

(d) Scheduled Days Off (SDOs)

246. The Association submits that if the Government's proposal is accepted and SDOs are removed for the Supervising Justice of the Peace position prospectively, this would result in a significant reduction in benefits for this position which would further exacerbate the recruitment concerns for this position.
247. The Association notes that Senior Crown Counsel is a possible candidate group for this position who currently receive the benefit of SDOs, and while the Association acknowledges that Saskatchewan PCJ's do not enjoy the benefit of SDOs, nor are they a likely candidate group for this position.

(e) Justices of the Peace Operations

248. The Association notes that while there will be a reduction in Community Justices of the Peace in smaller communities and a corresponding transition of this type of work to the HUB in Regina, the operations change is being managed through attrition and is roughly three-quarters complete with a reduction of 75 Community Justices of the Peace having occurred to date. However, contrary to the Government's assertion in para. 36 of their Submission, most Community Justices of the Peace will not be retiring as of the end of 2018 and this is not part of the transition plan. (para. 59, Association Reply)

VI. COMMISSION'S ANALYSIS

A. GENERAL COMMENTARY

(1) STARTING POINT - COMMISSION'S MANDATE AND JURISDICTION

249. Section I.C. in this Report outlines in detail the mandate of this Commission and in Section II, a summary of the Hood Commission Report and its recommendations is set out, together with a summary of the response of the Government to those recommendations. In effect, the starting point for this Commission commences at that time and forms the foundation for the resulting process that culminated in the formation of this Commission.
250. This Commission has the benefit of the detailed analysis and effort evident from its review of the Hood Commission Report. That Report, as indicated earlier herein, was

the first Commission established pursuant to the significant amendments in 2013 to the Act.

251. As a general principle reflected in the statements of the Supreme Court of Canada in the New Brunswick Reference and endorsed by the 2017 Provincial Court Commission:

All relevant issues may be addressed. The process is to be flexible and its purpose is not simply to “update” the previous commission’s report. **However, in the absence of reasons to the contrary, the starting point should be the date of the previous commission’s report.** (para. 14, New Brunswick Reference) [emphasis added]

252. By way of general introductory commentary, this Commission accepts not only the general tenor of the mandatory and advisory recommendations set out in the Hood Commission Report, but, in addition, the factors which the Hood Commission deemed to be most significant and relevant in arriving at those recommendations, as will be reflected in the detailed analysis and comments which follow.

253. This Commission is also cognizant of the commentary at para. 259 of the Hood Commission Report as follows:

This Commission, however, is making foundational recommendations, which will no doubt require adjustments once the benefits of experience and hindsight are added to the acquired knowledge of this process. It is a work-in-progress.

254. As outlined in great detail in s. III.B. of this Report, the report and recommendations of this Commission will apply and adhere to those components comprising the principle of judicial independence, as they clearly apply to the determination of compensation for Justices of the Peace in Saskatchewan.

255. Fundamentally, the process to be followed by this Commission is one which is to be flexible, not in the nature of an interest-based arbitration, nor for that matter, judicial decision making. In para. 257 of the Hood Commission Report, these important principles were stated:

257 Again, the mandate of this Commission is to make *appropriate* recommendations, not to compose a report that advocates on behalf of the Association, or that justifies the budget constraints of the Government. Nor is it the responsibility of this Commission to convince the Government to affirm and implement these recommendations. Compliance with constitutional standards is a responsibility that falls on this Commission and the Government. In particular, this Commission must be objective and non-biased to

produce a fair analysis, based on review and consideration of relevant factors. However, this Commission cannot ensure that the process is effective in terms of implementing these recommendations. It is the Government's duty to ensure that the Commission's recommendations produce meaningful results. This does not mean that the Government must implement all recommendations of this Commission, but the Government must not set them aside lightly and may be required to justify departures from them.

