

AGREEMENT made this 5th day of January, A.D. 2016, pursuant to the Police Services Act, R.S.O., 1990, c.P.15 and amendments thereto:

BETWEEN:

THUNDER BAY POLICE SERVICES BOARD
(FOR THE CORPORATION OF THE CITY OF THUNDER BAY)
Hereinafter called the "**Board**"
OF THE FIRST PART

- and -

THUNDER BAY POLICE ASSOCIATION
Hereinafter called the "**Association**"
OF THE SECOND PART

Article I – Scope

- 1.01 The Board hereby recognizes the Association as the sole and exclusive bargaining agent for all members of the Police Service of the City of Thunder Bay, who are covered under both UNIT “A” and UNIT “B” Collective Agreements, including the working conditions and salaries as set out in Schedule “A” attached hereto and made part of this Agreement, save and except the Chief of Police, Deputy Chief of Police, and members of the Thunder Bay Police Senior Officers Association.
- 1.02 Subject to Article I, Clause 1.01 "member" shall mean every person described in Section (2) of Bill 107, Chapter 10, Statutes of Ontario, 1990, Police Services Act (1990), and amendments thereto, unless the context clearly shows otherwise.
- 1.03 The Board agrees that as a condition of employment, all members falling within the scope of this Agreement, shall obtain and maintain membership in the Thunder Bay Police Association after thirty (30) days of employment.
- 1.04 A person who is not a paid member of the Police Service shall not be permitted to do any work that is normally done by members of the Association, provided however, that members of the Police Service have had the first opportunity to refuse this work.

Article II - Management Rights

- 2.01 The Association acknowledges that it is the exclusive function of the Board and Administration to:
- (a) Govern the affairs of the Police Service in accordance with the provisions of The Police Services Act.

- (b) It is agreed and understood that these rights shall not be exercised in a manner inconsistent with the provisions of this Agreement.

Article III – Bargaining

- 3.01 The Board agrees that there will be no discrimination, interference, restraint or coercion exercised or practiced by the Board or by any other representative with respect to any member, in the bargaining unit, because of his membership or connection with the Association, and that membership in the Association by a member in the bargaining unit, who is eligible to join will not be discouraged.
- 3.02 The Association agrees that there will be no intimidation, interference, or coercion exercised or practiced upon members of the City of Thunder Bay Police Service by any of its members or representatives.
- 3.03 All persons employed by the Board, eligible for membership in the Association, shall have the membership dues and assessments of the Association deducted from their salaries, and the sums so deducted shall be paid by the Treasurer's Department of the Corporation of the City of Thunder Bay to the Treasurer of the Association each month, or within a reasonable time after the making of such deductions. Any member in arrears for Association dues deductions is responsible for repayment of the arrears to the Association. A representative of the Association will meet with a member in arrears and a reasonable repayment schedule will be developed and forwarded to Administration for processing and remittance to the Association as outlined above.
- 3.04 Wherever the singular or masculine is used in this Agreement, it shall be considered as if the plural or feminine has been used where the context of the party or parties hereto so requires.

Article IV - Classification and Salary Schedule and Municipal Policing Allowance

- 4.01 The salaries set forth in Schedule "A" attached hereto are hereby made part of this Agreement. The revisions made to Third Class, Second Class and First Class constable (i.e. the addition of a first and a second six month salary) are effective for any newly appointed sworn member from January 1, 2016 and onward.
- 4.02 (a) Any qualified Police Officer covered by this Agreement who performs the duties of a higher ranking Police Officer shall receive the scheduled rate of pay for the higher rank.
- (b) On duty qualified Officers will be given the first opportunity to perform the duties of a higher ranking Police Officer whenever the occasion arises. The Officer shall receive the acting rate of pay of the higher rank while in an 'acting' capacity.

For the purposes of this article, “qualified” means having attained the rank of Staff Sergeant or Sergeant or being a Constable and designated by the promotional process as an Acting Sergeant.

(c) **Identification Officers**

Effective January 01, 2008, Identification Officers shall be paid in accordance with the following scale, which begins upon completion of training or after 3 months of being assigned to the Identification Unit. This rate is in addition to the rate of pay each member of the Identification Unit has obtained.

<u>YEAR</u>	<u>% of RANK</u>	(See Schedule "B")
Year 1	101%	
Year 2	102 %	
Year 3	103 %	

(d) Effective January 1, 2008 Sworn Members shall be entitled to a Municipal Policing Allowance in accordance with the following schedule which shall cover all ranks from Constable to Staff Sergeant.

For those sworn members having completed eight (8) years’ service but less than seventeen (17) years service at 3% above the First Class Constable rate.

For those members having completed seventeen (17) years’ service but less than twenty-three (23) years service at 6% above the First Class Constable rate.

For those members having completed twenty-three (23) or more years’ service at 9% above the First Class Constable rate.

The Municipal Policing Allowance shall form part of base salary and shall be paid as part of the regular pay cheque. It shall be included as salary in calculating overtime, vacation and statutory holiday pay, and pension contributions.

To qualify for the Municipal Policing Allowance rates of pay, a Sworn member must meet the following criteria:

Must be free of Police Services Act convictions within the past two (2) years where more than a thirty-six (36) hour penalty or equivalent disposition has been assessed and free of any criminal conviction. Sworn members who do not meet these requirements will forfeit any applicable Municipal Policing Allowance for a period of one year.

Calculation of “service” shall include all recognized sworn police service for any sworn members joining the Thunder Bay Police Service prior to September 29, 2004, provided there is no unbroken service for a period longer than ninety (90) days, and all sworn

unbroken service with the Thunder Bay Police Service only, for all members joining Thunder Bay Police Service after September 28, 2004.

(e) **Coach Officer**

An officer assigned the responsibility of Coach Officer under the Ontario Police College Recruit Training Program, or any other Recruit Training Program, shall receive sixty hours of non-cashable lieu days. Where more than one officer is assigned the duties, the lieu time shall be apportioned in relation to the time spent by each officer in the training of the new recruit to a maximum of fifty (60) hours. Upon completion of the coaching period, if the Chief of Police or designate assigns another officer as coach of that recruit, that officer shall receive twelve (12) hours of non-cashable lieu time for every ninety six (96) hours spent with that recruit.

(f) **Sergeant**

Effective January 1, 2008, Sergeant/Detective to be paid as a percentage of the appropriate First Class Constable rate as follows:

Year 1 – 109.5% of First Class Constable rate.

Year 2 – 112.5% of First Class Constable rate.

Sergeant pay shall form part of base salary and shall be paid bi-weekly. It shall be included as salary in calculating overtime, vacation and statutory holiday pay, and pension contributions.

(g) **Acting Sergeant**

Effective January 1, 2008, Acting Sergeant to be paid at 107.5% of First Class Constable rate. Effective January 1, 2016, Acting Sergeant to be paid at 109.0% of First Class Constable.

(h) **Staff Sergeant**

Effective January 1, 2008, Staff Sergeant/Detective Sergeant to be paid as a percentage of the appropriate First Class Constable Rate as follows:

Year 1 – 119.5% of First Class Constable rate.

Year 2 – 125% of First Class Constable rate.

Staff Sergeant / Detective Sergeant pay shall form part of base salary and shall be paid bi-weekly. It shall be included as salary in calculating overtime, vacation and statutory holiday pay, and pension contributions.

(i) **Acting Staff Sergeant**

Effective January 1, 2008, Acting Staff Sergeant to be paid at 117.5% of First Class Constable rate. Effective January 1, 2016, Acting Staff Sergeant to be paid at 119.0% of First Class Constable.

(j) **Rank structure for Uniform Patrol**

Effective January 1, 2016 the rank structure on the 12 hour rotation shall be a minimum of:

Patrol - (4) Staff Sergeants
(8) Sergeants

ETU - (1) Sergeant

(k) **Standby Incentive**

Any Sworn member actively working in the Criminal Investigation Branch - General Investigation Units, or a Sworn member assigned and actively working in the Traffic Unit with a Level III Reconstruction designation, and who is required by the Chief or designate to be on stand-by and is therefore prevented from engaging in any activity which would prevent him from being able to be called to duty, shall be granted one (1) day of non-cashable lieu time for every four (4) months that member is required to be on stand-by. **E.T.U. Stand By** - Five members plus one supervisor will be on call at any time. On-call members will receive the benefit under Article 4.02(k).

4.03 If, during the term of this Agreement, any new positions or job classifications are established by the Board, they shall become subject to and form part of this Agreement, unless both parties agree, in writing, that this would be inappropriate.

4.04 A Fourth Class Constable is eligible for reclassification as a Third Class Constable after serving one (1) year as a Fourth Class Constable with the Service.

A Third Class Constable is eligible for reclassification as a Second Class Constable after serving one (1) year as a Third Class Constable with the Service.

A Second Class Constable is eligible for reclassification as a First Class Constable after serving one (1) year as a Second Class Constable with the Service.

In the case of any of the one-year periods specified above, reclassification will not be automatic, but will be based upon good conduct and favourable performance evaluations. In order to qualify for reclassification from Fourth Class to Third Class Constable a member must perform a minimum total of nine months active duty. In order to qualify for reclassification from Third Class to Second Class, or Second Class to First Class Constable, a member must perform a minimum total of nine months active or modified duty during a classification year.

If a member is not reclassified when due, he/she shall have the right to receive from the Chief of Police, a statement of the reasons why he/she has not been reclassified.

4.05 The current promotion policy shall be applied to future promotional competitions. Should the Board or the Association have any concerns about this policy, these concerns shall be addressed by a Joint Committee of an equal number of representatives of the Administration

and the Association. It is also agreed that changes to this policy may be recommended by the above said Joint Committee.

Article V - Vacation and Statutory Holidays

5.01 For the purpose of Section 5.02, where weeks of annual leave are mentioned, it shall mean blocks of annual leave for those members on the 6 & 3 or 12 hour systems. Blocks will include the days of weekly leave on each side of the block.

5.02 All members working the 6+3 schedule and the 12 hour schedule shall be entitled to annual leave in accordance with the following schedule:

1 year or more of Service	2 weeks of annual leave
5 years or more of Service	3 weeks of annual leave
10 years or more of Service	4 weeks of annual leave
15 years or more of Service	5 weeks of annual leave
20 years or more of Service	6 weeks of annual leave
25 years or more of Service	7 weeks of annual leave

Effective January 1, 2008, all members working the 10 Hour schedule as stipulated in the Appendices or a 40 Hour 5+2 Schedule shall be entitled to annual leave in accordance with the following schedule:

1 year or more of Service	80 hours of annual leave
4 years or more of Service	120 hours of annual leave
9 years or more of Service	160 hours of annual leave
14 years or more of Service	200 hours of annual leave
19 years or more of Service	240 hours of annual leave
24 years or more of Service	280 hours of annual leave
28 years or more of Service	320 hours of annual leave

Annual leave shall include the days of weekly leave immediately preceding and proceeding the block of annual leave taken. This shall only include full blocks of annual leave taken during the annual leave draw or changes to annual leave approved by the Senior Officer in charge of the member's Branch which occur after the annual leave draw. For those days of Annual leave booked during the annual leave draw that are remaining for a member and are less than a full block, annual leave shall also include the days of weekly leave immediately preceding days of annual leave for days taken at the beginning of a block or immediately proceeding the days of weekly leave that are taken at the end of a block. This will not apply for annual leave days taken that do not either begin or end a block.

All members working the 12 Hour schedule will be entitled to pro-rated Stat Time and Accrued Time to a maximum of 104 Stat Time and 110 Accrued Time. Stat Time and

Accrued Time will be pro-rated for missed time not including Casual Sick Time (60 hours per year), annual leave, Stat Time, Accrued Time and lieu time as per policy.

- 5.03 Any member who is required to be on duty on any of the recognized statutory holidays (excluding Easter Sunday, Christmas Day and New Year's Day) shall be paid an additional one-half (0.5) hour's pay for each hour worked on such day. Any member required to be on duty on Christmas Day and/or New Year's Day shall be paid an additional one (1) hour's pay for each hour worked on such day. Any member required to be on duty on Easter Sunday will **not** receive additional pay for regular hours worked on that day. Payment will be made in accordance with the procedure laid out in Section 7.06 of this agreement. Statutory Holidays shall include:

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

If any other day is proclaimed a statutory holiday by either the federal or Ontario provincial governments or a day is proclaimed a Civic Holiday by the Corporation of the City of Thunder Bay, such day will be added to the above list and observed on the day so proclaimed.

Overtime rates will not apply to Statutory Holiday pay. (Note: For example a member who works four hours of authorized overtime on any of the recognized statutory holidays (except Christmas Day and New Year's Day) will receive pay for those four hours as follows:

Overtime pay: 4 hours pay at one and one-half (1.5) times the regular straight-time rate of pay (the equivalent of 6 hours regular straight-time pay), and Statutory Holiday pay: 4 hours pay at one-half (0.5) times the regular straight-time rate of pay (the equivalent of 2 hours regular straight-time pay).

And

A member who works four hours of authorized overtime on Christmas Day and New Year's Day will receive pay for those four hours as follows:

Overtime pay: 4 hours at one and one-half (1.5) times the regular straight-time rate of pay (the equivalent of 6 hours regular straight-time pay), and Statutory Holiday pay: 4 hours pay at one (1) times the regular straight-time rate of pay (the equivalent of 4 hours regular straight-time pay).

5.04 (i) The annual leave draw will be completed as soon as is practicable during the autumn of the prior calendar year. The Branch Commander in-charge will provide a seniority list of members involved with the appropriate amount of hours of annual leave plus any “stat time” or “accrued time” to be drawn with annual leave time.

(ii) For the 10 Hour Schedule annual leave will be drawn with the most senior member allowed to pick either up to one hundred (100) hours or two (2) blocks. Once all members of the unit have had an opportunity to make their first pick, then the process will continue for the remaining full blocks beginning with the most senior member and progressing down through the list. After the initial pick, members shall pick one full block at a time until they either have no annual leave time remaining or the time remaining prevents them from picking a full block. When all members on the unit are unable to pick full blocks of time, they shall use their remaining annual leave time along with remaining statutory holiday time to choose annual leave on dates where members have not chosen annual leave. This shall also be done in order of seniority with full blocks being chosen when able to do so.

(iii) One (1) sworn member on annual leave shall be permitted in each block however, the Chief of Police or designate, may at his discretion allow additional members to be off within the block. In order to allow as many members as possible off on annual leave in the prime vacation period and still be able to maintain an adequate number of personnel to adequately staff any unit, the Chief of Police or designate will consult with the President of the Thunder Bay Police Association or designate to discuss those periods within the year that may be eligible to allow additional personnel to take annual leave.

12 Hour Schedule

Annual leave shall be selected in accordance with the collective agreement. The accrued time and stat time shall be selected in full blocks at the time of the annual holiday draw.

NCO's shall select their Annual Leave, Stat Time, and Accrued Time blocks first. Only complete blocks will be chosen equal to Accrued Time + Stat Time + Annual Leave. Once completed, the list will be given to the platoon. No more than one (1) NCO will be allowed off per block.

A maximum of four (4) officers per unit (not including NCOs) will be allowed off per block on annual leave, stat time or accrued time. All blocks to be picked by seniority.

When the Emergency Task Unit are working and not scheduled to train, an additional two members will be allowed to pick these days off. These days will be chosen when picking accrued time off in order to eliminate all hours.

The order of selection shall be annual leave time, followed by stat time, followed by accrued time.

Members unable to select full blocks of Stat time, due to a shortage of allotted hours, may use Accrued Time to complete the block; however only when all members have exhausted full block picks of Annual Leave, Stat Time and Accrued Time. Members unable to select a full block of Accrued Time, due to a shortage of allotted hours, may use lieu time to complete the block however only when all members have exhausted full block picks.

Should a block be vacant of NCO's vacation time then an additional member from the platoon may select the block bringing the number allowed on annual leave to five (5).

Full Lieu blocks will be picked after all members (including NCO's) have exhausted all Annual Leave, Stat Time and Accrued Time and in accordance to the present Collective Agreement and Policy.

For those days where both ETU and Uniform are working and there is no training lieu time policy may allow for members to take extra time off. These picks may be approved by the supervisor after the annual leave has been posted. Time off approval subject to a minimum of 14 members working the road.

Stat Time Allotment

Stat time of 104 will be allotted. This number will be pro-rated.

