Winnipeg | Audit

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

June 19, 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 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 Association", dated June 15, 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 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 15, 2023 titled "Negotiations - City of Winnipeg and The Winnipeg Police Association" prepared by the Corporate Finance Department (the "schedule") to analyze the costs of the provisions of the Memorandum of Agreement dated June 2, 2023 between the City of Winnipeg and the Winnipeg Police 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 2, 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 2, 2023 between the City of Winnipeg and The Winnipeg Police 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

June 23, 2023

THE CITY OF WINNIPEG

-and-

THE WINNIPEG POLICE ASSOCIATION

MEMORANDUM OF AGREEMENT

JANUARY 1, 2022 to DECEMBER 31, 2025

Errors and Omissions Excepted

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

ERRORS AND OMISSIONS EXCEPTED

1. GENERAL

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

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

2. Term of Agreement

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

3. General Wage Increase

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

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

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

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

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

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

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

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

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

5. Special Wage Adjustment – Police Component

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

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

6. Special Wage Adjustment - Auxiliary Force Cadets

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

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

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

7. Gender-Neutral Language

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

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

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

Article 3 Eligibility

Add under 2)

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

9. Amendments to the Collective Agreement — Appendix A

MASTER AGREEMENT

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

POLICE COMPONENT

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

STAFF COMPONENT

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

APPENDICES

APPENDIX A
APPENDIX B
APPENDIX D

10. Letters of Understanding

Amend:

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

Renew:

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

New:

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

9. Supplementary Agreements

Amend:

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

Renew:

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

New:

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

10. Salary Schedule – Staff Component Amendments

Agreed this 2nd day of June 2023.

FOR THE CITY OF WINNIPEG

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

FOR THE ASSOCIATION

Cory Wiles
President
For The Winnipeg Police Association

APPENDIX A

Amendments to the Collective Agreement

ERRORS AND OMISSIONS EXCEPTED

MASTER AGREEMENT

ARTICLE II

Amend Article II – 8 as follows:

8. Duration, Revision and Termination

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

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

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

d) – e) No change.

Add new clause as follows:

9. (a) New Positions/Classifications

When new positions/classifications are created that fall within the scope of this Agreement, the rate of pay shall conform to the rates established by this Agreement when the duties are relatively the same. The City will determine the rate of pay for the new position/classification and advise the Association in writing. If the

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

i. **Within sixty (60) working days of receipt of the City's written notice, the Association shall write to the City requesting a meeting and include the written reasons for their disagreement;**
ii. **The City will meet with the Association to discuss the concerns raised within thirty (30) working days of receipt of the Association's written notice;**
iii. **Within thirty (30) working days of the meeting, the City will write to the Association to confirm the City's position on the rate of pay. Should the Association remain in disagreement, the matter may be referred to arbitration in accordance with Article V – Grievance Procedure; and**
iv. **The timelines specified in this Article are mandatory. A request for a time limit extension made in writing during the timelines specified in this Clause shall not be unreasonably withheld.**

(b) Existing Classifications

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

i. **Within sixty (60) working days of receipt of the City's written notice, the Association shall write to the City requesting a meeting and include the written reasons for their disagreement;**
ii. **The City will meet with the Association to discuss the concerns raised within thirty (30) working days of receipt of the Association's written notice;**
iii. **Within thirty (30) working days of the meeting, the City will write to the Association to confirm the City's position on the rate of pay. Should the Association remain in disagreement, the matter may be referred to arbitration in accordance with Article V – Grievance Procedure; and**
iv. **The timelines specified in this Article are mandatory. A request for a time limit extension made in writing during the timelines specified in this Clause shall not be unreasonably withheld.**

ARTICLE IX – CIVILIANIZATION

Amend Article IX - 1. as follows:

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

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

POLICE COMPONENT

ARTICLE X - WORKING CONDITIONS

Amend first paragraph of Article X – 8 as follows:

8. Call Back on Weekly Leave or Annual Leave

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

Amend Article X – 9 as follows:

9. Call Back on Statutory Holidays

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

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

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

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

Amend first paragraph of Article X –14 as follows:

14. Failure to Notify of Cancellation

a) Off Duty Court Time

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

b) Court on Weekly Leave

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

c) Court on Annual Leave

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

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

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

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

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

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

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

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

Amend Article X –20 c) as follows:

20. Classes of Instruction

Mandatory Training

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

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

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

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

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

ARTICLE XII – FRINGE BENEFITS

Amend Article XII – 1 a) as follows:

1. Statutory Holidays

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

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

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

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

b) Statutory holidays shall be observed as follows:

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

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

8. Maternity and Parental Leave

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

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

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

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

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

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

5. PARENTAL LEAVE

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

ARTICLE XIII – OTHER TERMS AND CONDITIONS

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

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

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

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

STAFF COMPONENT

ARTICLE XV – WORKING CONDITIONS

Amend first paragraph of Article XV – 7 as follows:

7. Call Back on Weekly Leave or Annual Leave

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

Amend Article XV - 14. a) as follows:

14. Classes of Instruction

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

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

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

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

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

20. Telephone Consultations

b) Telephone Consultations while not on On-Call Duty

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

ARTICLE XVII – FRINGE BENEFITS

Amend Article XVII – 1. a) as follows:

1. Statutory Holidays

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

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

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

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

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

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

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

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

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

10. Maternity and Parental Leave

2) Plan B (effective July 1, 1990)

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

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

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

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

4. Parental Leave

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

APPENDIX A

Delete the following paragraph from Appendix A b):

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

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

Amend Appendix A e) and f) as follows:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Amend second last paragraph of Appendix A as follows:

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

APPENDIX B

Amend Appendix B as follows:

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

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

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

1. Overlap Days

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

No changes to points 2 – 6.

7. Communication Centre

a) Shortfall Hours

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

b) Statutory Leave

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

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

c) No change.

d) No change.

e) No change.

8. Records and Reports Management Division

a) Shortfall Hours

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

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

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

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

b) Statutory Leave

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

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

c) No change.

d) No change.

APPENDIX "D"

AUXILIARY FORCE CADETS

Amend Appendix D - 12. as follows:

Duties

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

a) - c) no change

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

e) - i) no change

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

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

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

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

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

l) no change

m) Additional Cadet duties:

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

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

iii. Petty Trespass Act

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

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

n) - o) no change.

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

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

RE: JOB SHARING – STAFF COMPONENT

Amend clause 11 c) and d) as follows:

11. Statutory Holidays

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

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

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

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

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Association

RE: ANNUAL LEAVE SCHEDULING IN THE COMMUNICATIONS CENTRE

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

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

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

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

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

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Association

RE: ENHANCED MENTAL HEALTH SUPPORT

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

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

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

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

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Association

RE: ENTITLEMENTS DURING LEAVE OF ABSENCE WITHOUT PAY

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

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

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

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

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

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Association

RE: EQUITY, DIVERSITY AND INCLUSION

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

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

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

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

(New) Letter of Understanding Re: Flex Benefits Program

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Association

RE: FLEX BENEFITS PROGRAM

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

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

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

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

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

LETTER OF UNDERSTANDING NO. X

Between

The City of Winnipeg

-and-

The Winnipeg Police Association

RE: GENERAL PATROL STAFFING REQUIREMENT

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

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

(Amend) Supplemental Agreement Re: Clothing Point System

SUPPLEMENTARY AGREEMENT

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

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

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

I. ARTICLE 1 – Point System

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

Agreed this day of , 2023

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FOR THE CITY OF WINNIPEG

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FOR THE WINNIPEG POLICE ASSOCIATION

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

SUPPLEMENTARY AGREEMENT

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

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

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

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

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

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

SALARY SCHEDULE – STAFF COMPONENT (Amendments)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

JOB TITLE AMENDMENTS

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

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

DELETIONS

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



THE CITY OF WINNIPEG

- and –

THE WINNIPEG POLICE ASSOCIATION

COLLECTIVE AGREEMENT

EFFECTIVE

December 24, 2016 to December 31, 2021

INDEX

2012 to 2016

THE CITY OF WINNIPEG
- and –

THE WINNIPEG POLICE ASSOCIATION

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MASTER AGREEMENT

THIS AGREEMENT made and entered into this **21st** day of **June, 2017**

BETWEEN:

THE CITY OF WINNIPEG

(Hereinafter called the "City)

OF THE FIRST PART

- and –

THE WINNIPEG POLICE ASSOCIATION

(Hereinafter called the "Association")

OF THE SECOND PART

WHEREAS The City of Winnipeg operates a Police Service;

AND WHEREAS the Winnipeg Police Association is the certified bargaining agent for and on behalf of various officers and employees of the aforesaid Police Service under Manitoba Labour Board Certificate No. MLB-3902 amending Certificate No. MLB-3648.

NOW THIS AGREEMENT WITNESSETH that in consideration of the premises and the 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 City and its employees covered by this Agreement, and for the purpose of maintaining the efficient operation 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 City and of the employees concerned, can be discussed and settled quickly and amicably.

2. Deemed Fairness Provision

In administering this Agreement including administering discipline, the City shall act reasonably, fairly, in good faith, and in a manner consistent with the Agreement as a whole and consistent with any other relevant legislation.

3. Recognition of the Association

The City recognizes the Association as the sole and exclusive bargaining agent for those employees of the City referred to in the certificate of the Manitoba Labour Board referred to in the introduction 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.

4. Definitions

a) It is agreed that wherever the word "employee" is used in this Agreement it shall have the meaning given to it by Section 1 of the Labour Relations Act.

b) Whenever and wherever the singular and masculine has been used in this Agreement, the same shall include the plural or feminine or neuter where the context so requires.

c) Pay for purposes of this Agreement shall mean the salary rates as set out in the Police Component Salary Schedule and the Police Staff Component Salary Schedules, which may be expressed as hourly, biweekly or annual amounts.

d) Unless otherwise defined in the Collective Agreement, "service" means continuous employment with the City of Winnipeg where there has been no break in service involving termination of the employee. In calculating service, periods of leave of absence without pay and lay off, while not considered a break in service, shall not be counted as service.

e) "Regular Seasonal Employee" means an employee of the Service who has fulfilled the probationary requirements and has maintained seniority as a regular seasonal employee who is occupying any position, which is, due to the seasonal

nature of the work, subject to lay off and recall. This Section is specific to the River Patrol Unit only.

f) "Statutory Holiday" refers to the hours of 00:01 and 24:00 on the date upon which the statutory holiday falls and not necessarily on the day upon which the statutory holiday is observed by the City of Winnipeg.

5. Labour Management Committee

A Labour Management Committee shall be established consisting of four (4) members the Association and four (4) members of the Winnipeg Police Service. The President of the Association and the Chief of Police shall appoint the members of the Committee respectively. The Committee shall enjoy full support of the parties in the interest of maintaining cooperative and harmonious relations.

The President of the Association and/or the Chief of Police may jointly or individually refer matters for consideration by the Committee. The Committee shall not have jurisdiction over wages, or any matter of collective bargaining, including the administration of this Collective Agreement. The Committee shall not supersede the activities of any other committee of the Association or the Service and shall not have power to bind either the Association or the City to any decisions or conclusions reached in its discussions. The Committee shall have the power to make recommendations to the City and/or the Association with respect to its discussions and conclusions including non-binding recommendations that may require amendments to this Collective Agreement.

6. 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 (2) 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, and physical or mental disability.

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 the Respectful Workplace Article is not being followed, the process outlined in the Letter of Understanding #01-16 Re: Respectful Workplace will apply.

ARTICLE II

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

2. Executive Members Attending Association Business

a) The Executive Committee shall consist of not more than sixteen (16) persons, being the President, the Vice President, the Secretary, the Treasurer and the Directors as elected as follows: a total of two (2) from Divisions #11 and #26, one (1) Director each from Divisions #12, #13, #14, #15 and #16, two (2) from Divisions #40, #41, and #42 combined, and two (2) Staff Sector Directors.

b) The Representation Committee shall consist of the following persons, these being: the President, Vice President, Secretary, Treasurer, a Director of the Police Component and a Director of the Staff Component, as specified from time to time by the Association.

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

i. all meetings of the Executive and Representation Committee;

ii. all general or special meetings of the Association which involve matters of labour relations, or disciplinary proceedings, or possible disciplinary proceedings affecting the Association and/or any member thereof. The Association agrees to furnish the City at the beginning of each month with a list of scheduled meetings.

d) The President and Vice President will normally attend the following meetings when required.

i. All meetings with the Chief Administrative Officer, the Discipline Committee of the Police Service, the Winnipeg Police Commission, any Community Committee, and/or City Council, the Manitoba Police Commission, 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 member of the Association, or alternatively, possible disciplinary proceedings against any member of the Association.*

* The parties agree that any reference to the Manitoba Police Commission includes any individual, body or bodies which the Government of Manitoba creates by legislation in addition to or in place of the Manitoba Police Commission.

ii. All Arbitration Board hearings to which the Association is a party or in which the Association is directly involved.

iii. Conferences related to labour relations matters. It is understood and agreed that the aforesaid conferences will not include the Canadian Police Association Conference and that there will be a restriction of three (3) persons for two (2) paid days for attending the Western Negotiators

Conference. One (1) person twice a year may attend the Canadian Pension Conference and will be entitled to two (2) days off with pay; and in addition may be entitled to a day of travel, with pay, where required.

iv. Meetings with counsel for the Association for discussion and advice with respect to labour relations matters. Whenever other members of the Representation Committee are on duty, or who are due to come on duty during the course of any of the meetings hereinbefore referred to, they shall be allowed reasonable time off, with pay, to attend if required.

e) Members of the Executive and Representation Committees 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, shall provide notice of intention, in writing, to take time off from duty with pay as mentioned in Sections (c) and (d) above at least twenty-four (24) hours in the case of members of the Executive Committee, and in the case of the Representation Committee at least twelve (12) hours, prior to the time they will be away from duty, and all such time taken off within the scope of this Agreement will be subject to cancellation by reason of emergencies occurring in the Police Service, as determined by the Chief of Police, or as exigencies of service permit as determined by the Divisional Commander.

f) Members of the Representation Committee of the Association who are assigned to First (1st) Relief duty at the time they wish to attend any of the meetings or hearings in the forenoon referred to in Subparagraphs (d)(1) and (2) above shall be excused from their tour of duty immediately preceding such meeting or hearing without loss of pay or any other benefits.

In addition, members of the Representation Committee of the Association who are assigned to a shift that ends after midnight and before 8:00 a.m., shall be excused from that portion of their tour of duty between the hours of midnight and 8:00 a.m., provided that the required notice is given when attending Association meetings. In all other instances as much prior notice as is possible will be provided to the Police Service.

g) The Association to submit a list each month to the Chief of Police showing the amount of time used by each member of the Executive of the Association who required time off from duty to attend Association related meetings, including Committee meetings, covered by the Collective Agreement.

h) Effective January 1, 2009, such time off with pay allowed members of the Executive and Representation Committee, in accordance with the above provisions, shall be limited to an all-inclusive group total of one thousand and forty (1,040) hours per calendar year, excluding Joint Management meetings, Joint Labour Negotiation meetings, and meetings of the 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 one thousand and forty (1,040) hours per calendar year unless the Chief of Police specifically authorizes an exemption, i.e. Policeman's Ball, Association representation at specific funerals, hosting conferences.

3. Additional Conditions of Employment

The parties agree that additional conditions of employment, as proposed by either the Chief of Police or by the Association, may be negotiated for the various ranks and classifications covered by this Agreement and, if agreed upon, added to this Agreement as a supplement thereto. Upon receipt of a request by either party to negotiate such additional conditions of employment, discussions will commence within thirty (30) calendar days of receipt of such request or such reasonable period of time thereafter, as agreed by the parties.

Such additional conditions of employment shall not vary or change in any respect the intent or meaning of the terms of this Agreement.

4. Regulations

The Executive of the Association agrees with the City that it will instruct, and to the best of its ability ensure, that all of its members will observe all regulations made by the City for the government of the Police Service. 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 to furnish the City from time to time 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 City 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 Police Service.

7. Deduction of Association Dues and Levies

The City agrees with the Association to have the City deduct the amount of the monthly dues and levies, as determined from time to time by the Association, from the salaries or wages of each and every employee covered by this Agreement on each of the regular twenty-six (26) pay dates within the calendar year.

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

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

In consideration of the premises and of the City making the compulsory check off of Association dues as referred to above, the Association agrees to, and does hereby, indemnify and save harmless the City from all claims, demands, actions and proceedings of any kind taken against the City, and all costs which may result therefrom, by reason of the City making the compulsory check off of Association dues as provided for in this Section.

8. Duration, Revision and Termination

a) This Agreement shall come into effect on the 24th 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 City or the Association to the other party prior to October 15th, 2021, and in the case of notice of termination being given as aforesaid this Agreement will terminate on December 31st, 2021. If notice for revision or termination of this Agreement is not made before October 15th, 2021, this Agreement will continue in force for a further twelve (12) months. **[2016]**

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

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

e) The City will pay fifty percent (50%) of the cost of providing each member of the Association with a printed copy of the Collective Agreement.

ARTICLE III – FRINGE BENEFITS

1. Dental Plan

It is hereby agreed by the City of Winnipeg and the Winnipeg Police Association that commencing January 1st, 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. The total Dental 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.

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.

1(a) Vision Care

It is hereby agreed by the City of Winnipeg and the Winnipeg Police Association that commencing January 1st, 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.

2. 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 Police Service member's entitlement to such leave shall be calculated from the date of such member's commencement of employment with the City.

3. Leave on Separation

In cases of separation from the Police Service for any reason whatsoever, a member of the Police Service may take all current earned annual leave, whether pro-rated or a full annual leave entitlement, prior to his separation date. A member may receive pay in lieu of vacation after retirement or separation, provided no deduction is made for pension contributions nor any service credited for pension purposes.

4. Payment of Earned Leave to Estate

In the case of a member of the Police Service dying while still in the service of the Police Service, 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.

5. Pro Rata Leave on Termination

a) In all cases of termination of employment for any reason whatsoever of an employee who:

i. has been in the employ of the Police Service for a period of less than one (1) year or less than a full year from the end of the period for which he received his last annual leave; or

ii. is entitled under the above provisions to annual leave but has not received it, then annual leave calculated in cases under Sub Paragraph (i) on a prorated basis of the annual leave to which such employee would

be entitled under the above provisions had he completed said years' service, shall be given to such employee, and in the case of a deceased employee, shall be paid to his estate.

b) Prorating of earned annual leave shall be related to the full vacation entitlement calculated on the basis of completed months of service and if fifteen (15) days or over have been served towards the next full month of service it shall be calculated as a full month of service, and if less than fifteen (15) days as aforesaid such days will be omitted from such calculation.

6. Carrying Over Annual Leave

When a member 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 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.

7. Bereavement Leave

In the case of the death of an employee's spouse, child, father, mother, brother, sister, spouse's father or mother, stepfather, stepmother, stepbrother, stepsister, stepchild, or registered common law spouse, 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 a 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 of 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 will be granted.

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

8. Injury on Duty

a) The purpose of this Section is to ensure that members of the Police Service shall suffer no loss of "net take home pay" as a result of an injury received while in the performance of their duties. A member of the Police 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 III-8(b) and (c).

b) Pursuant to Article III-8(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 XI-1, based on the rank occupied by the member at that time, less:

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 or payments paid pursuant to Section 40 of The Workers' Compensation Act.

c) Pursuant to Article III-8(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 limiting the generality of the foregoing, these items shall include any and all deductions for contributions to any City Pension Plan; Unemployment 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 III-8(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 procedure as agreed to and outlined in Letter of Understanding No. 3, subject to changes from time to time with agreement from the Association and the City, shall be considered part of this Collective Agreement.

e) Notwithstanding the provisions of Article XII-1(a) Statutory Holidays, Article XII-3 Annual Leave, Article XII-7(c) Sick Leave and Article XII-9(c) Clothing Issue, a member of the Police Service injured while in the performance of his duties will receive full credit, for the benefits listed above, for a period of twelve (12) months following the date that the initial injury occurred on. Upon returning to work following an absence beyond twelve (12) months, 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.

9. 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 him in the performance of his 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 fees; 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.

10. 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.

11. 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.

12. General Provisions Concerning Indemnification of Legal Expenses

Sections 9, 10 and 11 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.

13. 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 9, 10 and 11. The City is required to reimburse the Association the reasonable expenses as noted in Sections 10, 11 and 12 after its review of the accounts and conclusion about the reasonableness of a particular legal bill subject to the limitations on payments under Section 12.

a) 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.

b) The City will pay to the Association by April 1st of a given calendar year an amount equal to forty percent (40%) of the average of approved legal fees under Sections 9 through 12 for the previous three (3) years.

c) The Association may pay, at its discretion, legal fees on behalf of the members facing circumstances noted in Sections 9, 10 and/or 11.

d) 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 9, 10 and/or 11.

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

f) The City will review the fees, costs and expenses claimed to determine whether they are reasonable within the meaning of Section 12 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 12, it shall notify the Association, and any such fees shall be deducted from any subsequent payment owing to the Association until paid in full.

g) 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.

ARTICLE IV – OTHER TERMS AND CONDITIONS

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 Chief Administrative Officer, or any statutory delegated Committee of Council of the City, and it is agreed by the City, the Chief Administrative Officer 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 Police Service 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

The City 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:

Definitions:

1. 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.

2. a) Where an accident occurs, the benefits as provided in this Section shall be paid by the City 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 City.

3. 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) 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%).

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

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

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

7. 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.

8. 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.

9. 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 Chief Financial 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.

10. 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 of the dependent children.

11. Changes in the eligibility status of any one (1) 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.

ARTICLE V – GRIEVANCE PROCEDURE

1. Purpose

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

2. Definition

The word "grievance" 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 condition of a member of the Police Service, 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.

3. Discussion With Chief of Police

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 said employee's Divisional Commander/Manager 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 Divisional Commander/Manager, after receiving a grievance from the Association in writing, will discuss the matter with the Association within fifteen (15) calendar days after receipt of the grievance (the "Step 1 Meeting").

The Divisional Commander/Manager 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 fifteen (15) calendar days of Step 1 Meeting.

Step 2: Referral to the Chief of Police

In the event that the Divisional Commander's/Manager's decision is not satisfactory to the Association, the Association may refer the grievance to the Chief of Police within fifteen (15) calendar days of receiving a 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 fifteen (15) 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.

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

4. Failure to Resolve

Failing satisfactory settlement of the grievance in Step 2 above, the Association 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.

Grievances involving the 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.

Where a grievance is referred to the CAO or designate, the CAO shall meet with representatives of the Association within ten (10) days of the date on which written notice is served on the Assistant of the CAO. The CAO shall render his/her decision on the matter in writing to the Association, within seven (7) calendar days of the conclusion of such hearing.

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.

5. Arbitration

Failing satisfactory settlement of the grievance pursuant to Sections 3 or 4 above, the Association, 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.

In no event shall the Association 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 Section 3 or Section 4 respectively.

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.

6. Policy Grievance

In addition to the foregoing, the Association may process a grievance of a 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 Chief Administrative Officer or to

arbitration, or to any grievance matter for which the time for referring the matter to the Chief of Police, the Chief Administrative Officer or the Board of Arbitration has expired.

7. 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.

8. Meetings During Working Hours

"Chief of Police" where used in this Article shall include a designate appointed by the Chief of Police. Where a meeting is held between representatives of the Association and the Chief of Police,

a) pursuant to the provisions of Article V; or

b) with respect to any matter involving the meaning and interpretation, application, administration, or alleged violation of a part of this Agreement, such a meeting shall be held by appointment, during the working hours of the Chief of Police, without loss of pay to the representatives involved.

ARTICLE VI – ARBITRATION

1. Scope

In the event of any difference between the parties relating to the meaning, interpretation, application or alleged violation of this Agreement, or any part thereof, which the parties are unable to settle to the satisfaction of both pursuant to the terms of Article V above, 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 said Article V above, then either party may submit such difference or such grievance to a Board of Arbitration.

2. Composition

The Board of Arbitration shall consist of three (3) members who shall be appointed in the following manner:

a) the party submitting the matter to arbitration shall nominate its member to the Board within five (5) calendar days of its submission of the matter to arbitration;

b) the other party to the arbitration shall nominate its member to the Board within twenty-one (21) calendar days of the receipt of the name of the first party's nominee; and

c) the two (2) members of the Board so nominated shall within fourteen (14) days of the nomination of the last of them, select a third member who shall be the Chairman of the Board.

3. Failure to Appoint Nominee

If either party fails to appoint its member to the Board as provided above, or if any arbitrator so appointed shall fail to serve, or be unable to serve, and another arbitrator is not appointed in his place within the time limits hereinbefore specified, then the other party to the arbitration proceedings may request the Minister of Labour of Manitoba to select such arbitrator.

4. Failure to Appoint Chairman

If the two (2) arbitrators appointed as herein provided shall fail to agree upon the appointment of a Chairman of the Board within the time limits hereinbefore specified, then either of the said two (2) arbitrators may request the Minister of Labour of Manitoba to select such Chairman.

5. Extending Time Limits

The parties may at any time agree to extend or abridge the time or times for the taking of any step or proceeding under this Article.

6. Powers of Board Re: Witnesses, etc.

The Board of Arbitration shall have the power to require the attendance of witnesses and the production of documents upon the request of either party to the proceedings. Provided, however, that the Board of Arbitration shall not have the power to require the parties, or any witness, to produce any documents which such party or witness could not be compelled to produce in a court of civil jurisdiction in the Province of Manitoba.

7. Decision

Any difference or grievance submitted to the Board of Arbitration pursuant to the provisions of the Article shall be decided by a majority affirmative vote of the said arbitrators, provided, however, that if the arbitrators are unable to reach a unanimous or majority decision, then the decision of the Chairman of the Board of Arbitration shall be the decision of the said Board. The decision of the Board of Arbitration made pursuant hereto shall be final and binding on all parties to this Agreement.

8. Amelioration of Penalty

Where an employee has been subject to suspension, dismissal, discharge or any other penalty for any alleged act or omission and the Board of Arbitration determines that such suspension, dismissal, discharge or penalty is unjust, or contrary to the terms of this Agreement, the Board of Arbitration shall have the power to rescind or vary any such penalty including reinstatement without loss of seniority or other benefits whatsoever and has the further power to request that such employee be compensated for all time lost.

9. Expenses of Board

The expenses and compensation of the arbitrators selected by the parties shall be borne by the respective parties, and the expenses and compensation of the Chairman of the Board of Arbitration shall be borne equally between the parties.

ARTICLE VII

1. FULL-TIME ASSOCIATION ADMINISTRATOR – PRESIDENT

The City agrees that the President of the Association will be granted leave of absence from his regular Police duties to act as a full-time Administrator in accordance with the agreement entered into between the City and the Association dated October 1, 1994.

The Association agrees to reimburse the City for the wages and benefits paid pursuant to the Agreement dated October 1, 1994.

If the Association and its full-time Administrator give notice to the City prior to October 1, 1994, the City, subject to the approval of Council, will renew the Agreement for a further term on such terms and conditions as are mutually agreeable to the parties.

The City agrees to reimburse the Association for wages paid to the Association President when he or she is performing work on behalf of the Winnipeg Police Service as required in accordance with the terms of this Agreement. Such reimbursement shall be made at the President's current rate of pay for the confirmed rank. Without limiting the generality of this provision, this would include any required training days, court time and other policing duties as required by the Winnipeg Police Service. In this regard, the Association President will be required to submit a slip to the Winnipeg Police Service outlining the type of work he or she was required to undertake on behalf of or at the request of the Winnipeg Police Service within a reasonable time.

The parties agree that in the event the Association is required to reimburse the City for wages and benefits paid by the City as set out in Article II-2(h), any monies owing pursuant to this Article may be reduced accordingly.

2. FULL-TIME ASSOCIATION ADMINSITRATOR – VICE-PRESIDENT

The City agrees that the Vice President of the Association will be granted leave of absence from his regular Police duties to act as a full-time Administrator in accordance with the Agreement entered into between the City and the Association dated October 1, 1993.

The Association agrees to reimburse the City for the wages and benefits paid pursuant to the Agreement dated October 1, 1993.

If the Association and its full-time Administrator give notice to the City prior to October 1, 1996, the City, subject to the approval of Council, will renew the Agreement for a further term on such terms and conditions as are mutually agreeable to the parties.

The City agrees to reimburse the Association for wages paid to the Association Vice President when he or she is performing work on behalf of the Winnipeg Police Service as required in accordance with the terms of this Agreement. Such reimbursement shall be made at the Vice President's current rate of pay for the confirmed rank. Without limiting the generality of this provision, this would include any required training days, court time and other policing duties as required by the Winnipeg Police Service. In this regard, the Association Vice President will be required to submit a slip to the Winnipeg

Police Service outlining the type of work he or she was required to undertake on behalf of or at the request of the Winnipeg Police Service within a reasonable time.

The parties agree that in the event the Association is required to reimburse the City for wages and benefits paid by the City as set out in Article II-2(h), any monies owing pursuant to this Article may be reduced accordingly.

ARTICLE VIII – CONFIDENTIALITY

The parties hereby agree and undertake that neither they nor any of their bargaining representatives, employees or agents, will disclose any information, documents, statements or any other matters or things which take place or occur during the course of collective bargaining pursuant to the provisions of this Agreement, to any other person, until such time as the parties have either reached agreement on all of the matters in dispute between them or until such time as the collective bargaining procedures have broken off between the said parties.

The above is subject to the provision that by mutual agreement of the aforesaid bargaining representatives the parties may disclose by means of a joint communiqué such information, documents, statements or any other matters or things, which have taken place or occurred in the course of collective bargaining, are as mutually agreed upon.

ARTICLE IX – CIVILIANIZATION

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

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

2. The parties agree that where appropriate, adequate provisions in regard to alternative duties for those members currently occupying the above positions, and displaced through civilianization, will be made.

3. In the event of a disagreement between the parties regarding:

a) the time period of the implementation of the civilianization in Paragraph 1;

b) the rate of pay for any position civilianized in accordance with Paragraph 1;

c) the appropriateness of the civilianization of any position within the areas outlined in Paragraph 1;

d) the adequacy of provisions for the members in the positions to be civilianized in Paragraph 1; or

e) the time period for negotiations in Paragraph 1,

either party may refer the matter in dispute to arbitration in accordance with Article VI of the Collective Agreement.

POLICE COMPONENT

Articles X to XIV inclusive and Letters of Understanding No. 8 apply only to the Police Component which for the purposes of this Agreement includes only the following: "All Police Officers up to an including the rank of Staff Sergeant."

ARTICLE X

WORKING CONDITIONS

1. Hours of Work and Semi Annual Time Changes

a) The hours of work for a member of the Association shall be eight (8) hours per day, five (5) days per week for a total of forty (40) hours per week with two (2) consecutive full days off per week as weekly leave. Subject to what is hereinafter set forth, all hours worked by a member in excess of eight (8) hours per day and forty (40) hours per week shall be considered as overtime and compensated as such, except for those members assigned to the Four/Ten (4/10) Work Schedule or the Three (3) Week Work Cycle, and any experimental shift schedule agreed to between the Association and the City.

b) Changeover to Central Daylight Saving Time or Central Standard Time will be accomplished by adjusting the starting or finishing times of the shift so that members work their normal number of hours on that specific tour of duty. In those cases where members are required to work in excess of their normal number of hours on that specific tour of duty, then compensation at regular overtime rates of pay (or time in lieu) will apply for all such overtime worked.

c) The parties agree that the Police Service has the right to exercise flexibility in the deployment of personnel and the changing of shift schedules in the Uniform Divisions, where necessary, to staff specific policing requirements that may arise from time to time.

2. a) Shift Schedules

Notwithstanding the provisions of Article II-3 and Article X-2 where the Winnipeg Police Service provides notice to the Association that it wishes to propose a new or amended shift schedule for any rank(s) or classification(s) covered by this Agreement, the parties shall meet, within thirty (30) calendar days of the receipt of such notice to discuss the proposal. If any new or amended shift schedule is agreed upon between the parties, such Agreement will be added to this Agreement in the form of supplement thereto. If the parties fail to agree on the terms or the implementation of such schedule within ninety (90) days of such notice, the matter may be forwarded to binding arbitration in accordance with Article VI of this Agreement.

The parties agree that Staff Sergeants assigned to a modified Four/Ten (4/10) Shift shall be deployed on an eight (8) hour shift from Monday to Friday.

Staff Sergeants reassigned to an eight (8) hour shift shall no longer receive the Statutory Holiday Credit pursuant to Article XII-1(b) of this Agreement.

However, Staff Sergeants affected by this change may elect to receive a one (1) time cash out of any time remaining in their Statutory Holiday Credit Banks as of the date the change takes effect.

b) Existing Work Schedules

The parties agree the work schedule as referred to in Appendix "A" may be the subject of negotiations during any time of the currency of this Agreement. In the event that the matter is unresolved within ninety (90) days of the notice to negotiate changes to existing work schedules, the City may proceed to binding arbitration as in Article X above. (The City to review combining Article X above and Article X-2 above.)

Details pertaining to the Four/Ten (4/10) Work Schedule are listed in Appendix "B" of this Agreement.

Plainclothes Members Shift Schedules

Details pertaining to shift schedules, which apply to Plainclothes Members who work in Divisions 40, 41, 42 (except those who work in the Identification Unit) and the Divisional Detective Offices (Divisions 11 through 16), are listed in Appendix "C".

3. Calculation of Daily and Hourly Rates

Calculations for payroll purposes of daily and hourly rates shall be in accordance with the table of rates prepared by the Corporate Services Department, Human Resource Services Division of the City for calculating broken time, and the City agrees to supply the Association with one (1) copy of such table within one (1) month of the execution of this Agreement.

4. Lunch Periods

Members of the Association shall receive a lunch period of thirty (30) minutes.

5. Rearrangement of Shifts

Rearrangement of shifts to take care of unavoidable contingencies will not entitle a shift man to overtime payment or compensating time off until he is required to work in excess of the regular number of hours each week as provided in Section (1) above.

6. Continuing Overtime

All overtime shall be paid for at the rate of time and one-half times (1.5x) for the first four (4) hours and double time (2x) for all hours, or portions thereof, in excess of the said four (4) hours, provided that no payment for overtime shall be granted for overtime periods of fifteen (15) minutes, or less. However, when overtime of sixteen (16) minutes to thirty (30) minutes, both inclusive, is worked, payment for thirty (30) minutes at the overtime rate shall be made. Further, when overtime of thirty-one (31) minutes up to sixty (60) minutes, both inclusive, is worked, payment for sixty (60) minutes at the overtime rate

shall be made. Provided, further, that upon request of the employee concerned, compensating time off may be allowed in lieu of overtime pay on the basis of time and one-half times (1.5x) or double time (2x) for all hours, or part of an hour, as the case may be so worked.

The parties agree that the overtime provisions specify that should a member work cumulative overtime in an amount less than fifteen (15) minutes in total, no compensation shall be provided. However should a member work a cumulative total beyond fifteen (15) minutes then all overtime and portions of any hours so worked, shall be rounded up to the nearest one-half (.5) hour for the purposes of determining the compensation.

The parties agree that the following examples clearly outline the correct interpretation of the overtime provisions:

a) Example 1:

A member's regular tour of duty ends at 16:30 hours. The member works until 16:42 hours, for a total of twelve (12) minutes beyond their regular tour. In this case no compensation would be provided as the cumulative total is less than fifteen (15) minutes.

b) Example 2:

A member's regular tour of duty ends at 16:30 hours. The member works until 17:42 hours, for a total of seventy-two (72) minutes beyond their regularly scheduled shift duration. The member is entitled to one and one-half (1.5) hours at time and one-half (1.5x) the regular hourly rate of pay.

Calculation: First sixty (60) minutes = one (1) hour. The subsequent twelve (12) minutes is rounded up to the nearest one-half (.5) hour = thirty (30) minutes. The total is one and one-half (1.5) hours at time and one-half (1.5x).

c) Example 3:

A member's regular tour of duty ends at 16:30 hours. The member works continuing overtime until 18:07 hours, for a total of ninety-seven (97) minutes beyond the regular shift duration. The member is entitled to two (2) hours at time and one-half (1.5x) the regular hourly rate of pay.

Calculation: First sixty (60) minutes = one (1) hour. The subsequent thirty-seven (37) minutes is rounded up to the nearest one-half (.5) hour = one (1) hour. The total is one (1) hour plus+ one (1) hour = two (2) hours at time and one-half (1.5x).

d) Example 4:

A member's regular tour of duty ends at 16:30 hours. The member works continuing overtime until 20:44 hours. The amount of time worked in excess of the regular shift duration is four (4) hours and fourteen (14 minutes). The

member is entitled to four (4) hours at time and one-half (1.5x) and one-half (.5) hour at double time (2x) of the regular hourly rate of pay.

Calculation: The continuing overtime would be calculated as four (4) hours at time and one-half (1.5x) and one-half (.5) hour at double time (2x) the regular hourly rate of pay. The first four (4) hours of continuous overtime is paid at time and one-half (1.5x). The subsequent fourteen (14) minutes rounds up to the nearest one-half (.5) hour, which is paid at double time (2x), for a cumulative total of four and one-half (4.5) hours.

7. Call Back

Any member of the Association who is not on duty and is called out for duty, on other than his regular weekly leave or annual leave, shall receive pay for such call out of a minimum of four (4) hours at time and one-half times (1.5x) the regular hourly rate of pay if the time spent by such member is less than four (4) hours. Where the time spent by such member on such call out exceeds four (4) hours then he shall be paid for the first four (4) hours as above set forth, and for all time spent in excess of the said four (4) hours at double time (2x). Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of overtime pay on the basis of one and one-half (1.5) hours, or two (2) hours, as the case may be, for each hour to the member's credit.

8. Call Back on Weekly Leave or Annual Leave

Any member of the Association who is on weekly leave and is called out for duty, shall receive pay for such call out of a minimum of the member's regularly scheduled hours of duty at time and one-half times (1.5x) the regular hourly rate of pay. If the time spent by such member on duty as a result of such call out exceeds his regularly scheduled hours of duty then all time in excess of said regularly scheduled hours of duty shall be paid at two times (2x) the regularly hourly rate of pay. Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of the overtime pay referred to above. Further, if such member is outside the area of the City of Winnipeg when called out for duty then he shall receive mileage allowance in accordance with Article X-24 for all distance travelled, and return, in order to appear for duty.

Any member of the Association who is on annual leave and is called out for duty shall, in addition to the payments described above, receive one (1) additional day of leave for each day of his annual leave that is disrupted, which shall be allocated at the discretion of the Chief of Police, and whenever possible, such additional day shall be added at the end of that member's period of annual leave.

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

a) A member is considered to be on weekly leave, immediately at the end of the final minute of the scheduled end of the last shift on his or her tour of duty, with the exception of those remaining in the workplace on continuing overtime.

Example: A member finished work at 07:30 hours on their last night shift, they are called back to work at 07:45 hours – this would be considered a call back on weekly leave, as would a member called back at 02:40 hours when Third (3rd) Relief concluded at 02:30 hours or 17:38 when Second (2nd) Relief concluded at 17:30 hours.

b) A member is considered to be on weekly leave until no less than four (4) hours prior to the scheduled commencement of their first regular tour of duty.

c) The only exception to the above is at it relates to the compensation to be paid for a court appearance on the first day of a Third (3rd) Relief tour of duty. This shall be compensated by a minimum of four (4) hours at time and one-half (1.5x) the members' regular hourly rate of pay. If the time spent by the member on such a court appearance exceeds four (4) hours, then all time in excess of four (4) hours shall be paid at two times (2x) the regular hourly rate of pay. Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of the overtime pay referred to above on the basis of one and one-half (1.5) hours for each hour to the credit of such member up to four (4) hours, and two (2) hours for each hour to the credit of such member in excess of four (4) hours.

9. Call Back on Statutory Holidays

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

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

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

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

10. Second Call Backs

a) In the event a member is called back for duty on weekly or annual leave, or on a statutory holiday, for a second time and that second call back occurs within the time frame of that member's regularly scheduled hours of duty, then that member shall not receive compensation on the basis of two (2) separate call backs, but shall be treated for the purposes of overtime compensation to have remained at work continuously since the first call back was made.

b) In the event a member is called back for duty on weekly or annual leave, or on a statutory holiday, for a second time and that second call back occurs beyond the time frame of that member's regularly scheduled hours of duty, then that member shall receive compensation on the basis of two (2) separate call backs.

c) A previously scheduled requirement to attend court shall not be considered a call back for the purpose of this section.

11. Off Duty Court Time

a) Whenever a member is off duty, on other than his regular weekly leave or annual leave, and is required to appear as a witness in any proceedings arising out of the performance of a Police duty, at: Provincial Court including, without derogating from the generality hereof, proceedings in Youth Court, hearings under the Fatalities Inquiries Act, and matters proceeding in the Provincial Court, Family Division; in Queen's Bench Court, whether in any Civil, Family or Surrogate Division proceedings, or any criminal proceedings, either before a single judge, or at an assize; an interview with Crown Counsel in preparation of a case; and disciplinary hearing held by the City, the Council thereof, or any statutory delegated committee thereof; the Manitoba Police Commission, including any individual body or bodies which the Government of Manitoba creates by legislation in addition to, or in place of the Manitoba Police Commission; and at any other statutorily authorized or delegated body with fact finding powers; he shall be paid at the rate of time and one-half times (1.5x) the regular hourly rate of pay for the total elapsed time with a minimum payment of four (4) hours.

Notwithstanding the above, in the circumstance where a member who is on off duty court time and who is excused from court within the first two (2) hours of the scheduled court appearance, as noted on his subpoena, shall be paid at the rate of one and one-half times (1.5x) the regular hourly rate of pay for the total elapsed time with a minimum payment of three (3) hours. **[2016]**

Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of overtime pay on the basis of one and one-half (1.5) hours for each hour to the member's credit as above set forth.

b) These provisions also apply to any member who is an accused (or as an appellant), providing the penalty imposed does not exceed an admonition. This will also apply in those cases where, on appeal, the appeal is allowed and the penalty imposed does not exceed an admonition.

c) Any member of the Association who is off duty and is scheduled to commence a regular tour of duty, the starting time of which is less than one (1) hour after the time he is required to appear as a witness as set forth above, shall receive one (1) hour of pay for such attendance, and the foregoing provisions as to the minimum payment of court overtime shall not apply to such attendance.

d) Should such member be required to appear on more than one (1) case at the same sittings of the Court, then he shall receive only one (1) minimum payment.

e) If a case is adjourned from the morning to the afternoon sittings of the Court, or if a member is required to attend a morning and afternoon and/or evening sitting of the Court on the same day for different cases, then only one (1) minimum payment will be paid; however, the total elapsed time of the member shall be paid at the rate of time and one-half times (1.5x) the regular hourly rate of pay, provided that if the total elapsed time of the member exceeds six (6) hours the member shall be paid at the rate of double time (2x) for each hour worked, or portion thereof, in excess of said six (6) hours. **[2016]**

f) Any member who finds that he is slated to appear as a witness in more than one (1) court case on the same day must notify his Supervisor as soon as possible after he becomes aware of such fact.

g) **Court Attendance While Absent on Sick Leave**

Where a member of the Police Service has been notified to attend at court he shall attend unless hospitalized or physically incapacitated to the extent that it is not possible for him to attend.

If the court appearance is scheduled for a day time appearance and the member is assigned on that day to Second (2nd) Relief duties, or if the court appearance is for evening court, and the member is assigned to Third (3rd) Relief, he shall be considered as on a tour of duty and will not be debited for a day of sick leave.

If he has exhausted all of his sick leave credits he will be paid for four (4) hours at time and one-half (1.5x).

If the member is not assigned to duty at the time of the day of the court appearance, he will be reimbursed at the rate of four (4) hours at time and one-half (1.5x).

Four (4) hours at the time and one-half (1.5x) rate as referred to in this Section will be the minimum payment and if a member is kept in attendance at court for a greater period of time than four (4) hours he will be reimbursed for the full court time appearance at time and one-half (1.5x).

If the member is shown on weekly leave, although on sick leave for an extended period of time, he will be reimbursed as stipulated in the working agreement for court time on weekly leave.

h) Court Attendance While Absent on Maternity/Parental Leave

A member who is required to appear in court while absent from duty as a result of maternity leave provided in accordance with Article XII-8, Plan A, or unpaid leave under Plan B, or parental leave, shall be paid at the rate of time and one-half times (1.5x) the regular hourly rate of pay for the total elapsed time in court with a minimum payment of four (4) hours, at time and one-half (1.5x).

i) Court Time While Absent on Long Term Disability

A member who is required to appear in court while absent from duty on long term disability shall be paid at the rate of time and one-half times (1.5x) the regular hourly rate of pay for the total elapsed time in court with a minimum payment of four (4) hours, at time and one-half (1.5x).

j) Court Time While Absent from Duty as a Result of Suspension

A member who is required to appear in court while absent from duty as a result of being suspended without pay shall be paid at the rate of time and one-half times (1.5x) the regular hourly rate of pay for the total elapsed time in court with a minimum payment of four (4) hours, at time and one-half (1.5x).

k) Court Time While on Leave of Absence Without Pay

A member who is required to appear in court while on leave of absence without pay shall be paid at the rate of time and one-half times (1.5x) the regular hourly rate of pay for the total elapsed time in court with a minimum payment of four (4) hours at time and one-half (1.5x).

12. Court Time on Annual Leave

Whenever a member is on annual leave and is required to appear as a witness in any proceedings arising out of the performance of a police duty as set forth in Paragraph 9 above, he shall be paid at time and one-half times (1.5x) the regular hourly rate of pay for a minimum period of eight (8) hours for each day, or portion of a day, during which he is so engaged, and in addition, shall receive one (1) additional day of leave consistent (compatible) with the number of hours in a member's tour of duty (eight [8], ten [10], or twelve [12] hours as may be applicable) for each day of his annual leave that is disrupted, which shall be allocated at the discretion of the Chief of Police. Whenever possible, such additional day shall be added at the end of that member's period of annual leave.

If the time spent by a member on such appearance exceeds eight (8) hours then all time in excess of said eight (8) hours shall be paid at two times (2x) the regular hourly rate of pay. Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of the overtime pay referred to above, on the basis of one and one-half (1.5) hours for each hour to the credit of such member up to eight (8) hours, and two (2) hours for each hour to the credit of such member in excess of eight (8) hours.

Further, if such member is outside the area of the City of Winnipeg when required to appear as above set forth, then he shall receive mileage allowance for use of a motor

vehicle calculated in accordance with Article X-24, for all distance travelled, and return, or the equivalent of economy air fare, whichever is the lesser amount, in order to make such appearance. In addition to the above mileage allowance, travelling time will be based on a maximum of one (1) hour at time and one-half times (1.5x) the regular hourly rate of pay for each eighty (80) kilometres (fifty [50] miles) travelled, or any prorated portion thereof. This time for travelling will be added to the time spent in court to determine the total elapsed time involved; or if a member is more than one hundred and sixty (160) kilometres from the City, the member may travel the day prior to the court appearance and submit travelling time in accordance with the above.

The maximum travelling allowance to any member for attendance at court will be eight (8) hours at time and one-half times (1.5x) the regular hourly rate of pay, and one (1) additional day of leave as mentioned above, plus the mileage allowance or economy air fare – whichever is applicable. This travelling allowance will apply only to a day preceding the day of any court appearance.

In the event a member returns to his point of origin the day following such court appearance, then this maximum allowance will also apply to this second travel day. This only applies if the member is unable to return to his originating point the same day as the court appearance.

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

12 A. Court Time on Weekly Leave

Whenever a member is on weekly leave and is required to appear as a witness in any proceedings arising out of the performance of a Police duty as set forth in Paragraph 9 above, he shall be paid at time and one-half times (1.5x) the regular hourly rate of pay for a minimum period of two-thirds (2/3) of his regularly scheduled hours for each day, or portion of a day, during which he is so engaged; provided however, that if the time in which he is so engaged shall exceed four (4) hours, he shall be paid at time and one-half times (1.5x) his regular rate of pay for eight (8) hours.

If the time spent by a member on such appearance exceeds eight (8) hours then all time in excess of said eight (8) hours shall be paid at two times (2x) the regular hourly rate of pay. Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of overtime pay referred to above, on the basis of one and one-half (1.5) hours for each hour to the credit of such member up to eight (8) hours, and two (2) hours for each hour to the credit of such member in excess of eight (8) hours.

Further, if such member is outside the area of the City of Winnipeg when required to appear as above set forth, then he shall receive mileage allowance for use of a motor vehicle calculated in accordance with Article X-24 for all distance travelled, and return, or the equivalent of economy air fare, whichever is the lesser amount, in order to make such appearance. Provided, that when a member is outside the area of the City of Winnipeg on either his first or his last day of weekly leave, then the travelling allowance as above set forth shall not apply, with the exception that if on appearance at the court the member is advised that the court case is cancelled for any reason whatsoever, and the member then returns to the location outside of the City from which he came, then

mileage allowance shall be paid as aforesaid; subject to the provisions of Article X-14(c). In addition to the above mileage allowance, travelling time will be based on a maximum of one (1) hour at time and one-half times (1.5x) the regular hourly rate of pay for each eighty (80) kilometres (fifty [50] miles) travelled, or any prorated portion thereof. This time for travelling will be added to the time spent in court to determine total elapsed time involved; or if a member is more than one hundred and sixty (160) kilometres from the City, the member may travel the day prior to the court appearance and submit travelling time in accordance with the above.

The maximum travelling allowance to any member for attendance at court will be eight (8) hours at time and one-half times (1.5x) the regular hourly rate of pay, plus the mileage allowance or economy air fare – whichever is applicable. This travelling allowance will apply only to a day preceding the day of any court appearance.

In the event a member returns to his point of origin the day following such court appearance, then this maximum allowance will also apply to this second travel day. This only applies if the member is unable to return to his originating point the same day as the court appearance.

13. Court Appearance After Late Shift

Whenever a member is required to appear as a witness, in any proceedings arising out of the performance of a Police duty as set forth in Paragraphs 9 and 11 above, in the forenoon after completing a scheduled tour of duty ending after midnight or any hour up to 8:00 a.m. of the forenoon of such appearance, he shall be paid at the rate of time and one-half times (1.5x) the regular hourly rate of pay, commencing at 8:00 a.m., for a minimum period of not less than three (3) hours at the overtime rate for such appearance. If the time spent by a member on such appearance exceeds three (3) hours, then all time in excess of said three (3) hours shall be paid at two times (2x) the regularly hourly rate of pay. Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of the overtime pay referred to above on the basis of one and one-half (1.5) hours for each hour to the credit of such member up to three (3), and two (2) hours for each hour to the credit of such member in excess of three (3) hours. **[2016]**

14. Failure to Notify of Cancellation

a) Off Duty Court Time

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

b) Court on Weekly Leave

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

c) Court on Annual Leave

A member, who has been instructed to appear in court on annual leave shall, at City expense, telephone the Sergeant on duty in his Division twenty-four (24) to thirty (30) hours in advance of the scheduled court appearance to confirm whether his attendance in court is required. If the member receives notification of cancellation of the scheduled court appearance before 22:00 hours on the day immediately preceding the scheduled court appearance the member shall receive no compensation. If the member receives notification of cancellation after 22:00 hours on the day immediately preceding the scheduled appearance, the member shall be entitled to receive four (4) hours at time and one-half times (1.5x) the regular hourly rate, in pay or time off, for said cancellation. In addition, the member shall receive one (1) additional day of leave for each day of his annual leave that is disrupted, which shall be allocated at the discretion of the Chief of Police, and, wherever possible, such additional day shall be added at the end of that member's period of annual leave.

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

15. Court Time for Duties Performed at Another Police Agency

When members are required to attend court on matters which arose while employed with or assigned to another police agency, the parties agree that the court attendance provisions shall be interpreted as outlined below:

a) All court overtime related to the appearance of a member shall be compensated as set out in the court attendance provisions, regardless of where the member was employed or assigned at the time of the incident which is the subject of the court attendance.

b) It is understood that the Service shall be entitled to seek reimbursement of any payments made to a member under the court attendance provisions from the police agency where such member was employed or assigned at the time of the incident which gave rise to the court attendance. However, that does not impact or delay the Service's obligation to pay a member as outlined above.

c) It is also understood and agreed that a member is not entitled to be compensated for any such court attendance from both police agencies.

16. Attendance Outside Winnipeg

a) Whenever a member is required to appear as a witness outside the area of the City of Winnipeg, or perform escort duty outside the area of the City of Winnipeg, or carry out investigative services outside the area of the City of Winnipeg, then he shall receive compensating time off for a weekly leave, or leaves, not taken as a result of such duty. He shall receive such pay per diem as if he were regularly employed at his usual duty, and on day shift, and such overtime at time and one-half times (1.5x) the regular hourly rate of pay for time in excess of the normal hours of day shift duty as set forth in this Agreement. In addition, his fare shall be paid by the City and the method of transportation shall be as directed by the Chief of Police; provided, that the Chief of Police shall not have the authority to direct a member to use his personal automobile unless the member is agreeable to doing so. In the event the member uses his private automobile with the permission of the Chief of Police then he shall be paid the current City of Winnipeg Travel Within Manitoba rate for all distance travelled, and return, in order to make such appearance. Provided, however, that the mileage rate will be adjusted if a higher mileage rate is established by the City for civic employees during the lifetime of this Agreement.

b) It is the intent of the parties hereto that the rate of accommodation, living expenses and incidental expenses of such member shall be in keeping with the reputation of the Police Service, and, further, that it is intended that a member shall not be out of pocket with respect to such expenses as a result of his required attendance in court arising out of the performance of a Police duty.

c) Whenever members of the Association are sent out of the City on duty as aforesaid, they will be allowed the same allowance as approved by Council and as is granted to all members of City Council or other City officials while on official City business, except in those instances where Police Officers attend training courses where board and lodging is provided in which case only transportation costs, plus an out of pocket expense allowance in the amount of ten dollars ($10.00) per diem will be provided. Where board is not provided an additional per diem allowance of seventeen dollars and fifty cents ($17.50) will be paid. The above amounts are in addition to the member's regular rate of pay as set forth in Subsection (a) above.

d) Where a member of the Association is required by the Police 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 transportation costs of one (1) round trip economy air fare, to return to Winnipeg during that period, provided the member submits to the Police Service proof that he expended such transportation costs.

17. Clear Hours of Rest

Where the interval between a member's last completed shift, including overtime or court time, and the time that member's pending shift is scheduled to commence is less than seven (7) hours, that member shall be permitted to use the equivalent number of hours from accumulated overtime in lieu of that pending shift. The purpose of this Section is to allow the member to take his pending tour of duty off as accumulated overtime due to being overtired. This is merely a permissive section, and does not allow for any increased time or pay benefit.

18. Emergency Situations

The Chief of Police may declare a state of emergency at any time for any one (1) Division or for the Force, as a whole, and during such declared emergency overtime will be paid for at the rate of time and one-half times (1.5x) for all hours worked in excess of the member's regular number of hours normally worked on a tour of duty.

19. Compensating Time Off

With regard to overtime by way of compensating time off, or time for court appearances by way of compensating time off, it shall not be allowed to accumulate to an excessive degree, and a member may request to be allowed to use his compensating time off on a specified date, or dates, providing such date, or dates, is satisfactory to the Chief of Police. If such date, or dates, is not satisfactory to the Chief of Police then the member may request an alternate date, or dates, and if such second request is refused by the Chief of Police then the Association may take the matter up as a grievance if it so desires.

Effective June 23, 2008, a member may at any time during the year accumulate overtime to a maximum of one hundred and thirty (130) hours, exclusive of the two (2) statutory holidays referred to in Article XII-6, infra. Upon termination of service, the unused portion of a member's accumulated overtime shall be paid to that member at the rate at which it was earned. When accumulated overtime is used, the most dated leave will be considered to have been taken first.

20. Classes of Instruction

Mandatory Training

a) For all Members working on the 4/10 Shift Schedule in General Patrol, Annual Firearms Qualification shall be scheduled on those members' days off. As a result, members shall be granted a compensating day off, to be taken by the member outside of prime season at the discretion of the Divisional Commander.

Effective January 1, 2010 Article X-20(a) is amended to:

i. The Winnipeg Police Service shall be entitled to remove a maximum of four (4) overlap days for each Company (A and B) during prime time from the General Patrol schedule.

ii. By January 31st of the given year, the Police Service will make notification to the members with respect to the following:

1. the removal of overlap days including the number of days and dates of such days being removed; and

2. the process, timelines for booking, and available training dates the members will be required to select from for training during a member's weekly leave.

iii. Where a conflict exists between the only available training dates and the member's annual leave, the member will be provided preference over another member who has a previously booked training day to reschedule the training day(s) so as to eliminate the scheduling conflict.

iv. The overlap days removed from prime time, up to a maximum of four (4) for each Company (A and B), shall be used for training scheduled during a member's weekly leave during prime time as follows:

1. if the Police Service removes four (4) overlap days during prime time, it shall be entitled to use a maximum of two (2) of those days for training scheduled during a member's weekly leave during prime time;

2. if the Police Service removes three (3) overlap days during prime time, it shall be entitled to use a maximum of one (1) day of those days for training scheduled during a member's weekly leave during prime time;

3. if the Police Service removes two (2) overlap days during prime time, it shall be entitled to use a maximum of one (1) day of those days for training scheduled during a member's weekly leave during prime time;

4. if the Police Service removes one (1) overlap day during prime time, it shall not be entitled to use that day for training scheduled during a member's weekly leave during prime time.

v. The equivalent number of overlap days removed during prime time from the General Patrol Schedule, less the number of training days scheduled during a member's weekly leave during prime time, shall be used for training scheduled during a member's weekly leave outside the prime time season.

vi. If due to illness a member is unable to attend training scheduled on a member's weekly leave, the member will not be eligible to utilize sick leave credits, and shall be responsible to reschedule the training on an alternate day(s) during his or her weekly leave.

vii. It is understood that all members are required to fulfill mandatory training requirements. As well, it is understood that all members are required to

work the regular full annual hours. However, if due to circumstances (e.g. maternity leave, long term illness etc.) a member fails to work back the overlap days removed from the schedule for training, the Police Service shall be entitled to deduct the equivalent of unutilized days from a member's Extra Duty Leave, Annual Leave or Statutory Credit Leave.

viii. The Winnipeg Police Service shall designate the training which is mandatory.

b) All other Annual Firearms Qualification training and any other mandatory training shall normally be scheduled during scheduled working hours.

