

COLLECTIVE AGREEMENT



between

THE CORNWALL COMMUNITY POLICE SERVICES BOARD

and

THE CORNWALL POLICE ASSOCIATION

**JANUARY 1, 2013 TO DECEMBER 31, 2015
(RATIFICATION DATE: November 15, 2013)**

COLLECTIVE AGREEMENT

SCHEDULE "A"

THIS AGREEMENT, made this 15th day of November, 2013

BETWEEN:

**THE CORNWALL COMMUNITY POLICE SERVICES BOARD
(hereinafter referred to as the "Board")**

OF THE FIRST PART

AND

**THE CORNWALL POLICE ASSOCIATION
(hereinafter referred to as the "Association")**

OF THE SECOND PART

INDEX

<u>ARTICLE</u>	<u>PAGE(S)</u>
1 Purpose and Scope	1
2 Definitions	1 - 2
3 Recognition	2
4 Management Functions	3
5 Association, Membership and Relationship	3 - 4
6 Bargaining	4 - 5
7 Grievance Committee and Procedures	5 - 7
8 Pensions	7 - 8
9 Salaries	8 - 10
10 Hours of Work	10 - 12
11 Overtime	12
12 Annual vacations.....	13 - 14
13 Paid Holidays	14 - 16
14 Medical, Insurance and Hospitalization	16 - 19
15 Court overtime	19
16 Compassionate leave	20
17 Association Duties	20 - 21
18 Clothing and Equipment	21
19 Service Pay	22

INDEX

<u>ARTICLE</u>	<u>PAGE(S)</u>
20 Subsistence Allowance	22
21 Promotions	22 - 23
22 Sick Leave	23 - 24
23 Injured on Duty	24 - 25
24 Lay Off	25
25 Indemnification	25 - 26
26 Lockers	26
27 Resignations	26
28 Maternity Leave	26 - 27
29 Training	27
30 Duration	28
Schedule 'B'	29 – 31
Pay Equity Committee	31
Memorandum of Understanding RE: Article 8 - Pension	32
SALARIES (Appendix 'A')	33 – 45
PROMOTIONS (Appendix 'B')	46 – 47

ARTICLE 1 - PURPOSE AND SCOPE

- 1.01** The purpose of this Agreement is to maintain a harmonious relationship between the Board and its employees, and to provide an orderly and amicable method of settling any difference or grievance which may arise between the parties.
- 1.02** This Agreement shall apply to all members of the Cornwall Community Police Service and Civilian members thereof, as set out in Schedules "A" and "B" attached hereto and forming part of this Agreement.

ARTICLE 2 - DEFINITIONS

2.01 Except where a contrary intention appears:

- a) **"Association"** means the Cornwall Police Association.
- b) **"Board"** means the Cornwall Community Police Services Board.
- c) **"Chief"** means the Chief of Police for the Cornwall Community Police Service.
- d) **"Civilian Member"** means a member of the civilian staff of the Cornwall Community Police Service, including temporary employees and permanent part-time employees as defined in Schedule 'B'.
- e) **"Police Service"** means the Cornwall Community Police Service.
- f) **"Member"** means a police officer of the Cornwall Community Police Service, except the Chief, Deputy Chief, and members of the Senior Officers Association.
- g) **"Special Constable"** for the purpose of this Agreement, shall be regarded as falling within the definition of "Member", except as otherwise noted, even though Special Constables are "Civilian Members".
- h) **"Superior Officer"** means the next police rank higher than the police rank held by the police officer concerned, i.e.-

<u>RANK</u>	<u>SUPERIOR OFFICER</u>
Constable	Sergeant or Acting Sergeant
Sergeant	Staff Sergeant or Acting Staff Sergeant
Staff Sergeant	Inspector or Acting Inspector
Inspector	

ARTICLE 2 - DEFINITIONS (cont'd)

- i) **"Senior Officer"** means a member of the Cornwall Community Police Service with the police rank of Inspector or higher but does not include the Chief or Deputy Chief of Police.
- j) **"Normal Time"** means the one year period a fourth, third or second Class Constable serves before being eligible for reclassification as defined in Regulation 929 of The Police Services Act.
- k) **"Service"** means the time commencing with the employee's last employment date with the Cornwall Community Police Service.
- l) **"Employee"** means to include Member and Civilian Member as defined in Sections d), f), and g) above.
- m) **"Call Back"** means any time an employee is ordered into work when he has left the premises at the conclusion of his normal tour of duty or is ordered into work on his day off or is ordered into work prior to his normal tour of duty without forty-eight (48) hours notice.
- n) **"Agreement"** means the Collective Agreement between the Cornwall Community Police Services Board and the Cornwall Police Association, pursuant to The Police Services Act.
- o) **"Seniority"** means a member's total length of service with the Cornwall Community Police Service from their last day of hiring including any period of leave of absence, extended sick leave or prolonged disability.

ARTICLE 3 - RECOGNITION

- 3.01** The Board recognizes the Association as the exclusive Bargaining Agent for the employees of the Police Service, save and except the Chief, Deputy Chief, and members of the Senior Officers Association, hereinafter called the "Bargaining Unit", and shall bargain in good faith with a Negotiating Committee of the Association.
- 3.02** The Board and the Association agree that the terms of this Agreement shall apply to all employees of the Police Service, save and except those excluded by the Statute or as set forth in this Agreement. The Board and the Association agree that wherever applicable in this Agreement, the singular member shall include the plural and the masculine gender shall include the feminine.

ARTICLE 4 - MANAGEMENT FUNCTIONS

4.01 The Association recognizes that subject to the provisions of The Police Services Act and the Regulations as amended and made thereunder by the Lieutenant Governor in Council, it is the exclusive function of the Board to:

- 1) generally supervise and administer the affairs of the Service;
- 2) maintain order, discipline and efficiency;
- 3) hire, discharge, direct, classify, transfer, promote, demote or suspend, or otherwise discipline any member;

4.02 a) The Board agrees that no member will be dealt with adversely without reasonable cause and that it will exercise the functions outlined in paragraph 4.01 in a manner consistent with this Agreement, The Police Services Act and the Regulations as amended and made thereunder by the Lieutenant Governor in Council, providing that a claim of discriminatory action relative to any matter contained in this Agreement, may be subjected to the grievance procedure and shall be dealt with as hereinafter provided.

- b) If a member claims that the Board has exercised any of the functions outlined in paragraph 4.01 in violation of this Agreement, then such a claim may be the subject of a grievance under the provisions of the grievance procedure outlined in this Agreement, or the arbitration procedure set out in The Police Services Act, or dealt with under the procedures within the exclusive jurisdiction of the Policing Services Division, as prescribed in The Police Services Act, as the case may be.

4.03 If a member is not reclassified at the normal time, he shall be given the reasons for such non-reclassification in writing.

4.04 All members shall be provided with a copy of his Commendation/ Conduct Report when it has been completed by a Senior Officer.

ARTICLE 5 - ASSOCIATION MEMBERSHIP AND RELATIONSHIP

5.01 All employees are eligible to become members of the Cornwall Police Association.

5.02 It is mutually agreed that there will be no discrimination, interference, restraint or coercion exercised or practiced by the Board or the Association, or any of their respective representatives, with respect to any employee because of his membership status or connection with the Association on matters being negotiated between the Association and the Board, and both parties agree that neither party will exercise undue influence on the other.

ARTICLE 5 - ASSOCIATION MEMBERSHIP AND RELATIONSHIP (cont'd)

5.03 The check-off system for Association Dues shall be as follows:

The amount of monthly membership dues, established by the Association, shall be deducted from the pay of each employee of the Service covered by this Agreement. Such deductions shall be made irrespective of whether the member of the Service is, or is not, a member of the Association.

Deductions shall be on each pay period basis. Within one week's time after the end of the month pay date of the preceding month, the sum so deducted shall be paid to the Treasurer of the Association. The deductions shall continue so long as not less than 50% of the employees of the Service belong to the Association. The Association indemnifies the Board against any legal liability which may be incurred by the Board for complying with this provision of the Agreement. The Association will provide a list of all its members prior to negotiating with the Board.

5.04 It is mutually agreed that there will be no discrimination practiced by the parties on account of those factors as set out in Section 5 and Subsections 7(2) and (3) of The Ontario Human Rights Code, as amended from time to time. In consideration of this covenant being placed in the Collective Agreement, the parties agree that the parties, or a member represented by the Association, must elect whether to use this provision or the complaint procedures of The Ontario Human Rights Code before making an allegation of breach of this provision. If it is elected to use this provision to process an allegation of breach of the Ontario Human Rights Code, the Association agrees, on behalf of its membership, that this provision provides an appropriate complaint procedure under a Collective Agreement negotiated under The Police Services Act and therefore, agrees that it will recommend to The Human Rights Commission that the Commission not deal with any similar complaint made to the Commission under the Commission's discretionary authority in section 34(1) of The Ontario Human Rights Code. If it is elected to use the complaint procedure under The Ontario Human Rights Code, this provision of the Collective Agreement may not be used.

ARTICLE 6 - BARGAINING

6.01 The Board acknowledges the right of the Association to appoint or otherwise select a Bargaining Committee composed of not more than four (4) members of the Association. The Board recognizes and will deal with the said Committee with respect to any matter which may properly arise from time to time concerning the administration of this Agreement. It is understood that the Bargaining Committee and the Board will deal only with such matters as are properly the subject of negotiations as per letters of intent, as provided under The Police Services Act.

ARTICLE 6 - BARGAINING (cont'd)

- 6.02** Each party to this Agreement agrees to give to the other party to the Agreement a minimum of forty-eight (48) hours written notice of any meeting or proposed meeting in connection with or relative to this Agreement or any other such matter in which the parties hereto have a common interest.

ARTICLE 7 - GRIEVANCE COMMITTEE AND PROCEDURE

- 7.01** The word "days" in this and the following Article means calendar days exclusive of Saturdays, Sundays, Paid Holidays, and the period of the grievor's and/or Superior Officer's vacation or training.
- 7.02** The Board acknowledges the right of the Association to appoint or otherwise select a Grievance Committee composed of not more than three (3) members of the Association. The Board will recognize and deal with the said Committee with respect to any grievance which may properly arise from time to time during the terms of this Agreement.
- 7.03** It is mutually understood that the aggrieved employee is permitted to be present through each step of the grievance procedure.

Subject to the rights and procedures provided by and under The Police Services Act, and the Regulations made thereunder by the Lieutenant Governor in Council:

STEP 1

The grievance shall be discussed with the member's immediate supervisor, not later than thirty-one (31) days after the circumstances given rise to the grievance. Should the grievance not be resolved, the grievor shall reduce the grievance to writing stating the reasons for the grievance and forward same through the chain of command, to the Senior Officer or designate in Charge of the Branch within five (5) days. The Senior Officer shall meet with the grievor and the Grievance Committee within four (4) days. The Senior Officer shall render a written decision within four (4) days following such meeting.

STEP 2

Failing satisfactory settlement under Step 1, the grievance shall be submitted in writing to the Deputy Chief or designate within five (5) days after the decision rendered under Step 1. The Deputy Chief or designate shall meet with the grievor and the Grievance Committee within four (4) days. The Deputy Chief or designate shall render a written decision within four (4) days following such meeting.

ARTICLE 7 - GRIEVANCE COMMITTEE AND PROCEDURE (cont'd)**STEP 3**

Failing satisfactory settlement under Step 2, the written grievance shall be submitted to the Chief of Police or designate within five (5) days after the written decision rendered under Step 2. The Chief of Police or designate shall meet with the grievor and the Grievance Committee within five (5) days. The Chief of Police shall render a written decision within seven (7) days following such meeting.

STEP 4

- a) Failing satisfactory settlement under Step 3, the Grievance Committee shall submit a written grievance to the Board within five (5) days after the written decision rendered under Step 3. The Board shall, within five (5) days, or as soon as a quorum can be convened, meet with the said Grievance Committee and shall render its written decision within ten (10) days following said meeting.
- b) Irrespective of paragraph (a) above, the Board may refuse to consider any complaint in which the time limits contained in Steps 1, 2 and 3 have not been complied with.