Accrued Time

Accrued time of 110 hours will be allotted. This number will be pro-rated.

Accrued and stat time will be earned in the previous year from when it is taken. In order to transition to this, members will not book accrued time in 2017. Accrued time will be earned from January 1, 2017 to September 30, 2017. This time will be booked with annual leave in the autumn of 2017 and taken in the calendar year of 2018. The following year, accrued time will be earned from October 1, 2017 to September 30, 2018 and taken in calendar year 2018. Stat holiday time will be taken in 2017. The following year stat time will not be taken. It will be earned from January 1, 2018 to September 30, 2018 and taken in calendar year 2019.

- 5.05 A member who terminates employment and has not taken his annual vacation for that year, shall be granted a sum of money pro-rated in accordance with the number of days holidays to be granted in that year.
- 5.06 Effective for the 2017 Annual Leave draw and onward, the amount of vacation time and pay attributable to the time off set above will be calculated based on a member's pay for regular hours worked in the previous calendar year with the exception of paid casual sick days, lieu time, annual leave, statutory time, accrued time and time absent when a member is awarded Workplace Safety Insurance loss of earnings benefits. Pro-rating of time and money will begin once a member has missed the equivalent of 140 hours, for members paid on a 35 hour of work week, and 160 hours for members who are paid on a 40 hour work week basis.

Article VI - Court Attendance

- 6.01 (a) Effective April 1, 2005, a member who is required to attend a Court sitting as a witness while off duty shall be paid a minimum of four (4) hours pay at time and one-half (1 ½), before the noon recess. Should the member be required to remain in Court after 2:00 p.m. on the same day, the member shall be paid an additional minimum of four (4) hours pay at time and one half (1 ½).

A member working the 2000 to 0600 or the 2200 to 0800 shifts only, while waiting for court at either 9:30 a.m. or 10:00 a.m. shall receive time and one-half (1 1/2) pay from end of the shift until the time he is to be at any legal proceedings.

Members who are required to attend any court or hearing after working a night shift shall contact the on-duty Uniform Staff Sergeant to inform him of when they were released from court. The member shall receive eight (8) hours clear before having to report for duty.

Members required to attend court or a hearing after a night shift shall be paid three (3) hours at straight time for the period from the end of shift to the start of the court appearance.

- (b) The provisions of Article VI, Clause 6.01 shall not apply to a member who is a defendant and is convicted of any offense under any Provincial or Federal Statute.
- (c) Should a member attend court on his annual Vacation he shall be paid in accordance with Article VI, Clause 6.01 (a) and be granted sixteen (16) hours of non-cashable lieu time for each daily appearance. Annual vacation also includes assigned Statutory Holiday time when taken for an entire block. Should a member attend court on his statutory holiday time, as stated above, he shall be paid in accordance with Article VI, Clause 6.01 (a) and be granted sixteen (16) hours of non-cashable lieu time for each daily appearance. A morning appearance constitutes daily. Daily means all day, or morning only, or afternoon only. The leave shall be taken with the approval, and at the convenience, of the Branch Commander.
- (d) Should a member be required to attend court on a scheduled accrued day off, and the member is in court for a length of more than two hours, the member will receive, in addition to benefits in the collective agreement, an hour of non-cashable lieu time for every hour in court.
- (e) Upon receipt of a court notification slip which conflicts with annual leave, Stat Holiday time or accrued time the member shall immediately notify the Court Section of the conflict. Failure of the member to do so shall disqualify the member from receiving the benefits of 6.01 (c) but not 6.01 (a).
- (f) Annual Vacation includes the weekly leave period immediately preceding and following a week or block scheduled for annual vacation in addition to the actual week(s)/block(s) scheduled for annual vacation.

- (g) Article VI applies to any member required to attend as a witness at any criminal, provincial or civil court case or any judicial hearing or inquiry including WSIB, or criminal compensation but excluding arbitration, conciliation or mediation.
 - (h) Where parking fees are required to be paid by any member required to attend as a witness as outlined above in 6.01 (f), the member will be provided with a parking pass provided by the Service.
- 6.02 (a) Twenty-four (24) hours notice shall be given prior to each member's required attendance in Court. Failure to do so will result in an additional four (4) hours straight time pay in addition to pay received for the member's appearance. If a member's court attendance is cancelled less than twenty-four (24) hours before scheduled, the member shall receive a payment of four (4) hours straight time pay.
- (b) Should a member be required to attend court on his annual vacation or Stat holiday block (as per Article V) and the member has complied with the requirements in Article VI and the attendance is cancelled, within seventy-two (72) hours or less notice of the intended appearance, the member shall receive eight (8) hours of non-cashable lieu time for each daily appearance that was cancelled.
- 6.03 Each member required to remain at any legal proceeding following a normal tour of duty shall be paid at time and one-half (1 1/2).
- 6.04 A member who is required to attend any legal proceeding outside the City of Thunder Bay shall receive, subject and in addition to the provisions of Section 6.01 and 6.03 of this Agreement:
- (a) Payment for traveling time to and from Court subject to the overtime provisions of this Agreement.
 - (b) Payment for authorized transportation and mileage at the City of Thunder Bay's current mileage rate to supplement for the use of a member's own vehicle.
 - (c) Payment for accommodation, meals and any other out-of-pocket expenses incurred.
- 6.05 The foregoing provisions apply only in respect of attendance at court or other legal proceeding arising from the member's duties as a Police member.

Article VII- Hours of Work

- 7.01 All members not working on the 12 Hour or 6 + 3 Schedules shall work a forty (40) hour week consisting of five (5) daily tours of duty of eight (8) consecutive hours each or will work a 10 hour alternative compressed work schedule as follows:

Criminal Investigation Branch:

Appendix "B"

Traffic Unit / Community Response Team Appendix "E"

Neighbourhood Policing Unit: Appendix "F"

The number of personnel, including supervisory personnel, assigned to each of the various starting times will be determined by the Chief of Police or his designate. The number of personnel assigned to the early starting times for each of the shifts (days, evenings, and nights) will be to a maximum of fifty per cent of each unit. These amendments apply only to Uniform Patrol except where specified for C.I.B.

* Project Plans – The purpose of this is to address "Project Plans" that might arise and is not intended to reflect a change in regular schedules.

12 Hour Shifts for Uniform Patrol will commence as follows:

Dayshift - 600 hours to 1800 hours and 0700 hours to 1900 hours.

Nightshift -1800 hours to 0600 hours and 1900 hours to 0700 hours.

ETU officers working a 12 hour schedule will work 07:00 hours - 19:00 hours

Training days for Uniform Patrol working a 12 Hour Schedule will be are 12 hour days unless otherwise agreed upon.

The regular hours of work for Court Officers shall be forty (40) hours per week on the basis of five (5) days between the hours of 7:30 a.m. and 6:00 pm. The shifts shall commence at 7:30 a.m., 8:00 a.m., 8:30 a.m., 9:00 a.m., or 10:00 a.m.

In the event that alternate court times are established such as night court, the parties agree to negotiate corresponding hours of work.

7.02 Every member, except in cases of emergency, shall be allowed a one-half hour uninterrupted lunch period during each eight (8) hour tour of duty, which half hour shall commence no more than five (5) hours after the commencement of a normal tour of duty, and it is agreed that the lunch period be taken at a suitable designated place.

Every member, except in cases of emergency, shall be allowed a forty-five (45) minute uninterrupted lunch period during each ten (10) hour tour of duty, which shall commence no more than six (6) hours after the commencement of a normal tour of duty, and it is agreed that the lunch period be taken at a suitable designated place.

Every member, except in cases of emergency, shall be allowed a sixty (60) minute uninterrupted lunch period during each twelve (12) hour tour of duty, which shall commence no more than seven (7) hours after the commencement of a normal tour of duty, and it is agreed that the lunch period be taken at a suitable designated place.

- 7.03 Every member failing to receive such lunch period within the allotted time shall be allowed one-half (½) hour's pay, provided, however, every member shall first obtain permission where practical from his Supervising N.C.O. or Senior Officer before extending his assigned duty beyond the five (5) or six (6) hours as may be the case. In the case of the 12 Hour shift schedule the above will apply except the member shall be allowed one (1) hour's pay after seven (7) hours. In all cases, a member must be available in case of emergency.
- 7.04(a) In the City of Thunder Bay at least two vehicles will be staffed by two officers on a 24 hour a day basis. Between 1600 hours and 0800 hours two additional vehicles will be staffed by two officers in the City of Thunder Bay. The Chief of Police may detail the further use of two officer units, or cause the same to be detailed as might be deemed necessary from time to time.
- (b) During the hours of 0400 - 0600 daily, with the exception of Wednesdays when the hours will be 0400-0800, there will be a minimum staffing guideline for the City of Thunder Bay of 8 Uniform Patrol officers, 2 Sergeants, and 1 Staff Sergeant (Watch Commander). The Watch Commander will have the discretion to hold over or call out to meet or augment this minimum staffing guideline in order to meet the operational needs of the day. Between 0400 and 0800, officers held over shall be compensated under the same provisions stipulated in the Memorandum of Agreement – Shift Schedule Start Times – Uniform Patrol dated October 14, 2008. The Watch Commander shall generally not staff below this minimum staffing guideline, but may do so in cases when a scheduled officer is absent for any good reason, and the demands of the shift do not require a call-in or hold-over.
- (c) During the remaining hours there will be a minimum staffing guideline of 10 Uniform Patrol Officers (which includes ETU officers assigned to work uniform patrol functions), 2 Sergeants and 1 Staff Sergeant. The Watch Commander will have the discretion to hold over or call in to meet or augment this minimum staffing guideline in order to meet the operational needs of the day. The Watch Commander shall generally not staff below this minimum staffing guideline, but may do so in cases when a scheduled officer is absent for any good reason, and the demands of the shift do not require a call-in or hold-over.
- (d) The staffing of two officer vehicles shall be met using uniform patrol officers identified in the minimum staffing guidelines in paragraphs (b) and (c) above.
- (e) Patrol Supervisors and/or Watch Commanders shall review the rosters to forecast where staffing in the Uniform Patrol Branch may fall below the minimum staffing guidelines in paragraphs (a) and (b), and will make the arrangements to redeploy available resources to Uniform Patrol functions to meet those needs through the appropriate Branch Commanders.
- (f) Supervisors and/or Watch Commanders shall consider whether the needs of the Shift can be met by redeploying other resources to Uniform Patrol functions without the need of holding over, calling in, or utilizing overtime. In order to meet the minimum staffing guidelines in paragraphs (b) and (c), including filling supervisory positions, consideration shall first be given to the redeployment to Uniform Patrol Functions, available resources from the Community Services Branch, or officers assigned to other functions including training and/or administrative duties. The redeployment of officers from training and/or administrative duties is subject to the approval of the appropriate Branch Commander.

- (g) Officers redeployed from other duties in order to meet the minimum staffing guidelines of paragraph (b) and (c) shall be strictly assigned to uniform patrol functions.
- (h) In situations assessed as urgent by the Watch Commander, the Watch Commander retains discretion to deploy resources as necessary to protect the public and ensure officer safety.
- (i) These orders are not intended to take away the Watch Commander's discretion not to hold over or callout to meet the minimum staffing guidelines in paragraph (b) and (c) when the demands of the shift do not require it.

7.05 Any member required to stay overnight in other than his normal place of residence as a result of providing a policing service to another municipality shall be paid a sum of seventy-five dollars (\$75.00) in addition to any other benefits the member is entitled to. Policing Service shall be defined as but not limited to: Tactical Unit, Bomb Disposal, Escorts, Criminal Investigation and Canine Unit.

7.06 Each member will report for duty fifteen (15) minutes prior to the commencement of his shift. Should a member be required to remain on duty following the completion of his shift for a continuation of duties, he will be paid at the rate of one and one-half (1 1/2) times his regular salary.

All members requested or ordered to remain beyond their regular tour of duty, shall receive one and one-half (1 1/2) times their regular rate of pay for each hour worked with a minimum of two (2) hours at two (2) times their regular rate of pay for a minimum of four (4) hours straight time pay.

All members otherwise called out for duty, shall receive a minimum of four (4) hours pay at one and one-half (1 1/2) times their regular rate of pay, for a minimum of six (6) hours straight time pay.

Note: Examples of "continuation of duties" are traffic stops, pursuits, an investigation, special assignments, etc. which occurred during their regularly scheduled shift. Court Section examples: Members who are required to remain in court after the scheduled completion of their shift who continue to deal with outstanding custodies will be considered to be in a "continuation of duties" situation as outlined in this article.

Members who are required to remain in court after the scheduled completion of their shift and are required to take a new person into custody will be considered to be in a "hold over" situation as outlined in this article.

7.07 Effective January 1, 2011, all members required to work holdover or continuation of duties shall be entitled to a meal allowance of eleven dollars (\$11.00), for each four (4) hour period worked, and an uninterrupted lunch break of thirty (30) minutes during which to consume the same. Failure to receive the same shall entitle each member to the benefit of the provisions of Article VII, Clause 7.03.

7.08 Credits for overtime, call out, court attendance, legal proceedings, and work on Statutory Holidays shall be paid at the scheduled rate up to the preceding payday, on the following pay period.

Article VIII – Emergency

8.01 Notwithstanding the provisions of Article 7.01, in case of emergency requiring the services of members of the Police Service, who are not on duty at the time of the emergency, the Chief of Police or other persons in charge of the Police Service, may recall to duty any or all such members or upon 48 hours notice amend the shift of any or all such members with such change to last only for the duration of the emergency.

8.02 Any member called to duty as per section 8.01 will receive pay in accordance with Article VII, sections 7.06, 7.07, and 7.08.

Article IX - Extra Duty

9.01 Subject to the approval of the Chief of Police, members of the Police Service may volunteer for extra duty while normally off duty provided the member holds a rank of 3rd Class Constable or higher and is not assigned to light duty at the time of volunteering, or on Workers' Compensation, and has not been on sick leave immediately prior to the opportunity to work extra duty.

Article X - Clothing Allowance

10.01 The Board shall grant to each full-time member transferred to plainclothes duty, with the exclusion of those members who have court attendance, an annual clothing allowance equal to the following:

- a) Those members if required to wear business attire for six (6) months or more shall be granted:
 - 1) One thousand one hundred dollars (\$1100.00) if required to wear business attire at least fifty percent (50 %) of total time. Effective 2012, one thousand one hundred fifty dollars (\$1,150.00) if required to wear business attire at least fifty percent (50%) of total. This amount shall be paid on a pro-rata basis on the first regular pays in January, April, July, and October of each year.
 - 2) Six hundred and fifty dollars (\$ 650.00) if required to wear business attire less than fifty percent (50 %) of the time. Effective 2012, seven hundred dollars (\$700.00) if required to wear business attire less than fifty percent (50%) of the time. This amount shall be paid on a pro-rata basis on the first regular pays in January, April, July, and October of each year.”

(b) Those members who are required to wear business attire for less than six (6) months shall be granted:

- 1) Eighty dollars (\$80.00) for each full or part month if required to wear business attire at least fifty (50 %) of the time or;
- 2) Fifty dollars (\$50.00) for each full or part month, if required to wear business attire less than fifty percent (50 %) of the time.

Note: Proper business attire shall be determined by the Chief of Police

10.02 The Board will allow to members who are part-time plainclothes members, the sum of four dollars and fifty cents (\$4.50) per day (for the period of time they are on such plainclothes duty) which sum is to be paid once yearly in the month of December or upon termination. This section applies to those members required to work one (1) block/week or less. Effective January 1, 2008, the amount will increase to the sum of five dollars and fifty cents (\$5.50) per day.

10.03 (a) The Board shall supply the following clothing and equipment to those members not covered by Article X, Clause 10.01, 10.02, and 10.05. The said clothing will be distributed prior to the appropriate season, when possible.

Any member who through negligence loses or causes damage to an article of clothing or personal equipment supplied to the member by the Board as per the collective agreement, and which subsequently requires replacement, shall pay to the Board all the associated replacement costs.