Effective January 1, 2010 Article X-20(b) is amended to:

Any other mandatory training shall normally be scheduled during scheduled working hours.

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

d) In the event a member is required to attend mandatory classes of instruction or training on a day other than his regularly scheduled shift or the class of instruction or training goes beyond the hours of his regularly scheduled shift in any given day, that member shall be paid overtime rates as set out in the Collective Agreement.

Non-Mandatory Training/Training Compensation Day

e) A member approved by the Police Service to attend non-mandatory training, including members who instruct as Trainers or assist training as role players, which is undertaken during a member's weekly leave shall not have that time considered as overtime and shall be compensated in the form of equivalent time off at straight time. This compensation shall be titled "Training Compensation Day(s)". If a member is approved to attend non-mandatory training during his or her day off (weekly leave) and the period of training for the day is less than the duration of that member's regular shift, payment of the Training Compensation Day shall be made for the hours normally worked during a scheduled shift. Training Compensation Day(s) shall be utilized in full day increments at a mutually agreed to time between the member and the Divisional Commander. Training Compensation Day time may be taken off in less than full day increments, only if the member's remaining Training Compensation Day residual balance is less than the hours of the member's regular tour of duty.

f) A member attending non-mandatory training which involves travel on a weekly leave day prior to the day that the course commences shall be credited with Training Compensation Day hours in an amount equivalent to the hours of their regular shift. Generally, members travel home on the last day of the course. In the event travel is not practical on the last day of the course, the Deputy Chief of Support Services will review the circumstances and may authorize additional

Training Compensation Day compensation, such authorization to be exercised reasonably. Factors to be considered may include the course going into the evening of the last day, no flights available during the evening of the last day or inclement weather.

i. The following section applies only to courses considered to be full days in duration. For the purposes of this section "full day course" means a course greater than one-half (.5) the amount of hours of the member's regularly assigned shift duration.

If approval is given for a member to attend non-mandatory training on weekly leave and the hours worked during the training day is greater than one-half (.5) the amount of hours of the member's regularly assigned shift duration, the Training Compensation Day compensation will be for the hours of a regular scheduled tour of duty worked by the member, regardless of the course duration. Compensation will be calculated on a "day for day" basis for each day the member attends while on a day of weekly leave, (i.e. when attending an eight (8) hour training day, an eight (8) hour worker is credited eight (8) Training Compensation Day hours, a nine (9) hour worker is credited nine (9) Training Compensation Day hours, a ten (10) hour worker is credited ten (10) Training Compensation Day hours, etc.). For elective courses that exceed the length of the member's regular shift, the member will be compensated additional Training Compensation Day hours at straight time.

When attending non-mandatory training during a regular tour, and the hours of training are less than or equal to that normal tour, the member is considered to have worked the amount of hours of their regular shift (i.e. a ten [10] hour worker will be considered to have worked a ten [10] hour shift, nine [9] hour worker a nine [9] hour shift, etc.).

Any course whose duration is longer than five (5) consecutive days will revert to a Monday to Friday, eight (8) hour work schedule (for purposes of this section a course that is longer than five (5) days, but is interrupted by a weekend (Saturday – Sunday) is considered to be consecutive).

ii. The following section applies only to elective courses considered to be partial days in duration. For the purposes of this section a "partial day" is considered to be a course whose length is, at maximum, one-half (.5) of the hours of the member's regularly scheduled tour.

For partial day courses, efforts will be made to conduct the training during the member's regular tour. Once the training is completed the member would be required to complete their normal tour of duty unless discretionary leave is granted as per the normal course of time off requests for a tour of duty.

In the case of a partial day of non-mandatory training on weekly leave compensation will be calculated at hours equivalent to one-half (.5) of their regular working day (i.e. if a ten [10] hour worker attends a training

day of five [5] hours or less, Training Compensation Day compensation will be calculated at five [5] hours).

iii. The Service shall take all reasonable steps to maintain Service training courses in "full day" allotments. Should there be significant pre-course reading, review of materials and/or online modules which, in addition to classroom course length, would total more than one-half (.5) the hours of a member's regular tour, then the course will be considered to be a "full day". In such case the provisions of Article X-20(f)(i) as outlined above would apply.

Training Compensation for Homework Overtime For Canadian Police College Courses

g) The parties agree as follows:

i. The intent of this section is to provide the members attending to Canadian Police College (CPC) training courses compensation at the rate of one-half times (.5x) for overtime accrued in the form of study and homework, while at CPC. Compensation will be provided in the form of Training Compensation Day hours. Thus, as of the date of this Agreement, the Service agrees to compensate the members who attend various CPC courses at one-half times (.5x) the anticipated homework overtime hours as stated in the CPC informational brochure.

ii. Should the CPC discontinue the practice of calculating and providing the anticipated hourly amount of homework/study overtime as outlined in the informational brochure, the last available calculations of those amounts as provided to course candidates by CPC will serve as the basis for all future compensation calculations. This compensation will be provided in the form of Training Compensation Day hours.

iii. The amounts as specified for the various courses will be used in future as a basis for compensation unless specific changes to those estimated are communicated in writing by CPC.

iv. This portion of the Agreement is without prejudice and precedent and applies only to anticipated homework overtime for courses at CPC. It cannot be used in any way or adduced as evidence of the Association's consent to application of Training Compensation Day one-half times (.5x) compensation in other areas of training, course or rates of compensation.

21. Payment of Overtime

Overtime pay shall be paid not later than the end of the month following the month in which such overtime was worked.

22. Recording Overtime

A uniform method of recording overtime shall be kept by the Officers in charge of the various Divisions.

23. Witness Fees and Conduct Money

All witness fees and conduct money received for any appearance in court which is compensated for under the above provisions shall be paid by the member to the Finance Unit of the Winnipeg Police Service.

24. Mileage Allowance

Mileage allowance, where applicable under this Collective Agreement, shall be in all instances paid for at the rate of the Canada Revenue Agency Proscribed Maximum per kilometre (as of February, 2014 is fifty-four cents [54¢] per kilometre for the first five thousand [5,000] kilometres, and forty-eight cents [48¢] per kilometer thereafter) and wherever any reference is made to the City of Winnipeg rate, that rate shall, for these purposes, be as previously described (Canada Revenue Agency maximum) – per kilometre. Where necessary, existing provisions of the Collective Agreement that refer to the payment of mileage allowances to members, shall be amended to reflect the above noted amendment. Mileage rates will be updated in accordance with Canada Revenue Agency rates and applied January 1 of every year.

25. Second (2nd) Relief (Day Shift) Only in Station Duty/Service Centre Offices

The parties agree the Service will be permitted to implement a single Second (2nd) Relief "days only" shift of 08:30 to 18:30 daily, exclusively for members in a Station Duty position in East District Station, District 3, District 2, District 6, the Henderson Highway Service Centre and the St. Mary Service Centre, and agree as follows:

a) The provision is solely applicable to those assigned to the aforementioned positions and is provided on a without prejudice and precedent basis.

b) Should the members working in those locations not be adequately relieved for a proper lunch period due to either unavailability of relief or impracticality of relief given demands of the tasks in which they are engaged, they shall be entitled to submit overtime as per the Collective Agreement for an additional one-half (.5) hour of overtime.

c) The Service will make every effort to ensure that proper relief is provided which allows the member to get a lunch break that is reasonable both in terms of duration and time of day.

d) Members will receive (retroactively in the case of those members who may have been working a straight day shift without the consent or knowledge of the Association) the amount they would have normally received in late shift premium from the date of the implementation of the Agreement, had they continued and maintained the previously agreed upon schedule with both Second (2nd) and Third (3rd) Relief shifts, until the transfer date of the 2013 regular transfers. As of that date the shift premium compensation will be discontinued as members will only be working a Second (2nd) Relief shift for which shift premium is not applicable. In the event that the shifting model changes the parties agree that all pertinent provisions of the Collective Agreement, including shift premium, will apply.

e) The Service agrees that both District 3 and District 6 Station Duty Offices will be operated and staffed with at least two (2) Officers, while the remaining station duty/service centre offices are to be staffed by at least one (1) Officer.

f) This does not include or impact Division 11.

26. Voluntary Extra Duty

The City may post voluntary extra duty assignments of at least five (5) hours in duration. The City shall post such assignments at least twenty-four (24) hours in advance of the event. These postings shall only include assignment to special events, planned special operations and investigations. The posting shall specify any special skills or experience required for the assignment.

These provisions may not be used to fill vacancies in the twenty-seven (27) Two (2) Officer cruiser complement.

The extra duty assignments shall be posted on a Divisional basis and Officers shall be called in order of seniority from a list of Officers who have given notice to the appropriate Divisional Supervisor of their availability to accept extra duty assignments.

Payment for the first ten (10) consecutive hours of voluntary extra duty shall be made at one and one-half times (1.5x) the regular rate of pay provided the Officer has worked, or is scheduled to work a sufficient number of hours within the weekly cycle to be eligible for overtime rates for any additional hours worked. In the event that an extra duty assignment is extended beyond ten (10) consecutive hours, the provisions of Article X-6 shall govern.

Payment for an extra duty assignment on any statutory holiday shall be made at two and one-quarter times (2.25x) the regular rate of pay.

All extra duty assignments shall be on a voluntary basis. An Officer shall not be eligible for an extra duty assignment if such assignment starts or ends within eight (8) hours of the Officer's regularly scheduled shift.

In the event the City wishes to cancel a voluntary extra duty assignment, it may do so, but only by compensating a member or members for such cancellation as set out below.

In the event the City provides:

a) more than ninety-six (96) hours' notice of the cancellation, the member shall be entitled to receive two (2) hours at the regular hourly rate, in pay or time off, for said cancellation;

b) between seventy-two (72) and ninety-six (96) hours' notice of the cancellation, the member shall be entitled to receive three (3) hours at the regular hourly rate, in pay or time off, for said cancellation;

c) between forty-eight (48) and seventy-two (72) hours' notice of the cancellation, the member shall be entitled to receive four (4) hours at the regular hourly rate, in pay or time off, for said cancellation;

d) between twenty-four (24) and forty-eight (48) hours' notice of the cancellation, the member shall be entitled to receive five (5) hours at the regular hourly rate, in pay or time off, for said cancellation; and

e) less than twenty-four (24) hours' notice of the cancellation, the member shall be entitled to receive time and one-half (1.5x) for all hours that may have been previously scheduled.

27. Telephone Consultations

The compensation set forth in this Article shall only be payable in circumstances where a telephone call made or received by a member is with respect to consultation, advice, direction and/or guidance sought from that member (a "call"). Members who are contacted by telephone while off duty for any other reason than consultation, advice, direction and/or guidance sought from that member (e.g. notifications or cancellations) will not be compensated for the telephone call.

a) Telephone Consultations while on On-Call Duty

A member who is placed on On-Call Duty shall, in addition to payment for the On-Call Duty, be paid at the rate of time and one-half (1.5x) the member's regular hourly rate of pay for any call received in excess of ten (10) minutes in duration (the "initial call"). No payment shall be received if the initial call is less than ten (10) minutes in duration, unless the member receives or makes one (1) or more additional calls within eight (8) hours of the initial call.

In the event that one (1) or more additional calls are made or received by the member within eight (8) hours of the receipt of the initial call, the member shall be paid the greater of:

i. Time and one-half (1.5x) the member's regular hourly rate of pay for the amount of time between the start of the initial call to the end of any additional call (or calls), to a maximum of two (2) hours at time and one-half times (1.5x) the member's regular hourly rate of pay for all calls within eight (8) hours of the receipt of the initial call; or

ii. Time and one-half times (1.5x) the member's regular hourly rate of pay for the amount of time actually spent on the telephone within eight (8) hours of the receipt of the initial call.

In the event that a member makes or receives an additional call and more than eight (8) hours from the receipt of the initial call have elapsed, the call will be treated as a new initial call for the purposes of this Article.

b) Telephone Consultations while not on On-Call Duty

A member who is not on Duty or on On-Call Duty and who receives a telephone call (the "initial call") shall be paid the greater of:

i. twenty (20) minutes at time and one-half times (1.5x) the member's regular hourly rate of pay; or

ii. time and one-half times (1.5x) the member's regular hourly rate of pay for the amount of time actually spent on the telephone for the initial call.

In the event that the member makes or receives an additional call (or calls) within eight (8) hours of the receipt of the initial call, the member shall be paid:

i. A minimum of one (1) hour at time and one-half times (1.5x) the member's regular hourly rate of pay if the amount of time between the receipt of the first call to the end of the additional call (or calls) is less than one (1) hour; or

ii. A minimum of two (2) hours at time and one-half times (1.5x) the member's regular hourly rate of pay if the amount of time between the receipt of the first call to the end of the additional call (or calls) is greater than one (1) hour.

The maximum payable to a member shall be two (2) hours at time and one-half times (1.5x) the member's regular hourly rate of pay within eight (8) hours of the receipt of the initial call. However, in circumstances where the amount of time actually spent on the telephone within eight (8) hours of the receipt of the initial call is in excess of two (2) hours, the time actually spent on the telephone shall be paid at time and one-half times (1.5x) the member's regular hourly rate of pay.

In the event that a member makes or receives an additional call and more than eight (8) hours from the receipt of the initial call have elapsed, the call will be treated as a new initial call for the purposes of this Article.

28. Weekly Leave

a) A member is considered to be on weekly leave, immediately at the end of the final minute of the scheduled end of the last shift on his or her tour of duty, with the exception of those remaining in the workplace on continuing overtime.

b) A member is considered to be on weekly leave until no less than four (4) hours prior to the scheduled commencement of their first regular tour of duty.

c) The only exception to the above is as it relates to the compensation to be paid for a court appearance on the first day of a Third (3rd) Relief tour of duty. This shall be compensated by a minimum of four (4) hours at time and one-half times (1.5x) the members' regular hourly rate of pay. If the time spent by the member on such a court appearance exceeds four (4) hours, than all time in excess of four (4) hours shall be paid at two times (2x) the regular hourly rate of pay. Provided, that upon request of the member concerned, compensating time off will be

allowed in lieu of the overtime pay referred to above on the basis of one and one-half (1.5) hours for each hour to the credit of such member up to four (4) hours, and two (2) hours for each hour to the credit of such member in excess of four (4) hours.

ARTICLE XI

1. Remuneration

Effective December 31, 2017 – increase wages by two and one-half percent (2.5%).

Effective December 31, 2018 – increase wages by two and one-half percent (2.5%).

Effective December 31, 2019 – increase wages by two one-half percent (2.5%).

Effective June 30, 2020 – increase wages by one percent (1.0%).

Effective December 31, 2020 – increase wages by one and one-half percent (1.5%).

Effective June 30, 2021 – increase wages by one percent (1.0%).

Effective December 31, 2021 – increase wages by one and one-half percent (1.5%). **[2016]**

2016 - 2021 SALARY SCHEDULE - POLICE COMPONENT

CLASSIFICATION	RANK DIFF	CLASS CODE	SAL GRADE AND BW OR HRLY PAID 40 HR	BW/ HR	EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0% HRLY	BWKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2017 2.5% HRLY	BWKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2018 2.5% HRLY	BWKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2019 2.5% HRLY	BWKLY	ANNUAL
CONSTABLE		060712	102	80												
1 - Starting Salary	55%				$25.61	$2,048.76	$53,267.86	$26.25	$2,099.98	$54,599.56	$26.91	$2,152.48	$55,964.55	$27.58	$2,206.29	$57,363.66
2 - After 1 Year	60%				$27.94	$2,235.02	$58,110.39	$28.64	$2,290.89	$59,563.15	$29.35	$2,348.16	$61,052.23	$30.09	$2,406.87	$62,578.54
3 - After 2 Years	65%				$30.27	$2,421.27	$62,952.92	$31.02	$2,481.80	$64,526.75	$31.80	$2,543.84	$66,139.92	$32.59	$2,607.44	$67,793.41
4 - After 3 Years	70%				$32.59	$2,607.52	$67,795.46	$33.41	$2,672.71	$69,490.34	$34.24	$2,739.52	$71,227.60	$35.10	$2,808.01	$73,008.29
5 - After 4 Years	80%				$37.25	$2,980.02	$77,480.52	$38.18	$3,054.52	$79,417.54	$39.14	$3,130.88	$81,402.97	$40.11	$3,209.16	$83,438.05
6 - After 5 Years	100%				$46.56	$3,725.03	$96,850.65	$47.73	$3,818.15	$99,271.92	$48.92	$3,913.60	$101,753.72	$50.14	$4,011.44	$104,297.56
7 - After 9 Years	105%				$48.89	$3,911.28	$101,693.19	$50.11	$4,009.06	$104,235.52	$51.37	$4,109.28	$106,841.40	$52.65	$4,212.02	$109,512.44
8 - After 12 Years	107%				$49.82	$3,985.78	$103,630.20	$51.07	$4,085.42	$106,220.95	$52.34	$4,187.56	$108,876.48	$53.65	$4,292.25	$111,598.39
9 - After 15 Years	110%				$51.22	$4,097.53	$106,535.72	$52.50	$4,199.97	$109,199.11	$53.81	$4,304.96	$111,929.09	$55.16	$4,412.59	$114,727.32
STAFF SERGEANT		064452	105	80												
1	128%				$59.60	$4,768.03	$123,968.84	$61.09	$4,887.23	$127,068.06	$62.62	$5,009.41	$130,244.76	$64.18	$5,134.65	$133,500.88
2	131%				$61.00	$4,879.78	$126,874.36	$62.52	$5,001.78	$130,046.21	$64.09	$5,126.82	$133,297.37	$65.69	$5,254.99	$136,629.80
3	134%				$62.39	$4,991.53	$129,779.88	$63.95	$5,116.32	$133,024.37	$65.55	$5,244.23	$136,349.98	$67.19	$5,375.34	$139,758.73
SERGEANT		064412	103	80												
1	121%				$56.34	$4,507.28	$117,189.29	$57.75	$4,619.96	$120,119.02	$59.19	$4,735.46	$123,122.00	$60.67	$4,853.85	$126,200.05
2	123%				$57.27	$4,581.78	$119,126.30	$58.70	$4,696.33	$122,104.46	$60.17	$4,813.73	$125,157.07	$61.68	$4,934.08	$128,286.00
3	125%				$58.20	$4,656.28	$121,063.32	$59.66	$4,772.69	$124,089.90	$61.15	$4,892.01	$127,192.15	$62.68	$5,014.31	$130,371.95
PATROL SERGEANT		064432	104	80												
1	114%				$53.08	$4,246.53	$110,409.74	$54.41	$4,352.69	$113,169.99	$55.77	$4,461.51	$115,999.24	$57.16	$4,573.05	$118,899.22
2	116%				$54.01	$4,321.03	$112,346.76	$55.36	$4,429.05	$115,155.43	$56.75	$4,539.78	$118,034.31	$58.17	$4,653.28	$120,985.17
3	118%				$54.94	$4,395.53	$114,283.77	$56.32	$4,505.42	$117,140.87	$57.73	$4,618.05	$120,069.39	$59.17	$4,733.50	$123,071.12
DETECTIVE SERGEANT		064472	106	80												
1	114%				$53.08	$4,246.53	$110,409.74	$54.41	$4,352.69	$113,169.99	$55.77	$4,461.51	$115,999.24	$57.16	$4,573.05	$118,899.22
2	116%				$54.01	$4,321.03	$112,346.76	$55.36	$4,429.05	$115,155.43	$56.75	$4,539.78	$118,034.31	$58.17	$4,653.28	$120,985.17
3	118%				$54.94	$4,395.53	$114,283.77	$56.32	$4,505.42	$117,140.87	$57.73	$4,618.05	$120,069.39	$59.17	$4,733.50	$123,071.12
CONSTABLE FIRST CLASS		060622	101	80												
Identification Specialist																
From 12/26/93	113%				$52.62	$4,209.28	$109,441.24	$53.93	$4,314.51	$112,177.27	$55.28	$4,422.37	$114,981.70	$56.66	$4,532.93	$117,856.24
Before 12/26/93	114%				$53.08	$4,246.53	$110,409.74	$54.41	$4,352.69	$113,169.99	$55.77	$4,461.51	$115,999.24	$57.16	$4,573.05	$118,899.22
*Members at 114% get grandfathered at that rate																
CONSTABLE READER		060722	107	80												
1	114%				$53.08	$4,246.53	$110,409.74	$54.41	$4,352.69	$113,169.99	$55.77	$4,461.51	$115,999.24	$57.16	$4,573.05	$118,899.22
2 - After 2 Years	115%				$53.55	$4,283.78	$111,378.25	$54.89	$4,390.87	$114,162.71	$56.26	$4,500.65	$117,016.78	$57.66	$4,613.16	$119,942.19

NOTE: Progression by annual increments within a rank possessing a salary range, shall be granted based upon actual service within that rank, if such service is satisfactory to the City. Salary Grades provided as reference for payroll administration purposes.

2016 - 2021 SALARY SCHEDULE - POLICE COMPONENT

CLASSIFICATION	RANK DIFF	CLASS CODE	SAL GRADE AND BW OR HRLY PAID 40 HR	BW/ HR	EFFECTIVE JUNE 30, 2020 1.0% HRLY	BWKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2020 1.5% HRLY	BWKLY	ANNUAL	EFFECTIVE JUNE 30, 2021 1.0% HRLY	BWKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2021 1.5% HRLY	BWKLY	ANNUAL
CONSTABLE		060712	102	80												
1 - Starting Salary	55%				$27.85	$2,228.36	$57,937.30	$28.27	$2,261.78	$58,806.35	$28.56	$2,284.40	$59,394.42	$28.98	$2,318.67	$60,285.33
2 - After 1 Year	60%				$30.39	$2,430.94	$63,204.32	$30.84	$2,467.40	$64,152.39	$31.15	$2,492.07	$64,793.91	$31.62	$2,529.45	$65,765.82
3 - After 2 Years	65%				$32.92	$2,633.51	$68,471.35	$33.41	$2,673.02	$69,498.42	$33.75	$2,699.75	$70,193.40	$34.25	$2,740.24	$71,246.30
4 - After 3 Years	70%				$35.45	$2,836.09	$73,738.38	$35.98	$2,878.63	$74,844.45	$36.34	$2,907.42	$75,592.90	$36.89	$2,951.03	$76,726.79
5 - After 4 Years	80%				$40.52	$3,241.25	$84,272.43	$41.12	$3,289.87	$85,536.52	$41.53	$3,322.76	$86,391.88	$42.16	$3,372.61	$87,687.76
6 - After 5 Years	100%				$50.64	$4,051.56	$105,340.54	$51.40	$4,112.33	$106,920.64	$51.92	$4,153.46	$107,989.85	$52.70	$4,215.76	$109,609.70
7 - After 9 Years	105%				$53.18	$4,254.14	$110,607.56	$53.97	$4,317.95	$112,266.68	$54.51	$4,361.13	$113,389.34	$55.33	$4,426.55	$115,090.18
8 - After 12 Years	107%				$54.19	$4,335.17	$112,714.37	$55.00	$4,400.20	$114,405.09	$55.55	$4,444.20	$115,549.14	$56.39	$4,510.86	$117,282.38
9 - After 15 Years	110%				$55.71	$4,456.71	$115,874.59	$56.54	$4,523.57	$117,612.71	$57.11	$4,568.80	$118,788.84	$57.97	$4,637.33	$120,570.67
STAFF SERGEANT		064452	105	80												
1	128%				$64.82	$5,186.00	$134,835.89	$65.80	$5,263.79	$136,858.42	$66.46	$5,316.42	$138,227.01	$67.45	$5,396.17	$140,300.41
2	131%				$66.34	$5,307.54	$137,996.10	$67.34	$5,387.16	$140,066.04	$68.01	$5,441.03	$141,466.70	$69.03	$5,522.64	$143,588.71
3	134%				$67.86	$5,429.09	$141,156.32	$68.88	$5,510.53	$143,273.66	$69.57	$5,565.63	$144,706.40	$70.61	$5,649.12	$146,877.00
SERGEANT		064412	103	80												
1	121%				$61.28	$4,902.39	$127,462.05	$62.20	$4,975.92	$129,373.98	$62.82	$5,025.68	$130,667.72	$63.76	$5,101.07	$132,627.74
2	123%				$62.29	$4,983.42	$129,568.86	$63.23	$5,058.17	$131,512.39	$63.86	$5,108.75	$132,827.52	$64.82	$5,185.38	$134,819.93
3	125%				$63.31	$5,064.45	$131,675.67	$64.26	$5,140.42	$133,650.81	$64.90	$5,191.82	$134,987.31	$65.87	$5,269.70	$137,012.12
PATROL SERGEANT		064432	104	80												
1	114%				$57.73	$4,618.78	$120,088.21	$58.60	$4,688.06	$121,889.53	$59.19	$4,734.94	$123,108.43	$60.07	$4,805.96	$124,955.06
2	116%				$58.75	$4,699.81	$122,195.02	$59.63	$4,770.31	$124,027.95	$60.23	$4,818.01	$125,268.23	$61.13	$4,890.28	$127,147.25
3	118%				$59.76	$4,780.84	$124,301.83	$60.66	$4,852.55	$126,166.36	$61.26	$4,901.08	$127,428.02	$62.18	$4,974.59	$129,339.44
DETECTIVE SERGEANT		064472	106	80												
1	114%				$57.73	$4,618.78	$120,088.21	$58.60	$4,688.06	$121,889.53	$59.19	$4,734.94	$123,108.43	$60.07	$4,805.96	$124,955.06
2	116%				$58.75	$4,699.81	$122,195.02	$59.63	$4,770.31	$124,027.95	$60.23	$4,818.01	$125,268.23	$61.13	$4,890.28	$127,147.25
3	118%				$59.76	$4,780.84	$124,301.83	$60.66	$4,852.55	$126,166.36	$61.26	$4,901.08	$127,428.02	$62.18	$4,974.59	$129,339.44
CONSTABLE FIRST CLASS		060622	101	80												
Identification Specialist																
From 12/26/93	113%				$57.23	$4,578.26	$119,034.81	$58.09	$4,646.94	$120,820.33	$58.67	$4,693.41	$122,028.53	$59.55	$4,763.81	$123,858.96
Before 12/26/93	114%				$57.73	$4,618.78	$120,088.21	$58.60	$4,688.06	$121,889.53	$59.19	$4,734.94	$123,108.43	$60.07	$4,805.96	$124,955.06
*Members at 114% get grandfathered at that rate																
CONSTABLE READER		060722	107	80												
1	114%				$57.73	$4,618.78	$120,088.21	$58.60	$4,688.06	$121,889.53	$59.19	$4,734.94	$123,108.43	$60.07	$4,805.96	$124,955.06
2 - After 2 Years	115%				$58.24	$4,659.29	$121,141.62	$59.11	$4,729.18	$122,958.74	$59.71	$4,776.47	$124,188.33	$60.60	$4,848.12	$126,051.15

NOTE: Progression by annual increments within a rank possessing a salary range, shall be granted based upon actual service within that rank, if such service is satisfactory to the City. Salary Grades provided as reference for payroll administration purposes.

SCHEDULE B – RANK DIFFERENTIALS

Rank Differentials are established based on the rate of pay for a First Class Constable as representing one hundred percent (100%), as follows:

RANK	DIFFERENTIAL	
	Effective January 1, 1998	**Effective July 19, 2009**
CONSTABLE – First Class	100%	100%
(After 10 Yrs of Service - After 9 Yrs-Eff July 19/09)	105%	105%
(After 13 Yrs of Service - After 12 Yrs-Eff July 19/09)	107%	107%
(After 16 Yrs of Service - After 15 Yrs-Eff July 19/09)	109%	110%
STAFF SERGEANT		
(First Year)	127%	128%
(Second Year)	130%	131%
(Third Year)	133%	134%
SERGEANT		
(First Year)	120%	121%
(Second Year)	122%	123%
(Third Year)	124%	125%
DETECTIVE/PATROL SERGEANT		
(First Year)	113%	114%
(Second Year)	115%	116%
(Third Year)	117%	118%
CONSTABLE/IDENTIFICATION SPECIALIST Current – 110% and 114% All incumbents who are currently at 114% shall not suffer a reduction as a result of this revision.	Revision – 113%	113%

The rank differentials, used to calculate the various rates of pay for ranks contained in the Police Component of this Agreement, shall be as set out in Schedule "B" attached hereto.

1A. Probationary Constable

The Chief of Police, or appointed designate, shall have the right pursuant to Section 79(3) of the Labour Relations Act to terminate the employment of members who have not completed their initial twenty-four (24) month probationary period. A Probationary Constable 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 grievable or arbitrable under this Collective Agreement.

The probationary period shall be included in the calculation of seniority for all purposes covered by this Collective Agreement, including promotion purposes.

2. Payday

All members hired after May 26, 1993 shall be paid by direct deposit every second Friday.

All members employed prior to May 26, 1993 shall have the option of selecting the method by which they will be paid, either direct deposit every second Friday or by cheque available at 16:00 on the day prior to payday.

3. Plain Clothes Constables' Allowance

Constables assigned to designated Plain Clothes Constable positions shall receive compensation for performing a measure of these duties at the rate of fifty dollars ($50.00) per month for each month of service and pro rata for any period of less than a month.

Plain Clothes Constables who are receiving one hundred and nine percent (109%) as at April 22, 1993 shall continue to receive such amount until transferred out of the Plain Clothes Unit at the conclusion of their present assignment. Transfers into, and out of designated Plain Clothes Constable assignments shall be in accordance with Police Service policy.

4. Acting in a Higher Rank

When a member of the Service, who is qualified to act in a higher rank in accordance with the Acting Ranks Section of the Police Promotion Plan, performs substantially all the duties of the position possessing said rank and carrying a higher rate of pay than that of the member's confirmed rank, the member shall receive the minimum rate of pay of the higher rank, for all such time assigned to said higher rank.

The Service acknowledges and agrees that all vacant full-time supervisory positions are to be filled on an acting basis. For the sake of clarity, all supervisory vacancies in full-time positions with the Service will be filled by either members confirmed in the rank or members acting in the rank.

Constables who have reached the classification of Second (2nd) Class Constable and higher who are assigned as Field Training Officers shall receive a salary adjustment of five percent (5%) above the current level received within their confirmed rank for all time spent during said assignment.

5. Night Shift Premium

A shift premium of ninety cents (90¢) per hour effective Pay Period # 11, 2009 will apply for evening and night shift work, as distinct from overtime work, for the full period of the shift provided that fifty percent (50%) or greater of the hours worked are between the hours of 4:00 p.m. and 8:00 a.m., otherwise no shift premium will be paid. Effective Pay Period #1, 2015 the shift premium will be increased to ninety-five cents (95¢) per hour. Effective Pay Period #1, 2016 the shift premium will be increased to one dollar ($1.00) per hour. The use of any approved leave for any portion of a shift shall not negatively impact a member's entitlement to shift premium. However, in such an event, a member shall not receive shift premium on any of the hours taken in approved leave.

6. Special Duty Pay

Special duties shall mean and include Police duties authorized by the Chief of Police and performed for any party or organization other than the Police Service. All such special duties shall be paid for at the rate of one and one-half times (1.5x) the regular salary. Regulations as to the assignment of such duties shall be in writing to be agreed upon between the Chief of Police and the Association as to the distribution of such assignments.

7. On-Call Duty

On-Call Duty means the time period specified by the Service during which a member is required to be available for a telephone consultation or a call back to duty. The Duty Inspector shall be provided with a list of members who are placed on On-Call Duty at any given time.

Members who are required to perform On-Call Duty will be paid one (1) hours' pay at straight time for each eight (8) hour period or portion thereof. If a Member placed on On-Call Duty is called back to duty during the On-Call Duty period, the Member shall be paid in accordance with Articles X-7, X-8 or X-9, as applicable, in addition to payment for the On-Call Duty. If a Member placed on On-Call Duty is contacted by telephone, the Member shall be paid in accordance with Article X-27, in addition to payment for the On-Call Duty.

For the purposes of clarity, if a member is placed on On-Call Duty to answer calls of any kind on the weekend or during any other time off, On-Call compensation shall be paid as set out in the Collective Agreement.

8. Bonus for Canine Unit Members

Officers assigned to the Canine Unit on a full-time basis, shall be paid an annual bonus of six hundred dollars ($600.00) for each full year of service in the Canine Unit. The bonus shall be paid in Pay Period #26 each year. Officers who have less than a full year of service in the Canine Unit shall be paid on a prorated basis with fifty dollars ($50.00) payable for each full or partial month of service during the calendar year commencing January 1st of the current calendar year.

9. Wellness Officer Premium

The Wellness Officer shall receive an annual premium in the amount of ten percent (10%) of the incumbent's confirmed rank base salary received while in that position. The premium is to compensate the Wellness Officer in recognition of the fact that he/she is to be generally available for call back duty and for all calls made or received while off-duty related to his/her position. As a result, the Wellness Officer shall not be entitled to any payment for "on call duty" as set out in Article XI-7 or for any telephone consultations as set out in Article X-27. However, if the Wellness Officer is called back to duty, the Wellness Officer shall be paid in accordance with Articles X-7, X-8 or X-9, as applicable, in addition to the "Wellness Officer Premium". The Wellness Officer Premium shall be paid to the Wellness Officer on his/her regular biweekly paycheques.

10. Overpayments

The City may not make deductions from wages or a member's leave banks unless authorized by statute, by Court Order, by Arbitration Award, by this Agreement, by the Association, or to correct an error made in good faith.

Where an error has been made in good faith, the City shall be entitled to recover any overpayment made, provided:

a) Once the error is discovered, notice and a detailed breakdown of the error is given by the City to the affected Member and the Association as soon as practicable;

b) The proposed recovery is made in as fair and reasonable a manner as possible; and

c) The proposed recovery is made over a period of time which is no less than the period during which the overpayment was made.

In the event a member retires from or leaves the Service before the City is able to recover an overpayment as contemplated in this Article, the City shall be entitled to make a full recovery at the time of retirement or separation of that member and reduce accordingly any payments that might be owing to that member to recover the overpayment. However, the Service agrees and acknowledges that the Association is reserving its right to argue, should the need arise, that the Service is not entitled to make any deductions from a member's pay or leave banks which are alleged to have arisen prior to the date of the Collective Agreement in force at the time the Association and affected member are notified of the alleged error.

ARTICLE XII – FRINGE BENEFITS

1. Statutory Holidays

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

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

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

b) Statutory holidays shall be observed as follows:

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

i. These hours are intended for use when taking statutory holidays off (either by choice or when compelled). However, statutory credit hours may be used by the hour, by the day or outside of "prime time". Up to six (6) consecutive days of statutory credit hours may be taken off. Divisional Commanders shall, at their discretion, reduce Divisional strengths to minimum statutory holiday levels by, if necessary, forcing members to take statutory holidays off. If members do not have enough statutory credit hours left they shall use any other form of leave or credit, or go into deficit which will be paid back at the first opportunity. All statutory credit hours (except twenty [20] hours) must be used before April 30th. Twenty (20) hours (sufficient time for Good Friday and Easter Monday) may be held over but must be used by June 30th. Divisional Commanders will monitor the statutory credit banks to prevent a situation where too many members attempt to reduce their statutory credit banks to zero at the end of the year. If necessary they will instruct members to reduce their banks earlier on in the year.

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

ii. All other members including those working a shift schedule with all weekends off, (including those working a modified Four/Ten (4/10) Work Schedule with weekends off) shall take all statutory holidays off on the dates they fall.

iii. Members not on the Four/Ten (4/10) Work Schedule, who are assigned to a Unit which requires staffing seven (7) days a week and who do not regularly get weekends off, shall be compensated for working a regularly scheduled tour of duty on a statutory holiday as follows:

In addition to their regular pay for working on a statutory holiday, a member shall be paid or compensated in time off, at the option of the member, at the rate of time and one-half times (1.5x) for all regularly scheduled hours so worked. Members who elect to receive compensating time off shall be allowed to accumulate a maximum of two (2) days statutory holiday leave in a manner consistent with the provisions of Article X-18 and Article XI-7. Divisional Commanders, at their discretion, shall reduce Divisional strengths to minimum statutory holidays levels by, if necessary, ordering members to take the statutory holiday off.

iv. Any extension of a statutory credit leave bank to members working a nine (9) hour shift schedule shall be a matter for negotiations between the parties.

c) Continuing overtime worked on any holiday shall be paid at time and one-half (1.5x) based on the premium rate of pay for the holiday (i.e. two and one-quarter [2.25] x continuing overtime hours worked). In addition to the payments described above, any member who is not entitled to statutory credit leave under Article XII, will receive their regular pay for the statutory holiday and receive one (1) additional day of leave for the statutory holiday that is disrupted.

d) Members of the Police Service 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.

2. Annual Leave

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

a) Three (3) weeks of vacation after one (1) year of continuous service;

b) Four (4) weeks of vacation in the calendar year in which a member completes his fifth (5th) year of service, and yearly thereafter; and

c) Five (5) weeks of vacation in the calendar year in which a member completes his thirteenth (13th) year of service, and yearly thereafter; and

d) Six (6) weeks of vacation in the calendar year in which a member completes his twenty-first (21st) year of service, and yearly thereafter.

It is understood that for the purpose of calculating vacation credits, one (1) week equals forty (40) working hours."

3. Arranging Leave Schedule

The Chief of Police shall be responsible for arranging the holiday schedule prior to April 1st of the calendar year. The holiday period shall start on May 1st of the calendar year and run through to April 30th of the following calendar year. This holiday schedule shall be posted on the bulletin boards where all employees may ascertain their holiday periods well in advance.

Members who attain an anniversary date entitling them to receive an additional annual leave credit in a calendar year may take this additional leave after May 1st of that calendar year that it falls in.

3A. Minimum Number of Personnel on Annual Leave

The minimum number of personnel who will be allowed on annual leave at any time in the holiday period shall not be less than fifteen percent (15%) of each Division by rank or category.

The minimum number of personnel who will be allowed on annual leave at any time in the holiday period for those members who are assigned to the Four/Ten (4/10) Schedule shall not be less than ten percent (10%) of each Division by rank or category, except that at no time will a Sergeant I and Sergeant II from the same Platoon or same shift assignment be allowed to book annual leave at the same time.

The minimum number of personnel who will be allowed on annual leave during the Christmas and New Year's period shall not be less than ten percent (10%) of each Division by rank or category, provided that the same restriction applies for those assigned to the Four/Ten (4/10) Work Schedule regarding Sergeant I's and Sergeant II's booking at the same time from the same relief of shifts.

3B Maximum Annual Leave During Prime Season

Members will be restricted to a maximum of three (3) weeks of annual leave during the prime summer holiday season (i.e. the nine [9] week period encompassing the months of July and August) in each year.

Members assigned to the Four/Ten (4/10) Work Schedule will be restricted to a maximum of twenty-three (23) consecutive calendar days during the prime holiday season referred to above. For records purposes the period of annual leave for those members assigned to the Four/Ten (4/10) Work Schedule will be considered the total period of time between two (2) blocks of annual leave which includes the weekly leave time between the annual leave blocks of time referred to.

3C. Booking of Annual Leave – Sergeants – Divisions #11 to #26

The Winnipeg Police Association and the City agree that for the purpose of booking annual leave, a maximum number of six (6) Sergeants from General Patrol duties shall be allowed annual leave at any one (1) time from each Uniform Division, #12 through #16; and

A maximum number of ten (10) Sergeants from General Patrol duties shall be allowed annual leave at any one (1) time from Division #11; and

A maximum number of four (4) Sergeants from General Patrol duties shall be allowed annual leave at any one (1) time from Division #26.

All Sergeants are to be allowed the opportunity of booking annual leave in one (1) of the prime holiday periods #1 to #3.

It is understood that in Division #26, at no time will a Staff Sergeant and Sergeant I from the same Platoon or same shift assignment be allowed to book annual leave at the same time.

4. Choice of Leave Periods

a) Choice of holiday periods shall be based on a member's effective date of appointment to the several forces within rank held and by Divisions. The following specific provisions shall prevail:

i. Persons who transfer from any other Department of the City into service with the Police Service, shall, for the purpose of booking annual leave, calculate their service effective as of their date of service with the Police Service, and prior service with the City shall not be taken into account.

ii. Constables, or other ranks, who are assigned to other duties in an acting capacity, such as Plain Clothes Constables, will book their annual leave in the Division they are assigned to, and will retain their seniority rights pertaining to annual leave by booking such leave in the position which their seniority with the Police Service entitles them to in that Division. A Plain Clothes Constable for the purpose of booking annual leave as aforesaid will be considered to be the same rank as a Sergeant II.

The Intelligence Unit and the Technical Services Unit shall be treated as separate units solely for the purpose of vacations.

5. Working Into Annual Leave

a) When a member of any shift scheduled to end after midnight would work less than four (4) hours into the first day of any of his annual leave entitlement, then his said shift shall be rescheduled to enable him to finish his tour of duty by midnight of the day preceding the commencement of such annual leave.

b) When a member of any shift scheduled to end after midnight would work four (4) hours or more into the first day of any of his annual leave entitlement, then he will be granted an additional day off in conjunction with his annual leave to compensate him for losing the first day of his annual leave. This additional days' vacation credit shall be allocated at the discretion of the Chief of Police, but whenever possible shall be added at the end of the employee's said annual leave entitlement. It is understood and agreed that the shift referred to in this Subsection cannot be rescheduled unless the member specifically requests the Chief of Police to that effect.

6. Annual Leave With Weekend Leave

Members of the Force may book one (1) week (five [5] working days) of their annual leave by taking it off one (1) day at a time with the approval of the member's supervisor providing there is sufficient manpower. Each such day of annual leave may be used when there is no statutory holiday available, but this provision shall not alter the present practice of a member being entitled to hold two (2) statutory holidays where applicable. Those members taking advantage of this provision have priority over statutory leaves.

If the Chief of Police finds it necessary at any time to cancel all leaves on a Friday, this day of annual leave will be cancelled as well. In this regard, those scheduled to take statutory leave would be cancelled first, and then if additional personnel is required those scheduled to take the one (1) day of annual leave would be cancelled, as the situation requires.

A member who decides to avail himself of this provision shall not be considered as having made a choice with respect to the selection of his holiday period, but shall have the right to book his annual leave in his normal seniority position.

The booking of this leave one (1) day at a time is restricted to those members who work on the Three (3) Week Cycle, and to members who are normally on weekly leave on Saturday and Sunday of every week.

The residual days of annual leave (to a maximum of three [3] days) for members assigned to the Four/Ten (4/10) Work Schedule may be booked one (1) day at a time, at the member's option, dependent on Police Service requirements.

7. Sick Leave

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. The required documentation shall 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 sick leave claimed exceeds four (4) consecutive working days or if the Police Service has, for any reason, advised the member in writing that all future requests for sick 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.

d) Effective from January 1, 1981, every employee shall be granted sick leave at the rate of ten (10) working hours per month while in the employ of the City or one hundred and twenty (120) working hours per year. Sick leave will be credited to an employee on a monthly basis for employees who are employed less than a full calendar year and on a yearly basis for employees who are employed for a full calendar year, less the deduction of days absent from work due to sickness.

e) An employee shall be allowed to utilize a maximum of three (3) discretionary leave days per year of accumulated sick leave credits for the purpose of attending to personal overall health or family needs.

f) Subject to what is hereinafter provided, every employee shall be allowed to accumulate unused sick leave credits to a maximum of two thousand and eighty-eight (2,088) working hours.

g) When any member of the Police Service retires on pension or dies, he, or his estate, as the case may be, shall be entitled to receive pay, or leave with pay, for the unused and unexpired sick leave credits at that time to a maximum of one thousand and fifty-six (1,056) working hours as a form of retirement, death or separation leave.

This Clause shall only apply to members hired before March 5, 1998. When all of those members hired before March 5, 1998 have left the Service, either through retirement, termination, or death this Clause shall be removed from the Collective Agreement.

h) Members of the Police Service who are on sick leave on their regular day of weekly leave will be credited with being on weekly leave and this will not count as a day of sick leave.

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 sick 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 sick leave credits.

j) Members who are on sick leave which continues into a period of previously booked annual leave may remain on sick leave.

k) Upon request, members may be advised of their personal total number of sick leave days credited to them at any given time.

8. Maternity and Parental Leave

1. A pregnant Officer (hereinafter referred to as "an Officer"), upon learning of her pregnancy, may provide, and in any event upon learning from a duly qualified medical practitioner that she is no longer capable of performing her normal Police duties, 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 Police Service completed by the Officer's attending physician, indicating, in the physician's opinion, how long the Officer will be capable of performing her normal Police duties or in the alternate, what duties and for how long the Officer will be capable of performing them.

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

i. The Police Service shall undertake to make all reasonable efforts to place the Officer in a position within the Police Sector where that Officer will perform Inside Police duties as required on a daily assignment basis at her regular Police wages. The Officer may

be assigned to perform various Inside Police duties in various Units of the Police 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 Officers 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 Officer 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:

1. Article III-8(b), (i), (ii) and (iii) of the Collective Agreement; and

2. 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 Police Service is under an obligation to accommodate the Officer as outlined in The Human Rights Code (Manitoba) to the point of undue hardship. Depending on the appropriate duties available, the Officer may be required to work shifts and hours worked each shift other than her normal work pattern, but the Police Service will not unduly inconvenience the Officer in arranging appropriate duties.

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

c) An Officer on maternity leave under Plan "A" or Plan "B" shall remain eligible for promotion providing the employee is available when required by the Police Service.

2. PLAN "A"

a) Maternity leave, to a maximum of forty (40) weeks, for any female Police Officer 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) The Officer shall maintain seniority throughout her leave of absence.

d) A member who elects to receive:

i. twenty (20) weeks or less of Maternity Leave; or

ii. twenty (20) weeks or less of Maternity Leave, combined with thirty-seven (37) weeks or less of Parental Leave in accordance with Article XII-8(5), if eligible 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, and for the purpose of calculating pension and entitlement to promotion points.

e) For the purpose of calculating other benefits of an Officer to whom a leave of absence of a period in excess of twenty (20) weeks 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.

f) 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 Officer shall notify the Divisional Commander, Human Resources 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 Police 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.

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

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

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

b) submit to the Divisional Commander, Human Resources 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 2005.

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 XII-8(3)(f)(iii).

iii. Should she fail to return to work as provided under Article XII-8(e)(i) and/or Article XII-8(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 XII-8(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 XII-8(1)(a) and the actual date of delivery, if the 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) An Officer shall maintain seniority throughout her leave of absence.

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

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

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.

v. All other time as may be provided under Article XII-8(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 Officer shall notify the Divisional Commander, Human Resources 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 Police 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.

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

i) During the period of maternity leave, the City will continue to pay its portion of the 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 XII-8(2) or (3); or

b) twenty (20) weeks or less of Maternity Leave in accordance with Article XII-8(2) or (3), combined with thirty-seven (37) weeks or less of Parental Leave in accordance with Article XII-8(4) 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, and for the purpose of calculating pension and entitlement to promotion points.

c) For the purpose of calculating other benefits of an Officer 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.

5. 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 seven (7) months of service with the City for the purpose of the actual care and custody of a

child after becoming a natural or adoptive parent. The employee shall submit an application, in writing, stating the duration of the leave requested, to the Divisional Commander, Human Resources for parental leave at least four (4) weeks before the day on which leave is intended to commence, except in the case of an employee intending to take maternity leave, in which case the employee shall submit their application for parental leave at the same time as their application for maternity leave.

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) 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 of Parental Leave, in which case at least twelve (12) weeks' notice in writing shall be required.

e) 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.

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

g) A member who elects to receive thirty-seven (37) weeks or less of Parental Leave in accordance with Article XII-8(5) 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, and for the purpose of calculating pension and entitlement to promotion points of an Officer to whom leave of absence is granted in accordance with this Section.

h) For the purpose of calculating other benefits of an Officer 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.

9. Clothing Issue

Effective May 1, 2006, clothing matters are covered by the Supplementary Agreement re: Clothing Point System. The Supplementary Agreement subsequently renders null and void all collective agreement issues relating to clothing matters.

Prior to May 1, 2006, members of the Police Sector shall receive:

a) The following clothing will be issued to Uniform personnel as specified:

Slash Resistant Gloves – one (1) pair of gloves and replaced thereafter as required.

Trousers – three (3) pairs of trousers, either two (2) pairs of winter and one (1) pair of summer weight or one (1) pair of winter and two (2) pairs of summer weight, upon enlistment and thereafter as required, but not more than one (1) pair every six (6) months.

Parka – one (1) nylon parka, suitable to the Association, to be issued upon enlistment and thereafter as required. Such parks to be issued for wear on or before November 15th in each year.

Reefer Coat – one (1) reefer coat for spring and fall to be issued upon enlistment and thereafter as required.

Raincoat – one (1) reversible raincoat to be issued upon enlistment and thereafter as required.

Boots/Oxfords – two (2) pairs of boots or two (2) pairs of oxfords or one (1) pair of boots and one (1) pair of oxfords upon enlistment and thereafter as required, but not more than one (1) pair of either boots or oxfords every six (6) months.

Overshoes – one (1) pair of zipper type overshoes to be issued upon enlistment and thereafter as required.

Rubbers – one (1) pair of rubbers on enlistment and thereafter as required.

Lined Mitts/Leather Gloves – one (1) pair of each upon enlistment and thereafter as required, but not more than one (1) pair of either in any year.

White Cotton Gloves – one (1) pair upon enlistment and thereafter as required.

Shirts – effective January 1, 1984, ten (10) "perma press" shirts, comprised of five (5) long sleeve and five (5) short sleeve shirts, to be issued upon enlistment and thereafter as required to a maximum of six (6) shirts per year.

Ties – three (3) ties, of a clip on type, to be issued upon enlistment and thereafter as required to a maximum of two (2) per year.

Caps – one (1) summer peak cap and one (1) winter cap to be issued upon enlistment and thereafter as required. Suitable waterproof covering for uniform cap.

Scarf – one (1) scarf to be issued upon enlistment and thereafter as required.

b) The following equipment will be assigned to members assigned to Motorcycle duty as required:

- one (1) pair of overshoes, either zipper type or four (4) buckle type
- one (1) leather coat
- one (1) pair of gauntlets and one (1) pair of leather mitts
- one (1) pair of hip rubber boots
- one (1) pair of winter riding breeches.

"As required" refers to any article of clothing specified in Article XII-9(a) that, through reasonable wear and tear or damage incurred during the performance of a Police duty, becomes unserviceable or unfit for wear by a member. Such items shall, upon presentation of the unserviceable or unfit article to Stores for inspection, be replaced upon the recommendation of the Chief of Police.

c) Plain Clothes Constables and all Officers holding the rank of Sergeant regularly assigned to duties in Plain Clothes in all Divisions will receive an annual clothing allowance of one thousand one hundred and fifty-seven dollars and three cents ($1,157.03) effective January 1, 2012.

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.

d) All Police Officers serving in plain clothes on a temporary assignment will receive ninety-six dollars and forty-two cents ($96.42) per month or four dollars and fifty-nine cents ($4.59) per day, effective January 1, 2012, as a clothing allowance after the first thirty (30) days of service so assigned.

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.

e) Any member acting in the capacity of Plain Clothes Constable or assigned to training in Criminal Investigations in any Division for six (6) months or longer in any calendar year will not be entitled to a uniform issue in that calendar year. However, if such acting service or assigned training service is less than six (6) months in any calendar year, then the member will receive his full uniform entitlement in that calendar year and, when eligible, the clothing allowance referred to in Subsection (d) above.

f) The Association will nominate one (1) of its members as the person with whom the City will discuss all clothing and equipment, and the quality and standards of same;

g) no tenders for, or purchases of, clothing and equipment by the City will be made without such prior discussion as set forth in Subsection (f) above; and

h) the summer issue of clothing shall be delivered to members of the Association on or before May 1st in each year during the term of this Agreement, and the winter issue of clothing on or before October 1st in each year of this Agreement. Failure on the part of the City to meet the dates for issue of clothing as set forth above will be excused in the event that the City is unable to meet said dates due to acts of God, strikes, civil insurrections or disorders, or other circumstances over which the City has no control. October 1st will be the "cut off" date for annual issuance of clothing and equipment. An entrant to the Police Service after October 1st of any given calendar year will be supplied with his complete uniform issue but will not receive the annual issue for the following year.

i) It is understood and agreed between the parties that an appeal committee called "The Clothing Appeal Committee" shall be established annually during the term of this Agreement. The said Committee shall be composed of two (2) persons, one (1) of whom shall be appointed by the Administration of the Police Service and the other appointed by the Association.

This Committee shall have the jurisdiction and authority to decide whether or not any article of clothing should be replaced at the request of a member if any dispute arises as to such requested replacement.

The decision of the Committee, if it is unanimous, shall be final and binding on each of the parties and the member involved. In the event that there is disagreement between the Committee members as to the Committee's decision then the dispute shall be resolved by the issue to the member of a new or suitable replacement of the article of clothing in dispute.

j) The City of Winnipeg to provide to personnel of the Police Sector twelve (12) dry cleaning coupons on January 1st of each year, effective January 1, 1994.

k) Plain Clothes members of the Police Service will wear clothing of a quality and material that retain a well pressed and presentable appearance at all times. Sport style shifts may be worn but must be of a plain and subdued colour. These sport shirts do not include the knitted sweater type or sweat shirt type of attire. Ties must be worn with shifts during that period of the year when Uniform members wear ties on duty. Ties may be left off during that period of the year when Uniform members do not wear ties on duty. Ties must always be worn when attending court.

ARTICLE XIII – OTHER TERMS AND CONDITIONS

1. Promotion From Rank to Rank

Promotion from rank to rank for Police Officers will be in accordance with the promotion procedure as agreed to between the Association and the Police Service and published in a separate booklet which will be provided to each member, subject to changes from time to time with agreement from both parties, and such booklets and amendments shall be considered part of this Collective Agreement.

2. Complement

There shall be established by the City a complement of Police Officers within the bargaining unit up to and including the rank of Staff Sergeant which shall be the minimum number of each rank that the Police Service shall have. This complement of Police Officer ranks will be posted twice annually as follows:

On or about December 1st, an interim complement shall be posted by Routine Order. The Association shall have the opportunity to consult with, and make representations to, the Chief of Police regarding the make-up of said complement.

By no later than April 30th in any year, a final complement shall be posted by Routine Order. This complement shall be the minimum number of each rank that the Police Service shall have in that year. When a vacancy or vacancies occur in any rank, thus reducing the complement, this vacancy or vacancies shall be filled within a reasonable period of time.

3. Lay Off

Lay offs shall be made in reverse seniority, and for purposes of this Section, seniority is defined as the length of service of a member with the Winnipeg Police Service as a Police Officer, including any former Police Service which becomes part of the Winnipeg Police Service commencing from the date of hiring of a member as a Police Officer and to include any authorized leave of absence and periods of long term disability or extended sick leave. Recalling shall be on a seniority basis. In the event of lay off, the City shall provide at least one (1) month of notice of such pending lay off to each employee affected.

4. 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 Association – Police Component (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.

Terms of the Police Pension Plan will be distributed to members on enrollment and thereafter as required.

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

a) All cruiser cars normally operated by uniformed Police Officers and assigned to Regular Patrol duties or Traffic duties shall be staffed by two (2) Police Officers at all times, and are the only cruiser cars that may be dispatched to calls for service as the primary regular Patrol cruiser car to an incident subject to the following.

b) The only exceptions to the foregoing shall be:

i. Supervisory vehicles which may be staffed by one (1) Police Officer.

ii. Motorcycle vehicles may be staffed by one (1) Police Officer, but may not be dispatched to calls for service as the primary Regular Patrol cruiser car to an incident.

iii. Traffic Patrol vehicles performing traffic duties between the hours of 06:00 hours and 21:00 hours may be staffed by one (1) fully trained Police Officer.

iv. Community Report cars staffed by a Second Class Constable or higher rank between the hours of 06:00 hours and 21:00 hours to be assigned in each Division as determined by the Winnipeg Police Service. The Community Report Cars shall normally have responsibility for calls for service and enquiries within their own Division. Personnel assigned to these cars will be on a voluntary basis. However, if there are no volunteers, then the Service will designate personnel to this function.

v. Other administrative, support or operational vehicles, including Identification Technician Units, not assigned to Regular Patrol duties, may be staffed by one (1) Officer, but shall not be dispatched to calls for service as the primary Regular Patrol cruiser car to an incident.

