

In the Matter of an Interest Arbitration pursuant to the *Police Services Act*

B E T W E E N:

TORONTO POLICE SERVICES BOARD

the "Board"

- AND -

TORONTO POLICE ASSOCIATION

the "Association"

AWARD OF THE BOARD OF ARBITRATION

William Kaplan	Chair
Larry Steinberg	Association Nominee
Michael Riddell	Board Nominee

Appearances for the Board

Glenn P. Christie, Counsel

Alok Mukherjee, Chair of the Board, and others

Appearances for the Association

C. Michael Mitchell, Counsel

Dave Wilson, President of the Association, and others

1. This Board of Arbitration was convened on the request of the parties in order to determine the renewal of the parties' collective agreements for the Uniform and Civilian Bargaining Units A through E, which expired on December 31, 2007.
2. Hearings were conducted in this matter on September 19, 26, 27, October 4 and 18, November 1 and 2, and December 13, 2008.
3. The Board was provided with voluminous written submissions and additional oral submissions from both the Board and the Association regarding the issues in dispute. Unless expressly set forth in this Award, the proposals of the parties are not granted.
4. After having reviewed the parties' oral and written submissions, we hereby award as follows:

Term of Agreement

5. The parties have agreed that each of the collective agreements shall be renewed for a three (3) year term, expiring on December 31, 2010.

Wages

6. The base salary rates included in Schedule "A" to each of the predecessor collective agreements shall be increased by the following percentage increases on the following dates:
 - (a) January 1, 2008 – Increase of 3.0%, which was previously awarded in an interim award of this Board of Arbitration
 - (b) July 1, 2008 – Increase of 0.3%
 - (c) January 1, 2009 – Increase of 2.0%
 - (d) July 1, 2009 – Increase of 0.6%
 - (e) December 1, 2009 – Increase of 0.845%
 - (f) January 1, 2010 – Increase of 2.0%

- (g) July 1, 2010 – Increase of 0.91%
- (h) December 1, 2010 – Increase of 0.25%

Benefits for Retirees past Age 65

- 7. For members retiring on an unreduced pension on or after January 1, 2009, the benefits available under the current collective agreements shall not be available. In its place, the Board shall provide these members with a non-cumulative health care spending account of \$2,500.00 per year, provided that the Canada Revenue Agency's definitions regarding eligible expenses are met. The non-cumulative health care spending account shall run for ten (10) years, commencing on the date upon which a member reaches age 65.
- 8. Effective January 1, 2010, the annual amount shall be \$3,000.00 per year.
- 9. The health care spending account shall be per member regardless of single or family status. If the member dies, then the member's surviving spouse shall be able to access the health care spending account until when the member would have reached 75 or the surviving spouse remarries. No other dependent expenses would be eligible.

Special Increases for Communications Operators and Court Officers

- 10. The wage increases set out in paragraph 6 above shall apply to the special wage rates set out in Schedule "3" of the predecessor Civilian Bargaining Unit "C" collective agreement.
- 11. In addition, effective July 1, 2010, the hourly rates at the top step of the classifications listed in Unit "C", Schedule "3" shall be increased by \$0.50 per hour. This shall be implemented immediately prior to the across-the-board increase referenced in subparagraph 6(g) above.

Family Day

- 12. The Board shall provide a one-time credit of eight (8) hours of paid lieu time to each member who is subject to a weekly schedule of forty (40) hours per week,

provided that the member was actively employed by the Board on February 18, 2008 and has remained so employed up to the date of this Award.

13. The Board shall provide a one-time credit of seven (7) hours of paid lieu time to each member who is subject to a weekly schedule of thirty-five (35) hours per week, provided that the member was actively employed by the Board on February 18, 2008 and has remained so employed up to the date of this Award.
14. The Board shall provide a pro-rated one-time lieu time credit to each member who was employed on a part-time basis, to a maximum of seven (7) or eight (8) hours, in accordance with the member's weekly schedule, provided that the member was actively employed by the Board on February 18, 2008 and has remained so employed up to the date of this Award.

Psychological/ Family Counselling Coverage

15. Effective January 1, 2009, the Board shall increase the maximum amount of Psychological/ Family Counselling coverage provided under the comprehensive medical insurance plan from \$1,500.00 per year to \$1,750.00 per year.
16. Effective January 1, 2010, the Board shall further increase the maximum amount of Psychological Family Counselling coverage provided under the comprehensive medical insurance plan from \$1,750.00 per year to \$2,000.00 per year.

Eye Testing

17. Effective January 1, 2009, the Board shall increase the maximum amount of Eye Testing coverage provided under the comprehensive medical insurance plan from \$60.00 every twenty-four (24) consecutive months to \$70.00 every twenty-four (24) consecutive months.
18. Effective January 1, 2010, the Board shall further increase the maximum amount of Eye Testing coverage provided under the comprehensive medical insurance

plan from \$70.00 every twenty-four (24) consecutive months to \$80.00 every twenty-four (24) consecutive months.

