

AGREEMENT

BETWEEN

TOWN OF BRADFORD WEST GWILLIMBURY AND TOWN OF INNISFIL POLICE
SERVICES BOARD

(Hereinafter called “The Board”)

AND

THE SOUTH SIMCOE POLICE ASSOCIATION

(Hereinafter called “The Association”)

Contents

DEFINITIONS	3
ARTICLE 1: PURPOSE	4
ARTICLE 2: RECOGNITION, COVERAGE AND SCOPE	4
ARTICLE 3: MANAGEMENT RIGHTS	4
ARTICLE 4: ASSOCIATION RIGHTS	5
ARTICLE 5: GRIEVANCE PROCEDURE	5
ARTICLE 6: SALARY RATES	7
ARTICLE 7: HOURS OF WORK	10
ARTICLE 8: OVERTIME CREDITS	12
ARTICLE 9: STATUTORY HOLIDAYS	14
ARTICLE 10: ANNUAL VACATION	16
ARTICLE 11: SICK LEAVE INCOME PROTECTION PLAN	20
ARTICLE 12: WORKERS' COMPENSATION	22
ARTICLE 13: COMPASSIONATE LEAVE	23
ARTICLE 14: ASSOCIATION LEAVE	24
ARTICLE 15: CLOTHING	24
ARTICLE 16: SPECIAL ALLOWANCES	24
ARTICLE 17: INSURANCE	26
ARTICLE 18: SERVICE PAY	29
ARTICLE 19: PENSION COVERAGE	29
ARTICLE 20: PROBATION	30
ARTICLE 21: PROMOTIONS, CLASSIFICATIONS & RECLASSIFICATIONS	31
ARTICLE 22: PERSONAL PROPERTY LOSS	32
ARTICLE 23: RETIREMENT OPTION	32
ARTICLE 24: PERSONNEL FILES	32
ARTICLE 25: LEGAL INDEMNIFICATION	33
ARTICLE 26: MATERNITY/PARENTAL LEAVE	34
ARTICLE 27: JOB SECURITY	35
ARTICLE 28: PART-TIME CIVILIAN MEMBERS	35
ARTICLE 29 PAID DUTIES	36
ARTICLE 30 CONTAINMENT TEAM	37
ARTICLE 31 SPECIAL DUTIES	37
ARTICLE 32 TRAINING	37
ARTICLE 33 DURATION OF AGREEMENT	38

DEFINITIONS

- (a) "Association" means the SOUTH SIMCOE Police Association.
- (b) "Board" means the TOWN OF BRADFORD WEST GWILLIMBURY/TOWN OF INNISFIL Police Services Board for the SOUTH SIMCOE Police Service.
- (c) "Chief" means the Chief of Police of the SOUTH SIMCOE Police Service.
- (d) "Police Service" means the SOUTH SIMCOE Police Service.
- (e) "Service" means continuous employment with the SOUTH SIMCOE Police Service and includes previous employment with the Innisfil Police Service and/or Bradford Police Service.
- (f) "Member" means an employee of the SOUTH SIMCOE Police Service, save and except the Chief, Deputy Chief, and Members of the Senior Officers Association.
- (g) "Statutory Leave" means compensating time in lieu of accumulated statutory holidays.
- (h) "Special Constable" means a member sworn in as a Special Constable and performing the duties of a court officer, and/or a community services officer, and/or a property clerk. The term 'Special Constable' for remuneration purposes shall not refer to any other member who may be sworn as a Special Constable for the sole purpose of serving summonses or executing warrants.
- (i) "Working Day" means the normal period of consecutive hours that a member must work for each day he/she attends work.
- (j) "Deputy Chief" means a Deputy Chief of Police of the SOUTH SIMCOE Police Service.
- (k) "Civilian" means a member of the civilian and clerical staff of the SOUTH SIMCOE Police Service. This shall also include sworn Special Constables.
- (l) "Police Officer" means a sworn officer of the SOUTH SIMCOE Police Service.
- (m) In this Agreement, words importing male persons include female persons.
- (n) "Retired Member" means a former member of the SOUTH SIMCOE Police Service or a predecessor service that has retired from the South Simcoe Police Service or a predecessor Service and began receiving an OMERS pension immediately upon their retirement from this service.
- (o) "Predecessor Service" shall mean the Bradford Police Service and/or the Innisfil Police Service.

DEFINITIONS (Continued)

- (p) “Active” service means any period of time for which a member is being paid by the Service or any period of time for which the member is off work on an approved WSIB claim or a pregnancy/parental leave.

ARTICLE 1: PURPOSE

- 1:01 The purpose of this Agreement is to establish the salaries, hours of work and other working conditions.

ARTICLE 2: RECOGNITION, COVERAGE AND SCOPE

- 2:01 The Board recognizes the Association as the exclusive bargaining agent for the members covered in this Agreement.

The provisions of this Agreement apply to all members appointed to the Police Service and made pursuant to the Police Services Act, and amendments thereto, except the Chief of Police, the Deputy Chief of Police, and the Members of the Senior Officers Association.

ARTICLE 3: MANAGEMENT RIGHTS

- 3:01 The Association and its members recognize and acknowledge that, subject to the provisions of The Police Services Act and the Regulations thereto, it is the exclusive function of the Board and the Chief of Police to:

- i) maintain order, discipline and efficiency;
- ii) discharge, direct, classify, transfer, promote, demote, or otherwise discipline any member;
- iii) hire;
- iv) issue, and from time to time, amend policies for the Service

- 3:02 If the Association claims that the Board has exercised any of the functions outlined in paragraph 3:01 in violation of this Agreement, then such claim may be the subject of a grievance under the provisions of the grievance procedure outlined in this Agreement, or the arbitration procedure set out in The Police Services Act, or dealt with under the procedures within the exclusive jurisdiction of the Ontario Civilian Commission on Police Services, as prescribed in The Police Services Act, as the case may be.

ARTICLE 4: ASSOCIATION RIGHTS

- 4:01 It shall be a condition of employment that all members, except the Chief of Police, Deputy Chief of Police and the Members of the Senior Officers Association, whether or not they are members of the Association, shall pay to the Association an amount equal to the dues payable to maintain membership in the Association, but, subject to this provision, no member shall be required to join the Association nor shall membership in the Association be denied any member.
- 4:02 An amount equivalent to Association dues and other amounts duly authorized by the Association shall be deducted by the Police Service from the regular pay of all members identified in Article 2.01 whether or not they are members of the Association. Amounts deducted as authorized above shall be forwarded to the Association in the month following such deduction.
- 4:03 The Association will save the Board members harmless against any and all claims against it for the deductions referred to in 4:02 duly authorized by the Association.
- 4.04 The Board and the Association agree that there will be no discrimination, restraint, interference, or coercion exercised or practiced, with respect to any employee on the basis of the enumerated grounds set out in the Ontario Human Rights Code, or by reason of their membership or activity in the Association or Association related business.

ARTICLE 5: GRIEVANCE PROCEDURE

- 5:01 Subject to section 123 and 124 of the Police Services Act, any difference between the parties concerning the interpretation, application, administration or alleged violation of any of the provisions of this Agreement shall be dealt with as follows:
- Step 1 When a member has a complaint or grievance, they shall have a conversation with their Supervisor within twenty (20) days of the date the member knew or ought to have known of the complaint or grievance. At the request of the member, an Association representative may attend at this stage. The member and the supervisor shall make every effort to resolve the problem at this preliminary stage. The supervisor shall respond to the member's complaint within ten (10) days. The matter shall not proceed as a grievance under Step 2 unless the member has first attempted to resolve the difference by this preliminary procedure at Step 1, subject to Article 5.02.

ARTICLE 5: GRIEVANCE PROCEDURE (Continued)

5:01 continued...

Step 2 If the complaint or grievance is not resolved satisfactorily at Step 1, the Association Grievance Committee or its representative shall reduce the grievance to writing and present it within five (5) days after the decision has been made at Step 1 to the person to whom the supervisor (at Step 1) reports. That person shall render a written decision and deliver it to the Association Grievance Committee within a further five (5) days of the meeting held to discuss the grievance or, if no meeting is held, within five (5) days of the presentation of the grievance at Step 2.

Step 3 If no settlement is reached at Step 2, the Association Grievance Committee or its representative may, at any time within five (5) days of the receipt of the response at Step 2, submit the grievance to the Chief. The Chief or any person whom he has designated to decide the case shall hold a hearing at which one or more members of the Association Grievance Committee or a representative of the Committee may make submissions including the provision of any additional information that may be relevant.

The Chief or the Chief's designee shall render a decision within five (5) days following the hearing and notify the Committee accordingly.

Step 4 If no settlement is reached at Step 3, the Association Grievance Committee or its representative may, at any time within five (5) days of receipt of the decision of the Chief or the Chief's designee, submit the grievance to the Board which shall then fix a time within the next six (6) weeks at which time it will hear submissions from one (1) or more members or a representative of the Grievance Committee. The Board will notify the Committee in writing of its decision within five (5) days of the hearing.

Step 5 If no settlement is reached at Step 4, the Association Grievance Committee or its representative may refer the grievance to conciliation/arbitration in accordance with the Police Services Act no later than five (5) days after receipt of the decision of the Board.

For the purposes of Article 5 of this collective agreement, the parties agree that any reference to written notice between the parties includes the use of the Service's email system.

5:02 Where a difference between the parties concerns the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable, or where an alleged violation affects:

ARTICLE 5: GRIEVANCE PROCEDURE (Continued)

5:02 continued...

- (a) more than one (1) member, or
- (b) the interests of either party to this Agreement

Either party may initiate and process the grievance on behalf of the aggrieved members or the party concerned, as the case may be.

5:03 The time limits in this Article may be extended at any stage by written mutual agreement. Should the Service fail to comply with the time frames contained herein, the grievance shall be deemed to have proceeded to the next step. Should the Association fail to comply with the timeframes contained herein, the grievance shall be deemed to be withdrawn.

5:04 The word "days" in this Article means calendar days exclusive Saturdays, Sundays, Statutory Holidays, and the period of the grievor's vacation.

ARTICLE 6: SALARY RATES

6:01 Salary rates shall be in accordance with the following schedule, and shall be effective on the dates shown. The rates are per annum.

There will be a twelve (12%) per cent differential between the rank of First Class Constable and Sergeant.

There will be a twelve (12%) per cent differential between the rank of Sergeant and Staff Sergeant.

A Senior Sergeant will receive a differential of fifteen (15%) per cent over and above the salary of a First Class Constable. Senior Sergeant is not a higher rank.

There will be nine (9%) differential between the salary of a Class 1 Communicator and a Communications Supervisor.

There will be a ten (10%) differential between the salary of a Class 1 Special Constable and a Civilian Supervisor Courts.

Differentials of 9% for Sergeant and Staff Sergeant and 6% for Communications Supervisor shall be applied for the probationary period following promotion to such rank and for periods of acting assignments.

ARTICLE 6: SALARY RATES (Continued)

6:01 continued...

Notwithstanding the salary tables in (a), (b), (c), and (d) below, and recognizing that this clause does not impact the eligibility of a member from being promoted from 4th class to 3rd class after twelve (12) months of active service with satisfactory performance in accordance with Article 21.01, eighteen (18) months of active service in the 4th class must be completed before the member is eligible for the 3rd class salary.

Service Recognition Pay

The base salary of constables, sergeants, senior sergeants, and staff sergeants shall be adjusted from the base amount with the additional amount as outlined below.

