



Mailing Address: P.O. Box 9278 Stn Prov Govt
7th floor, 1001 Douglas Street, Victoria, British Columbia V8W 9J7 Telephone: (250) 387-5098 Fax: (250) 952-6883

C511195
46020-00

July 30, 2015

Correctional Supervisors
(Distribution List Attached)

Re: Rate of Pay for Impacted Correctional Supervisors

Correctional supervisors (CS) promoted prior to April 1, 2015 have advised us that an inequity of pay was created as a result of the correctional officers (CO) moving from a Grid 16 to Grid 18. Effective April 1, 2015 correctional officers' base classification is Grid 18 with a 1 Grid TMA. As a result of this change, correctional officers at Grid 18 Step 5 promoted to correctional supervisor positions after April 1, 2015 are placed at Grid 24 Step 3 with a 1 Grid TMA which is two steps higher than the correctional supervisors appointed prior to April 1, 2015.

Prior to April 1, 2015 when correctional officers were at Grid 16 and were promoted to correctional supervisor they were placed at Step 1 of Grid 24 with a 1 Grid TMA, which placed them at an hourly rate of pay of \$31.94 plus TMA. Since April 1, 2015, when correctional officers base classification moved to Grid 18 and the TMA became included in all calculations involving base pay when a CO at the top step of Grid 18 substitutes in a CS position or is newly appointed to a CS position, their hourly rate of pay is at Step 3 of Grid 24 with a 1 Grid TMA – which is a \$2.06 greater hourly rate of pay for CO's substituting in a CS position and newly appointed CS's prior to April 1, 2015 than some incumbent CS's appointed after April 1, 2015.

The Component 1 Executive of the BCGEU and the Employer have heard your concerns and agree this is an inequitable situation, despite this being in accordance with the Master Agreement. As such, this requires an agreement outside of the Master Agreement by the BCGEU and the Employer to affect a resolution for the 41 correctional supervisors impacted by this inequity. That agreement has now been reached and is attached.

.../2

Correctional Supervisors
Page 2

The agreement allows for correctional supervisors who were at Grid 16, Step 5 prior to being promoted to correctional supervisor positions and are at Step 1 or 2 of Grid 24 to be placed at Step 3 effective April 5, 2015 (first day of the following pay period) and to receive the corresponding retroactive pay. We understand this situation has been frustrating for those staff impacted but are happy that we can now announce a resolution.



Stephanie Macpherson
Provincial Director
Adult Custody Division



Dean Purdy
Component Chair
Correctional Sheriff Services,
Component 1

Attachment

Distribution List of Correctional Supervisors

Abrams, Paul Q
Alford, Robert
Andiel, Ursula
Atkinson, Ben
Bertrand, Scott
Bootsma, Christine
Bowden, Todd W D
Bydal, Shawn
Clark, William
Debrah, Frank
Doern, Ryan
Enockson, Justin
Fass, Tim J
Fleming, Jill
Francis, Lisa
Gillespie, Brian
Grbavac, Bojan
Hawes, Matt R
Laite, Elaine
Ludlow, Darren J
Lum, Michael B

Lundgren, Adam
MacKenzie, Darren
Manzi, Marco
McKellar, Michael W
Mellins, Samantha
Monteith, Cari
Nelson, Christine
Oster, Jason
Pageau, Devin Anthony
Palmberg, Bill G.
Pister, Don E.
Sarsthi, Shawn R
Schlafen, Patricia E
Shokar, Harpal
Siemens, Earl
Spry, Carla M.
Sutthery, V Ann
Van De Ven, Leon
Varan, Angeline
Verceles, Izach Jonah