7.03 STEP 5

The Association may, within ten (10) days after receipt of the written decision of the Board, require that the grievance be submitted to a single Arbitrator by notifying the Board in writing of its desire to do so. Within ten (10) days of such notice to the Board, the two parties shall appoint a mutually acceptable Arbitrator. If the two parties fail to agree upon the selection of an Arbitrator, the appointment shall be made by the Solicitor General of Ontario upon the request of either of the parties hereto.

7.04 The decision at each Step above described shall be final and binding upon the Board and the Association and upon an employee affected by it, unless a subsequent Step is taken within the time hereinbefore listed. The Association shall be confined to the Grievance and redress sought as set forth in the written grievance files as provided in Step 1.

7.05 No matter may be submitted to arbitration which has not been properly processed through all previous Steps of the Grievance Procedure, but any time limit herein contained may be extended in writing by mutual consent.

ARTICLE 7 - GRIEVANCE COMMITTEE AND PROCEDURE (cont'd)

- 7.06** An Arbitrator set up under Step 5 of the Grievance Procedure shall not have power to alter or amend any part of this Agreement, nor otherwise make any decision inconsistent with this Agreement.
- 7.07** Where a difference between the parties concerns the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable, or where an alleged violation affects:
- a) more than one member, or
 - b) the interests of either party to this Agreement, either party may initiate and process the grievance on behalf of the aggrieved members of the party concerned, as the case may be.
- 7.08** Nothing in this Article prevents the rights of the parties to have a dispute or difference dealt with in accordance with sections 123, 124 of The Police Services Act.

ARTICLE 8 - PENSIONS

- 8.01** All employees shall be entitled to all the benefits and privileges in accordance with the terms of the Ontario Municipal Employees Retirement System.
- 8.02** Effective January 1, 1980, a TYPE 1 O.M.E.R.S. Supplementary Pension Plan, based on the 2.0% benefit formula shall be implemented for all employees. The Board shall be responsible to pay the total cost for past service and for future services. The Board and all employees shall equally share the cost. The total contributions of the basic and supplementary plans for all employees shall not exceed eight (8) percent. The pension shall be payable at age sixty (60) for all employees other than civilian members and age sixty-five (65) for civilian members.
- The total pension from O.M.E.R.S. and any other former Pension Plan shall be equal to the lesser of 2.0% of the employee's highest sixty (60) consecutive months' earnings multiplied by his years of credited service at retirement to a maximum of thirty-five (35) years reduced at retirement by .7% of such earnings under the Canada Pension Plan at retirement, multiplied by his years of credited service after January 1, 1966.
- 8.03** Effective January 1, 1977, any employee of the Service may establish "credited service" in the existing pension provisions for all or part of his "active military service" in His or Her Majesty's Military, Naval or Air Force in World War II or the Korean War, in accordance with the provisions of the Ontario Municipal Employees Retirement System Act and Regulations, based on the 2.0% benefit

ARTICLE 8 - PENSIONS (cont'd)

formula. The payment for such "credited military service" will be in accordance with the provisions of the Ontario Municipal Employees Retirement System Act and Regulations on a cost sharing basis, as set down by O.M.E.R.S. in their costing dated March 22, 1977.

- 8.04** 1) Effective January 1, 1985, an early retirement benefit, O.M.E.R.S. Type III be provided to permit early retirement without actuarial reduction in benefits within ten (10) years prior to a member's normal retirement date, when:
- a) The member is declared by the employer to be unable to perform the duties of his employment due to mental or physical incapacity (permanent partial disability); or
 - b) The member has completed thirty (30) years of service with the employer.
- 2) That all past service costs be paid by the employer.
- 3) That the contributions of the employee be established in accordance with the O.M.E.R.S. Act and Regulations.

That the cost of paying for the above benefit be paid over a fifteen (15) year period.

ARTICLE 9 - SALARIES

- 9.01** The Board agrees that in accordance with this Agreement, the annual salary of each member of the Association is set forth hereto in Appendix "A" and made part of this Agreement. The salaries in Appendix "A" include a responsibility pay. The base salary for all members will be adjusted by the following percentage of a First Class Constable's salary upon completion of the required years of service. For the calculation of responsibility pay, service shall include all police service for existing members. For members hired after April 24 2010, the Board shall recognize all prior police service with a Canadian Police Service, including First Nations Police, provided there is no more than one (1) month break in continuous service. Prior police service does not include service with the Military or University Police Services nor any Special Constable designations. The onus of providing proof of prior service is the responsibility of the member.

8 Years of Service	3%
17 Years of Service	6%
23 Years of Service	9%

ARTICLE 9 – SALARIES (cont'd)

This adjusted rate will be used to determine all entitlements under the Collective Agreement, which are calculated on the basis of the member's hourly or regular annual salary.

9.02 The Board agrees that in accordance with this Agreement, the annual salary, benefits and working conditions of the civilian members is set forth hereto in Appendix "A" and is made part of this Agreement.

9.03 A First Class Constable shall qualify for Senior Constable classification subject to completion of the following:

- a) Provincial Exam (written only once - 65% to qualify)
- b) Twelve (12) years of service as a Constable with the Cornwall Community Police Service.
- c) If a Constable fails to qualify in part "a", the member must wait one (1) year to re-apply.
- d) The member must have been recommended as suitable and qualified as a Senior Constable on the most recent job appraisal prior to consideration as a Senior Constable.
- e) All members currently qualified as a Senior Constable shall maintain their designation, subject only to maintaining their First Class Constable rank.

9.04 When an employee is assigned to an acting higher rank or position, or the employee is assigned to carry out the essential duties and responsibilities of the higher rank or position for a period of one or more complete shifts, the employee shall for the duration of the assignment, receive the differential rate of pay between the employee's rank or position and the acting rank or position.

9.05 Designated coach officers, uniform and civilian who in addition to their regular duties train and mentor employees, will be paid a premium of \$2.00 per hour for time spent training employees.

9.06 Specialist Pay

A two hundred and fifty dollars (\$250.00) lump sum payment will be paid to members in the following positions:

Breathalyzer/Intoxilyzer Technician
 Scenes of Crime Officer (SOCO)
 CERT Team Members
 Negotiators
 Drug Recognition Officers

ARTICLE 9 – SALARIES (cont'd)

The employee designated as Communicator Classroom Instructor shall receive annually, effective January 1st, 2014, a lump sum payment of two hundred and fifty dollars (\$250.00) in compensation for this assignment

Criminal Investigators

Members assigned to the Criminal Investigation Bureau, Sexual Assault and Child Abuse (SACA) and Street Crime Unit shall be paid at a rate as defined below:

2010	102%	1 ST Class Constable's salary
2011	103%	1 ST Class Constable's salary
2012	104%	1 ST Class Constable's salary

Members are eligible for this increased remuneration after completing one continuous year in the said unit. Members must have displayed satisfactory performance as documented on their Annual Appraisal by their Supervisor. It is understood this Specialty Pay provision is only paid to the member while said member is actively serving in the unit.

ARTICLE 10 - HOURS OF WORK

10.01 The average work week of employees shall consist of forty (40) hours duration with the daily hours consisting of eight (8) consecutive hours.

- 10.02** a) Each employee working the eight (8) hour shift schedule shall be entitled to a one (1) hour lunch and where the requirements of the Service does not permit the employee to take any lunch period, the employee shall be credited with one (1) hour of overtime, when the employee is able to take one-half (½) hour for lunch, the employee shall be credited with one half (½) hour of overtime.
- b) Each employee working the twelve (12) hours shift schedule when the requirements of the Service permits, shall be allowed ninety (90) minutes for lunch and where the requirements of the Service does not permit the employee to take any portion of the employee's lunch period, the employee shall be credited overtime for the portion missed. The makeup of the lunch period shall be at the discretion of the shift supervisor.

ARTICLE 10 - HOURS OF WORK (cont'd)

- c) Each employee working the ten (10) hour shift schedule, when the requirements of the Service permit, shall be allowed seventy-five (75) minutes for lunch, and where the requirements of the Service do not permit the employee to take any portion of the employee's lunch period, the employee shall be credited with overtime for the portion missed. The makeup of the lunch period shall be at the discretion of the shift supervisor.

10.03 The normal shift shall be as follows;

06:00 - 18:00 hours
 07:00 - 19:00 hours
 18:00 - 06:00 hours
 19:00 - 07:00 hours

It is understood that twelve (12) hour shift schedules may be terminated by the Association or the Board on ninety (90) days written notice to the other party.

The C.I.B. shift schedule will consist of either an eight (8) hour shift or ten(10) hour shifts, as mutually agreed. The ten (10) hour shift schedule may be terminated by the Association or the Board, on ninety (90) days written notice to the other party.

It is understood that the Chief of Police has the right to alter the commencement and stopping times in order to concentrate the police compliment during any period of prime critical need as determined by him.

It is understood that the Board may implement swing shifts during the peak periods to the twelve (12) hour schedule.

- 1) 10:00 a.m. to 10:00 p.m.
- 2) 3:00 p.m. to 3:00 a.m.

10.04 a) An employee shall be given forty-eight (48) hours personal notice preceding any change in a tour of duty as defined in Article 10.03.

- b) In the event that an employee's tour of duty is changed without forty-eight (48) hours notice, the employee shall be compensated at time and one-half (1 ½).

10.05 For those employees working a twelve (12) hour shift schedule, the compulsory days off accumulated as a result, shall be credited to the member's time bank monthly, and must be used in the same calendar year it was granted. Should the time off not be utilized within the calendar year, it shall be forfeited. Any compulsory days off credited during the month of December shall be carried over into the following calendar year to be utilized or forfeited as outlined above.

ARTICLE 10 - HOURS OF WORK (cont'd)

10.06 Members required to attend Court after having worked night shift and are scheduled to work again that same evening, will be permitted the following:

Eight (8) hours of rest time commencing at the conclusion of Court (i.e.: Court concludes at 1200 hours, member must report for duty at 2000 hours, Court concludes at 1600 hours, members must report at 0001 hours)

The lost shift time will be captured as "other leave" on the duty roster with an explanation from the SDO.

ARTICLE 11 - OVERTIME

11.01 Overtime shall be deemed to be time spent as authorized by the Chief of Police or his designate, in the employ of the Service in excess of an employee's normal working hours and shall be paid to the employee at time and one-half (1 ½) his normal rate of pay, with an option of time off at the rate of time and one-half (1 ½). If the election of time off is not taken by December 1st of the current year, payment thereof shall be made by mid December of the current year.

11.02 When an employee is required to be on duty for any period in excess of one half (½) hour after his normal tour of duty, such time shall accumulate including the first half hour (½) and be credited to the member as overtime.

11.03 Stand-by time, when ordered by the Chief of Police or his designate, shall be paid at the rate of \$5.00 per hour. A minimum of five (5) hours per stand-by.

11.04 A call-back by the Chief of Police or his designate shall be a minimum of four (4) hours at the rate of time and one-half (1 ½) per hour. Where a further call-back occurs during the guarantee period of a previous call-back, the first guarantee period will end at the time of the second call-back and a new guarantee period will start at that time; i.e. - the member will be paid at the rate of time and one-half for four hours plus the period between the commencement times of the first and second call-backs.

11.05 Each member shall be entitled to a meal allowance of eight dollars \$8.00, upon presentation of the receipt for this expenditure, for the first four (4) hours of overtime and eight dollars \$8.00 for each additional four and one half hours (4 ½), also contingent upon the presentation of the receipt. Meal allowance shall not apply to overtime for court purposes.

11.06 When an employee is recalled to duty during his annual vacation period he shall be granted one (1) day off for each day or part thereof spent on duty. He is paid as per Article 11.01 during this time.

ARTICLE 12 - ANNUAL VACATIONS

12.01 For the purpose of vacation, service shall be calculated in the year in which the vacation is granted. Vacation shall be pro-rated for those employees who joined the Service after January 1st in a calendar year and for members who are absent by reason of approved leave of absence initiated by the member himself for a period exceeding thirty (30) consecutive calendar days.

