

**Agreement**  
**Between the**  
**Village of Lake Orion**  
**and the**  
**Police Officers Association of Michigan**  
**(POAM)**

**July 1, 2020 to June 30, 2023**

Scheduled to be Approved by the Village Council on January 11, 2021

<b>ARTICLE</b>	<b>TITLE</b>	<b>PAGE</b>
Article 38	False Arrest Insurance	15
Article 39	Uniform Allowance and Care	15
Article 40	Equipment	15
Article 41	Employment	16
Article 42	Wage Schedule	16
Article 43	Pay Period	16
Article 44	Computation of Back Wages	16
Article 45	Holidays	16
Article 46	Vacation	17
Article 47	Personal Business Leave	18
Article 48	Funeral / Serious Illness Leave	18
Article 49	Hospitalization Insurance	18
Article 49.1	Health Reimbursement Account (HRA)/ Employee contributions	
Article 50	Optical Insurance	19
Article 51	Dental Insurance	20
Article 52	Life Insurance	20
Article 53	Short/Long Term Sickness and Accident Insurance	20
Article 54	Injury on the Job	21
Article 55	Sick Leave	21
Article 56	Retirement	22
Article 57	Reserve Patrol Officers	23
Article 58	Records Clerk	23
Appendix A	Wage Schedule	24

- Article 48 Personal Business Leave
- Article 49 Funeral and Serious Illness Leave
- Article 50 Hospitalization Insurance
- Article 51 Optical Insurance
- Article 52 Dental Insurance
- Article 54 Short and Long Term Sickness/Accident Insurance
- Article 56 Sick Leave
- Article 57 Retirement
- Article 58 Reserves

**ARTICLE 4 MANAGEMENT RESPONSIBILITIES**

- A. The Union recognizes that the management of the Village, the control of its properties and the maintenance of order and efficiency is solely a responsibility of the Village. Many other right and responsibilities belonging solely to the Village are hereby recognized, prominent among, but by no means limited to, are the rights to decide:
- the number, location and type of its facilities
  - work to be performed within the Village, maintenance and repair, amount of supervision necessary, machinery and tools, methods, schedules for work, selection and purchasing of materials and
  - the purchase of service of others except as they are specifically limited by this Agreement.
- B. It is further recognized that the management of the Village is vested exclusively in the Village for the selection and direction of the working forces including the right to hire, suspend, discharge for just cause, assign, promote, transfer, determine the amount of overtime to be worked, relieve Employees from duty because of lack of work or other legitimate reasons subject only to seniority rules, grievance procedure and other specific provisions of this Agreement.
- C. The Village of Lake Orion on its own behalf and on behalf of its electors hereby retains and reserves unto itself, without limitation, all powers, rights and authority, duties and responsibilities conferred upon and vested in it by the Village Charter, present policies, ordinances, laws of the State of Michigan and the United States.

**ARTICLE 5 NO STRIKE AGREEMENT**

- A. There shall be no strikes, concerted effort or work stoppages during the term of this Agreement.
- B. In the event of a strike, work stoppages or other hindrance, the Union shall instruct the involved Employees in writing that their conduct is in violation of the Contract and that they may be disciplined, and shall instruct all such persons to immediately cease the offending conduct.
- C. The Village shall have the right to discipline any Employees who are responsible for, participate in, or give leadership to any activities herein prohibited.

- A. Employees shall be represented by a Steward and/or alternate for the personnel of the Police Department. These Stewards shall be regular Employees and working in the department.
- B. The Union shall immediately notify the Village in writing the names of the Stewards and/or alternate stewards and any changes of personnel in those positions.
- C. The Stewards and/or alternate stewards, during their working hours, without loss of time or pay, may in accordance with the terms of this section investigate and present grievances to the Village upon having received permission from their Supervisor. The Supervisor will grant permission provided that the Stewards and/or alternate steward's absence will not interfere with the work of the Department. The privilege of Stewards and/or alternate stewards leaving their work during working hours without a loss of time or pay is subject to the understanding that the time will be devoted to the proper handling of grievances and will not be abused and Stewards and/or alternate stewards will perform the regularly assigned work at all times except as provided herein. Any alleged abuse by either party will be a proper subject for a Special Conference.
- D. The Steward and/or alternate steward shall be allowed to attend contract negotiations for up to combined total of 20 hours without loss of pay, unless additional hours are agreed to by both parties.

