

LETTER OF UNDERSTANDING #5
between the
CITY OF CAMPBELL RIVER
and the
CANADIAN UNION OF PUBLIC EMPLOYEES,
Local 401

RE: Animal Control Officer

In order for the City to provide animal control services to the local community and to meet contract service level commitments on a go-forward basis, the parties agree to the following terms and conditions effective the date of signing below:

1. The Animal Control Officer has been established within the Bylaw Services Department of the Community Safety Division.
2. The parties agree that the Animal Control Officer will be classified at the rate equivalent to Pay Grade 13 of Schedule 'C' – Hourly Rates of this Agreement.
3. The hours of work for the Animal Control Officer shall consist of four (4) ten (10) hour day shifts, followed by four (4) consecutive days off. The hours of work shall not exceed ten (10) hours between 8:00 a.m. and 9:00 p.m., broken only by one (1) hour allowed for the lunch period.
4. Animal Control Officers will have their statutory holidays frontloaded as per Article 19.05.
5. For the purposes of calculating overtime rates on regular working days (Article 18.01), overtime shall be paid at time and one-half ($1\frac{1}{2}x$) for the first (1st) hour worked after the employee's ten (10) hour shift and double time (2x) thereafter.
6. The Employer reserves the right to alter the hours of work, using shift change notice, as per Article 17.02.
7. Shift work bonus would apply for hours worked between 6:00 p.m. and 6:00 a.m. as outlined in Article 17.01.

Dated in Campbell River this 14th day of January, 2025.



Human Resources Manager
City of Campbell River



President
CUPE Local 401
January 28, 2025



First Vice-President
CUPE Local 401
January 28, 2025