12.02 All members who have completed the required years of service shall be entitled to annual vacation with pay on the following basis:

One (1) Year	-	Two (2) weeks
Three (3) Years	-	Three (3) weeks
Ten (10) Years	-	Four (4) weeks
Fifteen (15) Years	-	Five (5) weeks
Twenty (20) Years	-	Six (6) weeks
Thirty (30) Years	-	Seven (7) weeks

Commencing on April 24, 2010, the Board shall recognize all prior police service with a Canadian Police Service, including First Nations Police, provided there is no more than one (1) month break in continuous service. Prior police service does not include service with the Military or University Police Services nor any Special Constable designations. The onus of providing proof of prior service is the responsibility of the member.

- 12.03** a) The scheduling of vacations shall be based on a system of rank within a Division, Branch or Squad in order of overall seniority with the Service. During the period of June 15 to September 15, an employee shall be restricted on his/her first choice of vacation leave to a maximum of eighty (80) consecutive hours, if they are on an eight (8) hour or ten (10) hour shift schedule. An employee shall be restricted to eighty-four (84) consecutive hours vacation leave if they are on a 12 hour shift schedule. Subsequent choices to the first choice will be limited to one week per draw.
- b) The Chief of Police in consultation with the Association President shall designate a period not greater than two weeks around the Christmas and New Year's period during which time Uniform shift employees will be unable to select annual vacation. This period will be posted at the beginning of the year prior to the selection of annual vacation. During this period, individual days may be selected at the sole discretion of the Chief of Police or his designate provided the format for selection is the same as stipulated in Articles 12.03 (a) and (b) with the exception that the time is to be taken as individual days and not as an eighty (80) hour block.

ARTICLE 12 - ANNUAL VACATIONS (cont'd)

- c) A member shall be restricted to the current year's allotted vacation for the purpose of scheduling their vacation under this Article.

12.04 It is understood and agreed that, except where specifically provided elsewhere in this agreement, vacation, sick leave, and all other service credits shall not accrue when an employee is not at work for a period exceeding thirty (30) consecutive calendar days by reason of an approved leave of absence without pay initiated by the employee himself. It is understood that this clause takes effect only after the expiry of the thirty (30) day period referred to above.

12.05 Effective April 24, 2010 it is understood and agreed that, except where specifically provided elsewhere in this Agreement, vacation, sick leave, paid holidays, and all other service credits shall not accrue while an employee is not at work for a period exceeding one (1) year by reason of illness. It is understood that this clause takes effect only upon completion of the one (1) year period referred above.

ARTICLE 13 - PAID HOLIDAYS

13.01 All employees shall be entitled to thirteen (13) working days time off in lieu of paid holidays. Employees who have not completed an entire year of service shall be entitled to time off for only those days as their service shall warrant. Such paid holidays being named as follows:

New Years Day	January 2nd
Family Day	Good Friday
Easter Sunday	Victoria Day
Canada Day	August Civic Holiday
Labour Day	Thanksgiving Day
Remembrance Day	Christmas Day
December 26th	

13.02 For employees who are working regular day shift (Monday to Friday, Saturday and Sunday off), all paid holidays falling on a Saturday or Sunday, the following Monday is a holiday, and where Christmas Day and New Years Day fall on a Friday, the following Monday is a holiday.

13.03 a) Should a civilian member be required and does work on a paid holiday, he shall have the option of receiving time off in lieu, at the rate of time and one half (1 ½) for each hour worked, or pay for at the rate of time and one-half (1 ½) in addition to the regular day's pay for each eight (8) hours shift worked.

ARTICLE 13 - PAID HOLIDAYS (cont'd)

- b) should a member be required and does work on a paid holiday, he shall receive time off in lieu, at a rate of time and one-half (1 ½) for each hour worked.

Effective 2011

- a) Should a civilian member be required and does work on a paid holiday, he shall have the option of receiving time off in lieu, at the rate of time and one half (1 ½) for each hour worked, or pay for at the rate of time and one-half (1 ½) in addition to the regular day's pay for each eight (8) hours shift worked.

Time off accumulated as a result of this article, must be used in the same calendar year it was granted. Should the time off not be utilized within the calendar year, it shall be forfeited. Any Paid Holidays credited during the month of December shall be carried over into the following calendar year to be utilized or forfeited as outlined above.

- b) Should a member be required and does work on a paid holiday, he shall have the option of receiving time off in lieu, at the rate of time and one half (1 ½) for each hour worked, or pay for at the rate of time and one-half (1 ½) in addition to the regular day's pay for each hour worked to a maximum of twenty-four (24) hours within the calendar year.

Time off accumulated as a result of this article, must be used in the same calendar year it was granted. Should the time off not be utilized within the calendar year, it shall be forfeited. Any Paid Holidays credited during the month of December shall be carried over into the following calendar year to be utilized or forfeited as outlined above.

Effective 2012

- a) Should a civilian member be required and does work on a paid holiday, he shall have the option of receiving time off in lieu, at the rate of time and one half (1 ½) for each hour worked, or pay for at the rate of time and one-half (1 ½) in addition to the regular day's pay for each eight (8) hours shift worked.

Time off accumulated as a result of this article, must be used in the same calendar year it was granted. Should the time off not be utilized within the calendar year, it shall be forfeited. Any Paid Holidays credited during the month of December shall be carried over into the following calendar year to be utilized or forfeited as outlined above.

ARTICLE 13 - PAID HOLIDAYS (cont'd)

- b) Should a member be required and does work on a paid holiday, he shall have the option of receiving time off in lieu, at the rate of time and one half (1 ½) for each hour worked, or pay for at the rate of time and one-half (1 ½) in addition to the regular day's pay for each hour worked to a maximum of forty-eight (48) hours within the calendar year.

Time off accumulated as a result of this article, must be used in the same calendar year it was granted. Should the time off not be utilized within the calendar year, it shall be forfeited. Any Paid Holidays credited during the month of December shall be carried over into the following calendar year to be utilized or forfeited as outlined above.

Effective 2013

On a trial basis for the balance of the term of the renewed Collective Agreement, the election to receive pay to the agreed maximum must be made by November 12th of each calendar year.

- 13.04** Should an employee be required and does work on both Christmas Day and New Years Day, he shall be compensated as follows; one day shall be subject to the provisions of Article 13.03, the other day shall be compensated at the rate of time and one-half (1 ½) plus the regular day's pay plus eight (8) hours time off in lieu.

ARTICLE 14 - MEDICAL, INSURANCE AND HOSPITALIZATION

- 14.01** The Board shall pay 100% of the single premium or the family premium, as the case may be, for every employee in respect of whom the Board is required to remit a premium pursuant to the provisions of The Health Services Insurance Act.
- 14.02** The Board shall supplement the insured services referred to in Section 14.01 by providing semi-private ward accommodation for any employee or dependent of his to whom such section is applicable.
- 14.03** The Board shall provide every employee and his dependents with medical benefits equivalent to those provided as of the date of this Agreement by the Comprehensive Medical Protection Plan of "Sun Life".

ARTICLE 14 - MEDICAL, INSURANCE AND HOSPITALIZATION (cont'd)

Effective on ratification, **March 28, 2008** the dispensing fee payable under the drug plan shall be capped at \$8.00 per eligible prescription. Should the average of the dispensing fees of the five agreed upon pharmacies increase, the parties have agreed to increase the said cap to meet the average.

Effective **March 1, 2004**, the Board shall arrange and pay for a comprehensive drug insurance plan providing a pay-direct drug card with a two dollar (\$2.00) deductible per prescription, and the Association agrees that the plan shall provide generic drug coverage unless the Member's physician certifies on the prescription the medical need for non-generic drug(s).

Note: If the Board is able to arrange and pay for a comprehensive drug plan which provides a direct pay drug card and generic drugs without a \$2.00 deductible per prescription, such drug plan will be a cost savings to the Board compared to the cost of the current plan, such plan will be implemented on March 1, 2004, or such earlier date as may be arranged.

Effective **April 24, 2010**, Massage therapy will be amended so that all eligible employees and their dependents shall receive a maximum of fifty dollars (\$50.00) per visit to a maximum of five hundred dollars (\$500.00) per year.

Effective **May 26, 2006** the Out-of-Country coverage was changed from 180 days to 60 days on any one occasion (per trip). Also awarded was the inclusion of pre-existing medical condition language as follows: "Any condition that existed prior to departure unless such pre-existing medical condition has been stable (i.e., no change in symptoms, no hospitalization, no change in condition, no new prescription drugs or prescribed change in treatment or medication) immediately prior to departure for pre-existing condition stability period specified in the schedule of benefits (six months).

Effective **April 24, 2010**, all new employees hired by the Board after April 24th, 2010 shall be entitled to Out-of-Country coverage to a maximum of thirty (30) days on any one occasion (per trip). Any pre-existing medical condition that existed prior to the departure, unless such pre-existing medical condition has been stabilized immediately prior to the departure, shall not be covered. Any pre-existing condition must be stabilized for a period of six (6) months as outlined in the Schedule of Benefits.

Effective, November 15, 2013, the parties agree to the addition of Standard Hearing Aid coverage to the Comprehensive Medical Protection Plan of "Sun Life".

ARTICLE 14 - MEDICAL, INSURANCE AND HOSPITALIZATION (cont'd)

14.04 The Board shall provide vision care, including eye examinations to a maximum of one hundred dollars (\$100.00) and eye glasses to a maximum of three hundred and fifty dollars (\$350.00) in any 2 calendar year period for every employee and each of his dependents.

14.05 The Board shall provide every employee and each of his dependents with benefits equivalent to those provided as of the date of this Agreement by the "Sun Life" Dental Care Plan on the basis of the Ontario Fee Guide for Dental Practitioners in effect at the time the service is rendered. Recall examinations must be separated by an interval of at least nine (9) months.

Orthodontic procedures are insured at fifty percent (50%) subject to the maximum benefit under the Plan.

14.06 a) The Board shall provide the above benefits to retired employees, spouses and widows, widowers, as defined in the plan where they are not otherwise provided under any government or other program. A spouse shall be defined as a person who was the spouse of the retired employee at the time of retirement.

b) Upon ratification, April 9, 2008:
Full-time employees hired after April 9, 2008 shall be entitled to benefits described above upon retirement, provided they have twenty-five (25) years of continuous service with the Cornwall Community Police Service or who retire on an unreduced OMERS pension.

c) The Board shall provide all employees hired by the Board beyond April 24, 2010 with all benefits outlined in Sections 14:01 through 14:06 until they reach the age of 65 years.

Employees hired prior to April 24, 2010 shall continue to receive all benefits outlined in sections 14:01 through 14:06 beyond the age of 65 years (life benefits)

14.07 The Board shall provide every employee with life insurance equal to two (2) times the annual salary of such employee rounded to the next higher one thousand dollars (\$1,000.00) together with accidental death and dismemberment benefits.

14.08 The Association has contracted a Supplementary Group Life Insurance Plan and a Long Term Disability Plan. The Association shall administer the plans and the Board agrees to collect, through payroll deductions, 100% of the premiums from those members who have so authorized. The Board also agrees to remit the collected premiums to the insurance carrier on a monthly basis. The Association indemnifies the Board against any liability which may be incurred by the Board in complying with this sub-article.

ARTICLE 14 - MEDICAL, INSURANCE AND HOSPITALIZATION (cont'd)

14.09 Effective April 24, 2010 each employee shall be eligible to receive the benefits provided by the L.T.D. Plan specified in Article 14.08. Upon completion of the waiting period, there shall be no further deduction of sick leave credits. All benefits and seniority shall be maintained for a period no longer than two (2) years while the employee is off on L.T.D.

It is understood that, should an employee be unable to return to work as a result of an illness or injury, any payout of time banks covered under this collective agreement shall be at the rate of pay that the employee was receiving on their last day worked prior to their illness or injury.

ARTICLE 15 - COURT OVERTIME

15.01 Court time shall be deemed to be time spent by an employee in his off-duty hours in attendance in court, Examination of Discovery, civil trial, inquest inquiry or departmental trial or Hearings or any time spent as a result of his service to the department, in litigation of any description save if he is involved in his personal capacity.