## **ARTICLE 8            GRIEVANCES**

A grievance shall be defined to mean any dispute over the meaning or application of the expressed provisions of the Agreement which dispute arises under or during the term of this Agreement. The following procedures shall be utilized to adjust the matter; provided that any individual Employee at any time may present grievances to the Employer, and have said grievance adjusted without intervention of the Union if the adjustment is not inconsistent with the terms of this Agreement provided that the Union has been given the opportunity to be present at such adjustment.

### **Step One:**

When an employee feels that he/she is aggrieved, he/she shall, within 20 calendar days after the act or incident complained of, present his/her grievance to his/her supervisor. The Steward and/or alternate steward shall be present at this step if so requested by the Employee.

### **Step Two:**

If the Employee and the supervisor are unable to adjust the grievance, it shall be reduced to writing, setting forth the facts necessary to an understanding of the issues involved. The grievance will be signed by the Employee or his representative and submitted by the Steward and/or alternate steward to the supervisor for resolution. The grievance must designate the contract provision violated.

### **Step Three:**

If the grievance still cannot be satisfactorily adjusted in Step Two, it shall be submitted to the Village Manager who will endeavor to resolve the matter with the Union's Staff Representative and Steward and/or alternate steward. The Village Manager will have twenty (20) calendar days to respond, in writing, to the Union Staff Representative and Steward and/or alternate steward.

**A. DISCIPLINE**

Disciplinary action or measures shall include only the following:

- a. Oral reprimand
- b. Written reprimand
- c. Suspension (notice to be given in writing)
- d. Discharge

Any disciplinary action or measure imposed upon an Employee may be processed as a grievance through the regular grievance procedure. If the Village has reason to reprimand an Employee, it shall be done in the manner that will not embarrass the Employee before other Employees or the public.

In imposing any discipline on a current charge, the Village will not take into account any infraction of which the Village had knowledge that occurred prior to the effective date of this Agreement and where the Village took no action to discipline.

**B. DISCHARGE**

A. The Village shall not discharge or suspend any Employee without just cause. If in any case, the Village feels there is just cause for discharge, the Employee involved will be suspended for five (5) days. The Employee and his steward will be notified in writing that the Employee has been suspended and is subject to discharge.

B. The Union shall have the right to take up the suspension and/or discharge as a grievance at the third step of the grievance procedure, and the matter shall be handled in accordance with this procedure through the arbitration step if deemed necessary by either party.

C. The Village may discharge any Employee without going through the suspension stage who is convicted of a felony offense.

D. All written reprimands, which have been in the employee's file for a period of four years, shall, at the request of the employee, be removed. Suspension disciplines shall not be removed from personal files

E. A Union Steward, Union legal counsel or both shall have the right to be present at all disciplinary hearings at the request of the member. The legal counsel shall be permitted to cross examine all witnesses against the member, if testimony is taken.

F. Throughout all disciplinary hearings, each member shall be presumed to be innocent and that presumption remains unless the Department overcomes its preponderance of evidence.

G. Whenever a member is under investigation or subjected to interrogation by his Supervisor and/or Chief of Police for any reason which could lead to disciplinary action, dismissal or criminal actions or charges, such interrogation shall be conducted under the following conditions:

with each eight (8) hour shift of paid duty counting as one (1) day and each five (5) paid days counting as one (1) week. The Employee's seniority date shall be the date of hire as a full-time employee then back dated to based on the number of weeks and days of actual paid part-time service with the Department.

