THE CITY OF WINNIPEG

-and-

THE WINNIPEG POLICE ASSOCIATION

MEMORANDUM OF AGREEMENT

JANUARY 1, 2022 to DECEMBER 31, 2025

Errors and Omissions Excepted

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF WINNIPEG
and
THE WINNIPEG POLICE ASSOCIATION

ERRORS AND OMISSIONS EXCEPTED

1. GENERAL

It is understood and agreed that the negotiating committees of The City of Winnipeg (the "City") and the Winnipeg Police Association ("WPA") shall recommend ratification of the amended Collective Agreement, as set out in this Memorandum of Agreement, to their respective principals. The City of Winnipeg and WPA agree, subject to ratification by both parties, to renew and amend the Collective Agreement that expired December 31, 2021 as follows:

A. All amendments to the Collective Agreement will take effect on the date on which both parties have ratified this Memorandum of Agreement, unless otherwise specifically stated.
B. All provisions of the Collective Agreement remain status quo except as specifically stated.
C. All provisions of the Collective Agreement that require amendment to reflect changes in the term of the Agreement, salary adjustments and re-numbering of articles shall be made without change to the underlying intent or meaning of those provisions.

2. Term of Agreement

January 1, 2022 — December 31, 2025 (48 months)

3. General Wage Increase

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

Effective July 3, 2022 – 1.25%
Effective December 31, 2022 – 1.50%
Effective July 16, 2023 – 1.15%
Effective December 31, 2023 – 2.10%
Effective July 14, 2024 – 1.15%
Effective December 31, 2024 – 2.10%
Effective July 13, 2025 -1.15%
Effective December 14, 2025 – 2.10%

4. Revisions to the Winnipeg Police Pension By-Law No. 126/2011

1. Following ratification of a Memorandum of Agreement by Winnipeg Police Senior Officers' Association ("WPSOA") and the City including amendments to the Winnipeg Police Pension By-law No. 126/2011 as set out herein, and ratification of this Memorandum of Agreement by the WPA and the City, the City shall seek an amendment to Subsection 4 (1) (a) of Schedule "A" of the Winnipeg Police Pension By-Law No. 126/2011 to provide for the increase in police members' premium contributions as follows:

    - Effective February 11, 2024 – from 8% to 8.8%
    - Effective February 9, 2025 – from 8.8% to 9.6%

    The special wage adjustments in section 5 below/Supplementary Agreement: Winnipeg Police Service – Police Component Re: Police Members' Pension Contributions will not take effect in the event of any of the following:

    - the Memorandum of Agreement for WPSOA is not ratified;
    - the ratified WPSOA Memorandum of Agreement does not include pension amendments identical to those described in this section; and/or
    - Council for the City does not approve the amendment to Subsection 4(1)(a) of Schedule "A" to the Winnipeg Police Pension By-law No. 126/2011 as set out in this section.

2. Following ratification of a Memorandum of Agreement by Winnipeg Police Senior Officers' Association ("WPSOA") and the City including amendments to the Winnipeg Police Pension By-law No. 126/2011 as set out herein, and ratification of this Memorandum of Agreement by the WPA and the City, the parties agree that the City shall seek an amendment to Subsection 7 (7) (a)(i) of Schedule "A" of the Winnipeg Police Pension Plan By-Law No. 126/2011 to revise the early retirement pension reduction set out therein from 3.6% per annum to 4% per annum effective January 1, 2024, which revision shall include a corresponding adjustment to the percentage value for each pay period.

3. Any amendments to the Winnipeg Police Pension By-Law No. 126/2011 must be approved by Council and will come into force as of the date specified in the amending by-law provided that such coming into force does not effect, modify or alter the implementation effective dates as agreed and ratified by the parties.

5. Special Wage Adjustment – Police Component

Subject to the conditions set out in Item 1 of section 4 above, the City agrees that in exchange for the revisions to the Pension Plan set out above, the City shall provide additional general wage increases to all bi-weekly/hourly rates in effect in the Salary Schedule - Police Component as follows:

Effective February 11, 2024 - 0.5%
Effective February 9, 2025 - 0.5%

6. Special Wage Adjustment - Auxiliary Force Cadets

Effective July 16, 2023 amend Auxiliary Force Cadet (Job Code 065822) salary scale as follows:

- Current Step 1 rate will be eliminated
- The current Step 2 will become the new Step 1 rate
- The new Step 2 will be a $1.75 hourly increase from the New Step 1.

For clarity, general wage increase will be applied to wages before the special wage adjustment is applied.

7. Gender-Neutral Language

The parties will amend the Collective Agreement to incorporate gender-neutral language throughout.

8. **Winnipeg Police Service Staff Agreement – Civilian Sector**

The Staff Agreement-Civilian Sector will be amended as follows:

Article 3 Eligibility

Add under 2)

d) applications for police constable shall be treated the same as external applications.

9. Amendments to the Collective Agreement — Appendix A

MASTER AGREEMENT

ARTICLE II - 8, 9 (NEW)
ARTICLE IX – CIVILIANIZATION - 1

POLICE COMPONENT

ARTICLE X - WORKING CONDITIONS - 8, 9, 14, 20
ARTICLE XII – FRINGE BENEFITS - 1, 8
ARTICLE XIII – OTHER TERMS AND CONDITIONS - 5

STAFF COMPONENT

ARTICLE XV – WORKING CONDITIONS - 7, 14, 20
ARTICLE XVII – FRINGE BENEFITS - 1, 10

APPENDICES

APPENDIX A
APPENDIX B
APPENDIX D

10. Letters of Understanding

Amend:

Letter of Understanding #6	**Job Sharing – Staff Component**

Renew:

Letter of Understanding #1	**Clothing Index**
Letter of Understanding #3	**Workers' Compensation**
Letter of Understanding #4	**Conversion of Shift Premium to Extra Duty Leave Staff and Police Components**
Letter of Understanding #5	**Revisions to Promotion Plan**
Letter of Understanding #8	**Job Sharing – Police Component**
Letter of Understanding #10	**Group Life Insurance**
Letter of Understanding #11	**Civilianization**
Letter of Understanding #01-15	**Classification Review**
Letter of Understanding #01-16	**Respectful Workplace**
Letter of Understanding #06-17	**River Patrol Unit**
Letter of Understanding #06-18	**Promotion Plans**
Letter of Understanding #06-19	**Joint Consultation**
Letter of Understanding #09-20	**Hiring Retired Members in the Communication Centre**

New:

Letter of Understanding Re:	**Annual Leave Scheduling in the Communications Centre**
Letter of Understanding Re:	**Enhanced Mental Health Support**
Letter of Understanding Re:	**Entitlements During Leave of Absence Without Pay**
Letter of Understanding Re:	**Equity, Diversity and Inclusion**
Letter of Understanding Re:	**Flex Benefits Program**
Letter of Understanding Re:	**General Patrol Staffing Requirement**

9. Supplementary Agreements

Amend:

Supplementary Agreement:	**Winnipeg Police Service – Police and Staff Sector Re: Clothing Point System**

Renew:

Supplementary Agreement: **Winnipeg Police Service – Police Promotion Plan**

New:

Supplementary Agreement RE: **Winnipeg Police Service – Police Component Re: Police Members' Pension Contributions**

10. Salary Schedule – Staff Component Amendments

Agreed this 2nd day of June 2023.

FOR THE CITY OF WINNIPEG

Allan Beach
Senior Manager of Labour Relations and Negotiation Services
For the City of Winnipeg

FOR THE ASSOCIATION

Cory Wiles
President
For The Winnipeg Police Association

APPENDIX A

Amendments to the Collective Agreement

ERRORS AND OMISSIONS EXCEPTED

MASTER AGREEMENT

ARTICLE II

Amend Article II – 8 as follows:

8. Duration, Revision and Termination

a) This Agreement shall come into effect on the ~~24th~~ **1st** day of ~~December~~ **January**, ~~2016~~ **2022**, and shall be binding upon the parties hereto from its operative date until the 31st day of December, ~~2021~~ **2025**, and thereafter until replaced or terminated as hereinafter provided. **~~[2016]~~**

b) Notice for revision or termination of this Agreement may be submitted by the City or the Association to the other party prior to October 15th, ~~2021~~ **2025**, and in the case of notice of termination being given as aforesaid this Agreement will terminate on December 31st, ~~2021~~ **2025**. If notice for revision or termination of this Agreement is not made before October 15th, ~~2021~~ **2025**, this Agreement will continue in force for a further twelve (12) months. **~~[2016]~~**

c) If notice is given for revision of this Agreement as aforesaid, the Association and the City agree that they shall simultaneously deliver each to the other on or before October 31st, ~~2021~~ **2025**, their respective proposals for the revision of the Agreement, and each party may submit counter proposals for revision of this Agreement within a further fifteen (15) day period. If notice of termination is given as aforesaid, or if this Agreement is deemed to be terminated in law by the giving of notice for revision thereof, then the City agrees with the Association that all of the terms and conditions of this Agreement shall continue in full force and effect after such termination during the entire period that any negotiations are proceeding between the parties with a view to concluding a new collective agreement. **~~[2016]~~**

d) – e) No change.