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

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

2. These Units may be deployed on a City wide basis and shall not be restricted to specific districts.

3. These Units may be deployed between 06:00 and 21:00 hours.

4. These Units shall be staffed by a Second Class Constable or higher rank.

c) Notwithstanding all of the foregoing, all of the cars as outlined in Paragraphs 2(i), (ii), (iii), (iv), (v) and (vi) may be dispatched to calls for service only in circumstances:

i. where no Officer safety issues are presented to Communication Centre personnel or the member being dispatched;

ii. where the suspect is not at or near the scene;

iii. where the scene may be controlled by one (1) member.

d) One (1) Member Units may also be dispatched to other calls for service:

i. as a back-up to a Two (2) Member Unit if there are no other Units available;

ii. where no Two (2) Member Uniform Patrol Units are available, two (2) one (1) Officer units shall meet and coordinate a simultaneous arrival.

6. 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 Association and the Police 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.

7. Underwater Search and Recovery Training

a) The following requirements will be removed for application from the Dive Course for the duration of this Agreement:

i. Must have an interest in becoming a member of the Underwater Search and Recovery Unit.

ii. Must not be involved with another Specialty Unit within the Service.

b) The specific numbers of candidates permitted to take the course is to remain at six (6). The costs and time commitments as outlined must remain consistent. The course candidates will be responsible for their own accommodations. Any additional costs apportioned to the candidates whether in time or monetary consideration not described in the Routine Order #12-86 or described herein, require additional agreement between the Service and the Association. Should the Service reduce the number of candidates or eliminate the course altogether without the expressed agreement of the Association in future, then this Agreement in relation to Underwater Search and Recovery Unit training is rendered null and void. All portions of the Underwater Search and Recovery Unit training, including the classroom instruction, poolside modules, travel and accommodations will then be subject to all applicable provisions of the Collective Agreement in relation to elective training compensation.

c) The Service will compensate the involved members for Training Compensation Day hours as described in the Collective Agreement for the open water dive now and in future. No Training Compensation Day compensation will be applied to the classroom and poolside instruction portions of the course. If in future the open water dive segment for which Training Compensation Day compensation is provided, is reduced or removed from the course, this portion of the Agreement, with respect to Underwater Search and Recovery Unit, becomes null and void and the provisions of the pertinent agreements with respect to Training

Compensation Days for elective and mandatory training shall then apply. Similarly the Underwater Search and Recovery Unit Agreement is voided, and the remaining provisions of the Collective Agreement with respect to elective and mandatory training will apply if any other terms and conditions are not met.

d) The parties agree that this permission is without prejudice and precedent and applies to Underwater Search and Recovery Unit training only. Furthermore this Agreement cannot be adduced or used as evidence of the Association's agreement in relation to any other training or course in relation to any other unit or function within the Service. The Service will not seek to expand the terms of this Agreement herein any fashion, without the expressed written consent of the Association. In all other cases the terms and conditions of the Collective Agreement in relation to mandatory and elective training will apply.

8. Central Reading Unit

a) Effective April 30, 2009, all Constables assigned to the duties of Reader in the Central Reading Unit shall receive the rate of pay of the first increment of the Patrol Sergeant rank, for the first two (2) years in said assignment. This rate of pay applies to benefit entitlements, including but not limited to annual leave, statutory credit leave, extra duty leave, sick leave, fitness benefits, training and overtime, and all areas of Service related employment excluding special duty or voluntary extra duty in areas other than the Central Reading Unit (i.e. Roadwatch, Traffic Enforcement). It is understood that no retroactive pay prior to April 30, 2009 shall be paid to any current or former member assigned to the Central Reading Unit with the exception of Constable Douglas Grant as described herein.

b) At the commencement of the third year of continuous assignment as Reader, the Constables so assigned will receive an additional one percent (1%) in pay increment over and above the first increment of Patrol Sergeant, again with respect to all areas identified in Paragraph 8(a) above of Service employment (holidays, approved paid leaves, training, etc.) for the remaining duration of time assigned to Reader duties in the Central Reading Unit.

c) Those who have already been assigned to the Central Reading Unit prior to this date will have their time to date in the Unit count towards the two (2) year service required for the additional one percent (1%) pay increment as contemplated in Paragraph 8(b) above. However no retroactive pay prior to April 30, 2009 shall be paid to those members with respect to the one percent (1%) increment.

d) Should the Service choose to amalgamate the Arrest Processing Unit and the Central Reading Unit, each shift of said Unit shall be staffed with a minimum of one (1) Patrol Sergeant. The Service also agrees should the newly amalgamated Unit be tasked with the responsibility for the Reader function, Paragraphs (i), (ii), and (iii) below shall apply:

i. Rates of pay for those Constables assigned to Reader full-time duties shall be contemplated in Paragraphs 8(a), (b), and (c) above (Patrol Sergeant first increment or first increment Patrol Sergeant - one percent [1%] after two years as Reader).

ii. Full-time Readers must hold the rank of First (1st) Class Constable or higher. In the event the Service assigns members of a superior rank to First (1st) Class Constable to Reader duties, such members shall receive the rate of pay commensurate to their rank and seniority in that rank;

iii. The Reader duties are to be performed by dedicated full-time members, however in the instance of temporary staff shortages due to the taking of leave, illness, etc., those performing the duties of Reader will receive acting pay at the first increment of the Patrol Sergeant rank. If, in these circumstances, the member assigned is in a superior rank to First (1st) Class Constable, such member shall receive the rate of pay commensurate to their rank and seniority in that rank.

e) Should the Service choose to change the organizational structure to which the Readers are currently a part of, and the duties and responsibilities remain largely the same, Paragraphs 8(d)(i), (ii), and (iii) above will still apply, regardless of the organizational structure or divisional assignment.

ARTICLE XIV – FLIGHT OPERATIONS UNIT

The City and the Winnipeg Police Service created and implemented a Flight Operations Unit in 2011, and the parties have agreed to additional conditions of employment as they relate to the Flight Operations Unit.

1. Positions within the Flight Operations Unit

The Flight Operations Unit shall operate with the following personnel:

a) Chief Pilot (1)

i. The Chief Pilot shall be a civilian member who shall be entitled to all of the rights and benefits as set out in the Staff Component of the Collective Agreement, except as set out herein;

ii. The Chief Pilot shall be paid at the rates outlined in the Collective Agreement or as agreed between the parties in the future;

iii. The Chief Pilot position requires certain specialized skills, education and experience;

iv. In the event the Chief Pilot vacates his or her position, the City/Winnipeg Police Service shall first attempt to fill the position with a member of the Association. In the event the City/Winnipeg Police Service reasonably determines that no member of the Association has the required skills, education and experience, the City/Winnipeg Police Service shall be entitled to seek out external applicants;

v. In the event the Chief Pilot position is filled by a Police member of the Association, it is agreed that such position shall remain a Police position unless the parties specifically agree otherwise;

vi. It is understood that the Chief Pilot Police position shall be a non-rank specific position as it is the skill set of the member and not the rank which shall determine the appropriate candidate for the position.

b) Line Pilots (3)

i. The City/Winnipeg Police Service agree that the Line Pilot positions shall be filled by Police members in the future. However, given the skills, education, experience and training required, the parties have agreed, on a without prejudice and precedent basis, to contract out the Line Pilot positions for a period not to exceed twenty-four (24) months, effective December 15, 2010;

ii. As of December 15, 2012, the Line Pilot positions filled by Police members shall remain Police positions unless the parties specifically agree otherwise. Such a position shall be non-rank specific as the requirements of the position is not based on rank, but necessary skills, experience and education;

iii. The City/Winnipeg Police Service agree that the previous contracting out of the Line Pilot positions is a unique situation and will not be relied upon in the future, for any reason, in an attempt to justify the contracting out of other services or duties performed by the Winnipeg Police Service;

iv. The City/Winnipeg Police Service agree to pay the Association the union dues for each contracted Line Pilot at the rate of a full-time Police member for the duration of any contracting out as contemplated herein. These dues shall be payable for each contracted Line Pilot whether they are employed on a full-time basis or not;

v. It is understood that the Association reserves the right to grieve the legitimacy of the purported contracting out as contemplated herein.

c) Tactical Flight Officers (4)

i. The Tactical Flight Officer position shall be filled by Constables who will each report to the Administrative Patrol Sergeant in the Flight Operations Unit;

ii. It is agreed that the content of the job description for the Tactical Flight Officers will be similar in spirit and intent to the Tactical Flight Officers that exists elsewhere in other jurisdictions in Canada;

iii. It is agreed further that the Tactical Flight Officer position is equivalent to a K-9 Constable coordinating a track and designating containment or a Constable in a prime unit calling pursuit to other units.

d) Administrative Patrol Sergeant (1)

i. The job description of the Administrative Patrol Sergeant shall be similar in spirit and intent to the Administrative Patrol Sergeant role throughout in the Winnipeg Police Service;

ii. It is agreed that the position of Administrative Patrol Sergeant is open to all qualified applicants with the Winnipeg Police Service.

e) Aircraft Maintenance Engineer (1)

i. The City/Winnipeg Police Service have advised that there is currently insufficient work for an Aircraft Maintenance Engineer to be hired on a full-time basis. Based on the representations made by the City/Winnipeg Police Service in this regard, the Association is prepared to agree to the contracting out of this position;

ii. The City/Winnipeg Police Service shall provide the Association with a copy of the current contract (and any amendments, renewals or revisions thereof) with the individual or entity that is contracted to perform the services of the Aircraft Maintenance Engineer;

iii. It is understood that the Association reserves the right to grieve the legitimacy of any purported contracting out as contemplated herein.

2. Job Descriptions within the Flight Operations Unit

The job descriptions as of October 10, 2012 shall remain in effect unless the parties specifically agree otherwise.

3. Shift Schedules within the Flight Operations Unit

Pursuant to the terms and conditions of the Collective Agreement, the parties shall refer to the Joint Shift Scheduling Committee the issue of the appropriate shift schedule for all of the positions listed herein.

The Joint Shift Scheduling Committee has accepted that a specific shift schedule be implemented for the Flight Operations Unit and this shall confirm that the parties agree with such recommendation. It is also agreed that the following shift schedule is being agreed to on a without prejudice and precedent basis. Moreover, the parties agree that such a shift schedule is not appropriate for other areas of the Winnipeg Police Service and neither party shall attempt to introduce such a shift schedule in other areas. It is agreed that, as with all shift schedules, no such schedule can be implemented without the express agreement of the Association.

The parties agree that the shift schedule in effect on July 26, 2013 shall remain in place as a pilot project, without modification or amendment, unless agreed otherwise between the parties until the date of the annual transfer deadline for 2016. Should the parties fail to agree on the terms and conditions of a new shift or the continuation of the current shift, ninety (90) days prior to the above deadline, the matter may be referred, by either party, to arbitration for resolution.

4. Transfer Policy for the Flight Operations Unit

The Winnipeg Police Service Transfer Policy, as it relates to the Flight Operations Unit, shall be revised as follows:

a) All Police members, regardless of rank or job designation (Specialty Unit or Uniform Operations) shall be entitled to apply for a position within the Flight Operations Unit;

b) If a member is promoted while in a Pilot position, such member shall not be automatically transferred out;

c) The Chief Pilot or Line Pilot position within the Flight Operations Unit shall be one (1) plus one (1) plus one (1) etc. to a maximum of seven (7) years and members shall be rotated out of the Flight Operations Unit based on the Unit's reasonable succession plan;

d) The Tactical Flight Officer position within the Flight Operations Unit shall be one (1) plus one (1) plus one (1) etc. to a maximum of five (5) years and members shall be rotated out of the Flight Operations Unit based on the Unit's reasonable succession plan;

e) When a member is rotated out of the Flight Operations Unit, such member may be reassigned to the Flight Operations Unit after transfer to a different Unit for a minimum of two (2) years.

5. Other Matters

The parties agree that while the Chief Pilot position is performed by a Civilian member, that appropriate direction and supervision may be provided to Police members performing the Line Pilot duties. The parties agree that the supervision of Police members by Civilian members is not appropriate, and the agreement to do so as outlined in this instance is strictly limited to the Flight Operations Unit, is without prejudice and precedent and neither party can seek to expand or utilize this agreement outside the Flight Operations Unit.

In the event a member of the Flight Operations Unit is not permitted to take the necessary steps during any given shift (i.e.: during helicopter down time and where operational conditions permit, to undertake physical fitness and health related activities to prepare themselves for their work assignments), the Service agrees to credit such a member with one (1) hour of Extra Duty Leave. This one (1) hour of Extra Duty Leave will be provided for any shift where a member is not permitted to undertake physical fitness and health related activities in order to prepare themselves for their work assignment, or if that activity is interrupted due to emergent or urgent operational demands. As members currently work on the Canadian Armed Forces base, where there is a suitable gym facility, the cost of gym membership (if any) will be the responsibility of the Service to undertake on behalf of all Flight Operations Unit members. Should the members be relocated in the future, the Service will have the option to establish an adequate exercise facility at its expense in close proximity to the Flight Operations Unit, or incur any such additional costs at an existing gym at or near

the work premise, in order to ensure members have ready access to an appropriate exercise facility.

STAFF COMPONENT

Articles XV to XIX inclusive apply only to the Staff Component, which for the purposes of this Agreement includes all members of the bargaining unit except Police Officers.

ARTICLE XV – WORKING CONDITIONS

DEFINITIONS

a) Temporary Position

Refers to a position, not the status of an employee. Temporary jobs are those roles which are limited to a period of time.

b) Temporary Employee

Refers to an employee who is hired for any assignment of duty or project scheduled for termination within a prescribed time frame, or who is occupying any position not within the complement as determined by City Council, but who has completed his or her probationary period.

c) Probationary Employee

Means an employee:

i. who is in the process of fulfilling the initial six (6) month (or twelve [12] month within the Communications Centre) probationary requirements upon original hire to the Service, lateral transfer or any promotion;

ii. who has had his or her probationary period extended by agreement between the parties; or

iii. who has committed a Service Default under the Regulations and received or agreed to a penalty which imposes a probationary period for a specified term.

d) Confirmed Employee

Means an employee who has successfully completed the probationary period in a permanent position.

e) Permanent Employee

Means an employee who has successfully completed the probationary period of the rank, and is appointed to any position of the same rank that is of permanent status.

f) Part-Time Employee

Means a civilian employee, assigned to the Communications Centre or a Cadet as contemplated in Appendix D, who works less than the normal daily or weekly hours on average and whose work is irregular, non-recurring or does not follow an ongoing predetermined schedule. However, part-time employees are entitled to all other

privileges and benefits as defined in the Collective Agreement, including the work schedules, except for those terms and conditions which apply only to Cadets as set out in Appendix D.

g) Seasonal Employee

Means an employee occupying a position which is, due to the seasonal nature of the work, subject to hire and termination at an approximate yet predetermined timeframe.

1(A) Hours of Work and Semi-Annual Time Changes

a) The hours of work for a member of the Association shall be eight (8) hours per day, five (5) days per week for a total of forty (40) hours per week with two (2) consecutive full days off per week as weekly leave. Subject to what is hereinafter set forth, all hours worked by a member in excess of eight (8) hours per day and forty (40) hours per week shall be considered as overtime and compensated as such (See Appendix "A").

b) Change over to Central Daylight Saving Time or Central Standard Time will be accomplished by adjusting the starting or finishing times of the shift so that members work their normal number of hours on that specific tour of duty. In those cases where members are required to work in excess of their normal number of hours on that specific tour of duty, then compensation at regular overtime rates of pay (or time in lieu) will apply for all such overtime worked.

1(B) Clerical Hours of Work

Clerical hours of duty shall be generally 8:30 a.m. to 4:30 p.m., Monday to Friday in each week with one (1) hour for lunch each day. Nothing herein shall prevent the parties negotiating the opening and closing hours of work during the term of this Agreement.

2. Calculation of Daily and Hourly Rates

Calculations for payroll purposes of daily and hourly rates shall be in accordance with the table or rates prepared by the Human Resource Services Division of the Corporate Services Department of the City for calculating broken time, and the City agrees to supply the Association with one (1) copy of such table within one (1) month of the execution of this Agreement. The table of rates shall include an annual figure.

3. Lunch Periods

Subject to Section 1(B) above, members of the Association receiving a lunch period of less than thirty (30) minutes of the date of this Agreement shall receive a lunch period of thirty (30) minutes hereafter, and members of the Association now receiving a lunch period in excess of thirty (30) minutes shall continue to receive the same lunch period as at present during the currency of this Agreement.

4. Rearrangement of Shifts

Rearrangement of shifts to take care of unavoidable contingencies will not entitle a shift man to overtime payment or compensating time off until he is required to work in excess of the regular number of hours each week as provided in Section (1) above.

5. Continuing Overtime

All overtime shall be paid for at the rate of time and one-half (1.5x), for the first two (2) hours and double time (2x) for all hours, or portions thereof, in excess of the said two (2) hours, provided that no payment for overtime shall be granted for overtime periods of fifteen (15) minutes, or less. However, when overtime of sixteen (16) minutes to thirty (30) minutes, both inclusive, is worked, payment for thirty (30) minutes at the overtime rate shall be made. Further, when overtime of thirty-one (31) minutes up to sixty (60) minutes, both inclusive, is worked, payment for sixty (60) minutes at the overtime rate shall be made. Provided, further, that upon request of the employee concerned, compensating time off may be allowed in lieu of overtime pay on the basis of time and one-half (1.5x) or double time (2x) for all hours, or part of an hour, as the case may be, so worked.

The parties agree that the overtime provisions specify that should a member work cumulative overtime in an amount less than fifteen (15) minutes in total, no compensation shall be provided. However should a member work a cumulative total beyond fifteen (15) minutes then all overtime and portions of any hours so worked, shall be rounded up to the nearest half hour for the purposes of determining the compensation.

The parties agree that the following examples clearly outline the correct interpretation of the overtime provisions:

a) Example 1:

A member's regular tour of duty ends at 16:30 hours. The member works until 16:42 hours, for a total of twelve (12) minutes beyond their regular tour. In this case no compensation would be provided as the cumulative total is less than fifteen (15) minutes.

b) Example 2:

A member's regular tour of duty ends at 16:30 hours. The member works until 17:42 hours, for a total of seventy-two (72) minutes beyond their regularly scheduled shift duration. The member is entitled to one and one-half (1.5) hours at time and one-half (1.5x) (or double [2x] time as the case may be for clerical workers) the regular hourly rate of pay.

Calculation: First sixty (60) minutes = one (1) hour. The subsequent twelve (12) minutes is rounded up to the nearest one-half (.5) hour = thirty (30) minutes. The total is one and one-half (1.5) hours at time and one-half (1.5x) (or double [2x] time as the case may be for clerical workers).

c) Example 3:

A member's regular tour of duty ends at 16:30 hours. The member works continuing overtime until 18:07 hours, for a total of ninety-seven (97) minutes beyond the regular shift duration. The member is entitled to two (2) hours at time and one-half (1.5x) (or double [2x] time as the case may be for clerical workers) the regular hourly rate of pay.

Calculation: First sixty (60) minutes = one (1) hour. The subsequent thirty-seven (37) minutes is rounded up to the nearest one-half (.5) hour = one (1) hour. The total is one (1) hour + one (1) hour = two (2) hours at time and one-half (1.5x) (or double [2x] time as the case may be for clerical workers) the regular hourly rate of pay.

d) Example 4:

A member's regular tour of duty ends at 16:30 hours. The member works continuing overtime until 20:44 hours. The amount of time worked in excess of the regular shift duration is four (4) hours and fourteen (14 minutes). The member is entitled to four (4) hours at time and one-half (1.5x) (or double [2x] time as the case may be for clerical workers) and one-half (.5) hour at double time (2x) of the regular hourly rate of pay.

Calculation: The first four (4) hours of continuous overtime is paid at time and one-half (1.5x) (or double [2x] time as the case may be for clerical workers). The subsequent fourteen (14) minutes rounds up to the nearest one-half (.5) hour, which is paid at double (2x) time, for a cumulative total of four and one-half (4.5) hours.

5A. Clerical Work on Weekly Leave

If clerical workers are required to assigned to work on their weekly leave, they will be paid at two times (2x) their regular rate of pay for all hours so worked, however the minimum compensation payable will be no less than seven (7) hours pay at straight time rates.

This Article shall not apply if the employee requests to work on their regular weekly leave in order to make up for leave taken, or to be taken at another time.

6. Call Back

Any member of the Association who is not on duty and is called out for duty, on other than his regular weekly leave, shall receive pay for such call out of a minimum of four (4) hours at overtime rates if the time spent by such member is less than four (4) hours. Where the time spent by such member on such call out exceeds four (4) hours then he shall be paid for the first four (4) hours as above set forth, and for all time spent in excess of the said four (4) hours at double time (2x). Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of overtime pay on the basis of one and one-half (1.5) hours, or two (2) hours, as the case may be, for each hour to the member's credit.

Call Back on Statutory Holidays

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

Any member of the Association who is not entitled to statutory holiday credit consideration as contemplated in Appendix B-7 and B-8, in addition to the payments described above, shall receive their regular pay for the statutory holiday and receive one (1) additional day of leave for the statutory holiday that is disrupted.

7. **Call Back on Weekly Leave or Annual Leave**

Any member of the Association who is on weekly leave and is called out for duty shall receive pay for such call out of a minimum of the member's regularly scheduled hours of duty at time and one-half times (1.5x) the regular hourly rate of pay. If the time spent by such member on duty as a result of such call out exceeds his regularly scheduled hours of duty then all time in excess of said regularly scheduled hours of duty shall be paid at two times (2x) the regular hourly rate of pay. Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of the overtime pay referred to above. Further, if such member is outside the area of the City of Winnipeg when called out for duty then he shall receive mileage allowance in accordance with Article X-**24** for all distance travelled, and return, in order to appear for duty.

Any member of the Association who is on annual leave and is called out for duty shall, in addition to the payments described above, receive one (1) additional day of leave for each day of his annual leave that is disrupted, which shall be allocated at the discretion of the Chief of Police, and, whenever possible, such additional day shall be added at the end of that member's period of annual leave.

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

a) A member is considered to be on weekly leave, immediately at the end of the final minute of the scheduled end of the last shift on his or her tour of duty, with the exception of those remaining in the workplace on continuing overtime.

For the sake of clarity, a member who finishes work at 07:30 hours on their last night shift and who is called back to work at 07:45 hours, would be compensated by way of call back on weekly leave. A member who is called back at 02:40 hours when Third (3rd) Relief concludes at 02:30 hours, would also be compensated by way of call back on weekly leave, as would a member called back at 17:38 when Second (2nd) Relief concludes at 17:30 hours.

b) A member is considered to be on weekly leave until no less than four (4) hours prior to the scheduled commencement of their first regular tour of duty.

c) The only exception to the above is at it relates to the compensation to be paid for a court appearance on the first day of a Third (3rd) Relief tour of duty. This shall be compensated by a minimum of four (4) hours at time and one-half (1.5x) the member's regular hourly rate of pay. If the time spent by the member on such a court appearance exceeds four (4) hours, then all time in excess of four (4) hours shall be paid at two times (2x) the regular hourly rate of pay. Provided, that upon request of the member concerned, compensating time off will be allowed in lieu of the overtime pay referred to above on the basis of one and one-half (1.5) hours for each hour to the credit of such member up to four (4) hours, and two (2) hours for each hour to the credit of such member in excess of four (4) hours.

8. Second Call Backs

a) In the event a member is called back for duty on weekly or annual leave, or on a statutory holiday, for a second time and that second call back occurs within the time frame of that member's regularly scheduled hours of duty, then that member shall not receive compensation on the basis of two (2) separate call backs, but shall be treated for the purposes of overtime compensation to have remained at work continuously since the first call back was made.

b) In the event a member is called back for duty on weekly or annual leave, or on a statutory holiday, for a second time and that second call back occurs beyond the time frame of that member's regularly scheduled hours of duty, then that member shall receive compensation on the basis of two (2) separate call backs.

c) A previously scheduled requirement to attend court shall not be considered a call back for the purpose of this section.

9. Court Time for Duties Performed at Another Police Agency

When members are required to attend court on matters which arose while employed with or assigned to another police agency, the parties agree that the court attendance provisions shall be interpreted as outlined below:

a) All court overtime related to the appearance of a member shall be compensated as set out in the court attendance provisions, regardless of where the member was employed or assigned at the time of the incident which is the subject of the court attendance.

b) It is understood that the Service shall be entitled to seek reimbursement of any payments made to a member under the court attendance provisions from the police agency where such member was employed or assigned at the time of the incident which gave rise to the court attendance. However, that does not impact or delay the Service's obligation to pay a member as outlined above.

c) It is also understood and agreed that a member is not entitled to be compensated for any such court attendance from both police agencies.

10. Off Duty Court Time

That in the event members of the Staff Component are required to appear in court as defined in the Police Component, then such members shall be compensated in accordance with the terms of the Police Component applicable thereto.

11. Clear Hours of Rest

Members must be given seven (7) clear hours between the actual completion of one (1) tour of duty, including overtime or court time, and the commencement of the next tour of duty; or have the option of using eight (8) hours (or whatever number of hours worked on a tour of duty) of accumulated overtime, or court time, in lieu of his pending tour of duty if the seven (7) clear hours between said tours of duty is not given. Purpose of this Section is to allow the member to take his second tour of duty off as accumulated overtime due to being overtired. This is merely a permissive Section, and does not allow for any increased time or pay benefit.

12. Emergency Situations

The Chief of Police may declare a state of emergency at any time for any one (1) Division, or for the Force as a whole, and during such declared emergency overtime will be paid for at the rate of time and one-half (1.5x) for all hours worked in excess of eight (8) hours per day or forty (40) hours per week.

13. Compensating Time Off

A member may request to be allowed to use his compensating time off on a specified date, or dates, providing such date, or dates, is satisfactory to the Chief of Police. Effective June 23, 2008, a member may at any time during the year accumulate overtime to a maximum of one hundred and thirty (130) hours, exclusive of the two (2) statutory holidays referred to in Article XVII-7, infra. Upon termination of service, the unused portion of a member's accumulated overtime shall be paid to that member at the rate at which it was earned. When accumulated overtime is used, the most dated leave will be considered to have been taken first.

14. Classes of Instruction

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

b) In the event a member is required to attend mandatory classes of instruction or training on a day other than his regularly scheduled shift or the class of instruction or training goes beyond the hours of his regularly scheduled shift in any given day, that member shall be paid overtime rates as set out in the Collective Agreement.

Non-Mandatory Training

c) Non-mandatory training days in excess of two (2) days in duration will be eight (8) hour training days, and members so assigned will attend the class of instruction for three (3) or more days involved as eight (8) hour days and merely be removed from their current shift to complete this training course. They will then immediately swing back to their regular work schedule. Non-mandatory training days of one (1) or two (2) days in duration will be ten (10) hour training days.

d) A member approved by the Police Service to attend non-mandatory training, including members who instruct as Trainers or assist training as role players, which is undertaken during a member's weekly leave shall not have that time considered as overtime and shall be compensated in the form of equivalent time off at straight time. This compensation shall be entitled a "Training Compensation Day(s)". If a member is approved to attend non-mandatory training on his or her day off and the period of training for the day is less than the duration of that member's regular shift, payment of the Training Compensation Day shall be made for the hours normally worked during a scheduled shift. Training Compensation Day(s) shall be utilized in full day increments at a mutually agreed to time between the member and the Divisional Commander.

Training Compensation for Homework Overtime For Canadian Police College Courses

e) The parties agree as follows:

i. The intent of this section is to provide the members attending to Canadian Police College (CPC) training courses compensation at the rate of one-half times (.5x) for overtime accrued in the form of study and homework, while at CPC. Compensation will be provided in the form of Training Compensation Day hours. Thus, as of the date of this Agreement, the Service agrees to compensate the members who attend various CPC courses at one-half times (.5x) the anticipated homework overtime hours as stated in the CPC informational brochure.

ii. Should the CPC discontinue the practice of calculating and providing the anticipated hourly amount of homework/study overtime as outlined in the informational brochure, the last available calculations of those amounts as provided to course candidates by CPC will serve as the basis for all future compensation calculations. This compensation will be provided in the form of Training Compensation Day hours.

iii. The amounts as specified for the various courses will be used in future as a basis for compensation unless specific changes to those estimated are communicated in writing by CPC.

iv. This portion of the Agreement is without prejudice and precedent and applies only to anticipated homework overtime for courses at CPC. It cannot be used in any way or adduced as evidence of the Association's

consent to application of Training Compensation Day one-half times (.5x) compensation in other areas of training, course or rates of compensation.

15. Payment of Overtime

Overtime pay shall be paid not later than the end of the month following the month in which such overtime was worked.

16. Recording Overtime

A uniform method of recording overtime shall be kept by the Officers in charge of the various Divisions.

17. Witness Fees and Conduct Money

All witness fees and conduct money received for any appearance in court which is compensated for under the above provisions shall be paid by the member to the Finance Unit of the Winnipeg Police Service.

18. Voluntary Extra Duty

The City may post voluntary extra duty assignments of five (5) hours in duration to all Staff Sector employees except clerical workers. These five (5) hour voluntary extra duty assignments are to be used only to deal with a specific backlog of work and to augment the current complement. The assignment shall identify any special skills or experience required for the assignment. Clerical workers who are assigned to work on their weekly leave shall be compensated in accordance with Article XV-5A.

The extra duty assignments shall be offered in order of seniority from a list of members who have given notice to the appropriate Divisional Supervisor of their availability to accept extra duty assignments.

Payment shall be made at one and one-half times (1.5x) the regular rate of pay provided the member has worked, or is scheduled to work a sufficient number of hours within the weekly cycle to be eligible for overtime rates for any additional hours worked. In the event that an extra duty assignment is extended beyond five (5) consecutive hours, the provisions of Article XV shall govern.

Payment for an extra duty assignment on any statutory holiday shall be made at two and one-quarter (2.25x) times the regular rate of pay.

All extra duty assignments shall be on a voluntary basis. A member shall not be eligible for an extra duty assignment if such assignment starts or ends within eight (8) hours of the member's regularly scheduled shift.

19. Voluntary Extra Duty in the Communications Centre

a) Voluntary Extra Duty assignments in the Communication Centre have been identified by the parties as an appropriate means to contend with the unique challenges facing the Centre. Moreover, the parties agree that these unique staffing challenges can be addressed through the use of what is known as

"Vacancy List Management". Vacancy List Management arises out of the known and projected staffing shortages as reasonably determined by the Staffing Coordinator. These projected shortages shall be identified well in advance and are subject to posting requirements, listed below, to ensure minimum staffing levels in the Communications Centre are met.

b) The City may post voluntary extra duty assignments for regular duties of five (5) or ten (10) hours in duration to all Staff Sector employees in the Communications Centre. Communications Centre employees who are assigned to work on their weekly leave shall be compensated in accordance with Article XV-18.

i. The City may post five (5) hour Voluntary Extra Duty assignments at a starting time of their discretion based on identified need. In the event the City posts ten (10) hour Voluntary Extra Duty assignments, such assignments shall be in accordance with the existing composition of the Communications Centre's modified 4/10 Schedule.

ii. The extra duty assignments shall be offered in order of seniority from a list of members who have given notice to the appropriate Divisional Supervisor of their ability to accept extra duty assignments.

iii. Seniority priority for booking of Voluntary Extra Duty shall be honoured for the first forty-eight (48) hours following the posting of available Voluntary Extra Duty assignments following which any remaining assignments may be selected on a first come first served basis.

Employees shall be reasonably restricted to a single selection at a time of Voluntary Extra Duty assignments in order to mitigate excessive work burdens and permit all employees an opportunity to participate.

iv. The Voluntary Extra Duty assignments shall be posted by the City at regular, mutually agreed upon intervals. They shall be physically posted within the Communications Centre and mass e-mailed to all eligible Communications Centre employees.

v. All extra duty assignments shall be on a voluntary basis. A member shall not be eligible for an extra duty assignment if such assignment starts or ends within eight (8) hours of the member's regularly scheduled shift.

vi. Members reporting for work for Voluntary Extra Duty assignments of a specified length are expected, barring unforeseen circumstances or supervisory permission, to complete the duration of the shift for which they have signed up.

c) In addition, all call backs on weekly or annual leave into the Communications Centre shall continue to be governed by Article XV-7. However, in the event of an unforeseen and pressing staff shortage in the Communications Centre, the City may offer call backs on weekly leave or annual leave of five (5) hours in duration, if all available full-time employees have declined to work a call back as contemplated in Article XV-7 herein. In such an event, payment shall be made at one and one-half times (1.5x) the regular rate of pay. However, in the event that

an extra duty assignment is extended beyond five (5) consecutive hours, the employee shall be paid at two times (2x) their regular rate of pay for all hours worked in excess of five (5) hours. It is understood that any request made of a member to work beyond five (5) hours in such an instance is voluntary. It is further understood and agreed that any ten (10) hour Voluntary Extra Duty, as described in Article XV-19(a) shall be calculated as first five (5) hours at one and a half times (1.5x) the regular rate of pay and the second five (5) hours at two times (2x) the regular rate of pay. This provision shall not be used by the City in any way to prejudice or as support for future revision of Articles XV-18, XV-6, or XV-7.

Further, the provisions with respect to mileage allowance and annual leave as set out in Article XV-7 shall continue to apply.

20. Telephone Consultations

The compensation set forth in this Article shall only be payable in circumstances where a telephone call made or received by a member is with respect to consultation, advice, direction and/or guidance sought from that member (a "call"). Members who are contacted by telephone while off duty for any other reason than consultation, advice, direction and/or guidance sought from that member (e.g. notifications or cancellations) will not be compensated for the telephone call.

a) Telephone Consultations while on On-Call Duty

A member who is placed on On-Call Duty shall, in addition to payment for the On-Call Duty, be paid at the rate of time and one-half (1.5x) the member's regular hourly rate of pay for any call received in excess of ten (10) minutes in duration (the "initial call"). No payment shall be received if the initial call is less than ten (10) minutes in duration, unless the member receives or makes one (1) or more additional calls within eight (8) hours of the initial call.

In the event that one (1) or more additional calls are made or received by the member within eight (8) hours of the receipt of the initial call, the member shall be paid the greater of:

i. Time and one-half times (1.5x) the member's regular hourly rate of pay for the amount of time between the start of the initial call to the end of any additional call (or calls), to a maximum of two (2) hours at time and one-half times (1.5x) the member's regular hourly rate of pay for all calls within eight (8) hours of the receipt of the initial call; or

ii. Time and one-half times (1.5x) the member's regular hourly rate of pay for the amount of time actually spent on the telephone within eight (8) hours of the receipt of the initial call.

In the event that a member makes or receives an additional call and more than eight (8) hours from the receipt of the initial call have elapsed, the call will be treated as a new initial call for the purposes of this Article.

b) Telephone Consultations while not on On-Call Duty

A member who is not on Duty or on On-Call Duty and who receives a telephone call (the "initial call") shall be paid the greater of:

i. twenty (20) minutes at time and one-half times (1.5x) the member's regular hourly rate of pay; or

ii. time and one-half times (1.5x) the member's regular hourly rate of pay for the amount of time actually spent on the telephone for the initial call.

In the event that the member makes or receives an additional call (or calls) within eight (8) hours of the receipt of the initial call, the member shall be paid:

i. A minimum of one (1) hour at time and one-half (1.5x) the member's regular hourly rate of pay if the amount of time between the receipt of the first call to the end of the additional call (or calls) is less than one (1) hour; or

ii. A minimum of two (2) hours at time and one-half times (1.5x) the member's regular hourly rate of pay if the amount of time between the receipt of the first call to the end of the additional call (or calls) is greater than one (1) hour.

The maximum payable to a member shall be two (2) hours at time and one-half times (1.5x) the member's regular hourly rate of pay within eight (8) hours of the receipt of the initial call. However, in circumstances where the amount of time actually spent on the telephone within eight (8) hours of the receipt of the initial call is in excess of two (2) hours, the time actually spent on the telephone shall be paid at time and one-half times (1.5x) the member's regular hourly rate of pay.

In the event that a member makes or receives an additional call and more than eight (8) hours from the receipt of the initial call have elapsed, the call will be treated as a new initial call for the purposes of this Article.

21. Weekly Leave

a) A member is considered to be on weekly leave, immediately at the end of the final minute of the scheduled end of the last shift on his or her tour of duty, with the exception of those remaining in the workplace on continuing overtime.

b) A member is considered to be on weekly leave until no less than four (4) hours prior to the scheduled commencement of their first regular tour of duty.

c) The only exception to the above is as it relates to the compensation to be paid for a court appearance on the first day of a Third (3rd) Relief Tour of duty. This shall be compensated by a minimum of four (4) hours at time and one-half times (1.5x) the member's regular hourly rate of pay. If the time spent by the member on such a court appearance exceeds four (4) hours, then all time in excess of four (4) hours shall be paid at two times (2x) the regular hourly rate of pay. Provided, that upon request of the member concerned, compensating time off will be

allowed in lieu of the overtime pay referred to above on the basis of one and one-half (1.5) hours for each hour to the credit of such member up to four (4) hours, and two (2) hours for each hour to the credit of such member in excess of four (4) hours.

22. Off Duty Incidents – Staff

The Chief of Police may, in his discretion, which discretion is to be exercised reasonably, compensate any Staff member that is involved in a police related incident while off duty in accordance with the practice of overtime compensation for Police members for all time spent on such off duty police related incidents.

ARTICLE XVI

1. Remuneration

Effective December 31, 2017 – increase wages by two and one-half percent (2.5%).

Effective December 31, 2018 – increase wages by two and one-half percent (2.5%).

Effective December 31, 2019 – increase wages by two one-half percent (2.5%).

Effective June 30, 2020 – increase wages by one percent (1.0%).

Effective December 31, 2020 – increase wages by one and one-half percent (1.5%).

Effective June 30, 2021 – increase wages by one percent (1.0%).

Effective December 31, 2021 – increase wages by one and one-half percent (1.5%). **[2016]**

Schedule C

Effective April 6, 2014 a new Staff Component Salary Schedule (Schedule C-2) will apply to all new employees hired into the specifically enumerated Staff classifications and/or positions attached at Schedule C-2 on or after April 6, 2014. The balance of all Staff Component employees shall continue to follow the current salary schedule. For the sake of clarity:

a) All Staff Component employees hired prior to April 6, 2014, will follow the current Salary Schedule and will receive the increases as outlined above for the term of this Collective Agreement. Should a Staff Component employee, who was hired prior to April 6, 2014, apply for and be awarded, or be assigned to a different position within the Winnipeg Police Service Staff Component, the salary for the employee will be based upon the Staff Schedule that is applicable to employees hired prior to April 6, 2014 and not the "New" Staff Component Salary Schedule as defined below.

b) Effective April 6, 2014, a new Salary Schedule (Schedule C-2) shall be agreed upon which will see certain existing Staff 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, on or after April 6, 2014, will 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.

c) Effective the date of ratification of the Collective Agreement by City Council, the following classifications shall be added to Schedule C-2:

Mechanics
Mechanic Apprentice
Shop Foreman
Caretaker
Supervisor Caretaker

All new staff hired into any of the above listed classifications and/or positions, on or after the date of ratification of this Collective Agreement by City Council, shall be subject to Schedule C-2. Such members will receive the increases as outlined above for the term of this Collective Agreement, but based upon Schedule C-2. **[2016]**

Regular Seasonal Employees

The rate of pay of regular seasonal employees shall not be less than the equivalent of the minimum rate of the same classification for the permanent employee.

2. Payday

All members hired after May 26, 1993 shall be paid by direct deposit every second Friday.

All members employed prior to May 26, 1993 shall have the option of selecting the method by which they will be paid, either direct deposit every second Friday or by cheque available at 16:00 on the day prior to payday.

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
ASSISTANT SUPERVISOR - FINANCE UNIT	067671	143		BW												
1					$39.02	$2,731.58	$71,021.06	$40.00	$2,799.87	$72,796.59	$41.00	$2,869.87	$74,616.50	$42.02	$2,941.61	$76,481.92
2					$41.18	$2,882.26	$74,938.83	$42.20	$2,954.32	$76,812.31	$43.26	$3,028.18	$78,732.61	$44.34	$3,103.88	$80,700.93
3					$43.38	$3,036.45	$78,947.57	$44.46	$3,112.36	$80,921.26	$45.57	$3,190.17	$82,944.29	$46.71	$3,269.92	$85,017.90
4					$48.26	$3,378.11	$87,830.89	$49.47	$3,462.56	$90,026.66	$50.70	$3,549.13	$92,277.33	$51.97	$3,637.86	$94,584.26
5					$53.16	$3,721.53	$96,759.69	$54.49	$3,814.56	$99,178.68	$55.86	$3,909.93	$101,658.15	$57.25	$4,007.68	$104,199.60
ASSISTANT SUPERVISOR OF SERVICES	065162		109	BW												
1					$45.80	$3,663.72	$95,256.67	$46.94	$3,755.31	$97,638.09	$48.11	$3,849.19	$100,079.04	$49.32	$3,945.42	$102,581.02
2					$47.57	$3,805.62	$98,946.19	$48.76	$3,900.76	$101,419.85	$49.98	$3,998.28	$103,955.34	$51.23	$4,098.24	$106,554.23
BPR COORDINATOR	069701	162		BW												
1					$31.09	$2,176.27	$56,583.07	$31.87	$2,230.68	$57,997.64	$32.66	$2,286.45	$59,447.58	$33.48	$2,343.61	$60,933.77
2					$32.86	$2,300.11	$59,802.89	$33.68	$2,357.61	$61,297.96	$34.52	$2,416.55	$62,830.41	$35.39	$2,476.97	$64,401.17
3					$34.58	$2,420.65	$62,936.86	$35.45	$2,481.16	$64,510.28	$36.33	$2,543.19	$66,123.04	$37.24	$2,606.77	$67,776.11
4					$36.42	$2,549.44	$66,285.47	$37.33	$2,613.18	$67,942.61	$38.26	$2,678.51	$69,641.18	$39.22	$2,745.47	$71,382.21
CALL TAKER *(for ease of reference sorted under Communications)*	065182		111	BW												
CANADIAN POLICE INFORMATION CENTRE (CPIC) OPERATOR	065642		120	BW												
1					$23.35	$1,867.78	$48,562.20	$23.93	$1,914.47	$49,776.25	$24.53	$1,962.33	$51,020.66	$25.14	$2,011.39	$52,296.17
2					$24.66	$1,972.90	$51,295.33	$25.28	$2,022.22	$52,577.71	$25.91	$2,072.78	$53,892.15	$26.56	$2,124.59	$55,239.46
3					$25.95	$2,076.28	$53,983.41	$26.60	$2,128.19	$55,332.99	$27.27	$2,181.40	$56,716.32	$27.95	$2,235.93	$58,134.22
4					$27.22	$2,177.91	$56,625.57	$27.90	$2,232.35	$58,041.21	$28.60	$2,288.16	$59,492.24	$29.32	$2,345.37	$60,979.55
5					$28.63	$2,290.06	$59,541.48	$29.34	$2,347.31	$61,030.02	$30.07	$2,405.99	$62,555.77	$30.83	$2,466.14	$64,119.66
6					$30.11	$2,409.19	$62,638.89	$30.87	$2,469.42	$64,204.86	$31.64	$2,531.15	$65,809.98	$32.43	$2,594.43	$67,455.23
7					$31.65	$2,531.83	$65,827.69	$32.44	$2,595.13	$67,473.38	$33.25	$2,660.01	$69,160.21	$34.08	$2,726.51	$70,889.22
CANADIAN POLICE INFORMATION CENTRE (CPIC) SHIFT LEADER	066012		162	BW												
1					$29.15	$2,332.09	$60,634.31	$29.88	$2,390.39	$62,150.17	$30.63	$2,450.15	$63,703.92	$31.39	$2,511.40	$65,296.52
2					$30.79	$2,463.50	$64,050.93	$31.56	$2,525.08	$65,652.21	$32.35	$2,588.21	$67,293.51	$33.16	$2,652.92	$68,975.85
3					$32.41	$2,593.14	$67,421.65	$33.22	$2,657.97	$69,107.19	$34.06	$2,724.42	$70,834.87	$34.91	$2,792.53	$72,605.75
4					$34.14	$2,731.58	$71,021.06	$35.00	$2,799.87	$72,796.59	$35.87	$2,869.87	$74,616.50	$36.77	$2,941.61	$76,481.92
CANADIAN POLICE INFORMATION CENTRE (CPIC) COORDINATOR	065132		107	BW												
1					$34.04	$2,722.82	$70,793.23	$34.89	$2,790.89	$72,563.06	$35.76	$2,860.66	$74,377.14	$36.65	$2,932.18	$76,236.56
2					$35.74	$2,859.49	$74,346.73	$36.64	$2,930.98	$76,205.39	$37.55	$3,004.25	$78,110.53	$38.49	$3,079.36	$80,063.29
3					$37.54	$3,003.16	$78,082.15	$38.48	$3,078.24	$80,034.20	$39.44	$3,155.19	$82,035.05	$40.43	$3,234.07	$84,085.93
4					$39.42	$3,153.84	$81,999.92	$40.41	$3,232.69	$84,049.92	$41.42	$3,313.51	$86,151.17	$42.45	$3,396.34	$88,304.94
5					$41.39	$3,311.54	$86,100.04	$42.43	$3,394.33	$88,252.55	$43.49	$3,479.19	$90,458.86	$44.58	$3,566.17	$92,720.33
CARETAKER	065222		115	BW												
1					$23.72	$1,897.56	$49,336.65	$24.31	$1,945.00	$50,570.07	$24.92	$1,993.63	$51,834.32	$25.54	$2,043.47	$53,130.18
2					$25.10	$2,007.95	$52,206.65	$25.73	$2,058.15	$53,511.82	$26.37	$2,109.60	$54,849.61	$27.03	$2,162.34	$56,220.85
3					$26.44	$2,114.83	$54,985.69	$27.10	$2,167.71	$56,360.33	$27.77	$2,221.90	$57,769.34	$28.47	$2,277.45	$59,213.58
4					$27.40	$2,191.92	$56,989.85	$28.08	$2,246.72	$58,414.59	$28.79	$2,302.88	$59,874.96	$29.51	$2,360.46	$61,371.83
5					$28.54	$2,283.04	$59,359.13	$29.25	$2,340.12	$60,843.11	$29.98	$2,398.62	$62,364.18	$30.73	$2,458.59	$63,923.29
6					$29.55	$2,363.62	$61,454.25	$30.28	$2,422.72	$62,990.60	$31.04	$2,483.28	$64,565.37	$31.82	$2,545.37	$66,179.50
7					$30.64	$2,451.25	$63,732.57	$31.41	$2,512.53	$65,325.88	$32.19	$2,575.35	$66,959.03	$33.00	$2,639.73	$68,633.01

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
ASSISTANT SUPERVISOR - FINANCE UNIT	067671	143		BW												
1					$42.44	$2,971.03	$77,246.74	$43.08	$3,015.59	$78,405.44	$43.51	$3,045.75	$79,189.49	$44.16	$3,091.44	$80,377.33
2					$44.78	$3,134.92	$81,507.94	$45.46	$3,181.94	$82,730.56	$45.91	$3,213.76	$83,557.86	$46.60	$3,261.97	$84,811.23
3					$47.18	$3,302.62	$85,868.08	$47.89	$3,352.16	$87,156.10	$48.37	$3,385.68	$88,027.66	$49.09	$3,436.46	$89,348.07
4					$52.49	$3,674.23	$95,530.10	$53.28	$3,729.35	$96,963.06	$53.81	$3,766.64	$97,932.69	$54.62	$3,823.14	$99,401.68
5					$57.83	$4,047.75	$105,241.60	$58.69	$4,108.47	$106,820.22	$59.28	$4,149.55	$107,888.42	$60.17	$4,211.80	$109,506.75
ASSISTANT SUPERVISOR OF SERVICES	065162		109	BW												
1					$49.81	$3,984.88	$103,606.83	$50.56	$4,044.65	$105,160.93	$51.06	$4,085.10	$106,212.54	$51.83	$4,146.37	$107,805.73
2					$51.74	$4,139.22	$107,619.77	$52.52	$4,201.31	$109,234.07	$53.04	$4,243.32	$110,326.41	$53.84	$4,306.97	$111,981.30
BPR COORDINATOR	069701	162		BW												
1					$33.81	$2,367.04	$61,543.11	$34.32	$2,402.55	$62,466.26	$34.67	$2,426.57	$63,090.92	$35.19	$2,462.97	$64,037.28
2					$35.74	$2,501.74	$65,045.18	$36.28	$2,539.26	$66,020.86	$36.64	$2,564.66	$66,681.07	$37.19	$2,603.13	$67,681.28
3					$37.61	$2,632.84	$68,453.87	$38.18	$2,672.33	$69,480.68	$38.56	$2,699.06	$70,175.49	$39.14	$2,739.54	$71,228.12
4					$39.61	$2,772.92	$72,096.03	$40.21	$2,814.52	$73,177.47	$40.61	$2,842.66	$73,909.24	$41.22	$2,885.30	$75,017.88
CALL TAKER *(for ease of reference sorted under Communications)*	065182		111	BW												
CANADIAN POLICE INFORMATION CENTRE (CPIC) OPERATOR	065642		120	BW												
1					$25.39	$2,031.51	$52,819.14	$25.77	$2,061.98	$53,611.42	$26.03	$2,082.60	$54,147.54	$26.42	$2,113.84	$54,959.75
2					$26.82	$2,145.84	$55,791.85	$27.23	$2,178.03	$56,628.73	$27.50	$2,199.81	$57,195.02	$27.91	$2,232.81	$58,052.94
3					$28.23	$2,258.29	$58,715.57	$28.65	$2,292.17	$59,596.30	$28.94	$2,315.09	$60,192.26	$29.37	$2,349.81	$61,095.15
4					$29.61	$2,368.82	$61,589.34	$30.05	$2,404.35	$62,513.18	$30.35	$2,428.40	$63,138.31	$30.81	$2,464.82	$64,085.39
5					$31.14	$2,490.80	$64,760.86	$31.60	$2,528.16	$65,732.27	$31.92	$2,553.45	$66,389.59	$32.40	$2,591.75	$67,385.44
6					$32.75	$2,620.38	$68,129.79	$33.25	$2,659.68	$69,151.73	$33.58	$2,686.28	$69,843.25	$34.08	$2,726.57	$70,890.90
7					$34.42	$2,753.77	$71,598.11	$34.94	$2,795.08	$72,672.08	$35.29	$2,823.03	$73,398.80	$35.82	$2,865.38	$74,499.78
CANADIAN POLICE INFORMATION CENTRE (CPIC) SHIFT LEADER	066012		162	BW												
1					$31.71	$2,536.52	$65,949.48	$32.18	$2,574.57	$66,938.72	$32.50	$2,600.31	$67,608.11	$32.99	$2,639.32	$68,622.23
2					$33.49	$2,679.45	$69,665.61	$34.00	$2,719.64	$70,710.59	$34.34	$2,746.83	$71,417.70	$34.85	$2,788.04	$72,488.96
3					$35.26	$2,820.45	$73,331.80	$35.78	$2,862.76	$74,431.78	$36.14	$2,891.39	$75,176.10	$36.68	$2,934.76	$76,303.74
4					$37.14	$2,971.03	$77,246.73	$37.69	$3,015.59	$78,405.44	$38.07	$3,045.75	$79,189.49	$38.64	$3,091.44	$80,377.33
CANADIAN POLICE INFORMATION CENTRE (CPIC) COORDINATOR	065132		107	BW												
1					$37.02	$2,961.50	$76,998.93	$37.57	$3,005.92	$78,153.91	$37.95	$3,035.98	$78,935.45	$38.52	$3,081.52	$80,119.48
2					$38.88	$3,110.15	$80,863.93	$39.46	$3,156.80	$82,076.88	$39.85	$3,188.37	$82,897.65	$40.45	$3,236.20	$84,141.12
3					$40.83	$3,266.41	$84,926.79	$41.44	$3,315.41	$86,200.69	$41.86	$3,348.57	$87,062.70	$42.48	$3,398.79	$88,368.64
4					$42.88	$3,430.31	$89,187.99	$43.52	$3,481.76	$90,525.81	$43.96	$3,516.58	$91,431.07	$44.62	$3,569.33	$92,802.54
5					$45.02	$3,601.83	$93,647.53	$45.70	$3,655.86	$95,052.25	$46.16	$3,692.41	$96,002.77	$46.85	$3,747.80	$97,442.81
CARETAKER	065222		115	BW												
1					$25.80	$2,063.90	$53,661.48	$26.19	$2,094.86	$54,466.40	$26.45	$2,115.81	$55,011.07	$26.84	$2,147.55	$55,836.23
2					$27.30	$2,183.96	$56,783.06	$27.71	$2,216.72	$57,634.81	$27.99	$2,238.89	$58,211.15	$28.41	$2,272.47	$59,084.32
3					$28.75	$2,300.22	$59,805.71	$29.18	$2,334.72	$60,702.80	$29.48	$2,358.07	$61,309.82	$29.92	$2,393.44	$62,229.47
4					$29.80	$2,384.06	$61,985.55	$30.25	$2,419.82	$62,915.33	$30.55	$2,444.02	$63,544.49	$31.01	$2,480.68	$64,497.65
5					$31.04	$2,483.17	$64,562.52	$31.51	$2,520.42	$65,530.96	$31.82	$2,545.63	$66,186.27	$32.30	$2,583.81	$67,179.06
6					$32.14	$2,570.82	$66,841.30	$32.62	$2,609.38	$67,843.92	$32.94	$2,635.48	$68,522.36	$33.44	$2,675.01	$69,550.19
7					$33.33	$2,666.13	$69,319.34	$33.83	$2,706.12	$70,359.13	$34.16	$2,733.18	$71,062.72	$34.68	$2,774.18	$72,128.66

