

SCHEDULE "A"PART A

NEW WESTMINSTER MUNICIPAL POLICE BOARD
AND
NEW WESTMINSTER POLICE OFFICERS' ASSOCIATION
MONTHLY SALARIES AND RATES
EFFECTIVE 1997 JANUARY 01 - 1999 DECEMBER 31

Key: A - 1997 January 01 - 1997 June 30
B - 1997 July 01 - 1997 December 31
C - 1998 January 01 - 1998 December 31
D - 1999 January 01 - 1999 December 31

<u>RANK</u>		<u>INDEX</u> (%)		<u>MONTHLY</u> (\$)	<u>BI-WEEKLY</u> (\$)	<u>HOURLY</u> (\$)
Constable	- Probationer	65	A	2930	1347.69	16.85
			B	2959	1361.03	17.01
			C	3003	1381.27	17.27
			D	3048	1401.97	17.52
	- 4 th Class	75	A	3380	1554.68	19.43
			B	3414	1570.32	19.63
			C	3465	1593.78	19.92
			D	3517	1617.69	20.22
	- 3rd Class	80	A	3606	1658.63	20.73
			B	3642	1675.19	20.94
			C	3696	1700.03	21.25
			D	3751	1725.32	21.57
	- 2nd Class	90	A	4056	1865.61	23.32
			B	4097	1884.47	23.56
			C	4158	1912.53	23.91
			D	4220	1941.05	24.26
- 1st Class	100	A	4507	2073.06	25.91	
		B	4552	2093.76	26.17	
		C	4620	2125.03	26.56	
		D	4689	2156.77	26.96	
Constable	- After 10 years &	105	A	4732	2176.55	27.21

SCHEDULE "A" - PART A (cont'd)

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Key: A - 1997 January 01 - 1997 June 30
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<u>RANK</u>		<u>INDEX</u> (%)		<u>MONTHLY</u> (\$)	<u>BI-WEEKLY</u> (\$)	<u>HOURLY</u> (\$)
(cont'd)	fulfilled require- 27.48			B	4780	2198.63
	ments for increment (See Note 4 in Part C)		C	4851	2231.29	27.89
			D	4923	2264.40	28.31
	- After 15 years & fulfilled require- 28.79	110	A	4958	2280.50	28.51
	ments for increment (See Note 4 in Part C)		C	5082	2337.54	29.22
			D	5158	2372.49	29.66
	- After 20 years & fulfilled require- 30.10	115	A	5183	2383.99	29.80
	ments for increment (See Note 4 in Part C)		C	5313	2443.79	30.55
			D	5392	2480.13	31.00
Sergeant		120	A	5408	2487.49	31.09
			B	5462	2512.32	31.40
			C	5544	2550.04	31.88
			D	5627	2588.22	32.35
	- Fulfilled require- ments for increment (See Note 4 in Part C)	125	A	5634	2591.44	32.39
			B	5690	2617.19	32.71
			C	5775	2656.29	33.20
			D	5861	2695.85	33.70
Staff Sergeant		130	A	5859	2694.93	33.69
			B	5918	2722.07	34.03
			C	6006	2762.54	34.53
			D	6096	2803.94	35.05
	- Fulfilled require- ments for increment (See Note 4 in Part C)	135	A	6084	2798.42	34.98
			B	6145	2826.48	35.33
			C	6237	2868.80	35.86
			D	6330	2911.57	36.39

SCHEDULE "A" - PART A (cont'd)

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Key: A - 1997 January 01 - 1997 June 30
 B - 1997 July 01 - 1997 December 31
 C - 1998 January 01 - 1998 December 31
 D - 1999 January 01 - 1999 December 31

<u>RANK</u>	<u>INDEX</u> (%)		<u>MONTHLY</u> (\$)	<u>BI-WEEKLY</u> (\$)	<u>HOURLY</u> (\$)
Property Control Officer					
- 1st Step (Probation)	75	A	3380	1554.68	19.43
		B	3414	1570.32	19.63
		C	3465	1593.78	19.92
		D	3517	1617.69	20.22
- 2nd Step	83	A	3741	1720.73	21.51
		B	3778	1737.74	21.72
		C	3835	1763.96	22.05
		D	3892	1790.18	22.38
- 3rd Step	91	A	4101	1886.31	23.58
		B	4142	1905.17	23.81
		C	4204	1933.69	24.17
		D	4267	1962.67	24.53

NOTE: The salary of this position is determined as a percentage of a First Class Constable's salary. The percentage is indicated in the index.

SCHEDULE "A"PART B

This Part lists ranks (Corporal and Detective) or rank indices (for Constables and Sergeant) prior to restructuring) which have been discontinued pursuant to the Restructuring of the Ranks as outlined in the Item #2 of Schedule "E". The discontinued ranks and rank indices are included in this Part in order to identify the rates of pay for incumbents of the discontinued ranks and to identify the rates of pay for Constables and Sergeants who are entitled to the discontinued rank indices.

Key: A - 1997 January 01 - 1997 June 30
 B - 1997 July 01 - 1997 December 31
 C - 1998 January 01 - 1998 December 31
 D - 1999 January 01 - 1999 December 31

<u>RANK</u>	<u>INDEX</u> (%)		<u>MONTHLY</u> (\$)	<u>BI-WEEKLY</u> (\$)	<u>HOURLY</u> (\$)
Constable - Probationer	76	A	3425	1575.38	19.69
		B	3460	1591.48	19.89
		C	3511	1614.93	20.19
		D	3564	1639.31	20.49
- 3 rd Class	84	A	3786	1741.42	21.77
		B	3824	1758.90	21.99
		C	3881	1785.12	22.31
		D	3939	1811.80	22.65
- 2 nd Class	92	A	4146	1907.01	23.84
		B	4188	1926.33	24.08
		C	4250	1954.85	24.44
		D	4314	1984.28	24.80
- 1 st Class	100	A	4507	2073.06	25.91
		B	4552	2093.76	26.17
		C	4620	2125.03	26.56
		D	4689	2156.77	26.96
- After 10 years	102	A	4597	2114.45	26.43
		B	4643	2135.61	26.70
		C	4712	2167.35	27.09
		D	4783	2200.01	27.50

SCHEDULE "A" - PART B (cont'd)

Key: A - 1997 January 01 - 1997 June 30
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 D - 1999 January 01 - 1999 December 31

<u>RANK</u>	<u>INDEX</u> (%)		<u>MONTHLY</u> (\$)	<u>BI-WEEKLY</u> (\$)	<u>HOURLY</u> (\$)
- After 10 years qualified	105	A	4732	2176.55	27.21
		B	4780	2198.63	27.48
		C	4851	2231.29	27.89
		D	4923	2264.40	28.31
Corporal	115	A	5183	2383.99	29.80
		B	5235	2407.91	30.10
		C	5313	2443.79	30.55
		D	5392	2480.13	31.00
Detective	115	A	5183	2383.99	29.80
		B	5235	2407.91	30.10
		C	5313	2443.79	30.55
		D	5392	2480.13	31.00
Sergeant	125.5	A	5656	2601.56	32.52
		B	5713	2627.77	32.85
		C	5798	2666.87	33.34
		D	5885	2706.89	33.84

SCHEDULE "A"PART C

Key: A - 1997 January 01 - 1997 June 30
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 D - 1999 January 01 - 1999 December 31