Vision Care

19. Effective January 1, 2009, the Board shall increase the maximum amount of Vision Care coverage provided under the comprehensive medical plan from \$300.00 every twenty-four (24) consecutive months to \$325.00 every twenty-four (24) consecutive months.
20. Effective January 1, 2010, the Board shall further increase the maximum amount of Vision Care coverage provided under the comprehensive medical plan from \$325.00 every twenty-four (24) consecutive months to \$350.00 every twenty-four (24) consecutive months.
21. Effective January 1, 2010, the Board shall adjust the dispensing fee cap in the applicable drug benefit plans to \$9.00.

Plainclothes Allowance

22. The Board of Arbitration shall remain seized with respect to this issue. The parties are to resolve this matter within sixty (60) days, failing which the Board of Arbitration shall resolve this issue on an expedited basis at the request of either party.

Paid Duties

23. This Board of Arbitration shall remain seized of the Association proposal concerning paid duties until a new collective agreement is agreed upon or awarded. This Board of Arbitration shall also remain seized of the Board's preliminary objection regarding the Board of Arbitration's jurisdiction to award this proposal.
24. The Board shall reconvene to consider the Association's proposal and the Board's preliminary jurisdictional objection only if the Board has implemented a

material change. Any dispute shall be heard on an expedited basis by Arbitrator William Kaplan.

Association's Access to the Board's Intranet Site

- 25. The Board's proposal, attached hereto as Schedule "B" is hereby awarded.
- 26. The Association's in-house legal counsel may also have access on the same terms.

Legal Indemnification for Witness Officers interviewed in SIU Initial Investigations

- 27. The Board's proposal attached hereto as Schedule "C" is hereby awarded.

Joint Committee regarding Use of Temporary Employees and Part-Time Court Officers

- 28. The Joint Committee referred to in Memorandum of Understanding 17 attached to the Unit "A" Civilian Collective Agreement shall continue for the period of six (6) months commencing on the date of this award.

Coach Officers

- 29. Article 16:04 of the predecessor Uniform Collective Agreement is deleted and replaced with the following:

16:04 A constable who is assigned to coach a recruit during the first ten (10) weeks of the recruit's initial field assignment shall receive, in addition to his/her regular salary, four percent (4%) of the constable's salary during the time when the constable is coaching the recruit.

Awarded at Toronto, this 18th of December, 2008.

"William Kaplan"

William Kaplan, Chair

"Larry Steinberg"

Larry Steinberg, Association Nominee

I concur

"Michael Riddell"

Michael Riddell, Board Nominee

I concur

SCHEDULE "A"THIS IS SCHEDULE "A" - REFERRED TO IN THE ANNEXED COLLECTIVE AGREEMENTA. SALARIES

<u>Position</u>	<u>Hours per week</u>	<u>Per Cent</u>	<u>January 1 2005</u>	<u>January 1 2006</u>	<u>January 1 2007</u>
Constable	40				
4th Class		70	\$48,552	\$50,057	\$51,558
3rd Class		80	\$55,490	\$57,211	\$58,927
2nd Class		90	\$62,429	\$64,364	\$66,296
1st Class		100	\$69,361	\$71,511	\$73,656
Sergeant/Detective	40	113.5	\$78,723	\$81,164	\$83,599
Staff Sergeant/ Detective Sergeant	40	125.5	\$87,046	\$89,744	\$92,436

THE ANNUAL RATES AS SHOWN IN THIS SCHEDULE ARE TAKEN TO THE NEAREST DOLLAR AND ARE FOR THE PURPOSE OF ANNUAL ESTIMATES ONLY.

B. RETENTION/SERVICE PAY

Each member shall be eligible for Retention/Service Pay in accordance with the following:

Upon attaining 8 years of service and until the completion of the 16th year of service

3% of the 1st Class Constable Rate

Upon attaining 17 years of service and until the completion of the 22nd year of service

6% of the 1st Class Constable Rate

Upon attaining 23 years of service and thereafter

9% of the 1st Class Constable Rate

Retention/Service Pay forms part of basic salary and shall be paid bi-weekly. Thus, in calculating overtime, call-back pay, vacation pay, sick pay, statutory holiday pay, paid lieu time, sick pay gratuity, pension contributions, etc., and in calculating net pay under Article 13 or Central Sick Leave Bank benefits or entitlements under Article 11, Retention/Service Pay will be taken into account.