15.02 Court time shall also refer to time spent in court in any jurisdiction, if the reason for the court appearance relates to circumstances arising during an officer's tour of duty, but shall not include litigation for personal reasons.

15.03 Any employee who, when off-duty, is required to give evidence in court shall be paid time and one-half with a minimum of four (4) hours for each call. Should a member be required to attend morning court, after he has worked the 12 Midnight to 8:00 a.m. shift, shall be entitled to court time pay commencing at 8:00 a.m.

In the event that an employee is required to attend morning court after he has worked the 6:00 p.m./6:00 a.m. or the 7:00 p.m./7:00 a.m. shifts, he shall be entitled to court time pay commencing at the end of his regular shift, either 6:00 a.m. or 7:00 a.m.

15.04 When a member is required to attend such court on any occasion during his annual vacation, he shall, within twenty-four (24) hours of being advised of his required attendance in court, advise a Senior Officer to so attend, he shall then be granted two (2) extra days leave in compensation for each day or portion thereof.

15.05 Retired members who are subpoenaed to attend court as defined in Article 15.01 will be entitled to a lump sum payment of \$200.00 per day, (less deductions required by law) for such attendance.

ARTICLE 16 - COMPASSIONATE LEAVE

16.01 Leave of absence with pay to a maximum of three (3) regular scheduled work days shall be granted to an employee who has suffered the loss of a father, mother, spouse, son, daughter, brother, sister, grandparent, grandchild, father-in-law, mother-in-law, daughter in-law and son in-law, sister-in-law, brother-in-law or a person standing in loco parentis. The leave of absence must occur within a seven (7) calendar day period from the date of death.

ARTICLE 17 - ASSOCIATION DUTIES

17.01 Any four (4) members of the Cornwall Police Association shall be granted leave of absence with pay to a maximum of sixty (60) days in any calendar year, as may be required for the proper performance of the duties of the Association (provided that this is done in such a manner as not to interfere with the proper operation of the Service in the judgment of the Chief) and provided that fourteen (14) calendar days notice along with reasons is afforded the Chief of the need for such leave.

17.02 Should a member be elected to the Police Association of Ontario's Executive, he shall be allowed leave of absence with pay in order to carry out his duties with the said Association. Such absence shall not exceed forty (40) calendar days in any twelve (12) month period. Absence in excess thereof shall be a matter for consideration by the Cornwall Community Police Services Board.

17.03 A member who is on duty at the time or is due to come on duty during the course of the bargaining or grievance meetings hereinafter referred to shall be allowed time off with pay to attend if he is a member of:

- a) Bargaining Committee of the Association, all bargaining meetings with the Bargaining Committee of the Board and all interest Arbitration Hearings and Conciliation Hearings.
- b) Grievance Committee of the Association, all meetings requiring his presence held pursuant to the grievance procedure provided for in Article 7 of this Agreement and Rights Arbitration Hearings and Conciliation Hearings.
- c) Members requesting time off with pay, consistent with the provisions of Article 17.03 must provide written notice to the office of the Chief of Police within forty-eight (48) hours after the date has been set in order to obtain the required authorization for time off with pay.

ARTICLE 17 - ASSOCIATION DUTIES (cont'd)

17.04 The Association will have the right to put Association notices in the central Police Station on a bulletin board and in a location to be agreed by the parties, subject to the Chief reserving the right to approve such notices.

ARTICLE 18 - CLOTHING AND EQUIPMENT

18.01 The Board shall supply clothing and equipment required by all uniformed members as governed by The Police Services Act.

18.02 Police Officers, Special Constables, and quartermaster shall be allowed a maximum of two hundred and ten dollars (\$210.00) cleaning allowance per year.

18.03 Each member who is required to perform police duties in plain clothes shall receive a clothing allowance of up to one thousand one hundred dollars (\$1,100.00) for the given year, if the member performs such duties for a full twelve (12) month period. If the member performs such duties for less than twelve (12) months, the member will receive a clothing allowance on a pro-rata basis, provided the member does perform such duties for at least thirty (30) days within a twelve (12) month period.

Payment of clothing allowance shall be made twice yearly, one-half paid in July of the same year upon submission of receipts. For new members required to perform police duties in plain clothes after the second payment of clothing allowance, they shall receive their first installment after completion of their initial thirty (30) days, on a pro-rata basis.

18.04 Each member shall receive or have access to an up-to-date copy of all books incidental or necessary to his duties.

18.05 Each member shall be provided with a badge, wallet and warrant card.

18.06 All By-Laws affecting Association Members shall be permitted to be posted on the Police Bulletin Board.

18.07 A service badge shall be granted to a member of the Service for each five (5) year period of continuous service.

ARTICLE 19 - SERVICE PAY

19.01 All full-time civilian members who have served the minimum required five (5) years of continuous service in the Cornwall Community Police Service, as of November 30th each year, shall be entitled to the following service pay:

5 years to and including 9 years	- \$100.00 per year
10 years to and including 14 years	- \$300.00 per year
15 years to and including 19 years	- \$600.00 per year
20 years to and including 24 years	- \$900.00 per year
25 years to and including 29 years	- \$1,100.00 per year
30 years and over	- \$1,300.00 per year

19.02 In the event that a civilian member leaves the Service prior to the date of normal payment of service pay, and who has obtained the necessary qualifying years of service time, shall be paid on the basis of the number of years served.

ARTICLE 20 - SUBSISTENCE ALLOWANCE

20.01 Any employee who attends a designated police course shall be entitled to thirty-five dollars (\$35.00) per week subsistence allowance and payment for weekend meals.

20.02 Any employee attending a designated police course shall be entitled to traveling expenses for one trip home should the course be over two (2) weeks duration, two trips home should the course be over four (4) weeks, three trips home should the course be over seven (7) weeks. For every three weeks of course over seven (7) weeks, an additional round trip home will be reimbursed. Personal automobile expenses shall be reimbursed at the rate of forty (40) cents (Effective April 9, 2008) per kilometer from Cornwall Community Police Headquarters to the location of the course and the return trip. The Chief may designate the use of a Service or rental vehicle as the mode of transportation in lieu of a personal automobile.

Allowances or expenses apply only where the designated police course takes place at a location outside Cornwall municipal boundaries.

ARTICLE 21 - PROMOTIONS

21.01 When a permanent vacancy exists above the rank of First Class Constable within the Cornwall Community Police Service, a notice for the purpose of applications shall be posted.

21.02 A member to be considered for promotion must have three (3) years continuous service as a police officer with the Cornwall Community Police Service. A member to be considered for promotion must have successfully completed a recognized Police Training Course as well as the Ontario Police College Selection Exams.

ARTICLE 21 – PROMOTIONS (cont'd)

21.03 All promotions shall be governed by *knowledge, skills, abilities, and seniority*. Seniority shall be allotted a total of ten (10) percent as outlined in Appendix B.

ARTICLE 22 - SICK LEAVE

22.01 Each employee, shall be credited with one and one-half (1 ½) days sick leave for each unbroken month of service with the Cornwall Community Police Service, such credit to be cumulative during the service of the member. For the purpose of this section, service shall not be broken by a member's absence from duty caused by illness or injury or accident or days off or vacation.

22.02 Effective **November 15th, 2013**, each employee as of that date, shall receive a sick leave credit bank equal to the amount of their sick leave bank one (1) day prior to ratification of this Agreement. This sick leave bank shall not be the subject of any payout under previous Sections 22.06 or 22.07 of the Collective Agreement

Each employee shall receive sick leave credit from the beginning of the first complete calendar month after commencement of duties.

22.03 Each employee shall receive sick leave pay, at full salary, for any time lost by reason of illness or injury to the full extent of sick pay credits accumulated by the member at the time of each absence, except when both conditions set out in Article 22.01 are met, in which case Article 22.04 shall govern.

An employee may utilize up to five (5) days of his/her sick leave, in a calendar year, in the event he/she is absent on account of illness in his/her immediate family; (immediate family for the Article means, spouse, child, father, mother, brother, sister). Such absences will be considered personal absences and will be deducted from cumulative sick leave credits as per Article 22.04.

22.04 The number of days or part thereof for which an employee receives sick leave pay shall be deducted from cumulative sick leave credits.

22.05 In January of each year, every employee shall be advised by the posting of a notice, the number of days standing to his credit as of December 31st of the year then ended.

22.06 Effective within ninety (90) days of **November 15th, 2013**, employees shall receive a one-time gratuity payment of cumulative sick leave credits based on the amount and value of their sick leave credit bank on December 31, 2012 as follows:

a) The payment shall be one half (1/2) of the accumulated sick leave credits as of December 31, 2012 to a maximum of 2080 hours.

ARTICLE 22 - SICK LEAVE (cont'd)

b) On **November 15th, 2013**, there shall be no payouts of sick leave credits under previous Articles 22.06 or 22.07 of the Collective Agreement and it is agreed these articles are no longer applicable and will be considered deleted from the collective agreement.

c) All employees hired after December 31, 2013 shall have a maximum limit of 1400 hours of sick leave accumulation.

22.07 In the event that an employee is absent, through illness, or an on-the-job accident or a Workplace Safety and Insurance Board Claim, for a period of three (3) consecutive months or more, there shall be no credit to the accumulation of sick leave after the three (3) months until the employee returns to work. Upon return to work and to re-establish the commencement of sick leave credits as per Sub-Articles 22.01 and 23.01, the employee must return for a period of ten (10) working days.

22.08 For absences in excess of three (3) consecutive days, the employee will provide a medical certificate to the supervisor within seventy-two (72) hours of the commencement of the absence, which certifies the illness or injury and its probable duration. The supervisor will also advise the Human Resources Department of the absence. The supervisor will advise the Human Resources Department of the return date of the employee. The original medical certificate shall be forwarded to the Human Resources Department.

ARTICLE 23 - INJURED ON DUTY

23.01 When an employee of the Service is absent by reason of illness or injury arising out of or in the course of employment within the meaning of the Workplace Safety and Insurance Act, he shall receive his full pay and benefits while he is thereby incapacitated, provided both of the following conditions are met:

- a) The Workplace Safety and Insurance Board approves the claim;
- b) Benefits are paid by the Workplace Safety and Insurance Board in respect of the claim.

23.02 Once both conditions set out in Article 23.01 are met, the Board will replace all sick leave credits deducted from the employee.

23.03 The phrase "full pay" in Article 23.01 shall be interpreted so as to preclude the possibility of employees receiving a greater net pay while absent on a Workplace Safety and Insurance Board claim than while working.

23.04 The employee shall ensure that all monies received from the Workplace Safety and Insurance Board in respect of his claim, are directed to the Board.

23.05 KILLED ON DUTY

If any employee is killed on duty, the beneficiary as stated on the Cornwall Community Police Service, O.M.E.R.S. "Beneficiary Allocation Card", shall receive the equivalent of three years' salary. The salary to be paid will be at the rate of the position held by the employee at the time of the death and the payment will be made over the three year period commencing with the date of death, in three annual installments.

ARTICLE 24 - LAY OFF

24.01 In case of personnel reduction, with Officers and Civilian Staff considered separately as per the Schedules, the last person hired shall be the first person laid off, providing that the next senior person retained is qualified to perform the job.

In the event of recall, the last person laid off shall be the first person brought back provided that person is qualified to perform the job.

ARTICLE 25 - INDEMNIFICATION

- 25.01** a) Where a current or retired member of the Service is charged with a criminal or statutory offence flowing from his police duties and is subsequently acquitted of such charges, the member shall be reimbursed for any reasonable legal expenses that have been taxed pursuant to the Solicitors' Act and incurred as a result of such charges.
- b) The Board shall indemnify a member for the necessary and reasonable costs incurred where the member is the subject officer (not a witness) of a Hearing under Part V as a result of a decision by the Ontario Civilian Commission on Policing Services (OCCPS) to overturn a finding of no misconduct by the Chief of Police.
- c) The Board shall indemnify current and retired members for the necessary and reasonable disbursement costs incurred where the member(s) is the subject or a witness of a Public Inquiry whether Federal or Provincial.

