

COLLECTIVE AGREEMENT



between

THE CORNWALL COMMUNITY POLICE SERVICES BOARD

and

THE CORNWALL POLICE ASSOCIATION

**JANUARY 1, 2016 TO DECEMBER 31, 2020
(RATIFICATION DATE MAY 12, 2016)**

COLLECTIVE AGREEMENT

SCHEDULE "A"

THIS AGREEMENT, made this 13th day of May, 2016

BETWEEN:

**THE CORNWALL COMMUNITY POLICE SERVICES BOARD
Board**

AND

**THE CORNWALL POLICE ASSOCIATION
Association**

INDEX

Schedule "A"

	<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
7 Grievance Committee and Procedures	4 - 6
8 Pensions	6 - 7
9 Salaries	7 - 10
10 Hours of Work	10 - 12
11 Overtime	12
12 Annual vacations.....	12 - 14
13 Paid Holidays	14 - 15
14 Medical, Insurance and Hospitalization	15 - 18
15 Court overtime	18 - 19
16 Compassionate leave	19
17 Association Duties	19 - 20
18 Clothing and Equipment	20 - 21
19 Service Pay	21

INDEX

<u>ARTICLE</u>	<u>PAGE(S)</u>
20 Subsistence Allowance	21 - 22
21 Promotions	22
22 Sick Leave	22 - 23
23 Injured on Duty	23 - 24
24 Lay Off	24
25 Indemnification	24
26 Lockers	25
27 Resignations	25
28 Maternity Leave	25 - 26
29 Training	26
30 Duration	26 - 27
Schedule 'B'	28 – 32
Salaries (Appendix 'A')	33 – 63
Promotions (Appendix 'B')	64 – 65
Memorandum of Understanding	66
- Temporary reassignment of duties of Quartermaster/Property Clerk	

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 and civilian members of the Police Service, as set out in Schedules "A" and "B" attached to and forming part of this Agreement.

ARTICLE 2 - DEFINITIONS

2.01 Except where a contrary intention appears:

- a) **"Agreement"** means the Collective Agreement between the Board and the Association, pursuant to the Police Services Act. The Agreement includes Schedules "A" and "B", Appendices "A" and "B", and the Memorandum of Understanding dated December 17, 2015, as well as all subsequent written agreements between the parties.
- b) **"Association"** means the Cornwall Police Association.
- c) **"Board"** means the Cornwall Community Police Services Board.
- d) **"Call-Back"** means any time employees are ordered into work when they have left the premises at the conclusion of their normal tour of duty or are ordered into work on their day off or are ordered into work prior to their normal tour of duty without forty-eight (48) hours notice.
- e) **"Chief"** means the Chief of Police for the Police Service.
- f) **"Civilian Member"** means a full-time, part-time, permanent part-time and temporary civilian employee of the Police Service as defined in Schedule "B", other than civilian members of the Senior Officers' Association.
- g) **"Employee"** means Members and Civilian Members as defined in this Article.
- h) **"Member"** means a police officer of the Cornwall Community Police Service, except the Chief, Deputy Chief, and police officers in the Senior Officers Association.
- i) **"Normal Time"** means the one year period a fourth, third or second Class Constable serves before being eligible for reclassification as defined in Regulation 268/10 of the Police Services Act.
- j) **"Police Service"** means the Cornwall Community Police Service.

- k) **"Senior Officer"** means a member of the Police Service with the police rank of Inspector or higher but does not include the Chief or Deputy Chief of Police.
- l) **"Seniority"** means an employee's total length of service with the Police Service from their last day of hiring including any period of leave of absence, extended sick leave or prolonged disability.
- m) **"Service"** means the time commencing with the employee's last day of hiring with the Police Service.
- n) **"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 not police officers pursuant to the Police Services Act.
- o) **"Spouse" includes a common-law and same-sex spouse.**
- p) **"Superior Officer"** means the next police rank higher than the police rank held by the police officer concerned, as set out below:

<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 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, 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 Police Services Act or as set out in this Agreement. Wherever applicable in this Agreement, the singular number shall include the plural.

ARTICLE 4 - MANAGEMENT FUNCTIONS

4.01 The Association recognizes that subject to the provisions of the Police Services Act and its Regulations as amended from time to time, it is the exclusive function of the Board to:

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

4.02 a) The Board agrees that no employee 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 its Regulations as amended from time to time, provided that a claim of discriminatory action relative to any matter contained in this Agreement may be subject to the grievance procedure and shall be dealt with as provided in this Agreement.

- b) If an employee 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 conciliation/arbitration procedure set out in the Police Services Act, or dealt with under any other applicable provision of the Police Services Act, as the case may be.

4.03 If members are not reclassified at the normal time, they shall be given the reasons for such non-reclassification in writing.

4.04 All employees shall be provided with a copy of their 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 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 employees because of their membership status or connection with the Association on matters being negotiated between the Association and the Board. Neither party will exercise undue influence on the other.

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 Police Service covered by this Agreement. Such deductions shall be made irrespective of whether the member of the Police Service is 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 Police 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 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, or an employee 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 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 Association shall 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 Bargaining Committee with respect to any matter which may properly arise from time to time concerning the administration of this Agreement. The Bargaining Committee and the Board will deal only with such matters as are properly the subject of negotiations, as provided under the Police Services Act.

6.02 Each party to this Agreement shall 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 have a common interest.

ARTICLE 7 - GRIEVANCE COMMITTEE AND PROCEDURE

7.01 The word "days" in this 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 Association shall 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 Grievance Committee with respect to any grievance which may properly arise from time to time during the term of this Agreement.
- 7.03** The grievor is permitted to be present through each step of the grievance procedure, as outlined below.

STEP 1

The grievance shall be discussed with the employee's immediate Supervisor or Superior Officer, 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 the written grievance 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.

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 or designate 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 Grievance Committee and shall render its written decision within ten (10) days following the meeting.

- b) Notwithstanding 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.

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 parties shall appoint a mutually acceptable Arbitrator. If the 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.

- 7.04** The decision at each Step described above 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 period set out . The Association shall be confined to the Grievance and redress sought as set out in the written grievance referred to 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 set out may be extended in writing by mutual consent.
- 7.06** An Arbitrator appointed under Step 5 of the Grievance Procedure shall not have the 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: (a) the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable; or (b) where an alleged violation affects more than one member or 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 and 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 Ontario Municipal Employees Retirement System ("OMERS"), including the OMERS Basic, Type 1 and Type 3 Supplementary Benefits, which will be administered consistent with the OMERS Act, its Rules and Regulations, and the benefit provisions.

- 8.02** Under OMERS, the Normal Retirement Age (NRA) for members is age 60, and the Normal Retirement Age (NRA) for civilian members, including special constables, is age 65.
- 8.03** The Board and the individual employees shall each contribute an equal percentage of applicable earnings during the calendar year in accordance with the OMERS Act, rules and regulations. The Board shall be responsible to make the required remittances on behalf of itself and its employees.
- 8.04** Under OMERS, the basic pension benefit is 2% of final average earnings for each year of credited service, as integrated with CPP. Average earnings include salary, acting pay, and responsibility pay if applicable.
- 8.05** The total contributions to the basic and supplementary plans for all employees shall not exceed eight (8) percent.
- 8.06** Effective January 1, 1977, any employee of the Police Service may establish "credited service" in the existing pension provisions for all or part of the employee's "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 OMERS Act and Regulations, based on the 2% benefit formula. The payment of such "credited military service" will be in accordance with the provisions of the OMERS Act and Regulations on a cost sharing basis, as set out by OMERS in its costing dated March 22, 1977.
- 8.07** Subject to Article 8.05, for the purposes of OMERS, "credited service" means continuous service with the employer from the commencement of employment.
- 8.08** If this Article becomes inconsistent with the OMERS Act, it will be amended to immediately reflect the changes to the OMERS Act.

ARTICLE 9 - SALARIES

- 9.01** The annual salary of each member is set out in Appendix "A". The base salary for all members will then be adjusted by the following percentage of a First Class Constable's salary upon completion of the required years of service ("responsibility pay"). 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%

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 annual salary of civilian members is set out to in Appendix "A".
- 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 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 rate of pay associated with the acting rank or position.
- 9.05** Designated uniform and civilian coach officers who, in addition to their regular duties, are assigned to train and/or mentor employees will be paid a premium of \$3.00 per hour for time spent training employees. This will also include those employees who are temporarily rescheduled from their regular duties for the purpose of training an employee.
- 9.06** Specialist Pay
- A two hundred and fifty dollars (\$250.00) lump sum payment will be paid annually to members in the following positions:

Breathalyzer/Intoxilyzer Technician
 Scenes of Crime Officer (SOCO)
 CERT Team Members
 Negotiators
 Drug Recognition Officers
 Level 4 Traffic Officers

Designated Drug Expert (for the purpose of Specialist Pay, must be qualified as such by a member of the Ontario Judiciary in the course of a proceeding involving the Police Service. Once so qualified, a letter from the Crown must be presented to the Employer confirming that the member has been designated as an expert witness. To continue to qualify for this pay, the member is required to produce to the Employer further confirmation of the designation on an annual basis.

The employees designated as a 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.

9.07 Criminal Investigators

Members assigned to the Criminal Investigation Bureau and/or noted positions including Sexual Assault and Child Abuse (SACA), Street Crime Unit, Identification Unit, Domestic Violence Co-ordinator, Intelligence and Professional Standards shall be paid at a rate of 104% of their current salary as noted in Appendix A.

Members are eligible for this premium immediately upon being assigned to the unit/position. This premium will be paid to the member only while actively serving in the unit/position. The current weekend on-call schedule will continue as practiced.

9.08 Responsibility Premium

Staff Sergeant Community Patrol, Detective Staff Sergeant Criminal Investigations Branch, Detective Sergeant Criminal Investigations Branch and Detective Sergeant Street Crime Unit (SCU) shall be paid at a rate of 104% of their current salary as set out in Appendix "A", due to availability and responsibility requirements for their respective units. During booked vacation and time off, these listed members may make appropriate arrangements for coverage with other members not receiving this benefit. Other members not covered in this section and covering for these listed positions will be compensated in accordance with Article 11.03 of this Agreement.

Members are eligible for this premium immediately upon being assigned to the unit/position. This premium will be paid to the member only while actively serving in the unit/position. The current weekend on-call schedule will continue as practiced.

- 9.09** The Association will be consulted by the Police Service at the time of any new hire of a member with respect to the placement of that person on the Uniform wage grid where the new hire has prior experience in a Municipal, Provincial or Federal Police Service.

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. Where the requirements of the Police Service do 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 shall be entitled to ninety (90) minutes for lunch. Where the requirements of the Service do not permit the employee to take the full portion of the employee's lunch period, the employee shall be credited overtime for the portion missed. The make up of the lunch period shall be at the discretion of the shift supervisor.
- c) Each employee working the ten (10) hour shift schedule shall be entitled to seventy-five (75) minutes for lunch. Where the requirements of the Service do not permit the employee to take the full 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 12 hour 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

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.

The Chief of Police has the right to alter the commencement and stopping times of any shift in order to concentrate the police compliment during any period of prime critical need as determined by the Chief.

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.

10.06

- (a) Employees required to attend Court on the same day they are scheduled to work night shift or after having worked night shift and are scheduled to work again that same evening, will be permitted eight (8) hours of rest-time commencing at the conclusion of Court (i.e. Court concludes at 12:00 hours, members must report for duty at 20:00 hours; Court concludes at 16:00 hours, members must report at 00:01 hours). All affected employees must report the completion of their Court to the Station Duty Officer ("SDO") so appropriate coverage arrangements can be made and so the SDO is aware of when that employee is returning to work.
- (b) Employees called out as a result of their designation, or for any other reason, and work a minimum of four (4) hours are entitled to rest time prior to their next regularly scheduled shift, commencing at the conclusion of the call out as follows:

Four (4) hours Call Out time equals four (4) hours rest time;
 Five (5) hours Call Out time equals five (5) hours rest time;
 Six (6) hours Call Out time equals six (6) hours rest time;
 Seven (7) hours Call Out time equals seven (7) hours rest time;
 Eight (8) hours Call Out time equals eight (8) hours rest time;
 More than eight (8) hours Call Out time equals eight (8) hours rest time.

All affected employees must report the completion of their Call Out to the SDO so appropriate coverage arrangements can be made and so the SDO is aware of when that employee is returning to work.

- (c) 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 the Chief's designate, in the employ of the Police Service in excess of an employee's normal working hours and shall be paid to the employees at time and one-half (1 ½) their 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 shall be made by mid-December of the current year.
- 11.02** When employees are required to be on duty for any period in excess of one half (½) hour after their normal tour of duty, such time shall accumulate including the first half hour (½) and be credited to the employee as overtime.
- 11.03** Stand-by time, when ordered by the Chief of Police or the Chief's designate, shall be paid at the rate of \$5.00 per hour. A minimum of five (5) hours per stand-by shall be paid.
- 11.04** A call-back by the Chief of Police or the Chief's 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 employee will be paid at the rate of time and one-half for a minimum of four hours in relation to the second call-back, plus time and on-half (½) for the time actually worked during the first call-back.
- 11.05** Each employee 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 ten dollars (\$10.00) 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 employees are recalled to duty during their annual vacation period they shall be granted one (1) day off for each day or part thereof spent on duty. The employees will be paid in accordance with Article 11.01 during this time.

ARTICLE 12 – ANNUAL VACATION

- 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 Police Service after January 1st in a calendar year and for members who are absent by reason of approved leave of absence without pay 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 Team in order of overall seniority with the Service. During the period between June 15 to September 15, employees shall be restricted on their first choice of vacation leave to a maximum of eighty (80) consecutive hours, if the employee is on an eight (8) hour or ten (10) hour shift schedule. Employees shall be restricted to eighty-four (84) consecutive hours of vacation leave if they are on a twelve (12) hour shift schedule. Subsequent choices to the first choice will be limited to one week per draw. Selection of vacation as outlined must begin January 1st and be completed by January 15th of that vacation year.
- b) The Chief of Police in consultation with the Association President shall designate a period not greater than two weeks around Christmas and New Year during which time members on shift 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 the Chief's designate provided the format for selection is the same as stipulated in Article 12.03(a), with the exception that the time is to be taken as individual days and not as an eighty (80) / eight-hour (84) hour block. Selection during this period as outlined must begin October 1st and be completed by October 15th of that Christmas year.
- 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 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, 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. This clause takes effect only upon completion of the one (1) year period referred to above.
- 12.06** When employees are recalled to duty during their annual vacation period, they shall be granted “one (1) day off” for each day or part of a day spent on duty. “One (1) day off” will be the amount of hours the employees are regularly scheduled to work (8 hour shift = 8 hours off; 9 hour shift = 9 hours off; 10 hour shift – 10 hours off; 12 hour shift = 12 hours off). The employee is paid pursuant to Article 11.01 during this time. The definition of “one (1) day off” above shall in no way constitute a precedent for the interpretation of “one (1) day off” under any other provision of the Agreement between the Association and the Board.