NOTES:1. Dog Handler

A member who is required to perform in the capacity of Dog Handler shall receive, in addition to regular pay, monthly compensation in the amount of 4.0% of the monthly rate for a 1st Class Constable. The Dog Handler allowance is as follows:

A	\$180.28 per month
B	\$182.08 per month
C	\$184.81 per month
D	\$187.58 per month

2. Field Trainer

A member who is a qualified Field Trainer and is required to perform field training duties shall receive, in addition to regular pay, daily compensation in the amount of one-half ($\frac{1}{2}$) of the difference between the daily rate of a 1st Class Constable and the daily rate of a Corporal for the time worked as a field trainer. The Field Trainer allowance is as follows:

A	15.55 per 8 hour day 23.32 per 12 hour day
B	15.71 per 8 hour day 23.56 per 12 hour day
C	15.94 per 8 hour day 23.91 per 12 hour day
D	16.17 per 8 hour day 24.25 per 12 hour day

3. A Constable who is required to perform the duties and responsibilities of an Evidence Technician shall be compensated in accordance with the following indices while so employed:

SCHEDULE "A" - PART C (cont'd)

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105% of the First Class Constable rate
After 10 years - 107% of the First Class Constable rate
After 10 years qualified - 110% of the First Class Constable rate.

Effective 1998 December 31, application of this Note 3 shall be discontinued and the note shall be deleted when drafting the subsequent Collective Agreement.

4. Requirements for increments as outlined in Item #2 of Schedule "E".

SCHEDULE "B"

PROVISIONS REGARDING COMPRESSED WORK WEEK APPLICABLE TO THE
GENERAL DUTY SECTION, MAJOR CRIME SECTION, DRUG SECTION,
FORENSICS SECTION, TRAFFIC SECTION AND DOG SECTION

A. GENERAL

1. The provisions contained in this Schedule "B" apply to all members assigned to the General Duty Section, the Major Crime Section, the Drug Section, the Forensics Section, the Traffic Section and the Dog Section.
2. The basic principle is that a compressed work week schedule shall not result in increased costs to the Board nor any loss of normal earnings to members.
3. If any member wishes to obtain gainful employment on off-duty hours while a compressed work week schedule is in effect he shall first obtain the approval of the Board. The request for such approval must be in writing to the Board and directed through the Chief Constable.
4. It is agreed that the Chief Constable has the prerogative to vary the hours of duty for members assigned to support and administrative duties, supervisory duties and to other specific duties as required by the exigencies of the service. It is agreed that members assigned as outlined in this paragraph will work an eight (8) hour, five (5) day week.
5. All members who are on a compressed work week schedule and who are required to attend training courses shall have their scheduled days off varied in order that they neither gain nor lose time off as a result of reverting to an eight (8) hour day.
6. Definitions of the work day, the work week and weekly leave for those members on a compressed work week schedule shall be considered to have been revised to conform to the applicable compressed work week schedule.
7. A joint committee shall be established consisting of two representatives from the Service and two representatives from the Association. This joint committee shall have the purpose of reviewing the operations of the shift schedules contained in this Schedule "B" on an as-required basis and shall also have authority to decide whether or not there existed unusual operational requirements as referred to in paragraph 5 of Part B below.

B. GENERAL DUTY SECTION, TRAFFIC SECTION AND DOG SECTION

Subject to the provisions of PART A above, the parties agree that the compressed work week schedule applicable to the General Duty Section, Traffic Section and Dog Section shall have the following features:

1. Shifts shall be 12 continuous hours in length.
2. The basic shift schedule for the General Duty Section and the Dog Section shall consist of four (4) platoons, with members working twelve (12) hour shifts from 07:00 hours to 19:00 hours for two (2) days, with a twenty-four (24) hour rest period, and from 19:00 hours to 07:00 hours for two (2) nights, followed by four (4) days off. It is, however, agreed that the Chief Constable has the prerogative to vary the hours of duty for members assigned to the Dog Section.

The basic shift schedule for the Traffic Section shall be comprised of two (2) twelve (12) hour day shifts, two (2) twelve (12) hour afternoon shifts, followed by four (4) days off.

3. The Service shall have the right to assign one or two members to work a shift which commences up to two (2) hours earlier than the standard day shift or the standard night shift.
4. The Chief Constable may advance or retard start times for any member without penalty for up to two hours in either direction of the scheduled start time in the case of unusual operational requirements. In any circumstance where the Chief Constable believes there to be unusual operational requirements and alters the shift start times as set out in this paragraph 5, such provision is subject to review by the joint committee established in paragraph 7 of PART A above. If the joint committee determines that there were not unusual operational requirements, then overtime rates shall be paid for all hours worked outside of the normal shift hours, provided however that such overtime payments shall include any straight time pay received for those hours.
5. The work week shall average 40 hours in length as follows:
 - (a) The shift schedule shall be brought to an average of forty (40) hours per week by granting members time off equivalent to the number of hours in excess of an average of forty (40) hours per week which they have worked. Such time off shall be known as "float time".

- (b) Up to four (4) twelve (12) hour shifts of float time per member per year shall be scheduled by the Service; provided that it shall be fairly and evenly distributed amongst all members. It is understood and agreed that the Service shall schedule such float time on certain statutory holidays and during other quiet periods and, if possible, it shall be in conjunction with normal days off. Any remaining float time earned may be scheduled off by the member subject to normal restraints. It is agreed that float time must be taken off and cannot be paid for in cash.
6. Conversion of cost factors or benefits based on the working period is to be made on the ratio of the twelve (12) hour shift in comparison to the eight (8) hour shift so that there is no increase in cost to the Board and no loss to the member concerned. Some examples of such conversions include but are not limited to:
- (a)
 - (i) fifteen (15) working days' vacation equals 120 hours off or ten (10) twelve (12) hour shifts.
 - (ii) twenty-five (25) working days' vacation equals 200 hours off or sixteen (16) twelve (12) hour shifts plus eight (8) hours.
 - (iii) eleven (11) working days off for statutory holidays equals eighty-eight (88) hours off or seven (7) twelve (12) hour shifts plus four (4) hours.

All deductions or debits shall be made on the basis of working hours. It is agreed that accumulated overtime will be used to make up the necessary time in order to have a completed twelve (12) hours shift off.