For the purpose of this article, service means active service with South Simcoe Police and any previous civilian or police service with an Ontario Police Service inclusive of First Nation's Police and Railway Police, provided there is no more than a one week break in continuous service; and for those hired after January 1, 2007 it does not include service with Military or University Police.

The below additional amounts, will form part of the member's base salary for determining all entitlements under the collective agreement that are calculated on the basis of a member's hourly or regular annual salary.

- i) In the year a member completes eight (8) years of active service, on his or her anniversary date, an additional three (3%) per cent of a 1st Class Constable's salary;
- ii) In the year a member completes sixteen (16) years of active service, on his or her anniversary date, an additional six (6%) per cent of a 1st Class Constable's salary;
- iii) In the year a member completes twenty-three (23) years of active service, on his or her anniversary date, an additional nine (9%) per cent of a 1st Class Constable's salary.
- iv) From the date of March 20, 2014, no member shall be transferred into the classification of Senior Sergeant and when the classification is vacated it will be deleted from the collective agreement

Salary rates shall be in accordance with Appendix "A" attached to this agreement, and shall be effective on the dates shown.

6:02 Annual salary shall be based on 2087 hours and shall be paid every second Thursday. Pay shall be of approximate equal amounts deposited via direct deposit, bi-weekly.

ARTICLE 6: SALARY RATES (Continued)

6:03 Except as authorized or permitted by Federal or Provincial Statute or by the Court, the Board shall not make any deduction or set off against the salary of any member, for damages against any police property.

6:04 (i) A Constable who is assigned to perform his/her duties in plainclothes in CIB; or a Constable who is trained in the field of forensic identification and is assigned to the Identification Unit; or a Canine Officer; or a Training Officer; or a Constable who has received his/her Collision Reconstruction Designation and is assigned to the Traffic and Marine Unit; for more than 30 days consecutive, shall receive a premium of three dollars (\$3.00) per hour in addition to their regular salary.

An officer receiving this allowance shall not receive the shift premium payment as per Article 6:08 or 6:09. A member receiving this differential will also be eligible to receive service recognition pay as outlined in Article 6:01.

6:04 (ii) A Sergeant assigned to the Traffic and Marine Unit, the Criminal Investigation Branch (CIB) or as the Administrative Sergeant in Patrol shall be paid a premium of three dollars (\$3.00) per hour in addition to their regular salary.

6:04 (iii) It is understood that assignments to the Administrative Sergeant classification shall be at the discretion of the Chief and that such assignments shall be made on a shift by shift basis.

6:05 Coaching Pay

Each Member who is designated and assigned by the Chief of Police to the training coaching of a probationary member shall receive two dollars and fifty cents (\$2.50) per hour in addition to the member's regular salary during the time the member is assigned to such duty. This does not include a partial day.

6:06 If a civilian member applies for and is transferred to a posted civilian job opening that is at a higher salary level than his/her current job, such member shall be classified and paid at the next highest salary level of the new job classification as compared to the salary level he/she receives in his/her job classification.

6:07 (i) Each member who is qualified by the Solicitor General of the Province of Ontario in the operation of the intoxilizer and/or Drug Recognition Expert on an annual basis shall receive three hundred (\$300.00) dollars per year.

The Member must have been required by the Police Service to utilize utilized his/her skill on a regular basis within the calendar year. Payment shall be made to the member on the first regular pay day in the month of December.

ARTICLE 6: SALARY RATES (Continued)

- 6:07 (ii) Each member who has performed Scenes of Crime Officer duties for a period great than three (3) months in a calendar year or, is an active member of the Containment Team for a period greater than three (3) months in a calendar year; shall receive three hundred (\$300.00) dollars per year for each specialty.

The member must have utilized his/her skill within the calendar year. Payment shall be made to the member on the first regular pay day in the month of December.

- 6:08 Where a member is required to work day shifts and night shifts during the year, the member will be entitled to one (1) payment up to a maximum of two hundred (\$200.00) dollars, calculated on a prorated basis. Payment shall be made on the first regular pay day in the month of December.
- 6:09 Where a member is required to work day shifts and afternoon shifts during the year, the member will be entitled to one (1) payment of up to a maximum of one hundred (\$100.00) dollars, calculated on a prorated basis. Payment shall be made on the first regular pay day in the month of December.

ARTICLE 7: HOURS OF WORK

- 7:01 The normal period of duty which full time sworn members (unless assigned to a unit or division as noted below) and full time civilian members assigned to the Communications Unit are required to work shall consist of twelve (12) consecutive hours.

- 7:02 Subject to the exigencies of the service, the normal day shift shall be 0700 hours to 1900 hours and night shift shall be 1900 hours to 0700 hours when 7.01 applies, or 1400 hours to 0200 hours.

The Chief of Police shall have the option to schedule members to start their shift one (1) hour before or after 0700 or 1900 hours the regular hours stipulated above.

- 7:03 Any hours worked in excess of two thousand eighty seven (2,087) hours in a calendar year due to the twelve (12) hour shift, shall be accumulated in a separate bank and will be taken as time off in lieu of payment.

The members will have up to October 1st of that year to utilize banked time off, at a mutually agreeable time. After that date, then such time off shall be allotted by the Chief of Police or designate. In the event that a member is unable to take time off for all of his/her banked time due to the requirements of the Police Service, the member may carry forward the remainder of the banked time into the following year, with the permission of the Chief of Police.

ARTICLE 7: HOURS OF WORK (Continued)

7:03 continued...

All time banked and used in the calendar year shall be reconciled at the end of each calendar year and any adjustments shall be made to the bank for the following year. Any reconciled or unused time shall be taken by March 31. After that date, such time off shall be allotted by the Chief of Police or designate and shall have no cash value.

7:04 A full time member is required to perform a tour of duty of two (2) day shifts followed by two (2) night shifts when assigned a twelve (12) hour shift rotation.

7:05 The Chief of Police shall have the option to deploy a shift different from the hours specified in 7.02 hours which may consist of four (4) consecutive days of said shift. When such shifts are implemented the Chief shall seek volunteers from the unit in which the shift is being implemented prior to assigning the shift involuntarily.

7:06 Full time sworn members assigned to special duty other than Uniform Patrol shall work a shift length as determined by the officer in charge and the Chief of Police provided the length of such shifts is not less than eight (8) hours and not more than twelve (12) hours. Such a member shall not have their schedule altered without one weeks' notice unless mutually agreeable with the member.

Any hours worked in excess of forty (40) hours in a calendar week period (Sunday through Saturday) due to the shift schedule, shall be accumulated in a separate bank and will be taken as time off in lieu of payment in the same manner described in 7.03 above.

7:07 The Chief of Police shall have the option to assign full time civilian member(s) not working in the Communications Unit to shifts of not less than eight (8) and not more than twelve (12) consecutive hours. Subject to the exigencies of the service, shift schedules for members shall be composed of like shifts for the periods between days off.

7:08 Full time Special Constables shall work a shift length as determined by the Chief of Police. Such shifts shall average forty (40) hours per calendar week and shall not be less than eight (8) and not more than twelve (12) consecutive hours.

7:09 Any day referred to in this Article will be of the length of the shift scheduled for that day, with the exception of days off, compassionate leave, leave of absence for P.A.O. convention, quarterly meetings, which will be twenty-four (24) hours. Days off will be consecutive from the last day worked.

7:10 Any member assigned a shift length of eight (8) hours shall be entitled to a paid meal/break period of one (1) hour per shift. Any member assigned a shift length greater than eight (8) hours up to and including ten (10) hours shall be entitled to a paid meal/break period of one and one-quarter (1 ¼) hours per shift. Any member assigned a shift length greater than ten (10) hours shall be entitled to a paid meal/break period of one and one-half (1 ½) hours per shift.

ARTICLE 7: HOURS OF WORK (Continued)

7:11 The Chief of Police shall have the option to assign civilian member(s) working in Records to a weekly rotating day shift or afternoon shift of eight (8) consecutive hours. A civilian member shall not have their schedule altered without one weeks' notice unless mutually agreeable with the member. A civilian member of the Police Service who performs his/her duties in one period of eight consecutive hours shall be allowed one (1) hour for lunch.

ARTICLE 8: OVERTIME CREDITS

8:01 All authorized overtime performed by members of the Police Service covered by this Agreement shall be calculated at the rate of one and one-half (1 1/2) times each member's regular hourly rate of pay as set out in Article 6:01. Authorization to work overtime must be obtained by the Member from the on-duty Supervisor or the Chief of Police, and must be submitted within seven (7) days of it being worked. It is agreed that overtime is not paid to members attending courses unless such overtime is previously approved.

8:02 All authorized time worked in excess of fifteen (15) minutes beyond a member's regular tour of duty shall be considered overtime and a member concerned shall be paid for such overtime in conformance with paragraph 8:01.

8:03 Overtime hours shall be computed in the following manner:

(i) when overtime exceeds fifteen (15) minutes and is less than one half hour, the member will receive credit of one half hour at time and a half.

(ii) when overtime exceeds thirty (30) minutes, the member will receive credit to the next 1/4 hour at time and a half for all overtime worked.

8:04 When a full time member is called back to duty due to the requirements of the service, after having completed their tour of duty and having left their reporting location, the member shall receive a minimum of four (4) hours for each such call back calculated at the overtime rate and shall be paid for each such call back in conformance with paragraph 8:01 provided such additional payments do not overlap.

8:05 When a member is notified of the cancellation of the requirement to attend court during off duty hours, a minimum of twenty four (24) hours notice shall be given to the member of such cancellation. A member not receiving the required twenty four (24) hour cancellation notice shall be entitled to the court minimum guarantee of four (4) hours at time and one half provided they report to their normal work location and perform work for four (4) hours if so requested. (Effective January 1, 2022)

ARTICLE 8: OVERTIME CREDITS (Continued)

- 8:06 For the purpose of this article court time shall include all court hearings and civil litigations a member may be required to attend arising from his/her duties while a member of the SOUTH SIMCOE Police Service and shall also include lunch breaks, recesses as well as travel time beyond thirty (30) kms of the SOUTH SIMCOE Police jurisdiction.
- 8:07 No member shall receive overtime credits when he/she appears in court as a defendant if such appearance results from an action inconsistent with his/her police duties and responsibilities.
- 8:08 Any witness or other fees received by a member shall be turned over to the Board.
- 8:09 All overtime credits shall be paid to the members covered by the Agreement as set out in paragraph 8:01. These credits shall be entered by the member into the ADP time bank software and approved by the member's supervisor and processed within 30 days of the request. When a member completes overtime as herein defined, the member shall indicate to the member's supervisor whether the member elects to be paid for such overtime or elects to take time off in lieu thereof. The election shall be recorded accordingly.
- 8:10 Any member who wishes to receive all or part of his/her accumulated overtime credits as time off in lieu of cash payments shall be allowed to receive such time off within the year earned or the following year upon written request to the Chief of Police and such request will be granted subject to the requirements of the Police Service. Any time carried forward to the following year must be used by March 31. After that date, such time off shall be allotted by the Chief of Police or designate. In any event, any time off earned from the date of ratification of this agreement shall be paid at the rate of pay at which the overtime credits were earned.
- 8:11 When a full time member is required to return to duty for any day or part thereof during his/her vacation or statutory leave, the member shall be entitled to two (2) days off duty for each day or part thereof worked, or shall receive two (2) days' pay at the member's regular daily rate for each such day or part thereof worked.

For the purpose of this Article (8:11), days of entitlement shall be determined by the shift schedule the member was working immediately prior to his/her vacation or statutory leave.