UNIT A - SCHEDULE 2 2005-2007 SALARIES										
Pay Class		2005 Jan 1			2006 Jan 1			2007 Jan 1		
		Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly
A1/35	1	24900.18	954.03	13.629	25671.18	983.57	14.051	26442.17	1013.11	14.473
A2/35	1	31587.00	1210.23	17.289	32566.28	1247.75	17.825	33543.72	1285.20	18.360
A2/40	1	36099.43	1383.12	17.289	37218.60	1426.00	17.825	38335.68	1468.80	18.360
A3/35	1	33255.05	1274.14	18.202	34285.48	1313.62	18.766	35314.08	1353.03	19.329
	2	34407.89	1318.31	18.833	35474.86	1359.19	19.417	36540.00	1400.00	20.000
	3	36602.12	1402.38	20.034	37736.69	1445.85	20.655	38869.43	1489.25	21.275
	4	38741.54	1484.35	21.205	39941.87	1530.34	21.862	41140.39	1576.26	22.518
A3/40	1	38005.78	1456.16	18.202	39183.41	1501.28	18.766	40358.95	1546.32	19.329
	2	39323.30	1506.64	18.833	40542.70	1553.36	19.417	41760.00	1600.00	20.000
	3	41830.99	1602.72	20.034	43127.64	1652.40	20.655	44422.20	1702.00	21.275
	4	44276.04	1696.40	21.205	45647.86	1748.96	21.862	47017.58	1801.44	22.518
A4/35	1	35138.69	1346.31	19.233	36227.58	1388.03	19.829	37314.65	1429.68	20.424
	2	37230.61	1426.46	20.378	38385.27	1470.70	21.010	39536.28	1514.80	21.640
	3	39267.71	1504.51	21.493	40484.49	1551.13	22.159	41699.45	1597.68	22.824
	4	41772.53	1600.48	22.864	43067.87	1650.11	23.573	44359.56	1699.60	24.280
A4/40	1	40158.50	1538.64	19.233	41402.95	1586.32	19.829	42645.31	1633.92	20.424
	2	42549.26	1630.24	20.378	43868.88	1680.80	21.010	45184.32	1731.20	21.640
	3	44877.38	1719.44	21.493	46267.99	1772.72	22.159	47656.51	1825.92	22.824
	4	47740.03	1829.12	22.864	49220.42	1885.84	23.573	50696.64	1942.40	24.280
A5/35	1	39267.71	1504.51	21.493	40484.49	1551.13	22.159	41699.45	1597.68	22.824
	2	40575.84	1554.63	22.209	41832.82	1602.79	22.897	43087.97	1650.88	23.584
	3	42612.95	1632.68	23.324	43933.87	1683.29	24.047	45251.14	1733.76	24.768
	4	44832.75	1717.73	24.539	46223.10	1771.00	25.300	47609.79	1824.13	26.059
A5/40	1	44877.38	1719.44	21.493	46267.99	1772.72	22.159	47656.51	1825.92	22.824
	2	46372.39	1776.72	22.209	47808.94	1831.76	22.897	49243.39	1886.72	23.584
	3	48700.51	1865.92	23.324	50210.14	1923.76	24.047	51715.58	1981.44	24.768
	4	51237.43	1963.12	24.539	52826.40	2024.00	25.300	54411.19	2084.72	26.059
A6/35	1	43002.10	1647.59	23.537	44335.81	1698.69	24.267	45665.87	1749.65	24.995
	2	44149.46	1691.55	24.165	45517.88	1743.98	24.914	46882.65	1796.27	25.661
	3	46296.18	1773.80	25.340	47732.20	1828.82	26.126	49164.57	1883.70	26.910
	4	48415.50	1855.00	26.500	49917.29	1912.54	27.322	51415.43	1969.94	28.142
A6/40	1	49145.26	1882.96	23.537	50669.50	1941.36	24.267	52189.56	1999.60	24.995
	2	50456.52	1933.20	24.165	52020.43	1993.12	24.914	53580.17	2052.88	25.661
	3	52909.92	2027.20	25.340	54551.09	2090.08	26.126	56188.08	2152.80	26.910
	4	55332.00	2120.00	26.500	57048.34	2185.76	27.322	58760.50	2251.36	28.142
A7/35	1	46740.14	1790.81	25.583	48188.95	1846.32	26.376	49634.11	1901.69	27.167
	2	47655.47	1825.88	26.084	49133.51	1882.51	26.893	50607.90	1939.00	27.700
	3	50191.34	1923.04	27.472	51747.95	1982.68	28.324	53300.90	2042.18	29.174
	4	52173.64	1998.99	28.557	53790.53	2060.94	29.442	55403.78	2122.75	30.325
A7/40	1	53417.30	2046.64	25.583	55073.09	2110.08	26.376	56724.70	2173.36	27.167
	2	54463.39	2086.72	26.084	56152.58	2151.44	26.893	57837.60	2216.00	27.700
	3	57361.54	2197.76	27.472	59140.51	2265.92	28.324	60915.31	2333.92	29.174
	4	59627.02	2284.56	28.557	61474.90	2355.36	29.442	63318.60	2426.00	30.325

