Winnipeg | Audit

City Council
The City of Winnipeg
Council Building
510 Main Street
Winnipeg, Manitoba R3B 1B9

July 10, 2023

To: The members of City Council

Re: Review Engagement Report on the Memorandum of Agreement between the City of Winnipeg and the Winnipeg Police Senior Officers' Association

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Pursuant to the motion adopted by Council on March 26, 1997, "The City of Winnipeg Collective Bargaining Agreements and the Involvement of Internal and External Auditors", we have reviewed the attached report entitled "Negotiations - City of Winnipeg and The Winnipeg Police Senior Officers' Association", dated June 30, 2023 ("the report"). The report presents the forecasted net incremental costs of ratifying the proposed Memorandum of Agreement between the City of Winnipeg and the Winnipeg Police Senior Officers' Association covering the period from January 1, 2022 to December 31, 2025. The forecast presented in the report is based on the Public Service's assumptions and interpretations of the proposed Memorandum of Agreement as at the report date. Preparation of the report is the responsibility of the Public Service. This responsibility was mandated by Council in the adopted March 26, 1997 motion referenced above; therefore, we have not obtained a written acknowledgment of this responsibility from the Public Service normally required by generally accepted assurance standards. Our responsibility is to provide assurance on the appropriateness of the report based on our review. Our review was made in accordance with generally accepted government assurance standards for review engagements and, accordingly, consisted primarily of inquiry, analytical procedures and discussion related to the information provided to us by the Public Service. More specifically, we assessed the plausibility of the report, including the calculation of the net incremental costs, and the plausibility of the Public Service's underlying assumptions and interpretations of the provisions of the proposed Memorandum of Agreement.

Since the forecast in the report is based on its disclosed assumptions about future events, actual results for the agreement period will vary from those presented, and the variations may be material. Furthermore, a review does not constitute an audit and, consequently, we do not express any opinion as to whether the forecasted net incremental costs of the Memorandum of Agreement will be realized.

Based on our review, nothing has come to our attention that causes us to believe that the report has not, in all material respects, been prepared in an appropriate manner for the consideration of City Council.

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The report was prepared for the purposes of City Council to ratify the proposed Memorandum of Agreement and, though it is a public document, it may not be suitable for use for any other purposes. The Public Service does not intend to update the figures presented in the report subsequent to its issuance. The Public Service has provided contextual information on the Manitoban consumer price index and prior collective agreement results in the report. This contextual information falls outside of the scope of our review, and we do not provide assurance on the contextual information.

Sincerely,



Jason Egert
Acting City Auditor

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INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the City Council of the City of Winnipeg

At the request of the City of Winnipeg, we have reviewed the Financial Impact Statement include in the Administrative Report dated June 30, 2023 titled "Negotiations - City of Winnipeg and The Winnipeg Police Senior Officers' Association" prepared by the Corporate Finance Department (the "schedule") to analyze the costs of the provisions of the Memorandum of Agreement dated June 16, 2023 between the City of Winnipeg and the Winnipeg Police Senior Officers' Association for the term from January 1, 2022 to December 31, 2025 (Memorandum of Agreement). The schedule has been prepared by management in accordance with the financial reporting provisions of the Memorandum of Agreement.

Management's Responsibility for the Schedule

Management is responsible for the preparation of the schedule in accordance with the provisions of the Memorandum of Agreement dated June 16, 2023, and for such internal control as management determines is necessary to enable the preparation of the schedule that is free from material misstatement, whether due to fraud or error. Management of the City of Winnipeg has made assumptions regarding the interpretations of the provisions of the Memorandum of Agreement, which have been disclosed in the schedule.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying schedule based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of the schedule in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedure, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on this schedule.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the schedule prepared by the Corporate Finance Department does not, in all material respects, reflect the cost of the provisions, and the assumptions regarding the interpretations of these provisions, of the Memorandum of Agreement dated June 16, 2023 between the City of Winnipeg and The Winnipeg Police Senior Officers' Association for the term from January 1, 2022 to December 31, 2025.

Basis of Accounting

We draw attention to the Additional Comment section of the schedule, which describes the basis of accounting. The schedule is prepared to provide information to City Council to ratify the proposed Memorandum of Agreement. As a result, the schedule may not be suitable for another purpose. Our conclusion is not modified in respect of this matter.

KPMG LLP

Chartered Professional Accountants

Winnipeg, Canada

July 10, 2023

THE CITY OF WINNIPEG

-and-

THE WINNIPEG POLICE SENIOR OFFICERS' 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 SENIOR OFFICERS' 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 Senior Officers' Association ("WPSOA") 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 WPSOA 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 Association ("WPA") 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 WPSOA 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 members of the Winnipeg Police Pension Plan 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/Schedule A: Members of the Winnipeg Police Pension Plan Pension Contributions, will not take effect in the event of any of the following:

    - the Memorandum of Agreement for WPA is not ratified;
    - the ratified WPA 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 Association ("WPA") 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 WPSOA 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 – Members of the Winnipeg Police Pension Plan

Subject to the conditions set out in Item 1 of Section 4 above, the City shall provide additional general wage increases to all bi-weekly/hourly rates in effect in the Salary Schedule – Inspectors and Superintendents as follows:

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

6. Gender-Neutral Language

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

7. Occupational Health Services

The parties will amend the agreement to replace references to 'Occupational Health Physician' with 'Occupational Health Services' throughout the collective agreement and Letters of Understanding.

8. Amendments to the Collective Agreement — Appendix A

Article I

2. Recognition of the Association

Article II

6. Working Conditions and Conditions of Employment
8. Duration, Revision, and Termination

Article IV – Fringe Benefits

1. Statutory Holidays
12. Civil Liability
17. Health Recovery Leave
18. Clothing
27. Maternity Leave
28. Parental Leave

9. Letters of Understanding

Renew:

Letter of Understanding # 1 Inordinate Overtime
Letter of Understanding # 2 Reduction in Police Staffing Levels
Letter of Understanding # 3 Reduction in Civilian Staffing
Letter of Understanding # 4 Respectful Workplace
Letter of Understanding # 5 Accommodation

Delete:

Letter of Understanding #6 Pensions
Letter of Understanding #7 Bargaining Unit Work

New:

Letter of Understanding	Equity, Diversity and Inclusion
Letter of Understanding	Flex Benefits Program

10. Letter of Commitment

Delete:

Letter of Commitment RE: UNILATERAL FURLOUGH STRATEGY

11. Schedule A – Amend

12. Civilian Salary Schedules – Amend

Agreed this 16th 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

Shawn Pike
President
For The Winnipeg Police Senior Officers'
Association

APPENDIX A

Amendments to the Collective Agreement

ERRORS AND OMISSIONS EXCEPTED

ARTICLE I

Amend I - 2 as follows:

2. Recognition of the Association

The employer recognizes the Association as the sole and exclusive bargaining agent for all ~~Senior Police Officers~~ **members of the bargaining unit** employed by the City referred to in the Certificate of the Manitoba Labour Board as set out in the preamble hereto, and as well, such further and other class or classes of employees as may be agreed upon by the parties during the currency of this Agreement, or any extension thereof.

Article II

Amend II - 6, 8 as follows:

6. Working Conditions and Conditions of Employment

The employer and the Association agree that the working conditions and terms of employment, as hereinafter set forth, shall prevail and govern in the operation of the ~~Senior Police Officers~~ **members of the bargaining unit** of the Police Service.

8. Duration, Revision, and Termination

a) This Agreement shall come into effect on the **1st day of January, 2022** ~~25th day of December, 2016~~, 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]~~

[No changes to subsections b – m]

ARTICLE IV – FRINGE BENEFITS

Amend Article IV – 1, 12, 17, 18, 27 and 28 as follows:

1. Statutory Holidays

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

New Year's Day
Good Friday
Louis Riel Day
Easter Monday

Victoria Day
Terry Fox Day ~~[2016]~~
National Day for Truth and Reconciliation
Remembrance Day
Boxing Day

~~Canada Day~~ **July 1**
Labour Day
Thanksgiving Day
Christmas Day

plus any date proclaimed by the Government of Canada, or the Province of Manitoba, as a public holiday, or any day designated by Her/His Worship the Mayor by proclamation as a holiday for the City of Winnipeg. Members of the Association who are required and authorized to work on any of the above mentioned statutory holidays shall, in addition to the member's normal pay for working said day, be paid or compensated in time off, subject to the provisions of Subsection (c), an additional one-half times (½x) for all hours so worked and additionally, they shall receive a day off with pay in lieu on another day not inconvenient to the Service.

[no changes to b – e]

12. Civil Liability

[no changes to first paragraph and a – d]

e) The City will indemnify and save harmless any member or former member from any action, claim, cause or demand whatever that may be made or arise out of the member's performance of ~~his~~ **their** duties**.** ~~as a Police Officer.~~

17. Health Recovery Leave

[no changes to a - e, g - j]

f) […]

i) no change

ii) ~~twenty-five percent (25%)~~ **fifty percent (50%)** of the remaining unused Health Recovery Leave credits earned to a maximum of three hundred and seventy-two (372) hours; and

iii) the total number of hours specified in (i) and (ii) multiplied by the maximum hourly rate of pay in effect on December 24, 2016 of the member's confirmed rank/position on their last day of service.

For greater clarity the total number of leave hours specified in (i) and (ii) must not exceed nine hundred and seventy-two (972) hours. ~~[2016]~~

18. Clothing

[no changes to a, c, d]

b) ~~Clothing issued to civilian members shall be replaced as and when required, upon approval of the Supervisor.~~

Effective January 1, 2024, all Civilian Directors shall receive a clothing allowance of $350 per calendar year.

Effective January 1, 2025, and annually thereafter, the clothing allowance shall be subject to an adjustment based on the percentage increase or decrease in the Consumer Price Index (Clothing and Footwear Manitoba) in the previous year as provided by Statistics Canada. Clothing issued to non-director civilian members shall be replaced as and when required, upon approval of the Executive.

27. Maternity Leave

[no changes to sections 1 – 2 and 4]

3. Plan B

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

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

b) – c) no change

d) Must apply for and must be in receipt of Employment Insurance benefits before they can receive payments under the Plan. The Plan may provide for payments to an employee who is not in receipt of Employment Insurance benefits for the reason that the employee is serving the ~~two (2)~~ **one (1)** week waiting period.

[no changes to e - h]

28. 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 twelve (12) 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.

[no changes to b – h]

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

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Senior Officers' Association

RE: EQUITY, DIVERSITY AND INCLUSION

The City of Winnipeg and the Winnipeg Police Senior Officers' 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. The City will engage the Association in meaningful consultation as this Program is developed.

Agreed this day of , 2023

_____

FOR THE CITY OF WINNIPEG

_____

FOR THE WINNIPEG POLICE SENIOR OFFICERS' ASSOCIATION

(New) Letter of Understanding Re: Flex Benefits Program

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Senior Officers' 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

_____

FOR THE CITY OF WINNIPEG

_____

FOR THE WINNIPEG POLICE SENIOR OFFICERS' ASSOCIATION

Add the following to Schedule A:

Members of the Winnipeg Police Pension Plan Pension Contributions

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

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

2. Members of the Winnipeg Police Pension Plan 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%

CIVILIAN SALARY SCHEDULES (Amendments)

Retitle:

Class Code (069362) and Class Code (069462) (Schedule B) from Manager of Police Information Systems to Director of Information and Technology Solutions

Class Code (069372) and Class Code (069472) (Schedule B) from Manager of Services to Director of Services

Class Code (069652) and Class Code (069642) (Schedule B) from Comptroller to Executive Director of Finance

Class Code (069382) from Project Leader-Media Relations to Director of Public Affairs

Delete:

Class Code (059702) and Class Code (059712) (Schedule B) Project Manager - Dev & Special Projects

Class Code (069612) and Class Code (069602) (Schedule B) Manager-Bureau of Police Records

Class Code (069212) and Class Code (069222) (Schedule B) Finance Officer

Class Code (069342) and Class Code (069352) (Schedule B) Public Information Officer

Class Code (069392) and Class Code (069422) (Schedule B) HR Business Systems Specialist

Add to Civilian Salary Schedule B:

Classification Code (065942) **Director of Communications** (Bi-weekly Hours – 80 Hours)

			Effective December 31, 2021		
CLASSIFICATION	Grade	Step	HRLY	BWKLY	ANNUAL
Director of Communications	217	1	$49.395108	$3,951.608615	$102,741.824
		2	$52.268263	$4,181.461056	$108,717.987
		3	$54.413786	$4,353.102884	$113,180.675
		4	$55.849327	$4,467.946128	$116,166.599
		5	$57.376009	$4,590.080727	$119,342.099
		6	$58.925477	$4,714.038167	$122,564.992
		7	$60.520522	$4,841.641773	$125,882.686
		8	$62.161144	$4,972.891550	$129,295.180
		9	$63.915688	$5,113.255024	$132,944.631
		10	$65.647452	$5,251.796154	$136,546.700
		11	$67.470358	$5,397.628634	$140,338.344

Classification Code (068402) **Manager of Audit, Accreditation and Risk Manager**
(Bi-weekly Hours – 80 Hours)

			Effective December 31, 2021		
CLASSIFICATION	**Grade**	**Step**	**HRLY**	**BWKLY**	**ANNUAL**
Manager of Audit Accred & Risk	**302**	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

Classification Code (069482) **Director of Organizational Development and Support**
(Bi-weekly Hours – 80 Hours)

			Effective December 31, 2021		
CLASSIFICATION	**Grade**	**Step**	**HRLY**	**BWKLY**	**ANNUAL**
Director Org Dev & Supp	**218**	1	$47.333416	$3,786.673253	$98,453.505
		2	$49.767598	$3,981.407811	$103,516.603
		3	$52.220795	$4,177.663616	$108,619.254
		4	$53.837244	$4,306.979541	$111,981.468
		5	$55.491727	$4,439.338152	$115,422.792
		6	$57.108175	$4,568.653976	$118,785.003
		7	$58.781674	$4,702.533932	$122,265.882
		8	$60.398123	$4,831.849853	$125,628.096
		9	$62.052606	$4,964.208466	$129,069.420
		10	$62.832305	$5,026.584410	$130,691.195
		11	$63.669055	$5,093.524389	$132,431.634



THE CITY OF WINNIPEG

- and -

THE WINNIPEG POLICE SENIOR OFFICERS' ASSOCIATION

COLLECTIVE AGREEMENT

EFFECTIVE

December 25, 2016 to December 31, 2021

WINNIPEG POLICE SENIOR OFFICERS' ASSOCIATION AND THE CITY OF WINNIPEG COLLECTIVE AGREEMENT

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THIS AGREEMENT made and entered into this **11th** day of **October, 2017**

BETWEEN:

THE CITY OF WINNIPEG
(hereinafter called "the Employer")
OF THE FIRST PART
- and –
THE WINNIPEG POLICE SENIOR OFFICERS' ASSOCIATION
(hereinafter called "the Association")

OF THE SECOND PART

WHEREAS the Association was certified under the Labour Relations Act for Manitoba by the Manitoba Labour Board on the 9th day of May, 1972 under Certificate No. MLB-2309, as the certified bargaining agent for a unit described as follows:

"All Senior Officers of the rank of Inspector or higher employed in the City of Winnipeg Police Service, including all civilians employed in a supervisory or confidential capacity in respect of the said Service, such Senior Officers as defined by Section 28, Subsection 6 of the Provincial Police Act of Manitoba, Chapter P. 150 R.S.M.

NOW THEREFORE THIS AGREEMENT WITNESSETH: That in consideration of the premises and covenants and agreements of the parties hereto hereinafter contained, and by them to be respectively observed, kept and performed, the parties hereto covenant and agree as follows:

ARTICLE I

1. Preamble and Scope of Agreement

The parties agree that it is desirable, and in the best interests of both parties, that harmonious relations be established and maintained between the employer and its employees covered by this Agreement, and for the purpose of maintaining the efficient operations of the Police Service the parties desire to make provisions herein by which grievances and disputes between them, and other matters relative to the welfare of the employer and of the employees concerned, can be discussed and settled quickly and amicably.

2. Recognition of the Association

The employer recognizes the Association as the sole and exclusive bargaining agent for all Senior Police Officers employed by the City referred to in the Certificate of the Manitoba Labour Board as set out in the preamble hereto, and as well, such further and other class or classes of employees as may be agreed upon by the parties during the currency of this Agreement, or any extension thereof.

3. Respectful Workplace

The City and the Association jointly affirm that every employee in the Winnipeg Police Service shall be entitled to a respectful and safe workplace. The environment must be

free of behaviours such as discrimination, harassment, disruptive workplace conflict, disrespectful behaviour, and violence in the workplace.

The principal of fair treatment is a fundamental one and both the City and the Association will support employees who find themselves in a position that could jeopardize their well-being or undermine work relationships and productivity.

In addition, the parties agree that a respectful workplace includes a safe and healthy workplace as defined by the Manitoba Workplace Safety and Health Act.

Definitions

Although disrespectful behaviour, disruptive workplace conflict and harassment can be defined, in practice they overlap. The following definitions, although not all inclusive, have been designed to accommodate the different types of concerns that may arise.

a) Disrespectful behaviour is improper behaviour that is unwelcome and inappropriate in the workplace. It may happen once or continue over time. It can include:

- rude comments and swearing as well as spreading unfounded or misinformed rumours that damage people's reputations;
- actions that invade privacy or personal property or unwelcome gestures; and
- display or distribution of printed or electronic material that offends.

b) A disruptive workplace conflict is defined as an ongoing dispute or communication breakdown between two or more individuals that impacts their ability to work productively and cooperatively in the workplace.

c) Harassment is any behaviour that demeans, humiliates or embarrasses a person, and that a reasonable person should have known would be unwelcome. It may be a single incident or continue over time. Harassment includes:

- verbal abuse;
- bullying;
- actions such as touching or pushing;
- comments such as jokes and name calling;
- displays such as posters and cartoons;
- or abuses of power such as threats or coercion.

d) The Manitoba Human Rights Code prohibits harassment and discrimination related to the following characteristics; ancestry, race, ethnic or national origin, nationality, political belief, religion, family status, sex, including pregnancy, age, marital status,

sexual orientation, source of income, gender identity, social disadvantage and physical or mental disability. **[2016]**

The parties agree that there shall be no discrimination or harassment as defined by the Manitoba Human Rights Code. The parties further agree that there shall be no discrimination or harassment on the basis of place of residence and membership or activity in the Association.

e) Workplace violence is a threat that may include but is not limited to any act, gesture or statement that may be interpreted as threatening or potentially violent. A violent act is one that causes or may cause physical harm to persons or damage to property.

If there is a violation of this Article, the process outlined in the Letter of Understanding #4 Re: Respectful Workplace will apply.

4. Plural Terms

Whenever the singular is used in this Agreement, it shall be considered as if the plural has been used where the context of the party or parties hereto so require. Whenever a noun, pronoun, or adjective indicating gender or sex is used, the other gender or sex, including two-spirited, intersexed, transgendered and transsexual persons shall be deemed to be included. **[2016]**

ARTICLE II

1. Discrimination

There shall be no discrimination against any member of the Police Service because of his participation in Association activities.

2. Executive Members Attending Meetings

a) Members of the Executive Committee of the Association who are on duty at the time, or who are due to come on duty during the course of any of the meetings hereinafter referred to, shall be allowed time off with pay to attend:

1. All meetings with any Board of Police Commissioners, any Community Committee and/or City Council or any committee thereof, relating to matters of labour relations in which the Association or any of its members are directly or indirectly involved, or relating to matters pertaining to, or involving, disciplinary proceedings with respect to any members of the Association, or alternatively, possible disciplinary proceedings against any member of the Association;

2. All arbitration board hearings to which the Association is a party, or in which the Association is directly involved;

3. All meetings with counsel for the Association for discussions and advice with respect to the matters enumerated in Sub Paragraphs 1 and 2 above; and

4. All inquiries and discussions with persons, or groups, other than members of the Association, involving the Association's affairs and pertaining to working conditions that may be the subject of negotiations by the Association with the employer.

b) Members of the Executive Committee of the Association who are on duty, or who will be on duty at the time of any meeting as herein provided, and who wish to attend such meeting, will provide notice of intention to take time off from duty with pay as mentioned in Section (a) above at least twenty-four (24) hours prior to the time they will be away from duty, and all such time taken off within the scope of the Agreement will be subject to cancellation by reason of emergencies occurring in the Service, as determined by the Chief of Police.

c) Effective May 22, 1988, such time off with pay allowed members of the Executive Committees shall be limited to an all inclusive group total of two hundred (200) hours per calendar year, excluding joint management/labour negotiation meetings and meetings of committees designated by the Chief of Police. Additional time off may be allowed at the discretion of the Chief of Police. The Association will reimburse the City for the wages and benefits paid in excess of two hundred (200) hours per calendar year.

3. Additional Conditions of Employment

The employer agrees that additional conditions of employment, as agreed to by the employer and the Association, may be added to this Agreement in the form of a supplement thereto, and with the approval of the City and the Association, shall become part of this Agreement.

4. Regulations

The Executive of the Association agrees with the employer that it will instruct, and to the best of its ability ensure, that all of its members will observe all regulations made by the employer for the government of the Police Service, or all regulations previously enacted by a competent authority for the government of any of the former municipal police services. PROVIDED always, and it is hereby agreed by the parties hereto, that where there is any conflict between any of such regulations and the provisions of this Agreement, then the provisions of this Agreement shall prevail and govern.