To Be Supplied Yearly Until Reaching 1st Class Constable Status Or For Four Years Service

- Six (6) long or short sleeve perma-press shirts
- Two (2) pair trousers
- Two (2) ties
- One (1) pair boots (black)
- One (1) winter sweater
- One (1) pair gloves, or One (1) pair mitts

To Be Supplied To 1st Class Constables Or After Four Years Services

- Three (3) long or short sleeve perma-press shirts
- Two (2) pair trousers
- One (1) pair gloves, or One (1) pair mitts

To Be Supplied Every Other Year

One (1) winter sweater
One (1) pair boots with a resole including heels either neoprene or rubber,
anytime during the two year period that the Officer requests it.
One (1) pair overshoes
One (1) pair winter boots (black)

To Be Supplied As Required

One (1) tunic
One (1) winter hat
One (1) summer cap
One (1) fall and spring coat
One (1) winter coat
One (1) raincoat
One (1) baton
One (1) Sam brown belt with pouch(es)
One (1) suitable rain cap cover

- (b) When a member believes that an article of clothing as per 10.03 (a) is in need of replacement, the member shall have his supervisor view the article of clothing in question. The supervisor will determine the need, and if satisfied that replacement is required, issue a voucher to the member prior to directing the member to the stores clerk. The member shall provide the stores clerk with the voucher.
- 10.04 Female uniformed members shall be supplied with one pair of women's shoes, one pair of women's overshoes, and one pair of women's suitable winter boots, in lieu of one pair of boots and one pair of overshoes.
- 10.05 Each new uniformed member of the Police Service shall be paid the sum of five dollars (\$5.00) per day as a clothing allowance after four (4) weeks if the member has not received a uniform by this time. Said sum is to be paid once yearly in the month of December, or upon termination.
- 10.06 The Board will pay for the dry-cleaning and/or repairs of any uniform or clothing of any uniformed or plainclothes members of the Police Service soiled or damaged in the course of duty. Police personnel will be issued one (1) book of sixteen (16) vouchers annually to cover the dry cleaning of one (1) three (3) piece uniform and four (4) vouchers annually to cover the dry cleaning of one (1) three (3) piece suit. Plainclothes members will be issued one book of twenty (20) vouchers annually to cover dry cleaning of one (1) three piece suit.
- 10.07 Members accommodated on modified duties who are able to wear a police uniform and who request and receive permission from their Branch Commander to wear business casual attire will not qualify for a Clothing allowance.

Article XI - Medical, Hospital, Group Insurance and Dental

11.01 (a) The Board agrees to cover one hundred per cent (100%) of the cost of benefits under the Extended Health Care plan as provided by a major insurance carrier including semi-private ward accommodation, on the basis of \$25 deductible for single coverage and \$50 deductible for family coverage when members are eligible to enroll under the regulations of the plan. Covered expenses for any prescribed drug will not exceed the price of the generic equivalent product that can be used to legally fill the prescription as listed in the Provincial Drug Benefit Formulary. If there is no generic equivalent product of the prescribed drug, the amount covered is the cost of the prescribed product. If a prescription contains a written direction from a physician or a dentist that the prescribed drug is not to be substituted with another product and the drug is covered under this benefit, the full cost of the prescribed product will be covered.

Extended health to include:

Osteopath, Naturopath, Podiatrist, Chiropracist and Clinical Psychologist with a benefit level of \$400.00 per service annually.

Orthotic coverage shall be up to \$300 per pair per year with two pair per year being allotted.

Effective **January 1, 2014** benefit levels will also be as follows:

physiotherapist up to \$650 annually

chiropractor and massage therapist up to \$600 annually

Speech Pathologist for children up to \$750 annually.

Effective **January 1, 2016** benefit levels will increase as follows:

Chiropractic and massage therapy to each increase to \$700 annually.

Speech Pathologist for children up to \$800 annually.

Clinical Psychologist benefit level to increase to unlimited coverage.

Effective **January 1, 2016** unlimited coverage will be granted to these additional benefits:

Psychiatric social worker, Occupational therapist and psychotherapist counselor.

Effective **January 1, 2017** physiotherapist up to \$1,000 annually with a \$100.00 maximum initial fee and a \$75.00 maximum fee thereafter.

The Board will also pay one hundred per cent (100%) of the billed premiums for out-of-country travel medical coverage for non-retired, full-time members only.

Effective **January 1, 2018**, on a go forward basis only, Out-of-Country medical coverage will be extended to retired full-time members under age 65 with a minimum of 15 years' service with Thunder Bay Police.

- 11.01(b) The Board agrees to provide a Dental Plan based on current year's O.D.A. schedule, for all members when they are eligible to enroll under the regulations of the plan. The Board agrees to contribute to the costs for replacement or repair of dentures for a member on a 50/50 shared basis up to a maximum of three hundred dollars (\$300) in any one year (effective on the first day of the seventh continuous month of employment). This will apply to all members on the payroll who are eligible to enroll in the plan. Note: For the purposes of clarification, it is understood that the term "dentures" applies to full dentures (i.e. full upper or lower plates) and is not to be construed to mean partials, bridges, crowns, braces, etc.

Further any dental rider granted to any City employee shall automatically be provided to eligible members by the Board at a cost to the member which does not exceed that for the City employee.

The Board further agrees to provide riders for the provision of Major Restorative Benefits and Orthodontic Benefits.

The following services are based on a 50/50 split risk associated with the work completed and all premiums will be 100% paid by the Board:

Effective January 1, 2010: Major Restorative: \$2500 max/year
Orthodontics*: \$3500 max/life

Effective January 1, 2018: Major Restorative: \$3000 max/year
Orthodontics*:\$4000 max/life

*Note: Orthodontics is for children only in accordance with the Dental Plan Definitions (under age 21; unless in school full-time under age 25).

Effective January 1, 2019 orthodontics will be extended to qualifying adults.

- 11.01(c) The Board will pay one hundred percent (100%) of the billed premiums for, or cover the cost of eyeglasses (including frames and/or lenses, repairs, contact lenses, an eye exam, and/or laser surgery) up to a total amount of four hundred and fifty (\$450.00) dollars per person (member, spouse and dependent children) in any period of twenty-four (24) consecutive months when provided on the written prescription of a medical doctor or optometrist for all members on the payroll who are eligible to enroll under the regulations of the plan. Sunglasses or eyeglasses for cosmetic purposes are not included. Effective January 1, 2017 this amount will increase to five hundred (\$500).

11.01 (d) The Board agrees to pay the costs of Semi-Private hospital coverage, Extended Health Care benefits, the Dental Plan, plus Vision Care listed in this Agreement upon a member receiving a pension in accordance with Article XX, Clause 20.01. No retiree benefits will be paid where similar benefits are provided by a subsequent employer or, except as is specified in Article 11.01 (e), no retiree benefits will be paid the earlier of when drugs and O.H.I.P. are provided under Provincial legislation or when a member reaches sixty five (65) years of age.

11.01 (e) Effective January 1, 2011, on a go forward basis only, a Health Care Spending Account will be established for retired members retiring on an unreduced pension and not in receipt of similar benefits from a subsequent Employer from their sixty fifth (65) birthday to age seventy (70) in the amount of \$1,100 per benefit year. The benefit amount will be pro-rated for the initial and last year of eligibility. Qualifying retired members between the ages of 65 and 70 will be able to apply for reimbursement of eligible health care and dental expenses for themselves, their spouse and their dependents as per the CRA rules and regulations.

The benefit will increase upon the member's birthday as follows:

- Member reaches 66 years - \$1,200 benefit per year
- Member reaches 67 years - \$1,300 benefit per year
- Member reaches 68 years - \$1,400 benefit per year
- Member reaches 69 years - \$1,500 benefit per year

Effective January 1, 2012, on a go forward basis only, a Health Care Spending Account will be established for retired sworn members retiring on an unreduced pension and not in receipt of similar benefits from a subsequent Employer from their 65th birthday to age 70 in the amount of \$1,500 per benefit year. The benefit amount will be pro-rated for the initial and last year of eligibility. Qualifying retired members between the ages of 65 and 70 will be able to apply for reimbursement of eligible health care and dental expenses for themselves, their spouse and their dependents as per the CRA rules and regulations.

Eligible expenses will be determined by the Corporation's insurance carrier following CRA rules and regulations which include professional medical services, dental services, prescription drugs, and eye glasses.

The dollars in the Health Care Spending Account must be used in the benefit year in which they are allocated. There will be no carry over of Health Care Spending Account dollars into the next benefit year or carry forward of any eligible claims expenses.

The benefit year is understood to be January 1st to December 31st annually.

This Health Care Spending Account will be extended for members retiring on an unreduced pension and not in receipt of similar benefits from a subsequent Employer, and retiring January 1, 2016 and onward, from their 65th birthday to age 75 in the amount of \$1,500 per benefit year.

Eligible members, as outlined above, who retire on an unreduced pension January 1, 2018 and onward and not in receipt of similar benefits from a subsequent Employer will qualify for annual reimbursement up to a pro-rated maximum of \$2,000 annually.

- 11.01(f) In addition, the Board further agrees to provide health and welfare benefits as per articles 11.01(a), 11.01(b), and 11.01(c) to the spouse and dependents of a member of the Thunder Bay Police Association killed on duty or who later dies as a result of injuries sustained while on duty until the earlier of the date the deceased member would have reached age sixty five (65) or the qualifying spouse dies or reaches age sixty five (65).
- 11.01(g) The Board further agrees to provide health and welfare benefits for a period of two years following the death of the member as per articles 11.01 (a), 11.01 (b), and 11.01 (c) to the spouse and dependents of an employed member if the spouse does not have other health and welfare benefit coverage. If the spouse has health and welfare benefits the Board agrees to provide for co-ordinated health and welfare benefits for a period of two (years) following the date of death of the member.
- 11.02 The Board agrees to contribute to one hundred percent (100%) of the billed premiums for basic Group Life Insurance coverage in the amount of one hundred thousand dollars (\$100,000.00) or two (2X) times annual salary adjusted to the next multiple of one thousand dollars (\$1,000), if not already a multiple thereof, whichever is greater, and for four (4) times annual salary for Accidental Loss of Life, with pro rata coverage for Dismemberment or Loss of Use, due to injury, for each full-time member of the Police Association eligible to join under the regulations of the Plans.

The insurance coverage for those eligible members of the Association who retire as per the OMERS Type III pension plan, whose "normal" retirement age is sixty (60) years, and who are sixty (60) years of age or older or who have not yet reached the age of sixty (60) years, will be two thousand dollars (\$2,000.00). On the individual's sixty-fifth (65th) birthday, the amount of insurance coverage will be reduced to one thousand dollars (\$1,000.00). Effective January 1, 2010 for those eligible members of the Association who retire as per the OMERS Type III pension plan, whose "normal" retirement age is sixty (60) years, and who are sixty (60) years of age or older or who have not yet reached the age of sixty (60) will be four thousand dollars (\$4,000.00). On the individual's sixty-fifth (65th) birthday, the amount of insurance coverage will be reduced to two thousand dollars (\$2,000.00).

- 11.03 It is agreed that each member of the bargaining unit on his retirement, or his lawfully designated beneficiary or estate, as the case may be, on his death, shall be entitled to the benefits set forth under the Pension Plans of the former Cities of Port Arthur and Fort William, namely, the Canadian Government Annuities, the Trust Plans, and the present Ontario Municipal Employees' Retirement System Plan.

- 11.04 A member's eligibility for the foregoing benefits, except the Health Care Spending Account, ceases the earlier of age sixty-five or as expressly provided for in the preceding clauses under this Article. In the event that provincial legislation prohibits cessation at age 65, the parties agree to meet in order to amend this agreement to comply with the new legislation.

Article XII - Sick Leave Plan, Compassionate and Maternity Leave

- 12.01 (a) The Board agrees to provide an insured or self-funded sick leave plan, as determined by the City of Thunder Bay at its election, which will provide 66 2/3% of gross straight time pay from the first day of accident or hospitalization and the third day of illness for up to fifteen (15) weeks, and for long term disability pay thereafter in the amount of 65% of a member's normal gross straight time pay, inclusive of any Workplace Safety and Insurance Benefits and Canada Pension Plan disability benefit (exclusive of dependent benefits) until the sooner of recovery, retirement, or until the member reaches 65 years of age. A member upon receipt of LTD benefits after a period of six (6) months or more and in receipt of an OMERS disability waiver will be reduced by an amount equivalent to the member's normal OMERS bi-weekly contributions. Those members governed by the above will not accrue benefits under Clauses 12.02, 12.03, 12.04 and 12.05. The Board shall provide 6 non-cumulative casual sick days per calendar year for all members working a 5+2, 6+3 or 10 hour shift schedule and 5 non-cumulative casual sick days for members working a 12 hour shift schedule to provide coverage for the days of illness where the insured plan does not pay benefits. Also, members having accumulated sick leave credits may use those credits for illness as they so desire where the insured plan does not provide coverage, or in lieu of the benefits paid by the insured plan. In the event of a recurrent short term or long term disability claim, a member will receive his normal current wage rate and not be reduced to the wage rate he was earning when the original claim was approved.
- (b) Where Weekly Indemnity payments have not yet been paid the Employer is to continue wage payments for a maximum of four (4) pay periods. It is agreed that upon return to work any advances of wages will be recovered from the member's pay cheque without written authorization from the member at a rate of twenty (20) per cent of gross wages until the advanced wages have been fully recovered. If the member's employment is voluntarily or involuntarily terminated, the amount owing to the Employer will be recovered through the deduction of any outstanding monies owing to the member by the Employer. Any outstanding amount still owing to the Employer will be repaid by the member.
- (c) The Board is to pay the doctors' fee for the completion of forms required by the Insurance Company.
- (d) On a monthly basis, the Board shall provide the Association with the following information for each person who is absent in excess of the Weekly Indemnity waiting period:

1. Name of Member.
2. Date first absent.
3. Date claim received by Employer.
4. Date medical received by Employer.
5. Date claim forwarded to Insurance Company.
6. Date payment(s) made and the period covered.
7. Date returned to work.
8. Any problems encountered, e.g. form not completed by doctor.

12.02 On the first day of January, 1970, each member of the Police Force who was a member of the Fort William Police Force or the Port Arthur Police Force, shall be credited with the total number of sick leave credits in his account at the 31st day of December, 1969, in accordance with Article XI of the Agreement between the Board of Commissioners of Police of the City of Fort William, and the Fort William Police Association, and Article XVI, Clause 16.01 (Schedule "B") of the Agreement between the Board of Commissioners of Police for the City of Port Arthur, and the Port Arthur Police Association.

12.03 Commencing on the first day of January, 1970, each, except those qualifying under 12.01 above, shall be granted sick leave credits of one and one-half (1½) days for each full month of service with the Department. At the commencement of each year, the unused portion of the previous year's sick leave credit shall be added to the member's total accumulated sick leave credits up to a maximum of 260 days credit.

12.04 The Chief of Police shall keep or cause to be kept, a ledger wherein an account shall be kept for each member entitled to sick leave credits. Entries shall be made in each such account as follows:

- a) On opening such account, the total sick leave credits to which each member is entitled under the provisions of Article XII, Clause 12.02.
- b) During January of each year, the unused portion of the previous year's sick leave credits under Article 12.03 shall be added to the member's account. As soon as convenient after the first day of January in each year, the Chief of Police or such other person who is in charge of the ledger of sick leave credit accounts, shall give or cause to be given, a statement of account to each member entitled to sick leave credits, which statement shall show the balance of the sick leave credits of such member at the commencement of the preceding year, the number of days absence charged to his account and the number of days credited thereto during such year, and the balance remaining at his credit at the end of such year. Any objection by any member to such statement must be filed in writing with the Chief of Police within thirty (30) calendar days after delivery of the statement in person or by mailing, otherwise the member shall be deemed to have confirmed the accuracy thereof. Each member shall have the right to examine his own sick leave credit account in each year during the month of January.

