

AUGUST 20, 2017 TO AUGUST 31, 2021

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THIS AGREEMENT made and entered into as of this **22nd** day of **February, 2018**

BETWEEN

THE CITY OF WINNIPEG

(hereinafter referred to as the "City")

OF THE FIRST PART

- and -

THE WINNIPEG FIRE PARAMEDIC SENIOR OFFICERS' ASSOCIATION

(hereinafter referred to as the "Association")

OF THE SECOND PART

PREAMBLE:

WHEREAS it is the desire of both parties to this Agreement to recognize their mutual obligation to provide the best possible quality of ambulance service in the City of Winnipeg and to maintain harmonious relationships between the City and its employees; and to recognize the value of joint discussion and negotiation in matters relating to working conditions and to provide an amicable method of settling any differences or grievances which may possibly arise between the parties hereto without stoppage of work or interruption of service to the public;

AND WHEREAS the City and the Association have agreed to enter into a collective agreement containing the following terms and conditions of employment;

NOW THEREFORE the City and the Association agree as follows:

ARTICLE 1 – RECOGNITION

1.01 This Agreement is entered into between the City of Winnipeg (hereinafter referred to as "the City") and the Winnipeg Fire Paramedic Senior Officers' Association (hereinafter referred to as "the Association"). The Association shall be the exclusive and full bargaining agent for all employees of the EMS Division of the **Winnipeg Fire Paramedic Service** (hereinafter referred to as **"the Service"**) who are Supervisors, Assistant Supervisors, and Training Officers. **[2017]**

1.02 In this Agreement, the words "the Department" and "the Service" may be used interchangeably to refer to the Winnipeg Fire Paramedic Service.

1.03 Plural or Feminine Terms – whenever the singular or masculine is used in this Agreement, it shall be considered as if plural or feminine has been used where the context of the party or parties hereto so require. **Whenever a noun, pronoun, or adjective indicating gender or sex is used, it shall be considered to apply to and**

deemed to include any person regardless of gender identity or sexual orientation. [2017]

1.04 Unless otherwise defined within a specific Article of this Collective Agreement, the Parties agree to the following definitions:

a) Permanent Position

A WFPSOA bargaining unit position within the permanent establishment of the Winnipeg Fire Paramedic Service as determined by City Council. [2017]

b) Permanent Employee

An employee who holds a permanent position after completing the Probationary Employee period described in Article 11.01 or after completing the initial suitability period in Article 11.02. [2017]

c) Probationary Employee

A new employee who holds a position but has not completed the twelve (12) month probationary period outlined in Article 11.01. [2017]

d) Temporary Employee

Any employee who does not hold a permanent position and who is hired for any assignment of duty or project subject to the terms and conditions of this Collective Agreement. [2017]

e) Part-Time Employee

An employee who holds a position and is required to work on a regularly scheduled basis but as a rule less than forty (40) hours per week. [2017]

f) New Employee

An employee hired from outside of the Civic Service into a permanent or temporary position. [2017]

g) Calendar Year

A year commencing on January 1st and ending on December 31st. [2017]

h) Working Day

A calendar day excluding a Saturday, Sunday and any general holiday as defined in Article 20. [2017]

ARTICLE 2 – MANAGEMENT RIGHTS

2.01 The Association and employees within the Association recognize and acknowledge that it is the exclusive function of the Department to:

a) maintain order, discipline and efficiency;

b) hire, discharge, direct, classify, transfer, promote, demote and suspend or otherwise discipline any employee within the Association provided that a claim for discriminatory promotion, demotion or transfer or a claim that an employee has been discharged or disciplined, without just cause, may be the subject of a grievance and dealt with as hereinafter provided; and

c) generally to manage the operation and undertakings of the Department and, without restricting the generality of the foregoing, to select, install and require the operation of any equipment and clothing and machinery which the Department deems necessary for the efficient and economical carrying out of the operations and undertakings of the Department.

2.02 The City agrees that it will not exercise any of the functions set out in Clause 2.01 in a manner inconsistent with the provisions of this Agreement.

ARTICLE 3- ASSOCIATION SECURITY

3.01 Except as otherwise hereinafter provided, all employees covered by this Collective Agreement, as defined in Article 1 – Recognition, shall, as a condition of employment, become and remain members in good standing of the Association. In the case of present employees covered by this Agreement who are not members of the Association, such employees shall have thirty (30) days following the signing of this Agreement to become members. In the case of new employees hired after the effective date of this Agreement, such employees shall have thirty (30) days following the date of hiring to become a member of the Association. The Association agrees that it will not unreasonably deny membership in the Association to any employee who makes application therefore.

3.02 The City agrees to deduct regular Association dues, or the equivalent, from all permanent and temporary bargaining unit employees from the first pay period of each month.

3.03 The amount of dues deducted, accompanied by a statement of deductions from individuals, shall be remitted to the Secretary of the Association within fifteen (15) days after the aforementioned deductions are made.

3.04 The Association shall notify the City, in writing, of any changes in the amount of membership dues at least one (1) month in advance of the end of the pay period in which the deductions are to be made.

3.05 In consideration of the premises, and of the employer making the compulsory check off of Association dues as herein provided, the Association agrees to and does hereby indemnify and save the City harmless from all claims, demands, actions and proceedings of any kind and from all costs which may arise or be taken against the Employer by reason of the Employer making the compulsory check off of Association dues provided for in this Article.

ARTICLE 4 – JOB SECURITY

4.01 No other employees of the **Service** shall perform any regularly scheduled work that is normally performed by those persons in the bargaining unit. **Non-bargaining unit employees may be placed in bargaining unit positions or perform bargaining unit work as outlined in Article 37. [2017]**

Notwithstanding the above, if subject matter expertise does not exist within the bargaining unit, the Service may use a non-bargaining unit employee or a contractor to deliver specific training requirements. If the Service is developing subject matter expertise, the bargaining unit will be offered first opportunity. [2017]

ARTICLE 5 – ASSOCIATION REPRESENTATION

5.01 The Association shall name a Grievance Committee of not more than two (2) members who shall be employees of the City covered by this Agreement. The Association agrees to advise the City, in writing, of the names of the Committee members and the City shall be obliged to recognize only those persons of whom it has been so notified.

5.02 The Association shall designate, and the City shall recognize, **four (4)** members who are employees of the City covered by this Agreement and they shall constitute a Negotiation Committee. The function of such a Committee shall be to meet with City Representatives for the purpose of negotiating amendments or a renewal of this Collective Agreement. **[2017]**

5.03 The parties agree to establish a committee consisting of three (3) representatives of the Association and the Senior Management of the Department to meet on an as required basis to discuss operational matters of mutual interest.

5.04 It is agreed that the Association Committee members have regular duties to perform in connection with their Association function; for the purposes of negotiations, attending to and processing grievances. Reasonable time off from regular duty shall be provided for such functions without loss of pay.

ARTICLE 6 – GRIEVANCE PROCEDURE

6.01 An employee covered by this Agreement who considers that he has been unjustly dealt with shall have the right to use the following grievance procedure. In so doing, the parties agree, and it is understood, that it is always preferable that employer-employee differences be resolved directly between the employee and his supervisor. Where that is not possible, the problem solving and grievance procedure is intended to provide a process of resolution that is positive and constructive. The problem solving and grievance process outlined hereafter is an extension of that process and is intended to resolve differences in an expeditious manner so far as possible. In keeping with that intent, the parties agree to disclose and exchange all particulars and information, excluding internal privileged documents, respecting the matters of the issue, throughout the process and at all times as early as possible to promote settlement at the earliest possible stage.

STEP 1: Informal Resolution

An employee who believes that he/she has a grievance shall take the matter up with the Association, which may discuss the matter with the said employee's immediate Supervisor within fifteen (15) calendar days of the occurrence giving rise to the said grievance. The Grievor shall be entitled to be present at such discussion if he/she so desires.

The parties will approach the resolution of grievances in a problem solving manner. For that purpose, any discussions and/or resolution of the grievance at this stage will be "without prejudice" to either party and will not be used and/or relied on by the parties at subsequent steps of the grievance process and/or at other grievance proceedings between the Association and the City. To that end, the Supervisor shall consult as he or she deems necessary and shall render his or her decision within seven (7) calendar days of such consultation.

It is understood that if the Supervisor is another member of the Association, then the matter shall be raised with the next higher officer who is not a member of the bargaining unit. The Chief shall not designate a member of the bargaining unit to hear grievances or disciplinary proceedings involving other members of the Association.

STEP 2: Referral to the Chief of Winnipeg Fire Paramedic Service

In the event that the Supervisor's decision is not satisfactory to the Association, the Association may refer the grievance, in writing, to the Chief within seven (7) calendar days of receiving the decision pursuant to the Step 1 Meeting.

The Chief or his designate, upon receiving the grievance from the Association, shall hear and consider representations of the Association within fifteen (15) calendar days or at the next scheduled Labour Management Committee Meeting if agreed to by the parties (the "Step 2 Meeting"), and shall render a decision on the matter in writing to the Association within seven (7) calendar days of the Step 2 Meeting.

The decision of any person designated to hear a Step 2 grievance shall be deemed to be the decision of the Chief.

STEP 3: Referral to Mediation

Failing satisfactory resolution of the grievance the Association or City may request written agreement of the other party to refer the matter to grievance mediation by way of joint application under Section 129(1) of the Labour Relations Act. Such agreement will not be unreasonably withheld. [2017]

In the event mediation is accessed, the parties agree that:

a) after grievance mediation, the matter has not been resolved to the satisfaction of both parties; or

b) where a date for mediation cannot occur within sixty (60) calendar days of application,

the grievance may be processed further either under Step 4-A or under Step 4-B. [2017]

STEP 4: Referral to Arbitration

Step 4-A

The parties agree that for the purposes of expediting the final resolution of grievances, they may rely on the following procedures, or on the expedited arbitration procedures of the Labour Relations Act. [2017]

a) Failing satisfactory settlement of the grievance, either party may, within forty (40) days from the date of the decision pursuant to the Hearing at Step 3 of Article 6, refer the grievance to arbitration. The party making such referral shall notify the other party by registered mail or by any other agreeable method. [2017]

b) Where arbitration is proceeded with on an expedited basis in accordance with this Article, the parties agree to the use of a single arbitrator who shall be selected by mutual consent. In the event the parties cannot agree on a single arbitrator within twenty (20) working days, the arbitration will revert to a three (3) person board in accordance with Article 8. [2017]

Step 4-B

Failing satisfactory settlement being reached in Step 3, the Association shall within forty (40) calendar days from the date of the decision pursuant to the Hearing at Step 3 of Article 6, refer the grievance to arbitration in accordance with Article 8. [2017]

6.02 The time limits specified within Article **6 are mandatory. A time limit** may be varied by the mutual consent of the parties **provided that the request to vary the time limit is made in writing to the other party within the time limit stipulated. Agreement to extend the time limits shall not be unreasonably withheld. [2017]**

ARTICLE 7 – DISMISSAL AND SUSPENSION

7.01 The City may discharge or discipline any employee provided there is sufficient and just cause. A claim by an employee that he has been discharged or suspended without sufficient and just cause shall be treated as a grievance **beginning at Step 2**, and filed in accordance with Article 7.04. In all cases of discipline or discharge the Service shall provide reasons, in writing, for such discharge or suspension to the employee and the Association prior to the commencement of the suspension or discharge. **[2017]**

7.02 An employee, who has been suspended or dismissed while on duty, shall have the right to meet with an Association representative prior to leaving the Department's premises.

7.03 An employee may be held out of service with pay pending an investigation. **Once the result of the investigation is shared with the employee** and disciplinary action is contemplated, **the employee may be held out of service without pay pending the**

City's decision on disciplinary action. The employee can meet with the Fire and Paramedic Chief or designate in the presence of an Association representative. **[2017]**

The Service shall take all reasonable steps to conduct the investigation expeditiously and to avoid any undue delays in completing such investigations.

7.04 A claim by an employee that he has been **disciplined** without sufficient and just cause shall be treated as a grievance **beginning at Step 2** as follows: **[2017]**

a) Where a disciplinary penalty (excluding termination of employment) has been imposed on an employee and a grievance is filed, the grievance shall follow the process outlined in Article 6 beginning at Step 2. [2017]

b) Where the disciplinary penalty of termination of employment has been imposed on an employee, and a grievance is filed, the grievance shall be heard by the Chief Corporate Services Officer following the process outlined in Article 6 beginning at Step 2. [2017]

Such grievances may be settled:

a) by confirming management's actions; or

b) by reinstating the employee with full compensation for lost earnings and benefits; or

c) by any other arrangement which is just and equitable in the opinion of the parties, or single arbitrator, or board of arbitration.

7.05 If a period of thirty (30) months has passed since disciplinary action has been taken against an employee (i.e. contact report, suspension, etc.) and no further occurrence of this nature has been recorded, the employee will be allowed to present his reasons wishing removal of same, in writing, to the Chief or his designate. The Chief or his designate will provide a decision, in writing, within forty (40) calendar days.

ARTICLE 8 – ARBITRATION

8.01 The party who wishes to submit a matter to arbitration shall notify the other party of intentions to do so within the **mandatory** time limits so specified in Article 6.01 **and subject to Article 6.02. [2017]**

The parties at this stage may agree upon a single arbitrator where mutually acceptable, otherwise the party initiating the arbitration shall notify the other party of the name of its Nominee to a Board of Arbitration.

8.02 The party, when receiving a notice, shall, within five (5) working days thereafter, notify the other party of its Nominee to a Board of Arbitration.

8.03 The City and the Association Nominees shall, within five (5) working days of the last appointment, meet in an attempt to select a neutral Chairperson.

8.04 If the Association and the City Nominees are unable to reach an agreement on the selection of a Chairperson, within a further five (5) day work period, they will submit a request to the Minister of Labour for the Province of Manitoba to appoint a Chairperson.

8.05 The parties hereto shall each bear the costs of their own Nominee and fifty percent (50%) of the costs of the Chairperson.

8.06 The Arbitration Board or Single Arbitrator shall not be empowered to change, by its decision, any provisions of this Agreement or to set provisions of a new agreement.

8.07 After the Single Arbitrator has been agreed upon or an Arbitration Board has been formed, by the foregoing procedure, it shall meet and hear evidence of both sides and render its decision as soon as possible after completion of and taking of evidence, and its decision or the decision of the majority of the Board shall be final and binding upon the employee, the Association and the City.

ARTICLE 9 – STRIKES AND LOCK OUTS

9.01 In view of the orderly procedure established herein for the disposition of employee's complaints and grievances, the City agrees that there shall be no lock out and the Association agrees that there shall be no strike, slow down or other stoppage of work during the term of this Agreement.

ARTICLE 10 – SPECIFIC PERFORMANCE AND PRESENT WORKING CONDITIONS

10.01 The waiver of any of the provisions of this Agreement or the breach of any of its provisions by either party shall not constitute a precedent for any further waiver or for the enforcement of any breach.