Add new clause as follows:

9. (a) New Positions/Classifications

When new positions/classifications 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. The City will determine the rate of pay for the new position/classification and advise the Association in writing. If the

Association is not in agreement with the rate established, the following procedure shall apply:

i. **Within sixty (60) 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;**
ii. **The City will meet with the Association to discuss the concerns raised within thirty (30) working days of receipt of the Association's written notice;**
iii. **Within thirty (30) 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 referred to arbitration in accordance with Article V – Grievance Procedure; and**
iv. **The timelines specified in this Article are mandatory. A request for a time limit extension made in writing during the timelines specified in this Clause shall not be unreasonably withheld.**

(b) Existing Classifications

When compensation for an existing position/classification is adjusted, the City shall within 14 days, provide the Association with the decision made. If the Association is not in agreement with the rate established, the following procedure shall apply:

i. **Within sixty (60) 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;**
ii. **The City will meet with the Association to discuss the concerns raised within thirty (30) working days of receipt of the Association's written notice;**
iii. **Within thirty (30) 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 referred to arbitration in accordance with Article V – Grievance Procedure; and**
iv. **The timelines specified in this Article are mandatory. A request for a time limit extension made in writing during the timelines specified in this Clause shall not be unreasonably withheld.**

ARTICLE IX – CIVILIANIZATION

Amend Article IX - 1. as follows:

1. The Winnipeg Police Association acknowledges that for the efficient operation of the Winnipeg Police Service it may be appropriate to civilianize positions. ~~in the areas listed below.~~ If requested, the Winnipeg Police Association agrees to enter into negotiations with respect to the appropriateness of civilianization. ~~of the following positions within a reasonable time period:~~

~~Community Services~~
~~Research and Development~~
~~Identification Unit~~
~~Traffic Division~~
~~Communications~~
~~Central Processing Unit~~ **~~[2016]~~**
~~Personnel~~
~~Audit and Accreditation~~
~~Support Services~~
~~Services Unit~~
~~Central Reading Unit~~ **~~[2016]~~**

POLICE COMPONENT

ARTICLE X - WORKING CONDITIONS

Amend first paragraph of Article X – 8 as follows:

8. Call Back on Weekly Leave or Annual Leave

Any member of the Association who is on weekly leave and is called out for duty, shall receive pay for such call out of a minimum of the member's regularly scheduled hours of duty at time and one-half times (1.5x) the regular hourly rate of pay. If the time spent by such member on duty as a result of such call out exceeds his regularly scheduled hours of duty then all time in excess of said regularly scheduled hours of duty shall be paid at two times (2x) the regularly hourly rate of pay. Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of the overtime pay referred to above. Further, **when called out for** duty if such member is outside the area of the City of Winnipeg **and is not at their principal residence, or at a location that is a lesser distance than their commute from their principal residence,** ~~when called out for duty~~ then he shall receive mileage allowance in accordance with Article X-24 for all distance travelled, and return, in order to appear for duty.

Amend Article X – 9 as follows:

9. Call Back on Statutory Holidays

Any member of the Association who is not on duty and is called out for duty on a statutory holiday, shall receive pay for such call out at two and one-quarter times (2.25x) the regular hourly rate of pay for each hour worked on the statutory holiday. Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of overtime pay on the basis of two and one-quarter (2.25) hours for each hour to the member's credit. Hours worked that fall outside the holiday will be compensated as per the applicable section under Article X of this Agreement.

Any member of the Association who is not entitled to statutory credit leave under Article XII of this Agreement, shall in addition to the payments described above, receive their regular pay for the statutory holiday and receive one (1) additional day of leave for the statutory holiday that is disrupted.

~~Any member of the Association who is not on duty and is called out for duty on a statutory holiday, shall receive pay for such call out at two and one-quarter times (2.25x) the regular hourly rate of pay for a minimum number of hours equal to the length of that member's regular shift. Where the time spent by such member on such call out between the hours of 0:00 and 24:00 exceeds the number of hours of that member's regular shift, all time spent in excess of that member's shift will also be paid at the rate of two and one-quarter times (2.25x) the regular hourly rate of pay. Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of overtime pay on the basis of two and one-quarter (2.25) hours for each hour to the member's credit.~~

~~Any member of the Association who is not entitled to statutory holiday credit leave under Article XII of this Agreement shall, in addition to the payments described above, receive their regular pay for the statutory holiday and receive one (1) additional day of leave for the statutory holiday that is disrupted.~~

Amend first paragraph of Article X –14 as follows:

14. Failure to Notify of Cancellation

a) Off Duty Court Time

~~A member, who has been instructed to appear in court on off duty hours shall, at City expense, telephone the Sergeant on duty in his Division between the hours of 18:00 and 22:00 on the day immediately preceding the scheduled court appearance, to confirm whether his attendance at court is required.~~ If the member receives notification of cancellation of the scheduled court appearance before 22:00 hours on the day immediately preceding the scheduled appearance the member shall receive no compensation. If the member receives notification of cancellation of the scheduled court appearance after 22:00 hours on the day immediately preceding the scheduled appearance **and before the scheduled court appearance time**, the member shall be entitled to receive three (3) hours at time and one-half times (1.5x) the regular hourly rate, in pay or time off, for said cancellation. ~~[2016]~~

b) Court on Weekly Leave

~~A member, who has been instructed to appear in court on weekly leave shall, at City expense, telephone the Sergeant on duty in his Division between the hours of 18:00 and 22:00 on the day immediately preceding the scheduled court appearance, to confirm whether his attendance at court is required.~~ If the member receives notification of cancellation of the scheduled court appearance before 22:00 hours on the day immediately preceding the scheduled appearance the member shall receive no compensation. If the member receives notification of cancellation of the scheduled court appearance after 22:00 hours on the day immediately preceding the schedule appearance **and before the scheduled court appearance time,** the member shall be entitled to receive four (4) hours at time and one-half times (1.5x) the regular hourly rate, in pay or time off, for said cancellation.

c) Court on Annual Leave

~~A member, who has been instructed to appear in court on annual leave shall, at City expense, telephone the Sergeant on duty in his Division twenty-four (24) to thirty (30) hours in advance of the scheduled court appearance to confirm whether his attendance in court is required.~~ If the member receives notification of cancellation of the scheduled court appearance before 22:00 hours on the day immediately preceding the scheduled court appearance the member shall receive no compensation. If the member receives notification of cancellation after 22:00 hours on the day immediately preceding the scheduled appearance **and before the scheduled court appearance time,** the member shall be entitled to receive four (4) hours at time and one-half times (1.5x) the regular hourly rate, in pay or

time off, for said cancellation. In addition, the member shall receive one (1) additional day of leave for each day of his annual leave that is disrupted, which shall be allocated at the discretion of the Chief of Police, and, wherever possible, such additional day shall be added at the end of that member's period of annual leave.

For purposes of this Subsection, all days of weekly leave immediately preceding, during and immediately following two (2) or more consecutive blocks of approved annual leave shall be considered as days of annual leave.

d) With respect to subsections a), b) and c) the following shall apply:

i. A member who has been instructed to appear in court, with the exception of a member assigned to the Central Processing Unit (CPU), shall, at City expense, telephone any on-duty Sergeant or Acting Sergeant within the Service (not including the Sergeant in CPU) between the hours of 18:00 and 22:00 on the day immediately preceding the scheduled court appearance, to confirm whether their attendance at court is required. Members assigned to CPU shall, between the hours of 18:00 and 22:00 on the day immediately preceding the scheduled court appearance, contact their Sergeant in CPU to confirm whether their attendance at court is required.

ii. Notwithstanding the above in the case of c) Court on Annual Leave the member shall telephone the Service twenty-four (24) to thirty (30) hours in advance of the scheduled court appearance to confirm whether their attendance at court is required.

iii. The member is to exercise due diligence to reach an on-duty Sergeant or Acting Sergeant in another division should they be unsuccessful with initial attempts.

iv. A cancelation received by any other means is not considered official cancellation and members are required to attend court. Other than late cancellation by an on duty-Sergeant, members who do not attend court as required are not eligible for full compensation.