- 12.05 Any amount of sick leave in excess of the number of days accrued in any year by a member entitled to sick leave credits shall be deducted from his previously accumulated sick leave credits. No deduction shall be made from the salary of any member of the Police Service in respect of an absence, which may be charged against his sick leave credits unless and until the duration of such absence exceeds such credit and then only in respect of such excess.
- 12.06 A member unable to report for duty shall notify, or cause to be notified, the Supervising Watch Commander as far in advance of the commencement of his shift as is practicable.
- 12.07 If absence from duty due to illness or injury appears excessive, a member is required to submit to the Chief of Police on demand a letter from a medical doctor outlining the nature of the illness or injury, and the member's suitability to return to full duties.
- 12.08 Any member may at the discretion of the Chief of Police, take a leave of absence due to illness of the member's spouse or child provided, however, that where practical and within twenty-four (24) hours, application for such leave has first been made and permission received from the Chief of Police. Any such leave taken is to be charged against the member's sick leave credits, bank time or annual leave.
- 12.09 Any member absent from duty due to injuries sustained while on duty and covered by the Workplace Safety and Insurance Act shall not have such absence deducted from his sick leave credits.
- 12.10 A member after five (5) or more years of continuous service with the Police Service shall receive on termination of his service with the Service (except in case of dismissal for cause which has not been reversed under the grievance procedure), an amount equal to his salary for one-half the number of days standing to his credit for sick leave and in any event not in excess of the amount of one-half year's earnings at the rate received by him immediately prior to termination of his employment.
- 12.11 Dependents of a member who dies while in the employ of the Board shall be entitled to receive the sick leave credit gratuity to which the member would have been entitled if his employment had terminated immediately prior to his death. Dependents shall mean:
1. The widow/widower of the deceased at the time of his/her death;
 2. If no dependent widow/widower, then children of the deceased who are dependent upon the deceased;
- If there is neither dependent widow/widower, nor dependent children, then, unused sick pay accumulation of the deceased member, shall be paid to the deceased member's estate, and shall only be released to the deceased member's executor or administrator of his estate.
- 12.12 (a) A bereavement leave up to three (3) days with pay will be allowed on any occasion in the event of the death of a member's father, mother, sister, brother, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparents or grandchildren for the

purpose of arranging and attending the funeral of the deceased, provided he notifies a Senior Officer or Shift Supervisor. Upon application, the Chief of Police may at his discretion grant an additional period of up to two (2) days' leave with pay. The provisions of this Article shall not apply where a member is already off duty on regular weekly leave or on annual leave or on statutory holidays.

- (b) A bereavement leave up to five (5) days with pay will be allowed on any occasion in the event of the death of a member's child or spouse regardless of whether or not the member is off duty on regular weekly leave, on annual leave or on statutory holiday leave.
- (c) The provisions of this article shall apply to common law relationships as defined in the Family Law Act.
- (d) Members of the police service required to travel beyond the District of Thunder Bay to attend a funeral for the purposes of Section 12.12 (a) shall receive two (2) additional days for travel.

12.13 Members of the Police Service requiring time off to attend the funeral of a close friend or a relative not covered in Article XII, Clause 12.12 shall be allowed sufficient time off, such time off not to exceed one-half (1/2) day, except in special situations at the discretion of the Chief of Police. Any member required to be a pall-bearer shall receive the day-off for that purpose.

12.14 Pregnant members are entitled to take up to 17 weeks of unpaid time off work. New parents are entitled to take parental leave. Parental leave is unpaid time off work when a baby or child is born or first comes into their care. Birth mothers who take pregnancy leave are entitled up to 35 weeks' leave. Birth mothers who do not take pregnancy leave and all other new parents are entitled to up to 37 weeks' parental leave.

(a) In addition, any Full Time member who is pregnant and who has been employed full time for at least thirteen (13) weeks immediately preceding the expected date of birth shall be entitled, upon her written application, to a Supplementary Unemployment Insurance Benefit (S.U.B.) as follows

1. during the first two (2) weeks of the E.I. waiting period, a benefit equivalent to eighty-five percent (85%) of her regular weekly earnings;
and
2. for the following fifteen (15) weeks, or shorter period if the member returns to work, a rate equivalent to the difference between eighty-five percent (85%) of her regular earnings and the sum of her weekly employment insurance pregnancy benefits.

The combined payments received from the plan and from the weekly employment insurance benefits will not exceed eighty-five percent (85%) of the member's regular weekly earnings.

Regular weekly earnings shall be equivalent to the regular hourly rate times the regular weekly hours of work for the rank achieved by the member at the time of the pregnancy leave. Regular weekly earnings will not include earnings from over time or acting pay.

- (b) The member must provide proof of application for and receipt of employment insurance pregnancy benefits in order to receive payment under the S.U.B. Plan. Such payment shall commence following receipt by the Board of the member's employment insurance pregnancy benefits. The Board may waive this proof at their discretion.
- (c) The member shall provide the Board with at least three (3) weeks written notice prior to the date upon which she intends to commence her pregnancy leave.
- (d) The member may shorten or extend the duration of the leave of absence upon providing the Board with at least three (3) weeks written notice of her intention to do so, together with authorization from a medical practitioner. The Board, at their discretion, may accept the written request with less than three (3) weeks notice.
- (e) While on pregnancy or parental leave, the member shall continue to accumulate seniority and credit for service for the purpose of salary and all other increments. The Board shall continue to provide the member with all benefits specified in the Agreement.
- (f) If a member is required to attend as a witness in a court or other judicial hearing or inquiry including Workplace Safety and Insurance (WSIB) or Criminal Compensation, but not including arbitration, mediation or conciliation, in respect of matters arising from the member's duties as a police member, while on pregnancy or parental leave, the member will receive a daily rate equivalent to the difference between one hundred percent (100%) of regular earnings minus the sum equivalent to the member's daily employment insurance pregnancy/parental benefits.

12.15 Written requests for a personal leave of absence without pay will be considered by the Chief of Police and may be granted at his sole discretion. No member will accumulate service or seniority after thirty (30) calendar days of leave for the purpose of alternate employment until the member returns to active employment with the Thunder Bay Police.

Article XIII - Training Expense Allowance

13.01 The Board will grant an out-of-pocket expense allowance of \$50.00 per week to all members attending authorized courses outside of the City of Thunder Bay, where meals are provided, when members are on course for four (4) or more days a week with the provision that the travel allowance paid to the member by the Ontario Police College shall be paid over to the Board. This amount will not be pro-rated. The Board will further provide per diem payments equivalent to those provided by the City of Thunder Bay, to any member attending authorized training courses outside the City of Thunder Bay when meals are not provided. The Board will provide an economy airfare from the place of authorized police training to Thunder Bay return after the completion of three (3)

weeks of training. New recruits shall receive a return flight to Thunder Bay after six (6) weeks of authorized training.

- 13.02 It is agreed that the Board will adopt a policy similar to that presently in existence with the City of Thunder Bay, relative to the payment of training courses that relate to the individual's duties, and shall be subject to the approval of the Board.

Article XIV - Time Off for Association Business

- 14.01 The President and Secretary of the Thunder Bay Police Association shall be allowed time off from duty if required, to attend the regular monthly, or special meetings of the Association. Members of the Bargaining Committee shall be allowed time off as required to meet with the Board.
- 14.02 On January 1 of each year, the Thunder Bay Police Association will be allocated an aggregate annual maximum of sixty-three (63) working days leave with pay to be used to attend to Association business in relation to attending meetings, workshops, and/or training courses sanctioned by or facilitated by the Police Association of Ontario. It is understood that these days are also to be used for the purpose of attending out-of-town police funerals and memorials. It is also understood that pay for the above leave will not include any time off during which a member would normally have been off duty. It is also understood that should the sixty-three (63) days of leave or a portion of the sixty-three (63) days be unused at the end of the year, the unused days will not be carried forward to the following year. Requests for leave will be submitted in writing to the Chief of Police.

Note: It is understood that the total number of sixty-three (63) working days leave with pay applies as a combined total between the Uniform and Civilian bargaining units represented by the Association.

- 14.03 Should a member be elected to the Board of Directors or appointed to the Executive Committee of the Police Association of Ontario, such member shall be granted fifteen (15) days leave with pay, upon approval by the Chief of Police to attend meetings required by virtue of that office.
- 14.04 Should a member be elected to the Board of Directors of the Canadian Professional Police Association such member shall be granted fifteen (15) days leave, with pay upon approval by the Chief of Police to attend meetings required by virtue of that office.

Article XV - Service Protection

- 15.01 That where during the term of the current Agreement any change occurs in the law:

- (a) That would, in effect, alter the jurisdiction of the Board or substitute, in effect, a new Board or entity to govern the Police Service of Thunder Bay;
- (b) That would result in the Police Service of Thunder Bay becoming, in effect, a part of any other police service. The benefits to be provided to each member in respect of past service and in respect of future service, are to the fullest extent that the Board or the Corporation of the City of Thunder Bay can allow under the applicable laws, to be not less than the benefits provided under the current Agreement and if the service of any member terminates or is terminated, in effect, that member is to receive without loss, all such Pension, Cumulative Sick Leave, Vacation and other benefits as if his service had continued with the Corporation of the City of Thunder Bay to his date of termination of service.
- (c) That where a dispute arises under Item 15.01 (a) and Item 15.01 (b), and a satisfactory settlement cannot be reached the matter in dispute may be submitted by the Board or the Association to Arbitration.

15.02 Lay-off and recalls from lay-offs shall be based on seniority.

15.03 Seniority shall terminate and a member shall cease to be employed by the Thunder Bay Police Services when the member:

- a) voluntarily leaves the employ of the Thunder Bay Police Service
- b) is discharged and is not reinstated through the grievance or arbitration process
- c) is laid off for a period of twenty-four (24) months
- d) fails to return to work upon termination of an authorized leave of absence
- e) fails to return to work within five (5) calendar days after being recalled from an extended lay-off by notice sent by registered mail.

Article XVI - Legal Indemnification

16.01 Subject to the provisions of this Article, a member charged with and finally acquitted of a criminal or statutory offence, because of acts done while in the performance or attempted performance in good faith of his/her duties as a police officer shall be indemnified for the necessary and reasonable legal costs incurred in the defense of such charges. It is understood that “finally acquitted” includes charge(s) which are withdrawn by the Crown Attorney; where the Crown Attorney refuses to proceed with charge(s); or if the charge(s) are stayed (stay of proceedings) where no guilt is proven. For the avoidance of doubt, it is further understood that “finally acquitted” means no finding of guilt on any criminal or statutory offence arising from the same set of facts or transactions giving rise to the charge(s).

- 16.02 Subject to the provisions of this Article, a member charged as a result of a directed hearing by the OIPRD and finally acquitted shall be indemnified for necessary and reasonable legal costs incurred in the defense of such charges to a maximum of \$7500.00 inclusive of HST. For the avoidance of doubt, it is further understood that “finally acquitted” means no finding of guilt on any criminal or statutory offence arising from the same set of facts or transactions giving rise to the charge(s). Legal Indemnification is not provided if the member resolves the matter without a hearing.
- 16.03 Notwithstanding clause 16.01 and 16.02, the Board may refuse payment otherwise authorized under clause 16.01 and 16.02 where the actions of the officer from which the charges arose amounted to a dereliction of duty or abuse of his/her powers as a police officer.
- 16.04 Where a Sworn Member is a defendant in a civil action for damages because of acts done in the performance or attempted performance in good faith of duties as a police officer, the officer shall be indemnified for the necessary and reasonable legal costs incurred in the defence of such an action in the following circumstances only: (i) where the Board is not joined in the action as a party under the Police Services Act, and the Board does not defend the action and the sworn member as joint tortfeasors at the Board’s expense. (ii) Where the Board is joined as a party or elects to defend the action, but the solicitor retained on behalf of the Board and the Sworn Member is of the view that it would be improper to act for both the Board and the Sworn Member in that action or as determined by the court.
- 16.05 Where a member is personally the subject of an inquiry (not a witness) before the Ontario Civilian Police Commission on Police Services pursuant to section 22(1) (e) of the Police Services Act, the member shall be indemnified for any necessary and reasonable legal costs arising directly from being named in the inquiry, for any acts that occurred while on duty in the attempted performance in good faith of his/her duties as a police officer.
- 16.06 Where during an inquest under the Coroners Act or an inquiry under part II of the Police Services Act or a public inquiry under the Public Inquiries Act a member’s conduct is called into question because of acts done while on duty and in good faith, the member shall be indemnified for any necessary and reasonable legal costs directly arising from the protection of the member's interest at such inquiry, but only if;
- i) the Chief of Police or the Board does not provide counsel to represent the Service, at the Board’s expense; or
 - ii) in the opinion of counsel retained by the Chief of Police or the Board to represent the Service, or as determined by the tribunal, or as determined by the court, it would be improper for him to represent the member and the Chief and/or the Board before the inquiry.

16.07 Where a member intends to apply to the Board for indemnification hereunder, the member shall, within ten (10) days of being charged or receiving notice of other legal proceedings covered herein, apply to the Chief of Police or designate, in writing.

16.08 Notwithstanding section 16.01, The Chief of Police agrees that legal counsel shall be provided, for the initial consultation and interview, at the Board's expense to a maximum of \$1500.00 for a designated witness and \$2500.00 for a designated subject inclusive of HST to a member who as a result of his/her police duties may be directly or indirectly involved in an occurrence investigated by the Special Investigations Unit. The Association agrees that members will use the services of local legal counsel for the initial consultation unless the Chief of Police authorizes the use of out-of-town legal counsel.

16.09 For greater clarity, members shall not be indemnified for legal costs arising from:

a) Grievances or complaints under the collective agreement, the Police Services Act or any other statutory legislation.

b) The actions or omissions of members acting in their capacity as private citizens.

c) Proceedings and discipline charges under the Police Services Act and regulations except hearings before the Commission as provided for in clause 16.02 and 16.05 of this agreement.

d) If acting in bad faith

16.10 For the purpose of Article XVI, "necessary and reasonable legal costs" if needed, shall be determined in the first instance, by the Board's solicitor.

16.11 In the case of disagreement about, "necessary and reasonable legal costs" the Board may require the account submitted by legal counsel to be submitted to Assessment by an Assessment Office of the Court. In any such case, the Association and individual member shall co-operate in submitting to the Assessment.

16.12 For any expense seeking indemnification the Board shall be supplied with an itemized list of expenses from the member's lawyer for consideration.

Article XVII - Grievance Procedure

17.01 Step 1

Where the Association grieves that the collective agreement has been violated, or asserts that there is a difference between the parties relating to the interpretation, application or administration of this agreement or of a decision or award of an arbitrator, the Association shall, where the matter is not a policy grievance pursuant to Article 17.02 below, file the grievance in writing with the grievor(s)'s immediate supervisor,

including the particulars of the alleged grievance within fifteen (15) calendar days of the violation or event giving rise to the difference between the parties. Where the matter is not a policy grievance pursuant to Article 17.02 below, the supervisor who receives the grievance and such other person(s) as are deemed necessary, shall meet with the grievor(s) and a representative of the Association to discuss the grievance within ten (10) calendar days of the filing of the grievance at this step. If the Association is not satisfied with the response at this step, the grievance may be filed at the next step of this procedure.

Step 2

Within ten (10) calendar days of the receipt of the response under Step 2 the grievance may be filed with the Chief of Police, or his designate. At the discretion of either party a meeting may be held at this stage to discuss the grievance. The Chief of Police will communicate in writing his decision to the Association within ten (10) calendar days of his receipt of the grievance. If the Association is not satisfied with the response at this step it may file the grievance at the next step.

Step 3

Within ten (10) calendar days of the receipt of the response under Step 2 the grievance may be filed with the Police Services Board which shall consider it and the responses to the grievance at Steps 1 and 2 above. Within fifteen (15) calendar days of receipt of the grievance, the Board shall communicate its response in writing to the Association. If the Association is not satisfied with the response at this step the grievance may be submitted to arbitration as provided for below.

17.02 Policy Grievance

A policy grievance, shall be defined as a grievance concerning an alleged violation(s) of the collective agreement of general import affecting the bargaining unit as a whole or where an individual member(s) may not necessarily be affected at the time the grievance is filed. Such grievances shall commence at Step 3 of the above procedure within thirty (30) calendar days of the Association becoming aware of the issue giving rise to the grievance.

17.03 Arbitration

Where the Association intends to refer a grievance to arbitration, the Association shall within thirty (30) calendar days of receiving the decision at Step 3 notify the Board in writing that it is referring the grievance to arbitration. The Association and the Board may endeavour to appoint a mutually acceptable arbitrator and, if successful in doing so, shall share the costs of the arbitrator and the arbitration hearing equally between them. However, an attempt by the parties to agree upon the selection of a mutually acceptable arbitrator does not preclude the Association from at any time

availing itself of the conciliation and arbitration provisions of the Police Services Act.

An arbitrator shall not alter, add to, subtract from, or amend any part of this Agreement but may impose any settlement he or she feels is just and equitable.

- 17.04 The time limits specified in this Article are mandatory unless extended by agreement (in writing) of the parties hereto. However, the parties recognize that nothing in this agreement may act to preclude the operation of the conciliation and arbitration provisions of the Police Services Act.