5. Constitution and By-Laws of Association

The Association agrees from time to time to furnish the employer with a copy of its Constitution and By-Laws, with amendments, and a list of its officers and bargaining representatives.

6. Working Conditions and Conditions of Employment

The employer and the Association agree that the working conditions and terms of employment, as hereinafter set forth, shall prevail and govern in the operation of the Senior Police Officers of the Police Service.

7. Deduction of Association Dues and Levies

The employer agrees with the Association to have the City deduct the amount of the monthly dues and levies, as determined by the Association from the salaries or wages of each and every employee covered by this Agreement on the first pay period in each and every calendar month during the continuance of this Agreement.

The employer further agrees with the Association that the said deductions shall continue during the life of this Agreement, and after expiry date thereof, during the entire period that any negotiations, including arbitration are proceeding with a view to concluding a new collective agreement.

The Association agrees to advise the employer of the amount of the monthly dues and levies to be deducted, and all the amounts so deducted shall be forwarded by the employer to the Treasurer of the Association within fifteen (15) days after such dues and levies have been deducted wherever possible.

8. Duration, Revision and Termination

a) This Agreement shall come into effect on the 25th day of December, 2016, and shall be binding upon the parties hereto from its operative date until the 31st day of December, 2021, and thereafter until replaced or terminated as hereinafter provided. **[2016]**

b) Notice for revision or termination of this Agreement may be submitted by the employer or the Association to the other party prior to the sixtieth (60th) day before the expiration of this Agreement as set forth in Subsection (a), and in the case of notice of termination being given as aforesaid, this Agreement will terminate on the date set forth in Subsection (a). If notice for revision or termination of this Agreement is not made prior to the sixtieth (60th) day before the expiration of this Agreement, this Agreement will continue in force for a further twelve (12) months.

c) If notice is given for revision of this Agreement as aforesaid, the Association and the employer agree that they shall simultaneously deliver each to the other on or before the forty-fifth (45th) day before the expiration of this Agreement as set forth in Subsection (a), 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, and such proposals and counter proposals shall be deemed to be the statement of difficulties in relation to any mediation board which is established in the matter pursuant to the Labour Relations Act.

d) The parties agree to commence negotiations within twenty (20) calendar days after the time of submitting counter proposals as set forth in Subsection (c) has expired.

e) If the Association and the City have reached an impasse or stalemate in their negotiations in regard to the matters outlined above, and the parties agree, or one of the parties maintains, that there is no indication of possible agreement, either party or both parties may refer any dispute between the City and the Association regarding wages and working conditions as therein set forth to arbitration. In such

case the dispute shall be settled by reference to a three (3) person arbitration board, unless the parties agree to the use of a single arbitrator.

f) Pursuant to Article 2-8(e), the three (3) person Arbitration Board shall be made up of one (1) appointee chosen by the City and one (1) appointee chosen by the Association and the third (who shall be Chairperson) by the two (2) so chosen.

g) The selection of an arbitrator by each party to the arbitration shall be made within twenty (20) days after the written request for arbitration has been received, and the other party to the arbitration shall be notified of such selection forthwith.

h) If either party fails to appoint its arbitrator as herein provided, then the other party may request the Minister of Labour to select such arbitrator.

i) If the two (2) arbitrators appointed as herein provided fail within fourteen (14) days from the date of their appointment, to agree upon the third arbitrator the said two (2) arbitrators shall then forthwith request the Minister of Labour to select such arbitrator.

j) Where the parties agree to a single arbitrator, he or she shall be selected by mutual consent. In the event the parties cannot agree on a single arbitrator within twenty (20) working days, the arbitration will revert to a three (3) person board selected pursuant to this Section.

k) A board or arbitration or a single arbitrator appointed pursuant to this Article, shall meet and hear evidence from the Association and the City, and shall issue an award within ninety (90) calendar days after completion of the hearing, unless the parties hereto agree to extend or abridge the time for issuance of the award. An award issued by a majority in the case of a board of arbitration, or by an arbitrator in the case where a single arbitrator is appointed, shall be deemed to be final and binding on all parties to the arbitration. If the parties agree, evidence and/or argument may be submitted in writing.

l) A board of arbitration or a single arbitrator shall have the authority to determine whether any matter referred to it is arbitrable.

m) The City and the Association agree that, in the case of a board of arbitration, each will be responsible for the fees and expenses of their respective appointees and that each will bear an equal share of the fees and expenses of the Chairperson of the Board of Arbitration. In the case of an appointment of a single arbitrator, each will bear an equal share of the fees and expenses incurred.

ARTICLE III

1. Hours of Work

a) The workday shall be defined as eight (8) hours per day with a one (1) hour lunch period.

b) The work week shall be defined as five (5) days per week with two (2) consecutive days of weekly leave wherever possible.

c) Officers assigned to the Duty Office will work a four/ten (4/10) work week.

The City shall be entitled to determine whether the Duty Office will operate on a two (2) shift or a three (3) shift schedule.

i) On a two (2) shift schedule the basic hours will be:

1) Day Shift – start no earlier than 06:00 and no later than 08:00

2) Evening Shift – start no earlier than 14:00 and no later than 17:00

Each shift shall be ten (10) hours in length. Actual starting times within the above parameters will be at the sole discretion of the City.

ii) On a three (3) shift schedule the basic hours will be:

1) Day Shift – start no earlier and 06:00 and no later than 08:00

2) Evening Shift – start no earlier than 14:00 and no later than 17:00

3) Night Shift – start no earlier than 20:00 and no later than 22:00

Each shift shall be ten (10) hours in length. Actual starting times within the above parameters shall be at the sole discretion of the City.

The City will provide a minimum of sixty (60) days' notice prior to the implementation of a change in operation from a three (3) shift schedule to a two (2) shift schedule or from a two (2) shift to a three (3) shift schedule. With the notice period any such changes shall be subject of discussion between the Association and the City.

The parties may consider and agree to different schedules and/or hours of work from the schedules and/or hours of work allowed in Article III-1(c)(i) and (c)(ii) above in accordance with the Letter of Understanding Re: Accommodation or for other reasons as determined by the parties.

d) All Officers required to work their assigned shift during the changeover to Central Daylight Saving Time or Central Standard Time shall be paid for the normal hours of a regular shift regardless of whether they actually work one (1) hour more or one (1) hour less than the normal hours of a regular shift.

2. Remuneration

The rates of pay for the various classifications for the duration of this Agreement shall be as set out in the attached salary schedule (Schedule "A").

3. Increments

As set out in Schedule "A", in positions where a salary range exists progression by annual increments shall be granted based upon actual service within that position if such

service is satisfactory to the City. Increments shall be granted on the anniversary date of appointment to the position. Acting time served in higher rank(s) shall not be considered for the purpose of calculating progression by annual increments.

4. Senior Officer Standby Pay

A Senior Officer who is placed on standby may elect to receive one (1) day's pay, as a workday is defined in Article III, Paragraph 1(a) or equivalent leave with pay for each weekly tour of duty or portion thereof, during which standby service is performed. The Chief of Police shall retain exclusive discretion in determining when standby duty is required. If an Officer elects to be compensated with time off with pay, it shall be taken at a mutually convenient time. **[2016]**

5. Acting in a Higher Rank

A member of the Association acting in a rank higher than his confirmed rank will receive a salary adjustment of four percent (4%) above the current level received within their confirmed rank. For acting assignments of five (5) hours or less in duration, acting pay shall be paid for the actual numbers of hours assigned to the higher rank. Acting assignments longer than five (5) hours in duration shall be considered a full shift of acting time.

6. Overtime

All members of the Association shall receive forty (40) hours relief from duty with pay each year in lieu of overtime. The said forty (40) hours shall be taken in the vacation year in which they are granted and cannot be accumulated.

7. Shift Premium

A member of the Association will receive a shift premium of ninety cents (90¢) per hour for every hour worked during the Third Relief, including overtime work. Effective Pay Period #1, 2015 (December 28, 2014) the shift premium will be increased from ninety cents (90¢) per hour to ninety-five cents (95¢) per hour. Effective Pay Period #1, 2016 (December 27, 2015) the shift premium will be increased from ninety-five cents (95¢) per hour to one dollar ($1.00) per hour. A member of the Association shall be deemed to work Third Relief if the majority of hours worked were between 17:00 and 08:00 hours.

In cases where members work overtime, the shift premium shall not be subject to overtime rates.

8. Probationary Employee

Any employee engaged by the Winnipeg Police Service into a WPSOA position, who is hired from outside the Civic Service shall serve a probationary period of twelve (12) months which may be extended by an additional three months at the discretion of the Chief provided the employee and the Association are notified at least forty-five (45) days prior to the expiry of the twelve (12) month probationary period and reasons for such extension are provided in writing.

A probationary employee may be terminated at the discretion of the Chief of Police provided such termination is not done in an arbitrary or discriminatory manner and only the question of whether it was done in an arbitrary or discriminatory manner may be grieved or arbitrated under this Collective Agreement.

FRINGE BENEFITS

ARTICLE IV

1. Statutory Holidays

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

New Year's Day	Good Friday
Easter Monday	Victoria Day
Canada Day	Terry Fox Day **[2016]**
Labour Day	Thanksgiving Day
Remembrance Day	Christmas Day
Boxing Day	Louis Riel Day

plus any date proclaimed by the Government of Canada, or the Province of Manitoba, as a public holiday, or any day designated by Her/His Worship the Mayor by proclamation as a holiday for the City of Winnipeg. Members of the Association who are required and authorized to work on any of the above mentioned statutory holidays shall, in addition to the member's normal pay for working said day, be paid or compensated in time off, subject to the provisions of Subsection (c), an additional one-half times (½x) for all hours so worked and additionally, they shall receive a day off with pay in lieu on another day not inconvenient to the Service.

b) Members of the Association who are on sick leave on any of the above mentioned holidays will be credited with having used this holiday on the day on which it falls and will not be charged with having used a day of sick leave on that day. This Subsection does not apply to members injured on duty and who are in receipt of benefits under The Workers' Compensation Act.

c) Statutory holiday accumulation shall be limited to a maximum of five (5) days at any one (1) time. Payment for accumulated statutory holiday credits shall be at the rate at which they were earned.

d) If any of the above mentioned statutory holidays should fall on the member's normal days of weekly leave, the holiday shall be observed on the first following working day or as mutually agreed between the Service and the Association.

e) When a statutory holiday occurs in the course of the member's approved annual leave, the member will be credited with having observed that holiday on the day on which it falls and will not be charged with having used a day of annual leave on that day.

2. Annual Leave

The parties agree that the following annual leave provisions will apply:

a) A member of the Association shall receive three (3) weeks of annual leave with pay after one (1) year of continuous service and in every year thereafter. In computing continuous service, leave of absence shall not be taken into account.

b) A member of the Association shall be granted four (4) weeks of annual leave with pay in the calendar year of the fifth (5th) year of continuous service and in every year thereafter.

c) A member of the Association shall be granted five (5) weeks of annual leave with pay in the calendar year of the thirteenth (13th) year of continuous service and in every year thereafter.

d) A member of the Association shall be granted six (6) weeks of annual leave with pay in the calendar year in which a member completes twenty-one (21) years of service, and annually thereafter.

3. Choice of Leave Periods

Choice of holiday periods shall be based on a member's effective date of appointment to the several services within rank held.

4. Use of Annual Leave in Increments

All members of the Association, upon request and with approval of their immediate supervisor, shall be entitled to use up to forty (40) hours of annual leave per year in hourly increments, as time off.

5. Calculating Leave Entitlement

It is understood and agreed by all parties hereto that with respect to all earned annual leave, whether prorated or a full annual leave entitlement, a member of the Association's entitlement to such leave shall be calculated from the date of such member's enlistment with the Police Service he initially joined.

6. Payment of Earned Leave to Estate

In the case of a member of the Association dying while still in the service of the City, his estate shall be entitled to receive payment in lieu of all earned annual leave, whether prorated or a full annual leave entitlement, at the rate hereinafter provided.

7. Pro Rata Leave on Termination

a) In all cases of termination of employment for any reason whatsoever of a member of the Association who**:**

i) has been in the employ of the City for a period of less than one (1) year, or less than a full year from the end of the period for which the member received their last annual leave, and;

ii) is entitled to annual leave for such period of employment under the above provision but has not received it.

b) Annual leave shall be calculated on a prorated basis of the annual leave to which such member of the Association would be entitled had the employee completed said years' service and shall be paid to such member of the Association, and in the case of a deceased member, shall be paid to the estate.

Effective January 1, 2005, annual leave calculated in cases under Sub Paragraph (i) on a prorated basis shall be based upon the annual leave entitlement provided for in that member's first year of service.

8. Pay in Lieu of Leave

Upon request of the member of the Association leaving the service of the City, payment in lieu of any or all such earned annual leave, whether prorated or a full annual leave entitlement, may be allowed to such member of the Association. In such cases payment shall be made in accordance with the rates shown in the table prepared by the Corporate Services Department – Human Resource Services Division for calculating broken time.

9. Carrying Over Annual Leave

When a member of the Association wishes to carry over part of his annual leave entitlement to the following year for a special purpose, he shall forward his request in writing to the Chief of Police who will have sole discretion as to the granting of such request. In the event that the request is refused, the member is entitled to the reason or reasons for such refusal. It is further agreed that a request to carry over annual leave as aforesaid may be rejected on the sole basis that it is a request to carry over such leave to the prime holiday season.

Members of the Association who have completed at least twenty (20) years of service shall be allowed to carry over up to eighty (80) hours of vacation entitlement to the following vacation period and the use of such time shall be subject to the Winnipeg Police Service policy on Vacations. Members of the Association who elect to carry over vacation entitlement must use the time within the following vacation year and shall not be eligible to cash out any time carried over from a prior vacation year whether at retirement or a time of separation for any other year.

10. Bereavement Leave

In the case of the death of an employee's spouse or registered common law spouse, child, father, mother, brother, sister, spouse's or registered common law spouse's father or mother, stepfather, stepmother, stepbrother, stepsister, stepchild, an employee shall be granted the three (3) following consecutive scheduled working days from the date of death or three (3) consecutive working days at some other time subject to the agreement of the Service, as leave of absence with pay

In the case of the death of an employee's brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild or grandparent, an employee shall be granted one (1) day's leave of absence with pay.

In addition to the aforementioned leaves, if a member is first notified while at work, of the death of any person mentioned in this Section, an employee shall be granted the balance of that tour of duty off as paid leave of absence.

If the funeral occurs beyond three (3) days of the date of death, one (1) of the three (3) consecutive days of bereavement leave granted will be held for the day of the funeral.

Further to the above, if a member is required to work any portion of the day of the funeral because of a pending tour of duty, a day of paid leave of absence for that tour of duty shall be granted.

Any additional leave will be considered on compassionate grounds by the Chief of Police.

11. Injury on Duty

a) A member of the Service who is absent from duty on account of injury received while in the performance of his duties, where compensation for loss of wages is granted by The Workers' Compensation Board, shall continue to receive his normal "net take home pay". This shall be accomplished by providing the "adjusted gross salary" of his rank at the time of the occurrence of the injury less "normal deductions" while so absent in accordance with the definitions of "adjusted gross salary" and " normal deductions" as set out in Article IV-10(b) and (c).

b) Pursuant to Article IV-10(a), "adjusted gross salary" means the basic salary that the member was entitled to receive at the time of his injury as set out in Article III-2, based on the rank occupied by the member at that time, less, and;

i) an amount equal to the difference between the member's regular deductions for income tax and Canada Pension Plan contributions and the deductions for income tax and Canada pension contributions applicable to earnings in excess of the benefits provided under Manitoba Workers' Compensation legislation;

ii) any payments received by the employee pursuant to the Canada Pension Plan;

iii) any payments received by the employee pursuant to a disability insurance plan under which the City pays all or part of the premium thereof;

iv) payments received by the employee from The Workers' Compensation Board excluding any benefits of payments paid pursuant to Section 40 of The Workers' Compensation Act.

c) Pursuant to Article IV-10(a), "normal deductions" means those items which would have been deducted from the basic salary of the member in the normal course of events had the member not been injured on duty, notwithstanding deductions for

federal and provincial income tax and Canada Pension Plan contributions, which shall be adjusted to reflect the non-taxable status of Workers' Compensation benefits. Without limited the generality of the foregoing, these items shall include any and all deductions for contributions to any City Pension Plan; Employment Insurance contributions; union dues; group insurance premiums; Canada Savings Bond deductions; employee parking deductions; credit union deductions; charity deductions; or any other deductions that might have been payable by the member from time to time or authorized by the member from time to time.

In the event that legislation is passed, which makes Workers' Compensation benefits taxable, it is agreed that the provisions of Article IV-10(b)(i) shall no longer be applicable and, in that event, members covered by this Agreement who are incapacitated due to injury arising out of the performance of their duties shall be compensated to the extent of the full salary applicable to the rank held by such member at the time of such injury and as such salary for said rank exists from time to time thereafter during the continuance of such incapacity.

d) The City agrees that, notwithstanding any Article to the contrary in this Agreement, and without prejudice to its rights and legal liabilities in cases where a member is off work due to an injury received during the course of their employment, the member may, upon application to the Chief of Police which shall be accompanied by acceptable medical certification when requested, request and shall be provided with an interim payment on pay day at the member's basic salary, provided the amount does not exceed the value of the member's accrued sick leave credits available at the time of the injury. In the event that the member has exhausted their available sick leave credits, they may similarly use accumulated vacation credits, statutory holiday credits, accumulated overtime credits or other such accumulated time credits in order to continue to receive interim payments.

Should the member not have/exhaust any available time credits, the Chief of Police shall grant the member a leave of absence without pay until such time as the member is either deemed fit to return to normal duties or becomes eligible for disability benefits.

Should The Workers' Compensation Board accept the member's claim for benefits, the member shall have all credits, utilized to provide interim payment(s), reinstated.

e) Notwithstanding the provisions of Article IV-1 – Statutory Holidays, Article IV-2 – Annual Leave, Article IV-15 – Sick Leave and Article IV-16 – Clothing, a member of the Service injured while in the performance of his duties will receive full credit, for the benefits listed above, for the calendar year in which that injury occurs. Upon return to work in a subsequent calendar year the member will receive credit, for the benefits listed above, prorated on a monthly basis for that time actually worked in the calendar year of his return. A member who is off work for an entire calendar year will receive none of the benefits listed above for that year.

12. Civil Liability

If an action or proceeding is brought against any member or former member of the Police Service for an alleged tort committed by that member in the performance of the member's duties, whether on or off duty, or an action or proceeding is brought against any member or former member for an alleged disciplinary default or complaint, under the Law Enforcement Review Act or a member or former member is involved in a motor vehicle accident and is assessed any penalty, surcharge or assessment of any kind as a result, then:

a) The member or former member, upon being served with any legal process, or upon receipt of any notification of any action, proceeding or penalty, surcharge or assessment as hereinbefore referred to being commenced or assessed against him, shall advise the City through the Chief of Police of any such notification or legal process.

b) The City shall pay any damages, costs, penalties, surcharges or assessments awarded or assessed against any such member or former member in any such action, proceedings or assessment and all legal costs and/or;

c) The City shall pay any sum required to be paid by such member or former member in connection with the settlement of any claim made against such member if such settlement is approved by the City before the same is finalized.

d) The City agrees to pay all reasonable expenses and costs arising out of such member's or former member's actions.

e) The City will indemnify and save harmless any member or former member from any action, claim, cause or demand whatever that may be made or arise out of the member's performance of his duties as a Police Officer.

13. Criminal Liability

All reasonable legal fees incurred as a result of criminal allegations or complaints made or with respect to a criminal action, including Highway Traffic Act charges or alleged disciplinary defaults or complaints under the Law Enforcement Review Act, taken against any member or former member of the Police Service arising out of such member's or former member's actions while engaged in his duties as a Police Officer or other Police employee whether on or off duty, as the case may be, shall be paid by the City.

14. Fatality Inquest or Commission of Inquiry

All reasonable legal fees, costs and expenses of members or former members required to retain counsel to represent them at any Commission of Inquiry or Fatality Inquest shall be paid by the City.

15. General Provisions Concerning Indemnification of Legal Expenses

Sections 11, 12 and 13 shall not be construed to mean that the City shall pay any costs, expenses or fees for such member incurred during or as a result of the City's internal disciplinary proceedings against such members. In each case, where indemnification is

provided, this shall mean one (1) counsel per proceeding, with additional counsel covered only at the discretion of the Chief, such discretion to be exercised reasonably. In no case shall an indemnity be provided where the Officer has acted in gross disregard or gross neglect of their duty.

In all cases, the City reserves the right to tax the account of the counsel for whose fees it is providing an indemnity. In all cases where there is no conflict of interest, the City reserves the right to offer representation from legal counsel employed by the City.

However, if the City is in a conflict of interest or is unwilling to offer such representation, the City shall pay all reasonable legal fees, costs and expenses as set out herein.

16. Process for Paying Legal Expenses

It is recognized that the Association assists its members in arranging for legal counsel when counsel is required in the situations noted in Sections 12, 13 and 14. The City is required to reimburse the Association the reasonable expenses as noted in Sections 12, 13 and 14 after its review of the accounts and conclusion about the reasonableness of a particular legal bill subject to the limitations on payments under Section 15.