Amend Article X –20 c) as follows:

20. Classes of Instruction

Mandatory Training

c) ~~If the Service is required to assign a member to any mandatory training, whether during regularly scheduled working hours, or on a day other than his regularly scheduled shift, for a period less than the duration of that member's regular shift, payment shall be made for the hours normally worked during the scheduled shift.~~

Members scheduled to complete an eight (8) hour mandatory training day, whether during regular scheduled working hours, or on a day other than their

regular scheduled shift, shall be paid for the hours worked during their regular shift.

Members scheduled to complete mandatory training that is considered to be a half day (four hours or less) that could require attendance to a location other than their designated work division/unit during their regular scheduled working hours, shall be required to complete the hours of their regular shift.

Members required to complete mandatory training, such as but not limited to on-line courses, are to complete the training as directed during the regular scheduled hours of their shift and complete the hours of their regular shift.

ARTICLE XII – FRINGE BENEFITS

Amend Article XII – 1 a) as follows:

1. Statutory Holidays

a) The following days shall be observed and compensated in time off as statutory holidays.

1.	New Year's Day	**8.**	Labour Day
2.	Louis Riel Day	**9.**	**National Day for Truth and Reconciliation**
3.	Good Friday		
4.	Easter Monday	**10.**	Thanksgiving Day
5.	Victoria Day	**11.**	Remembrance Day
6.	~~Canada Day~~ **July 1**	**12.**	Christmas Day
7.	Terry Fox Day	**13.**	Boxing Day

and any date proclaimed by the Government of Canada, or the Province of Manitoba as a public holiday, or any day designated by the Mayor of Winnipeg by proclamation as a holiday for the City of Winnipeg, or any day on which any of the above holidays are observed by the City. **~~[2016]~~**

Amend first paragraph of Article XII – 1 b) as follows:

b) Statutory holidays shall be observed as follows:

General Patrol and other Police members working the Four/Ten (4/10) Work Schedule shall receive a one hundred and ~~forty-nine point five (149.5)~~ **sixty-two (162)** hour statutory holiday credit on May 1st of each year in lieu of all forms of statutory holiday compensation, excluding continuing overtime.

Amend Article XII – 8. 3. a) and h) i. as follows:

8. Maternity and Parental Leave

3. **PLAN "B"** (effective July 1, 1990)

In order to qualify for Plan B, a pregnant Officer must:

a) have completed twelve (12) continuous months of service **once since date of hire**;

h) During the period of maternity leave, an employee who qualifies is entitled to a maternity leave allowance in accordance with Plan B as follows:

i. for the **first** ~~two (2)~~ weeks ~~a~~n employee shall receive ninety-three percent (93%) of her weekly rate of pay;

Amend Article XII – 8. 5. a) as follows:

5. PARENTAL LEAVE

a) The City will grant a leave of absence not to exceed ~~fifty-two (52)~~ **sixty-three (63)** continuous weeks to any employee who has completed seven (7) months of service with the City for the purpose of the actual care and custody of a child after becoming a natural or adoptive parent. The employee shall submit an application, in writing, stating the duration of the leave requested, to the Divisional Commander, Human Resources for parental leave at least four (4) weeks before the day on which leave is intended to commence, except in the case of an employee intending to take maternity leave, in which case the employee shall submit their application for parental leave at the same time as their application for maternity leave.

ARTICLE XIII – OTHER TERMS AND CONDITIONS

Amend Article XIII – 5. b) vi. 1. as follows:

5. Two (2) Officer and One (1) Officer Units

b) vi. One (1) Officer Units that may be deployed under the following terms and conditions:

1. These One (1) Officer Units shall not form any part of the twenty-**eight (28)**~~seven (27)~~ Two (2) Officer Unit complement.

STAFF COMPONENT

ARTICLE XV – WORKING CONDITIONS

Amend first paragraph of Article XV – 7 as follows:

7. Call Back on Weekly Leave or Annual Leave

Any member of the Association who is on weekly leave and is called out for duty shall receive pay for such call out of a minimum of the member's regularly scheduled hours of duty at time and one-half times (1.5x) the regular hourly rate of pay. If the time spent by such member on duty as a result of such call out exceeds his regularly scheduled hours of duty then all time in excess of said regularly scheduled hours of duty shall be paid at two times (2x) the regular hourly rate of pay. Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of the overtime pay referred to above. Further, if such member is outside the area of the City of Winnipeg **and is not at their principal residence, or at a location that is a lesser distance than their commute from their principal residence,** ~~when called out for duty~~ then he shall receive mileage allowance in accordance with Article X-24 for all distance travelled, and return, in order to appear for duty.

Amend Article XV - 14. a) as follows:

14. Classes of Instruction

~~**a)** If the Service is required to assign a member to any mandatory training, whether during regularly scheduled working hours, or on a day other than his regularly scheduled shift, for a period less than the duration of that member's regular shift, payment shall be made for the hours normally worked during the scheduled shift.~~

a) Members scheduled to complete an eight (8) hour mandatory training day, whether during regular scheduled working hours, or on a day other than their regular scheduled shift, shall be paid for the hours worked during their regular shift.

Members scheduled to complete mandatory training that is considered to be a half day (four hours or less) that could require attendance to a location other than their designated work division/unit during their regular scheduled working hours, shall be required to complete the hours of their regular shift.

Members required to complete mandatory training, such as but not limited to on-line courses, are to complete the training as directed during the regular scheduled hours of their shift and complete the full hours of their regular shift.

Add paragraph to end of Article XV – 20. b) as follows:

20. Telephone Consultations

b) Telephone Consultations while not on On-Call Duty

Members of the Information and Technology Solutions Division (ITSD) who are not on Duty or On-Call Duty and who receive a telephone call in regards to an urgent or emergency issue and can resolve the issue remotely will be compensated at double time (2x) for the actual time required to work. These activities will be on a voluntary basis. This compensation will also be authorized for planned work such as system updates.

ARTICLE XVII – FRINGE BENEFITS

Amend Article XVII – 1. a) as follows:

1. Statutory Holidays

a) The following days shall be observed and compensated in time off as statutory holidays:

1. New Year's Day
2. Louis Riel Day
3. Good Friday
4. Easter Monday
5. Victoria Day
6. ~~Canada Day~~ **July 1**
7. Terry Fox Day
8. Labour Day
9. **National Day for Truth and Reconciliation**
10. Thanksgiving Day
11. Remembrance Day
12. Christmas Day
13. Boxing Day

and any date proclaimed by the Government of Canada, or the Province of Manitoba as a public holiday, or any day designated by the Mayor of Winnipeg by proclamation as a holiday for the City of Winnipeg, or any day on which any of the above holidays are observed by the City. **~~[2016]~~**

Amend Article XVII – 1. b) i. and ii. as follows:

b) i. Communications Centre, Records and Reports Management Division or any other staff working a modified Four/Ten (4/10) Work Schedule with shortfall hours as referred to in Appendix "B", Section 7(a) and Section 8(a) respectively, or a variation thereof, shall receive an annual credit for statutory holidays of one hundred and ~~forty-nine and one-half (149.5)~~ **sixty-two (162)** hours calculated and provided as set out in Section 7(a) and Section 8(b) respectively of Appendix "B". This statutory holiday credit shall be in lieu of all forms of statutory holiday compensation, excluding continuing overtime.

When a member is transferred on or off the Four/Ten (4/10) Work Schedule, a stat credit hour transfer credit/deficit calculation will be required.

ii. Any other staff working a Four/Ten (4/10) Work Schedule with overlap days shall receive a one hundred and ~~forty-nine and one-half (149.5)~~ **sixty-two (162)** hour statutory holiday credit on May 1st of each year in lieu of all forms of statutory holiday compensation, excluding continued overtime. Members taking statutory holidays off (either by choice or when compelled) shall do so in a manner consistent with the process utilized by Police Component members as set out in Article XII-1(b)(i).

When a member is transferred onto or off the Four/Ten (4/10) Work Schedule, a stat credit hour transfer credit/deficit calculation will be done.

Amend Article XVII – 10. 2) a) i. and d) i. and Article XVII – 10. 4. a) as follows:

10. Maternity and Parental Leave

2) Plan B (effective July 1, 1990)

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

i. have completed twelve (12) continuous months of service with the City **once since date of hire**;

d) During the period of maternity leave, an employee who qualifies is entitled to a maternity leave allowance in accordance with Plan B as follows:

i. for the **first** ~~two (2)~~ week~~s~~ an employee shall receive ninety-three percent (93%) of her weekly rate of pay;

4. Parental Leave

a) The City will grant a leave of absence not to exceed ~~fifty-two (52)~~ **sixty-three (63)** continuous weeks to any employee who has completed seven (7) months of service with the City for the purpose of the actual care and custody of a child after becoming a natural or adoptive parent. The employee shall submit an application, in writing, stating the duration of the leave requested, to the Chief of Police for parental leave at least four (4) weeks before the day on which leave is intended to commence except in the case of an employee intending to take maternity leave in which case the employee shall submit their application for parental leave at the same time as their application for maternity leave.