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. The paid holidays are 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), for 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 civilian members be required and work on a paid holiday, they 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 at the rate of time and one-half (1 ½) in addition to the regular day’s pay for each hour of the shift worked.
- 13.03(b)** Should members be required and work on a paid holiday, they 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 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.

- 13.03(c)** Time off accumulated under Article 13.03(a) or (b) 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.

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 employees be required and work on both Christmas Day and New Years Day, they 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 Employer Health Tax Act.
- 14.02** The Board shall supplement the insured services referred to in Article 14.01 by providing semi-private ward accommodation for any employees or their dependents to whom such Article is applicable.
- 14.03** The Board shall provide employees and their dependents with medical benefits equivalent to those provided as of the date of this Agreement by the Comprehensive Medical Protection Plan of "Sun Life".
- (a) 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 cap will be increased to meet the average.
- (b) 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. Effective January 1, 2018, the deductible will increase to three dollars (\$3) per prescription. The plan shall provide generic drug coverage unless the employee's physician certifies on the prescription the medical need for non-generic drug(s).
- (c) All eligible employees and their dependents shall receive a maximum of fifty dollars (\$50.00) per visit for Massage Therapy to a maximum of five hundred dollars (\$500.00) per year. Effective January 1, 2017, the benefit maximum for each visit increases to one hundred dollars (\$100), and the maximum benefit increases to six hundred dollars (\$600).

All eligible employees and their dependents shall receive a maximum of fifty

- dollars (\$50) per visit for Chiropractic treatment to a maximum of five hundred dollars (\$500) per year. Effective January 1, 2017, the benefit maximum for each visit increases to one hundred dollars (\$100), and the maximum benefit increases to six hundred dollars (\$600).
- (d) The Out-of-Country coverage is capped at 60 days on any one occasion (per trip). The cap is reduced to 30 days on any one occasion (per trip) for all employees hired by the Board after April 24, 2010. Out-of-Country coverage does not apply to any condition that existed immediately prior to departure unless such pre-existing medical condition has been stable for the six months prior to departure (ie, no change in symptoms, no hospitalization, no change in condition, no new prescription drugs or prescribed change in treatment or medication).
- (e) The Comprehensive Medical Protection Plan of "Sun Life" shall include Standard Hearing Aid Coverage.
- (f) Members are entitled to a psychotherapy benefit of \$1,000 annually.

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 four hundred (\$400.00) in any two calendar year period for employees and each of their dependents.

14.05 The Board shall provide employees and their 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 the benefits 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) 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 Police Service or who retire on an unreduced OMERS pension.

(c) Employees hired after April 24, 2010 will be entitled to a Health Care Spending Account for eligible retirees and their spouses as follows:

- i) The Board will establish a Health Care Spending Account for eligible employees who were hired subsequent to April 24, 2010, effective on their sixty-fifth (65th) birthday, subject to the following conditions of eligibility:

- (a) The employee must have retired on an unreduced OMERS pension or an OMERS disability pension subsequent to January 1, 2016;
 - (b) The Police Member must have attained fifty (50) years of age as of retirement;
 - (c) The retiring or disabled employee must have a minimum of ten (10) years continuous service with the Board at the time of the retirement;
 - (d) The retiring employee must at all times meet the eligibility requirements for a Health Spending Account as established by the insurer.
- ii) The Health Care Spending Account shall be provided at an annual maximum amount of \$2,000.00 per eligible retired employee commencing on the sixty-fifth (65th) birthday and terminating on the employee's seventieth (70th) birthday. The annual Health Care Spending Account is not cumulative from year to year.
 - iii) The Health Care Spending Account may be used by the eligible employee and/or his or her spouse.
 - iv) In the event that an eligible employee dies between age sixty-five (65) and age seventy (70), the employee's spouse shall continue to be eligible for the Health Care Spending Account until the employee would have attained age seventy (70) or until the spouse remarries, whichever is earlier, subject to Canada Revenue Agency approval.
 - v) The Health Care Spending Account shall be used only to reimburse eligible employees or their spouses for medical or dental expenses that qualify for reimbursement under Canada Revenue Agency ("CRA") rules and definitions for allowable deductible medical and dental expenses up to the annual maximum. The parties do not object that the annual maximum also be used by the eligible retired employee to purchase a private health care plan, provided this is permitted by the CRA.
 - vi) All claims for reimbursement for the Health Care Spending Account must be made within the established filing period for the year in which the eligible expense occurs.
 - vii) In order to receive reimbursement for eligible medical or dental expenses, the employee must submit original receipts or certified copies of these receipts.

- viii) In conjunction with the above Health Care Spending Account, the Board will pay the necessary premiums for a basic drug plan for eligible retirees and their spouses as above defined for the period from the retired employee attaining age 65 to the retired employee attaining age 70. This drug plan will be subject to a 50/50 co-insurance feature whereby the plan itself reimburses 50% of the eligible claim and will be subject to an overall annual maximum of \$1,000.00 per eligible retiree.

(d) Employees hired on or prior to April 24, 2010 shall continue to receive all benefits outlined in Articles 14.01 to 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 shall 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 provision.

14.09 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.

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 Agreement shall be at the rate of pay that the employee was receiving on the employee's last day worked prior to the employee's illness or injury.

ARTICLE 15 - COURT OVERTIME

15.01 Court time shall be deemed to be time spent by employees in their 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 their service to the department, in litigation of any description save if they are involved in their 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 a member's tour of duty, but shall not include litigation for personal reasons.

15.03 Employees who, when off-duty, are required to give evidence in court shall be paid time and one-half with a minimum of four (4) hours for each call. Employees required to attend morning court after they have 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 employees are required to attend morning court after they have worked the 6:00 p.m./6:00 a.m. or the 7:00 p.m./7:00 a.m. shifts, they shall be entitled to court time pay commencing at the end of their regular shift, either 6:00 a.m. or 7:00 a.m.

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

15.05 Retired employees 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 Association shall be granted a leave of absence with pay to a maximum of sixty-five (65) 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 Police Service in the judgement 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

- a) Should an employee be elected to the Executive Board of the Police Association of Ontario ("PAO"), the employee shall be allowed a leave of absence with pay in order to carry out the employee's duties with the PAO. Such absence shall not exceed forty (40) calendar days in any twelve (12) month period. Absence in excess shall be a matter for consideration by the Board.

- b) Should an employee be elected to the position of President of the PAO, the employee shall be granted a leave of absence, without pay and without benefits from the employee's current position in order to fulfill the terms, duties and requirements expected of the employee. The Police Service will return the employee to the member's former rank or in the case of a civilian member to the member's former position or a position comparable or greater than the position vacated, upon the completion of the employee's duties and responsibilities as President of the PAO. The employee will maintain the employee's seniority and continue to accrue years of service throughout this period.

17.03 A member who is on duty at the time or is due to come on duty shall be allowed time off with pay to attend meetings in the following circumstances:

- a) If the member is a member of the Association's Bargaining Committee, all bargaining meetings with the Bargaining Committee of the Board and all interest Arbitration Hearings and Conciliation Hearings.
- b) If the member is a member of the Association's Grievance Committee, all meetings requiring the member's presence held pursuant to the grievance procedure provided for in Article 7 of this Agreement and Rights Arbitration Hearings and Conciliation Hearings.

Members requesting time off with pay pursuant to 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.

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

ARTICLE 18 - CLOTHING AND EQUIPMENT

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

18.02 Police Officers, Special Constables, photographer and quartermaster/property clerk 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 the 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 Members shall receive or have access to an up-to-date copy of all books incidental or necessary to their duties.

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

18.06 A service badge shall be granted to members of the Police 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 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 Police Service prior to the date of normal payment of service pay, and who has obtained the necessary qualifying years of service time, the civilian member 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, and 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 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 Police 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** To be considered for promotion members must have three (3) years continuous service as a police officer with the Police Service. Members must also have successfully completed a recognized Police Training Course as well as the Ontario Police College Selection Exams.
- 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 Police Service, such credit to be cumulative during the service of the employee. For the purpose of this section, service shall not be broken by a member's absence from duty caused by illness, injury, accident, days off, or vacation.
- 22.02** Effective November 15, 2013, each employee received a sick leave credit bank equal to the amount of sick leave to the credit of that employee one day prior to that date. The sick leave bank shall not be the subject of any payout other than pursuant to Article 22.03. 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 employee at the time of each absence, except when both conditions set out in Article 23.01 are met, in which case Article 23 shall govern.

Employees may utilize up to five (5) days of their sick leave in a calendar year in the event they are absent on account of illness in their immediate family. Immediate family 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, employees shall be advised by the posting of a notice, the number of days standing to their credit as of December 31st of the year then ended.
- 22.06** 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-Article 22.01, the employee must return for a period of ten (10) working days.

ARTICLE 23 - INJURED ON DUTY

- 23.01** When employees of the Police Service are 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, they shall receive their full pay and benefits while they are 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** Employees shall ensure that all monies received from the Workplace Safety and Insurance Board in respect of the employee's claim are directed to the Board.

23.05 KILLED ON DUTY

If any employee is killed on duty, the beneficiary as stated on the 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 current or retired employees of the Service are charged with a criminal or statutory offence flowing from their police duties and are subsequently acquitted of such charges, the employee 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 of the Police Services Act as a result of a decision by the Ontario Civilian Police Commission to overturn a finding of no misconduct by the Chief of Police.
- c) The Board shall indemnify current and retired employees for the necessary and reasonable disbursement costs incurred where the employee 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 25.01, the Board recognizes the necessity of providing immediate legal advice to any employee 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.

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 employees involved.

A list of lawyers will be selected upon mutual agreement between the Board and the Association Executive. The Board reserves the right, through the Chief of Police or designate, where there is more than one employee 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 employees, 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 an employee'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 Police Service may within forty-eight (48) hours of submitting the resignation, excluding Saturday and Sunday, on written notice to the Chief, withdraw the resignation. For the withdrawal to be effective, it must be made in writing, either directly by the affected employee, or by the Association if the employee has given the Association written authorization to withdraw the resignation.

ARTICLE 28 - MATERNITY AND PARENTAL LEAVE

28.01 An employee 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 Articles 28.02 and 28.03, be given maternity leave, without loss of seniority, in accordance with the Employment Standards Act.

28.02 During the maternity leave, the Board shall:

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

and

- c) continue to provide the employee 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 Article 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 Police Service for the period in clause (a), she

will repay the amounts provided for in Article 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 as those specified for maternity leave (with the necessary changes being made), except that the period of leave of absence shall commence when the child (or children) is received.
- 28.06** An employee is eligible for parental leave up to a maximum of thirty-five (35) weeks, in accordance with the parental leave provisions of the Employment Standards Act, provided the employee makes such request to the Deputy Chief or the Deputy Chief's designate at least four (4) weeks prior to the expected date of the leave. During the two week waiting period for Employment Insurance (EI) benefits, parental leave payment will be equivalent to eighty percent (80%) of the actual weekly rate of pay which the employee is receiving on the last day worked prior to commencement of the parental leave of absence. Thereafter for a ten (10) week period, parental leave payment will be equivalent to the difference between the sum of the weekly employment insurance benefit the employee is eligible to receive and eighty percent (80%) of the actual weekly rate of pay the employee is receiving on the last day worked.

Parental Leave top up payments under this provision shall not be paid to an employee in addition to a maternity leave top up payment to the employee or in sequence with a maternity leave top up payment to the employee.

ARTICLE 29 - TRAINING

- 29.01** Each employee required by the 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.

ARTICLE 30 - DURATION

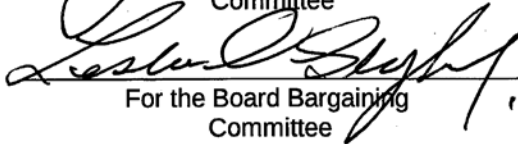
- 30.01** This Agreement shall remain in force from **January 1, 2016 to December 31, 2020**, and from year to year thereafter, provided however that either party may request to amend such Agreement by notice in writing to the other party in accordance with the Police Services Act and its Regulations, as amended from time to time. After notice to amend is provided, the parties shall enter into

negotiations in good faith and make every reasonable effort to reach a new Agreement.

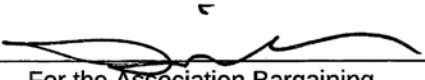
Dated at Cornwall this 13th day of May, 2016.



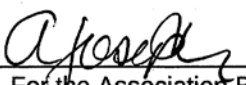
For the Board Bargaining
Committee




For the Board Bargaining
Committee



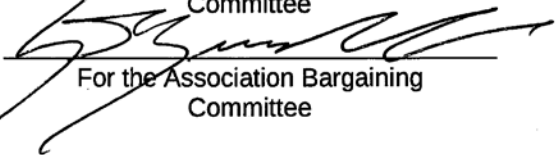
For the Association Bargaining
Committee



For the Association Bargaining
Committee



For the Association Bargaining
Committee



For the Association Bargaining
Committee

SCHEDULE "B"

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

DEFINITIONS:

Full-Time Employees/Member: A Full-Time Employee or Member is defined as a Civilian Employee who has been hired by the Police Service on a Permanent basis, working full-time hours.

Part-Time Employees: A Part-Time Employee is defined as a Civilian Employee who has been hired on a fixed, renewable contract to replace Full-Time Employees (as defined above). A Part-Time Employee does not become a regular addition to the staff and is not considered a permanent Employee.

Permanent Part-time Employees: A Permanent Part-time Employee is defined as a Civilian Employee who has been hired by the Service to work a set scheduled minimum of twenty-four hours (24) but less than forty (40) hours per week on a permanent basis.

Temporary Employees: A Temporary Employee is defined as a Civilian Employee hired on a fixed contract for a period of not more than six (6) months. A Temporary Employee does not become a regular addition to the staff and is not considered a permanent Employee.

All Full-Time Employees shall work a forty (40) hour work week, namely: 8:00 a.m. to 4:00 p.m. or 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, 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 of Schedule "A".