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	CLASS CODE	SAL GRADE AND BW OR HRLY PAID 35 HR	40 HR	BW/ HR	EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2017 2.5% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2018 2.5% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2019 2.5% HRLY	BI-WKLY	ANNUAL
CARETAKER INTERN	065252		207	BW												
1					$12.63	$1,010.40	$26,270.29	$12.95	$1,035.66	$26,927.05	$13.27	$1,061.55	$27,600.23	$13.60	$1,088.09	$28,290.23
SUPERVISOR OF CARETAKERS	065212		114	BW												
1					$32.35	$2,587.91	$67,285.64	$33.16	$2,652.61	$68,967.78	$33.99	$2,718.92	$70,691.97	$34.84	$2,786.90	$72,459.27
2					$34.12	$2,729.81	$70,975.15	$34.98	$2,798.06	$72,749.53	$35.85	$2,868.01	$74,568.27	$36.75	$2,939.71	$76,432.48
3					$35.92	$2,873.50	$74,711.00	$36.82	$2,945.34	$76,578.78	$37.74	$3,018.97	$78,493.25	$38.68	$3,094.45	$80,455.58
CIVILIAN BACKGROUND INVESTIGATOR	065922		191	BW												
1					$30.93	$2,474.26	$64,330.80	$31.70	$2,536.12	$65,939.07	$32.49	$2,599.52	$67,587.54	$33.31	$2,664.51	$69,277.23
CLERK A	065611	117		BW												
1					$15.87	$1,110.86	$28,882.37	$16.27	$1,138.63	$29,604.42	$16.67	$1,167.10	$30,344.54	$17.09	$1,196.27	$31,103.15
2					$17.87	$1,251.03	$32,526.83	$18.32	$1,282.31	$33,340.00	$18.78	$1,314.37	$34,173.50	$19.25	$1,347.22	$35,027.84
3					$19.85	$1,389.44	$36,125.38	$20.35	$1,424.17	$37,028.52	$20.85	$1,459.78	$37,954.23	$21.38	$1,496.27	$38,903.09
4					$21.83	$1,527.86	$39,724.36	$22.37	$1,566.06	$40,717.47	$22.93	$1,605.21	$41,735.41	$23.50	$1,645.34	$42,778.79
5					$23.95	$1,676.81	$43,597.08	$24.55	$1,718.73	$44,687.00	$25.17	$1,761.70	$45,804.18	$25.80	$1,805.74	$46,949.28
6					$26.03	$1,822.23	$47,377.98	$26.68	$1,867.79	$48,562.43	$27.35	$1,914.48	$49,776.49	$28.03	$1,962.34	$51,020.90
7					$28.13	$1,969.40	$51,204.36	$28.84	$2,018.63	$52,484.47	$29.56	$2,069.10	$53,796.58	$30.30	$2,120.83	$55,141.50
CLERK B	065621	118		BW												
1					$25.63	$1,794.19	$46,649.00	$26.27	$1,839.05	$47,815.23	$26.93	$1,885.02	$49,010.61	$27.60	$1,932.15	$50,235.87
2					$26.96	$1,887.05	$49,063.34	$27.63	$1,934.23	$50,289.92	$28.32	$1,982.58	$51,547.17	$29.03	$2,032.15	$52,835.85
3					$28.43	$1,990.41	$51,750.56	$29.15	$2,040.17	$53,044.33	$29.87	$2,091.17	$54,370.44	$30.62	$2,143.45	$55,729.70
4					$29.76	$2,083.30	$54,165.75	$30.51	$2,135.38	$55,519.90	$31.27	$2,188.77	$56,907.89	$32.05	$2,243.48	$58,330.59
5					$31.11	$2,177.91	$56,625.57	$31.89	$2,232.35	$58,041.21	$32.69	$2,288.16	$59,492.24	$33.51	$2,345.37	$60,979.55
6					$32.34	$2,263.75	$58,857.56	$33.15	$2,320.35	$60,329.00	$33.98	$2,378.35	$61,837.23	$34.83	$2,437.81	$63,383.16
7					$33.77	$2,363.62	$61,454.24	$34.61	$2,422.72	$62,990.60	$35.48	$2,483.28	$64,565.37	$36.36	$2,545.37	$66,179.50
CLERK C	065631	119		BW												
1					$31.49	$2,204.18	$57,308.64	$32.28	$2,259.28	$58,741.36	$33.08	$2,315.77	$60,209.89	$33.91	$2,373.66	$61,715.14
2					$33.29	$2,330.32	$60,588.40	$34.12	$2,388.58	$62,103.11	$34.98	$2,448.30	$63,655.69	$35.85	$2,509.50	$65,247.08
3					$35.09	$2,456.50	$63,869.01	$35.97	$2,517.91	$65,465.74	$36.87	$2,580.86	$67,102.38	$37.79	$2,645.38	$68,779.94
4					$36.52	$2,556.36	$66,465.27	$37.43	$2,620.27	$68,126.91	$38.37	$2,685.77	$69,830.08	$39.33	$2,752.92	$71,575.83
5					$37.85	$2,649.22	$68,879.61	$38.79	$2,715.45	$70,601.60	$39.76	$2,783.33	$72,366.64	$40.76	$2,852.92	$74,175.81
CLERK SENIOR	065651	121		BW												
1					$34.92	$2,444.22	$63,549.79	$35.79	$2,505.33	$65,138.54	$36.69	$2,567.96	$66,767.00	$37.60	$2,632.16	$68,436.17
2					$36.89	$2,582.64	$67,148.77	$37.82	$2,647.21	$68,827.49	$38.76	$2,713.39	$70,548.18	$39.73	$2,781.23	$72,311.88
3					$38.82	$2,717.57	$70,656.78	$39.79	$2,785.51	$72,423.20	$40.79	$2,855.15	$74,233.78	$41.81	$2,926.52	$76,089.63
4					$40.22	$2,815.68	$73,207.57	$41.23	$2,886.07	$75,037.76	$42.26	$2,958.22	$76,913.70	$43.32	$3,032.17	$78,836.54
5					$41.40	$2,898.02	$75,348.59	$42.44	$2,970.47	$77,232.30	$43.50	$3,044.73	$79,163.11	$44.58	$3,120.85	$81,142.19
COMMUNICATIONS COORDINATOR	065152		108	BW												
1					$26.68	$2,134.08	$55,485.99	$27.34	$2,187.43	$56,873.14	$28.03	$2,242.11	$58,294.96	$28.73	$2,298.17	$59,752.34
2					$28.21	$2,256.76	$58,675.63	$28.91	$2,313.17	$60,142.52	$29.64	$2,371.00	$61,646.09	$30.38	$2,430.28	$63,187.24
3					$29.63	$2,370.65	$61,637.02	$30.37	$2,429.92	$63,177.95	$31.13	$2,490.67	$64,757.40	$31.91	$2,552.94	$66,376.33
4					$31.32	$2,505.55	$65,144.19	$32.10	$2,568.18	$66,772.80	$32.90	$2,632.39	$68,442.12	$33.73	$2,698.20	$70,153.17
5					$32.90	$2,631.71	$68,424.37	$33.72	$2,697.50	$70,134.98	$34.56	$2,764.94	$71,888.36	$35.43	$2,834.06	$73,685.57
6					$34.41	$2,752.60	$71,567.69	$35.27	$2,821.42	$73,356.88	$36.15	$2,891.95	$75,190.80	$37.05	$2,964.25	$77,070.57
7					$36.20	$2,896.27	$75,303.11	$37.11	$2,968.68	$77,185.69	$38.04	$3,042.90	$79,115.33	$38.99	$3,118.97	$81,093.21
8					$41.74	$3,338.89	$86,811.06	$42.78	$3,422.36	$88,981.34	$43.85	$3,507.92	$91,205.88	$44.95	$3,595.62	$93,486.02

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
CARETAKER INTERN	065252		207	BW												
1					$13.74	$1,098.97	$28,573.13	$13.94	$1,115.45	$29,001.73	$14.08	$1,126.61	$29,291.75	$14.29	$1,143.50	$29,731.12
SUPERVISOR OF CARETAKERS	065212		114	BW												
1					$35.18	$2,814.76	$73,183.86	$35.71	$2,856.99	$74,281.62	$36.07	$2,885.56	$75,024.44	$36.61	$2,928.84	$76,149.80
2					$37.11	$2,969.11	$77,196.80	$37.67	$3,013.64	$78,354.75	$38.05	$3,043.78	$79,138.30	$38.62	$3,089.44	$80,325.37
3					$39.07	$3,125.39	$81,260.13	$39.65	$3,172.27	$82,479.04	$40.05	$3,203.99	$83,303.83	$40.65	$3,252.05	$84,553.38
CIVILIAN BACKGROUND INVESTIGATOR	065922		191	BW												
1					$33.64	$2,691.15	$69,970.00	$34.14	$2,731.52	$71,019.55	$34.49	$2,758.84	$71,729.75	$35.00	$2,800.22	$72,805.70
CLERK A	065611	117		BW												
1					$17.26	$1,208.24	$31,414.18	$17.52	$1,226.36	$31,885.39	$17.69	$1,238.62	$32,204.25	$17.96	$1,257.20	$32,687.31
2					$19.44	$1,360.70	$35,378.11	$19.73	$1,381.11	$35,908.79	$19.93	$1,394.92	$36,267.87	$20.23	$1,415.84	$36,811.89
3					$21.59	$1,511.24	$39,292.12	$21.91	$1,533.90	$39,881.50	$22.13	$1,549.24	$40,280.31	$22.46	$1,572.48	$40,884.52
4					$23.74	$1,661.79	$43,206.58	$24.10	$1,686.72	$43,854.68	$24.34	$1,703.59	$44,293.22	$24.70	$1,729.14	$44,957.62
5					$26.05	$1,823.80	$47,418.78	$26.45	$1,851.16	$48,130.06	$26.71	$1,869.67	$48,611.36	$27.11	$1,897.71	$49,340.53
6					$28.31	$1,981.97	$51,531.11	$28.74	$2,011.70	$52,304.08	$29.03	$2,031.81	$52,827.12	$29.46	$2,062.29	$53,619.52
7					$30.60	$2,142.04	$55,692.91	$31.06	$2,174.17	$56,528.31	$31.37	$2,195.91	$57,093.59	$31.84	$2,228.85	$57,949.99
CLERK B	065621	118		BW												
1					$27.88	$1,951.47	$50,738.23	$28.30	$1,980.74	$51,499.31	$28.58	$2,000.55	$52,014.30	$29.01	$2,030.56	$52,794.51
2					$29.32	$2,052.47	$53,364.21	$29.76	$2,083.26	$54,164.67	$30.06	$2,104.09	$54,706.32	$30.51	$2,135.65	$55,526.91
3					$30.93	$2,164.88	$56,286.99	$31.39	$2,197.36	$57,131.30	$31.70	$2,219.33	$57,702.61	$32.18	$2,252.62	$58,568.15
4					$32.37	$2,265.92	$58,913.90	$32.86	$2,299.91	$59,797.61	$33.18	$2,322.91	$60,395.58	$33.68	$2,357.75	$61,301.52
5					$33.84	$2,368.82	$61,589.34	$34.35	$2,404.35	$62,513.18	$34.69	$2,428.40	$63,138.31	$35.21	$2,464.82	$64,085.39
6					$35.17	$2,462.19	$64,016.99	$35.70	$2,499.12	$64,977.24	$36.06	$2,524.12	$65,627.02	$36.60	$2,561.98	$66,611.42
7					$36.73	$2,570.82	$66,841.29	$37.28	$2,609.38	$67,843.91	$37.65	$2,635.48	$68,522.35	$38.21	$2,675.01	$69,550.19
CLERK C	065631	119		BW												
1					$34.25	$2,397.40	$62,332.29	$34.76	$2,433.36	$63,267.28	$35.11	$2,457.69	$63,899.95	$35.64	$2,494.56	$64,858.45
2					$36.21	$2,534.60	$65,899.55	$36.75	$2,572.62	$66,888.04	$37.12	$2,598.34	$67,556.92	$37.68	$2,637.32	$68,570.28
3					$38.17	$2,671.84	$69,467.74	$38.74	$2,711.91	$70,509.75	$39.13	$2,739.03	$71,214.85	$39.72	$2,780.12	$72,283.07
4					$39.72	$2,780.45	$72,291.59	$40.32	$2,822.15	$73,375.96	$40.72	$2,850.37	$74,109.72	$41.33	$2,893.13	$75,221.37
5					$41.16	$2,881.44	$74,917.57	$41.78	$2,924.67	$76,041.33	$42.20	$2,953.91	$76,801.74	$42.83	$2,998.22	$77,953.77
CLERK SENIOR	065651	121		BW												
1					$37.98	$2,658.48	$69,120.54	$38.55	$2,698.36	$70,157.34	$38.93	$2,725.34	$70,858.92	$39.52	$2,766.22	$71,921.80
2					$40.13	$2,809.04	$73,035.00	$40.73	$2,851.17	$74,130.52	$41.14	$2,879.69	$74,871.83	$41.76	$2,922.88	$75,994.91
3					$42.23	$2,955.79	$76,850.52	$42.86	$3,000.13	$78,003.28	$43.29	$3,030.13	$78,783.32	$43.94	$3,075.58	$79,965.07
4					$43.75	$3,062.50	$79,624.91	$44.41	$3,108.43	$80,819.28	$44.85	$3,139.52	$81,627.48	$45.52	$3,186.61	$82,851.89
5					$45.03	$3,152.06	$81,953.61	$45.70	$3,199.34	$83,182.91	$46.16	$3,231.34	$84,014.74	$46.85	$3,279.81	$85,274.96
COMMUNICATIONS COORDINATOR	065152		108	BW												
1					$29.01	$2,321.15	$60,349.86	$29.45	$2,355.97	$61,255.11	$29.74	$2,379.53	$61,867.66	$30.19	$2,415.22	$62,795.68
2					$30.68	$2,454.58	$63,819.11	$31.14	$2,491.40	$64,776.40	$31.45	$2,516.31	$65,424.16	$31.93	$2,554.06	$66,405.52
3					$32.23	$2,578.47	$67,040.10	$32.71	$2,617.14	$68,045.70	$33.04	$2,643.31	$68,726.15	$33.54	$2,682.96	$69,757.05
4					$34.06	$2,725.18	$70,854.70	$34.58	$2,766.06	$71,917.52	$34.92	$2,793.72	$72,636.70	$35.45	$2,835.62	$73,726.25
5					$35.78	$2,862.40	$74,422.42	$36.32	$2,905.34	$75,538.76	$36.68	$2,934.39	$76,294.14	$37.23	$2,978.41	$77,438.56
6					$37.42	$2,993.90	$77,841.28	$37.99	$3,038.80	$79,008.90	$38.36	$3,069.19	$79,798.99	$38.94	$3,115.23	$80,995.97
7					$39.38	$3,150.16	$81,904.15	$39.97	$3,197.41	$83,132.71	$40.37	$3,229.39	$83,964.04	$40.97	$3,277.83	$85,223.50
8					$45.39	$3,631.57	$94,420.88	$46.08	$3,686.05	$95,837.20	$46.54	$3,722.91	$96,795.57	$47.23	$3,778.75	$98,247.50

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
CALL TAKER	065182		111	BW												
1					$24.73	$1,978.16	$51,432.20	$25.35	$2,027.62	$52,718.00	$25.98	$2,078.31	$54,035.95	$26.63	$2,130.26	$55,386.85
2					$26.57	$2,125.33	$55,258.58	$27.23	$2,178.46	$56,640.04	$27.91	$2,232.92	$58,056.05	$28.61	$2,288.75	$59,507.45
3					$27.55	$2,204.18	$57,308.64	$28.24	$2,259.28	$58,741.36	$28.95	$2,315.76	$60,209.89	$29.67	$2,373.66	$61,715.14
4					$29.13	$2,330.32	$60,588.40	$29.86	$2,388.58	$62,103.11	$30.60	$2,448.30	$63,655.69	$31.37	$2,509.50	$65,247.08
5					$30.71	$2,456.50	$63,869.01	$31.47	$2,517.91	$65,465.73	$32.26	$2,580.86	$67,102.38	$33.07	$2,645.38	$68,779.93
6					$31.95	$2,556.36	$66,465.27	$32.75	$2,620.27	$68,126.90	$33.57	$2,685.77	$69,830.08	$34.41	$2,752.92	$71,575.83
7					$33.12	$2,649.22	$68,879.61	$33.94	$2,715.45	$70,601.60	$34.79	$2,783.33	$72,366.64	$35.66	$2,852.92	$74,175.81
POLICE COMMUNICATIONS OPERATOR (PCO)	067342		138	BW												
1					$31.74	$2,538.85	$66,010.03	$32.53	$2,602.32	$67,660.29	$33.34	$2,667.38	$69,351.79	$34.18	$2,734.06	$71,085.59
2					$33.44	$2,675.50	$69,563.11	$34.28	$2,742.39	$71,302.19	$35.14	$2,810.95	$73,084.74	$36.02	$2,881.23	$74,911.86
3					$35.24	$2,819.17	$73,298.53	$36.12	$2,889.65	$75,130.99	$37.02	$2,961.89	$77,009.27	$37.95	$3,035.94	$78,934.50
4					$36.20	$2,896.27	$75,303.11	$37.11	$2,968.68	$77,185.69	$38.04	$3,042.90	$79,115.33	$38.99	$3,118.97	$81,093.21
5					$37.30	$2,983.90	$77,581.43	$38.23	$3,058.50	$79,520.96	$39.19	$3,134.96	$81,508.99	$40.17	$3,213.34	$83,546.71
6					$38.66	$3,092.52	$80,405.52	$39.62	$3,169.83	$82,415.66	$40.61	$3,249.08	$84,476.05	$41.63	$3,330.31	$86,587.95
7					$40.06	$3,204.67	$83,321.43	$41.06	$3,284.79	$85,404.47	$42.09	$3,366.91	$87,539.58	$43.14	$3,451.08	$89,728.07
SENIOR COMMUNICATIONS OPERATOR (SCO)	067322		149	BW												
1					$41.66	$3,332.86	$86,654.29	$42.70	$3,416.18	$88,820.65	$43.77	$3,501.58	$91,041.17	$44.86	$3,589.12	$93,317.19
SENIOR POLICE COMMUNICATIONS OPERATOR (SPCO)	067332		137	BW												
1					$38.46	$3,076.74	$79,995.34	$39.42	$3,153.66	$81,995.22	$40.41	$3,232.50	$84,045.10	$41.42	$3,313.32	$86,146.23
2					$40.54	$3,243.20	$84,323.30	$41.55	$3,324.28	$86,431.38	$42.59	$3,407.39	$88,592.17	$43.66	$3,492.58	$90,806.97
3					$43.33	$3,466.17	$90,120.46	$44.41	$3,552.83	$92,373.48	$45.52	$3,641.65	$94,682.81	$46.66	$3,732.69	$97,049.88
SUPERVISOR OF COMMUNICATIONS	065172		110	BW												
1					$45.38	$3,630.43	$94,391.25	$46.51	$3,721.19	$96,751.04	$47.68	$3,814.22	$99,169.81	$48.87	$3,909.58	$101,649.06
2					$47.15	$3,772.35	$98,081.19	$48.33	$3,866.66	$100,533.22	$49.54	$3,963.33	$103,046.55	$50.78	$4,062.41	$105,622.72
COMMUNICATIONS STAFFING COORDINATOR	065722		128	BW												
1					$44.42	$3,553.33	$92,386.67	$45.53	$3,642.17	$94,696.34	$46.67	$3,733.22	$97,063.75	$47.83	$3,826.55	$99,490.34
2					$46.15	$3,691.76	$95,985.65	$47.30	$3,784.05	$98,385.29	$48.48	$3,878.65	$100,844.92	$49.70	$3,975.62	$103,366.05
COMMUNICATIONS TRAINING COORDINATOR	065712		127	BW												
1					$44.42	$3,553.33	$92,386.67	$45.53	$3,642.17	$94,696.34	$46.67	$3,733.22	$97,063.75	$47.83	$3,826.55	$99,490.34
2					$46.15	$3,691.76	$95,985.65	$47.30	$3,784.05	$98,385.29	$48.48	$3,878.65	$100,844.92	$49.70	$3,975.62	$103,366.05
COURT UNIT COORDINATOR	067652		208	BW												
1					$27.89	$2,230.99	$58,005.64	$28.58	$2,286.76	$59,455.78	$29.30	$2,343.93	$60,942.17	$30.03	$2,402.53	$62,465.73
2					$28.86	$2,309.07	$60,035.89	$29.58	$2,366.80	$61,536.79	$30.32	$2,425.97	$63,075.21	$31.08	$2,486.62	$64,652.09
3					$29.87	$2,389.90	$62,137.33	$30.62	$2,449.64	$63,690.76	$31.39	$2,510.89	$65,283.03	$32.17	$2,573.66	$66,915.11
4					$30.92	$2,473.54	$64,312.15	$31.69	$2,535.38	$65,919.95	$32.48	$2,598.77	$67,567.95	$33.30	$2,663.74	$69,257.15
5					$32.00	$2,560.12	$66,563.12	$32.80	$2,624.12	$68,227.19	$33.62	$2,689.73	$69,932.87	$34.46	$2,756.97	$71,681.20
6					$33.12	$2,649.72	$68,892.71	$33.95	$2,715.96	$70,615.03	$34.80	$2,783.86	$72,380.40	$35.67	$2,853.46	$74,189.91
7					$34.28	$2,742.46	$71,303.97	$35.14	$2,811.02	$73,086.57	$36.02	$2,881.30	$74,913.73	$36.92	$2,953.33	$76,786.57
8					$35.48	$2,838.44	$73,799.37	$36.37	$2,909.40	$75,644.36	$37.28	$2,982.13	$77,535.46	$38.21	$3,056.69	$79,473.85

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
CALL TAKER	065182		111	BW												
1					$26.89	$2,151.57	$55,940.72	$27.30	$2,183.84	$56,779.83	$27.57	$2,205.68	$57,347.63	$27.98	$2,238.76	$58,207.84
2					$28.90	$2,311.64	$60,102.52	$29.33	$2,346.31	$61,004.06	$29.62	$2,369.77	$61,614.10	$30.07	$2,405.32	$62,538.31
3					$29.97	$2,397.40	$62,332.29	$30.42	$2,433.36	$63,267.27	$30.72	$2,457.69	$63,899.95	$31.18	$2,494.56	$64,858.44
4					$31.68	$2,534.60	$65,899.55	$32.16	$2,572.62	$66,888.05	$32.48	$2,598.34	$67,556.93	$32.97	$2,637.32	$68,570.28
5					$33.40	$2,671.84	$69,467.73	$33.90	$2,711.91	$70,509.75	$34.24	$2,739.03	$71,214.85	$34.75	$2,780.12	$72,283.07
6					$34.76	$2,780.45	$72,291.59	$35.28	$2,822.15	$73,375.96	$35.63	$2,850.37	$74,109.72	$36.16	$2,893.13	$75,221.37
7					$36.02	$2,881.44	$74,917.56	$36.56	$2,924.67	$76,041.33	$36.92	$2,953.91	$76,801.74	$37.48	$2,998.22	$77,953.77
POLICE COMMUNICATIONS OPERATOR (PCO)	067342		138	BW												
1					$34.52	$2,761.40	$71,796.44	$35.04	$2,802.82	$72,873.39	$35.39	$2,830.85	$73,602.12	$35.92	$2,873.31	$74,706.16
2					$36.38	$2,910.04	$75,660.98	$36.92	$2,953.69	$76,795.89	$37.29	$2,983.23	$77,563.85	$37.85	$3,027.97	$78,727.31
3					$38.33	$3,066.30	$79,723.84	$38.90	$3,112.30	$80,919.70	$39.29	$3,143.42	$81,728.90	$39.88	$3,190.57	$82,954.83
4					$39.38	$3,150.16	$81,904.15	$39.97	$3,197.41	$83,132.71	$40.37	$3,229.39	$83,964.04	$40.97	$3,277.83	$85,223.50
5					$40.57	$3,245.47	$84,382.18	$41.18	$3,294.15	$85,647.91	$41.59	$3,327.09	$86,504.39	$42.21	$3,377.00	$87,801.96
6					$42.05	$3,363.61	$87,453.83	$42.68	$3,414.06	$88,765.64	$43.10	$3,448.20	$89,653.30	$43.75	$3,499.93	$90,998.10
7					$43.57	$3,485.59	$90,625.35	$44.22	$3,537.87	$91,984.73	$44.67	$3,573.25	$92,904.58	$45.34	$3,626.85	$94,298.15
SENIOR COMMUNICATIONS OPERATOR (SCO)	067322		149	BW												
1					$45.31	$3,625.01	$94,250.37	$45.99	$3,679.39	$95,664.12	$46.45	$3,716.18	$96,620.76	$47.15	$3,771.93	$98,070.07
SENIOR POLICE COMMUNICATIONS OPERATOR (SPCO)	067332		137	BW												
1					$41.83	$3,346.45	$87,007.69	$42.46	$3,396.65	$88,312.81	$42.88	$3,430.61	$89,195.94	$43.53	$3,482.07	$90,533.88
2					$44.09	$3,527.50	$91,715.04	$44.76	$3,580.41	$93,090.77	$45.20	$3,616.22	$94,021.67	$45.88	$3,670.46	$95,432.00
3					$47.13	$3,770.01	$98,020.38	$47.83	$3,826.56	$99,490.69	$48.31	$3,864.83	$100,485.59	$49.04	$3,922.80	$101,992.88
SUPERVISOR OF COMMUNICATIONS	065172		110	BW												
1					$49.36	$3,948.67	$102,665.55	$50.10	$4,007.91	$104,205.53	$50.60	$4,047.98	$105,247.59	$51.36	$4,108.70	$106,826.30
2					$51.29	$4,103.04	$106,678.95	$52.06	$4,164.58	$108,279.13	$52.58	$4,206.23	$109,361.92	$53.37	$4,269.32	$111,002.35
COMMUNICATIONS STAFFING COORDINATOR	065722		128	BW												
1					$48.31	$3,864.82	$100,485.25	$49.03	$3,922.79	$101,992.53	$49.53	$3,962.02	$103,012.45	$50.27	$4,021.45	$104,557.64
2					$50.19	$4,015.37	$104,399.71	$50.95	$4,075.60	$105,965.70	$51.45	$4,116.36	$107,025.36	$52.23	$4,178.11	$108,630.74
COMMUNICATIONS TRAINING COORDINATOR	065712		127	BW												
1					$48.31	$3,864.82	$100,485.25	$49.03	$3,922.79	$101,992.53	$49.53	$3,962.02	$103,012.45	$50.27	$4,021.45	$104,557.64
2					$50.19	$4,015.37	$104,399.71	$50.95	$4,075.60	$105,965.70	$51.45	$4,116.36	$107,025.36	$52.23	$4,178.11	$108,630.74
COURT UNIT COORDINATOR	067652		208	BW												
1					$30.33	$2,426.55	$63,090.38	$30.79	$2,462.95	$64,036.74	$31.09	$2,487.58	$64,677.11	$31.56	$2,524.89	$65,647.26
2					$31.39	$2,511.49	$65,298.61	$31.86	$2,549.16	$66,278.09	$32.18	$2,574.65	$66,940.87	$32.67	$2,613.27	$67,944.98
3					$32.49	$2,599.39	$67,584.26	$32.98	$2,638.39	$68,598.02	$33.31	$2,664.77	$69,284.00	$33.81	$2,704.74	$70,323.26
4					$33.63	$2,690.37	$69,949.72	$34.13	$2,730.73	$70,998.97	$34.48	$2,758.04	$71,708.96	$34.99	$2,799.41	$72,784.59
5					$34.81	$2,784.54	$72,398.01	$35.33	$2,826.31	$73,483.98	$35.68	$2,854.57	$74,218.82	$36.22	$2,897.39	$75,332.10
6					$36.02	$2,881.99	$74,931.81	$36.57	$2,925.22	$76,055.79	$36.93	$2,954.47	$76,816.35	$37.48	$2,998.79	$77,968.59
7					$37.29	$2,982.86	$77,554.44	$37.85	$3,027.61	$78,717.76	$38.22	$3,057.88	$79,504.93	$38.80	$3,103.75	$80,697.51
8					$38.59	$3,087.25	$80,268.59	$39.17	$3,133.56	$81,472.62	$39.56	$3,164.90	$82,287.34	$40.15	$3,212.37	$83,521.65

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	CLASS CODE	SAL GRADE AND BW OR HRLY PAID 35 HR	40 HR	BW/ HR	EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2017 2.5% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2018 2.5% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2019 2.5% HRLY	BI-WKLY	ANNUAL
COURT UNIT SUPERVISOR	067602		210	BW												
1					$36.96	$2,957.16	$76,886.28	$37.89	$3,031.09	$78,808.43	$38.84	$3,106.87	$80,778.64	$39.81	$3,184.54	$82,798.11
2					$38.81	$3,105.02	$80,730.49	$39.78	$3,182.64	$82,748.76	$40.78	$3,262.21	$84,817.48	$41.80	$3,343.77	$86,937.91
3					$40.66	$3,253.06	$84,579.68	$41.68	$3,334.39	$86,694.17	$42.72	$3,417.75	$88,861.52	$43.79	$3,503.19	$91,083.06
4					$42.29	$3,383.19	$87,962.89	$43.35	$3,467.77	$90,161.96	$44.43	$3,554.46	$92,416.01	$45.54	$3,643.32	$94,726.41
5					$43.98	$3,518.52	$91,481.56	$45.08	$3,606.48	$93,768.60	$46.21	$3,696.65	$96,112.81	$47.36	$3,789.06	$98,515.63
6					$45.52	$3,641.63	$94,682.40	$46.66	$3,732.67	$97,049.46	$47.82	$3,825.99	$99,475.70	$49.02	$3,921.64	$101,962.59
CURRICULUM DESIGNER	065322		231	BW												
1					$39.10	$3,128.21	$81,333.55	$40.08	$3,206.42	$83,366.89	$41.08	$3,286.58	$85,451.06	$42.11	$3,368.74	$87,587.34
2					$40.25	$3,220.22	$83,725.72	$41.26	$3,300.73	$85,818.86	$42.29	$3,383.24	$87,964.33	$43.35	$3,467.82	$90,163.44
3					$41.40	$3,312.23	$86,117.88	$42.44	$3,395.03	$88,270.83	$43.50	$3,479.91	$90,477.60	$44.59	$3,566.91	$92,739.54
4					$42.59	$3,406.82	$88,577.43	$43.65	$3,491.99	$90,791.86	$44.74	$3,579.29	$93,061.66	$45.86	$3,668.78	$95,388.20
5					$43.70	$3,496.24	$90,902.21	$44.80	$3,583.64	$93,174.76	$45.92	$3,673.24	$95,504.13	$47.06	$3,765.07	$97,891.73
6					$44.82	$3,585.65	$93,226.98	$45.94	$3,675.29	$95,557.66	$47.09	$3,767.18	$97,946.60	$48.27	$3,861.36	$100,395.27
DIRECT VOICE ENTRY OPERATOR	067352		139	BW												
1					$23.35	$1,867.78	$48,562.20	$23.93	$1,914.47	$49,776.25	$24.53	$1,962.33	$51,020.66	$25.14	$2,011.39	$52,296.17
2					$24.66	$1,972.90	$51,295.33	$25.28	$2,022.22	$52,577.71	$25.91	$2,072.78	$53,892.15	$26.56	$2,124.59	$55,239.46
3					$25.95	$2,076.28	$53,983.41	$26.60	$2,128.19	$55,332.99	$27.27	$2,181.40	$56,716.32	$27.95	$2,235.93	$58,134.22
4					$27.22	$2,177.91	$56,625.57	$27.90	$2,232.35	$58,041.21	$28.60	$2,288.16	$59,492.24	$29.32	$2,345.37	$60,979.55
5					$28.63	$2,290.06	$59,541.48	$29.34	$2,347.31	$61,030.02	$30.07	$2,405.99	$62,555.77	$30.83	$2,466.14	$64,119.66
6					$30.11	$2,409.19	$62,638.89	$30.87	$2,469.42	$64,204.86	$31.64	$2,531.15	$65,809.98	$32.43	$2,594.43	$67,455.23
7					$31.65	$2,531.83	$65,827.69	$32.44	$2,595.13	$67,473.38	$33.25	$2,660.01	$69,160.21	$34.08	$2,726.51	$70,889.22
DIRECT VOICE ENTRY SHIFT LEADER	066002		133	BW												
1					$29.15	$2,332.09	$60,634.31	$29.88	$2,390.39	$62,150.17	$30.63	$2,450.15	$63,703.92	$31.39	$2,511.40	$65,296.52
2					$30.79	$2,463.50	$64,050.93	$31.56	$2,525.08	$65,652.21	$32.35	$2,588.21	$67,293.51	$33.16	$2,652.92	$68,975.85
3					$32.41	$2,593.14	$67,421.65	$33.22	$2,657.97	$69,107.19	$34.06	$2,724.42	$70,834.87	$34.91	$2,792.53	$72,605.75
4					$34.14	$2,731.58	$71,021.06	$35.00	$2,799.87	$72,796.59	$35.87	$2,869.87	$74,616.50	$36.77	$2,941.61	$76,481.92
FIREARMS ASSISTANT	065582		228	BW												
1					$23.35	$1,867.78	$48,562.20	$23.93	$1,914.47	$49,776.25	$24.53	$1,962.33	$51,020.66	$25.14	$2,011.39	$52,296.17
2					$24.66	$1,972.90	$51,295.33	$25.28	$2,022.22	$52,577.71	$25.91	$2,072.78	$53,892.15	$26.56	$2,124.59	$55,239.46
3					$25.95	$2,076.28	$53,983.41	$26.60	$2,128.19	$55,332.99	$27.27	$2,181.40	$56,716.32	$27.95	$2,235.93	$58,134.22
4					$27.22	$2,177.91	$56,625.57	$27.90	$2,232.35	$58,041.21	$28.60	$2,288.16	$59,492.24	$29.32	$2,345.37	$60,979.55
5					$28.63	$2,290.06	$59,541.48	$29.34	$2,347.31	$61,030.02	$30.07	$2,405.99	$62,555.77	$30.83	$2,466.14	$64,119.66
6					$30.11	$2,409.19	$62,638.89	$30.87	$2,469.42	$64,204.86	$31.64	$2,531.15	$65,809.98	$32.43	$2,594.43	$67,455.23
7					$31.65	$2,531.83	$65,827.69	$32.44	$2,595.13	$67,473.38	$33.25	$2,660.01	$69,160.21	$34.08	$2,726.51	$70,889.22
HELP DESK COORDINATOR	065792		132	BW												
1					$31.12	$2,489.80	$64,734.86	$31.90	$2,552.05	$66,353.23	$32.70	$2,615.85	$68,012.06	$33.52	$2,681.24	$69,712.36
2					$32.55	$2,603.67	$67,695.40	$33.36	$2,668.76	$69,387.78	$34.19	$2,735.48	$71,122.48	$35.05	$2,803.87	$72,900.54
3					$33.97	$2,717.57	$70,656.79	$34.82	$2,785.51	$72,423.21	$35.69	$2,855.15	$74,233.79	$36.58	$2,926.52	$76,089.63
4					$35.42	$2,833.20	$73,663.23	$36.30	$2,904.03	$75,504.81	$37.21	$2,976.63	$77,392.43	$38.14	$3,051.05	$79,327.25
5					$36.84	$2,947.08	$76,624.19	$37.76	$3,020.76	$78,539.80	$38.70	$3,096.28	$80,503.29	$39.67	$3,173.69	$82,515.87
HUMAN RESOURCES ASSISTANT	069671	160		BW												
1					$34.24	$2,396.93	$62,320.09	$35.10	$2,456.85	$63,878.09	$35.98	$2,518.27	$65,475.05	$36.87	$2,581.23	$67,111.92
2					$35.97	$2,517.82	$65,463.41	$36.87	$2,580.77	$67,100.00	$37.79	$2,645.29	$68,777.50	$38.73	$2,711.42	$70,496.93
3					$37.75	$2,642.22	$68,697.69	$38.69	$2,708.27	$70,415.13	$39.66	$2,775.98	$72,175.51	$40.65	$2,845.38	$73,979.90
4					$39.65	$2,775.39	$72,160.22	$40.64	$2,844.78	$73,964.23	$41.66	$2,915.90	$75,813.33	$42.70	$2,988.79	$77,708.66
5					$41.63	$2,913.82	$75,759.20	$42.67	$2,986.66	$77,653.18	$43.73	$3,061.33	$79,594.51	$44.83	$3,137.86	$81,584.37

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
COURT UNIT SUPERVISOR	067602		210	BW												
1					$40.20	$3,216.39	$83,626.09	$40.81	$3,264.63	$84,880.48	$41.22	$3,297.28	$85,729.29	$41.83	$3,346.74	$87,015.23
2					$42.22	$3,377.20	$87,807.29	$42.85	$3,427.86	$89,124.40	$43.28	$3,462.14	$90,015.64	$43.93	$3,514.07	$91,365.88
3					$44.23	$3,538.23	$91,993.89	$44.89	$3,591.30	$93,373.80	$45.34	$3,627.21	$94,307.54	$46.02	$3,681.62	$95,722.15
4					$46.00	$3,679.76	$95,673.67	$46.69	$3,734.95	$97,108.78	$47.15	$3,772.30	$98,079.86	$47.86	$3,828.89	$99,551.06
5					$47.84	$3,826.95	$99,500.79	$48.55	$3,884.36	$100,993.30	$49.04	$3,923.20	$102,003.23	$49.78	$3,982.05	$103,533.28
6					$49.51	$3,960.85	$102,982.22	$50.25	$4,020.27	$104,526.95	$50.76	$4,060.47	$105,572.22	$51.52	$4,121.38	$107,155.81
CURRICULUM DESIGNER	065322		231	BW												
1					$42.53	$3,402.43	$88,463.21	$43.17	$3,453.47	$89,790.16	$43.60	$3,488.00	$90,688.06	$44.25	$3,540.32	$92,048.38
2					$43.78	$3,502.50	$91,065.07	$44.44	$3,555.04	$92,431.05	$44.88	$3,590.59	$93,355.36	$45.56	$3,644.45	$94,755.69
3					$45.03	$3,602.57	$93,666.93	$45.71	$3,656.61	$95,071.94	$46.16	$3,693.18	$96,022.66	$46.86	$3,748.58	$97,463.00
4					$46.32	$3,705.46	$96,342.08	$47.01	$3,761.05	$97,787.22	$47.48	$3,798.66	$98,765.09	$48.20	$3,855.64	$100,246.56
5					$47.53	$3,802.72	$98,870.65	$48.25	$3,859.76	$100,353.71	$48.73	$3,898.36	$101,357.25	$49.46	$3,956.83	$102,877.61
6					$48.75	$3,899.97	$101,399.22	$49.48	$3,958.47	$102,920.21	$49.98	$3,998.05	$103,949.41	$50.73	$4,058.02	$105,508.65
DIRECT VOICE ENTRY OPERATOR	067352		139	BW												
1					$25.39	$2,031.51	$52,819.14	$25.77	$2,061.98	$53,611.42	$26.03	$2,082.60	$54,147.54	$26.42	$2,113.84	$54,959.75
2					$26.82	$2,145.84	$55,791.85	$27.23	$2,178.03	$56,628.73	$27.50	$2,199.81	$57,195.02	$27.91	$2,232.81	$58,052.94
3					$28.23	$2,258.29	$58,715.57	$28.65	$2,292.17	$59,596.30	$28.94	$2,315.09	$60,192.26	$29.37	$2,349.81	$61,095.15
4					$29.61	$2,368.82	$61,589.34	$30.05	$2,404.35	$62,513.18	$30.35	$2,428.40	$63,138.31	$30.81	$2,464.82	$64,085.39
5					$31.14	$2,490.80	$64,760.86	$31.60	$2,528.16	$65,732.27	$31.92	$2,553.45	$66,389.59	$32.40	$2,591.75	$67,385.44
6					$32.75	$2,620.38	$68,129.79	$33.25	$2,659.68	$69,151.73	$33.58	$2,686.28	$69,843.25	$34.08	$2,726.57	$70,890.90
7					$34.42	$2,753.77	$71,598.11	$34.94	$2,795.08	$72,672.08	$35.29	$2,823.03	$73,398.80	$35.82	$2,865.38	$74,499.78
DIRECT VOICE ENTRY SHIFT LEADER	066002		133	BW												
1					$31.71	$2,536.52	$65,949.48	$32.18	$2,574.57	$66,938.72	$32.50	$2,600.31	$67,608.11	$32.99	$2,639.32	$68,622.23
2					$33.49	$2,679.45	$69,665.61	$34.00	$2,719.64	$70,710.59	$34.34	$2,746.83	$71,417.70	$34.85	$2,788.04	$72,488.96
3					$35.26	$2,820.45	$73,331.80	$35.78	$2,862.76	$74,431.78	$36.14	$2,891.39	$75,176.10	$36.68	$2,934.76	$76,303.74
4					$37.14	$2,971.03	$77,246.73	$37.69	$3,015.59	$78,405.44	$38.07	$3,045.75	$79,189.49	$38.64	$3,091.44	$80,377.33
FIREARMS ASSISTANT	065582		228	BW												
1					$25.39	$2,031.51	$52,819.14	$25.77	$2,061.98	$53,611.42	$26.03	$2,082.60	$54,147.54	$26.42	$2,113.84	$54,959.75
2					$26.82	$2,145.84	$55,791.85	$27.23	$2,178.03	$56,628.73	$27.50	$2,199.81	$57,195.02	$27.91	$2,232.81	$58,052.94
3					$28.23	$2,258.29	$58,715.57	$28.65	$2,292.17	$59,596.30	$28.94	$2,315.09	$60,192.26	$29.37	$2,349.81	$61,095.15
4					$29.61	$2,368.82	$61,589.34	$30.05	$2,404.35	$62,513.18	$30.35	$2,428.40	$63,138.31	$30.81	$2,464.82	$64,085.39
5					$31.14	$2,490.80	$64,760.86	$31.60	$2,528.16	$65,732.27	$31.92	$2,553.45	$66,389.59	$32.40	$2,591.75	$67,385.44
6					$32.75	$2,620.38	$68,129.79	$33.25	$2,659.68	$69,151.73	$33.58	$2,686.28	$69,843.25	$34.08	$2,726.57	$70,890.90
7					$34.42	$2,753.77	$71,598.11	$34.94	$2,795.08	$72,672.08	$35.29	$2,823.03	$73,398.80	$35.82	$2,865.38	$74,499.78
HELP DESK COORDINATOR	065792		132	BW												
1					$33.85	$2,708.06	$70,409.48	$34.36	$2,748.68	$71,465.63	$34.70	$2,776.16	$72,180.28	$35.22	$2,817.81	$73,262.99
2					$35.40	$2,831.91	$73,629.54	$35.93	$2,874.38	$74,733.99	$36.29	$2,903.13	$75,481.33	$36.83	$2,946.67	$76,613.55
3					$36.95	$2,955.79	$76,850.53	$37.50	$3,000.13	$78,003.29	$37.88	$3,030.13	$78,783.32	$38.44	$3,075.58	$79,965.07
4					$38.52	$3,081.56	$80,120.52	$39.10	$3,127.78	$81,322.33	$39.49	$3,159.06	$82,135.55	$40.08	$3,206.45	$83,367.58
5					$40.07	$3,205.42	$83,341.03	$40.67	$3,253.51	$84,591.15	$41.08	$3,286.04	$85,437.06	$41.69	$3,335.33	$86,718.62
HUMAN RESOURCES ASSISTANT	069671	160		BW												
1					$37.24	$2,607.04	$67,783.04	$37.80	$2,646.15	$68,799.79	$38.18	$2,672.61	$69,487.79	$38.75	$2,712.70	$70,530.10
2					$39.12	$2,738.53	$71,201.90	$39.71	$2,779.61	$72,269.93	$40.11	$2,807.41	$72,992.63	$40.71	$2,849.52	$74,087.52
3					$41.05	$2,873.83	$74,719.69	$41.67	$2,916.94	$75,840.49	$42.09	$2,946.11	$76,598.89	$42.72	$2,990.30	$77,747.88
4					$43.12	$3,018.68	$78,485.75	$43.77	$3,063.96	$79,663.04	$44.21	$3,094.60	$80,459.67	$44.87	$3,141.02	$81,666.56
5					$45.27	$3,169.24	$82,400.21	$45.95	$3,216.78	$83,636.22	$46.41	$3,248.95	$84,472.58	$47.11	$3,297.68	$85,739.67

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
CRIME ANALYST	069412		179	BW												
1					$40.14	$3,211.17	$83,490.46	$41.14	$3,291.45	$85,577.72	$42.17	$3,373.74	$87,717.16	$43.23	$3,458.08	$89,910.09
2					$41.75	$3,339.62	$86,830.07	$42.79	$3,423.11	$89,000.83	$43.86	$3,508.69	$91,225.85	$44.96	$3,596.40	$93,506.49
3					$43.42	$3,473.20	$90,303.28	$44.50	$3,560.03	$92,560.86	$45.61	$3,649.03	$94,874.88	$46.75	$3,740.26	$97,246.75
4					$45.15	$3,612.13	$93,915.40	$46.28	$3,702.43	$96,263.29	$47.44	$3,795.00	$98,669.87	$48.62	$3,889.87	$101,136.62
5					$46.96	$3,756.62	$97,672.02	$48.13	$3,850.53	$100,113.83	$49.33	$3,946.80	$102,616.67	$50.57	$4,045.46	$105,182.09
IDENTIFICATION TECHNICIAN	068312		147	BW												
1					$29.98	$2,398.68	$62,365.58	$30.73	$2,458.64	$63,924.72	$31.50	$2,520.11	$65,522.83	$32.29	$2,583.11	$67,160.91
2					$31.74	$2,538.83	$66,009.61	$32.53	$2,602.30	$67,659.85	$33.34	$2,667.36	$69,351.35	$34.18	$2,734.04	$71,085.13
3					$32.98	$2,638.72	$68,606.72	$33.81	$2,704.69	$70,321.89	$34.65	$2,772.31	$72,079.94	$35.52	$2,841.61	$73,881.93
4					$34.25	$2,740.34	$71,248.89	$35.11	$2,808.85	$73,030.12	$35.99	$2,879.07	$74,855.87	$36.89	$2,951.05	$76,727.26
5					$35.61	$2,848.96	$74,072.99	$36.50	$2,920.19	$75,924.81	$37.41	$2,993.19	$77,822.93	$38.35	$3,068.02	$79,768.51
6					$36.99	$2,959.35	$76,942.99	$37.92	$3,033.33	$78,866.56	$38.86	$3,109.16	$80,838.23	$39.84	$3,186.89	$82,859.18
7					$38.44	$3,074.99	$79,949.86	$39.40	$3,151.87	$81,948.61	$40.38	$3,230.67	$83,997.32	$41.39	$3,311.43	$86,097.25
8					$39.95	$3,195.91	$83,093.60	$40.95	$3,275.81	$85,170.94	$41.97	$3,357.70	$87,300.21	$43.02	$3,441.64	$89,482.72
IDENTIFICATION TECHNICIAN SENIOR	068332		148	BW												
1					$38.46	$3,076.74	$79,995.34	$39.42	$3,153.66	$81,995.22	$40.41	$3,232.50	$84,045.10	$41.42	$3,313.32	$86,146.23
2					$40.54	$3,243.20	$84,323.30	$41.55	$3,324.28	$86,431.38	$42.59	$3,407.39	$88,592.17	$43.66	$3,492.58	$90,806.97
3					$42.71	$3,416.66	$88,833.18	$43.78	$3,502.08	$91,054.01	$44.87	$3,589.63	$93,330.36	$45.99	$3,679.37	$95,663.62
INFORMATION SYSTEMS TRAINEE	068382		174	BW												
1					$23.71	$1,896.51	$49,309.14	$24.30	$1,943.92	$50,541.87	$24.91	$1,992.52	$51,805.42	$25.53	$2,042.33	$53,100.56
2					$24.89	$1,991.33	$51,774.50	$25.51	$2,041.11	$53,068.86	$26.15	$2,092.14	$54,395.58	$26.81	$2,144.44	$55,755.47
3					$26.14	$2,090.89	$54,363.21	$26.79	$2,143.16	$55,722.29	$27.46	$2,196.74	$57,115.34	$28.15	$2,251.66	$58,543.23
INFORMATION SYSTEMS PROGRAMMER I	068372		175	BW												
1					$29.14	$2,331.49	$60,618.76	$29.87	$2,389.78	$62,134.23	$30.62	$2,449.52	$63,687.59	$31.38	$2,510.76	$65,279.78
2					$30.16	$2,413.09	$62,740.40	$30.92	$2,473.42	$64,308.91	$31.69	$2,535.26	$65,916.63	$32.48	$2,598.64	$67,564.55
3					$31.22	$2,497.82	$64,943.38	$32.00	$2,560.27	$66,566.97	$32.80	$2,624.27	$68,231.14	$33.62	$2,689.88	$69,936.92
4					$32.31	$2,584.97	$67,209.23	$33.12	$2,649.59	$68,889.46	$33.95	$2,715.83	$70,611.70	$34.80	$2,783.73	$72,376.99
5					$33.45	$2,675.94	$69,574.32	$34.29	$2,742.83	$71,313.68	$35.14	$2,811.40	$73,096.52	$36.02	$2,881.69	$74,923.93
6					$34.61	$2,769.08	$71,996.06	$35.48	$2,838.31	$73,795.96	$36.37	$2,909.26	$75,640.86	$37.27	$2,982.00	$77,531.88
7					$35.83	$2,866.00	$74,516.05	$36.72	$2,937.65	$76,378.95	$37.64	$3,011.09	$78,288.43	$38.58	$3,086.37	$80,245.64
8					$37.08	$2,966.31	$77,124.06	$38.01	$3,040.47	$79,052.16	$38.96	$3,116.48	$81,028.46	$39.93	$3,194.39	$83,054.17
INFORMATION SYSTEMS PROGRAMMER II	068362		176	BW												
1					$36.82	$2,945.65	$76,586.88	$37.74	$3,019.29	$78,501.55	$38.68	$3,094.77	$80,464.09	$39.65	$3,172.14	$82,475.69
2					$38.11	$3,048.75	$79,267.59	$39.06	$3,124.97	$81,249.28	$40.04	$3,203.10	$83,280.51	$41.04	$3,283.17	$85,362.52
3					$39.44	$3,155.45	$82,041.79	$40.43	$3,234.34	$84,092.83	$41.44	$3,315.20	$86,195.16	$42.48	$3,398.08	$88,350.03
4					$40.82	$3,265.89	$84,913.26	$41.84	$3,347.54	$87,036.10	$42.89	$3,431.23	$89,212.00	$43.96	$3,517.01	$91,442.30
5					$42.25	$3,380.20	$87,885.21	$43.31	$3,464.71	$90,082.34	$44.39	$3,551.32	$92,334.40	$45.50	$3,640.11	$94,642.76
6					$43.73	$3,498.65	$90,964.84	$44.83	$3,586.11	$93,238.96	$45.95	$3,675.77	$95,569.93	$47.10	$3,767.66	$97,959.18
7					$45.26	$3,620.96	$94,144.83	$46.39	$3,711.48	$96,498.45	$47.55	$3,804.27	$98,910.91	$48.74	$3,899.37	$101,383.69
8					$46.85	$3,747.69	$97,439.91	$48.02	$3,841.38	$99,875.91	$49.22	$3,937.42	$102,372.80	$50.45	$4,035.85	$104,932.12

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
CRIME ANALYST	069412		179	BW												
1					$43.66	$3,492.66	$90,809.19	$44.31	$3,545.05	$92,171.33	$44.76	$3,580.50	$93,093.04	$45.43	$3,634.21	$94,489.44
2					$45.40	$3,632.37	$94,441.56	$46.09	$3,686.85	$95,858.18	$46.55	$3,723.72	$96,816.76	$47.24	$3,779.58	$98,269.01
3					$47.22	$3,777.66	$98,219.22	$47.93	$3,834.33	$99,692.51	$48.41	$3,872.67	$100,689.43	$49.13	$3,930.76	$102,199.77
4					$49.11	$3,928.77	$102,147.99	$49.85	$3,987.70	$103,680.21	$50.34	$4,027.58	$104,717.01	$51.10	$4,087.99	$106,287.76
5					$51.07	$4,085.92	$106,233.91	$51.84	$4,147.21	$107,827.42	$52.36	$4,188.68	$108,905.69	$53.14	$4,251.51	$110,539.28
IDENTIFICATION TECHNICIAN	068312		147	BW												
1					$32.61	$2,608.94	$67,832.51	$33.10	$2,648.08	$68,850.00	$33.43	$2,674.56	$69,538.50	$33.93	$2,714.68	$70,581.58
2					$34.52	$2,761.38	$71,795.98	$35.04	$2,802.80	$72,872.92	$35.39	$2,830.83	$73,601.65	$35.92	$2,873.30	$74,705.68
3					$35.88	$2,870.03	$74,620.75	$36.41	$2,913.08	$75,740.07	$36.78	$2,942.21	$76,497.47	$37.33	$2,986.34	$77,644.93
4					$37.26	$2,980.56	$77,494.54	$37.82	$3,025.27	$78,656.96	$38.19	$3,055.52	$79,443.52	$38.77	$3,101.35	$80,635.18
5					$38.73	$3,098.70	$80,566.19	$39.31	$3,145.18	$81,774.68	$39.71	$3,176.63	$82,592.43	$40.30	$3,224.28	$83,831.32
6					$40.23	$3,218.76	$83,687.77	$40.84	$3,267.04	$84,943.09	$41.25	$3,299.71	$85,792.52	$41.87	$3,349.21	$87,079.41
7					$41.81	$3,344.55	$86,958.23	$42.43	$3,394.72	$88,262.60	$42.86	$3,428.66	$89,145.23	$43.50	$3,480.09	$90,482.41
8					$43.45	$3,476.06	$90,377.55	$44.10	$3,528.20	$91,733.21	$44.54	$3,563.48	$92,650.54	$45.21	$3,616.93	$94,040.30
IDENTIFICATION TECHNICIAN SENIOR	068332		148	BW												
1					$41.83	$3,346.45	$87,007.69	$42.46	$3,396.65	$88,312.81	$42.88	$3,430.61	$89,195.94	$43.53	$3,482.07	$90,533.88
2					$44.09	$3,527.50	$91,715.04	$44.76	$3,580.41	$93,090.77	$45.20	$3,616.22	$94,021.67	$45.88	$3,670.46	$95,432.00
3					$46.45	$3,716.16	$96,620.25	$47.15	$3,771.91	$98,069.56	$47.62	$3,809.63	$99,050.25	$48.33	$3,866.77	$100,536.01
INFORMATION SYSTEMS TRAINEE	068382		174	BW												
1					$25.78	$2,062.75	$53,631.56	$26.17	$2,093.69	$54,436.04	$26.43	$2,114.63	$54,980.40	$26.83	$2,146.35	$55,805.10
2					$27.07	$2,165.89	$56,313.03	$27.48	$2,198.37	$57,157.72	$27.75	$2,220.36	$57,729.30	$28.17	$2,253.66	$58,595.24
3					$28.43	$2,274.18	$59,128.66	$28.85	$2,308.29	$60,015.59	$29.14	$2,331.37	$60,615.75	$29.58	$2,366.35	$61,524.98
INFORMATION SYSTEMS PROGRAMMER I	068372		175	BW												
1					$31.70	$2,535.87	$65,932.57	$32.17	$2,573.91	$66,921.56	$32.50	$2,599.65	$67,590.78	$32.98	$2,638.64	$68,604.64
2					$32.81	$2,624.62	$68,240.19	$33.30	$2,663.99	$69,263.80	$33.63	$2,690.63	$69,956.44	$34.14	$2,730.99	$71,005.78
3					$33.96	$2,716.78	$70,636.29	$34.47	$2,757.53	$71,695.83	$34.81	$2,785.11	$72,412.79	$35.34	$2,826.88	$73,498.98
4					$35.14	$2,811.57	$73,100.76	$35.67	$2,853.74	$74,197.28	$36.03	$2,882.28	$74,939.25	$36.57	$2,925.51	$76,063.34
5					$36.38	$2,910.51	$75,673.17	$36.93	$2,954.16	$76,808.27	$37.30	$2,983.71	$77,576.35	$37.86	$3,028.46	$78,740.00
6					$37.65	$3,011.82	$78,307.20	$38.21	$3,056.99	$79,481.81	$38.59	$3,087.56	$80,276.63	$39.17	$3,133.88	$81,480.78
7					$38.97	$3,117.23	$81,048.10	$39.55	$3,163.99	$82,263.82	$39.95	$3,195.63	$83,086.46	$40.54	$3,243.57	$84,332.75
8					$40.33	$3,226.34	$83,884.72	$40.93	$3,274.73	$85,142.99	$41.34	$3,307.48	$85,994.42	$41.96	$3,357.09	$87,284.33
INFORMATION SYSTEMS PROGRAMMER II	068362		176	BW												
1					$40.05	$3,203.86	$83,300.45	$40.65	$3,251.92	$84,549.96	$41.06	$3,284.44	$85,395.46	$41.67	$3,333.71	$86,676.39
2					$41.45	$3,316.01	$86,216.15	$42.07	$3,365.75	$87,509.39	$42.49	$3,399.40	$88,384.48	$43.13	$3,450.39	$89,710.25
3					$42.90	$3,432.06	$89,233.53	$43.54	$3,483.54	$90,572.04	$43.98	$3,518.38	$91,477.76	$44.64	$3,571.15	$92,849.92
4					$44.40	$3,552.18	$92,356.72	$45.07	$3,605.46	$93,742.07	$45.52	$3,641.52	$94,679.49	$46.20	$3,696.14	$96,099.69
5					$45.96	$3,676.51	$95,589.18	$46.65	$3,731.65	$97,023.02	$47.11	$3,768.97	$97,993.25	$47.82	$3,825.51	$99,463.15
6					$47.57	$3,805.34	$98,938.77	$48.28	$3,862.42	$100,422.86	$48.76	$3,901.04	$101,427.08	$49.49	$3,959.56	$102,948.49
7					$49.23	$3,938.37	$102,397.52	$49.97	$3,997.44	$103,933.49	$50.47	$4,037.42	$104,972.82	$51.22	$4,097.98	$106,547.41
8					$50.95	$4,076.21	$105,981.44	$51.72	$4,137.35	$107,571.17	$52.23	$4,178.73	$108,646.88	$53.02	$4,241.41	$110,276.58