- (b) Sick leave of eighty (80) hours shall be credited semi-annually. When it is earned for a period of less than six (6) months, a month shall be equivalent to a credit of twelve (12) hours. Six (6) hours will have to be completed by a member otherwise the day will be classed as a day off sick.
- (c) Gratuity Days will be credited as forty (40) hours per year while deductions will be made at the rate of twelve (12) hours per shift.
- (d) Overtime for members on the twelve (12) hour shift shall not apply until after the completion of twelve (12) hours' work.
- (e) Members who are required to attend at court shall be compensated in accordance with the following:

- (i) members working Day shift shall receive no court time compensation;
 - (ii) members working afternoon shift shall receive compensation at the rate of six (6) hours at straight time for the morning session and four (4) hours at straight time for the afternoon session; EXCEPT THAT, when a member is required to attend court or attend a prosecutor's interview at a time which falls entirely within the member's scheduled shift, he shall receive no court time compensation; and
 - (iii) members working the Night shift shall receive compensation at the rate of six (6) hours at straight time and four (4) hours at straight time for each subsequent session on the same day. It is agreed that when a member is working the Night shift and is required to attend Court following his tour of duty, that member may be detailed to take time off in the early morning hours and this time will be deducted from his accumulated overtime.
 - (iv) Attendance at court on weekly leave, annual leave, and time off with pay as defined in Clause 6.10 of the Collective Agreement shall be in accordance with the provisions of Clause 6.8 'Court Time and Denotification'.
 - (f) In every twelve (12) hour shift each member shall receive two (2) one-half ($\frac{1}{2}$) hour meal periods and two (2) fifteen (15) minute coffee breaks.
7. Shift differential shall be paid to members at the rate of seventy-three cents (73¢) per hour for all regular hours worked between 1900 hours of one day and 0700 hours of the following day. There shall be no payment of shift differential for hours worked between 0700 hours and 1900 hours of any day. No member shall be paid any shift differential for hours for which overtime, callout or other premiums are payable.
8. The Association recognizes that the setting of court dates is not within the control of the Service; and the Service agrees that wherever possible the court liaison officer shall attempt to establish court dates in accordance with the following priorities, such as: first, day shift; then days off; then night shift.

C. MAJOR CRIME SECTION, DRUG SECTION, AND FORENSICS SECTION

Subject to the provisions of PART A above, the parties agree that the compressed work week schedule applicable to the Major Crime Section, Drug Section, and Forensics Section shall have the following features:

1. Shifts shall be 10 continuous hours in length. The normal work week shall be forty (40) hours in length.
2. The normal shift schedules shall be as set out below:

(a) Major Crime Section

- (i) The Major Crime Section shall work 2 standard shifts, Day shift: 0800 hours - 1800 hours and Afternoon shift: 1200 hours - 2200 hours.
- (ii) Members shall work two (2) consecutive calendar weeks on each shift, scheduled on duty in blocks of four (4) consecutive shifts. When a statutory holiday occurs on a Monday, the members normally assigned to Afternoon shift on the statutory holiday shall work the following Friday instead, provided however that such reassignment of shift shall be scheduled in advance.
- (iii) Shift schedules shall be based on a shift ladder through which every member rotates, an example of which is set out in Appendix 1, which is attached hereto and forms a part of this Schedule "B".
- (iv) Shifts may be scheduled by the Service on a 24 hour a day and 7 day a week basis.

(b) Drug Section

- (i) The Drug Section shall work the following standard shifts:

Day Shift- 0900 - 1900 hours (Tuesday through Friday)

Afternoon Shift- 1600 - 0200 hours (Wednesday through Saturday)

- (ii) Members shall work on each standard shift alternating on a weekly basis, scheduled on duty in blocks of four consecutive shifts.

- (c) Forensics Section

The Forensics Section shall work a ten (10) hour shift rotation as agreed between the parties.

- 3. It is agreed that the Chief Constable has the prerogative to vary the hours of duty for members assigned to the Major Crime Section, Drug Section and Forensics Section as required by the exigencies of the Service.
- 4. The ten (10) hour shift shall not result in increased cost to the Board over the period of the trial nor any loss of normal earnings to members. The conversion of cost factors and benefits shall be based on the eight (8) hour shift. Some examples of such conversions include but are not specifically limited to:
 - (a)
 - (i) Twenty (20) working days of vacation equals one hundred and sixty (160) hours off or sixteen (16) ten (10) hour shifts.
 - (ii) Ten (10) working days of sick leave equals eighty (80) hours or eight (8) ten (10) hour shifts.
 - (iii) All other deductions or debits will be made in accordance with the same principle, and that is on the basis of working hours.
 - (b) Sick leave of eighty (80) hours shall be credited semiannually. When sick leave is earned for a period of less than six (6) months, twelve (12) hours shall be earned for each month. Five (5) hours will have to be completed by a member otherwise the day will be classed as a day off sick.
 - (c) Gratuity Days will be credited as forty (40) hours per year while deductions will be made at the rate of ten (10) hours per shift.
 - (d) Overtime for members on the ten (10) hour shift shall not apply until after the completion of ten (10) hours' work.
 - (e) Court Time
 - (i) Subject to the provisions set out in sub-paragraph (ii) below, members required to attend at court or for a prosecutor's interview

shall be compensated in accordance with Article 6.8 of the Collective Agreement, COURT TIME; EXCEPT THAT, when a member is required to attend at court or upon a prosecutor at a time which falls entirely within the member's scheduled shift, he shall receive no court time compensation.

- (ii) Members assigned to the Drug Section who are required to attend at court while on afternoon shift shall receive compensation of four (4) hours at straight time for each session at which they are required to attend.
5. Shift differential shall be paid to members at the rate of seventy-three cents (73¢) per hour for all regular hours worked between 1900 hours of one day and 0700 hours of the following day. There shall be no payment of shift differential for hours worked between 0700 hours and 1900 hours of any day. No member shall be paid any shift differential for hours for which overtime, callout or other premiums are payable.
 6. In every ten (10) hour shift a member may be permitted to take one (1) sixty (60) minute meal period and two (2) fifteen (15) minute coffee breaks.

This is the Appendix referred to in paragraph 2(a) of PART C of Schedule "B".

APPENDIX 1

MAJOR CRIME SECTION

TEAM:	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A		D	D	D	D			D	D	D	D		A	A	A	A		A	A	A	A
B		A	A	A	A			A	A	A	A		D	D	D	D		D	D	D	D
C		D	D	D	D			D	D	D	D		A	A	A	A		A	A	A	A
D		A	A	A	A			A	A	A	A		D	D	D	D		D	D	D	D
<hr/>																					
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A		D	D	D	D			D	D	D	D		A	A	A	A		A	A	A	A
B		A	A	A	A			A	A	A	A		D	D	D	D		D	D	D	D
C		D	D	D	D			D	D	D	D		A	A	A	A		A	A	A	A
D		A	A	A	A			A	A	A	A		D	D	D	D		D	D	D	D

8 Week Schedule of TEN Hours Shifts

Day Shift 08:00 - 18:00

Afternoon Shift 12:00 - 22:00

SCHEDULE "C"

EMPLOYMENT TERMS AND CONDITIONS FOR THE POSITION OF
PROPERTY CONTROL OFFICER

The Property Control Officer shall be covered by the terms and conditions of the Collective Agreement between the parties with the following exceptions:

A. The following Clauses of the 1997-99 Collective Agreement shall not apply to the position of Property Control Officer:

5.2	Promotional Policy	6.3	Clothing Allowance
5.4	Probation	6.4	Dry Cleaning Allowance
5.5	Increments	6.5	Service Pay
5.12	Re-enlistment	8.9	Pension Plan

B. The following additional provisions shall apply to the position of Property Control Officer:

1. Probationary Period

- (a) Each new member shall be placed in a probationary capacity until the member has completed 12 months of service;
- (b) Such probationary period shall be for the purpose of determining the member's suitability for regular employment. At any time during such period, a probationary member may be terminated if it can be satisfactorily shown that the member is unsuitable for regular employment.
- (c) A probationary member's suitability for regular employment shall be decided on the basis of factors such as the member's
 - (i) quality of work
 - (ii) conduct
 - (iii) ability to work harmoniously with others
 - (iv) ability to meet standards set by the Board
- (d) If a probationary member continues in the same position on a regular basis, seniority, annual leave benefits and other perquisites referable to length of service shall be based on the original date of employment.

