



**CALGARY
FIREFIGHTERS
2023**

Calgary Firefighters Association



Local 255 Office

Address: 2234 30th Ave NE, Calgary, T2E 7K9

Phone Number: 403 261 6966

Fax Number: 403 269 1985



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FIRE STATIONS

STN	ADDRESS	DPT LINE	PRIVATE	FAX	SPECIAL SERVICES
1	450 1st Street S.E	213-9301	213-9401	213-9501	
2	1010 10th Avenue S.W	213-9302	213-9402	213-9502	
3					
4	1991 18th Avenue N.E	213-9304	213-9404	213-9504	Chemical Drop Off
5	3129 14th Street S.W	213-9305	213-9405	213-9505	
6	360 8th Street S.W	213-9306	213-9406	213-9506	
7	2708 4th Street N.W	213-9307	213-9407	213-9507	
8	1720 45th Street S.W	213-9308	213-9408	213-9508	
9	2515 78th Avenue S.E	213-9309	213-9409	213-9509	
10	1909 16th Avenue N.W	213-9310	213-9410	213-9410	
11	5506 4th Street S.W	213-9311	213-9411	213-9511	
12	123 44th Street S.E	213-9312	213-9412	213-9512	
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FIRE STATIONS CONTINUED

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STN	ADDRESS	DPT LINE	PRIVATE	FAX	SPECIAL SERVICES
14	9840 Horton Road S.W	213-9314	213-9414	213-9514	
15	6328 35th Avenue N.W	213-9315	213-9415	213-9515	
16	4124 11th Street S.E	213-9316	213-9416	213-9516	
17	3740 32nd Avenue N.W	213-9317	213-9417	213-9517	VX Site, Pump training site, Chemical drop off
18	415 68th Avenue N.W	213-9318	213-9418	213-9518	
19	13807 Parkland Blvd S.E	213-9319	213-9419	213-9519	
20	2800 Peacekeepers Way S.W	213-9320	213-9420	213-9520	VX Site, Sand, Chemical drop off
21	209 Silvergrove Drive N.W	213-9321	213-9421	213-9521	
22	7199 Temple Drive N.E	213-9322	213-9422	213-9522	
23	2727 26th Avenue S.E	213-9323	213-9423	213-9523	
24	2607 106th Avenue S.W	213-9324	213-9424	213-9524	

FIRE STATIONS CONTINUED

STN	ADDRESS	DPT LINE	PRIVATE	FAX	SPECIAL SERVICES
25	4705 76th Avenue S.E	213-9325	213-9425	213-9525	
26	450 Midpark Way S.E	213-9326	213-9426	213-9526	
27	110, 11358 Barlow Trail NE	213-9327	213-9427	213-9527	
28	7925 Edgemont Blvd N.W	213-9328	213-9428	213-9528	
29	7027 Coach Hill Road SW	213-9329	213-9429	213-9529	
30	6 McKenzie Towne Gate SE	213-9330	213-9430	213-9530	
31	11955 Country Village Link NE	213-9331	213-9431	213-9531	Chemical Drop off
32	800 Saddletown Circle NE	213-9332	213-9432	213-9532	
33	3800 69th Street SW	213-9333	213-9433	213-9533	
34	1 Royal Birch Hill NW	213-9334	213-9434	213-9534	
35	11280 Valleyridge Blvd NW	213-9335	213-9435	213-9535	Surface Rescue
36	10071 Hidden Valley Drive NW	213-9336	213-9436	213-9536	
37	2511 Eversyde Ave SW	213-9337	213-9437	213-9537	Chemical Drop off

FIRE STATIONS CONTINUED

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[illegible]

ENGINE CELL NUMBERS

ENGINES	CELL #	ENGINES	CELL #	ENGINES	CELL#	ENGINES	CELL #
Engine 1	461-2074	Engine 46	829-7618	Engine 25	466-0999	Engine 39	466-9259
Engine 48	461-4927	Engine 14	831-7712	Engine 26	464-2861	Engine 40	478-0225
Engine 2	463-3210	Engine 47	835-1123	Engine 27	478-4144	Engine 41	478-1225
Engine 49	463-4568	Engine 15	835-1295	Engine 28	464-6369	Engine 42	837-3316
Engine 3		Engine 16	835-3971	Engine 29	464-6754		
Engine 4	463-5362	Engine 17	836-1436	Engine 30	464-6883		
Engine 5	542-6044	Engine 18	837-2563	Engine 31	464-7580		
Engine 6	542-7241	Engine 19	837-6599	Engine 32	464-9584		
Engine 7	542-5195	Engine 20	921-2481	Engine 33	466-0384		
Engine 8	589-5603	Engine 21	921-5038	Engine 34	466-7631		
Engine 9	463-8014	Engine 22	923-1398	Engine 35	466-8195		
Engine 10	829-3613	Engine 50	923-5581	Engine 36	466-8331		
Engine 11	829-4276	Engine 23	923-6718	Engine 37	466-8470		
Engine 12	829-6854	Engine 24	466-0587	Engine 38	466-8924		