APPENDIX A

Delete the following paragraph from Appendix A b):

~~The Central Processing Unit will follow the General Patrol Four/Ten (4/10) Shift with hours described therein on the First (1st) and Second (2nd) Relief, however for the Third (3rd) Relief, the parties agree that one-half (.5) of the Constables assigned will commence duties at 12:00 hours and the other half of the Constables, along with the Patrol Sergeant,~~

~~will commence duties at 16:00 hours. The parties further agree this shift arrangement is for the purposes of the Central Processing Unit only and is restricted to the Central Processing Unit. The City agrees not to seek to expand this provision to any other Unit within the Winnipeg Police Service without the express written consent of the Winnipeg Police Association.~~

Amend Appendix A e) and f) as follows:

e) Members assigned to the Central Traffic Division shall work the following work schedule:

07:00 to 17:00 hours (Second [2nd] Relief)
16:30 to 02:30 hours (Third [3rd] Relief)

~~In addition to the above, as of June 1, 2013, the Unit Commander of the Central Traffic Unit shall have the option to exercise some flexibility by offering, to those members permanently assigned to the Central Traffic Unit only, a voluntary late start of no later than 10:00 hours. Voluntary late start times will be utilized only to accommodate periodic, specific enforcement projects and shall not be used as a matter of routine.~~ ~~The~~**One primary** need ~~for such flexibility~~ **of the 3rd relief shift** is to permit the Central Traffic Unit the required autonomy to more ably commit to traffic enforcement projects without having to rely on General Patrol resources ~~to the detriment of the Service's~~ **and the** obligation in maintaining the mandatory ~~27~~**28** x 2 Officer ~~General Patrol~~ complement. ~~This agreement to allow shifting flexibility for the Central Traffic Unit, as described above, is without prejudice and precedent and the City agrees not to seek to expand this provision without the express agreement of the Association.~~

f) The shift schedule for the Court Unit ~~Supervisor~~ **Shift Leader** and Court Unit Coordinators shall be ~~altered to~~ the GULF Shift 4/10 Schedule. For clarity, this includes a second (2nd) and third (3rd) Relief Shift which commence at ~~6:00 a.m.~~ **5:30** and 12:00 ~~p.m.~~ respectively. **Members working the 05:30 shift will be entitled to Night Shift Premium for hours worked between the hours of 05:30 and 08:00.** The Stat Credit identified in the Collective Agreement shall apply. **Should the Service decide to start Court Unit shift at 06:00 or later, no night shift premium shall be paid for hours between the start time and 08:00.**

The shift schedule for the Court Unit Supervisor is a regular eight (8) hour Second (2nd) Relief shift, Monday to Friday.

Add g) and h) to Appendix A as follows:

g) Police Officers assigned to the Identification Unit shall work the following work schedule:

Sergeants and Patrol Sergeant will work the KILO Shift 4/10 Schedule.
Constables will work the DDDE Shift 4/10 modified Schedule.

h) Members assigned to the Central Processing Unit shall work the following work schedule:

Police Officers assigned to the Central Processing Unit and Central Processing Officers will work the 12 hour CPU shift.

On 2nd relief, the minimum number of personnel will be two (2) Supervisors and six (6) Central Processing Officers. One (1) Supervisor and two (2) Central Processing Officers will commence their duty at 06:00 hours and one (1) Supervisor and four (4) Central Processing Officers will commence their duty at 07:00 hours.

On 1st relief, the minimum number of personnel with be two (2) Supervisors and six (6) Central Processing Officers. Two (2) Central Processing Officers will commence their duty at 16:30, one (1) Supervisor will commence their duty at 18:00 and one (1) Supervisor and four (4) Central Processing Officers will commence their duty at 19:00.

Holdover of the early third Central Processing Officers will be at the sole direction of the on duty Central Processing Supervisor.

Central Processing Officers that are working the 16:30 shift and are held over for operating reasons until 06:16, will be compensated at time and one-half times (1.5x) for hours held over.

Amend second last paragraph of Appendix A as follows:

~~Communications Centre and Information Cell personnel will work a modified Four/Ten (4/10) Shift Schedule.~~ **Communication Centre, Canadian Police Information Centre (CPIC) and the Report Processing Unit (RPU) personnel will work the modified Charlie Four/Ten (4/10) Shift Schedule.**

APPENDIX B

Amend Appendix B as follows:

The City and the Association agree that members assigned to the Divisions employing the Four/Ten (4/10) Work Schedule shall be required to work two thousand and eighty (2,080) hours per year.

A revised Four/Ten (4/10) Work Schedule will be adopted by Divisions #11 through ~~#26~~ **#14** ~~for 1987,~~ which will consist of thirteen (13) cycles of twenty-eight (28) days each. There will be sixteen (16) working days per cycle which will result in four (4) overlap days each cycle, with two (2) Platoons per Relief on the overlap days (two [2] Wednesdays and two [2] Fridays).

No shortfall of hours will be generated by this schedule and members will receive statutory leave credits of ~~twelve (12)~~ **thirteen (13)** days per year in accordance with Article XII-1(a) and (b).

1. Overlap Days

a) There are twenty-six (26) overlap shifts per year for each Company (A and B), two (2) per cycle. There will be thirteen (13) Wednesdays and thirteen (13) Fridays. ~~These overlap shifts would be utilized for taking statutory leave, extra duty leave, annual leave, specialized training, evaluation reports (for supervisors, to a maximum of one [1] each quadrant) and special patrols.~~

~~**b)** Selection of an overlap day as a day of leave will be determined by:~~

~~- the company which is on its last scheduled working day will have priority choice of taking the overlap day off by using, in this order, annual leave, statutory leave, and extra duty leave.~~

~~If additional personnel can be allowed off, the other company will be allowed the choice of taking the overlap day off in the same order.~~

b) The priority on an overlap is to ensure the mandatory 28 x 2 Officer General Patrol complement for Divisions #11 to #14 is met.

c) The mandatory Divisional 7 x 2 Officer General Patrol Complement (28 x 2 Officer General Patrol complement for Divisions #11 to #14) shall be filled by the Platoon that is commencing its first scheduled working day.

d) The Divisional Commander will ensure that the approval of discretionary leaves (i.e., extra duty leave, statutory leave, training compensation days), non-mandatory training or temporary assignments (TA's) for the Platoon that is commencing its first scheduled working day does not create vacancies to the mandatory Divisional 7 x 2 Officer General Patrol Complement.

e) In the event the Platoon that is commencing its first scheduled working day is unable to fill the mandatory Divisional 7 x 2 Officer General Patrol Complement, the Divisional Commander must ensure that a minimum of 10% of the total Platoon strength or two (2) Constables, whichever is greater, from the Platoon that is on its last scheduled working day will be assigned to fill the vacancies. These Members are to be assigned to work within their own division; only under exceptional circumstances and with the authorization of the Duty Officer, will they be assigned to another division or to alternate duties.

f) The Platoon Supervisor, with prior notification to the Divisional Commander, has the flexibility to allow their Platoon on its last scheduled working day to commence work up to two (2) hours prior to the regular starting time on First (1st) relief, up to two (2) hours prior to the regular starting time on Second (2nd) Relief and up to two (2) hours prior to the regular starting time on Third (3rd) Relief. Such members who have been allowed to start early may be utilized to meet minimums as outlined in paragraph e).

~~c)~~**g)** The maximum number of members allowed to work on an overlap day will be seventy percent (70%) of the combined strength of the two (2) Platoons. The Divisional Commander will determine whether or not a greater percentage will be allowed off, depending on the Division requirements, but in any event has the authority to reduce staffing to the seventy percent (70%) level if members do not voluntarily request the time off. ~~Those members who have the priority, choice will be the ones required to take the time off, to reach this maximum level of manpower.~~

~~d)~~**h)** The Divisional Commander may require a greater percentage than seventy percent (70%) to work on a particular shift on an overlap day due to contingencies of service in the Division, but will provide members with at least forty**-eight** ~~(40)~~ **(48)** hours' notice of **t**his requirement.

~~e) i)~~ ~~Specialized training~~ **Training** for ~~such~~ Units as ~~Emergency Response Unit, Bomb Squad, Crowd Control and Underwater Recovery will~~ **outlined in the annual Routine Order may** utilize some of these days for their training programs.

~~f)~~**j)** Members attending court on the overlap day may not utilize statutory leave, extra duty leave or annual leave on that day.

~~g)~~**k)** A Shift Schedule Committee will be established comprised of four (4) members, two (2) each from the Winnipeg Police Association and two (2) appointed by the Police Service Executive to review and monitor the revised schedule at regular intervals and make recommendations for revisions to improve efficiency and address any problem areas.