- B. Seniority shall be on a departmental basis in accordance with the Employee's most recent date of hire as a full-time employee.
- C. All new employees of the Police Department shall be probationary Employee's for first one (1) year of their employment. Upon completion of the probationary period, all full-time regular Employees will be granted seniority ranking from the date of hire as stated in A and B above. Until given seniority ranking, an Employee shall be subject to lay-off, discipline or discharge at the sole discretion of the Village and without recourse to the grievance procedure. \_\_\_\_\_
- D. The Union shall represent probationary Employees for the purpose of collective bargaining with respect to pay, wages, hours of employment and other conditions of employment as forth in ARTICLE I of this Agreement, except discharged and disciplined Employees for other than Union activity.
- D. The back dated seniority date with be used solely for the purpose of placement on the Wage Schedule.

#### **ARTICLE 14 SENIORITY LISTS**

- A. The Seniority list on the date of this Agreement will show the names and job titles of all Employees of the Unit entitled to seniority.
- B. The village will keep at all times an up to date seniority list of all full-time Employees and an up to date seniority list for all part-time Employees and will provide the Union Representatives with up to date copies of each list, as required.
- C. Seniority shall not be affected by race, sex, marital status or dependants of the Employees.

#### **ARTICLE 15 LOSS OF SENIORITY**

Except as otherwise stated in this paragraph, an employee will lose seniority and all re-employment rights by:

- a) Resignation;
- b) Discharge for cause;
- c) Two (2) years on continuous layoff;
- d) Absence from work without notifying the Employer in advance or without providing a reasonable and valid excuse acceptable to the Village for two (2) consecutive work days;
- e) Failure to report to work on schedule from a vacation, leave of absence, or disciplinary suspension without notifying the Employer in advance or without providing a reasonable and valid excuse;
- f) Two (2) years of absence for non-work related illness or disability;
- g) Subject to Federal Law, voluntary extension of military service.

- E. The Union recognizes its responsibility as bargaining agent and agrees to represent all Employees in the bargaining unit without discrimination, interference, restraint or coercion.

**ARTICLE 21 BULLETIN BOARDS**

The Village will provide adequate space for a bulletin board in the Police Department which may be used by the Union posting notes as follows:

1. Election Notices
2. Results of Union Elections
3. Union Meetings
4. Social events
5. Notices that are not political or controversial

**ARTICLE 22 UNION BUSINESS**

The Village of Lake Orion will grant leave of absence to any Employee elected or appointed to a Union office for a period of one (1) year with no pay if so requested by the Union.

One employee elected or appointed to a Union office may have up to thirty-six (36) hours annually of paid leave time for Union business including training.

**ARTICLE 23 CONTRACTING AND SUBCONTRACTING OF VILLAGE WORK**

- A. It is the Village policy to use its own Employees as much as possible in the performance of work. However, there may be times that the Village wishes to contract some of its work.
- B. The Village will provide the Union a reasonable opportunity of five (5) days for discussion of the matter.

**ARTICLE 24 BARGAINING DURING THE TERM OF THIS AGREEMENT**

It is hereby acknowledged that during the negotiations which resulted in this Agreement that each party had unlimited rights to make demands and proposals with respect to any subject matter not removed by Ordinance, Charter or law from the areas of collective bargaining and that agreements arrived at are set forth in this agreement.

**ARTICLE 25 SAVINGS CLAUSE**

If any provisions of this Agreement should be held invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any provision should be restrained by such tribunal pending final determination as to its validity, the remainder of this agreement or the application of such provision to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained shall not be affected thereby.

**ARTICLE 26 DURATION**

First Offense – Warning

Second Offense – Removal from part-time employment

- C. Article 31 does not apply to Employees on approved leaves of absence.
- D. Full time and Relief officers work schedule shall be (12) twelve-hour shifts with one eight (8) hour shift every other Sunday. Twelve-hour shifts will be from 7:00 a.m. to 7:00 p.m. and from 7:00 p.m. to 7:00 a.m. Relief officers may work overlap shifts per the Police Chief or his/her designee.