SECONDARY APPARATUS CELL NUMBERS 6

AERIALS	CELL #	HAZMAT	CELL #	RESCUES	CELL #
Aerial 1	463-6349	Hazmat 4	542-0251	Rescue 8	589-6123
Aerial 6	542-2951	Hazmat 17	836-7707	Technical Rescue 10	589-6088
Aerial 8	589-7428	Hazmat 19	464-3952	Technical Rescue 11	829-2289
Aerial 17	836-5584	Recovery Truck 35	461-6320	Rescue 12	464-9836
Aerial 19	837-7796	Haz Tech	835-7193	Rescue 21	921-5283
Aerial 23	829-8648			Rescue 26	464-2987
Aerial 25	466-0889			Rescue 27	464-8144
Aerial 30	585-4272			Rescue 39	463-7305
Aerial 31	829-4625				
Aerial 32	464-7556				
Aerial 34	837-4254				

7 SECONDARY APPARATUS CELL NUMBERS

WATER RESCUE	CELL #	INVESTIGATORS	CELL #	SUPPORT APPARATUS	CELL #
Boat Tow 6	542-3742	Fire Investigator 1	542-6161	Airlight 4	542-7639
Aquatics 6	542-3046	Fire Investigator 2	466-9465	Highrise 2	464-0344
Boat Tow 30	466-9422				
Boat Tow 21	921-5828				
WATER TENDERS	CELL #	FRP	CELL #	PANEL	CELL #
Tender 25	464-0805	FRP (20 STN)	461-7818	Panel 16	835-3979
Tender 21	466-8324	FRP (07 STN)	461-7889		
BUSH BUGGY	CELL #				
BB 08	461-3965				
BB 17	836-6975				
BB 18	461-6782				
BB 19	837-8414				
BB 23	829-8648				

CHIEF PHONE NUMBERS

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CHIEF	STATION	OFFICE #	CELL #	
Battalion Chief(A)	16 Station	460-5300	862-9307	
Battalion Chief(B)	16 Station	460-5300	620-4639	
Battalion Chief(C)	16 Station	460-5300	862-9306	
Battalion Chief(D)	16 Station	460-5300	862-9304	
East District Chief		460-5304	804-9453	
West District Chief		460-5305	804-9472	
Central District Chief		460-5301	312-6037	
North District Chief		460-5302	464-9018	
South District Chief		460-5303	804-9445	
Metro District Chief				

GENERAL NUMBERS

TITLE	CONTACT	PHONE	CELL	DESCRIPTION
Online Training & CFD Learn	Mary Boni	863-5240		Problems with CFD Learn after normal business hours, questions on any training materials 102 exam, company officer exam materials or other problems
Fire Dispatch	Operator	264-1022		PSC Building
Fire Dispatch	Dispatch Lead	543-0810		Talk directly to Fire Dispatch Lead
Hydrant Concerns		311		Any Concerns with Hydrants
IT Help Desk	Administrator	268-8008		Problems with Computers, Printers, Telephones, Fax, Alerting system, Tones, Locution, I mobile, FIS, issues with Sirens Opticom An order is automatically generated for low toner (toner will be sent to station)
Dragger Monitor	Haz Tech	287-4202	669-3525 (On Call)	ITX Problems and Gas Refills (During business Hours) ITX Problems (after hours) call hazmat stations to troubleshoot. 4,17,26
Paper Shred	Porter Service	268-5661		Pick up Paper to be Shred
Project Warmth	Jonathan Fesik	815-5853		Winter Coat Pick Up