25.02 S.I.U. LEGAL COUNSEL

In addition to the provisions of Article 26.01, the Board recognizes the necessity of providing immediate legal advice to any officer who, as a result of police duties, may be directly or indirectly involved in an occurrence investigated under the provisions of Part VII of The Police Services Act.

25.02 S.I.U. LEGAL COUNSEL (cont'd)

The Board agrees that legal counsel(s) shall be provided at the Board's expense, immediately after the occurrence and during the investigative period, for the purpose of providing legal advice and guidance to the officer or officers involved.

A list of lawyers will be selected upon mutual agreement between the Board and the Police Association Executive. The Board reserves the right, through the Chief of Police or designate where there is more than one member involved in a given investigation, to provide one counsel for all concerned unless that counsel considers there to be a conflict in acting for all persons, in which case, individual counsel may be granted by the Board, at its sole discretion.

ARTICLE 26 - LOCKERS

26.01 No search or inspection of a member's locker shall be made unless the member is notified.

ARTICLE 27 - RESIGNATIONS

27.01 An employee who has submitted a written resignation from the Cornwall Community Police Service may within forty-eight (48) hours thereafter, excluding Saturday and Sunday, on written notice to the Chief, given either directly or through the Association, with the written authorization of the employee, the Association may withdraw the resignation.

ARTICLE 28 - MATERNITY LEAVE

28.01 A member who makes written application to and supplies the Board with the certificate of a legally qualified medical practitioner stating that she is pregnant and giving the estimated date of delivery shall, subject to Sections 28.02 and 28.03, be given maternity leave, without loss of seniority, in accordance with the Employment Standards Act, provided she has the requisite service with the Cornwall Community Police Service, specified herein.

28.02 During the maternity leave, the Board shall:

- a) during the first two weeks, pay the member eighty (80) percent of her regular rate of pay;
- b) during the following fifteen (15) weeks, (or shorter period if the member returns earlier to work), pay the member at a rate of pay equivalent to the difference between the Employment Insurance benefits the member is eligible to receive and ninety-three (93) percent of her regular rate of pay;

and

ARTICLE 28 - MATERNITY LEAVE (cont'd)

- c) continue to provide the member with the vacation credits, insurance welfare, medical, dental and other benefits specified in this Agreement.

28.03 To be eligible for the payments and benefits provided for in Section 28.02, the member shall sign an Agreement with the Board providing:

- a) that she will return to work and remain with the Service for a period of at least one (1) year after her return to work;
- b) that should she fail to return to work at the expiration of her leave or to remain in the employ of the Service for the period in clause (a), she will repay the amounts provided for in Section 28.02 and that the Board may apply against such amount owing all vacation pay and any sick leave credit due to the member.

28.04 Any period of maternity leave beyond seventeen (17) weeks shall be without pay.

28.05 An employee who adopts a child (or children) shall be subject to the same rights and obligations, mutatis mutandis, as those specified for maternity leave, except that the period of leave of absence shall commence when the child (or children) is received.

ARTICLE 29 - TRAINING

29.01 Effective January 1, 2008, each employee required by the Cornwall Community Police Service to take training outside normal hours of work (to a maximum of forty (40) such hours), will be credited with the equivalent number of hours in a "Training Bank". The employee will be required to utilize the time credited in the Training Bank within the same calendar year as the training occurred. This training will be given in eight (8) hour blocks and no training will occur from May 15th to September 15th.

Effective January 1, 2011, each employee required by the Cornwall Community Police Service to take training outside normal hours of work (to a maximum of forty (40) such hours), will be credited at the rate of time and one half (1 ½) in a "Training Bank". The employee shall be required to utilize the time credited in the Training Bank within the same calendar year as the training occurred or forfeit such time. This training will be given in a minimum of four (4) hour blocks and no training will occur from May 15th to September 15th.

Any training credited during the month of December shall be carried over into the following calendar year to be utilized or forfeited as outlined above.

SCHEDULE 'B'

Schedule "B" shall be known as a Bargaining Agreement for civilian members, who shall be entitled to all benefits, rights and privileges as contained in Schedule "A", with the exception of Articles governing salaries, hours of work and clothing and equipment.

All Full-Time Civilian Members shall work a forty (40) hour work week, namely; 8:00 a.m. to 4:00 p.m., 9:00 a.m. to 5:00 p.m., Monday to Friday, with a one (1) hour paid lunch period.

If an afternoon shift is required, the shift will work the regular hours of 3:00 p.m. to 11:00 p.m. The number of hours per week and lunch break will stay the same as noted above. The starting and finishing times are adjustable by one (1) hour either way, this is at the discretion of the Office of the Chief of Police.

The NICHE Inputters shall work a forty (40) hour week, on a schedule as determined by the Chief of Police. Civilian staff in the Communications Branch shall work a forty (40) hour week on a shift schedule as defined in Article 10.

All Special Constables shall work a forty (40) hour work week. The regular work week may be scheduled Monday through Saturday; regular hours of work per day will be eight (8) hours, commencing no earlier than 7:00 o'clock a.m. and ending no later than 7:00 o'clock p.m. Special Constables will work a fixed weekly schedule subject to the weekly schedule being changed on notice as contained in Article 10.04(a).

In addition to the Paid Holidays contained in Schedule "A", all civilian members shall be entitled to holidays declared by either Federal, Provincial or Municipal Governments.

PROBATION FOR CIVILIAN EMPLOYEES

New hires will have a probation period of 520 hours subsequent to the completion of initial training during which the Chief may terminate such employee at his discretion provided the employee receives one (1) week of notice or pay in lieu.

JOB OPENINGS

Where a permanent vacancy occurs or a new position is created or where an appointment is to be made to a position on account of sickness, vacation or other cause which temporary vacancy is expected to extend to sixty (60) days or more, and such appointment may provide promotion for any full-time employee, notice shall be posted at appropriate locations, including all bulletin boards, for a minimum of five (5) working days, and the copy of the notice shall set out a job description of the position, qualifications required and wage rate. The employer will endeavor to notify those employees who are absent from work of such positions by placing a telephone call to their telephone number on record with the Police Service. In the event the employer is not able to contact the employee, an Association Executive member will be personally advised of this.

SCHEDULE 'B' - JOB OPENINGS (cont'd)

Present full-time employees shall be given first opportunity to apply for any new permanent openings for civilian personnel within the Cornwall Community Police Service. Present civilian employees shall be given first opportunity to apply for entry level openings for uniform members.

TEMPORARY AND PART-TIME EMPLOYEES

- 1.01 This paragraph shall apply to temporary and part-time civilian employees. In the event of any conflict between the provisions of this paragraph and any other provision of Schedule B, the provisions of this paragraph shall prevail.
- 1.02 The Board may use temporary civilian employees in order to replace a full-time civilian employee who is absent from work or unavailable to perform the duties of their position.
- 1.03 a) The Board may also use temporary civilian employees for the purposes of any Special Project. For greater certainty a Special Project includes but is not limited to the current Public Inquiry in Cornwall. The Association will be notified in writing of Special Projects that result in the use of temporary civilian employees directly or as a replacement for full-time civilian employees.
- b) The Board will use its best efforts to limit the use of temporary civilian employees to periods of not more than six (6) months.
- c) Temporary civilian employees hired pursuant to this subparagraph shall be offered a minimum of three (3) eight (8) hour shifts in a week.
- d) Should a temporary civilian employee be maintained beyond the periods noted herein, such employee will then be considered full-time.
- 1.04 a) The Board may use part-time civilian employees to work for less than twenty-five (25) hours per week as a dispatcher in Communications Center. Part-time civilian employees may be used in order to provide necessary night and day shift coverage to replace the full-time dispatchers for their lunch and breaks in a minimum of five (5) hour blocks per shift.
- b) The Board may use temporary Special Constables for the purpose of assisting with Human Resource requirements within the Court Bureau during peak demands
- 1.05 Two or more part-time members shall not be employed to fill a position that could otherwise be filled by a full-time member.

SCHEDULE 'B' - TEMPORARY AND PART-TIME EMPLOYEES (cont'd)

- 1.06 Part-time dispatchers are subject to passing a standardized test provided by the Police Service and the Police Service will provide to the Association, in writing, proof that the employee has passed the test.
- 1.07 A part-time member shall be paid in the same hourly rate range, as per the level entry salary of that position as a full-time employee and shall be paid on the basis of the full-time pay rates **and shall progress through the full-time member's pay grid upon accumulation of 2080 hours total employment for each level.**
- 1.08 Except as otherwise provided herein, temporary and part-time members shall be compensated for vacations and statutory holidays in accordance with provisions of the *Employment Standards Act*.
- 1.09 In lieu of benefits enjoyed by full-time members under this Agreement, temporary and part-time members shall receive twelve (12%) percent of their hourly rate of pay, inclusive of vacation pay, added to the member's hourly rate of pay.
- 1.10 Association dues for part-time civilian members shall be collected and remitted in the same manner and with the same timing as for full-time members and in the regularly established amount directed by the Association.

2. PAY EQUITY COMMITTEE

A joint committee will review the pay equity plan over the course of each collective agreement or when a new position has been created.

A joint committee will review the Pay Equity Plan in its entirety. The purpose of the committee is to examine the Plan and recommend changes if required. Should changes be required, the costs incurred for the development of this plan shall be split equally between both parties.

MEMORANDUM OF UNDERSTANDING

between

THE CORNWALL COMMUNITY POLICE SERVICES BOARD

and

THE CORNWALL POLICE ASSOCIATION

RE: ARTICLE 8 - PENSIONS

The parties have agreed to instruct their respective counsel to endeavor to update the current language to make relevant to the current entitlement of employees. In the event agreement on updated language is not achieved, the current wording of Article 8 will continue.

Dated the day of , 2013.

FOR THE ASSOCIATION:

FOR THE BOARD:

APPENDIX A – SALARIES

(subject to confirmation by Finance Department)

***Note: salary increase is agreed to be as follows:**

January 1, 2013	1.5%
July 1, 2013	1.25%
January 1, 2014	1.5%
July 1, 2014	1%
January 1, 2015	1.5%

2013- 2014 - 2015 COLLECTIVE AGREEMENT				
DETECTIVE STAFF SERGEANT/ 0-7 years completed DS01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$113,093.34	\$4,349.74	\$54.37	\$81.56
"Jul 1, 2013	\$114,507.00	\$4,404.12	\$55.05	\$82.58
"Jan 1, 2014	\$116,224.61	\$4,470.18	\$55.88	\$83.82
"Jul 1, 2014	\$117,386.86	\$4,514.88	\$56.44	\$84.65
"Jan 1, 2015	\$119,147.66	\$4,582.60	\$57.28	\$85.92
DETECTIVE STAFF SERGEANT/ 8 years completed DS08				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$115,669.69	\$4,448.83	\$55.61	\$83.42
"Jul 1, 2013	\$117,115.56	\$4,504.44	\$56.31	\$84.46
"Jan 1, 2014	\$118,872.29	\$4,572.01	\$57.15	\$85.73
"Jul 1, 2014	\$120,061.02	\$4,617.73	\$57.72	\$86.58
"Jan 1, 2015	\$121,861.93	\$4,687.00	\$58.59	\$87.88
DETECTIVE STAFF SERGEANT/ 17 years completed DS17				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$118,246.04	\$4,547.92	\$56.85	\$85.27
"Jul 1, 2013	\$119,724.12	\$4,604.77	\$57.56	\$86.34
"Jan 1, 2014	\$121,519.98	\$4,673.85	\$58.42	\$87.63
"Jul 1, 2014	\$122,735.18	\$4,720.58	\$59.01	\$88.51
"Jan 1, 2015	\$124,576.20	\$4,791.39	\$59.89	\$89.84
DETECTIVE STAFF SERGEANT/ 23 years completed DS23				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$120,822.40	\$4,647.02	\$58.09	\$87.13
"Jul 1, 2013	\$122,332.68	\$4,705.10	\$58.81	\$88.22
"Jan 1, 2014	\$124,167.67	\$4,775.68	\$59.70	\$89.54
"Jul 1, 2014	\$125,409.35	\$4,823.44	\$60.29	\$90.44
"Jan 1, 2015	\$127,290.49	\$4,895.79	\$61.20	\$91.80
STAFF SERGEANT/ 0-7 years completed SS01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$109,658.20	\$4,217.62	\$52.72	\$79.08
"Jul 1, 2013	\$111,028.93	\$4,270.34	\$53.38	\$80.07
"Jan 1, 2014	\$112,694.36	\$4,334.40	\$54.18	\$81.27
"Jul 1, 2014	\$113,821.30	\$4,377.74	\$54.72	\$82.08
"Jan 1, 2015	\$115,528.62	\$4,443.41	\$55.54	\$83.31
STAFF SERGEANT/ 8 years completed SS08				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$112,234.55	\$4,316.71	\$53.96	\$80.94
"Jul 1, 2013	\$113,637.48	\$4,370.67	\$54.63	\$81.95
"Jan 1, 2014	\$115,342.04	\$4,436.23	\$55.45	\$83.18
"Jul 1, 2014	\$116,495.46	\$4,480.59	\$56.01	\$84.01
"Jan 1, 2015	\$118,242.90	\$4,547.80	\$56.85	\$85.27