It is understood that statutory leave taken in increments less than a block shall not be entitled to benefits afforded in this section under Article 8:11.

ARTICLE 8: OVERTIME CREDITS (Continued)

8:12 Any member while on vacation more than 60 kilometers outside the boundary of the South Simcoe Police jurisdiction and required by the Police Service and approved to attend court shall receive a travel allowance at the Town of Innisfil kilometric rate per kilometer for each leg of the trip to and from the area in which the member is vacationing, or round trip reimbursement of the most practicable public conveyance used in returning. Members shall be compensated in accordance with Article 16.03 for any meals that occur during the travelling time.

8:13 Upon resignation, retirement or termination from the Police Service a member shall forthwith receive full cash payment for all overtime standing to his/her credit, inclusive of accumulated hours as per Article 8:09, at the time of his/her separation from the Police Service. Such payments shall be made at the rate of pay at the time such credits were earned for any credits earned from the date of ratification of this agreement.

In the case of a member's death his/her dependents or his/her estate shall forthwith receive the full cash payment for all overtime standing to the member's credit at the time of his/her death. Payment of accumulated hours shall be based on the rate of pay at the time the credits were earned for any credits earned from the date of ratification of this agreement.

8:14 (i) Any member of the Police Service other than a Member identified in (ii) below, who is required to be on stand-by duty for any part of a twenty-four (24) hour day shall receive a minimum of three (3) hours pay at the member's regular daily rate for each such stand by duty.

(ii) Any member of the Police Service who is performing the function of duty officer as defined below and required to be on stand-by duty for any part of a twenty-four (24) hour day shall receive a minimum of one and a half (1.5) hours paid leave for each such stand by duty. This leave must be taken in the year that it was earned or within the first calendar quarter of the following year (with the approval of the Chief) and has no cash value.

iii) For the purpose of this section, the duty officer is defined as “the on call officer responsible for the overall command of the police service in the absence of the Chief of Police and will hold the rank of Staff Sergeant or higher”.

8.15 Where a retired member is scheduled to attend court resulting from their duties while employed by the Service, they shall be paid by the Board at an hourly rate, subject to a four (4) hour minimum, equal to the straight time of the current base salary of the rank the member retired at.

ARTICLE 9: STATUTORY HOLIDAYS

9:01 Every active member shall be entitled to the following statutory holidays in each year.

New Year's Day	Remembrance Day
Family Day	Good Friday
Easter Monday	Victoria Day
Canada Day	Civic Holiday
Labour Day	Thanksgiving Day
Christmas Day	Boxing Day

9:02 If the member is scheduled for a day of rest on a Statutory Holiday, the member is entitled to eight (8) hours compensating time off.

If a member is scheduled to commence work on a Statutory Holiday, and reports for their shift, they shall receive their regular rate of pay for all hours worked and compensating time off for all hours worked at the rate of time and a half.

When a member is called into work on a Statutory Holiday they shall be paid at 2.5 times their regular rate of pay for all hours worked provided their shift commenced on the holiday. In such case the member will not be entitled to any compensating time off that may have previously been entered in their bank.

When a Statutory Holiday falls on a scheduled day of work and the Member is not required to attend work, they shall be paid for the shift as scheduled.

Any compensating time off banked but not earned under the provisions of this Article shall be reimbursed to the Service.

9:03 Compensating days off shall be granted as statutory leave and shall first be granted in forty-eight hour blocks, or weekly leave depending on the schedule the member is working, in each and every year subject to the requirements of the Service.

In addition to the entitlements set out in Article 10, the first ninety-six (96) hours of compensating time off for each member in each year shall be selected by the member immediately following the selection of their annual vacation. Any of the above time selected by the member from January 1st to June 30th in that year shall be approved by their supervisor, subject to the requirements of the Service, at the time the annual vacation is approved.

Any of the above time selected by the member from July 1st to December 31st, shall be approved by their supervisor, subject to the requirements of the Service, by June 1st of that year.

ARTICLE 9: STATUTORY HOLIDAYS (Continued)

9:03 continued...

Any remaining accumulated statutory leave time shall be granted at a time mutually agreeable to the member and the Chief of Police, and may be approved by the member's supervisor no later than 30 days prior to that time off.

Any unused compensating time off accumulated shall be paid out to the member at the end of that year, or in exceptional circumstances and with the approval of the Chief of Police shall be carried over to the following year, to be used within the first quarter of that year.

In the event any of the time carried over cannot be used by the member within the first quarter due to the requirements of the Service, the member may apply to the Chief or designate for an extension to use this time. Such extension shall not exceed beyond December 31st of the year in which the time is carried to.

9:04 As an alternative, members may apply to the Chief and/or his designate for payment rather than time off. Maximum payment shall not be more than ninety six (96) hours per member. The member must request in writing to the Chief of Police or his designate by November 1st of the previous year

9:05 Where a member recognizes different religious holidays, the member may, with approval of the Chief of Police, substitute those days for the Statutory holidays in Article 9:01.

ARTICLE 10: ANNUAL VACATION

10:01 For the purposes of this article days of rest to be included with annual vacation shall be as follows:

- (i) For police officers working a twelve (12) hour shift, the four (4) days of rest following their last day of vacation of their normally scheduled forty-eight (48) hour work period.
- (ii) For civilian members working a twelve (12) hour shift, the four (4) days of rest following their last day of vacation of their normally scheduled forty-eight (48) hour work period.
- (iii) For members working a ten (10) hour shift, the remaining three (3) rest days following.
- (iv) For members working an eight (8) hour shift, the remaining two (2) rest days following.

ARTICLE 10: ANNUAL VACATION (Continued)

- 10:02 Every member who has completed one (1) year of service is entitled to eighty (80) hours vacation with full pay, plus days of rest.
- 10:03 Every member who has completed three (3) years of service is entitled to one hundred and twenty (120) hours of vacation with full pay, plus days of rest.
- 10:04 Every member who has completed six (6) years of service is entitled to one hundred and thirty-six (136) hours of vacation with full pay, plus days of rest.
- 10:05 Every member who has completed eight (8) years of service is entitled to one hundred and sixty (160) hours of vacation with full pay, plus days of rest.
- 10:06 Every member who has completed eleven (11) years of service is entitled to one hundred and seventy-six (176) hours of vacation with full pay, plus days of rest.
- 10:07 Every member who has completed fifteen (15) years of service is entitled to two hundred (200) hours of vacation with full pay, plus days of rest.
- 10:08 Every member who has completed twenty-three (23) years of service is entitled to two hundred and forty (240) hours of vacation with full pay, plus days of rest. Effective January 1, 2023, this threshold will be amended to twenty-two (22) years of service.
- 10:09 Every member who has completed twenty-nine (29) years of service is entitled to two hundred and eighty (280) hours of vacation with full pay, plus days of rest. Effective January 1, 2023, this threshold will be amended to twenty-seven (27) years of service.
- 10:10 Effective January 1, 2023, every member who has completed thirty (30) years of service is entitled to two hundred and eighty (280) hours of vacation, plus an additional eight (8) hours per year for every year thereafter, with full pay, plus days of rest.
- 10:11 Every member shall be entitled to vacation with pay between January 1st and December 31st of each calendar year, as set forth in this Article.
- 10:12 Vacation shall be taken by civilian members within a work unit by rank and then seniority and shall be selected in draws, first selection draw shall be three (3) weeks with no more than two (2) weeks between June 1 and Labor Day and second selection draw shall be all remaining entitled vacation time.

For the purpose of this provision, Special Constables will be allowed to select vacation by seniority as a separate group from other civilian members.

ARTICLE 10: ANNUAL VACATION (Continued)

- 10:13 (i) Vacation shall be taken by Constables within a platoon or specialized work unit and shall be selected in draws, by seniority, first selection draw shall be three (3) weeks with no more than two (2) weeks between June 1 and Labour Day, and second selection draw shall be all remaining entitled vacation time. Constables hired on the same day will use the lower badge number to determine who selects first. Two Constables per platoon or work unit shall be allowed to select vacation at the same time. In no case will more than fifty percent (50%) of the Constables in a specialized work unit be allowed to be off on annual vacation at any one time.
- (ii) Vacation shall be taken by Sergeants within a work unit and shall be selected in draws, by seniority in the rank, first selection draw shall be three (3) weeks with no more than two (2) weeks between June 1 and Labour Day, and second selection draw shall be all remaining entitled vacation time. Sergeants promoted on the same day will use seniority with the service to determine who selects first. One (1) Sergeant per work unit will be allowed off time off at any one time.
- (iii) For the purpose of this article, a specialized work unit is defined as a group of people working together as part of a specialized team. These units shall include the Street Crime Unit, the Criminal Investigations Unit, the Traffic and Marine Unit, the Community Mobilization and Engagement Unit, the Information Support Unit, the Communications Unit, the Forensic Identification Unit, or the Training Unit, and does not include work units of one (1).
- 10:14 Effective January 1st 2020, a member who is hospitalized or unable to report for duty as a result of an employment related injury or illness at the time of commencement of his/her scheduled vacation, shall have his/her vacation rescheduled to dates which, subject to the exigencies of the Service, shall also be satisfactory to the member or alternatively, and with approval of the Chief, the member shall be entitled to carry his/her vacation entitlement over to the following year.

The member will be required to furnish proof, including a medical certificate, if requested by the Chief of Police, that he/she is unable to report for duty at the time his/her vacation or leave is scheduled to commence.

Any such carried over vacation shall be forfeited if the member does not use it in the year to which it was carried over. If unable to use the time during that calendar year due to the exigencies of the Service, with the approval of the Chief of Police, this time may be carried over to the following year, to be used within the first quarter of that year.

ARTICLE 10: ANNUAL VACATION (Continued)

10:15 A member intending to invoke paragraph 10:13 of this Article will so advise the Chief of Police, in writing, at the earliest possible date after the member becomes aware of his/her disability.

A minor or temporary injury or illness which is unlikely to extend more than two (2) days into the period of vacation or leave will not constitute a reason to invoke this section.

10:16 Upon resignation, retirement or termination from the Police Service, a member shall forthwith receive full cash payment for all unused vacation time or as time off at the member's discretion upon separation from the Police Service.

In the case of a member's death his/her dependents or his/her estate shall forthwith receive full cash payment for all vacation pay standing to his/her credit at the time of the member's death.

10:17 Where a member is hired with previous police experience, that member will be credited with full police service years for vacation entitlement. This experience shall not be included towards seniority. Annual vacation will be granted upon the completion of one (1) year of service.

Effective January 1, 2007 a part time member's part time accumulated hours with South Simcoe Police Service to a maximum of two thousand and eighty-seven (2087) hours per year shall be recognized within this article, but there shall not be more than a one (1) week break in continuous service; such service shall not be included towards seniority in the selection of annual vacation and shall be granted upon the completion of one (1) year of full time service.

10:18 Any member required to attend court during his annual vacation and that member has a vacation "booked" with a travel agency or resort, upon a receipt for the same being submitted to the Board, the member shall be compensated in full for any deposit, hotel accommodation, flight or prepaid meals for the member. Compensation shall only be given when the member is not covered by cancellation insurance because of the fact the member is an employee of the Board.

All documents, flight tickets, hotel accommodation deposits, etc. will become the property of the Board for their use as they see fit.

10:19 A member who was a member on January 1, 2014 and who has completed nineteen (19) years of service may carry forward forty (40) hours of vacation/statutory holidays per year up to a maximum of ten weeks (400 hours) to be taken as paid time off in the members final year of employment, at the discretion of the Chief of Police.