GENERAL NUMBERS CONTINUED

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TITLE	CONTACT	PHONE	CELL	FAX	DESCRIPTION
Red Hazmat Bin	Waste Recycling	311			Collection of full bins
Yellow BIO Hazard Bin	Fax 35 station			213-9539	Collection of full bins Fax and Request Goo truck to come empty
Station Clean Pack	Solid waste management	311			Collection of full station Bins
	Shepard Landfill	899-7095			Collection of large garbage dropped off at stations
Sandbox		268-4942			To have station sandboxes refilled
Distress Center Calgary	Switch Board	264-7700			Distress Center Calgary Main
Sprouse Extinguishers		265-3891			Apparatus Extinguishers Recharged
Toy Association	Mark Hagel	242-5553			Toy Association will pick up toys from stations
Reception Main		287-4274			Fire Reception Main Office
Facilities Clerk	Silvia Weiss	648-6506			Facilities Clerk

TITLE	CONTACT	PHONE	CELL	FAX	DESCRIPTION
Animal Services	Operator	311			Animal Recovery
Public Information Officer	Carol Henke Carol.henke@calgary.ca	268-8751	988-7922	287-4222	Public Information Officer
Cadet Program		268-8774	804-9475	272-1368	Cadet Program Information
Recruitment		268-8333	771-0604	268-8332	Recruitment Coordinator
Training Academy	Receptionist	268-8750		272-1368	Training and Development
MAT Centre		268-4816			

COMMUNITY SAFETY

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TITLE	CONTACT	PHONE	CELL	DESCRIPTION
Coordinator	Jeff Budai	287-4220	512-2288	

Call any community safety officer to refill community SAFETY supplies.

- Community CARE PACK and contents.
- Trauma PUPS.
- Colouring books.
- Smoke alarms.
- Informational pamphlets in station.
- Station tour kit and contents.

Volunteers for school presentations should pick up gear and presentation kits from community safety at the training academy.

****Reminder:** Check outlook calendar for upcoming scheduled fire station tours in your hall.

Current officers (contact information can be found on internal phone list):

Jennette Allum

Ed Petry

Paul Aziz

FACILITIES MAINTENANCE

TITLE	CONTACT	PHONE	FAX	DESCRIPTION
Facilities Maintenance	General	268-8351	648-6523	Any Building Repair
	On Duty Battalion Chief			After Hours

VEHICLE MAINTENANCE

TITLE	CONTACT	PHONE	CELL	FAX	DESCRIPTION
Main Contact	Linnae Lambert	648-6508		648-6523	Repair and Maintenance of Apparatus
Shop Foreman	Murray Ginther	648-6508		648-6512	
Fuel Card	Kurian Vincent	648-6511			Fuel card replacement or problems

Flat Tire Day Shift Call Shop / Flat Tire Night Shift Call On Duty Battalion Chief

EQUIPMENT & SUPPLY

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TITLE	CONTACT	PHONE	CELL	FAX	DESCRIPTION
Supervisor	Lori Bowness	648-6500	863-6265	648-6505	
Equipment & Supply	Blake Paget	648-6501\02	478-1839 On Call	648-6505 Action	All FF Equipment and tools including SCBA Face Pieces, Medical Supplies, Station Supplies, mail pick up, Duty Gear Cleaning, O2 Bottles, SCBA Bottles, FD1205 Order Forms, Lancets, cards, Defib Pads, batteries, any other equipment Fill out FD1205 for missing or damaged equipment and fax to equipment supplies for replacement
Foam After Hours	On Duty Battalion Chief				Have clear areas in station for storesman to pick up and drop off equipment.

CORPORATE CLOTHING

TITLE	PHONE	FAX	DESCRIPTION
Corporate Clothing	268-8254	268-8833	Station Uniform
Jennifer Raffard	287-4247		Order name tags, rank tags, epaulettes hat badges for station uniform

LENEL SECURITY

TITLE	PHONE	DESCRIPTION
Security Operation Control Center	268-8868	Lost or stolen Cards. Access not being granted. Problem is with Card reader and not Card, submit Service request
		If you need a new photo for access cards, go to to city hall lenel security centre

PAYROLL/BENEFIT INFORMATION

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TITLE	CONTACT	PHONE	CELL	FAX	DESCRIPTION
Payroll	Char Jones Bastian	268-5768		268-5240	All Platoons - Payroll Administrator
	Emilian Moraga	268-1836			All Day Staff - Payroll Administrator
Benefits	Automated System	268-5800	Press option 1		Inquiries about Benefits

CFD STAFFING

TITLE	CONTACT	PHONE	CELL	FAX	DESCRIPTION
Telestaff		287-4242		287-4291	Booking off and Returning to work
				Action	If booked off for less than 5 days, fill out application for sick leave pay and fax to Battalion chief.