ARTICLE 11 – PROBATION

11.01 **A new** employee engaged by the Winnipeg Fire Paramedic Service into a WFPSOA position, who comes from outside the Civic Service shall serve a probationary period of twelve (12) months. A Probationary Employee may be terminated at the discretion of the Chief provided such termination is not done in an arbitrary or discriminatory manner and only the question of whether it was done in an arbitrary or discriminatory manner may be grieved or arbitrated under this Collective Agreement. **[2017]**

11.02 Suitability Period

a) An employee promoted from within the Civic Service shall serve a six (6) month suitability period. An employee who is found unsuitable by the Service during the suitability period may be returned to their former position at the discretion of the Service. [2017]

b) An employee promoted from within the bargaining unit shall serve a six (6) month suitability period. An employee who is found unsuitable by the Service during the suitability period will be returned to their former position. An employee within the first sixty (60) calendar days of their suitability period may request to be returned to their former position. [2017]

11.03 No employee covered by this Agreement shall be required to serve more than one (1) probationary period. [2017]

ARTICLE 12 – SENIORITY

12.01 Definitions

a) Classification Seniority

Shall be defined as the date on which an employee entered a classification and has held continuous employment in that classification.

b) Bargaining Unit Seniority

Shall be defined as the date, **established as per Article 12.02,** on which an employee became employed in a position that is covered by this Collective Agreement and has subsequently remained in that position or in other positions covered by the Agreement. **[2017]**

c) Departmental Seniority

Shall be defined as the date from which an employee has remained in continuous employment of the Winnipeg Fire Paramedic Service or its predecessor Departments.

d) Civic Seniority

Shall be defined as the date from which an employee has been in continuous employment with the City of Winnipeg.

12.02 Establishing a Seniority Date

An employee who is hired or awarded an initial permanent position shall acquire a seniority date after completing the probationary period as outlined in Article. 11.01 or the initial suitability period outlined in Article 11.02. After completing the specified period such an employee shall be regarded as a permanent employee and the Winnipeg Fire Paramedic Service shall calculate his seniority from the date of hire into the initial permanent position. [2017]

12.03 When two (2) or more employees are hired on the same day their position on the Seniority List shall be determined using the following sequence:

a) Department start date

b) Civic start date

c) The lower number when comparing the last three (3) digits of the employees' Social Insurance Numbers. [2017]

12.04 A Seniority List, prepared by the Department, shall be given to the Association Committee Chairperson showing for each employee listed thereon, his name, classification and seniority dates**.**

12.05 Such Seniority List will be brought up to date on August 1st of each year. Each employee will be permitted a period of thirty (30) days after posting of the lists in which to protest in writing to the Fire and Paramedic Chief or designate any omission or incorrect posting affecting his seniority.

12.06 An employee on vacation, leave of absence or sick leave at the time of the posting of the seniority lists may protest within fifteen (15) days after his return to work or thirty (30) days from date of posting, whichever is greater.

12.07 Employees who have resigned or who are discharged for cause shall forfeit all seniority rights.

12.08 A proper notation will be made on seniority lists showing employees on leave of absence, laid off or other positions where they retain their seniority rights under the provision of this Agreement.

12.09 Employees transferred to positions outside the bargaining unit within the Department shall retain their seniority status, but shall not accrue additional seniority in their former classification while employed outside the bargaining unit for a period not to exceed one (1) year. Such employee shall only be allowed to exercise his seniority provided his return to his former occupation does not create a layoff of the existing bargaining unit employees. An employee transferred out of the bargaining unit in excess of one (1) year shall lose all seniority.

12.10 For the purpose of identifying employees for a lay off (meaning herein and elsewhere in this Article lay off from employment or transfer due to lack of work) an employee shall exercise his seniority as follows:

a) The least senior employee in the classification shall be the first laid off or transferred. [2017]

b) An employee declared surplus in his classification may displace a less senior employee in another classification provided he is qualified to perform the work. [2017]

c) The Service shall provide thirty (30) working days advance notice in writing to the affected employee(s) and to the Association before proceeding with a layoff. [2017]

d) An employee given notice of lay off may elect not to exercise his rights defined in Paragraph (b). The employee will accept lay off and will retain his classification seniority. [2017]

12.11 If the Service increases the number of staff in positions covered by this Agreement while employees are on lay off, it shall recall the laid off employee with the greatest amount of seniority to fill the vacancy within the classification from which he was laid off or to a classification in which he is qualified.

An employee retaining seniority rights only in his classification as defined in Article 12.**10(d)** above shall only be recalled to that classification. [**2017]**

12.12 An employee who has exercised his seniority in the manner defined by Article 12.**11** shall have the right to return to his former classification before a new employee is hired into it or any other employee is transferred into it. An employee who fails to exercise the aforementioned right shall lose all recall to his former classification in which he refused recall. **[2017]**

12.13 An employee laid off due to staff reductions shall, when laid off, file his address with the Department and thereafter keep the Department and the Association informed of any change of address. An employee must give notice within five (5) days that he will return to the Department after notice to return to an assignment has been received. An employee shall forfeit all seniority if he does not return to the Department within fourteen (14) days after notice unless a leave of absence is obtained. Notice shall be sent by registered mail to the last address filed with the Department with a copy to the Association. **[2017]**

ARTICLE 13 – JOB POSTING

13.01 When filling **vacant** or new positions within the bargaining unit, emphasis will be placed on skills, merit and ability as they relate to the position being filled. Where two (2) or more applicants are equal in skills, merit and ability then the most senior qualified applicant **holding a permanent position within the bargaining unit** will be appointed. **[2017]**

13.02 Except during a time when qualified employees are on lay off, or except as specified in Article 12.**12**, all vacancies within the bargaining unit shall be posted for ten (10) working days to allow qualified employees to make application for such jobs. **For a posted position listed within Appendix 1, Group A, the most senior qualified applicant holding a permanent position in Appendix 1, Group A shall be awarded the posted position. This does not preclude the Service from concurrently posting the vacancy and considering applicants from within the Civic Service and/or external candidates. [2017]**

13.03 Employees from other bargaining units or outside the civic service awarded bulletined positions shall be assigned to the job classification and minimum salary rate effective the date they assume responsibility and duties of the position**.** The Chief or designate may decide that a salary rate in excess of the minimum is warranted, provided the decision is not arbitrary or unreasonable.

Members who are awarded a position within the bargaining unit that does not constitute a promotion, shall be placed on the salary scale of that position at the step in the range, closest to his or her current hourly rate that does not represent a decrease in hourly rate, or to the maximum hourly rate, whichever is less. See Appendix 1.

In the case of a member promoted to another position within the bargaining unit, the member shall be placed on the salary scale of the higher position such that it represents an increase of at least five percent (5%) of his or her current hourly rate, or to the maximum step, whichever is less. See Appendix 1.

When **an** appointment to a **permanent** position is continuous with a period of temporary assignment to that position, that being that there is no interruption from the time of the temporary assignment to the time of the appointment **to the permanent position**, the time accumulated during the temporary assignment will be taken into account for the purposes of determining annual increments, **and where applicable, to establish a seniority start date as per Article 12.02. [2017]**

13.04 Copies of bulletins will be **sent electronically** furnished to the duly accredited Association Representatives. **[2017]**

13.05 When more than one (1) vacancy or new position exists at the same time, employees shall have the right to bid on any or all **postings**. **[2017]**

13.06 If, within a period of sixty (60) **calendar** days from the date of award, the employee who was awarded the vacancy **exercises their right under Article 11.02(b)**, or is awarded another vacancy bulletin, a qualified applicant to the original bulletin may be selected without a further bulletin being issued. **[2017]**

13.07 An employee absent with permission from his assigned base shall **be notified of any posting within the bargaining unit via the employee's City email account. [2017]**

13.08 It will not be necessary to bulletin a position where it is mutually agreed between the City and the Association that, because of extenuating circumstances, a bulletin is not appropriate.

13.09 It shall not be necessary to bulletin a position which has been assigned a higher salary level as a result of reclassification to the benefit of the incumbent.

ARTICLE 14 – LEAVE OF ABSENCE

14.01 When the requirements of the Department will permit, employees will be allowed leave of absence without pay not exceeding ninety (90) days in any calendar year. Any request for leave of absence shall be submitted in writing with a copy sent to the duly accredited Association Representative who will be advised of the names of any employees on authorized leave. Employees shall give the Department as much notice as possible on any request for leave of absence. The Department shall notify the employee in writing with a copy to the Association within five (5) days of the employee's request whether or not his leave of absence will be granted.

14.02 Employees on leave of absence who engage in other employment will be considered terminated unless otherwise mutually arranged between the Department and the duly accredited Association Representative.

14.03 Any leave of absence in excess of ninety (90) days shall be subject to mutual agreement of the parties.

14.04 An employee returning after leave of absence will return to his former position provided it has not been abolished or a senior employee has not exercised his displacement rights hereon.

14.05 Maternity Leave

A pregnant employee may elect Maternity Leave under either Plan A or Plan B, subject to the express provisions relating to the job classification occupied by the pregnant employee.

"Maternity Leave" is defined for the purposes of this Section as being a leave of absence, granted in accordance with the provisions as hereinafter set out, for an employee to recover from the effects of pregnancy and delivery and to care for her newborn child.

A. Maternity Leave Plans

1. Plan A

a) The City shall grant Maternity Leave to a pregnant employee who:

i) has completed six (6) months of continuous service with the City;

ii) submits to the Fire and Paramedic Chief or designate an application, in writing, for Maternity Leave under Plan A at least four (4) weeks before the date specified by her in the application as the date on which she intends to commence such Maternity Leave;

iii) provides to the Fire and Paramedic Chief or designate a certificate from a duly qualified medical practitioner ("the Certificate") certifying she is pregnant and specifying the estimated date of delivery.

b) Maternity Leave under Plan A shall be considered as a leave of absence without pay.

2. Plan B

a) In order to qualify for Maternity Leave under Plan B, a pregnant employee must:

i) have completed eighteen (18) months of continuous service with the City as at the time she notifies the Fire and Paramedic Chief or designate of her pregnancy;

ii) submit to the Fire and Paramedic Chief or designate an application, in writing, for Maternity Leave under Plan B at least four (4) weeks before the date specified by her in the application as the date on which she intends to commence such Maternity Leave;

iii) provide to the Fire and Paramedic Chief or designate a certificate from a duly qualified medical practitioner ("the Certificate")

certifying she is pregnant and specifying the estimated date of delivery;

iv) provide the Fire and Paramedic Chief or designate with proof that she has applied for Employment Insurance benefits and that Human Resource Development Canada (the HRDC) has agreed that she is qualified for and is entitled to such Employment Insurance benefits pursuant to Section 22 of the Employment Insurance Act, 1997.

b) An applicant for Maternity Leave under Plan B must sign an agreement with the City to provide that:

i) she will return to work and remain in the employ of the City on a full time basis for at least twelve (12) months following her return to work;

ii) she will return to work on the date of the expiry of her Maternity Leave; and

iii) should she fail to return to work as provided under (i) and/or (ii) above, she will be required to reimburse the City for the full amount of pay she received from the City as maternity allowance during the entire period of Maternity Leave.

c) A pregnant employee who qualifies for Maternity Leave under Plan B shall receive the following maternity allowance:

i) For the first **week** the employee shall receive ninety-three percent (93%) of her weekly rate of pay. **[2017]**

ii) For up to a maximum of fifteen (15) additional weeks, payment equivalent to the difference between the Employment Insurance benefits the employee is entitled to receive and ninety-three percent (93%) of her weekly rate of pay.

iii) All other time as may be provided to the employee shall be on a leave without pay basis.

3. <u>Provisions re Plan A and Plan B Maternity Leave</u>

a) At least two (2) weeks prior to returning to work, following her Maternity Leave, an employee shall notify the Fire and Paramedic Chief or designate of the date of her intended return and shall provide to the City's Occupational Health Physician a Medical Consent Form, in the format required by the Department, completed by her attending physician certifying that she is able to perform all of her normal duties.

b) An employee, upon her return from Maternity Leave, shall be placed in a position comparable to and at not less than the same wages as her position prior to her commencement of Maternity Leave and without loss

of seniority benefits which had accumulated as at the date of her commencement of Maternity Leave.

c) Employment after the termination of Maternity Leave shall be deemed to be continuous with employment prior to the commencement of Maternity Leave for the purpose of calculating pension and other benefits of an employee on Maternity Leave.

d) The City, notwithstanding any of the foregoing provisions, may vary the length of an employee's Maternity Leave upon receipt of proper certification from that employee's attending physician.

e) Nothing in Article 14.05 shall prevent the Fire and Paramedic Chief or designate from requiring an employee to provide a medical certificate from a duly qualified medical practitioner certifying that she is able to perform her normal duties.

Job Classifications

1. a) The City shall grant Maternity Leave to a pregnant employee, in accordance with the criteria established for Plan A or Plan B, for a period not exceeding forty (40) weeks (except as provided under Subsection [b]) if delivery occurs on or before the estimated date of delivery specified in the Certificate or for a period of forty (40) weeks plus an additional period equal to the period between the estimated date of delivery specified in the Certificate and the actual date of delivery, if delivery occurs after the estimated date of delivery.

b) The Maternity Leave shall commence no earlier than thirty-four (34) weeks prior to the estimated date of delivery and no later than the actual date of delivery. In all cases, Maternity Leave shall terminate no later than twenty (20) weeks following the actual date of delivery.

c) An employee, immediately upon learning of her pregnancy, shall provide the Director with:

i) a Certificate certifying that she is pregnant and specifying the estimated date of delivery; and

ii) a Medical Consent Form in the format required by the Department completed by the employee's attending physician, indicating, in the physician's opinion, how long the employee will be capable of performing all of her normal duties.

When, in the opinion of the employee' s attending physician, the employee is no longer capable of performing all of her normal duties, the employee will be assigned other duties, as available, and in accordance with Subsection (d).

d) The assignment of a pregnant employee to other duties shall be in accordance with the following:

i) The Department shall undertake to make reasonable efforts to place the employee in a position the normal duties of which she is physically capable of performing and at her regular rate of pay.

ii) The employee shall not be entitled to "bump" other members of the bargaining unit if no appropriate duties are available.

iii) In the event that no appropriate duties are available within the bargaining unit, the employee may be given the opportunity to perform other duties and will be paid at the rate of pay established for these other duties;

iv) The Department has no obligation to create a job for the employee in the event that appropriate duties are not available.

v) In the event that no appropriate duties are available, the employee shall immediately be placed on a leave of absence without pay until the earlier of:

1) appropriate duties become available; or

2) she commences her Maternity Leave.

vi) It is understood that employees of the EMS Division of the **Winnipeg Fire Paramedic Service** participating in the City's Rehabilitation Program will have priority to any and all positions falling within alternate duty positions as hereinbefore defined.

14.06 Return to Work After Leave of Absence

An employee's return to work from any leave of absence is subject to the employee possessing in good standing all necessary credentials and licenses required for the position the employee is returning to prior to his resuming work.

When a leave of absence exceeds three (3) months, or at any other time at the discretion of the Fire Paramedic Chief or designate, the employee will be required to provide a medical certificate from a duly qualified medical practitioner certifying that he is able to perform the normal duties of the position. The medical certificate must be acceptable to the City of Winnipeg Occupational Health Services. At the discretion of the City, an employee may be excused from the requirement to provide a medical certificate.

Should elsewhere in this Agreement the conditions upon which an employee returns to work be different than those stated in this section, the conditions stated here will be in addition to those specified elsewhere in the Agreement.

ARTICLE 15 – ASSOCIATION LEAVE OF ABSENCE

15.01 Upon written request by the Association, which will be submitted seventy-two (72) hours in advance of the requested leave, the Department shall grant leave of absence without pay for up to three (3) employees for the purpose of carrying out business for the Association

15.02 The Association may appoint or elect not more than one (1) employee to attend a convention or conference and such employee shall be granted leave of absence without pay by the Department provided that the requirements of the Department permit.

ARTICLE 16 – SAFETY AND HEALTH

16.01 The City will make provision for the safety and health of the employees during working hours. Such devices as the City requires to be worn and other equipment necessary for the safety and protection of the employees shall be provided by the City. No employee shall be required to use or work with faulty tools or equipment.