1. So that the City may assess whether particular costs, expenses and legal fees are reasonable, a member using outside legal counsel will provide the City with a copy of written instructions to that counsel to answer all reasonable questions the City has with respect to an account rendered for which the member seeks payment from the City. The member and/or the Association shall answer any such reasonable questions put to them in that regard.

2. The Association may pay, at its discretion, legal fees on behalf of the members facing circumstances noted in Sections 12, 13 and/or 14.

3. At the end of each calendar year, the Association will account to the City for all fees, costs and/or expenses paid by the Association in that year pursuant to Sections 12, 13 and/or 14.

4. The Association will forward a copy of the detailed invoice for fees, costs and/or expenses to the City.

5. The City will review the fees, costs and expenses claimed to determine whether they are reasonable within the meaning of Section 15 or payable under the provisions of this Article. Where the City takes the position that the fees are not reasonable or payable within the meaning of Section 15, it shall notify the Association, and any such fees shall be deducted from any subsequent payment owing to the Association until paid in full.

6. The Association reserves its right to grieve a finding by the City that a fee/cost and/or expense were not reasonable. In addition, so long as the Law Society of Manitoba operates a fee dispute resolution process, the parties may submit to that process rather than follow the grievance procedure herein. In such a case, the member and the Association will execute any documents allowing the City to stand in the shoes of the client of the legal fees, costs and/or expenses.

17. Health Recovery Leave [2016]

a) Defined as the period of time a member is absent from work with full pay by virtue of being sick or disabled or under examination or treatment of a licensed health care professional or because of an injury for which compensation is not payable under The Workers' Compensation Act.

b) The City may at any time require a member to submit documentation attesting to the necessity of the member to be absent from work on account of illness or injury. At its discretion, the City may require that the documentation be submitted prior to the member returning to duty.

c) Notwithstanding that the City does not specifically request medical documentation with respect to a particular absence, the member must submit such documentation if the absence for which the Health Recovery Leave claimed exceeds four (4) working consecutive days or if the Police Service has, for any reason, advised the member in writing that all future requests for Health Recovery Leave must be supported by a proper medical documentation. The member shall obtain and submit medical documentation from the City's Occupational Health Branch, or a licensed health care professional in relation to the specific absence. It is understood that the documentation may be subject to review by the Occupational Health Branch. **[2016]**

d) Effective from January 1, 1973, every member of the Association shall be granted sick leave credits at the rate of one and one-quarter (1¼) working days per month while in the employ of the City or fifteen (15) working days per year for purposes of being sick as defined in this Section. Health Recovery Leave credits will be credited to a member of the Association on a monthly basis for members who are employed less than a full calendar year, and on a yearly basis for members who are employed for a full calendar year, less the deduction of days absent from work due to sickness. **[2016]**

e) Subject to what is hereinafter provided, every member of the Association shall be allowed to accumulate unused Health Recovery Leave credits to a maximum of two hundred and sixty-one (261) working days (maximum two thousand and eighty-eight [2,088] hours). **[2016]**

f) A member of the Service, hired before January 1, 1997, who retires on pension or dies, the member or the member's estate, as the case may be, shall be entitled to receive pay in an amount equivalent to the total of the following calculation:

i) one hundred percent (100%) of unused Health Recovery Leave credits which were accumulated as at December 24, 2016 to a maximum of six hundred (600) hours;

ii) twenty-five percent (25%) of the remaining unused Health Recovery Leave credits earned to a maximum of three hundred and seventy-two (372) hours; and

iii) the total number of hours specified in (i) and (ii) multiplied by the maximum hourly rate of pay in effect on December 24, 2016 of the member's confirmed rank/position on their last day of service.

For greater clarity the total number of leave hours specified in (i) and (ii) must not exceed nine hundred and seventy-two (972) hours. **[2016]**

g) A member of the Service, hired after January 1, 1997, retires on pension or dies, the member or the member's estate, as the case may be, shall be entitled to receive pay in an amount equivalent to the total of:

i) one (1) day of pay for each year of service accumulated during the member's first fifteen (15) years of service, multiplied by the daily rate of pay for the member's confirmed rank on their last day of service; and

ii) two days of pay for each year of service accumulated beyond fifteen (15) years of service, multiplied by the daily rate of pay for the member's confirmed rank on their last day of service. **[2016]**

h) Members of the Association who are on Health Recovery Leave on regular day of weekly leave will be credited with being on weekly leave and this will not count as a day of Health Recovery Leave. **[2016]**

i) Members while on Annual Leave who become ill to the extent that he or she requires the services of a licensed health care professional, provided such illness is shown to be in excess of three (3) days, may be allowed to use his or her Health Recovery Leave credits for the period the licensed health care professional states he or she would have been unable to carry out his or her duties at work. The Member shall produce proper medical documentation from the City's Occupational Health Branch, or licensed health care professional for approval of using Health Recovery Leave credits. **[2016]**

j) Members who are on Health Recovery Leave which continues into a period of booked annual leave may remain on Health Recovery Leave provided medical documentation is furnished as required by the City. **[2016]**

18. Clothing

a) Effective January 1, 2012, Police members will receive a clothing allowance of one thousand one hundred and fifty-seven dollars and three cents ($1,157.03) per calendar year. Upon promotion from a WPA position to a rank with the Association, members shall receive a uniform issue that should include: tunic (old and/or new style), raincoat, dress oxfords, ten (10) shirts, two (2) forage caps, one (1) winter mouton cap if required, winter dress coat and mess kit. Thereafter, the Employer shall provide the first issue of uniform, equipment or clothing which is necessitated by additions or changes in standard or style.

Effective January 1, 2012 and annually thereafter the clothing allowance will be subject to adjustment based on the percentage increase or decrease in the Consumer Price Index (Clothing and Footwear Manitoba) in the previous year as provided by Statistics Canada.

All civilian members of the Association will receive a blazer bearing the crest of the Winnipeg Police Service, dress pants, shirt and tie as soon as practical, upon such member becoming eligible for membership in the Association. The design of such issue shall be determined in consultation with the Association and thereafter, the Service will provide clothing as necessitated by additions/changes in standard/style.

b) Clothing issued to civilian members shall be replaced as and when required, upon approval of the Supervisor.

c) Dry Cleaning Coupons

Effective January 1, 1994, the City will provide all members eligible to receive a uniform issue with twelve (12) dry cleaning coupons annually.

d) Standard

Police members will maintain their uniforms to a standard acceptable to the Chief of Police.

19. Course Expenses

All members of the Association when attending courses other than in-service training courses held in Manitoba and conducted by the City of Winnipeg Training Staff or the Winnipeg Police Service Training Staff, including consultants or other instructors they may employ from time to time, shall receive the following expenses:

i) where board and accommodation are provided, ten dollars ($10.00) per diem;

ii) where accommodation only is provided, the same per diem allowance as approved by Council and as is granted to all members of City Council or other City officials while on official City business; and

iii) where neither board nor accommodation is provided, the same per diem and accommodation allowances as approved by Council and as is granted to all members of City Council or other City officials while on City business.

Where a member of the Association is required by the Service to attend a course outside of the City of Winnipeg for a period of six (6) weeks or more, that member will be entitled to be reimbursed the cost of one (1) round trip air fare between Winnipeg and the course location in accordance with the travel allowances approved by Council as is granted to all members of City Council or other City officials while on City business. Such reimbursement will be provided upon the member submitting receipt(s) to the Service to verify that such transportation costs were incurred.

20. Car Mileage

When a member of the Association is required to use his own vehicle during the course of his employment on behalf of the City of Winnipeg, he shall be paid a mileage allowance based on the current City of Winnipeg car mileage rates in existence.

21. Dental Plan

It is hereby agreed by the City of Winnipeg and the Winnipeg Police Senior Officers' Association that commencing January 1, 1981, the City shall pay one hundred percent (100%) of the premium cost of a Dental Plan, the terms of which will be supplied by the City to the Association. Pursuant to the terms of the Dental Plan, coverage will be provided to the City's employees, including members of the Association as defined by the Collective Agreement, and eligible dependents of such members.

Subject to the benefits available pursuant to the foregoing, the basis for payment for eligible services provided shall be:

Effective January 1, 1993, the current Manitoba Dental Association Fee Schedule as it exists from time to time.

The maximum annual benefit for Basic and Major Dental Services shall be one thousand five hundred dollars ($1,500.00) per eligible person, and the lifetime maximum for Orthodontic Services shall be two thousand three hundred dollars ($2,300.00) per eligible person.

22. Vision Care

It is hereby agreed by the City of Winnipeg and the Winnipeg Police Senior Officers Association that commencing January 1, 1989, the City shall pay one hundred percent (100%) of the premium cost of a Vision Care Plan, the terms of which will be supplied by the City to the Association. Pursuant to the terms of the Vision Care Plan, coverage will be provided to the City's employees, including members of the Association as defined by the Collective Agreement, and eligible dependents of such members. The total Vision Care Plan shall be in the form of a booklet to be put forward by the City of Winnipeg and such booklet shall be treated as being part of this Collective Agreement. **[2016]**

The maximum benefit payable under this Vision Care Plan shall be three and fifty hundred dollars ($350.00) per eligible person in a twenty-four (24) month period and eighty dollars ($80.00) per eligible person in a twenty-four (24) month period for covering the cost of eye examinations**.**

23. Ambulance and Semi-Private Hospital Coverage

The City shall provide Basic Ambulance and Semi-Private Hospital Room coverage to all eligible employees.

24. Promotions

Promotions will be in accordance with the promotion procedure as agreed to between the Association and the Winnipeg Police Service and published in a separate letter which will be subject to changes from time to time with agreement from both parties, and such letter and amendments shall be considered part of this Collective Agreement.

25. Fitness and Fitness Standards

The Fitness Program will be in accordance with the Fitness Standard and Fitness Program as established in a separate booklet agreed to by the Winnipeg Police Association and the Service dated July 7, 1988, subject to changes from time to time with agreement from both parties, and such booklet and amendments shall be considered part of this Collective Agreement. The Association and the City agree that the mandatory aspects of the Fitness Program came into effect on September 5, 1989 and apply to all members in Recruit Training commencing on September 11, 1989 and all subsequent Police Officers who are hired after that date.

26. Extra Duty Leave

Members of the Association will be entitled to maintain an accumulation of extra duty leave to a maximum of one hundred and thirty (130) hours. Upon termination of service, the unused portion of a member's extra duty leave shall be paid to that member at the rate at which it was earned. When extra duty leave is used, the most dated leave will be considered to have been taken first.

27. Maternity Leave

1. A pregnant member, immediately upon learning of her pregnancy, shall provide the Chief of Police and the City's Occupational Health Physician with:

a) a certificate from a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of delivery; and

b) a medical consent form in the form required by the Service completed by the member's attending physician, indicating, in the physician's opinion, how long the member will be capable of performing all of her normal Police duties.

When in the opinion of the member's attending physician, the member is no longer capable of performing all of her normal Police duties, the member will be assigned to perform appropriate duties in accordance with the following:

i) the Service shall undertake to make all reasonable efforts to place the member in a position within the Police Sector where that member will perform inside Police duties as required on a daily assignment basis at her regular Police wages. The member may be assigned to perform various inside Police duties in various Units of the Service, as required, on a daily assignment basis wherever there is a need for limited amounts of work to be done on a catch up basis. This may include using such members on a relief basis for Police Sector staff on annual leave, sick leave, or any other form of leave or for filling such vacancies as may exist from time to time (herein referred to as "appropriate duties"). The member shall not be entitled to "bump" other members of the bargaining unit if no appropriate duties are available and in this regard placement will be subject to:

a) Article IV-25-1 (i), (ii), and (iii) of the Collective Agreement; and

b) the understanding that employees of the Winnipeg Police Service placed in accordance with the City of Winnipeg Rehabilitation Program will have priority to any and all positions falling within appropriate duties as defined herein.

ii) The Service is under no obligation to create a job for the member if appropriate duties are not available. Depending on the appropriate duties available, the member may be required to work shifts and hours worked each shift other than her normal work pattern, but the Service will not unduly inconvenience the member in arranging appropriate duties.

iii) If no appropriate duties are available, the member shall go on immediate leave of absence without pay until such time as appropriate duties become available or she commences her maternity leave under Plan A or Plan B.

2. Plan A

a) Maternity leave, to a maximum of forty (40) weeks, for any female member with at least six (6) months of service, may be authorized by the Chief of Police on recommendation of the Occupational Health Physician or the pregnant Officer's attending physician.

b) Maternity leave under Plan "A" shall be considered as leave of absence without pay.

c) For the purpose of calculating pension and other benefits of a member to whom leave of absence is granted in accordance with this Section, employment after the termination of that leave shall be deemed to be continuous with employment before the commencement of that leave.

d) The City may, notwithstanding any of the above, vary the length of maternity leave upon proper certification by the attending physician.

At least two (2) weeks prior to her return to work after maternity leave, the member shall notify the Chief of Police of the date of her intended return and shall supply the City's Occupational Health Physician with a medical consent form, in the form required by the Service, completed by her attending physician, attesting to her ability to perform all her normal Police duties. On return from maternity leave, the member shall be placed in a position comparable to and not less than the same wages as her position prior to her commencement of maternity leave and without loss of seniority benefits which had accumulated at the date of her departure.

3. Plan B

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

a) have completed twelve (12) continuous months of service;

b) submit to the Chief of Police an application in writing for leave under Plan B at least four (4) weeks before the date specified by her in the application as the date on which she intends to commence such leave;

c) provide the City with proof that she has applied for Employment Insurance benefits and that Human Resource Development Canada. has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits pursuant to Section 22 of the Employment Insurance Act of 1997.

d) Must apply for and must be in receipt of Employment Insurance benefits before they can receive payments under the Plan. The Plan may provide for payments to an employee who is not in receipt of Employment Insurance benefits for the reason that the employee is serving the two (2) week waiting period.

e) An applicant for maternity leave under Plan B must sign an agreement with the City to provide that:

   i) she will return to work and remain in the employ of the City on a full-time basis for at least six (6) months following her return to work; and

   ii) she will return to work on the date of the expiry of her maternity leave and, where applicable, parental leave, unless this date is modified by the City in accordance with Article IV-25-3(f)(iii**)**;

   iii) should she fail to return to work as provided under (e)(i) and/or (e)(ii) above, she will be required to reimburse the City for the full amount of pay received from the City as maternity allowance during the entire period of maternity leave.

f) An employee who qualifies is entitled to a maternity leave consisting of:

   i) a period not exceeding twenty (20) weeks if delivery occurs on or before the date of delivery specified in the certificate mentioned in Article IV-25-1(a); or

   ii) a period of twenty (20) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in Article IV-25-1(a) and the actual date of delivery, if delivery occurs after the date mentioned in that certificate.

   iii) The City may notwithstanding the above vary the length of maternity leave upon proper certification by the attending physician.

g) For the purpose of calculating pension and other benefits of a member to whom leave of absence is granted in accordance with this section, employment after the termination of that leave shall be deemed to be continuous with employment before the commencement of that leave.

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 week an employee shall receive ninety-three percent (93%) of her weekly rate of pay; **[2016]**

ii) for up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the Employment Insurance benefits the employee is eligible to receive and ninety-three percent (93%) of her weekly rate of pay;

iii) employees have no vested right to payment under the Plan except to payments during a period of unemployment specified in the Plan;

iv) Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under the Plan

vi) All other time as may be provided under Article IV-25-3(f) shall be on a leave without pay basis.

1) At least two (2) weeks prior to her return to work after maternity leave, the member shall notify the Chief of Police of the date of her intended return and shall supply the City's Occupational Health Physician with a medical consent form, in the form required by the Service, completed by her attending physician, attesting to her ability to perform all her normal Police duties. On return from maternity leave, the member shall be placed in a position comparable to and not less than the same wages as her position prior to her commencement of maternity leave and without loss of seniority benefits which had accumulated at the date of her departure.

Nothing in this Section is intended to prevent the Chief of Police from requiring the member to provide a medical certificate at any time from her physician that she is able to perform normal Police duties.

vii) During the period of maternity leave, the City will continue to pay its portion of pension, group life insurance, dental and vision care contributions based on the regular salary and regular contribution rates and provided the employee pays their regular contributions.

4. A member who elects to receive:

a) twenty (20) weeks or less of maternity leave in accordance with Article IV-25-2(a) or Article IV-25-3 (f); or

b) twenty (20) weeks or less of maternity leave in accordance with Article IV-25-2(a) or Article IV-25-3(f), combined with Article IV-26 shall have this period of leave considered as actual service, satisfactory to the City, for the purposes of calculating their entitlement for progressions by annual increment.

28. Parental Leave

a) The City will grant a leave of absence not to exceed fifty-two (52) continuous weeks to any employee who has completed twelve (12) 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.

b) Parental leave must commence no later than the first anniversary date of the birth or adoption of the child or the date on which the child comes into the actual care and custody of the employee. However, where an employee intends to take parental leave in addition to maternity leave, the employee must commence the parental leave immediately upon the expiry of the maternity leave without a return to work after expiry of the maternity leave and before the commencement of the parental leave.

c) Parental leave shall be considered leave of absence without pay.

d) Sick leave credits, annual leave credits, long service pay, statutory holidays, and clothing issue will not accrue for any period of time the employee is absent on parental leave.

e) The employee returning to work after parental leave shall provide the City with at least four (4) weeks' notice in writing prior to the date of returning to work except in the case of an employee taking more than thirty-seven (37) weeks parental leave, in which case at least twelve (12) weeks' notice in writing shall be required. **[2016]**

f) On return from parental leave, the employee will be placed in a comparable position at not less than the same wages as their position prior to commencement of parental leave and without loss of seniority which had accumulated at the date of their departure.

g) An employee on parental leave shall remain eligible for promotion providing the employee is available when required by the Service.

h) A member who elects to receive thirty-seven (37) weeks or less of parental leave in accordance with Article IV-26 shall have this period of leave considered as actual service, satisfactory to the City, for the purposes of calculating their entitlement for progression by annual increment. **[2016]**

OTHER TERMS AND CONDITIONS

ARTICLE V

1. Disciplinary Hearings

It is agreed by the parties to this Agreement that nothing herein shall affect the disciplinary powers held or exercised by the City, or the CAO, any duly constituted Board of Police Commissioners, or any statutory delegated Committee of Council of the City, and it is agreed by the City, any Board and any Committee as aforesaid, that in all proceedings relating to such disciplinary powers, and/or relating to any matter in which the name, good character, efficiency or conduct of any member of the Association in the performance of his duty is being discussed or is subject to review, such proceedings shall be carried out in camera.

2. Benefits for Dependents

1. The employer and the Association agree that the City shall provide payment of benefits to the dependents of employees killed in the course of their employment as follows.

2. Definitions:

In this Section:

a) "accident" means a chance event occasioned by a physical or natural cause, but also includes:

i) a wilful and intentional act that is not the act of the employee; and

ii) any event arising out of, and in the course of, employment or anything that is done and the doing of which arises out of, and in the course of employment; and

iii) conditions in a place where an industrial process, trade or occupation is carried on, that occasion a disease to an employee in the course of employment.

And as a result of which an employee dies:

b) "child" means a child of an employee and the child of a husband or wife by a former marriage and an illegitimate child, as well as any other child to whom the employee stood in loco parentis;

c) "common law wife" means a woman who, although not legally married to a male employee, has during the entire period of the three (3) years immediately preceding his death cohabited with him as his wife or lived with him as such; and has a general reputation as such in the community in which they live;

d) "dependent widower" means a widower who is wholly dependent upon the earnings of an employee at the time of her death;

e) "employee" means a person who is employed by and on the payroll of the City of Winnipeg;

f) "employment" means in the course of employment with the City of Winnipeg;

g) "monthly salary rate" means the monthly salary, including service pay, if applicable, calculated using the basic monthly rate for the confirmed rank, or position, occupied by the employee at the time of his death, and as such monthly salary exists from time to time following his said death, and the regular monthly hours of work for the said rank or position;

h) "widow" means a dependent widow or a dependent common law wife, either of whom becomes eligible to receive compensation under the provisions of the Workers' Compensation Act by reason of an accident.

3. a) Where an accident occurs the benefits, as provided in this Section, shall be paid by the employer to each of them, the dependent children and widow, or dependent widower, of the deceased employee to whom compensation is made available under the provisions of the Workers' Compensation Act by reason of the same accident.

b) The cost of the benefits payable under this Section shall be borne solely by the employer.

4. Except as herein otherwise provided, the benefits payable by the City hereunder shall, in each case, consist of a monthly payment, which when added to the total of the monthly payments available to the employee's dependents under the Workers' Compensation Act, the Canada Pension Plan, the Winnipeg Police Pension Plan No. 2148-78, the Prior Pension Plan No. 2819-80, the Employee Benefits Plan No. 1125-75 and the Metro Pension By-Law No. 219, and any amendments thereto, is calculated to produce an aggregate amount equal to the following percentage of the employee's monthly salary rate, namely:

Where the employee is survived by:

a) A widow or dependent widower and no children – sixty percent (60%).

b) A widow or dependent widower and one (1) dependent child – seventy percent (70%).

c) A widow or dependent widower and two (2) dependent children – eighty percent (80%).

d) A widow or dependent widower and three (3) or more dependent children – ninety percent (90%).

e) A dependent child or dependent children but no widow or dependent widower – twenty percent (20%) per child to a maximum of eighty percent (80%).