STAFF SERGEANT/ 17 years completed SS17				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$114,810.90	\$4,415.80	\$55.20	\$82.80
"Jul 1, 2013	\$116,246.04	\$4,471.00	\$55.89	\$83.83
"Jan 1, 2014	\$117,989.73	\$4,538.07	\$56.73	\$85.09
"Jul 1, 2014	\$119,169.63	\$4,583.45	\$57.29	\$85.94
"Jan 1, 2015	\$120,957.17	\$4,652.20	\$58.15	\$87.23
STAFF SERGEANT/ 23 years completed SS23				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$117,387.26	\$4,514.89	\$56.44	\$84.65
"Jul 1, 2013	\$118,854.60	\$4,571.33	\$57.14	\$85.71
"Jan 1, 2014	\$120,637.42	\$4,639.90	\$58.00	\$87.00
"Jul 1, 2014	\$121,843.80	\$4,686.30	\$58.58	\$87.87
"Jan 1, 2015	\$123,671.45	\$4,756.59	\$59.46	\$89.19
DETECTIVE SERGEANT/ 0-7 years completed DG01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$100,477.80	\$3,864.53	\$48.31	\$72.46
"Jul 1, 2013	\$101,733.77	\$3,912.84	\$48.91	\$73.37
"Jan 1, 2014	\$103,259.78	\$3,971.53	\$49.64	\$74.47
"Jul 1, 2014	\$104,292.37	\$4,011.25	\$50.14	\$75.21
"Jan 1, 2015	\$105,856.76	\$4,071.41	\$50.89	\$76.34
DETECTIVE SERGEANT/ 8 years completed DG08				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$103,054.15	\$3,963.62	\$49.55	\$74.32
"Jul 1, 2013	\$104,342.32	\$4,013.17	\$50.16	\$75.25
"Jan 1, 2014	\$105,907.46	\$4,073.36	\$50.92	\$76.38
"Jul 1, 2014	\$106,966.53	\$4,114.10	\$51.43	\$77.14
"Jan 1, 2015	\$108,571.03	\$4,175.81	\$52.20	\$78.30
DETECTIVE SERGEANT/ 17 years completed DG17				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$105,630.50	\$4,062.71	\$50.78	\$76.18
"Jul 1, 2013	\$106,950.88	\$4,113.50	\$51.42	\$77.13
"Jan 1, 2014	\$108,555.14	\$4,175.20	\$52.19	\$78.28
"Jul 1, 2014	\$109,640.69	\$4,216.95	\$52.71	\$79.07
"Jan 1, 2015	\$111,285.31	\$4,280.20	\$53.50	\$80.25
DETECTIVE SERGEANT/ 23 years completed DG23				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$108,206.85	\$4,161.80	\$52.02	\$78.03
"Jul 1, 2013	\$109,559.44	\$4,213.82	\$52.67	\$79.01
"Jan 1, 2014	\$111,202.83	\$4,277.03	\$53.46	\$80.19
"Jul 1, 2014	\$112,314.86	\$4,319.80	\$54.00	\$81.00
"Jan 1, 2015	\$113,999.58	\$4,384.60	\$54.81	\$82.21

SERGEANT/ 0-7 years completed SGT1				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$97,042.66	\$3,732.41	\$46.66	\$69.98
"Jul 1, 2013	\$98,255.69	\$3,779.07	\$47.24	\$70.86
"Jan 1, 2014	\$99,729.53	\$3,835.75	\$47.95	\$71.92
"Jul 1, 2014	\$100,726.82	\$3,874.11	\$48.43	\$72.64
"Jan 1, 2015	\$102,237.72	\$3,932.22	\$49.15	\$73.73
SERGEANT/ 8 years completed SG08				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$99,619.01	\$3,831.50	\$47.89	\$71.84
"Jul 1, 2013	\$100,864.25	\$3,879.39	\$48.49	\$72.74
"Jan 1, 2014	\$102,377.21	\$3,937.59	\$49.22	\$73.83
"Jul 1, 2014	\$103,400.98	\$3,976.96	\$49.71	\$74.57
"Jan 1, 2015	\$104,952.00	\$4,036.62	\$50.46	\$75.69
SERGEANT/ 17 years completed SG17				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$102,195.36	\$3,930.59	\$49.13	\$73.70
"Jul 1, 2013	\$103,472.80	\$3,979.72	\$49.75	\$74.62
"Jan 1, 2014	\$105,024.89	\$4,039.42	\$50.49	\$75.74
"Jul 1, 2014	\$106,075.14	\$4,079.81	\$51.00	\$76.50
"Jan 1, 2015	\$107,666.27	\$4,141.01	\$51.76	\$77.64
SERGEANT/ 23 years completed SG23				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$104,771.71	\$4,029.68	\$50.37	\$75.56
"Jul 1, 2013	\$106,081.36	\$4,080.05	\$51.00	\$76.50
"Jan 1, 2014	\$107,672.58	\$4,141.25	\$51.77	\$77.65
"Jul 1, 2014	\$108,749.30	\$4,182.67	\$52.28	\$78.42
"Jan 1, 2015	\$110,380.54	\$4,245.41	\$53.07	\$79.60
DETECTIVE CONSTABLE/ 0-7 years completed DC01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$89,313.59	\$3,435.14	\$42.94	\$64.41
"Jul 1, 2013	\$90,430.01	\$3,478.08	\$43.48	\$65.21
"Jan 1, 2014	\$91,786.46	\$3,530.25	\$44.13	\$66.19
"Jul 1, 2014	\$92,704.33	\$3,565.55	\$44.57	\$66.85
"Jan 1, 2015	\$94,094.89	\$3,619.03	\$45.24	\$67.86
DETECTIVE CONSTABLE/ 8 years completed DC08				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$91,889.95	\$3,534.23	\$44.18	\$66.27
"Jul 1, 2013	\$93,038.57	\$3,578.41	\$44.73	\$67.10
"Jan 1, 2014	\$94,434.15	\$3,632.08	\$45.40	\$68.10
"Jul 1, 2014	\$95,378.49	\$3,668.40	\$45.86	\$68.78
"Jan 1, 2015	\$96,809.17	\$3,723.43	\$46.54	\$69.81

DETECTIVE CONSTABLE/ 17 years completed DC17				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$94,466.30	\$3,633.32	\$45.42	\$68.12
"Jul 1, 2013	\$95,647.13	\$3,678.74	\$45.98	\$68.98
"Jan 1, 2014	\$97,081.83	\$3,733.92	\$46.67	\$70.01
"Jul 1, 2014	\$98,052.65	\$3,771.26	\$47.14	\$70.71
"Jan 1, 2015	\$99,523.44	\$3,827.82	\$47.85	\$71.77
DETECTIVE CONSTABLE/ 23 years completed DC23				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$97,042.66	\$3,732.41	\$46.66	\$69.98
"Jul 1, 2013	\$98,255.69	\$3,779.07	\$47.24	\$70.86
"Jan 1, 2014	\$99,729.53	\$3,835.75	\$47.95	\$71.92
"Jul 1, 2014	\$100,726.82	\$3,874.11	\$48.43	\$72.64
"Jan 1, 2015	\$102,237.72	\$3,932.22	\$49.15	\$73.73
1ST CLASS CONSTABLE/ 0-7 years completed P011				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$85,878.46	\$3,303.02	\$41.29	\$61.93
"Jul 1, 2013	\$86,951.94	\$3,344.31	\$41.80	\$62.71
"Jan 1, 2014	\$88,256.22	\$3,394.47	\$42.43	\$63.65
"Jul 1, 2014	\$89,138.78	\$3,428.41	\$42.86	\$64.28
"Jan 1, 2015	\$90,475.86	\$3,479.84	\$43.50	\$65.25
1ST CLASS CONSTABLE/ 8 years completed P108				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$88,454.81	\$3,402.11	\$42.53	\$63.79
"Jul 1, 2013	\$89,560.49	\$3,444.63	\$43.06	\$64.59
"Jan 1, 2014	\$90,903.90	\$3,496.30	\$43.70	\$65.56
"Jul 1, 2014	\$91,812.94	\$3,531.27	\$44.14	\$66.21
"Jan 1, 2015	\$93,190.13	\$3,584.24	\$44.80	\$67.20
1ST CLASS CONSTABLE/ 17 years completed P117				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$91,031.16	\$3,501.20	\$43.76	\$65.65
"Jul 1, 2013	\$92,169.05	\$3,544.96	\$44.31	\$66.47
"Jan 1, 2014	\$93,551.58	\$3,598.14	\$44.98	\$67.47
"Jul 1, 2014	\$94,487.10	\$3,634.12	\$45.43	\$68.14
"Jan 1, 2015	\$95,904.41	\$3,688.63	\$46.11	\$69.16
1ST CLASS CONSTABLE/ 23 years completed P123				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$93,607.52	\$3,600.29	\$45.00	\$67.51
"Jul 1, 2013	\$94,777.61	\$3,645.29	\$45.57	\$68.35
"Jan 1, 2014	\$96,199.28	\$3,699.97	\$46.25	\$69.37
"Jul 1, 2014	\$97,161.27	\$3,736.97	\$46.71	\$70.07
"Jan 1, 2015	\$98,618.69	\$3,793.03	\$47.41	\$71.12

2ND CLASS CONSTABLE P021				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$72,996.69	\$2,807.57	\$35.09	\$52.64
"Jul 1, 2013	\$73,909.15	\$2,842.66	\$35.53	\$53.30
"Jan 1, 2014	\$75,017.79	\$2,885.30	\$36.07	\$54.10
"Jul 1, 2014	\$75,767.96	\$2,914.15	\$36.43	\$54.64
"Jan 1, 2015	\$76,904.48	\$2,957.86	\$36.97	\$55.46
3RD CLASS CONSTABLE P031				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$60,114.91	\$2,312.11	\$28.90	\$43.35
"Jul 1, 2013	\$60,866.35	\$2,341.01	\$29.26	\$43.89
"Jan 1, 2014	\$61,779.35	\$2,376.13	\$29.70	\$44.55
"Jul 1, 2014	\$62,397.14	\$2,399.89	\$30.00	\$45.00
"Jan 1, 2015	\$63,333.10	\$2,435.89	\$30.45	\$45.67
4TH CLASS CONSTABLE P041				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$51,527.06	\$1,981.81	\$24.77	\$37.16
"Jul 1, 2013	\$52,171.15	\$2,006.58	\$25.08	\$37.62
"Jan 1, 2014	\$52,953.72	\$2,036.68	\$25.46	\$38.19
"Jul 1, 2014	\$53,483.26	\$2,057.05	\$25.71	\$38.57
"Jan 1, 2015	\$54,285.50	\$2,087.90	\$26.10	\$39.15
CLERK- START CK11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$50,191.95	\$1,930.46	\$24.13	\$36.20
"Jul 1, 2013	\$50,819.35	\$1,954.59	\$24.43	\$36.65
"Jan 1, 2014	\$51,581.64	\$1,983.91	\$24.80	\$37.20
"Jul 1, 2014	\$52,097.45	\$2,003.75	\$25.05	\$37.57
"Jan 1, 2015	\$52,878.91	\$2,033.80	\$25.42	\$38.13
CLERK- 12 MONTHS CK21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$52,104.95	\$2,004.04	\$25.05	\$37.58
"Jul 1, 2013	\$52,756.26	\$2,029.09	\$25.36	\$38.05
"Jan 1, 2014	\$53,547.60	\$2,059.52	\$25.74	\$38.62
"Jul 1, 2014	\$54,083.08	\$2,080.12	\$26.00	\$39.00
"Jan 1, 2015	\$54,894.33	\$2,111.32	\$26.39	\$39.59
CLERK- 24 MONTHS CK31				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$54,048.92	\$2,078.80	\$25.99	\$38.98
"Jul 1, 2013	\$54,724.53	\$2,104.79	\$26.31	\$39.46
"Jan 1, 2014	\$55,545.40	\$2,136.36	\$26.70	\$40.06
"Jul 1, 2014	\$56,100.86	\$2,157.73	\$26.97	\$40.46
"Jan 1, 2015	\$56,942.37	\$2,190.09	\$27.38	\$41.06