UNIT A - SCHEDULE 2 (cont.) 2005-2007 SALARIES										
Pay Class		2005 Jan 1			2006 Jan 1			2007 Jan 1		
		Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly
AB/35	1	49508.05	1896.86	27.098	51042.73	1955.66	27.938	52573.75	2014.32	28.776
	2	51621.89	1977.85	28.255	53222.34	2039.17	29.131	54819.14	2100.35	30.005
	3	53666.30	2056.18	29.374	55330.70	2119.95	30.285	56991.44	2183.58	31.194
	4	56010.34	2145.99	30.657	57745.99	2212.49	31.607	59477.99	2278.85	32.555
AB/40	1	56580.62	2167.84	27.098	58334.54	2235.04	27.938	60084.29	2302.08	28.776
	2	58996.44	2260.40	28.255	60825.53	2330.48	29.131	62650.44	2400.40	30.005
	3	61332.91	2349.92	29.374	63235.08	2422.80	30.285	65133.07	2495.52	31.194
	4	64011.82	2452.56	30.657	65995.42	2528.56	31.607	67974.84	2604.40	32.555
A9/35	1	53666.30	2056.18	29.374	55330.70	2119.95	30.285	56991.44	2183.58	31.194
	2	55876.97	2140.88	30.584	57608.96	2207.24	31.532	59337.31	2273.46	32.478
	3	58471.31	2240.28	32.004	60283.69	2309.72	32.996	62092.42	2379.02	33.986
	4	60714.86	2326.24	33.232	62596.67	2398.34	34.262	64474.83	2470.30	35.290
A9/40	1	61332.91	2349.92	29.374	63235.08	2422.80	30.285	65133.07	2495.52	31.194
	2	63859.39	2446.72	30.584	65838.82	2522.56	31.532	67814.06	2598.24	32.478
	3	66824.35	2560.32	32.004	68895.65	2639.68	32.996	70962.77	2718.88	33.986
	4	69388.42	2658.56	33.232	71539.06	2740.96	34.262	73685.52	2823.20	35.290
A10/35	1	58023.69	2223.13	31.759	59823.29	2292.08	32.744	61617.40	2360.82	33.726
	2	60607.07	2322.11	33.173	62485.23	2394.07	34.201	64359.73	2465.89	35.227
	3	63934.04	2449.58	34.994	65916.33	2525.53	36.079	67893.15	2601.27	37.161
	4	67010.71	2567.46	36.678	69088.01	2647.05	37.815	71159.82	2726.43	38.949
A10/40	1	66312.79	2540.72	31.759	68369.47	2619.52	32.744	70419.89	2698.08	33.726
	2	69265.22	2653.84	33.173	71411.69	2736.08	34.201	73553.98	2818.16	35.227
	3	73067.47	2799.52	34.994	75332.95	2886.32	36.079	77592.17	2972.88	37.161
	4	76583.66	2934.24	36.678	78957.72	3025.20	37.815	81325.51	3115.92	38.949
A11/35	1	64997.35	2490.32	35.576	67012.53	2567.53	36.679	69022.23	2644.53	37.779
	2	68002.77	2605.47	37.221	70111.13	2686.25	38.375	72214.00	2766.82	39.526
	3	71636.67	2744.70	39.210	73858.30	2829.82	40.426	76074.45	2914.73	41.639
	4	75217.59	2881.90	41.170	77548.84	2971.22	42.446	79874.61	3060.33	43.719
A11/40	1	74282.69	2846.08	35.576	76585.75	2934.32	36.679	78882.55	3022.32	37.779
	2	77717.45	2977.68	37.221	80127.00	3070.00	38.375	82530.29	3162.08	39.526
	3	81870.48	3136.80	39.210	84409.49	3234.08	40.426	86942.23	3331.12	41.639
	4	85962.96	3293.60	41.170	88627.25	3395.68	42.446	91285.27	3497.52	43.719
A12/35	1	70410.75	2697.73	38.539	72594.02	2781.38	39.734	74771.80	2864.82	40.926
	2	74009.94	2835.63	40.509	76304.66	2923.55	41.765	78593.89	3011.26	43.018
	3	77645.67	2974.93	42.499	80051.83	3067.12	43.816	82452.51	3159.10	45.130
	4	81878.83	3137.12	44.816	84416.54	3234.35	46.205	86948.76	3331.37	47.591
A12/40	1	80469.43	3083.12	38.539	82964.59	3178.72	39.734	85453.49	3274.08	40.926
	2	84582.79	3240.72	40.509	87205.32	3341.20	41.765	89821.58	3441.44	43.018
	3	88737.91	3399.92	42.499	91487.81	3505.28	43.816	94231.44	3610.40	45.130
	4	93575.81	3585.28	44.816	96476.04	3696.40	46.205	99370.01	3807.28	47.591