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) of Schedule "A".

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

PROBATION FOR ALL CIVILIAN EMPLOYEES

All new hires will have a probation period of five hundred and twenty (520) hours subsequent to the completion of the initial training during which the Chief may terminate such Employee at the Chief's discretion provided an 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.

Present Full-Time Employees shall be given first opportunity to apply for any new permanent openings for Civilian personnel within the Police Service. Present Civilian Employees shall be given first opportunity to apply for entry level openings for uniform members.

PART-TIME, PERMANENT PART-TIME, AND TEMPORARY EMPLOYEES

1.01 This paragraph shall apply to Part-Time, Permanent Part-Time and Temporary 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 (a) The Board may use Part-Time and Permanent Part-Time Employees in order to replace a Full-Time Civilian Employee who is absent from work or unavailable to perform the duties of their position.
- (b) The Board may further use Part-Time Employees as a Dispatcher in the Communications Centre 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.
- (c) The Board may use Part-Time Special Constables for the purpose of assisting with Human Resource requirements within the Court Bureau during peak demands.
- 1.03 (a) The Board may also use Temporary Employees for the purposes of any Special Project. The Association will be notified in writing of Special Projects that result in the use of Temporary Employees directly for the Special Project or replacing Full-Time Employees assigned to the Special Project.
- (b) The Board will limit the use of Temporary Civilian Employees to periods of not more than six (6) months.
- (c) Temporary Employees hired pursuant to section 1.03 (a) shall be offered a minimum of three (3) eight (8) hour shifts, or the equivalent of twenty-four (24) hours, in a week.
- (d) For the purpose of Article 1.03, should a Temporary Employee be maintained beyond the periods noted, such employee will then be considered a Full-Time Employee.
- 1.04 Notwithstanding any other provision in Schedule "B", a combination of two or more Part-Time, Permanent Part-Time or Temporary Employees shall not be employed to fill a position that could otherwise be filled by a Full-Time Employee.
- 1.05 Part-Time Employee 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.
- 1.06 Part-Time, Permanent Part-Time and Temporary Employees shall be paid in the same hourly rate range, as per the level entry salary of that position of a Full-Time Employee and shall be paid on the basis of the Full-Time pay rates and shall progress through the Full-Time Employees pay grid upon accumulation of two thousand and eighty (2080) hours of total employment for each salary level.
- 1.07 (a) Except as otherwise provided herein, Part-time, Permanent Part-Time, and Temporary Employees shall be compensated for 13 Statutory Holidays as outlined in Article 13.01 in accordance with provisions of the Employment Standards Act.

(b) Permanent Part-Time Employees shall be compensated on a pro-rated basis for Annual Vacation in accordance with Article 12 of Schedule "A" of the Agreement.

1.08 (a) In lieu of benefits enjoyed by Full-Time Employees under this Agreement, Part-Time and Temporary Employees shall receive twelve percent (12%) of their hourly rate of pay, inclusive of vacation pay, added to their hourly rate of pay.

(b) Permanent Part-Time Employees shall receive seventy percent (70%) of the benefits as outlined in Article 14 of Schedule "A" of the Agreement.

1.09 Association dues for Part-Time, Permanent Part-Time, and Temporary Employees shall be collected and remitted in the same manner and with the same timing as for Full-Time Employees 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.

3. INFORMAL DISCIPLINE

All Civilian Employee documentation of discipline shall be maintained in the Human Resources Department.

In the event of verbal or written disciplinary action, if the employee improves performance and resolves the problem that caused the disciplinary action to be taken, the record shall be expunged after two (2) years.

In circumstances where a civilian member is suspended or dismissed, that documentation shall remain permanently on the employee's personnel file.

4. DISPATCHER TRAINING

The rates of pay applicable to dispatchers from the point of their training to the completion of their probationary period is as follows:

5 week classroom training (200 hours) - \$18.00 per hour

3 month probationary period (504 hours) - \$20.00 per hour

5. COMPRESSED WORK WEEK ARRANGEMENTS

The Association will be consulted with respect to any new compressed work week arrangements that are being considered by the Police Service.

APPENDIX A – SALARIES

Salary increase is agreed to be as follows:

January 1, 2016	2%
January 1, 2017	2%
January 1, 2018	1.85%
January 1, 2019	1.85%
January 1, 2020	1.55%

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
DETECTIVE STAFF SERGEANT/ 0-7 years completed DS01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	122,552.76	\$4,713.57	\$58.92	\$88.38
Jan 1, 2017	125,003.82	\$4,807.84	\$60.10	\$90.15
Jan 1, 2018	127,316.39	\$4,896.78	\$61.21	\$91.81
Jan 1, 2019	129,671.74	\$4,987.37	\$62.34	\$93.51
Jan 1, 2020	131,681.66	\$5,064.68	\$63.31	\$94.96
DETECTIVE STAFF SERGEANT/ 8 years completed DS08				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	125,432.07	\$4,824.31	\$60.30	\$90.46
Jan 1, 2017	127,940.71	\$4,920.80	\$61.51	\$92.26
Jan 1, 2018	130,307.61	\$5,011.83	\$62.65	\$93.97
Jan 1, 2019	132,718.30	\$5,104.55	\$63.81	\$95.71
Jan 1, 2020	134,775.43	\$5,183.67	\$64.80	\$97.19
DETECTIVE STAFF SERGEANT/ 17 years completed DS17				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	128,311.37	\$4,935.05	\$61.69	\$92.53
Jan 1, 2017	130,877.59	\$5,033.75	\$62.92	\$94.38
Jan 1, 2018	133,298.83	\$5,126.88	\$64.09	\$96.13
Jan 1, 2019	135,764.86	\$5,221.73	\$65.27	\$97.91
Jan 1, 2020	137,869.21	\$5,302.66	\$66.28	\$99.42
DETECTIVE STAFF SERGEANT/ 23 years completed DS23				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	131,190.68	\$5,045.80	\$63.07	\$94.61
Jan 1, 2017	133,814.49	\$5,146.71	\$64.33	\$96.50
Jan 1, 2018	136,290.06	\$5,241.93	\$65.52	\$98.29
Jan 1, 2019	138,811.43	\$5,338.90	\$66.74	\$100.10
Jan 1, 2020	140,963.00	\$5,421.65	\$67.77	\$101.66
STAFF SERGEANT/ 0-7 years completed SS01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	117,839.20	\$4,532.28	\$56.65	\$84.98
Jan 1, 2017	120,195.98	\$4,622.92	\$57.79	\$86.68
Jan 1, 2018	122,419.61	\$4,708.45	\$58.86	\$88.28
Jan 1, 2019	124,684.37	\$4,795.55	\$59.94	\$89.92
Jan 1, 2020	126,616.98	\$4,869.88	\$60.87	\$91.31
STAFF SERGEANT/ 8 years completed SS08				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	120,607.75	\$4,638.76	\$57.98	\$86.98
Jan 1, 2017	123,019.91	\$4,731.54	\$59.14	\$88.72
Jan 1, 2018	125,295.78	\$4,819.07	\$60.24	\$90.36
Jan 1, 2019	127,613.75	\$4,908.22	\$61.35	\$92.03
Jan 1, 2020	129,591.76	\$4,984.30	\$62.30	\$93.46

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
STAFF SERGEANT/ 17 years completed SS17				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	123,376.31	\$4,745.24	\$59.32	\$88.97
Jan 1, 2017	125,843.84	\$4,840.15	\$60.50	\$90.75
Jan 1, 2018	128,171.95	\$4,929.69	\$61.62	\$92.43
Jan 1, 2019	130,543.13	\$5,020.89	\$62.76	\$94.14
Jan 1, 2020	132,566.55	\$5,098.71	\$63.73	\$95.60
STAFF SERGEANT/ 23 years completed SS23				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	126,144.88	\$4,851.73	\$60.65	\$90.97
Jan 1, 2017	128,667.78	\$4,948.76	\$61.86	\$92.79
Jan 1, 2018	131,048.14	\$5,040.31	\$63.00	\$94.51
Jan 1, 2019	133,472.53	\$5,133.56	\$64.17	\$96.25
Jan 1, 2020	135,541.35	\$5,213.13	\$65.16	\$97.75
DETECTIVE SERGEANT/ 0-7 years completed DG01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	108,453.78	\$4,171.30	\$52.14	\$78.21
Jan 1, 2017	110,622.85	\$4,254.73	\$53.18	\$79.78
Jan 1, 2018	112,669.38	\$4,333.44	\$54.17	\$81.25
Jan 1, 2019	114,753.76	\$4,413.61	\$55.17	\$82.76
Jan 1, 2020	116,532.44	\$4,482.02	\$56.03	\$84.04
DETECTIVE SERGEANT/ 8 years completed DG08				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	111,333.08	\$4,282.04	\$53.53	\$80.29
Jan 1, 2017	113,559.74	\$4,367.68	\$54.60	\$81.89
Jan 1, 2018	115,660.60	\$4,448.48	\$55.61	\$83.41
Jan 1, 2019	117,800.32	\$4,530.78	\$56.63	\$84.95
Jan 1, 2020	119,626.22	\$4,601.01	\$57.51	\$86.27
DETECTIVE SERGEANT/ 17 years completed DG17				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	114,212.38	\$4,392.78	\$54.91	\$82.36
Jan 1, 2017	116,496.63	\$4,480.64	\$56.01	\$84.01
Jan 1, 2018	118,651.82	\$4,563.53	\$57.04	\$85.57
Jan 1, 2019	120,846.87	\$4,647.96	\$58.10	\$87.15
Jan 1, 2020	122,720.00	\$4,720.00	\$59.00	\$88.50
DETECTIVE SERGEANT/ 23 years completed DG23				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	117,091.68	\$4,503.53	\$56.29	\$84.44
Jan 1, 2017	119,433.51	\$4,593.60	\$57.42	\$86.13
Jan 1, 2018	121,643.03	\$4,678.58	\$58.48	\$87.72
Jan 1, 2019	123,893.43	\$4,765.13	\$59.56	\$89.35
Jan 1, 2020	125,813.78	\$4,838.99	\$60.49	\$90.73

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
SERGEANT/ 0-7 years completed SGT1				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	104,282.48	\$4,010.86	\$50.14	\$75.20
Jan 1, 2017	106,368.13	\$4,091.08	\$51.14	\$76.71
Jan 1, 2018	108,335.94	\$4,166.77	\$52.08	\$78.13
Jan 1, 2019	110,340.15	\$4,243.85	\$53.05	\$79.57
Jan 1, 2020	112,050.43	\$4,309.63	\$53.87	\$80.81
SERGEANT/ 8 years completed SG08				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	107,051.04	\$4,117.35	\$51.47	\$77.20
Jan 1, 2017	109,192.06	\$4,199.69	\$52.50	\$78.74
Jan 1, 2018	111,212.11	\$4,277.39	\$53.47	\$80.20
Jan 1, 2019	113,269.54	\$4,356.52	\$54.46	\$81.68
Jan 1, 2020	115,025.21	\$4,424.05	\$55.30	\$82.95
SERGEANT/ 17 years completed SG17				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	109,819.60	\$4,223.83	\$52.80	\$79.20
Jan 1, 2017	112,015.99	\$4,308.31	\$53.85	\$80.78
Jan 1, 2018	114,088.28	\$4,388.01	\$54.85	\$82.28
Jan 1, 2019	116,198.92	\$4,469.19	\$55.86	\$83.80
Jan 1, 2020	118,000.00	\$4,538.46	\$56.73	\$85.10
SERGEANT/ 23 years completed SG23				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	112,588.15	\$4,330.31	\$54.13	\$81.19
Jan 1, 2017	114,839.92	\$4,416.92	\$55.21	\$82.82
Jan 1, 2018	116,964.46	\$4,498.63	\$56.23	\$84.35
Jan 1, 2019	119,128.30	\$4,581.86	\$57.27	\$85.91
Jan 1, 2020	120,974.79	\$4,652.88	\$58.16	\$87.24
DETECTIVE CONSTABLE/ 0-7 years completed DC01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	95,976.79	\$3,691.42	\$46.14	\$69.21
Jan 1, 2017	97,896.33	\$3,765.24	\$47.07	\$70.60
Jan 1, 2018	99,707.41	\$3,834.90	\$47.94	\$71.90
Jan 1, 2019	101,552.00	\$3,905.85	\$48.82	\$73.23
Jan 1, 2020	103,126.05	\$3,966.39	\$49.58	\$74.37
DETECTIVE CONSTABLE/ 8 years completed DC08				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	98,856.10	\$3,802.16	\$47.53	\$71.29
Jan 1, 2017	100,833.22	\$3,878.20	\$48.48	\$72.72
Jan 1, 2018	102,698.63	\$3,949.95	\$49.37	\$74.06
Jan 1, 2019	104,598.56	\$4,023.02	\$50.29	\$75.43
Jan 1, 2020	106,219.84	\$4,085.38	\$51.07	\$76.60

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
DETECTIVE CONSTABLE/ 17 years completed DC17				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	101,735.40	\$3,912.90	\$48.91	\$73.37
Jan 1, 2017	103,770.11	\$3,991.16	\$49.89	\$74.83
Jan 1, 2018	105,689.86	\$4,064.99	\$50.81	\$76.22
Jan 1, 2019	107,645.12	\$4,140.20	\$51.75	\$77.63
Jan 1, 2020	109,313.62	\$4,204.37	\$52.55	\$78.83
DETECTIVE CONSTABLE/ 23 years completed DC23				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	104,614.70	\$4,023.64	\$50.30	\$75.44
Jan 1, 2017	106,707.00	\$4,104.12	\$51.30	\$76.95
Jan 1, 2018	108,681.08	\$4,180.04	\$52.25	\$78.38
Jan 1, 2019	110,691.68	\$4,257.37	\$53.22	\$79.83
Jan 1, 2020	112,407.40	\$4,323.36	\$54.04	\$81.06
1ST CLASS CONSTABLE/ 0-7 years completed P011				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	92,285.38	\$3,549.44	\$44.37	\$66.55
Jan 1, 2017	94,131.08	\$3,620.43	\$45.26	\$67.88
Jan 1, 2018	95,872.51	\$3,687.40	\$46.09	\$69.14
Jan 1, 2019	97,646.15	\$3,755.62	\$46.95	\$70.42
Jan 1, 2020	99,159.67	\$3,813.83	\$47.67	\$71.51
1ST CLASS CONSTABLE/ 8 years completed P108				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	95,053.94	\$3,655.92	\$45.70	\$68.55
Jan 1, 2017	96,955.02	\$3,729.04	\$46.61	\$69.92
Jan 1, 2018	98,748.69	\$3,798.03	\$47.48	\$71.21
Jan 1, 2019	100,575.54	\$3,868.29	\$48.35	\$72.53
Jan 1, 2020	102,134.46	\$3,928.25	\$49.10	\$73.65
1ST CLASS CONSTABLE/ 17 years completed P117				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	97,822.50	\$3,762.40	\$47.03	\$70.55
Jan 1, 2017	99,778.95	\$3,837.65	\$47.97	\$71.96
Jan 1, 2018	101,624.86	\$3,908.65	\$48.86	\$73.29
Jan 1, 2019	103,504.92	\$3,980.96	\$49.76	\$74.64
Jan 1, 2020	105,109.25	\$4,042.66	\$50.53	\$75.80
1ST CLASS CONSTABLE/ 23 years completed P123				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	100,591.06	\$3,868.89	\$48.36	\$72.54
Jan 1, 2017	102,602.88	\$3,946.26	\$49.33	\$73.99
Jan 1, 2018	104,501.04	\$4,019.27	\$50.24	\$75.36
Jan 1, 2019	106,434.31	\$4,093.63	\$51.17	\$76.76
Jan 1, 2020	108,084.04	\$4,157.08	\$51.96	\$77.95