~~h)~~**l)** Divisional Commanders will ensure members are not permitted to build up excessive amounts of extra duty leave and statutory leave credits. Such members will be expected to monitor their credits in this regard and regularly apply for time off on the overlap days.

No changes to points 2 – 6.

7. Communication Centre

a) Shortfall Hours

A modified Four/Ten (4/10) Work Schedule will be adopted for the Communication Centre for 1987. It will be the same as the current schedule except for the designation of the ~~one hundred and seven (107)~~ **ninety-five (95)** hours generated shortfall. Shortfall days will be worked in either five (5) hour or ten (10) hour allotments to be scheduled in accordance with staffing shortages. Booking order of these days will be by seniority by Platoon. Shortfall days can be changed if it is mutually agreeable between the member and the Divisional Commander.

The onus will be on the employee to ensure they work the required hours with a reasonably even distribution throughout the course of the year. Should they fail to do so, for any reason, without making previous arrangements with the Police Service, at year end the Police Service shall be entitled to deduct extra duty leave or annual leave for shortfall hours not worked. If due to illness a member is unable to work scheduled shortfall hours, the member will not be eligible to utilize sick leave credits, and shall be responsible to reschedule the shortfall hours.

~~An employee is entitled to use up to forty (40) hours of their shortfall per year as Training Days which training shall be relevant to their employment with the Police Service. Any training requested during prime time holiday periods is subject to approval by the Divisional Commander. Any mandatory or elective training assigned by the Divisional Commander shall be counted as part of the forty (40) hours of training days. Any training in excess of the forty (40) hours of training days shall be approved by the Divisional Commander. Shortfall days that are not utilized for training will be utilized to fill staffing vacancies. Should a member choose not to utilize a portion of their forty (40) hours of training days, the remaining portion shall also be used to fill staffing vacancies.~~

For Emergency Communication Dispatchers and Emergency Communication Call Takers, the 95 shortfall hours will be allocated as follows:

i. **40 hours of Divisional Training needs. The scheduled days could change based upon Divisional requirements.**

   a) **2 scheduled training days (20 hours), January to April**
   b) **2 scheduled training days (20 hours), September to December**

ii. **45 hours for Communications Center Staffing**

   1) **Members will be provided with the opportunity to book shortfall hours as staffing shortages are identified throughout the year. When the shortfall list of staffing shortages has been provided, booking will occur as per the Collective Agreement**
   2) **As the majority of staffing shortages occur during the months of June, July, August, and September, it is expected Communication Members will work 30 hours of shortfall during these months.**

iii. **10 hours for Elective Training or Staffing**

   1) **10 hours may be used for elective or required training using current application processes for both the Winnipeg Police Service Training Academy (the "Academy") and Corporate Education Courses.**
   2) **Divisional training will take precedence over elective training unless an exception is granted by the Divisional Commander.**

iv. **Members may use the 10 hours to fill staffing vacancies in lieu of elective training.**

For Emergency Communication Secondary Supervisors and Emergency Communication Primary Supervisors, the 95 shortfall hours will be allocated as follows

v. **40 hours Divisional Training**
   Will follow the same requirements as per (i)

vi. **45 hours for Communications Center Staffing**
   Will follow the same requirements as per (ii)

vii. **10 hours for Administration Work, Elective Training or Staffing**

   1) **10 hours may be used for Administration work, elective or required training using current application processes for both the Academy and Corporate Education Courses.**
   2) **Divisional training will take precedence over elective training unless an exception is granted by the Divisional Commander**

3) **Members may use the 10 hours to fill staffing vacancies in lieu of Administration work or elective training. Any supervisory administrative work towards these hours will be at the reasonable discretion of the Divisional Commander.**

b) Statutory Leave

It is agreed that all statutory leaves (~~twelve [12]~~ **thirteen [13]** in number) be part of two thousand and eighty (2,080) hours per year, and will be excluded from the total number of hours members are required to work (one hundred and ~~twenty [120]~~**thirty [130]**).

i. In addition, an average number of statutory days worked amount to ~~five point nine (5.9)~~ **six point four (6.4)**, and at time and one-half (1.5x) amount to ~~(5.9~~ **6.4** x 5 hours) equal ~~twenty-nine point five (29.5)~~ **thirty-two (32)** hours. This ~~twenty-nine point five (29.5)~~ **thirty-two (32)** hours will be excluded from the work year.

c) No change.

d) No change.

e) No change.

8. Records and Reports Management Division

a) Shortfall Hours

A modified Four/Ten (4/10) Work Schedule will be adopted for Records and Reports Management Division. It will be the same as the schedule for the Communications Centre with the same designation of the ~~one hundred and seven (107)~~ **ninety-five (95)** hours generated shortfall. Shortfall days will be worked in either five (5) hour or ten (10) hour allotments to be scheduled in accordance with staffing shortages. Booking order of these days will be by seniority by Platoon. Shortfall days can be changed if it is mutually agreeable between the member and the Divisional Commander.

The onus will be on the employee to ensure they work the required hours with a reasonably even distribution throughout the course of the year. Should they fail to do so, for any reason, without making previous arrangements with the Police Service, at year end the Police Service shall be entitled to deduct extra duty leave or annual leave for shortfall hours not worked. If due to illness a member is unable to work scheduled shortfall hours, the member will not be eligible to utilize sick leave credits, and shall be responsible to reschedule the shortfall hours.

An employee is entitled to use up to thirty (30) hours of their shortfall per year as Training Days which training shall be relevant to their employment with the Police Service. Any training requested during prime time holiday periods is subject to approval by the Divisional Commander. Any mandatory or elective training assigned by the Divisional Commander shall be counted as part of the thirty (30) hours of training days. Any training in excess of the thirty (30) hours of training

days shall be approved by the Divisional Commander. Shortfall days that are not utilized for training will be utilized to fill staffing vacancies. Should a member choose not to utilize a portion of their thirty (30) hours of training days, the remaining portion shall also be used to fill staffing vacancies.

b) Statutory Leave

It is agreed that all statutory leaves (~~twelve [12]~~ **thirteen [13]** in number) be part of two thousand and eighty (2,080) hours per year, and will be excluded from the total number of hours members are required to work (one hundred and ~~twenty [120]~~**thirty [130]**).

i. In addition, an average number of statutory days worked amount to ~~five point nine (5.9)~~ **six point 4 (6.4)**, and at time and one-half (1.5x) amount to (~~5.9~~ **6.4** x 5 hours) equal ~~twenty-nine point five (29.5)~~ **thirty-two (32)** hours. ~~This twenty-nine point five (29.5)~~ **thirty-two** hours will be excluded from the work year.

c) No change.

d) No change.

APPENDIX "D"

AUXILIARY FORCE CADETS

Amend Appendix D - 12. as follows:

Duties

12. Unless otherwise agreed to between the City and the Association, the general duties assigned to Cadets under the supervision of a Police Officer as set out herein, shall be limited to the following:

a) - c) no change

d) providing assistance for pedestrian and traffic control at crime~~,~~ **and** fire **scenes** ~~and motor vehicle accident scenes~~ as directed by the attending Officers;

e) - i) no change

j) being dispatched to attend reports of non-violent IPDA's, traffic hazards, **non-criminal motor vehicle collisions**, ~~(not including motor vehicle collisions or manner of driving complaints)~~, traffic light malfunction or parking by-law complaints. ~~[2016]~~

k) **On all three shifts,** Cadets will monitor video security surveillance cameras in relation to the security of Police facility/assets under the direction and supervision of Police Officer(s) on any shift. ~~For all other activities the parties agree Cadets have dedicated supervisory staff assigned and dedicated to that function. It is~~

~~further agreed that~~ Cadets monitoring the security cameras are not to respond to any security issue~~, but are to act as "eyes and ears" only and will contact Police to respond to those matters. [2016]~~ **and will contact Police to respond to those matters.**

During the public hours of Station Duty in HQ and while monitoring the security cameras in the Security Monitoring Room, Cadets will triage citizens in the locked foyer by using the intercom/camera systems. Cadets will determine the nature of the citizen's attendance and ask security questions. Any concerns will be brought to the attention of the on duty Station Duty Officers. Triage and assessment will be conducted while the citizen is between the outer front door and the locked inner door.