ARTICLE 10: ANNUAL VACATION (Continued)

10:19 continued...

Members who become members after January 1, 2014 and have expressed intent to retire in the following calendar year may be allowed to carry over up to eighty (80) hours of vacation into that year.

10:20 It is understood that annual vacation accrues from the first day of employment. A member does not select annual vacation in his/her first year of employment. A member selects annual vacation after the completion of one year of service and his/her entitlement accrues for the following year's selection. A members selection of annual vacation is always in arrears based upon the accrual from his/her hire date.

Unused vacation that is accrued by a member during their last year of employment (prorated for partial years) which has not been taken in time off will be paid out following the member's retirement or resignation.

For employees hired after January 1, 2021, annual vacation accrues from the first day of employment and is prorated during the member's final year of employment. A member may take annual vacation during their first year of employment, to be scheduled at mutually convenient times approved by the member's supervisor.

10.21 Any member who is absent without pay for a period of more than eight (8) shifts in a calendar year shall have their annual vacation allotment prorated for the following year unless their absence is due to an approved WSIB claim or a pregnancy/parental leave.

ARTICLE 11: SICK LEAVE INCOME PROTECTION PLAN

11:01 Initial Protection

Each member shall be entitled to a maximum of seventy-two (72) hours leave of absence with pay in any calendar year for personal use to include incidental sickness, medical or dental procedures or appointments that cannot be scheduled during non-working hours, for themselves and any dependents. Unused hours may not be carried over into a subsequent calendar year but will be paid out at year end.

Where a member becomes eligible for benefits during a calendar year, he/she shall be entitled to a proportionate number of days leave of absence.

Payment for leave of absence under this section shall be made under the following conditions:

ARTICLE 11: SICK LEAVE INCOME PROTECTION PLAN (Continued)

11:01 continued...

- (i) The member notifies the Chief of Police in accordance with the provisions of the Rules and Regulations. Payment for leave of absence shall not be made where notification was not received except where in the opinion of the Chief of Police there was sufficient justification for the member's failure to report.
- (ii) The Chief of Police reserves the right to request a medical certificate where a leave of absence occurs under this section and payment will not be made until a satisfactory certificate is filed with the Chief of Police.

11:02 Weekly Indemnity

Each member shall be entitled to a weekly indemnity payment where a leave of absence occurs due to sickness or accident equal to a sum of money equivalent to 75% of the gross salary per week to a maximum of \$1,750 per week effective January 1, 2022, and \$1,850 per week effective January 1, 2024.

Benefits paid under the provisions of this subsection shall extend for a period of seventeen (17) weeks and will be payable from the first (1st) day of accident or hospitalized sickness and fourth (4th) day of sickness where the employee is not hospitalized.

11:03 Long Term Disability

Each member shall be entitled to a long term disability payment which shall commence for those eligible, following the expiration of the weekly indemnity payment and shall be equivalent to 66 2/3% of the gross salary of the member to a maximum of \$5,500 per month, payable to the member's normal retirement date or death, whichever comes first.

11:04 The benefits provided under the provisions of paragraphs 11:02 and 11:03 above will be in accordance with and subject to the terms and conditions of the contracts entered into with the respective insuring agency.

The Board shall provide the Association with a copy of term disability insurance policy that it has with the insurance carrier.

11:05 Each member shall join the respective benefit plans as provided in paragraphs 11:02 and 11:03 and it shall be a condition of employment that any new members shall be required to join these benefit plans.

ARTICLE 11: SICK LEAVE INCOME PROTECTION PLAN (Continued)

11:06 The Board shall pay 100% of the cost of the premiums for the benefit plans provided under paragraphs 11:02 and 11:03 above.

These benefit plans will be provided from the members first day of service.

11:07 (i) Each member shall receive payment in cash for one hundred per cent (100%) of the unused initial protection time referred to in paragraph 11:01 to a maximum of forty (40) hours pay exclusive of Service Pay. Such payment shall be made by January 31st of each calendar year.

(ii) A member may request to receive banked time in lieu of payment in cash as referred to in paragraph 11:07 (i). For the purpose of this article the maximum banked time shall be based on four (4) hours for each entitled working day remaining unused. Such banked time shall be taken as time off within the following year earned.

11:08 A member may utilize annual leave, statutory leave, bank time, court time, accumulated overtime, or accumulated sick leave credits to provide one hundred percent (100%) of salary during the course of being placed on short term or long term disability protection. The member's entitlement to such time off or sick leave credits will be reduced accordingly.

11:09 Should a member be off due to Long Term Disability for more than one (1) year, he/she shall no longer be entitled to accumulate annual vacation.

ARTICLE 12: WORKERS' COMPENSATION

12:01 Any member who is off duty as a result of an injury or illness received or contracted during the performance of his/her duty and for which he/she is receiving Workplace Safety and Insurance Act benefits, shall receive full net pay during his/her absence from duty for up to one (1) year without encroaching upon his/her accumulated sick credits.

12:02 During the period a member is receiving full net pay his/her Compensation payments will be assigned to the Board. Where compensation received is in excess of the member's regular salary, the member shall receive such excess payment.

12:03 Should a member be off on Workplace Safety and Insurance Act benefits for more than two (2) years, he/she would no longer be entitled to accumulate annual vacation.

ARTICLE 13: COMPASSIONATE LEAVE

13:01 A member shall be granted up to four (4) days Leave of Absence with full pay upon notification of the death of a relative.

For purposes of this subsection, a relative shall mean a wife, husband, child, father, mother, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, spouse's grandparents, grandchildren, or a person standing in loco parentis.

When a death occurs as prescribed in Article 13:01 and the member is on annual leave, the member shall be entitled to replace up to four (4) calendar days from the normal bereavement allocation for additional annual leave.

In the event of a Celebration of Life, memorial service or interment which may not take place immediately following the death of the family member, the employee may hold back up to one day of the bereavement leave entitlement to attend such event. The employee shall notify their supervisor of these arrangements as soon as possible following the death and such time must be observed within one year of the death.

- 13:02 (i) Subject to the requirements of the Police Service, and at the discretion of the Chief of Police, a member may receive an additional one (1) day Leave of Absence with full pay to attend the funeral of a distant relative (as defined in 13.01) if the funeral takes place at a distance in excess of within two hundred and fifty (250) two hundred (200) kilometers from the assigned South Simcoe Police division, and up to and not exceeding an additional three (3) days Leave of Absence with full pay if the funeral of a distant relative (as defined in 13.01) if taking place at a distance in excess of four hundred (400) two hundred and fifty (250) kilometers from the assigned South Simcoe Police division.
- (ii) In the case of the death of a member's aunt, uncle, niece, nephew, or first cousin the member may receive one (1) day Leave of Absence with full pay to attend the funeral or celebration of life, subject to operational needs.

13:03 A member, shall be entitled to three (3) days leave of absence with pay in the event of a serious illness to a family member as listed in Article 13:01. Serious illness is defined as an unexpected immediate and physical threat to life and it is understood that it does not include common illnesses. Such Leave of Absence shall be at the discretion of the Chief of Police.

ARTICLE 14: ASSOCIATION LEAVE

14:01 The Board agrees to pay the regular salaries of members of the South Simcoe Police Association Executive for up to forty-four (44) shifts per calendar year (in total) in order for the Association Executive to attend to Association business.

This leave may be shared among the Association Executive Members in any manner they choose provided the total amount of leave taken under this article does not exceed forty-four (44) shifts in any calendar year.

This leave must be requested at least four (4) weeks in advance and will not be unreasonably denied.

14:02 The Board shall grant time off without loss of pay to up to four (4) members of the Association's bargaining committee when required from time to time to bargain with the Board and/or to attend at conciliations or arbitrations. The Board shall grant time off without loss of pay to up to one (1) member of the Association to attend interest arbitration.

ARTICLE 15: CLOTHING

15:01 All uniform members of the Police Service who are detailed to perform their duties in plainclothes shall be paid a clothing allowance on the basis of up to one thousand three hundred (\$1,300.00) dollars per annum and four hundred (\$400.00) dollars per annum for Staff Sergeants, payable twice a year in arrears.

In the case of broken periods of service proportionate payments will be made in the month following termination of plainclothes duty. Payments will only be made upon the provision of receipts dated within the six month period covered by the payment.

All clothing allowance shall be prorated based on time spent in the unit.

- 15:02 (i) Upon the presentation of a receipt, each member of the Service shall be reimbursed up to \$50 including sales taxes, one (1) time per calendar quarter for the dry cleaning of clothes used in the performance of their duties.
- (ii) In addition to (i) above those members assigned to the Ceremonial Unit shall be reimbursed for the dry cleaning of their Ceremonial Uniforms as required.

ARTICLE 16: SPECIAL ALLOWANCES

16:01 All members required to use their own cars for police work shall be paid an allowance reflecting the municipality's travel rates, if authorized by the Chief of Police or his designate.

ARTICLE 16: SPECIAL ALLOWANCES (Continued)

- 16:02 (i) Except when transportation is provided by the Service each member attending a course or program, authorized by the Chief or his designate, and outside the geographical boundaries of the County of Simcoe shall be entitled to receive a travelling expense allowance for one round trip weekly between the members assigned South Simcoe Police Division and the place the course is being held. Such expense allowance will be as referred to in Article 16:01 for each kilometer travelled.
- (ii) Each member shall be entitled to receive the entire expense allowances authorized in the Article in advance prior to the beginning of the course provided the member has notified the Chief or his designate in writing at least ten (10) days prior to the beginning of the course of his/her desire to receive the expense allowance in advance.
- (iii) Such course or program referred to in this Article does not include any course or program authorized by the Chief or his designate under the Board Merit/Incentive Program policy.

- 16:03 (i) When a member is required to travel over 60 km one way from the boundary of the jurisdiction of the South Simcoe Police Service for the purpose of an investigation or other police business as authorized by the Chief of Police or his designate, including conferences and other training events, the member shall receive a per diem allowance of Fifty dollars (\$50.00) for each full day spent in travel status, in order to cover meal expenses for each full day.

In the event a member is not required to spend one full day in travel status, meal allowances shall be as follows:

breakfast up to \$12.00; lunch up to \$17.00; dinner up to \$30.00.

Receipts shall be required for payment.

This allowance is not payable in the event that the member is provided meals or to new recruits attending Basic Constable Training, if the new recruits are provided transportation.

- (ii) The above meal allowances shall apply for any course or seminar authorized by the Chief or his designate outside the boundary of 100 km from the nearest jurisdictional boundary of the South Simcoe Police Service.

ARTICLE 17: INSURANCE

17:01 All members of the Police Service shall be covered by:

- (i) The Ontario Employer Health Tax (EHT) and the Board shall contribute one hundred per cent (100%) of the basic and supplementary plan premium.
- (ii) An Extended Health Care Group Plan and the Board shall contribute one hundred per cent (100%) toward the annual premium.

Effective the first day of the second pay following ratification of this Agreement by both parties (April 1st, 2016) the following changes will be made:

Chiropractor services shall be five hundred (\$500.00) maximum per calendar year, subject to the reasonable and customary per visit maximums of the insurer, with a per visit cap of \$60.00 for member and dependent. On January 1, 2022, this amount shall increase to five hundred and fifty dollars (\$550).

Massage Therapy shall be seven hundred dollars (\$700.00) maximum per calendar year, subject to the reasonable and customary per visit maximums of the insurer, per member and dependent. On January 1, 2024, this amount shall increase to five hundred and fifty dollars (\$750).