16.02 The City will take all necessary precautions to maintain safe, sanitary and healthful conditions in each base. Shops, washrooms and locker rooms will be adequately ventilated, lighted and heated and consideration will be given to any other suggested improvements advanced by the Association's Representatives.

16.03 The parties hereto agree that safety regulations laid down by the Workplace Safety and Health Act shall be strictly enforced in order to avoid sickness and accident. They further agree that such rules for safety, as may be instituted by mutual agreement of the Department and the Association or legislated by government, will have equal effect as if they were regulations under the Workers' Compensation Act.

16.04 A Safety Committee consisting of one (1) member each from the Department and the Association shall meet **a minimum of six (6) times per year.** This Committee shall make recommendations to the Department and the Association as to policies and conduct in respect of safety and health matters brought to their attention through sickness and accident reports, safety inspections, correspondence and other means at their disposal. **Worker members assigned to the Committee shall be provided time off from regular duties without loss of pay in order to attend meetings or carry out Committee functions. Committee functions shall be assigned by the mutual agreement of the Co-Chairs. Members attending Committee meetings or conducting Committee work (other than training or education) during other than their scheduled work hours shall be compensated at straight time for all meetings and assigned work with one (1) additional hour prior to, and one (1) additional hour after, added to the total time for the purposes of such compensation for Committee activities. [2017]**

16.05 Where the parties agree specific safety rules and equipment are necessary for the job, employees who refuse to abide by the rules and wear the equipment may be subject to discipline. Similarly, employees will not be required to perform the job where there is a danger to life or health due to lack of rules or agreed to protective clothing or equipment.

ARTICLE 17 – PERSONAL EQUIPMENT AND UNIFORMS

17.01 Dress Uniforms and Identifiers

The following items shall be provided, maintained and paid for by the City for each employee at no expense to the employee.

Dress Uniform (maximum one [1] replacement every seven [7] years, replenished on an as required basis subject to approval by the second removed supervisor. These items have no cash value):

One (1) dress tunic with WFPS flashes
One (1) pair of dress trousers
One (1) white dress shirt with WFPS flashes
Two (2) Breast Badge
One (1) Name Tag
One (1) shirt tie
One (1) pair of Oxford Dress shoes

Equipment Issue

One (1) Employee Identification Access Card (EIAC)
Replacement subject to corporate administrative standard.

On appointment to a temporary position or assignment an employee will only be issued **one (1) breast badge** and one (1) name tag. **[2017]**

17.02 Personnel Assigned to Field Operations Roles

The following items will be provided, **on an as required basis,** maintained and paid for by the City for each employee at no expense to the employee: **[2017]**

a) Two (2) pairs of cargo pants with reflective stripe per year (**Platoon Chief** may substitute for dress pants) **[2017]**

b) One (1) pair of black department approved contract footwear per one (1) year period

c) Two (2) pairs of black leather winter lined gloves per year

d) Three (3) permanent press dark blue uniform shirts with WFPS flashes per year (five [5] first year)

e) One (1) pair of winter lined boots – maximum one (1) pair per two (2) year period [2017]

f) One (1) multi-season jacket with identifiers - maximum one (1) every five (5) year period [2017]

g) Two (2) dark blue ties [2017]

h) One (1) toque - maximum one (1) per year [2017]

i) One (1) uniform sweater - maximum one (1) every two (2) year period
The employee is to identify if they require a lined or unlined uniform sweater. [2017]

j) One (1) pant liner - maximum one (1) every four (4) year period [2017]

k) Three (3) pairs of epaulettes [2017]

l) One (1) dress belt – maximum one (1) every three (3) years [2017]

m) One (1) tactical vest – maximum one (1) every three (3) years [2017]

n) One (1) baseball cap – maximum one (1) per year [2017]

On appointment to a temporary position or assignment, an employee will only be issued items in Article 17.02 (d) (five shirts), (i), and (k). [2017]

17.03 Personnel Assigned to Non-Field Operations Roles

The following items **will** be provided, **on an as required basis,** maintained and paid for by the City for each employee at no expense to the employee: **[2017]**

a) Two (2) pairs of dress pants per year (Training **Officers** may substitute for cargo pants with reflective stripe)

b) One (1) pair of black department approved contract footwear per one (1) year period

c) Two (2) pairs of black leather winter lined gloves per year

d) Three (3) permanent press dark blue uniform shirts with WFPS flashes per year (five [5] first year)

e) One (1) multi-season jacket - maximum one (1) every five (5) year period [2017]

f) Two (2) dark blue ties [2017]

g) One (1) uniform sweater - maximum one (1) every two (2) year period
The employee is to identify if they require a lined or unlined uniform sweater. [2017]

h) Three (3) pairs of epaulettes [2017]

i) One (1) fleece jacket with WFPS identifier - maximum one (1) every (5) year period [2017]

j) One (1) dress belt – maximum one (1) every three (3) years [2017]

k) One (1) baseball cap – maximum one (1) per year. [2017]

On appointment to a temporary position or assignment an employee will only be issued items in Article 17.03 (d) (five shirts), (g), (h) **and (j)**. **[2017]**.

17.04 The following items **will** only be **provided on an as required basis** to **Platoon Chief**, **District Chief** and Training **Officer** (subject to Supervisor approval): **[2017]**

One (1) Stethoscope
One (1) Flashlight
One (1) pair trauma scissors
One (1) duty belt (inner and outer assembly with keepers)
One (1) Radio pouch
One (1) Microphone holder
One (1) Cell phone pouch
One (1) flashlight pouch
One (1) equipment pouch
One (1) QB2 Hearing Protector
One (1) pair protective glasses with case
One (1) PPE Respiratory Mask – fitted
One (1) drug pouch
One (1) equipment bag.

17.05 An employee is responsible for all items furnished to him by the City. The employee must report breakage or loss of any of those items immediately to the Chief or designate. Items requiring replacement will be replaced as soon as possible.

17.06 An employee found misusing clothing, equipment or supplies furnished to him by the City may be responsible for the cost of repairing or replacing same and may be subject to discipline.

17.07 Any equipment or clothing supplied by the City to an employee shall be on a loan basis and the employee shall return all items upon retirement, conclusion of temporary assignment or discharge.

17.08 Items required before identified timelines are subject to approval by the employee's immediate supervisor. [2017}

17.09 Employees who are in temporary positions or assignments may be provided with additional uniform items on an as required basis subject to approval by the employee's immediate supervisor. [2017]

ARTICLE 18 – HOURS OF WORK

18.01 a) Employees in the Emergency Operations Division and employees in the Communications Centre who work shifts, shall work one of the following shift arrangements:

i) A Four (4) Platoon System

Shifts shall consist of two (2) shifts of twelve (12) hours duration: a day shift commencing at 07:00; and a night shift commencing at 19:00.

The pattern will consist of two (2) day shifts followed by twenty-four (24) hours relief from duty; then two (2) night shifts followed by four (4) days or ninety-six (96) hours relief from duty.

ii) A Two (2) Platoon System

Daily shifts shall be twelve (12) hours in duration commencing no earlier than 06:00 hours and no later than 12:00 hours.

The pattern will consist of four (4) daily shifts followed by four (4) days relief from duty.

Assignment to the Two (2) Platoon System shall be as follows:

1. Vacancies in the Two (2) Platoon System shall first be filled utilizing volunteers from the required classification in order of most senior to least senior.

2. If vacancies in the Two (2) Platoon System cannot be filled utilizing volunteers then the least senior member of the required classification shall be assigned to the Two (2) Platoon System.

3. Members assigned to the Two (2) Platoon System may make application to the Fire Paramedic Chief for transfer to the Four (4) Platoon System or another Two (2) Platoon assignment at any time. Such transfers are subject to operational requirement.

4. Notwithstanding the assignment process in Steps 1 through 3 above, where there is an operational need, for reasons such as but not limited to employee development and rotation within job assignments, the Fire Paramedic Chief or designate may appoint or transfer employees to either Platoon System.

b) The shift cycle will consist of four (4) weeks of forty-eight (48) hours of work per week, followed by four (4) weeks of thirty-six (36) hours of work per week, to a total of three hundred and thirty-six (336) hours, or an average of forty-two (42) hours of work per week, over an eight (8) week period. Biweekly pay records shall show regular hours of eighty-four (84) hours per pay period. A premium for scheduled hours in excess of forty (40) hours per week shall be **provided as a Lieu Tour as per Article 38.01**. **[2017]**

c) Employees transferred between platoons and/or branches, and who work in excess of the three hundred and thirty-six (336) hours in 18.01(b) (above) shall be compensated in accordance with Article **19.01. [2017]**

d) A work week shall be defined as of 07:00 Sunday to 07:00 Sunday.

18.02 Unless otherwise agreed by the parties, employees in the Training, Light Fleet, Public Education Branches, or in the position of Communications Training and Quality Improvement Officer, shall work forty (40) hours weekly on a Monday to Friday, 8:30 – 16:30 or 8:00 – 16:00 schedule.

a) The workday shall be eight (8) hours duration with a one-half (½) hour paid meal break and a fifteen (15) minute morning and afternoon paid break period, the timing of which may vary according to workload.

b) Shifts in excess of eight (8) hours will receive an additional fifteen (15) minute break period.

18.03 The hours of work for the positions of **WFPS**-WHRA Liaison and Planning Officer and Manager of Communications shall be 08:00 to 16:30, Monday to Friday with a half hour (½) unpaid lunch break. **[2017]**

18.04 The Service shall retain the flexibility to change shifts for personnel covered under the provisions of Article 18.02 to meet special circumstances or to provide relief in the Operations Division. Employees affected by such changes shall be notified at least forty-eight (48) hours in advance of the change taking effect unless exigent operational conditions prevent issuance of such notice.

When such changes are necessary, hours worked in excess eight (8) hours per day or forty (40) hours per week shall be paid at the appropriate overtime rate of pay.

Unless otherwise approved in advance, when required to work on a Saturday or Sunday, employees shall take equivalent compensatory time off on a straight time basis during the week preceding or following the weekend worked.

By mutual agreement, compensatory time may be taken at another mutually convenient time. Compensatory time may not be carried forward from one calendar year to another and shall not be paid out as cash.

In the case of mutual agreement between the employer and the employee, the employer may change shifts with less than the forty-eight (48) hours' notice requirement.

18.05 A shift premium of ninety cents (90¢) per hour shall be paid for each hour that an employee is required to be on duty on night shift. [2017]

18.06 The shift arrangements for shifts and shift starting and stopping times for all employees shall be posted at least one (1) tour in advance of their implementation and employees shall normally only be required to change from one (1) shift to another following their scheduled days off. Employees required to change shift or starting and stopping times with less than forty-eight (48) hours' notice shall be paid time and one-half (1.5x) for all hours worked on shifts that commenced prior to the expiration of the forty-eight (48) hours' notice requirement.

In the case of mutual agreement between the employer and the employee to change shift, and/or change of shift start and stop time, neither the notice requirements nor the payment of hours at time and one-half (1.5x) apply.

18.07 The parties agree that nothing in this Agreement relating to hours of work prevent the Fire and Paramedic Chief or designate from granting the request of an employee to change shift or days off with another employee.

18.08 Employees working through an annual time change shall receive payment for the normal hours of a regular shift.

18.09 The Service may schedule management meetings for employees who work shifts in accordance with Article 18.01. Employees, who attend a meeting on a day off, shall take equivalent compensatory time off on a straight time basis at a time mutually convenient between the Service and the employee. Unless otherwise approved in advance by the Service, compensatory time may not be carried forward from one calendar year to another and shall not be paid out as cash.

ARTICLE 19 – OVERTIME

19.01 Overtime worked shall be compensated as follows:

a) Employees required to work on their regular day(s) off shall be paid at the rate of **straight time (1x) and receive credit of banked time equal to one (1) hour for every hour worked. [2017]**

b) Notwithstanding any provision elsewhere contained in this Agreement, exclusive of court appearances, employees required to work in excess of, but consecutive with their regular scheduled shift on a scheduled day of work, shall be paid at the rate of time and one-half (1.5x) for all hours worked; however, no minimum paid time shall be applicable and, in addition, no overtime payment shall be made for the first ten (10) minutes. [2017]

c) When an employee attends training authorized by the Service on an employee's day off, he will be paid a minimum of six (6) hours at straight time with an unpaid lunch period. [2017]

19.02 Employees in the positions of **WFPS**-WHRA Liaison and Planning Officer and Manager of Communications shall be granted five (5) additional days relief from duty shall be granted as additional recognition of the nature of and the responsibilities of the positions within the scope of this Agreement which commonly involve variable work schedules and additional work hours. These days are to be taken in the calendar year in which they are granted and cannot be accumulated. The time at which these days are to be taken will be at the discretion of the Chief **or designate.** If the number of months worked by an employee during the calendar year is less than twelve (12) months, then the five (5) days shall be reduced proportionately to the number of months worked, calculated to the nearest one-half (½) day. **[2017]**

19.03 Employees asked to report to work at other than their regular starting time on a regular scheduled day of work shall be paid a minimum of **three (3)** hours at the appropriate overtime rate. **[2017]**

19.04 When overtime is required, as much advance notice as **practicable** will be given to the employee. **[2017]**

19.05 Employees who are in an acting higher rank and are entitled to payment of overtime for any of the reasons above set forth shall receive their overtime pay based on the wage classification of such acting rank.

19.06 Payment for court appearances shall be as provided under Article 22.

19.07 The Department shall, in the absence of the Fire and Paramedic Chief or designate, or where determined necessary by the Fire and Paramedic Chief or designate, shall replace Supervisors with Supervisors during absences caused by unforeseen circumstances.

In those instances where a replacement is not necessary as determined by the Fire and Paramedic Chief or designate then the Assistant Supervisor may be assigned the duties of the Supervisor position and then shall be paid at one (1) classification rate above his regular or normal rate of pay.

19.08 Employees required to provide instruction for training courses on scheduled days off shall be paid at the rate of time and one half (1.5x).

ARTICLE 20 – GENERAL HOLIDAYS

20.01 a) The following shall be recognized as General holidays with pay:

New Year's Day	**Terry Fox Day**
Louis Riel Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

Plus any date proclaimed by legislation as a general holiday, by the City of Winnipeg or the Province of Manitoba. [2017]

b) Permanent employees who are assigned to a twelve (12) hour shift in continuous operations and are expected to work on General Holidays will be credited with these twelve (12) General Holiday credits as of January 1st of each year on the expectation that each employee will continue to work for the full twelve (12) months of the calendar year. In the event an employee does not work the full twelve (12) months then the above noted credits shall be adjusted accordingly and any utilization of the credits above the adjusted amount shall be recoverable either by a repayment in cash, by adjustment on vacation credits, or any other means available to and considered appropriate by the Department.

c) Probationary employees will accumulate General Holiday credits as they are earned.

d) All other employees shall take General Holidays off as they occur and shall not be eligible for the Statutory Holiday credit.

e) Employees who transfer into Operations for temporary assignments, vacation or sick leave relief or any other short term assignment shall be paid at the rate of one and one-half times (1.5x) the regular rate of pay and shall be given an additional day off in lieu of working on the statutory holiday.

The additional day off shall be taken at a time approved by the Service and shall be based on a single day off for each day worked without consideration for the actual number of hours worked on the statutory holiday.

20.02 Accumulated General Holiday credits either shall be taken off at a mutually acceptable time during the calendar year in which they are credited or payment shall be made within forty-five (45) days for any credits outstanding as at November 15th of the year except for credits which have been requested, in writing, by November 1st and which have been approved, in writing, by the Fire and Paramedic Chief or designate by November 15th, to be taken off during November 16th to December 31st.

