

CLASSIFICATION AND COMPENSATION

CROWN COUNSEL LEVELS

Crown Counsel Level 1 – Entry Level

This Level is applicable to lawyers commencing their career as Crown Counsel with five (5) years or less admission to practice and related practice of law.

Experience as assessed as equivalent gained in another jurisdiction may be credited for hiring and promotion.

Increases within Level 1 shall be on a lock-step basis.

Annual salary by year of call is as follows:

Effective April 1, 2002	Salary
Year 1	\$48,238.41
Year 2	\$51,798.98
Year 3	\$55,359.55
Year 4	\$58,920.38
Year 5	\$62,481.23

Crown Counsel Level 2 – Working Level

This Level is applicable to lawyers with six (6) or more years of admission to practice and related practice of law. This level is the working level.

Experience as assessed as equivalent gained in another jurisdiction may be credited for hiring and promotion.

Increases within Level 2 shall be on a lock-step basis.

Annual salary of year of call is as follows:

Effective April 1, 2002	Salary
Year 6	\$66,635.22
Year 7	\$70,789.21
Year 8	\$74,942.11
Year 9	\$79,097.35
Year 10	\$82,394.08

Crown Counsel Level 3A

Whether practicing as general Trial Counsel or within a specialized area or an Administrator, Crown Counsel Level 3A demonstrates performance at a level which clearly exceeds the working level by:

1. Accepting responsibilities and/or initiating measures in addition to working level job requirements.
2. Demonstrating exceptional interpersonal skills when dealing with victims, witnesses and the public.
3. Performing duties with minimal direction.
4. Demonstrating sound judgment, effective problem solving and interpersonal skills in a manner that clearly exceeds the working level.
5. As Trial Counsel, consistently conducts prosecutions in a manner that clearly exceeds the working level.
6. As Administrative Counsel, demonstrates effective delegation, supervisory skills, and manages administrative issues in a manner that clearly exceeds the working level.
7. As Legal Policy Counsel, participates actively and effectively in initiating and providing legal policy advice in a manner that clearly exceeds the working level.
8. Entry into this level requires a minimum of eight (8) years of call.

Effective April 1, 2002		Salary
Level 3A	Step 1	\$88,986.75
	Step 2	\$91,283.98
	Step 3	\$93,380.08
	Step 4	\$95,576.93

Movement within the salary/contract range will be based on demonstrated performance reviewed on an annual basis. Progression to the next step of the salary scale will occur on the anniversary of Crown Counsel's appointment to this classification.

Effective October 1, 2000 all Crown Counsel who are in Year of Call 12 or more or who will be, on or before December 31, 2000, and who are not already classified at Level 3A or higher, shall be reclassified to level 3A unless the Employer establishes that an individual Crown Counsel's work performance demonstrates that s/he is unlikely to be able to meet the criteria for Level 3A. In subsequent years, any Crown Counsel who will achieve Year of Call 12 during the year and who are not already classified at Level 3A or higher will be eligible for reclassification to level 3A on this same basis. The effective date of reclassification for such employees will be April 1 of the year in which the employee becomes eligible for reclassification. Any disputes concerning entitlement to progress to Level 3A shall be subject to the grievance/arbitration process in Article 29.

Subject to the foregoing, placement on the Level 3 A salary scale shall be as follows:

1. Crown Counsel who are in Year of Call 12 on October 1, 2000 shall be placed at step 1
2. Crown Counsel who attain Year of Call 12 after January 1, 2001 shall be placed at step 1

Crown Counsel who have been at step 3 for at least 12 months as at April 1, 2001 shall progress to step 4 on that date.