Physiotherapy coverage shall be subject to the reasonable and customary per visit maximums of the insurer.

Orthotic insert coverage shall be four hundred and fifty dollars (\$450) per pair up to a maximum of two (2) pairs per benefit year.

Speech therapy and occupational therapy will be increased to one thousand eight hundred dollars (\$1,800) combined per year.

Psychological Services with no per visit caps to a maximum of \$1,000 per year for members and dependents of members. Psychological Services shall include the services of a registered psychologist, registered psychotherapist, counsellor with a Masters of Social Work, or a therapist who is licensed by their provincial regulatory agency or is a registered member of a professional association as recognized by the insurance carrier.

In addition to the \$1,000, the Board will establish a \$40,000 psychological spending account specific to psychological and related services that all members may use once their initial \$1,000 has been exhausted. The account will be administered by an independent benefit provider in order to protect member's confidentiality. The account balance will be monitored and reviewed as often as is required by the Board and the Association to assist with the psychological needs of the members.

ARTICLE 17: INSURANCE (Continued)

17:01 continued...

Effective January 1, 2017 - \$250 per year, health care spending account for each member will be established and administered in accordance with the rules and policies of the benefits provider.

(iii) A Group Life Plan and the Board shall contribute one hundred per cent (100%) of the annual premium. Such plan shall provide an amount equal to two (2) times the member's annual salary rounded to the next higher \$1,000 if not already a multiple thereof.

(iv) A Group Accidental Death and Dismemberment Plan and the Board shall contribute one hundred per cent (100%) of the annual premium. Such accidental death and dismemberment benefits shall be in the amount of two (2) times the members annual salary rounded to the next higher \$1,000 if not already a multiple thereof.

(v) A Group Dental Expenses Plan and the Board shall contribute one hundred per cent (100%) of the annual premium. Rates shall be at the current year of treatment.

A rider shall be included to provide orthodontic care which will cover fifty per cent (50%) of expenses to a maximum of three thousand and five hundred dollars (\$3,500.00).

The Board shall pay one hundred per cent (100%) of the premium of the orthodontic rider. Said orthodontic coverage shall be available once for each child or child dependent of the member.

A rider shall be included to provide Major Restorative Dental Care which will cover eighty per cent (80%) of expenses to a maximum of one thousand seven hundred and fifty dollars \$1,750.00) annually.

The Board shall contribute one hundred per cent (100%) of the annual premium.

(vi) A Group Vision Care Plan and the Board shall contribute one hundred per cent (100%) of the annual premium. Such plan shall include eye examinations, eye glasses, contact lenses, and laser eye surgery to a maximum of five hundred seventy-five dollars (\$575.00) in any twenty-four (24) month period for every member and his/her eligible dependents, effective January 1, 2022.

ARTICLE 17: INSURANCE (Continued)

17:02 All members of the Police Service shall be enrolled in the above plans in paragraph 17:01 on the first day of employment.

It is understood that Extended Health, Dental, and Vision care benefits for eligible dependents will be extended to the earliest of the following dates in the event of a member's death.

- a) The date on which you would have retired had you been living.
- b) The date of your spouse's marriage or common law marriage.
- c) The date on which this benefit would have terminated had you been living.
- d) The termination date of the benefit or group benefit's plan.

17:03 The Board shall provide the benefits in paragraph 17:01 (i), (ii), (v), and (vi), to retired civilian members and retired police officers, their spouses and their eligible dependents as defined in the plan where they are not otherwise provided for under any government or other program until such retired member reaches the age of sixty-five (65) years. The Board shall contribute one hundred per cent (100%) of the annual premiums of the plans.

The board shall provide retired civilian members and retired police officers, their spouses and eligible dependents as defined in the plan a two thousand seven hundred (\$2,700.00) dollar per year health care benefit spending account when such member reaches age sixty-five (65) to and including the age of seventy five (75).

The Board shall contribute one hundred (100%) of the annual premiums of the plan. This additional benefit applies to those members who retire after January 1, 2011.

17:04 The Board shall require that once in each calendar year that, a retired member, receiving benefits as defined in paragraph 17:03, submit a statement to the Board stating they are not receiving similar benefits as a result of full time employment taken after retirement from the Police Service.

17:05 Subject to paragraph 17:01 the Board shall reserve the right to change policy carriers from time to time during the duration of this Agreement provided that the benefits and coverage of the policies are not reduced from those enjoyed by the members as specified in paragraph 17:01, and any other benefits in effect at the time of the execution of this Agreement.

If changes in policy carriers are made the Association shall be advised in writing of any such change, and copies of new policies provided to the Association.

ARTICLE 18: SERVICE PAY

- 18:01 All civilian members shall receive, at the first pay preceding December 25th in addition to their regular salaries, Service Pay in accordance with the following schedule.
- (i) Upon completion of five (5) years and up to and including nine (9) years continuous service – one hundred and fifty dollars (\$150.00).
 - (ii) Upon completion of ten (10) years and up to and including fourteen (14) years continuous service - two hundred and fifty dollars (\$250.00).
 - (iii) Upon completion of fifteen (15) years and up to and including nineteen (19) years of continuous service - three hundred and fifty dollars (\$350.00).
 - (iv) Upon completion of twenty (20) years and up to and including twenty-four (24) years of continuous service - six hundred dollars (\$600.00).
 - (v) Upon completion of twenty-five (25) years and up to and including twenty-nine (29) years of continuous service – seven hundred dollars (\$700.00).
 - (vi) Upon completion of thirty (30) years and more of continuous service – nine hundred dollars (\$900.00).
- 18:02 Upon resignation, retirement or termination from the Police Service, a Member shall forthwith receive full cash payment for all Service Pay credit for that year. In case of a member's death, his/her dependents or estate shall forthwith receive the full cash payment for his/her Service Pay credit due that year at the time of his/her death.
- 18:03 A service badge shall be granted to each member for each period of five (5) years of continuous service within the Police Service.

ARTICLE 19: PENSION COVERAGE

- 19:01 All civilian members shall be covered by the Ontario Municipal Employees Retirement System (OMERS) Basic Plan, and the Canada Pension Plan, in accordance with the Municipal Bylaw presently in force covering municipal employees of the Town.
- 19:02 All police officers shall be enrolled in the Ontario Municipal Employees Retirement System (OMERS) Basic Plan, the Type 1, 2% Past Service Supplement and the Type 3 Supplementary Plan of optional retirement after thirty (30) years of service, and the Canada Pension Plan.

ARTICLE 19: PENSION COVERAGE (Continued)

19:03 Effective January 1, 1982 the Type 3 OMERS Supplementary Benefit shall permit early retirement without actuarial reduction in benefits within ten (10) years prior to a police officer's normal date of retirement when,

- (i) the police officer is declared by the employer to be unable to perform the duties of his/her employment due to mental or physical incapacity (permanent or partial disability).

19:04 Survivor's Pension

Should a member die as a direct result of injuries received or of illness contracted in the performance of their duties, the Board shall award pecuniary aid to the member's spouse or dependent children in an amount which will make up the difference between payments being made by the Worker's Compensation Board, the Canada Pension Plan and the

Ontario Municipal Employees Retirement System Pension Plan to the spouse/common law spouse on behalf of themselves and children and the salary being paid to the member at the date of their death.

19:05 The Board also agrees that such an award shall continue for the life of the spouse, until the member would have reached normal retirement age or until they remarry or enter a common law relationship as defined in the Family Law Reform Act or dependent children as defined, whichever occurs first.

Benefit continuation as referred to in this provision shall mean drug, dental, vision care and extended health care benefit coverage until the deceased member's normal retirement age or until the other circumstances contemplated under article 19:05.

Spouse to include a man or woman who are married to each other or a common-law Spouse as defined in the Family Law Reform Act.

Dependent child to include a member's child who is:

- unmarried and under 18 years;
- unmarried and over 18 years but less than twenty-five (25) years if continuing their education;
- person over 18 years who by reason of mental or physical disability is unable to earn a living and including;
- any child who the member stood in loco parentis at time of death.

ARTICLE 20: PROBATION

20:01 The probation period for civilian members shall be 2087 hours of work and paid leave from the date of employment.

ARTICLE 21: PROMOTIONS, CLASSIFICATIONS & RECLASSIFICATIONS

21:01 Every member shall be classified for purposes of security and pay as per Article 6:

In order to be promoted or reclassified from one rank to the next as depicted above, the member must have been actively in attendance at work for twelve (12) months (not less than 2087 hours) and be qualified for the rank to which they are to be promoted or reclassified.

21:02 Notwithstanding the classification periods from one class to another, actual reclassification of Members will be made only on the recommendation of the Chief of Police and with the approval of the Board.

21:03 The Chief of Police at his discretion and if in his opinion a member has shown exceptional performance and/or efficiency, may recommend that the member be reclassified before the completion of periods of service shown in paragraph 21:01.

21:04 On promotion to, or in the noncommissioned ranks, a police officer will be on probation for a period of twelve (12) months, at the end of which time, on recommendation of the Chief of Police, he/she will either be confirmed in this rank or revert to his/her previous rank.

21:05 When a Member is assigned by the Chief to an acting rank higher than that which he/she regularly holds for at least one (1) complete shift, he/she shall automatically be paid at the higher rank's rate of pay for each such shift worked at such higher rank.

21:06 When a permanent vacancy exists above the rank of 1st class constable within the South Simcoe Police Service, a notice for the purpose of applications shall be emailed to the Service email address of each Member.

21:07 In the event of a new classification not covered by this Agreement, the Board agrees to consult with the Association regarding the salary rate of such classification.

21:08 When a Civilian member is assigned to perform all the regular duties of a higher paid classification than that which the Civilian member holds for at least one (1) complete shift, the member shall receive the salary of such higher paid classification for each shift so assigned. This payment shall be made on the next regular pay of the employee.

ARTICLE 22: PERSONAL PROPERTY LOSS

22:01 All members shall receive full reimbursement when suffering loss or damage to eye glasses, dentures, jewelry, including watches when such loss or damage is suffered as a result of the performance of his/her duties while on regular duty, provided such loss or damage has not been caused by negligence on the part of the member in question.

The maximum amount of such claim shall be up to two hundred and fifty dollars (\$250.00), or at the discretion of the Chief of Police, and receipts must be submitted.

ARTICLE 23: RETIREMENT OPTION

23:01 Upon retirement, each member will be allowed to convert any unused banks of paid leave into a one-time cash payment. Such cash payments shall be calculated and paid at a rate of 100% of the value of the banked leave.

This payment shall be made in the final month of employment of the member provided they make the request for the payment not less than sixty (60) days prior to their retirement date.

ARTICLE 24: PERSONNEL FILES

24:01 A member shall have the right to see the contents of his/her personnel file provided that:

- (i) Such request is made to the Chief of Police or his designate in writing.
- (ii) The file should be observed in the company of the Chief of Police or his designate.
- (iii) The file be observed within a reasonable period from, the date of the request and subject to the exigencies of the Police Service.

24:02 Every derogatory entry or notation made in a member's performance file shall be brought to the member's attention promptly and the member shall have the right to respond in writing to any entry or notation placed in his/her performance file.

24:03 A disciplinary entry for misconduct, addressed through the informal resolution process defined in the Police Services Act, which is made in a member's file, shall be expunged from the member's record two (2) years after being made if during that time no other entries concerning misconduct or unsatisfactory work performance have been made in the record in accordance with the provisions of the Police Services Act.