20.03 a) In addition to the General Holiday credits provided as above, any employee in a continuous operation scheduled to work on a General Holiday and who does in fact work on the General Holiday, shall be paid at the rate of time and one half (1.5x) for the hours worked.

b) In addition to the General Holiday credits provided as above, employees who are required to work on a General Holiday which is not part of their schedule shall be paid a rate of double time (2x) for the hours worked.

20.04 An employee engaged in a continuous operation position, may submit a written request to the Deputy Chief of Operations, no later than November 30th, to receive a cash payment of one (1) tour of General Holidays from their credits for the next calendar year. If the request is approved, said payment will be made no later than the last pay period of May of the year following the year in which the request was made.

ARTICLE 21 – VACATIONS

21.01 Regular vacations are based on the length of service during the preceding vacation year which is defined as the period from May 1st to April 30th.

21.02 For the purpose of this Article one (1) week of vacation for employees in the Operations Division shall be equivalent to one (1) tour of duty. An employee's vacation period shall commence from the first scheduled work day of a regular scheduled tour of duty.

For employees in the Support Services Division, a week of vacation shall be equivalent to five (5) working days or forty (40) hours.

21.03 a) Employees with less than one (1) year of service as of May 1st will be entitled to vacation credits at the rate of one (1) day for each month of service up to a maximum of ten (10) days.

b) An employee's vacation days in (a) above shall not include scheduled days off and statutory holidays which may occur during the vacation period selected by the employee.

21.04 a) Employees with one (1) year or more of service as of May 1st shall be entitled to a vacation of three (3) weeks with pay.

b) An employee shall be entitled to four (4) weeks of vacation with pay in the calendar year in which he completes his fifth (5th) year of service.

c) An employee shall be entitled to five (5) weeks of vacation with pay in the calendar year in which he completes his thirteenth (13th) year of service.

d) An employee shall be entitled to six (6) weeks of vacation with pay in the calendar year in which he completes his twenty-first (21st) year of service.

21.05 Vacation pay for employees shall be based on their current rate of earnings.

21.06 In the event that a General Holiday falls during an employee's vacation period such employee shall be granted one (1) extra day of vacation to compensate for each such General Holiday either at the beginning or at the end of his vacation.

21.07 All employees shall be paid by direct deposit every second Friday in accordance with the payroll calendar published by the City of Winnipeg Corporate Finance Department.

21.08 Accumulated vacation pay credits, as provided for in this Agreement, shall be paid on the termination of employment.

21.09 Employees shall select their vacation prior to March 15th and the Department shall post the vacation schedule no later than April 15th.

21.10 Vacations of employees shall not be altered by the Department following the posting of the vacation schedule except by mutual agreement of the employee and the Department.

21.11 Employees who have not selected their vacations prior to the appropriate date specified in the Article shall have their vacation periods assigned by the Department if not otherwise agreed upon.

21.12 Annual vacations of two (2) weeks or less will be taken in one (1) unbroken period unless authorized by the Department and concurred with by the Association. Vacations of three (3) weeks or more may, at the option of the employee, be split once on the basis of full week increments. Choice of the first period shall be in the order of seniority. The second period shall also be by seniority from amongst vacation periods available after all first choices have been satisfied.

21.13 Where a member of the Association wishes to carry over his annual leave entitlement to the following year, he shall forward his request in writing to the Fire and Paramedic Chief or designate who will, at his discretion, approve the granting of such a request. In the event that such a request was refused, the member is entitled to the reason for the said refusal in writing. This request must be submitted before March 15th.

ARTICLE 22 – JURY DUTY AND CROWN WITNESS

22.01 The City shall continue the regular pay of all employees who are required to perform jury duty or act as a witness for the Crown.

a) Off Duty Court Time

Whenever an employee is off duty, on other than his regular weekly leave or annual leave, and is required to appear as a witness in any proceedings arising out of the performance of duty at inquests, Magistrate's Court, Juvenile and Family Court, County Court, Court of Queen's Bench, or any court of civil litigation, and/or is required to attend an interview with Crown Council in preparation of a case, and/or is required to attend any disciplinary hearing held by the City, the Council thereof or any statutory delegated Committee thereof, or any other properly authorized body, whether as a witness, or as an accused, or as an appellant, in those cases where, on appeal, the appeal is allowed, or the penalty imposed by the Tribunal does not exceed an admonition, he shall be paid at the rate of time and one half (1.5x) the regular hourly rate of pay for the total elapsed time with a minimum payment of **three (3) hours**. Provided that, upon request of the employee concerned, compensating time off will be allowed in lieu of overtime pay on the basis of one and one half (1½) hours for each hour to the employee's credit as above set forth. Provided further that any employee of the Association who is off duty and is scheduled to commence a regular tour of duty, the starting time of which is less than one (1) hour after the time he is required to appear as a witness as set forth above, then he shall receive one (1) hour of overtime pay at time and one half (1.5x) his regular hourly rate of pay for such attendance, and the foregoing provisions as to the minimum payment of overtime shall not apply to such attendance. **[2017]**

b) Should such employee be required to appear in more than one (1) case at the same sitting of the Court, then he shall receive only one (1) minimum payment.

c) If a case is adjourned from the morning to the afternoon sittings of the Court, or if an employee is required to attend a morning and afternoon and/or evening sitting of the Court on the same day for different cases, then only one (1) minimum payment will be paid; however, the total elapsed time of the employee shall be paid at the rate of time and one half (1.5x) the regular hourly rate of pay, provided that where actual court time of the employee exceeds **three (3)** hours. **[2017]**

d) An employee, who has been instructed to appear in court under the terms of this Section, shall be paid a minimum payment of **three (3) hours** at time and one half (1.5x) his regular hourly rate if the scheduled appearance is cancelled for any reason whatsoever, and the employee is not notified of such cancellation by **22:00 hours on the day** prior to the commencement of such court sittings. Any employee who finds that he is slated to appear as a witness in more than one (1) court on the same day must notify his Superior Officer as soon as possible after he becomes aware of such fact. **[2017]**

22.02 Court Time on Annual Leave

a) Whenever an employee is on annual leave and is required to appear as a witness in any proceedings arising out of the performance of one's duties as set forth in Article 22.01 above, he shall be paid at time and one half (1.5x) the regular hourly rate of pay for a minimum period of **four (4)** hours for each day, or portion of a day, during which he is so engaged, and, in addition, he shall receive

one (1) additional day of leave which shall be allocated at a time mutually agreed, or such additional day shall be added at the end of that employee's period of annual leave. Further, if such employee is outside the area of the City of Winnipeg when required to appear, as above set forth, then said employee shall receive a special mileage allowance, as specified in City of Winnipeg Policy, for all distance travelled, and return, in order to make such appearance. If the time spent by an employee on such appearance exceeds **four (4) hours**, which shall include his travelling time, then all time in excess of said **four (4)** hours shall be paid at **time and one-half (1.5x)** the regular hourly rate of pay. Provided, that upon request of the employee concerned, compensating time off will be allowed in lieu of the overtime pay referred to above on the basis of one and one half (1½) hours for each hour to the credit of such employee. **[2017]**

b) Where a member is on weekly or annual leave he shall, at City expense, telephone the Superintendent of Operations or his designate **prior to 17:00 hours on the day preceding** his scheduled court appearance to ascertain whether or not he is still required for court attendance. **[2017]**

22.03 Court Time on Weekly Leave

Whenever an employee is on weekly leave and is required to appear in any proceedings arising out of the performance of one's duty as set forth in Article 22.01, above, he shall be paid at time and one half (1.5x) the regular hourly rate of pay for a minimum period of **three (3)** hours for each day, or portion of a day, during which he is so engaged. If the time spent by an employee on such appearance exceeds **three (3)** hours, which shall include one's travelling time, then all time in excess of said **three (3)** hours shall be paid at **time and one-half (1.5x)** the regular hourly rate of pay. If such employee is on **weekly leave that is consecutive to approved tour of leave (excluding sick leave) and** is outside the area of the City of Winnipeg when required to appear as above set forth, then he shall receive a special mileage allowance, as specified in City of Winnipeg Policy, for all distance travelled, and return, in order to make such appearance. Provided, that when an employee is outside the area of the City of Winnipeg on either his first or his last day of weekly leave, then the travelling allowance, as above set forth, shall not apply. Provided further, that upon request of the employee concerned, compensating time off will be allowed in lieu of the overtime pay, referred to above, on the basis of one and one half (1½) hours for each hour to the credit of such employee. **[2017]**

With respect to Articles 22.02 and 22.03, as above set forth, an employee who has been instructed to appear in court in accordance with those Articles shall be paid a minimum payment of **three (3)** hours at time and one half (1.5x) the regular hourly rate if the scheduled appearance is cancelled for any reason whatsoever and he is not notified of such cancellation prior to **17:00 hours on the day preceding** the commencement of such court sittings. **[2017]**

22.04 Court Appearance After Late Shift

Whenever an employee is required to appear as a witness, in any proceedings arising out of the performance of one's duty as set forth in Articles 22.01 and 22.02 above, in the forenoon after completing a scheduled tour of duty ending after midnight, of the forenoon of such appearance, he shall be paid at the rate of time and one half (1.5x) the

regular hourly rate of pay, commencing at 7:00 a.m. for a minimum period of not less than **three (3)** hours at the overtime rate for such appearance. If the time spent by the employee on such appearance exceeds **three (3)** hours, then all **actual** time in excess of said **three (3)** hours shall be paid at the rate of **time and one-half (1.5x)** the regular hourly rate of pay. Provided, that upon request of the employee concerned, compensating time off will be allowed in lieu of the overtime pay, referred to above on the basis of one and one half (1½) hours for each hour to the credit of such employee. **[2017]**

22.05 Failure to Notify of Cancellation

a) An employee, who has been instructed to appear in court as aforesaid, shall be paid a minimum payment **as identified in Articles 22.01, 22,02, 22.03 or 22.04;** if the scheduled appearance is canceled for any reason whatsoever, and he is not notified of such cancellation **prior to the identified timelines. [2017]**

b) Subject to the second proviso to Article 22.01(a), an employee who is scheduled to work on the day of a required court appearance must receive notification of any cancellation by **22:00 hours** of the date before such required appearance. **[2017]**

22.06 Any remuneration received as a result of the above appearances will be turned over to the City.

ARTICLE 23 – BEREAVEMENT LEAVE

23.01 An employee shall, at his request, be granted up to three (3) working days leave with pay for purposes of making arrangements for and/or attending a funeral in the event of death of a member of his immediate family. For purposes of this Clause immediate family shall mean spouse, child, brother, sister, parents, father-in-law, mother-in-law, daughter-in-law, son-in-law, stepfather, stepmother, stepbrother, stepsister, stepchild, grandparents, grandparents-in-law or grandchild.

The term “immediate family” shall also include relationships established as a result of a common law union, provided that the common law relationship is registered with the Department.

One (1) additional day shall be allowed for out of town travel in excess of one hundred (100) miles.

If any of the days coincide with holidays, weekly leave, or vacation no additional time off shall be provided in lieu.

23.02 An employee shall be granted one-half (½) day leave without loss of pay in order to attend a funeral as a pallbearer. Where circumstances warrant, such leave may be extended at the discretion of the Fire and Paramedic Chief or designate.

ARTICLE 24 – SICK LEAVE

24.01 Employees shall earn sick leave credits on the following basis:

i) employees working a twelve (12) hour shift shall accumulate sick leave credits on the basis of fifteen (15) hours per month actually worked;

ii) employees working an eight (8) hour shift shall accumulate sick leave credits on the basis of ten (10) hours per month actually worked.

For the purposes of this Article annual vacations and paid sick leave shall be considered as time worked.

24.02 a) In all cases of sickness or accident it shall be the employee's responsibility to see that the Fire and Paramedic Chief or designate is notified as soon as possible.

b) Following an extended period of illness the Department may require an employee to undergo a medical examination by a medical doctor of its choice, and at its expense. This may be required when it is necessary to establish the state of health of a particular employee or to determine the cause of excessive absenteeism, or at any time, as a safeguard for other members of staff of the public.

24.03 In the case of sickness the employee may apply for sick leave with pay against accumulated sick leave credits.

24.04 Sick leave credits may be accumulated by permanent employees to a maximum of the equivalent of one (1) year of normal hours of work, i.e.:

i) for the employee who works an average forty-two (42) hour week, average eighty-four (84) hours biweekly, the maximum accrual for sick leave credits will be two thousand one hundred and eighty-four (2,184) hours.

ii) For the employee who works an average forty (40) hour work week, average eighty (80) hours biweekly, the maximum accrual for sick leave credits will be two thousand and eighty (2,080) hours.

24.05 a) On retirement from the Winnipeg Fire Paramedic Services Department at normal retirement date, or in the event of death, an employee, or his beneficiary, shall receive a cash payment for any unused accumulated sick leave in an amount equivalent to the total of the following, subject to the accumulation limit pursuant to Article 24.04:

i) The number of hours earned during the last five years less the number of hours used during the last five years multiplied by the hourly rate of pay in effect at the time of retirement.

ii) For employees appointed to permanent positions covered by this Agreement prior to February 24, 2016, and those identified in Appendix 2, twenty-five percent (25%) of the remainder of unused sick leave hours standing to his credit, multiplied by the hourly rate of pay in effect at the time of retirement.

b) In the event of a lay off in excess of ninety (90) continuous days, an employee so affected shall be entitled to a cash payment for his unused accumulated sick

credits of an amount equivalent to fifty percent (50%) of the amount as calculated in accordance with the above cash out provisions.

c) Upon resignation from the Department, an employee shall be entitled to a cash payment for his unused accumulated sick credits to his standing as of January 1, 1980 in an amount equivalent to fifty percent (50%) of the amount as calculated in accordance with the above cash out provisions in Paragraph (a).

It is understood that the payout formula for sick leave cashout will be based upon the cashout being provided at the current rates of pay and is also subject to revision subsequent to the finalization of the payout formula for sick leave, as determined by the Fire Fighter model. The cashout formula will also be adjusted to reflect the specific experience and utilization rates of WFPSOA.

24.06 The Department may request an employee to produce proof of illness in order to obtain future benefits. Failure to produce this evidence will result in absence without pay for part, or all, of the period of absence. When sufficient credits are not available, the employee will be granted absence without pay.

24.07 Employees shall notify the Fire and Paramedic Chief or designate of their intended return to work following illness with as much lead time as possible.

24.08 Accumulated hourly sick leave credits may be used to supplement long term disability benefits up to a maximum of seventy-five percent (75%) of current rate of pay classification held by the employee prior to the disability.

24.09 Sickness While on Vacation

Where an employee on vacation becomes ill to the extent that he requires the services of a medical practitioner or licensed chiropractor, provided such illness is shown to be in excess of three (3) days, such employee shall be allowed to use his sick leave credits for the period the medical practitioner or licensed chiropractor states he would have been unable to carry out his duties at work.

24.10 Family Illness

An employee shall be allowed to utilize a maximum of three (3) days per year of accumulated sick leave credits for the purpose of providing care for his spouse or dependent child, parent, parents-in-law and children for whom the employee serves in loco parentis, who are ill. Management may require proof of illness of the family member.

