

## **Caretaker (Permanent, On-Call) - 1678**

### **Close Date:**

Open Until Filled

At the City of Kamloops, we believe in progressive and barrier-free recruitment for everybody every day. This means employment opportunities for all in a safe, inclusive and diverse workplace. We know our city is stronger when we hire qualified individuals from different backgrounds with diverse experiences, cultures and perspectives.

We are focused on creating the highest levels of service excellence, based on an organization-wide community culture that celebrates our employees who make it all happen. We are known as Canada's Tournament Capital and are famous for our hospitality and community spirit, traits that make us a leader! Recreation, sports, arts and culture, health care, social activities, volunteerism, and affordable housing all meld to form a unique blend of big-city amenities with small-town ambience. This is Kamloops!

*Let's make Kamloops shine! Join our team today.*

### **Position Overview**

Join our team of Caretakers and play a key role in maintaining safe, clean, and welcoming facilities for staff and the public! This hands-on role involves a variety of janitorial and custodial tasks to ensure our buildings are well-maintained and looking their best. This role requires someone who is always on the move, comfortable working indoors and outdoors, and able to handle cleaning supplies and equipment safely.

### The successful candidate must have the following qualifications:

1. Completion of Grade 10.
2. Valid BC Driver's Licence - Class 5.
3. Ability to obtain and maintain RCMP Reliability Security Clearance. If you are unable to obtain or maintain an RCMP Reliability Security Clearance, your employment with the City will be terminated. (To be considered for an RCMP Reliability Security Clearance, applicants must be a Canadian citizen or have Permanent Resident Status in Canada. Note: individuals with Permanent Resident Status must have resided (physically present) in Canada for the last five (5) consecutive years).

For new hires, and for those working in designated positions of trust, including those working directly with vulnerable persons, no formal offer of employment will be made until an applicant completes a police information check. This position will receive 14% in lieu of all benefits, vacation, stat holidays, and health time. This is a CUPE 900 local position.

This position will remain open until filled. This posting may close anytime after Friday July 4, 2025 if a qualified candidate is found.

\*Please see the attached Letter of Understanding for more information on this position.

**Hourly Rate**

\$26.964

**Hours & Days of Work**

On-Call

**Hours per Week**

On-Call

Please note if you need assistance or have individual needs or requirements throughout the application process, contact the Human Resources Department by telephone, email [hr@kamloops.ca](mailto:hr@kamloops.ca) or in person at 6-510 Lorne Street so we can better support you.

External job postings are open to everyone. We are an equal opportunity employer and thank all applicants for their interest. Please be sure to review the application requirements of each job you apply for. Only those selected to participate in the recruitment process will be contacted.

Applications are accepted online at [kamloops.ca/careers](http://kamloops.ca/careers).

## **B. Caretakers**

### LETTER OF UNDERSTANDING

BETWEEN: CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 900 (The Union)

AND: CITY OF KAMLOOPS (The Employer)

RE: Caretakers

The City of Kamloops has the right to contract out work pursuant to Article 1(c) of the Collective Agreement. In exchange for the City of Kamloops not contracting out Caretakers at this time, the Union agrees, on a without prejudice, without precedent basis, to the following:

1. All current Caretakers (classified as "Caretaker I") will be grand-parented and will receive all rights and privileges of the current Collective Agreement as amended from time to time, including all negotiated wage increases, and as modified by terms and conditions set out in this Letter of Understanding.
2. The wage rate will remain at Pay Grade 3 (Inside) for current Caretaker Is, unless otherwise negotiated. Article 20 will not apply.
3. All new and current employees hired as a Caretaker after the date of the signing of this Letter of Understanding will be classified as a "Caretaker" and will be governed by the Collective Agreement as amended from time to time, and as modified by terms and conditions set out in this Letter of Understanding. (For clarification, this Letter of Understanding does not apply to Caretaker II or Crew Leader – Building Maintenance, which are separate classifications.)
4. All Caretakers will be paid at Pay Grade 1 (Inside). This rate is subject to all negotiated wage increases for that pay grade. Article 20 will not apply.
5. Caretakers will continue to not be eligible for shift differential.
6. All terms and conditions for Caretakers apply to current City employees and external applicants bidding into the Caretaker classification as of the date of the signing of this Letter of Understanding.
7. The Employer agrees to not exercise its rights under Article 1(c) in regards to Caretaker work for the duration of the term of the Collective Agreement to commence in January 2019. The Employer reserves the right to contract out as per Article 1(c) at any time after the expiry of that Collective Agreement. The Union will retain all of its rights under Article 1(c) if the Employer chooses to exercise its rights at that time.
8. The parties agree that this Letter of Understanding shall not set a precedent, including, but not limited to, in any other City of Kamloops operations.

Signed this 31<sup>st</sup> day of January, 2019.

FOR CUPE LOCAL 900

Ken Davis  
1<sup>st</sup> Vice President  
Cupe Local 900

J. Ali  
Unit chair  
city of Kamloops

FOR CITY OF KAMLOOPS

David Trawin  
Chief Administrative Officer

Jen Fretz  
Civic Operations Director