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
2ND CLASS CONSTABLE P021				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	78,442.57	\$3,017.02	\$37.71	\$56.57
Jan 1, 2017	80,011.43	\$3,077.36	\$38.47	\$57.70
Jan 1, 2018	81,491.64	\$3,134.29	\$39.18	\$58.77
Jan 1, 2019	82,999.23	\$3,192.28	\$39.90	\$59.86
Jan 1, 2020	84,285.72	\$3,241.76	\$40.52	\$60.78
3RD CLASS CONSTABLE P031				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	64,599.76	\$2,484.61	\$31.06	\$46.59
Jan 1, 2017	65,891.75	\$2,534.30	\$31.68	\$47.52
Jan 1, 2018	67,110.75	\$2,581.18	\$32.26	\$48.40
Jan 1, 2019	68,352.30	\$2,628.93	\$32.86	\$49.29
Jan 1, 2020	69,411.76	\$2,669.68	\$33.37	\$50.06
4TH CLASS CONSTABLE P041				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	55,371.21	\$2,129.66	\$26.82	\$39.93
Jan 1, 2017	56,478.64	\$2,172.26	\$27.15	\$40.73
Jan 1, 2018	57,523.49	\$2,212.44	\$27.66	\$41.48
Jan 1, 2019	58,587.68	\$2,253.37	\$28.17	\$42.25
Jan 1, 2020	59,495.79	\$2,288.30	\$28.60	\$42.91
CLERK- START CK11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	53,936.49	\$2,074.48	\$25.93	\$38.90
Jan 1, 2017	55,015.22	\$2,115.97	\$26.45	\$39.67
Jan 1, 2018	56,033.00	\$2,155.12	\$26.94	\$40.41
Jan 1, 2019	57,069.61	\$2,194.99	\$27.44	\$41.16
Jan 1, 2020	57,954.19	\$2,229.01	\$27.86	\$41.79
CLERK- 12 MONTHS CK21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	55,992.21	\$2,153.55	\$26.92	\$40.38
Jan 1, 2017	57,112.05	\$2,196.62	\$27.46	\$41.19
Jan 1, 2018	58,168.63	\$2,237.25	\$27.97	\$41.95
Jan 1, 2019	59,244.75	\$2,278.64	\$28.48	\$42.72
Jan 1, 2020	60,163.04	\$2,313.96	\$28.92	\$43.39
CLERK- 24 MONTHS CK31				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	58,081.22	\$2,233.89	\$27.92	\$41.89
Jan 1, 2017	59,242.84	\$2,278.57	\$28.48	\$42.72
Jan 1, 2018	60,338.84	\$2,320.72	\$29.01	\$43.51
Jan 1, 2019	61,455.11	\$2,363.66	\$29.55	\$44.32
Jan 1, 2020	62,407.66	\$2,400.29	\$30.00	\$45.01

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
RECORDS CLERK- START REC2				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	53,936.49	\$2,074.48	\$25.93	\$38.90
Jan 1, 2017	55,015.22	\$2,115.97	\$26.45	\$39.67
Jan 1, 2018	56,033.00	\$2,155.12	\$26.94	\$40.41
Jan 1, 2019	57,069.61	\$2,194.99	\$27.44	\$41.16
Jan 1, 2020	57,954.19	\$2,229.01	\$27.86	\$41.79
RECORDS CLERK- 12 MONTHS REC3				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	55,992.21	\$2,153.55	\$26.92	\$40.38
Jan 1, 2017	57,112.06	\$2,196.62	\$27.46	\$41.19
Jan 1, 2018	58,168.63	\$2,237.26	\$27.97	\$41.95
Jan 1, 2019	59,244.75	\$2,278.64	\$28.48	\$42.72
Jan 1, 2020	60,163.04	\$2,313.96	\$28.92	\$43.39
RECORDS CLERK- 24 MONTHS REC4				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	58,081.22	\$2,233.89	\$27.92	\$41.89
Jan 1, 2017	59,242.84	\$2,278.57	\$28.48	\$42.72
Jan 1, 2018	60,338.83	\$2,320.72	\$29.01	\$43.51
Jan 1, 2019	61,455.10	\$2,363.66	\$29.55	\$44.32
Jan 1, 2020	62,407.65	\$2,400.29	\$30.00	\$45.01
COURT SECURITY- START SC01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	57,801.30	\$2,223.13	\$27.79	\$41.68
Jan 1, 2017	58,957.33	\$2,267.59	\$28.34	\$42.52
Jan 1, 2018	60,048.04	\$2,309.54	\$28.87	\$43.30
Jan 1, 2019	61,158.93	\$2,352.27	\$29.40	\$44.10
Jan 1, 2020	62,106.89	\$2,388.73	\$29.86	\$44.79
COURT SECURITY- 12 MONTHS SC11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	59,672.15	\$2,295.08	\$28.69	\$43.03
Jan 1, 2017	60,865.59	\$2,340.98	\$29.26	\$43.89
Jan 1, 2018	61,991.60	\$2,384.29	\$29.80	\$44.71
Jan 1, 2019	63,138.45	\$2,428.40	\$30.36	\$45.53
Jan 1, 2020	64,117.09	\$2,466.04	\$30.83	\$46.24
COURT SECURITY- 24 MONTHS SC21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	61,542.99	\$2,367.04	\$29.59	\$44.38
Jan 1, 2017	62,773.85	\$2,414.38	\$30.18	\$45.27
Jan 1, 2018	63,935.17	\$2,459.04	\$30.74	\$46.11
Jan 1, 2019	65,117.97	\$2,504.54	\$31.31	\$46.96
Jan 1, 2020	66,127.30	\$2,543.36	\$31.79	\$47.69

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
COURT SECURITY- 36 MONTHS SC31				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	63,413.84	\$2,438.99	\$30.49	\$45.73
Jan 1, 2017	64,682.11	\$2,487.77	\$31.10	\$46.65
Jan 1, 2018	65,878.73	\$2,533.80	\$31.67	\$47.51
Jan 1, 2019	67,097.49	\$2,580.67	\$32.26	\$48.39
Jan 1, 2020	68,137.50	\$2,620.67	\$32.76	\$49.14
COURT SECURITY- 48 MONTHS SC41				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	65,284.68	\$2,510.95	\$31.39	\$47.08
Jan 1, 2017	66,590.38	\$2,561.17	\$32.01	\$48.02
Jan 1, 2018	67,822.30	\$2,608.55	\$32.61	\$48.91
Jan 1, 2019	69,077.01	\$2,656.81	\$33.21	\$49.82
Jan 1, 2020	70,147.70	\$2,697.99	\$33.72	\$50.59
COURT SECURITY- 60 MONTHS SC51				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	67,155.55	\$2,582.91	\$32.29	\$48.43
Jan 1, 2017	68,498.66	\$2,634.56	\$32.93	\$49.40
Jan 1, 2018	69,765.89	\$2,683.30	\$33.54	\$50.31
Jan 1, 2019	71,056.56	\$2,732.94	\$34.16	\$51.24
Jan 1, 2020	72,157.93	\$2,775.31	\$34.69	\$52.04
COURT SUPERVISOR COS1				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	92,285.38	\$3,549.44	\$44.37	\$66.55
Jan 1, 2017	94,131.08	\$3,620.43	\$45.26	\$67.88
Jan 1, 2018	95,872.51	\$3,687.40	\$46.09	\$69.14
Jan 1, 2019	97,646.15	\$3,755.62	\$46.95	\$70.42
Jan 1, 2020	99,159.67	\$3,813.83	\$47.67	\$71.51
CPIC VALIDATOR- START CV11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	60,078.63	\$2,310.72	\$28.88	\$43.33
Jan 1, 2017	61,280.20	\$2,356.93	\$29.46	\$44.19
Jan 1, 2018	62,413.89	\$2,400.53	\$30.01	\$45.01
Jan 1, 2019	63,568.54	\$2,444.94	\$30.56	\$45.84
Jan 1, 2020	64,553.86	\$2,482.84	\$31.04	\$46.55
CPIC VALIDATOR- 12 MONTHS CV21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	62,117.68	\$2,389.14	\$29.86	\$44.80
Jan 1, 2017	63,360.04	\$2,436.92	\$30.46	\$45.69
Jan 1, 2018	64,532.20	\$2,482.01	\$31.03	\$46.54
Jan 1, 2019	65,726.04	\$2,527.92	\$31.60	\$47.40
Jan 1, 2020	66,744.80	\$2,567.11	\$32.09	\$48.13

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
CPIC VALIDATOR- 24 MONTHS CV31				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	64,155.04	\$2,467.50	\$30.84	\$46.27
Jan 1, 2017	65,438.14	\$2,516.85	\$31.46	\$47.19
Jan 1, 2018	66,648.75	\$2,563.41	\$32.04	\$48.06
Jan 1, 2019	67,881.75	\$2,610.84	\$32.64	\$48.95
Jan 1, 2020	68,933.92	\$2,651.30	\$33.14	\$49.71
DISPATCHER- START DI11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	65,594.77	\$2,522.88	\$31.54	\$47.30
Jan 1, 2017	66,906.66	\$2,573.33	\$32.17	\$48.25
Jan 1, 2018	68,144.44	\$2,620.94	\$32.76	\$49.14
Jan 1, 2019	69,405.11	\$2,669.43	\$33.37	\$50.05
Jan 1, 2020	70,480.89	\$2,710.80	\$33.89	\$50.83
DISPATCHER- 12 MONTHS DI21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	68,701.67	\$2,642.37	\$33.03	\$49.54
Jan 1, 2017	70,075.70	\$2,695.22	\$33.69	\$50.54
Jan 1, 2018	71,372.10	\$2,745.08	\$34.31	\$51.47
Jan 1, 2019	72,692.49	\$2,795.86	\$34.95	\$52.42
Jan 1, 2020	73,819.22	\$2,839.20	\$35.49	\$53.24
DISPATCHER- 24 MONTHS DI31				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	72,501.56	\$2,788.52	\$34.86	\$52.28
Jan 1, 2017	73,951.60	\$2,844.29	\$35.55	\$53.33
Jan 1, 2018	75,319.70	\$2,896.91	\$36.21	\$54.32
Jan 1, 2019	76,713.11	\$2,950.50	\$36.88	\$55.32
Jan 1, 2020	77,902.17	\$2,996.24	\$37.45	\$56.18
NICHE INPUTTER- START OM11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	57,996.27	\$2,230.63	\$27.88	\$41.82
Jan 1, 2017	59,156.19	\$2,275.24	\$28.44	\$42.66
Jan 1, 2018	60,250.58	\$2,317.33	\$28.97	\$43.45
Jan 1, 2019	61,365.22	\$2,360.20	\$29.50	\$44.25
Jan 1, 2020	62,316.38	\$2,396.78	\$29.96	\$44.94
NICHE INPUTTER- 12 MONTHS OM21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	62,427.55	\$2,401.06	\$30.01	\$45.02
Jan 1, 2017	63,676.10	\$2,449.08	\$30.61	\$45.92
Jan 1, 2018	64,854.10	\$2,494.39	\$31.18	\$46.77
Jan 1, 2019	66,053.91	\$2,540.53	\$31.76	\$47.64
Jan 1, 2020	67,077.74	\$2,579.91	\$32.25	\$48.37

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
I.T. ASSISTANT- START IT11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	56,572.52	\$2,175.87	\$27.20	\$40.80
Jan 1, 2017	57,703.97	\$2,219.38	\$27.74	\$41.61
Jan 1, 2018	58,771.49	\$2,260.44	\$28.26	\$42.38
Jan 1, 2019	59,858.77	\$2,302.26	\$28.78	\$43.17
Jan 1, 2020	60,786.58	\$2,337.95	\$29.22	\$43.84
I.T. ASSISTANT- 12 MONTHS IT21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	61,600.33	\$2,369.24	\$29.62	\$44.42
Jan 1, 2017	62,832.34	\$2,416.63	\$30.21	\$45.31
Jan 1, 2018	63,994.73	\$2,461.34	\$30.77	\$46.15
Jan 1, 2019	65,178.64	\$2,506.87	\$31.34	\$47.00
Jan 1, 2020	66,188.90	\$2,545.73	\$31.82	\$47.73
I.T. ASSISTANT- 24 MONTHS IT31				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	65,241.87	\$2,509.30	\$31.37	\$47.05
Jan 1, 2017	66,546.71	\$2,559.49	\$31.99	\$47.99
Jan 1, 2018	67,777.82	\$2,606.84	\$32.59	\$48.88
Jan 1, 2019	69,031.71	\$2,655.07	\$33.19	\$49.78
Jan 1, 2020	70,101.70	\$2,696.22	\$33.70	\$50.55
I.T. ASSISTANT- 36 MONTHS IT41				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	69,040.19	\$2,655.39	\$33.19	\$49.79
Jan 1, 2017	70,420.99	\$2,708.50	\$33.86	\$50.78
Jan 1, 2018	71,723.78	\$2,758.61	\$34.48	\$51.72
Jan 1, 2019	73,050.67	\$2,809.64	\$35.12	\$52.68
Jan 1, 2020	74,182.95	\$2,853.19	\$35.66	\$53.50
I.T. ASSISTANT- 48 MONTHS IT51				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	71,012.50	\$2,731.25	\$34.14	\$51.21
Jan 1, 2017	72,432.75	\$2,785.88	\$34.82	\$52.24
Jan 1, 2018	73,772.76	\$2,837.41	\$35.47	\$53.20
Jan 1, 2019	75,137.56	\$2,889.91	\$36.12	\$54.19
Jan 1, 2020	76,302.19	\$2,934.70	\$36.68	\$55.03
I.T. ASSISTANT- 60 MONTHS IT61				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	73,400.17	\$2,823.08	\$35.29	\$52.93
Jan 1, 2017	74,868.17	\$2,879.55	\$35.99	\$53.99
Jan 1, 2018	76,253.23	\$2,932.82	\$36.66	\$54.99
Jan 1, 2019	77,663.92	\$2,987.07	\$37.34	\$56.01
Jan 1, 2020	78,867.71	\$3,033.37	\$37.92	\$56.88