Crown Counsel Level 3B

In addition to the criteria identified in Level 3A, whether practicing within a specialized area, as general Trial Counsel or as a Senior Administrator, Crown Counsel Level 3B:

1. Performance substantially exceeds working level.
2. Routinely exercises significant independent judgment and decision making.
3. Handles very serious, difficult, complex, high profile and demanding cases or assignments in a distinguished manner.
4. Demonstrates substantial initiative in identifying, developing or implementing innovative measures in the administration of criminal justice.
5. Performs all assignments in a distinguished and very professional manner.
6. Exhibits leadership, unique knowledge or service to the organization.
7. Demonstrates sound judgment, effective problem solving, and interpersonal skills in a manner that substantially exceeds the working level.
8. As Trial Counsel, routinely and consistently prosecutes serious, high profile and complex cases with significant legal or evidentiary issues including murder, commercial crime, robberies, sexual assault, other offences involving significant violence or a designated specialty, and in so doing, substantially exceeds the normal expectations of the job.
9. As Administrative Counsel, demonstrates effective delegation supervisory skills, and manages administrative issues in a manner that substantially exceeds the working level.
10. As Legal Policy Counsel, participates actively and effectively in initiating and providing legal policy advice in a manner that substantially exceeds the working level.

Entry into this level requires a minimum of eight (8) years of call.

Effective April 1, 2002		Salary
Level 3B	Step 1	\$95,577.98
	Step 2	\$98,010.87
	Step 3	\$100,443.50

Step 4 \$102,876.13

Movement within the salary/contract range will be based on demonstrated performance reviewed on an annual basis. Progression to the next step of the salary scale will occur on the anniversary of Crown Counsel's appointment to this classification.

Crown Counsel who are appointed to Level 3B from Level 3A step 3 (and after April 1, 2001, from Level 3A, step 4), shall be placed at step 2.

Crown Counsel who have been at step 3 for at least 12 months as at April 1, 2001 shall progress to step 4 on that date.

Crown Counsel Level 4 – Senior Crown Counsel

This Level is reserved for select Crown Counsel who have distinguished themselves in the practice of their profession as exceptional senior counsel.

1. Recognized as leaders in the field.
2. Complete confidence in ability to conduct any case at any level of court and in doing so performance is exceptional.
3. Able to assume a demanding workload and discharge responsibilities in an exceptional way.
4. As Counsel, are able to consistently conduct the most demanding, high profile, difficult and complex prosecutions.
5. Routinely exercises superior independent judgment and decision making.
6. Routinely advises or represents the Crown on the most significant legal, evidentiary or policy issues, the outcome of which is critical to the administration of criminal justice, the interests of the Province, or the reputation of the Branch.
7. Appointment to this level is at the discretion of the Deputy Attorney General.
8. Entry to this level requires a minimum of ten (10) years of call.

Effective April 1, 2002	Salary
Level 4 Step 1	\$102,877.06
Step 2	\$107,163.73
Step 3	\$111,450.04
Step 4	\$115,736.77
Step 5	\$120,023.43

Movement within the salary/contract range will be based on demonstrated performance reviewed on an annual basis. Progression to the next step of the salary scale will occur on the anniversary of Crown Counsel's appointment to this classification.

Crown Counsel who are appointed to Level 4 from Level 3B step 3 (and after April 1, 2001, from Level 3B, step 4), shall be placed at step 2.

Crown Counsel who have been at step 3 for at least 12 months as at April 1, 2001 shall progress to step 5 on that date.

Salary adjustments April 1, 2001 to March 31, 2003

There shall be a further general increase in all salary scales in the period April 1, 2001 to March 31, 2003 equivalent in amount, and with the same effective dates, as those for public service employees represented by the Professional Employees' Association or as those implemented for other excluded management public service employees at comparable levels. In each of the 2001-2002 and 2002-2003 contract years, the Association shall have the election of whether the equivalency shall be in relation to either the Professional Employees Association or the excluded management personnel. Any disputes regarding the application of this provision will be resolved by Donald R. Munroe, Q.C.

Classification Progression

Effective October 1, 2000, the level 3A classification shall undergo the following changes: The stipulated number 38 shall be increased to 55 and will be a 'not less than' number rather than both a maximum and a minimum.

Effective October 1, 2000, the stipulated number of level 3B Crown Counsel shall be increased from 30 to 50.

Effective October 1, 2000, the stipulated number of level 4 Crown Counsel shall be increased from 7 to 12.

The Employer shall make such reclassifications or appointments as are necessary to ensure that the above numbers are maintained and not reduced for a period of longer than 90 days.