Article XVIII - Workplace Safety Insurance Board

- 18.01 Where a member is injured in any place in the execution of his work duty, whether at the time of such injury, such member was or was not on duty, such injury shall be reported to the Workplace Safety Insurance Board (WSIB), and the Board shall pay compensation in accordance with the decision of the WSIB.

- 18.02 In the case of a member who is awarded Workplace Safety Insurance loss of Earnings Benefits, the Board shall pay the member's normal after-tax net pay, for as long as the member remains in receipt of such benefits, which shall be considered to be an advance of compensation benefits, until the member returns to work or retires, in which case the provisions of Article XVIII, Clause 18.01 will apply. On a go forward basis a member receiving this benefit and in receipt of an OMERS disability waiver, after a period of six (6) months or more, will have this benefit reduced by an amount equivalent to the member's normal OMERS bi-weekly contributions.

Article XIX - Shift Differentials

- 19.01 All members shall be entitled to the following:

- (a) Members who work a two (2) shift Schedule shall be paid an annual shift premium of two hundred fifty dollars (\$250.00)
- (b) Members who work a modified two (2) shift Schedule between the hours of 10:00 a.m. and 6:00 p.m. and/or 6:00 p.m. and 2:00 a.m. shall receive an annual shift premium of three hundred dollars (\$300.00)
- (c) Members who work a three (3) shift Schedule or a 2 shift 12 Hour Schedule shall be paid an annual shift premium of six hundred fifty dollars (\$650.00)

The number of days worked in each of the above categories will be used to determine the amount of shift premium to be paid to the members. Shift premium shall not apply to members on a permanent or semi-permanent day shift and whose shift may commence before 8:00 a.m. or extend beyond 4:00 p.m. Shift differential will not be paid when the overtime rates are in effect. Shift differential shall also be pro-rated for any absent time

except for annual leave and casual sick time not exceeding 5 or 6 days as per the corresponding shift schedule.

19.02 Payment will be made in the last pay period in November of each year.

Article XX - Supplementary Pension Benefits

20.01 Every full-time member, on completion of his/her probationary period, shall join the Ontario Municipal Employees Retirement System.

All others who meet the eligibility criteria as outlined in the Pension Benefits Act (PBA) will be given the option to join.

The Board agrees to provide and subsidize if necessary the following pension supplements:

1. A supplementary pension payable in full at sixty (60) years of age, to provide that the total pension payable from the Ontario Municipal Employees Retirement System and any former pension plans is equal to 2% of the highest average 60 consecutive months' earnings multiplied by his years of credited service at retirement to a maximum of thirty-five (35) of service.
2. An early retirement benefit to permit early retirement without actuarial reduction in benefits within ten (10) years prior to a member's normal retirement date when:
 - a) The member has a medical condition which does not respond to appropriate medical treatment and is disabling for the employment positions available and voluntarily applies for pension on this basis.
 - b) The Board orders the disabled member who meets the conditions of Article 20.01 Section 2, subsection (a) but refuses to elect to apply for disability pension, to submit to medical examinations by two qualified medical practitioners, one selected by the Board, the other by the member. When so ordered the member must submit to the medical examinations and ensure that the results are forwarded forthwith to the Board who will, based on the findings, place the member on retirement if applicable; or,
 - c) The member has completed thirty (30) years of service with the Board.
3. All past service costs will be paid by the Board and future service costs will be split equally between the member and the Board.
4. Pensions shall commence on the first day of the month following the month in which the member retires.

Article XXI - Bank Time Provision

- 21.01 (a) Effective January 01, 2005, all sworn members shall be required to bank the first twenty-four (24) hours of overtime earned each calendar year, after the overtime rates are calculated including any time for call-out, court attendance, legal proceedings, and work on Statutory Holidays. This banked time shall be granted to employees in non-cashable time off. Sworn members will be allowed to bank an additional twenty-four (24) voluntary overtime hours, after the overtime rates are calculated.
- (b) The member's immediate supervisor may grant time off. The appropriate Branch Commander must give final approval to advanced bank time requests.
- (c) Lieu time must be taken during the calendar year it was incurred or no later than March 31st of the following year. Any exception to this date must be approved by the appropriate Branch Commander. Any time not taken shall be scheduled as time off by the member's supervisor who shall provide the member with two (2) choices.
- (d) Overtime that exceeds the maximum bank of forty-eight (48) combined hours shall be paid out and not be banked. Sworn members shall be permitted to refresh the twenty-four (24) voluntary overtime hour bank. This voluntary bank is not subject to clause (c) above.
- (e) All hours banks as lieu time, except as outlined below, must be taken as lieu time and will not be paid out.
- (f) The Chief of Police may at his sole discretion, agree to a request from a member suffering from financial hardship, for a payout of the bank or a portion of the bank.
- (g) If a Sworn member with a bank of lieu time dies, the balance of lieu time banked will be paid to the beneficiary/estate of the member.
- (h) Effective the first day of the first month following ratification of the 2006 – 2010 Uniform Collective Agreement, Article XXI is deleted.

Article XXII- Term of Agreement

- 22.01 This Agreement shall remain in full force and effect for five (5) years from January 1, 2015 to December 31, 2019, and from year to year thereafter, unless either party gives notice in writing not more than 90 days and not less than 30 days previous to the expiration of the said Agreement of its desire to alter, or terminate the same. Provided however, that any benefits payable under this Agreement shall be payable only to members in the bargaining unit who are in the employ of the Board on the date of execution of the Agreement by the Board, unless a member has retired or had died while in the employ of the Board during the term of this Agreement, in which cases, the said benefits shall apply. Any notice requiring

alteration of the Agreement shall set out the alteration requested within fifteen (15) days following the written service of notice.

SCHEDULE "A"

January1	2015			2016	January1		
Staff Sgt		Annual	\$123,640.41	Staff Sgt	Annual	\$	126,113.22
23 years +		Monthly	\$ 10,303.37	Year 2–	Monthly	\$	10,509.44
Year 2–		Bi-weekly	\$ 4,755.40	23 yrs +	Bi-weekly	\$	4,850.51
125%		Hourly	\$ 59.4425	125%	Hourly	\$	60.6314
Staff Sgt		Annual	\$118,565.62	Staff Sgt	Annual	\$	120,936.93
23 years +		Monthly	\$ 9,880.47	23 yrs +	Monthly	\$	10,078.08
Year 1–		Bi-weekly	\$ 4,560.22	Year 1–	Bi-weekly	\$	4,651.42
119.5%		Hourly	\$ 57.0027	119.5%	Hourly	\$	58.1428
Staff Sgt		Annual	\$120,872.34	Staff Sgt	Annual	\$	123,289.79
17-22 years		Monthly	\$ 10,072.70	17-22 yr	Monthly	\$	10,274.15
Year 2 –		Bi-weekly	\$ 4,648.94	Year 2 –	Bi-weekly	\$	4,741.92
125%		Hourly	\$ 58.1117	125%	Hourly	\$	59.2739
Staff Sgt		Annual	\$115,797.55	Staff Sgt	Annual	\$	118,113.50
17-22 years		Monthly	\$ 9,649.80	17-22	Monthly	\$	9,842.79
Year 1 –		Bi-weekly	\$ 4,453.75	Year 1 –	Bi-weekly	\$	4,542.83
119.5%		Hourly	\$ 55.6719	119.5%	Hourly	\$	56.7853
Staff Sgt		Annual	\$118,104.28	Staff Sgt	Annual	\$	120,466.36
8 -16 yrs		Monthly	\$ 9,842.02	8 -16 yr	Monthly	\$	10,038.86
Year 2–		Bi-weekly	\$ 4,542.47	Year 2–	Bi-weekly	\$	4,633.32
125%		Hourly	\$ 56.7809	125%	Hourly	\$	57.9165
Staff Sgt		Annual	\$113,029.48	Staff Sgt	Annual	\$	115,290.07
8 - 16 years		Monthly	\$ 9,419.12	8 - 16 yrs	Monthly	\$	9,607.51
Year 1 –		Bi-weekly	\$ 4,347.29	Year 1 –	Bi-weekly	\$	4,434.23
119.5%		Hourly	\$ 54.3411	119.5%	Hourly	\$	55.4279

January1	2015		2016	January1		
Sergeant	Annual	\$112,106.79	Sergeant	Annual	\$ 114,348.93	
23 + yrs.	Monthly	\$ 9,342.23	23 + years	Monthly	\$ 9,529.08	
Year 2	Bi-weekly	\$ 4,311.80	Yr 2	Bi-weekly	\$ 4,398.04	
112.5%	Hourly	\$ 53.8975	112.5%	Hourly	\$ 54.9754	
Sergeant	Annual	\$109,338.72	Sergeant	Annual	\$ 111,525.50	
23 +	Monthly	\$ 9,111.56	23 + years	Monthly	\$ 9,293.79	
Yr 1 –	Bi-weekly	\$ 4,205.34	Yr 1	Bi-weekly	\$ 4,289.44	
109.5%	Hourly	\$ 52.5667	109.5%	Hourly	\$ 53.6180	
Sergeant	Annual	\$109,338.72	Sergeant	Annual	\$ 111,525.50	
17-22	Monthly	\$ 9,111.56	17-22	Monthly	\$ 9,293.79	
Yr 2	Bi-weekly	\$ 4,205.34	Yr 2	Bi-weekly	\$ 4,289.44	
112.5%	Hourly	\$ 52.5667	112.5%	Hourly	\$ 53.6180	
Sergeant	Annual	\$106,570.66	Sergeant	Annual	\$ 108,702.07	
17-22 yrs	Monthly	\$ 8,880.89	17 – 22 yrs	Monthly	\$ 9,058.51	
Yr 1	Bi-weekly	\$ 4,098.87	Year 1	Bi-weekly	\$ 4,180.85	
109.5%	Hourly	\$ 51.2359	109.5%	Hourly	\$ 52.2606	
Sergeant	Annual	\$106,570.66	Sergeant	Annual	\$ 108,702.07	
8 -16 yrs	Monthly	\$ 8,880.89	8 – 16 yrs	Monthly	\$ 9,058.51	
Yr 2	Bi-weekly	\$ 4,098.87	Year 2	Bi-weekly	\$ 4,180.85	
112.5%	Hourly	\$ 51.2359	112.5%	Hourly	\$ 52.2606	
Sergeant	Annual	\$103,802.59	Sergeant	Annual	\$ 105,878.64	
8 -16 yrs	Monthly	\$ 8,650.22	8 – 16 years	Monthly	\$ 8,823.22	
Yr 1	Bi-weekly	\$ 3,992.41	Year 1	Bi-weekly	\$ 4,072.26	
109.5%	Hourly	\$ 49.9051	109.5%	Hourly	\$ 50.9032	

January1	2015		2016	January1		
First Class		Annual	\$100,573.17	First Class	Annual	\$ 102,584.64
Constable		Monthly	\$ 8,381.10	Constable	Monthly	\$ 8,548.72
23 + yrs		Bi-weekly	\$ 3,868.20	23 + yrs	Bi-weekly	\$ 3,945.56
		Hourly	\$ 48.3525		Hourly	\$ 49.3195
First Class		Annual	\$ 97,805.10	First Class	Annual	\$ 99,761.21
Constable		Monthly	\$ 8,150.43	Constable	Monthly	\$ 8,313.43
17 – 22		Bi-weekly	\$ 3,761.73	17 - 22	Bi-weekly	\$ 3,836.97
years		Hourly	\$ 47.0217	years	Hourly	\$ 47.9621
First Class		Annual	\$ 95,037.03	First Class	Annual	\$ 96,937.78
Constable		Monthly	\$ 7,919.75	Constable	Monthly	\$ 8,078.15
8 – 16		Bi-weekly	\$ 3,655.27	8 – 16	Bi-weekly	\$ 3,728.38
years		Hourly	\$ 45.6909	years	Hourly	\$ 46.6047
First Class		Annual	\$ 92,268.97	First Class	Annual	\$ 94,114.34
Constable		Monthly	\$ 7,689.08	Constable	Monthly	\$ 7,842.86
< 8 years		Bi-weekly	\$ 3,548.81	< 8 years	Bi-weekly	\$ 3,619.78
		Hourly	\$ 44.3601	2 nd Six Mo.	Hourly	\$ 45.2473
Second		Annual	\$ 75,888.08	First Class	Annual	\$ 85,760.10
Class		Monthly	\$ 6,324.01	Constable	Monthly	\$ 7,146.67
Constable		Bi-weekly	\$ 2,918.77	< 8 years	Bi-weekly	\$ 3,298.47
		Hourly	\$ 36.4847	1 st 6 Months	Hourly	\$ 41.2308
Third Class		Annual	\$ 63,240.41	Second Class	Annual	\$ 77,405.85
Constable		Monthly	\$ 5,270.03	Constable	Monthly	\$ 6,450.49
		Bi-weekly	\$ 2,432.32	2 nd Six Mo.	Bi-weekly	\$ 2,977.15
		Hourly	\$ 30.4040		Hourly	\$ 37.2143
4 th Class		Annual	\$ 52,699.70	Second Class	Annual	\$ 70,955.53
Constable		Monthly	\$ 4,391.64	Constable	Monthly	\$ 5,912.96
2nd six		Bi-weekly	\$ 2,026.91	1 st Six Months	Bi-weekly	\$ 2,729.06
months		Hourly	\$ 25.3364		Hourly	\$ 34.1132
4 th Class		Annual	\$ 49,838.52	Third Class	Annual	\$ 64,505.22
Constable		Monthly	\$ 4,153.21	Constable	Monthly	\$ 5,375.43
1 st six		Bi-weekly	\$ 1,916.87	2 nd Six Months	Bi-weekly	\$ 2,480.97
months		Hourly	\$ 23.9608		Hourly	\$ 31.0121
				Third Class	Annual	\$ 59,129.46
				Constable	Monthly	\$ 4,927.45
				1 st Six Months	Bi-weekly	\$ 2,274.21
					Hourly	\$ 28.4276
				Fourth Class	Annual	\$ 53,753.70
				Constable	Monthly	\$ 4,479.47
				2 nd Six Months	Bi-weekly	\$ 2,067.45
					Hourly	\$ 25.8431

January1	2015		2016	January1		
				Fourth Class	Annual	\$ 50,835.29
				Constable	Monthly	\$ 4,236.27
				1 st Six Months	Bi-weekly	\$ 1,955.20
					Hourly	\$ 24.4400
Municipal		Policing	Allowance	Municipal	Policing	Allowance
23+ years	Annual	\$8,304.21	23+ years	Annual	\$8,470.29	
	Hourly	\$ 3.9924		Hourly	\$4.0723	
17 – 22 yrs.	Annual	\$5,536.14	17 – 22 yrs.	Annual	\$5,646.86	
	Hourly	\$2.6616		Hourly	\$2.7148	
8 – 16 yrs.	Annual	\$ 2,768.07	8 – 16 yrs.	Annual	\$2,823.43	
	Hourly	\$ 1.3308		Hourly	\$1.3574	
Acting S/Sgt.			Acting S/Sgt.			
23+	Hourly	\$ 56.1155	23+	Hourly	\$ 57.9165	
17 to 22	Hourly	\$ 54.7847	17 to 22	Hourly	\$ 56.5591	
8 to 16	Hourly	\$ 53.4539	8 to 16	Hourly	\$ 55.2017	
Acting Sgt.			Acting Sgt.			
23+	Hourly	\$ 51.6795	23+	Hourly	\$ 53.3918	
17 to 22	Hourly	\$ 50.3487	17 to 22	Hourly	\$ 52.0344	
8 to 16	Hourly	\$ 49.0179	8 to 16	Hourly	\$ 50.6770	
< 8 years	Hourly	\$ 47.6871	< 8 years	Hourly	\$ 49.3195	