256. It is important, in order that judicial independence is maintained, the judiciary must enjoy security of tenure, financial security and administrative independence. These important factors are ultimately and, most importantly, to be achieved for the benefit of the public to ensure and maintain the confidence of the public in safeguarding the administration of justice.
257. Another fundamental consideration for this Commission is an assessment of whether the constitutional minimum acceptable level of compensation for Justices of the Peace in Saskatchewan has been met.
258. With the fundamental amendments to the Act in 2013 and the resulting report and recommendations of the Hood Commission, this Commission is satisfied that such minimum acceptable level of compensation has been met with the establishment of the base salary for Justices of the Peace in Saskatchewan in relation to the salary for Provincial Court Judges. Such salary for Justices of the Peace is to be based upon the salary for Provincial Court Judges for the immediately preceding fiscal year.
259. Both the Association and the Government accept that it is not necessary for this Commission to undertake a full review of the economic conditions of the Province of Saskatchewan. That analysis was undertaken and reflected in the 2017 Prosser Commission Report which, due to the manner in which salaries for Justices of the Peace is to be determined, will automatically be reflected in the recommendations contained herein.

(2) NATURE OF WORK OF JUSTICES OF THE PEACE IN SASKATCHEWAN

260. At para. 32 of this Commission's Report, a lengthy description of the types of services provided by all Justices of the Peace in Saskatchewan has been reproduced from the Association's Submission. (paras. 48 – 61, inclusive)

261. This Report at para. 37, reproduces a summary of the history and services provided by Justices of the Peace through the Hub and reproduces paras. 64 – 71, inclusive of the Association’s Submission detailing the evolution of the Hub and the scope of services provided through the Hub.
262. The Government, in its Reply Submission at para. 2, indicates that it is in general agreement with the Association’s description of the duties of Justices of the Peace in Saskatchewan, and the service delivery model, as summarized in paras. 24 - 71 of the Association’s Submission. Accordingly, there is no substantive difference of opinion between the parties in this regard.
263. The Commission also notes the comment in para. 36 of the Government’s Reply Submission that the listing of Justices of the Peace functions by the Association in its Submission and which have been reproduced earlier in this Report (Table 1, Comparison of Justice of the Peace Duties in Selected Jurisdictions – p. 45) does not represent a true measure of the work performed by the Justices of the Peace in different jurisdictions, including Saskatchewan. The Government suggests that there is no basis to conclude from this information that the actual workload of Justices of the Peace is heavier in Saskatchewan. Nevertheless, this Commission accepts, from the information provided by the Association, that the jurisdiction and breadth of services provided by Justices of the Peace in Saskatchewan certainly would appear, by all objective standards, to be as extensive as those in the other jurisdictions named in Table 1. The Government has not, either in its Submission or Reply Submission, suggested anything to the contrary.
264. In addition, the services provided Justices of the Peace in Saskatchewan, as comprehensively outlined by the Association, attests to the significant role played by Justices of the Peace in contributing to the administration of justice in all parts of the Province, whether in cities or in the most remote areas of Saskatchewan (See Figure 1 at p. 24 of this Report) and centrally through the Hub.

(3) WORKING CONDITIONS: RECRUITMENT AND RETENTION

265. In its Submission, the Association referred extensively to the difficult working conditions in which many Justices of the Peace operate, particularly those who provide

services outside of the Hub and official Court locations. These conditions have been summarized in paras. 92 - 95, inclusive, of the Association's Submission and reproduced at p. 42.

266. Further, the Association argues that recruitment of candidates to fill the position of Senior Justice of the Peace, and by extension, the position of Supervising Justice of the Peace, remains a serious obstacle.
267. The Justices of the Peace are truly the "front line" when it comes to the administration of justice in this Province. Often, the facilities and services at their disposal are minimal and, in fact, expose some Justices of the Peace to significant risk of physical harm.
268. All of these factors are important and must be kept in mind when assessing what constitutes fair and appropriate remuneration and benefits for the Justices of the Peace.

B. REQUIRED RECOMMENDATIONS

(1) SALARY

269. The Government's submits that the annual salary of a Justice of the Peace in Saskatchewan should remain at 49% of the previous year's Provincial Court Judges salary. The Association submits that the percentage should be increased to 51%.