RECORDS CLERK- START REC2				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$50,191.95	\$1,930.46	\$24.13	\$36.20
"Jul 1, 2013	\$50,819.35	\$1,954.59	\$24.43	\$36.65
"Jan 1, 2014	\$51,581.64	\$1,983.91	\$24.80	\$37.20
"Jul 1, 2014	\$52,097.45	\$2,003.75	\$25.05	\$37.57
"Jan 1, 2015	\$52,878.91	\$2,033.80	\$25.42	\$38.13
RECORDS CLERK- 12 MONTHS REC3				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$52,104.95	\$2,004.04	\$25.05	\$37.58
"Jul 1, 2013	\$52,756.26	\$2,029.09	\$25.36	\$38.05
"Jan 1, 2014	\$53,547.60	\$2,059.52	\$25.74	\$38.62
"Jul 1, 2014	\$54,083.08	\$2,080.12	\$26.00	\$39.00
"Jan 1, 2015	\$54,894.33	\$2,111.32	\$26.39	\$39.59
RECORDS CLERK- 24 MONTHS REC4				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$54,048.92	\$2,078.80	\$25.99	\$38.98
"Jul 1, 2013	\$54,724.53	\$2,104.79	\$26.31	\$39.46
"Jan 1, 2014	\$55,545.40	\$2,136.36	\$26.70	\$40.06
"Jul 1, 2014	\$56,100.86	\$2,157.73	\$26.97	\$40.46
"Jan 1, 2015	\$56,942.37	\$2,190.09	\$27.38	\$41.06
COURT SECURITY- START SC01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$53,788.44	\$2,068.79	\$25.86	\$38.79
"Jul 1, 2013	\$54,460.80	\$2,094.65	\$26.18	\$39.27
"Jan 1, 2014	\$55,277.71	\$2,126.07	\$26.58	\$39.86
"Jul 1, 2014	\$55,830.49	\$2,147.33	\$26.84	\$40.26
"Jan 1, 2015	\$56,667.94	\$2,179.54	\$27.24	\$40.87
COURT SECURITY- 12 MONTHS SC11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$55,529.40	\$2,135.75	\$26.70	\$40.05
"Jul 1, 2013	\$56,223.52	\$2,162.44	\$27.03	\$40.55
"Jan 1, 2014	\$57,066.87	\$2,194.88	\$27.44	\$41.15
"Jul 1, 2014	\$57,637.54	\$2,216.83	\$27.71	\$41.57
"Jan 1, 2015	\$58,502.10	\$2,250.08	\$28.13	\$42.19
COURT SECURITY- 24 MONTHS SC21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$57,270.36	\$2,202.71	\$27.53	\$41.30
"Jul 1, 2013	\$57,986.24	\$2,230.24	\$27.88	\$41.82
"Jan 1, 2014	\$58,856.04	\$2,263.69	\$28.30	\$42.44
"Jul 1, 2014	\$59,444.60	\$2,286.33	\$28.58	\$42.87
"Jan 1, 2015	\$60,336.27	\$2,320.63	\$29.01	\$43.51

COURT SECURITY- 36 MONTHS SC31				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$59,011.33	\$2,269.67	\$28.37	\$42.56
"Jul 1, 2013	\$59,748.97	\$2,298.04	\$28.73	\$43.09
"Jan 1, 2014	\$60,645.20	\$2,332.51	\$29.16	\$43.73
"Jul 1, 2014	\$61,251.65	\$2,355.83	\$29.45	\$44.17
"Jan 1, 2015	\$62,170.43	\$2,391.17	\$29.89	\$44.83
COURT SECURITY- 48 MONTHS SC41				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$60,752.29	\$2,336.63	\$29.21	\$43.81
"Jul 1, 2013	\$61,511.69	\$2,365.83	\$29.57	\$44.36
"Jan 1, 2014	\$62,434.37	\$2,401.32	\$30.02	\$45.02
"Jul 1, 2014	\$63,058.71	\$2,425.34	\$30.32	\$45.48
"Jan 1, 2015	\$64,004.59	\$2,461.72	\$30.77	\$46.16
COURT SECURITY- 60 MONTHS SC51				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$62,493.27	\$2,403.59	\$30.04	\$45.07
"Jul 1, 2013	\$63,274.44	\$2,433.63	\$30.42	\$45.63
"Jan 1, 2014	\$64,223.55	\$2,470.14	\$30.88	\$46.32
"Jul 1, 2014	\$64,865.79	\$2,494.84	\$31.19	\$46.78
"Jan 1, 2015	\$65,838.78	\$2,532.26	\$31.65	\$47.48
COURT SUPERVISOR COS1				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$85,878.46	\$3,303.02	\$41.29	\$61.93
"Jul 1, 2013	\$86,951.94	\$3,344.31	\$41.80	\$62.71
"Jan 1, 2014	\$88,256.22	\$3,394.47	\$42.43	\$63.65
"Jul 1, 2014	\$89,138.78	\$3,428.41	\$42.86	\$64.28
"Jan 1, 2015	\$90,475.86	\$3,479.84	\$43.50	\$65.25
CPIC VALIDATOR- START CV11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$55,907.67	\$2,150.29	\$26.88	\$40.32
"Jul 1, 2013	\$56,606.51	\$2,177.17	\$27.21	\$40.82
"Jan 1, 2014	\$57,455.61	\$2,209.83	\$27.62	\$41.43
"Jul 1, 2014	\$58,030.17	\$2,231.93	\$27.90	\$41.85
"Jan 1, 2015	\$58,900.62	\$2,265.41	\$28.32	\$42.48
CPIC VALIDATOR- 12 MONTHS CV21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$57,805.16	\$2,223.28	\$27.79	\$41.69
"Jul 1, 2013	\$58,527.72	\$2,251.07	\$28.14	\$42.21
"Jan 1, 2014	\$59,405.64	\$2,284.83	\$28.56	\$42.84
"Jul 1, 2014	\$59,999.69	\$2,307.68	\$28.85	\$43.27
"Jan 1, 2015	\$60,899.69	\$2,342.30	\$29.28	\$43.92

CPIC VALIDATOR- 24 MONTHS CV31				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$59,701.07	\$2,296.20	\$28.70	\$43.05
"Jul 1, 2013	\$60,447.34	\$2,324.90	\$29.06	\$43.59
"Jan 1, 2014	\$61,354.05	\$2,359.77	\$29.50	\$44.25
"Jul 1, 2014	\$61,967.59	\$2,383.37	\$29.79	\$44.69
"Jan 1, 2015	\$62,897.10	\$2,419.12	\$30.24	\$45.36
DISPATCHER- START DI11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$61,040.85	\$2,347.72	\$29.35	\$44.02
"Jul 1, 2013	\$61,803.86	\$2,377.07	\$29.71	\$44.57
"Jan 1, 2014	\$62,730.91	\$2,412.73	\$30.16	\$45.24
"Jul 1, 2014	\$63,358.22	\$2,436.85	\$30.46	\$45.69
"Jan 1, 2015	\$64,308.60	\$2,473.41	\$30.92	\$46.38
DISPATCHER- 12 MONTHS DI21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$63,932.05	\$2,458.92	\$30.74	\$46.10
"Jul 1, 2013	\$64,731.20	\$2,489.66	\$31.12	\$46.68
"Jan 1, 2014	\$65,702.17	\$2,527.01	\$31.59	\$47.38
"Jul 1, 2014	\$66,359.19	\$2,552.28	\$31.90	\$47.86
"Jan 1, 2015	\$67,354.58	\$2,590.56	\$32.38	\$48.57
DISPATCHER- 24 MONTHS DI31 ANNUAL BI-WEEKLY HOURLY TIME & HALF				
"Jan 1, 2013	\$67,468.14	\$2,594.93	\$32.44	\$48.65
"Jul 1, 2013	\$68,311.49	\$2,627.36	\$32.84	\$49.26
"Jan 1, 2014	\$69,336.16	\$2,666.78	\$33.33	\$50.00
"Jul 1, 2014	\$70,029.52	\$2,693.44	\$33.67	\$50.50
"Jan 1, 2015	\$71,079.97	\$2,733.84	\$34.17	\$51.26
NICHE INPUTTER- START OM11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$53,969.87	\$2,075.76	\$25.95	\$38.92
"Jul 1, 2013	\$54,644.50	\$2,101.71	\$26.27	\$39.41
"Jan 1, 2014	\$55,464.16	\$2,133.24	\$26.67	\$40.00
"Jul 1, 2014	\$56,018.80	\$2,154.57	\$26.93	\$40.40
"Jan 1, 2015	\$56,859.09	\$2,186.89	\$27.34	\$41.00
NICHE INPUTTER- 12 MONTHS OM21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$58,093.51	\$2,234.37	\$27.93	\$41.89
"Jul 1, 2013	\$58,819.68	\$2,262.30	\$28.28	\$42.42
"Jan 1, 2014	\$59,701.97	\$2,296.23	\$28.70	\$43.05
"Jul 1, 2014	\$60,298.99	\$2,319.19	\$28.99	\$43.48
"Jan 1, 2015	\$61,203.48	\$2,353.98	\$29.42	\$44.14

I.T. ASSISTANT- START IT11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$52,644.97	\$2,024.81	\$25.31	\$37.97
"Jul 1, 2013	\$53,303.03	\$2,050.12	\$25.63	\$38.44
"Jan 1, 2014	\$54,102.57	\$2,080.87	\$26.01	\$39.02
"Jul 1, 2014	\$54,643.60	\$2,101.68	\$26.27	\$39.41
"Jan 1, 2015	\$55,463.25	\$2,133.20	\$26.67	\$40.00
I.T. ASSISTANT- 12 MONTHS IT21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$57,323.72	\$2,204.76	\$27.56	\$41.34
"Jul 1, 2013	\$58,040.27	\$2,232.32	\$27.90	\$41.86
"Jan 1, 2014	\$58,910.87	\$2,265.80	\$28.32	\$42.48
"Jul 1, 2014	\$59,499.98	\$2,288.46	\$28.61	\$42.91
"Jan 1, 2015	\$60,392.48	\$2,322.79	\$29.03	\$43.55
I.T. ASSISTANT- 24 MONTHS IT31				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$60,712.45	\$2,335.09	\$29.19	\$43.78
"Jul 1, 2013	\$61,471.35	\$2,364.28	\$29.55	\$44.33
"Jan 1, 2014	\$62,393.42	\$2,399.75	\$30.00	\$45.00
"Jul 1, 2014	\$63,017.36	\$2,423.74	\$30.30	\$45.45
"Jan 1, 2015	\$63,962.62	\$2,460.10	\$30.75	\$46.13
I.T. ASSISTANT- 36 MONTHS IT41				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$64,247.07	\$2,471.04	\$30.89	\$46.33
"Jul 1, 2013	\$65,050.15	\$2,501.93	\$31.27	\$46.91
"Jan 1, 2014	\$66,025.91	\$2,539.46	\$31.74	\$47.61
"Jul 1, 2014	\$66,686.17	\$2,564.85	\$32.06	\$48.09
"Jan 1, 2015	\$67,686.46	\$2,603.33	\$32.54	\$48.81
I.T. ASSISTANT- 48 MONTHS IT51				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$66,082.45	\$2,541.63	\$31.77	\$47.66
"Jul 1, 2013	\$66,908.48	\$2,573.40	\$32.17	\$48.25
"Jan 1, 2014	\$67,912.11	\$2,612.00	\$32.65	\$48.98
"Jul 1, 2014	\$68,591.23	\$2,638.12	\$32.98	\$49.46
"Jan 1, 2015	\$69,620.10	\$2,677.70	\$33.47	\$50.21
I.T. ASSISTANT- 60 MONTHS IT61				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$68,304.36	\$2,627.09	\$32.84	\$49.26
"Jul 1, 2013	\$69,158.16	\$2,659.93	\$33.25	\$49.87
"Jan 1, 2014	\$70,195.53	\$2,699.83	\$33.75	\$50.62
"Jul 1, 2014	\$70,897.49	\$2,726.83	\$34.09	\$51.13
"Jan 1, 2015	\$71,960.95	\$2,767.73	\$34.60	\$51.89