**ARTICLE 32 OVERTIME AND HOURS OF WORK**

Employees will be paid one and one-half (1 ½) times their regular hourly rate in the following instances:

- A. Time worked in excess of eight (8) hours, or twelve (12) hours for an employee working a twelve hour shift, in any one day unless normally scheduled to work additional hours to make a total of eighty (80) forty (40) hours per pay period/week.
- B. Time worked in excess of forty (40) eighty (80) hours in any one work-week/pay period.
- C. There shall be no duplication of overtime for the same hours worked.
- D. Compensatory time may be elected if authorized by the Chief of Police. Compensatory time may be banked to the credit of the full-time Employee up to one hundred (100) hours. All overtime earned over the banked one-hundred (100) hours shall be paid at one and one-half (1 ½) times the regular rate of pay. No full time employee may accumulate more than one-hundred (100) hours of compensatory time.
- E. The regular hours of work each day shall be consecutive except that they may be interrupted by a lunch period.
- F. Eight (8) hours, or twelve (12) hours for an employee working a twelve hour shift, consecutive hours of work within a twenty-four (24) hour period beginning at midnight shall constitute a regular work day unless shift change or work requirements require a change.
- G. Relief Patrol Officer and Ordinance Officers (on ordinance duties) who are called in for special events or specific purposes other than normal duty shifts shall be paid one and one-half (1 ½) times their regular pay rate for all such hours worked.
- H. All overtime worked except court time shall be documented in a Departmental log book for such purpose in a manner prescribed by the Chief of Police or his designee.
- I. Employees will be compensated at one and one-half (1 ½) times their regular hourly rate for all time worked after the completion of their regular shift for completing reports, arrest information and so forth only as directed to do so by the Chief of Police or his designee.



Officers shall be notified by the appropriate authority, the Chief of Police or his designee, no later than 10:30 am if their presence will be required on the date of a court appearance.

**ARTICLE 37 JURY DUTY**

If a full-time Employee is required to serve on a jury, he/she will be excused from his/her duties on the day he/she is required and does appear at Court. The Village will pay such Employees for time actually lost from his work hours minus his jury fee received for such days. He/she is expected to work on scheduled hours when his attendance in Court is not necessary.

**ARTICLE 38 FALSE ARREST INSURANCE**

The Village of Lake Orion shall provide protection against loss by reason of liability imposed by law upon the Employee by reason of any false arrest or detention. However, the Village shall not be compelled to defend an Officer for false arrest actions if the Officer's actions were motivated by an unlawful intent or gross negligence.

**ARTICLE 39 UNIFORM ALLOWANCE AND CARE**

The Village of Lake Orion will provide uniforms for the paid Employees and for the care and cleaning of same. Replacements will be made on an as-needed basis with the approval of the Chief of Police or his designee. A detailed listing of the uniform issued will be provided to each Employee.

**ARTICLE 40 EQUIPMENT**

A. The Village will provide the current; Michigan State Police approved, at the time of purchase, bullet-proof Vests to Officers. The vest must be returned to the Village if the Officer leaves the employ of the Village for any reason. An equipment reimbursement of \$100.00 annually will be paid to each patrol officer and relief patrol officer in December as a separate check (non-W2 check ). The reimbursement is for duty weapon repair and other equipment not provided by the Village.

B. Vehicle Inspections: The Employer agrees to have all patrol vehicles thoroughly inspected at 3 month intervals (the first week of each quarter) by a certified mechanic chosen by the Village of Lake Orion.

Inspection should be the following.

Wipers, oil, trans-fluid, coolants, hoses, belts, brakes, brake fluid, brake lines, head lights, tail lights, interior lights, dash board lights, over head lights, alley lights, left/right spot lights, front/rear wig wags, front/rear corner strobes, siren, heater/AC, lower/upper ball joints, control arm, idler arm, inner/outer tie rods, shocks, muffler, muffler hangers, fire/police radios.

Police Officers shall daily check all fluids, tires, and listed equipment before going on duty; and make notations on Officers logs.