(a) Comparators

270. Both the Government and the Association, in their respective Submissions and Replies, provided detailed arguments and statistical information in respect of the use of comparators. From this Commission's perspective, the most significant comparator is that of the compensation received by Justices of the Peace in other Canadian jurisdictions. The respective positions put forward by each of the parties has been outlined in this Report.
271. The Government submits that while the national average of compensation for Justices of the Peace is a factor which may be considered by this Commission, it submits that it is of decidedly less importance than the emphasis which has been placed upon it by the Association.

272. The Government refers to the fact that the Act does not specifically incorporate by reference section 45(1)(b)(ii) of the PJ Act. (para 176 and 177 herein)
273. It is important to note, however, that this section of the PJ Act would only apply in the event the Government did not accept the recommendations of the PJ Commission (s. 43 and 47, PJ Act). The Government does acknowledge that the national average salary is a factor which may be considered by this Commission.
274. This Commission acknowledges that while the use of national averages is not a completely direct “same year” comparison given that the applicable timeframe for recommendations made by individual commissions differs and, in some cases, salary recommendations are set by Provincial Regulation rather than through an independent commission process; nevertheless, this Commission is of the view that it remains one of the most significant indicators by which it should be guided.
275. The extensive analysis provided by the Association and the statistical information outlined in its Submission as summarized in Table 6 of this Report (p. 52) is particularly helpful. The five jurisdictions selected are those which are subject to an independent commission review and recommendation.
276. Table 6 contains a ten-year comparison and notes the trending averages over that period of time. The Association refers to the average trending percentage for the past four years (essentially since the time of the Hood Commission Report) of an approximately 51% ratio of Justices of the Peace salary to Provincial Court salary as an average of the selected jurisdictions.
277. The Government suggests that the salary figures for the other jurisdictions noted therein are not consistently current, unlike the Saskatchewan salary amount, and points to the Alberta JP Commission being about to start its hearings soon for the period April 1, 2017 to March 31, 2021. The British Columbia Provincial Court salary is under challenge in the Court, which leads to further uncertainty; however, these different timeframes within which commissions exercise their mandates and the existence of Court challenges to commissions’ findings, while relevant, do not preclude this Commission from analyzing and taking into account the statistical information available to it at the time it is required to deliver its report and make its recommendations. The

Government further takes issue with the inclusion of the Yukon Justice of the Peace salary in Table 5 of the Association's Submission (and correspondingly in Table 6 set out in this Report as referred to earlier). It submits that the higher salary "may reflect the greater isolation of Yukon as a northern territory" and further states "while on paper there is a position of Justice of the Peace in Yukon, it is the Government's understanding that there is no intention to fill that vacancy. Given that situation, including the Yukon figure is not particularly reliable".

278. As the Hood Commission stated, it considered its report to be a starting point since its mandate constituted a fundamental change from the manner in which Justices of the Peace salaries in Saskatchewan had previously been determined. This Commission now has the benefit of the intervening several years of national salary figures to include in its analysis.
279. This Commission does not accept the Government's Submission that the Yukon salary should be excluded, for comparison purposes. Each Province and Territory may have circumstances and factors which are somewhat unique in looking at the salaries presented in the Tables presented to it; however, this Commission sees no reason to exclude any of them since none appear to be extreme, or outside a reasonable range, as to amounts.
280. Having considered all of the factors and data provided by each of the parties, this Commission concludes that 51% is, at this time, the appropriate percentage of a Justice of the Peace salary in relation to the previous year's salary of a Provincial Court Judge in Saskatchewan.
281. In coming to this conclusion, this Commission has, in particular, been persuaded by the analysis of the Association as reproduced earlier in this Report at para. 226 in demonstrating that whether five or seven jurisdictions are used for comparative purposes, the resulting ratio of the average Justice of the Peace salaries (without Saskatchewan) in relation to the average PCJ's salary for the previous year is, for all practical purposes, very close to 51%. As the Association submits, and as this Commission accepts, "these calculations result in an objective, fair and reasonable

method” to determine the appropriate salary ratio as between a Justice of the Peace and a PCJ.