2. Clothing Allowance

- (a) The Property Control Officer shall be paid \$4.05 for each day that he is required to dress for a court appearance, Prosecutor's interview or other such formal appearance which the Chief Constable agrees justifies the aforementioned clothing allowance.
- (b) Appropriate protective clothing (i.e. a smock or coveralls) shall be provided to the Property Control Officer and such clothing shall be dry cleaned with the cost of dry cleaning borne by the Board.

3. Pension Plan

- (a) Upon becoming employed by the Board, a member shall become eligible for Superannuation in accordance with the Pension (Municipal) Act;
- (b) All members who reach Superannuation age as set forth in the Pension (Municipal) Act shall be retired whether contributing under or not;
- (c) Subject to Section 2(3) of the Pension (Municipal) Act the Property Control Officer shall be placed in Group 1.

4. Increments

- (a) Upon the completion of 12 months of service which is satisfactory to the Board, the Property Control Officer shall receive the second increment in the appropriate salary range. Upon the completion of twenty-four months of satisfactory service, the Property Control Officer shall receive the third increment in the appropriate salary range;
- (b) Where the Chief Constable is satisfied that the candidate appointed to the position of Property Control Officer has qualifications, training and/or experience which warrant additional initial remuneration, he may make the initial appointment at the second or third increment. Subsequent increments on the salary range for the position, if applicable, shall be granted annually thereafter, upon the completion of 12 months' service satisfactory to the Board;
- (c) The Association may submit written recommendations to the Chief Constable on the matter contained in paragraph 4(b) herein.

5. Service Pay

Service Pay shall be paid to the Property Control Officer on the basis of \$7.50 per month after the completion of 5 years of service and an additional \$7.50 per month for each completed 5 year period of service thereafter.

SCHEDULE "D"SUPPLEMENTARY ANNUAL LEAVE: EXPLANATION OF THE TABLE

The figures show the number of hours of supplementary annual leave, and appear in the calendar year in which they are credited to a member. These supplementary annual leave hours may be taken in any of the years beginning with the one in which they were credited but prior to the one in which the next 40 hours are credited.

Example:

1. A member hired in 1975 is in his 16th calendar year during 1985: The member is credited in 1990 with 40 hours of supplementary annual leave which may be taken between 1990 and 1994. In 1995 the member will be credited with a further 40 hours of supplementary annual leave, etc.

Each member hired after 1970 will be credited with 40 hours of supplementary annual leave at the start of his 16th calendar year which may be taken at any time prior to the end of the 20th calendar year, etc.

In summary, each member will receive 40 hours of supplementary annual leave at the beginning of each 5 years following the completion of 15 calendar years of service, with each 40 hours to be taken during the course of the 5-year period.

No credit or portion thereof will be granted until the completion of each five (5) years of service.

SCHEDULE "D" (cont'd)

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TABLE SHOWING SUPPLEMENTARY LEAVE ENTITLEMENT
IN HOURS FOR THE YEARS 1988 TO 2000 BY YEARS HIRED

Year Hired	Entitlement Year												
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
1990	--	--	--	--	--	--	--	--	--	--	--	--	--
1989	--	--	--	--	--	--	--	--	--	--	--	--	--
1988	--	--	--	--	--	--	--	--	--	--	--	--	--
1987	--	--	--	--	--	--	--	--	--	--	--	--	--
1986	--	--	--	--	--	--	--	--	--	--	--	--	--
1985	--	--	--	--	--	--	--	--	--	--	--	--	40
1984	--	--	--	--	--	--	--	--	--	--	--	40	--
1983	--	--	--	--	--	--	--	--	--	40	--	--	--
1982	--	--	--	--	--	--	--	--	40	--	--	--	--
1981	--	--	--	--	--	--	--	40	--	--	--	--	--
1980	--	--	--	--	--	--	40	--	--	--	--	40	--
1979	--	--	--	--	--	40	--	--	--	--	40	--	--
1978	--	--	--	--	40	--	--	--	--	40	--	--	--
1977	--	--	--	40	--	--	--	--	40	--	--	--	--
1976	--	--	40	--	--	--	--	40	--	--	--	--	--
1975	--	40	--	--	--	--	40	--	--	--	--	40	--
1974	--	40	--	--	--	40	--	--	--	--	40	--	--
1973	40	--	--	--	40	--	--	--	--	40	--	--	--
1972	--	--	--	40	--	--	--	--	40	--	--	--	--
1971	--	--	40	--	--	--	--	40	--	--	--	--	--
1970	--	40	--	--	--	--	40	--	--	--	--	40	--
1969	--	40	--	--	--	40	--	--	--	--	40	--	--
1968	40	--	--	--	40	--	--	--	--	40	--	--	--
1967	--	--	--	40	--	--	--	--	40	--	--	--	--
1966	--	--	40	--	--	--	--	40	--	--	--	--	--
1965	--	40	--	--	--	--	40	--	--	--	--	40	--
1964	--	40	--	--	--	40	--	--	--	--	40	--	--
1963	40	--	--	--	40	--	--	--	--	40	--	--	--
1962	--	--	--	40	--	--	--	--	40	--	--	--	--
1961	--	--	40	--	--	--	--	40	--	--	--	--	--
1960	--	40	--	--	--	--	40	--	--	--	--	40	--
1959	--	40	--	--	--	40	--	--	--	--	40	--	--
1958	40	--	--	--	40	--	--	--	--	40	--	--	--
1957	--	--	--	40	--	--	--	--	40	--	--	--	--
1956	--	--	40	--	--	--	--	40	--	--	--	--	--
1955	--	40	--	--	--	--	40	--	--	--	--	40	--
1954	--	40	--	--	--	40	--	--	--	--	40	--	--
1953	40	--	--	--	40	--	--	--	--	40	--	--	--
1952	--	--	--	40	--	--	--	--	40	--	--	--	--
1951	--	--	40	--	--	--	--	40	--	--	--	--	--
1950	--	40	--	--	--	--	40	--	--	--	--	40	--
1949	--	40	--	--	--	40	--	--	--	--	40	--	--
1948	40	--	--	--	40	--	--	--	--	40	--	--	--
1947	--	--	--	40	--	--	--	--	40	--	--	--	--
1946	--	--	40	--	--	--	--	40	--	--	--	--	--
1945	--	40	--	--	--	--	40	--	--	--	--	40	--
1944	--	40	--	--	--	40	--	--	--	--	40	--	--
1943	40	--	--	--	40	--	--	--	--	40	--	--	--
1942	--	--	--	40	--	--	--	--	40	--	--	--	--
1941	--	--	40	--	--	--	--	--	40	--	--	--	--

SCHEDULE "E"NO. 1**LETTER OF UNDERSTANDING - JOB SHARING**

between the

NEW WESTMINSTER MUNICIPAL POLICE BOARD

(hereinafter called "the Employer")

and the

NEW WESTMINSTER POLICE OFFICERS' ASSOCIATION

(hereinafter called "the Association")

The Employer and the Association agree that where a member wishes to share his/her full-time position, that such job sharing agreements be mutually agreed upon using the following principles; PROVIDED HOWEVER, that nothing in this Letter of Understanding shall be construed as altering the existing rights and/or obligations of either party under the Collective Agreement, except as specifically provided herein:

I. General

1. Job sharing is intended to provide temporary and relatively short duration (normally not exceeding one year) accommodation for employees with particular difficulties associated with such things as maternity leave, child care, family complications, health problems and, under some situations, special educational leaves. It is not intended to provide preferred part-time employment on behalf of members and is clearly not a right of members but an accommodation that may be considered where it does not create significant operational problems, result in service delivery issues, affect the rights of other members, significantly complicate the administration of the Police Service or significantly increase the costs to the Employer.
2. Where a member occupying a regular full-time position wishes to share his/her position with another member and has received formal approval from the Chief Constable or his designate and the Association, the member shall be entitled to do so in accordance with the provisions of this Letter of Understanding.