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
CRIME ANALYST- START				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	60,078.63	\$2,310.72	\$28.88	\$43.33
Jan 1, 2017	61,280.20	\$2,356.93	\$29.46	\$44.19
Jan 1, 2018	62,413.89	\$2,400.53	\$30.01	\$45.01
Jan 1, 2019	63,568.54	\$2,444.94	\$30.56	\$45.84
Jan 1, 2020	64,553.86	\$2,482.84	\$31.04	\$46.55
CRIME ANALYST- 12 MONTHS				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	61,925.74	\$2,381.76	\$29.77	\$44.66
Jan 1, 2017	63,164.25	\$2,429.39	\$30.37	\$45.55
Jan 1, 2018	64,332.79	\$2,474.34	\$30.93	\$46.39
Jan 1, 2019	65,522.94	\$2,520.11	\$31.50	\$47.25
Jan 1, 2020	66,538.55	\$2,559.18	\$31.99	\$47.98
CRIME ANALYST- 24 MONTHS				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	64,437.82	\$2,478.38	\$30.98	\$46.47
Jan 1, 2017	65,726.58	\$2,527.95	\$31.60	\$47.40
Jan 1, 2018	66,942.52	\$2,574.71	\$32.18	\$48.28
Jan 1, 2019	68,180.96	\$2,622.34	\$32.78	\$49.17
Jan 1, 2020	69,237.76	\$2,662.99	\$33.29	\$49.93
VOLUNTEER/VICTIM SER. COORDINATOR- START VS11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	49,484.05	\$1,903.23	\$23.79	\$35.69
Jan 1, 2017	50,473.73	\$1,941.30	\$24.27	\$36.40
Jan 1, 2018	51,407.49	\$1,977.21	\$24.72	\$37.07
Jan 1, 2019	52,358.53	\$2,013.79	\$25.17	\$37.76
Jan 1, 2020	53,170.09	\$2,045.00	\$25.56	\$38.34
VOLUNTEER/VICTIM SER. COORDINATOR- 12 MONTHS VS21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	53,725.53	\$2,066.37	\$25.83	\$38.74
Jan 1, 2017	54,800.04	\$2,107.69	\$26.35	\$39.52
Jan 1, 2018	55,813.84	\$2,146.69	\$26.83	\$40.25
Jan 1, 2019	56,846.39	\$2,186.40	\$27.33	\$40.99
Jan 1, 2020	57,727.51	\$2,220.29	\$27.75	\$41.63
VOLUNTEER/VICTIM SER. COORDINATOR- 24 MONTHS VS31				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	65,373.35	\$2,514.36	\$31.43	\$47.14
Jan 1, 2017	66,680.81	\$2,564.65	\$32.06	\$48.09
Jan 1, 2018	67,914.41	\$2,612.09	\$32.65	\$48.98
Jan 1, 2019	69,170.82	\$2,660.42	\$33.26	\$49.88
Jan 1, 2020	70,242.97	\$2,701.65	\$33.77	\$50.66

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
PROPERTY CLERK- START PE11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	55,765.73	\$2,144.84	\$26.81	\$40.22
Jan 1, 2017	56,881.04	\$2,187.73	\$27.35	\$41.02
Jan 1, 2018	57,933.34	\$2,228.21	\$27.85	\$41.78
Jan 1, 2019	59,005.11	\$2,269.43	\$28.37	\$42.55
Jan 1, 2020	59,919.69	\$2,304.60	\$28.81	\$43.21
PROPERTY CLERK- 12 MONTHS PE12				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	59,413.18	\$2,285.12	\$28.56	\$42.85
Jan 1, 2017	60,601.45	\$2,330.82	\$29.14	\$43.70
Jan 1, 2018	61,722.57	\$2,373.95	\$29.67	\$44.51
Jan 1, 2019	62,864.44	\$2,417.86	\$30.22	\$45.33
Jan 1, 2020	63,838.84	\$2,455.34	\$30.69	\$46.04
QUARTERMASTER- START QUA1				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	53,141.90	\$2,043.92	\$25.55	\$38.32
Jan 1, 2017	54,204.73	\$2,084.80	\$26.06	\$39.09
Jan 1, 2018	55,207.52	\$2,123.37	\$26.54	\$39.81
Jan 1, 2019	56,228.86	\$2,162.65	\$27.03	\$40.55
Jan 1, 2020	57,100.41	\$2,196.17	\$27.45	\$41.18
QUARTERMASTER- 12 MONTHS QUA2				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	55,795.90	\$2,146.00	\$26.82	\$40.24
Jan 1, 2017	56,911.82	\$2,188.92	\$27.36	\$41.04
Jan 1, 2018	57,964.69	\$2,229.41	\$27.87	\$41.80
Jan 1, 2019	59,037.04	\$2,270.66	\$28.38	\$42.57
Jan 1, 2020	59,952.11	\$2,305.85	\$28.82	\$43.23
QUARTERMASTER- 24 MONTHS QUA3				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	58,449.91	\$2,248.07	\$28.10	\$42.15
Jan 1, 2017	59,618.91	\$2,293.04	\$28.66	\$42.99
Jan 1, 2018	60,721.86	\$2,335.46	\$29.19	\$43.79
Jan 1, 2019	61,845.21	\$2,378.66	\$29.73	\$44.60
Jan 1, 2020	62,803.82	\$2,415.53	\$30.19	\$45.29
QUARTERMASTER- 36 MONTHS QUA4				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	60,980.48	\$2,345.40	\$29.32	\$43.98
Jan 1, 2017	62,200.09	\$2,392.31	\$29.90	\$44.86
Jan 1, 2018	63,350.79	\$2,436.57	\$30.46	\$45.69
Jan 1, 2019	64,522.78	\$2,481.65	\$31.02	\$46.53
Jan 1, 2020	65,522.88	\$2,520.11	\$31.50	\$47.25

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
RECEPTIONIST START RE01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	42,678.41	\$1,641.48	\$20.52	\$30.78
Jan 1, 2017	43,531.98	\$1,674.31	\$20.93	\$31.39
Jan 1, 2018	44,337.32	\$1,705.28	\$21.32	\$31.97
Jan 1, 2019	45,157.56	\$1,736.83	\$21.71	\$32.57
Jan 1, 2020	45,857.51	\$1,763.75	\$22.05	\$33.07
RECEPTIONIST- 12 MONTHS RE12				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	49,995.00	\$1,922.88	\$24.04	\$36.05
Jan 1, 2017	50,994.90	\$1,961.34	\$24.52	\$36.78
Jan 1, 2018	51,938.31	\$1,997.63	\$24.97	\$37.46
Jan 1, 2019	52,899.17	\$2,034.58	\$25.43	\$38.15
Jan 1, 2020	53,719.11	\$2,066.12	\$25.83	\$38.74
SECRETARY- START JS11				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	57,133.33	\$2,197.44	\$27.47	\$41.20
Jan 1, 2017	58,276.00	\$2,241.38	\$28.02	\$42.03
Jan 1, 2018	59,354.11	\$2,282.85	\$28.54	\$42.80
Jan 1, 2019	60,452.16	\$2,325.08	\$29.06	\$43.60
Jan 1, 2020	61,389.17	\$2,361.12	\$29.51	\$44.27
SECRETARY- 12 MONTHS JS21				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	61,206.44	\$2,354.09	\$29.43	\$44.14
Jan 1, 2017	62,430.57	\$2,401.18	\$30.01	\$45.02
Jan 1, 2018	63,585.53	\$2,445.60	\$30.57	\$45.85
Jan 1, 2019	64,761.86	\$2,490.84	\$31.14	\$46.70
Jan 1, 2020	65,765.67	\$2,529.45	\$31.62	\$47.43
SECRETARY- 24 MONTHS JS31				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	65,373.32	\$2,514.36	\$31.43	\$47.14
Jan 1, 2017	66,680.79	\$2,564.65	\$32.06	\$48.09
Jan 1, 2018	67,914.38	\$2,612.09	\$32.65	\$48.98
Jan 1, 2019	69,170.80	\$2,660.42	\$33.26	\$49.88
Jan 1, 2020	70,242.95	\$2,701.65	\$33.77	\$50.66
WEB PAGE/DOCUMENT DESIGNER- START WEB1				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	53,936.49	\$2,074.48	\$25.93	\$38.90
Jan 1, 2017	55,015.22	\$2,115.97	\$26.45	\$39.67
Jan 1, 2018	56,033.00	\$2,155.12	\$26.94	\$40.41
Jan 1, 2019	57,069.61	\$2,194.99	\$27.44	\$41.16
Jan 1, 2020	57,954.19	\$2,229.01	\$27.86	\$41.79

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
1ST CLASS CONSTABLE - 36 MONTHS P106 7th Year of Employment				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	92,285.38	\$3,549.44	\$44.37	\$66.55
Jan 1, 2017	94,131.08	\$3,620.43	\$45.26	\$67.88
Jan 1, 2018	95,872.51	\$3,687.40	\$46.09	\$69.14
Jan 1, 2019	97,646.15	\$3,755.62	\$46.95	\$70.42
Jan 1, 2020	99,159.67	\$3,813.83	\$47.67	\$71.51
1ST CLASS CONSTABLE - 24 MONTHS P206 6th Year of Employment				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	78,442.57	\$3,017.02	\$37.71	\$56.57
Jan 1, 2017	80,011.43	\$3,077.36	\$38.47	\$57.70
Jan 1, 2018	81,491.64	\$3,134.29	\$39.18	\$58.77
Jan 1, 2019	82,999.23	\$3,192.28	\$39.90	\$59.86
Jan 1, 2020	84,285.72	\$3,241.76	\$40.52	\$60.78
1ST CLASS CONSTABLE - 12 MONTHS P205 5th Year of Employment				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	78,442.57	\$3,017.02	\$37.71	\$56.57
Jan 1, 2017	80,011.43	\$3,077.36	\$38.47	\$57.70
Jan 1, 2018	81,491.64	\$3,134.29	\$39.18	\$58.77
Jan 1, 2019	82,999.23	\$3,192.28	\$39.90	\$59.86
Jan 1, 2020	84,285.72	\$3,241.76	\$40.52	\$60.78
1ST CLASS CONSTABLE - START P304 4th Year of Employment				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	64,599.76	\$2,484.61	\$31.06	\$46.59
Jan 1, 2017	65,891.75	\$2,534.30	\$31.68	\$47.52
Jan 1, 2018	67,110.75	\$2,581.18	\$32.26	\$48.40
Jan 1, 2019	68,352.30	\$2,628.93	\$32.86	\$49.29
Jan 1, 2020	69,411.76	\$2,669.68	\$33.37	\$50.06
2ND CLASS CONSTABLE P303 3rd Year of Employment				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	64,599.76	\$2,484.61	\$31.06	\$46.59
Jan 1, 2017	65,891.75	\$2,534.30	\$31.68	\$47.52
Jan 1, 2018	67,110.75	\$2,581.18	\$32.26	\$48.40
Jan 1, 2019	68,352.30	\$2,628.93	\$32.86	\$49.29
Jan 1, 2020	69,411.76	\$2,669.68	\$33.37	\$50.06
3RD CLASS CONSTABLE P401 2nd Year of Employment				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	55,371.21	\$2,129.66	\$26.62	\$39.93
Jan 1, 2017	56,478.64	\$2,172.26	\$27.15	\$40.73
Jan 1, 2018	57,523.49	\$2,212.44	\$27.66	\$41.48
Jan 1, 2019	58,587.68	\$2,253.37	\$28.17	\$42.25
Jan 1, 2020	59,495.79	\$2,288.30	\$28.60	\$42.91
4TH CLASS CONSTABLE P400 1st Year of Employment				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	55,371.21	\$2,129.66	\$26.62	\$39.93
Jan 1, 2017	56,478.64	\$2,172.26	\$27.15	\$40.73
Jan 1, 2018	57,523.49	\$2,212.44	\$27.66	\$41.48
Jan 1, 2019	58,587.68	\$2,253.37	\$28.17	\$42.25
Jan 1, 2020	59,495.79	\$2,288.30	\$28.60	\$42.91

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
CLERK- START CK00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	53,936.49	\$2,074.48	\$25.93	\$38.90
Jan 1, 2017	55,015.22	\$2,115.97	\$26.45	\$39.67
Jan 1, 2018	56,033.00	\$2,155.12	\$26.94	\$40.41
Jan 1, 2019	57,069.61	\$2,194.99	\$27.44	\$41.16
Jan 1, 2020	57,954.19	\$2,229.01	\$27.86	\$41.79
CLERK- 12 MONTHS CK01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	54,765.44	\$2,106.36	\$26.33	\$39.49
Jan 1, 2017	55,860.75	\$2,148.49	\$26.86	\$40.28
Jan 1, 2018	56,894.17	\$2,188.24	\$27.35	\$41.03
Jan 1, 2019	57,946.71	\$2,228.72	\$27.86	\$41.79
Jan 1, 2020	58,844.89	\$2,263.26	\$28.29	\$42.44
CLERK- 24 MONTHS CK02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	55,594.39	\$2,138.25	\$26.73	\$40.09
Jan 1, 2017	56,706.28	\$2,181.01	\$27.26	\$40.89
Jan 1, 2018	57,755.34	\$2,221.36	\$27.77	\$41.65
Jan 1, 2019	58,823.82	\$2,262.45	\$28.28	\$42.42
Jan 1, 2020	59,735.59	\$2,297.52	\$28.72	\$43.08
CLERK- 36 MONTHS CK03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	56,423.34	\$2,170.13	\$27.13	\$40.69
Jan 1, 2017	57,551.81	\$2,213.53	\$27.67	\$41.50
Jan 1, 2018	58,616.52	\$2,254.48	\$28.18	\$42.27
Jan 1, 2019	59,700.92	\$2,296.19	\$28.70	\$43.05
Jan 1, 2020	60,626.29	\$2,331.78	\$29.15	\$43.72
CLERK- 48 MONTHS CK04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	57,252.29	\$2,202.01	\$27.53	\$41.29
Jan 1, 2017	58,397.34	\$2,246.05	\$28.08	\$42.11
Jan 1, 2018	59,477.69	\$2,287.60	\$28.60	\$42.89
Jan 1, 2019	60,578.02	\$2,329.92	\$29.12	\$43.69
Jan 1, 2020	61,516.98	\$2,366.04	\$29.58	\$44.36
CLERK- 60 MONTHS CK05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	58,081.22	\$2,233.89	\$27.92	\$41.89
Jan 1, 2017	59,242.84	\$2,278.57	\$28.48	\$42.72
Jan 1, 2018	60,338.84	\$2,320.72	\$29.01	\$43.51
Jan 1, 2019	61,455.11	\$2,363.66	\$29.55	\$44.32
Jan 1, 2020	62,407.66	\$2,400.29	\$30.00	\$45.01