If the following items are found in need of repair, the vehicle will be placed out of service until repairs are complete. Headlights, tail lights, overhead lights, brakes, brake lines, steering components, fire/police radios, tires, windshield, wiper system. All other listed items shall be repaired in a reasonable time, dependent upon on-line vehicle status and availability.

~~New Years Eve Employee's Birthday~~

Christmas Day

Due to the change, under no circumstance shall an employee be paid for more than fourteen (14) holidays in one contract year.

- B. Full-time Officers shall receive eight hours of one (1) day's pay for each holiday listed above whether the holiday is worked or not for a total of 112 hours payable in December. The Clerk shall receive eight hours pay for each holiday up to December 31, 2017. As of January 1, 2018, and thereafter, the Clerk will change to holidays as paid days off only and not receive a holiday lump sum payment.
- C. Holidays shall be observed on the calendar day on which they fall.
- D. A full-time Employee shall be eligible for holiday pay if he works the last scheduled day prior to the holiday and the next scheduled work day following the holiday unless excused by the Village Manager or is on authorized vacation leave or sick leave.
- E. For all holidays, worked or not worked, full-time Officers shall be paid for said holiday in one lump sum the last pay period in November of each year. The Employees will be paid by a separate check.
- E. For all holidays worked by relief personnel, they shall be compensated at the rate of time and one-half (1 ½) for all hours worked.
- F. Full-time employees working a holiday as overtime, will receive two and one-half (2 ½) compensatory time for all hours worked.
- G. The following days shall be recognized and observed as paid holidays for full-time Clerk.
 

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Veteran's Day
Presidents Day	Thanksgiving Day
Good Friday	Day after Thanksgiving Day
Memorial Day	Christmas Eve
Independence Day- July 4	Christmas Day
<del>Employee's Birthday</del>	New Year's Eve

As of January 1, 2018 holidays for Clerk will be celebrated in accordance with the Federal guideline regarding Mondays.

Eligible employees shall receive one (1) day's pay for each holiday listed.

**ARTICLE 46 VACATION**

A. Each regular full-time Employee who has been in service with the Village of Lake Orion shall receive vacation in accordance with the schedule listed below, Effective July 1, 2007:

1 year through 4 years	80 hours
5 years through 9 years	120 hours
10 years through 19 years	160 hours
20 years or more	200 hours

- E Additional days shall be charged to sick leave with the approval of the Village Manager.

**ARTICLE 49 HOSPITALIZATION INSURANCE**

The Village of Lake Orion will provide and pay for hospitalization insurance for the regular full-time Employee and his/her family.

- A. A full-time Employee shall be eligible for such coverage after thirty (30) days employment with the Village.
- B. The Village will provide and pay for hospitalization insurance Blue Cross Blue Simply Blue PPO or HSA or Blue Care Network Simply HMO/HSA for the regular full-time employee and his/her spouse and dependents.
- C. The Village shall continue to provide hospitalization insurance coverage for the spouse and dependent children of a full-time Employee killed in the line of duty until such time that the spouse remarries or the dependant children reach 26 years of age.
- D. The Village has the right to change health insurance carriers as long as the coverage is, on the whole equal to or better than what is currently being provided. The Village will give the Union representatives thirty (30) days notice prior to change for review of the new carrier.
- E. A health insurance opt out payment equal to 40% of the 40% the health insurance premium that would have been paid by the Village for that full-time Employee for person health insurance during the prior calendar year shall be paid to any full-time Employee who received no health insurance benefit during said year, (quarterly) in a separate check by the first pay period in January, April, July and October. The reimbursement will be to a maximum of \$6,000. An opt out form must be signed by the full-time Employee and it shall remain in effect until it is rescinded by the full-time Employee. If any full-time Employee who signed the opt out form subsequently has a spouse who loses his/her health insurance coverage, that full-time Employee may opt into the Village's health insurance plan and be paid on a pro-rata basis for the months he/she opted out. A full-time Employee, according to Blue Cross/Blue Shield requirements must opt in within 30 days of loss of coverage or wait until the new open enrollment period.