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
INFORMATION SYSTEMS SPECIALIST	068352		177	BW												
1					$42.18	$3,374.03	$87,724.91	$43.23	$3,458.39	$89,918.03	$44.31	$3,544.85	$92,165.98	$45.42	$3,633.47	$94,470.13
2					$43.65	$3,492.13	$90,795.31	$44.74	$3,579.43	$93,065.20	$45.86	$3,668.92	$95,391.83	$47.01	$3,760.64	$97,776.62
3					$45.18	$3,614.35	$93,973.00	$46.31	$3,704.70	$96,322.33	$47.47	$3,797.32	$98,730.38	$48.65	$3,892.26	$101,198.64
4					$46.76	$3,740.85	$97,262.09	$47.93	$3,834.37	$99,693.64	$49.13	$3,930.23	$102,185.98	$50.36	$4,028.49	$104,740.63
5					$48.40	$3,871.78	$100,666.38	$49.61	$3,968.58	$103,183.04	$50.85	$4,067.79	$105,762.61	$52.12	$4,169.49	$108,406.68
6					$50.09	$4,007.29	$104,189.54	$51.34	$4,107.47	$106,794.28	$52.63	$4,210.16	$109,464.14	$53.94	$4,315.41	$112,200.74
7					$51.84	$4,147.54	$107,836.17	$53.14	$4,251.23	$110,532.07	$54.47	$4,357.51	$113,295.37	$55.83	$4,466.45	$116,127.76
8					$53.66	$4,292.72	$111,610.84	$55.00	$4,400.04	$114,401.11	$56.38	$4,510.04	$117,261.14	$57.78	$4,622.79	$120,192.67
INFORMATION SYSTEMS BUSINESS ANALYST	068392		202	BW												
1					$36.70	$2,936.20	$76,341.12	$37.62	$3,009.60	$78,249.65	$38.56	$3,084.84	$80,205.89	$39.52	$3,161.96	$82,211.04
2					$38.01	$3,041.12	$79,069.00	$38.96	$3,117.14	$81,045.73	$39.94	$3,195.07	$83,071.87	$40.94	$3,274.95	$85,148.67
3					$39.37	$3,149.78	$81,894.36	$40.36	$3,228.53	$83,941.72	$41.37	$3,309.24	$86,040.26	$42.40	$3,391.97	$88,191.26
4					$40.78	$3,262.33	$84,820.67	$41.80	$3,343.89	$86,941.19	$42.84	$3,427.49	$89,114.72	$43.91	$3,513.18	$91,342.58
5					$42.24	$3,378.91	$87,851.55	$43.29	$3,463.38	$90,047.84	$44.37	$3,549.96	$92,299.03	$45.48	$3,638.71	$94,606.51
6					$43.75	$3,499.64	$90,990.73	$44.84	$3,587.13	$93,265.50	$45.96	$3,676.81	$95,597.13	$47.11	$3,768.73	$97,987.06
7					$45.31	$3,624.70	$94,242.08	$46.44	$3,715.31	$96,598.13	$47.60	$3,808.20	$99,013.09	$48.79	$3,903.40	$101,488.41
8					$46.93	$3,754.22	$97,609.61	$48.10	$3,848.07	$100,049.85	$49.30	$3,944.27	$102,551.10	$50.54	$4,042.88	$105,114.88
INFORMATION SYSTEMS PROJECT LEADER	068342		178	BW												
1					$46.58	$3,726.58	$96,890.99	$47.75	$3,819.74	$99,313.27	$48.94	$3,915.23	$101,796.10	$50.16	$4,013.12	$104,341.00
2					$48.21	$3,857.01	$100,282.19	$49.42	$3,953.43	$102,789.24	$50.65	$4,052.27	$105,358.97	$51.92	$4,153.57	$107,992.95
3					$49.90	$3,992.00	$103,791.91	$51.15	$4,091.80	$106,386.71	$52.43	$4,194.09	$109,046.38	$53.74	$4,298.94	$111,772.54
4					$51.65	$4,131.72	$107,424.65	$52.94	$4,235.01	$110,110.27	$54.26	$4,340.89	$112,863.02	$55.62	$4,449.41	$115,684.60
5					$53.45	$4,276.33	$111,184.53	$54.79	$4,383.24	$113,964.14	$56.16	$4,492.82	$116,813.25	$57.56	$4,605.14	$119,733.58
6					$55.33	$4,426.00	$115,076.03	$56.71	$4,536.65	$117,952.94	$58.13	$4,650.07	$120,901.76	$59.58	$4,766.32	$123,924.30
7					$57.26	$4,580.91	$119,103.64	$58.69	$4,695.43	$122,081.23	$60.16	$4,812.82	$125,133.26	$61.66	$4,933.14	$128,261.59
8					$59.27	$4,741.26	$123,272.77	$60.75	$4,859.79	$126,354.59	$62.27	$4,981.29	$129,513.45	$63.82	$5,105.82	$132,751.29
APPRENTICE MECHANIC	066322		135	BW												
1					$22.56	$1,804.70	$46,922.31	$23.12	$1,849.82	$48,095.37	$23.70	$1,896.07	$49,297.75	$24.29	$1,943.47	$50,530.20
2					$23.74	$1,899.31	$49,382.13	$24.33	$1,946.80	$50,616.69	$24.94	$1,995.47	$51,882.10	$25.57	$2,045.35	$53,179.16
3					$25.06	$2,004.45	$52,115.69	$25.68	$2,054.56	$53,418.58	$26.32	$2,105.92	$54,754.05	$26.98	$2,158.57	$56,122.90
4					$29.06	$2,325.08	$60,451.96	$29.79	$2,383.20	$61,963.26	$30.53	$2,442.78	$63,512.34	$31.30	$2,503.85	$65,100.15
5					$33.18	$2,654.50	$69,016.91	$34.01	$2,720.86	$70,742.33	$34.86	$2,788.88	$72,510.89	$35.73	$2,858.60	$74,323.66
6					$37.19	$2,975.12	$77,353.17	$38.12	$3,049.50	$79,287.00	$39.07	$3,125.74	$81,269.17	$40.05	$3,203.88	$83,300.90
MECHANIC	066332		136	BW												
1					$32.66	$2,612.43	$67,923.23	$33.47	$2,677.74	$69,621.31	$34.31	$2,744.69	$71,361.84	$35.17	$2,813.30	$73,145.89
2					$37.19	$2,975.12	$77,353.17	$38.12	$3,049.50	$79,287.00	$39.07	$3,125.74	$81,269.17	$40.05	$3,203.88	$83,300.90
3					$39.31	$3,145.10	$81,772.51	$40.30	$3,223.72	$83,816.83	$41.30	$3,304.32	$85,912.25	$42.34	$3,386.93	$88,060.05
4					$41.39	$3,311.54	$86,100.04	$42.43	$3,394.33	$88,252.55	$43.49	$3,479.19	$90,458.86	$44.58	$3,566.17	$92,720.33

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
INFORMATION SYSTEMS SPECIALIST	068352		177	BW												
1					$45.87	$3,669.80	$95,414.83	$46.56	$3,724.85	$96,846.05	$47.03	$3,762.10	$97,814.51	$47.73	$3,818.53	$99,281.73
2					$47.48	$3,798.25	$98,754.39	$48.19	$3,855.22	$100,235.70	$48.67	$3,893.77	$101,238.06	$49.40	$3,952.18	$102,756.63
3					$49.14	$3,931.18	$102,210.63	$49.88	$3,990.15	$103,743.79	$50.38	$4,030.05	$104,781.23	$51.13	$4,090.50	$106,352.95
4					$50.86	$4,068.77	$105,788.04	$51.62	$4,129.80	$107,374.86	$52.14	$4,171.10	$108,448.60	$52.92	$4,233.67	$110,075.33
5					$52.64	$4,211.18	$109,490.74	$53.43	$4,274.35	$111,133.11	$53.96	$4,317.09	$112,244.44	$54.77	$4,381.85	$113,928.10
6					$54.48	$4,358.57	$113,322.75	$55.30	$4,423.95	$115,022.59	$55.85	$4,468.19	$116,172.82	$56.69	$4,535.21	$117,915.41
7					$56.39	$4,511.12	$117,289.03	$57.23	$4,578.78	$119,048.37	$57.81	$4,624.57	$120,238.85	$58.67	$4,693.94	$122,042.44
8					$58.36	$4,669.02	$121,394.59	$59.24	$4,739.06	$123,215.51	$59.83	$4,786.45	$124,447.67	$60.73	$4,858.25	$126,314.38
INFORMATION SYSTEMS BUSINESS ANALYST	068392		202	BW												
1					$39.92	$3,193.58	$83,033.15	$40.52	$3,241.49	$84,278.64	$40.92	$3,273.90	$85,121.43	$41.54	$3,323.01	$86,398.25
2					$41.35	$3,307.70	$86,000.15	$41.97	$3,357.31	$87,290.16	$42.39	$3,390.89	$88,163.06	$43.02	$3,441.75	$89,485.50
3					$42.82	$3,425.89	$89,073.18	$43.47	$3,477.28	$90,409.28	$43.90	$3,512.05	$91,313.37	$44.56	$3,564.73	$92,683.07
4					$44.35	$3,548.31	$92,256.01	$45.02	$3,601.53	$93,639.85	$45.47	$3,637.55	$94,576.25	$46.15	$3,692.11	$95,994.89
5					$45.94	$3,675.10	$95,552.57	$46.63	$3,730.23	$96,985.86	$47.09	$3,767.53	$97,955.72	$47.80	$3,824.04	$99,425.06
6					$47.58	$3,806.42	$98,966.93	$48.29	$3,863.52	$100,451.44	$48.78	$3,902.15	$101,455.95	$49.51	$3,960.68	$102,977.79
7					$49.28	$3,942.43	$102,503.30	$50.02	$4,001.57	$104,040.85	$50.52	$4,041.59	$105,081.25	$51.28	$4,102.21	$106,657.47
8					$51.04	$4,083.31	$106,166.02	$51.81	$4,144.56	$107,758.51	$52.33	$4,186.00	$108,836.10	$53.11	$4,248.79	$110,468.64
INFORMATION SYSTEMS PROJECT LEADER	068342		178	BW												
1					$50.67	$4,053.25	$105,384.41	$51.43	$4,114.05	$106,965.18	$51.94	$4,155.19	$108,034.83	$52.72	$4,217.51	$109,655.35
2					$52.44	$4,195.11	$109,072.88	$53.23	$4,258.04	$110,708.97	$53.76	$4,300.62	$111,816.06	$54.56	$4,365.13	$113,493.30
3					$54.27	$4,341.93	$112,890.27	$55.09	$4,407.06	$114,583.62	$55.64	$4,451.13	$115,729.46	$56.47	$4,517.90	$117,465.40
4					$56.17	$4,493.90	$116,841.45	$57.02	$4,561.31	$118,594.07	$57.59	$4,606.92	$119,780.01	$58.45	$4,676.03	$121,576.71
5					$58.14	$4,651.19	$120,930.91	$59.01	$4,720.96	$122,744.88	$59.60	$4,768.17	$123,972.33	$60.50	$4,839.69	$125,831.91
6					$60.17	$4,813.98	$125,163.55	$61.08	$4,886.19	$127,041.00	$61.69	$4,935.05	$128,311.41	$62.61	$5,009.08	$130,236.08
7					$62.28	$4,982.47	$129,544.21	$63.22	$5,057.21	$131,487.37	$63.85	$5,107.78	$132,802.25	$64.80	$5,184.40	$134,794.28
8					$64.46	$5,156.88	$134,078.80	$65.43	$5,234.23	$136,089.98	$66.08	$5,286.57	$137,450.88	$67.07	$5,365.87	$139,512.64
APPRENTICE MECHANIC	066322		135	BW												
1					$24.54	$1,962.90	$51,035.50	$24.90	$1,992.35	$51,801.03	$25.15	$2,012.27	$52,319.04	$25.53	$2,042.45	$53,103.83
2					$25.82	$2,065.81	$53,710.95	$26.21	$2,096.79	$54,516.61	$26.47	$2,117.76	$55,061.78	$26.87	$2,149.53	$55,887.70
3					$27.25	$2,180.16	$56,684.13	$27.66	$2,212.86	$57,534.39	$27.94	$2,234.99	$58,109.73	$28.36	$2,268.51	$58,981.38
4					$31.61	$2,528.89	$65,751.15	$32.09	$2,566.82	$66,737.42	$32.41	$2,592.49	$67,404.79	$32.89	$2,631.38	$68,415.87
5					$36.09	$2,887.19	$75,066.90	$36.63	$2,930.50	$76,192.90	$37.00	$2,959.80	$76,954.83	$37.55	$3,004.20	$78,109.15
6					$40.45	$3,235.92	$84,133.91	$41.06	$3,284.46	$85,395.92	$41.47	$3,317.30	$86,249.88	$42.09	$3,367.06	$87,543.63
MECHANIC	066332		136	BW												
1					$35.52	$2,841.44	$73,877.35	$36.05	$2,884.06	$74,985.51	$36.41	$2,912.90	$75,735.36	$36.96	$2,956.59	$76,871.39
2					$40.45	$3,235.92	$84,133.91	$41.06	$3,284.46	$85,395.92	$41.47	$3,317.30	$86,249.88	$42.09	$3,367.06	$87,543.63
3					$42.76	$3,420.79	$88,940.65	$43.40	$3,472.11	$90,274.76	$43.84	$3,506.83	$91,177.51	$44.49	$3,559.43	$92,545.17
4					$45.02	$3,601.83	$93,647.53	$45.70	$3,655.86	$95,052.25	$46.16	$3,692.41	$96,002.77	$46.85	$3,747.80	$97,442.81

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
MEDIA RELATIONS ASSISTANT	065512		203	BW												
1					$25.84	$2,067.35	$53,751.22	$26.49	$2,119.04	$55,095.00	$27.15	$2,172.01	$56,472.38	$27.83	$2,226.31	$57,884.19
2					$26.75	$2,140.12	$55,643.09	$27.42	$2,193.62	$57,034.16	$28.11	$2,248.46	$58,460.02	$28.81	$2,304.67	$59,921.52
3					$27.69	$2,215.44	$57,601.54	$28.39	$2,270.83	$59,041.58	$29.10	$2,327.60	$60,517.62	$29.82	$2,385.79	$62,030.56
4					$28.67	$2,293.42	$59,628.92	$29.38	$2,350.76	$61,119.64	$30.12	$2,409.52	$62,647.64	$30.87	$2,469.76	$64,213.83
5					$29.68	$2,374.14	$61,727.66	$30.42	$2,433.49	$63,270.85	$31.18	$2,494.33	$64,852.62	$31.96	$2,556.69	$66,473.94
6					$30.72	$2,457.70	$63,900.27	$31.49	$2,519.15	$65,497.78	$32.28	$2,582.12	$67,135.22	$33.08	$2,646.68	$68,813.60
7					$31.80	$2,544.21	$66,149.35	$32.60	$2,607.81	$67,803.08	$33.41	$2,673.01	$69,498.16	$34.25	$2,739.83	$71,235.61
8					$32.92	$2,633.75	$68,477.59	$33.74	$2,699.60	$70,189.53	$34.59	$2,767.09	$71,944.26	$35.45	$2,836.26	$73,742.87
OCCUPATIONAL HEALTH & SAFETY COORDINATOR	065572		229	BW												
1					$33.06	$2,644.95	$68,768.58	$33.89	$2,711.07	$70,487.80	$34.74	$2,778.85	$72,249.99	$35.60	$2,848.32	$74,056.24
2					$34.63	$2,770.32	$72,028.26	$35.49	$2,839.58	$73,828.96	$36.38	$2,910.56	$75,674.69	$37.29	$2,983.33	$77,566.55
3					$36.30	$2,903.78	$75,498.23	$37.20	$2,976.37	$77,385.69	$38.13	$3,050.78	$79,320.33	$39.09	$3,127.05	$81,303.34
4					$37.91	$3,033.19	$78,863.05	$38.86	$3,109.02	$80,834.63	$39.83	$3,186.75	$82,855.50	$40.83	$3,266.42	$84,926.88
5					$39.50	$3,159.91	$82,157.78	$40.49	$3,238.91	$84,211.72	$41.50	$3,319.89	$86,317.02	$42.54	$3,402.88	$88,474.94
6					$41.17	$3,293.38	$85,627.75	$42.20	$3,375.71	$87,768.45	$43.25	$3,460.10	$89,962.66	$44.33	$3,546.60	$92,211.72
SHOP FOREMAN	066312		134	BW												
1					$34.06	$2,724.58	$70,839.13	$34.91	$2,792.70	$72,610.11	$35.78	$2,862.51	$74,425.37	$36.68	$2,934.08	$76,286.00
2					$38.79	$3,103.03	$80,678.83	$39.76	$3,180.61	$82,695.81	$40.75	$3,260.12	$84,763.20	$41.77	$3,341.63	$86,882.28
3					$40.96	$3,276.49	$85,188.72	$41.98	$3,358.40	$87,318.43	$43.03	$3,442.36	$89,501.39	$44.11	$3,528.42	$91,738.93
4					$43.10	$3,448.18	$89,652.69	$44.18	$3,534.38	$91,894.01	$45.28	$3,622.74	$94,191.36	$46.42	$3,713.31	$96,546.14
SUPERVISOR OF VEHICLE SERVICES	067702		146	BW												
1					$41.92	$3,353.59	$87,193.30	$42.97	$3,437.43	$89,373.13	$44.04	$3,523.36	$91,607.46	$45.14	$3,611.45	$93,897.65
2					$44.31	$3,544.59	$92,159.27	$45.42	$3,633.20	$94,463.25	$46.55	$3,724.03	$96,824.83	$47.71	$3,817.13	$99,245.45
3					$46.56	$3,725.03	$96,850.65	$47.73	$3,818.15	$99,271.92	$48.92	$3,913.60	$101,753.72	$50.14	$4,011.44	$104,297.56
MISSING PERSONS COORDINATOR	065672		205	BW												
1					$24.75	$1,980.02	$51,480.51	$25.37	$2,029.52	$52,767.52	$26.00	$2,080.26	$54,086.71	$26.65	$2,132.26	$55,438.87
2					$26.03	$2,082.50	$54,144.90	$26.68	$2,134.56	$55,498.52	$27.35	$2,187.92	$56,885.98	$28.03	$2,242.62	$58,308.13
3					$27.46	$2,196.56	$57,110.44	$28.14	$2,251.47	$58,538.20	$28.85	$2,307.76	$60,001.66	$29.57	$2,365.45	$61,501.70
4					$28.74	$2,299.07	$59,775.78	$29.46	$2,356.55	$61,270.17	$30.19	$2,415.46	$62,801.93	$30.95	$2,475.85	$64,371.97
5					$30.04	$2,403.48	$62,490.36	$30.79	$2,463.56	$64,052.62	$31.56	$2,525.15	$65,653.94	$32.35	$2,588.28	$67,295.28
6					$31.23	$2,498.21	$64,953.52	$32.01	$2,560.67	$66,577.36	$32.81	$2,624.68	$68,241.80	$33.63	$2,690.30	$69,947.84
7					$32.61	$2,608.43	$67,819.15	$33.42	$2,673.64	$69,514.63	$34.26	$2,740.48	$71,252.49	$35.11	$2,808.99	$73,033.81
MONITOR TRANSCRIBER	065701	126		BW												
1					$28.03	$1,962.38	$51,022.01	$28.73	$2,011.44	$52,297.56	$29.45	$2,061.73	$53,605.00	$30.19	$2,113.27	$54,945.12
2					$29.59	$2,071.02	$53,846.53	$30.33	$2,122.80	$55,192.70	$31.08	$2,175.87	$56,572.51	$31.86	$2,230.26	$57,986.83
3					$31.11	$2,177.91	$56,625.57	$31.89	$2,232.35	$58,041.21	$32.69	$2,288.16	$59,492.24	$33.51	$2,345.37	$60,979.55
4					$32.72	$2,290.06	$59,541.48	$33.53	$2,347.31	$61,030.02	$34.37	$2,405.99	$62,555.77	$35.23	$2,466.14	$64,119.66
5					$34.42	$2,409.19	$62,638.89	$35.28	$2,469.42	$64,204.86	$36.16	$2,531.15	$65,809.98	$37.06	$2,594.43	$67,455.23
6					$36.17	$2,531.83	$65,827.68	$37.07	$2,595.13	$67,473.37	$38.00	$2,660.01	$69,160.21	$38.95	$2,726.51	$70,889.21
7					$37.85	$2,649.22	$68,879.61	$38.79	$2,715.45	$70,601.60	$39.76	$2,783.33	$72,366.64	$40.76	$2,852.92	$74,175.81

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
MEDIA RELATIONS ASSISTANT	065512		203	BW												
1					$28.11	$2,248.58	$58,463.03	$28.53	$2,282.31	$59,339.97	$28.81	$2,305.13	$59,933.37	$29.25	$2,339.71	$60,832.37
2					$29.10	$2,327.72	$60,520.73	$29.53	$2,362.64	$61,428.54	$29.83	$2,386.26	$62,042.83	$30.28	$2,422.06	$62,973.47
3					$30.12	$2,409.65	$62,650.86	$30.57	$2,445.79	$63,590.62	$30.88	$2,470.25	$64,226.53	$31.34	$2,507.30	$65,189.93
4					$31.18	$2,494.46	$64,855.96	$31.65	$2,531.88	$65,828.80	$31.96	$2,557.20	$66,487.09	$32.44	$2,595.55	$67,484.40
5					$32.28	$2,582.26	$67,138.68	$32.76	$2,620.99	$68,145.76	$33.09	$2,647.20	$68,827.22	$33.59	$2,686.91	$69,859.63
6					$33.41	$2,673.14	$69,501.74	$33.92	$2,713.24	$70,544.26	$34.25	$2,740.37	$71,249.71	$34.77	$2,781.48	$72,318.45
7					$34.59	$2,767.23	$71,947.97	$35.11	$2,808.74	$73,027.19	$35.46	$2,836.83	$73,757.46	$35.99	$2,879.38	$74,863.82
8					$35.81	$2,864.63	$74,480.30	$36.34	$2,907.60	$75,597.50	$36.71	$2,936.67	$76,353.48	$37.26	$2,980.72	$77,498.78
OCCUPATIONAL HEALTH & SAFETY COORDINATOR	065572		229	BW												
1					$35.96	$2,876.80	$74,796.81	$36.50	$2,919.95	$75,918.76	$36.86	$2,949.15	$76,677.95	$37.42	$2,993.39	$77,828.11
2					$37.66	$3,013.16	$78,342.22	$38.23	$3,058.36	$79,517.35	$38.61	$3,088.94	$80,312.53	$39.19	$3,135.28	$81,517.21
3					$39.48	$3,158.32	$82,116.37	$40.07	$3,205.70	$83,348.12	$40.47	$3,237.75	$84,181.60	$41.08	$3,286.32	$85,444.32
4					$41.24	$3,299.08	$85,776.15	$41.86	$3,348.57	$87,062.79	$42.28	$3,382.05	$87,933.42	$42.91	$3,432.79	$89,252.42
5					$42.96	$3,436.91	$89,359.69	$43.61	$3,488.46	$90,700.09	$44.04	$3,523.35	$91,607.09	$44.70	$3,576.20	$92,981.19
6					$44.78	$3,582.07	$93,133.84	$45.45	$3,635.80	$94,530.85	$45.90	$3,672.16	$95,476.16	$46.59	$3,727.24	$96,908.30
SHOP FOREMAN	066312		134	BW												
1					$37.04	$2,963.42	$77,048.86	$37.60	$3,007.87	$78,204.59	$37.97	$3,037.95	$78,986.64	$38.54	$3,083.52	$80,171.44
2					$42.19	$3,375.04	$87,751.10	$42.82	$3,425.67	$89,067.37	$43.25	$3,459.92	$89,958.04	$43.90	$3,511.82	$91,307.42
3					$44.55	$3,563.70	$92,656.32	$45.21	$3,617.16	$94,046.16	$45.67	$3,653.33	$94,986.62	$46.35	$3,708.13	$96,411.42
4					$46.88	$3,750.45	$97,511.60	$47.58	$3,806.70	$98,974.28	$48.06	$3,844.77	$99,964.02	$48.78	$3,902.44	$101,463.48
SUPERVISOR OF VEHICLE SERVICES	067702		146	BW												
1					$45.59	$3,647.56	$94,836.62	$46.28	$3,702.28	$96,259.17	$46.74	$3,739.30	$97,221.76	$47.44	$3,795.39	$98,680.09
2					$48.19	$3,855.30	$100,237.91	$48.91	$3,913.13	$101,741.48	$49.40	$3,952.27	$102,758.89	$50.14	$4,011.55	$104,300.28
3					$50.64	$4,051.56	$105,340.54	$51.40	$4,112.33	$106,920.64	$51.92	$4,153.46	$107,989.85	$52.70	$4,215.76	$109,609.70
MISSING PERSONS COORDINATOR	065672		205	BW												
1					$26.92	$2,153.59	$55,993.26	$27.32	$2,185.89	$56,833.16	$27.60	$2,207.75	$57,401.49	$28.01	$2,240.87	$58,262.52
2					$28.31	$2,265.05	$58,891.21	$28.74	$2,299.02	$59,774.58	$29.03	$2,322.01	$60,372.33	$29.46	$2,356.84	$61,277.91
3					$29.86	$2,389.10	$62,116.72	$30.31	$2,424.94	$63,048.47	$30.61	$2,449.19	$63,678.95	$31.07	$2,485.93	$64,634.14
4					$31.26	$2,500.60	$65,015.69	$31.73	$2,538.11	$65,990.93	$32.04	$2,563.49	$66,650.84	$32.52	$2,601.95	$67,650.60
5					$32.68	$2,614.16	$67,968.24	$33.17	$2,653.38	$68,987.76	$33.50	$2,679.91	$69,677.64	$34.00	$2,720.11	$70,722.80
6					$33.97	$2,717.20	$70,647.32	$34.47	$2,757.96	$71,707.03	$34.82	$2,785.54	$72,424.10	$35.34	$2,827.33	$73,510.46
7					$35.46	$2,837.08	$73,764.14	$36.00	$2,879.64	$74,870.61	$36.36	$2,908.44	$75,619.31	$36.90	$2,952.06	$76,753.60
MONITOR TRANSCRIBER	065701	126		BW												
1					$30.49	$2,134.41	$55,494.58	$30.95	$2,166.42	$56,326.99	$31.26	$2,188.09	$56,890.26	$31.73	$2,220.91	$57,743.62
2					$32.18	$2,252.57	$58,566.70	$32.66	$2,286.35	$59,445.20	$32.99	$2,309.22	$60,039.65	$33.48	$2,343.86	$60,940.24
3					$33.84	$2,368.82	$61,589.34	$34.35	$2,404.35	$62,513.18	$34.69	$2,428.40	$63,138.31	$35.21	$2,464.82	$64,085.39
4					$35.58	$2,490.80	$64,760.86	$36.12	$2,528.16	$65,732.27	$36.48	$2,553.45	$66,389.59	$37.02	$2,591.75	$67,385.44
5					$37.43	$2,620.38	$68,129.78	$38.00	$2,659.68	$69,151.73	$38.38	$2,686.28	$69,843.25	$38.95	$2,726.57	$70,890.90
6					$39.34	$2,753.77	$71,598.10	$39.93	$2,795.08	$72,672.08	$40.33	$2,823.03	$73,398.80	$40.93	$2,865.38	$74,499.78
7					$41.16	$2,881.44	$74,917.57	$41.78	$2,924.67	$76,041.33	$42.20	$2,953.91	$76,801.74	$42.83	$2,998.22	$77,953.77

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
PHYSICAL FITNESS COORDINATOR	065691	125		BW												
1					$37.50	$2,624.69	$68,242.02	$38.43	$2,690.31	$69,948.07	$39.39	$2,757.57	$71,696.78	$40.38	$2,826.51	$73,489.20
2					$39.65	$2,775.39	$72,160.22	$40.64	$2,844.78	$73,964.23	$41.66	$2,915.90	$75,813.33	$42.70	$2,988.79	$77,708.66
3					$41.68	$2,917.31	$75,850.16	$42.72	$2,990.25	$77,746.41	$43.79	$3,065.00	$79,690.07	$44.88	$3,141.63	$81,682.33
4					$44.40	$3,108.26	$80,814.86	$45.51	$3,185.97	$82,835.23	$46.65	$3,265.62	$84,906.11	$47.82	$3,347.26	$87,028.76
5					$47.33	$3,313.29	$86,145.53	$48.52	$3,396.12	$88,299.17	$49.73	$3,481.02	$90,506.65	$50.97	$3,568.05	$92,769.31
6					$50.36	$3,525.28	$91,657.27	$51.62	$3,613.41	$93,948.71	$52.91	$3,703.75	$96,297.42	$54.23	$3,796.34	$98,704.86
7					$53.74	$3,761.84	$97,807.88	$55.08	$3,855.89	$100,253.08	$56.46	$3,952.28	$102,759.41	$57.87	$4,051.09	$105,328.39
PILOT - CHIEF	066122		201	BW												
1					$48.77	$3,901.72	$101,444.72	$49.99	$3,999.26	$103,980.83	$51.24	$4,099.24	$106,580.36	$52.52	$4,201.73	$109,244.86
2					$50.23	$4,018.77	$104,488.06	$51.49	$4,119.24	$107,100.26	$52.78	$4,222.22	$109,777.77	$54.10	$4,327.78	$112,522.21
3					$51.74	$4,139.33	$107,622.70	$53.04	$4,242.82	$110,313.27	$54.36	$4,348.89	$113,071.10	$55.72	$4,457.61	$115,897.88
4					$53.29	$4,263.51	$110,851.38	$54.63	$4,370.10	$113,622.66	$55.99	$4,479.35	$116,463.23	$57.39	$4,591.34	$119,374.81
5					$54.89	$4,391.42	$114,176.92	$56.27	$4,501.21	$117,031.34	$57.67	$4,613.74	$119,957.13	$59.11	$4,729.08	$122,956.05
6					$56.54	$4,523.16	$117,602.22	$57.95	$4,636.24	$120,542.28	$59.40	$4,752.15	$123,555.84	$60.89	$4,870.95	$126,644.73
PILOT - LINE	066112		200	BW												
1					$44.61	$3,568.65	$92,784.80	$45.72	$3,657.86	$95,104.42	$46.87	$3,749.31	$97,482.03	$48.04	$3,843.04	$99,919.08
2					$45.95	$3,675.71	$95,568.35	$47.09	$3,767.60	$97,957.55	$48.27	$3,861.79	$100,406.49	$49.48	$3,958.33	$102,916.66
3					$47.32	$3,785.98	$98,435.40	$48.51	$3,880.63	$100,896.28	$49.72	$3,977.64	$103,418.69	$50.96	$4,077.08	$106,004.16
4					$48.74	$3,899.56	$101,388.46	$49.96	$3,997.05	$103,923.18	$51.21	$4,096.97	$106,521.26	$52.49	$4,199.40	$109,184.29
5					$50.21	$4,016.54	$104,430.11	$51.46	$4,116.96	$107,040.86	$52.75	$4,219.88	$109,716.89	$54.07	$4,325.38	$112,459.81
6					$51.71	$4,137.04	$107,563.02	$53.01	$4,240.47	$110,252.10	$54.33	$4,346.48	$113,008.40	$55.69	$4,455.14	$115,833.61
PROPERTY AND EXHIBIT TECHNICIAN 1	067502		170	BW												
1					$29.83	$2,386.65	$62,052.84	$30.58	$2,446.31	$63,604.16	$31.34	$2,507.47	$65,194.26	$32.13	$2,570.16	$66,824.12
2					$31.03	$2,482.10	$64,534.73	$31.80	$2,544.16	$66,148.10	$32.60	$2,607.76	$67,801.80	$33.41	$2,672.96	$69,496.85
3					$31.96	$2,556.57	$66,470.83	$32.76	$2,620.48	$68,132.60	$33.57	$2,686.00	$69,835.92	$34.41	$2,753.15	$71,581.82
PROPERTY AND EXHIBIT TECHNICIAN 2	067512		171	BW												
1					$33.24	$2,658.84	$69,129.83	$34.07	$2,725.31	$70,858.08	$34.92	$2,793.44	$72,629.53	$35.79	$2,863.28	$74,445.27
2					$35.05	$2,804.22	$72,909.70	$35.93	$2,874.32	$74,732.44	$36.83	$2,946.18	$76,600.75	$37.75	$3,019.84	$78,515.77
QUALITY ASSURANCE OFFICER	065302		150	BW												
1					$40.46	$3,236.99	$84,161.78	$41.47	$3,317.92	$86,265.82	$42.51	$3,400.86	$88,422.47	$43.57	$3,485.89	$90,633.03
2					$42.15	$3,371.70	$87,664.26	$43.20	$3,456.00	$89,855.87	$44.28	$3,542.39	$92,102.27	$45.39	$3,630.95	$94,404.82
3					$43.90	$3,511.65	$91,302.77	$44.99	$3,599.44	$93,585.34	$46.12	$3,689.42	$95,924.97	$47.27	$3,781.66	$98,323.10
4					$45.73	$3,658.13	$95,111.30	$46.87	$3,749.58	$97,489.09	$48.04	$3,843.32	$99,926.31	$49.24	$3,939.40	$102,424.47
5					$47.64	$3,810.89	$99,083.06	$48.83	$3,906.16	$101,560.14	$50.05	$4,003.81	$104,099.14	$51.30	$4,103.91	$106,701.62
RESEARCH ANALYST	065102		106	BW												
1					$30.27	$2,421.45	$62,957.68	$31.02	$2,481.99	$64,531.62	$31.80	$2,544.04	$66,144.91	$32.60	$2,607.64	$67,798.54
2					$31.98	$2,558.12	$66,511.18	$32.78	$2,622.08	$68,173.96	$33.60	$2,687.63	$69,878.31	$34.44	$2,754.82	$71,625.26
3					$33.62	$2,689.53	$69,927.81	$34.46	$2,756.77	$71,676.00	$35.32	$2,825.69	$73,467.90	$36.20	$2,896.33	$75,304.60
4					$38.44	$3,074.99	$79,949.86	$39.40	$3,151.87	$81,948.61	$40.38	$3,230.67	$83,997.32	$41.39	$3,311.43	$86,097.25
5					$43.19	$3,455.21	$89,835.47	$44.27	$3,541.59	$92,081.36	$45.38	$3,630.13	$94,383.39	$46.51	$3,720.88	$96,742.98
RIVER PATROL OFFICER	069682		161	BW												
1					$29.57	$2,365.39	$61,500.15	$30.31	$2,424.53	$63,037.66	$31.06	$2,485.14	$64,613.60	$31.84	$2,547.27	$66,228.94
2					$30.95	$2,475.76	$64,369.73	$31.72	$2,537.65	$65,978.97	$32.51	$2,601.09	$67,628.45	$33.33	$2,666.12	$69,319.16
3					$32.31	$2,584.41	$67,194.68	$33.11	$2,649.02	$68,874.54	$33.94	$2,715.25	$70,596.41	$34.79	$2,783.13	$72,361.32
4					$33.64	$2,691.26	$69,972.86	$34.48	$2,758.55	$71,722.19	$35.34	$2,827.51	$73,515.24	$36.23	$2,898.20	$75,353.12
5					$35.02	$2,801.67	$72,843.29	$35.90	$2,871.71	$74,664.37	$36.79	$2,943.50	$76,530.98	$37.71	$3,017.09	$78,444.26
6					$36.38	$2,910.32	$75,668.24	$37.29	$2,983.07	$77,559.94	$38.22	$3,057.65	$79,498.94	$39.18	$3,134.09	$81,486.42

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
PHYSICAL FITNESS COORDINATOR	065691	125		BW												
1					$40.78	$2,854.77	$74,224.09	$41.39	$2,897.59	$75,337.45	$41.81	$2,926.57	$76,090.82	$42.44	$2,970.47	$77,232.19
2					$43.12	$3,018.68	$78,485.75	$43.77	$3,063.96	$79,663.04	$44.21	$3,094.60	$80,459.67	$44.87	$3,141.02	$81,666.56
3					$45.33	$3,173.04	$82,499.15	$46.01	$3,220.64	$83,736.64	$46.47	$3,252.85	$84,574.00	$47.17	$3,301.64	$85,842.61
4					$48.30	$3,380.73	$87,899.05	$49.02	$3,431.44	$89,217.53	$49.51	$3,465.76	$90,109.71	$50.25	$3,517.74	$91,461.36
5					$51.48	$3,603.73	$93,697.01	$52.25	$3,657.79	$95,102.46	$52.78	$3,694.36	$96,053.49	$53.57	$3,749.78	$97,494.29
6					$54.78	$3,834.30	$99,691.91	$55.60	$3,891.82	$101,187.29	$56.15	$3,930.74	$102,199.16	$57.00	$3,989.70	$103,732.15
7					$58.45	$4,091.60	$106,381.68	$59.33	$4,152.98	$107,977.40	$59.92	$4,194.51	$109,057.18	$60.82	$4,257.42	$110,693.03
PILOT - CHIEF	066122		201	BW												
1					$53.05	$4,243.74	$110,337.31	$53.84	$4,307.40	$111,992.37	$54.38	$4,350.47	$113,112.30	$55.20	$4,415.73	$114,808.98
2					$54.64	$4,371.06	$113,647.43	$55.46	$4,436.62	$115,352.14	$56.01	$4,480.99	$116,505.67	$56.85	$4,548.20	$118,253.25
3					$56.28	$4,502.19	$117,056.86	$57.12	$4,569.72	$118,812.71	$57.69	$4,615.42	$120,000.84	$58.56	$4,684.65	$121,800.85
4					$57.97	$4,637.25	$120,568.56	$58.84	$4,706.81	$122,377.08	$59.42	$4,753.88	$123,600.85	$60.31	$4,825.19	$125,454.87
5					$59.70	$4,776.37	$124,185.61	$60.60	$4,848.02	$126,048.40	$61.21	$4,896.50	$127,308.88	$62.12	$4,969.94	$129,218.52
6					$61.50	$4,919.66	$127,911.18	$62.42	$4,993.46	$129,829.85	$63.04	$5,043.39	$131,128.15	$63.99	$5,119.04	$133,095.07
PILOT - LINE	066112		200	BW												
1					$48.52	$3,881.47	$100,918.27	$49.25	$3,939.69	$102,432.05	$49.74	$3,979.09	$103,456.37	$50.48	$4,038.78	$105,008.21
2					$49.97	$3,997.92	$103,945.82	$50.72	$4,057.88	$105,505.01	$51.23	$4,098.46	$106,560.06	$52.00	$4,159.94	$108,158.46
3					$51.47	$4,117.85	$107,064.20	$52.25	$4,179.62	$108,670.16	$52.77	$4,221.42	$109,756.86	$53.56	$4,284.74	$111,403.21
4					$53.02	$4,241.39	$110,276.13	$53.81	$4,305.01	$111,930.27	$54.35	$4,348.06	$113,049.57	$55.17	$4,413.28	$114,745.32
5					$54.61	$4,368.63	$113,584.41	$55.43	$4,434.16	$115,288.17	$55.98	$4,478.50	$116,441.05	$56.82	$4,545.68	$118,187.67
6					$56.25	$4,499.69	$116,991.94	$57.09	$4,567.19	$118,746.82	$57.66	$4,612.86	$119,934.29	$58.53	$4,682.05	$121,733.31
PROPERTY AND EXHIBIT TECHNICIAN 1	067502		170	BW												
1					$32.45	$2,595.86	$67,492.36	$32.93	$2,634.80	$68,504.74	$33.26	$2,661.15	$69,189.79	$33.76	$2,701.06	$70,227.64
2					$33.75	$2,699.69	$70,191.81	$34.25	$2,740.18	$71,244.69	$34.59	$2,767.58	$71,957.14	$35.11	$2,809.10	$73,036.49
3					$34.76	$2,780.68	$72,297.64	$35.28	$2,822.39	$73,382.10	$35.63	$2,850.61	$74,115.92	$36.17	$2,893.37	$75,227.66
PROPERTY AND EXHIBIT TECHNICIAN 2	067512		171	BW												
1					$36.15	$2,891.91	$75,189.72	$36.69	$2,935.29	$76,317.57	$37.06	$2,964.64	$77,080.74	$37.61	$3,009.11	$78,236.95
2					$38.13	$3,050.04	$79,300.93	$38.70	$3,095.79	$80,490.44	$39.08	$3,126.74	$81,295.35	$39.67	$3,173.65	$82,514.78
QUALITY ASSURANCE OFFICER	065302		150	BW												
1					$44.01	$3,520.74	$91,539.36	$44.67	$3,573.56	$92,912.45	$45.12	$3,609.29	$93,841.57	$45.79	$3,663.43	$95,249.20
2					$45.84	$3,667.26	$95,348.87	$46.53	$3,722.27	$96,779.11	$46.99	$3,759.50	$97,746.90	$47.70	$3,815.89	$99,213.10
3					$47.74	$3,819.47	$99,306.33	$48.46	$3,876.77	$100,795.92	$48.94	$3,915.53	$101,803.88	$49.68	$3,974.27	$103,330.94
4					$49.73	$3,978.80	$103,448.72	$50.48	$4,038.48	$105,000.45	$50.99	$4,078.86	$106,050.45	$51.75	$4,140.05	$107,641.21
5					$51.81	$4,144.95	$107,768.63	$52.59	$4,207.12	$109,385.16	$53.11	$4,249.19	$110,479.01	$53.91	$4,312.93	$112,136.20
RESEARCH ANALYST	065102		106	BW												
1					$32.92	$2,633.71	$68,476.52	$33.42	$2,673.22	$69,503.67	$33.75	$2,699.95	$70,198.71	$34.26	$2,740.45	$71,251.69
2					$34.78	$2,782.37	$72,341.52	$35.30	$2,824.10	$73,426.64	$35.65	$2,852.34	$74,160.91	$36.19	$2,895.13	$75,273.32
3					$36.57	$2,925.29	$76,057.65	$37.11	$2,969.17	$77,198.51	$37.49	$2,998.87	$77,970.50	$38.05	$3,043.85	$79,140.05
4					$41.81	$3,344.55	$86,958.23	$42.43	$3,394.72	$88,262.60	$42.86	$3,428.66	$89,145.23	$43.50	$3,480.09	$90,482.41
5					$46.98	$3,758.09	$97,710.41	$47.68	$3,814.46	$99,176.06	$48.16	$3,852.61	$100,167.83	$48.88	$3,910.40	$101,670.34
RIVER PATROL OFFICER	069682		161	BW												
1					$32.16	$2,572.74	$66,891.23	$32.64	$2,611.33	$67,894.60	$32.97	$2,637.44	$68,573.54	$33.46	$2,677.01	$69,602.15
2					$33.66	$2,692.78	$70,012.35	$34.16	$2,733.17	$71,062.54	$34.51	$2,760.51	$71,773.16	$35.02	$2,801.91	$72,849.76
3					$35.14	$2,810.96	$73,084.93	$35.66	$2,853.12	$74,181.21	$36.02	$2,881.65	$74,923.02	$36.56	$2,924.88	$76,046.86
4					$36.59	$2,927.18	$76,106.65	$37.14	$2,971.09	$77,248.25	$37.51	$3,000.80	$78,020.73	$38.07	$3,045.81	$79,191.05
5					$38.09	$3,047.26	$79,228.70	$38.66	$3,092.97	$80,417.13	$39.05	$3,123.90	$81,221.30	$39.63	$3,170.75	$82,439.62
6					$39.57	$3,165.43	$82,301.28	$40.16	$3,212.92	$83,535.80	$40.56	$3,245.04	$84,371.16	$41.17	$3,293.72	$85,636.73

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
SERVICE DESK TECHNICIAN	065602		230	BW												
1					$26.66	$2,132.58	$55,447.03	$27.32	$2,185.89	$56,833.21	$28.01	$2,240.54	$58,254.04	$28.71	$2,296.55	$59,710.39
2					$27.90	$2,232.11	$58,034.74	$28.60	$2,287.91	$59,485.60	$29.31	$2,345.11	$60,972.74	$30.05	$2,403.73	$62,497.06
3					$29.17	$2,333.47	$60,670.25	$29.90	$2,391.81	$62,187.01	$30.65	$2,451.60	$63,741.69	$31.41	$2,512.89	$65,335.23
4					$30.32	$2,425.45	$63,061.67	$31.08	$2,486.09	$64,638.22	$31.85	$2,548.24	$66,254.17	$32.65	$2,611.94	$67,910.53
5					$31.66	$2,532.46	$65,843.83	$32.45	$2,595.77	$67,489.93	$33.26	$2,660.66	$69,177.18	$34.09	$2,727.18	$70,906.61
6					$32.76	$2,621.09	$68,148.37	$33.58	$2,686.62	$69,852.08	$34.42	$2,753.78	$71,598.38	$35.28	$2,822.63	$73,388.34
SHOP FOREMAN *(for ease of reference sorted under Mechanic)*	066312		134	BW												
STOREKEEPER 3	067622		140	BW												
1					$28.08	$2,246.23	$58,401.90	$28.78	$2,302.38	$59,861.94	$29.50	$2,359.94	$61,358.49	$30.24	$2,418.94	$62,892.45
2					$29.57	$2,365.39	$61,500.15	$30.31	$2,424.53	$63,037.66	$31.06	$2,485.14	$64,613.60	$31.84	$2,547.27	$66,228.94
3					$31.17	$2,493.30	$64,825.82	$31.95	$2,555.63	$66,446.46	$32.74	$2,619.52	$68,107.62	$33.56	$2,685.01	$69,810.31
STOREKEEPER 4	067632		141	BW												
1					$29.79	$2,382.90	$61,955.39	$30.53	$2,442.47	$63,504.28	$31.29	$2,503.53	$65,091.88	$32.08	$2,566.12	$66,719.18
2					$31.47	$2,517.82	$65,463.41	$32.26	$2,580.77	$67,099.99	$33.07	$2,645.29	$68,777.49	$33.89	$2,711.42	$70,496.93
3					$33.12	$2,649.22	$68,879.61	$33.94	$2,715.45	$70,601.60	$34.79	$2,783.33	$72,366.64	$35.66	$2,852.92	$74,175.81
SUPERVISOR OF CRIME ANALYSIS	065242		206	BW												
1					$46.59	$3,727.08	$96,904.03	$47.75	$3,820.25	$99,326.63	$48.95	$3,915.76	$101,809.79	$50.17	$4,013.66	$104,355.04
2					$48.22	$3,857.53	$100,295.67	$49.42	$3,953.96	$102,803.06	$50.66	$4,052.81	$105,373.14	$51.93	$4,154.13	$108,007.47
3					$49.91	$3,992.54	$103,806.02	$51.15	$4,092.35	$106,401.17	$52.43	$4,194.66	$109,061.20	$53.74	$4,299.53	$111,787.73
4					$51.65	$4,132.28	$107,439.23	$52.94	$4,235.58	$110,125.21	$54.27	$4,341.47	$112,878.34	$55.63	$4,450.01	$115,700.30
SUPERVISOR EVIDENCE CONTROL	067662		142	BW												
1					$34.78	$2,782.39	$72,342.15	$35.65	$2,851.95	$74,150.70	$36.54	$2,923.25	$76,004.47	$37.45	$2,996.33	$77,904.58
2					$36.51	$2,920.81	$75,941.13	$37.42	$2,993.83	$77,839.66	$38.36	$3,068.68	$79,785.65	$39.32	$3,145.40	$81,780.29
3					$38.33	$3,066.23	$79,722.03	$39.29	$3,142.89	$81,715.08	$40.27	$3,221.46	$83,757.95	$41.27	$3,302.00	$85,851.90
4					$40.24	$3,218.94	$83,692.43	$41.24	$3,299.41	$85,784.75	$42.27	$3,381.90	$87,929.36	$43.33	$3,466.45	$90,127.60
5					$42.24	$3,379.24	$87,860.21	$43.30	$3,463.72	$90,056.72	$44.38	$3,550.31	$92,308.13	$45.49	$3,639.07	$94,615.84
SUPERVISOR OF QUARTERMASTER STORES	067692		145	BW												
1					$34.32	$2,745.61	$71,385.76	$35.18	$2,814.25	$73,170.41	$36.06	$2,884.60	$74,999.67	$36.96	$2,956.72	$76,874.66
2					$36.20	$2,896.27	$75,303.11	$37.11	$2,968.68	$77,185.69	$38.04	$3,042.90	$79,115.33	$38.99	$3,118.97	$81,093.21
3					$38.13	$3,050.47	$79,312.27	$39.08	$3,126.73	$81,295.08	$40.06	$3,204.90	$83,327.46	$41.06	$3,285.02	$85,410.64
4					$42.01	$3,360.59	$87,375.23	$43.06	$3,444.60	$89,559.61	$44.13	$3,530.72	$91,798.60	$45.24	$3,618.98	$94,093.56
5					$46.32	$3,705.77	$96,349.93	$47.48	$3,798.41	$98,758.68	$48.67	$3,893.37	$101,227.65	$49.88	$3,990.71	$103,758.34
SUPERVISOR OF VEHICLE SERVICES *(for ease of reference sorted under Mechanic)*	067702		146	BW												
VICTIM SERVICES WORKER	068902		204	BW												
1					$33.91	$2,713.17	$70,542.46	$34.76	$2,781.00	$72,306.02	$35.63	$2,850.53	$74,113.67	$36.52	$2,921.79	$75,966.51
2					$35.14	$2,811.58	$73,100.99	$36.02	$2,881.87	$74,928.52	$36.92	$2,953.91	$76,801.73	$37.85	$3,027.76	$78,721.77
3					$36.42	$2,913.55	$75,752.32	$37.33	$2,986.39	$77,646.13	$38.26	$3,061.05	$79,587.28	$39.22	$3,137.58	$81,576.97
4					$37.74	$3,019.22	$78,499.82	$38.68	$3,094.70	$80,462.31	$39.65	$3,172.07	$82,473.87	$40.64	$3,251.37	$84,535.72
5					$39.11	$3,128.73	$81,346.96	$40.09	$3,206.95	$83,380.63	$41.09	$3,287.12	$85,465.15	$42.12	$3,369.30	$87,601.78
6					$40.53	$3,242.21	$84,297.37	$41.54	$3,323.26	$86,404.80	$42.58	$3,406.34	$88,564.92	$43.64	$3,491.50	$90,779.04
7					$42.00	$3,359.80	$87,354.78	$43.05	$3,443.79	$89,538.65	$44.12	$3,529.89	$91,777.12	$45.23	$3,618.14	$94,071.55

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
SERVICE DESK TECHNICIAN	065602		230	BW												
1					$28.99	$2,319.52	$60,307.49	$29.43	$2,354.31	$61,212.11	$29.72	$2,377.85	$61,824.23	$30.17	$2,413.52	$62,751.59
2					$30.35	$2,427.77	$63,122.03	$30.80	$2,464.19	$64,068.86	$31.11	$2,488.83	$64,709.55	$31.58	$2,526.16	$65,680.20
3					$31.73	$2,538.02	$65,988.58	$32.20	$2,576.09	$66,978.41	$32.52	$2,601.85	$67,648.19	$33.01	$2,640.88	$68,662.92
4					$32.98	$2,638.06	$68,589.63	$33.47	$2,677.63	$69,618.48	$33.81	$2,704.41	$70,314.66	$34.31	$2,744.98	$71,369.38
5					$34.43	$2,754.45	$71,615.67	$34.95	$2,795.77	$72,689.91	$35.30	$2,823.72	$73,416.81	$35.83	$2,866.08	$74,518.06
6					$35.64	$2,850.85	$74,122.22	$36.17	$2,893.62	$75,234.05	$36.53	$2,922.55	$75,986.39	$37.08	$2,966.39	$77,126.19
SHOP FOREMAN *(for ease of reference sorted under Mechanic)*	066312		134	BW												
STOREKEEPER 3	067622		140	BW												
1					$30.54	$2,443.13	$63,521.38	$31.00	$2,479.78	$64,474.20	$31.31	$2,504.57	$65,118.94	$31.78	$2,542.14	$66,095.73
2					$32.16	$2,572.74	$66,891.23	$32.64	$2,611.33	$67,894.60	$32.97	$2,637.44	$68,573.54	$33.46	$2,677.01	$69,602.15
3					$33.90	$2,711.86	$70,508.42	$34.41	$2,752.54	$71,566.04	$34.75	$2,780.07	$72,281.70	$35.27	$2,821.77	$73,365.93
STOREKEEPER 4	067632		141	BW												
1					$32.40	$2,591.78	$67,386.37	$32.88	$2,630.66	$68,397.17	$33.21	$2,656.97	$69,081.14	$33.71	$2,696.82	$70,117.36
2					$34.23	$2,738.53	$71,201.90	$34.75	$2,779.61	$72,269.93	$35.09	$2,807.41	$72,992.63	$35.62	$2,849.52	$74,087.52
3					$36.02	$2,881.44	$74,917.56	$36.56	$2,924.67	$76,041.33	$36.92	$2,953.91	$76,801.74	$37.48	$2,998.22	$77,953.77
SUPERVISOR OF CRIME ANALYSIS	065242		206	BW												
1					$50.67	$4,053.79	$105,398.59	$51.43	$4,114.60	$106,979.57	$51.95	$4,155.74	$108,049.36	$52.73	$4,218.08	$109,670.10
2					$52.45	$4,195.67	$109,087.54	$53.23	$4,258.61	$110,723.85	$53.76	$4,301.20	$111,831.09	$54.57	$4,365.71	$113,508.56
3					$54.28	$4,342.52	$112,905.60	$55.10	$4,407.66	$114,599.19	$55.65	$4,451.74	$115,745.18	$56.48	$4,518.51	$117,481.36
4					$56.18	$4,494.51	$116,857.30	$57.02	$4,561.93	$118,610.16	$57.59	$4,607.55	$119,796.26	$58.46	$4,676.66	$121,593.20
SUPERVISOR EVIDENCE CONTROL	067662		142	BW												
1					$37.83	$3,026.29	$78,683.63	$38.40	$3,071.69	$79,863.88	$38.78	$3,102.40	$80,662.52	$39.36	$3,148.94	$81,872.46
2					$39.71	$3,176.85	$82,598.09	$40.31	$3,224.50	$83,837.06	$40.71	$3,256.75	$84,675.43	$41.32	$3,305.60	$85,945.56
3					$41.69	$3,335.02	$86,710.42	$42.31	$3,385.04	$88,011.08	$42.74	$3,418.89	$88,891.19	$43.38	$3,470.18	$90,224.56
4					$43.76	$3,501.11	$91,028.87	$44.42	$3,553.63	$92,394.31	$44.86	$3,589.16	$93,318.25	$45.54	$3,643.00	$94,718.02
5					$45.94	$3,675.46	$95,562.00	$46.63	$3,730.59	$96,995.43	$47.10	$3,767.90	$97,965.38	$47.81	$3,824.42	$99,434.86
SUPERVISOR OF QUARTERMASTER STORES	067692		145	BW												
1					$37.33	$2,986.28	$77,643.41	$37.89	$3,031.08	$78,808.06	$38.27	$3,061.39	$79,596.14	$38.84	$3,107.31	$80,790.08
2					$39.38	$3,150.16	$81,904.15	$39.97	$3,197.41	$83,132.71	$40.37	$3,229.39	$83,964.04	$40.97	$3,277.83	$85,223.50
3					$41.47	$3,317.87	$86,264.75	$42.10	$3,367.64	$87,558.72	$42.52	$3,401.32	$88,434.31	$43.15	$3,452.34	$89,760.82
4					$45.69	$3,655.17	$95,034.50	$46.38	$3,710.00	$96,460.01	$46.84	$3,747.10	$97,424.61	$47.54	$3,803.31	$98,885.98
5					$50.38	$4,030.61	$104,795.92	$51.14	$4,091.07	$106,367.86	$51.65	$4,131.98	$107,431.54	$52.42	$4,193.96	$109,043.01
SUPERVISOR OF VEHICLE SERVICES *(for ease of reference sorted under Mechanic)*	067702		146	BW												
VICTIM SERVICES WORKER	068902		204	BW												
1					$36.89	$2,951.01	$76,726.18	$37.44	$2,995.27	$77,877.07	$37.82	$3,025.22	$78,655.84	$38.38	$3,070.60	$79,835.68
2					$38.23	$3,058.04	$79,508.99	$38.80	$3,103.91	$80,701.62	$39.19	$3,134.95	$81,508.64	$39.77	$3,181.97	$82,731.27
3					$39.61	$3,168.95	$82,392.74	$40.21	$3,216.49	$83,628.63	$40.61	$3,248.65	$84,464.91	$41.22	$3,297.38	$85,731.89
4					$41.05	$3,283.89	$85,381.07	$41.66	$3,333.15	$86,661.79	$42.08	$3,366.48	$87,528.41	$42.71	$3,416.97	$88,841.33
5					$42.54	$3,402.99	$88,477.80	$43.18	$3,454.04	$89,804.96	$43.61	$3,488.58	$90,703.01	$44.26	$3,540.91	$92,063.56
6					$44.08	$3,526.42	$91,686.84	$44.74	$3,579.31	$93,062.14	$45.19	$3,615.11	$93,992.76	$45.87	$3,669.33	$95,402.65
7					$45.68	$3,654.32	$95,012.26	$46.36	$3,709.13	$96,437.45	$46.83	$3,746.22	$97,401.82	$47.53	$3,802.42	$98,862.85

