

SCHEDULE 1 - WAGES					
PAY GRADE	POSITION	2024	2025	2026	2027
13	Senior Accountant	49.30	51.77	53.58	55.46
	Senior Development Engineer				
	Senior Parks Planner				
	Senior Planner				
12	Electrical Instrumentation Technician	48.77	51.21	53.00	54.86
	Industrial Mechanic				
	Senior Business Licensing & Building Official				
	Senior Automotive Service Technician/Heavy Duty				
11	Building Official III	46.72	49.06	50.78	52.55
	Business Systems Analyst				
	GIS Team Lead				
	Network Systems Analyst				
	Plumbing/HVAC Official				
	Senior Design & Inspection Technologist				
Senior Development Engineering Technologist					
10	GIS Analyst	46.18	48.49	50.18	51.94
	Planner III				
	Utility Foreman - Water Distribution Operations				
	Water Supply & Treatment Plant Foreman				
9	Construction Foreman	44.28	46.49	48.12	49.80
	Design and Inspection Technologist				
	Development Engineering Technologist				
	Revenue Coordinator				
	Water Supply & Treatment Lead Hand				
8	Automotive Services Technician/Heavy Duty	43.73	45.92	47.53	49.19
	Forensic Video Analyst				
	Police Services Information Specialist				
	Utility Foreman - Maintenance				
	Utility Foreman - Wastewater Collection Operations				
	Watershed Operations Lead Hand				

PAY GRADE	POSITION	2024	2025	2026	2027
7	Building Official II	41.38	43.45	44.97	46.55
	Bylaw Compliance & Enforcement Officer III				
	Engineering Asset Management Technologist				
	Engineering Technologist II				
	Facilities Foreman				
	GIS Technologist				
	Intermediate Accountant				
	Parks Maintenance Foreman				
	Parks Operations Foreman				
	Planner II				
	Planner II, Long Range				
	Roads and Drainage Foreman				
	Senior Program and Event Coordinator				
	Utilities Technical Coordinator				
	Utility Operator III				
	Water Supply & Treatment Operator III				
Water Supply & Treatment Technical Coordinator					
6	Bookings Coordinator	39.19	41.15	42.59	44.08
	Business Systems Technician				
	Business Licensing Compliance Officer				
	Bylaw Compliance & Enforcement Officer II				
	Communications and Engagement Coordinator				
	Computer and Network Technician				
	Culture and Tourism Coordinator				
	Finance Clerk - Senior UT Billing & Prop Tax				
	GIS Technician				
	Police Services Administrative Coordinator				
	Planner I				
	Planner I, Long Range				
	Roads Operator III				

PAY GRADE	POSITION	2024	2025	2026	2027
5	Building Official I	37.10	38.95	40.32	41.73
	Bylaw Community Support Officer				
	Bylaw Compliance & Enforcement Officer I				
	Engineering Technologist I				
	Equipment Operator				
	Equipment Operator (Hydro-Vac)				
	Exhibit Control Officer				
	Facilities Operator III				
	Operator III (Parks, Urban Forestry, Irrigation, Horticulture)				
	Planning Technician				
	Program and Event Coordinator				
	Utility Operator II				
	Utility Water Meter Technician				
	Water Supply & Treatment Operator II				
4	Accounting Clerk	35.12	36.88	38.17	39.51
	Development Services Assistant				
	Facilities Operator II				
	Finance Clerk - Accounts Payable				
	Finance Clerk - Accounts Receivable				
	Finance Clerk - Utility Billing & Property Tax				
	Fire Rescue Assistant				
	Legislative Services Assistant				
	Operations and Project Assistant				
	Police Services Assistant				
	Service Desk Technician				
3	Construction Operator II	33.25	34.91	36.14	37.40
	Parks Operator II				
	Parks Operator II (Mowing)				
	Roads Operator II				
	Roads Operator II (Swamper)				
	Utility Operator I				
	Watershed Operator II				
	Water Supply & Treatment Operator I				

<b>PAY GRADE</b>	<b>POSITION</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
<b>2</b>	Bylaw Clerk	31.45	33.03	34.18	35.38
	Cashier/Clerk				
	Construction Operator I				
	Development Services Clerk				
	Engineering Clerk				
	Facilities & Recreation Clerk				
	Maintenance Operator				
	Operations Clerk				
	Receptionist/Clerk				
	Recreation Services Attendant				
	Roads Operator I				
<b>1</b>	Facilities Operator I	29.77	31.26	32.35	33.49
	Labourer				
	Operator in Training				
	Parks Operator I				
	Parks Operator I (Mowing)				
	Parks Operator I (Fuel Program)				
	Watershed Operator I				
<b>Students</b>	Student III	23.27	24.43	25.29	26.17
	Student II	21.77	22.86	23.66	24.48
	Student I	18.61	19.54	20.23	20.93

**SCHEDULE "2" - Definitions**

2024 - 2027 COLLECTIVE AGREEMENT  
BETWEEN  
THE 'CWK' AND THE 'ALGEU'

**DEFINITIONS**

1. Words importing the singular include the plural and vice versa; and words importing a male person include a female person and corporation.
2. In these definitions, unless the context otherwise requires:

"Bargaining Unit" means positions covered by the provisions of this Collective Agreement and represented by the ALGEU.