**ARTICLE 49.1 Health Savings Account (HSA)**

**For employees enrolling in the Blue Care Network HMO/HSA plan the Village will provide Health Savings Account (HSA) as established by the employee a contribution of \$300.00 in January 2021, \$600.00 in January 2022 and \$900.00 in January 2023.**

**ARTICLE 50 OPTICAL INSURANCE**

- A. The Village of Lake Orion will make available to full-time Employees and eligible members of the full-time Employee's families the ~~Blue Cross/Blue Shield Blue Vision BCBS Vision VSP 24 optical plan.~~ The Village of Lake Orion will contribute an amount not to exceed One Hundred (\$100) Dollars towards each full-time Employee's yearly premium payments for this insurance coverage.

- A. This means absence required as a result of an injury or illness while in the employ of the Village of Lake Orion, covered by the Michigan's Worker's compensation Act.
- B. The Employee shall notify his supervisor immediately of any such illness or injury.
- C. Full-time Employees on disability absence will not accumulate sick leave for the time absent.
- D. The Village will pay the full-time Employee his regular pay for the first seven (7) days and supplement up to the twelve (12) months limit in provision E. (2) below.
- F. After seven (7) days, pay will be determined by the Michigan Worker's Compensation Act.
  - (1) Any compensation insurance due to an Employee of the Village under the provisions of the Michigan Worker's Compensation Act during the period in which he is being paid his regular compensation by the Village shall be endorsed and paid to the Village Treasurer.
  - (2) The Employer will pay a full-time Employee eligible for such worker's compensation benefits the difference between his paid insurance benefits and his weekly wage while he receives workers compensation for a period of twelve (12) months.

#### **ARTICLE 55 SICK LEAVE**

- A. A total of one hundred four (104) hours will be allowed to accrue to the credit of each full-time Employee per year based on four (4) hours per pay period.
- B. A total of eight hundred (800) hours will be allowed to accrue to the credit of each full-time Employee. For those full-time Employees hired after July 1, 1999, a total of five hundred and sixty (560) hours will be allowed to accrue to the credit of each full-time Employee.
- C. No compensation will be allowed for accrued sick leave if separation from employment is the result of resignation, dismissal or layoff. For a full-time Employee who retires from employment, he/she shall receive a sick payout of fifty (50%) percent of all sick leave hours accrued but in no instance shall sick leave payout exceed three hundred (300) hours. For those full-time Employees hired after July 1, 1999, upon retirement from employment he/she shall receive a sick leave payout of 50% of all sick leave hours accrued but in no instance shall the sick leave payout exceed one hundred sixty (160) hours.
- D. Sick leave will begin to accrue after the first pay period from the date of employment at the rate of four (4) hours per pay period.
- E. Sick Leave shall not be considered a privilege which a full-time Employee may use at his discretion, but shall be allowed only in case of necessity and actual sickness or disability of the full-time Employee.
- F. A certificate of illness or injury from a physician of the Village Manager's choosing may be required as evidence of illness or disability before compensation for the illness is allowed, and shall be mandatory if the illness or disability exceeds three (3) work days. Abuse of the sick leave privilege will result in disciplinary action,

in advance. At age 65, the retired full-time Employee must apply for Medicare. All insurer and Social Security rules or policies must be followed.

- F. Full-time Employees hired before July 1, 2007 who retire after working no fewer than twenty-five (25) years for the Village are eligible to receive the Blue Cross/Blue Shield PPO Option 3 for retirees with the \$10/\$40 prescription drug card and Mail Order option. Such retired full-time Employees shall pay twenty-five percent (25%) and the Village seventy-five percent (75%) of the premium established by Blue Cross/Blue Shield. Payments shall be due to the Village thirty (30) days prior to the due date set by Blue Cross/Blue Shield. At age 65 or as eligible, the retired full-time Employee must apply for Medicare. All insurer and Social Security rules or policies must be followed. Any employee hired after July 1, 2007 will not receive Village provided health insurance when he/she retires.