TITLE	CONTACT	PHONE	CELL	FAX	DESCRIPTION
Health & Wellness Clinic	Main Line - Admin	873-2352		873-2364	Wellness Administrator
Wellness Fitness Coordinator	Virginia Buckley		809-3686		Fitness and Equipment Initiatives
Ability Management Advisor	Christine Green	268-8744	862-0410	873-5354	If booking off for more then 4 shifts, fill out the attending physician statement, and contact Tanya Sealock to arrange to have your form submitted. Call if you get injured

HEALTH & SAFETY

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TITLE	CONTACT	PHONE	CELL	FAX	DESCRIPTION
Health & Safety	Derrick Urbanowski	287-4244	998-1322	974-3107	Health & Safety Coordinator
Health & Safety			478-1247		After Hours On Call Officer
JOHSC Appointees	Aaron Johnson	Rob Miller	Jon Mawer	RJ Pasloski	

The HSE section would also like to remind CFD Members of the requirements for submitting the Workers' Compensation Board (WCB) CO60 Report of Injury and FD1220 reports.

Within 24 hours complete the WCB Worker's Report of Injury (CO60) and submit to Disability Management (DM) at fax **403-873-5354**. The CO60 should only be completed if medical attention (e.g. doctor, ER, dentist, massage, chiropractor, etc.) is sought (or likely to be sought) or if there will be loss of work time beyond the day of incident. Once the CO60 has been faxed to DM send the original to DM at Mail Code 41.

Within 72 hours complete the FD1220 (both sides) and submit to the HSE section at fax **403-974-3107** or Mail Code 41 for all injuries and exposures, including WCB incidents. You are no longer required to submit the front page of the FD1220 to DM within 24 hours.

Thank you for your cooperation and if you require any additional information or assistance contact HSE section **403-861-6782**.

DAY	DISTRICT	STATION
Monday	South	14 19 24 25 26 30 37 39 41
Tuesday	West	8 10 15 17 20 21 29 33 35
Wednesday	North	18 28 31 34 36 38 40 42
Thursday	East	4 7 12 22 23 25 27 32
Thursday	Central	1 2 5 6 9 11 16

Perform Inspection**FD927**

Defects transfered to online Vehicle defect sheet, If No defects are found still submit KM,Hours, and unit location

**Apparatus &
Equipment
Check Sheet****FD930**

Use for Daily Check and replace after weekly Check

Have Captain sign completed FD927 and FD930 and forward to shop
(mail code 109) attention Maintenance Clerk.

EMS LOCKER CODE	C468X	
SAFE CODE	C431599#	If unsuccessful after 4 attempts safe locks for 15 minutes

Behind the safe are Firefighter kits with disposable coveralls, booties, and clear plastic bags. If there is only one kit remaining contact 403-538-7613 to order more. If no Taxi is waiting call from Taxi phone located in waiting room. If Taxi does not arrive in 30 min. call the on duty District Chief to be picked up. On the Chit fill out **payroll number, station number, EMS event number**. There will be **no gratuity** added. Once driver has filled out Chit Firefighter must sign the chit a Retain one copy. Once in the Station **mail chit to Receptionist at fire Headquarters (Mail Code 49)**.

CODE	PATIENT STATUS
Green	Minor injuries, scrapes
Yellow	More serious, broken
Red	Serious would die without our intervention, bleeding out, not breathing
Black	Dead, death is obvious

ON THE WAY SIZE UP

- Listen for updates from Captain
- Scene Size up be aware of the structure you are entering. Look for uneasy family members or animals not locked up.
- Introduce yourself
- Ask Patient name and age. Use this to asses airway and mental status.
- Establish what is going on "Why 911 was called" Eliminate all unnecessary information.
- Determine if this is a medical or trauma. A good Primary will cover it.
- Jr. Fire Fighter can start doing vitals
- Update Captain with what you are dealing with. Use stable or unstable
- If it is a medical AMPLE and PQRST
- Prepare what to say to EMS for handing patient over. Name, Age, What happened, Vitals, Changes in Vitals