ARTICLE 25: LEGAL INDEMNIFICATION

25:01 The Board agrees to indemnify all members of the Police Service from any costs arising from civil or criminal actions or statutory legislation resulting from the attempted performance in good faith of his/her lawful duties as a police officer or member of the Police Service, subject to the requirements in subparagraphs (a) through (c) below.

The Board shall pay the legal costs that any member of the Police Service may incur in defending himself/herself or against any criminal charge arising out of the performance of his/her duties. This shall include any legal costs incurred as a result of a Coroner's Inquest or other legal tribunal, subject to the requirements of subparagraphs (a) through (c) below.

- (a) in the defence of a civil action, if the member is not found to be liable;
- (b) in the defence of a criminal prosecution, if the member is found not guilty, or if the charges are dismissed or withdrawn;
- (c) in respect of any other proceeding in which the member's manner of execution of the duties of his or her employment was an issue, if the member is found to have acted in good faith.

25:02 The provisions of Article 25:01 shall be subject to the following:

- (i) "Legal Tribunal" shall include any hearings of the Ontario Civilian Police Commission on Police Services under Part II of The Police Services Act or any hearing originating from a Public Complaint under Part V (O.I.P.R.D.) of The Police Services Act.
- (ii) Approval for retaining legal counsel must first be obtained from the Board through the Chief of Police.
- (iii) Section 25:01 shall not apply when charges are made under the Police Services Act as a Chief's complaint.

25:03 The Board recognizes the necessity of providing immediate legal advice to any member who, as a result of police duties, may be directly or indirectly involved in an occurrence investigated under the provisions of Part VII of the Police Services Act.

The Board agrees that legal counsel(s), as agreed to by the Association and Chief of Police, shall be provided at the Board's expense, immediately after the occurrence and during the investigative period, for the purpose of providing legal advice and guidance to the member or members involved.

ARTICLE 25: LEGAL INDEMNIFICATION (Continued)

25:03 continued...

It is understood and agreed that when the Board agrees to pay the fees of legal counsel and it is found that the member's attempted performance was not in good faith of his/her lawful duties, all such payments shall be reimbursed to the Service forthwith upon final judgement.

ARTICLE 26: MATERNITY/PARENTAL LEAVE

26:01 Members shall be entitled to maternity leave and/or parental leave in accordance with the provisions of the Employment Standards Act.

A member on maternity leave shall make written application to and supply the Board with a certificate from a legally qualified medical practitioner stating that she is pregnant and giving the estimated date of delivery and shall further receive benefits provided under 26:02 and 26:03 notwithstanding those continued by virtue of the Employment Standards Act.

26:02 During the maternity/parental leave the Board shall:

- (i) During the first two (2) one (1) week, pay the member one hundred per cent (100%) of their regular rate of pay; and
- (ii) During the following twenty-five (25) weeks, or shorter period if the member returns to work, pay the member at a rate of pay equivalent to the difference between the regular Employment Insurance benefits the member is eligible to receive and seventy-five per cent (75%) of the member's regular rate of pay. Top-up is to be calculated without regard to any election the employee may make to lengthen the duration of the leave and to thereby receive a lower amount of Employment Insurance.

26:03 A member shall continue to accumulate seniority and the Board shall continue to provide the member with insurance, welfare, medical, dental, pension and all other benefits specified by the agreement, other than statutory holiday credits, while on maternity and/or parental leave.

26:04 Maternity leave and parental leave for the natural mother shall not exceed fifty two (52) weeks, not more than seventeen (17) weeks for Maternity and not more than Thirty Five (35) weeks for Parental. Parental leave for either parent or adoptive parent shall not exceed eighteen (18) weeks in accordance with the provisions of the Employment Standards Act.

ARTICLE 27: JOB SECURITY

27:01 In the event of another police service taking over the policing of the Town of Innisfil or Town of Bradford West Gwillimbury, the amalgamation of the South Simcoe Police Service or a Police Service Act section 40 reduction the Board will endeavour to ensure that every full time member who was a member on December 31, 2013 is offered employment in a similarly paid position with that Service. Job security shall increase in proportion to seniority. In the event of a lay-off, members shall be displaced from the affected position in reverse order of their seniority.

In the event that a member is not offered a similarly paid position with that service or with either of the Municipalities, the member shall be supplied with paid notice of six (6) weeks for every year of service with the South Simcoe Police Service as per Article 6.01 to a maximum of twenty-four (24) months or to the time that the member would be entitled to an unreduced pension, whichever is less.

During this notice period, the member will also be entitled to the continuation of health care benefits as outlined in Article 17 of this agreement and up to \$5,000 in tuition assistance at a recognized post-secondary institution upon presentation of proof of tuition payment from that institution.

ARTICLE 28: PART-TIME MEMBERS28:01 Definitions

"Part-time member" means a member who is not guaranteed a minimum amount of hours and is scheduled in accordance with the needs of the service.

28:02 Provided that a part-time member performs the same duties as a full-time member, the part-time member shall be paid at the same hourly rate as a full-time member in that position and shall progress through the full-time member pay grid upon accumulation of 2,087 hours total employment in each level.

28:03 In lieu of hospital, medical and insurance benefits as provided under Article 17 of this Agreement, a part-time member shall receive ten (10%) per cent of the hourly rate of pay of the part time member.

28:04 A part-time member shall be compensated for vacation in accordance with the Employment Standards Act.

Notwithstanding the above provision, a part-time member shall be entitled to vacation or payment in lieu of vacation at the member's option, upon qualification under Article 10 of this Agreement applicable to full-time members.

One year's service shall equal two thousand and eighty-seven (2,087) hours.

ARTICLE 28: PART-TIME MEMBERS (Continued)

- 28:05 A part-time member shall be entitled to Statutory Holidays in accordance with the provisions of the Employment Standards Act.
- 28:06 A part-time member shall be paid at the rate of one and one-half (1 1/2) times the member's hourly rate of pay for all hours worked on all Statutory Holidays, as listed under the provisions for Statutory Holidays, Article 9 of this Agreement, as applicable to full-time members.

Part time members will be paid the average number of daily hours worked in the four weeks immediately preceding the holiday for each holiday identified in Article 9 regardless of whether or not they work the holiday.

- 28:07 A part-time or contract member shall be entitled to participate in the O.M.E.R.S. Pension Plan in accordance with the provisions of the Pension Benefit Act. The Board shall notify the member and the Association when the member qualifies for membership in the O.M.E.R.S. Plan.
- 28:08 A part time member shall not be entitled to the provisions of the following articles, except as provided by Employment Standard Act:
- Article 8:04 Call-back; Article 9 Statutory Holidays; Article 10 Annual Vacation; Article 11 Sick Leave; Article 13 Compassionate Leave; Article 17 Insurance; Article 18 Service Pay; Article 26 Maternity/Parental Leave; Article 27 Job Security.
- 28:09 A part time member shall accumulate seniority from date of hiring based on hours actually worked. Seniority shall have effect whenever seniority has application in this Agreement, but shall not apply when in conflict with the seniority rights of full-time members.
- 28:10 Seniority accumulated as a part-time member shall be credited to a member who becomes a full-time member.
- 28:11 Subject to the exclusions and modifications as specified in this Article, all Articles of this Agreement have full application to all part-time members.

ARTICLE 29 PAID DUTIES

- 29:01 The Paid Duty rate will be based on one and one half times the hourly rate of pay for a first class constable.

For paid duties that require a sergeant or staff sergeant, the rate will be based on one and one half of the hourly rate of pay for such rank.

ARTICLE 30 CONTAINMENT TEAM

30:01 Containment Team members who are off duty and participating in authorized containment training shall receive compensating time off at time and a half which will be maintained in a separate time off bank.

Such time off may be taken after all other members have selected their Annual Vacation and Statutory Leave.

All such leave shall be taken at the rate of pay at which it was earned and all outstanding balances shall be forfeited by March 31st of the year following the year that it was earned.

Any authorized work other than training by a Containment Team member shall attract overtime credits in accordance with Article 8 of the Collective Working Agreement.

ARTICLE 31 SPECIAL DUTIES

31:01 A member who is assigned Special Duty as required by the Chief of Police shall work a shift so assigned by the Chief of Police.

Special Duty shall mean:

- Personal Watercraft Patrol
- Marine Patrol
- Snowmobile Patrol
- Bicycle Patrol
- a duty which is other than that required as a core policing function.

ARTICLE 32 TRAINING

32:01 It is recognized that members are required to participate in legislated Use of Force/Firearms training and other legislated training in accordance with the Police Services Act.

A member's hours of work in accordance with Article 7 of the Collective Working Agreement may be adjusted, only when unavoidable, in order that the member may participate in such legislated training requirement.

A member who is authorized by the Chief of Police to attend the Ontario Police College or elsewhere on a recognized course/seminar shall have no deductions from his/her time banks while in attendance.

ARTICLE 32 TRAINING (Continued)

32:01 continued...

It is further understood that a member who attends a five (5) day, eight (8) hour per day, training session being held within a one (1) hour drive of the South Simcoe Police boundary that the member will not claim overtime for the additional couple of hours, and that it will be viewed as equivalent to a four (4) day, forty-eight (48) hour block.

This section shall not apply to a member authorized to attend a course under the Board's Merit Incentive Policy.

ARTICLE 33 DURATION OF AGREEMENT

33:01 This Agreement except as hereinafter noted, shall remain in force for a period of five (5) years from 01 January 2021 to 31 December 2025 and from year to year thereafter until notice in writing or amendment or expiry is given to either party not less than thirty (30) days prior to the termination thereof.

33:02 Either party may give notice to the other party in writing not more than ninety (90) days previous to the expiry date of this Agreement of their desire to bargain for the purpose of making a new Agreement or amendments to the existing Agreement.

Signed this ____ day of December, 2021 at the Town of Innisfil, Ontario

For the Board

For the Association

Chris Gariepy

Leah Thomas

Todd Canning

John Day

Andrew Fletcher

Patricia Milligan

Appendix A

Salary Chart (2021 to 2025)

South Simcoe Police Service 2020 to 2025 Salary Schedule SSPA Sworn

January 2021	
Title	Base
Staff Sergeant Class 1	\$128,691
Staff Sergeant Class 2	\$125,245
Senior Sergeant	\$117,981
Sergeant Class 1	\$114,902
Sergeant Class 2	\$111,826
Constable Class 1	\$102,592
Constable Class 2	\$90,958
Constable Class 3	\$82,416
Constable Class 4	\$67,700
Cadet	\$51,296
Part Time Constable	\$71,814

July 2021	
Title	Base
Staff Sergeant Class 1	\$129,978
Staff Sergeant Class 2	\$126,497
Senior Sergeant	\$119,161
Sergeant - Class 1	\$116,051
Sergeant - Class 2	\$112,944
Constable Class 1	\$103,618
Constable Class 2	\$91,868
Constable Class 3	\$83,240
Constable Class 4	\$68,377
Cadet	\$51,809
Part Time Constable	\$72,532

January 2022

Title	Base
Staff Sergeant Class 1	\$131,278
Staff Sergeant Class 2	\$127,762
Senior Sergeant	\$120,352
Sergeant Class 1	\$117,212
Sergeant Class 2	\$114,074
Constable Class 1	\$104,654
Constable Class 2	\$92,786
Constable Class 3	\$84,072
Constable Class 4	\$69,061
Cadet	\$52,327
Part Time Constables	\$73,258

July 2022

Title	Base
Staff Sergeant Class 1	\$132,591
Staff Sergeant Class 2	\$129,040
Senior Sergeant	\$121,556
Sergeant Class 1	\$118,384
Sergeant Class 2	\$115,214
Constable Class 1	\$105,701
Constable Class 2	\$93,714
Constable Class 3	\$84,913
Constable Class 4	\$69,752
Cadet	\$52,850
Part Time Constable	\$73,990