January1	2017		2018	January1		
Staff Sgt	Annual	\$128,635.49		Staff Sgt	Annual	\$131,208.20
23 years +	Monthly	\$ 10,719.62		Year 2–	Monthly	\$ 10,934.02
Year 2–	Bi-weekly	\$ 4,947.52		125%	Bi-weekly	\$ 5,046.47
125%	Hourly	\$ 61.8440			Hourly	\$ 63.0809
Staff Sgt	Annual	\$123,355.67		Staff Sgt	Annual	\$125,822.79
23 years +	Monthly	\$ 10,279.64		23 yrs +	Monthly	\$ 10,485.23
Year 1–	Bi-weekly	\$ 4,744.45		Year 1–	Bi-weekly	\$ 4,839.34
119.5%	Hourly	\$ 59.3056		119.5%	Hourly	\$ 60.4917
Staff Sgt	Annual	\$125,755.59		Staff Sgt	Annual	\$128,270.70
17-22 years	Monthly	\$ 10,479.63		17-22 yr	Monthly	\$ 10,689.22
Year 2 –	Bi-weekly	\$ 4,836.75		Year 2 –	Bi-weekly	\$ 4,933.49
125%	Hourly	\$ 60.4594		125%	Hourly	\$ 61.6686
Staff Sgt	Annual	\$120,475.77		Staff Sgt	Annual	\$122,885.29
17-22 years	Monthly	\$ 10,039.65		17-22	Monthly	\$ 10,240.44
Year 1 –	Bi-weekly	\$ 4,633.68		Year 1 –	Bi-weekly	\$ 4,726.36
119.5%	Hourly	\$ 57.9210		119.5%	Hourly	\$ 59.0795
Staff Sgt	Annual	\$122,875.69		Staff Sgt	Annual	\$125,333.20
8 -16 yrs	Monthly	\$ 10,239.64		8 -16 yr	Monthly	\$ 10,444.43
Year 2–	Bi-weekly	\$ 4,725.99		Year 2–	Bi-weekly	\$ 4,820.51
125%	Hourly	\$ 59.0749		125%	Hourly	\$ 60.2563
Staff Sgt	Annual	\$117,595.87		Staff Sgt	Annual	\$119,947.79
8 - 16 years	Monthly	\$ 9,799.66		8 - 16 yrs	Monthly	\$ 9,995.65
Year 1 –	Bi-weekly	\$ 4,522.92		Year 1 –	Bi-weekly	\$ 4,613.38
119.5%	Hourly	\$ 56.5365		119.5%	Hourly	\$ 57.6672
Sergeant	Annual	\$116,635.91		Sergeant	Annual	\$118,968.63
23 + yrs.	Monthly	\$ 9,719.66		23 + years	Monthly	\$ 9,914.05
Year 2	Bi-weekly	\$ 4,486.00		Yr 2	Bi-weekly	\$ 4,575.72
112.5%	Hourly	\$ 56.0750		112.5%	Hourly	\$ 57.1965

January1	2017			2018	January1		
Sergeant	Annual	\$113,756.01		Sergeant	Annual	\$116,031.13	
23 +	Monthly	\$ 9,479.67		23 + years	Monthly	\$ 9,669.26	
Yr 1 –	Bi-weekly	\$ 4,375.23		Yr 1	Bi-weekly	\$ 4,462.74	
109.5%	Hourly	\$ 54.6904		109.5%	Hourly	\$ 55.7842	
Sergeant	Annual	\$113,756.01		Sergeant	Annual	\$116,031.13	
17-22	Monthly	\$ 9,479.67		17-22	Monthly	\$ 9,669.26	
Yr 2	Bi-weekly	\$ 4,375.23		Yr 2	Bi-weekly	\$ 4,462.74	
112.5%	Hourly	\$ 54.6904		112.5%	Hourly	\$ 55.7842	
Sergeant	Annual	\$110,876.11		Sergeant	Annual	\$113,093.63	
17-22 yrs	Monthly	\$ 9,239.68		17 – 22 yrs	Monthly	\$ 9,424.47	
Yr 1	Bi-weekly	\$ 4,264.47		Year 1	Bi-weekly	\$ 4,349.76	
109.5%	Hourly	\$ 53.3058			Hourly	\$ 54.3719	
Sergeant	Annual	\$110,876.11		Sergeant	Annual	\$113,093.63	
8 -16 yrs	Monthly	\$ 9,239.68		8 – 16 yrs	Monthly	\$ 9,424.47	
Yr 2	Bi-weekly	\$ 4,264.47		Year 2	Bi-weekly	\$ 4,349.76	
112.5%	Hourly	\$ 53.3058		112.5%	Hourly	\$ 54.3719	
Sergeant	Annual	\$107,996.21		Sergeant	Annual	\$110,156.13	
8 -16 yrs	Monthly	\$ 8,999.68		8 – 16 years	Monthly	\$ 9,179.68	
Yr 1	Bi-weekly	\$ 4,153.70		Year 1	Bi-weekly	\$ 4,236.77	
109.5%	Hourly	\$ 51.9213		109.5%	Hourly	\$ 52.9597	
First Class	Annual	\$104,636.33		First Class	Annual	\$106,729.06	
Constable	Monthly	\$ 8,719.69		Constable	Monthly	\$ 8,894.09	
23 + yrs	Bi-weekly	\$ 4,024.47		23 + yrs	Bi-weekly	\$ 4,104.96	
	Hourly	\$ 50.3059			Hourly	\$ 51.3120	
First Class	Annual	\$101,756.43		First Class	Annual	\$103,791.56	
Constable	Monthly	\$ 8,479.70		Constable	Monthly	\$ 8,649.30	
17 – 22	Bi-weekly	\$ 3,913.71		17 – 22	Bi-weekly	\$ 3,991.98	
years	Hourly	\$ 48.9214		years	Hourly	\$ 49.8998	
First Class	Annual	\$ 98,876.53		First Class	Annual	\$100,854.06	
Constable	Monthly	\$ 8,239.71		Constable	Monthly	\$ 8,404.51	
8 – 16	Bi-weekly	\$ 3,802.94		8 – 16	Bi-weekly	\$ 3,879.00	
years	Hourly	\$ 47.5368		years	Hourly	\$ 48.4875	

January1	2017		2018	January1		
First Class	Annual	\$ 95,996.63		First Class	Annual	\$ 97,916.56
Constable	Monthly	\$ 7,999.72		Constable	Monthly	\$ 8,159.71
< 8 years	Bi-weekly	\$ 3,692.18		< 8 years	Bi-weekly	\$ 3,766.02
2 nd Six Mo.	Hourly	\$ 46.1522		2 nd Six Mo.	Hourly	\$ 47.0753
First Class	Annual	\$ 87,475.30		First Class	Annual	\$ 89,224.80
Constable	Monthly	\$ 7,289.61		Constable	Monthly	\$ 7,435.40
< 8 years	Bi-weekly	\$ 3,364.43		< 8 years	Bi-weekly	\$ 3,431.72
1 st 6 Months	Hourly	\$ 42.0554		1 st 6 Months	Hourly	\$ 42.8965
Second Class	Annual	\$ 78,953.96		Second Class	Annual	\$ 80,533.04
Constable	Monthly	\$ 6,579.50		Constable	Monthly	\$ 6,711.09
2 nd Six Mo.	Bi-weekly	\$ 3,036.69		2 nd Six Mo.	Bi-weekly	\$ 3,097.42
	Hourly	\$ 37.9586			Hourly	\$ 38.7178
Second Class	Annual	\$ 72,374.64		Second Class	Annual	\$ 73,822.14
Constable	Monthly	\$ 6,031.22		Constable	Monthly	\$ 6,571.28
1 st Six Months	Bi-weekly	\$ 2,783.64		1 st Six Mo.	Bi-weekly	\$ 3,032.90
	Hourly	\$ 34.7955			Hourly	\$ 37.9112
Third Class	Annual	\$ 65,795.32		Third Class	Annual	\$ 67,111.23
Constable	Monthly	\$ 5,482.94		Constable	Monthly	\$ 5,592.02
2 nd Six Months	Bi-weekly	\$ 2,530.59		2 nd Six Months	Bi-weekly	\$ 2,581.01
	Hourly	\$ 31.6324			Hourly	\$ 32.2650
Third Class	Annual	\$ 60,312.05		Third Class	Annual	\$ 61,238.81
Constable	Monthly	\$ 5,026.00		Constable	Monthly	\$ 5,103.23
1 st Six Months	Bi-weekly	\$ 2,319.69		1 st Six Months	Bi-weekly	\$ 2,355.34
	Hourly	\$ 28.9962			Hourly	\$ 29.4417
Fourth Class	Annual	\$ 54,828.77		Fourth Class	Annual	\$ 55,925.35
Constable	Monthly	\$ 4,569.06		Constable	Monthly	\$ 4,660.45
2 nd Six Months	Bi-weekly	\$ 2,108.80		2 nd Six Months	Bi-weekly	\$ 2,150.97
	Hourly	\$ 26.3600			Hourly	\$ 26.8872
Fourth Class	Annual	\$ 51,851.99		Fourth Class	Annual	\$ 52,889.03
Constable	Monthly	\$ 4,321.00		Constable	Monthly	\$ 4,407.42
1 st Six Months	Bi-weekly	\$ 1,994.31		1 st Six Months	Bi-weekly	\$ 2,034.19
	Hourly	\$ 24.9288			Hourly	\$ 25.4274

January1	2017			2018	January1		
		M.P.A.				M.P.A.	
23+ years		Annual	\$ 8,639.70		23+ years	Annual	\$ 8,812.49
		Hourly	\$ 4.1537			Hourly	\$ 4.2368
17 – 22 yrs.		Annual	\$ 5,759.80		17 – 22 yrs.	Annual	\$ 5,874.99
		Hourly	\$ 2.7691			Hourly	\$ 2.8245
8 – 16 yrs.		Annual	\$ 2,879.90		8 – 16 yrs.	Annual	\$ 2,937.50
		Hourly	\$ 1.3846			Hourly	\$ 1.4123
		Acting S/Sgt.			Acting S/Sgt.		
23+		Hourly	\$ 59.0749		23+	Hourly	\$ 60.2563
17 to 22		Hourly	\$ 57.6903		17 to 22	Hourly	\$ 58.8441
8 to 16		Hourly	\$ 56.3057		8 to 16	Hourly	\$ 57.4318
		Acting Sgt.			Acting Sgt.		
23+		Hourly	\$ 54.4596		23+	Hourly	\$ 55.5488
17 to 22		Hourly	\$ 53.0751		17 to 22	Hourly	\$ 54.1366
8 to 16		Hourly	\$ 51.6905		8 to 16	Hourly	\$ 52.7243
< 8		Hourly	\$ 50.3059		< 8	Hourly	\$ 51.3120

January 1 2019

Staff Sgt	Annual	\$ 134,357.19
23 years +	Monthly	\$ 11,196.43
Year 2 -	Bi-weekly	\$ 5,167.58
125%	Hourly	\$ 64.5948
Staff Sgt	Annual	\$128,842.53
23 years +	Monthly	\$ 10,736.88
Year 1-	Bi-weekly	\$ 4,955.48
119.5%	Hourly	\$ 61.9435
Staff Sgt	Annual	\$131,349.20
17-22 years	Monthly	\$ 10,945.77
Year 2 -	Bi-weekly	\$ 5,051.89
125%	Hourly	\$ 63.1487
Staff Sgt	Annual	\$125,834.54
17-22 years	Monthly	\$ 10,486.21
Year 1 -	Bi-weekly	\$ 4,839.79
119.5%	Hourly	\$ 60.7025
Staff Sgt	Annual	\$128,341.20
8 -16 yrs	Monthly	\$ 10,695.10
Year 2-	Bi-weekly	\$ 4,936.20
125%	Hourly	\$ 61.7025
Staff Sgt	Annual	\$122,826.54
8 - 16 years	Monthly	\$ 10,235.54
Year 1 -	Bi-weekly	\$ 4,724.10
119.5%	Hourly	\$ 59.0512
Sergeant	Annual	\$121,823.87
23 + yrs.	Monthly	\$ 10,151.99
Year 2	Bi-weekly	\$ 4,685.53
112.5%	Hourly	\$ 58.5692
Sergeant	Annual	\$118,815.88
23 +	Monthly	\$ 9,901.32
Yr 1 -	Bi-weekly	\$ 4,569.84
109.5%	Hourly	\$ 57.1230
Sergeant	Annual	\$118,815.88
17-22	Monthly	\$ 9,901.32
Yr 2	Bi-weekly	\$ 4,569.84
112.5%	Hourly	\$ 57.1230

Sergeant	Annual	\$115,807.88
17-22 yrs	Monthly	\$ 9,650.66
Yr 1	Bi-weekly	\$ 4,454.15
109.5%	Hourly	\$ 55.6769
Sergeant	Annual	\$115,807.88
8 -16 yrs	Monthly	\$ 9,650.66
Yr 2	Bi-weekly	\$ 4,454.15
112.5%	Hourly	\$ 55.6769
Sergeant	Annual	\$112,799.88
8 -16 yrs	Monthly	\$ 9,399.99
Yr 1	Bi-weekly	\$ 4,338.46
109.5%	Hourly	\$ 54.2307
First Class	Annual	\$109,290.55
Constable	Monthly	\$ 9,107.55
23 + yrs	Bi-weekly	\$ 4,203.48
	Hourly	\$ 52.5435
First Class	Annual	\$106,282.56
Constable	Monthly	\$ 8,856.88
17 – 22	Bi-weekly	\$ 4,087.79
years	Hourly	\$ 51.0974
First Class	Annual	\$ 103,274.56
Constable	Monthly	\$ 8,606.21
8 – 16	Bi-weekly	\$ 3,972.10
years	Hourly	\$ 49.6512
First Class	Annual	\$ 100,266.56
Constable	Monthly	\$ 8,355.55
< 8 years	Bi-weekly	\$ 3,856.41
2 nd Six Mo.	Hourly	\$ 48.2051
First Class	Annual	\$ 91,366.20
Constable	Monthly	\$ 7,613.85
< 8 years	Bi-weekly	\$ 3,514.08
1 st 6 Months	Hourly	\$ 43.9261
Second Class	Annual	\$ 82,465.84
Constable	Monthly	\$ 6,872.15
2 nd Six Mo.	Bi-weekly	\$ 3,171.76
	Hourly	\$ 39.6470
Second Class	Annual	\$ 75,593.87
Constable	Monthly	\$ 6,299.49
1 st Six Months	Bi-weekly	\$ 2,907.46
	Hourly	\$ 36.3432

Third Class	Annual	\$ 68,721.90
Constable	Monthly	\$ 5,726.82
Six 2 nd Months	Bi-weekly	\$ 2,643.15
	Hourly	\$ 33.0394

Third Class	Annual	\$ 62,994.73
Constable	Monthly	\$ 5,249.56
1 st Six Months	Bi-weekly	\$ 2,422.87
	Hourly	\$ 30.2859

Fourth Class	Annual	\$ 57,267.56
Constable	Monthly	\$ 4,772.30
2 nd Six Months	Bi-weekly	\$ 2,202.60
	Hourly	\$ 27.5325

Fourth Class	Annual	\$ 54,158.37
Constable	Monthly	\$ 4,513.20
1 st Six Months	Bi-weekly	\$ 2,083.01
	Hourly	\$ 26.0377

23+ years	Annual	\$ 9,023.99
	Hourly	\$ 4.3385
17 – 22 yrs.	Annual	\$ 6,015.99
	Hourly	\$ 2.8923
8 – 16 yrs.	Annual	\$ 3,008.00
	Hourly	\$ 1.4462

Acting S/Sgt.		
23+	Hourly	\$61.7025
17 to 22	Hourly	\$60.2563
8 to 16	Hourly	\$58.8102
Acting Sgt.		
23+	Hourly	\$56.8820
17 to 22	Hourly	\$55.4358
8 to 16	Hourly	\$53.9897
< 8	Hourly	\$52.5435

SCHEDULE "B"

Identification First Class Constable - Jan 1, 2015

		ANNUAL	MONTH	BI- WKLY	HRLY
STEP 1	1.01	93191.66	7765.97	3584.29	44.8037
STEP 2	1.02	94114.35	7842.86	3619.78	45.2473
STEP 3	1.03	95037.04	7919.75	3655.27	45.6909

Identification 1st Class 8 – 16 yrs January 1, 2015

		ANNUAL	MONTH	BI- WKLY	HRLY
STEP 1	1.005	95959.73	7996.64	3690.76	46.1345
STEP 2	1.01	96882.42	8073.53	3726.25	46.5781
STEP 3	1.015	97805.11	8150.43	3761.73	47.0217