Note:
Always bring
in the drager
to all medical calls

Goals of Care Designations		Interventions							
		Chest comp.	Intubate	Resuscitation	ICU	Site transfer	Surgery	Life sustaining	Symptom control
R Resuscitative care	1	✓	✓	✓	✓	✓	✓	✓	✓
	2	✗	✓	✓	✓	✓	✓	✓	✓
	3	✗	✗	✓	✓	✓	✓	✓	✓
M Medical care	1	✗	✗	✗	✗	✓	✓	✓	✓
	2	✗	✗	✗	✗	Only for symptom control		✓	✓
C Comfort care	1	✗	✗	✗	✗			✓	✓
	2	✗	✗	✗	✗	✗	✗	✗	✓

Who To Contact :

If you need to contact someone from Member Services you can call the office anonymously and ask for the Executive Vice President who is responsible for the five (5) Vice Presidents of Member Services or any other Executive Board - Vice Presidents.

When To Contact :

There is never a wrong time to contact the Executive Vice President or one of Vice Presidents of Member Services, many times we are contacted because members don't know where else to go for help. We are not the experts in every area but we have the resources to discretely direct the member to the help they require. Often, we are contacted by crew members worried about another member who may need help or by a member who simply needs someone to talk to. Members Services is a service provided by the Association to our members. If you don't know where else to turn, contact the Executive Vice President responsible for Member Services.

The Vice Presidents of Member Services helps with claims dealing with STD, WCB, LTD and Presumptive Cancer claims. In addition to active members the Vice Presidents of Members Services also helps provide assistance to the family of deceased members with funeral and other needs so that they are well cared for.

DOCTOR'S NOTES / ATTENDING PHYSICIANS STATEMENT 24

FIRE SUPPRESSION MEMBERS

Have you been
absent for more than
2 consecutive shifts?

No

Yes

You do not require
a doctor's note. Call
your union if you have
any questions

You require an
Attending Physicians
Statement for more
than 4 consecutive
shifts. Call your
Union if you have any
questions.

DAY STAFF MEMBERS

Have you been
absent for more than
5 consecutive shifts?

No

Yes

You do not require
a doctor's note. Call
your union if you have
any questions

You require a
Doctors Note and an
Attending Physicians
Statement for more
than 5 consecutive
shifts. Call your Union
if you have any
questions.

When in doubt call your union

TRAINING		INVESTIGATION	
EMERGENCY MANAGEMENT		PENSION TRUSTEES	
		Andrew Cutforth Tristan Shanks	
PROMOTIONAL BOARD MEMBERS		Day Staff	
Keith Stahl	Geordie Wepler	Sean Flynn Rod Kibble	

FIRE SUPPRESSION OVERTIME CODES

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COURT DUTY (200)	Required to appear in court or for court duty.
MEETINGS (220)	Required to attend meetings
TRAINING (215)	Squad Relief, Unscheduled training, Exams
SPECIAL EVENTS & PROJECTS (225)	Awards and Recognition, Promotional Board, Elections (require specific time to vote), Calgary Stampede Activities, Contracted Services (Dive recovery, safety boat)
SICKNESS, HEALTH & WELLNESS (205)	Coverage for member booking off, Seniority moves caused by members returning to work, Medicals, Time spent at hospitals due to firefighter injuries, Critical incident stress debriefings
STAYED LATE AT SCENE (210)	Firefighting, Ambulance Assist, Firefighters returning from hospital (assisting EMS), Hazardous Materials, Rescue, Squad Relief
MANPOWER REQUIREMENTS (195)	Technical Staff (specialties), Staffing Levels (minimum manning)
MISCELLANEOUS (230)	Mechanical Failure (apparatus breaks down), Late for Shift (member is late for work), Duty Gear (sending duty gear in for inspection)

**Fax all OT Slips to BATTALION CHIEF 403-243-0526
USE "OPERATIONS" NOT "SUPPRESSION" FOR DIVISION**

EXPLANATION OF OVERTIME

If a member is called in for duty during his regular time off, overtime will be paid at double straight time. When any member is called in to work outside his regular shift he will be paid a minimum of two hours at double time rate.

Overtime shall be calculated on the basis of each fifteen (15) minutes or portion as follows:

1 to 15 minutes = 15 minutes minimum payment at double time (x2)

16 to 30 minutes = 30 minutes minimum payment at double time (x2)

31 to 45 minutes = 45 minutes minimum payment at double time (x2)

46 to 60 minutes = 60 minutes minimum payment at double time (x2)

and so on from hour to hour, or portion thereof.