II. Procedure

1. The member shall apply in writing to the Manager of the approved area in which the job sharing is being requested. A listing of approved areas in which job

SCHEDULE "E" - NO. 1 (cont'd)LETTER OF UNDERSTANDING - JOB SHARING (cont'd)

Page 2

sharing arrangements may occur is attached hereto as Appendix I. The member shall indicate the reason for the request, including the hours and days of the week the member wishes to share and with whom the member contemplates entering into a job sharing arrangement. A copy of the request shall be forwarded to the Chief Constable and the Association.

2. The member with whom it is contemplated the position shall be shared must be qualified to perform the duties and responsibilities of the position.
3. Where a member's request is approved and results in an acceptable job sharing arrangement, the Chief Constable shall provide each affected member with a letter covering the terms and conditions of the job sharing arrangement signed by the Employer and the Association.
4. The regular daily and weekly hours of the position being shared shall remain unchanged as a result of the job sharing arrangement unless such hours are specifically varied by the terms and conditions of the letter referred to in paragraph II(3) above.
5. Where a member's request is denied, the Association may request a meeting with the Chief Constable or his designate to discuss the matter.

III. Duration

1. Each job sharing arrangement shall be for a maximum period of one (1) year unless extended by mutual agreement between the Employer and the Association.
2. A job sharing arrangement may be terminated earlier than expected by either of the members or by the Employer, provided thirty (30) calendar days' written notice has been served to the other member(s) and party(ies), or as otherwise provided for in the letter referred to in paragraph II(3) above. Other members temporarily appointed to fill positions vacated as a direct result of job sharing shall be advised at the time of their temporary appointment that their term in the position could be abbreviated as a result of an early cancellation.
3. Upon the expiry or termination of the job sharing arrangement, the member shall revert to working in his/her original position on a full-time basis under the terms and conditions then applicable unless some alternate job sharing arrangement has been approved in the interim.

SCHEDULE "E" - NO. 1 (cont'd)LETTER OF UNDERSTANDING - JOB SHARING (cont'd)

Page 3

IV. Employee Status and Working Conditions

1. A member in a job sharing arrangement shall continue to maintain his/her original employee status during the period of time covered by the job sharing arrangement and shall accumulate seniority in accordance with the member's scheduled hours of work in the job sharing arrangement. Such a member shall be entitled to use accumulated seniority for all applicable purposes set out in the Collective Agreement including layoff and recall.
2. The general principles with respect to wage rates, employee benefit entitlement and premium payments for members in job sharing arrangements are as follows:
 - (a) Members shall be paid the appropriate (classified) hourly rate for all hours worked.
 - (b) Paid leave benefits, such as Vacation, Public Holidays, Sick Leave and Gratuity, shall be earned on a proportionate basis in accordance with the ratio that the member's scheduled weekly hours bears to the full-time hours of the position being shared.
 - (c) The member's share of the premium payments for health and welfare benefits, such as Medical, Extended Health, Dental, and Group Life, shall increase proportionately as the number of scheduled weekly hours decrease in relation to the full-time hours of the position being shared.
3. In accordance with the general principles outlined in paragraph IV(2) above, except as otherwise provided herein, the following shall apply to members:
 - (a) Vacation Entitlement

The member's annual vacation entitlement shall be prorated according to the number of weekly hours the member is scheduled to work in comparison to the full-time hours of the position being shared. It is understood that the Employer shall not adjust the start date of the member for the period of time spent in the job sharing arrangement and as such any future vacation entitlement shall not be delayed as a result of time spent in a job sharing arrangement.
 - (b) Supplementary Vacation

Supplementary vacation shall not be prorated as a result of a member participating in a job sharing arrangement.

(c) Public Holidays

- (i) The member's public holiday entitlement and pay shall be earned on a proportionate basis in accordance with the ratio that the member's scheduled weekly hours bears to the full-time hours of the position being shared. Such entitlement shall be credited to their public holiday account effective January 01 of each calendar year, or effective as at the commencement of the job sharing arrangement in respect of the public holidays remaining in the balance of that calendar year.
- (ii) Where the member has received an overage on the number of paid public holiday hours, the member may be scheduled to work without pay to make up the equivalent number of overpaid hours. Where the Employer is not able to schedule such additional work for the member, arrangements shall be made to deduct the overage either from the member's compensating time off account or from the member's normal pay and such deduction shall be done at year end or at the expiry of the job sharing arrangement, whichever is earlier.

(d) Medical Services Plan, Dental, Extended Health, and Group Life

The member shall pay a prorated share of the premiums for the above-noted benefits based on the proportion of the member's scheduled hours of work compared to the full-time hours of the position being shared relative to the premiums normally paid by the Employer for a full-time member. The member shall pay the balance in order to maintain full coverage.

(e) Sick Leave and Gratuity

For the period of the job sharing arrangement, the member shall have sick leave and gratuity days credited on a prorated basis, calculated on the same proportionate basis as the member's scheduled hours of work bears to the full-time hours of the position being shared.

(f) Superannuation

Where a member is contributing to superannuation and enters into a job sharing arrangement, the member shall be required to continue making payments toward superannuation. The existing cost-sharing arrangement

shall continue to apply on the same percentage basis applied to the reduced earnings.

(g) Compassionate Leave

The provisions of Section 5.11 of Clause 5 of the Collective Agreement (Bereavement Leave) shall apply to members participating in a job sharing arrangement, EXCEPT THAT, in normal circumstances the maximum paid leave to be granted such members is two (2) working days.

(h) Rank Index

A member sharing a position shall be eligible for rank index (increment) changes upon the completion of the equivalent hours worked applicable to a full-time member in the same rank position.

V. Application of Section 6 (Special Allowances)

Section 6 of the Collective Agreement shall apply to members participating in a job sharing arrangement, EXCEPT THAT Sections 6.3 (Clothing Allowance) and 6.5 (Service Pay) shall, if applicable, accrue on a prorated basis in accordance with the ratio that the member's scheduled weekly hours of work bears to the full-time hours of the position being shared.

