



AB40

EMPLOYEE WAGES AND BENEFITS

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Effective Date: 10 July 1999
Revised Date: 11 April 2012
Last Reviewed Date: 09 March 2018

POLICY

1. Wage, salary, and benefit entitlements for all employees of the Delta Police Department (“Department”) are contained in the Collective Agreements for unionized employees and individual employment agreements for exempt employees.
2. The Department will make available to all employees written information concerning their wage, salary and benefit entitlements.

REASON FOR POLICY

3. To provide a clear explanation to employees, particularly when they commence employment with the Department, regarding the benefits for which they are eligible and the time frame within which they are eligible.

PROCEDURES

4. All new employees hired by the Department will receive an orientation session with the Department’s Human Resources representative at which time the employee’s wage, salary, and benefits will be explained.
5. Any concerns regarding benefits may be referred to the Department’s Human Resources Branch.
6. Written descriptions of all benefits including copies of Collective Agreements are available through the Human Resource office or the Intranet.
7. Amendments to wages and benefits may be made through consultation, negotiation and agreement with CUPE or Delta Police Association, and through negotiated changes to individual employment agreements for exempt employees.