282. This Commission is also cognizant of the fact that its recommendations, if accepted, will not be subject to further review for a period of six years. This is significant for both the Government and the JP's. This Commission is of the view that its proposed ratio is fair, reasonable and appropriate bearing in mind this extensive timeframe.

(b) *Pro-Rata Rate for Part Time Salaries*

283. Subject to the Association's commentary and submissions with respect to the matter of a possible Indigenous Peoples' Day being implemented by the Federal Government in the future, each of the Government and Association agree that the daily rate should remain at 1/220, the half daily rate at 1/440 and the hourly rate at 1/1760, the numerator being the annual salary of a full-time Justice of the Peace.

284. This Commission accepts the Government's submission that it is not appropriate and very likely beyond the mandate of this Commission to recommend a future revision to these ratios based on the more possibility that a federal statutory holiday designated as the Indigenous Peoples' Day, or some similar designation, may be proclaimed in the future.

(c) *Additional Amounts for Supervising Justice of the Peace and Assistant Supervising Justice of the Peace*

285. With the amendment to the Act which came into force on July 1, 2018 with the addition of s. 10.2(5.1), this Commission is required to make recommendations for an additional amount to be paid annually to the Supervising Justice of the Peace and the Assistant Supervising Justice of the Peace.

286. The Government and the Association have agreed in their Submissions that the additional amount to be paid to the Assistant Supervising Justice of the Peace should be set at 5% of the salary paid to a Justice of the Peace.

287. However, the Government and the Association disagree on the additional amount to be paid to the Supervising Justice of the Peace.

288. The Government submits that the additional amount should be set at 7.5% of a Justice of the Peace salary and argues that it is important that there be consistency between the additional amounts set for the Chief Judge of the Provincial Court and the additional amount to be paid to the Supervising Justice of the Peace, in particular, because in the Government's view, the duties of each are substantially similar. In addition, due to the fact that the Chief Judge of the Provincial Court has statutory authority over Justices of the Peace and may, in his or her discretion, delegate general supervisory functions to the Supervising Justice of the Peace, it is ultimately the Chief Judge who must determine the functions to be performed by the Supervising Justice of the Peace. Further, the Chief Judge plays a significant role in the investigation and determination of disciplinary allegations against Justices of the Peace.
289. The Association, on the other hand, in its Submission, has referred to similar positions in other Provinces and the amounts paid to those individuals.
290. In the Associations' view, an additional amount of 10% is necessary, not only to be consistent with other jurisdictions, but also to attempt to address its recruitment and retention issues.
291. Respectfully, this Commission is not convinced that the comparators set forth by the Association has provided this Commission with any significant guidance as each jurisdiction appears to be quite different in the manner in which it deals with additional compensation for its equivalent position to that of the Supervising Justice of the Peace. Some Provinces do not have such a position.
292. While this Commission acknowledges and accepts the Association's concern regarding recruitment and retention, this appears to be an issue that originates with the recruitment and retention of Senior Justices of the Peace and not directly with the appointment of the Supervising Justice of the Peace. By establishing the base salary of a Justice of the Peace at an appropriate level, hopefully this will, in turn, address, at least to some extent, the recruitment and retention issues identified by the Association.
293. Similarly, the continuing evolution of the method of delivery of Justices of the Peace services, will hopefully continue to result in improved working conditions for Justices of the Peace which in turn should ease recruitment and retention issues.

294. This Commission recognizes and accepts the Government's submission that it is important to maintain consistency as between the Provincial Court and Justices of the Peace in respect of the manner in which this additional amount is to be paid.

295. Accordingly, it is this Commission's recommendation that the additional amount to be paid to the Supervising Justice of the Peace should be set at 7.5% of the salary of a Justice of the Peace.