UNIT A - SCHEDULE 2 (cont.) 2005-2007 SALARIES										
Pay Class		2005 Jan 1			2006 Jan 1			2007 Jan 1		
		Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly
A13/35	1	75816.85	2904.86	41.498	78166.37	2994.88	42.784	80512.24	3084.76	44.068
	2	79448.92	3044.02	43.486	81911.72	3138.38	44.834	84369.03	3232.53	46.179
	3	83678.43	3206.07	45.801	86272.77	3305.47	47.221	88861.63	3404.66	48.638
	4	88488.92	3390.38	48.434	91231.25	3495.45	49.935	93968.09	3600.31	51.433

Annual rates shown in the above schedule are for the purpose of annual estimates only. The bi-weekly rate is the official salary rate and is rounded to the nearest cent. Hourly rates, for use in calculating overtime, callbacks, etc., are shown to three decimal places.

The above schedule is without prejudice to any timely and arbitrable grievance or grievances now pending with respect to any of the classifications or rates which are or should be included therein.

A member commencing employment shall receive 4% less than the lowest hourly rate for his/her position during the probationary period as set out in clause 3:02 of the Agreement.

THE ABOVE RATES DO NOT INCLUDE MARKET ADJUSTMENTS FOR SELECTED CLASSIFICATIONS. FOR THESE ADJUSTMENTS, SEE SCHEDULE 3

UNIT "A" - SCHEDULE 3
2005-2007 MARKET ADJUSTMENTS

2002-2004 Collective Agreement. These rates are applicable while this collective agreement remains in full force and effect.

A10 (35) Co-ordinator, Voice Radio System
Co-ordinator, Emergency Voice
Services
Co-ordinator, CAD/IFS

Pay Class		2005 Jan 1			2006 Jan 1			2007 Jan 1		
		Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly
ACO/35	1	62487.05	2394.14	34.202	64423.67	2468.34	35.262	66356.64	2542.40	36.320
	2	65269.58	2500.75	35.725	67292.06	2578.24	36.832	69310.90	2655.59	37.937
	3	68848.67	2637.88	37.684	70982.60	2719.64	38.852	73112.89	2801.26	40.018
	4	72164.67	2764.93	39.499	74400.92	2850.61	40.723	76633.52	2936.15	41.945

UNIT B - SCHEDULE 2 2005-2007 SALARIES										
Job Class		2005 1-Jan			2006 1-Jan			2007 1-Jan		
		Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly
B2/40	1	45505.87	1743.52	21.794	46917.36	1797.60	22.470	48324.67	1851.52	23.144
B3/40	1	44140.32	1691.20	21.140	45507.96	1743.60	21.795	46873.51	1795.92	22.449
	2	45357.62	1737.84	21.723	46762.85	1791.68	22.396	48165.98	1845.44	23.068
	3	46670.98	1788.16	22.352	48117.96	1843.60	23.045	49560.77	1898.88	23.736
B4/40	1	47833.99	1832.72	22.909	49316.47	1889.52	23.619	50796.88	1946.24	24.328
B41/40	1	45240.70	1733.36	21.667	46643.83	1787.12	22.339	48042.79	1840.72	23.009
	2	46489.32	1781.20	22.265	47930.04	1836.40	22.955	49368.67	1891.52	23.644
	3	47833.99	1832.72	22.909	49316.47	1889.52	23.619	50796.86	1946.24	24.328
B51/40	1	48573.14	1861.04	23.263	50078.59	1918.72	23.984	51581.95	1976.32	24.704
B52/40	1	43478.42	1665.84	20.823	44827.27	1717.52	21.469	46171.94	1769.04	22.113
	2	45505.87	1743.52	21.794	46917.36	1797.60	22.470	48324.67	1851.52	23.144
	3	48573.14	1861.04	23.263	50078.59	1918.72	23.984	51581.95	1976.32	24.704
B6/40	1	57925.30	2219.36	27.742	59720.98	2288.16	28.602	61512.48	2356.80	29.460
B7/40	1	51164.35	1960.32	24.504	52751.23	2021.12	25.264	54333.94	2081.76	26.022
	2	53459.06	2048.24	25.603	55116.94	2111.76	26.397	56770.63	2175.12	27.189
	3	56225.66	2154.24	26.928	57969.14	2221.04	27.763	59708.45	2287.68	28.596
	4	59117.54	2265.04	28.313	60950.81	2335.28	29.191	62779.90	2405.36	30.067
B71/40	1	59117.54	2265.04	28.313	60950.81	2335.28	29.191	62779.90	2405.36	30.067
B72/40	1	53630.28	2054.80	25.685	55292.33	2118.48	26.481	56950.20	2182.00	27.275
	2	57326.04	2196.40	27.455	59102.93	2264.48	28.306	60875.64	2332.40	29.155
	3	61533.36	2357.60	29.470	63441.79	2430.72	30.384	65346.05	2503.68	31.296
B8/40	1	62999.14	2413.76	30.172	64951.42	2488.56	31.107	66899.52	2563.20	32.040
B9/40	1	65657.16	2515.60	31.445	67692.96	2593.60	32.420	69724.58	2671.44	33.393
B10/40	1	69657.77	2668.88	33.361	71816.76	2751.60	34.395	73971.58	2834.16	35.427