VI. Application of Section 6.7 (Overtime)

Section 6.7 of the Collective Agreement shall apply to members participating in a job sharing arrangement EXCEPT THAT,

- (i) regardless of the schedule of hours worked by a member in the job sharing arrangement, overtime (extended tour of duty) premiums as provided pursuant to Subsection 6.7 shall not be triggered unless and until a member is required to work overtime of one-half ($\frac{1}{2}$) hour or more in excess of eight (8), ten (10), or twelve (12), as the case may be, consecutive hours of regular police work; similarly, overtime premiums shall not be triggered unless and until a member's weekly hours of work exceed forty (40);
- (ii) Subsection 6.8(a) shall not apply to members participating in a job sharing arrangement; instead, for attendance at Court on any day a member is not scheduled to work, the following provisions shall apply:

SCHEDULE "E" - NO. 1 (cont'd)LETTER OF UNDERSTANDING - JOB SHARING (cont'd)

Page 6

Morning Session	4 hours
Afternoon Session	4 hours.

VII. Auxiliary and Regular Part-Time Employees

Auxiliary and/or Regular Part-Time members sharing a portion of a full-time position as a result of a job sharing agreement shall continue to be treated in accordance with the applicable provisions of the Collective Agreement.

VIII. Termination

Either party may cancel this Letter of Understanding by providing at least thirty (30) calendar days' written notice to the other party. Notwithstanding such cancellation, all job sharing arrangements in effect at the time of cancellation shall continue under the individual terms agreed upon.

SCHEDULE "E" - NO. 1 (cont'd)
LETTER OF UNDERSTANDING - JOB SHARING (cont'd)

Page 7

APPENDIX I

The following represent approved areas/squads in which job sharing arrangements may occur, subject to the terms and conditions of the Letter of Understanding between the Employer and the Association dated 1995 November 06:

Operation Services
Operation Support

SCHEDULE "E"NO. 2MEMORANDUM OF AGREEMENT

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE GREATER VANCOUVER REGIONAL DISTRICT ACTING ON BEHALF OF THE NEW WESTMINSTER MUNICIPAL POLICE BOARD AGREE TO RECOMMEND TO THE NEW WESTMINSTER MUNICIPAL POLICE BOARD, AND IF THAT BOARD (hereafter "the Employer") APPROVES, THEN TO NEW WESTMINSTER MUNICIPAL COUNCIL; AND THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE NEW WESTMINSTER POLICE ASSOCIATION (hereafter "the Association") AGREE TO RECOMMEND TO THEIR ASSOCIATION MEMBERSHIP THAT THE 1995-1996 COLLECTIVE AGREEMENT SHALL INCORPORATE AND REFLECT THE FOLLOWING TERMS AND PROVISIONS:

RE: RESTRUCTURING WITHIN THE RANKS OF THE ASSOCIATION

The purpose of this Memorandum of Agreement is to set out the agreement of the parties with respect to the implementation of a significant restructuring of the rank structure, increment structures and work assignments within the ranks of the Association's membership. This Memorandum of Agreement also initiates significant amendments to the 1995-1996 Collective Agreement between the parties. In recognition of these circumstances and conditions the Employer and the Association agree as follows:

1. Effective the date of ratification of this Memorandum of Agreement, Constables will commence being assigned investigative/detective duties as Detective Constables; such assignment shall not impact their current rate of pay. Corporal/Detectives confirmed in their rank as at the date of ratification of this Memorandum of Agreement shall continue to be paid 115% of the First Class Constable rate of pay and shall continue to receive work assignments as per Schedule VI until such time as they are promoted, terminate their employment with the Employer, retire or are reduced in rank for just cause.
2. Effective the date of ratification of this Memorandum of Agreement, new recruits to the Service shall commence employment at the new rank index of 65% of the First Class Constable rate of pay. (A complete rank index and salary scale for the rank of Constable is appended hereto as Schedule I.) Recruits hired prior to 1996 November 01 shall continue to be paid at the rate of 76% of the First Class Constable rate of pay, and thereafter shall progress through the increment structure in place prior to the date of ratification of this Memorandum of Agreement until they reach the First Class Constable rate of pay.

SCHEDULE "E" - NO. 2 (cont'd)Memorandum of Agreement - Restructuring Within the Ranks of the Association (cont'd) Page 2

3. Effective the date of ratification of this Memorandum of Agreement, Constables promoted to the rank of Sergeant shall commence employment in that rank at the new rank index of 120% of the First Class Constable rate of pay. (A complete rank index and salary scale for the rank of Sergeant is appended hereto as Schedule II.)
4. Effective the date of ratification of this Memorandum of Agreement, Detective/Corporals promoted to the rank of Sergeant shall receive 125% of the First Class Constable rate of pay; similarly, Detective/Corporals required either to perform relief acting duties as Sergeants or to perform Sergeant duties on supervisory callouts, or those assigned Sergeants' positions on a long-term 'while so employed' basis, shall receive 125% of the First Class Constable rate of pay. Constables assigned to perform relief acting duties as Sergeants or those assigned Sergeants' positions on a long-term 'while so employed' basis shall receive 120% of the First Class Constable rate of pay.
5. Constables completing ten years of service shall continue to commence receipt of the ten year rank index of 102% of the First Class Constable rate of pay until 1998 December 31, at which date the 102% rank index shall be discontinued. Constables who as at 1998 December 31 are in receipt of 102% of the First Class Constable rate of pay shall continue to receive such rate until they become eligible for and meet the requirements (as noted under Item No. 6 below) for receipt of a subsequent rank index. Similarly, Constables completing ten years of service and who qualify (pursuant to the terms of the 1995-1996 Collective Agreement) prior to 1998 December 31 shall receive 105% of the First Class Constable rate of pay. Effective 1998 December 31 at 23:59 hours, the current procedures and requirements with respect to qualifying shall be discontinued and be replaced with the procedures and requirements set out under Item No. 6 below. Constables who as at 1998 December 31 at 23:59 hours are in receipt of 105% of the First Class Constable rate shall continue to receive such rate until they become eligible for and meet the requirements (as noted under Item No. 6 below) for receipt of a subsequent rank index.
6. Effective 1998 December 31, Constables having completed ten, fifteen and twenty years of service shall be eligible to receive, respectively, 105%, 110% and 115% of the First Class Constable rate of pay. In order to qualify for receipt of such increments, those attaining such eligibility as at 1998 December 31 must by such date (but following the date of ratification of this Memorandum of Agreement) have successfully completed on their own time two external courses of study approved by the Service per increment and have successfully passed an examination set and administered by the Service. Those attaining such eligibility as at 1999 December 31 must by such date (but following the date of ratification of this Memorandum of Agreement) have successfully completed three such courses per increment and an examination as noted; those attaining eligibility

SCHEDULE "E" - NO. 2 (cont'd)Memorandum of Agreement - Restructuring Within the Ranks of the Association (cont'd) Page 3