(d) Scheduled Days Off (SDOs)

296. The SDOs are currently a benefit made available made only to the Supervising Justice of the Peace and the Government has submitted that this Commission should make a recommendation prospectively that the SDOs be removed as a benefit of that position immediately upon the retirement of the current Supervising Justice of the Peace.

297. With respect, the Commission disagrees with the Government's submission and declines to make any recommendation for the prospective removal of SDOs for the position of the Supervising Justice of the Peace.

298. This Commission accepts the submission of the Association that the retention of the SDOs for the Supervising Justice of the Peace may be of assistance in recruitment efforts to this position; however, that is not the principal reason why this Commission declines to make any recommendation for change.

299. While the Government may be correct in its Submission that the granting of SDOs to the Supervising Justice of the Peace may be a historical anomaly, this Commission considers it well beyond its purview and mandate to review the historical rationale for the granting of this benefit and then make a recommendation which would remove, even prospectively, this benefit from the position of the Supervising Justice of the Peace.

(e) Pension Contributions Rates

300. The Government and the Association have agreed that there should be no change to the PEPP contribution rates for Senior Justices of the Peace; i.e. 5% of salary for individual Justices of the Peace and 7.6% annual contribution to be paid by the Government.

(2) ADVISORY MATTERS

(a) Pension for Regular (Non-Senior) Justices of the Peace

301. The Government and Association are in agreement that this Commission should make an advisory recommendation that the Non-senior Justices of the Peace be included in the same pension plan as the Senior Justices of the Peace, PEPP, with the same contribution rates. Therefore, this Commission does make that advisory recommendation.

(b) Insured Benefits

302. Insured Benefits, for the purposes herein, has been defined as including group life insurance, disability, dental and extended health benefits. Currently, only the Senior Justices of the Peace who meet the 16 hours of work per week threshold and the Supervising Justice of the Peace receive these benefits.

303. The Government submits that given its willingness to include Non-senior Justices of the Peace in the PEPP, this additional benefit, together with the increase in salaries which will result for Justices of the Peace, even if the Government's submission of the 49% were to be accepted, serves to offset the need for any further recommendations regarding Insured Benefits by this Commission.

304. By taking this approach, the Government is, in effect, saying that by extending pension benefits to Non-senior Justices of the Peace, it need not do anything further and that this partial move towards equality for all Justices of the Peace is good enough.

305. With respect, this Commission disagrees and accepts the submissions of Association and the CBA, together with the recommendations of the Hood Commission, that all Justices of the Peace should be treated in the same manner and receive the same benefits. This includes Insured Benefits.

306. The Association has calculated *per diem* rates of compensation, for those Senior Justices of the Peace who do not meet the threshold of 16 hours of work per week, to compensate those Justices of the Peace for extended health benefits. The resulting *per diem* rate is \$612.49 as calculated by the Association and reproduced at para. 237 of this Report.

307. For Non-senior Justices of the Peace, the *per diem* rate would amount to \$673.26 to provide those Justices of the Peace with compensation, in addition to extended health benefits to cover Group Life Insurance, disability, dental and extended dental and sick leave. This calculation is reproduced at para. 238 of this Report.
308. These *per diem* rates have been calculated using a 220 working day year.
309. The *per diem* rates of compensation calculated by the Association and referenced in paras. 303 and 304 above, are referred to for illustrative purposes in support of the manner in which part-time Senior Justices of the Peace and all Non-senior Justices of the Peace can be compensated on a *per diem* or *pro-rata* basis in respect of Insured Benefits (as applicable, in each instance) and sick leave to provide them with equivalent benefits to those currently being received by the Supervising Justice of the Peace and those Senior Justices of the Peace who meet the 16 hours of work per week threshold.
310. This Commission understands that while it may only make an advisory recommendation in respect of these *per diem* or *pro rata* rates, it does make that recommendation.
311. This Commission recommends that the Government implement an appropriate *per diem* or *pro rata* rate for part-time Senior Justices of the Peace and Non-senior Justices of the Peace which will result in equal benefits for all Justices of the Peace.
312. The Government's submission that the enrollment of Non-senior Justices of the Peace in PEPP, together with salary increases, should somehow be viewed as sufficient is not tenable from this Commission's perspective.