Annual rates shown in the above schedule are for the purposes of annual estimates only. The bi-weekly rate is the official salary rate and is rounded to the nearest cent. Hourly rates, for use in calculating overtime, callbacks, etc., are shown to three decimal places.

The above schedule is without prejudice to any timely and arbitrable grievance or grievances now pending with respect to any of the classifications or rates which are or should be included therein.

* A member commencing employment shall receive 4% less than the lowest hourly rate for his/her position during the probationary period as set out in clause 3.02 of the Agreement.

UNIT C - SCHEDULE 2 2005-2007 SALARIES										
Pay Class		2005 1-Jan			2006 1-Jan			2007 1-Jan		
		Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly
C2/40	1	37446.19	1434.72	17.934	38607.12	1479.20	18.490	39765.96	1523.60	19.045
	2	38696.90	1482.64	18.533	39897.50	1528.64	19.108	41093.93	1574.48	19.681
	3	40968.65	1569.68	19.621	42238.15	1618.32	20.229	43505.57	1666.88	20.836
	4	42968.95	1646.32	20.579	44301.10	1697.36	21.217	45631.15	1748.32	21.854
C4/40	1	42549.26	1630.24	20.378	43868.88	1680.80	21.010	45184.32	1731.20	21.640
	2	46372.39	1776.72	22.209	47808.94	1831.76	22.897	49243.39	1886.72	23.584
C41/40	1	40415.33	1548.48	19.356	41668.13	1596.48	19.956	42918.84	1644.40	20.555
	2	41764.18	1600.16	20.002	43058.74	1649.76	20.622	44351.21	1699.28	21.241
	3	44213.40	1694.00	21.175	45583.13	1746.48	21.831	46950.77	1798.88	22.486
	4	46372.39	1776.72	22.209	47808.94	1831.76	22.897	49243.39	1886.72	23.584
C5/35	1	37230.61	1426.46	20.378	38385.27	1470.70	21.010	39536.28	1514.80	21.640
	2	39267.71	1504.51	21.493	40484.49	1551.13	22.159	41699.45	1597.68	22.824
	3	41772.53	1600.48	22.864	43067.87	1650.11	23.573	44359.56	1699.60	24.280
	4	43603.18	1670.62	23.866	44955.16	1722.42	24.606	46303.49	1774.08	25.344
C5/40	1	42549.26	1630.24	20.378	43868.88	1680.80	21.010	45184.32	1731.20	21.640
	2	44877.38	1719.44	21.493	46267.99	1772.72	22.159	47656.51	1825.92	22.824
	3	47740.03	1829.12	22.864	49220.42	1885.84	23.573	50696.64	1942.40	24.280
	4	49832.21	1909.28	23.866	51377.33	1968.48	24.606	52918.27	2027.52	25.344
C51/40	1	45718.85	1751.68	21.896	47136.60	1806.00	22.575	48550.18	1860.16	23.252
	2	49832.21	1909.28	23.866	51377.33	1968.48	24.606	52918.27	2027.52	25.344
C61/40	1	47391.34	1815.76	22.697	48861.29	1872.08	23.401	50327.06	1928.24	24.103
	2	51648.77	1978.88	24.736	53250.26	2040.24	25.503	54847.58	2101.44	26.268
C7/40	1	45495.43	1743.12	21.789	46904.83	1797.12	22.464	48312.14	1851.04	23.138
	2	47852.78	1833.44	22.918	49335.26	1890.24	23.628	50815.66	1946.96	24.337
	3	50753.02	1944.56	24.307	52327.37	2004.88	25.061	53897.54	2065.04	25.813
	4	55768.39	2136.72	26.709	57497.26	2202.96	27.537	59221.94	2269.04	28.363
C8/40	1	54597.02	2091.84	26.148	56290.39	2156.72	26.959	57979.58	2221.44	27.768
	2	56948.11	2181.92	27.274	58712.47	2249.52	28.119	60474.74	2317.04	28.963
C9/40	1	58616.42	2245.84	28.073	60432.98	2315.44	28.943	62245.37	2384.88	29.811
	2	61124.11	2341.92	29.274	63017.93	2414.48	30.181	64907.57	2486.88	31.086

UNIT C – SCHEDULE 2 (cont.) 2005-2007 SALARIES										
Pay Class		2005 1-Jan.			2006 1-Jan.			2007 1-Jan.		
		Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly
C10/40	1	60739.92	2327.20	29.090	62623.30	2399.36	29.992	64502.50	2471.36	30.892
	2	64310.40	2464.00	30.800	66304.44	2540.40	31.755	68294.30	2616.64	32.708
Cadet in Training		43687.22	1673.84	20.923	45042.34	1725.76	21.572	46393.27	1777.52	22.219

Annual rates shown in the above schedule are for the purposes of annual estimates only. The bi-weekly rate is the official salary rate and is rounded to the nearest cent. Hourly rates, for use in calculating overtime, callbacks, etc., are shown to three decimal places.