**ARTICLE 57 RESERVE PATROL OFFICERS**

In the case of emergencies or special events (excluding the 4<sup>th</sup> of July/ Independence Day schedule), there will be a set ratio of 4:1 – four (4) reserve officers for each offered paid officer shift.

**ARTICLE 58 RECORDS CLERK**

The normal working hours for a full time Records Clerk is Monday through Friday from 9:00 AM to 5:00 PM. If, at any time, the full time Records Clerk is off on vacation or sick leave, a part time clerk shall be called in to work. If all part time clerks refuse to work the shift, the position may not be filled for that day. The Employer shall document the refusal to work by part time clerks. Part time clerks shall not be entitled to any benefits under this Agreement other than wages for time actually worked and life insurance provided elsewhere in this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this \_\_\_\_ day of January, 2021~~08~~.

**FOR THE UNION:**

**FOR THE EMPLOYER:**

**POLICE OFFICERS ASSOCIATION  
OF MICHIGAN**

**VILLAGE OF LAKE ORION, MICHIGAN**

\_\_\_\_\_  
~~Robert Wine~~ John Graver, POAM

\_\_\_\_\_  
K. Joseph Young, Manager

\_\_\_\_\_  
Chris Mulder, Union Steward

\_\_\_\_\_  
Susan Galezka, Village Clerk  
Pursuant to Village Council action



# Appendix A

Effective July 1, 2020, the Village of Lake Orion shall pay the following hourly rate as indicated for the stated positions:

<b>July 1, 2020</b>	<b>Entry Level</b>	<b>After 6 Mths</b>	<b>After 1 Year</b>	<b>After 2 Years</b>	<b>After 3 Years</b>	<b>After 4 Years</b>
<b>Sergeant</b>	31.09					
<b>Regular Patrol</b>	23.24	24.43	25.63	26.93	28.26	
<b>Relief Patrol</b>	21.75*					
<b>*With 10 years</b>		21.97				
<b>Ordinance Officer</b>	19.20					
<b>Regular Clerk</b>	15.63	16.44	17.25	18.09	18.99	19.94
<b>Relief Clerk</b>	12.96	13.64	14.32	15.02	15.76	16.55

<b>July 1, 2021</b>	<b>Entry Level</b>	<b>After 6 Mths</b>	<b>After 1 Year</b>	<b>After 2 Years</b>	<b>After 3 Years</b>	<b>After 4 Years</b>
<b>Sergeant</b>	31.71					
<b>Regular Patrol</b>	23.70	24.92	26.14	27.47	28.83	
<b>Relief Patrol</b>	22.62*					
<b>*With 10 years</b>		22.84				
<b>Ordinance Officer</b>	19.58					
<b>Regular Clerk</b>	15.94	16.77	17.60	18.45	19.37	20.34
<b>Relief Clerk</b>	13.22	13.91	14.61	15.32	16.08	16.68

Revised January 2022

<b>July 1, 2022</b>	<b>Entry Level</b>	<b>After 6 Mths</b>	<b>After 1 Year</b>	<b>After 2 Years</b>	<b>After 3 Years</b>	<b>After 4 Years</b>
<b>3.0 %**</b>						
<b>Sergeant</b>	32.67					
<b>Regular Patrol</b>	24.42	25.67	26.93	28.30	29.69	
<b>Relief Patrol</b>	23.75*					
<b>*With 10 years</b>		23.98				
<b>Ordinance Officer</b>	20.17					
<b>Regular Clerk</b>	16.42	17.27	18.13	19.00	19.95	20.95
<b>Relief Clerk</b>	13.62	14.33	15.05	15.78	16.56	17.39

\*\* For July 1, 2022 if the CPI- Headlee – is 3% or greater for 2022, the wage increase will be increased by 1% to a total 3% increase. CPI- Headlee rate was greater than 3% (3.3%)

\*Relief officers an additional 2% adjustment annually for a total.