Further, two Cadets will be stationed at the front entry and will be responsible to direct citizens into the scanner. The Cadets will monitor the scanner and will conduct any necessary scanning of the citizen, belongings or parcels. These duties will be under the direct and constant supervision of a Station Duty Officer that will be stationed at a desk near the entrance. This desk will be staffed at all times by a Police Officer. If supervision of a Station Duty Officer cannot be provided these Cadet duties will be suspended until the matter can be resolved.

l) no change

m) Additional Cadet duties:

i. Section 143 Highway Traffic Act – Walk on roadway where sidewalk provided.

ii. ~~Non-Smokers Health Protection Act – Section 2(1)~~
Smoking and Vapor Control Act Sections 2(1) and 5(2)

iii. Petty Trespass Act

iv. Liquor **Gaming and Cannabis** Control Act Section**s 57(1), 63 and 75(4)**.~~112 – Have liquor in an unauthorized place.~~

However these authorities are provided for happenstance or "on view" occasions only, and under no circumstances are Cadets to be specifically assigned to Highway Traffic Act and Liquor Control Act enforcement projects or duties with those functions as a main purpose.

n) - o) no change.

(Amend) Letter of Understanding No. 6. Re: Job Sharing – Staff Component

LETTER OF UNDERSTANDING NO. 6
~~(Amended May 27, 2009)~~
BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: JOB SHARING – STAFF COMPONENT

Amend clause 11 c) and d) as follows:

11. Statutory Holidays

c) The Statutory Leave credit compensation one hundred and ~~forty-nine point five (149.5)~~ **sixty-two (162)** hours as described in Article XVII-1(b)(i), (ii) will be applied to the two hundred and fifty-six (256) hour shortfall balance for a remainder of ~~one hundred and seven (107)~~ **ninety-five (95)** hours shortfall.

d) In lieu of ~~one hundred and seven (107)~~ **ninety-five (95)** shortfall hours as described in Appendix B, members in sharing a position where such shortfall hours apply, will each be deducted, on an annual basis, ~~fifty-three and one-half (53.5)~~ **forty-seven and one half (47.5)** hours from pay, which is equivalent to one-half (.5) the amount of the remaining shortfall. The deduction is to be applied evenly throughout the pay periods.

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

(New) Letter of Understanding Re: Annual Leave Scheduling in the Communications Centre

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Association

RE: ANNUAL LEAVE SCHEDULING IN THE COMMUNICATIONS CENTRE

The Winnipeg Police Association and the City of Winnipeg agree that certain unique challenges exist in scheduling annual leave in the Communications Centre, and further agree that these issues need to be addressed expeditiously.

The parties agree to meet as soon as possible after the date of ratification of this Agreement with the intent of reaching agreement on a new method for scheduling annual leave within the Communications Centre. The parties will endeavour to reach such agreement before the scheduling of annual leave for the 2024 year commences. Such agreement may take the form of a 'pilot project' which may be terminated by either party, so that the effectiveness of the new method can be assessed.

Any scheduling practices agreed to that require changes to the Collective Agreement may be implemented during the life of this Collective Agreement.

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

(New) Letter of Understanding Re: Enhanced Mental Health Support

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Association

RE: ENHANCED MENTAL HEALTH SUPPORT

The City of Winnipeg and The Winnipeg Police Association agree that there is a need for additional mental health supports for members of the Service, and therefore agree to the following:

1. **The parties shall form a special committee to discuss and select a mental health support option for members of the service;**
2. **The Committee shall be comprised of no more than three (3) members from each of the City and the Association, and the Committee may invite guests to provide advice as may be required;**
3. **The Committee shall endeavour to reach agreement on a new mental health support as soon as possible, but in no case later than January 1, 2024. If the Committee is unable to reach agreement, the issue may be referred jointly for binding resolution to a panel consisting of a nominee from the City and a nominee from the Association, with a chairperson being selected by agreement of the nominees;**
4. **The City of Winnipeg shall contribute up to two hundred thousand dollars ($200,000) per year towards the cost of the additional mental health support, commencing January 1, 2024.**
5. **The special committee shall meet twice a year, or at the request of either party, to review the effectiveness of the mental health support.**
6. **In the event the City of Winnipeg offers the same mental health support benefit generally to employees at some future date, the committee referred to in paragraph 1 shall meet without delay to discuss and select a replacement mental health option. These discussions shall be subject to paragraphs 3 and 4.**
7. **Any changes to the Collective Agreement that may be required to implement the new mental health support may be made by agreement of the parties during the life of this Collective Agreement.**

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

(New) Letter of Understanding Re: Entitlements During Leave of Absence Without Pay

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Association

RE: ENTITLEMENTS DURING LEAVE OF ABSENCE WITHOUT PAY

Subject to Article III-8, where a member is absent from duty without pay on account of unpaid sick leave and/or is in receipt of benefits pursuant to a long term disability insurance plan, the parties agree that:

a) **if the member is a Police Officer, the member shall have the same entitlements as those set out in Articles XII-8(5)(g) and (h) for members on approved parental leave without pay; and**

b) **for all other members, the member shall have the same entitlements as those set out in Article XVII-10(4)(h) and (i) for members on approved parental leave without pay.**

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

(New) Letter of Understanding Re: Equity, Diversity and Inclusion

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Association

RE: EQUITY, DIVERSITY AND INCLUSION

The City of Winnipeg and The Winnipeg Police Association believe that equity, diversity and inclusion strengthen the community and workplace. A diverse and inclusive workforce enhances excellence, innovation and creativity. The City and the Association are committed to ensuring we have a workforce that is representative of the community we serve.

The parties are committed to building education and awareness regarding programs to assist in creating a culture of inclusion and valuing diversity at the City of Winnipeg.

During the life of this Collective Agreement the City will undertake to develop an Equity, Diversity and Inclusion Program. Should the Association desire it, the City will engage the Association in meaningful consultation as this Program continues to be developed.

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

(New) Letter of Understanding Re: Flex Benefits Program

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Association

RE: FLEX BENEFITS PROGRAM

The parties agree to meet during the life of this Collective Agreement to review options to implement flexible benefits.

The parties may agree, in writing, to make changes to the medical/health benefits provided for in the Collective Agreement.

These changes may be implemented during the life of this Collective Agreement.

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

(New) Letter of Understanding Re: General Patrol Staffing Requirement

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Association

RE: GENERAL PATROL STAFFING REQUIREMENT

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1. **The Service will commit to a ratio of 18 constables per cruiser car.**
2. **The Service will commit to staff 120 or more deployable members per Division (20 per shift) in General Patrol at annual transfers.**
3. **The Service will maintain the 120 deployable in General Patrol (20 per shift). If the shift goes below 120 deployable (20 per shift) for more than three months, the 120 (20 per shift) will be restored by adding resources.**
4. **The Service may staff below the 120 minimum for short term extenuating circumstances (for example: spring transfers, short term illnesses).**
5. **The Winnipeg Police Association acknowledges that each uniform division will house up to six non-deployable members or more, as long as the 120 minimum is maintained.**
6. **The Service will field at least three confirmed Patrol Sergeants, General Patrol, city-wide at the start of each shift.**

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

(Amend) Supplemental Agreement Re: Clothing Point System

SUPPLEMENTARY AGREEMENT

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

WINNIPEG POLICE SERVICE - POLICE AND STAFF SECTOR
RE: CLOTHING POINT SYSTEM

Add point 14 to ARTICLE 1 – Point System as follows:

I. ARTICLE 1 – Point System

14. **During the life of this agreement the parties may discuss changes to this Supplementary Agreement through the Joint WPS and WPA Clothing and Equipment Committee, which may include amending clothing issue, and/or discontinuing the Point System, on a cost neutral basis.**

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

(New) Supplemental Agreement Re: Police Members' Pension Contributions

SUPPLEMENTARY AGREEMENT

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

WINNIPEG POLICE SERVICE - POLICE COMPONENT
RE: Police Members' Pension Contributions

1. The City shall provide additional general wage increases to all bi-weekly/hourly rates in effect in the Salary Schedule - Police Component as follows:

   Effective February 11, 2024 - 0.5%
   Effective February 9, 2025 - 0.5%

2. Police members' pension contributions shall increase as follows:

   Effective February 11, 2024 – from 8% to 8.8%
   Effective February 9, 2025 – from 8.8% to 9.6%

SALARY SCHEDULE – STAFF COMPONENT (Amendments)

1. Job/Class Code – 060742 (NEW) Quality Assurance Technician C2 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Quality Assurance Technician	**060742**	443	**40.00**	1	$35.316160	$2,825.292827	$73,457.614
				2	$37.133068	$2,970.645430	$77,236.781
				3	$38.893198	$3,111.455823	$80,897.851
				4	$40.180175	$3,214.413968	$83,574.763
				5	$41.372521	$3,309.801661	$86,054.843
				6	$42.583793	$3,406.703431	$88,574.289
				7	$43.813992	$3,505.119368	$91,133.104
				8	$45.006337	$3,600.506965	$93,613.181
				9	$46.236536	$3,698.922899	$96,171.995
				10	$46.861099	$3,748.887904	$97,471.086
				11	$47.428884	$3,794.310695	$98,652.078