5. In no event shall the total of any monthly payment made by the employer under Subsection 3 be less than twenty-five dollars ($25.00).

6. The benefits payable hereunder shall begin to accrue on the fifteenth (15th) day following the date of the employee's death.

7. Where a widow or dependent widower marries, the monthly payment provided by Subsection 3 shall cease, but, in lieu thereof, the employer shall pay to such widow or dependent widower a lump sum equal to the monthly payments payable by the employer under Subsection 3 for twenty-four (24) months based on the monthly salary rate existing at the time of such marriage.

8. Payments made to or in respect of a child shall cease when the child attains the age of sixteen (16) years, except in cases where the child remains unmarried and continues to attend at school or university on a full-time basis, but in no event shall payments be made to or in respect of any child after he or she has attained the age of twenty-five (25) years.

9. Any benefits provided in respect of a child shall be paid to the widow, dependent widower or other person having the custody or control of the child until such time as the child has attained the age of eighteen (18) years, after which the benefits payable, if any, shall be paid directly to the child.

10. Where the Chief Financial Officer is of the opinion that for any reason it is necessary or desirable that a payment in respect of a dependent child shall not be made directly to his parent, the said Officer may direct that the payment may be made to such person or be applied in such manner, as he may direct for the advantage of the child.

11. Where any one (1) of a number of dependent children becomes entitled to separate payments under Subsection 8, the amount of those payments shall be based upon the equal share of that child in the total benefit then available in respect of all the dependent children.

12. a) Except as hereinafter otherwise provided, the amount of the monthly benefit shall not be adjusted from any changes in the benefits payable under the Workers' Compensation Act, the Canada Pension Plan, the Winnipeg Police Pension Plan No. 2148-78, the Prior Pension Plan No. 2819-80, the Employee Benefits Plan No. 1125-75, and the Metro Pension By-Law No. 219 and any amendments thereto.

b) Changes in the eligibility status of any one of a number of dependents shall be reflected in the amount of the monthly payments and the person or persons to whom those payments are made, and for this purpose the remaining dependents shall thereafter be entitled to receive the same compensation as though they had been the only dependents at the date of

the death of the employee, based upon the provisions of the Workers' Compensation Act in force at that date.

Miscellaneous

13. This Section shall be administered by the Chief Financial Officer under the supervision of the Committee on Finance.

14. Any questions touching upon the due administration of this Section shall be referred to the Committee on Finance and that Committee shall thereupon report on such matters to the Council.

15. The Council shall have final control over the administration of this Section.

16. Affidavits in a form to be prescribed by the City shall be filed with the Chief Financial Officer annually by all dependent widows and dependent widowers receiving benefits under this Section and on behalf of all children over the age of sixteen (16) receiving benefits. Failure to comply with this requirement may result in benefits being suspended until such affidavits are filed.

17. This Article shall be deemed to be in effect from the 1st day of January, 1970.

3. Pensions

It is understood and agreed that this Collective Agreement incorporates the terms and conditions of the Winnipeg Police Pension Plan, being City of Winnipeg By-Law No. 2148/78, only insofar as it is applicable to each individual member of the Winnipeg Police Senior Officers' Association (hereinafter referred to as "the Pension Plan") and any amendments to the Pension Plan from time to time achieved through negotiations, arbitral award, agreement or by amendment with respect to those matters exclusively within the jurisdiction of the Administrative Board for the Winnipeg Police Pension Plan or any other Pension Board or committee pursuant to the terms of the said Pension Plan.

The details of the said Pension Plan may be obtained by contacting the City of Winnipeg Employee Benefits Board.

4. Group Life Insurance

Effective Pay Period #1, 1994, on a fifty-fifty (50/50) cost shared basis, the City agrees to provide Group Insurance equal to two times (2x) yearly earnings to contributing members of the Winnipeg Police Pension Plan.

Yearly earnings shall be determined by multiplying the member's average biweekly salary, or wages, including all pensionable earnings as defined under the By-Law, in which the members dies, by twenty-six (26). **[2016]**

5. Retirement/Resignation

An employee desiring to leave the Service of the City shall, unless excused by the Chief, give forty-five (45) days' notice in writing for the purpose of retirement and no less than fifteen (15) days' notice in the case of resignation. **[2016]**

GRIEVANCE PROCEDURE

ARTICLE VI

1. Purpose

The purpose of this Article is to establish procedures for discussing, processing and settling of grievances as defined in this Article.

2. Definitions

The word "Grievance" as used throughout this Article shall mean a complaint involving any matter relating to wages, hours of work, other terms or conditions of employment, or any other working conditions of a member of the Association, and shall include, without restricting the generality of the foregoing, any difference between the parties relating to the meaning, interpretation, application, or alleged violation of this Agreement, or any part thereof.

Step 1 – Informal Resolution

An employee who believes that he/she has a grievance shall take the matter up with the Association, which may discuss the matter with the appropriate Deputy Chief within fifteen (15) calendar days of the occurrence giving rise to the said grievance. The Grievor shall be entitled to be present at such discussion if he/she so desires.

The Deputy Chief, after receiving a grievance from the Association in writing, will discuss the matter with Association within fifteen (15) calendar days after receipt of the grievance (the "Step 1 Meeting")

The Deputy Chief shall hear and consider representations of the Association at the Step 1 Meeting, and shall render his/her decision on the matter in writing to the Association within seven (7) calendar days of Step 1 Meeting.

Step 2 – Referral to the Chief of Police

In the event that the Deputy Chief's decision is not satisfactory to the Association, the Association may refer the grievance to the Chief of Police within seven (7) calendar days of receiving written decision pursuant to the Step 1 Meeting.

The Chief of Police or designated member of the Executive, upon receiving the grievance from the Association, shall hear and consider representations of the Association within fifteen (15) calendar days or at the next scheduled Joint Consultation Meeting if agreed to by the parties (the "Step 2 Meeting"), and shall render a decision on the matter in writing to the Association within seven (7) calendar days of the Step 2 Meeting.

The decision of any person designated to hear a Step 2 grievance shall be deemed to be the decision of the Chief of Police. An alternate appointed by the Chief of Police shall not be a member of the Association.

The time limits specified within this Article may be varied by the mutual consent of the parties.

Step 3 – Grievance Mediation

Failing satisfactory resolution of the grievance in Step 2 above, the Association or the City may request written agreement of the other party to refer the matter to grievance mediation by way of joint application under Section 129(1) of the Labour Relations Act. Such agreement shall not be unreasonably withheld.

Notwithstanding the above, grievances(s) concerning termination of employment may only proceed to grievance mediation upon written agreement between the parties. **[2016]**

Step 4 – Failure to Resolve

Failing satisfactory settlement of the grievance in Step 3 above, the Association or the City may refer the grievance to arbitration in accordance with Article VI of this Agreement, with the exception of grievances of matters specifically covered by the City of Winnipeg Act. **[2016]**

Grievances respecting suspension or dismissal of police officers or other matters specifically covered by the City of Winnipeg Act (the Act) may be referred to the Chief Administrative Officer (CAO) or designate following the process and time limits provided for by the Act, as amended from time to time.

If the decision of the CAO or designate does not satisfactorily resolve the grievance, the Association may refer the matter to arbitration pursuant to Article VI of this Agreement.

Step 5 – Arbitration

Failing satisfactory settlement of the grievance pursuant to Step 2 or 3 above, the Association or the City, not later than fifteen (15) days from the receipt of the decision of the Chief of Police or his designate pursuant to the hearing under Section 3, or the CAO's decision under Section 4, may refer the grievance to arbitration pursuant to the provisions of Article VI of this Agreement. **[2016]**

In no event shall the Association, or the City, be entitled to proceed to arbitration on a grievance matter unless the grievance has been referred to the Chief of Police or his/her designate or to the CAO or designate pursuant to Step 2 or 3 respectively. **[2016]**

Should the grievance matter not be referred to arbitration within the said fifteen (15) day period the Association, or the City, shall thereafter be barred from doing so. **[2016]**

3. Policy Grievance

In addition to the foregoing, the Association may process a grievance of general nature (called a “policy grievance”) with respect to any matter of dispute which affects the general membership of the Association, through the various steps of the grievance procedure established by this Article.

Provided that this Clause shall not apply to any matter already referred as a grievance by the Association to the Chief of Police, to the CAO or to arbitration, or to any grievance

matter for which the time for referring the matter to the Chief of Police, the CAO or the Board of Arbitration has expired.

4. Second Grievances

Notwithstanding anything else contained in this Article, where any matter is once submitted as a grievance by the Association in accordance with this Article, no second grievance may be submitted by the Association in respect of a like matter within one (1) year after the date of the occurrence giving rise to the grievance first submitted.

5. Meetings During Working Hours

"Chief of Police" where used in this Article shall include the Deputy Chief of Police in the absence of the Chief of Police.

All meetings between representatives of the Association and the Chief of Police, pursuant to the provisions of this Article, or with respect to any matter involving the meaning, interpretation, application, administration or alleged violation of this Agreement or any part thereof, shall be held by appointment during working hours without loss of pay to the representatives involved.

ARBITRATION

ARTICLE VII

1. Scope

In the event of differences between the parties relating to the meaning, interpretation, application, or alleged violation of this Agreement, or in the event that a satisfactory settlement cannot be reached between the parties with respect to any grievance in accordance with the terms of Article VI above, either party may request that the matter be submitted to arbitration.

A single arbitrator will be used unless the parties agree to invoke a three (3) person board.

2. Composition

i) Where the parties agree to a single arbitrator, he or she shall be selected by mutual consent. In the event the parties cannot agree on a single arbitrator within twenty (20) working days, the arbitration will revert to a three (3) person board.

ii) Pursuant to Article VII-1 or VII-2(i), where the arbitration uses a three (3) person board, the party originating the arbitration request shall notify the other party by registered mail, with the name of its nominee to an arbitration board. Within fifteen (15) days thereafter, the other party shall answer by registered mail indicating the name and address of its appointee to the Arbitration Board. The two (2) Arbitrators shall meet to select an impartial chairperson.

3. Failure to Appoint Nominee

If the recipient of the notice fails to appoint an arbitrator, or if the two (2) appointees fail to agree upon a chairperson within seven (7) days of appointment, the other party may request that the Minister of Labour select such arbitrator.

4. Decision

i) An arbitrator or board of arbitration appointed pursuant to this Article, shall meet and hear the evidence from the Association and from the City and shall issue an award within ninety (90) calendar days after completion of the hearing, unless the parties hereto agree to extend or abridge the time for issuance of the award. An award issued by an arbitrator, or by a majority in the case of a board of arbitration, shall be deemed to be final and binding on all parties to the arbitration.

ii) An arbitrator or board of arbitration shall have the authority to determine whether any matter referred to it is arbitrable.

5. Expenses

The City and the Association agree that each will bear an equal share of the fees and expenses incurred as a result of the appointment of a single arbitrator, and in the case of a board of arbitration, the City and the Association agree that each will be responsible for the fees and expenses of their respective appointees and that each will bear an equal share of the fees and expenses of the Chairperson of the Board of Arbitration.

IN WITNESS WHEREOF the parties have executed this Agreement in the City of Winnipeg, the Province of Manitoba this 28TH day of FEBRUARY, 2018

THE CITY OF WINNIPEG

Mayor

City Clerk

Certified as to Contract Details:

Chief Corporate Support Services Officer

Reviewed as to Business Terms:

Manager, Labour Relations

Legally Reviewed and Certified as to Form:

FOR City Solicitor/Director, Legal Services

FOR THE WINNPEG POLICE SENIOR OFFICERS' ASSOCIATION BARGAINING COMMITTEE:

Kelly Dennison, President

Dave Dalal, Vice President

Richard Lowen, Secretary

Abdul Aziz, Treasurer

SCHEDULE A

The City of Winnipeg shall provide an increase in the bi-weekly rate of pay for all members of the Association as follows:

December 31, 2017 – 2.50%
December 31, 2018 – 2.50%
December 31, 2019 – 2.50%
June 30, 2020 – 1.00%
December 31, 2020 – 1.50%
June 30, 2021 – 1.00%
December 31, 2021 – 1.50%

Officers appointed as Incident Commanders, Special Event Coordinators and Disaster Coordinators shall be paid an annual premium of two thousand, five hundred dollars ($2,500.00) payable in Pay Period #26, 2017 and thereafter. The premium shall be prorated for each month, or part thereof, of actual service as an Incident Commander or Disaster Coordinator. **[2016]**

SCHEDULE B

New Civilian Staff - Commencing work on or after the Date of Ratification (June 25, 2014).

Effective first day of the Pay Period following the date of ratification (Pay Period #14 - June 29, 2014) – a new Civilian Staff Salary Schedule will apply to all new employees hired into Civilian positions on or after the first day of the pay period following the date of ratification (Pay Period #14 - June 29, 2014).

a) All Civilian Employees hired prior to the first day of the pay period following ratification (Pay Period #14 - June 29, 2014) will follow the current Salary Schedule and will receive the increases as outlined above for the term of this Collective Agreement. Should a Civilian employee, who was hired prior to the first day of the pay period following ratification (Pay Period #14 - June 29, 2014) apply for and be awarded, or be assigned to a different position within the WPSOA Civilian Staff, the salary for the employee will be based upon the Civilian Schedule that is applicable to employees hired prior to the first day of the pay period following ratification (Pay Period #14 - June 29, 2014) and not the "New" Civilian Salary Schedule as defined below.

b) Effective the date of ratification of this Collective Agreement (June 25, 2014), a new Salary Schedule, as attached, shall be agreed upon which will see certain existing Civilian classifications and/or positions paid at different salary levels going forward (the "New Salary Schedule"). All new staff hired into any of the attached enumerated classifications and/or positions, effective the first day of the pay period following the date of ratification (Pay Period #14 - June 29, 2014) of the Collective Agreement would be subject to the New Salary Schedule. Such members will receive the increases as outlined above for the term of this Collective Agreement, but based upon the New Salary Schedule

2016 to 2021 SALARY SCHEDULE - INSPECTORS AND SUPERINTENDENTS - 2 DIGIT

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE DECEMBER 27, 2015 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
INSPECTOR	069312	100	80	5	$76.19	$6,094.96	$158,468.83	$78.09	$6,247.33	$162,430.55	$80.04	$6,403.51	$166,491.32	$82.05	$6,563.60	$170,653.60
				4	$71.81	$5,744.69	$149,361.85	$73.60	$5,888.30	$153,095.90	$75.44	$6,035.51	$156,923.30	$77.33	$6,186.40	$160,846.38
				3	$68.91	$5,512.91	$143,335.74	$70.63	$5,650.74	$146,919.13	$72.40	$5,792.00	$150,592.11	$74.21	$5,936.80	$154,356.91
				2	$67.46	$5,397.03	$140,322.69	$69.15	$5,531.95	$143,830.75	$70.88	$5,670.25	$147,426.52	$72.65	$5,812.01	$151,112.19
				1	$64.69	$5,175.22	$134,555.64	$66.31	$5,304.60	$137,919.53	$67.97	$5,437.21	$141,367.52	$69.66	$5,573.14	$144,901.71
SUPERINTENDENT	069512	101	80	5	$82.62	$6,609.45	$171,845.75	$84.68	$6,774.69	$176,141.90	$86.80	$6,944.06	$180,545.44	$88.97	$7,117.66	$185,059.08
				4	$79.85	$6,388.30	$166,095.83	$81.85	$6,548.01	$170,248.23	$83.90	$6,711.71	$174,504.43	$85.99	$6,879.50	$178,867.04
				3	$78.67	$6,293.27	$163,624.99	$80.63	$6,450.60	$167,715.62	$82.65	$6,611.87	$171,908.51	$84.71	$6,777.16	$176,206.22
				2	$77.50	$6,199.85	$161,196.04	$79.44	$6,354.84	$165,225.94	$81.42	$6,513.72	$169,356.59	$83.46	$6,676.56	$173,590.51
				1	$76.35	$6,108.04	$158,808.97	$78.26	$6,260.74	$162,779.20	$80.22	$6,417.26	$166,848.67	$82.22	$6,577.69	$171,019.89

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
INSPECTOR	069312	100	80	5	$82.87	$6,629.24	$172,360.14	$84.11	$6,728.67	$174,945.54	$84.95	$6,795.96	$176,694.99	$86.22	$6,897.90	$179,345.42
				4	$78.10	$6,248.26	$162,454.84	$79.27	$6,341.99	$164,891.67	$80.07	$6,405.41	$166,540.58	$81.27	$6,501.49	$169,038.69
				3	$74.95	$5,996.17	$155,900.48	$76.08	$6,086.11	$158,238.99	$76.84	$6,146.98	$159,821.38	$77.99	$6,239.18	$162,218.70
				2	$73.38	$5,870.13	$152,623.31	$74.48	$5,958.18	$154,912.66	$75.22	$6,017.76	$156,461.78	$76.35	$6,108.03	$158,808.71
				1	$70.36	$5,628.87	$146,350.72	$71.42	$5,713.31	$148,545.98	$72.13	$5,770.44	$150,031.44	$73.21	$5,857.00	$152,281.92
SUPERINTENDENT	069512	101	80	5	$89.86	$7,188.83	$186,909.67	$91.21	$7,296.67	$189,713.32	$92.12	$7,369.63	$191,610.45	$93.50	$7,480.18	$194,484.61
				4	$86.85	$6,948.30	$180,655.71	$88.16	$7,052.52	$183,365.55	$89.04	$7,123.05	$185,199.21	$90.37	$7,229.89	$187,977.19
				3	$85.56	$6,844.93	$177,968.28	$86.85	$6,947.61	$180,637.81	$87.71	$7,017.08	$182,444.18	$89.03	$7,122.34	$185,180.85
				2	$84.29	$6,743.32	$175,326.41	$85.56	$6,844.47	$177,956.31	$86.41	$6,912.92	$179,735.87	$87.71	$7,016.61	$182,431.91
				1	$83.04	$6,643.47	$172,730.09	$84.29	$6,743.12	$175,321.04	$85.13	$6,810.55	$177,074.25	$86.41	$6,912.71	$179,730.37