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
RECORDS CLERK- START RC00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	53,936.49	\$2,074.48	\$25.93	\$38.90
Jan 1, 2017	55,015.22	\$2,115.97	\$26.45	\$39.67
Jan 1, 2018	56,033.00	\$2,155.12	\$26.94	\$40.41
Jan 1, 2019	57,069.61	\$2,194.99	\$27.44	\$41.16
Jan 1, 2020	57,954.19	\$2,229.01	\$27.86	\$41.79
RECORDS CLERK- 12 MONTHS RC01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	54,765.44	\$2,106.36	\$26.33	\$39.49
Jan 1, 2017	55,860.74	\$2,148.49	\$26.86	\$40.28
Jan 1, 2018	56,894.17	\$2,188.24	\$27.35	\$41.03
Jan 1, 2019	57,946.71	\$2,228.72	\$27.86	\$41.79
Jan 1, 2020	58,844.88	\$2,263.26	\$28.29	\$42.44
RECORDS CLERK- 24 MONTHS RC02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	55,594.38	\$2,138.25	\$26.73	\$40.09
Jan 1, 2017	56,706.27	\$2,181.01	\$27.26	\$40.89
Jan 1, 2018	57,755.34	\$2,221.36	\$27.77	\$41.65
Jan 1, 2019	58,823.81	\$2,262.45	\$28.28	\$42.42
Jan 1, 2020	59,735.58	\$2,297.52	\$28.72	\$43.08
RECORDS CLERK- 36 MONTHS RC03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	56,423.33	\$2,170.13	\$27.13	\$40.69
Jan 1, 2017	57,551.79	\$2,213.53	\$27.67	\$41.50
Jan 1, 2018	58,616.50	\$2,254.48	\$28.18	\$42.27
Jan 1, 2019	59,700.91	\$2,296.19	\$28.70	\$43.05
Jan 1, 2020	60,626.27	\$2,331.78	\$29.15	\$43.72
RECORDS CLERK- 48 MONTHS RC04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	57,252.27	\$2,202.01	\$27.53	\$41.29
Jan 1, 2017	58,397.32	\$2,246.05	\$28.08	\$42.11
Jan 1, 2018	59,477.67	\$2,287.60	\$28.60	\$42.89
Jan 1, 2019	60,578.01	\$2,329.92	\$29.12	\$43.69
Jan 1, 2020	61,516.97	\$2,366.04	\$29.58	\$44.36
RECORDS CLERK- 60 MONTHS RC05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	58,081.22	\$2,233.89	\$27.92	\$41.89
Jan 1, 2017	59,242.84	\$2,278.57	\$28.48	\$42.72
Jan 1, 2018	60,338.84	\$2,320.72	\$29.01	\$43.51
Jan 1, 2019	61,455.11	\$2,363.66	\$29.55	\$44.32
Jan 1, 2020	62,407.66	\$2,400.29	\$30.00	\$45.01

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
COURT SECURITY- START SP00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	57,801.30	\$2,223.13	\$27.79	\$41.68
Jan 1, 2017	58,957.33	\$2,267.59	\$28.34	\$42.52
Jan 1, 2018	60,048.04	\$2,309.54	\$28.87	\$43.30
Jan 1, 2019	61,158.93	\$2,352.27	\$29.40	\$44.10
Jan 1, 2020	62,106.89	\$2,388.73	\$29.86	\$44.79
COURT SECURITY- 12 MONTHS SP01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	59,672.15	\$2,295.08	\$28.69	\$43.03
Jan 1, 2017	60,865.59	\$2,340.98	\$29.26	\$43.89
Jan 1, 2018	61,991.60	\$2,384.29	\$29.80	\$44.71
Jan 1, 2019	63,138.45	\$2,428.40	\$30.36	\$45.53
Jan 1, 2020	64,117.09	\$2,466.04	\$30.83	\$46.24
COURT SECURITY- 24 MONTHS SP02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	61,542.99	\$2,367.04	\$29.59	\$44.38
Jan 1, 2017	62,773.85	\$2,414.38	\$30.18	\$45.27
Jan 1, 2018	63,935.17	\$2,459.04	\$30.74	\$46.11
Jan 1, 2019	65,117.97	\$2,504.54	\$31.31	\$46.96
Jan 1, 2020	66,127.30	\$2,543.36	\$31.79	\$47.69
COURT SECURITY- 36 MONTHS SP03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	63,413.84	\$2,438.99	\$30.49	\$45.73
Jan 1, 2017	64,682.11	\$2,487.77	\$31.10	\$46.65
Jan 1, 2018	65,878.73	\$2,533.80	\$31.67	\$47.51
Jan 1, 2019	67,097.49	\$2,580.67	\$32.26	\$48.39
Jan 1, 2020	68,137.50	\$2,620.67	\$32.76	\$49.14
COURT SECURITY- 48 MONTHS SP04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	65,284.68	\$2,510.95	\$31.39	\$47.08
Jan 1, 2017	66,590.38	\$2,561.17	\$32.01	\$48.02
Jan 1, 2018	67,822.30	\$2,608.55	\$32.61	\$48.91
Jan 1, 2019	69,077.01	\$2,656.81	\$33.21	\$49.82
Jan 1, 2020	70,147.70	\$2,697.99	\$33.72	\$50.59
COURT SECURITY- 60 MONTHS SP05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	67,155.55	\$2,582.91	\$32.29	\$48.43
Jan 1, 2017	68,498.66	\$2,634.56	\$32.93	\$49.40
Jan 1, 2018	69,765.89	\$2,683.30	\$33.54	\$50.31
Jan 1, 2019	71,056.56	\$2,732.94	\$34.16	\$51.24
Jan 1, 2020	72,157.93	\$2,775.31	\$34.69	\$52.04

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
COURT SUPERVISOR- START CS00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	80,926.47	\$3,112.56	\$38.91	\$58.36
Jan 1, 2017	82,545.00	\$3,174.81	\$39.69	\$59.53
Jan 1, 2018	84,072.08	\$3,233.54	\$40.42	\$60.63
Jan 1, 2019	85,627.42	\$3,293.36	\$41.17	\$61.75
Jan 1, 2020	86,954.64	\$3,344.41	\$41.81	\$62.71
COURT SUPERVISOR- 12 MONTHS CS01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	83,198.25	\$3,199.93	\$40.00	\$60.00
Jan 1, 2017	84,862.22	\$3,263.93	\$40.80	\$61.20
Jan 1, 2018	86,432.17	\$3,324.31	\$41.55	\$62.33
Jan 1, 2019	88,031.16	\$3,385.81	\$42.32	\$63.48
Jan 1, 2020	89,395.65	\$3,438.29	\$42.98	\$64.47
COURT SUPERVISOR- 24 MONTHS CS02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	85,470.03	\$3,287.31	\$41.09	\$61.64
Jan 1, 2017	87,179.43	\$3,353.06	\$41.91	\$62.87
Jan 1, 2018	88,792.25	\$3,415.09	\$42.69	\$64.03
Jan 1, 2019	90,434.91	\$3,478.27	\$43.48	\$65.22
Jan 1, 2020	91,836.65	\$3,532.18	\$44.15	\$66.23
COURT SUPERVISOR- 36 MONTHS CS03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	87,741.82	\$3,374.69	\$42.18	\$63.28
Jan 1, 2017	89,496.65	\$3,442.18	\$43.03	\$64.54
Jan 1, 2018	91,152.34	\$3,505.86	\$43.82	\$65.73
Jan 1, 2019	92,838.66	\$3,570.72	\$44.63	\$66.95
Jan 1, 2020	94,277.66	\$3,626.06	\$45.33	\$67.99
COURT SUPERVISOR- 48 MONTHS CS04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	90,013.60	\$3,462.06	\$43.28	\$64.91
Jan 1, 2017	91,813.87	\$3,531.30	\$44.14	\$66.21
Jan 1, 2018	93,512.43	\$3,596.63	\$44.96	\$67.44
Jan 1, 2019	95,242.41	\$3,663.17	\$45.79	\$68.68
Jan 1, 2020	96,718.66	\$3,719.95	\$46.50	\$69.75
COURT SUPERVISOR-60 MONTHS CS05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	92,285.38	\$3,549.44	\$44.37	\$66.55
Jan 1, 2017	94,131.09	\$3,620.43	\$45.26	\$67.88
Jan 1, 2018	95,872.51	\$3,687.40	\$46.09	\$69.14
Jan 1, 2019	97,646.15	\$3,755.62	\$46.95	\$70.42
Jan 1, 2020	99,159.67	\$3,813.83	\$47.67	\$71.51

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
CPIC VALIDATOR- START CV00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	60,078.63	\$2,310.72	\$28.88	\$43.33
Jan 1, 2017	61,280.20	\$2,356.93	\$29.46	\$44.19
Jan 1, 2018	62,413.89	\$2,400.53	\$30.01	\$45.01
Jan 1, 2019	63,568.54	\$2,444.94	\$30.56	\$45.84
Jan 1, 2020	64,553.86	\$2,482.84	\$31.04	\$46.55
CPIC VALIDATOR- 12 MONTHS CV01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	60,893.91	\$2,342.07	\$29.28	\$43.91
Jan 1, 2017	62,111.79	\$2,388.92	\$29.86	\$44.79
Jan 1, 2018	63,260.86	\$2,433.11	\$30.41	\$45.62
Jan 1, 2019	64,431.18	\$2,478.12	\$30.98	\$46.46
Jan 1, 2020	65,429.87	\$2,516.53	\$31.46	\$47.19
CPIC VALIDATOR- 24 MONTHS CV02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	61,709.19	\$2,373.43	\$29.67	\$44.50
Jan 1, 2017	62,943.38	\$2,420.90	\$30.26	\$45.39
Jan 1, 2018	64,107.83	\$2,465.69	\$30.82	\$46.23
Jan 1, 2019	65,293.83	\$2,511.30	\$31.39	\$47.09
Jan 1, 2020	66,305.88	\$2,550.23	\$31.88	\$47.82
CPIC VALIDATOR- 36 MONTHS CV03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	62,524.48	\$2,404.79	\$30.06	\$45.09
Jan 1, 2017	63,774.97	\$2,452.88	\$30.66	\$45.99
Jan 1, 2018	64,954.80	\$2,498.26	\$31.23	\$46.84
Jan 1, 2019	66,156.47	\$2,544.48	\$31.81	\$47.71
Jan 1, 2020	67,181.89	\$2,583.92	\$32.30	\$48.45
CPIC VALIDATOR- 48 MONTHS CV04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	63,339.76	\$2,436.14	\$30.45	\$45.68
Jan 1, 2017	64,606.56	\$2,484.87	\$31.06	\$46.59
Jan 1, 2018	65,801.78	\$2,530.84	\$31.64	\$47.45
Jan 1, 2019	67,019.11	\$2,577.66	\$32.22	\$48.33
Jan 1, 2020	68,057.91	\$2,617.61	\$32.72	\$49.08
CPIC VALIDATOR- 60 MONTHS CV05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	64,155.04	\$2,467.50	\$30.84	\$46.27
Jan 1, 2017	65,438.14	\$2,516.85	\$31.46	\$47.19
Jan 1, 2018	66,648.75	\$2,563.41	\$32.04	\$48.06
Jan 1, 2019	67,881.75	\$2,610.84	\$32.64	\$48.95
Jan 1, 2020	68,933.92	\$2,651.30	\$33.14	\$49.71

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
DISPATCHER- START AFTER TRAINING AND PROBATIONARY PERIOD				
	ANNUAL	BI-WEEKLY	HOURLY	DI00 TIME & HALF
Jan 1, 2016	65,594.77	\$2,522.88	\$31.54	\$47.30
Jan 1, 2017	66,906.67	\$2,573.33	\$32.17	\$48.25
Jan 1, 2018	68,144.44	\$2,620.94	\$32.76	\$49.14
Jan 1, 2019	69,405.11	\$2,669.43	\$33.37	\$50.05
Jan 1, 2020	70,480.89	\$2,710.80	\$33.89	\$50.83
DISPATCHER- 12 MONTHS DI01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	66,976.13	\$2,576.00	\$32.20	\$48.30
Jan 1, 2017	68,315.65	\$2,627.53	\$32.84	\$49.27
Jan 1, 2018	69,579.49	\$2,676.13	\$33.45	\$50.18
Jan 1, 2019	70,866.71	\$2,725.64	\$34.07	\$51.11
Jan 1, 2020	71,965.14	\$2,767.89	\$34.60	\$51.90
DISPATCHER- 24 MONTHS DI02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	68,357.49	\$2,629.13	\$32.86	\$49.30
Jan 1, 2017	69,724.64	\$2,681.72	\$33.52	\$50.28
Jan 1, 2018	71,014.54	\$2,731.33	\$34.14	\$51.21
Jan 1, 2019	72,328.31	\$2,781.86	\$34.77	\$52.16
Jan 1, 2020	73,449.40	\$2,824.98	\$35.31	\$52.97
DISPATCHER- 36 MONTHS DI03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	69,738.84	\$2,682.26	\$33.53	\$50.29
Jan 1, 2017	71,133.62	\$2,735.91	\$34.20	\$51.30
Jan 1, 2018	72,449.59	\$2,786.52	\$34.83	\$52.25
Jan 1, 2019	73,789.91	\$2,838.07	\$35.48	\$53.21
Jan 1, 2020	74,933.65	\$2,882.06	\$36.03	\$54.04
DISPATCHER- 48 MONTHS DI04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	71,120.20	\$2,735.39	\$34.19	\$51.29
Jan 1, 2017	72,542.61	\$2,790.10	\$34.88	\$52.31
Jan 1, 2018	73,884.64	\$2,841.72	\$35.52	\$53.28
Jan 1, 2019	75,251.51	\$2,894.29	\$36.18	\$54.27
Jan 1, 2020	76,417.91	\$2,939.15	\$36.74	\$55.11
DISPATCHER- 60 MONTHS DI05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	72,501.56	\$2,788.52	\$34.86	\$52.28
Jan 1, 2017	73,951.59	\$2,844.29	\$35.55	\$53.33
Jan 1, 2018	75,319.70	\$2,896.91	\$36.21	\$54.32
Jan 1, 2019	76,713.11	\$2,950.50	\$36.88	\$55.32
Jan 1, 2020	77,902.16	\$2,996.24	\$37.45	\$56.18