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0%			EFFECTIVE DECEMBER 31, 2017 2.5%			EFFECTIVE DECEMBER 31, 2018 2.5%			EFFECTIVE DECEMBER 31, 2019 2.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
VOLUNTEER COORDINATOR	065682		192	BW												
1					$29.66	$2,372.69	$61,689.95	$30.40	$2,432.01	$63,232.20	$31.16	$2,492.81	$64,813.00	$31.94	$2,555.13	$66,433.33
2					$30.75	$2,460.17	$63,964.53	$31.52	$2,521.68	$65,563.64	$32.31	$2,584.72	$67,202.73	$33.12	$2,649.34	$68,882.80
3					$31.89	$2,550.88	$66,322.97	$32.68	$2,614.66	$67,981.05	$33.50	$2,680.02	$69,680.57	$34.34	$2,747.02	$71,422.59
4					$33.06	$2,644.94	$68,768.38	$33.89	$2,711.06	$70,487.59	$34.74	$2,778.84	$72,249.78	$35.60	$2,848.31	$74,056.02
5					$34.28	$2,742.46	$71,303.95	$35.14	$2,811.02	$73,086.54	$36.02	$2,881.30	$74,913.71	$36.92	$2,953.33	$76,786.55
VIDEO PRODUCTION SPECIALIST	065402		180	BW												
1					$30.89	$2,471.57	$64,260.79	$31.67	$2,533.36	$65,867.31	$32.46	$2,596.69	$67,513.99	$33.27	$2,661.61	$69,201.84
2					$32.13	$2,570.43	$66,831.22	$32.93	$2,634.69	$68,502.00	$33.76	$2,700.56	$70,214.55	$34.60	$2,768.07	$71,969.91
3					$33.42	$2,673.25	$69,504.47	$34.25	$2,740.08	$71,242.08	$35.11	$2,808.58	$73,023.13	$35.98	$2,878.80	$74,848.71
4					$34.75	$2,780.18	$72,284.64	$35.62	$2,849.68	$74,091.76	$36.51	$2,920.93	$75,944.06	$37.42	$2,993.95	$77,842.66
5					$36.14	$2,891.39	$75,176.03	$37.05	$2,963.67	$77,055.43	$37.97	$3,037.76	$78,981.82	$38.92	$3,113.71	$80,956.36
6					$37.59	$3,007.04	$78,183.07	$38.53	$3,082.22	$80,137.65	$39.49	$3,159.27	$82,141.09	$40.48	$3,238.25	$84,194.62
7					$39.09	$3,127.32	$81,310.39	$40.07	$3,205.51	$83,343.15	$41.07	$3,285.64	$85,426.73	$42.10	$3,367.78	$87,562.40
AUXILIARY FORCE CADET	065822		190	HR/BW												
1					$16.24	$1,299.48	$33,786.53	$16.65	$1,331.97	$34,631.20	$17.07	$1,365.27	$35,496.98	$17.49	$1,399.40	$36,384.40
2					$17.49	$1,399.44	$36,385.50	$17.93	$1,434.43	$37,295.14	$18.38	$1,470.29	$38,227.51	$18.84	$1,507.05	$39,183.20
WIRELESS COMMUNICATIONS SYSTEMS PROJECT COORDINATOR	065202		113	BW												
1					$36.81	$2,944.90	$76,567.29	$37.73	$3,018.52	$78,481.48	$38.67	$3,093.98	$80,443.51	$39.64	$3,171.33	$82,454.60
2					$37.92	$3,033.24	$78,864.31	$38.86	$3,109.07	$80,835.92	$39.84	$3,186.80	$82,856.82	$40.83	$3,266.47	$84,928.24
3					$39.05	$3,124.24	$81,230.24	$40.03	$3,202.35	$83,261.00	$41.03	$3,282.40	$85,342.52	$42.06	$3,364.46	$87,476.09
4					$40.22	$3,217.97	$83,667.15	$41.23	$3,298.42	$85,758.83	$42.26	$3,380.88	$87,902.80	$43.32	$3,465.40	$90,100.37
5					$41.43	$3,314.51	$86,177.16	$42.47	$3,397.37	$88,331.59	$43.53	$3,482.30	$90,539.88	$44.62	$3,569.36	$92,803.38
6					$42.67	$3,413.94	$88,762.48	$43.74	$3,499.29	$90,981.54	$44.83	$3,586.77	$93,256.08	$45.96	$3,676.44	$95,587.48
7					$43.95	$3,516.36	$91,425.35	$45.05	$3,604.27	$93,710.99	$46.18	$3,694.38	$96,053.76	$47.33	$3,786.73	$98,455.11
8					$45.27	$3,621.85	$94,168.11	$46.40	$3,712.40	$96,522.32	$47.57	$3,805.21	$98,935.38	$48.75	$3,900.34	$101,408.76
9					$46.63	$3,730.51	$96,993.16	$47.80	$3,823.77	$99,417.99	$48.99	$3,919.36	$101,903.44	$50.22	$4,017.35	$104,451.02
10					$48.03	$3,842.42	$99,902.95	$49.23	$3,938.48	$102,400.53	$50.46	$4,036.94	$104,960.54	$51.72	$4,137.87	$107,584.55
11					$49.47	$3,957.69	$102,900.04	$50.71	$4,056.64	$105,472.54	$51.98	$4,158.05	$108,109.36	$53.28	$4,262.00	$110,812.09
12					$50.96	$4,076.42	$105,987.04	$52.23	$4,178.34	$108,636.72	$53.53	$4,282.79	$111,352.64	$54.87	$4,389.86	$114,136.45

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT

CLASSIFICATION	SAL GRADE AND BW OR HRLY PAID				EFFECTIVE JUNE 30, 2020 1.0%			EFFECTIVE DECEMBER 31, 2020 1.5%			EFFECTIVE JUNE 30, 2021 1.0%			EFFECTIVE DECEMBER 31, 2021 1.5%		
	CLASS CODE	35 HR	40 HR	BW/ HR	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL	HRLY	BI-WKLY	ANNUAL
VOLUNTEER COORDINATOR	065682		192	BW												
1					$32.26	$2,580.68	$67,097.66	$32.74	$2,619.39	$68,104.13	$33.07	$2,645.58	$68,785.17	$33.57	$2,685.27	$69,816.95
2					$33.45	$2,675.83	$69,571.63	$33.95	$2,715.97	$70,615.20	$34.29	$2,743.13	$71,321.36	$34.80	$2,784.28	$72,391.18
3					$34.68	$2,774.49	$72,136.81	$35.20	$2,816.11	$73,218.87	$35.55	$2,844.27	$73,951.06	$36.09	$2,886.94	$75,060.32
4					$35.96	$2,876.79	$74,796.58	$36.50	$2,919.94	$75,918.53	$36.86	$2,949.14	$76,677.72	$37.42	$2,993.38	$77,827.88
5					$37.29	$2,982.86	$77,554.42	$37.85	$3,027.61	$78,717.73	$38.22	$3,057.88	$79,504.91	$38.80	$3,103.75	$80,697.48
VIDEO PRODUCTION SPECIALIST	065402		180	BW												
1					$33.60	$2,688.23	$69,893.86	$34.11	$2,728.55	$70,942.26	$34.45	$2,755.83	$71,651.69	$34.96	$2,797.17	$72,726.46
2					$34.95	$2,795.75	$72,689.61	$35.47	$2,837.69	$73,779.96	$35.83	$2,866.07	$74,517.75	$36.36	$2,909.06	$75,635.52
3					$36.34	$2,907.58	$75,597.20	$36.89	$2,951.20	$76,731.15	$37.26	$2,980.71	$77,498.46	$37.82	$3,025.42	$78,660.94
4					$37.80	$3,023.89	$78,621.08	$38.37	$3,069.25	$79,800.40	$38.75	$3,099.94	$80,598.40	$39.33	$3,146.44	$81,807.38
5					$39.31	$3,144.84	$81,765.93	$39.90	$3,192.02	$82,992.42	$40.30	$3,223.94	$83,822.34	$40.90	$3,272.30	$85,079.67
6					$40.88	$3,270.64	$85,036.56	$41.50	$3,319.70	$86,312.11	$41.91	$3,352.89	$87,175.23	$42.54	$3,403.19	$88,482.86
7					$42.52	$3,401.46	$88,438.03	$43.16	$3,452.48	$89,764.60	$43.59	$3,487.01	$90,662.24	$44.24	$3,539.31	$92,022.18
AUXILIARY FORCE CADET	065822		190	HR/BW												
1					$17.67	$1,413.39	$36,748.25	$17.93	$1,434.59	$37,299.47	$18.11	$1,448.94	$37,672.46	$18.38	$1,470.68	$38,237.55
2					$19.03	$1,522.12	$39,575.03	$19.31	$1,544.95	$40,168.66	$19.50	$1,560.40	$40,570.35	$19.80	$1,583.80	$41,178.90
WIRELESS COMMUNICATIONS SYSTEMS PROJECT COORDINATOR	065202		113	BW												
1					$40.04	$3,203.04	$83,279.15	$40.64	$3,251.09	$84,528.34	$41.05	$3,283.60	$85,373.62	$41.66	$3,332.85	$86,654.22
2					$41.24	$3,299.14	$85,777.52	$41.86	$3,348.62	$87,064.19	$42.28	$3,382.11	$87,934.83	$42.91	$3,432.84	$89,253.85
3					$42.48	$3,398.11	$88,350.85	$43.11	$3,449.08	$89,676.11	$43.54	$3,483.57	$90,572.87	$44.20	$3,535.83	$91,931.47
4					$43.75	$3,500.05	$91,001.37	$44.41	$3,552.55	$92,366.39	$44.85	$3,588.08	$93,290.06	$45.52	$3,641.90	$94,689.41
5					$45.06	$3,605.05	$93,731.42	$45.74	$3,659.13	$95,137.39	$46.20	$3,695.72	$96,088.76	$46.89	$3,751.16	$97,530.09
6					$46.42	$3,713.21	$96,543.36	$47.11	$3,768.90	$97,991.51	$47.58	$3,806.59	$98,971.42	$48.30	$3,863.69	$100,455.99
7					$47.81	$3,824.60	$99,439.66	$48.52	$3,881.97	$100,931.25	$49.01	$3,920.79	$101,940.57	$49.75	$3,979.60	$103,469.67
8					$49.24	$3,939.34	$102,422.85	$49.98	$3,998.43	$103,959.19	$50.48	$4,038.41	$104,998.78	$51.24	$4,098.99	$106,573.76
9					$50.72	$4,057.52	$105,495.53	$51.48	$4,118.38	$107,077.97	$51.99	$4,159.57	$108,148.75	$52.77	$4,221.96	$109,770.98
10					$52.24	$4,179.25	$108,660.40	$53.02	$4,241.93	$110,290.31	$53.55	$4,284.35	$111,393.21	$54.36	$4,348.62	$113,064.11
11					$53.81	$4,304.62	$111,920.21	$54.61	$4,369.19	$113,599.01	$55.16	$4,412.88	$114,735.01	$55.99	$4,479.08	$116,456.03
12					$55.42	$4,433.76	$115,277.82	$56.25	$4,500.27	$117,006.99	$56.82	$4,545.27	$118,177.06	$57.67	$4,613.45	$119,949.71

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT - SCHEDULE C-2

CLASSIFICATION	CLASS CODE	SAL GRADE AND BW OR HRLY PAID 35 HR	40 HR	BW/ HR	EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2017 2.5% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2018 2.5% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2019 2.5% HRLY	BI-WKLY	ANNUAL
CANADIAN POLICE INFORMATION CENTRE (CPIC) OPERATOR	065752		400	BW												
1					$23.35	$1,867.78	$48,562.20	$23.93	$1,914.47	$49,776.25	$24.53	$1,962.33	$51,020.66	$25.14	$2,011.39	$52,296.17
2					$24.66	$1,972.90	$51,295.33	$25.28	$2,022.22	$52,577.71	$25.91	$2,072.78	$53,892.15	$26.56	$2,124.59	$55,239.46
3					$25.95	$2,076.28	$53,983.41	$26.60	$2,128.19	$55,332.99	$27.27	$2,181.40	$56,716.32	$27.95	$2,235.93	$58,134.22
4					$27.22	$2,177.91	$56,625.57	$27.90	$2,232.35	$58,041.21	$28.60	$2,288.16	$59,492.24	$29.32	$2,345.37	$60,979.55
5					$28.63	$2,290.06	$59,541.48	$29.34	$2,347.31	$61,030.02	$30.07	$2,405.99	$62,555.77	$30.83	$2,466.14	$64,119.66
CANADIAN POLICE INFORMATION CENTRE (CPIC) SHIFT LEADER	065762		402	BW												
1					$29.77	$2,381.65	$61,922.94	$30.51	$2,441.19	$63,471.02	$31.28	$2,502.22	$65,057.79	$32.06	$2,564.78	$66,684.24
CANADIAN POLICE INFORMATION CENTRE (CPIC) COORDINATOR	065142		404	BW												
1					$30.96	$2,476.93	$64,400.06	$31.74	$2,538.85	$66,010.06	$32.53	$2,602.32	$67,660.31	$33.34	$2,667.38	$69,351.82
CARETAKER	065262		438	BW												
1					$23.72	$1,897.56	$49,336.65	$24.31	$1,945.00	$50,570.07	$24.92	$1,993.63	$51,834.32	$25.54	$2,043.47	$53,130.18
2					$25.10	$2,007.95	$52,206.65	$25.73	$2,058.15	$53,511.82	$26.37	$2,109.60	$54,849.61	$27.03	$2,162.34	$56,220.85
3					$26.44	$2,114.83	$54,985.69	$27.10	$2,167.71	$56,360.33	$27.77	$2,221.90	$57,769.34	$28.47	$2,277.45	$59,213.57
SUPERVISOR OF CARETAKERS	065272		432	BW												
1					$29.08	$2,326.32	$60,484.26	$29.81	$2,384.48	$61,996.37	$30.55	$2,444.09	$63,546.28	$31.31	$2,505.19	$65,134.93
2					$30.53	$2,442.63	$63,508.47	$31.30	$2,503.70	$65,096.18	$32.08	$2,566.29	$66,723.59	$32.88	$2,630.45	$68,391.68
3					$32.06	$2,564.77	$66,683.90	$32.86	$2,628.88	$68,350.99	$33.68	$2,694.61	$70,059.77	$34.52	$2,761.97	$71,811.26
CLERK A	065531	300		BW												
1					$15.87	$1,110.86	$28,882.37	$16.27	$1,138.63	$29,604.42	$16.67	$1,167.10	$30,344.54	$17.09	$1,196.27	$31,103.15
2					$17.87	$1,251.03	$32,526.83	$18.32	$1,282.31	$33,340.00	$18.78	$1,314.37	$34,173.50	$19.25	$1,347.22	$35,027.84
3					$19.85	$1,389.44	$36,125.38	$20.35	$1,424.17	$37,028.52	$20.85	$1,459.78	$37,954.23	$21.38	$1,496.27	$38,903.09
4					$21.83	$1,527.86	$39,724.36	$22.37	$1,566.06	$40,717.47	$22.93	$1,605.21	$41,735.41	$23.50	$1,645.34	$42,778.79
5					$23.95	$1,676.81	$43,597.08	$24.55	$1,718.73	$44,687.00	$25.17	$1,761.70	$45,804.18	$25.80	$1,805.74	$46,949.28
CLERK B	065541	302		BW												
1					$25.63	$1,794.19	$46,649.00	$26.27	$1,839.05	$47,815.23	$26.93	$1,885.02	$49,010.61	$27.60	$1,932.15	$50,235.87
2					$26.96	$1,887.05	$49,063.34	$27.63	$1,934.23	$50,289.92	$28.32	$1,982.58	$51,547.17	$29.03	$2,032.15	$52,835.85
3					$28.43	$1,990.41	$51,750.56	$29.15	$2,040.17	$53,044.33	$29.87	$2,091.17	$54,370.44	$30.62	$2,143.45	$55,729.70
4					$29.76	$2,083.30	$54,165.75	$30.51	$2,135.38	$55,519.90	$31.27	$2,188.77	$56,907.89	$32.05	$2,243.48	$58,330.59
CLERK C	065551	304		BW												
1					$30.95	$2,166.63	$56,332.38	$31.73	$2,220.80	$57,740.69	$32.52	$2,276.32	$59,184.20	$33.33	$2,333.22	$60,663.81
CLERK SENIOR	065561	306		BW												
1					$32.19	$2,253.29	$58,585.67	$32.99	$2,309.63	$60,050.31	$33.82	$2,367.37	$61,551.57	$34.67	$2,426.55	$63,090.36
COMMUNICATIONS TRAINING COORDINATOR	065812		406	BW												
1					$38.46	$3,076.74	$79,995.34	$39.42	$3,153.66	$81,995.22	$40.41	$3,232.50	$84,045.10	$41.42	$3,313.32	$86,146.23
2					$40.54	$3,243.20	$84,323.30	$41.55	$3,324.28	$86,431.38	$42.59	$3,407.39	$88,592.17	$43.66	$3,492.58	$90,806.97
3					$43.33	$3,466.17	$90,120.46	$44.41	$3,552.83	$92,373.48	$45.52	$3,641.65	$94,682.81	$46.66	$3,732.69	$97,049.88

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT - SCHEDULE C-2

CLASSIFICATION	CLASS CODE	SAL GRADE AND BW OR HRLY PAID 35 HR	40 HR	BW/ HR	EFFECTIVE JUNE 30, 2020 1.0% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2020 1.5% HRLY	BI-WKLY	ANNUAL	EFFECTIVE JUNE 30, 2021 1.0% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2021 1.5% HRLY	BI-WKLY	ANNUAL
CANADIAN POLICE INFORMATION CENTRE (CPIC) OPERATOR	065752		400	BW												
1					$25.39	$2,031.51	$52,819.14	$25.77	$2,061.98	$53,611.42	$26.03	$2,082.60	$54,147.54	$26.42	$2,113.84	$54,959.75
2					$26.82	$2,145.84	$55,791.85	$27.23	$2,178.03	$56,628.73	$27.50	$2,199.81	$57,195.02	$27.91	$2,232.81	$58,052.94
3					$28.23	$2,258.29	$58,715.57	$28.65	$2,292.17	$59,596.30	$28.94	$2,315.09	$60,192.26	$29.37	$2,349.81	$61,095.15
4					$29.61	$2,368.82	$61,589.34	$30.05	$2,404.35	$62,513.18	$30.35	$2,428.40	$63,138.31	$30.81	$2,464.82	$64,085.39
5					$31.14	$2,490.80	$64,760.86	$31.60	$2,528.16	$65,732.27	$31.92	$2,553.45	$66,389.59	$32.40	$2,591.75	$67,385.44
CANADIAN POLICE INFORMATION CENTRE (CPIC) SHIFT LEADER	065762		402	BW												
1					$32.38	$2,590.43	$67,351.08	$32.87	$2,629.28	$68,361.35	$33.19	$2,655.58	$69,044.96	$33.69	$2,695.41	$70,080.63
CANADIAN POLICE INFORMATION CENTRE (CPIC) COORDINATOR	065142		404	BW												
1					$33.68	$2,694.05	$70,045.34	$34.18	$2,734.46	$71,096.02	$34.52	$2,761.81	$71,806.98	$35.04	$2,803.23	$72,884.08
CARETAKER	065262		438	BW												
1					$25.80	$2,063.90	$53,661.48	$26.19	$2,094.86	$54,466.40	$26.45	$2,115.81	$55,011.07	$26.84	$2,147.55	$55,836.23
2					$27.30	$2,183.96	$56,783.06	$27.71	$2,216.72	$57,634.81	$27.99	$2,238.89	$58,211.16	$28.41	$2,272.47	$59,084.32
3					$28.75	$2,300.22	$59,805.71	$29.18	$2,334.72	$60,702.80	$29.48	$2,358.07	$61,309.82	$29.92	$2,393.44	$62,229.47
SUPERVISOR OF CARETAKERS	065272		432	BW												
1					$31.63	$2,530.24	$65,786.28	$32.10	$2,568.20	$66,773.08	$32.42	$2,593.88	$67,440.81	$32.91	$2,632.79	$68,452.42
2					$33.21	$2,656.75	$69,075.59	$33.71	$2,696.60	$70,111.73	$34.04	$2,723.57	$70,812.85	$34.56	$2,764.42	$71,875.04
3					$34.87	$2,789.59	$72,529.37	$35.39	$2,831.44	$73,617.32	$35.75	$2,859.75	$74,353.49	$36.28	$2,902.65	$75,468.79
CLERK A	065531	300		BW												
1					$17.26	$1,208.24	$31,414.18	$17.52	$1,226.36	$31,885.39	$17.69	$1,238.62	$32,204.25	$17.96	$1,257.20	$32,687.31
2					$19.44	$1,360.70	$35,378.11	$19.73	$1,381.11	$35,908.79	$19.93	$1,394.92	$36,267.87	$20.23	$1,415.84	$36,811.89
3					$21.59	$1,511.24	$39,292.12	$21.91	$1,533.90	$39,881.50	$22.13	$1,549.24	$40,280.31	$22.46	$1,572.48	$40,884.52
4					$23.74	$1,661.79	$43,206.58	$24.10	$1,686.72	$43,854.68	$24.34	$1,703.59	$44,293.22	$24.70	$1,729.14	$44,957.62
5					$26.05	$1,823.80	$47,418.78	$26.45	$1,851.16	$48,130.06	$26.71	$1,869.67	$48,611.36	$27.11	$1,897.71	$49,340.53
CLERK B	065541	302		BW												
1					$27.88	$1,951.47	$50,738.23	$28.30	$1,980.74	$51,499.31	$28.58	$2,000.55	$52,014.30	$29.01	$2,030.56	$52,794.51
2					$29.32	$2,052.47	$53,364.21	$29.76	$2,083.26	$54,164.67	$30.06	$2,104.09	$54,706.32	$30.51	$2,135.65	$55,526.91
3					$30.93	$2,164.88	$56,286.99	$31.39	$2,197.36	$57,131.30	$31.70	$2,219.33	$57,702.61	$32.18	$2,252.62	$58,568.15
4					$32.37	$2,265.92	$58,913.90	$32.86	$2,299.91	$59,797.61	$33.18	$2,322.91	$60,395.58	$33.68	$2,357.75	$61,301.52
CLERK C	065551	304		BW												
1					$33.67	$2,356.56	$61,270.45	$34.17	$2,391.90	$62,189.50	$34.51	$2,415.82	$62,811.40	$35.03	$2,452.06	$63,753.57
CLERK SENIOR	065561	306		BW												
1					$35.01	$2,450.82	$63,721.26	$35.54	$2,487.58	$64,677.08	$35.89	$2,512.46	$65,323.85	$36.43	$2,550.14	$66,303.71
COMMUNICATIONS TRAINING COORDINATOR	065812		406	BW												
1					$41.83	$3,346.45	$87,007.69	$42.46	$3,396.65	$88,312.81	$42.88	$3,430.61	$89,195.94	$43.53	$3,482.07	$90,533.88
2					$44.09	$3,527.50	$91,715.04	$44.76	$3,580.41	$93,090.77	$45.20	$3,616.22	$94,021.67	$45.88	$3,670.46	$95,432.00
3					$47.13	$3,770.01	$98,020.38	$47.83	$3,826.56	$99,490.69	$48.31	$3,864.83	$100,485.59	$49.04	$3,922.80	$101,992.88

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT - SCHEDULE C-2

CLASSIFICATION	CLASS CODE	SAL GRADE AND BW OR HRLY PAID 35 HR	40 HR	BW/ HR	EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2017 2.5% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2018 2.5% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2019 2.5% HRLY	BI-WKLY	ANNUAL
DIRECT VOICE ENTRY OPERATOR	065772		408	BW												
1					$23.35	$1,867.78	$48,562.20	$23.93	$1,914.47	$49,776.25	$24.53	$1,962.33	$51,020.66	$25.14	$2,011.39	$52,296.17
2					$24.66	$1,972.90	$51,295.33	$25.28	$2,022.22	$52,577.71	$25.91	$2,072.78	$53,892.15	$26.56	$2,124.59	$55,239.46
3					$25.95	$2,076.28	$53,983.41	$26.60	$2,128.19	$55,332.99	$27.27	$2,181.40	$56,716.32	$27.95	$2,235.93	$58,134.22
4					$27.22	$2,177.91	$56,625.57	$27.90	$2,232.35	$58,041.21	$28.60	$2,288.16	$59,492.24	$29.32	$2,345.37	$60,979.55
DIRECT VOICE ENTRY SHIFT LEADER	065802		410	BW												
1					$28.31	$2,265.02	$58,890.58	$29.02	$2,321.65	$60,362.85	$29.75	$2,379.69	$61,871.92	$30.49	$2,439.18	$63,418.72
FIREARMS ASSISTANT	065882		428	BW												
1					$23.35	$1,867.78	$48,562.20	$23.93	$1,914.47	$49,776.25	$24.53	$1,962.33	$51,020.66	$25.14	$2,011.39	$52,296.17
2					$24.66	$1,972.90	$51,295.33	$25.28	$2,022.22	$52,577.71	$25.91	$2,072.78	$53,892.15	$26.56	$2,124.59	$55,239.46
3					$25.95	$2,076.28	$53,983.41	$26.60	$2,128.19	$55,332.99	$27.27	$2,181.40	$56,716.32	$27.95	$2,235.93	$58,134.22
4					$27.22	$2,177.91	$56,625.57	$27.90	$2,232.35	$58,041.21	$28.60	$2,288.16	$59,492.24	$29.32	$2,345.37	$60,979.55
5					$28.63	$2,290.06	$59,541.48	$29.34	$2,347.31	$61,030.02	$30.07	$2,405.99	$62,555.77	$30.83	$2,466.14	$64,119.66
INFORMATION SYSTEMS PROGRAMMER II	065872		412	BW												
1					$36.82	$2,945.65	$76,586.88	$37.74	$3,019.29	$78,501.55	$38.68	$3,094.77	$80,464.09	$39.65	$3,172.14	$82,475.69
2					$38.11	$3,048.75	$79,267.59	$39.06	$3,124.97	$81,249.28	$40.04	$3,203.10	$83,280.51	$41.04	$3,283.17	$85,362.52
3					$39.44	$3,155.45	$82,041.79	$40.43	$3,234.34	$84,092.83	$41.44	$3,315.20	$86,195.16	$42.48	$3,398.08	$88,350.03
4					$40.82	$3,265.89	$84,913.26	$41.84	$3,347.54	$87,036.10	$42.89	$3,431.23	$89,212.00	$43.96	$3,517.01	$91,442.30
5					$42.25	$3,380.20	$87,885.21	$43.31	$3,464.71	$90,082.34	$44.39	$3,551.32	$92,334.40	$45.50	$3,640.11	$94,642.76
INFORMATION SYSTEMS PROJECT LEADER	065862		414	BW												
1					$46.58	$3,726.58	$96,890.99	$47.75	$3,819.74	$99,313.27	$48.94	$3,915.23	$101,796.10	$50.16	$4,013.12	$104,341.00
2					$48.21	$3,857.01	$100,282.19	$49.42	$3,953.43	$102,789.24	$50.65	$4,052.27	$105,358.97	$51.92	$4,153.57	$107,992.95
3					$49.90	$3,992.00	$103,791.91	$51.15	$4,091.80	$106,386.71	$52.43	$4,194.09	$109,046.38	$53.74	$4,298.94	$111,772.54
4					$51.65	$4,131.72	$107,424.65	$52.94	$4,235.01	$110,110.27	$54.26	$4,340.89	$112,863.02	$55.62	$4,449.41	$115,684.60
5					$53.45	$4,276.33	$111,184.53	$54.79	$4,383.24	$113,964.14	$56.16	$4,492.82	$116,813.25	$57.56	$4,605.14	$119,733.58
6					$55.33	$4,426.00	$115,076.03	$56.71	$4,536.65	$117,952.94	$58.13	$4,650.07	$120,901.76	$59.58	$4,766.32	$123,924.30
APPRENTICE MECHANIC	066342		430	BW												
1					$21.02	$1,681.22	$43,711.61	$21.54	$1,723.25	$44,804.40	$22.08	$1,766.33	$45,924.51	$22.63	$1,810.49	$47,072.62
2					$22.63	$1,810.54	$47,074.04	$23.20	$1,855.80	$48,250.89	$23.78	$1,902.20	$49,457.16	$24.37	$1,949.75	$50,693.59
3					$24.25	$1,939.86	$50,436.47	$24.85	$1,988.36	$51,697.38	$25.48	$2,038.07	$52,989.82	$26.11	$2,089.02	$54,314.56
4					$25.86	$2,069.19	$53,798.90	$26.51	$2,120.92	$55,143.87	$27.17	$2,173.94	$56,522.47	$27.85	$2,228.29	$57,935.53
5					$27.48	$2,198.51	$57,161.33	$28.17	$2,253.48	$58,590.37	$28.87	$2,309.81	$60,055.13	$29.59	$2,367.56	$61,556.50
6					$29.10	$2,327.84	$60,523.76	$29.83	$2,386.03	$62,036.86	$30.57	$2,445.68	$63,587.78	$31.34	$2,506.83	$65,177.47
MECHANIC	067832		434	BW												
1					$32.33	$2,586.49	$67,248.63	$33.14	$2,651.15	$68,929.84	$33.97	$2,717.43	$70,653.09	$34.82	$2,785.36	$72,419.41
2					$33.14	$2,651.14	$68,929.63	$33.97	$2,717.42	$70,652.88	$34.82	$2,785.35	$72,419.20	$35.69	$2,854.99	$74,229.68
SHOP FOREMAN	066352		436	BW												
1					$34.06	$2,724.58	$70,839.13	$34.91	$2,792.70	$72,610.11	$35.78	$2,862.51	$74,425.37	$36.68	$2,934.08	$76,286.00
2					$34.91	$2,792.70	$72,610.11	$35.78	$2,862.51	$74,425.37	$36.68	$2,934.08	$76,286.00	$37.59	$3,007.43	$78,193.15
3					$35.78	$2,862.51	$74,425.37	$36.68	$2,934.08	$76,286.00	$37.59	$3,007.43	$78,193.15	$38.53	$3,082.61	$80,147.98
4					$36.68	$2,934.08	$76,286.00	$37.59	$3,007.43	$78,193.15	$38.53	$3,082.61	$80,147.98	$39.50	$3,159.68	$82,151.68
MEDIA RELATIONS ASSISTANT	065522		416	BW												
1					$25.84	$2,067.35	$53,751.22	$26.49	$2,119.04	$55,095.00	$27.15	$2,172.01	$56,472.38	$27.83	$2,226.31	$57,884.19
2					$26.75	$2,140.12	$55,643.09	$27.42	$2,193.62	$57,034.16	$28.11	$2,248.46	$58,460.02	$28.81	$2,304.67	$59,921.52
3					$27.69	$2,215.44	$57,601.54	$28.39	$2,270.83	$59,041.58	$29.10	$2,327.60	$60,517.62	$29.82	$2,385.79	$62,030.56
4					$28.67	$2,293.42	$59,628.92	$29.38	$2,350.76	$61,119.64	$30.12	$2,409.52	$62,647.64	$30.87	$2,469.76	$64,213.83
5					$29.68	$2,374.14	$61,727.66	$30.42	$2,433.49	$63,270.85	$31.18	$2,494.33	$64,852.62	$31.96	$2,556.69	$66,473.94

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT - SCHEDULE C-2

CLASSIFICATION	CLASS CODE	SAL GRADE AND BW OR HRLY PAID 35 HR	40 HR	BW/ HR	EFFECTIVE JUNE 30, 2020 1.0% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2020 1.5% HRLY	BI-WKLY	ANNUAL	EFFECTIVE JUNE 30, 2021 1.0% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2021 1.5% HRLY	BI-WKLY	ANNUAL
DIRECT VOICE ENTRY OPERATOR	065772		408	BW												
1					$25.39	$2,031.51	$52,819.14	$25.77	$2,061.98	$53,611.42	$26.03	$2,082.60	$54,147.54	$26.42	$2,113.84	$54,959.75
2					$26.82	$2,145.84	$55,791.85	$27.23	$2,178.03	$56,628.73	$27.50	$2,199.81	$57,195.02	$27.91	$2,232.81	$58,052.94
3					$28.23	$2,258.29	$58,715.57	$28.65	$2,292.17	$59,596.30	$28.94	$2,315.09	$60,192.26	$29.37	$2,349.81	$61,095.15
4					$29.61	$2,368.82	$61,589.34	$30.05	$2,404.35	$62,513.18	$30.35	$2,428.40	$63,138.31	$30.81	$2,464.82	$64,085.39
DIRECT VOICE ENTRY SHIFT LEADER	065802		410	BW												
1					$30.79	$2,463.57	$64,052.91	$31.26	$2,500.53	$65,013.70	$31.57	$2,525.53	$65,663.84	$32.04	$2,563.42	$66,648.79
FIREARMS ASSISTANT	065882		428	BW												
1					$25.39	$2,031.51	$52,819.14	$25.77	$2,061.98	$53,611.42	$26.03	$2,082.60	$54,147.54	$26.42	$2,113.84	$54,959.75
2					$26.82	$2,145.84	$55,791.85	$27.23	$2,178.03	$56,628.73	$27.50	$2,199.81	$57,195.02	$27.91	$2,232.81	$58,052.94
3					$28.23	$2,258.29	$58,715.57	$28.65	$2,292.17	$59,596.30	$28.94	$2,315.09	$60,192.26	$29.37	$2,349.81	$61,095.15
4					$29.61	$2,368.82	$61,589.34	$30.05	$2,404.35	$62,513.18	$30.35	$2,428.40	$63,138.31	$30.81	$2,464.82	$64,085.39
5					$31.14	$2,490.80	$64,760.86	$31.60	$2,528.16	$65,732.27	$31.92	$2,553.45	$66,389.59	$32.40	$2,591.75	$67,385.44
INFORMATION SYSTEMS PROGRAMMER II	065872		412	BW												
1					$40.05	$3,203.86	$83,300.45	$40.65	$3,251.92	$84,549.96	$41.06	$3,284.44	$85,395.46	$41.67	$3,333.71	$86,676.39
2					$41.45	$3,316.01	$86,216.15	$42.07	$3,365.75	$87,509.39	$42.49	$3,399.40	$88,384.48	$43.13	$3,450.39	$89,710.25
3					$42.90	$3,432.06	$89,233.53	$43.54	$3,483.54	$90,572.04	$43.98	$3,518.38	$91,477.76	$44.64	$3,571.15	$92,849.92
4					$44.40	$3,552.18	$92,356.72	$45.07	$3,605.46	$93,742.07	$45.52	$3,641.52	$94,679.49	$46.20	$3,696.14	$96,099.69
5					$45.96	$3,676.51	$95,589.18	$46.65	$3,731.65	$97,023.02	$47.11	$3,768.97	$97,993.25	$47.82	$3,825.51	$99,463.15
INFORMATION SYSTEMS PROJECT LEADER	065862		414	BW												
1					$50.67	$4,053.25	$105,384.41	$51.43	$4,114.05	$106,965.18	$51.94	$4,155.19	$108,034.83	$52.72	$4,217.51	$109,655.35
2					$52.44	$4,195.11	$109,072.88	$53.23	$4,258.04	$110,708.97	$53.76	$4,300.62	$111,816.06	$54.56	$4,365.13	$113,493.30
3					$54.27	$4,341.93	$112,890.27	$55.09	$4,407.06	$114,583.62	$55.64	$4,451.13	$115,729.46	$56.47	$4,517.90	$117,465.40
4					$56.17	$4,493.90	$116,841.45	$57.02	$4,561.31	$118,594.07	$57.59	$4,606.92	$119,780.01	$58.45	$4,676.03	$121,576.71
5					$58.14	$4,651.19	$120,930.91	$59.01	$4,720.96	$122,744.88	$59.60	$4,768.17	$123,972.33	$60.50	$4,839.69	$125,831.91
6					$60.17	$4,813.98	$125,163.55	$61.08	$4,886.19	$127,041.00	$61.69	$4,935.05	$128,311.41	$62.61	$5,009.08	$130,236.08
APPRENTICE MECHANIC	066342		430	BW												
1					$22.86	$1,828.59	$47,543.35	$23.20	$1,856.02	$48,256.50	$23.43	$1,874.58	$48,739.06	$23.78	$1,902.70	$49,470.15
2					$24.62	$1,969.25	$51,200.53	$24.98	$1,998.79	$51,968.53	$25.23	$2,018.78	$52,488.22	$25.61	$2,049.06	$53,275.54
3					$26.37	$2,109.91	$54,857.71	$26.77	$2,141.56	$55,680.57	$27.04	$2,162.98	$56,237.38	$27.44	$2,195.42	$57,080.94
4					$28.13	$2,250.57	$58,514.89	$28.55	$2,284.33	$59,392.61	$28.84	$2,307.17	$59,986.54	$29.27	$2,341.78	$60,886.33
5					$29.89	$2,391.23	$62,172.07	$30.34	$2,427.10	$63,104.65	$30.64	$2,451.37	$63,735.70	$31.10	$2,488.14	$64,691.73
6					$31.65	$2,531.89	$65,829.25	$32.12	$2,569.87	$66,816.69	$32.44	$2,595.57	$67,484.85	$32.93	$2,634.50	$68,497.13
MECHANIC	067832		434	BW												
1					$35.17	$2,813.22	$73,143.61	$35.69	$2,855.41	$74,240.76	$36.05	$2,883.97	$74,983.17	$36.59	$2,927.23	$76,107.92
2					$36.04	$2,883.54	$74,971.97	$36.58	$2,926.79	$76,096.55	$36.95	$2,956.06	$76,857.52	$37.50	$3,000.40	$78,010.38
SHOP FOREMAN	066352		436	BW												
1					$37.04	$2,963.42	$77,048.86	$37.60	$3,007.87	$78,204.59	$37.97	$3,037.95	$78,986.64	$38.54	$3,083.52	$80,171.44
2					$37.97	$3,037.50	$78,975.08	$38.54	$3,083.07	$80,159.71	$38.92	$3,113.90	$80,961.30	$39.51	$3,160.60	$82,175.72
3					$38.92	$3,113.44	$80,949.46	$39.50	$3,160.14	$82,163.70	$39.90	$3,191.74	$82,985.34	$40.50	$3,239.62	$84,230.12
4					$39.89	$3,191.28	$82,973.19	$40.49	$3,239.15	$84,217.79	$40.89	$3,271.54	$85,059.97	$41.51	$3,320.61	$86,335.87
MEDIA RELATIONS ASSISTANT	065522		416	BW												
1					$28.11	$2,248.58	$58,463.03	$28.53	$2,282.31	$59,339.97	$28.81	$2,305.13	$59,933.37	$29.25	$2,339.71	$60,832.37
2					$29.10	$2,327.72	$60,520.73	$29.53	$2,362.64	$61,428.54	$29.83	$2,386.26	$62,042.83	$30.28	$2,422.06	$62,973.47
3					$30.12	$2,409.65	$62,650.86	$30.57	$2,445.79	$63,590.62	$30.88	$2,470.25	$64,226.53	$31.34	$2,507.30	$65,189.93
4					$31.18	$2,494.46	$64,855.96	$31.65	$2,531.88	$65,828.80	$31.96	$2,557.20	$66,487.09	$32.44	$2,595.55	$67,484.40
5					$32.28	$2,582.26	$67,138.68	$32.76	$2,620.99	$68,145.76	$33.09	$2,647.20	$68,827.22	$33.59	$2,686.91	$69,859.63

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT - SCHEDULE C-2

CLASSIFICATION	CLASS CODE	SAL GRADE AND BW OR HRLY PAID 35 HR	40 HR	BW/ HR	EFFECTIVE DECEMBER 27, 2015 PP#1/16 - 3.0% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2017 2.5% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2018 2.5% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2019 2.5% HRLY	BI-WKLY	ANNUAL
QUALITY ASSURANCE OFFICER	065312		418	BW												
1					$40.46	$3,236.99	$84,161.78	$41.47	$3,317.92	$86,265.82	$42.51	$3,400.86	$88,422.47	$43.57	$3,485.89	$90,633.03
2					$42.15	$3,371.70	$87,664.26	$43.20	$3,456.00	$89,855.87	$44.28	$3,542.39	$92,102.27	$45.39	$3,630.95	$94,404.82
3					$43.90	$3,511.65	$91,302.77	$44.99	$3,599.44	$93,585.34	$46.12	$3,689.42	$95,924.97	$47.27	$3,781.66	$98,323.10
4					$45.73	$3,658.13	$95,111.30	$46.87	$3,749.58	$97,489.09	$48.04	$3,843.32	$99,926.31	$49.24	$3,939.40	$102,424.47
RESEARCH ANALYST	065112		420	BW												
1					$30.27	$2,421.45	$62,957.68	$31.02	$2,481.99	$64,531.62	$31.80	$2,544.04	$66,144.91	$32.60	$2,607.64	$67,798.54
2					$31.98	$2,558.12	$66,511.18	$32.78	$2,622.08	$68,173.96	$33.60	$2,687.63	$69,878.31	$34.44	$2,754.82	$71,625.26
3					$33.62	$2,689.53	$69,927.81	$34.46	$2,756.77	$71,676.00	$35.32	$2,825.69	$73,467.90	$36.20	$2,896.33	$75,304.60
4					$38.44	$3,074.99	$79,949.86	$39.40	$3,151.87	$81,948.61	$40.38	$3,230.67	$83,997.32	$41.39	$3,311.43	$86,097.25
SHOP FOREMAN *(for ease of reference sorted under Mechanic)*																
STOREKEEPER 3	065842		422	BW												
1					$28.08	$2,246.23	$58,401.90	$28.78	$2,302.38	$59,861.94	$29.50	$2,359.94	$61,358.49	$30.24	$2,418.94	$62,892.45
SUPERVISOR OF QUARTERMASTER STORES	065852		424	BW												
1					$42.01	$3,360.59	$87,375.23	$43.06	$3,444.60	$89,559.61	$44.13	$3,530.72	$91,798.60	$45.24	$3,618.98	$94,093.56
VOLUNTEER COORDINATOR	065832		426	BW												
1					$29.66	$2,372.69	$61,689.95	$30.40	$2,432.01	$63,232.20	$31.16	$2,492.81	$64,813.00	$31.94	$2,555.13	$66,433.33
2					$30.75	$2,460.17	$63,964.53	$31.52	$2,521.68	$65,563.64	$32.31	$2,584.72	$67,202.73	$33.12	$2,649.34	$68,882.80
3					$31.89	$2,550.88	$66,322.97	$32.68	$2,614.66	$67,981.05	$33.50	$2,680.02	$69,680.57	$34.34	$2,747.02	$71,422.59

2016 - 2021 SALARY SCHEDULE - STAFF COMPONENT - SCHEDULE C-2

CLASSIFICATION	CLASS CODE	SAL GRADE AND BW OR HRLY PAID 35 HR	40 HR	BW/ HR	EFFECTIVE JUNE 30, 2020 1.0% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2020 1.5% HRLY	BI-WKLY	ANNUAL	EFFECTIVE JUNE 30, 2021 1.0% HRLY	BI-WKLY	ANNUAL	EFFECTIVE DECEMBER 31, 2021 1.5% HRLY	BI-WKLY	ANNUAL
QUALITY ASSURANCE OFFICER	065312		418	BW												
1					$44.01	$3,520.74	$91,539.36	$44.67	$3,573.56	$92,912.45	$45.12	$3,609.29	$93,841.57	$45.79	$3,663.43	$95,249.20
2					$45.84	$3,667.26	$95,348.87	$46.53	$3,722.27	$96,779.11	$46.99	$3,759.50	$97,746.90	$47.70	$3,815.89	$99,213.10
3					$47.74	$3,819.47	$99,306.33	$48.46	$3,876.77	$100,795.92	$48.94	$3,915.53	$101,803.88	$49.68	$3,974.27	$103,330.94
4					$49.73	$3,978.80	$103,448.72	$50.48	$4,038.48	$105,000.45	$50.99	$4,078.86	$106,050.45	$51.75	$4,140.05	$107,641.21
RESEARCH ANALYST	065112		420	BW												
1					$32.92	$2,633.71	$68,476.52	$33.42	$2,673.22	$69,503.67	$33.75	$2,699.95	$70,198.71	$34.26	$2,740.45	$71,251.69
2					$34.78	$2,782.37	$72,341.52	$35.30	$2,824.10	$73,426.64	$35.65	$2,852.34	$74,160.91	$36.19	$2,895.13	$75,273.32
3					$36.57	$2,925.29	$76,057.65	$37.11	$2,969.17	$77,198.51	$37.49	$2,998.87	$77,970.50	$38.05	$3,043.85	$79,140.05
4					$41.81	$3,344.55	$86,958.23	$42.43	$3,394.72	$88,262.60	$42.86	$3,428.66	$89,145.23	$43.50	$3,480.09	$90,482.41
SHOP FOREMAN *(for ease of reference sorted under Mechanic)*																
STOREKEEPER 3	065842		422	BW												
1					$30.54	$2,443.13	$63,521.38	$31.00	$2,479.78	$64,474.20	$31.31	$2,504.57	$65,118.94	$31.78	$2,542.14	$66,095.73
SUPERVISOR OF QUARTERMASTER STORES	065852		424	BW												
1					$45.69	$3,655.17	$95,034.50	$46.38	$3,710.00	$96,460.01	$46.84	$3,747.10	$97,424.61	$47.54	$3,803.31	$98,885.98
VOLUNTEER COORDINATOR	065832		426	BW												
1					$32.26	$2,580.68	$67,097.66	$32.74	$2,619.39	$68,104.13	$33.07	$2,645.58	$68,785.17	$33.57	$2,685.27	$69,816.95
2					$33.45	$2,675.83	$69,571.63	$33.95	$2,715.97	$70,615.20	$34.29	$2,743.13	$71,321.36	$34.80	$2,784.28	$72,391.18
3					$34.68	$2,774.49	$72,136.81	$35.20	$2,816.11	$73,218.87	$35.55	$2,844.27	$73,951.06	$36.09	$2,886.94	$75,060.32

3. Acting in a Higher Classification

When any member of the Service performs substantially all the duties of a position carrying a higher rate of pay than his own, he shall receive the minimum rate paid for the higher position or four percent (4%) higher than his regular hourly rate, whichever is greater, for all such time such duties are performed.

Acting time served in a higher classification(s) shall not be considered for the purpose of calculating progression by annual increments.

4. Night Shift Premium

A shift premium of ninety-five cents (95¢) per hour will apply for evening and night shift work, as distinct from overtime work, for the full period of the shift provided that fifty percent (50%) or greater of the hours worked are between the hours of 4:00 p.m. and 8:00 a.m., otherwise no shift premium will be paid. Effective Pay Period #1, 2015 the shift premium will be increased to one dollar ($1.00) per hour. Effective Pay Period #1, 2016 the shift premium will be increased to one dollar and five cents ($1.05) per hour. The use of any approved leave for any portion of a shift shall not negatively impact a member's entitlement to shift premium. However, in such an event, a member shall not receive shift premium on any of the hours taken in approved leave.

5. On-Call Duty

"On-Call Duty" means the time period specified by the Service during which a member is required to be available for a telephone consultation or a call back to duty. The Duty Inspector shall be provided with a list of members who are placed on On-Call Duty at any given time.

Members who are required to perform On-Call Duty will be paid one (1) hours' pay at straight time for each eight (8) hour period or portion thereof. If a member placed on On-Call Duty is called back to duty during the On-Call Duty period, the member shall be paid in accordance with Articles XV-6 or XV-7, as applicable, in addition to payment for the On-Call Duty. If a member placed on On-Call Duty is contacted by telephone, the member shall be paid in accordance with Article XV-20, in addition to payment for the On-Call Duty.

6. Overpayments

The City may not make deductions from wages or a member's leave banks unless authorized by statute, by Court Order, by Arbitration Award, by this Agreement, by the Association, or to correct an error made in good faith.

Where an error has been made in good faith, the City shall be entitled to recover any overpayment made, provided:

a) Once the error is discovered, notice and a detailed breakdown of the error is given by the City to the affected Member and the Association as soon as practicable;

b) The proposed recovery is made in as fair and reasonable a manner as possible; and

c) The proposed recovery is made over a period of time which is no less than the period during which the overpayment was made.

In the event a member retires from or leaves the Service before the City is able to recover an overpayment as contemplated in this Article, the City shall be entitled to make a full recovery at the time of retirement or separation of that member and reduce accordingly any payments that might be owing to that member to recover the overpayment. However, the Service agrees and acknowledges that the Association is reserving its right to argue, should the need arise, that the Service is not entitled to make any deductions from a member's pay or leave banks which are alleged to have arisen prior to the date of the Collective Agreement in force at the time the Association and affected member are notified of the alleged error

ARTICLE XVII – FRINGE BENEFITS

1. Statutory Holidays

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

1.	New Year's Day	7.	Terry Fox Day
2.	Louis Riel Day	8.	Labour Day
3.	Good Friday	9.	Thanksgiving Day
4.	Easter Monday	10.	Remembrance Day
5.	Victoria Day	11.	Christmas Day
6.	Canada Day	12.	Boxing Day

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

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

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

ii. Any other staff working a Four/Ten (4/10) Work Schedule with overlap days shall receive a one hundred and forty-nine and one-half (149.5) hour

statutory holiday credit on May 1st of each year in lieu of all forms of statutory holiday compensation, excluding continued overtime. Members taking statutory holidays off (either by choice or when compelled) shall do so in a manner consistent with the process utilized by Police Component members as set out in Article XII-1(b)(i).

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

iii. Staff members who fall into the category of working Monday to Friday with weekends off shall take all statutory holidays off on the dates they fall.

iv. Staff members not on the Four/Ten (4/10) Work Schedule who are assigned to a Unit which requires staffing seven (7) days a week and who do not regularly get weekends off, shall be compensated for working a regularly scheduled tour of duty on a statutory holiday as follows:

In addition to their regular pay for working on a statutory holiday, a member shall be paid or compensated in time off, at the option of the member, at the rate of time and one-half (1.5x) for all regularly scheduled hours so worked. Divisional Commanders, at their discretion, shall reduce divisional strengths to minimum statutory holidays levels by, if necessary, ordering members to take the statutory holiday off.

c) Continuing overtime worked on any holiday shall be paid at time and one-half (1.5x) based on the premium rate of pay for the holiday (i.e. two and one-quarter [2.25x] x continuing overtime hours worked). In addition to the payments described above, any member who is not entitled to statutory credit leave, will receive their regular pay for the statutory holiday and receive one (1) additional day of leave for the statutory holiday that is disrupted.

d) Members of the Police Service 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.

2. Annual Leave

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

a) three (3) weeks of vacation after one (1) year of continuous service;

b) four (4) weeks of vacation in the calendar year in which a member completes his fifth (5th) year of service, and yearly thereafter; and

c) five (5) weeks of vacation in the calendar year in which a member completes his thirteenth (13th) year of service, and yearly thereafter; and

d) six (6) weeks of vacation in the calendar year in which a member completes his twenty-first (21st) year of service, and yearly thereafter.

e) Regular seasonal employees shall not be eligible to accumulate vacation time and shall be paid their earned vacation pay on their bi-weekly pay cheques.

3. Arranging Leave Schedule

The Chief of Police shall be responsible for arranging the holiday schedule prior to April 1st of the calendar year. The holiday period shall start on May 1st of the calendar year and run through to April 30th of the following calendar year. This holiday schedule shall be posted on the bulletin boards where all employees may ascertain their holiday periods well in advance.

Members who obtain an anniversary date entitling them to receive an additional annual leave credit in a calendar year, may take this additional leave after May 1st of that calendar year that it falls in.

4A. Minimum Number of Personnel on Annual Leave

The minimum number of personnel who will be allowed on annual leave at any time in the holiday period shall not be less than fifteen percent (15%) of each Division by classification or category.

4B. Maximum Annual Leave During Prime Season

Members will be restricted to a maximum of three (3) weeks of annual leave during the prime summer holiday season (i.e. the nine [9] week period encompassing the months of July and August) in each year.

5. Choice of Leave Periods

Choice of holiday periods shall be based on a member's effective date of appointment to the several forces within classification held and by Divisions. The following specific provisions shall prevail:

a) All Divisions with the exception of Divisions 40, 41, and 42 (Crime Divisions) shall book annual leave as separate entities. The said Crime Divisions shall book annual leave as one (1) Division.

b) Persons who transfer from any other Department of the City into service with the Police Service, shall, for the purpose of booking annual leave, calculate their service effective as of their date of service with the Police Service, and prior service with the City shall not be taken into account.

c) Personnel who are assigned to other duties in an acting capacity will book their annual leave in the Division they are assigned to, and will retain their seniority rights pertaining to annual leave by booking such leave in the position which their seniority with the Police Service entitles them to in that Division.

6. Working Into Annual Leave

a) When a member on any shift scheduled to end after midnight would work less than four (4) hours into the first day of any of his annual leave entitlement, then his said shift shall be rescheduled to enable him to finish his tour of duty by midnight of the day preceding the commencement of such annual leave.

b) When a member of any shift scheduled to end after midnight would work four (4) hours or more into the first day of any of his annual leave entitlement, then he will be granted an additional day off in conjunction with his annual leave to compensate him for losing the first day of his annual leave. This additional day of vacation credit shall be allocated at the discretion of the Chief of Police, but whenever possible shall be added at the end of the employee's said annual leave entitlement. It is understood and agreed that the shift referred to in this Subsection cannot be rescheduled unless the member specifically requests the Chief of Police to that effect.

7. Annual Leave With Weekend Leave

Members of the Police Service may book one (1) week (five [5] working days) of their annual leave by taking it off one (1) day at a time with the approval of the member's supervisor providing there is sufficient manpower. Each such day of annual leave may be used when there is no statutory holiday available, but this provision shall not alter the present practice of a member being entitled to hold two (2) statutory holidays where applicable. Those members taking advantage of this provision have priority over statutory leaves.

If the Chief of Police finds it necessary at any time to cancel all leaves on a Friday, this day of annual leave will be cancelled as well. In this regard, those scheduled to take statutory leave would be cancelled first, and then if additional personnel are required those scheduled to take the one (1) day of annual leave would be cancelled as the situation requires.

A member who decides to avail himself of this provision shall not be considered as having made a choice with respect to the selection of this holiday period, but shall have the right to book his annual leave in his normal seniority position.

The booking of this leave one (1) day at a time is restricted to those members who work on the Three (3) Week Cycle, and to members who are normally on weekly leave on Saturday and Sunday of every week.

8. Use of Annual Leave in Increments

All Staff members of the Association, upon request, shall be entitled to use up to forty (40) hours (in the case of forty [40] hour workers) and thirty-five (35) hours (in the case of thirty-five [35] hour workers) of annual leave per year in hourly increments, as time off, at a time approved by their Divisional Commander.

9. Sick Leave

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 Sick 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 Sick 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.

d) Effective December 27, 1981, every employee shall be granted sick leave credits as follows:

WORKED HOURLY PER DAY	ACCUMULATION PER MONTH	HOURLY ACCUMULATION PER YEAR	MAXIMUM UNUSED HOURS SICK LEAVE ACCUMULATION
7	8.75	105	1,827
8	10.00	120	2,088
10	10.00	120	2,088

Sick leave credits will be credited to an employee on a monthly basis for employees who are employed less than a full calendar year, and on a yearly basis for employees who are employed for a full calendar year, less the deduction of days absent from work due to sickness.

e) An employee shall be allowed to utilize a maximum of three (3) discretionary leave days per year of accumulated sick leave credits for the purpose of attending to personal overall health or family needs.

f) **i.** When any member of the Police Service retires on pension or dies, he, or his estate, as the case may be, shall be entitled to receive pay, or leave with pay, for the unused and unexpired sick leave standing to his credit at that time to a maximum of one hundred and thirty-two (132) working days as a form of retirement, death or separation leave.

ii. This Clause shall only apply to members hired before March 5, 1998. When all of those members hired before March 5, 1998 have left the Service, either through retirement, termination or death, this Clause shall be removed from the Collective Agreement.

For those members of the Staff Component hired after March 5, 1998 of this Agreement, who retire on pension, or die, shall be entitled to receive pay as a severance, in an amount equivalent to the total of:

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

2. two (2) days of pay for each year of service beyond fifteen (15) years of service, multiplied by the daily rate of pay of the member's confirmed classification on their last day of service.

g) Members of the Service who are on sick leave on their regular day of weekly leave will be credited with being on weekly leave and this will not count as a day of sick leave.

h) 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 sick 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 sick leave credits.

i) Members who are on sick leave which continues into a period of previously booked annual leave may remain on sick leave.

j) Upon request, members may be advised of their personal total number of sick leave days credited to them at any given time.

10. Maternity and Parental Leave

Prior to July 1, 1990, maternity leave shall be as provided under Plan "A" below. Effective July 1, 1990, an employee may elect maternity leave under either Plan "A" or Plan "B", depending upon which criteria she meets.

1) Plan A

a) The City shall grant maternity leave to a female worker who has completed six (6) months of service with the City and who submits an application in writing to the Chief of Police for a leave at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave; and who provides her employer with a certificate from a duly qualified medical practitioner

certifying that she is pregnant and specifying the estimated date of her delivery.

b) The maternity leave shall consist of a period not exceeding forty (40) weeks if delivery occurs on or before the estimated date of delivery specified in the certificate mentioned above, or a period of forty (40) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned above and the actual date of delivery, if delivery occurs after the date mentioned in that certificate.

c) The maternity leave granted shall commence no earlier than eleven (11) weeks preceding the estimated date of delivery and shall terminate no later than forty (40) weeks following the actual date of delivery.

d) Maternity leave shall be considered as leave of absence without pay.

e) The member returning to work after maternity leave shall provide the City with at least two (2) weeks' notice prior to the date of returning to work. On return from maternity leave, the member shall be placed in a position comparable to and at 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.

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

2) **Plan B** (effective July 1, 1990)

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

i. have completed twelve (12) continuous months of service with the City;

ii. submit to the Divisional Commander, Human Resources 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;

iii. provide the City with a certificate from a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery;

iv. 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 such Employment Insurance benefits pursuant to Section 22 of the Employment Insurance Act of 2005;

v. 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.

b) 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 XVII-10(2)(c)(iii); and

iii. should she fail to return to work as provided under Article XVII-10(b)(i) and/or Article XVII-10(b)(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.

c) 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 XVII-10(2)(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 XVII-10(2)(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.

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

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

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.

v. All other time as may be provided under Article XVII-10(2)(c) shall be on a leave without pay basis.

e) Plan B does not apply to part-time employees or employees who normally are subject to seasonal lay off.

f) At least two (2) weeks prior to her return to work after maternity leave, the Officer shall notify the Divisional Commander, Human Resources 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 Police 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.

g) 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 the regular contributions.

3. A member who elects to receive:

a) twenty (20) weeks or less of maternity leave in accordance with Article XVII-10(1) or (2); or

b) twenty (20) weeks or less of maternity leave in accordance with Article XVII-10(1) or (2), combined with thirty-seven (37) weeks or less of parental leave in accordance with Article XVII-10(4) 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.