2. Job/Class Code – 065122 (NEW) Data Analyst C1 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Data Analyst	**065122**	236	**40.00**	1	$39.019308	$3,121.544602	$81,160.160
				2	$40.580080	$3,246.406385	$84,406.566
				3	$42.203283	$3,376.262640	$87,782.829
				4	$43.891414	$3,511.313145	$91,294.142
				5	$45.647071	$3,651.765672	$94,945.907
				6	$47.472954	$3,797.836300	$98,743.744
				7	$49.371872	$3,949.749751	$102,693.494
				8	$51.346747	$4,107.739740	$106,801.233

3. Job/Class Code – 065282 (NEW) Data Analyst C2 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Data Analyst	**065282**	237	**40.00**	1	$34.688022	$2,775.041784	$72,151.086
				2	$36.075543	$2,886.043454	$75,037.130
				3	$37.518565	$3,001.485193	$78,038.615
				4	$39.019308	$3,121.544601	$81,160.160
				5	$40.580080	$3,246.406384	$84,406.566
				6	$42.203283	$3,376.262640	$87,782.829
				7	$43.891414	$3,511.313145	$91,294.142
				8	$45.647071	$3,651.765672	$94,945.907

4. Job/Class Code – 065292 (NEW) Compliance and Risk Management Specialist – WPS C1 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Compliance and Risk Management Specialist	**065292**	441	**40.00**	1	$35.485800	$2,838.863981	$73,810.464
				2	$37.053347	$2,964.267767	$77,070.962
				3	$38.620894	$3,089.671552	$80,331.460
				4	$40.188442	$3,215.075337	$83,591.959
				5	$41.755989	$3,340.479121	$86,852.457
				6	$43.323536	$3,465.882905	$90,112.956
				7	$44.891084	$3,591.286692	$93,373.454
				8	$46.458631	$3,716.690476	$96,633.952

5. Job/Class Code – 065332 (NEW) Data Scientist C1 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Data Scientist	**065332**	445	**40.00**	1	$38.036907	$3,042.952553	$79,116.766
				2	$39.994145	$3,199.531579	$83,187.821
				3	$41.969849	$3,357.587935	$87,297.286
				4	$43.927087	$3,514.166960	$91,368.341
				5	$45.884326	$3,670.746080	$95,439.398
				6	$47.841566	$3,827.325290	$99,510.458
				7	$49.817268	$3,985.381459	$103,619.918
				8	$51.091320	$4,087.305573	$106,269.945

6. Job/Class Code – 065592 (NEW) Firearms Forensic Technician C2 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Firearms Forensic Technician	**065592**	240	**40.00**	1	$29.583839	$2,366.707107	$61,534.385
				2	$30.767192	$2,461.375393	$63,995.760
				3	$31.997880	$2,559.830408	$66,555.591
				4	$33.277795	$2,662.223624	$69,217.814
				5	$34.608907	$2,768.712570	$71,986.527
				6	$35.993263	$2,879.461072	$74,865.988
				7	$37.432994	$2,994.639513	$77,860.627
				8	$38.766912	$3,101.352993	$80,635.178

7. Job/Class Code – 065932 (NEW) Central Processing Officer C2 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Central Processing Officer	**065932**	238	**40.00**	1	$27.070668	$2,165.653416	$56,306.989
				2	$28.153494	$2,252.279554	$58,559.268
				3	$29.279634	$2,342.370734	$60,901.639
				4	$30.450820	$2,436.065564	$63,337.705
				5	$31.668852	$2,533.508187	$65,871.213
				6	$32.935606	$2,634.848514	$68,506.061

8. Job/Class Code – 067612 (NEW) Court Unit Shift Leader C2 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Court Unit Shift Leader	**067612**	444	**40.00**	1	$38.553116	$3,084.249303	$80,190.482
				2	$40.095241	$3,207.619276	$83,398.101
				3	$41.699051	$3,335.924046	$86,734.025
				4	$43.367013	$3,469.361009	$90,203.386

9. Job/Class Code – 067712 (NEW) Accounting Technician C2 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Accounting Technician	**067712**	439	**40.00**	1	$32.629045	$2,610.323590	$67,868.413
				2	$33.667585	$2,693.406786	$70,028.576
				3	$34.668361	$2,773.468864	$72,110.190
				4	$35.744666	$2,859.573265	$74,348.905

10. Job/Class Code – 069692 (NEW) RPU Operator C1 [40 hours bi-weekly] replaces 067352 Direct Voice Entry Operator C1

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
RPU Operator	**069692**	234	**40.00**	1	$ 32.513893	$ 2,601.111409	$ 67,628.897
				2	$ 33.651879	$ 2,692.150308	$ 69,995.908
				3	$ 34.829695	$ 2,786.375568	$ 72,445.765
				4	$ 36.048734	$ 2,883.898713	$ 74,981.367
				5	$ 37.310440	$ 2,984.835168	$ 77,605.714
				6	$ 38.616305	$ 3,089.304399	$ 80,321.914
				7	$ 39.967876	$ 3,197.430053	$ 83,133.181

11. Job/Class Code – 061002 (NEW) RPU Operator Schedule C2 [40 hours bi-weekly]. replaces 065772 Direct Voice Entry Operator C2.

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
RPU Operator	**061002**	235	**40.00**	1	$32.513893	$2,601.111409	$67,628.897
				2	$33.651879	$2,692.150308	$69,995.908
				3	$34.829695	$2,786.375568	$72,445.765
				4	$36.048734	$2,883.898713	$74,981.367

12. Job/Class Code – 069632 (NEW) RPU Shift Leader C1 [40 hours bi-weekly]. Replaces 066002 Direct Voice Entry Shift Leader C1.

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
RPU Shift Leader	**069632**	232	**40.00**	1	$38.018487	$3,041.478932	$79,078.452
				2	$39.539226	$3,163.138089	$82,241.590
				3	$41.120795	$3,289.663612	$85,531.254
				4	$42.765627	$3,421.250156	$88,952.504

13. Job/Class Code – 069622 (NEW) RPU Shift Leader C2 [40 hours bi-weekly]. Replaces 065802 Direct Voice Entry Shift Leader C2.

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
RPU Shift Leader	**069622**	233	**40.00**	1	$38.018487	$3,041.478932	$79,078.452
				2	$39.539226	$3,163.138089	$82,241.590

14. Job/Class Code – 069712 (NEW) Administrator RPU C1 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
RPU Administrator	**069712**	440	**40.00**	1	$43.857281	$3,508.582476	$91,223.144
				2	$45.611572	$3,648.925775	$94,872.070
				3	$47.436035	$3,794.882807	$98,666.953
				4	$49.333476	$3,946.678119	$102,613.631
				5	$51.306816	$4,104.545244	$106,718.176

15. Job/Class Code – 068002 (NEW) Administrator RPU C2 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
RPU Administrator	**068002**	448	**40.00**	1	$43.857281	$3,508.582476	$91,223.144
				2	$45.611572	$3,648.925775	$94,872.070
				3	$47.436035	$3,794.882807	$98,666.953

16. Job/Class Code – 067982 (NEW) RPU Training Coordinator C1 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
RPU Training Coordinator	**067982**	242	**40.00**	1	$38.384049	$3,070.723921	$79,838.822
				2	$39.919411	$3,193.552879	$83,032.375
				3	$41.516187	$3,321.294993	$86,353.670
				4	$43.176835	$3,454.146792	$89,807.817
				5	$44.903908	$3,592.312665	$93,400.129

17. Job/Class Code – 067992 (NEW) RPU Training Coordinator C2 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
RPU Training Coordinator	**067992**	449	**40.00**	1	$38.384049	$3,070.723921	$79,838.822
				2	$39.919411	$3,193.552879	$83,032.375
				3	$41.516187	$3,321.294993	$86,353.670

18. Job/Class Code – 060702 (NEW) Supervisor Police Records C2 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Supervisor Police Records	**060702**	446	**40.00**	1	$42.583793	$3,406.703431	$88,574.289
				2	$44.798150	$3,583.851999	$93,180.152
				3	$47.012508	$3,761.000659	$97,786.017
				4	$48.450895	$3,876.071565	$100,777.861
				5	$49.964984	$3,997.198750	$103,927.168
				6	$51.441222	$4,115.297792	$106,997.743
				7	$52.879609	$4,230.368694	$109,989.586
				8	$54.336921	$4,346.953670	$113,020.795
				9	$55.851011	$4,468.080854	$116,170.102
				10	$56.551279	$4,524.102331	$117,626.661
				11	$57.327250	$4,586.179994	$119,240.680