(c) Professional Training and Development

313. At present, only Senior Justices of the Peace receive two mandatory training days per year which are compensated at their regular salary. Non-senior Justices of the Peace are offered one optional training day per year for which they are entitled to be reimbursed for travel and meal expenses; however, they receive no compensation for salary.
314. The Association submits that all JP's should receive the same benefits as Senior JP's i.e. two mandatory training days compensated at their regular salary or *per diem* rates. The

Government submits that this issue is beyond the Commission's mandate but recognizes the importance of the issue. The CBA supports the Association's request.

315. The Commission concurs with the Submissions of the Association and the CBA and further agrees with the Government that this is an important issue. This Commission will include this in its advisory recommendations.

(d) Stand-by Pay (On Call); Alternate Location Work Assignments; Expenses Away from Assigned Community

316. The Association makes no submission for change to the current stand-by pay (on call), compensation for travel time to and from assignments away from home communities or reimbursement of expenses away from home communities while on duty.

(e) Legal Services Support

317. While the Association submits that payment of legal expenses and discipline proceedings (other than those in which a Justice of the Peace is charged with the commission of a criminal offence or discipline proceedings related to such criminal offence) should be paid or reimbursed based on a binding recommendation which would be made by the Justice of the Peace Review Council, the Government's alternative proposal is to enter into a suitable indemnity agreement based on a protocol which it would establish with the Justice of the Peace Association. The Government is of the view that this is outside of the mandate of this Commission to make an advisory recommendation in that the reimbursement of legal expenses is not a "benefit". The Government further advises that there is currently no similar provision for indemnity or payment of legal expenses for Provincial Court Judges but rather is a matter under active discussion between the Ministry of Justice, the Chief Judge and the Judges of the Provincial Court.

318. It appears that this matter of reimbursement or the availability of legal resources to Justices of the Peace for job related disciplinary proceedings, has been an ongoing topic of discussion which was also reviewed by the Hood Commission. It further appears that, at that time, the Government acknowledged an appropriate application and authorization process would be implemented; however, no such process is yet in place.

319. In correspondence dated September 29, 2017 addressed to the Justice of the Peace Association from the Ministry of Justice, under the heading “Legal Services for Justices of the Peace (JP)”, the correspondence states “the Provincial Court Judges’ protocol is still under review by the Provincial Court Judges’ Association and the Ministry. Once the protocol is finalized, it will be shared with the SJPA as a model for similar protocol. We are hopeful this will occur in the next few months”.
320. The Commission respectfully disagrees that the availability of legal resources, or reimbursement for such services, is not a “benefit” and accordingly recommends, on an advisory basis, that an appropriate protocol be completed and implemented within a reasonable period of time.

(f) Counseling Services

321. It is apparent that the issue of counseling services has also been the topic of discussion between the Government and the Association for an extended period of time and is also referred to in the correspondence noted above. In that correspondence, the Government concluded it could proceed, without a Government regulation “if the budget was in place. The Ministry will consider the implications of this benefit in future budgets”.
322. Again, the Government suggests that this is not a “benefit” for the purposes of section 15(d) of the Act and therefore is best left to be resolved between the parties “after discussions with the Justices of the Peace Association”. (para. 92, Government Reply)
323. This Commission concurs with the position of the Hood Commission that such services should be made available to all Justices of the Peace, in particular, given the stressful and often potentially dangerous environments in which they are required to perform their services. This Commission therefore recommends, on an advisory basis, that all Justices of the Peace have access to counseling programs similar to those made available to PCJ’s.

(3) COSTS

324. As to the matter of costs, the parties have maintained the same position on the issue of costs that they took in their submissions to the Hood Commission.