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
NICHE INPUTTER- START IN00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	57,996.27	\$2,230.63	\$27.88	\$41.82
Jan 1, 2017	59,156.20	\$2,275.24	\$28.44	\$42.66
Jan 1, 2018	60,250.59	\$2,317.33	\$28.97	\$43.45
Jan 1, 2019	61,365.22	\$2,360.20	\$29.50	\$44.25
Jan 1, 2020	62,316.38	\$2,396.78	\$29.96	\$44.94
NICHE INPUTTER- 12 MONTHS IN01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	58,882.53	\$2,264.71	\$28.31	\$42.46
Jan 1, 2017	60,060.18	\$2,310.01	\$28.88	\$43.31
Jan 1, 2018	61,171.29	\$2,352.74	\$29.41	\$44.11
Jan 1, 2019	62,302.96	\$2,396.27	\$29.95	\$44.93
Jan 1, 2020	63,268.65	\$2,433.41	\$30.42	\$45.63
NICHE INPUTTER- 24 MONTHS IN02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	59,768.78	\$2,298.80	\$28.73	\$43.10
Jan 1, 2017	60,964.16	\$2,344.78	\$29.31	\$43.96
Jan 1, 2018	62,091.99	\$2,388.15	\$29.85	\$44.78
Jan 1, 2019	63,240.70	\$2,432.33	\$30.40	\$45.61
Jan 1, 2020	64,220.93	\$2,470.04	\$30.88	\$46.31
NICHE INPUTTER- 36 MONTHS IN03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	60,655.04	\$2,332.89	\$29.16	\$43.74
Jan 1, 2017	61,868.14	\$2,379.54	\$29.74	\$44.62
Jan 1, 2018	63,012.70	\$2,423.57	\$30.29	\$45.44
Jan 1, 2019	64,178.43	\$2,468.40	\$30.86	\$46.28
Jan 1, 2020	65,173.20	\$2,506.66	\$31.33	\$47.00
NICHE INPUTTER- 48 MONTHS IN04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	61,541.29	\$2,366.97	\$29.59	\$44.38
Jan 1, 2017	62,772.12	\$2,414.31	\$30.18	\$45.27
Jan 1, 2018	63,933.40	\$2,458.98	\$30.74	\$46.11
Jan 1, 2019	65,116.17	\$2,504.47	\$31.31	\$46.96
Jan 1, 2020	66,125.47	\$2,543.29	\$31.79	\$47.69
NICHE INPUTTER- 60 MONTHS IN05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	62,427.55	\$2,401.06	\$30.01	\$45.02
Jan 1, 2017	63,676.10	\$2,449.08	\$30.61	\$45.92
Jan 1, 2018	64,854.11	\$2,494.39	\$31.18	\$46.77
Jan 1, 2019	66,053.91	\$2,540.53	\$31.76	\$47.64
Jan 1, 2020	67,077.75	\$2,579.91	\$32.25	\$48.37

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
I.T. ASSISTANT- START IT00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	56,572.52	\$2,175.87	\$27.20	\$40.80
Jan 1, 2017	57,703.97	\$2,219.38	\$27.74	\$41.61
Jan 1, 2018	58,771.49	\$2,260.44	\$28.26	\$42.38
Jan 1, 2019	59,858.77	\$2,302.26	\$28.78	\$43.17
Jan 1, 2020	60,786.58	\$2,337.95	\$29.22	\$43.84
I.T. ASSISTANT- 12 MONTHS IT01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	59,938.05	\$2,305.31	\$28.82	\$43.22
Jan 1, 2017	61,136.81	\$2,351.42	\$29.39	\$44.09
Jan 1, 2018	62,267.84	\$2,394.92	\$29.94	\$44.90
Jan 1, 2019	63,419.80	\$2,439.22	\$30.49	\$45.74
Jan 1, 2020	64,402.80	\$2,477.03	\$30.96	\$46.44
I.T. ASSISTANT- 24 MONTHS IT02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	63,303.58	\$2,434.75	\$30.43	\$45.65
Jan 1, 2017	64,569.65	\$2,483.45	\$31.04	\$46.56
Jan 1, 2018	65,764.19	\$2,529.39	\$31.62	\$47.43
Jan 1, 2019	66,980.83	\$2,576.19	\$32.20	\$48.30
Jan 1, 2020	68,019.03	\$2,616.12	\$32.70	\$49.05
I.T. ASSISTANT- 36 MONTHS IT03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	66,669.11	\$2,564.20	\$32.05	\$48.08
Jan 1, 2017	68,002.49	\$2,615.48	\$32.69	\$49.04
Jan 1, 2018	69,260.54	\$2,663.87	\$33.30	\$49.95
Jan 1, 2019	70,541.86	\$2,713.15	\$33.91	\$50.87
Jan 1, 2020	71,635.26	\$2,755.20	\$34.44	\$51.66
I.T. ASSISTANT- 48 MONTHS IT04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	70,034.64	\$2,693.64	\$33.67	\$50.51
Jan 1, 2017	71,435.33	\$2,747.51	\$34.34	\$51.52
Jan 1, 2018	72,756.89	\$2,798.34	\$34.98	\$52.47
Jan 1, 2019	74,102.89	\$2,850.11	\$35.63	\$53.44
Jan 1, 2020	75,251.48	\$2,894.29	\$36.18	\$54.27
I.T. ASSISTANT- 60 MONTHS IT05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	73,400.17	\$2,823.08	\$35.29	\$52.93
Jan 1, 2017	74,868.17	\$2,879.55	\$35.99	\$53.99
Jan 1, 2018	76,253.23	\$2,932.82	\$36.66	\$54.99
Jan 1, 2019	77,663.92	\$2,987.07	\$37.34	\$56.01
Jan 1, 2020	78,867.71	\$3,033.37	\$37.92	\$56.88

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
CRIME ANALYST- START CR00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	60,078.63	\$2,310.72	\$28.88	\$43.33
Jan 1, 2017	61,280.20	\$2,356.93	\$29.46	\$44.19
Jan 1, 2018	62,413.89	\$2,400.53	\$30.01	\$45.01
Jan 1, 2019	63,568.54	\$2,444.94	\$30.56	\$45.84
Jan 1, 2020	64,553.86	\$2,482.84	\$31.04	\$46.55
CRIME ANALYST- 12 MONTHS CR01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	60,950.47	\$2,344.25	\$29.30	\$43.95
Jan 1, 2017	62,169.48	\$2,391.13	\$29.89	\$44.83
Jan 1, 2018	63,319.61	\$2,435.37	\$30.44	\$45.66
Jan 1, 2019	64,491.03	\$2,480.42	\$31.01	\$46.51
Jan 1, 2020	65,490.64	\$2,518.87	\$31.49	\$47.23
CRIME ANALYST- 24 MONTHS CR02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	61,822.31	\$2,377.78	\$29.72	\$44.58
Jan 1, 2017	63,058.75	\$2,425.34	\$30.32	\$45.48
Jan 1, 2018	64,225.34	\$2,470.21	\$30.88	\$46.32
Jan 1, 2019	65,413.51	\$2,515.90	\$31.45	\$47.17
Jan 1, 2020	66,427.42	\$2,554.90	\$31.94	\$47.90
CRIME ANALYST- 36 MONTHS CR03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	62,694.14	\$2,411.31	\$30.14	\$45.21
Jan 1, 2017	63,948.03	\$2,459.54	\$30.74	\$46.12
Jan 1, 2018	65,131.07	\$2,505.04	\$31.31	\$46.97
Jan 1, 2019	66,335.99	\$2,551.38	\$31.89	\$47.84
Jan 1, 2020	67,364.20	\$2,590.93	\$32.39	\$48.58
CRIME ANALYST- 48 MONTHS CR04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	63,565.98	\$2,444.85	\$30.56	\$45.84
Jan 1, 2017	64,837.30	\$2,493.74	\$31.17	\$46.76
Jan 1, 2018	66,036.79	\$2,539.88	\$31.75	\$47.62
Jan 1, 2019	67,258.47	\$2,586.86	\$32.34	\$48.50
Jan 1, 2020	68,300.98	\$2,626.96	\$32.84	\$49.26
CRIME ANALYST- 60 MONTHS CR05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	64,437.82	\$2,478.38	\$30.98	\$46.47
Jan 1, 2017	65,726.58	\$2,527.95	\$31.60	\$47.40
Jan 1, 2018	66,942.52	\$2,574.71	\$32.18	\$48.28
Jan 1, 2019	68,180.96	\$2,622.34	\$32.78	\$49.17
Jan 1, 2020	69,237.76	\$2,662.99	\$33.29	\$49.93

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
VOLUNTEER/VICTIM SER. COORDINATOR- START VS00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	49,484.05	\$1,903.23	\$23.79	\$35.69
Jan 1, 2017	50,473.73	\$1,941.30	\$24.27	\$36.40
Jan 1, 2018	51,407.50	\$1,977.21	\$24.72	\$37.07
Jan 1, 2019	52,358.53	\$2,013.79	\$25.17	\$37.76
Jan 1, 2020	53,170.09	\$2,045.00	\$25.56	\$38.34
VOLUNTEER/VICTIM SER. COORDINATOR- 12 MONTHS VS01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	52,661.91	\$2,025.46	\$25.32	\$37.98
Jan 1, 2017	53,715.15	\$2,065.97	\$25.82	\$38.74
Jan 1, 2018	54,708.88	\$2,104.19	\$26.30	\$39.45
Jan 1, 2019	55,720.99	\$2,143.12	\$26.79	\$40.18
Jan 1, 2020	56,584.67	\$2,176.33	\$27.20	\$40.81
VOLUNTEER/VICTIM SER. COORDINATOR- 24 MONTHS VS02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	55,839.77	\$2,147.68	\$26.85	\$40.27
Jan 1, 2017	56,956.57	\$2,190.64	\$27.38	\$41.07
Jan 1, 2018	58,010.26	\$2,231.16	\$27.89	\$41.83
Jan 1, 2019	59,083.45	\$2,272.44	\$28.41	\$42.61
Jan 1, 2020	59,999.25	\$2,307.66	\$28.85	\$43.27
VOLUNTEER/VICTIM SER. COORDINATOR- 36 MONTHS VS03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	59,017.63	\$2,269.91	\$28.37	\$42.56
Jan 1, 2017	60,197.98	\$2,315.31	\$28.94	\$43.41
Jan 1, 2018	61,311.65	\$2,358.14	\$29.48	\$44.22
Jan 1, 2019	62,445.91	\$2,401.77	\$30.02	\$45.03
Jan 1, 2020	63,413.82	\$2,438.99	\$30.49	\$45.73
VOLUNTEER/VICTIM SER. COORDINATOR- 48 MONTHS VS04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	62,195.49	\$2,392.13	\$29.90	\$44.85
Jan 1, 2017	63,439.40	\$2,439.98	\$30.50	\$45.75
Jan 1, 2018	64,613.03	\$2,485.12	\$31.06	\$46.60
Jan 1, 2019	65,808.37	\$2,531.09	\$31.64	\$47.46
Jan 1, 2020	66,828.40	\$2,570.32	\$32.13	\$48.19
VOLUNTEER/VICTIM SER. COORDINATOR- 60 MONTHS VS05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	65,373.35	\$2,514.36	\$31.43	\$47.14
Jan 1, 2017	66,680.82	\$2,564.65	\$32.06	\$48.09
Jan 1, 2018	67,914.41	\$2,612.09	\$32.65	\$48.98
Jan 1, 2019	69,170.83	\$2,660.42	\$33.26	\$49.88
Jan 1, 2020	70,242.98	\$2,701.65	\$33.77	\$50.66

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
PROPERTY CLERK- START PE00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	55,765.73	\$2,144.84	\$26.81	\$40.22
Jan 1, 2017	56,881.04	\$2,187.73	\$27.35	\$41.02
Jan 1, 2018	57,933.34	\$2,228.21	\$27.85	\$41.78
Jan 1, 2019	59,005.11	\$2,269.43	\$28.37	\$42.55
Jan 1, 2020	59,919.69	\$2,304.60	\$28.81	\$43.21
PROPERTY CLERK- 12 MONTHS PE01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	56,495.22	\$2,172.89	\$27.16	\$40.74
Jan 1, 2017	57,625.12	\$2,216.35	\$27.70	\$41.56
Jan 1, 2018	58,691.19	\$2,257.35	\$28.22	\$42.33
Jan 1, 2019	59,776.98	\$2,299.11	\$28.74	\$43.11
Jan 1, 2020	60,703.52	\$2,334.75	\$29.18	\$43.78
PROPERTY CLERK- 24 MONTHS PE02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	57,224.71	\$2,200.95	\$27.51	\$41.27
Jan 1, 2017	58,369.20	\$2,244.97	\$28.06	\$42.09
Jan 1, 2018	59,449.04	\$2,286.50	\$28.58	\$42.87
Jan 1, 2019	60,548.84	\$2,328.80	\$29.11	\$43.67
Jan 1, 2020	61,487.35	\$2,364.90	\$29.56	\$44.34
PROPERTY CLERK- 36 MONTHS PE03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	57,954.20	\$2,229.01	\$27.86	\$41.79
Jan 1, 2017	59,113.28	\$2,273.59	\$28.42	\$42.63
Jan 1, 2018	60,206.88	\$2,315.65	\$28.95	\$43.42
Jan 1, 2019	61,320.71	\$2,358.49	\$29.48	\$44.22
Jan 1, 2020	62,271.18	\$2,395.05	\$29.94	\$44.91
PROPERTY CLERK- 48 MONTHS PE04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	58,683.69	\$2,257.07	\$28.21	\$42.32
Jan 1, 2017	59,857.37	\$2,302.21	\$28.78	\$43.17
Jan 1, 2018	60,964.73	\$2,344.80	\$29.31	\$43.96
Jan 1, 2019	62,092.57	\$2,388.18	\$29.85	\$44.78
Jan 1, 2020	63,055.01	\$2,425.19	\$30.31	\$45.47
PROPERTY CLERK- 60 MONTHS PE05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	59,413.18	\$2,285.12	\$28.56	\$42.85
Jan 1, 2017	60,601.45	\$2,330.82	\$29.14	\$43.70
Jan 1, 2018	61,722.57	\$2,373.95	\$29.67	\$44.51
Jan 1, 2019	62,864.44	\$2,417.86	\$30.22	\$45.33
Jan 1, 2020	63,838.84	\$2,455.34	\$30.69	\$46.04