2016 to 2021 CIVILIAN SALARY SCHEDULE - 2 DIGIT

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE DECEMBER 27, 2015 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
MANAGER - BUREAU OF POLICE RECORDS	069612	103	80	12	$53.44	$4,275.19	$111,155.07	$54.78	$4,382.07	$113,933.94	$56.15	$4,491.63	$116,782.29	$57.55	$4,603.92	$119,701.85
				11	$51.58	$4,126.65	$107,292.82	$52.87	$4,229.81	$109,975.14	$54.19	$4,335.56	$112,724.52	$55.55	$4,443.95	$115,542.63
				10	$50.60	$4,047.72	$105,240.77	$51.86	$4,148.91	$107,871.79	$53.16	$4,252.64	$110,568.58	$54.49	$4,358.95	$113,332.80
				9	$49.55	$3,963.96	$103,063.09	$50.79	$4,063.06	$105,639.66	$52.06	$4,164.64	$108,280.65	$53.36	$4,268.76	$110,987.67
				8	$48.54	$3,883.43	$100,969.15	$49.76	$3,980.51	$103,493.38	$51.00	$4,080.03	$106,080.72	$52.28	$4,182.03	$108,732.74
				7	$47.58	$3,806.11	$98,958.99	$48.77	$3,901.27	$101,432.96	$49.98	$3,998.80	$103,968.78	$51.23	$4,098.77	$106,568.00
				6	$46.63	$3,730.41	$96,990.69	$47.80	$3,823.67	$99,415.46	$48.99	$3,919.26	$101,900.85	$50.22	$4,017.24	$104,448.37
				5	$45.70	$3,656.32	$95,064.28	$46.85	$3,747.73	$97,440.89	$48.02	$3,841.42	$99,876.91	$49.22	$3,937.46	$102,373.84
				4	$44.80	$3,583.84	$93,179.75	$45.92	$3,673.43	$95,509.25	$47.07	$3,765.27	$97,896.98	$48.24	$3,859.40	$100,344.40
				3	$43.89	$3,511.35	$91,295.22	$44.99	$3,599.14	$93,577.60	$46.11	$3,689.12	$95,917.04	$47.27	$3,781.34	$98,314.96
				2	$43.03	$3,442.09	$89,494.44	$44.10	$3,528.15	$91,731.80	$45.20	$3,616.35	$94,025.09	$46.33	$3,706.76	$96,375.72
				1	$42.16	$3,372.83	$87,693.66	$43.21	$3,457.15	$89,886.00	$44.29	$3,543.58	$92,133.15	$45.40	$3,632.17	$94,436.48
COMPTROLLER	069652	104	80	12	$63.88	$5,110.62	$132,876.00	$65.48	$5,238.38	$136,197.90	$67.12	$5,369.34	$139,602.84	$68.79	$5,503.57	$143,092.91
				11	$61.27	$4,901.40	$127,436.39	$62.80	$5,023.93	$130,622.30	$64.37	$5,149.53	$133,887.86	$65.98	$5,278.27	$137,235.06
				10	$59.62	$4,769.32	$124,002.35	$61.11	$4,888.55	$127,102.41	$62.63	$5,010.77	$130,279.97	$64.20	$5,136.04	$133,536.97
				9	$58.01	$4,640.46	$120,652.07	$59.46	$4,756.48	$123,668.37	$60.94	$4,875.39	$126,760.08	$62.47	$4,997.27	$129,929.08
				8	$56.48	$4,518.05	$117,469.30	$57.89	$4,631.00	$120,406.04	$59.33	$4,746.78	$123,416.19	$60.82	$4,865.45	$126,501.59
				7	$54.93	$4,394.03	$114,244.65	$56.30	$4,503.88	$117,100.77	$57.71	$4,616.47	$120,028.29	$59.15	$4,731.88	$123,029.00
				6	$53.48	$4,278.05	$111,229.40	$54.81	$4,385.01	$114,010.13	$56.18	$4,494.63	$116,860.39	$57.59	$4,607.00	$119,781.89
				5	$52.07	$4,165.30	$108,297.90	$53.37	$4,269.44	$111,005.35	$54.70	$4,376.17	$113,780.48	$56.07	$4,485.58	$116,624.99
				4	$50.70	$4,055.78	$105,450.16	$51.96	$4,157.17	$108,086.41	$53.26	$4,261.10	$110,788.57	$54.60	$4,367.63	$113,558.29
				3	$49.35	$3,947.86	$102,644.30	$50.58	$4,046.55	$105,210.41	$51.85	$4,147.72	$107,840.67	$53.14	$4,251.41	$110,536.68
				2	$48.08	$3,846.38	$100,005.95	$49.28	$3,942.54	$102,506.10	$50.51	$4,041.11	$105,068.75	$51.78	$4,142.13	$107,695.47
				1	$46.73	$3,738.46	$97,200.09	$47.90	$3,831.93	$99,630.09	$49.10	$3,927.72	$102,120.84	$50.32	$4,025.92	$104,673.86
FINANCE OFFICER	069212	105	80	3	$41.28	$3,302.45	$85,863.57	$42.31	$3,385.01	$88,010.16	$43.37	$3,469.63	$90,210.41	$44.45	$3,556.37	$92,465.67
				2	$36.36	$2,908.95	$75,632.64	$37.27	$2,981.67	$77,523.46	$38.20	$3,056.21	$79,461.54	$39.16	$3,132.62	$81,448.08
				1	$32.17	$2,573.92	$66,921.90	$32.98	$2,638.27	$68,594.95	$33.80	$2,704.22	$70,309.83	$34.65	$2,771.83	$72,067.57
PUBLIC INFORMATION OFFICER	069342	106	80	12	$39.20	$3,135.69	$81,527.88	$40.18	$3,214.08	$83,566.08	$41.18	$3,294.43	$85,655.23	$42.21	$3,376.79	$87,796.61
				11	$37.85	$3,028.14	$78,731.65	$38.80	$3,103.84	$80,699.94	$39.77	$3,181.44	$82,717.44	$40.76	$3,260.98	$84,785.38
				10	$37.15	$2,971.77	$77,265.91	$38.08	$3,046.06	$79,197.55	$39.03	$3,122.21	$81,177.49	$40.00	$3,200.27	$83,206.93
				9	$36.32	$2,905.73	$75,548.88	$37.23	$2,978.37	$77,437.61	$38.16	$3,052.83	$79,373.55	$39.11	$3,129.15	$81,357.89
				8	$35.62	$2,849.35	$74,083.13	$36.51	$2,920.59	$75,935.21	$37.42	$2,993.60	$77,833.59	$38.36	$3,068.44	$79,779.43
				7	$34.93	$2,794.59	$72,659.27	$35.81	$2,864.45	$74,475.75	$36.70	$2,936.06	$76,337.64	$37.62	$3,009.46	$78,246.08
				6	$34.21	$2,736.60	$71,151.64	$35.06	$2,805.02	$72,930.43	$35.94	$2,875.14	$74,753.69	$36.84	$2,947.02	$76,622.53
				5	$33.50	$2,680.23	$69,685.89	$34.34	$2,747.23	$71,428.03	$35.20	$2,815.91	$73,213.74	$36.08	$2,886.31	$75,044.08
				4	$32.82	$2,625.46	$68,262.01	$33.64	$2,691.10	$69,968.57	$34.48	$2,758.38	$71,717.78	$35.34	$2,827.34	$73,510.72
				3	$32.19	$2,575.53	$66,963.79	$33.00	$2,639.92	$68,637.88	$33.82	$2,705.92	$70,353.83	$34.67	$2,773.56	$72,112.67
				2	$31.57	$2,525.60	$65,665.55	$32.36	$2,588.74	$67,307.19	$33.17	$2,653.46	$68,989.87	$34.00	$2,719.79	$70,714.61
				1	$30.89	$2,470.83	$64,241.68	$31.66	$2,532.60	$65,847.72	$32.45	$2,595.92	$67,493.91	$33.26	$2,660.82	$69,181.26

2016 to 2021 CIVILIAN SALARY SCHEDULE - 2 DIGIT

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
MANAGER -	069612	103	80	12	$58.12	$4,649.96	$120,898.87	$59.00	$4,719.71	$122,712.35	$59.59	$4,766.90	$123,939.47	$60.48	$4,838.41	$125,798.57
BUREAU OF				11	$56.10	$4,488.39	$116,698.05	$56.95	$4,555.71	$118,448.53	$57.52	$4,601.27	$119,633.01	$58.38	$4,670.29	$121,427.51
POLICE RECORDS				10	$55.03	$4,402.54	$114,466.12	$55.86	$4,468.58	$116,183.12	$56.42	$4,513.27	$117,344.95	$57.26	$4,580.97	$119,105.12
				9	$53.89	$4,311.44	$112,097.55	$54.70	$4,376.12	$113,779.01	$55.25	$4,419.88	$114,916.80	$56.08	$4,486.18	$116,640.55
				8	$52.80	$4,223.85	$109,820.06	$53.59	$4,287.21	$111,467.36	$54.13	$4,330.08	$112,582.04	$54.94	$4,395.03	$114,270.77
				7	$51.75	$4,139.76	$107,633.68	$52.52	$4,201.85	$109,248.19	$53.05	$4,243.87	$110,340.67	$53.84	$4,307.53	$111,995.78
				6	$50.72	$4,057.42	$105,492.85	$51.48	$4,118.28	$107,075.24	$51.99	$4,159.46	$108,146.00	$52.77	$4,221.85	$109,768.19
				5	$49.71	$3,976.83	$103,397.57	$50.46	$4,036.48	$104,948.54	$50.96	$4,076.85	$105,998.02	$51.72	$4,138.00	$107,587.99
				4	$48.72	$3,897.99	$101,347.85	$49.46	$3,956.46	$102,868.06	$49.95	$3,996.03	$103,896.74	$50.70	$4,055.97	$105,455.19
				3	$47.74	$3,819.16	$99,298.11	$48.46	$3,876.45	$100,787.58	$48.94	$3,915.21	$101,795.46	$49.67	$3,973.94	$103,322.39
				2	$46.80	$3,743.83	$97,339.48	$47.50	$3,799.98	$98,799.57	$47.97	$3,837.98	$99,787.56	$48.69	$3,895.55	$101,284.38
				1	$45.86	$3,668.49	$95,380.84	$46.54	$3,723.52	$96,811.56	$47.01	$3,760.76	$97,779.67	$47.71	$3,817.17	$99,246.37
COMPTROLLER	069652	104	80	12	$69.48	$5,558.61	$144,523.84	$70.52	$5,641.99	$146,691.70	$71.23	$5,698.41	$148,158.62	$72.30	$5,783.88	$150,381.00
				11	$66.64	$5,331.05	$138,607.41	$67.64	$5,411.02	$140,686.52	$68.31	$5,465.13	$142,093.38	$69.34	$5,547.11	$144,224.78
				10	$64.84	$5,187.40	$134,872.34	$65.82	$5,265.21	$136,895.43	$66.47	$5,317.86	$138,264.38	$67.47	$5,397.63	$140,338.35
				9	$63.09	$5,047.25	$131,228.37	$64.04	$5,122.95	$133,196.80	$64.68	$5,174.18	$134,528.77	$65.65	$5,251.80	$136,546.70
				8	$61.43	$4,914.10	$127,766.61	$62.35	$4,987.81	$129,683.11	$62.97	$5,037.69	$130,979.94	$63.92	$5,113.26	$132,944.64
				7	$59.74	$4,779.20	$124,259.29	$60.64	$4,850.89	$126,123.18	$61.24	$4,899.40	$127,384.41	$62.16	$4,972.89	$129,295.17
				6	$58.16	$4,653.07	$120,979.71	$59.04	$4,722.86	$122,794.41	$59.63	$4,770.09	$124,022.35	$60.52	$4,841.64	$125,882.69
				5	$56.63	$4,530.43	$117,791.24	$57.48	$4,598.39	$119,558.11	$58.05	$4,644.37	$120,753.69	$58.93	$4,714.04	$122,565.00
				4	$55.14	$4,411.30	$114,693.87	$55.97	$4,477.47	$116,414.28	$56.53	$4,522.25	$117,578.42	$57.38	$4,590.08	$119,342.10
				3	$53.67	$4,293.92	$111,642.05	$54.48	$4,358.33	$113,316.68	$55.02	$4,401.92	$114,449.85	$55.85	$4,467.95	$116,166.59
				2	$52.29	$4,183.55	$108,772.43	$53.08	$4,246.31	$110,404.01	$53.61	$4,288.77	$111,508.05	$54.41	$4,353.10	$113,180.67
				1	$50.83	$4,066.18	$105,720.60	$51.59	$4,127.17	$107,306.41	$52.11	$4,168.44	$108,379.47	$52.89	$4,230.97	$110,005.17
FINANCE OFFICER	069212	105	80	3	$44.90	$3,591.94	$93,390.33	$45.57	$3,645.81	$94,791.19	$46.03	$3,682.27	$95,739.10	$46.72	$3,737.51	$97,175.18
				2	$39.55	$3,163.94	$82,262.56	$40.14	$3,211.40	$83,496.50	$40.54	$3,243.52	$84,331.47	$41.15	$3,292.17	$85,596.44
				1	$34.99	$2,799.55	$72,788.25	$35.52	$2,841.54	$73,880.07	$35.87	$2,869.96	$74,618.87	$36.41	$2,913.01	$75,738.15
PUBLIC	069342	106	80	12	$42.63	$3,410.56	$88,674.58	$43.27	$3,461.72	$90,004.70	$43.70	$3,496.34	$90,904.74	$44.36	$3,548.78	$92,268.31
INFORMATION				11	$41.17	$3,293.59	$85,633.23	$41.79	$3,342.99	$86,917.73	$42.21	$3,376.42	$87,786.91	$42.84	$3,427.07	$89,103.71
OFFICER				10	$40.40	$3,232.27	$84,039.00	$41.01	$3,280.75	$85,299.59	$41.42	$3,313.56	$86,152.58	$42.04	$3,363.26	$87,444.87
				9	$39.51	$3,160.44	$82,171.46	$40.10	$3,207.85	$83,404.04	$40.50	$3,239.93	$84,238.08	$41.11	$3,288.52	$85,501.65
				8	$38.74	$3,099.12	$80,577.23	$39.32	$3,145.61	$81,785.89	$39.71	$3,177.07	$82,603.74	$40.31	$3,224.72	$83,842.80
				7	$37.99	$3,039.56	$79,028.55	$38.56	$3,085.15	$80,213.97	$38.95	$3,116.00	$81,016.11	$39.53	$3,162.74	$82,231.36
				6	$37.21	$2,976.49	$77,388.76	$37.76	$3,021.14	$78,549.59	$38.14	$3,051.35	$79,335.08	$38.71	$3,097.12	$80,525.11
				5	$36.44	$2,915.17	$75,794.52	$36.99	$2,958.90	$76,931.44	$37.36	$2,988.49	$77,700.75	$37.92	$3,033.32	$78,866.26
				4	$35.70	$2,855.61	$74,245.83	$36.23	$2,898.44	$75,359.52	$36.59	$2,927.43	$76,113.11	$37.14	$2,971.34	$77,254.81
				3	$35.02	$2,801.30	$72,833.80	$35.54	$2,843.32	$73,926.31	$35.90	$2,871.75	$74,665.57	$36.44	$2,914.83	$75,785.55
				2	$34.34	$2,746.99	$71,421.76	$34.85	$2,788.20	$72,493.09	$35.20	$2,816.08	$73,218.02	$35.73	$2,858.32	$74,316.29
				1	$33.59	$2,687.43	$69,873.07	$34.10	$2,727.74	$70,921.17	$34.44	$2,755.01	$71,630.38	$34.95	$2,796.34	$72,704.84

2016 to 2021 CIVILIAN SALARY SCHEDULE - 2 DIGIT

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE DECEMBER 27, 2015 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
MANAGER OF POLICE INFORMATION SYSTEMS	069362	107	80	12	$63.88	$5,110.62	$132,876.00	$65.48	$5,238.38	$136,197.90	$67.12	$5,369.34	$139,602.84	$68.79	$5,503.57	$143,092.91
				11	$61.27	$4,901.40	$127,436.39	$62.80	$5,023.93	$130,622.30	$64.37	$5,149.53	$133,887.86	$65.98	$5,278.27	$137,235.06
				10	$59.62	$4,769.32	$124,002.35	$61.11	$4,888.55	$127,102.41	$62.63	$5,010.77	$130,279.97	$64.20	$5,136.04	$133,536.97
				9	$58.01	$4,640.46	$120,652.07	$59.46	$4,756.48	$123,668.37	$60.94	$4,875.39	$126,760.08	$62.47	$4,997.27	$129,929.08
				8	$56.48	$4,518.05	$117,469.30	$57.89	$4,631.00	$120,406.04	$59.33	$4,746.78	$123,416.19	$60.82	$4,865.45	$126,501.59
				7	$54.93	$4,394.03	$114,244.65	$56.30	$4,503.88	$117,100.77	$57.71	$4,616.47	$120,028.29	$59.15	$4,731.88	$123,029.00
				6	$53.48	$4,278.05	$111,229.40	$54.81	$4,385.01	$114,010.13	$56.18	$4,494.63	$116,860.39	$57.59	$4,607.00	$119,781.89
				5	$52.07	$4,165.30	$108,297.90	$53.37	$4,269.44	$111,005.35	$54.70	$4,376.17	$113,780.48	$56.07	$4,485.58	$116,624.99
				4	$50.70	$4,055.78	$105,450.16	$51.96	$4,157.17	$108,086.41	$53.26	$4,261.10	$110,788.57	$54.60	$4,367.63	$113,558.29
				3	$49.35	$3,947.86	$102,644.30	$50.58	$4,046.55	$105,210.41	$51.85	$4,147.72	$107,840.67	$53.14	$4,251.41	$110,536.68
				2	$48.08	$3,846.38	$100,005.95	$49.28	$3,942.54	$102,506.10	$50.51	$4,041.11	$105,068.75	$51.78	$4,142.13	$107,695.47
				1	$46.73	$3,738.46	$97,200.09	$47.90	$3,831.93	$99,630.09	$49.10	$3,927.72	$102,120.84	$50.32	$4,025.92	$104,673.86
PROJECT LEADER, MEDIA RELATIONS	069382	108	80	5	$50.89	$4,071.33	$105,854.69	$52.16	$4,173.12	$108,501.05	$53.47	$4,277.45	$111,213.58	$54.80	$4,384.38	$113,993.92
				4	$48.38	$3,870.38	$100,629.78	$49.59	$3,967.14	$103,145.52	$50.83	$4,066.31	$105,724.16	$52.10	$4,167.97	$108,367.27
				3	$45.87	$3,669.42	$95,404.87	$47.01	$3,761.15	$97,790.00	$48.19	$3,855.18	$100,234.74	$49.39	$3,951.56	$102,740.61
				3	$43.36	$3,468.46	$90,179.97	$44.44	$3,555.17	$92,434.47	$45.55	$3,644.05	$94,745.33	$46.69	$3,735.15	$97,113.96
				1	$40.84	$3,267.50	$84,955.06	$41.86	$3,349.19	$87,078.94	$42.91	$3,432.92	$89,255.91	$43.98	$3,518.74	$91,487.31
MANAGER OF SERVICES	069372	109	80	6	$63.88	$5,110.62	$132,876.00	$65.48	$5,238.38	$136,197.90	$67.12	$5,369.34	$139,602.84	$68.79	$5,503.57	$143,092.91
				5	$61.35	$4,907.89	$127,605.16	$62.88	$5,030.59	$130,795.29	$64.45	$5,156.35	$134,065.17	$66.07	$5,285.26	$137,416.80
				4	$57.02	$4,561.54	$118,600.02	$58.44	$4,675.58	$121,565.02	$59.91	$4,792.47	$124,604.14	$61.40	$4,912.28	$127,719.25
				3	$53.80	$4,303.83	$111,899.45	$55.14	$4,411.42	$114,696.94	$56.52	$4,521.71	$117,564.36	$57.93	$4,634.75	$120,503.47
				2	$50.76	$4,060.61	$105,575.79	$52.03	$4,162.12	$108,215.19	$53.33	$4,266.18	$110,920.57	$54.66	$4,372.83	$113,693.58
				1	$47.90	$3,831.89	$99,629.04	$49.10	$3,927.68	$102,119.77	$50.32	$4,025.88	$104,672.76	$51.58	$4,126.52	$107,289.58
FIPPA COORDINATOR	060602	113	80	5	$35.68	$2,854.37	$74,213.74	$36.57	$2,925.73	$76,069.08	$37.49	$2,998.88	$77,970.81	$38.42	$3,073.85	$79,920.08
				4	$34.47	$2,757.85	$71,704.09	$35.33	$2,826.80	$73,496.70	$36.22	$2,897.47	$75,334.11	$37.12	$2,969.90	$77,217.47
				3	$33.31	$2,664.59	$69,279.32	$34.14	$2,731.20	$71,011.30	$34.99	$2,799.48	$72,786.58	$35.87	$2,869.47	$74,606.25
				2	$32.18	$2,574.48	$66,936.54	$32.99	$2,638.84	$68,609.95	$33.81	$2,704.82	$70,325.20	$34.66	$2,772.44	$72,083.33
				1	$31.09	$2,487.42	$64,672.99	$31.87	$2,549.61	$66,289.81	$32.67	$2,613.35	$67,947.06	$33.48	$2,678.68	$69,645.73
HR BUSINESS SYSTEMS SPECIALIST	069392	114	80	6	$47.33	$3,786.05	$98,437.38	$48.51	$3,880.70	$100,898.31	$49.72	$3,977.72	$103,420.77	$50.96	$4,077.16	$106,006.29
				5	$45.73	$3,658.02	$95,108.58	$46.87	$3,749.47	$97,486.29	$48.04	$3,843.21	$99,923.45	$49.24	$3,939.29	$102,421.53
				4	$44.18	$3,534.32	$91,892.34	$45.28	$3,622.68	$94,189.65	$46.42	$3,713.25	$96,544.39	$47.58	$3,806.08	$98,958.00
				3	$42.69	$3,414.80	$88,784.87	$43.75	$3,500.17	$91,004.49	$44.85	$3,587.68	$93,279.61	$45.97	$3,677.37	$95,611.60
				2	$41.24	$3,299.33	$85,782.49	$42.27	$3,381.81	$87,927.05	$43.33	$3,466.35	$90,125.22	$44.41	$3,553.01	$92,378.35
				1	$39.85	$3,187.75	$82,881.63	$40.84	$3,267.45	$84,953.67	$41.86	$3,349.14	$87,077.51	$42.91	$3,432.86	$89,254.45