ARTICLE 25 – TRAINING AND STANDARDS

25.01 The Service will provide at no cost to the employee, the necessary training, or access to training, that ensures the core skills and certifications required to perform the specific duties of each bargaining unit job role are maintained within the required timelines. Without limitation, the following are examples of the core courses that the Service would provide employees subject to job requirements:

- **Advanced Cardiac Life Support – ACLS**

- **Basic Life Support – BLS**
- **Pre-Hospital Trauma Life Support – PHTLS**
- **Pediatric Advanced Life Support – PALS**
- **Neonatal Resuscitation Program – NRP**
- **International Academy of Emergency Dispatch Courses - IAED**
- **Instructor Certification Courses. [2017]**

25.02 The Service is committed to providing ongoing learning and continuing education for employees. Continuing education courses/training/professional development will be based on the outputs of Service Quality Initiatives, changes to operational equipment, or needs of the Service. Without limitation the following are examples of Continuing Education Sessions:

- **Maintenance of certifications**
- **Clinical rotation and skill maintenance**
- **Simulated training experiences**
- **Leadership development training**
- **Corporate Education programs. [2017]**

25.03 The Service reserves the right to modify, change, or substitute the training delivered in Articles 25.01 and 25.02. Prior to making changes the Service will consult with the Association. [2017]

25.04 The terms and conditions contained within Article 25 are separate and independent of any requirements imposed by legislation or by a regulatory body established by the Province of Manitoba on an individual to obtain licensure/registration in order to practice paramedicine. [2017]

In consideration of overtime hours conversion to pensionable earnings the Association agreed to a reduction in the hours of training to a minimum of six (6) hours with an unpaid lunch period.

25.05 The Parties agree that the Service will maintain a platform for maintenance of licensure (MCCPP or other program designated by the Province) until such time as self-regulation is fully implemented. Should the Service decide to offer a licensure/registration credit platform to WFPS employees, WFPSOA members will have access to the content of the platform. [2017]

25.06 WFPSOA members are responsible for any registration fees once self-regulation of paramedicine is implemented in the Province. [2017]

ARTICLE 26 – CLASS SPECIFICATIONS

26.01 Class specifications for employees covered by this Agreement will be developed by the City and may be amended or revised as necessary or practical. These class specifications will include, but are not necessarily limited to, duties, responsibilities, education, training and experience. The Association shall be provided with copies of the class specifications and any revisions made thereto from time to time.

26.02 New Classifications

When new positions are created that fall within the scope of this Agreement, the rate of pay shall conform to the rates established by this Agreement when the duties are relatively the same. If no similar classification exists for comparative purposes, the City will determine the rate of pay for the new position and **advise the Association in writing.** If the Association is not in agreement with the rate established, **the following procedure shall apply: [2017]**

a) Within fifteen (15) working days of receipt of the City's written notice, the Association shall write to the City requesting a meeting and include the written reasons for their disagreement; [2017]

b) The City will meet with the Association to discuss the concerns raised within ten (10) working days of receipt of the Association's written notice; [2017]

c) Within ten (10) working days of the meeting, the City will write to the Association to confirm the City's position on the rate of pay. Should the Association remain in disagreement, the matter may be handled beginning with Step 2 of the grievance procedure in accordance with Article 6; and [2017]

d) The time lines specified in this Article are mandatory and are subject to extension as outlined in Article 6.02. [2017]

26.03 Change in Title, Rate or Character of Work

Established positions shall not be discontinued and new ones created under a different title covering relatively the same class of work for the purpose of reducing the rate of pay or evading the application of these rules.

26.04 Training courses which may exceed the required qualifications for the various classifications may be referred to the Employee Compensation Branch of Human Resource Services for study, discussion with the Association and recommendation.

ARTICLE 27 – ACQUISITION MERGER OR SUCCESSOR RIGHTS

27.01 Where the Department acquires associated companies or operates associated companies that employ personnel who perform functions that are similar or identical to the functions that are normally performed by employees in the classifications specified in the existing Collective Agreement or the Department acquired as an associate company wherein the employees under this Collective Agreement are in any way affected, it is agreed that no such acquisitions so described shall effect, diminish, reduce or otherwise oppose the terms, benefits or intent of this Agreement.

27.02 Where in any eventually the services currently performed under this Agreement are taken over or operated by others this contract shall apply to such new employer, authority or undertaking.

27.03 No employee shall be transferred outside City limits without mutual consent.

ARTICLE 28 – BUSINESS TRAVEL EXPENSES

28.01 When an employee is required to travel outside the limits of the City of Winnipeg, the employee will be reimbursed City business travel expenses in accordance with City policy.

ARTICLE 29 – WELFARE AND GROUP INSURANCE

29.01 The City shall provide a contract with Blue Cross for its Extended Health Benefits, Ambulance and Hospital Semi-Private with a ten dollar ($10.00) deductible provision and the City shall pay one hundred percent (100%) of the premium as the case may be for such combined Plan.

The parties agree that the City of Winnipeg may contract with a benefit provider other than Blue Cross provided that:

i) the benefit plan contains comparable provisions and service;

ii) prior to changing providers and/or plans, WFPSOA is provided with an opportunity to review the proposed changes and assess comparability.

iii) in the event the Association does not agree that the new benefit plan is comparable, the Association may refer the matter to arbitration. The arbitrator will be appointed in accordance with Article 6.01 Step 3-A b), unless the parties agree otherwise.

29.02 The City shall pay one hundred percent (100%) of the premium cost of a Dental Plan, the terms of which will be supplied by the City to the Association. Pursuant to the terms of the Dental Plan, coverage will be provided to employees and eligible dependents. The current MDA Fee Guide will be the basis for payment.

29.03 Vision Care

Effective January 1, 1990, introduce a standard Blue Cross Vision Care Plan for eligible employees and their eligible dependents(s), with one hundred percent (100%) of the cost of the Plan to be paid by the City.

Eligibility for benefits and the definition of dependent(s) shall be consistent with those utilized by the City of Winnipeg Dental Plan.

Maximum benefits payable under this Plan shall be:

For Full Time Employees/Dependents:

Three hundred and fifty dollars ($350.00) per eligible person in a twenty-four (24) month period. **[2017]**

Eighty dollars ($80.00) per eligible person in a twenty-four (24) month period covering the cost of eye examinations**. [2017]**

For Part Time Employees/Dependents:

One hundred and fifty dollars ($150.00) per eligible person in a twenty-four (24) month period. **[2017]**

Forty dollars ($40.00) per eligible person in a twenty-four (24) month period covering the cost of eye examinations. **[2017]**

Vision Care benefits for part-time employees shall be provided in accordance with the Memorandum of Agreement Re: Part-Time Employees.

29.04 Pension and Long Term Disability

1. The parties agree to participate in the Winnipeg Civic Employee Benefits Program (the "Program") and to be bound by its terms and conditions, including any applicable trust agreements, plan texts or other governance documents, written policies and guidelines. The Program shall consist of the Winnipeg Civic Employees' Pension Plan, the Winnipeg Civic Disability Plan and the Winnipeg Civic Employees Early Retirement Arrangement.

2. Any disputes with respect to member benefits under the Program shall not be subject of the grievance and arbitration procedure under this Agreement, but shall be subject to adjudication under the terms of the Program documents and such procedures that the Program Trustees may adopt from time to time, or such procedures as may otherwise be available at law.

29.05 Group Life Insurance Plan

The Civic Employees' Group Life Insurance By-Law (By-Law No. 5644/91) must be consulted for the purpose of interpreting or applying the provisions of the Civic Employees' Group Life Insurance Plan (hereinafter referred to as the "Plan"). In accordance with the By-Law, the Plan is administered by The Board of Trustees of the Winnipeg Civic Employees' Benefits Program (Pension Fund). Information on the Plan is available by contacting the Winnipeg Civic Employees' Benefits Program at (204) 986-2516 or at http://cepp.winnipeg.ca.

ARTICLE 30 – CIVIL AND CRIMINAL LIABILITY

30.01 Civil Liability

If an action or proceeding is brought against any employee covered **by this Agreement** for an alleged tort committed by him in the performance of his duties, whether on or off duty, then: **[2017]**

a) The member, upon being served with any legal process or upon receipt of any notification of any action or proceeding as hereinbefore referred to being commenced against him, shall advise the Fire and Paramedic Chief or designate of any such notification or legal process.

b) The City shall pay any damages or costs awarded against any such member in any such action or proceeding and shall, in a manner prescribed by the City, provide legal counsel at no cost to the employee; and/or

c) The City shall pay any sum required to be paid by such member in connection with the settlement of any claim made against such member if such settlement is approved by the City through the Office of the City Solicitor before same is finalized.

Provided such actions do not constitute a gross disregard or neglect of his duties as an Emergency Medical Attendant/Supervisor.

30.02 Criminal Liability

If a criminal action is commenced against any employee covered by this Agreement, which action arises out of such employee's actions while in the performance of his duties and provided such actions do not constitute a gross disregard or neglect of his duties as an employee, then;

a) The employee, upon being charged with a criminal offense or upon receipt of notification of the commencement of any criminal action being commenced against him, shall advise the Fire and Paramedic Chief or designate of such criminal proceedings and may request that the City appoint counsel to represent the employee in such criminal action.

b) Upon receiving a request from an employee to appoint counsel the matter shall be referred to the City Solicitor and upon recommendation of the City Solicitor, the City may agree to appoint counsel on behalf of the employee;

c) If the City agrees to appoint counsel on behalf of the employee, the employee and the City Solicitor or his designate shall forthwith meet for purposes of appointing counsel that is mutually agreeable to both parties. In the event the parties cannot agree on who should be appointed as counsel, the City shall not be responsible for the payment of legal fees;

d) Only if the City agrees to appoint counsel will the City be responsible for the payment of legal fees as taxed and approved by the City Solicitor.

ARTICLE 31 – DURATION OF AGREEMENT

31.01 This Agreement shall become effective on **August 20, 2017** and shall remain in effect up to and including **August 31, 2021. [2017]**

31.02 Either of the parties wishing to revise this Agreement shall notify the other party, in writing, not less than sixty (60) days and not more than ninety (90) days prior to the expiry date hereof and on delivery of such notice the parties shall, within ten (10) days or such later date as may be mutually agreed upon in writing, commence negotiations. During the period of such negotiations, this Agreement shall remain in full force and effect. If notice is not given as above, this Agreement shall be automatically renewed thereafter from year to year.

ARTICLE 32 – COLLECTIVE AGREEMENT

The City will provide each member of the Association with **an electronic copy** of the Collective Agreement as it is revised from time to time. **[2017]**

ARTICLE 33 – WORKERS COMPENSATION

a) A member of the Association, who is absent from regular duty as a result of an injury or illness deemed compensable by the Workers' Compensation Board, shall be maintained on the City payroll at a rate of pay equal to his full salary applicable to his classification, net of the amount normally deducted for income tax purposes. Full salary shall take into consideration normal payment for any contractual overtime specified in this Agreement. This amount shall be subject to the regular deductions for Employee Benefits Board contributions, Canada Pension Plan contributions, Employment Insurance contributions, dues, allotments, and other proper deductions that were regularly deducted at the time of the compensable injury/illness, and the said deductions shall be made by the City Payroll System.

b) All benefits, normally afforded the employee, shall remain in effect during such absence, but the employee shall pay his normal contributions for such benefit plans by payroll deduction as set forth in (a) hereof.

c) Pending the initial determination as to the compensability of the injury/illness by the Workers' Compensation Board, the member may be eligible to receive interim payment which shall be equal to his full salary net of income tax and other deductions set forth in (a) hereof. Eligibility may be subject to the provision of medical evidence of disability acceptable to the City. Such medical evidence is to be provided by a certified medical practitioner.

   The primary source of interim payment shall be the employee's accumulated sick leave credits, provided the amount of payment does not exceed their value. If the employee's sick leave credits are exhausted he may utilize other credits which have accrued to him such as vacation and overtime or he may be placed upon medical leave of absence without pay.

   Other than the above, nothing else in this Article shall be meant to allow the City the right to refuse such credits if the credits are available to the member.

d) If the Workers' Compensation Board initially determines that the injury/illness is not compensable, the employee shall have the right to appeal. During this period the member shall continue to use the credits available to him as provided for in (c) hereof.

e) When either the initial adjudication and/or appeal is accepted by the Workers' Compensation Board, the employee's sick leave records and/or accumulated vacation credits shall be reinstated with the number of hours for which payment has been authorized by the Board.

f) If the member's appeal is successful the City shall pay to such member the amount due him under (a) hereof for the period of time such payments were not made under (d) hereof until the date of the member's appeal being granted; and the payments under (a)

hereof shall continue thereafter until such time as the Workers' Compensation Board determines that the member has recovered from such injury/illness.

g) A member of the Department, who is absent from regular duty as a result of a compensable injury/illness, will be allowed to accrue and/or utilize his vacation and general holiday entitlements so long as the member has worked a minimum of twenty (20) days in the employ of the City in any capacity within a period of one (1) year.

h) Notwithstanding (a) above it is agreed that the payment to the employee shall reflect the non-taxable status of payments attributed to Workers' Compensation benefits; provided that if the legislation is hereby passed which makes such Workers' Compensation benefits taxable, then it is agreed that the net salary as set forth in (a) shall be paid.

ARTICLE 34 – FITNESS PASSES

The City shall provide free access to all city-run fitness facilities, in accordance with City policy, to any member of the Association who so requests.

ARTICLE 35 – TEMPORARY CHANGES IN POSITION (Acting Pay)

In the case of an employee in a position listed in Group A of Appendix 1 temporarily appointed to assume essentially all of the duties and responsibilities of a position listed in Group B of Appendix 1, he or she shall be placed on the salary scale of the higher ranked position such that it provides an increase of at least five percent (5%) of his or her current hourly rate, or to the maximum step, whichever is less.

ARTICLE 36 – NOTICE OF RESIGNATION OR RETIREMENT

A permanent employee desiring to leave the service of the City shall, unless excused by the Chief, give sixty (60) calendar days' notice in writing for the purpose of retirement and no less than twenty-one (21) calendar days' notice in the case of resignation.

ARTICLE 37 – STAFFING

37.01 Staffing Positions/Assignments on a Temporary Basis

a) Positions and assignments may be filled on a temporary basis without a Bulletin for a period not to exceed nine (9) months. Subject to operational requirements and when practicable, qualified WFPSOA members will be given preference to cover positions or assignments in accordance with this Clause.

A position or assignment that is known to exceed nine (9) months under this Clause shall be posted and will follow the principles of Article 13. [2017]

b) Notwithstanding Article 37.01(a), the Service may offer "acting" assignments to non-bargaining unit employees that may not exceed three (3) months unless WFPSOA agrees to an extension of the assignment in writing. [2017]

37.02 Daily Staffing Procedure – Unforeseen Circumstances

When an employee who holds a position or assignment has a casual or unpredicted absence, the Service reserves the right to determine if the work will be covered. In the circumstance where the Service decides to cover the work the following order of offer shall apply to cover the work for the shift: [2017]

a) A qualified WFPSOA member who is on duty when the work is required to be performed may be moved to fill the position; [2017]

b) A qualified employee from outside the bargaining unit who is on duty may be moved to fill the position on an "acting" basis so long as additional overtime is not called within their bargaining unit as a result of the acting assignment; [2017]

c) A qualified WFPSOA member not on duty will be called in for overtime to fill the position; and [2017]

d) A qualified employee from outside the bargaining unit who is not on duty will be called in for overtime to fill the position. [2017]

Any absence that is known to extend into the next tour or work week may be covered as per Article 37.01. [2017]

ARTICLE 38 – LIEU TOUR

38.01 Employees working shift schedules described in Article 18.01 shall be granted one (1) tour of duty in lieu of receiving a biweekly salary overtime payment equal to one point three-three (1.33) hours at a rate of time and one-half (1.5x). [2017]

Such Lieu Tour will be:

a) Prorated to reflect the date of entry to, or exit from, the Platoon System described in Article 18.01 and in accordance with the number of biweekly pay periods worked in the vacation year (May 1st to April 30th). For this purpose, paid vacation, paid sick leave and time off from regular duty as per Article 5 will be considered as time worked. Workers' Compensation benefits shall be considered as time worked for a period of up to one (1) year. [2017]

b) Taken in one (1) unbroken tour and scheduled as operations permit subject to approval by the Service. [2017]

c) Considered secondary to annual leave requests submitted in accordance with Article 21.09. [2017]

d) Taken in the vacation year it is earned. Carry over to the following vacation year will not be permitted.