4. 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 seven (7) months of service with the City for the purpose of the actual care and custody of a child after becoming a natural or adoptive parent. The employee shall submit an application, in writing, stating the duration of the leave requested, to the Chief of Police for parental leave at least four (4) weeks before the day on which leave is intended to commence except in the case of an employee intending to take maternity leave in which case the employee shall submit their application for parental leave at the same time as their application for maternity leave.

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 on expiry of the maternity leave without a return to work after expiry of the maternity leave and before commencement of the parental leave.

c) Parental leave shall be considered as 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 of parental leave, in which case at least twelve (12) weeks' notice in writing shall be required.

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 Police Service.

h) A member who elects to receive thirty-seven (37) weeks or less of parental leave in accordance with Article XVII-10(3) 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, and for the purpose of calculating pension and entitlement to promotion points of an employee to whom leave of absence is granted in accordance with this section.

i) For the purpose of calculating other benefits of an employee 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 commencement of that leave.

11. Clothing Issue

Effective May 1, 2006, clothing matters are covered by the Supplementary Agreement re: Clothing Point System. The Supplementary Agreement subsequently renders null and void all collective agreement issues relating to clothing matters.

Prior to May 1, 2006, members of the Staff Sector shall receive:

a) **Mechanics:**

Upon initial employment and annually thereafter Mechanics are to be issued two (2) clip-on type ties, six (6) "perma press" shifts (three [3] long sleeve and three [3] short sleeve), two (2) pairs of boots (one [1] summer and one [1] winter), and one (1) scarf. Upon initial employment and thereafter as required Mechanics will be issued with one (1) uniform suit (with plain buttons), one (1) winter parka and one (1) winter hat.

Caretakers (male):

To be issued with three (3) pairs of trousers, five (5) uniform cotton twill shirts and one (1) pair of safety footwear (shoes or boots) upon enlistment and thereafter as required.

Caretakers (female):

To be issued with three (3) pant suits and one (1) pair of safety footwear (shoes or boots) upon enlistment and thereafter as required.

Identification Technicians:

Shirts – six (6) "perma press" shirts, comprised of three (3) long sleeve and three (3) short sleeve shirts, to be issued on enlistment and thereafter as required to a maximum of four (4) shirts per year.

Epaulets – one (1) set of epaulets with the word "Ident" on each shoulder.

Trousers – two (2) pairs of trousers upon enlistment and thereafter as required, but not more than one (1) pair every six (6) months (no stripe).

Boots/Oxfords – one (1) pair of boots or oxfords upon enlistment and thereafter as required but not more than one (1) pair of boots or oxfords per year.

Ties – three (3) ties, of a clip-on type, to be issued on enlistment and thereafter as required to a maximum of two (2) per year.

Belt – one (1) black belt, to be issued on enlistment and thereafter as required to a maximum of one (1) per year.

Smock rental and cleaning (limited to one [1] smock per week).

In addition, nine (9) dry cleaning coupons on January 1st of each year, commencing January 1st, 1980.

Garage Staff:

To be issued with coveralls as required.

River Patrol Unit:

The Winnipeg Police Service shall provide appropriate equipment to members of the River Patrol Unit. Such equipment may include:

- Personal Flotation Device*
- Winnipeg Police Service Approved ASP Baton*
- Winnipeg Police Service Approved Handcuffs and Holder*
- Police Service Belt*
- OC Spray*
- Disposable CPR Mask/Glove Pouch*
- Rain Suit-Gortex*
- Reefer Style Jacket*
- Flotation Snowmobile Suit with Boots
- Snowmobile Gloves
- Snowmobile Helmet

*Seasonal employees shall be required to store this equipment with the Service when not employed. Provision of this equipment shall be based on the requirements of the position as determined by the Winnipeg Police Service.

In addition to the above, each full-time member of the River Patrol Unit shall be provided with the following on an annual basis:

- Winter Gloves
- Scarf
- Balaclava
- Three (3) Long Sleeve Shirts
- Three (3) Short Sleeve Shirts
- Two (2) Pairs of Approved Pants
- Two (2) Pairs of Approved Footwear

Each seasonal member of the River Patrol Unit shall be provided with the following on an annual basis:

- Three (3) Long Sleeve Shirts
- Three (3) Short Sleeve Shirts
- Two (2) Pairs of Approved Pants
- One (1) Pair of Approved Footwear

All permanent members of the River Patrol Unit shall be provided twelve (12) dry cleaning certificates annually and each seasonal member shall receive four (4) dry cleaning certificates annually.

b) "As required" refers to any article of clothing specified in 10(a) that, through reasonable wear and tear or damage incurred during the performance of a Police duty, becomes unserviceable or unfit for wear by a member. Such items shall, upon presentation of the unserviceable or unfit article to Stores for inspection, be replaced upon the recommendation of the Chief of Police.

12. Meal Allowance

A member required to work continuing overtime for a period in excess of two (2) hours immediately following his regular hours of work shall be paid a meal allowance of three dollars ($3.00) for each such occasion.

ARTICLE XVIII – OTHER TERMS AND CONDITIONS

1. Annual Increments

Members hired or promoted prior to April 22, 1993 shall, on the basis of overall satisfactory work performance during the previous year, be eligible for an annual increment, if applicable, effective the first pay period of the following year.

All members hired or promoted after April 22, 1993, shall, on the basis of overall satisfactory work performance during the previous year, be eligible for an annual increment, if applicable, effective the pay period following the anniversary date of their appointment to that position.

Effective the date of ratification of this Collective Agreement (meaning the Collective Agreement ratified January 22, 2002), the City shall commence the recording of actual hours worked by part-time employees in Staff Component classifications for the purposes of providing annual increments.

Employees working thirty-five (35) hours per week shall be granted an annual increment upon completion of one thousand eight hundred and twenty (1,820) hours until the top of the scale is reached.

Employees working forty (40) hours per week shall be granted an annual increment upon completion of two thousand and eighty (2,080) hours until the top of the scale is reached.

2. Staff Promotions

The promotion and lateral transfer process for staff members of the Winnipeg Police Service will be in accordance with the procedures agreed to between the Association and the Police Service and published in a separate booklet which will be provided to each member. These procedures may be subject to changes from time to time with agreement from both parties, and such booklets and amendments shall be considered part of this Collective Agreement.

Employees successful in achieving promotion shall commence at the minimum salary for the classification promoted into, except in cases where the minimum salary is less than fifteen dollars ($15.00) biweekly higher than the salary received prior to being promoted, in which case the employee shall be paid at the next higher rate within the classification salary range which provides at least fifteen ($15.00) biweekly more than the employee's prior salary provided that:

a) the new classification bears a higher maximum salary; and

b) either:

i. both the new and prior classifications lie within the same classification series, or

ii. experience in the prior classification is directly related to the duties and responsibilities of the new classification.

3. Complement

a) The City shall, on or about December 1st, propose an interim complement for the Staff Component and the Association shall have the opportunity to consult with, and make representations to, the Chief of Police regarding the makeup of said complement. By no later than April 30th in any year, a final complement shall be established.

b) All vacancies, transfers or promotions in Staff Sector complement positions will be publicized by way of Police Notice and all applications therefore shall be in writing. The City will supply the Association with a list showing the names of those persons who have applied therefore. As well, the City will notify the Association, in writing, of the name(s) of the successful applicant(s) and, in addition, the name(s) of the successful applicant(s) shall be publicized throughout the Police Service by means of a Police Notice.

c) A vacancy or vacancies in any established complement position shall be filled within a reasonable time.

4. Lay Off

Lay offs shall be made in reverse seniority for all staff members, and for purposes of this Section seniority is defined as the length of service of a member with the Winnipeg Police Service, including any former Department which becomes part of the Winnipeg Police Service commencing from the date of hiring of a member and to include any authorized leave of absence and periods of long term disability or extended sick leave. Recalling shall be on a seniority basis. In the event of lay off, the City shall provide at least one (1) month of notice of such pending lay off to each employee affected.

5. Pensions, Group Insurance and Dependent's Benefits

It is understood and agreed that this Agreement incorporates the terms and conditions of By-Law No. 5300/89 that merges the Pension Plan and Pension Funds established and maintained under the Employee Benefits Program being City of Winnipeg By-Law No. 1125/75 and Prior Pension Plan By-Law No. 2819/80 only insofar as Employee Benefits Program By-Law No. 1125/75 and Prior Pension Plan By-Law No. 2819/80 are applicable to each individual member of the Winnipeg Police Association – Staff Component (hereinafter referred to as "the Pension Plans") and any amendments to the Pension Plans from time to time through negotiation, arbitral award, agreement or by amendment with respect to those matters exclusively within the jurisdiction of the Employee Benefits Board or any other pension board or committee pursuant to the terms of the said Pension Plans.

Terms of the Pension Plan will be distributed to members on enrollment and thereafter as required.

ARTICLE XIX – RIVER PATROL UNIT

1. Inclusion in the Bargaining Unit

Effective April 24, 1998, all members of the River Patrol Unit shall be included in the Staff Complement of the Winnipeg Police Service and as such, shall be subject to the terms and conditions contained in the Master Agreement and the specific provisions of the Staff Component, as and where applicable. Seasonal employees will not be entitled to any benefits while they are not actually in the employ of the City of Winnipeg.

For the purposes of lay off and recall affecting full-time members of the Unit, seniority is defined as the length of service with the City of Winnipeg, including all service with the Harbourmaster Unit prior to its inclusion in the Master Agreement. One (1) year of seniority shall be equivalent to two thousand and eighty (2,080) hours worked.

For the purpose of inclusion of River Patrol Unit members in the Civic Employees' Pension Plan, the Service and Association shall submit a joint request to the Employee Benefits Board to consider retroactive inclusions in the Plan.

It is understood and agreed that retroactive inclusion in the Plan shall be governed by the terms and conditions of the Plan.

2. Remuneration

Full-time permanent members of the River Patrol Unit shall be slotted at the top of the salary scale effective April 1998.

Full-time employees shall be eligible for increments upon completion of one (1) year's satisfactory service. One (1) year of service shall be equal to two thousand and eighty (2,080) hours of work. Seasonal employees shall be eligible for benefits upon accumulation of two thousand and eighty (2,080) hours of satisfactory service

ARTICLE XX - PART-TIME EMPLOYEES – COMMUNICATIONS CENTRE

1. Definition: Part-time employee means a civilian employee, assigned to the Communications Centre who works less than the normal daily or weekly hours on average and whose work is irregular, non-recurring or does not follow an ongoing predetermined schedule. However, part-time employees are entitled to all other privileges and benefits as defined in the Collective Agreement, including the work schedules.

2. Part-time employees are required to work a minimum of five hundred and twenty (520) hours annually. The dates for determining a calendar year shall be the date casual work commenced. The Service shall provide part-time employees with a schedule stating their hours of work a minimum of thirty (30) days in advance.

3. All available part-time shifts shall be offered amongst part-time employees in a fair and reasonable manner.

4. Part-time employees are required to work a minimum total of twenty (20) hours in each pay period. Part-time employees may have an exemption from this minimum one (1) time per calendar year (or more in the reasonable exercised discretion of the Service), at a time mutually agreed upon between the employee and the Police Service.

5. Provided a part-time employee is offered a reasonable amount of work so as to be given a reasonable opportunity to meet the minimum hours outlined in Paragraphs 2 and 4 above, should such an employee fail to work the minimum hours as outlined in those paragraphs, the City may choose to offer that employee no further work and/or his or her employment may be terminated.

6. Overtime shall be considered as time worked in excess of the full-time normal working day/shift.

7. All overtime or other earned time must be taken in pay only.

8. The intent of this Agreement is to provide part-time employees benefits which other members receive under this Agreement, but on a pro-rated basis.

9. A part-time employee who works on a statutory holiday as defined in Article **XVII**-1(a) shall be paid for that work as set out in the Collective Agreement. A part-time employee who does not work on a statutory holiday as defined in Article **XVII**-1(a), shall receive statutory holiday pay in the amount calculated at five percent (5%) of his or her total regular earnings for the four (4) week period immediately preceding the statutory holiday.

10. Effective January 1 of a given year, part-time employees who have worked seventy-five percent (75%) or more of full-time hours during the twelve (12) months between December 1st and November 30th of the previous year shall receive seventy-five percent (75%) of the maximum benefit levels payable to full-time employees under the terms of the City of Winnipeg's Dental and Vision Care Plans. Other eligible part-time employees shall receive fifty percent (50%) of the maximum benefit levels payable to full-time employees.

11. Part-time employees shall not be eligible to accumulate vacation time, but shall be paid their earned vacation pay on their biweekly pay cheques.

12. Part-time employees will be credited sick pay credits on the basis of ten (10) hours per one hundred and sixty (160) regular hours worked, but will, however, only be eligible for sick pay after working one thousand and forty (1,040) hours, but at that time will be entitled to ten (10) hours per one hundred and sixty (160) regular hours worked from the date of their commencement of employment but in no case should a part-time employee accumulate over one hundred and twenty (120) hours of sick pay credit in a calendar year.

    Part-time employees assigned to Communications Centre will lose eligibility and accumulated sick benefits if they work less than the minimum hours required as outlined in Paragraphs 2 and 4 above

If part-time employees obtain a full-time position, they shall retain all unused sick time earned during the course of part-time employment providing they have retained eligibility as outlined above.

For part-time employees, a deduction shall be made from accumulated sick leave of all normally scheduled working hours absent for sick leave.

13. Maternity Leave benefits shall be provided in accordance with Article XVII-10(1) and XVII-10(2), subject to the following conditions:

- The qualifying period of employment for Maternity Leave benefits, specified in Article XVII-10(1)(a) and XVII-10(2)(a)(i), shall be continuous full-time employment or the equivalent in cumulative casual service.

- The term "weeks", as utilized in Article XVII-10(1)(a)(b)(c) and (e) and in Article XVII-10(2)(a)(ii/v), (2)(c)(i/ii), (2)(d)(i/ii), (2)(f), refers to calendar weeks.

- The return to work agreement specified in Article XVII-10(2)(b) will require that an individual, following Plan "B" Maternity Leave, return to work for a period of time equivalent to six (6) months of cumulative full-time service.

- Weekly rate of pay, specified in Article XVII-10(2)(d), shall be based on the employee's average weekly regular earnings calculated over the same period used by HRSDC to determine the employee's Employment Insurance benefit.

14. Increments shall be granted on the basis of the employee accumulating one (1) year – two thousand and eighty (2,080) hours of satisfactory service. Time counted shall be actual time worked only.

15. Employment Insurance and Canada Pension Plan contributions and benefits will be in accordance with Federal Government schedules and guidelines.

16. The City agrees that during the term of this Agreement, no full-time regular employee within the Bargaining Unit shall be laid-off by reason of his or her duties being carried out by one (1) or more part-time employees, nor will the annual complement be reduced by reason of the employment of one (1) or more part-time employees. Furthermore, the use of part-time employees will only be used to augment the complement of the Staff members.

17. If a position becomes available, a part-time employee who wishes to work full-time will be given preference over a new applicant where the part-time employee has satisfactory performance to perform the duties of the position. If the full-time position is within the same classification, no further probation period shall be required.

18. A part-time employee shall be requested to work overtime or callouts only in cases where all full-time employees have been given an opportunity for the overtime or callout and do not wish, or are not available to fill the necessary overtime and callout requirement.

IN WITNESS WHEREOF the parties have executed this Agreement in the City of Winnipeg, the Province of Manitoba this 14TH 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

THE WINNPEG POLICE ASSOCIATION:

Maurice Sabourin,
President

George Van Mackelbergh,
Vice-President

APPENDIX A

Shift scheduling in all Divisions for Four/Ten (4/10) Work Schedules will basically be as follows:

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

07:00 hours to 17:00 hours (Second [2nd] Relief)
17:00 hours to 03:00 hours (Third [3rd] Relief)
12:00 hours to 22:00 hours **[2016]**

b) On three (3) shift schedules the basic hours will be:

21:00 hours to 07:00 hours **[2016]**
21:30 hours to 07:30 hours
22:00 hours to 08:00 hours (First [1st] Relief)

07:00 hours to 17:00 hours **[2016]**
07:30 hours to 17:30 hours
08:00 hours to 18:00 hours (Second [2nd] Relief)

16:30 hours to 02:30 hours **[2016]**
17:00 hours to 03:00 hours **[2016]**
16:00 hours to 02:00 hours (Third [3rd] Relief)

However, during busy periods of calls for service, as determined by the Police Service, primarily in the late spring and summer months, these hours will be:

16:30 hours to 02:30 hours
17:00 hours to 03:00 hours (Third [3rd] Relief)

The Service, at its discretion, may implement a staggered start time schedule in General Patrol based on the three (3) shift schedule basic hours outlined in Paragraph (b) of the Appendix. **[2016]**

The Divisional Commander has the flexibility on an "as required" basis to have up to fifty percent (50%) of the personnel on Second (2nd) Relief commence work up to two (2) hours prior to the regular starting time and on Third (3rd) Relief up to four (4) hours prior to the regular starting time. Divisional Commanders will make these changes in accordance with their requirements from time to time. All such shift changes require that members are given adequate notice prior to implementation (a minimum of forty-eight [48] hours whenever possible but no later than the last shift of the previous tour. **[2016]**

The Central Processing Unit will follow the General Patrol Four/Ten (4/10) Shift with hours described therein on the First (1st) and Second (2nd) Relief, however for the Third (3rd) Relief, the parties agree that one-half (.5) of the Constables assigned will commence duties at 12:00 hours and the other half of the Constables, along with the Patrol Sergeant, will commence duties at 16:00 hours. The parties further agree this shift arrangement is for the purposes of the Central Processing Unit only and is restricted to the Central Processing Unit. The City agrees not to seek to expand this provision to any other Unit within the Winnipeg Police Service without the express written consent of the Winnipeg Police Association.

In addition to the current shifting practices detailed above, which shall continue to be applied providing the Third (3rd) Relief is not scheduled to work beyond 04:00 hours, Management shall have sole discretion to alter the weekend (Friday to Saturday on Third [3rd] Relief; Saturday to Sunday on First [1st] Relief) shifts, from May 1st to October 31st, of members assigned to Patrol Units to commence their First (1st) Relief shift up to two (2) hours earlier, at 20:00 hours, and to commence their Third (3rd) Relief shift up to two (2) hours later.

The parties agree that the Canine Unit may implement a straight 18:00 hours to 04:00 hours schedule that shall follow the Four/Ten (4/10) Work Schedule on A Side and or B Side. **[2016]**

c) Shift Flexibility for Community Support Units and Downtown and North End Beat Units

The following applies solely and exclusively to those members assigned to Community Support Units and the newly established Beat Patrol:

i. The Service will have the ability to implement a start time up to two (2) hours prior or two (2) hours later than the agreed upon 16:00 hours start time of the Evening or Third (3rd) Relief shift for these specific Units.

ii. This flexibility is without prejudice and precedent and cannot be adduced by the Service in evidentiary support seeking a similar expansion of start times in relation to any other Units, including members on the Four-Ten (4-10) and/or in General Patrol.

iii. The Service MUST notify BOTH the affected members and the Association a minimum of at least forty-eight (48) hours prior to the commencement of the start time change and will provide seven (7) days' notice whenever possible. The only exception to the notification rule is for bona fide emergency situations.

iv. Should failure to notify either the members or the Association become common practice, the Association will have the discretion to nullify this portion of the Agreement pertaining to evening Shift start time flexibility for Community Support and Beat Patrol Units.

d) Supervisory Structure and Acting for Downtown and North End Beat Patrol Units

i. In regards to Division 11 (Downtown Beat Patrol Unit) the parties agree as follows:

For those shifts who do not have a dedicated Beat Patrol Unit Sergeant assigned specifically to their shift, or when the assigned Patrol Sergeants are absent from the workplace; a duly qualified Constable in that Unit will act as the assigned Patrol Sergeant and be compensated in accordance with acting wages for the duration of the shifts in which he or she acts in the capacity of the superior rank. This agreement is retroactive to the commencement of the Beat Patrol Unit.

ii. In regards to Division 13 North End Beat Patrol and Community Support Units the parties agree as follows:

1. The current supervisory structure with respect to the Division 13 Beat Patrol and Community Support Units is understood to be as follows:

   - One (1) Sergeant in charge of both the Beat Patrol and Community Support Units;

   - A Company – One (1) Patrol Sergeant – Two (2) members of the Beat Patrol Unit and three (3) members of the Community Support Unit; and

   - B Company - One (1) Patrol Sergeant – Two (2) member of the Beat Patrol Unit and six (6) members of the Community Support Unit.

2. All members assigned to the Community Support and Beat Patrol Units in District 3 on each Company, regardless of rank, work identical shifts on their tours of duty and are assigned to the same Platoon.

3. When supervisory ranks are absent, they will be filled either by those acting in the rank, as per the terms and conditions of the Collective Agreement or by calling out a member confirmed in the rank.

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

07:00 to 17:00 hours (Second [2nd] Relief)

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

f) The shift schedule for the Court Unit Supervisor and Court Unit Coordinators shall be altered to the GULF Shift 4/10 Schedule. For clarity, this includes a second (2nd) and third (3rd) Relief Shift which commence at 6:00 a.m. and 12:00 p.m. respectively. The Stat Credit identified in the Collective Agreement shall apply.

Members assigned to a regular eight (8) hour work schedule per day will have basic shifts that start between 07:30 hours and 08:30 hours on Second (2nd) Relief and 15:00 hours and 16:00 hours if assigned to Third (3rd) Relief.

Clerical hours of work will primarily be from 08:30 hours to 16:30 hours on Second (2nd) Relief and 16:00 hours to 24:00 hours on Third (3rd) Relief. These hours are subject to variation depending upon Police Service requirements.

Communications Centre and Information Cell personnel will work a modified Four/Ten (4/10) Shift Schedule.

Monitor Transcriber hours of work are basically similar to clerical hours of work but subject to change as required.

APPENDIX B

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

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

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

1. Overlap Days

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

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

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

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

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

d) The Divisional Commander may require a greater percentage than seventy percent (70%) to work on a particular shift on an overlap day due to contingencies of service in the Division, but will provide members with at least forty (40) hours' notice of his requirement.

e) Specialized training for such Units as Emergency Response Unit, Bomb Squad, Crowd Control and Underwater Recovery will utilize some of these days for their training programs.

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

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

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

2. The Association agrees with the City that in order to provide that each Platoon works an equal amount of each shift in 1982 and thereafter, the shift sequence will change every four (4) cycles.

3. The new Rank Integration System will recognize the following classifications and salary increments:

Effective December 30, 1990

Staff Sergeant	First full year in rank based on twenty-six percent (26%) above 1st Class Constable salary, thereafter based on thirty-one percent (31%) above 1st Class Constable salary.
Sergeant I	First full year in rank based on seventeen percent (17%) above 1st Class Constable salary, thereafter based on twenty-one percent (21%) above 1st Class Constable salary.
Sergeant II	First full year in rank based on nine percent (9%) above 1st Class Constable salary, thereafter based on fourteen percent (14%) above First (1st) Class Constable salary.

Acting time served in a higher rank(s) shall not be considered for the purpose of calculating progression by annual increments.

4. It is agreed that any member of the Winnipeg Police Association will not be transferred as a result of rank integration from Plain Clothes to Uniform or vice versa without the member's concurrence, unless the member is either promoted, or demoted for just cause.

5. It has been mutually agreed between the City of Winnipeg and the Winnipeg Police Association that upon implementation of the Four/Ten (4/10) Work Schedule, Sergeant II ranks will not be replaced on an acting basis, except at the discretion of the Chief of Police.

6. Effective December 26, 1982 the Four/Ten (4/10) Work Schedule will be removed from all Crime Divisions, including Juvenile, Vice and District Crime personnel and replaced with an eight (8) hour per day schedule. Discussions will continue to arrive at a work schedule acceptable to both the Association and the Police Service but in the event this is not resolved by November 1, 1982, then the former eight (8) hour per day schedule on

a Three (3) Week Cycle will initially begin December 26, 1982, and continue until a revised schedule is agreed to. Every effort will be made by the Police Service to allow members of these Divisions who wish to transfer to Uniform Divisions to retain the Four/Ten (4/10) Work Schedule. Such transfers will take place as practicable but this transfer consideration must ensure the continued efficient operation of all such Divisions affected.

7. Communication Centre

a) Shortfall Hours

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

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

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

b) Statutory Leave

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

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

c) Members who are on annual leave or sick leave will utilize ten (10) hours and the day will not be rescheduled.

d) The maximum length of scheduled days working (including shortfall days) will not exceed six (6) consecutive days.

e) **Booking of Annual Leave**

The SPCO will book with the Acting SPCO on that Platoon. The SPCO will book first, followed by the Actor and at no time will both the SPCO and the Actor be away at the same time. The remainder of the PCO's on the Platoon will book in order of service, with the stipulation that only one (1) PCO is away at a time. Further, the members in the Communications Centre will only be allowed a second booking in prime time, after all the other leave is booked, if their second booking does not take that Platoon below the minimum staffing level.

The Service shall provide to the Association, no later than April 30, 2014 and on an annual basis thereafter, the minimum staffing level of each Platoon for each of First (1st), Second (2nd), and Third (3rd) Relief in the Communications Centre.

8. Records and Reports Management Division

a) **Shortfall Hours**

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

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

An employee is entitled to use up to thirty (30) hours of their shortfall per year as Training Days which training shall be relevant to their employment with the Police Service. Any training requested during prime time holiday periods is subject to approval by the Divisional Commander. Any mandatory or elective training assigned by the Divisional Commander shall be counted as part of the thirty (30) hours of training days. Any training in excess of the thirty (30) hours of training days shall be approved by the Divisional Commander. Shortfall days that are not utilized for training will be utilized to fill staffing vacancies. Should a member choose not to utilize a portion of their thirty (30) hours of training days, the remaining portion shall also be used to fill staffing vacancies.

b) Statutory Leave

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

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

c) Members who are on annual leave or sick leave will utilize ten (10) hours and the day will not be rescheduled.

d) The maximum length of scheduled days working (including shortfall days) will not exceed six (6) consecutive days.

APPENDIX C

Plainclothes Units' Shift Schedules

1. The work schedules and related rights and obligations in this Appendix shall apply to all Members working in Divisions #40, 41, 42 (except those who work in the Identification Unit) and the Divisional Detective Office's Division #11 through #16 (collectively referred to as the "Plainclothes Units").

2. For the sake of clarity, this Appendix does not apply to any position deployed on any "Four/Ten (4/10)" Work Schedule on the date of the signing of this Agreement.

3. The City and Association agree that the City shall be entitled to choose a different shift schedule for any of the Plainclothes Units and implement such a shift schedule provided:

   a) there is an operational need for the proposed change;

   b) the proposed change is made effective the date of the Annual Spring Transfers within the Service;

   c) it provides the Association and members notice of such a proposed change ninety (90) days before the Annual Spring Transfers;

   d) it publishes the intended shift schedule along with notice which shows the schedule for an entire calendar year;

   e) it allows those members affected by any proposed changed shift schedule the opportunity to transfer out of their Unit or Division at transfer time; and

   f) the proposed shift schedule is a shift listed in Paragraph 6 of this Appendix or is any shift which is developed by agreement by the WPA/WPS Joint Shift Scheduling Committee and intended to apply to the Plainclothes Units.

4. The City may, for short term projects and investigations, temporarily change shift schedules within the Plainclothes Units, provided:

   a) there is an operational need for the proposed change;

   b) it provides the Association and the affected members at least forty-eight (48) hours' notice of such a change, the proposed shift schedule and the duration of the temporary change to that shift schedule;

   c) Wherever possible, the Service will give the Association and the affected member one (1) weeks' notice of the proposed change if the proposed change will affect the member's scheduled days off; and

   d) the proposed shift schedule is a shift listed in Paragraph 6 of this Appendix or is any shift which is developed by agreement by the WPA/WPS Joint Shift Scheduling Committee and intended to apply to the Plainclothes Units.

5. Shift schedules may be changed at any time within the Plainclothes Units with the agreement of both the City and the Association.

6. The shift schedules which may be used in accordance with Paragraphs 4 and 5 above are as follows:

a) **<u>12 HOUR SHIFTS</u>**

i. **Designated – ALPHA**

12 Hour Shift – 24 Hour Coverage
Two Shifts – 12 Hours
(Day, Night) 7:00-19:00, 19:00-07:00

ii. **Designated – BRAVO**

12 Hour Shift – Days Only
07:00-19:00

iii. **Designated – CHARLIE**

1 Shift - 12 Hours
(September 3 to April 30) 07:00-19:00
(May 1 to September 2) 11:00-23:00

b) **<u>4/10 SHIFTS</u>**

i. **Designated – DELTA**

4/10 Shift – 24 Hour Coverage
Three Shifts - 10 Hours
(Day, Evening, Night) – 07:00-17:00, 16:30 – 02:30, 21:30–07:30

ii. **Designated – ECHO**

4/10 Shift
Two Shifts – 10 Hours
(Day, Evening) – 07:00-17:00, 15:00-01:00 or 16:00-02:00

iii. **Designated – FOXTROT**

4/10 Shift
One Shift – 10 Hours
09:00–19:00

or

07:00 – 17:00 **[2016]**

iv. **Designated – INDIA ***

4/10 Shift – 24 Hour Coverage
Three Shifts - 10 Hours
(Day, Evening, Night) – 07:00-17:00, 16:30-02:30, 21:30-07:30; Early 3rd 12:00-22:00

v. **Designated – JULIET**

4/10 Shift – 24 Hour Coverage
Three Shifts - 10 Hours
(Day, Evening, Night) – 07:00-17:00, 12:00-22:00, 21:30–07:30

vi. **Designated – KILO**

4/10 Shift
Two Shifts - 10 Hours
(Day, Evening) – 07:00-17:00, 17:00-03:00

c) **9 HOUR SHIFTS**

i. **Designated – NOVEMBER**

7 Day/ Week Coverage
Two Shifts - 9 Hours
(Day, Evening) – 07:00–16:00, 15:00–24:00

ii. **Designated – SIERRA**

Monday to Friday Coverage Only - No Weekends
Two Shifts - 9 Hours
(Day, Evening) 07:00–16:00, 15:00–24:00

or

One Shift – 9 Hours
(Day) 07:00 – 16:00 **[2016]**

iii. **Designated – TANGO**

Two Shifts – 9 Hours
08:30-17:30, 13:00-22:00

d) **8 HOUR SHIFTS**

i. **Designated – VICTOR**

8 Hours
8:00-16:00, 8:30-16:30, 07:30-15:30

ii. **Designated – YANKEE ****

Monday to Friday
Two Shifts - 8 Hours
(Day, Evening) - 07:00-15:00, 15:00-23:00

iii. **Designated – ZULU**

Monday to Friday
8 Hours
(Day, Evening) – 6:30–14:30, 14:30-22:30

*Some members working this shift are based on a thirty-five (35) hour work week and not a forty (40) hour work week

**Based on a thirty-five (35) hour work week

7. Effective the date of this Agreement, the City shall be entitled to implement:

a) the shift designated "November" within Division 40 - Major Crimes Unit;

b) the shift designated "Victor" for the Staff Sergeants within Divisions #40, #41 and #42 (except within the Identification Unit);

c) the shift designated "November" within Division #42 - Surveillance Unit in support of the changes in Division #40 - Major Crimes as set out in Subparagraph (a);

d) the shift designated "November" within Division #41 - Child Abuse and Sex Crimes Units;

e) the shift designated "Victor" within Division #41 - Missing Persons Unit;

f) the shift designated "November" within Division #42 - Stolen Auto Unit, Commercial Crime Unit and Arson Unit;

g) the shift designated "November" within Division #42 - Commercial Auto Theft Team, for the Sergeant of the Stolen Auto Unit and the Sergeant of the Commercial Crime Unit.

Thereafter, any further changes to the Plainclothes Units' shift schedules shall be in accordance with this Appendix.

8. For the sake of clarity, nothing in this Agreement shall serve to limit or restrict the Association's right to file a grievance should it determine that one (1) or more of the conditions as set out in Paragraphs 3 or 4 have not been met.

APPENDIX "D"

AUXILIARY FORCE CADETS

General Principles

1. The City shall be entitled to establish an Auxiliary Force Cadet complement (the "Cadets" or the "Cadet Component").

2. The Cadets are intended to assist the Police Service and supplement the duties performed by Police Officers and staff members and are not intended to reduce the complement of Police Officers or staff members or replace Police Officers or staff members in any way.

3. The Cadet Component shall be distinct and separate from the Police Sector as contemplated in the Collective Agreement and is recognized by the parties to be considered as a unique element of the Staff Sector of the Police Service.

4. Notwithstanding Point Three above, as a general principle, the Auxiliary Force Cadet Component is, in part, intended to identify members of the community suitable for consideration as future Police Officers and to assist in their development in that regard.

5. The primary purpose of the Cadet Component is to assist the Police Service to prevent crime and enhance public safety in the community through:

   a) being a visible presence to promote safety and security in areas throughout the City of Winnipeg;

   b) building relationships between the Police Service and the community;

   c) permitting greater opportunity for Police Officers to concentrate on core policing duties.

6. Direct supervision of Cadets shall be assigned to Police Officers confirmed or acting in the rank of Patrol Sergeant or higher. This shall not be construed to mean that the Service is under any obligation to call out a Police Officer confirmed at the rank of Patrol Sergeant or higher if one is not available to provide supervision. The Service may at its sole discretion determine whether a confirmed Patrol Sergeant or an acting Patrol Sergeant will provide this required supervision.

   When Cadets are assigned to assist Police Officers on scene or in stations as contemplated herein, Police Officers who give functional direction to Cadets on scene or at stations shall not be eligible for any pay associated with supervision of Cadets.

7. Police Officers tasked with supervising Cadets who are assigned to patrol or street duties shall not be assigned other supervisory duties if that results in supervising a number of personnel that is unreasonable or inconsistent with the existing supervisory structure within the Police Component.

When there is a significant deployment of Cadets to patrol, street or special event duties, the Service shall appoint Police Officer(s) at an appropriate rank to provide dedicated supervision to the Cadets deployed on such assignments.

8. A Police Officer who is appointed as a dedicated supervisor for Cadets shall not supervise more Cadets than is reasonable and the numbers of Cadets under his or her direction shall not be inconsistent with the existing supervisory structure within the Police Component.

9. The overall administrator of the Cadet Component (as opposed to street supervision) may be a civilian. The Winnipeg Police Service shall determine the appropriate time to engage a dedicated full-time Administrator and when engaged, the primary focus of the Administrator shall be Administration of the Cadet Program. However, nothing in this Agreement precludes the Service from adding other duties to the Administrator's job description while maintaining the primary focus on the Cadet Program.

10. The implementation of the Cadet Program shall not diminish the City's duty to accommodate members who are injured or disabled.

Duties

11. It is understood and agreed that Cadets shall not perform duties that require full Police Officer powers or status and that:

a) Cadets shall wear uniforms which are clearly distinguishable from Police Officers;

b) Cadets shall not carry firearms or tasers, but may possess intermediate force options such as baton or pepper spray where and when they are deemed appropriate;

c) all Cadet assignments and activities shall be subject to the supervision requirements as set out herein; and

d) when assigned to work on any neighbourhood patrol duties or any "higher risk public event", as contemplated herein, those Cadets shall work in pairs.

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

a) attend as a visible presence in assigned areas in the city, and in conjunction with assigned duties, as contemplated herein, fostering and building positive relationships with the community and citizens as a whole;

b) attending as a visible presence at community celebrations and events;

c) performing safety pamphlet distribution of informational materials, conducting neighbourhood safety audits, and in conjunction with assigned duties, fostering and building positive relationships with the community and citizens as a whole. However, Cadets shall not conduct informational seminars or provide educational presentations to schools or any other community groups on behalf of the Police

Service as currently conducted by Police Officers, but may assist Officers who are doing so;

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

e) the supervision of non-violent persons under examination orders of The Mental Health Act. However, Cadets are not to conduct transport or apprehend such individuals, and are only to conduct supervision activities in relief of Police Officers initially assigned in the matter and are only to be undertaken in an appropriate medical facility (hospital, etc.) for non-violent persons;

f) conducting traffic and pedestrian control for public events or other similar circumstances. However, Cadets shall not conduct mobile vehicular escorts (funeral escorts, parades, etc.);

g) receiving initial information and commencing report taking activities, within a police facility, from complainants who are reporting minor property related offences (damage, fraud, theft) and motor vehicle accidents, provided such activities are conducted under the direction and in the proximity of a Police Officer; **[2016]**

h) performing minor administrative duties such as photocopying, cruiser car checks, escorting and assisting in the monitoring and testing of external applicants, and equipment checks provided such duties are performed at approved police facilities to assist Police Officers. However, Cadets shall not perform any clerical or related administrative function primarily the responsibility or duty of any position within the Staff Sector; **[2016]**

i) assisting in the performance of ground searches for evidence, missing persons and protecting crime scenes as directed by the attending Officers;

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

k) Cadets will monitor video security surveillance cameras in relation to the security of Police facility/assets under the direction and supervision of Police Officer(s) on any shift. For all other activities the parties agree Cadets have dedicated supervisory staff assigned and dedicated to that function. It is further agreed that Cadets monitoring the security cameras are not to respond to any security issue, but are to act as "eyes and ears" only and will contact Police to respond to those matters. **[2016]**

l) In the Central Processing Unit, Cadets will be restricted to the following duties:

i. Conduct monitor checks for persons within CPU.

ii. Forward requests from those in custody to arresting teams or processing Police Officers as required.

iii. Monitor cell cameras via central monitor at CPU desk and report as required.

iv. For non-violent persons only – Deliver food/water/blanket to persons in custody under direct supervision of a Police Officer.

v. For non-violent persons only – Assist directly supervising Police Officers, with escorts to washroom and identification facilities within the Central Processing Unit.

In this regard, it is understood that; non-violent person means that the person:

- is not displaying aggressive or violent behavior
- has no CPIC or NICHE cautions for violence; and
- has no convictions for violent offences.

For the purposes of this Section, direct supervision by a Police Officer means close physical proximity, such that an Officer is able to provide immediate physical assistance or direction to a Cadet when interacting with person(s) held in the Central Processing Unit.

m) **Additional Cadet duties:**

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

ii. Non-Smokers Health Protection Act – Section 2(1)

iii. Petty Trespass Act

iv. Liquor Control Act Section 112 – Have liquor in an unauthorized place.

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

n) Participation in the Mounted Horse Patrol.

o) First right to backfill any temporary vacancy in the River Patrol Unit. **[2016]**

13. Without expanding the prescribed and permissible duties as outlined in Article 12 herein, but in an effort to be clear, unless otherwise agreed to between the City and the Association, Cadets shall not:

a) with the exception of parking by-law enforcement duties, be assigned or directed to specific enforcement or special project enforcement duties. However, Cadets

may conduct enforcement on an "on view" or "happenstance" basis with respect to provincial statutes and municipal by-laws;

b) be assigned to scheduled patrol duties with Police Officers or be assigned as a "partner" with a Police Officer. However, this does not preclude Cadets from assisting Police Officers on scene, in a station or at other events as contemplated herein;

c) conduct investigations into matters that may lead to criminal charges;

d) accept reports of crimes against persons, take custody of wanted persons surrendering themselves to custody in a police facility, or directly deal with complaints of domestic dispute, violence or breach of court order or such other similar offences;

e) conduct investigations other than initial acceptance of information for the purpose of filing police reports for minor property offences, and may only do so in an approved police facility;

f) perform supervisory duties or act in a supervisory capacity with respect to Police Officers or Staff Sector employees;

g) reduce or replace any station duty positions performed by Police Officers;

h) be dispatched to any calls for service (except as set out in Article 12(j) herein) other than to assist Police Officers already in attendance. Such assistance shall be limited to the terms and conditions as set out herein.

i) be assigned to locations at events where the reasonable likelihood of violence and/or large scale civil disobedience exist (such events could include strikes, protests, enforcement directly within large sporting events/ concerts etc.).

Complement

14. The City may employ up to two hundred (200) Cadets. The actual complement of Cadets shall be provided to the Association on a monthly basis.

15. Any reduction in the established complement of Police Officers as a result of discontinuation of external funding for Police positions shall have no impact on the authorized number of Cadets employed by the City.

16. Should there be a reduction in the established complement of Police Officer positions that are not fully externally funded (funding provided by Federal, Provincial governments or other funding provided by entities other than the City of Winnipeg), any such reduction in the number of Police Officers shall be accompanied by an equivalent reduction in the number of Cadets and authorized Cadet positions and shall remain until such time as those Police positions are reinstated, at which time an equivalent number of authorized Cadet positions will then be reinstated.

17. In the event of the layoff of one (1) or more Police Officer(s), such layoff shall be accompanied by an equal number of layoffs of Cadets.

18. The Service hereby agrees to provide annually to the Association a complete list of all externally funded Police positions, both fully and partially funded.

19. The Police Service shall determine the complement of full and part-time Cadets in accordance with its operational requirements subject to the maximum complement stated herein.

20. The Police Service shall retain flexibility to assign work between full and part-time Cadets to limit the incurrence of overtime. With the exception of continuing overtime that may be incurred from time to time, the Police Service shall not be under any obligation to offer shifts at overtime rates to full-time Cadets if it has the option of assigning work to part-time Cadets at straight time rates.

Hours of Work

Part-time Cadets

21. The Police Service shall be entitled to schedule part-time Cadets for shifts between four (4) and twelve (12) hours in duration in accordance with its operational requirements, however there shall be no split shifts.

22. All available part-time shifts shall be reasonably offered amongst part-time Cadets, however a part-time Cadet must work the minimum hours specified by the Police Service as determined on a semi-annual basis. Provided a part-time Cadet is offered a reasonable amount of work so as to be given a reasonable opportunity to meet the minimum hours as specified, should such a Cadet fail to work these minimum hours, the City may choose to offer that Cadet no further work and/or terminate his or her employment.

23. The Police Service shall provide part-time Cadets with a schedule stating their hours of work a minimum of fifteen (15) days in advance. However, the Police Service is not precluded from posting or offering additional shifts on less than fifteen (15) days' notice for acceptance on a voluntary basis. The Police Service is not under any obligation to award additional shifts to a Cadet if that results in payment at overtime rates.

The Service may also request a change in the scheduled shifts for a Cadet, but a Cadet is not obliged to accept such a change.

24. Part-time Cadets shall be eligible for overtime payment if they work continuing beyond their regularly scheduled shift provided the total time worked exceeds eight (8) hours. For purpose of clarity, the following example is used:

Scheduled Shift	Total Hours Worked	Regular Hours Paid	Overtime Hours Paid
4	6	6	None
8	10	8	2
10	12	10	2
12	13	12	1

On any given day, the Service may request a part-time Cadet to work additional regular hours, continuing beyond the Cadet's scheduled day/shift hours, but a Cadet is not obliged to accept the additional hours. Any acceptance of additional hours, not previously scheduled as contemplated herein, is voluntary.

25. On a calendar weekly basis, for part-time employees, if the total regular hours worked in the week reaches forty (40) hours, part-time Cadets will be eligible for overtime for any hours worked beyond the forty (40) hours. However, no additional overtime payment shall be made for hours already compensated at overtime rates under Part 24 herein.

Full-Time Cadets

26. For the Cadet Component the following may be used as a shift schedule(s) for a full-time Cadet(s):

a) a shift schedule that is eight (8), nine (9), ten (10) or twelve (12) hours per day and exists in either or both the Police Component and/or the Staff Component.

b) any new shift schedule(s) developed and agreed to by the Association. Such agreement shall not be unreasonably withheld.

27. The Police Service shall determine which shift schedules it intends to utilize for full-time Cadets and advise the Association of its intention. Once full-time Cadets are assigned to a schedule, changes except for those outlined in Paragraph 28, require thirty (30) days' notice to both the Cadet members and the Association.

28. The Police Service may, for short term operational requirements as contemplated herein temporarily change shift schedules with the full-time Cadet component, provided:

a) there is an operational need for the proposed change;

b) it provides the Association and the affected members at least forty-eight (48) hours' notice of such a change, the proposed shift schedule and the duration of the temporary change to that shift schedule;

c) wherever possible, the Service will give the Association and the affected member one (1) weeks' notice of the proposed change if the proposed change will affect the member's scheduled days off; and

d) the proposed shift schedule is a shift listed in Paragraph 26 of this Appendix or is any shift which is developed by agreement between the parties.

29. Full-time Cadets shall be eligible for overtime payments in accordance with the terms of the Collective Agreement.

Legal Indemnification

30. Auxiliary Force Cadets shall be covered by the civil and criminal liability provisions of Article III of the Collective Agreement.

Probationary Period

31. Article XV(c)(i) is expanded to specify that the probationary period for an employee in the Cadet Component will be twenty-four (24) calendar months.

Wage Structure

32. A classification of "Cadet" shall be added to the Staff Component salary schedule in the Collective Agreement to provide for three (3) increments as follows:

Step 1 - $12.00/hour
Step 2 - $13.00/hour
Step 3 - $14.00/hour

Effective April 6, 2014, Step 1 of the Cadet's salary schedule shall be eliminated. Should any current Cadets be on Step 1 at that time, they shall be moved to Step 2.

Increments shall be granted on the basis of the employee accumulating the equivalent of one (1) year – two thousand and eighty (2,080) hours of satisfactory service. Time counted shall be actual time worked only.

The above rates are final in that the scheduled wage adjustment for December 24, 2008 does not apply hereto. They are also final in that the wage adjustment scheduled for Pay Period #1, 2010 does not apply hereto except in the event one (1) or more Cadets are hired and commence work prior to the start of Pay Period #1, 2010. In such event, the scheduled wage adjustment for Pay Period #1, 2010 of three point five percent (3.5%) will apply to the three (3) steps noted above.

Clothing Issue

33. The Auxiliary Cadet Uniform issue upon enlistment shall be as follows:

-	Hat –	one (1) baseball cap
-	Pants –	Full-time employee: two (2) pairs of cargo pants Part-time employee: one (1) pair of cargo pants
-	Shirts –	Full-time employee: four (4) golf shirts Part-time employee: two (2) golf shirts
-	Gloves –	one (1) pair slash gloves
-	Epaulets –	one (1) set
-	Belt –	one (1) web belt (inner and outer)
-	Footwear –	one (1) pair summer or winter as appropriate for the season

Items to be issued if required at the City's discretion:

-	Jacket –	one (1)
-	Parka -	one (1)
-	Toque –	one (1)
-	Gloves –	one (1) pair
-	Footwear –	one (1) pair summer or winter as appropriate for the season

Collective Agreement

34. Except where specifically addressed in this Appendix, Cadets shall be entitled to all privileges and benefits as set out in the Collective Agreement.

35. Article XV(f) of the Collective Agreement shall be revised to expand the definition of part-time employees hired as Cadets. The definition shall be revised as follows: "...means a civilian employee, assigned to the Communications Centre or a Cadet as contemplated in Appendix "D"..."

a) The intent is to provide part-time employees benefits which other members receive under the Agreement, but on a pro-rated basis.

b) Part-time employees shall be compensated in accordance with the following terms of Article XX – Part-Time Employees Communications Centre: Article XX(9) – statutory holidays, Article XX(10) – dental and vision care plans, Article XX(11) – vacation time, Article XX(12) – sick pay credits, Article XX(13) – maternity leave benefits, Article XX(15) – Employment Insurance and Canada Pension Plan contributions and benefits.

c) For part-time employees, overtime hours will be hours worked in excess of the normal working day/shift of a full-time employee as per Article 24 and 25 above.

d) For part-time employees, all overtime or other earned time must be taken in pay only.

Auxiliary Force Cadet Review Committee

36. In the event the parties wish to consider any additional duties for Cadets beyond the scope contemplated herein, such proposed additional duties shall be referred to a Committee to be established, entitled the Auxiliary Force Cadet Review Committee (the "Committee").

37. The Committee shall be comprised of four (4) members with equal representation between the parties (two [2] from the Association and two [2] from the City).

38. In the event a majority of the Committee recommends any additional duty or duties for Cadets, such recommendation shall be accepted by the parties and implemented immediately.

39. In the event there is no majority support for any proposed additional duty or duties, such proposal may be dealt with during collective bargaining at the expiry of the Collective Agreement at the request of either party.

Retired Members Conducting Background Investigations for Cadets

40. The City shall be entitled to hire retired members to conduct the background investigations of Cadet and Constable candidates. The work of the retired members shall be limited to background investigations and by any limitations prescribed under the Winnipeg Police Pension Plan.

This Agreement to allow retired members to perform background investigations is made on a without prejudice and precedent basis and the City agrees not to seek to expand the hiring of retired members without the express written agreement of the Association.

Retired members hired shall be members of the Association and the terms and conditions of employment shall be consistent with the previously agreed upon terms between the two parties.

Grievance

41. For the sake of clarity, nothing in this Appendix shall serve to limit or restrict the Association's right to file a grievance should it determine that any of the provisions of this Appendix or the Collective Agreement have been breached

Without Prejudice and Precedent

42. The City agrees that the terms and conditions in this Appendix have been agreed to on a without precedent and without prejudice basis. Other than to request a revision to the terms and conditions of the Appendix as it applies to Cadets, no reference to or use of the terms and conditions of this Appendix shall be made at any future interest arbitration between the parties. Both parties agree and acknowledge that the Cadet component is unique and the terms and conditions of employment which have been agreed to will have no relevance or application to other staff members or to police members.

LETTER OF UNDERSTANDING NO. 1

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: CLOTHING INDEX

The City of Winnipeg and the Winnipeg Police Association agree to the following:

The above referenced articles contain a provision for an adjustment based on the Consumer Price Index – Men's Wear Winnipeg. Statistics Canada no longer provides that statistic.

The City of Winnipeg and the Winnipeg Police Association agree for the purposes of the above referenced articles, the adjustment will be based on the Manitoba Men's Clothing Index.

Effective May 1, 2006, clothing matters are covered by the Supplementary Agreement re: Clothing Point System. The Supplementary Agreement subsequently renders null and void all collective agreement issues relating to clothing matters.

AGREED THIS DATE: June 21, 2017

For the Negotiating Committee of
the City of Winnipeg

For the Negotiating Committee of
the Winnipeg Police Association

LETTER OF UNDERSTANDING NO. 3
(Amended March 30, 2006)

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: WORKERS' COMPENSATION

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1. The Workers' Compensation Board (the 'WCB") will be responsible for determining the eligibility of members of the Winnipeg Police Service for benefits arising from work related injuries.

   In dealing with employees with a disability as defined by the Manitoba Human Rights Code, the City shall accommodate such employees to the full extent of its obligations pursuant to the Code and nothing in this Letter should serve to limit or restrict an employee's rights as set out in the Code.

2. Pending the initial determination by the WCB, the member will receive his "Net Take Home Pay" of his rank at the time of the occurrence of the injury in accordance with Article III-8.

   The WCB may take into account, in addition to basic salary, the following when it determines "average earnings" for a claimant:

   a) Income such as shift premiums, overtime or bonuses.

   b) Any remuneration that the employee received as a result of employment.

   c) What an employee may be expected to earn for a consecutive twelve (12) month period after the accident. In particular, if an employee's circumstance at the time of the accident is significantly different from past employment circumstances, such a loss of earning capacity will be taken into account.

   If the WCB requests information from the City with respect to any of those matters listed in subparagraphs 2(a) to (c), the City will cooperate fully in providing the information requested.

   The City may take any position it chooses with respect to entitlement to and/or the proper calculation of "average earnings" in any particular case. The City acknowledges that the WCB may take into account those items listed in Paragraph 2 herein, but the City is entitled to disagree with the WCB as to whether those items should be taken into account or to what extent they ought to be taken into account in any particular case. However, that disagreement cannot be manifested by refusing to provide the information requested.

3. If the WCB determines that an injury is work related, the member will be compensated in accordance with the terms of the Collective Agreement. If the employee is not able to

return to his pre-injury duties, he shall be eligible for an alternate position at the same net take home pay as the pre-injury position, and the following will apply:

a) The suitability of the position will be determined by the Occupational Health Branch (OHB) physician or at the City's election, by another medical practitioner approved by the City and the Association;

b) where such position is found to be suitable and the member refuses the alternate position offered him, he will only be entitled to the difference between his "Net Take Home Pay" in his rank at the time of the injury and the "Net Take Home Pay" of the alternate position;

c) in the event there is no difference between his salary, in the rank he occupied at the time of his injury, and the salary of the alternate position, the member shall cease to receive any benefits from the City;

d) a member who has been placed in an alternate position will have their actual hours of work adjusted depending on the nature of the position. Due to the rehabilitative nature of the positions, the OHB Physician may instruct that the member only work four (4) or six (6) hours a day but the member will receive benefits and pay based on the eight (8) hour day/forty (40) hour week (e.g. statutory holiday leave credits based on the eight [8] hour day). Annual leave, sick leave and statutory holiday leave will be deducted based on the eight (8) hour day.

i. If the OHB Physician or another medical practitioner appointed by agreement of the City and the Association determines a member should only work a portion of the eight (8) hour shift, Workers' Compensation is then responsible for the remaining hours (e.g. member scheduled to work four [4] hours of an eight [8] hour shift, Workers' Compensation is responsible for the remaining four [4] hours. Members scheduled to work six [6] hours of an eight [8] hour shift, Workers' Compensation is responsible for two [2] hours, etc.).

ii. If a member takes annual leave while in an alternate position, he will be deducted for the entire shift (eight [8] hours) and <u>not</u> the hours he was scheduled to work. (i.e. a member in an alternate position is scheduled to work four [4] hours of an eight [8] hour day, Monday to Friday, and takes three [3] weeks holidays. He would use one hundred and twenty [120] hours of annual leave instead of sixty [60] hours scheduled hours of work).

iii. If a member in an alternate position books off sick prior to the scheduled shift, he will be deducted sick leave for the entire shift (eight [8] hours) and <u>not</u> the hours he was scheduled to work.

iv. A member who completes a portion of their scheduled shift and then books off sick will be deducted according to the sick leave guidelines for all employees of the Winnipeg Police Service.

NOTE: A member who uses this privilege on an inordinate number of occasions will be required to submit medical information to demonstrate he or she is fit to remain in the alternate position.

v. If a member is scheduled to work four (4) hours of an eight (8) hour day and books off due to the original injury, it is compensation related and no sick leave deductions will be made (note: injured on duty reporting procedures will be followed.)

4. If the WCB rules than an injury is not work related, any benefits paid to the member will cease and the City shall be entitled to recover any monies paid to that member **and** pending resolution of an appeal filed:

a) The City shall attempt to find an alternate position for the employee.

b) If no position is available, the member can use available sick leave and holiday credits.

c) A member will be eligible for such a position only if he has a legitimate illness or injury; and

d) The suitability of the position will be determined by the OHB physician or at the City's election, by another medical practitioner approved by the City and the Association.

5. If the member's appeal to the WCB is unsuccessful and the member has not been placed in an alternate position, the City will use its best efforts to find an appropriate alternate position within the capabilities of that member.

6. Where a member is eligible for an alternate position in accordance with this Letter of Understanding, that member will only be entitled to the salary and benefits of the alternate position.

7. When the WCB determines that a member has recovered from a work related injury, the member will be taken off compensation. If the OHB physician or another medical practitioner appointed by agreement of the parties determines a member is not fit to perform regular Police duties, the following will apply:

a) if the reason for a member not being fit to perform regular Police duties is because of the work related injury, a member will be offered a suitable alternate position and is entitled to receive his net take home pay of his regular position. Should the member refuse the alternate position, he will not be entitled to any salary or benefits.

b) If the reason for the member not being fit to return to duty is not because of a work related injury, then the City will make reasonable efforts to find an alternate position and the member will be entitled to the salary of such position. If the member refuses the position, then he will be entitled to use available sick leave or holiday credits.

8. Where applicable, the City will use all reasonable efforts to retain the member within the Police Service.

9. When the City of Winnipeg and/or the Winnipeg Police Service send in claims/letters/ submissions to the WCB, copies will be forwarded immediately by the City and/or the Police Service to the Winnipeg Police Association.

10. It is understood that members will be required to attend all appointments promptly, follow WCB directions and file any claims/IOD's for benefits with the WCB promptly. The City must process any WCB claim promptly.

11. This Letter of Understanding will apply to all members of the Winnipeg Police Association.

The parties further agree that the benefits provided under the Collective Agreement shall not be less than those afforded by the Workers Compensation Act (Manitoba).

AGREED THIS DATE: June 21, 2017

For the Negotiating Committee of
the City of Winnipeg

For the Negotiating Committee of
the Winnipeg Police Association

LETTER OF UNDERSTANDING NO. 4

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: CONVERSION OF SHIFT PREMIUM TO EXTRA DUTY LEAVE, STAFF AND POLICE COMPONENTS

The City of Winnipeg and the Winnipeg Police Association agree that for the duration of the current Collective Agreement (December 24, 2016 to December 31, 2021) the following members of the Police Service will be permitted to convert shift premium payments to extra duty leave.

1. All members of the Police Service who are:

a) covered by the Staff Component of the Collective Agreement; and

b) who are permanently assigned to a position which follows a shift schedule for which a night shift premium is paid,

will be permitted to bank the value of the premium, as set out in Article XVI-4 as opposed to receiving payment.

2. All members of the Police Service who are:

a) covered by the Police Component of the Collective Agreement; and

b) who are permanently assigned to a position working inside; and

c) who follow a shift schedule for which a night shift premium is paid,

will be permitted to bank the value of the payment as set out in Article XI-5, as opposed to receiving payment.