- as at 2000 December 31 must by such date (but following the date of ratification of this Memorandum of Agreement) have successfully completed four such courses per increment and an examination as noted; and those attaining eligibility as at 2001 December 31 and thereafter must by such date(s) (but following the date of ratification of this Memorandum of Agreement) have successfully completed five such courses per increment and an examination as noted. An explanatory Table setting out eligibility dates relative to course requirements is appended hereto as Schedule IV.
7. Effective the date of ratification of this Memorandum of Agreement, Sergeants confirmed in their rank who are promoted to the rank of Staff Sergeant shall receive 135% of the First Class Constable rate of pay; similarly, Sergeants confirmed in their rank who are required either to perform relief acting duties as Staff Sergeants or to perform Staff Sergeant duties on supervisory callouts, or those assigned Staff Sergeants' positions on a long-term 'while so employed' basis, shall receive 135% of the First Class Constable rate of pay.
 8. Sergeants in receipt of 125.5% of the First Class Constable rate of pay as at 1996 December 31 shall continue to be paid 125.5% of the First Class Constable rate of pay until such time as they are promoted, terminate their employment with the Employer, retire or are reduced in rank for just cause.
 9. Effective 1998 December 31 and thereafter, Sergeants, except as set out under Item 4 above, who have been promoted to the rank of Sergeant for three years shall become eligible for and shall receive, subject to meeting the requirements set out under Item No. 10 below, 125% of the First Class Constable rate of pay.
 10. Effective 1998 December 31, in order to commence receipt of a subsequent increment an eligible Sergeant must have successfully completed on his/her own time (but following the date of ratification of this Memorandum of Agreement) two external courses of study approved by the Service and have successfully passed an examination set and administered by the Service. Effective 1999 December 31 and thereafter, in order to commence receipt of a subsequent increment an eligible Sergeant must have successfully completed on his/her own time (but following the date of ratification of this Memorandum of Agreement) three external courses of study approved by the Service and have successfully passed an examination set and administered by the Service.
 11. Staff Sergeants confirmed in their rank as at the date of ratification of this Memorandum of Agreement shall continue to receive 135% of the First Class Constable rate of pay until such time as they are promoted, terminate their employment with the Employer, retire or are reduced in rank for just cause.

SCHEDULE "E" - NO. 2 (cont'd)Memorandum of Agreement - Restructuring Within the Ranks of the Association (cont'd) Page 4

12. Effective the date of ratification of this Memorandum of Agreement, Sergeants promoted to the rank of Staff Sergeant shall receive 130% of the First Class Constable rate of pay. (A complete rank index and salary scale for the rank of Staff Sergeant is appended hereto as Schedule III.)
13. Effective 1998 December 31 and thereafter, Staff Sergeants, except as set out in Item 7 above, who have been promoted to the rank of Staff Sergeant for three years shall become eligible for and shall receive, subject to meeting the requirements set out under Item No. 14 below, 135% of the First Class Constable rate of pay.
14. Effective 1998 December 31, in order to commence receipt of a subsequent increment an eligible Staff Sergeant must have successfully completed on his/her own time (but following the date of ratification of this Memorandum of Agreement) two external courses of study approved by the Service and have successfully passed an examination set and administered by the Service. Effective 1999 December 31 and thereafter, in order to commence receipt of a subsequent increment an eligible Staff Sergeant must have successfully completed on his/her own time (but following the date of ratification of this Memorandum of Agreement) three external courses of study approved by the Service and have successfully passed an examination set and administered by the Service.
15. The Employer and the Association agree that, in the event the introduction of the restructuring as set out in this Memorandum of Agreement results in payroll cost-savings, then such cost-savings shall be directed toward offsetting the costs of providing for the courses of study referenced in this Memorandum of Agreement.

The extent to which cost-savings are realized in any calendar year shall be determined by utilizing the long term costing methodology appended hereto as Schedule V-A. Schedule V-B appended hereto shall constitute the base for such costing, and shall be amended only to the extent necessary to reflect any subsequent changes in authorized strength at any rank level.

Therefore, as soon as possible following December 01 in each calendar year, the Schedule V-A costing model shall be applied reflecting the number of Constables, Sergeants and Staff Sergeants at each increment level and the results, calculated in 1996 dollars, shall be subtracted from the Schedule V-B base; any positive resulting difference shall constitute the savings to be allocated as set out above.

16. The Employer and the Association further agree that in the event the Vancouver Police Department introduces a physical fitness standard/assessment as representing an eligible course for purposes of constituting a credit toward movement between increment levels,

SCHEDULE "E" - NO. 2 (cont'd)Memorandum of Agreement - Restructuring Within the Ranks of the Association (cont'd) Page 5

then the New Westminster Police Service shall adopt such standard/assessment in a like manner and shall commence providing similar credit toward movement between increment levels pursuant to the provisions of this Memorandum of Agreement.

SCHEDULE "E" - NO. 2 (cont'd)Memorandum of Agreement - Restructuring Within the Ranks of the Association (cont'd) Page 6

This is Schedule I referred to in Item No. 2 of the Memorandum of Agreement between the GVRD Labour Relations Department acting on behalf of the New Westminster Municipal Police Board, and the New Westminster Police Association, dated 1996 November 26.

SCHEDULE INEW WESTMINSTER MUNICIPAL POLICE BOARD - NEW WESTMINSTER POLICE ASSOCIATION1996 January 01 - 1996 December 31

<u>Class Title</u>	<u>Rank Index</u>		<u>Effective 1996 January 01</u>
Constable: Probationer	65%	Monthly	2930
		Biweekly	1347.69
		Hourly	16.8461
4th Class	75%	Monthly	3380
		Biweekly	1554.68
		Hourly	19.4335
3rd Class	80%	Monthly	3606
		Biweekly	1658.63
		Hourly	20.7329
2nd Class	90%	Monthly	4056
		Biweekly	1865.61
		Hourly	23.3201
1st Class	100%	Monthly	4507
		Biweekly	2073.06
		Hourly	25.9133
After 10 Years and Fulfilled Requirements for Increment	105%	Monthly	4732
		Biweekly	2176.55
		Hourly	27.2069
After 15 Years and Fulfilled Requirements for Increment	110%	Monthly	4958
		Biweekly	2280.50
		Hourly	28.5063
After 20 Years and Fulfilled Requirements for Increment	115%	Monthly	5183
		Biweekly	2383.99
		Hourly	29.7999

SCHEDULE "E" - NO. 2 (cont'd)Memorandum of Agreement - Restructuring Within the Ranks of the Association (cont'd) Page 7

This is Schedule II referred to in Item No. 3 of the Memorandum of Agreement between the GVRD Labour Relations Department acting on behalf of the New Westminster Municipal Police Board, and the New Westminster Police Association, dated 1996 November 26.

SCHEDULE IINEW WESTMINSTER MUNICIPAL POLICE BOARD - NEW WESTMINSTER POLICE ASSOCIATION1996 January 01 - 1996 December 31

<u>Title</u>	<u>Rank Index</u>		<u>Effective 1996 January 01</u>
*Sergeant:	120%	Monthly	5408
		Biweekly	2487.49
		Hourly	31.0936
	125%	Monthly	5634
		Biweekly	2591.44
		Hourly	32.3930

*Progression through the increments shall occur upon completion of a minimum of three (3) years' service at each increment PROVIDED THAT during such period of service an employee successfully completes three (3) courses of study approved by the Service and successfully passes an examination set and administered by the Service.

Sergeants are permitted to carry over one course to the next increment.

SCHEDULE "E" - NO. 2 (cont'd)Memorandum of Agreement - Restructuring Within the Ranks of the Association (cont'd) Page 8

This is Schedule III referred to in Items No. 12, 13 and 14 of the Memorandum of Agreement between the GVRD Labour Relations Department acting on behalf of the New Westminster Municipal Police Board, and the New Westminster Police Association, dated 1996 November 26.