38.02 If, due to extended absence due to illness, an employee is unable to take the lieu tour in the vacation year it is earned, at the discretion of the Service, such lieu tour will either be paid out or carried over. [2017]

38.03 Any utilization of lieu tour credits that exceeds actual credits earned shall be recoverable by adjustment of vacation credits, or any other means available to and considered appropriate by the Service. [2017]

IN WITNESS WHEREOF the parties have executed this Agreement in the City of Winnipeg, the Province of Manitoba this 23rd day of April, 2019

THE CITY OF WINNIPEG

Mayor

City Clerk

Certified as to Contract Details:

Chief Corporate Support Services Officer

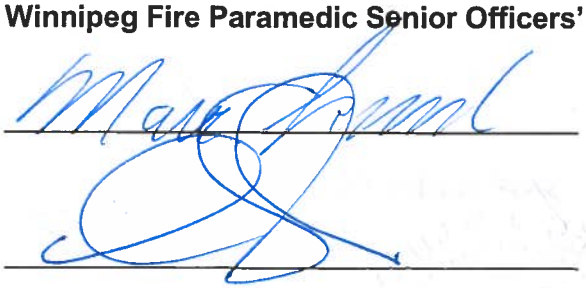
Reviewed as to Business Terms:

Manager, Labour Relations

Legally Reviewed and Certified as to Form:

FOR City Solicitor/Director, Legal Services

Winnipeg Fire Paramedic Senior Officers' Association



APPENDIX 1

RE: Article 13 – Job Posting (Promotions)

For the purposes of Article 13.03, the following job movements will be deemed a promotion to determine when a member is placed on a salary scale of the higher position such that it represents an increase of at least five percent (5%) of his or her current hourly rate, or to the maximum step, whichever is less.

An employee moving from a position listed in Group A, to a position listed in Group B, will be deemed a promotion.

Group A

District Chief – Paramedic Operations
Service Quality and Patient Safety Officer
Training Officer – Paramedic Education
Communications Training and Quality Improvement Officer
Communications Supervisor
Clinical Education Coordinator
Paramedic Public Education **Coordinator**
Supervisor of Light Fleet

Group B

Platoon Chief – Paramedic Operations
Training **Director – Paramedic Education and Training**
Manager of Communications
WFPS-WRHA Liaison and Planning Officer

This list is subject to amendment from time to time based on the addition, deletion or revision of positions. **[2017]**

APPENDIX 2

This will confirm the parties' agreement regarding the six (6) employees listed below who on February 24, 2016, occupy positions covered by the Winnipeg Fire Paramedic Senior Officers' Association Collective Agreement on a temporary basis.

Should any or all of the employees listed be permanently appointed to a position covered by this Agreement with no interruption from the time of the temporary assignment to the time of the permanent appointment, they will be deemed to have been appointed to permanent positions covered by this Agreement prior to February 24, 2016 as per Article 24.05 (a)(ii).

- Shawna Terletski
- Janine Hallow
- Shannon Therrien
- Ron Keelan
- Peter Robbie
- Michelle Bessas

MEMORANDUM OF AGREEMENT

Between
The City of Winnipeg Fire Paramedic Service
and
The Winnipeg Fire Paramedic Senior Officers' Association

RE: PART-TIME EMPLOYEES

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1. Definition – Part-time Employee

A part-time employee is one who works on a regular and continuing basis for less than the full prescribed hours as specified in Article 18. A new part-time employee shall be considered to be on probation for eighteen hundred (1800) accumulated regular hours worked. A part-time employee shall accumulate seniority based on hours worked.

2. Provisions

a) Extra Shifts

A part-time employee may be required to work additional unscheduled shifts at their regular hourly rate of pay unless the employee has already worked in that day.

The employee shall make their availability known to the WFPS at the time of hiring and shall be given preference for extra shifts. Such extra shifts shall be distributed as equitably as possible amongst the part-time employees depending on their availability and the employee having the expertise and skill to match the required work.

Part-time employees will be scheduled three (3) months in advance, with the opportunity to pick up extra shifts. Should a part-time employee decline more than three (3) of the extra shifts offered to them any quarter or twelve (12) in any year they may be offered no further extra shifts and may be terminated, unless the part-time employee has provided and the Service has accepted their restricted availability in advance of the scheduling period. Acceptance of a part-time employee's restricted availability will not be unreasonably withheld.

b) Shift Premium

A part-time employee is eligible for shift premium in accordance with Article 18.

c) Overtime

Overtime means authorized time worked which exceeds twelve (12) hours in a shift if working in a position in which a full-time employee works a twelve (12) hour shift or which exceeds eight (8) hours if working in a position in which a full-time employee works an eight (8) hour shift, or for hours in excess of three hundred and twenty (320) hours over an eight (8) week cycle. Overtime rates paid shall be in accordance with Article 19.02.

In the event that a part-time employee has worked enough extra shifts to the extent that working further additional shifts would qualify him or her for overtime pay on a shift, said shift shall be offered to a full-time employee as overtime before a part-time employee shall be paid at overtime rates to work a shift.

d) Sick Leave

A part-time employee shall accumulate sick leave credits based on one and one quarter (1.25) days per month x twelve (12) months = fifteen (15) days divided by twenty-six (26) pay periods = .057690 per pay period x total hours worked (service hours).

A part-time employee is only able to utilize sick leave credits after six (6) calendar months of employment.

A part-time employee is only eligible to use sick leave credits to provide sick leave with pay for shifts, which they are unable to work due to illness, that are part of their scheduled shifts. A part-time employee who agrees to work an "extra shift" and is then subsequently unable to work that shift due to illness shall not be eligible for sick leave with pay to cover the extra shift.

Part-time employees are not eligible for sick leave cashout.

Family illness, of three (3) days per year as per Article 24.10 shall be pro-rated for part-time employees based on their contracted hours of work.

e) General Holidays

A part-time employee will be paid four point eight (4.8%) percent of their basic pay in lieu of time off for General Holidays. Such Holiday Pay shall be calculated on all paid hours (excluding overtime hours as per Article 19.02 but including regular hours worked on a General Holiday) and shall be included in each regular pay.

A part-time employee who works on a General Holiday listed in Article 20 shall be paid time and one-half (1 1/2x) for the regular hours of the shift worked. In the event that a part-time employee working on a General Holiday works in excess of the regular scheduled hours, they shall be paid overtime in accordance with Article 19.02.

f) Vacations

A part-time employee shall not be eligible to accumulate vacation pay; however they will be paid six percent (6%) of their basic pay in lieu of paid time off for vacations. Such Vacation Pay shall be calculated on all paid hours (excluding overtime hours as per Article 19.02 but including regular hours worked on a General Holiday) and shall be included in each regular pay.

g) Personal Equipment and Uniforms

Part-time employees will be eligible for personal equipment and uniforms in accordance with Article 17, with Articles 17.01 to 17.03 pro-rated as follows: **[2017]**

17.01 Dress Uniforms and Identifiers [2017]

Part-time employees will not be issued a dress uniform.

Equipment Issue

One (1) Employee Identification Access Card (EIAC)
Replacement subject to Corporate Administrative Standard

17.02 Personnel Assigned Field Operations Roles [2017]

The following items **will** be provided **on an as required basis**, maintained and paid for by the City for each employee at no expense to the employee: **[2017]**

a) two (2) pairs of cargo pants with reflective stripe per year (Superintendent may substitute for dress pants);

b) one (1) pair of black department approved contract footwear per two (2) year period;

c) two (2) pairs of black leather winter lined gloves per year;

d) two (2) permanent press dark blue uniform shirts with WFPS flashes per year;

e) **one (1) pair of winter lined boots – maximum one (1) per three (3) year period; [2017]**

f) **one (1) multi-season jacket with identifiers- maximum one (1) every seven (7) year period; [2017]**

g) **one (1) dark blue tie; [2017]**

h) **one (1) toque - maximum every two (2) years; [2017]**

i) **one (1) Uniform Sweater - maximum one (1) every four (4) year period. The employee is to identify if they require a lined or unlined uniform sweater; [2017]**

j) **one (1) pant liner - maximum one (1) every four (4) year period; [2017]**

k) **three (3) pairs of epaulettes; [2017]**

l) **one (1) dress belt – maximum one (1) every three (3) years; and [2017]**

m) one (1) tactical vest – maximum one (1) every three (3) years. [2017]

17.03 Personnel Assigned to Non-Field Operations Roles

The following items **will** be provided **on an as required basis,** maintained and paid for by the City for each employee at no expense to the employee:

a) two (2) pairs of dress pants per year (Training Inspectors may substitute for cargo pants with reflective stripe);

b) one (1) pair of black department approved contract footwear per two (2) year period;

c) two (2) pairs of black leather winter lined gloves per year;

d) two (2) permanent press dark blue uniform shirts with WFPS flashes per year;

e) **one (1) multi-season jacket - maximum one (1) every seven (7) year period; [2017]**

f) **one (1) dark blue tie; [2017]**

g) **one (1) uniform sweater - maximum one (1) every four (4) year period. The employee is to identify if they require a lined or unlined uniform sweater;** [**2017]**

h) **three (3) pairs of epaulettes; [2017]**

i) **one (1) fleece jacket with WFPS identifier - maximum one (1) every five (5) year period; and [2017]**

j) **one (1) dress belt – maximum one (1) every three (3) years. [2017]**

On appointment to a temporary position or assignment an employee will only be issued items in Article 17.03(d) (five shirts), (g), (h), **and (j). [2017]**

h) Bereavement Leave

A part-time employee is entitled to bereavement leave in accordance with Article 23. Bereavement leave with pay will not be considered applicable to “extra shifts”.

i) Increment

A part-time employee shall be granted increments based on the employee accumulating one (1) year of satisfactory service, one (1) year is the equivalent hours of the full time position, exclusive of overtime. Time counted shall be all regular paid hours.

j) Benefits

i) Dental and Vision Care benefits will be paid in accordance with the terms of the City of Winnipeg's Dental and Vision Care Plans. Maximum benefit levels for part-time employees will be pro-rated on the basis of twenty-five percent (25%), fifty percent (50%) or seventy-five percent (75%) of the maximum benefit levels payable to full-time employees under the terms of the City of Winnipeg's Dental and Vision Care Plans.

Pro-rated benefit levels will be based on regular contracted hours as a percentage of full-time hours as follows:

Eligible part-time employees with:

- regular contracted hours equaling seventy-five percent (75%) or more of full-time hours shall receive seventy-five percent (75%) of the maximum benefit levels

- regular contracted hours equaling fifty percent (50%) or more of full-time hours shall receive fifty percent (50%) of the maximum benefit level.

Other eligible part-time employees shall receive twenty-five percent (25%) of the maximum benefit levels.

For a part-time employee who is eligible and after one year of employment, effective January 1 of a given year, pro-rated benefit levels will be adjusted based on hours worked by an eligible part-time employee during the twelve (12) months between December 1st and November 30th of the previous year.

ii) Part-time employees would not be eligible for Extended Health benefits.

k) The parties agree that from the date of signing this Memorandum of Agreement, the Service shall not employ more than four (4) part-time employees without the mutual agreement of the parties. The parties commit to reviewing this provision at the expiry of this Collective Agreement.

l) The parties commit to reviewing this Memorandum on an annual basis or more often if required.

Agreed this 22nd day of February, 2018

FOR THE NEGOTIATING COMMITTEE
OF THE CITY OF WINNIPEG

FOR THE NEGOTIATING COMMITTEE
OF THE WINNIPEG FIRE PARAMEDIC
SENIOR OFFICERS' ASSOCIATION

LETTER OF UNDERSTANDING

Between
The City of Winnipeg Fire Paramedic Service
and
The Winnipeg Fire Paramedic Senior Officers' Association

RE: PREMIUM PAYMENT

The parties agree that, non-bargaining unit employees filling casual or unpredicted **absences and** vacancies **as per Article 37,** within the bargaining unit, with the exception of the Communication Centre **and Light Fleet**, i.e. acting opportunities, will receive a premium payment of two percent (2.0%) on their existing hourly rate rather than the rate of pay identified in the applicable salary schedule in effect at that time. **[2017]**

For example:

An ACP filling a casual or unpredicted vacancy as a **District Chief – Paramedic Operations** will have a two percent (2.0%) premium payment added to his or her applicable ACP hourly rate of pay for all time spent in the acting role. **[2017]**

The premium payment will be implemented on **February 22, 2018**, the date of ratification of the Collective Agreement. **[2017]**

Agreed this 22nd day of February, 2018

FOR THE NEGOTIATING COMMITTEE
OF THE CITY OF WINNIPEG

FOR THE NEGOTIATING COMMITTEE
OF THE WINNIPEG FIRE PARAMEDIC
SENIOR OFFICERS' ASSOCIATION

LETTER OF UNDERSTANDING

Between
The City of Winnipeg Fire Paramedic Service
and
The Winnipeg Fire Paramedic Senior Officers' Association

RE: WELLNESS AND FITNESS

This will confirm the agreement of the parties to evaluate the current fitness initiative described under Article 34 – Fitness Passes. Such review may include redirecting funds currently dedicated to fitness passes to other wellness/fitness initiatives.

The parties will undertake such review during the term of the Collective Agreement expiring August 31, 2021 and may implement any initiatives by mutual agreement.

[2017]

Agreed this 22nd day of February, 2018

FOR THE NEGOTIATING COMMITTEE OF THE CITY OF WINNIPEG

FOR THE NEGOTIATING COMMITTEE OF THE WINNIPEG FIRE PARAMEDIC SENIOR OFFICERS' ASSOCIATION

[2017]

LETTER OF UNDERSTANDING

Between
The City of Winnipeg Fire Paramedic Service
and
The Winnipeg Fire Paramedic Senior Officers' Association

RE: MATERNITY/PARENTAL LEAVE

This will confirm the agreement of the parties to modify the provisions of Article 14.05 if the Provincial Government amends the Employment Standards Code legislation for maternity leave and parental leave. This will be based on the principle that ninety-three percent (93%) top up payment allowed for in Article 14.05 – Maternity Leave – Plan B may be redistributed over additional week(s) so long as the total dollars payable, as per the current language, to the employee does not increase or decrease.

[2017]

Agreed this 22nd day of February, 2018

FOR THE NEGOTIATING COMMITTEE
OF THE CITY OF WINNIPEG

FOR THE NEGOTIATING COMMITTEE
OF THE WINNIPEG FIRE PARAMEDIC
SENIOR OFFICERS' ASSOCIATION

[2017]

SCHEDULE D - WAGES

The City shall increase all bi-weekly/hourly rates in effect as follows:

a) Effective August 31, 2018:

Increase wages by two percent (2.0%). [2017]

b) Effective August 31, 2019:

Increase wages by two percent (2.0%). [2017]

c) Effective Pay August 31, 2020:

Increase wages by two percent (2.0%). [2017]

d) Effective August 31, 2021:

Increase wages by two percent (2.0%). [2017]

Pay Back Hours (Established in WFPSOA Implementation Document May 3, 2007)

An employee appointed to the Inspector-Training Classification after December 11, 2013, will be paid eighty (80) hours bi-weekly (Class Code 7875 Inspector-Training). Such employees will not be required to work annual pay back hours in Operations.