2016 to 2021 CIVILIAN SALARY SCHEDULE - 2 DIGIT

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
MANAGER OF	069362	107	80	12	$69.48	$5,558.61	$144,523.84	$70.52	$5,641.99	$146,691.70	$71.23	$5,698.41	$148,158.62	$72.30	$5,783.88	$150,381.00
POLICE				11	$66.64	$5,331.05	$138,607.41	$67.64	$5,411.02	$140,686.52	$68.31	$5,465.13	$142,093.38	$69.34	$5,547.11	$144,224.78
INFORMATION				10	$64.84	$5,187.40	$134,872.34	$65.82	$5,265.21	$136,895.43	$66.47	$5,317.86	$138,264.38	$67.47	$5,397.63	$140,338.35
SYSTEMS				9	$63.09	$5,047.25	$131,228.37	$64.04	$5,122.95	$133,196.80	$64.68	$5,174.18	$134,528.77	$65.65	$5,251.80	$136,546.70
				8	$61.43	$4,914.10	$127,766.61	$62.35	$4,987.81	$129,683.11	$62.97	$5,037.69	$130,979.94	$63.92	$5,113.26	$132,944.64
				7	$59.74	$4,779.20	$124,259.29	$60.64	$4,850.89	$126,123.18	$61.24	$4,899.40	$127,384.41	$62.16	$4,972.89	$129,295.17
				6	$58.16	$4,653.07	$120,979.71	$59.04	$4,722.86	$122,794.41	$59.63	$4,770.09	$124,022.35	$60.52	$4,841.64	$125,882.69
				5	$56.63	$4,530.43	$117,791.24	$57.48	$4,598.39	$119,558.11	$58.05	$4,644.37	$120,753.69	$58.93	$4,714.04	$122,565.00
				4	$55.14	$4,411.30	$114,693.87	$55.97	$4,477.47	$116,414.28	$56.53	$4,522.25	$117,578.42	$57.38	$4,590.08	$119,342.10
				3	$53.67	$4,293.92	$111,642.05	$54.48	$4,358.33	$113,316.68	$55.02	$4,401.92	$114,449.85	$55.85	$4,467.95	$116,166.59
				2	$52.29	$4,183.55	$108,772.43	$53.08	$4,246.31	$110,404.01	$53.61	$4,288.77	$111,508.05	$54.41	$4,353.10	$113,180.67
				1	$50.83	$4,066.18	$105,720.60	$51.59	$4,127.17	$107,306.41	$52.11	$4,168.44	$108,379.47	$52.89	$4,230.97	$110,005.17
PROJECT LEADER,	069382	108	80	5	$55.35	$4,428.23	$115,133.86	$56.18	$4,494.65	$116,860.87	$56.74	$4,539.60	$118,029.48	$57.60	$4,607.69	$119,799.92
MEDIA RELATIONS				4	$52.62	$4,209.65	$109,450.94	$53.41	$4,272.80	$111,092.70	$53.94	$4,315.52	$112,203.63	$54.75	$4,380.26	$113,886.68
				3	$49.89	$3,991.08	$103,768.02	$50.64	$4,050.94	$105,324.54	$51.14	$4,091.45	$106,377.79	$51.91	$4,152.83	$107,973.45
				3	$47.16	$3,772.50	$98,085.10	$47.86	$3,829.09	$99,556.38	$48.34	$3,867.38	$100,551.94	$49.07	$3,925.39	$102,060.22
				1	$44.42	$3,553.93	$92,402.18	$45.09	$3,607.24	$93,788.21	$45.54	$3,643.31	$94,726.10	$46.22	$3,697.96	$96,146.99
MANAGER OF	069372	109	80	6	$69.48	$5,558.61	$144,523.84	$70.52	$5,641.99	$146,691.70	$71.23	$5,698.41	$148,158.62	$72.30	$5,783.88	$150,381.00
SERVICES				5	$66.73	$5,338.11	$138,790.97	$67.73	$5,418.19	$140,872.83	$68.40	$5,472.37	$142,281.56	$69.43	$5,554.45	$144,415.79
				4	$62.02	$4,961.40	$128,996.44	$62.95	$5,035.82	$130,931.39	$63.58	$5,086.18	$132,240.70	$64.53	$5,162.47	$134,224.31
				3	$58.51	$4,681.10	$121,708.51	$59.39	$4,751.31	$123,534.13	$59.99	$4,798.83	$124,769.48	$60.89	$4,870.81	$126,641.02
				2	$55.21	$4,416.56	$114,830.52	$56.04	$4,482.81	$116,552.98	$56.60	$4,527.63	$117,718.51	$57.44	$4,595.55	$119,484.28
				1	$52.10	$4,167.79	$108,362.48	$52.88	$4,230.30	$109,987.92	$53.41	$4,272.61	$111,087.80	$54.21	$4,336.70	$112,754.11
FIPPA	060602	113	80	5	$38.81	$3,104.59	$80,719.28	$39.39	$3,151.16	$81,930.07	$39.78	$3,182.67	$82,749.37	$40.38	$3,230.41	$83,990.61
COORDINATOR				4	$37.50	$2,999.60	$77,989.64	$38.06	$3,044.60	$79,159.49	$38.44	$3,075.04	$79,951.08	$39.01	$3,121.17	$81,150.35
				3	$36.23	$2,898.17	$75,352.31	$36.77	$2,941.64	$76,482.60	$37.14	$2,971.05	$77,247.42	$37.70	$3,015.62	$78,406.13
				2	$35.00	$2,800.16	$72,804.17	$35.53	$2,842.16	$73,896.23	$35.88	$2,870.58	$74,635.19	$36.42	$2,913.64	$75,754.72
				1	$33.82	$2,705.47	$70,342.19	$34.33	$2,746.05	$71,397.32	$34.67	$2,773.51	$72,111.30	$35.19	$2,815.11	$73,192.96
HR BUSINESS	069392	114	80	6	$51.47	$4,117.94	$107,066.35	$52.25	$4,179.71	$108,672.35	$52.77	$4,221.50	$109,759.07	$53.56	$4,284.83	$111,405.45
SYSTEMS				5	$49.73	$3,978.68	$103,445.75	$50.48	$4,038.36	$104,997.43	$50.98	$4,078.75	$106,047.41	$51.75	$4,139.93	$107,638.12
SPECIALIST				4	$48.05	$3,844.14	$99,947.58	$48.77	$3,901.80	$101,446.80	$49.26	$3,940.82	$102,461.26	$50.00	$3,999.93	$103,998.18
				3	$46.43	$3,714.14	$96,567.71	$47.12	$3,769.85	$98,016.23	$47.59	$3,807.55	$98,996.39	$48.31	$3,864.67	$100,481.34
				2	$44.86	$3,588.54	$93,302.14	$45.53	$3,642.37	$94,701.67	$45.98	$3,678.80	$95,648.69	$46.67	$3,733.98	$97,083.42
				1	$43.34	$3,467.19	$90,146.99	$43.99	$3,519.20	$91,499.20	$44.43	$3,554.39	$92,414.19	$45.10	$3,607.71	$93,800.40

2016 to 2021 CIVILIAN SALARY SCHEDULE - 2 DIGIT

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE DECEMBER 27, 2015 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
PROJECT	059702	115	80	8	$55.03	$4,402.30	$114,459.88	$56.40	$4,512.36	$117,321.38	$57.81	$4,625.17	$120,254.41	$59.26	$4,740.80	$123,260.77
MANAGER-DEV &				7	$53.17	$4,253.43	$110,589.25	$54.50	$4,359.77	$113,353.99	$55.86	$4,468.76	$116,187.84	$57.26	$4,580.48	$119,092.53
SPEC PROJECTS				6	$51.37	$4,109.60	$106,849.52	$52.65	$4,212.34	$109,520.76	$53.97	$4,317.65	$112,258.78	$55.32	$4,425.59	$115,065.25
				5	$49.63	$3,970.63	$103,236.25	$50.87	$4,069.89	$105,817.16	$52.15	$4,171.64	$108,462.59	$53.45	$4,275.93	$111,174.15
				4	$47.95	$3,836.35	$99,745.17	$49.15	$3,932.26	$102,238.80	$50.38	$4,030.57	$104,794.77	$51.64	$4,131.33	$107,414.64
				3	$46.33	$3,706.62	$96,372.15	$47.49	$3,799.29	$98,781.45	$48.68	$3,894.27	$101,250.99	$49.90	$3,991.63	$103,782.26
				2	$44.77	$3,581.28	$93,113.19	$45.89	$3,670.81	$95,441.01	$47.03	$3,762.58	$97,827.04	$48.21	$3,856.64	$100,272.72
				1	$43.25	$3,460.17	$89,964.43	$44.33	$3,546.67	$92,213.54	$45.44	$3,635.34	$94,518.88	$46.58	$3,726.23	$96,881.85

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
PROJECT	059702	115	80	8	$59.85	$4,788.21	$124,493.38	$60.75	$4,860.03	$126,360.78	$61.36	$4,908.63	$127,624.39	$62.28	$4,982.26	$129,538.75
MANAGER-DEV &				7	$57.83	$4,626.29	$120,283.46	$58.70	$4,695.68	$122,087.71	$59.28	$4,742.64	$123,308.59	$60.17	$4,813.78	$125,158.21
SPEC PROJECTS				6	$55.87	$4,469.84	$116,215.90	$56.71	$4,536.89	$117,959.14	$57.28	$4,582.26	$119,138.73	$58.14	$4,650.99	$120,925.81
				5	$53.98	$4,318.69	$112,285.89	$54.79	$4,383.47	$113,970.18	$55.34	$4,427.30	$115,109.88	$56.17	$4,493.71	$116,836.53
				4	$52.16	$4,172.65	$108,488.79	$52.94	$4,235.24	$110,116.12	$53.47	$4,277.59	$111,217.28	$54.27	$4,341.75	$112,885.54
				3	$50.39	$4,031.54	$104,820.08	$51.15	$4,092.01	$106,392.39	$51.66	$4,132.93	$107,456.31	$52.44	$4,194.93	$109,068.15
				2	$48.69	$3,895.21	$101,275.44	$49.42	$3,953.64	$102,794.58	$49.91	$3,993.17	$103,822.52	$50.66	$4,053.07	$105,379.86
				1	$47.04	$3,763.49	$97,850.67	$47.75	$3,819.94	$99,318.43	$48.23	$3,858.14	$100,311.61	$48.95	$3,916.01	$101,816.29

2016 to 2021 CIVILIAN SALARY SCHEDULE B - 2 DIGIT

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE DECEMBER 27, 2015 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
MANAGER -	**069602**	**203**	**80**	**13**	$48.52	$3,881.61	$100,921.83	$49.73	$3,978.65	$103,444.87	$50.98	$4,078.12	$106,031.00	$52.25	$4,180.07	$108,681.77
BUREAU OF				**12**	$47.92	$3,833.91	$99,681.73	$49.12	$3,929.76	$102,173.78	$50.35	$4,028.00	$104,728.12	$51.61	$4,128.70	$107,346.32
POLICE RECORDS				**11**	$47.31	$3,784.81	$98,405.17	$48.49	$3,879.43	$100,865.29	$49.71	$3,976.42	$103,386.93	$50.95	$4,075.83	$105,971.60
				10	$46.71	$3,737.12	$97,165.07	$47.88	$3,830.55	$99,594.20	$49.08	$3,926.31	$102,084.06	$50.31	$4,024.47	$104,636.16
				9	$46.10	$3,688.02	$95,888.50	$47.25	$3,780.22	$98,285.72	$48.43	$3,874.73	$100,742.86	$49.64	$3,971.59	$103,261.43
				8	$45.43	$3,634.71	$94,502.52	$46.57	$3,725.58	$96,865.08	$47.73	$3,818.72	$99,286.71	$48.93	$3,914.19	$101,768.87
				7	$44.82	$3,585.61	$93,225.95	$45.94	$3,675.25	$95,556.59	$47.09	$3,767.13	$97,945.51	$48.27	$3,861.31	$100,394.15
				6	$43.58	$3,486.01	$90,636.34	$44.66	$3,573.16	$92,902.24	$45.78	$3,662.49	$95,224.80	$46.93	$3,754.05	$97,605.42
				5	$42.33	$3,386.41	$88,046.73	$43.39	$3,471.07	$90,247.89	$44.47	$3,557.85	$92,504.09	$45.58	$3,646.80	$94,816.69
				4	$41.07	$3,285.41	$85,420.65	$42.09	$3,367.54	$87,556.16	$43.15	$3,451.73	$89,745.07	$44.23	$3,538.03	$91,988.69
				3	$39.86	$3,188.61	$82,903.98	$40.85	$3,268.33	$84,976.58	$41.88	$3,350.04	$87,101.00	$42.92	$3,433.79	$89,278.52
				2	$37.98	$3,038.51	$79,001.33	$38.93	$3,114.48	$80,976.36	$39.90	$3,192.34	$83,000.77	$40.90	$3,272.15	$85,075.79
				1	$36.12	$2,889.81	$75,135.15	$37.03	$2,962.06	$77,013.53	$37.95	$3,036.11	$78,938.87	$38.90	$3,112.01	$80,912.34
COMPTROLLER	**069642**	**204**	**80**	**11**	$59.62	$4,769.32	$124,002.35	$61.11	$4,888.55	$127,102.41	$62.63	$5,010.77	$130,279.97	$64.20	$5,136.04	$133,536.97
				10	$58.01	$4,640.46	$120,652.07	$59.46	$4,756.48	$123,668.37	$60.94	$4,875.39	$126,760.08	$62.47	$4,997.27	$129,929.08
				9	$56.48	$4,518.05	$117,469.30	$57.89	$4,631.00	$120,406.03	$59.33	$4,746.78	$123,416.18	$60.82	$4,865.45	$126,501.59
				8	$54.93	$4,394.03	$114,244.66	$56.30	$4,503.88	$117,100.78	$57.71	$4,616.47	$120,028.30	$59.15	$4,731.88	$123,029.00
				7	$53.48	$4,278.05	$111,229.40	$54.81	$4,385.00	$114,010.13	$56.18	$4,494.63	$116,860.38	$57.59	$4,607.00	$119,781.89
				6	$52.07	$4,165.30	$108,297.90	$53.37	$4,269.44	$111,005.34	$54.70	$4,376.17	$113,780.48	$56.07	$4,485.58	$116,624.99
				5	$50.70	$4,055.78	$105,450.16	$51.96	$4,157.17	$108,086.41	$53.26	$4,261.10	$110,788.57	$54.60	$4,367.63	$113,558.29
				4	$49.35	$3,947.86	$102,644.30	$50.58	$4,046.55	$105,210.41	$51.85	$4,147.72	$107,840.67	$53.14	$4,251.41	$110,536.69
				3	$48.08	$3,846.38	$100,005.95	$49.28	$3,942.54	$102,506.10	$50.51	$4,041.11	$105,068.75	$51.78	$4,142.13	$107,695.47
				2	$46.18	$3,694.72	$96,062.74	$47.34	$3,787.09	$98,464.31	$48.52	$3,881.77	$100,925.92	$49.74	$3,978.81	$103,449.07
				1	$43.65	$3,491.62	$90,782.23	$44.74	$3,578.91	$93,051.79	$45.85	$3,668.39	$95,378.08	$47.00	$3,760.10	$97,762.53
FINANCE OFFICER	**069222**	**205**	**80**	**7**	$36.25	$2,899.63	$75,390.47	$37.15	$2,972.12	$77,275.23	$38.08	$3,046.43	$79,207.11	$39.03	$3,122.59	$81,187.29
				6	$35.74	$2,858.95	$74,332.74	$36.63	$2,930.43	$76,191.06	$37.55	$3,003.69	$78,095.83	$38.48	$3,078.78	$80,048.23
				5	$34.70	$2,776.18	$72,180.81	$35.57	$2,845.59	$73,985.33	$36.46	$2,916.73	$75,834.96	$37.37	$2,989.65	$77,730.84
				4	$33.72	$2,697.63	$70,138.30	$34.56	$2,765.07	$71,891.76	$35.43	$2,834.19	$73,689.05	$36.31	$2,905.05	$75,531.28
				3	$32.67	$2,613.46	$67,949.90	$33.48	$2,678.79	$69,648.65	$34.32	$2,745.76	$71,389.86	$35.18	$2,814.41	$73,174.61
				2	$31.18	$2,494.22	$64,849.66	$31.96	$2,556.57	$66,470.90	$32.76	$2,620.49	$68,132.67	$33.57	$2,686.00	$69,835.99
				1	$29.63	$2,370.77	$61,640.00	$30.38	$2,430.04	$63,181.00	$31.13	$2,490.79	$64,760.53	$31.91	$2,553.06	$66,379.54
PUBLIC	**069352**	**206**	**80**	**11**	$39.20	$3,135.69	$81,527.88	$40.18	$3,214.08	$83,566.08	$41.18	$3,294.43	$85,655.23	$42.21	$3,376.79	$87,796.61
INFORMATION				**10**	$37.85	$3,028.14	$78,731.65	$38.80	$3,103.84	$80,699.94	$39.77	$3,181.44	$82,717.44	$40.76	$3,260.98	$84,785.38
OFFICER				**9**	$37.15	$2,971.77	$77,265.91	$38.08	$3,046.06	$79,197.55	$39.03	$3,122.21	$81,177.49	$40.00	$3,200.27	$83,206.93
				8	$36.32	$2,905.73	$75,548.89	$37.23	$2,978.37	$77,437.61	$38.16	$3,052.83	$79,373.55	$39.11	$3,129.15	$81,357.89
				7	$35.62	$2,849.35	$74,083.13	$36.51	$2,920.59	$75,935.21	$37.42	$2,993.60	$77,833.59	$38.36	$3,068.44	$79,779.43
				6	$34.93	$2,794.59	$72,659.27	$35.81	$2,864.45	$74,475.75	$36.70	$2,936.06	$76,337.64	$37.62	$3,009.46	$78,246.08
				5	$34.21	$2,736.60	$71,151.64	$35.06	$2,805.02	$72,930.43	$35.94	$2,875.14	$74,753.69	$36.84	$2,947.02	$76,622.53
				4	$33.50	$2,680.23	$69,685.89	$34.34	$2,747.23	$71,428.03	$35.20	$2,815.91	$73,213.73	$36.08	$2,886.31	$75,044.08
				3	$32.82	$2,625.46	$68,262.01	$33.64	$2,691.10	$69,968.57	$34.48	$2,758.38	$71,717.78	$35.34	$2,827.34	$73,510.72
				2	$31.57	$2,525.60	$65,665.55	$32.36	$2,588.74	$67,307.19	$33.17	$2,653.46	$68,989.87	$34.00	$2,719.79	$70,714.61
				1	$31.08	$2,486.76	$64,655.67	$31.86	$2,548.93	$66,272.06	$32.66	$2,612.65	$67,928.87	$33.47	$2,677.96	$69,627.09

2016 to 2021 CIVILIAN SALARY SCHEDULE B - 2 DIGIT

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
MANAGER -	069602	203	80	13	$52.77	$4,221.87	$109,768.59	$53.56	$4,285.20	$111,415.12	$54.10	$4,328.05	$112,529.27	$54.91	$4,392.97	$114,217.21
BUREAU OF				12	$52.12	$4,169.99	$108,419.79	$52.91	$4,232.54	$110,046.08	$53.44	$4,274.87	$111,146.54	$54.24	$4,338.99	$112,813.74
POLICE RECORDS				11	$51.46	$4,116.59	$107,031.32	$52.23	$4,178.34	$108,636.79	$52.75	$4,220.12	$109,723.15	$53.54	$4,283.42	$111,369.00
				10	$50.81	$4,064.71	$105,682.52	$51.57	$4,125.68	$107,267.76	$52.09	$4,166.94	$108,340.43	$52.87	$4,229.44	$109,965.54
				9	$50.14	$4,011.31	$104,294.04	$50.89	$4,071.48	$105,858.46	$51.40	$4,112.19	$106,917.04	$52.17	$4,173.88	$108,520.80
				8	$49.42	$3,953.33	$102,786.56	$50.16	$4,012.63	$104,328.36	$50.66	$4,052.76	$105,371.64	$51.42	$4,113.55	$106,952.22
				7	$48.75	$3,899.93	$101,398.09	$49.48	$3,958.43	$102,919.06	$49.98	$3,998.01	$103,948.25	$50.72	$4,057.98	$105,507.47
				6	$47.39	$3,791.60	$98,581.47	$48.11	$3,848.47	$100,060.20	$48.59	$3,886.95	$101,060.80	$49.32	$3,945.26	$102,576.71
				5	$46.04	$3,683.26	$95,764.86	$46.73	$3,738.51	$97,201.33	$47.20	$3,775.90	$98,173.35	$47.91	$3,832.54	$99,645.95
				4	$44.67	$3,573.41	$92,908.58	$45.34	$3,627.01	$94,302.21	$45.79	$3,663.28	$95,245.23	$46.48	$3,718.23	$96,673.91
				3	$43.35	$3,468.13	$90,171.31	$44.00	$3,520.15	$91,523.88	$44.44	$3,555.35	$92,439.11	$45.11	$3,608.68	$93,825.70
				2	$41.31	$3,304.87	$85,926.55	$41.93	$3,354.44	$87,215.45	$42.35	$3,387.98	$88,087.60	$42.99	$3,438.80	$89,408.92
				1	$39.29	$3,143.13	$81,721.47	$39.88	$3,190.28	$82,947.29	$40.28	$3,222.18	$83,776.76	$40.88	$3,270.52	$85,033.41
COMPTROLLER	069642	204	80	11	$64.84	$5,187.40	$134,872.34	$65.82	$5,265.21	$136,895.43	$66.47	$5,317.86	$138,264.38	$67.47	$5,397.63	$140,338.34
				10	$63.09	$5,047.25	$131,228.38	$64.04	$5,122.95	$133,196.80	$64.68	$5,174.18	$134,528.77	$65.65	$5,251.80	$136,546.70
				9	$61.43	$4,914.10	$127,766.60	$62.35	$4,987.81	$129,683.10	$62.97	$5,037.69	$130,979.93	$63.92	$5,113.26	$132,944.63
				8	$59.74	$4,779.20	$124,259.29	$60.64	$4,850.89	$126,123.18	$61.24	$4,899.40	$127,384.41	$62.16	$4,972.89	$129,295.18
				7	$58.16	$4,653.07	$120,979.71	$59.04	$4,722.86	$122,794.41	$59.63	$4,770.09	$124,022.35	$60.52	$4,841.64	$125,882.69
				6	$56.63	$4,530.43	$117,791.24	$57.48	$4,598.39	$119,558.11	$58.05	$4,644.37	$120,753.69	$58.93	$4,714.04	$122,564.99
				5	$55.14	$4,411.30	$114,693.87	$55.97	$4,477.47	$116,414.28	$56.53	$4,522.25	$117,578.42	$57.38	$4,590.08	$119,342.10
				4	$53.67	$4,293.93	$111,642.05	$54.48	$4,358.33	$113,316.69	$55.02	$4,401.92	$114,449.85	$55.85	$4,467.95	$116,166.60
				3	$52.29	$4,183.55	$108,772.43	$53.08	$4,246.31	$110,404.01	$53.61	$4,288.77	$111,508.05	$54.41	$4,353.10	$113,180.68
				2	$50.23	$4,018.60	$104,483.56	$50.99	$4,078.88	$106,050.81	$51.50	$4,119.67	$107,111.32	$52.27	$4,181.46	$108,717.99
				1	$47.47	$3,797.70	$98,740.16	$48.18	$3,854.66	$100,221.26	$48.67	$3,893.21	$101,223.47	$49.40	$3,951.61	$102,741.82
FINANCE OFFICER	069222	205	80	7	$39.42	$3,153.81	$81,999.16	$40.01	$3,201.12	$83,229.15	$40.41	$3,233.13	$84,061.44	$41.02	$3,281.63	$85,322.36
				6	$38.87	$3,109.57	$80,848.71	$39.45	$3,156.21	$82,061.44	$39.85	$3,187.77	$82,882.06	$40.44	$3,235.59	$84,125.29
				5	$37.74	$3,019.54	$78,508.15	$38.31	$3,064.84	$79,685.77	$38.69	$3,095.49	$80,482.63	$39.27	$3,141.92	$81,689.86
				4	$36.68	$2,934.10	$76,286.59	$37.23	$2,978.11	$77,430.89	$37.60	$3,007.89	$78,205.20	$38.16	$3,053.01	$79,378.28
				3	$35.53	$2,842.55	$73,906.35	$36.06	$2,885.19	$75,014.95	$36.43	$2,914.04	$75,765.10	$36.97	$2,957.75	$76,901.58
				2	$33.91	$2,712.86	$70,534.35	$34.42	$2,753.55	$71,592.37	$34.76	$2,781.09	$72,308.29	$35.29	$2,822.80	$73,392.91
				1	$32.23	$2,578.59	$67,043.34	$32.72	$2,617.27	$68,048.99	$33.04	$2,643.44	$68,729.48	$33.54	$2,683.09	$69,760.42
PUBLIC	069352	206	80	11	$42.63	$3,410.56	$88,674.58	$43.27	$3,461.72	$90,004.70	$43.70	$3,496.34	$90,904.74	$44.36	$3,548.78	$92,268.32
INFORMATION				10	$41.17	$3,293.59	$85,633.23	$41.79	$3,342.99	$86,917.73	$42.21	$3,376.42	$87,786.91	$42.84	$3,427.07	$89,103.71
OFFICER				9	$40.40	$3,232.27	$84,039.00	$41.01	$3,280.75	$85,299.59	$41.42	$3,313.56	$86,152.58	$42.04	$3,363.26	$87,444.87
				8	$39.51	$3,160.44	$82,171.46	$40.10	$3,207.85	$83,404.04	$40.50	$3,239.93	$84,238.08	$41.11	$3,288.52	$85,501.65
				7	$38.74	$3,099.12	$80,577.23	$39.32	$3,145.61	$81,785.89	$39.71	$3,177.07	$82,603.74	$40.31	$3,224.72	$83,842.80
				6	$37.99	$3,039.56	$79,028.55	$38.56	$3,085.15	$80,213.97	$38.95	$3,116.00	$81,016.11	$39.53	$3,162.74	$82,231.35
				5	$37.21	$2,976.49	$77,388.76	$37.76	$3,021.14	$78,549.59	$38.14	$3,051.35	$79,335.08	$38.71	$3,097.12	$80,525.11
				4	$36.44	$2,915.17	$75,794.52	$36.99	$2,958.90	$76,931.44	$37.36	$2,988.49	$77,700.75	$37.92	$3,033.32	$78,866.26
				3	$35.70	$2,855.61	$74,245.83	$36.23	$2,898.44	$75,359.52	$36.59	$2,927.43	$76,113.11	$37.14	$2,971.34	$77,254.81
				2	$34.34	$2,746.99	$71,421.76	$34.85	$2,788.20	$72,493.09	$35.20	$2,816.08	$73,218.02	$35.73	$2,858.32	$74,316.29
				1	$33.81	$2,704.74	$70,323.36	$34.32	$2,745.32	$71,378.21	$34.66	$2,772.77	$72,091.99	$35.18	$2,814.36	$73,173.37

