

**Memorandum of Agreement**

**Between**

**The Government of the Province of BC  
(as represented by the BC Public Service Agency)**

**and the**

**BC General Employees Union**

**Respecting**

**Recruitment and Retention Incentive Payments**

**in the**

**Ministry of Public Safety and Solicitor General  
Ministry of Attorney General  
Ministry of Children and Family Development**

Insofar as the Parties have recognized that recruitment and retention challenges may occur over the life of the agreement, retention incentive payments for eligible employees in the Ministry of Public Safety and Solicitor General, Ministry of Attorney General and Ministry of Children and Family Development, are agreed to as follows:

1. Employees eligible for the retention incentive payments are regular employees in the following classifications:

Deputy Sheriff Recruit  
Deputy Sheriff R18  
Deputy Sheriff (ICM/PIO R18)  
Deputy Sheriff R21  
Deputy Sheriff Instructor R21  
Deputy Sheriff Senior Intelligence Officer R21  
Deputy Sheriff R24  
Deputy Sheriff R27  
Correctional Services Training  
Correctional Services Growth to 18  
Correctional Services R18  
Correctional Services R18 (Adult)  
Correctional Services R21  
Correctional Services R24  
Correctional Services R27  
Instructor (Corrections) R18  
Instructor (Corrections) R21  
Instructor (Corrections) - Supervisor R24

2. The amounts of the retention incentive payments are listed in Appendix 1.
3. The retention incentive payments are payable twice per year effective January 1<sup>st</sup> and July 1<sup>st</sup>. The Memorandum of Agreement will commence for the period of January 1, 2023 to June 30, 2023 such that the first semi-annual retention payment will occur effective July 1, 2023.
4. Full payment of the first semi-annual incentive payment is based on eligible service during the previous six-month period (either January 1<sup>st</sup> to June 30<sup>th</sup> and/or July 1<sup>st</sup> to December 31<sup>st</sup>). In respect of employees becoming eligible for retention incentive payments during a six-month eligible period, the payment will be pro-rated for partial periods based on the first month of eligibility. The payment will be pro-rated for part-time employment. Any periods of leave without pay or STIIP benefits periods more than a calendar month and periods of LTD are not eligible and shall also be pro-rated from payments. WorksafeBC leave, maternity and parental leaves are treated as eligible service.
5. Employees who become ineligible (no longer in any of the classifications listed in clause 1 of this MOA) prior to the end of the six-month eligibility period shall not receive any payment for that period. Notwithstanding the foregoing, an employee scheduled to retire and receive a pension benefit under the Public Service Pension Plan Rules, will have the retention incentive payment pro-rated based on the last month worked. Employees who are moved out of an eligible position as a result of an Employer initiated transfer or promotional position within the program area the incentive applies shall receive a pro-rated payment for the year.
6. The Parties recognize that these retention incentive payments are in response to current market conditions and by nature are a temporary response to conditions that may change. As such they will be reviewable on an on-going basis. The employer may terminate this Memorandum of Agreement within 60 days notice to eligible employees and the BCGEU. Should the effective date of the termination not coincide with the end of the six-month eligibility period, the retention incentive payment applicable to the final six-month eligibility period will be pro-rated to include the period prior to the effective date of termination.
7. This agreement is made without prejudice to Memorandum of Understanding #22 of the Main Agreement and considering the lump sum nature of these retention incentive payments does not constitute base wages, it is understood that Clauses 2, 3, 4, and 5 of the Memorandum of Understanding #22 of the Main Agreement do not apply.
8. The parties acknowledge that the eligible employees for the incentive payments in accordance with this MOA do not constitute the full bargaining unit of the BCGEU under *section 4 of the Public Service Labour Relations Act*.

**Appendix 1**

	<b>Classification Title</b>	<b>Annual Retention Incentive Amount</b>	<b>Semi-Annual Incentive Amount (Paid Twice Per Fiscal Year)</b>
1	Deputy Sheriff R18 Deputy Sheriff (ICM/PIO R18) Deputy Sheriff R21 Deputy Sheriff Instructor R21 Deputy Sheriff Senior Intelligence Officer R21 Deputy Sheriff R24 Deputy Sheriff R27 Correctional Services R18 Correctional Services R18 (Adult) Correctional Services R21 Correctional Services R24 Correctional Services R27 Instructor (Corrections) R18 Instructor (Corrections) R21 Instructor (Corrections) - Supervisor R24	\$10,000	\$5,000
2	Correctional Services (Growth to 18) Deputy Sheriff Recruit Correctional Services Training	\$10,000	\$5,000

Agreed on behalf of the Employer:

Dated: August 02, 2023




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 Korina Tsui, Executive Director, Labour Relations and Total Compensation

Agreed on behalf of the BC General Employees Union:

Dated: August 2, 2023

DocuSigned by:




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 Mike Eso, Director BCGEU

DocuSigned by:




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 Dean Purdy, Component 1 Vice President, BCGEU