Incumbents in Inspector-Training Class Code 7895 (eighty-four [84] hours bi-weekly) as of December 11, 2013 may elect to:

a) Transfer to Class Code 7875 Inspector-Training and be paid eighty (80) hours bi-weekly

Annual Pay Back Hours shall be pro-rated as necessary based on moving from the eighty-four (84) to eighty (80) hours bi-weekly class code. Any hours still owing at the point when an Inspector-Training moves to the eighty (80) hour bi-weekly class code shall continue to be owed and required to be worked. The employee will be required to work the pay back hours still owing should an employee move to another position, including an Operational position that is based on eighty-four (84) hours bi-weekly. Should the employee retire, or employment terminates prior to working all pay back hours, hours owing will be deducted from any pay owed to the employee, or;

b) Remain in Class Code 7895 (eighty-four [84] hours bi-weekly) and work the Annual Pay Back Hours (seventy-two [72] hours) in Operations.

Scheduling of pay back hours owed in Operations will be at the discretion of the City after consultation with the employee. By May 1st of each year the Inspector – Training shall submit his or her proposed availability to work annual pay back hours in Operations for the period from June 1st to May 31st.

Annual Pay back hours shall be pro-rated as necessary in the event that an employee is not paid based on an eighty-four (84) bi-weekly salary. The employee will be required to

work the pay back hours still owing should an employee move to another position, including an Operational position that is based on eighty-four (84) hours bi-weekly. Should the employee retire or employment terminates prior to working all pay back hours, time owing will be deducted from any pay owed to the employee.

Class Code 7895 Inspector-Training (eighty-four [84] hours biweekly) will be eliminated at the point no incumbent is assigned to this class code.

Salary Schedule – Pages 57 to 66

2017 to 2021 SALARY SCHEDULE

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 3.00%			EFFECTIVE AUGUST 31, 2018 2.00%			EFFECTIVE AUGUST 31, 2019 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
PLATOON CHIEF - PARAMEDIC OPERATIONS	078915	102	84	$48.57	$4,079.83	$106,075.67	$49.54	$4,161.43	$108,197.19	$50.53	$4,244.66	$110,361.13
				$50.03	$4,202.23	$109,257.94	$51.03	$4,286.27	$111,443.10	$52.05	$4,372.00	$113,671.96
				$51.53	$4,328.30	$112,535.68	$52.56	$4,414.86	$114,786.39	$53.61	$4,503.16	$117,082.12
				$53.07	$4,458.14	$115,911.75	$54.13	$4,547.31	$118,229.99	$55.22	$4,638.25	$120,594.59
				$54.67	$4,591.89	$119,389.11	$55.76	$4,683.73	$121,776.89	$56.87	$4,777.40	$124,212.43
				$56.31	$4,729.65	$122,970.78	$57.43	$4,824.24	$125,430.19	$58.58	$4,920.72	$127,938.80
				$57.99	$4,871.53	$126,659.91	$59.15	$4,968.97	$129,193.10	$60.34	$5,068.34	$131,776.97
				$59.73	$5,017.68	$130,459.70	$60.93	$5,118.03	$133,068.89	$62.15	$5,220.39	$135,730.27
				$61.53	$5,168.21	$134,373.49	$62.76	$5,271.58	$137,060.96	$64.01	$5,377.01	$139,802.18

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 31, 2020 2.00%			EFFECTIVE AUGUST 31, 2021 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
PLATOON CHIEF - PARAMEDIC OPERATIONS	078915	102	84	$51.54	$4,329.55	$112,568.35	$52.57	$4,416.14	$114,819.72
				$53.09	$4,459.44	$115,945.40	$54.15	$4,548.63	$118,264.31
				$54.68	$4,593.22	$119,423.76	$55.77	$4,685.09	$121,812.24
				$56.32	$4,731.02	$123,006.48	$57.45	$4,825.64	$125,466.61
				$58.01	$4,872.95	$126,696.68	$59.17	$4,970.41	$129,230.61
				$59.75	$5,019.14	$130,497.57	$60.95	$5,119.52	$133,107.52
				$61.54	$5,169.71	$134,412.51	$62.78	$5,273.11	$137,100.76
				$63.39	$5,324.80	$138,444.87	$64.66	$5,431.30	$141,213.77
				$65.29	$5,484.55	$142,598.22	$66.60	$5,594.24	$145,450.19

Salary Schedule – Pages 57 to 66

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 3.00%			EFFECTIVE AUGUST 31, 2018 2.00%			EFFECTIVE AUGUST 31, 2019 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
DISTRICT CHIEF - PARAMEDIC OPERATIONS	078985	107	84	$44.37	$3,727.12	$96,905.12	$45.26	$3,801.66	$98,843.23	$46.16	$3,877.70	$100,820.09
				$45.70	$3,838.93	$99,812.28	$46.62	$3,915.71	$101,808.53	$47.55	$3,994.03	$103,844.70
				$47.07	$3,954.10	$102,806.65	$48.01	$4,033.18	$104,862.78	$48.97	$4,113.85	$106,960.03
				$48.48	$4,072.72	$105,890.85	$49.45	$4,154.18	$108,008.66	$50.44	$4,237.26	$110,168.84
				$49.94	$4,194.91	$109,067.57	$50.94	$4,278.80	$111,248.92	$51.96	$4,364.38	$113,473.90
				$51.44	$4,320.75	$112,339.60	$52.47	$4,407.17	$114,586.39	$53.52	$4,495.31	$116,878.12
				$52.98	$4,450.38	$115,709.79	$54.04	$4,539.38	$118,023.98	$55.12	$4,630.17	$120,384.46
				$54.57	$4,583.89	$119,181.08	$55.66	$4,675.57	$121,564.70	$56.77	$4,769.08	$123,996.00
				$56.21	$4,721.40	$122,756.50	$57.33	$4,815.83	$125,211.64	$58.48	$4,912.15	$127,715.87

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 31, 2020 2.00%			EFFECTIVE AUGUST 31, 2021 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
DISTRICT CHIEF - PARAMEDIC OPERATIONS	078985	107	84	$47.09	$3,955.25	$102,836.49	$48.03	$4,034.35	$104,893.22
				$48.50	$4,073.91	$105,921.59	$49.47	$4,155.39	$108,040.02
				$49.95	$4,196.12	$109,099.23	$50.95	$4,280.05	$111,281.22
				$51.45	$4,322.01	$112,372.21	$52.48	$4,408.45	$114,619.66
				$53.00	$4,451.67	$115,743.38	$54.06	$4,540.70	$118,058.25
				$54.59	$4,585.22	$119,215.68	$55.68	$4,676.92	$121,599.99
				$56.22	$4,722.78	$122,792.15	$57.35	$4,817.23	$125,248.00
				$57.91	$4,864.46	$126,475.92	$59.07	$4,961.75	$129,005.43
				$59.65	$5,010.39	$130,270.19	$60.84	$5,110.60	$132,875.59

Salary Schedule – Pages 57 to 66

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 3.00%			EFFECTIVE AUGUST 31, 2018 2.00%			EFFECTIVE AUGUST 31, 2019 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
DIRECTOR - PARAMEDIC EDUCATION & TRAINING	078702	108	80	$54.24	$4,339.56	$112,828.52	$55.33	$4,426.35	$115,085.09	$56.44	$4,514.88	$117,386.79
				$55.87	$4,469.75	$116,213.37	$56.99	$4,559.14	$118,537.64	$58.13	$4,650.32	$120,908.39
				$57.55	$4,603.84	$119,699.78	$58.70	$4,695.91	$122,093.78	$59.87	$4,789.83	$124,535.65
				$59.27	$4,741.95	$123,290.77	$60.46	$4,836.79	$125,756.59	$61.67	$4,933.53	$128,271.72
				$61.05	$4,884.21	$126,989.49	$62.27	$4,981.90	$129,529.28	$63.52	$5,081.53	$132,119.87

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 31, 2020 2.00%			EFFECTIVE AUGUST 31, 2021 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
DIRECTOR - PARAMEDIC EDUCATION & TRAINING	078702	108	80	$57.56	$4,605.17	$119,734.53	$58.72	$4,697.28	$122,129.22
				$59.29	$4,743.33	$123,326.56	$60.48	$4,838.20	$125,793.09
				$61.07	$4,885.63	$127,026.37	$62.29	$4,983.34	$129,566.89
				$62.90	$5,032.20	$130,837.15	$64.16	$5,132.84	$133,453.90
				$64.79	$5,183.16	$134,762.26	$66.09	$5,286.83	$137,457.51

Salary Schedule – Pages 57 to 66

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 3.00%			EFFECTIVE AUGUST 31, 2018 2.00%			EFFECTIVE AUGUST 31, 2019 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
TRAINING OFFICER - PARAMEDIC EDUCATION	078955	115	84	$44.37	$3,727.12	$96,905.12	$45.26	$3,801.66	$98,843.23	$46.16	$3,877.70	$100,820.09
				$45.70	$3,838.93	$99,812.28	$46.62	$3,915.71	$101,808.53	$47.55	$3,994.03	$103,844.70
				$47.07	$3,954.10	$102,806.65	$48.01	$4,033.18	$104,862.78	$48.97	$4,113.85	$106,960.03
				$48.48	$4,072.72	$105,890.85	$49.45	$4,154.18	$108,008.66	$50.44	$4,237.26	$110,168.84
				$49.94	$4,194.91	$109,067.57	$50.94	$4,278.80	$111,248.92	$51.96	$4,364.38	$113,473.90
				$51.44	$4,320.75	$112,339.60	$52.47	$4,407.17	$114,586.39	$53.52	$4,495.31	$116,878.12
				$52.98	$4,450.38	$115,709.79	$54.04	$4,539.38	$118,023.98	$55.12	$4,630.17	$120,384.46
				$54.57	$4,583.89	$119,181.08	$55.66	$4,675.57	$121,564.70	$56.77	$4,769.08	$123,996.00
				$56.21	$4,721.40	$122,756.50	$57.33	$4,815.83	$125,211.64	$58.48	$4,912.15	$127,715.87
TRAINING OFFICER - PARAMEDIC EDUCATION	078752	106	80	$44.37	$3,549.64	$92,290.60	$45.26	$3,620.63	$94,136.41	$46.16	$3,693.04	$96,019.14
				$45.70	$3,656.13	$95,059.31	$46.62	$3,729.25	$96,960.50	$47.55	$3,803.83	$98,899.71
				$47.07	$3,765.81	$97,911.09	$48.01	$3,841.13	$99,869.31	$48.97	$3,917.95	$101,866.70
				$48.48	$3,878.79	$100,848.42	$49.45	$3,956.36	$102,865.39	$50.44	$4,035.49	$104,922.70
				$49.94	$3,995.15	$103,873.88	$50.94	$4,075.05	$105,951.36	$51.96	$4,156.55	$108,070.38
				$51.44	$4,115.00	$106,990.09	$52.47	$4,197.30	$109,129.89	$53.52	$4,281.25	$111,312.49
				$52.98	$4,238.45	$110,199.80	$54.04	$4,323.22	$112,403.79	$55.12	$4,409.69	$114,651.87
				$54.57	$4,365.61	$113,505.79	$55.66	$4,452.92	$115,775.91	$56.77	$4,541.98	$118,091.42
				$56.21	$4,496.58	$116,910.96	$57.33	$4,586.51	$119,249.18	$58.48	$4,678.24	$121,634.16

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 31, 2020 2.00%			EFFECTIVE AUGUST 31, 2021 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
TRAINING OFFICER - PARAMEDIC EDUCATION	078955	115	84	$47.09	$3,955.25	$102,836.49	$48.03	$4,034.35	$104,893.22
				$48.50	$4,073.91	$105,921.59	$49.47	$4,155.39	$108,040.02
				$49.95	$4,196.12	$109,099.23	$50.95	$4,280.05	$111,281.22
				$51.45	$4,322.01	$112,372.21	$52.48	$4,408.45	$114,619.66
				$53.00	$4,451.67	$115,743.38	$54.06	$4,540.70	$118,058.25
				$54.59	$4,585.22	$119,215.68	$55.68	$4,676.92	$121,599.99
				$56.22	$4,722.78	$122,792.15	$57.35	$4,817.23	$125,248.00
				$57.91	$4,864.46	$126,475.92	$59.07	$4,961.75	$129,005.43
				$59.65	$5,010.39	$130,270.19	$60.84	$5,110.60	$132,875.59
TRAINING OFFICER - PARAMEDIC EDUCATION	078752	106	80	$47.09	$3,766.90	$97,939.52	$48.03	$3,842.24	$99,898.31
				$48.50	$3,879.91	$100,877.70	$49.47	$3,957.51	$102,895.26
				$49.95	$3,996.31	$103,904.03	$50.95	$4,076.24	$105,982.11
				$51.45	$4,116.20	$107,021.15	$52.48	$4,198.52	$109,161.58
				$53.00	$4,239.68	$110,231.79	$54.06	$4,324.48	$112,436.43
				$54.59	$4,366.87	$113,538.74	$55.68	$4,454.21	$115,809.52
				$56.22	$4,497.88	$116,944.91	$57.35	$4,587.84	$119,283.81
				$57.91	$4,632.82	$120,453.25	$59.07	$4,725.47	$122,862.32
				$59.65	$4,771.80	$124,066.84	$60.84	$4,867.24	$126,548.18

Salary Schedule – Pages 57 to 66

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 3.00%			EFFECTIVE AUGUST 31, 2018 2.00%			EFFECTIVE AUGUST 31, 2019 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
CLINICAL EDUCATION COORDINATOR	078782	115	80	$43.33	$3,466.12	$90,119.24	$44.19	$3,535.45	$91,921.63	$45.08	$3,606.16	$93,760.06
				$44.67	$3,573.32	$92,906.44	$45.56	$3,644.79	$94,764.57	$46.47	$3,717.69	$96,659.86
				$46.05	$3,683.84	$95,779.83	$46.97	$3,757.52	$97,695.43	$47.91	$3,832.67	$99,649.34
				$47.47	$3,797.77	$98,742.09	$48.42	$3,873.73	$100,716.94	$49.39	$3,951.20	$102,731.28
				$48.94	$3,915.23	$101,795.97	$49.92	$3,993.53	$103,831.89	$50.92	$4,073.41	$105,908.53

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 31, 2020 2.00%			EFFECTIVE AUGUST 31, 2021 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
CLINICAL EDUCATION COORDINATOR	078782	115	80	$45.98	$3,678.28	$95,635.26	$46.90	$3,751.84	$97,547.97
				$47.40	$3,792.04	$98,593.05	$48.35	$3,867.88	$100,564.92
				$48.87	$3,909.32	$101,642.32	$49.84	$3,987.51	$103,675.17
				$50.38	$4,030.23	$104,785.90	$51.39	$4,110.83	$106,881.62
				$51.94	$4,154.87	$108,026.70	$52.97	$4,237.97	$110,187.24

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 3.00%			EFFECTIVE AUGUST 31, 2018 2.00%			EFFECTIVE AUGUST 31, 2019 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
MANAGER OF COMMUNICATIONS	078732	102	80	$54.24	$4,339.56	$112,828.52	$55.33	$4,426.35	$115,085.09	$56.44	$4,514.88	$117,386.79
				$55.87	$4,469.75	$116,213.37	$56.99	$4,559.14	$118,537.64	$58.13	$4,650.32	$120,908.39
				$57.55	$4,603.84	$119,699.78	$58.70	$4,695.91	$122,093.78	$59.87	$4,789.83	$124,535.65
				$59.27	$4,741.95	$123,290.77	$60.46	$4,836.79	$125,756.59	$61.67	$4,933.53	$128,271.72
				$61.05	$4,884.21	$126,989.49	$62.27	$4,981.90	$129,529.28	$63.52	$5,081.53	$132,119.87

