

PROPOSED OPTIONS

All figures below as at 1 July 2019



The Police Association Victoria
UPHOLDING OUR RIGHTS SINCE 1917

OPTION A – NO CHANGE TO COT

Current system remains, except to possibly negotiate extra increments.

Senior Sergeant

6	\$127,466
5	\$126,208
4	\$124,589
3	\$122,969
2	\$121,350
1	\$119,730

Sergeant

6	\$116,452
5	\$113,590
4	\$111,909
3	\$110,225
2	\$108,543
1	\$106,859

Senior Constable / Leading Senior Constable

16	\$104,685
15	\$102,821
14	\$100,805
13	\$99,807
12	\$98,818
11	\$96,484
10	\$94,150
9	\$92,232
8	\$90,255
7	\$88,280
6	\$86,967
5	\$85,279
4	\$77,735
3	\$75,102
2	\$72,469
1	\$69,836

PLUS

COT 1

Sergeant & Senior Sergeant **\$7,169**
Constable & Senior Constable **\$5,712**

EXCESSIVE OVERTIME

- Paid after 3 hours
- Paid normal hourly rate

COT 2

Sergeant & Senior Sergeant **\$14,339**
Constable & Senior Constable **\$11,425**

EXCESSIVE OVERTIME

- Paid after 4 hours
- Paid normal hourly rate

NOTE

On becoming a Detective / TIO your existing increment does not change and you get paid COT.

↑ Each year you go up one increment.

OPTION B – KEEP COT AND INCREASE SALARY AT SGT & S/SGT RANKS

Senior Sergeant*

6	\$134,802
5	\$133,472
4	\$131,760
3	\$130,046
2	\$128,334
1	\$126,621

*Sergeant / Senior Sergeant ranks increase salary over general pay increase. This is to ensure a \$6,000 gap between LSC, Sgt & S/Sgt ranks.

IMPORTANT NOTE

On promotion back to uniform, a member on COT will maintain salary.

Sergeant*

6	\$120,621
5	\$117,657
4	\$115,915
3	\$114,171
2	\$112,429
1	\$110,685

Senior Constable / Leading Senior Constable

16	\$104,685
15	\$102,821
14	\$100,805
13	\$99,807
12	\$98,818
11	\$96,484
10	\$94,150
9	\$92,232
8	\$90,255
7	\$88,280
6	\$86,967
5	\$85,279
4	\$77,735
3	\$75,102
2	\$72,469
1	\$69,836

Potential to negotiate for additional increments at top of Rank

PLUS

COT 1

Sergeant & Senior Sergeant **\$7,169**
Constable & Senior Constable **\$5,712**

EXCESSIVE OVERTIME

- Paid after 2 hours
- Paid at same rate that applies to uniform members

COT 2

Sergeant & Senior Sergeant **\$14,339**
Constable & Senior Constable **\$11,425**

EXCESSIVE OVERTIME

- Paid after 2 hours
- Paid at same rate that applies to uniform members

NOTE

On becoming a Detective / TIO your existing increment does not change.

↑ Each year you go up one increment.

OPTION C – COT INCORPORATED INTO SALARY + PAID OVERTIME

Senior Sergeant

6	\$143,928*
5	\$141,428*
4	\$138,928
3	\$137,308
2	\$135,689
1	\$134,069

Sergeant

6	\$131,248*
5	\$128,748*
4	\$126,248
3	\$124,564
2	\$122,882
1	\$121,198

Senior Constable / Leading Senior Constable

20	\$116,452*
19	\$114,371*
18	\$112,293*
17	\$110,215*
16	\$108,137
15	\$106,059
14	\$103,981
13	\$101,905
12	\$99,825
11	\$97,747
10	\$95,669
9	\$93,591
8	\$91,513
7	\$89,435
6	\$87,357
5	\$85,279
4	\$77,735
3	\$75,102
2	\$72,469
1	\$69,836

* Additional Increments

Created **ONLY** accessible to members currently on COT and specialist positions
E.g.: Detective/Prosecutions, Forensics, TFOs, TSU, SSU, TIOs.

PLUS

PAID OVERTIME

- First 2 hours assessed by a supervisor one rank above the member undertaking the work
- Second 2 hours assessed by a unit manager or supervisor two ranks above the member undertaking the work
- Work beyond 4 hours assessed by an Inspector

NOTE

Existing Detectives/TIO
Enter structure at current salary inclusive of COT (No drop in pay).

New Detectives/TIO
Enter structure and advance 5 increments once qualified.

E.g. SC 5 will jump to DET SC 10 on qualification

10	\$95,669
9	\$93,591
8	\$91,513
7	\$89,435
6	\$87,357
5	\$85,279
4	\$77,735

↑ Each year you go up one increment.

Potential to negotiate for additional increments at top of Rank

Potential to negotiate for additional increments at top of Rank

FOR EXAMPLE:

DET Sergeant 2 (Salary) \$108,543 + (COT 2) \$14,339 = \$122,882
S/C TIO 5 (Salary) \$85,279 + (COT 1) \$5,712 = \$90,991
Uniform Sergeant 1 (Salary) \$106,859 > \$106,859

FOR EXAMPLE:

DET Sergeant 2 (Salary) \$112,429 + (COT 2) \$14,339 = \$126,768
S/C TIO 5 (Salary) \$85,279 + (COT 1) \$5,712 = \$90,991
Uniform Sergeant 1 (Salary) \$110,685 > \$110,685

FOR EXAMPLE:

DET Sergeant 2 (Salary) \$122,882 (COT INCLUDED) > \$122,882
S/C TIO 5 (Salary) \$90,981 (COT INCLUDED) > \$91,513
Uniform Sergeant 1 (Salary) \$106,859 > \$121,198