SCHEDULE IIINEW WESTMINSTER MUNICIPAL POLICE BOARD - NEW WESTMINSTER POLICE ASSOCIATION1996 January 01 - 1996 December 31

<u>Title</u>	<u>Rank Index</u>		<u>Effective 1996 January 01</u>
*Staff Sergeant:	130%	Monthly	5859
		Biweekly	2694.93
		Hourly	33.6866
	135%	Monthly	6084
		Biweekly	2798.42
		Hourly	34.9803

*Progression through the increments shall occur upon completion of a minimum of three (3) years' service at each increment PROVIDED THAT during such period of service an employee successfully completes three (3) courses of study approved by the Service and successfully passes an examination set and administered by the Service.

Staff Sergeants are permitted to carry over one course to the next increment.

SCHEDULE "E" - NO. 2 (cont'd)

Memorandum of Agreement - Restructuring Within the Ranks of the Association (cont'd) Page 9

This is Schedule IV referred to in Item No. 6 of the Memorandum of Agreement between the GVRD Labour Relations Department acting on behalf of the New Westminster Municipal Police Board, and the New Westminster Police Association, dated 1996 November 26.

SCHEDULE IVCONSTABLE INCREMENTSCOURSES REQUIRED**

Years' Service as of 96.12.31	Year Hired	Courses Required for 105%	Year Eligible for Increment to 105%	Additional Courses Required for 110%	Year Eligible for Increment to 110%	Additional Courses Required for 115%	Year Eligible for Increment to 115%
1	1995	5		5		5	
2	1994	5		5		5	
3	1993	5		5		5	
4	1992	5		5		5	
5	1991	5	(2001)	5		5	
6	1990	4	(2000)	5		5	
7	1989	3	(1999)	5		5	
8	1988	0*	(1998)	5		5	
9	1987	0*	(1998)	5		5	
10	1986	0*	(1998)	5	(2001)	5	
11	1985	0*	(1998)	4	(2000)	5	
12	1984	0*	(1998)	3	(1999)	5	
13	1983	0*	(1998)	2	(1998)	5	
14	1982	0*	(1998)	2	(1998)	5	
15	1981	0*	(1998)	2	(1998)	5	(2001)
16	1980	0*	(1998)	2	(1998)	4	(2000)
17	1979	0*	(1998)	2	(1998)	3	(1999)
18	1978	0*	(1998)	2	(1998)	2	(1998)
19	1977	0*	(1998)	2	(1998)	2	(1998)
20	1976	0*	(1998)	2	(1998)	2	(1998)
21	1975	0*	(1998)	2	(1998)	2	(1998)
22	1974	0*	(1998)	2	(1998)	2	(1998)
23	1973	0*	(1998)	2	(1998)	2	(1998)
24	1972	0*	(1998)	2	(1998)	2	(1998)
25	1971	0*	(1998)	2	(1998)	2	(1998)

* Only applies if the member is Ten-Year Qualified as of 98.12.31.

SCHEDULE "E" - NO. 2 (cont'd)

Memorandum of Agreement - Restructuring Within the Ranks of the Association (cont'd) Page 10

** Constables are permitted to carry over a maximum of two courses to the next increment.

SCHEDULE "E" - NO. 2 (cont'd)Memorandum of Agreement - Restructuring Within the Ranks of the Association (cont'd)Page 11

This is Schedule V-A referred to in Item No. 15 of the Memorandum of Agreement between the GVRD Labour Relations Department acting on behalf of the New Westminster Municipal Police Board, and the New Westminster Police Association, dated 1996 November 26.

SCHEDULE V-A

New Westminster Police Service Restructuring			
Long Term Annualized Cost Projection Prior to Restructuring			
	Average Cost Per Member (Includes 23.5% Benefit Load)	Projected Structure Prior To Restructuring	Projected Cost Prior to Restructuring
Chief	132,419	1	132,419
Inspector - 160%*	106,202	3	318,606
Staff Sergeant - 135%	90,172	5	450,860
Sergeant - 125.5%	83,826	6	502,956
Cpl./Detective - 115%	76,813	18	1,382,634
Evidence Tech. - 110%	73,473	2	146,946
P.C. - 105%	70,133	35	2,454,655
P.C. - 102%	68,130	1	68,130
P.C. - 100%	66,794	21	1,402,674
P.C. - 92%	61,450	3	184,350
P.C. - 84%	56,107	3	168,321
P.C. - 76%	50,763	3	152,289
Total		101	7,364,840

Note: Based on 101 sworn members, an average of 3 recruits would be hired each year.

* Rate factored to account for an average 7-year career based on incumbents being paid at 150% of the First Class Constable rate for the first year and 160% of the First Class Constable rate for 6 years.

SCHEDULE "E" - NO. 2 (cont'd)Memorandum of Agreement - Restructuring Within the Ranks of the Association (cont'd)Page 12

This is Schedule V-B referred to in Item No. 15 of the Memorandum of Agreement between the GVRD Labour Relations Department acting on behalf of the New Westminster Municipal Police Board, and the New Westminster Police Association, dated 1996 November 26.

SCHEDULE V-B

New Westminster Police Service Restructuring			
Long Term Annualized Cost Projection After Restructuring			
	Average Cost Per Member (Includes 23.5% Benefit Load)	Structure After Restructuring as at December 01	Cost After Restructuring as at December 01
Chief	132,419		
Inspector - 160%*	106,202		
Staff Sergeant - 135%	90,172		
Staff Sergeant - 130%	86,832		
Sergeant - 125%	83,492		
Sergeant - 120%	80,152		
P.C. - 115%	76,813		
P.C. - 110%	73,473		
P.C. - 105%	70,133		
P.C. - 100%	66,794		
P.C. - 90%	60,114		
P.C. - 80%	53,435		
P.C. - 75%	50,095		
P.C. - 65%	43,416		
Total			

Note: Based on 101 sworn members, an average of 3 recruits would be hired each year.

* Rate factored to account for an average 7-year career based on incumbents being paid at 150% of the First Class Constable rate for the first year and 160% of the First Class Constable rate for 6 years.

SCHEDULE "E" - NO. 2 (cont'd)Memorandum of Agreement - Restructuring Within the Ranks of the Association (cont'd)Page 13

This is Schedule VI referred to in Item No. 1 of the Memorandum of Agreement between the GVRD Labour Relations Department acting on behalf of the New Westminster Municipal Police Board, and the New Westminster Police Association, dated 1996 November 26.

SCHEDULE VI

- 1.0 Confirmed Corporals as of 1997 January 01 within the Service shall maintain their rank, insignia and pay and will be deployed within the Service by the Chief Constable. Corporals deployed onto a platoon within Patrol Division shall be assigned as the shift investigator, which will be a uniform position unless so directed by the NCO. The duties of the shift investigator shall include regular patrol duties as well as serious crime investigations, as directed by the NCO.
- 2.0 Acting Supervisor duties in Patrol shall follow the current eligibility list or qualified list as currently applied, with seniority applied in each instance. This shall apply to both Constables and Corporals within the platoon.
- 3.0 All qualified members in Patrol, inclusive of Corporal ranks, shall be eligible to apply for vacant positions within investigative or specialized sections as they become available. The final selection to these units will remain at the discretion of the Chief Constable.
- 4.0 In any instance where the shift investigator position becomes vacant on a platoon, such position may be filled but not paid in an acting capacity as per section 2.0 above.
- 5.0 For the purpose of this Agreement, confirmed Corporals include Corporals on probation but do not include Corporals in an Acting or While-so-employed basis.