Identification 1st Class 17 – 22 yrs Jan. 1 2015

		ANNUAL	MONTH	BI- WKLY	HRLY
STEP 1	1.01	98727.80	8227.32	3797.22	47.4653
STEP 2	1.02	99650.49	8304.21	3832.71	47.9089
STEP 3	1.03	100573.18	8381.10	3868.20	48.3525

Identification 1st Class Constable 23+ Jan 1, 2015

		ANNUAL	MONTH	BI- WKLY	HRLY
STEP 1	1.01	101495.87	8457.99	3903.69	48.7961
STEP 2	1.02	102418.56	8534.88	3939.18	49.2397
STEP 3	1.03	103341.25	8611.77	3974.66	49.6833

Identification	Sergeant	Step 1	MONTH	8 – 16 years BI- WKLY	January 1, 2015 HRLY
		ANNUAL			
STEP 1	1.01				
STEP 2	1.02				
STEP 3	1.03				

Ident	Sgt	Step 2	MONTH	8 – 16 years BI- WKLY	January 1, 2015 HRLY
		ANNUAL			
STEP 1	1.01				
STEP 2	1.02				
STEP 3	1.03	109684.74	9140.3948	4218.64	52.7330

Jan. 1, 2015

Identification Sergeant 17 – 22
 ANNUAL Step 1 MONTH BI-WKLY HRLY

STEP1 1.01
 STEP 2 1.02
 STEP 3 1.03

Jan. 1, 2015

Identification Sergeant 17 – 22
 ANNUAL Step 2 MONTH BI-WKLY HRLY

STEP1 1.01
 STEP 2 1.02
 STEP 3 1.03 \$112,452.81 \$9,371.07 \$4,325.11 \$54.0638

Jan. 1, 2015

Identification Sergeant 23 + years
 ANNUAL Step 1 MONTH BI-WKLY HRLY

STEP1 1.01
 STEP 2 1.02
 STEP 3 1.03

Jan. 1, 2015

Identification Sergeant 23 + years
 ANNUAL Step 2 MONTH BI-WKLY HRLY

STEP1 1.01
 STEP 2 1.02
 STEP 3 1.03

Acting Ident Sergeant January 1, 2015

< 8 yr		8 - 16		17 - 22		23+	
Step 1	48.1640	Step 1	49.4948	Step 1	50.8256	Step 1	52.1564
Step 2	48.6408	Step 2	49.9716	Step 2	51.3024	Step 2	52.6332
Step 3	49.1177	Step 3	50.4485	Step 3	51.7793	Step 3	53.1101

Identification First Class Constable < 8 years 2nd 6 months January 1, 2016

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$ 95,055.48	\$7,921.29	\$3,655.98	\$ 45.6998
Step 2	1.02	\$ 95,996.63	\$7,999.72	\$3,692.18	\$ 46.1522
Step 3	1.03	\$ 96,937.77	\$8,078.15	\$3,728.38	\$ 46.6047

Identification First Class Constable - 8 to 16 years January 1, 2016

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$ 97,878.91	\$8,156.58	\$3,764.57	\$ 47.0572
Step 2	1.02	\$ 98,820.06	\$8,235.00	\$3,800.77	\$ 47.5096
Step 3	1.03	\$ 99,761.20	\$8,313.43	\$3,836.97	\$ 47.9621

Identification First Class Constable - 17 to 22 years January 1, 2016

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$100,702.34	\$8,391.86	\$3,873.17	\$ 48.4146
Step 2	1.02	\$101,643.49	\$8,470.29	\$3,909.36	\$ 48.8671
Step 3	1.03	\$102,584.63	\$8,548.72	\$3,945.56	\$ 49.3195

Identification First Class Constable - 23 + years January 1, 2016

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$103,525.77	\$8,627.15	\$3,981.76	\$ 49.7720
Step 2	1.02	\$104,466.92	\$8,705.58	\$4,017.96	\$ 50.2245
Step 3	1.03	\$105,408.06	\$8,784.01	\$4,054.16	\$ 50.6770

Identification Sergeant 8 to 16 years Step 1 January 1, 2016

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 8 to 16 years Step 2 January 1, 2016

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03	\$111,878.42	\$9,323.20	\$4,303.02	\$ 53.7877

Identification Sergeant 17 to 22 years Step 1 January 1, 2016

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 17 to 22 years Step 2 January 1, 2016

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03	\$114,701.85	\$9,558.49	\$4,411.61	\$ 55.1451

Identification Sergeant 23 + years Step 1 January 1, 2016

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 23 + years Step 2 January 1, 2016

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Acting Ident Sergeant January 1, 2016

< 8 yr		8 - 16		17 - 22		23+	
Step 1	49.8127	Step 1	51.1701	Step 1	52.5276	Step 1	53.8850
Step 2	50.3059	Step 2	51.6633	Step 2	53.0208	Step 2	54.3782
Step 3	50.7991	Step 3	52.1565	Step 3	53.5140	Step 3	54.8714

Identification First Class Constable < 8 years 2nd 6 months January 1, 2017

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$ 96,956.60	\$8,079.72	\$3,729.10	\$46.6137
Step 2	1.02	\$ 97,916.56	\$8,159.71	\$3,766.02	\$47.0753
Step 3	1.03	\$ 98,876.53	\$8,239.71	\$3,802.94	\$47.5368

Identification First Class Constable - 8 to 16 years January 1, 2017

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$ 99,836.50	\$8,319.71	\$3,839.87	\$47.9983
Step 2	1.02	\$100,796.46	\$8,399.71	\$3,876.79	\$48.4598
Step 3	1.03	\$101,756.43	\$8,479.70	\$3,913.71	\$48.9214

Identification First Class Constable – 17 to 22 years

January 1, 2017

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$102,716.39	\$8,559.70	\$3,950.63	\$49.3829
Step 2	1.02	\$103,676.36	\$8,639.70	\$3,987.55	\$49.8444
Step 3	1.03	\$104,636.33	\$8,719.69	\$4,024.47	\$50.3059

Identification First Class Constable – 23 + years

January 1, 2017

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$105,596.29	\$8,799.69	\$4,061.40	\$50.7674
Step 2	1.02	\$106,556.26	\$8,879.69	\$4,098.32	\$51.2290
Step 3	1.03	\$107,516.23	\$8,959.69	\$4,135.24	\$51.6905

Identification Sergeant < 8 years

Step 1

January 1, 2017

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant < 8 years

Step 2

January 1, 2017

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 8 to 16 years

Step 1

January 1, 2017

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 8 to 16 years

Step 2

January 1, 2017

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03	\$111,878.42	\$9,323.20	\$4,303.02	\$ 53.7877

Identification Sergeant 17 to 22 years Step 1 January 1, 2017

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 17 to 22 years Step 2 January 1, 2017

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03	\$116,995.89	\$9,749.66	\$4,499.84	\$56.2480

Identification Sergeant 23 + years Step 1 January 1, 2017

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 23 + years Step 2 January 1, 2017

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Acting Ident Sergeant January 1, 2017

< 8 yr		8 - 16		17 - 22		23+	
Step 1	50.8090	Step 1	52.1936	Step 1	53.5781	Step 1	54.9627
Step 2	51.3120	Step 2	52.6966	Step 2	54.0812	Step 2	55.4657
Step 3	51.8151	Step 3	53.1997	Step 3	54.5842	Step 3	55.9688

Identification First Class Constable < 8 years 2nd 6 months January 1, 2018

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$ 98,895.73	\$8,241.31	\$3,803.68	\$47.5460
Step 2	1.02	\$ 99,874.89	\$8,322.91	\$3,841.34	\$48.0168
Step 3	1.03	\$100,854.06	\$8,404.50	\$3,879.00	\$48.4875

Identification First Class Constable - 8 to 16 years January 1, 2018

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$101,833.23	\$8,486.10	\$3,916.66	\$48.9583
Step 2	1.02	\$102,812.39	\$8,567.70	\$3,954.32	\$49.4290
Step 3	1.03	\$103,791.56	\$8,649.30	\$3,991.98	\$49.8998

Identification First Class Constable – 17 to 22 years January 1, 2018

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$104,770.72	\$8,730.89	\$4,029.64	\$50.3705
Step 2	1.02	\$105,749.89	\$8,812.49	\$4,067.30	\$50.8413
Step 3	1.03	\$106,729.05	\$8,894.09	\$4,104.96	\$51.3120

Identification First Class Constable – 23 + years January 1, 2018

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$107,708.22	\$8,975.68	\$4,142.62	\$51.7828
Step 2	1.02	\$108,687.38	\$9,057.28	\$4,180.28	\$52.2536
Step 3	1.03	\$109,666.55	\$9,138.88	\$4,217.94	\$52.7243

Identification Sergeant < 8 years Step 1 January 1, 2018

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant < 8 years Step 2 January 1, 2018

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 8 to 16 years Step 1 January 1, 2018

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 8 to 16 years Step 2 January 1, 2018

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03	\$111,878.42	\$9,323.20	\$4,303.02	\$ 53.7877

Identification Sergeant 17 to 22 years Step 1 January 1, 2018

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 17 to 22 years Step 2 January 1, 2018

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03	\$119,335.81	\$9,944.65	\$4,589.84	\$57.3730

Identification Sergeant 23 + years Step 1 January 1, 2018

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 23 + years Step 2 January 1, 2018

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Acting Ident Sergeant January 1, 2018

< 8 yr		8 - 16		17 - 22		23+	
Step 1	51.8252	Step 1	53.2374	Step 1	54.6497	Step 1	56.0619
Step 2	52.3383	Step 2	53.7505	Step 2	55.1628	Step 2	56.5751
Step 3	52.8514	Step 3	54.2637	Step 3	55.6759	Step 3	57.0882

Identification First Class Constable < 8 years 2nd 6 months

January 1, 2019

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	101,269.23	8439.102	3894.97	48.6871
Step 2	1.02	102,271.89	8522.658	3933.534	49.1692
Step 3	1.03	103,274.56	8606.213	3972.098	49.6512

Identification First Class Constable - 8 to 16 years

January 1, 2019

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$104,277.22	8689.769	4010.662	50.1333
Step 2	1.02	\$105,279.89	8773.324	4049.226	50.6153
Step 3	1.03	\$106,282.55	8856.879	4087.791	51.0974

Identification First Class Constable – 17 to 22 years

January 1, 2019

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$107,285.22	8940.435	4126.355	51.5794
Step 2	1.02	\$108,287.88	9023.99	4164.919	52.0615
Step 3	1.03	\$109,290.55	9107.546	4203.483	52.5435

Identification First Class Constable – 23 + years

January 1, 2019

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01	\$110,293.22	9191.101	4242.047	53.0256
Step 2	1.02	\$111,295.88	9274.657	4280.611	53.5076
Step 3	1.03	\$112,298.55	9358.212	4319.175	53.9897

Identification Sergeant < 8 years Step 1 January 1, 2019

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant < 8 years Step 2 January 1, 2019

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 8 to 16 years Step 1 January 1, 2019

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 8 to 16 years Step 2 January 1, 2019

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 17 to 22 years Step 1 January 1, 2019

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 17 to 22 years Step 2 January 1, 2019

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03	\$122,199.87	10183.32	4700.00	58.7499

Identification Sergeant 23 + years Step 1 January 1, 2019

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Identification Sergeant 23 + years Step 2 January 1, 2019

		Annual	Monthly	Bi-Wkly	HRLY
Step 1	1.01				
Step 2	1.02				
Step 3	1.03				

Acting Ident Sergeant

January 1, 2019

< 8 yr		8 - 16		17 - 22		23+	
Step 1	53.0690	Step 1	54.5151	Step 1	55.9613	Step 1	57.4074
Step 2	53.5944	Step 2	55.0406	Step 2	56.4867	Step 2	57.9329
Step 3	54.1198	Step 3	55.5660	Step 3	57.0121	Step 3	58.4583

Appendix “B” – Criminal Investigation Branch

The Criminal Investigation Branch shall be divided into two (2) platoons comprised of two (2) units each. Each platoon will work a ten (10) hour shift schedule based on an eight (8) week rotation and will work two (2) shifts comprised of days and afternoons.

The hours of work shall be:

Days: 0700 – 1700 hours
 Afternoons: 1400 – 2400 hours

All members on this rotation are scheduled to be on duty Wednesdays. Supervisors shall be responsible to liaise with the Training Unit and schedule members to take advantage of training opportunities on those days as well as facilitating and/or conducting training with members of other Branches.

Week 1

Week 2

Week 3

Week 4

Unit/ Week	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
A1	D	D	D	D	R	R	R	R	A	A	A	R	R	D	D	D	D	D	D	R	R	R	R	A	A	A	R	R	A
A2	A	A	A	A	R	R	R	R	D	D	D	R	R	A	A	A	A	A	A	R	R	R	R	D	D	D	R	R	D
B1	R	R	R	D	D	D	D	D	R	R	A	A	A	R	R	R	R	R	D	D	D	D	D	R	R	A	A	A	R
B2	R	R	R	A	A	A	A	A	R	R	D	D	D	R	R	R	R	R	A	A	A	A	A	R	R	D	D	D	R

Week 5

Week 6

Week 7

Week 8

Unit/ Week	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
A1	A	A	A	A	R	R	R	R	D	D	D	R	R	A	A	A	A	A	A	R	R	R	R	D	D	D	R	R	D
A2	D	D	D	D	R	R	R	R	A	A	A	R	R	D	D	D	D	D	D	R	R	R	R	A	A	A	R	R	A
B1	R	R	R	A	A	A	A	A	R	R	D	D	D	R	R	R	R	R	A	A	A	A	A	R	R	D	D	D	R
B2	R	R	R	D	D	D	D	D	R	R	A	A	A	R	R	R	R	R	D	D	D	D	D	R	R	A	A	A	R

Composition

A1: 1 Detective, 2 Detective Constables (general investigation), 1 Detective Constable (youth crime), 1 Forensic Identification Detective Constable

A2: 1 Detective, 2 Detective Constables (general investigation), 1 Detective Constable (computer crime), 1 Forensic Identification Detective Constable

B1: 1 Detective, 2 Detective Constables (general investigation), 1 Detective Constable (youth crime), 1 Forensic Identification Detective Constable

B2: 1 Detective, 2 Detective Constables (general investigation), 1 Detective Constable (computer crime), 1 Forensic Identification Detective Constable

General Investigation

The Detective Sergeant, Detective Constable (Child Abuse), Detective Constable (Elder Abuse), Detective (Economic Crime Unit), Detective Constables (Economic Crime Unit), Detective Constable (Sexual Offender Registry/DNA Coordinator), Detective Constable (Drug Exhibit Officer), Detective (Drug Unit), Detective Constables (Drug Unit) shall work a forty (40) hour week consisting of five (5) daily tours of duty of eight (8) consecutive hours each.

Forensic Identification Unit

The Sergeant in charge of the Forensic Identification Unit and a Forensic Identification Constable assigned to the Unit shall work a forty (40) hour week consisting of five (5) daily tours of duty of eight (8) consecutive hours each.

Annual Leave and Statutory Holiday Time - All CIB (except Forensic Identification)

All members will choose annual leave within their respective unit. Only one member shall be allowed off on annual leave per unit per block of time. A "block" is defined as any period of regularly scheduled work which is preceded and proceeded by regular days off. Generally speaking, a block is either three or five days in length. Members will pick annual leave in order of seniority with the most senior member picking one full block first. Members shall pick full blocks of time until they either have no annual leave time remaining or the time remaining prevents them from picking a full block.

Effective 2016 each member shall also be granted 104 hours of statutory holiday time annually. This stat time will be pro-rated when members are not working on the 10 Hours Sift Schedule or because of absences not including annual leave, Stat time, Casual Sick Time (60 hours per year), lieu time and training courses less than 3 weeks. The hours will be taken during the annual leave draw in accordance with the stipulated rules as outlined in "Annual Leave". Members will be advised prior to the annual leave draw of the number of remaining statutory holiday hours they have.

When all members on the units are unable to pick full blocks of annual leave time, they shall use any remaining annual leave time along with statutory holiday time to choose annual leave on blocks where members have not chosen annual leave. This shall also be done in order of seniority.

If the remaining statutory holiday time cannot fill a full block, that member shall either choose a day or days (as the case may be) and these days shall be chosen in blocks where a member is not scheduled for annual leave.

The senior rank on the unit is in charge of the annual leave draw.