19. Job/Class Code – 067972 (NEW) HR Recruitment Supervisor C1 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
HR Recruitment Supervisor	**067972**	241	**40.00**	1	$34.454791	$2,756.383247	$71,665.964
				2	$36.227383	$2,898.190664	$75,352.957
				3	$37.944583	$3,035.566656	$78,924.733
				4	$39.200170	$3,136.013627	$81,536.354
				5	$40.363435	$3,229.074791	$83,955.945
				6	$41.545164	$3,323.613103	$86,413.941
				7	$42.745358	$3,419.628650	$88,910.345
				8	$43.280829	$3,462.466331	$90,024.125
				9	$43.908622	$3,512.689722	$91,329.933
				10	$44.499488	$3,559.959018	$92,558.934
				11	$45.108816	$3,608.705269	$93,826.337

20. Job/Class Code – 067962 (NEW) HR Recruitment Supervisor C2 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
HR Recruitment Supervisor	**067962**	447	**40.00**	1	$34.454791	$2,756.383247	$71,665.964
				2	$36.227383	$2,898.190664	$75,352.957
				3	$37.944583	$3,035.566656	$78,924.733
				4	$39.200170	$3,136.013627	$81,536.354
				5	$40.363435	$3,229.074791	$83,955.945
				6	$41.545164	$3,323.613103	$86,413.941

21. Job/Class Code – 067642 (NEW) Mgr Payroll C1 – WPS [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Mgr Payroll WPS	**067642**	209	**40.00**	1	$38.642948	$3,091.435867	$80,377.333
				2	$40.774630	$3,261.970407	$84,811.231
				3	$42.955805	$3,436.464399	$89,348.074
				4	$47.789267	$3,823.141374	$99,401.676
				5	$52.647475	$4,211.798009	$109,506.748

22. Job/Class Code – 060782 (NEW) WPS Project Officer C1 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
WPS Project Officer	**060782**	219	**40.00**	1	$32.948894	$2,635.911539	$68,533.700
				2	$34.644013	$2,771.521058	$72,059.548
				3	$36.286160	$2,902.892835	$75,475.214
				4	$37.486870	$2,998.949625	$77,972.690
				5	$38.599293	$3,087.943418	$80,286.529
				6	$39.729372	$3,178.349797	$82,637.095
				7	$40.877111	$3,270.168846	$85,024.390
				8	$41.989532	$3,359.162548	$87,338.226
				9	$43.137270	$3,450.981598	$89,725.522
				10	$43.719968	$3,497.597413	$90,937.533
				11	$44.249694	$3,539.975482	$92,039.363

23. Job/Class Code – 060792 (NEW) WPS Project Officer C2 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
WPS Project Officer	**060792**	419	**40.00**	1	$32.948894	$2,635.911529	$68,533.700
				2	$34.644013	$2,771.521058	$72,059.548
				3	$36.286160	$2,902.892835	$75,475.214
				4	$37.486870	$2,998.949625	$77,972.690
				5	$38.599293	$3,087.943418	$80,286.529
				6	$39.729372	$3,178.349797	$82,637.095

24. Job/Class Code – 060802 (NEW) Asset Strat Invest Planner C1 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Asset Strat Invest Planner	**060802**	244	**40.00**	1	$40.327300	$3,226.183961	$83,880.783
				2	$42.424319	$3,393.945516	$88,242.583
				3	$44.521339	$3,561.707159	$92,604.386
				4	$45.883506	$3,670.680516	$95,437.693
				5	$47.317365	$3,785.389234	$98,420.120
				6	$48.715378	$3,897.230269	$101,327.987
				7	$50.077545	$4,006.203623	$104,161.294
				8	$51.457635	$4,116.610820	$107,031.881
				9	$52.891494	$4,231.319539	$110,014.308
				10	$53.554656	$4,284.372464	$111,393.684
				11	$54.289508	$4,343.160665	$112,922.177

25. Job/Class Code – 060812 (NEW) Asset Strat Invest Planner C2 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Asset Strat Invest Planner	**060812**	451	**40.00**	1	$40.327300	$3,226.183961	$83,880.783
				2	$42.424319	$3,393.945516	$88,242.583
				3	$44.521339	$3,561.707159	$92,604.386
				4	$45.883506	$3,670.680516	$95,437.693
				5	$47.317365	$3,785.389234	$98,420.120
				6	$48.715378	$3,897.230269	$101,327.987

26. Job/Class Code – 060752 (NEW) Assistant Director Finance C1 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Assistant Director Finance	**060752**	243	**40.00**	1	$42.583793	$3,406.703431	$88,574.289
				2	$44.798150	$3,583.851999	$93,180.152
				3	$47.012508	$3,761.000659	$97,786.017
				4	$48.450895	$3,876.071565	$100,777.861
				5	$49.964984	$3,997.198750	$103,927.168
				6	$51.441222	$4,115.297792	$106,997.743
				7	$52.879609	$4,230.368694	$109,989.586
				8	$54.336921	$4,346.953670	$113,020.795
				9	$55.851011	$4,468.080854	$116,170.102
				10	$56.551279	$4,524.102331	$117,626.661
				11	$57.327250	$4,586.179994	$119,240.680

27. Job/Class Code – 060762 (NEW) Assistant Director Finance C2 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Assistant Director Finance	**060762**	450	**40.00**	1	$42.583793	$3,406.703431	$88,574.289
				2	$44.798150	$3,583.851999	$93,180.152
				3	$47.012508	$3,761.000659	$97,786.017
				4	$48.450895	$3,876.071565	$100,777.861
				5	$49.964984	$3,997.198750	$103,927.168
				6	$51.441222	$4,115.297792	$106,997.743

28. Job/Class Code – 060832 (NEW) Forensic Video Examiner C1 [40 hours bi-weekly]

					12/31/2021		
Classification	**Class Code**	**Grade**	**Stnd Hrs/Wk**	**Step**	**Hrly**	**Bwkly**	**Annual**
Forensic Video Examiner	**060832**	245	**40.00**	1	$36.075021	$2,886.001688	$75,036.044
				2	$37.518022	$3,001.441756	$78,037.486
				3	$39.018743	$3,121.499426	$81,158.985
				4	$40.579493	$3,246.359403	$84,405.344
				5	$42.202672	$3,376.213779	$87,781.558
				6	$43.890779	$3,511.262330	$91,292.821
				7	$45.646410	$3,651.712823	$94,944.533
				8	$47.472267	$3,797.781336	$98,742.315

JOB TITLE AMENDMENTS

29. Job/Class Code – 068902 (RE-TITLE) Social Worker [40 hours bi-weekly]
30. Job/Class Code – 067342 (RE-TITLE) from Police Communication Operator to Emergency Communication Dispatcher [40 hours bi-weekly]
31. Job/Class Code – 067332 (RE-TITLE) from Senior Police Communication Operator to Emergency Communication Primary Supervisor [40 hours bi-weekly]
32. Job/Class Code – 067322 (RE-TITLE) from Senior Communication Operator to Emergency Communication Secondary Supervisor [40 hours bi-weekly]
33. Job/Class Code – 065182 (RE-TITLE) from Call Taker to Emergency Communication Call Taker [40 hours bi-weekly]
34. Job/Class Code – 066312 (RE-TITLE) from Shop Foreman to Lead Mechanic [40 hours bi-weekly]
35. Job/Class Code _065162 (RE-TITLE) from Assistant Supervisor of Services to Manager of Services [40 hours bi-weekly]

36. Job/Class Code 065172 (RE-TITLE) from Supervisor of Communications to Manager of Communications [40 hours bi-weekly]

DELETIONS

37. Job/Class Code – 067352 (DELETE) Direct Voice Entry Operator C1[40 hours bi-weekly]. Replaced by 069692 Report Processing Unit Operator C1.
38. Job/Class Code – 065772 (DELETE) Direct Voice Entry Operator C2 [40 hours bi-weekly]. Replaced by 061002 Report Processing Unit Operator C2.
39. Job/Class Code – 065802 (DELETE) Direct Voice Entry Shift Leader C2[40 hours bi-weekly]. Replaced by 069622 Report Processing Unit Shift Leader C2.
40. Job/Class Code – 066002 (DELETE) Direct Voice Entry Shift Leader C1 [40 hours bi-weekly]. Replaced by 069632 Report Processing Unit Shift Leader C1.
41. Job/Class Code – 065102(DELETE) Research Analyst [40 hours bi-weekly]
42. Job/Class Code – 065112 (DELETE) Research Analyst [40 hours bi-weekly]
43. Job/Class Code – 068382 (DELETE) Info Systems Trainee [40 hours bi-weekly]
44. Job/Class Code – 069671 (DELETE) Human Resources Assistant [35 hours bi-weekly]
45. Job/Class Code – 069701 (DELETE) Coord Bureau Police Rec [35 hours bi-weekly]
46. Job/Class Code – 067571 (DELETE) Assistant Supervisor of Finance [35 hours bi-weekly]