The above schedule is without prejudice to any timely and arbitrable grievance or grievances now pending with respect to any of the classifications or rates which are or should be included therein.

A member commencing employment as a Clerk, Station Duty shall receive 4% less than the lowest hourly rate for his/her position during the probationary period as set out in clause 3:02 of the Agreement.

A probationary Communications Operator shall receive 4% less than the lowest hourly rate only during the first six months of his/her probationary period.

THE ABOVE RATES DO NOT INCLUDE MARKET ADJUSTMENTS FOR SELECTED CLASSIFICATIONS. FOR THESE ADJUSTMENTS, SEE SCHEDULE 3

UNIT "C" – SCHEDULE 3
2005-2007 SALARIES
MARKET ADJUSTMENTS

Below are the salary scales for those classifications with market adjustments provided in the 2002-2004 Collective Agreement. These rates are applicable while this collective agreement remains in full force and effect.

C6003.4 Court Officer

		2005			2006			2007		
Pay Class		1-Jan			1-Jan			1-Jan		
		Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly
C62/40	1	50089.03	1919.12	23.989	51642.50	1978.64	24.733	53191.80	2038.00	25.475
	2	53258.62	2040.56	25.507	54910.22	2103.84	26.298	56557.66	2166.96	27.087
	3	55618.06	2130.96	26.637	57342.74	2197.04	27.463	59063.26	2262.96	28.287

C7003.4 Communications Operator

		2005			2006			2007		
Pay Class		1-Jan			1-Jan			1-Jan		
		Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly
C71/40	1	48992.83	1877.12	23.464	50510.81	1935.28	24.191	52026.70	1993.36	24.917
	2	51533.93	1974.48	24.681	53131.25	2035.68	25.446	54724.39	2096.72	26.209
	3	54653.40	2094.00	26.175	56346.77	2158.88	26.986	58038.05	2223.68	27.796
	4	60055.06	2300.96	28.762	61917.55	2372.32	29.654	63775.87	2443.52	30.544

C8002.4 Senior Court Officer

		2005			2006			2007		
Pay Class		1-Jan			1-Jan			1-Jan		
		Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly
C81/40	1	58795.99	2252.72	28.159	60618.82	2322.56	29.032	62437.46	2392.24	29.903
	2	61324.56	2349.60	29.370	63224.64	2422.40	30.280	65120.54	2495.04	31.188

C9005.4 Sr. Admin. Court Officer

		2005			2006			2007		
Pay Class		1-Jan			1-Jan			1-Jan		
		Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly
C91/40	1	63124.42	2418.56	30.232	65080.87	2493.52	31.169	67033.15	2568.32	32.104
	2	65822.11	2521.92	31.524	67862.09	2600.08	32.501	69897.89	2678.08	33.476

- C10004.4 Operations Supervisor, Communications
 C10005.4 Location Administrator, Court Services
 C10006.4 Location Administrator, Document Services

		2005			2006			2007		
Pay Class		1-Jan			1-Jan			1-Jan		
		Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly	Annual	Bi-wkly	Hrly
CLD/40	1	65410.78	2506.16	31.327	67438.22	2583.84	32.298	69461.50	2661.36	33.267
	2	69256.87	2653.52	33.169	71403.34	2735.76	34.197	73545.62	2817.84	35.223

UNIT "D" - SCHEDULE 1
2005-2007 HOURLY SALARY RATES

POSITION NO.	CLASS		Jan.1/05	Jan 1/06	Jan 1/07
	D2				
		1 st	17.934	18.490	19.045
		2 nd	18.533	19.108	19.681
		3 rd	19.621	20.229	20.836
		4 th	20.579	21.217	21.854
	D41				
D4003.4	Telephone Console Operator	1 st	19.356	19.956	20.555
		2 nd	20.002	20.622	21.241
		3 rd	21.175	21.831	22.486
		4 th	22.209	22.897	23.584
	D51				
D5000.4	Custodial Officer	1 st	21.896	22.575	23.252
		2 nd	23.866	24.606	25.344
	D6*				
	Court Officer	1 st	22.276	22.967	23.656
		2 nd	23.686	24.420	25.153
		3 rd	24.736	25.503	26.268
	D7*				
	Communications Officer	1 st	21.789	22.464	23.138
		2 nd	22.918	23.628	24.337
		3 rd	24.307	25.061	25.813
		4 th	26.709	27.537	28.263

THE ABOVE SCHEDULE IS WITHOUT PREJUDICE TO ANY TIMELY AND ARBITRABLE GRIEVANCE OR GRIEVANCES NOW PENDING WITH RESPECT TO ANY OF THE CLASSIFICATIONS OR RATES WHICH ARE OR SHOULD BE INCLUDED THEREIN.