325. The Association has requested that this Commission reserve jurisdiction over the issue of costs incurred by the Association for participating in the Commission process.
326. Notwithstanding that the Government submits that this Commission does not have jurisdiction to award costs, it does accept that there is no need for the Commission to make any ruling on costs at this time. Rather the parties have acknowledged that they have been in discussion on the issue of costs and are hopeful that it will be resolved by consensus.
327. The Government, nevertheless, requests, as does the Association, that the Commission reserve jurisdiction to entertain further submissions on the matter of costs if the necessity arises.
328. This Commission is prepared to accept the request of the parties and agrees to reserve jurisdiction to consider further submissions should they be forthcoming.

(4) SUMMARY OF RECOMMENDATIONS

329. The following is a summary of the required recommendations made by this Commission:
- (a) The annual salary for Justices of the Peace commencing on April 1, 2019 should be set at 51% of the previous year's Provincial Court Judges' salary.
 - (b) *Pro rata* portions of this annual salary should be calculated using devisers equal to 220 working days, 440 half days and 1760 hours;
 - (c) The additional amounts to be paid to the Supervising Justice of the Peace and the Assistant Supervising Justice of the Peace shall be 7.5% and 5%, respectively, of the annual salary of a Justice of the Peace effective April 1, 2019; and
 - (d) There be no change to the PEPP contribution rates for the Senior Justices of the Peace, with individual Senior Justices of the Peace continuing to contribute 5% of their annual salary and the Government continuing to contribute 7.6% of Justices of the Peace salary on an annual basis.
330. This Commission further recommends that the Lieutenant Governor in Council amend *The Justice of the Peace Regulations, 1989, supra*, to provide the following benefits:

- (a) Non-senior Justices of the Peace be enrolled in PEPP, with the same contribution rates as the Senior Justices of the Peace;
- (b) Non-senior Justices of the Peace who are classified as full-time and who earn an annual salary set by the Regulations should receive:
 - (i) Leave of absence with pay for 30 vacation days per fiscal year (or 2 ½ working days for each full month of service in a period that is less than a full fiscal year);
 - (ii) Leave of absence with pay for 10 public holidays and 2 Saskatchewan public service employee holidays;
 - (iii) Sick leave calculated at a rate of 1 ¼ days for each month of service (or 15 days per fiscal year);

in the same manner as full time Senior Justices of the Peace and the Supervising Justice of the Peace;

- (iv) Enrolment in the following insured benefits programs, in the same manner as the Senior Justices of the Peace and the Supervising Justice of the Peace:
 - Government of Saskatchewan Group Life Insurance Plan;
 - Public Employees Dental Plan;
 - Government of Saskatchewan Disability Income Plan; and
 - Extended Health Care Plan.
- (c) Senior Justices of the Peace who do not meet the threshold of 16 hours of work per week should receive an additional amount of compensation based on a calculated *per diem* or *pro rata* rate in lieu of the extended health (married) coverage currently available to only full-time Senior Justices of the Peace.
- (d) Non-senior Justices of the Peace who receive remuneration according to the *pro rata* calculation should receive an additional amount of compensation based on a calculated *per diem* or *pro rata* rate in lieu of Insured Benefits and sick leave.

- (e) Non-senior Justices of the Peace who receive remuneration according to the *pro rata* calculation should receive an additional amount of compensation, expressed as a percentage of the annual salary;
 - (i) In lieu of sick leave; and
 - (ii) In lieu of Insured Benefits programs.
- (f) Senior and Non-senior Justices of the Peace whether full-time or part-time should all receive the following benefits:
 - (i) Compensation at regular salary rates and reimbursement for travel and meal expenses while attending two mandatory professional training days per year;
 - (ii) Legal resources for disciplinary hearings, subject to the approval of the Chair of the Justices of the Peace Council, or through a mutually agreeable protocol developed between the Government and the Association; and
 - (iii) Counseling services through the Justice of the Peace or similar program.

VII. CLOSING REMARKS

331. The Commission wishes to express its sincere appreciation and thank you to all parties who have made submissions to this Commission.

DATED at Saskatoon, Saskatchewan effective this 31st day of December, 2018.



Leslie W. Prosser, Q.C.
Chairman