For purposes of administration of Clause 2(b) the following may be considered as positions working inside:

- all Staff Sergeant positions;
- all Station Duty positions;
- all Sergeant I positions in Community Relations, Personnel Division, Training Division, Communications Unit, Audit, Research and Planning Unit;
- all Sergeant II positions in Services, Communications, Training Division, Research and Planning, PARCS Security;

- all Constable positions in Alarm Coordination Unit, Services, PARCS Security, Training Division, Research and Planning Unit.

3. Employees opting to bank the value of the shift premium must notify the Superintendent of Administration in writing.

4. Accumulated time off will be taken at a time mutually agreeable to the employee and the Police Service, but not inconvenient to the Police Service.

AGREED THIS DATE: June 21, 2017

For the Negotiating Committee of
the City of Winnipeg

For the Negotiating Committee of
the Winnipeg Police Association

LETTER OF UNDERSTANDING NO. 5

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: REVISIONS TO PROMOTION PLAN

The City of Winnipeg and the Winnipeg Police Association jointly agree that the recommendation(s) of the Sub Committee on the Promotion Plan (Police and Staff) shall be referred to the Executive of the Police Service and the Association for review, discussion and, if necessary, recommendation for change. The final recommendation(s) shall then be implemented and incorporated into the Promotion Plan Booklet(s) subject to mutual agreement between the parties. In the event that mutual agreement on revision(s) to the Promotion Plan cannot be achieved, the terms of the existing Promotion Plan (Police and Staff) shall remain in effect for the duration of this Collective Agreement.

AGREED THIS DATE: June 21, 2017

For the Negotiating Committee of
the City of Winnipeg

For the Negotiating Committee of
the Winnipeg Police Association

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

RE: JOB SHARING – STAFF COMPONENT

The City of Winnipeg and the Winnipeg Police Association encourage employees to retain their employment with the City of Winnipeg, particularly during child bearing/child rearing years. One way of doing this is through a formal job sharing agreement.

Job sharing restructures full-time work to meet the particular needs of employees who might otherwise be forced to resign from their jobs.

1. **Ending this Agreement**

   This Job Sharing Program may be ended at any time by either the Police Service or the Association, after thirty (30) working days' written notice.

2. **Application for Job Sharing**

   a) Any two (2) employees may submit a request to share a job to the Chief of Police;

   b) Both the applicants must be employed in positions of the same classification at the time the request is submitted;

   c) One (1) of the applicants must currently hold the job to be shared; and

   d) Positions which become vacant due to a job sharing arrangement will be filled, on a temporary basis, through the normal promotion/recruitment/ acting process.

   e) The Police Service will reasonably exercise discretion in approving a job sharing arrangement

3. **Eligibility for Job Sharing**

   a) Applicants must be:

      i. full-time employees with at least two (2) years' continuous full-time employment in their current position; or

      ii. part-time employees in the Communications Centre with the equivalent of two (2) years' full-time employment in their current position; and

   b) Applicants must have satisfactory performance in their current position.

4. Division of Duties

Employees sharing a job must work:

a) full days/shifts only, and

b) at least two (2) days/shifts per week excluding a week or shift where the Employee is on extended weekly leave. **[2016]**

5. Retention of Permanent Status

An employee with permanent status will retain that status while sharing a job.

6. Seniority

While sharing a job, employees will acquire seniority based on the actual time they work.

7. Increments

Employees sharing a job will be granted a salary increment on accumulating the equivalent of one (1) year of satisfactory full-time service.

8. Ineligibility for Acting Positions

Participants in the Job Sharing Program are not eligible for acting positions while they are sharing a job.

9. Holiday and Clothing Benefits

Benefits provided under the Collective Agreement for statutory holidays, annual leave, sick leave, and clothing issue will be prorated according to actual hours worked.

10. Weekly Leave

For employees sharing a job:

a) Weekly leave is considered to be the days or shifts when neither employee is scheduled to work; and

b) Off-duty time is considered to be the time when neither employee is scheduled to be on duty.

c) Once per year job sharers may trade a shift for a shift to allow for an extended weekly leave period. **[2016]**

11. Statutory Holidays

a) A job share employee who works on a statutory holiday, as defined in Article XVII-1(a) of the Collective Agreement, will not receive compensatory time off in lieu of a premium payment for working on a statutory holiday. However, such an employee shall receive the appropriate and equivalent compensation in pay,

commensurate with the position worked, as described in Article XVII-1 of the Collective Agreement.

b) For the purposes of clarity, all job share positions involving a modified Four/Ten (4/10) work schedule in the Communications Centre, Records and Reports Management Division or any other staff position with shortfall hours as described herein, or referred to in Appendix B-7(a), 8(a) or variation thereof, shall be considered to be sharing a forty (40) hour worker position.

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

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

e) All appropriate overtime rates on statutory holidays will be compensated as set out in the applicable provisions of the Collective Agreement.

12. Overtime

For employees sharing a job:

a) Overtime is considered as time worked in excess of the normal working day/shift; and

b) Compensating time off in lieu of overtime pay will not be provided.

13. Accumulated Annual Leave

a) Employees sharing a job will have their accumulated annual leave credits frozen at the date the job sharing begins;

b) No further annual leave credits will accumulate while they are sharing a job;

c) While they are sharing a job, employees will be paid, every two (2) weeks, the equivalent value of annual leave earned, and

d) On returning to full-time employment after leaving a job sharing arrangement, employees will resume accumulating annual leave credits.

14. Dental Care

Members sharing a job will receive fifty percent (50%) of the maximum benefit levels payable to full-time employees under the terms of the City of Winnipeg Dental Plan.

15. Vision Care

Members sharing a job will receive fifty percent (50%) of the maximum benefit levels payable to full-time employees under the terms of the City of Winnipeg Vision Care Plan.

16. Maternity Leave

Employees sharing a job will receive maternity leave benefits Article XVII-10(1) and XVII-10(2), subject to the following conditions:

a) The qualifying period of employment for maternity leave benefits, specified in Article XVII-10(1)(a) and (2)(a); shall be continuous full-time employment or the equivalent in cumulative part-time service;

b) The term "weeks", as used in Article XVII-10(1)(a), (b), (c), (e) and in Article XVII-10(2)(a)(ii), (c)(i/ii), (d)(i/ii) and (f), refers to calendar weeks; and

c) The return to work agreement specified in Article XVII-10(2)(b) will require an individual participating in the Job Sharing Program following Plan "B" maternity leave to return to work for a period of time equivalent to six (6) months of cumulative full-time service.

17. Employment Insurance and Canada Pension Plan Contributions

Employment Insurance and Canada Pension Plan contributions and benefits will follow Federal Government schedules and guidelines.

18. Withdrawal From a Job Sharing Position, Initiated By an Employee

a) An employee who is sharing a job may apply for promotion in the normal manner.

b) An employee may also voluntarily dissolve the job share arrangement. The job sharer will return to the position held before the job share, or if a position is no longer available, will be returned to a comparable position, at not less than the same wages, for which he or she qualifies if such a position is available. If a comparable position at not less than the same wages is not available, the job sharer will be placed in a position for which he or she qualifies that is closely matched in duties and wages. In such an event the job sharer shall be given the first available vacancy for a comparable position, at not less than the same wages, for which he or she qualifies.

c) Only employees who were full-time employees before sharing a job may apply for full-time positions and only employees who were part-time employees before sharing a job may apply for part-time positions.

d) The employee must give at least one (1) months' notice of intention to withdraw from the job sharing position.

e) The remaining employee may submit a request to the Chief of Police to share the job with another colleague.

f) If the job is not shared with another colleague within seven (7) days of the position becoming partially vacant, the remaining employee must return to full-time employment in that position, and

g) This procedure shall also apply to extended periods of leave, such as maternity or lengthy illness or injury.

19. <u>Ending a Job Sharing Arrangement, Initiated By The Police Service</u>

a) In a job sharing arrangement of one (1) year or less:

i. The Police Service must give the job sharers at least one (1) month's written notice of intention to end the arrangement, and

ii. The job sharers will return to the positions held before the job share, or if a position is no longer available, will be returned to a comparable position, at not less than the same wages, for which he or she qualifies if such a position is available. If a comparable position at not less than the same wages is not available, the job sharer will be placed in a position for which he or she qualifies that is closely matched in duties and wages. In such an event the job sharer shall be given the first available vacancy for a comparable position, at not less than the same wages, for which he or she qualifies.

b) In a job sharing arrangement which has continued for longer than one (1) year:

i. The Service must give the job sharers at least ninety (90) days' notice of intention to end the arrangement, and

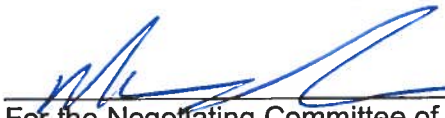
ii. The job sharers will return to the positions held before the job share, or if a position is no longer available, will be returned to a comparable position, at not less than the same wages, for which he or she qualifies if such a position is available. If a comparable position at not less than the same wages is not available, the job sharer will be placed in a position for which he or she qualifies that is closely matched in duties and wages. In such an event the job sharer shall be given the first available vacancy for a comparable position, at not less than the same wages, for which he or she qualifies.

c) The Police Service will reasonably exercise discretion in ending a job sharing arrangement.

AGREED THIS DATE: June 21, 2017



For the Negotiating Committee of
the City of Winnipeg



For the Negotiating Committee of
the Winnipeg Police Association

LETTER OF UNDERSTANDING NO. 8
(Amended May 27, 2009)
BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: JOB SHARING - POLICE COMPONENT

The City of Winnipeg and the Winnipeg Police Association encourage employees to retain their employment with the City of Winnipeg, particularly during child bearing/child rearing years. One way of doing this is through a formal job sharing agreement.

Job sharing restructures full-time work to meet the particular needs of employees who might otherwise be forced to resign from their jobs.

1. Ending this Agreement

This Job Sharing Program may be ended at any time by either the Police Service or the Association, after thirty (30) working days' written notice.

2. Application for Job Sharing

a) Any two (2) members may submit a request to share a job to the Chief of Police;

b) Both the applicants must be employed in positions of the same rank at the time the request is submitted (the rank of Constable will be considered a single rank level);

c) One (1) of the applicants must currently hold the job to be shared, and

d) Positions which become vacant due to a job sharing arrangement will be filled, temporally, through the normal promotion/recruitment/acting process.

e) The Police Service will reasonably exercise discretion in approving a job sharing arrangement.

3. Eligibility for Job Sharing

Applicants must have:

a) at least four (4) years' Police experience; and

b) satisfactory performance in their current position.

4. Division of Duties

Members sharing a job must work:

a) full days/shifts only, and

b) at least two (2) days/shifts per week excluding a week or shift where the member is on extended weekly leave. **[2016]**

5. Retention of Permanent Status

A member with permanent status will retain that status while sharing a job.

6. Seniority

While sharing a job, members will acquire seniority based on the actual time they work.

7. Increments

Members sharing a job will be granted a salary increment on accumulating the equivalent of one (1) year of satisfactory full-time service.

8. Ineligibility for Acting Positions

Participants in the Job Sharing Program are not eligible for acting positions while they are sharing a job.

9. Holiday and Clothing Benefits

Benefits provided under the Collective Agreement for statutory holidays, annual leave, sick leave, and clothing issue will be prorated according to actual hours worked.

10. Weekly Leave

For members sharing a job:

a) Weekly leave is considered to be the days or shifts when neither member is scheduled to work, and

b) Off-duty time is considered to be the time when neither member is scheduled to be on duty

c) Once per year job sharers may trade a shift for a shift to allow for an extended weekly leave period. **[2016]**

11. Statutory Holidays

A member sharing a job, which would normally qualify for a statutory holiday compensation credit as described in Article XII 1(b) of the Collective Agreement, will receive, on an annual basis, one-half (.5) the amount normally provided to qualifying full-time members. Members will receive six and one-quarter (6.25) hours' pay compensation following each statutory holiday as it occurs while they are job sharing. It will be the members' responsibility to arrange the equitable split of the statutory holidays worked during the year. They will not receive compensatory time off in lieu of a premium payment for working on a statutory holiday. All overtime worked on a statutory holiday

shall be subject to compensation as per all applicable provisions of the Collective Agreement.

A member sharing a job which would not normally qualify for a statutory holiday compensation credit and works on a statutory holiday as defined in Article XII-1(a):

a) Will receive the applicable compensation, commensurate to the position worked as described in Article XII-1.

b) Will not receive compensatory time off in lieu of a premium payment for working on a statutory holiday

12. Overtime

For members sharing a job:

a) Overtime is considered as time worked in excess of the normal working day/shift, and

b) Compensating time off in lieu of overtime pay will not be provided.

13. Court Attendance

A member who is required to appear in court will be compensated at premium rates if the appearance is outside the regular days/hours of the job sharing position.

14. Accumulated Annual Leave

a) Members sharing a job will have their accumulated annual leave credits frozen at the date the job sharing begins;

b) No further annual leave credits will accumulate while they are sharing a job;

c) While they are sharing a job, members will be paid, every two (2) weeks, the equivalent value of annual leave earned; and

d) On returning to full-time employment after leaving a job sharing arrangement, members will resume accumulating annual leave credits.

15. Dental Care

Members sharing a job will receive fifty percent (50%) of the maximum benefit levels payable to full-time employees under the terms of the City of Winnipeg Dental Plan.

16. Vision Care

Members sharing a job will receive fifty percent (50%) of the maximum benefit levels payable to full-time employees under the terms of the City of Winnipeg Vision Care Plan.

17. Maternity Leave

Members sharing a job will receive maternity leave benefits under Article XII-8 (2) and XII-8(3), subject to the following conditions:

a) The qualifying period of employment for maternity leave benefits, specified in Articles XII-8(2)(a) and XII-8(3)(a), will be continuous full-time employment or the equivalent in cumulative part-time service;

b) The term "weeks", as used in Article XII-8(2)(a) and (e) and in Article XII-8(3), (3)(b), (3)(f)(i/ii), (3)(i)(a), (b) and (e), refers to calendar weeks; and

c) The Return to Work Agreement specified in Article XII-8(3)(e) will require an individual returning to the job sharing position work after Plan "B" maternity leave to work for a period of time equivalent to six (6) months of cumulative full-time service.

18. Employment Insurance and Canada Pension Plan Contributions

Employment Insurance and Canada Pension Plan contributions and benefits will follow Federal Government schedules and guidelines.

19. Withdrawal From a Job Sharing Position, Initiated By a Member

a) A member who is sharing a job may apply for promotion or transfer in the normal manner;

b) This member must give at least one (1) months' notice of intention to withdraw from the job sharing position;

c) The remaining member may submit a request to the Chief of Police to share the job with another colleague;

d) If the job is not shared with another colleague within seven (7) days of the position becoming partially vacant, the remaining member must return to full-time employment in that position, and

e) This procedure shall also apply to extended periods of leave, such as maternity or lengthy illness or injury.

20. Ending a Job Sharing Arrangement, Initiated By The Police Service

a) In a job sharing arrangement of one (1) year or less:

i. The Police Service must give the job sharers at least one (1) month's written notice of intention to end the arrangement; and

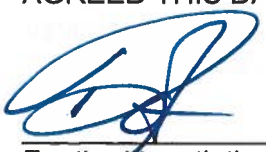
ii. The job sharers will return to the positions held before the job share, or if a position is no longer available, will exercise their rights as if they had remained in the job.

b) In a job sharing arrangement which has continued for longer than one (1) year:

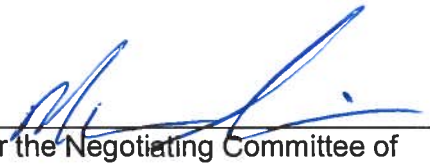
i. The Service must give the job sharers at least ninety (90) days' notice of intention to end the arrangement, and

ii. The job sharers will return to a position at the same rank.

AGREED THIS DATE: June 21, 2017



For the Negotiating Committee of
the City of Winnipeg



For the Negotiating Committee of
the Winnipeg Police Association

LETTER OF UNDERSTANDING NO. 10

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: GROUP LIFE INSURANCE

The City of Winnipeg and the Winnipeg Police Association agree that the City will, if required and at no cost to the City, consent to a joint application to the Employee Benefits Board to pursue improvements to the members' current Group Life Insurance Plan.

AGREED THIS DATE: June 21, 2017

For the Negotiating Committee of
the City of Winnipeg

For the Negotiating Committee of
the Winnipeg Police Association

LETTER OF UNDERSTANDING NO. 11

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: CIVILIANIZATION

The City of Winnipeg and the Winnipeg Police Association agree to form a Joint Committee to review options for Civilianization in accordance with Article IX of the Collective Agreement.

Central Processing Unit and Central Reading Unit

The parties agree to the civilianization of the Central Processing Unit (CPU) and the Central Reading Unit (CRU) upon the ratification of the Collective Agreement by City Council and subject to the following:

1. Dialogue shall commence forthwith between the parties for the conversion of Police Officer positions to the Data Voice Entry (DVE) classification in the CRU and a new "Jail Guard" classification in CPU;

2. Staff members in both areas will be under the general supervision of a Police Officer(s);

3. The parties agree that the above is subject to the common understanding that the reading of reports, remains work that requires a Police Officer and that those functions will be performed by Sergeants working in various Districts. The parties agree that the functions that are being converted to the DVD classification are limited to statistical compilations and categorization for both the Winnipeg Police Service and Statistics Canada;

4. Any conversion of positions will be done by attrition and will not result in any direct loss of positions or layoffs; and

5. Either party may refer a dispute concerning Article IX-3(b) to arbitration in accordance with Article VI of the Collective Agreement. **[2016]**

AGREED THIS DATE: June 21, 2017

For the Negotiating Committee of
the City of Winnipeg

For the Negotiating Committee of
the Winnipeg Police Association

LETTER OF UNDERSTANDING NO. 01-15

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: CLASSIFICATION REVIEW

The City of Winnipeg and the Winnipeg Police Association agree to create a Joint Committee with equal representation to review the classification system within the Staff Sector of the Winnipeg Police Service.

The Committee shall review the current classification system during the term of this Agreement and advise the City on design of the new classification system.

Where there is agreement as to the proper assignment within the new classification and the proper rate of pay to be applied, the change in job classification shall be implemented during the term of this Agreement.

Where there is a dispute with respect to the assignment of an existing classification or the proper rate of pay to be applied, either party may raise the matter for discussion during negotiations following the expiry of this Agreement.

Until such time that the parties resolve the dispute, status quo shall be maintained for the job classification in question.

AGREED THIS DATE: June 21, 2017

For the Negotiating Committee of
the City of Winnipeg

For the Negotiating Committee of
the Winnipeg Police Association

LETTER OF UNDERSTANDING NO. 01-16
(Amended March 30, 2006)

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: RESPECTFUL WORKPLACE

INTRODUCTION

In keeping with the principles of Respectful Workplace as outlined in Article I-5, 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 V or to file a Manitoba Human Rights Commission complaint.

1. PROCESS

If Article I-5 - 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-5.

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 V - 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-5 may be subject to disciplinary action.

4. REVIEW

The City and the Winnipeg Police Association agree to meet no less than twice per year to review the viability of Article I-5 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: June 21, 2017



For the Negotiating Committee of
the City of Winnipeg



For the Negotiating Committee of
the Winnipeg Police Association

LETTER OF UNDERSTANDING NO. 06-17

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: RIVER PATROL UNIT

The parties agree to amend the Collective Agreement to reflect that the River Patrol Unit has been established and agree to the delete of this Letter of Understanding. It is agreed that only to move the relevant sections of the Collective Agreement and not alter or diminish them in any way. It is further agreed that the River Patrol Unit members shall be assigned to the shift designated "Charlie" effective the date of ratification of this Agreement.

AGREED THIS DATE: June 21, 2017

For the Negotiating Committee of
the City of Winnipeg

For the Negotiating Committee of
the Winnipeg Police Association

LETTER OF UNDERSTANDING NO. 06-18

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: PROMOTION PLANS

Establishment of "Promotion Plan Review Committees"

The parties agree to create committees entitled the "Police Promotion Plan Review Committee" and "Staff Promotion Plan Review Committee" for both the Police and Staff promotion plans. The Committees shall be made up of five (5) members each to be nominated by the Winnipeg Police Association and Winnipeg Police Service respectively. The Committees will be mandated with reviewing and recommending changes to the promotion plans. Each party shall determine on its own if the Committee's recommendations require the ratification of its own principals.

The Winnipeg Police Association accepts the adoption of the promotion plan "Competencies" that have been provided which will replace the current promotion plan's "Dimensions".

AGREED THIS DATE: June 21, 2017

For the Negotiating Committee of
the City of Winnipeg

For the Negotiating Committee of
the Winnipeg Police Association

LETTER OF UNDERSTANDING NO. 06-19

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: JOINT CONSULTATION

The Chief of Police and his Executive and the Executive of the Winnipeg Police Association will engage in a process of joint consultation for the purpose of problem solving on matters affected by Service policies and procedures and to facilitate communication between the parties.

a) Membership on the Joint Consultation Committee will include the Chief of Police and Deputy Chiefs of Police, the Divisional Commander of the Human Resources Division, the President, Vice President, Secretary and Treasurer (The Executive) of the Association.

b) Meetings will be scheduled regularly. A schedule of meetings to be agreed upon in January of each year.

c) The Association President and the Chief will exchange proposals for agenda topics one (1) week prior to the monthly meeting for the purpose of allowing for effective problem solving, but items may be added to the agenda at the beginning of each meeting by mutual consent.

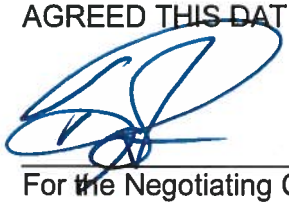
d) The Chairpersonship will rotate between the Chief and the Association President, with the Chairpersonship to alternate at each consecutive meeting.

e) Location of the meetings will alternate between the Board Room, 5th floor, Public Safety Building and the Board Room, Winnipeg Police Association, 70-81 Garry St.

Minutes will be taken as delegated by the Chairperson in a form to be agreed to by both parties.

This Letter of Understanding shall expire at the end of the term of this Collective Agreement unless otherwise renewed by the parties.

AGREED THIS DATE: June 21, 2017



For the Negotiating Committee of
the City of Winnipeg



For the Negotiating Committee of
the Winnipeg Police Association

LETTER OF UNDERSTANDING NO. 09-20

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

RE: HIRING RETIRED MEMBERS IN THE COMMUNICATIONS CENTRE

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1. The Winnipeg Police Service (WPS) will hire Retired Communications Centre members (the "Retired Members") for re-employment in the WPS Communications Centre as part-time employees (as defined in the Collective Agreement in the Call Taker classification) but the WPS agrees not to employ more than eight (8) such retired members at any given time during the term of this Agreement.

2. The Retired Members shall become members of the WPA and form part of the existing authorized complement of part-time Call Takers in the Communications Centre.

3. Notwithstanding Article XX of the Collective Agreement, the Retired Members shall earn the top increment within the Call Taker classification at the commencement of their re-employment and unless expressly set out herein and expressly agreed to otherwise, the terms and conditions of Article XX and the Collective Agreement shall apply to the Retired Members.

4. Retired Members shall occupy the Call Taker classification and shall only perform the functions of a Police Communications Operator (PCO) for the purposes of relieving others for lunch and other short breaks.

5. Retired Members shall not work any amount of hours which might affect that Retired Member's ability to receive the full amount of pension benefits he/she would otherwise be entitled to, but for his/her re-employment in the Communications Centre (i.e. no more than twenty-seven [27] hours pursuant to the current pension scheme);

6. Both parties agree that the health of the employee's pension plan is important and that if, in the reasonable view of either party, the hiring of Retired Members as contemplated herein, results in a deleterious effect on the pension plan, this Agreement shall terminate with immediate effect.

7. Any lay-off or other reduction in the number of employees in the Communications Centre shall be made in reverse seniority, first from all existing Retired Members, then from all existing part-time employees and then from all full-time members. Seniority shall be defined as set out in the Collective Agreement and the Retired Members shall not be given any credit for service with the WPS prior to their retirement. To be clear, a Retired Member's service and seniority shall be calculated from the time they were rehired into the Communications Centre as contemplated herein.

8. Upon the termination of this Agreement, those members hired pursuant to this Agreement shall continue in the employ of the WPS in the Communications Centre until they resign, terminate their employment or are dismissed. However, nothing in this

Clause affects the WPS's ability to manage its workforce in compliance with the Collective Agreement between the parties.

AGREED THIS DATE: June 21, 2017



For the Negotiating Committee of
the City of Winnipeg



For the Negotiating Committee of
the Winnipeg Police Association

SUPPLEMENTARY AGREEMENT

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

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

The point system is effective as of May 1, 2006 and renders null and void all Collective Agreement issues relating to clothing matters. Any reference to clothing matters in the Collective Agreement references this Agreement. The Supplementary Agreement will be effective May 1st 2006.

This Supplementary Agreement is to be reviewed and amended as required annually.

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ARTICLE 4 Staff Sector – Identification Technician
ARTICLE 5 Staff Sector – Mechanics
ARTICLE 6 Staff Sector – River Patrol
ARTICLE 7 Staff Sector - Storekeeper

I. ARTICLE 1 – Point System

1. One (1) point is equal to one dollar ($1.00).

2. Members will be allotted points each May 1st.

3. Changes or additions to the clothing offered through the Point System must be forwarded by the Clothing and Equipment Committee and approved by the Executive of the Winnipeg Police Service (WPS).

4. Changes or additions to available clothing will not affect the annual point allotment in the year of issue.

5. Any items acquired through the point system must be in the size of the member and for intended use by that member while on duty. Points are non-transferable.

6. A member absent from uniform for an extended period of time (two [2] years or longer) may be issued a no charge slip for replacement clothing and equipment as required.

7. Non-negligent loss or damage to issue clothing during the course of duty will be replaced with a no-charge slip.

8. Any member whose clothing does not meet standard may be ordered to purchase new clothing. If the member has spent his points he must purchase that item at his own cost.

9. The WPS reserves the right to limit quantities of items requested by members that are deemed excessive for normal use and wear.

10. Members may bank up to two hundred (200) points annually (May to May) to be redeemed for cash, yearly, at a value of fifty cents (50¢) cents per point. All points must be used or cashed out in April of each year. Members will not be allowed to carry over points from one year to another.

11. Point costs assigned to clothing items will be converted, based on Police Service's current average cost, including all applicable taxes and surcharges, rounded off to the nearest dollar value fifty cent (50¢) down, fifty-one cents (51¢) up. (i.e.: shirt average cost twenty-one dollars and three cents [$21.03] would convert to twenty-one [21] points while a Dickey costing ten dollars and ninety-two cents [$10.92] will convert to eleven [11] points)

12. Members transferred to Plain Clothes will have their points frozen and pro-rated. Members transferring from Plain Clothes to Uniform will reacquire points at a pro-rated basis plus or minus their frozen point. Example: a uniformed member is transferred to plain clothes effective July 1st. Prior to transfer he spent three hundred (300) points but had actually only earned two hundred and fifty (250) points – therefore at transfer his balance minus fifty (-50) points. If he returns to Uniform on July 1st of the following year, he is eligible for two hundred and fifty (250) points for the remainder of the year minus his frozen balance minus fifty (-50) for a net total of two hundred (200) points. Members transferred by the fifteenth (15th) day of the month will receive credit for that month's point entitlement.

13. Members will be notified of the point cost per item and the overall entitlement through publishing a Routine Order annually.

II. ARTICLE 2 – Police Clothing and Point Entitlements

POLICE SECTOR:

a) Clothing:

The following clothing will be issued to Uniform personnel as specified:

Upon enlistment:

- **Shirts** - ten (10) "perm press" shirts, comprised of five (5) long sleeve and five (5) short sleeve
- **Dickey** - one (1)
- **Pants** - two (2) of cargo and one (1) pair of dress

- **Belt** – one (1) leather waist belt
- **Parka** – one (1) nylon winter parka
- **Patrol Jacket** – one (1) spring/fall jacket
- **Raincoat** – one (1) reversible raincoat
- **Boot/Oxfords** – one (1) pair of oxfords and one (1) pair of mid-cut police boots and one (1) pair of winter boots.
- **Slash Resistant Gloves** – one (1) pair
- **Lined Mitts/Leather Gloves** – one (1) pair of each
- **Ties** – three (3) ties, of a clip on type
- **Caps** – one (1) summer forage cap and water proof cap cover; and one (1) winter mouton cap
- **Scarf** – one (1) neck scarf

Note: In 1999 the Tunic issue was removed and replaced with slash resistant gloves – one (1) pair of gloves and replaced thereafter as required.

b) All other issue clothing shall be replaced as required. As required refers to issue clothing or equipment that through reasonable wear and tear or damage incurred during the performance of duty, becomes unserviceable or unfit for wear. Such items shall, upon presentation of the unserviceable or unfit article to Stores inspection, be replaced upon the recommendation of the Division Commander.

c) An entrant to the Police Service after September 1st of any given calendar year will be supplied with his complete uniform issue but will not receive the annual issue or point entitlement for the following year.

d) The Clothing and Equipment Committee will be responsible for reviewing and maintaining quality standards for clothing and equipment.

The Association will nominate two (2) of its members to the Clothing and Equipment Committee and will provide the names of such members to the Committee's Chairperson.

e) No tenders for, or purchases of, clothing and equipment by the City will be made without such prior discussion as set forth in Subsection (d) above.

f) The Division Commander shall have the jurisdiction and authority to decide whether or not any article of clothing should be replaced. In the event of a dispute, the matter the matter will be referred to the Winnipeg Police Service Executive whose decision is final and binding.

g) The City shall provide dry cleaning vouchers for the purpose of cleaning clothing used in the performance of duties only. The vouchers are to be issued by November 1st of each year, to be valid for use from December 1st to November 30th of the following year, as follows:

1. Uniform Officers: Eleven (11) regular clothing vouchers and one (1) parka/patrol jacket voucher *,

2. Plain Clothes Officers: Twelve (12) regular clothing vouchers

*Officers may exchange regular clothing vouchers (one [1] to one [1] ratio) for additional parka/patrol jacket vouchers as required.

h) Police Officers assigned to duties in Plain Clothes in all Divisions will receive an annual clothing allowance of one thousand one hundred and fifty-seven dollars and three cents ($1,157.03) effective January 1, 2012.

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.

i) Police Officers serving in plain clothes on a temporary assignment will receive ninety-six dollars and forty-two cents ($96.42) per month or four dollars and fifty-nine cents ($4.59) per day, effective January 1, 2012, as a clothing allowance after the first thirty (30) days of service so assigned.

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.

j) Further to Section (a), Officers assigned to Special Operations Units shall be outfitted with additional appropriate clothing items as deemed necessary by the Service.

III. ARTICLE 3 – Staff Sector - Caretakers

Upon enlistment:

- **Shirts -** five (5) cotton twill shirts
- **Pants** - three (3) pairs of pants
- **Belt** – one (1) leather waist belt
- **Jacket** – one (1) approved multi-seasonal jacket with zip-in thermo liner*
- **Boot/Oxfords** – one (1) pair of oxfords/work boots

- **Leather lined roper gloves** – one (1) pair *

* issued only if required

As required:

- **Coveralls -** In addition to the above, Garage Caretaker will be issued two (2) pairs of coveralls

- **Caretakers (female):** may be issued four (4) uniform pant suits in lieu of pants and shirts listed above.

IV. ARTICLE 4 – Staff Sector – Identification Technician

Upon Enlistment:

- **Shirts -** six (6) "perma press" shirts, comprised of either long or short sleeve (with Police Shoulder Flashes)

- **Epaulets –** one (1) set with the word "IDENT" on each shoulder

- **Pants** - two (2) pairs of uniform pants (no stripes)

- **Dickey** - one (1)

- **Boot/Oxfords** – two (2) pairs

- **Ties** – three (3) clip on type

- **Belt** – one (1) leather waist

- **Jacket** – one (1) approved multi-seasonal jacket with zip-in thermo liner, (No shoulder Flashes) *

- **Lined Leather Gloves** – one (1) pair *

* issued only if required

Dry Cleaning Vouchers - nine (9) dry cleaning vouchers to be issued by November 1st of each year and valid from December 1st to November 30th of the following year

V. ARTICLE 5 – Staff Sector - Mechanics

Upon Enlistment:

- **Shirts** - six (6) shirts, comprised of either long or short sleeve, (No Police Shoulder Flashes)

- **Pants** - two (2) pairs of uniform pants (no stripes)

- **Boots** – CSA Safety approved: one (1) summer and one (1) winter

- **Belt** – one (1) leather waist
- **Scarf** – one (1) neck scarf
- **Parka** – one (1) winter parka (No Police Shoulder Flashes)
- **Winter hat** – one (1) mouton hat (No Police Crest)
- **Lined Leather Gloves** – one (1) pair
- **Lined Work Gloves** – one (1) pair,

Vehicle Services Clerk:

- **Oxfords** – one (1) pair of CSA Safety oxfords issued annually.

VI. ARTICLE 6 – Staff Sector – River Patrol

Upon Enlistment:

Permanent full-time members of the River Patrol Unit shall receive:

- **Shirts** – six (6) shirts, comprised of a combination of either long or short sleeve uniform shirts.
- **Pants** - two (2) pairs of approved pants
- **Golf Shirt** – two (2) approved shirts
- **Shorts** – one (1) pair of approved shorts
- **Boot/Oxfords** – one (1) summer and one (1) winter approved footwear
- **Belt** – one (1) leather waist and thereafter as required
- **Scarf** – one (1) neck scarf
- **Winter hat** – one (1) Watch Cap style hat,
- **Balaclava** – one (1) approved balaclava,
- **Lined Leather Gloves** – one (1) pair
- **Parka** – one (1) winter parka
- **Jacket** *– one (1) multi-seasonal jacket with zip-in thermo liner
- **Dry Cleaning Vouchers** – twelve (12) dry cleaning vouchers to be issued by November 1st of each year and valid from December 1st to November 30th of the following year.

Seasonal Members of the River Patrol Unit shall receive:

- **Shirts -** six (6) Golf Shirts
- **Pants** - one (1) pair of uniform pants (no stripes)
- **Shorts** – one (1) pair of approved Bermuda style shorts
- **Summer hat** – one (1) approved baseball cap
- **Boot/Oxfords** – one (1) pair of approved footwear
- **Dry Cleaning Vouchers** – four (4) dry cleaning vouchers.

VII. ARTICLE 7 – Staff Sector - Storekeeper

Upon enlistment:

- **Shirts -** six (6) "perma press" shirts, comprised of long or short sleeve (No Police Shoulder Flashes) or Golf Shirts with Police Crest.
- **Pants** - two (2) pairs of uniform pants (no stripes)
- **Boots/Oxfords** – two (2) pairs
- **Belt** – one (1) leather waist
- **Scarf** – one (1) neck scarf *
- **Lined Leather Gloves** – one (1) pair *
- **Jacket** – one (1) approved multi-seasonal jacket with zip-in thermo liner.*
- **Slash Resistant Gloves** – Storekeepers assigned to Evidence Control shall be issued one (1) pair of slash resistant gloves *

* Issued only if required

Dry Cleaning Voucher – one (1) dry cleaning voucher (for jacket) to be issued by November 1st of each year and valid from December 1st to November 30th of the following year. Drug Processors shall receive Head Storekeeper issue. Smocks will be provided as required.

Example of RO to be published annually for all categories - will not formulate a part of the collective agreement draft or final offer. For illustrative purposes only

ROUTINE ORDER

DIRECTIVE NUMBER _____
DATE _____

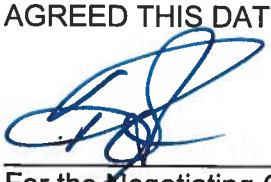
The following outlines the Police member points for issued clothing for 2005.

ITEM	QUANTITY	POINTS	EXTENDED
SHIRTS	6	21	126.00
CARGO PANTS	2	47	94.00
DRESS PANTS	2	72	144.00
TIES	2	2	4.00
DICKIE	2	11	22.00
GLOVES OR MITTS	1	21	21.00
DUTY BOOTS	1	100	100.00
WINTER BOOTS	1	75	75.00
TOTAL (With Cargo Pants			482.00

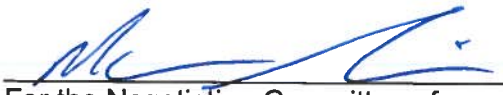
The following are additional items not currently part of regular issue or annual entitlement however may be acquired through points:

- Sweater – Thirty-six (36) Points
- Scarf - Ten (10) Points
- Wind pants – Sixty-eight (68) Points

AGREED THIS DATE: June 21, 2017



For the Negotiating Committee of
the City of Winnipeg



For the Negotiating Committee of
the Winnipeg Police Association

SUPPLEMENTARY AGREEMENT

BETWEEN
THE CITY OF WINNIPEG
AND
THE WINNIPEG POLICE ASSOCIATION

WINNIPEG POLICE SERVICE – POLICE PROMOTION PLAN

This Supplementary Agreement pursuant to the provisions of Article II-3 - Additional Conditions of Employment, is made between the City of Winnipeg and the Winnipeg Police Association this 5th day of June, 2017. [2016]

The persons involved in administering the guidelines and principles of this Plan will do so to the best of their ability and in keeping with the objectives of the Promotion Plan.

This Promotion Plan is effective June 5, 2017 and renders null and void any or all previous promotion plans in existence and will be referred to as the Winnipeg Police Service Promotion Plan and any reference to the Promotion Plan in the Collective Agreement references this new Promotion Plan. [2016]

The parties hereby agree that, in accordance with Article XIII-1 – Promotion from Rank to Rank, the following provisions and conditions shall constitute the Promotion Plan for members of the Winnipeg Police Service, Police Component effective June 5, 2017, and that said Promotion Plan shall be made available to all members of the Association affected by its contents and said Promotion Plan and amendments shall constitute part of the Collective Agreement. [2016]

ARTICLE 1 – PROMOTION PLAN OBJECTIVE

It is understood and herein stated that:

a) The fundamental purpose of the Promotion Plan is to promote qualified personnel to ensure the future welfare and continuing efficiency of the Winnipeg Police Service;

b) The promotion process shall occur in a timely and fair manner allowing equal opportunity to all the participants; and

c) No participant will be discriminated against or receive any benefit from the Promotion Plan.

ARTICLE 2 – PROMOTION ELIGIBILITY

Members of the Service with a total of eight (8) consecutive years or more as a Constable as of the date of the promotion competition exam may apply for promotion.

Members of the Service having completed eighteen (18) months in the rank of Patrol or Detective Sergeant as of the date of the promotion examination may apply for promotion to the rank of Sergeant.

Members of the Service having completed eighteen (18) months in the rank of Sergeant as of the date of the promotion examination may apply for promotion to the rank of staff Sergeant.

All members of the Mandatory Physical Fitness Program (hired after September 5, 1989) are responsible to arrange their annual fitness appraisals and must have met the fitness standard within the previous twelve (12) months leading up to the promotion application deadline.

The Mandatory Physical Fitness Program forms part of the Collective Agreement and any member on the mandatory program not meeting the fitness standard by the stated application deadline will be ineligible for promotion to the rank to which he/she is applying for and will not be permitted to write the exam. In addition, that member would not be permitted to act in a higher rank.

An exemption may be approved for cases of physical injuries or health conditions that may limit the Police member's ability to safely complete their appraisal and/or limit the ability to meet the fitness standard. Exemptions are generally for a twelve (12) month period. In cases of chronic debilitating illnesses, an ongoing exemption may be provided at the discretion of the Fitness Coordinator, Behavioural Health Unit and/or the Occupational Health Branch.

It is the responsibility of each member to ensure their completion of the fitness appraisal by the promotion application deadline.

ARTICLE 3 - VACANCIES

Vacancies are identified as either anticipated or actual according to the authorized complement.

a) The anticipated number of vacancies in each rank will be based on projections in the authorized complement and published in a Routine Order prior to the exam.

b) The actual number of vacancies to be filled will be determined by the Service prior to May 1st based on the authorized complement.

c) All vacancies will be filled in descending order, starting with the candidate with the highest overall combined score.

ARTICLE 4 – RATIOS

To allow for increased manageability of the Promotion Plan and to minimize the total time requirement of the process, the ratios of candidates to vacancies advancing to the Performance Assessment and Structured Interview components will be reduced according to the following scale:

Projected Vacancies:

a) Zero (0) to One (1) Openings – Ten (10) candidates

b) Two (2) to Ten (10) Openings – Five (5) candidates per opening in addition to the zero (0) to one (1) candidates

c) Each additional opening after ten (10) - Three (3) candidates per opening.

In circumstances where the ratio is being applied and two (2) or more candidates have tied scores for the final position, then those candidates will be allowed to proceed to the Performance Assessment and Structured Interview stages of the promotion process.

The ratio will be applied once the examination mark and seniority factors have been calculated for the Patrol/Detective Sergeant and Sergeant competitions.

The ratio for the Staff Sergeant competition will be calculated on completion of the Examination component.

Once eligible members have been scheduled for the Structured Interview stage in accordance with the above ratio, no other members will be added to the schedule except in exigent circumstances and only by mutual agreement of the Association and the Service.

ARTICLE 5 – NOTIFICATION FOR PROMOTION PROCESS

The Human Resources Division will publish a Routine Order prior to June 15th. This will include the competencies for each rank as well as the projected timelines for the following components: Application, Exam and Interview.

Applications for promotion will be distributed by the Human Resources Division and will be returnable twenty-eight (28) days from the date of issue. Applications returned after the stated deadline will not be considered.

Divisional Commanders are responsible for advising members under their command who are on annual leave, sick leave, or otherwise absent from work, of the commencement of the promotion process.

ARTICLE 6 – PROMOTION FROM RANK TO RANK

The following components will constitute the basis for calculating a candidate's overall score achieved during the promotion process:

RANK	COMPONENT	VALUE
Constable to Patrol/Detective Sergeant	Seniority Exam Performance Assessment Structured Interview	15 Points 20 Points 25 Points 40 Points 100 Points
Patrol/Detective Sergeant to Sergeant	Seniority Exam Performance Assessment Structured Interview	10 Points 25 Points 25 Points 40 Points 100 Points
Sergeant to Staff Sergeant	Exam Performance Assessment Structured Interview	25 Points 25 Points 50 Points 100 Points

In the event two (2) or more candidates achieve the same total score, the following shall be used as tie breakers in the following order, to determine the order of promotion:

a) The Seniority List based on date of appointment to the Constable rank, and if required;

b) The higher Structured Interview rating, and if required;

c) The higher Performance Assessment mark, and if required;

d) The higher exam mark.

In the event that two (2) or more candidates are tied in total points for the last designated vacancy, such members will be promoted into the first available vacancies that arise, utilizing the above criteria, provided that the vacancy occurs prior to May 1st following the conclusion of a promotion competition.

ARTICLE 7 – ACTING IN A HIGHER RANK

A Constable must achieve a mark of sixty-five percent (65%) or greater on the promotion examination in order to be eligible to act in a higher rank.

In the event a shift has no Constable on the Acting List and a need develops to fill an acting position, then members with five (5) years completed service will be considered, following which seniority combined with satisfactory work performance and current assignments shall be the criteria used to determine who shall act.

The Human Resources Division will publish the list of successful exam candidates for acting purposes after completion of the promotion process.

Eligibility for acting at all other ranks will be determined by satisfactory work performance and current assignments.

A member, who refuses to act without reasonable excuse for refusing such an assignment, shall be removed from the Acting List for the current year.

ARTICLE 8 – EXAMINATION

Written examinations will be held at all ranks. The questions shall be derived from topics contained within the Winnipeg Police Service Procedure Manual and the Collective Agreement. Examination questions and answers pertaining to the Collective Agreement will be reviewed by the Promotion Review Committee.

The examination shall consist of fifty (50) multiple choice questions, open book format using electronic/computer resource material as an aid and be of one hundred and twenty (120) minutes duration.

Examination dates are held subject to the availability of facilities. Examination dates will, wherever possible, alternate between "A" days off and "B" days off in each year.

All members applying for the ranks of Patrol/Detective Sergeant, Sergeant and Staff Sergeant will be required to write a promotion exam. The exam mark obtained in any competition will not be carried over and utilized for a promotion competition in a subsequent calendar year.

A candidate must achieve a mark of sixty-five percent (65%) on the examination in order to proceed to the next promotion component.

The examination raw score will be directly converted to the corresponding value pertaining to the specific rank as outlined in Article 6.

For all levels of the promotion process no marks shall be disclosed by the persons grading other than disclosure to the Human Resources Division and all marks will be confidential until completion of the process with the exception of providing individual candidates with their own exam mark.

On request by a candidate, the Human Resources Division will provide that candidate with his/her current standing at any point in the competition provided this can be done without revealing the identity, score or standing or any other candidate.

ARTICLE 9 – COMPENSATING TIME OFF

Members participating in the promotion competition will receive the following:

a) Members who are off duty and are writing the promotion examination for the rank of Patrol/Detective Sergeant, Sergeant and Staff Sergeant will receive three (3) hours of Extra Duty Leave.

b) Members participating in any other component of the promotion process will do so on their own time.

c) Members asked to participate as a respondent in the Performance Assessment portion of the promotion competition will not be compensated in the inaugural process. A review

will be conducted after the first year to measure the impact on a member's personal time.

ARTICLE 10 – SENIORITY CREDITS

Seniority credits shall be calculated on the basis of actual service accrued as of the date the promotion examination is written.

All members shall be entitled to monthly seniority credits, which will be added to the member's seniority credits for completed years of service based on the date of appointment to the Constable rank.

A member must have commenced service prior than the fifteenth (15th) day of that month in order to receive seniority credits for that month.

Seniority credits for the rank of Patrol/Detective Sergeant shall commence when a member attains eight (8) years or more of service as of the date of the promotion examination and shall terminate once full seniority points have been achieved. For the rank of Patrol/Detective Sergeant, full seniority points will be achieved at twelve (12) years. See Appendix "D".

Seniority credits for the rank of Sergeant shall commence when a member attains ten (10) years or more of service as of the date of the promotion examination and shall terminate once full seniority points have been achieved. For the rank of Sergeant, full points for seniority will be achieved at sixteen (16) years. See Appendix "E".

The seniority points for both the Patrol/Detective Sergeant and Sergeant competitions will be awarded to those candidates who achieved a passing grade of sixty-five percent (65%) or better on the promotion examination.

ARTICLE 11 – PROMOTION DISQUALIFICATION

Notwithstanding other components of the Promotion Plan, an applicant may be disqualified from the promotion competition for cause.

The Promotion Disqualification Board consisting of persons holding the following confirmed rank positions:

- Chair – Superintendent
- Three (3) Inspectors
- Executive Members of the Winnipeg Police Association (non-voting member but participating advocate)

shall review the circumstances of the incident, determine if the member is to be disqualified and advise the member in writing of the cause. The notification will be made within ten (10) working days of the Promotion Disqualification Board being notified of the circumstances.

Such disqualification would normally apply only to the current promotion process; however, depending on the severity of the incident may impact on consecutive promotion competitions. The Promotion Disqualification Board Chair will advise the candidate of the duration of the disqualification, to a maximum of three (3) consecutive years.

Promotion applications submitted by a member after the term of disqualification has expired shall be reviewed by the Promotion Disqualification Board to determine if the cause for disqualification still exists. If such cause still exists, the aforementioned process of disqualification will be utilized.

If a member wishes to appeal disqualification, he/she will do so in writing to the Inspector of the Human Resources Division within five (5) working days.

An Appeal Panel will be created in the event there is a dispute regarding the Promotion Disqualification Board decision to disqualify a member from the promotion competition. This Panel shall consist of:

a) Two (2) Executive members of the Winnipeg Police Association; and

b) Two (2) Executive members of the Winnipeg Police Service as appointed by the Chief of Police or designate.

The Panel will review the circumstances and a majority rule shall be binding. In the event of a split decision by the Panel, the matter will be referred to the Chief of Police for determination. Such determination is subject to the grievance process as set out in the Collective Agreement.

ARTICLE 12 – PERFORMANCE ASSESSMENT

Each member who qualifies to advance after the Exam Component beyond the exam will be the subject of a Performance Assessment. Those who will be consulted hereafter will be identified as "Raters".

a) Candidates

i. Constables

Candidates will submit the names of four (4) peers and two (2) supervisors as Raters in the Performance Assessment. For each Constable, Human Resources will select an additional two (2) peers and one (1) supervisor as Raters. All of the names submitted must meet the criteria for selection as outlined in Subsection (b) of this Article.

	PEERS	SUPERVISORS
Candidate selects	4	2
Human Resources selects	2	1

ii. Patrol/Detective Sergeants and Sergeants

Candidates will submit the names of two (2) subordinates, two (2) peers and two (2) supervisors as Raters in the Performance Assessment. Human Resources will select one (1) additional subordinate, one (1) additional peer and one (1) additional supervisor as Raters. All of the names submitted must meet the criteria outlined in Subsection (b) of this Article.

	SUBORDINATES	PEERS	SUPERVISORS
Candidate selects	2	2	2
Human Resources selects	1	1	1

b) Criteria for the Selection of Raters

Candidates advancing to the Performance Assessment must consider the following criteria in their selection of Raters. Raters selected by Human Resources will be subject to the same criteria and priorities

i. Raters must have three (3) complete years of Winnipeg Police Service experience as of May 1st in that given year.

ii. Raters must have worked with, for, or supervised the candidate in the same Platoon for a minimum of four (4) months within the past four (4) years prior to the date of the exam. A retired Police Officer may be used if their date of retirement from the Service does not exceed six (6) months from the date of the exam. If circumstances exist where it is not possible to choose from a Platoon, the Rater must then be chosen from the candidate's Unit. If it is not possible to choose from the Platoon or Unit, the Rater must then be chosen from the candidate's Division.

iii. Winnipeg Police Service members must be given priority as Raters chosen by the candidates. If circumstances exist where this criteria cannot be met, priority will then be given to the following Raters in descending order:

- Sworn members from other law enforcement agencies;
- Winnipeg Police Service civilians; and
- Other civilians.

iv. At least one (1) of the three (3) supervisory Raters must be in the candidate's present and direct chain of command.

v. Candidates cannot choose a Rater with whom they have an immediate family relationship or are involved in an intimate association.

vi. Those candidates who are unable to meet the given criteria are to submit the circumstances in writing to the Human Resources Commander.

c) Members who meet the above criteria and are identified as Raters will be contacted by Human Resources for instructions:

i. The Raters will receive a rating sheet with the five (5) categories of Knowledge, Communication, Leadership, Judgement/Decision Making and Professionalism;

ii. Each category will have five (5) statements that the Raters will score the candidate on a scale of one (1) to five (5);

iii. The Rater will return the hard copy of their assessment in a sealed envelope marked "Confidential" to Human Resources who will collect the data, eliminate the two (2) high scores and low score and tabulate all results, determining the score for each Candidate;

iv. The score for each candidate will be based on total points accumulated from the remaining seven (7) assessments. Minimum point total of one hundred and seventy-six (176) must be achieved before points will be allotted under conversion to potential point totals as indicated in Article 6 – Promotion from Rank to Rank;

v. The responses of each Rater are confidential; and

vi. Raters are prohibited from discussing their scoring assessments with the candidate or those representing the interests of the candidate.

d) **Retention of Completed Performance Assessments**

i. Completed Performance Assessments for candidates involved in the promotion process will be maintained by Human Resources, at a minimum of two (2) years from the April 30th expiry date of the Standing List for the given year, at which time they may be destroyed on mutual agreement of the Winnipeg Police Association and Human Resources.

ii. In the event of complaint or grievance being marshalled by the Winnipeg Police Association, the Performance Assessment documents will be maintained by Human Resources for as long as the complaint/grievance process requires.

iii. The Winnipeg Police Service and Winnipeg Police Association mutually agree that data may be retained by the Human Resources Division for the purpose of an in depth study or review.

ARTICLE 13 – PROMOTION PANEL

Each member who qualifies to advance to the Interview Component will appear before a Promotion Panel. The Panel will be comprised of three (3) persons according to the following criteria:

a) Two (2) representatives from the Winnipeg Police Service as chosen by the Chief of Police or his designate according to the following confirmed rank scale:

COMPETITION	RANK
Patrol/Detective Sergeant	Inspector
Sergeant	Inspector
Staff Sergeant	Inspector or Superintendent

b) An employee of the City of Winnipeg independent of the Winnipeg Police Service.

c) The integrity and credibility of the Panel is paramount. The training and development of the Panel is imperative to ensure the proper functioning of this Component. The Winnipeg Police Service members of the Panel will receive training in the Lominger Competencies and the Winnipeg Police Service will provided training to the civilian members of the Panels.

ARTICLE 14 – CONFLICT OF INTEREST

Should any member of the Panel or the candidates identify circumstances that would bring this promotion process into disrepute, then that person will advise the Inspector of Human Resources Division in writing. The Inspector of Human Resources will review the circumstances and, if justified, may appoint an alternate Panel member.

ARTICLE 15 – ROLE OF THE PROMOTION PANEL

The primary function of the Panel is to achieve consensus and assess the promotion potential of the candidate based on the Structured Interview.

It is the responsibility of the Panel to assess the candidate fairly and objectively.

The factors considered in the Structured Interview are the Lominger Competencies.

The Inspector of the Human Resources Division will appoint a Chairperson who shall hold that position for the duration of the process. The Chairperson will be responsible to ensure:

a) the process is applied and consensus is achieved in a fair and unbiased manner;

b) the starting and finishing times of the candidate interview are recorded, ensuring it does not exceed the time allowed by this Plan; and

c) Panel members complete and sign all workbooks, consensus rating face sheets, and all forms are returned to the Inspector of Human Resources.

Five (5) questions will be asked by the Panel in a timed format as outlined in Article 16.

At the conclusion of the interview, Panel members will then deliberate amongst themselves in order to achieve consensus utilizing the following guidelines:

a) each competency will be addressed in turn by each Assessor;

b) only the workbooks provided will be used;

c) on completion, each competency will be reviewed by the Panel in order to achieve a consensus rating; and

d) the numerical consensus rating will then be recorded by the Chairperson on the form supplied.

It is understood that the numerical consensus rating will be arrived at prior to the commencement of the next candidate interview.

If necessary, Panel members may conduct enquiries in order to verify the authenticity and accuracy of candidate information. Should inaccuracies be found and the Panel has to adjust the numerical rating, the Panel will:

a) meet with the Inspector of Human Resources;

b) complete the form noting the reason(s) for the Panel's decision; and

c) sign the form.

All Panel members have equal status. No one Panel member will be allowed to make an overwhelming contribution to the outcome of the consensus rating. Similarly, no one Panel member will be allowed to act independently.

ARTICLE 16 – STRUCTURED INTERVIEW

The Candidate will appear before the Panel and shall be presented with a number of sealed envelopes. Each envelope shall contain:

a) a cover sheet listing the five (5) competencies to be utilized in the interview (for candidate);

b) a candidate question booklet (for candidate);

c) a rating sheet (for Panel);

d) a timer sheet (for Panel);

e) a feedback sheet (for Panel); and

f) Interview Guides (for Panel members).

The candidate shall select one (1) of those envelopes and hand it to the Chairperson of the Panel. The Chairperson of the Panel will open the envelope and distribute the Interview Guides to the Panel.

The Chairperson will provide instructions to the candidate. Upon completion of the instructions the candidate will be provided with the Cover Sheet and Candidate Question Booklet.

The timer shall be started upon the beginning of the first question being asked and shall run, uninterrupted, until either the candidate completes answering the questions or the thirty (30) minutes expires, whichever occurs first. No other questions shall be asked of the Candidate.

A three (3) minute time out period will then ensue prior to a five (5) minute period where the candidate will be given the opportunity to expand further on their answers.

A member shall not be allowed to carry over Structured Interview Ratings from a previous competition.

ARTICLE 17 – COMPETENCIES

It is understood that the competencies may change from rank to rank and may be grouped together. The list of seven (7) competencies for each rank will be published by way of Routine Order. Competencies for the Structured Interview will be selected from the Lominger Model.

ARTICLE 18 – HUMAN RESOURCES INSPECTOR RESPONSIBILITIES

On completion of all components of the promotion process the Inspector of Human Resources or their designate will tabulate and record the results commencing with that candidate who achieved the highest combined score and listing those thereafter in descending order of succession.

The Inspector of Human Resources or their designate will then convene a meeting of the Promotion Advisory Board consisting of persons holding the following confirmed rank positions:

a) Chair: Superintendent

b) Three (3) Inspectors

c) Executive Member of the Winnipeg Police Association.

The Promotion Advisory Board will then review the results of each stage of the promotion process. On completion the Board will report their findings and recommendations to the Chief of Police.

ARTICLE 19 – FEEDBACK

Candidates may apply to obtain feedback by contacting the Inspector of Human Resources or their designate within thirty (30) days of the results being published. All members are bound by Article V or the Collective Agreement.

ARTICLE 20 – PROMOTION REVIEW COMMITTEE

The Promotion Review Committee consisting of persons holding the following confirmed rank positions:

a) Deputy Chief – Support Services,

b) Inspector of Human Resources Division, and

c) Executive Members(s) of the Winnipeg Police Association

shall meet at the conclusion of each promotion competition for the purpose of reviewing the process. **[2016]**