2013- 2014 - 2015 COLLECTIVE AGREEMENT				
CRIME ANALYST- START				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$55,907.67	\$2,150.29	\$26.88	\$40.32
"Jul 1, 2013	\$56,606.51	\$2,177.17	\$27.21	\$40.82
"Jan 1, 2014	\$57,455.61	\$2,209.83	\$27.62	\$41.43
"Jul 1, 2014	\$58,030.17	\$2,231.93	\$27.90	\$41.85
"Jan 1, 2015	\$58,900.62	\$2,265.41	\$28.32	\$42.48
CRIME ANALYST- 12 MONTHS				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$57,626.54	\$2,216.41	\$27.71	\$41.56
"Jul 1, 2013	\$58,346.87	\$2,244.11	\$28.05	\$42.08
"Jan 1, 2014	\$59,222.07	\$2,277.77	\$28.47	\$42.71
"Jul 1, 2014	\$59,814.29	\$2,300.55	\$28.76	\$43.14
"Jan 1, 2015	\$60,711.50	\$2,335.06	\$29.19	\$43.78
CRIME ANALYST- 24 MONTHS				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$59,964.22	\$2,306.32	\$28.83	\$43.24
"Jul 1, 2013	\$60,713.77	\$2,335.15	\$29.19	\$43.78
"Jan 1, 2014	\$61,624.48	\$2,370.17	\$29.63	\$44.44
"Jul 1, 2014	\$62,240.72	\$2,393.87	\$29.92	\$44.89
"Jan 1, 2015	\$63,174.33	\$2,429.78	\$30.37	\$45.56
VOLUNTEER/VICTIM SER. COORDINATOR- START VS11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$46,048.61	\$1,771.10	\$22.14	\$33.21
"Jul 1, 2013	\$46,624.22	\$1,793.24	\$22.42	\$33.62
"Jan 1, 2014	\$47,323.59	\$1,820.14	\$22.75	\$34.13
"Jul 1, 2014	\$47,796.82	\$1,838.34	\$22.98	\$34.47
"Jan 1, 2015	\$48,513.77	\$1,865.91	\$23.32	\$34.99
VOLUNTEER/VICTIM SER. COORDINATOR- 12 MONTHS VS21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$49,995.63	\$1,922.91	\$24.04	\$36.05
"Jul 1, 2013	\$50,620.57	\$1,946.95	\$24.34	\$36.51
"Jan 1, 2014	\$51,379.88	\$1,976.15	\$24.70	\$37.05
"Jul 1, 2014	\$51,893.68	\$1,995.91	\$24.95	\$37.42
"Jan 1, 2015	\$52,672.08	\$2,025.85	\$25.32	\$37.98
VOLUNTEER/VICTIM SER. COORDINATOR- 24 MONTHS VS31				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$60,834.80	\$2,339.80	\$29.25	\$43.87
"Jul 1, 2013	\$61,595.23	\$2,369.05	\$29.61	\$44.42
"Jan 1, 2014	\$62,519.16	\$2,404.58	\$30.06	\$45.09
"Jul 1, 2014	\$63,144.35	\$2,428.63	\$30.36	\$45.54
"Jan 1, 2015	\$64,091.52	\$2,465.06	\$30.81	\$46.22

PROPERTY CLERK- START PE11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$51,894.19	\$1,995.93	\$24.95	\$37.42
"Jul 1, 2013	\$52,542.86	\$2,020.88	\$25.26	\$37.89
"Jan 1, 2014	\$53,331.01	\$2,051.19	\$25.64	\$38.46
"Jul 1, 2014	\$53,864.32	\$2,071.70	\$25.90	\$38.84
"Jan 1, 2015	\$54,672.28	\$2,102.78	\$26.28	\$39.43
PROPERTY CLERK- 12 MONTHS PE12				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$55,288.42	\$2,126.48	\$26.58	\$39.87
"Jul 1, 2013	\$55,979.52	\$2,153.06	\$26.91	\$40.37
"Jan 1, 2014	\$56,819.21	\$2,185.35	\$27.32	\$40.98
"Jul 1, 2014	\$57,387.41	\$2,207.21	\$27.59	\$41.39
"Jan 1, 2015	\$58,248.22	\$2,240.32	\$28.00	\$42.01
QUARTERMASTER- START QUA1				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$49,452.51	\$1,902.02	\$23.78	\$35.66
"Jul 1, 2013	\$50,070.67	\$1,925.80	\$24.07	\$36.11
"Jan 1, 2014	\$50,821.73	\$1,954.68	\$24.43	\$36.65
"Jul 1, 2014	\$51,329.95	\$1,974.23	\$24.68	\$37.02
"Jan 1, 2015	\$52,099.90	\$2,003.84	\$25.05	\$37.57
QUARTERMASTER- 12 MONTHS QUA2				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$51,922.27	\$1,997.01	\$24.96	\$37.44
"Jul 1, 2013	\$52,571.30	\$2,021.97	\$25.27	\$37.91
"Jan 1, 2014	\$53,359.87	\$2,052.30	\$25.65	\$38.48
"Jul 1, 2014	\$53,893.46	\$2,072.83	\$25.91	\$38.87
"Jan 1, 2015	\$54,701.87	\$2,103.92	\$26.30	\$39.45
QUARTERMASTER- 24 MONTHS QUA3				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$54,392.02	\$2,092.00	\$26.15	\$39.23
"Jul 1, 2013	\$55,071.92	\$2,118.15	\$26.48	\$39.72
"Jan 1, 2014	\$55,898.00	\$2,149.92	\$26.87	\$40.31
"Jul 1, 2014	\$56,456.98	\$2,171.42	\$27.14	\$40.71
"Jan 1, 2015	\$57,303.84	\$2,203.99	\$27.55	\$41.32
QUARTERMASTER- 36 MONTHS QUA4				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$56,746.90	\$2,182.57	\$27.28	\$40.92
"Jul 1, 2013	\$57,456.24	\$2,209.86	\$27.62	\$41.43
"Jan 1, 2014	\$58,318.08	\$2,243.00	\$28.04	\$42.06
"Jul 1, 2014	\$58,901.26	\$2,265.43	\$28.32	\$42.48
"Jan 1, 2015	\$59,784.78	\$2,299.41	\$28.74	\$43.11

RECEPTIONIST START RE01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$39,715.46	\$1,527.52	\$19.09	\$28.64
"Jul 1, 2013	\$40,211.90	\$1,546.61	\$19.33	\$29.00
"Jan 1, 2014	\$40,815.08	\$1,569.81	\$19.62	\$29.43
"Jul 1, 2014	\$41,223.23	\$1,585.51	\$19.82	\$29.73
"Jan 1, 2015	\$41,841.58	\$1,609.29	\$20.12	\$30.17
RECEPTIONIST- 12 MONTHS RE12				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$46,524.10	\$1,789.39	\$22.37	\$33.55
"Jul 1, 2013	\$47,105.65	\$1,811.76	\$22.65	\$33.97
"Jan 1, 2014	\$47,812.23	\$1,838.93	\$22.99	\$34.48
"Jul 1, 2014	\$48,290.35	\$1,857.32	\$23.22	\$34.82
"Jan 1, 2015	\$49,014.71	\$1,885.18	\$23.56	\$35.35
SECRETARY- START JS11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$53,166.85	\$2,044.88	\$25.56	\$38.34
"Jul 1, 2013	\$53,831.43	\$2,070.44	\$25.88	\$38.82
"Jan 1, 2014	\$54,638.90	\$2,101.50	\$26.27	\$39.40
"Jul 1, 2014	\$55,185.29	\$2,122.51	\$26.53	\$39.80
"Jan 1, 2015	\$56,013.07	\$2,154.35	\$26.93	\$40.39
SECRETARY- 12 MONTHS JS21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$56,957.18	\$2,190.66	\$27.38	\$41.07
"Jul 1, 2013	\$57,669.14	\$2,218.04	\$27.73	\$41.59
"Jan 1, 2014	\$58,534.18	\$2,251.31	\$28.14	\$42.21
"Jul 1, 2014	\$59,119.52	\$2,273.83	\$28.42	\$42.63
"Jan 1, 2015	\$60,006.31	\$2,307.94	\$28.85	\$43.27
SECRETARY- 24 MONTHS JS31				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
"Jan 1, 2013	\$60,834.77	\$2,339.80	\$29.25	\$43.87
"Jul 1, 2013	\$61,595.21	\$2,369.05	\$29.61	\$44.42
"Jan 1, 2014	\$62,519.14	\$2,404.58	\$30.06	\$45.09
"Jul 1, 2014	\$63,144.33	\$2,428.63	\$30.36	\$45.54
"Jan 1, 2015	\$64,091.49	\$2,465.06	\$30.81	\$46.22

APPENDIX 'B' - PROMOTIONS

- (a) Each member competing for the rank of Sergeant shall be granted a point of .5 for every year of service to a maximum of twenty years or 10 points.

<u>Points</u>	<u>Years of Service</u>
0	0 up to 1
0.5	1 up to 2
1.0	2 up to 3
1.5	3 up to 4
2.0	4 up to 5
2.5	5 up to 6
3.0	6 up to 7
3.5	7 up to 8
4.0	8 up to 9
4.5	9 up to 10
5.0	10 up to 11
5.5	11 up to 12
6.0	12 up to 13
6.5	13 up to 14
7.0	14 up to 15
7.5	15 up to 16
8.0	16 up to 17
8.5	17 up to 18
9.0	18 up to 19
9.5	19 up to 20
10.0	20 and up

APPENDIX 'B' – PROMOTIONS (cont'd)

- (b) Each member competing for the rank of Staff Sergeant shall be granted a point of .33 per year to a maximum of 30 years or 10 points.

<u>Points</u>	<u>Years of Service</u>
0	0 up to 1
.33	1 up to 2
.66	2 up to 3
1.00	3 up to 4
1.33	4 up to 5
1.66	5 up to 6
2.00	6 up to 7
2.33	7 up to 8
2.66	8 up to 9
3.00	9 up to 10
3.33	10 up to 11
3.66	11 up to 12
4.00	12 up to 13
4.33	13 up to 14
4.66	14 up to 15
5.00	15 up to 16
5.33	16 up to 17
5.66	17 up to 18
6.00	18 up to 19
6.33	19 up to 20
6.66	20 up to 21
7.00	21 up to 22
7.33	22 up to 23
7.66	23 up to 24
8.00	24 up to 25
8.33	25 up to 26
8.66	26 up to 27
9.00	27 up to 28
9.33	28 up to 29
9.66	29 up to 30
10.00	30 and up