Members shall be permitted to exchange all or part of their annual leave with any other member or into a vacant block in the same unit within two (2) weeks after the annual leave schedule has been posted. Thereafter, the final annual leave schedule will be posted and no further exchange will be permitted, unless approved by the Senior Officer in charge of the Branch.

Annual Leave and Statutory Holiday Time -- Forensic Identification Unit

Platoon Detective Constables

All members will choose annual leave within their respective platoon. Only one member shall be allowed off on annual leave per platoon per block of time. A "block" is defined as any period of regularly scheduled work which is preceded and proceeded by regular days off. Generally speaking, a block is either three or five days in length. Members will pick annual leave in order of seniority with the most senior member picking one full block first. Members shall pick full blocks of time until they either have no annual leave time remaining or the time remaining prevents them from picking a full block.

Effective 2016 each member shall also be granted 104 hours of statutory holiday time annually. This stat time will be pro-rated when members are not working on the 10 Hours Sift Schedule or because of absences not including annual leave, Stat time, Casual Sick Time (60 hours per year), lieu time and training courses less than 3 weeks. When all members on the platoon are unable to pick full blocks of annual leave time, they shall use any remaining annual leave time along with statutory holiday time to choose annual leave on blocks where members have not chosen annual leave. This shall also be done in order of seniority.

If the remaining statutory holiday time cannot fill a full block, that member shall either choose a day or days (as the case may be) and these days shall be chosen in blocks where a member is not scheduled for annual leave.

Members shall be permitted to exchange all or part of their annual leave with the other platoon Detective Constable or into a vacant block in the same platoon within two (2) weeks after the annual leave schedule has been posted. Thereafter, the final annual leave schedule will be posted and no further exchange will be permitted, unless approved by the Senior Officer in charge of the Branch.

The Forensic Identification Sergeant is in charge of the annual leave draw.

Forensic Identification Sergeant / Dayshift Forensic Identification Constable

Only one member shall be allowed off on annual leave per week per block of time.

A “block” is defined as any period of regularly scheduled work which is preceded and proceeded by regular days off.

Members will pick annual leave in order of seniority with the most senior member picking one full block first. Members shall pick full blocks of time until they have no annual leave time remaining.

Members who pick annual leave during a week where a statutory holiday(s) occurs will have that time banked with the Senior Officer in charge of the Criminal Investigation Branch. That statutory holiday will then be taken off at a time agreed upon by the member and the Senior Officer in charge of the Criminal Investigation Branch.

At the completion of the annual leave draw, the Senior Officer in charge of the Criminal Investigation Branch in consultation with the Forensic Identification Sergeant and the Dayshift Forensic Identification Constable shall determine the “Annual Leave Relief Schedule”. The purpose of the “Annual Leave Relief Schedule” is to fill vacancies on the afternoon shift as a result of annual leave taken by Platoon Detective Constables.

The hours of the afternoon annual leave relief shift shall be 1600 – 2400 hours and will either be five consecutive afternoon shifts or a combination of afternoon shifts and dayshifts not exceeding five consecutive shifts or forty hours. When a combination of day shifts and afternoon shifts in a forty (40) hour period is scheduled, the Forensic Identification Sergeant or Forensic Identification Dayshift Constable who is assigned must be in agreement with the schedule. In any event, the Forensic Identification Sergeant or Forensic Identification Dayshift Constable shall not work more than two consecutive afternoon shifts in a row.

The Forensic Identification Sergeant and the Dayshift Forensic Identification Constable shall be permitted to exchange all or part of their annual leave with each other or into a vacant block within two (2) weeks after the annual leave schedule has been posted. Thereafter, the final annual leave schedule will be posted and no further exchange will be permitted, unless approved by the Senior Officer in charge of the Branch.

General

Should either the Thunder Bay Police Services Board or the Thunder Bay Police Association identify an issue with this shift schedule, both parties agree to meet with the understanding to mutually resolve the outstanding issue(s) as they may arise.

Appendix “E”-- Community Services Branch (Traffic Unit / Community Response Team)

Members assigned to the Community Services Branch (Traffic Unit / Community Response Team (CRT)) shall work a compressed work week of ten (10) hour shifts based on two shifts and a six week rotation.

Hours of Work:

Traffic: Days: 0600 hours – 1600 hours
 Afternoons: 1400 hours – 2400 hours

The Sergeant assigned to the Traffic Unit shall work a forty (40) hour week consisting of five (5) daily tours of duty of eight (8) consecutive hours each.

CRT: Days: 1000 hours – 2000 hours
 Afternoons: 1800 hours – 0400 hours

The Sergeant assigned to the Community Response Team shall work a forty (40) hour week consisting of five (5) daily tours of duty of eight (8) consecutive hours each.

Week 1

Week 2

Week 3

Week	S	M	T	W	T	F	S		S	M	T	W	T	F	S		S	M	T	W	T	F	S
PC 1	R	R	D	D	D	R	R		R	A	A	A	R	R	D		D	D	D	R	R	R	A
PC 2	R	A	A	A	R	R	D		D	D	D	R	R	R	A		A	A	R	R	A	A	A
PC 3	D	D	D	R	R	R	A		A	A	R	R	A	A	A		A	R	R	D	D	D	R
PC 4	A	A	R	R	A	A	A		A	R	R	D	D	D	R		R	R	A	A	A	A	R
PC 5	A	R	R	D	D	D	R		R	R	A	A	A	A	R		R	R	D	D	D	R	R
PC 6	R	R	A	A	A	A	R		R	R	D	D	D	R	R		R	A	A	A	R	R	D

Week 4

Week 5

Week 6

Week	S	M	T	W	T	F	S		S	M	T	W	T	F	S		S	M	T	W	T	F	S
PC 1	A	A	R	R	A	A	A		A	R	R	D	D	D	R		R	R	A	A	A	A	R
PC 2	A	R	R	D	D	D	R		R	R	A	A	A	A	R		R	R	D	D	D	R	R
PC 3	R	R	A	A	A	A	R		R	R	D	D	D	R	R		R	A	A	A	R	R	D
PC 4	R	R	D	D	D	R	R		R	A	A	A	R	R	D		D	D	D	R	R	R	A
PC 5	R	A	A	A	R	R	D		D	D	D	R	R	R	A		A	A	R	R	A	A	A
PC 6	D	D	D	R	R	R	A		A	A	R	R	A	A	A		A	R	R	D	D	D	R

Annual Leave and Statutory Holiday Time

Members will choose holidays during ‘weekly’ periods designated between Sunday to Saturday. When a member decides to take a specific week as annual leave, that member will utilize only those hours of annual leave based on actual shifts scheduled to work during that week.

There will only be one person allowed on annual leave between each week. For the purposes of this Appendix, a week is defined as those days worked between any Sunday to Saturday period.

Members will pick annual leave in order of seniority with the most senior member choosing annual leave first. On the first draw, members with eighty (80) hours of annual leave time shall choose one (1) week of annual leave. Members

with more than eighty (80) hours of annual leave time shall choose two (2) weeks of annual leave. Members with more than eighty(80) hours of annual leave shall not choose two weeks of annual leave in “Prime Time” during the first draw.

“Prime Time” is defined as that time between the last Sunday in June and the 1st Saturday of September of each year.

Upon completion of the first draw, the entire year will be drawn one (1) week at a time, on the basis of seniority. At the conclusion of the annual leave draw and if a member has annual leave time remaining however that time is not enough to take a whole week off, that member shall not choose any more annual leave time.

Effective 2016 each member shall also be granted 104 hours of statutory holiday time annually. This stat time will be pro-rated when members are not working on the 10 Hours Sift Schedule, or because of absences not including annual leave, Stat time, Casual Sick Time (60 hours per year), lieu time and training courses less than 3 weeks. The hours will be taken during the annual leave draw in accordance with the stipulated rules as outlined in “Annual Leave”. Members will be advised prior to the annual leave draw of the number of remaining statutory holiday hours they have.

When all members on the units are unable to pick full weeks of annual leave time , they shall use any remaining annual leave time along with statutory holiday time to choose full weeks of annual leave during weeks where members have not chosen annual leave. This shall also be done in order of seniority.

If the remaining statutory holiday time cannot fill a full week, that member shall either choose a day or days (as the case may be) and these days shall be chosen in weeks where a member is not scheduled for annual leave.

Members shall be permitted to exchange all or part of their annual leave with any other member or into a vacant week in the same unit within two (2) weeks after the annual leave schedule has been posted. Thereafter, the final annual leave schedule will be posted and no further exchange will be permitted, unless approved by the Senior Officer in charge of the Branch.

Training

Supervisors shall be responsible to schedule members to liaise with the Training Unit and schedule members to take advantage of training opportunities on those days as well as facilitating and/or conducting training with members of other Branches.

General

Should either the Thunder Bay Police Services Board or the Thunder Bay Police Association identify an issue with this shift schedule, both parties agree to meet with the understanding to mutually resolve the outstanding issue(s) as they may arise.

Appendix “F”-- Community Services Branch (Neighbourhood Policing)

Members assigned to the Community Services Branch (Neighbourhood Policing Unit) shall work a compressed work week of ten (10) hour shifts based on two shifts and a six week rotation.

Hours of Work:

Days: 0800 hours – 1800 hours

Afternoons: 1600 hours – 0200 hours

The Sergeant assigned to the Neighbourhood Policing Unit shall work a forty (40) hour week consisting of five (5) daily tours of duty of eight (8) consecutive hours each.

Week 1

Week 2

Week 3

Week	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	R	R	D	D	D	R	R	R	A	A	A	R	R	D	D	D	R	R	R	A	A
B	R	A	A	A	R	R	D	D	D	D	R	R	R	A	A	A	R	R	A	A	A
C	D	D	D	R	R	R	A	A	A	R	R	A	A	A	A	R	R	D	D	D	R
D	A	A	R	R	A	A	A	A	R	R	D	D	D	R	R	R	A	A	A	A	R
E	A	R	R	D	D	D	R	R	R	A	A	A	A	R	R	R	D	D	D	R	R
F	R	R	A	A	A	A	R	R	R	D	D	D	R	R	R	A	A	A	R	R	D

Week 4

Week 5

Week 6

Week	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A	A	A	R	R	A	A	A	A	R	R	D	D	D	R	R	R	A	A	A	A	R
B	A	R	R	D	D	D	R	R	R	A	A	A	A	R	R	R	D	D	D	R	R
C	R	R	A	A	A	A	R	R	R	D	D	D	R	R	R	A	A	A	R	R	D
D	R	R	D	D	D	R	R	R	A	A	A	R	R	D	D	D	R	R	R	A	A
E	R	A	A	A	R	R	D	D	D	D	R	R	R	A	A	A	R	R	A	A	A
F	D	D	D	R	R	R	A	A	A	R	R	A	A	A	A	R	R	D	D	D	R

Composition:

Each Unit shall have two Constables assigned.

Annual Leave and Statutory Holiday Time

All members will choose annual leave within their respective unit.

Only one member shall be allowed off on annual leave per unit per block of time.

A “block” is defined as any period of regularly scheduled work which is preceded and proceeded by regular days off. Generally speaking, a block is either three or five days in length.

Members will pick annual leave in order of seniority with the most senior member picking one full block first. Members shall pick full blocks of time until they either have no annual leave time remaining or the time remaining prevents them from picking a full block.

Effective 2016 each member shall also be granted 104 hours of statutory holiday time annually. This stat time will be pro-rated when members are not working on the 10 Hours Sift Schedule, or because of absences not including annual leave, Stat time, Casual Sick Time (60 hours per year), lieu time and training courses less than 3 weeks. The hours will be booked during the annual leave draw in accordance with the stipulated rules as outlined in "Annual Leave". Members will be advised prior to the annual leave draw of the number of remaining statutory holiday hours they have.

When all members on the units are unable to pick full blocks of annual leave time, they shall use any remaining annual leave time along with statutory holiday time to choose full blocks of annual leave on blocks where members have not chosen annual leave. This shall also be done in order of seniority.

If the remaining statutory holiday time cannot fill a full block, that member shall either choose a day or days (as the case may be) and these days shall be chosen in blocks where a member is not scheduled for annual leave.

Members shall be permitted to exchange all or part of their annual leave with any other member or into a vacant block in the same unit within two (2) weeks after the annual leave schedule has been posted. Thereafter, the final annual leave schedule will be posted and no further exchange will be permitted, unless approved by the Senior Officer in charge of the Branch.

Training

Supervisors shall be responsible to schedule members to liaise with the Training Unit and schedule members to take advantage of training opportunities on those days as well as facilitating and/or conducting training with members of other Branches.

General

Should either the Thunder Bay Police Services Board or the Thunder Bay Police Association identify an issue with this shift schedule, both parties agree to meet with the understanding to mutually resolve the outstanding issue(s) as they may arise.

The following list identifies the retired Police Officers who have been enrolled in the Corporation's Group Life Insurance Coverage:

IN WITNESS WHEREOF this Agreement has been executed by the Parties hereto under the hands of their proper officers, respectively this 5th day of January A.D. 2016.

LETTER OF UNDERSTANDING

BETWEEN

THE THUNDER BAY POLICE SERVICES BOARD

AND

THE THUNDER BAY POLICE ASSOCIATION

RE: SUPPLY OF POLICE UNIFORM, CLOTHING & EQUIPMENT

The Thunder Bay Police Services Board and the Thunder Bay Police Association agree to amend the provisions in Article 10.03(a) of the Collective Agreement in the following manner:

Each member shall be provided with the police uniform, clothing and equipment listed in Schedule "A". The attached Schedule "A" will form part of this agreement. These items will be supplied as follows:

1. On appointment to the Police Service.
2. On reappointment to the Uniform Branch from another position (i.e. while an officer is in C.I. B., Uniform shirts change, and the officer requires a full issue of six shirts).
3. As required for replacement.

The joint Association/Administration Equipment and Clothing Committee will continue to monitor and evaluate this agreement. The Committee can make mutually agreed to changes to items listed in Schedule "A". The Deputy Chief in conjunction with the Chair of the Association's Clothing Committee will determine the distribution schedule and personnel eligible to receive any equipment or clothing listed in Schedule "A".

The parties agree that either party can revert back to the relevant provisions of the Clothing Allowance section of the current Collective Agreement provided ninety (90) days notice is provided to the other party.

SIGNED IN THUNDER BAY this 19th day of February 2013.

FOR THE BOARD

FOR THE ASSOCIATION

Chairperson

President

Secretary

Bargaining Chairperson

SCHEDULE "A"

- SIX (6) SHIRTS (any combination of long/short sleeve)
- ONE (1) WHITE SHIRT
- TWO (2) PAIR OF CARGO STYLE PANTS
- ONE (1) TIE
- ONE (1) DICKY
- ONE (1) TUNIC WITH TWO (2) PAIR MATCHING DRESS TROUSERS
- ONE (1) ALL-WEATHER JACKET
- ONE (1) PAIR ALL-WEATHER BOOTS (ETU style)
- ONE (1) PAIR WINTER GLOVES OR WINTER MITTS
- ONE (1) WINTER SWEATER (lined)
- ONE (1) PAIR RAIN PANTS
- ONE (1) WINTER HAT
- ONE (1) SUMMER HAT
- ONE (1) ASP
- ONE (1) REGULATION HANDGUN AND HOLSTER
- ONE (1) PAIR HANDCUFFS
- ONE (1) SET BODY ARMOUR
- ONE (1) DUTY BELT WITH POUCHES AND HOLDERS
- ONE (1) PEAK HAT
- ONE (1) PAIR SLASH GLOVES
- ONE (1) NOTEBOOK HOLDER
- ONE (1) TICKET HOLDER
- ONE (1) COMBINATION LOCK
- ONE (1) HAT BADGE
- ONE (1) WALLET
- ONE (1) NAME TAG
- SET OF BUSINESS CARDS (250)

Letter of Understanding

Between

Thunder Bay Police Services Board

And

Thunder Bay Police Association, Uniform Officers

Re: APPENDICES B, E, & F.

1. For the purposes of Appendices “B”, and “E” no member will be counted when the member is absent from work permanently, or on a long-term basis that member will not return to active duty, even with required accommodation.
2. It is acknowledged that absences due to reasons such as longer term illness or pregnancy/parental leave will not be able to be filled immediately, and that both parties are subject to the duty to accommodate.
3. The Board will make all reasonable efforts to fill long-term or permanent vacancies on a timely basis.

For the Board

For the Association

Chairperson

President

Secretary

Bargaining Chairperson