January 2023

Title	Base
Staff Sergeant Class 1	\$133,916
Staff Sergeant Class 2	\$130,330
Senior Sergeant	\$122,771
Sergeant Class 1	\$119,568
Sergeant Class 2	\$116,367
Constable Class 1	\$106,758
Constable Class 2	\$94,651
Constable Class 3	\$85,762
Constable Class 4	\$70,449
Cadet	\$53,379
Part Time Constable	\$74,730

July 2023

Title	Base
Staff Sergeant Class 1	\$135,256
Staff Sergeant Class 2	\$131,634
Senior Sergeant	\$123,999
Sergeant Class 1	\$120,764
Sergeant Class 2	\$117,530
Constable Class 1	\$107,825
Constable Class 2	\$95,598
Constable Class 3	\$86,620
Constable Class 4	\$71,154
Cadet	\$53,913
Part Time Constables	\$75,477

January 2024

Title	Base
Staff Sergeant Class 1	\$136,473
Staff Sergeant Class 2	\$132,818
Senior Sergeant	\$125,115
Sergeant Class 1	\$121,850
Sergeant Class 2	\$118,588
Constable Class 1	\$108,796
Constable Class 2	\$96,458
Constable Class 3	\$87,399
Constable Class 4	\$71,794
Cadet	\$54,398
Part Time Constable	\$76,157

July 2024

Title	Base
Staff Sergeant Class 1	\$137,838
Staff Sergeant Class 2	\$134,147
Senior Sergeant	\$126,366
Sergeant Class 1	\$123,069
Sergeant Class 2	\$119,774
Constable Class 1	\$109,884
Constable Class 2	\$97,423
Constable Class 3	\$88,273
Constable Class 4	\$72,512
Cadet	\$54,942
Part Time Constable	\$76,918

January 2025

Title	Base
Staff Sergeant Class 1	\$139,078
Staff Sergeant Class 2	\$135,354
Senior Sergeant	\$127,504
Sergeant Class 1	\$124,177
Sergeant Class 2	\$120,852
Constable Class 1	\$110,872
Constable Class 2	\$98,300
Constable Class 3	\$89,068
Constable Class 4	\$73,165
Cadet	\$55,436
Part Time Constable	\$77,611

July 2025	
Title	Base
Staff Sergeant Class 1	\$140,469
Staff Sergeant Class 2	\$136,707
Senior Sergeant	\$128,779
Sergeant Class 1	\$125,418
Sergeant Class 2	\$122,060
Constable Class 1	\$111,981
Constable Class 2	\$99,283
Constable Class 3	\$89,958
Constable Class 4	\$73,896
Cadet	\$55,991
Part Time Constable	\$78,387

**South Simcoe Police
2021 to 2025 Salary Schedule
SSPA Civilians**

January 2021				
Title	Class 1	Class 2	Class 3	Class 4
Supervisor Courts Class 1	\$82,924	\$0	\$0	\$0
Supervisor Courts Class 2	\$79,908	\$0	\$0	\$0
Special Constable	\$75,385	\$67,425	\$64,058	\$61,293
Part Time Special Constable	\$82,924	\$74,167	\$70,463	\$67,420
IT Assistant	\$74,694	\$68,091	\$62,101	\$56,712
Community Liaison	\$64,438	\$60,834	\$56,174	\$51,999
Supervisor Communications Class 1	\$88,825	\$0	\$0	\$0
Supervisor Communications Class 2	\$86,381	\$0	\$0	\$0
Dispatcher	\$81,489	\$74,688	\$68,564	\$62,699
Call Taker	\$66,677	\$63,343	\$58,898	\$0
Part Time Dispatcher	\$89,637	\$82,157	\$75,421	\$68,968
Part Time Call Taker	\$73,345	\$69,678	\$64,788	\$0
Property and Evidence Clerk	\$64,438	\$60,834	\$56,174	\$51,999
Supervisor Info Support Unit Class 1	\$70,238	\$0	\$0	\$0
Supervisor Info Support Unit Class 2	\$68,304	\$0	\$0	\$0
Information Support Unit Clerk	\$64,438	\$60,834	\$56,174	\$51,999
Part Time Info Support Unit Clerk	\$70,881	\$66,919	\$61,792	\$57,197
Front Counter Clerk	\$61,434	\$58,011	\$53,565	\$48,696
Part Time Front Counter Clerk	\$67,578	\$63,812	\$58,922	\$51,999
Finance/HR Assistant	\$66,155	\$62,848	\$59,539	\$56,232
Fleet Coordinator	\$72,619	\$68,034	\$63,449	\$58,865
Part Time Video and Data Technician	\$48,563			

July 2021

Title	Class 1	Class 2	Class 3	Class 4
Supervisor Courts Class 1	\$83,753	\$0	\$0	\$0
Supervisor Courts Class 2	\$80,707	\$0	\$0	\$0
Special Constable	\$76,139	\$68,099	\$64,698	\$61,906
Part Time Special Constable	\$83,753	\$74,909	\$71,168	\$68,095
IT Assistant	\$75,441	\$68,772	\$62,722	\$57,279
Community Liaison	\$65,082	\$61,442	\$56,736	\$52,519
Supervisor Communications Class 1	\$89,713	\$0	\$0	\$0
Supervisor Communication Class 2	\$87,245	\$0	\$0	\$0
Platoon Dispatcher	\$82,304	\$75,435	\$69,250	\$63,326
Call Taker	\$67,344	\$63,977	\$59,487	\$0
Part Time Dispatcher	\$90,534	\$82,979	\$76,175	\$69,658
Part Time Call Taker	\$74,078	\$70,374	\$65,436	\$0
Property and Evidence Clerk	\$65,082	\$61,442	\$56,736	\$52,519
Supervisor Info Support Unit Class 1	\$70,940	\$0	\$0	\$0
Supervisor Info Support Unit Class 2	\$68,987	\$0	\$0	\$0
Information Support Unit Clerk	\$65,082	\$61,442	\$56,736	\$52,519
Part Time Info Support Unit Clerk	\$71,590	\$67,589	\$62,410	\$57,769
Front Counter Clerk	\$62,049	\$58,591	\$54,101	\$49,183
Part Time Front Counter Clerk	\$68,253	\$64,451	\$59,511	\$52,519
Finance/HR Assistant	\$66,817	\$63,476	\$60,135	\$56,794
Fleet Coordinator	\$73,345	\$68,714	\$64,083	\$59,454
Part Time Video and Data Technician	\$49,049	\$0	\$0	\$0

January 2022				
Title	Class 1	Class 2	Class 3	Class 4
Supervisor Courts Class 1	\$84,591	\$0	\$0	\$0
Supervisor Courts Class 2	\$81,514	\$0	\$0	\$0
Special Constable	\$76,900	\$68,780	\$65,345	\$62,525
Part Time Special Constable	\$84,591	\$75,658	\$71,879	\$68,776
IT Assistant	\$76,195	\$69,460	\$63,349	\$57,852
Community Liaison	\$65,733	\$62,057	\$57,303	\$53,044
Supervisor Communications Class 1	\$90,610	\$0	\$0	\$0
Supervisor Communication Class 2	\$88,117	\$0	\$0	\$0
Platoon Dispatcher	\$83,127	\$76,190	\$69,942	\$63,959
Call Taker	\$68,017	\$64,616	\$60,082	\$0
Part Time Dispatcher	\$91,439	\$83,809	\$76,937	\$70,355
Part Time Call Taker	\$74,819	\$71,078	\$66,090	\$0
Property and Evidence Clerk	\$65,733	\$62,057	\$57,303	\$53,044
Supervisor Info Support Unit Class 1	\$71,649	\$0	\$0	\$0
Supervisor Info Support Unit Class 2	\$69,677	\$0	\$0	\$0
Information Support Unit Clerk	\$65,733	\$62,057	\$57,303	\$53,044
Part Time Info Support Unit Clerk	\$72,306	\$68,264	\$63,034	\$58,346
Front Counter Clerk	\$62,669	\$59,177	\$54,642	\$49,675
Part Time Front Counter Clerk	\$68,936	\$65,095	\$60,106	\$53,044
Finance/HR Assistant	\$67,485	\$64,111	\$60,736	\$57,362
Fleet Coordinator	\$74,078	\$69,401	\$64,724	\$60,048
Part Time Video and Data Technician	\$49,539	\$0	\$0	\$0

July 2022				
Title	Class 1	Class 2	Class 3	Class 4
Supervisor Courts Class 1	\$85,436	\$0	\$0	\$0
Supervisor Courts Class 2	\$82,329	\$0	\$0	\$0
Special Constable	\$77,669	\$69,468	\$65,999	\$63,150
Part Time Special Constable	\$85,437	\$76,414	\$72,598	\$69,463
IT Assistant	\$76,957	\$70,154	\$63,983	\$58,431
Community Liaison	\$66,390	\$62,677	\$57,876	\$53,575
Supervisor Communications Class 1	\$91,516	\$0	\$0	\$0
Supervisor Communication Class 2	\$88,998	\$0	\$0	\$0
Platoon Dispatcher	\$83,959	\$76,951	\$70,642	\$64,598
Call Taker	\$68,697	\$65,263	\$60,683	\$0
Part Time Dispatcher	\$92,353	\$84,647	\$77,706	\$71,058
Part Time Call Taker	\$75,567	\$71,789	\$66,751	\$0
Property and Evidence Clerk	\$66,390	\$62,677	\$57,876	\$53,575
Supervisor Info Support Unit Class 1	\$72,366	\$0	\$0	\$0
Supervisor Info Support Unit Class 2	\$70,374	\$0	\$0	\$0
Information Support Unit Clerk	\$66,390	\$62,677	\$57,876	\$53,575
Part Time Info Support Unit Clerk	\$73,029	\$68,947	\$63,664	\$58,930
Front Counter Clerk	\$63,296	\$59,769	\$55,188	\$50,172
Part Time Front Counter Clerk	\$69,625	\$65,746	\$60,707	\$53,575
Finance/HR Assistant	\$68,160	\$64,752	\$61,344	\$57,936
Fleet Coordinator	\$74,819	\$70,095	\$65,371	\$60,649
Part Time Video and Data Technician	\$50,035	\$0	\$0	\$0

January 2023				
Title	Class 1	Class 2	Class 3	Class 4
Supervisor Courts Class 1	\$86,291	\$0	\$0	\$0
Supervisor Courts Class 2	\$83,152	\$0	\$0	\$0
Special Constable	\$78,446	\$70,163	\$66,659	\$63,782
Part Time Special Constable	\$86,291	\$77,179	\$73,324	\$70,158
IT Assistant	\$77,727	\$70,856	\$64,622	\$59,015
Community Liaison	\$67,054	\$63,304	\$58,455	\$54,110
Supervisor Communications Class 1	\$92,431	\$0	\$0	\$0
Supervisor Communication Class 2	\$89,888	\$0	\$0	\$0
Platoon Dispatcher	\$84,798	\$77,721	\$71,348	\$65,244
Call Taker	\$69,384	\$65,915	\$61,290	\$0
Part Time Dispatcher	\$93,277	\$85,493	\$78,483	\$71,769
Part Time Call Taker	\$76,323	\$72,507	\$67,418	\$0
Property and Evidence Clerk	\$67,054	\$63,304	\$58,455	\$54,110
Supervisor Info Support Unit Class 1	\$73,089	\$0	\$0	\$0
Supervisor Info Support Unit Class 2	\$71,078	\$0	\$0	\$0
Information Support Unit Clerk	\$67,054	\$63,304	\$58,455	\$54,110
Part Time Info Support Unit Clerk	\$73,759	\$69,637	\$64,301	\$59,519
Front Counter Clerk	\$63,929	\$60,367	\$55,740	\$50,674
Part Time Front Counter Clerk	\$70,322	\$66,403	\$61,314	\$54,110
Finance/HR Assistant	\$68,841	\$65,400	\$61,957	\$58,515
Fleet Coordinator	\$75,567	\$70,796	\$66,025	\$61,255
Part Time Video and Data Technician	\$50,535	\$0	\$0	\$0