2016 to 2021 CIVILIAN SALARY SCHEDULE B - 2 DIGIT

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE DECEMBER 27, 2015 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
MANAGER OF POLICE INFORMATION SYSTEMS	069462	207	80	11	$59.62	$4,769.32	$124,002.35	$61.11	$4,888.55	$127,102.41	$62.63	$5,010.77	$130,279.97	$64.20	$5,136.04	$133,536.97
				10	$58.01	$4,640.46	$120,652.07	$59.46	$4,756.48	$123,668.37	$60.94	$4,875.39	$126,760.08	$62.47	$4,997.27	$129,929.08
				9	$56.48	$4,518.05	$117,469.30	$57.89	$4,631.00	$120,406.03	$59.33	$4,746.78	$123,416.18	$60.82	$4,865.45	$126,501.59
				8	$54.93	$4,394.03	$114,244.66	$56.30	$4,503.88	$117,100.78	$57.71	$4,616.47	$120,028.30	$59.15	$4,731.88	$123,029.00
				7	$53.48	$4,278.05	$111,229.40	$54.81	$4,385.00	$114,010.13	$56.18	$4,494.63	$116,860.38	$57.59	$4,607.00	$119,781.89
				6	$52.07	$4,165.30	$108,297.90	$53.37	$4,269.44	$111,005.34	$54.70	$4,376.17	$113,780.48	$56.07	$4,485.58	$116,624.99
				5	$50.70	$4,055.78	$105,450.16	$51.96	$4,157.17	$108,086.41	$53.26	$4,261.10	$110,788.57	$54.60	$4,367.63	$113,558.29
				4	$49.35	$3,947.86	$102,644.30	$50.58	$4,046.55	$105,210.41	$51.85	$4,147.72	$107,840.67	$53.14	$4,251.41	$110,536.69
				3	$48.08	$3,846.38	$100,005.95	$49.28	$3,942.54	$102,506.10	$50.51	$4,041.11	$105,068.75	$51.78	$4,142.13	$107,695.47
				2	$46.18	$3,694.72	$96,062.74	$47.34	$3,787.09	$98,464.31	$48.52	$3,881.77	$100,925.92	$49.74	$3,978.81	$103,449.07
				1	$43.65	$3,491.62	$90,782.23	$44.74	$3,578.91	$93,051.79	$45.85	$3,668.39	$95,378.08	$47.00	$3,760.10	$97,762.53
MANAGER OF SERVICES	069472	209	80	11	$59.62	$4,769.32	$124,002.35	$61.11	$4,888.55	$127,102.41	$62.63	$5,010.77	$130,279.97	$64.20	$5,136.04	$133,536.97
				10	$58.01	$4,640.46	$120,652.07	$59.46	$4,756.48	$123,668.37	$60.94	$4,875.39	$126,760.08	$62.47	$4,997.27	$129,929.08
				9	$56.48	$4,518.05	$117,469.30	$57.89	$4,631.00	$120,406.03	$59.33	$4,746.78	$123,416.18	$60.82	$4,865.45	$126,501.59
				8	$54.93	$4,394.03	$114,244.66	$56.30	$4,503.88	$117,100.78	$57.71	$4,616.47	$120,028.30	$59.15	$4,731.88	$123,029.00
				7	$53.48	$4,278.05	$111,229.40	$54.81	$4,385.00	$114,010.13	$56.18	$4,494.63	$116,860.38	$57.59	$4,607.00	$119,781.89
				6	$52.07	$4,165.30	$108,297.90	$53.37	$4,269.44	$111,005.34	$54.70	$4,376.17	$113,780.48	$56.07	$4,485.58	$116,624.99
				5	$50.70	$4,055.78	$105,450.16	$51.96	$4,157.17	$108,086.41	$53.26	$4,261.10	$110,788.57	$54.60	$4,367.63	$113,558.29
				4	$49.35	$3,947.86	$102,644.30	$50.58	$4,046.55	$105,210.41	$51.85	$4,147.72	$107,840.67	$53.14	$4,251.41	$110,536.69
				3	$48.08	$3,846.38	$100,005.95	$49.28	$3,942.54	$102,506.10	$50.51	$4,041.11	$105,068.75	$51.78	$4,142.13	$107,695.47
				2	$46.18	$3,694.72	$96,062.74	$47.34	$3,787.09	$98,464.31	$48.52	$3,881.77	$100,925.92	$49.74	$3,978.81	$103,449.07
				1	$43.65	$3,491.62	$90,782.23	$44.74	$3,578.91	$93,051.79	$45.85	$3,668.39	$95,378.08	$47.00	$3,760.10	$97,762.53
FIPPA COORDINATOR	060562	213	80	5	$35.68	$2,854.37	$74,213.74	$36.57	$2,925.73	$76,069.08	$37.49	$2,998.88	$77,970.81	$38.42	$3,073.85	$79,920.08
				4	$34.47	$2,757.85	$71,704.09	$35.33	$2,826.80	$73,496.70	$36.22	$2,897.47	$75,334.11	$37.12	$2,969.90	$77,217.47
				3	$33.31	$2,664.59	$69,279.32	$34.14	$2,731.20	$71,011.30	$34.99	$2,799.48	$72,786.58	$35.87	$2,869.47	$74,606.25
				2	$32.18	$2,574.48	$66,936.54	$32.99	$2,638.84	$68,609.95	$33.81	$2,704.82	$70,325.20	$34.66	$2,772.44	$72,083.33
				1	$31.09	$2,487.42	$64,672.99	$31.87	$2,549.61	$66,289.81	$32.67	$2,613.35	$67,947.06	$33.48	$2,678.68	$69,645.73
HR BUSINESS SYSTEMS SPECIALIST	069422	214	80	11	$42.84	$3,427.09	$89,104.45	$43.91	$3,512.77	$91,332.07	$45.01	$3,600.59	$93,615.37	$46.13	$3,690.61	$95,955.75
				10	$42.26	$3,380.80	$87,900.83	$43.32	$3,465.32	$90,098.36	$44.40	$3,551.95	$92,350.81	$45.51	$3,640.75	$94,659.58
				9	$41.70	$3,335.91	$86,733.68	$42.74	$3,419.31	$88,902.03	$43.81	$3,504.79	$91,124.58	$44.91	$3,592.41	$93,402.69
				8	$41.10	$3,288.21	$85,493.59	$42.13	$3,370.42	$87,630.93	$43.18	$3,454.68	$89,821.70	$44.26	$3,541.05	$92,067.25
				7	$40.59	$3,247.53	$84,435.86	$41.61	$3,328.72	$86,546.76	$42.65	$3,411.94	$88,710.43	$43.72	$3,497.24	$90,928.19
				6	$39.45	$3,156.35	$82,065.09	$40.44	$3,235.26	$84,116.72	$41.45	$3,316.14	$86,219.64	$42.49	$3,399.04	$88,375.13
				5	$38.33	$3,066.57	$79,730.80	$39.29	$3,143.23	$81,724.07	$40.27	$3,221.81	$83,767.17	$41.28	$3,302.36	$85,861.35
				4	$37.23	$2,978.19	$77,432.97	$38.16	$3,052.65	$79,368.80	$39.11	$3,128.96	$81,353.02	$40.09	$3,207.19	$83,386.84
				3	$36.03	$2,882.80	$74,952.78	$36.94	$2,954.87	$76,826.60	$37.86	$3,028.74	$78,747.27	$38.81	$3,104.46	$80,715.95
				2	$34.40	$2,752.34	$71,560.76	$35.26	$2,821.15	$73,349.78	$36.15	$2,891.67	$75,183.52	$37.05	$2,963.97	$77,063.11
				1	$32.72	$2,617.67	$68,059.32	$33.54	$2,683.11	$69,760.80	$34.38	$2,750.19	$71,504.82	$35.24	$2,818.94	$73,292.44

2016 to 2021 CIVILIAN SALARY SCHEDULE B - 2 DIGIT

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
MANAGER OF	069462	207	80	11	$64.84	$5,187.40	$134,872.34	$65.82	$5,265.21	$136,895.43	$66.47	$5,317.86	$138,264.38	$67.47	$5,397.63	$140,338.34
POLICE				10	$63.09	$5,047.25	$131,228.38	$64.04	$5,122.95	$133,196.80	$64.68	$5,174.18	$134,528.77	$65.65	$5,251.80	$136,546.70
INFORMATION				9	$61.43	$4,914.10	$127,766.60	$62.35	$4,987.81	$129,683.10	$62.97	$5,037.69	$130,979.93	$63.92	$5,113.26	$132,944.63
SYSTEMS				8	$59.74	$4,779.20	$124,259.29	$60.64	$4,850.89	$126,123.18	$61.24	$4,899.40	$127,384.41	$62.16	$4,972.89	$129,295.18
				7	$58.16	$4,653.07	$120,979.71	$59.04	$4,722.86	$122,794.41	$59.63	$4,770.09	$124,022.35	$60.52	$4,841.64	$125,882.69
				6	$56.63	$4,530.43	$117,791.24	$57.48	$4,598.39	$119,558.11	$58.05	$4,644.37	$120,753.69	$58.93	$4,714.04	$122,564.99
				5	$55.14	$4,411.30	$114,693.87	$55.97	$4,477.47	$116,414.28	$56.53	$4,522.25	$117,578.42	$57.38	$4,590.08	$119,342.10
				4	$53.67	$4,293.93	$111,642.05	$54.48	$4,358.33	$113,316.69	$55.02	$4,401.92	$114,449.85	$55.85	$4,467.95	$116,166.60
				3	$52.29	$4,183.55	$108,772.43	$53.08	$4,246.31	$110,404.01	$53.61	$4,288.77	$111,508.05	$54.41	$4,353.10	$113,180.68
				2	$50.23	$4,018.60	$104,483.56	$50.99	$4,078.88	$106,050.81	$51.50	$4,119.67	$107,111.32	$52.27	$4,181.46	$108,717.99
				1	$47.47	$3,797.70	$98,740.16	$48.18	$3,854.66	$100,221.26	$48.67	$3,893.21	$101,223.47	$49.40	$3,951.61	$102,741.82
MANAGER OF	069472	209	80	11	$64.84	$5,187.40	$134,872.34	$65.82	$5,265.21	$136,895.43	$66.47	$5,317.86	$138,264.38	$67.47	$5,397.63	$140,338.34
SERVICES				10	$63.09	$5,047.25	$131,228.38	$64.04	$5,122.95	$133,196.80	$64.68	$5,174.18	$134,528.77	$65.65	$5,251.80	$136,546.70
				9	$61.43	$4,914.10	$127,766.60	$62.35	$4,987.81	$129,683.10	$62.97	$5,037.69	$130,979.93	$63.92	$5,113.26	$132,944.63
				8	$59.74	$4,779.20	$124,259.29	$60.64	$4,850.89	$126,123.18	$61.24	$4,899.40	$127,384.41	$62.16	$4,972.89	$129,295.18
				7	$58.16	$4,653.07	$120,979.71	$59.04	$4,722.86	$122,794.41	$59.63	$4,770.09	$124,022.35	$60.52	$4,841.64	$125,882.69
				6	$56.63	$4,530.43	$117,791.24	$57.48	$4,598.39	$119,558.11	$58.05	$4,644.37	$120,753.69	$58.93	$4,714.04	$122,564.99
				5	$55.14	$4,411.30	$114,693.87	$55.97	$4,477.47	$116,414.28	$56.53	$4,522.25	$117,578.42	$57.38	$4,590.08	$119,342.10
				4	$53.67	$4,293.93	$111,642.05	$54.48	$4,358.33	$113,316.69	$55.02	$4,401.92	$114,449.85	$55.85	$4,467.95	$116,166.60
				3	$52.29	$4,183.55	$108,772.43	$53.08	$4,246.31	$110,404.01	$53.61	$4,288.77	$111,508.05	$54.41	$4,353.10	$113,180.68
				2	$50.23	$4,018.60	$104,483.56	$50.99	$4,078.88	$106,050.81	$51.50	$4,119.67	$107,111.32	$52.27	$4,181.46	$108,717.99
				1	$47.47	$3,797.70	$98,740.16	$48.18	$3,854.66	$100,221.26	$48.67	$3,893.21	$101,223.47	$49.40	$3,951.61	$102,741.82
FIPPA	060562	213	80	5	$38.81	$3,104.59	$80,719.28	$39.39	$3,151.16	$81,930.07	$39.78	$3,182.67	$82,749.37	$40.38	$3,230.41	$83,990.61
COORDINATOR				4	$37.50	$2,999.60	$77,989.64	$38.06	$3,044.60	$79,159.49	$38.44	$3,075.04	$79,951.08	$39.01	$3,121.17	$81,150.35
				3	$36.23	$2,898.17	$75,352.31	$36.77	$2,941.64	$76,482.60	$37.14	$2,971.05	$77,247.42	$37.70	$3,015.62	$78,406.13
				2	$35.00	$2,800.16	$72,804.17	$35.53	$2,842.16	$73,896.23	$35.88	$2,870.58	$74,635.19	$36.42	$2,913.64	$75,754.72
				1	$33.82	$2,705.47	$70,342.19	$34.33	$2,746.05	$71,397.32	$34.67	$2,773.51	$72,111.30	$35.19	$2,815.11	$73,192.96
HR BUSINESS	069422	214	80	11	$46.59	$3,727.51	$96,915.31	$47.29	$3,783.42	$98,369.04	$47.77	$3,821.26	$99,352.73	$48.48	$3,878.58	$100,843.02
SYSTEMS				10	$45.96	$3,677.16	$95,606.18	$46.65	$3,732.32	$97,040.27	$47.12	$3,769.64	$98,010.68	$47.83	$3,826.19	$99,480.84
SPECIALIST				9	$45.35	$3,628.34	$94,336.72	$46.03	$3,682.76	$95,751.77	$46.49	$3,719.59	$96,709.29	$47.19	$3,775.38	$98,159.93
				8	$44.71	$3,576.46	$92,987.92	$45.38	$3,630.11	$94,382.74	$45.83	$3,666.41	$95,326.56	$46.52	$3,721.40	$96,756.46
				7	$44.15	$3,532.21	$91,837.47	$44.81	$3,585.19	$93,215.03	$45.26	$3,621.05	$94,147.18	$45.94	$3,675.36	$95,559.39
				6	$42.91	$3,433.03	$89,258.88	$43.56	$3,484.53	$90,597.76	$43.99	$3,519.37	$91,503.74	$44.65	$3,572.17	$92,876.30
				5	$41.69	$3,335.38	$86,719.96	$42.32	$3,385.41	$88,020.76	$42.74	$3,419.27	$88,900.97	$43.38	$3,470.56	$90,234.48
				4	$40.49	$3,239.26	$84,220.71	$41.10	$3,287.85	$85,484.02	$41.51	$3,320.73	$86,338.86	$42.13	$3,370.54	$87,633.95
				3	$39.19	$3,135.50	$81,523.11	$39.78	$3,182.54	$82,745.96	$40.18	$3,214.36	$83,573.42	$40.78	$3,262.58	$84,827.02
				2	$37.42	$2,993.61	$77,833.74	$37.98	$3,038.51	$79,001.25	$38.36	$3,068.89	$79,791.26	$38.94	$3,114.93	$80,988.13
				1	$35.59	$2,847.13	$74,025.37	$36.12	$2,889.84	$75,135.75	$36.48	$2,918.73	$75,887.10	$37.03	$2,962.52	$77,025.41

2016 to 2021 CIVILIAN SALARY SCHEDULE B - 2 DIGIT

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE DECEMBER 27, 2015 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
PROJECT	059712	215	80	13	$53.11	$4,249.15	$110,477.85	$54.44	$4,355.38	$113,239.80	$55.80	$4,464.26	$116,070.80	$57.20	$4,575.87	$118,972.57
MANAGER-DEV &				12	$52.40	$4,191.63	$108,982.45	$53.71	$4,296.42	$111,707.01	$55.05	$4,403.83	$114,499.68	$56.42	$4,513.93	$117,362.18
SPEC PROJECTS				11	$51.75	$4,139.73	$107,632.93	$53.04	$4,243.22	$110,323.75	$54.37	$4,349.30	$113,081.85	$55.73	$4,458.03	$115,908.89
				10	$51.05	$4,083.62	$106,174.00	$52.32	$4,185.71	$108,828.35	$53.63	$4,290.35	$111,549.05	$54.97	$4,397.61	$114,337.78
				9	$50.34	$4,027.50	$104,715.06	$51.60	$4,128.19	$107,332.94	$52.89	$4,231.39	$110,016.26	$54.21	$4,337.18	$112,766.67
				8	$49.71	$3,977.00	$103,402.02	$50.96	$4,076.43	$105,987.07	$52.23	$4,178.34	$108,636.75	$53.53	$4,282.79	$111,352.66
				7	$48.99	$3,919.48	$101,906.61	$50.22	$4,017.47	$104,454.27	$51.47	$4,117.91	$107,065.63	$52.76	$4,220.86	$109,742.27
				6	$47.66	$3,812.87	$99,134.63	$48.85	$3,908.19	$101,613.00	$50.07	$4,005.90	$104,153.32	$51.33	$4,106.04	$106,757.16
				5	$46.29	$3,703.45	$96,289.71	$47.45	$3,796.04	$98,696.95	$48.64	$3,890.94	$101,164.38	$49.85	$3,988.21	$103,693.49
				4	$44.89	$3,591.22	$93,371.84	$46.01	$3,681.01	$95,706.14	$47.16	$3,773.03	$98,098.79	$48.34	$3,867.36	$100,551.26
				3	$43.56	$3,484.61	$90,599.86	$44.65	$3,571.73	$92,864.86	$45.76	$3,661.02	$95,186.48	$46.91	$3,752.54	$97,566.14
				2	$41.51	$3,320.48	$86,332.48	$42.54	$3,403.49	$88,490.79	$43.61	$3,488.58	$90,703.06	$44.70	$3,575.79	$92,970.64
				1	$39.45	$3,156.35	$82,065.09	$40.44	$3,235.26	$84,116.72	$41.45	$3,316.14	$86,219.64	$42.49	$3,399.04	$88,375.13