A probationary Communications Operator shall receive 4% less than the lowest hourly rate only during the first 1044 hours of his/her probationary period.

THE ABOVE RATES DO NOT INCLUDE MARKET ADJUSTMENTS FOR SELECTED CLASSIFICATIONS. FOR THESE ADJUSTMENTS, SEE SCHEDULE 2

UNIT "D" - SCHEDULE 2
2005-2007 HOURLY SALARY RATES
MARKET ADJUSTMENTS

Below are the hourly salary scales for those classifications with market adjustments provided in the 2002-2004 Collective Agreement. These rates are applicable while this collective agreement remains in full force and effect.

D61
Court Officer

POSITION NO.	CLASS		Jan.1/05	Jan 1/06	Jan 1/07
D6001.4	D61 Court Officer	1 st	23.989	24.733	25.475
		2 nd	25.507	26.298	27.087
		3 rd	26.637	27.463	28.287

D71
Communications Operator

POSITION NO.	CLASS		Jan.1/05	Jan 1/06	Jan 1/07
D7001.4	D71 Communications Operator	1 st	23.464	24.191	24.917
		2 nd	24.681	25.446	26.209
		3 rd	26.175	26.986	27.796
		4 th	28.762	29.654	30.544

**UNIT 'E' - SCHEDULE 1
2005 - 2007 HOURLY SALARY RATES**

Position	Class		Jan.1/05	Jan 1/06	Jan.1/07
	E2	1 st	17.289	17.825	18.360
	E3	1 st	18.202	18.766	19.329
		2 nd	18.833	19.417	20.000
		3 ^{re}	20.034	20.655	21.275
		4 th	21.205	21.862	22.518
	E4	1 st	19.233	19.829	20.424
E4001.4	Monitor	2 nd	20.378	21.010	21.640
E4002.4	Monitor/Typist	3 rd	21.493	22.159	22.824
		4 th	22.864	23.573	24.280
	E5	1 st	21.493	22.159	22.824
E5000.4	Monitor /Typist	2 nd	22.209	22.897	23.584
	/Translator	3 rd	23.324	24.047	24.768
E5001.4	Monitor/Translator	4 th	24.539	25.300	26.059

THE ABOVE SCHEDULE IS WITHOUT PREJUDICE TO ANY TIMELY AND ARBITRABLE GRIEVANCE OR GRIEVANCES NOW PENDING WITH RESPECT TO ANY OF THE CLASSIFICATIONS OR RATES WHICH ARE OR SHOULD BE INCLUDED THEREIN.

A MEMBER COMMENCING EMPLOYMENT IN A CLASS 4 POSITION SHALL RECEIVE 4% LESS THAN THE LOWEST HOURLY RATE FOR HIS/HER POSITION DURING THE PROBATIONARY PERIOD AS SET OUT IN CLAUSE 3:02 OF THE AGREEMENT.

SCHEDULE 'B'

1. The terms of the Minutes of Settlement between the Board and the Association attached as Appendix "A" of the award of Arbitrator Owen Shime, Q.C. dated May 13, 2002 shall remain in full force and effect;
2. The Service will work with the Association to provide one intranet access terminal at the Association's headquarters. All costs associated with the installation and operation of this terminal will be paid by the Association. The terminal will only be accessible and accessed by the Association Directors and the Association's in-house legal counsel on an individual password basis. The timing for this installation will depend on security, access and technology issues being resolved to the satisfaction of the Board. It is hoped that installation of this terminal will occur by June 30, 2009.
3. The Association will use the Service email system in order to send messages to their members only for the purpose of advising members to view the Association's website. These email messages will not contain any text in the body of the message. The subject line for each e-mail shall be: "Please view the Association's website for Information", with no other text included therein.

SCHEDULE "C"

Amend Article 23:01(c) of the Uniform Collective Agreement and similar provisions in the Civilian Collective Agreements as follows:

(c) Paragraph (b) hereof also applies to officers who, although not the subject of a criminal investigation, have incurred legal costs for an initial interview within the first seven (7) days of an investigation by SIU. It is understood that the legal costs of one counsel for each officer identified as a subject officer will be indemnified. For witness officers, the legal costs of one counsel shall be indemnified. Furthermore, if there are more than eight (8) witness officers involved, the legal costs of a second counsel shall be indemnified.