July 2023				
Title	Class 1	Class 2	Class 3	Class 4
Supervisor Courts Class 1	\$87,154	\$0	\$0	\$0
Supervisor Courts Class 2	\$83,984	\$0	\$0	\$0
Special Constable	\$79,230	\$70,864	\$67,325	\$64,419
Part Time Special Constable	\$87,154	\$77,950	\$74,057	\$70,860
IT Assistant	\$78,504	\$71,564	\$65,269	\$59,605
Community Liaison	\$67,725	\$63,937	\$59,040	\$54,652
Supervisor Communications Class 1	\$93,356	\$0	\$0	\$0
Supervisor Communication Class 2	\$90,787	\$0	\$0	\$0
Platoon Dispatcher	\$85,646	\$78,498	\$72,061	\$65,897
Call Taker	\$70,078	\$66,574	\$61,902	\$0
Part Time Dispatcher	\$94,210	\$86,348	\$79,268	\$72,487
Part Time Call Taker	\$77,086	\$73,232	\$68,093	\$0
Property and Evidence Clerk	\$67,725	\$63,937	\$59,040	\$54,652
Supervisor Info Support Unit Class 1	\$73,820	\$0	\$0	\$0
Supervisor Info Support Unit Class 2	\$71,789	\$0	\$0	\$0
Information Support Unit Clerk	\$67,725	\$63,937	\$59,040	\$54,652
Part Time Info Support Unit Clerk	\$74,497	\$70,333	\$64,944	\$60,114
Front Counter Clerk	\$64,568	\$60,970	\$56,297	\$51,180
Part Time Front Counter Clerk	\$71,025	\$67,067	\$61,927	\$54,652
Finance/HR Assistant	\$69,530	\$66,054	\$62,577	\$59,101
Fleet Coordinator	\$76,323	\$71,504	\$66,685	\$61,868
Part Time Video and Data Technician	\$51,040	\$0	\$0	\$0

January 2024				
Title	Class 1	Class 2	Class 3	Class 4
Supervisor Courts Class 1	\$87,938	\$0	\$0	\$0
Supervisor Courts Class 2	\$84,740	\$0	\$0	\$0
Special Constable	\$79,944	\$71,502	\$67,931	\$64,999
Part Time Special Constable	\$87,938	\$78,652	\$74,724	\$71,497
IT Assistant	\$79,211	\$72,208	\$65,856	\$60,141
Community Liaison	\$68,334	\$64,513	\$59,571	\$55,143
Supervisor Communications Class 1	\$94,196	\$0	\$0	\$0
Supervisor Communication Class 2	\$91,604	\$0	\$0	\$0
Platoon Dispatcher	\$86,417	\$79,205	\$72,710	\$66,490
Call Taker	\$70,709	\$67,173	\$62,460	\$0
Part Time Dispatcher	\$95,058	\$87,125	\$79,981	\$73,139
Part Time Call Taker	\$77,780	\$73,891	\$68,706	\$0
Property and Evidence Clerk	\$68,334	\$64,513	\$59,571	\$55,143
Supervisor Info Support Unit Class 1	\$74,485	\$0	\$0	\$0
Supervisor Info Support Unit Class 2	\$72,435	\$0	\$0	\$0
Information Support Unit Clerk	\$68,334	\$64,513	\$59,571	\$55,143
Part Time Info Support Unit Clerk	\$75,167	\$70,966	\$65,528	\$60,655
Front Counter Clerk	\$65,149	\$61,519	\$56,804	\$51,641
Part Time Front Counter Clerk	\$71,664	\$67,671	\$62,484	\$55,143
Finance/HR Assistant	\$70,156	\$66,648	\$63,140	\$59,632
Fleet Coordinator	\$77,010	\$72,148	\$67,286	\$62,425
Part Time Video and Data Technician	\$51,500	\$0	\$0	\$0

July 2024				
Title	Class 1	Class 2	Class 3	Class 4
Supervisor Courts Class 1	\$88,817	\$0	\$0	\$0
Supervisor Courts Class 2	\$85,587	\$0	\$0	\$0
Special Constable	\$80,743	\$72,217	\$68,611	\$65,649
Part Time Special Constable	\$88,818	\$79,439	\$75,471	\$72,212
IT Assistant	\$80,003	\$72,930	\$66,515	\$60,743
Community Liaison	\$69,018	\$65,158	\$60,167	\$55,695
Supervisor Communications Class 1	\$95,138	\$0	\$0	\$0
Supervisor Communication Class 2	\$92,520	\$0	\$0	\$0
Platoon Dispatcher	\$87,281	\$79,997	\$73,437	\$67,155
Call Taker	\$71,416	\$67,845	\$63,084	\$0
Part Time Dispatcher	\$96,008	\$87,997	\$80,781	\$73,870
Part Time Call Taker	\$78,558	\$74,630	\$69,393	\$0
Property and Evidence Clerk	\$69,018	\$65,158	\$60,167	\$55,695
Supervisor Info Support Unit Class 1	\$75,230	\$0	\$0	\$0
Supervisor Info Support Unit Class 2	\$73,159	\$0	\$0	\$0
Information Support Unit Clerk	\$69,018	\$65,158	\$60,167	\$55,695
Part Time Info Support Unit Clerk	\$75,919	\$71,676	\$66,184	\$61,262
Front Counter Clerk	\$65,801	\$62,134	\$57,372	\$52,157
Part Time Front Counter Clerk	\$72,381	\$68,348	\$63,109	\$55,695
Finance/HR Assistant	\$70,857	\$67,315	\$63,771	\$60,229
Fleet Coordinator	\$77,780	\$72,869	\$67,958	\$63,049
Part Time Video and Data Technician	\$52,015	\$0	\$0	\$0

January 2025				
Title	Class 1	Class 2	Class 3	Class 4
Supervisor Courts Class 1	\$89,617	\$0	\$0	\$0
Supervisor Courts Class 2	\$86,358	\$0	\$0	\$0
Special Constable	\$81,470	\$72,867	\$69,228	\$66,240
Part Time Special Constable	\$89,617	\$80,153	\$76,150	\$72,862
IT Assistant	\$80,723	\$73,587	\$67,113	\$61,290
Community Liaison	\$69,639	\$65,744	\$60,708	\$56,196
Supervisor Communications Class 1	\$95,994	\$0	\$0	\$0
Supervisor Communication Class 2	\$93,353	\$0	\$0	\$0
Platoon Dispatcher	\$88,067	\$80,717	\$74,098	\$67,759
Call Taker	\$72,059	\$68,456	\$63,652	\$0
Part Time Dispatcher	\$96,872	\$88,788	\$81,508	\$74,535
Part Time Call Taker	\$79,265	\$75,301	\$70,017	\$0
Property and Evidence Clerk	\$69,639	\$65,744	\$60,708	\$56,196
Supervisor Info Support Unit Class 1	\$75,907	\$0	\$0	\$0
Supervisor Info Support Unit Class 2	\$73,817	\$0	\$0	\$0
Information Support Unit Clerk	\$69,639	\$65,744	\$60,708	\$56,196
Part Time Info Support Unit Clerk	\$76,602	\$72,321	\$66,779	\$61,813
Front Counter Clerk	\$66,393	\$62,694	\$57,888	\$52,627
Part Time Front Counter Clerk	\$73,032	\$68,963	\$63,677	\$56,196
Finance/HR Assistant	\$71,495	\$67,921	\$64,345	\$60,771
Fleet Coordinator	\$78,480	\$73,525	\$68,570	\$63,616
Part Time Video and Data Technician	\$52,483	\$0	\$0	\$0

July 2025				
Title	Class 1	Class 2	Class 3	Class 4
Supervisor Courts Class 1	\$90,513	\$0	\$0	\$0
Supervisor Courts Class 2	\$87,221	\$0	\$0	\$0
Special Constable	\$82,284	\$73,596	\$69,920	\$66,902
Part Time Special Constable	\$90,513	\$80,955	\$76,912	\$73,591
IT Assistant	\$81,530	\$74,323	\$67,784	\$61,902
Community Liaison	\$70,335	\$66,402	\$61,315	\$56,758
Supervisor Communications Class 1	\$96,954	\$0	\$0	\$0
Supervisor Communication Class 2	\$94,286	\$0	\$0	\$0
Platoon Dispatcher	\$88,947	\$81,524	\$74,839	\$68,437
Call Taker	\$72,779	\$69,140	\$64,288	\$0
Part Time Dispatcher	\$97,841	\$89,676	\$82,323	\$75,280
Part Time Call Taker	\$80,057	\$76,054	\$70,717	\$0
Property and Evidence Clerk	\$70,335	\$66,402	\$61,315	\$56,758
Supervisor Info Support Unit Class 1	\$76,666	\$0	\$0	\$0
Supervisor Info Support Unit Class 2	\$74,556	\$0	\$0	\$0
Information Support Unit Clerk	\$70,335	\$66,402	\$61,315	\$56,758
Part Time Info Support Unit Clerk	\$77,368	\$73,044	\$67,447	\$62,431
Front Counter Clerk	\$67,057	\$63,321	\$58,467	\$53,153
Part Time Front Counter Clerk	\$73,762	\$69,653	\$64,314	\$56,758
Finance/HR Assistant	\$72,210	\$68,600	\$64,989	\$61,379
Fleet Coordinator	\$79,265	\$74,260	\$69,256	\$64,252
Part Time Video and Data Technician	\$53,008	\$0	\$0	\$0

Note: Part time rates include the 10% in lieu of benefits

Letter of Understanding re Special Constable rate of pay

WHEREAS the Association has tabled a proposal to increase the Special Constable rate of pay through collective bargaining;

AND WHEREAS there is currently a provincial review of the Court Security and Prisoner Transportation (CSPT) program being conducted;

NOW THEREFORE the Parties agree:

- 1) The Employer will review the results of the provincial review of the CSPT program with a view to incorporating any recommended changes into the Employer's operations.
- 2) Once the conditions in paragraph 1 are satisfied, the Employer will undertake a job evaluation review of the Special Constable position in order to determine the appropriate compensation level.
- 3) If the conditions in paragraph 1 are not met within six (6) months of ratification of this agreement, the Employer undertakes to engage with the Association to review the Special Constable job description and rate of pay in order to determine the appropriate compensation level.

Letter of Understanding re Truth and Reconciliation Day

WHEREAS the federal government has proclaimed September 30th to be National Truth and Reconciliation Day;

AND WHEREAS the Parties wish to recognize the importance of this day;

NOW THEREFORE the Parties agree:

- 1) The Employer will add an additional eight (8) hours of lieu time to every member's holiday bank to be used either on September 30th or on an alternate day of their choosing, subject to staffing levels and operational need.
- 2) The Parties agree that the provisions of Article 9 shall not apply to Truth and Reconciliation Day.