CLASSIFICATION	CLASS CODE	SAL GRADE	BW HRS	STEP	EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
					HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL	HRLY	BWKLY	ANNUAL
PROJECT	059712	215	80	13	$57.77	$4,621.63	$120,162.29	$58.64	$4,690.95	$121,964.73	$59.22	$4,737.86	$123,184.37	$60.11	$4,808.93	$125,032.14
MANAGER-DEV &				12	$56.99	$4,559.07	$118,535.80	$57.84	$4,627.46	$120,313.83	$58.42	$4,673.73	$121,516.97	$59.30	$4,743.84	$123,339.73
SPEC PROJECTS				11	$56.28	$4,502.61	$117,067.98	$57.13	$4,570.15	$118,824.00	$57.70	$4,615.86	$120,012.24	$58.56	$4,685.09	$121,812.42
				10	$55.52	$4,441.58	$115,481.16	$56.35	$4,508.21	$117,213.38	$56.92	$4,553.29	$118,385.51	$57.77	$4,621.59	$120,161.29
				9	$54.76	$4,380.55	$113,894.33	$55.58	$4,446.26	$115,602.75	$56.13	$4,490.72	$116,758.78	$56.98	$4,558.08	$118,510.16
				8	$54.07	$4,325.62	$112,466.19	$54.88	$4,390.51	$114,153.18	$55.43	$4,434.41	$115,294.72	$56.26	$4,500.93	$117,024.14
				7	$53.29	$4,263.07	$110,839.69	$54.09	$4,327.01	$112,502.29	$54.63	$4,370.28	$113,627.31	$55.45	$4,435.84	$115,331.72
				6	$51.84	$4,147.10	$107,824.73	$52.62	$4,209.31	$109,442.10	$53.14	$4,251.40	$110,536.52	$53.94	$4,315.18	$112,194.57
				5	$50.35	$4,028.09	$104,730.42	$51.11	$4,088.51	$106,301.38	$51.62	$4,129.40	$107,364.39	$52.39	$4,191.34	$108,974.86
				4	$48.83	$3,906.03	$101,556.77	$49.56	$3,964.62	$103,080.12	$50.05	$4,004.27	$104,110.93	$50.80	$4,064.33	$105,672.59
				3	$47.38	$3,790.07	$98,541.81	$48.09	$3,846.92	$100,019.93	$48.57	$3,885.39	$101,020.13	$49.30	$3,943.67	$102,535.43
				2	$45.14	$3,611.55	$93,900.34	$45.82	$3,665.72	$95,308.85	$46.28	$3,702.38	$96,261.93	$46.97	$3,757.92	$97,705.86
				1	$42.91	$3,433.03	$89,258.88	$43.56	$3,484.53	$90,597.76	$43.99	$3,519.37	$91,503.74	$44.65	$3,572.17	$92,876.30

LETTER OF UNDERSTANDING NO. 1
BETWEEN THE CITY OF WINNIPEG AND
THE WINNIPEG POLICE SENIOR OFFICERS' ASSOCIATION

RE: INORDINATE OVERTIME

Members of the WPSOA are to submit requests for additional time off or payment in lieu of inordinate overtime to the appropriate Deputy Chief of Police.

It is understood that the nature of and responsibilities of the positions within the scope of this Agreement may involve variable work schedules and additional work hours. Inordinate overtime shall include instances where members of the Association have worked continuous overtime in excess of regular working hours on a sustained basis and instances where members have reported to work on days of weekly leave or reported to work before or after completion of a scheduled shift.

The total annual salary paid to employees covered by the WPSOA Collective Agreement and forty (40) hours of compensatory time off granted each calendar year under Article III 6 - Overtime, shall be deemed compensation for all regular annual hours of work as defined by this Agreement and up to a maximum of sixty (60) hours of overtime worked in each calendar year. In cases where employees work less than the equivalent of full time annual hours as defined by the Agreement, the maximum overtime limit shall be prorated to the nearest number of full time months of service. **[2016]**

Pursuant to this Letter of Understanding, no additional time off shall be required for the first sixty (60) hours of overtime worked in any calendar year by any employee covered by this Agreement. **[2016]**

In all instances, it is understood that the member making such request has worked additional hours in excess of the hours and time for which the member has already compensation under Article III(6) of the Agreement. It is further understood that members making such claims have worked inordinate overtime to complete duties and assignments that could not be completed within scheduled working hours or are otherwise the result of exigent circumstances that required their attendance at work.

All accumulated overtime must be used prior to May 1st each year. Subject to approval, overtime earned in April of each year may be carried over to the following month to be used prior to June 1st of the same year.

When such requests for inordinate overtime are approved, the Service shall advise the Association of such approval.

Agreed this date: October 11, 2017

FOR THE NEGOTIATING COMMITTEE
OF THE CITY OF WINNIPEG

FOR THE NEGOTIATING COMMITTEE
OF THE WINNIPEG POLICE SENIOR
OFFICERS' ASSOCIATION

LETTER OF UNDERSTANDING NO. 2
BETWEEN THE CITY OF WINNIPEG AND
THE WINNIPEG POLICE SENIOR OFFICERS' ASSOCIATION

RE: REDUCTION IN POLICE STAFFING LEVELS

The City of Winnipeg and the Winnipeg Police Senior Officers' Association acknowledge and agree that nothing contained in this Letter of Understanding restricts or precludes the City's right to manage and allocate the staff and resources of the Winnipeg Police Service through the budget process and, if necessary, to reduce the number of funded positions in the bargaining unit or to hold positions vacant, in order to achieve budgetary objectives.

Should the elimination of established positions be necessary, the City of Winnipeg affirms its commitment to achieve such reductions in staffing levels through attrition wherever possible or, with the agreement of the Winnipeg Police Association, by means of redeployment to vacant positions within the complement of the Winnipeg Police Association, provided the individual meets the requirements of the position. Such redeployment shall be enacted on the basis of reverse seniority within the Winnipeg Police Senior Officers' Association. A member redeployed to lower rank/classification shall have their rate of pay protected at the rate of pay of the confirmed rank/classification. Salary protection will take the form of present incumbent only status for a period of two (2) years, followed by red circling.

Members redeployed to alternate positions within the Winnipeg Police Service, at a lesser rank/classification shall be reinstated to their former rank/classification on the basis of seniority within the Senior Officers' Association, when such a future vacancy occurs.

Agreed this date: October 11, 2017

FOR THE NEGOTIATING COMMITTEE
OF THE CITY OF WINNIPEG

FOR THE NEGOTIATING COMMITTEE
OF THE WINNIPEG POLICE SENIOR
OFFICERS' ASSOCIATION

LETTER OF UNDERSTANDING NO. 3
BETWEEN THE CITY OF WINNIPEG AND
THE WINNIPEG POLICE SENIOR OFFICERS' ASSOCIATION

RE: REDUCTION IN CIVILIAN STAFFING

When a civilian position within the WPSOA bargaining unit is eliminated, is planned to be eliminated, or is or will not be funded by the City, such as that a reduction in staffing levels in the WPSOA bargaining unit may occur, the City agrees to make the best efforts that it is reasonably able to do to avoid a declaration of redundancy of employees in the Association's bargaining unit, including wherever reasonably possible, accommodating it through attrition, and including the steps outlined below.

1. NOTICE OF PROPOSED ELIMINATION OR NON-FUNDING OF POSITION(S) TO BE PROVIDED TO THE WPSOA AND THE EMPLOYEE

The City shall notify WPSOA of any proposal to eliminate or not to fund a position that might result in a reduction in staffing levels, specifying job title, number of employees, and the reasons for which the positions are being eliminated. Such notice shall be given at least forty-five (45) working days prior to the proposed date of elimination. No elimination of any position or reduction in staffing levels can proceed nor notice given under Section 4 until this notice provision has been complied with.

2. ALTERNATIVE EMPLOYMENT PROCESS

Within ten (10) days of giving notice of Elimination, the City will meet with representatives of the Association and the Employee to discuss alternative employment prospects. Alternatives considered may include the following:

- Voluntary early retirement or voluntary termination of the affected employee with or without incentives.

- Reassignment of an affected employee to a vacant position within the WPSOA for which the employee is reasonably suited, or can reasonably be trained within a short period of time, and provision of appropriate training.

- Review of positions currently available or expected to be available in other bargaining units within the City of Winnipeg. If suitable positions are available, the Employee shall be solely responsible for making application and pursuing such available positions and it is understood that the WPS does not have the ability to place redundant employees in any position in another City Department whether covered by another collective agreement or otherwise.

- Provision of career counselling and alternative career planning services for an affected employee.

- Retraining of an affected employee to facilitate reassignment to a vacant position, or an anticipated vacancy, where the training can be accomplished within six (6) months, and where the employee undertakes to remain in the employ of the City for a minimum of two (2) years upon completion of the training.

3. CONDITIONS OF REASSIGNMENT OR APPOINTMENT

a) If an employee whose position is being eliminated is offered and accepts reassignment to a position within WPSOA with a lower salary grade, and the Association concurs with the placement, the employee shall be reassigned on an "incumbent only" basis for one (1) year, and red circled thereafter. The effective date of the "incumbent only" status shall be the date upon which the incumbent is assigned the duties and responsibilities of the new position. An employee accepting reassignment to a position with the same salary grade shall be placed at the same step within that grade, and with the same annual increment date.

b) Notwithstanding any other provision of this Collective Agreement, the City has the right to reassign a WPSOA rated employee, whose position has been eliminated, to a vacant WPSOA position that has been rated and is in the same salary grade, and for which the employee is reasonably suited or can reasonably be trained within a short period of time, at no less than the same step within that grade, and with the same annual increment date. In such circumstances, the employee has no right to refuse that reassignment and WPSOA shall waive the posting of that position.

If, within six (6) months of appointment or reassignment, the employee is subsequently found to be unsuitable for that position, then the employee's position will be deemed "about to be eliminated" such that the normal processes, rights and obligations set out in this Letter of Agreement apply.

c) If there are no suitable positions available for the affected employee, the City shall meet with the employee and the Association prior to the expiry of the forty-five (45) days' notice pursuant to Paragraph 1 above.

4. SEVERANCE PACKAGE FOR REDUNDANT EMPLOYEES

If the City determines that there are no alternative employment opportunities available to the employee, the City shall provide severance to the employee as follows:

- Forty-five (45) working days' notice of termination, or at the City's election, payment in lieu thereof, shall be provided to the employee, in writing, a copy to be provided to the Association. The notice period, but not the payment in lieu thereof, may be extended by mutual agreement.

- Where an employee expresses an interest in pursuing other employment, the employee shall be provided at his or her option with reasonable relocation consulting services.

- Severance pay in addition to the forty-five (45) working days' notice (and in addition to any other payable benefits under this Collective Agreement) shall be provided to the employee based on the rate applicable on the date the employee ceases to be employed by the City in the following amount:

a) <u>For Employees Hired On or Before January 1, 2006</u>

- Three (3) weeks' pay for each year of employment to a maximum fifty-four (54) weeks.

- At the employee's option, severance pay may be broken into two (2) payments paid so as to maximize, within the law, the employee's tax treatment, provided the payment period does not exceed thirteen (13) months.

- The employee will receive Dental and Vision Care coverage from the City for a period of three (3) years from the actual date of termination.

b) <u>For Employees Hired After January 1, 2006</u>

- An employee with less than 12 years of service will receive two (2) weeks' pay for each year of employment to a maximum of twenty-four (24) weeks.

- An employee with twelve (12) or more years of service shall receive three (3) weeks of pay for each year of employment to a maximum of fifty-two (52) weeks.

- At the employee's option, severance pay may be broken into two (2) payments paid so as to maximize, within the law, the employee's tax treatment, provided the payment period does not exceed thirteen (13) months.

- The employee will receive Dental and Vision Care coverage from the City for a period of one (1) year from the actual date of termination.

5. RIGHTS RELATING TO VACANCIES AFTER DECLARATION OF REDUNDANCY

Employees declared redundant as a result of elimination of their position shall be eligible to apply and be considered for vacancies within the WPSOA bargaining unit for a period of nine (9) months beyond the date the employee ceased to be employed by the City. Such applicants will be considered in advance of other external candidates.

In the event such an applicant is re-employed in a vacancy posted within that nine (9) month period, he or she will be considered as a new employee for all purposes except for those listed below:

- <u>Probation</u>:

A returning employee will be required to serve the normal probation period unless he or she returns to a similar position in the department where he or she was previously employed.

- **Rate of Pay:**

  Will be assigned as to any new employee, unless the employee is hired into the same or similar position in the department where he or she was previously employed.

- **Rate of Vacation Accumulation:**

  For purposes of vacation accumulation, the employee's severance shall be treated as an unpaid leave of absence.

- **Eligibility for Dental and Vision Care:**

  For purposes of eligibility for Dental and Vision Care, the employee's severance shall be treated as an unpaid leave of absence.

- **Sick Leave:**

  Sick leave accumulation will continue as if the employee had been on an unpaid leave of absence. The amount of sick leave credit will be adjusted to reflect any cash out received by the employee under Section 4 of this Letter such that credits used to produce said cash out will be no longer available.

- **Various Leaves:**

  For entitlement to bereavement, funeral, maternity and parental leaves, the employee's severance shall be treated as an unpaid leave of absence.

6. CITY RETAINS RIGHT TO DETERMINE SIZE OF WORKFORCE

Nothing in this Letter of Agreement is intended to limit the City's right to determine the size of the workforce, nor shall any terms of this Letter have any bearing on the termination of an employee for cause.

7. LETTER OF AGREEMENT FORMS PART OF COLLECTIVE AGREEMENT

This Letter of Agreement forms part and parcel of the Collective Agreement between the parties in force from time to time.

Agreed this date: October 11, 2017

FOR THE NEGOTIATING COMMITTEE
OF THE CITY OF WINNIPEG

FOR THE NEGOTIATING COMMITTEE
OF THE WINNIPEG POLICE SENIOR
OFFICERS' ASSOCIATION

LETTER OF UNDERSTANDING NO. 4
BETWEEN THE CITY OF WINNIPEG AND
THE WINNIPEG POLICE SENIOR OFFICERS' ASSOCIATION

RE: RESPECTFUL WORKPLACE

In keeping with the principles of Respectful Workplace as outlined in Article I-3, issues shall be addressed quickly and thoroughly. At any time, all individuals shall have the right to Association representation. Individuals have the right at any time, to file a grievance under Article VI. **[2016]**

1. PROCESS

If Article I-3 - Respectful Workplace has been violated, the following will apply:

Directly to Step 3

Depending on the nature of the incident, Management or the Association has the right to proceed directly to Step 3. All matters involving violence will proceed directly to Step 3. Most other situations will begin at Step 1.

Step 1 - Resolving the Problem on Your Own

Keeping in mind the principles of a respectful workplace, attempt to resolve the problem directly with the other party by:

- Raising the issue with the other party in a timely manner.
- Discussing the problem with them openly in an attempt to resolve the issue.
- Asking them to stop the offending behaviour.

If you want support or assistance in approaching the person, you may consult your supervisor, Association Representative, co-worker or a Human Resource Representative.

If the issue involves your immediate Supervisor, you may contact the Human Resources Representative or your Association Representative. Discussions or resolutions in this Step are considered to be "without prejudice" to either party and will not be used by the parties at subsequent stages of this process or at other proceedings under Article I-3.

If for any reason you are unable to approach the other person, or after approaching them, you do not feel the problem has been resolved, proceed to Step 2.

Step 2 - Problem Solving

Report the issue to your immediate Supervisor. You may request the help of an Association Representative if you wish. As soon as possible, the Supervisor will conduct an assessment and attempt to resolve the issue in a problem solving and educational manner.

If unresolved, proceed to Step 3.

Step 3 - Resolution of Issue

The immediate Supervisor or the Association Representative or the employee shall report the issue to the Division or Unit Commander or designate. The Division or Unit Commander or designate, in cooperation with the Human Resources Representative shall attempt to resolve the issue. Both parties recognize that the resources being considered are sensitive to the employees' individual needs and culture. Such resources may include: coaching, mediation, EAP counselling, justice circles, or any other resources deemed appropriate. Failing satisfactory resolution at this stage, individuals may exercise their rights under Article VI - Grievances.

2. COMMUNICATION AND FOLLOW UP

Management will inform all parties of the progress of the issue during the course of its resolution. When the matter is resolved, Management will notify the parties of its resolution as soon as possible and will quickly follow up with action required to restore and maintain a respectful workplace.

3. MALICIOUS OR VEXATIOUS COMPLAINT

Anyone filing a malicious or vexatious complaint under Article I-3 may be subject to disciplinary action.

4. REVIEW

The City and the Association agree to meet no less than twice per year to review the viability of Article I-3 and this Letter of Understanding. If both parties agree, changes can be made to this Letter of Understanding prior to the expiry date of the Collective Agreement.

Agreed this date: October 11, 2017

FOR THE NEGOTIATING COMMITTEE
OF THE CITY OF WINNIPEG

FOR THE NEGOTIATING COMMITTEE
OF THE WINNIPEG POLICE SENIOR
OFFICERS' ASSOCIATION

LETTER OF UNDERSTANDING NO. 5
BETWEEN THE CITY OF WINNIPEG AND
THE WINNIPEG POLICE SENIOR OFFICERS' ASSOCIATION

RE: ACCOMMODATION

The Association acknowledges the City's right to deploy Senior Officers through a variety of assignments including the Duty Office;

And whereas the City determines Senior Officer assignments based on the objectives of the Police Service which include but are not limited to Senior Officer development and rotation within job assignments;

And in the case of a duty to accommodate where a Senior Officer's disability restricts his or her ability to work the prevailing shift schedule in the Duty Office;

So as to not limit the Service's ability to determine Senior Officer assignments in accordance with its objectives, the parties agree that the Duty Office will not be excluded as a possible area of assignment for a Senior Officer with a disability that restricts his or her hours of work;

In so doing it will be incumbent on both parties to make meaningful joint efforts to consider variations to shift patterns and deployment to particular shifts for all Senior Officers assigned to the Duty Office in order to provide such accommodation.

Agreed this date: October 11, 2017

FOR THE NEGOTIATING COMMITTEE
OF THE CITY OF WINNIPEG

FOR THE NEGOTIATING COMMITTEE
OF THE WINNIPEG POLICE SENIOR
OFFICERS' ASSOCIATION

LETTER OF UNDERSTANDING NO. 6
BETWEEN THE CITY OF WINNIPEG AND
THE WINNIPEG POLICE SENIOR OFFICERS' ASSOCIATION

RE: PENSIONS

The parties agree to meet and discuss, within six (6) months of the date of ratification of the Collective Agreement, the process for resolving disputes respecting member's benefits under the Program/Plan, Article V-3 Pensions.

Agreed to this date: October 11, 2017

FOR THE NEGOTIATING COMMITTEE
OF THE CITY OF WINNIPEG

FOR THE NEGOTIATING COMMITTEE
OF THE WINNIPEG POLICE SENIOR
OFFICERS' ASSOCIATION

LETTER OF UNDERSTANDING NO. 7
BETWEEN THE CITY OF WINNIPEG AND
THE WINNIPEG POLICE SENIOR OFFICERS' ASSOCIATION

RE: BARGAINING UNIT WORK

The Association and the City agree to the following:

1. The Civilian classification of Executive Assistant shall be deleted from the Civilian Salary Schedule and the Civilian Salary Schedule B and the work is no longer considered to be exclusive to the Winnipeg Police Senior Officers' Association bargaining unit. **[2016]**

Agreed to this date: October 11, 2017

FOR THE NEGOTIATING COMMITTEE
OF THE CITY OF WINNIPEG

FOR THE NEGOTIATING COMMITTEE
OF THE WINNIPEG POLICE SENIOR
OFFICERS' ASSOCIATION

LETTER OF COMMITMENT
BETWEEN THE CITY OF WINNIPEG AND
THE WINNIPEG POLICE SENIOR OFFICERS' ASSOCIATION

RE: UNILATERAL FURLOUGH STRATEGY

During the term of the current Collective Agreement between the City of Winnipeg and the Winnipeg Police Senior Officers' Association, which is in effect for the period December 20, 2010 to December 19, 2012, the City agrees that it will not pursue a strategy involving unilaterally imposed leaves of absence without pay (furloughs) with respect to its employees represented by the Winnipeg Police Senior Officers' Association.

Agreed this date: October 11, 2017

FOR THE NEGOTIATING COMMITTEE
OF THE CITY OF WINNIPEG

FOR THE NEGOTIATING COMMITTEE
OF THE WINNIPEG POLICE SENIOR
OFFICERS' ASSOCIATION