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
QUARTERMASTER- START QM00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	53,141.90	\$2,043.92	\$25.55	\$38.32
Jan 1, 2017	54,204.74	\$2,084.80	\$26.06	\$39.09
Jan 1, 2018	55,207.53	\$2,123.37	\$26.54	\$39.81
Jan 1, 2019	56,228.86	\$2,162.65	\$27.03	\$40.55
Jan 1, 2020	57,100.41	\$2,196.17	\$27.45	\$41.18
QUARTERMASTER- 12 MONTHS QM01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	54,709.62	\$2,104.22	\$26.30	\$39.45
Jan 1, 2017	55,803.81	\$2,146.30	\$26.83	\$40.24
Jan 1, 2018	56,836.18	\$2,186.01	\$27.33	\$40.99
Jan 1, 2019	57,887.65	\$2,226.45	\$27.83	\$41.75
Jan 1, 2020	58,784.91	\$2,260.96	\$28.26	\$42.39
QUARTERMASTER- 24 MONTHS QM02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	56,277.33	\$2,164.51	\$27.06	\$40.58
Jan 1, 2017	57,402.88	\$2,207.80	\$27.60	\$41.40
Jan 1, 2018	58,464.83	\$2,248.65	\$28.11	\$42.16
Jan 1, 2019	59,546.43	\$2,290.25	\$28.63	\$42.94
Jan 1, 2020	60,469.40	\$2,325.75	\$29.07	\$43.61
QUARTERMASTER- 36 MONTHS QM03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	57,845.05	\$2,224.81	\$27.81	\$41.72
Jan 1, 2017	59,001.95	\$2,269.31	\$28.37	\$42.55
Jan 1, 2018	60,093.49	\$2,311.29	\$28.89	\$43.34
Jan 1, 2019	61,205.21	\$2,354.05	\$29.43	\$44.14
Jan 1, 2020	62,153.90	\$2,390.53	\$29.88	\$44.82
QUARTERMASTER- 48 MONTHS QM04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	59,412.76	\$2,285.11	\$28.56	\$42.85
Jan 1, 2017	60,601.02	\$2,330.81	\$29.14	\$43.70
Jan 1, 2018	61,722.14	\$2,373.93	\$29.67	\$44.51
Jan 1, 2019	62,864.00	\$2,417.85	\$30.22	\$45.33
Jan 1, 2020	63,838.39	\$2,455.32	\$30.69	\$46.04
QUARTERMASTER- 60 MONTHS QM05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	60,980.48	\$2,345.40	\$29.32	\$43.98
Jan 1, 2017	62,200.09	\$2,392.31	\$29.90	\$44.86
Jan 1, 2018	63,350.79	\$2,436.57	\$30.46	\$45.69
Jan 1, 2019	64,522.78	\$2,481.65	\$31.02	\$46.53
Jan 1, 2020	65,522.88	\$2,520.11	\$31.50	\$47.25

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
RECEPTIONIST START RT00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	42,678.41	\$1,641.48	\$20.52	\$30.78
Jan 1, 2017	43,531.98	\$1,674.31	\$20.93	\$31.39
Jan 1, 2018	44,337.32	\$1,705.28	\$21.32	\$31.97
Jan 1, 2019	45,157.56	\$1,736.83	\$21.71	\$32.57
Jan 1, 2020	45,857.50	\$1,763.75	\$22.05	\$33.07
RECEPTIONIST- 12 MONTHS RT01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	44,141.73	\$1,697.76	\$21.22	\$31.83
Jan 1, 2017	45,024.56	\$1,731.71	\$21.65	\$32.47
Jan 1, 2018	45,857.52	\$1,763.75	\$22.05	\$33.07
Jan 1, 2019	46,705.88	\$1,796.38	\$22.45	\$33.68
Jan 1, 2020	47,429.82	\$1,824.22	\$22.80	\$34.20
RECEPTIONIST- 24 MONTHS RT02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	45,605.05	\$1,754.04	\$21.93	\$32.89
Jan 1, 2017	46,517.15	\$1,789.12	\$22.36	\$33.55
Jan 1, 2018	47,377.71	\$1,822.22	\$22.78	\$34.17
Jan 1, 2019	48,254.20	\$1,855.93	\$23.20	\$34.80
Jan 1, 2020	49,002.14	\$1,884.70	\$23.56	\$35.34
RECEPTIONIST- 36 MONTHS RT03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	47,068.36	\$1,810.32	\$22.63	\$33.94
Jan 1, 2017	48,009.73	\$1,846.53	\$23.08	\$34.62
Jan 1, 2018	48,897.91	\$1,880.69	\$23.51	\$35.26
Jan 1, 2019	49,802.52	\$1,915.48	\$23.94	\$35.92
Jan 1, 2020	50,574.46	\$1,945.17	\$24.31	\$36.47
RECEPTIONIST- 48 MONTHS RT04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	48,531.68	\$1,866.60	\$23.33	\$35.00
Jan 1, 2017	49,502.32	\$1,903.94	\$23.80	\$35.70
Jan 1, 2018	50,418.11	\$1,939.16	\$24.24	\$36.36
Jan 1, 2019	51,350.84	\$1,975.03	\$24.69	\$37.03
Jan 1, 2020	52,146.78	\$2,005.65	\$25.07	\$37.61
RECEPTIONIST- 60 MONTHS RT05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	49,995.00	\$1,922.88	\$24.04	\$36.05
Jan 1, 2017	50,994.90	\$1,961.34	\$24.52	\$36.78
Jan 1, 2018	51,938.31	\$1,997.63	\$24.97	\$37.46
Jan 1, 2019	52,899.16	\$2,034.58	\$25.43	\$38.15
Jan 1, 2020	53,719.10	\$2,066.12	\$25.83	\$38.74

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
SECRETARY- START SY00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	57,133.33	\$2,197.44	\$27.47	\$41.20
Jan 1, 2017	58,276.00	\$2,241.38	\$28.02	\$42.03
Jan 1, 2018	59,354.10	\$2,282.85	\$28.54	\$42.80
Jan 1, 2019	60,452.15	\$2,325.08	\$29.06	\$43.60
Jan 1, 2020	61,389.16	\$2,361.12	\$29.51	\$44.27
SECRETARY- 12 MONTHS SY01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	58,781.33	\$2,260.82	\$28.26	\$42.39
Jan 1, 2017	59,956.95	\$2,306.04	\$28.83	\$43.24
Jan 1, 2018	61,066.16	\$2,348.70	\$29.36	\$44.04
Jan 1, 2019	62,195.88	\$2,392.15	\$29.90	\$44.85
Jan 1, 2020	63,159.92	\$2,429.23	\$30.37	\$45.55
SECRETARY- 24 MONTHS SY02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	60,429.33	\$2,324.20	\$29.05	\$43.58
Jan 1, 2017	61,637.91	\$2,370.69	\$29.63	\$44.45
Jan 1, 2018	62,778.21	\$2,414.55	\$30.18	\$45.27
Jan 1, 2019	63,939.61	\$2,459.22	\$30.74	\$46.11
Jan 1, 2020	64,930.67	\$2,497.33	\$31.22	\$46.83
SECRETARY- 36 MONTHS SY03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	62,077.32	\$2,387.59	\$29.84	\$44.77
Jan 1, 2017	63,318.87	\$2,435.34	\$30.44	\$45.66
Jan 1, 2018	64,490.27	\$2,480.39	\$31.00	\$46.51
Jan 1, 2019	65,683.34	\$2,526.28	\$31.58	\$47.37
Jan 1, 2020	66,701.43	\$2,565.44	\$32.07	\$48.10
SECRETARY- 48 MONTHS SY04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	63,725.32	\$2,450.97	\$30.64	\$45.96
Jan 1, 2017	64,999.83	\$2,499.99	\$31.25	\$46.87
Jan 1, 2018	66,202.33	\$2,546.24	\$31.83	\$47.74
Jan 1, 2019	67,427.07	\$2,593.35	\$32.42	\$48.63
Jan 1, 2020	68,472.19	\$2,633.55	\$32.92	\$49.38
SECRETARY- 60 MONTHS SY05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	65,373.32	\$2,514.36	\$31.43	\$47.14
Jan 1, 2017	66,680.79	\$2,564.65	\$32.06	\$48.09
Jan 1, 2018	67,914.38	\$2,612.09	\$32.65	\$48.98
Jan 1, 2019	69,170.80	\$2,660.42	\$33.26	\$49.88
Jan 1, 2020	70,242.94	\$2,701.65	\$33.77	\$50.66

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
WEB PAGE/DOCUMENT DESIGNER- START WB00				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	53,936.49	\$2,074.48	\$25.93	\$38.90
Jan 1, 2017	55,015.22	\$2,115.97	\$26.45	\$39.67
Jan 1, 2018	56,033.00	\$2,155.12	\$26.94	\$40.41
Jan 1, 2019	57,069.61	\$2,194.99	\$27.44	\$41.16
Jan 1, 2020	57,954.19	\$2,229.01	\$27.86	\$41.79
WEB PAGE/DOCUMENT DESIGNER- 12 MONTHS WB01				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	54,765.44	\$2,106.36	\$26.33	\$39.49
Jan 1, 2017	55,860.75	\$2,148.49	\$26.86	\$40.28
Jan 1, 2018	56,894.17	\$2,188.24	\$27.35	\$41.03
Jan 1, 2019	57,946.71	\$2,228.72	\$27.86	\$41.79
Jan 1, 2020	58,844.89	\$2,263.26	\$28.29	\$42.44
WEB PAGE/DOCUMENT DESIGNER- 24 MONTHS WB02				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	55,594.39	\$2,138.25	\$26.73	\$40.09
Jan 1, 2017	56,706.28	\$2,181.01	\$27.26	\$40.89
Jan 1, 2018	57,755.34	\$2,221.36	\$27.77	\$41.65
Jan 1, 2019	58,823.82	\$2,262.45	\$28.28	\$42.42
Jan 1, 2020	59,735.59	\$2,297.52	\$28.72	\$43.08
WEB PAGE/DOCUMENT DESIGNER- 36 MONTHS WB03				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	56,423.34	\$2,170.13	\$27.13	\$40.69
Jan 1, 2017	57,551.81	\$2,213.53	\$27.67	\$41.50
Jan 1, 2018	58,616.52	\$2,254.48	\$28.18	\$42.27
Jan 1, 2019	59,700.92	\$2,296.19	\$28.70	\$43.05
Jan 1, 2020	60,626.29	\$2,331.78	\$29.15	\$43.72
WEB PAGE/DOCUMENT DESIGNER- 48 MONTHS WB04				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	57,252.29	\$2,202.01	\$27.53	\$41.29
Jan 1, 2017	58,397.34	\$2,246.05	\$28.08	\$42.11
Jan 1, 2018	59,477.69	\$2,287.60	\$28.60	\$42.89
Jan 1, 2019	60,578.02	\$2,329.92	\$29.12	\$43.69
Jan 1, 2020	61,516.98	\$2,366.04	\$29.58	\$44.36
WEB PAGE/DOCUMENT DESIGNER- 60 MONTHS WB05				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	58,081.22	\$2,233.89	\$27.92	\$41.89
Jan 1, 2017	59,242.84	\$2,278.57	\$28.48	\$42.72
Jan 1, 2018	60,338.84	\$2,320.72	\$29.01	\$43.51
Jan 1, 2019	61,455.11	\$2,363.66	\$29.55	\$44.32
Jan 1, 2020	62,407.66	\$2,400.29	\$30.00	\$45.01

2016 - 2017 - 2018 - 2019 - 2020 COLLECTIVE AGREEMENT				
EMPLOYEES HIRED AFTER MAY 13, 2016				
DISPATCHER 5 WEEKS CLASSROOM TRAINING (200 HOURS) DTR				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	37,440.00	\$1,440.00	\$18.00	\$27.00
Jan 1, 2017	38,188.80	\$1,468.80	\$18.36	\$27.54
Jan 1, 2018	38,895.29	\$1,495.97	\$18.70	\$28.05
Jan 1, 2019	39,614.86	\$1,523.65	\$19.05	\$28.57
Jan 1, 2020	40,228.89	\$1,547.26	\$19.34	\$29.01
DISPATCHER 3 MONTH PROBATIONARY PERIOD (504 HOURS)				
	ANNUAL	BI-WEEKLY	HOURLY	TIME & HALF
Jan 1, 2016	41,600.00	\$1,600.00	\$20.00	\$30.00
Jan 1, 2017	42,432.00	\$1,632.00	\$20.40	\$30.60
Jan 1, 2018	43,216.99	\$1,662.19	\$20.78	\$31.17
Jan 1, 2019	44,016.51	\$1,692.94	\$21.16	\$31.74
Jan 1, 2020	44,698.76	\$1,719.18	\$21.49	\$32.23

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

- (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

WITHOUT PREJUDICE

MEMORANDUM OF

UNDERSTANDING

BETWEEN

THE CORNWALL COMMUNITY POLICE SERVICE

And

THE CORNWALL POLICE ASSOCIATION

The parties hereby agree that a temporary reassignment of some duties of the Quartermaster and the Property Clerk, will be integrated during the period of March 1, 2016 to September 1, 2016.

The temporary salary for the Property Clerk during this period, will be set at \$64,308.60.

If the temporary reassignment of duties is deemed to be successful, a new Agreement will be negotiated between the Parties.

DATED at Cornwall, this 17th day of December, 2015.

D. Parkinson, Chief of Police

Cornwall Police Association