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 31, 2020 2.00%			EFFECTIVE AUGUST 31, 2021 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
MANAGER OF COMMUNICATIONS	078732	102	80	$57.56	$4,605.17	$119,734.53	$58.72	$4,697.28	$122,129.22
				$59.29	$4,743.33	$123,326.56	$60.48	$4,838.20	$125,793.09
				$61.07	$4,885.63	$127,026.37	$62.29	$4,983.34	$129,566.89
				$62.90	$5,032.20	$130,837.15	$64.16	$5,132.84	$133,453.90
				$64.79	$5,183.16	$134,762.26	$66.09	$5,286.83	$137,457.51

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CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 3.00%			EFFECTIVE AUGUST 31, 2018 2.00%			EFFECTIVE AUGUST 31, 2019 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
QUALITY IMPROVEMENT OFFICER	078892	100	80	$38.71	$3,096.75	$80,515.63	$39.48	$3,158.69	$82,125.94	$40.27	$3,221.86	$83,768.46
				$39.97	$3,197.69	$83,139.94	$40.77	$3,261.64	$84,802.74	$41.59	$3,326.88	$86,498.79
				$41.17	$3,294.00	$85,643.94	$42.00	$3,359.88	$87,356.82	$42.84	$3,427.08	$89,103.96
				$42.42	$3,393.43	$88,229.08	$43.27	$3,461.29	$89,993.66	$44.13	$3,530.52	$91,793.54
				$43.50	$3,480.10	$90,482.68	$44.37	$3,549.71	$92,292.34	$45.26	$3,620.70	$94,138.18
				$44.81	$3,584.59	$93,199.32	$45.70	$3,656.28	$95,063.31	$46.62	$3,729.41	$96,964.57
				$46.07	$3,685.52	$95,823.63	$46.99	$3,759.23	$97,740.10	$47.93	$3,834.42	$99,694.90
				$47.33	$3,786.46	$98,447.94	$48.28	$3,862.19	$100,416.89	$49.24	$3,939.43	$102,425.23

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 31, 2020 2.00%			EFFECTIVE AUGUST 31, 2021 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
QUALITY IMPROVEMENT OFFICER	078892	100	80	$41.08	$3,286.30	$85,443.83	$41.90	$3,352.03	$87,152.71
				$42.42	$3,393.41	$88,228.77	$43.27	$3,461.28	$89,993.34
				$43.70	$3,495.62	$90,886.04	$44.57	$3,565.53	$92,703.76
				$45.01	$3,601.13	$93,629.41	$45.91	$3,673.15	$95,501.99
				$46.16	$3,693.11	$96,020.95	$47.09	$3,766.98	$97,941.37
				$47.55	$3,803.99	$98,903.86	$48.50	$3,880.07	$100,881.94
				$48.89	$3,911.11	$101,688.80	$49.87	$3,989.33	$103,722.58
				$50.23	$4,018.22	$104,473.74	$51.23	$4,098.59	$106,563.21

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 3.00%			EFFECTIVE AUGUST 31, 2018 2.00%			EFFECTIVE AUGUST 31, 2019 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
COMMUNICATIONS SUPERVISOR	078795	108	84	$40.88	$3,433.73	$89,277.03	$41.70	$3,502.41	$91,062.57	$42.53	$3,572.45	$92,883.83
				$41.82	$3,513.21	$91,343.45	$42.66	$3,583.47	$93,170.32	$43.51	$3,655.14	$95,033.73
				$42.77	$3,592.69	$93,409.87	$43.63	$3,664.54	$95,278.07	$44.50	$3,737.83	$97,183.63
				$43.72	$3,672.16	$95,476.29	$44.59	$3,745.61	$97,385.81	$45.48	$3,820.52	$99,333.53
				$44.66	$3,751.63	$97,542.39	$45.56	$3,826.66	$99,493.24	$46.47	$3,903.20	$101,483.11

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 31, 2020 2.00%			EFFECTIVE AUGUST 31, 2021 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
COMMUNICATIONS SUPERVISOR	078795	108	84	$43.38	$3,643.90	$94,741.50	$44.25	$3,716.78	$96,636.33
				$44.38	$3,728.25	$96,934.40	$45.27	$3,802.81	$98,873.09
				$45.39	$3,812.59	$99,127.30	$46.30	$3,888.84	$101,109.85
				$46.39	$3,896.93	$101,320.20	$47.32	$3,974.87	$103,346.60
				$47.40	$3,981.26	$103,512.77	$48.34	$4,060.89	$105,583.02

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CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 3.00%			EFFECTIVE AUGUST 31, 2018 2.00%			EFFECTIVE AUGUST 31, 2019 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
WFPS/WRHA	078902	101	80	$51.00	$4,079.83	$106,075.67	$52.02	$4,161.43	$108,197.19	$53.06	$4,244.66	$110,361.13
LIAISON AND				$52.53	$4,202.23	$109,257.94	$53.58	$4,286.27	$111,443.10	$54.65	$4,372.00	$113,671.96
PLANNING OFFICER				$54.10	$4,328.30	$112,535.68	$55.19	$4,414.86	$114,786.39	$56.29	$4,503.16	$117,082.12
				$55.73	$4,458.14	$115,911.75	$56.84	$4,547.31	$118,229.99	$57.98	$4,638.25	$120,594.59
				$57.40	$4,591.89	$119,389.11	$58.55	$4,683.73	$121,776.89	$59.72	$4,777.40	$124,212.43
				$59.12	$4,729.65	$122,970.78	$60.30	$4,824.24	$125,430.19	$61.51	$4,920.72	$127,938.80
				$60.89	$4,871.53	$126,659.90	$62.11	$4,968.97	$129,193.10	$63.35	$5,068.34	$131,776.96
				$62.72	$5,017.68	$130,459.70	$63.98	$5,118.03	$133,068.89	$65.25	$5,220.39	$135,730.27
				$64.60	$5,168.21	$134,373.49	$65.89	$5,271.58	$137,060.96	$67.21	$5,377.01	$139,802.18

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 31, 2020 2.00%			EFFECTIVE AUGUST 31, 2021 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
WFPS/WRHA	078902	101	80	$54.12	$4,329.55	$112,568.35	$55.20	$4,416.14	$114,819.72
LIAISON AND				$55.74	$4,459.44	$115,945.40	$56.86	$4,548.63	$118,264.31
PLANNING OFFICER				$57.42	$4,593.22	$119,423.76	$58.56	$4,685.09	$121,812.24
				$59.14	$4,731.02	$123,006.48	$60.32	$4,825.64	$125,466.61
				$60.91	$4,872.95	$126,696.68	$62.13	$4,970.41	$129,230.61
				$62.74	$5,019.14	$130,497.57	$63.99	$5,119.52	$133,107.52
				$64.62	$5,169.71	$134,412.50	$65.91	$5,273.11	$137,100.75
				$66.56	$5,324.80	$138,444.87	$67.89	$5,431.30	$141,213.77
				$68.56	$5,484.55	$142,598.22	$69.93	$5,594.24	$145,450.19

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CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 3.00%			EFFECTIVE AUGUST 31, 2018 2.00%			EFFECTIVE AUGUST 31, 2019 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
PARAMEDIC PUBLIC EDUCATION COORDINATOR	078372	114	80	$39.97	$3,197.69	$83,139.94	$40.77	$3,261.64	$84,802.74	$41.59	$3,326.88	$86,498.79
				$41.17	$3,294.00	$85,643.94	$42.00	$3,359.88	$87,356.82	$42.84	$3,427.08	$89,103.96
				$42.42	$3,393.43	$88,229.08	$43.27	$3,461.29	$89,993.66	$44.13	$3,530.52	$91,793.54
				$43.50	$3,480.10	$90,482.68	$44.37	$3,549.71	$92,292.34	$45.26	$3,620.70	$94,138.18
				$44.81	$3,584.59	$93,199.32	$45.70	$3,656.28	$95,063.31	$46.62	$3,729.41	$96,964.57
				$46.07	$3,685.52	$95,823.63	$46.99	$3,759.23	$97,740.10	$47.93	$3,834.42	$99,694.90
				$47.33	$3,786.46	$98,447.94	$48.28	$3,862.19	$100,416.89	$49.24	$3,939.43	$102,425.23
				$48.99	$3,918.99	$101,893.61	$49.97	$3,997.36	$103,931.49	$50.97	$4,077.31	$106,010.12

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 31, 2020 2.00%			EFFECTIVE AUGUST 31, 2021 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
PARAMEDIC PUBLIC EDUCATION COORDINATOR	078372	114	80	$42.42	$3,393.41	$88,228.77	$43.27	$3,461.28	$89,993.34
				$43.70	$3,495.62	$90,886.04	$44.57	$3,565.53	$92,703.76
				$45.01	$3,601.13	$93,629.41	$45.91	$3,673.15	$95,501.99
				$46.16	$3,693.11	$96,020.95	$47.09	$3,766.98	$97,941.37
				$47.55	$3,803.99	$98,903.86	$48.50	$3,880.07	$100,881.94
				$48.89	$3,911.11	$101,688.80	$49.87	$3,989.33	$103,722.58
				$50.23	$4,018.22	$104,473.74	$51.23	$4,098.59	$106,563.21
				$51.99	$4,158.86	$108,130.32	$53.03	$4,242.04	$110,292.92

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CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 3.00%			EFFECTIVE AUGUST 31, 2018 2.00%			EFFECTIVE AUGUST 31, 2019 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
SUPERVISOR OF	078922	113	80	$38.71	$3,096.75	$80,515.63	$39.48	$3,158.69	$82,125.94	$40.27	$3,221.86	$83,768.46
LIGHT FLEET				$39.97	$3,197.69	$83,139.94	$40.77	$3,261.64	$84,802.74	$41.59	$3,326.88	$86,498.79
				$41.17	$3,294.00	$85,643.94	$42.00	$3,359.88	$87,356.82	$42.84	$3,427.08	$89,103.96
				$42.42	$3,393.43	$88,229.08	$43.27	$3,461.29	$89,993.66	$44.13	$3,530.52	$91,793.54
				$43.50	$3,480.10	$90,482.68	$44.37	$3,549.71	$92,292.34	$45.26	$3,620.70	$94,138.18
				$44.81	$3,584.59	$93,199.32	$45.70	$3,656.28	$95,063.31	$46.62	$3,729.41	$96,964.57
				$46.07	$3,685.52	$95,823.63	$46.99	$3,759.23	$97,740.10	$47.93	$3,834.42	$99,694.90
				$47.33	$3,786.46	$98,447.94	$48.28	$3,862.19	$100,416.89	$49.24	$3,939.43	$102,425.23

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 31, 2020 2.00%			EFFECTIVE AUGUST 31, 2021 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
SUPERVISOR OF	078922	113	80	$41.08	$3,286.30	$85,443.83	$41.90	$3,352.03	$87,152.71
LIGHT FLEET				$42.42	$3,393.41	$88,228.77	$43.27	$3,461.28	$89,993.34
				$43.70	$3,495.62	$90,886.04	$44.57	$3,565.53	$92,703.76
				$45.01	$3,601.13	$93,629.41	$45.91	$3,673.15	$95,501.99
				$46.16	$3,693.11	$96,020.95	$47.09	$3,766.98	$97,941.37
				$47.55	$3,803.99	$98,903.86	$48.50	$3,880.07	$100,881.94
				$48.89	$3,911.11	$101,688.80	$49.87	$3,989.33	$103,722.58
				$50.23	$4,018.22	$104,473.74	$51.23	$4,098.59	$106,563.21

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CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 3.00%			EFFECTIVE AUGUST 31, 2018 2.00%			EFFECTIVE AUGUST 31, 2019 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
COMMUNICATIONS	078982	116	80	$42.07	$3,365.60	$87,505.66	$42.91	$3,432.91	$89,255.77	$43.77	$3,501.57	$91,040.89
TRAINING AND QUALITY				$43.75	$3,500.23	$91,005.89	$44.63	$3,570.23	$92,826.00	$45.52	$3,641.64	$94,682.53
OFFICER				$45.50	$3,640.24	$94,646.12	$46.41	$3,713.04	$96,539.05	$47.34	$3,787.30	$98,469.83
				$47.32	$3,785.84	$98,431.97	$48.27	$3,861.56	$100,400.61	$49.23	$3,938.79	$102,408.62
				$49.22	$3,937.28	$102,369.25	$50.20	$4,016.02	$104,416.63	$51.20	$4,096.34	$106,504.97

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 31, 2020 2.00%			EFFECTIVE AUGUST 31, 2021 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
COMMUNICATIONS	078982	116	80	$44.65	$3,571.60	$92,861.71	$45.54	$3,643.04	$94,718.94
TRAINING AND QUALITY				$46.43	$3,714.47	$96,576.18	$47.36	$3,788.76	$98,507.70
OFFICER				$48.29	$3,863.05	$100,439.22	$49.25	$3,940.31	$102,448.01
				$50.22	$4,017.57	$104,456.79	$51.22	$4,097.92	$106,545.93
				$52.23	$4,178.27	$108,635.06	$53.27	$4,261.84	$110,807.77

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 21, 2016 3.00%			EFFECTIVE AUGUST 31, 2018 2.00%			EFFECTIVE AUGUST 31, 2019 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
SERVICE QUALITY	078992	117	80	$47.99	$3,838.93	$99,812.28	$48.95	$3,915.71	$101,808.53	$49.93	$3,994.03	$103,844.70
AND PATIENT				$49.43	$3,954.10	$102,806.65	$50.41	$4,033.18	$104,862.78	$51.42	$4,113.85	$106,960.03
SAFETY OFFICER				$50.91	$4,072.72	$105,890.85	$51.93	$4,154.18	$108,008.66	$52.97	$4,237.26	$110,168.84
				$52.44	$4,194.91	$109,067.57	$53.49	$4,278.80	$111,248.92	$54.55	$4,364.38	$113,473.90
				$54.01	$4,320.75	$112,339.60	$55.09	$4,407.17	$114,586.39	$56.19	$4,495.31	$116,878.12
				$55.63	$4,450.38	$115,709.79	$56.74	$4,539.38	$118,023.98	$57.88	$4,630.17	$120,384.46
				$57.30	$4,583.89	$119,181.08	$58.44	$4,675.57	$121,564.70	$59.61	$4,769.08	$123,996.00
				$59.02	$4,721.40	$122,756.51	$60.20	$4,815.83	$125,211.64	$61.40	$4,912.15	$127,715.87
				$60.79	$4,863.05	$126,439.20	$62.00	$4,960.31	$128,967.98	$63.24	$5,059.51	$131,547.34

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	EFFECTIVE AUGUST 31, 2020 2.00%			EFFECTIVE AUGUST 31, 2021 2.00%		
				HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
SERVICE QUALITY	078992	117	80	$50.92	$4,073.91	$105,921.59	$51.94	$4,155.39	$108,040.02
AND PATIENT				$52.45	$4,196.12	$109,099.23	$53.50	$4,280.05	$111,281.22
SAFETY OFFICER				$54.03	$4,322.01	$112,372.21	$55.11	$4,408.45	$114,619.66
				$55.65	$4,451.67	$115,743.38	$56.76	$4,540.70	$118,058.25
				$57.32	$4,585.22	$119,215.68	$58.46	$4,676.92	$121,599.99
				$59.03	$4,722.78	$122,792.15	$60.22	$4,817.23	$125,248.00
				$60.81	$4,864.46	$126,475.92	$62.02	$4,961.75	$129,005.43
				$62.63	$5,010.39	$130,270.19	$63.88	$5,110.60	$132,875.59
				$64.51	$5,160.70	$134,178.29	$65.80	$5,263.92	$136,861.86