Service Pay

After 8 years of service all members will be paid \$10 month and an additional \$10 per month after each additional 5 years.

Shift Differential

Between the hours of 1730 and 0730 members will be paid an additional \$1/hr

EXPLANATION OF OVERTIME CONTINUED

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In the platoon box, enter which shift caused the Overtime. When filling out the Overtime, enter the rank you were working when on Overtime, refer to proper ranks below

PROPER RANKS

PFF

FF

A/SF

SF

A/LT

LT

A/CAPT

CAPT

A/DC

DC

A/BC

BC

SUPPRESSION STAT HOLIDAY PAY

When working Stat holidays each member is entitled to their regular hours, plus 12 hours, plus 1/2 of the hours worked during the hours of the stat holiday.

Description	Shift Hours	Stat Hours Worked	Hours Description	Hours On Paycheck
Working the day of the stat holiday	08:30-17:30	9 hrs	10 hrs regular pay, 12 hrs for the stat, 4.5 hrs for stat hours worked	12 hrs stat fire, 4.5 hrs stat fire worked
Working the night of the stat holiday	17:30-07:30	6.5 hrs	14 hrs regular pay, 12 hrs for the stat, 3.25 hrs for stat hours worked	12 hrs stat fire, 3.25 hrs stat fire worked
Working the night into a stat holiday	17:30-08:30	8.5 hrs	14 hrs regular pay, 12 hrs for the stat, 4.25hrs for stat hours worked	12 hrs stat fire, 4.25 hrs stat fire worked
Working Christmas Eve night	17:30-08:30	8.5 hrs	14 hrs regular pay, 12 hrs for the stat, 4.25 hrs for stat hours worked, plus 6 hrs	12 hrs stat fire, 4.25 hrs stat fire worked, plus 6 hrs
Working New Years Eve night	17:30-08:30	8.5 hrs	14 hrs regular pay, 12 hrs for the stat, 4.25 hrs for stat hours worked, plus 6 hrs	12 hrs stat fire, 4.25 hrs stat fire worked, plus 6 hrs
Not working the stat	N/A	0	12 hrs for the stat	12 hrs stat fire

Absent for Stat Holiday

There are NO deductions for being absent over a STAT holiday.
When in doubt, call your Union.

Bereavement Leave

Members are eligible for a Leave of Absence to carry out responsibilities incurred by the demise of a relative, such as planning the funeral and helping with arrangements. The member is eligible for a Leave of Absence with pay up to 4 days at the discretion of the Assistant Deputy Chief or Deputy Chief. The family that fall under Bereavement Leave are as follows, mother, father, brother, sister, wife, husband, common-law spouse, child, foster child, guardian, step-parent, step-brother, step-sister, step-child, mother-in-law, father-in-law, grandchild and grandparent of the member or his spouse

Funeral Leave

A member is eligible for Leave with Pay to attend funeral services more distantly related than those listed in Bereavement leave and may be granted at the discretion of the Assistant Deputy Chief or Deputy Chief, through the chain of command.

Fire Suppression Members are entitled to the following annual vacation;

- a) 144 Hours (3 Tours) after 1 years of service
- b) 192 Hours (4 Tours) after 8 years of service
- c) 240 hours (5 Tours) after 17 years of service
- d) 280 hours (6 Tours) after 25 years of service
- e) 336 hours (7 Tours) after 30 years of service

Fire Staff Members are entitled to the following annual vacation

- a) One hundred and twenty (120) hours after one (1) year's service;
- b) One hundred and sixty (160) hours after eight (8) years' service;
- c) Two hundred (200) hours after seventeen (17) years' service;
- d) Two hundred and forty (240) hours after twenty-five (25) years' service;
- e) Two hundred and eighty (280) hours after thirty (30) years' service.

Fire Apparatus Technician Members are entitled to the following annual vacation

- a) Eighty (80) hours after one (1) year's service;
- b) One hundred and twenty (120) hours after two (2) years' service;
- c) One hundred and sixty (160) hours after eight (8) years' service;
- d) Two hundred (200) hours after seventeen (17) years' service;
- e) Two hundred and forty (240) hours after twenty-five (25) years' service;
- f) Two hundred and eighty (280) hours after thirty (30) years' service.