**LETTER OF UNDERSTANDING #1**

**Between:** The City of West Kelowna (CWK)  
**And:** The Association of Local Government Employees Union (ALGEU)

**Subject:** Student Inclusion to ALGEU Bargaining Unit

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The undersigned representatives acting on behalf of the Employer and the Union

Agree that,

Employees in the classification of as "Student" are part of the Union's bargaining unit.

The following sections sets out the provisions of the current collective agreement that are applicable to the classification of "Student" and those that are not applicable.

**IN WITNESS WHEREOF** the parties hereto, by their authorized representatives, have affixed their signatures hereto on this 10<sup>th</sup> day of May 2024.

Signed on behalf of:

**THE CITY OF WEST KELOWNA**

**THE ASSOCIATION OF LOCAL  
GOVERNMENT EMPLOYEES UNION**

  
\_\_\_\_\_  
Ron Mattiussi  
Interim Chief Administrative Officer

  
\_\_\_\_\_  
Kyle Arsenault  
President

  
\_\_\_\_\_  
Trevor Seibel  
Deputy Chief Administrative Officer

  
\_\_\_\_\_  
Manuel Rego  
Vice President

The following provisions of the Collective Agreement are applicable to ALGEU members classified as "student":

Table 1:

Article 1	Purpose of the Agreement
Article 2	Duration of the Agreement
Article 3.01 and 3.03	Bargaining Unit Work
Article 4	Management Rights
Article 5	No Discrimination
Article 6	Union Security and Checkoff of Union Dues
Article 7	Strike at CWK Premises
Article 8.06	Student Employee
Article 8.07	Pay in Lieu for Relief, Part-Time and Student
Article 9	Labour Management Relations
Article 11	Personnel File and Discipline
Article 12	Grievance Procedure
Article 13	Indemnity
Article 18	Hours of Work
Article 19	Premiums
Article 20	Overtime Pay
Article 22	Defined Holidays (Statutory Holidays as per the Employment Standards Act)
Article 27	Leave of Absence Without Pay
Article 28.01	Leave of Absence with Pay (Bereavement)
Article 31.01	Valid Driver's License
Article 32	Safety of Employees – Safety Committee and Influence of Alcohol or Drugs
Article 33.01	Job Evaluation Maintenance Procedures
Article 34.01	Wages
Schedule 1	Wage Schedule
Schedule 2	Definitions

The following provisions of the Collective Agreement are not applicable to ALGEU members classified as "student":

Table 2:

Article 3.02	Bargaining Unit Work
Article 10	Job Sharing
Article 14	Filling Vacancies
Article 15	Probationary Period
Article 16	Seniority
Article 17	Layoff and Recall
Article 21	Annual Vacations
Article 23	Group Benefit Plan
Article 24	Municipal Pension Plan
Article 25	Health Leave
Article 26	Maternity, Parental, Adoption, Paternity Leave
Article 28.02/28.03	Jury Duty/Parental Leave Day
Article 29	In Service Courses
Article 30	Severance Pay — Eligible Employees
Article 31.02	Valid Driver's License - Reimbursement
Article 32.02/32.04	Safety of Employees - Workboot Allowance/Fatigue Leave
Article 33.02	Job Evaluation Maintenance Procedure — Upgrade in classification level
Article 34.02	Higher Rate
Article 34.03	Support Staff
Article 34.04	Parks Operators
Article 34.05	Acting Pay
Article 34.06	Probationary Employees
Article 34.07	Utility & Supply/Treatment Operators
Article 34.08	Tool Allowance

**LETTER OF UNDERSTANDING #2**

**Between:** The City of West Kelowna (CWK)  
**And:** The Association of Local Government Employees Union (ALGEU)

**Subject:** Building Officials

This letter of understanding is pursuant to the collective bargaining memorandum of settlement agreement dated April 12, 2024, in reference to the previous Letter of Understanding – Difficult to Recruit and Retain Positions – Designation. Pursuant to the former LOU there was a \$2.25 per hour increase for defined positions.

The hourly rate for the following individuals before the 2024 adjustment is as follows.

<b>Name:</b>	<b>Position:</b>	<b>Hourly Rate:</b>
Elroy Dueck	Building Official III	\$46.96
Robert Newmarch	Plumbing/HVAC Official	\$46.74
Jerome Hudon	Building Official III	\$46.74

The above individuals will receive the negotiated increase as per Schedule 1 effective 2024.

This LOU runs concurrently with the term of collective agreement negotiated as per the settlement agreement.

**IN WITNESS WHEREOF** the parties hereto, by their authorized representatives, have affixed their signatures hereto on this 10<sup>th</sup> day of May 2024.

Signed on behalf of:

**THE CITY OF WEST KELOWNA**

**THE ASSOCIATION OF LOCAL GOVERNMENT EMPLOYEES UNION**

Ron Mattiussi  
Interim Chief Administrative Officer

Kyle Arsenault  
President

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