



STRATHROY-CARADOC POLICE SERVICE

UNIFORM AGREEMENT

January 1, 2026 – December 31, 2029

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THIS AGREEMENT made this 16th day of December, 2025

BETWEEN:

THE STRATHROY-CARADOC POLICE SERVICE BOARD

Hereinafter referred to as "THE BOARD"

OF THE FIRST PART

AND

THE STRATHROY-CARADOC POLICE ASSOCIATION

Hereinafter referred to as "THE ASSOCIATION"

OF THE SECOND PART

1. PURPOSE

- a) The purposes of this Agreement include:
 - i. Compliance with the *Community Safety and Policing Act*, as amended from time to time ("Act");
 - ii. To maintain a harmonious relationship between the Board, the Association, and the Association's Members;
 - iii. To provide an orderly and amicable method of settling differences or grievances which may arise between the parties with respect to matters touched upon by this Collective Agreement.

2. RECOGNITION

- a) The Board recognizes the Association as the exclusive bargaining agent for all uniform Members for the Police Service except those uniform Members of the Police Service covered by a separate agreement between the Board and an association composed only of senior officers of the Police Service pursuant to Section 223 (2) of the Act.
- b) Whenever applicable, the singular shall include the plural and the masculine gender shall include the feminine.
- c) It is hereby confirmed that the Members of the Police Service Board shall not be liable personally for any action or any other proceedings which may arise from the application or administration of this Collective Agreement.

3. DEFINITIONS

ACT – the *Community Safety and Policing Act*, as amended from time to time.

ACTIVE PAYROLL – a Member who is receipt of their regular weekly wages, including loss of earnings benefits payable by the Workplace Safety and Insurance Board (“WSIB”), and secondments.

ASSOCIATION – the Strathroy-Caradoc Police Association.

BLOCK(S) or BLOCK(S) OF DAYS – the consecutive group of day shifts or consecutive group of night shifts.

BOARD – the Strathroy-Caradoc Police Service Board.

CHIEF OF POLICE or CHIEF – the Chief of Police of the Strathroy-Caradoc Police Service.

MEMBER – a police officer or cadet of the Strathroy-Caradoc Police Service, save and except for the Chief of Police and Deputy Chief of Police.

NET SALARY – the regular wages (a Member's regularly scheduled hours in a pay period times the Member's hourly rate) deposited in a Member's bank account after all statutory and employer deductions have been deducted. Deductions include, but are not limited to, Income Tax, Canada Pension Plan (CPP) contributions, Employment Insurance (EI) premiums, OMERS pension plan contributions, and Association dues.

POLICE SERVICE - means the Strathroy-Caradoc Police Service.

PURE VERSION SCHEDULE - means the schedule before any time off selection has been granted.

SENIORITY – shall be established for Members covered by this Agreement and such seniority shall be based upon the Members' continuous length of service with the Strathroy-Caradoc Police Service based on their most recent date of hire.

SERVICE – a Member's years of employment with the Strathroy-Caradoc Police Service from the most recent date of hire plus the total number of years of previous service credited to a Member by the Board.

TOUR OF DUTY – a Member's regularly scheduled shift.

WORK WEEK – a seven day period beginning on Saturday to the following Friday.

4. RIGHTS OF THE BOARD

- a) The Association and its Members recognize and acknowledge subject to the provisions of the Act and its Regulations thereto, it is the exclusive function of the Board to:
 - i. maintain order, discipline and efficiency;
 - ii. hire, discharge, direct, classify, transfer, promote, demote, suspend or otherwise discipline any Member of the Police Service; and
 - iii. without limiting the generality of the above, generally to supervise the operations of the Service.
- b) If a Member claims that the Board has exercised any of the functions outlined in (ii) and (iii) above in a discriminatory manner or without reasonable cause, then such a claim may be the subject of a grievance under the provisions of the grievance procedure outlined in APPENDIX 'B' or dealt with under procedures within the exclusive jurisdiction of the Solicitor General as prescribed by the Act.
- c) The Board agrees that it will not exercise any of the functions set out in this Article in a manner inconsistent with the provisions of the Agreement or the Act and amendments thereto.

5. ASSOCIATION MEMBERSHIP

- a) All Members shall be eligible for Membership in the Association in accordance with the provisions of the Act. Membership in the Association shall not be a condition of employment.
- b) All Members now paying dues will continue to pay dues. New Members, as a condition of employment, shall pay an amount equal to a fixed amount prescribed by the Association for monthly dues.
- c) During the term of this Agreement, the Treasurer of the Municipality of Strathroy-Caradoc or their designate shall deduct a fixed amount equal to the amount prescribed by the Association for monthly dues from each pay of each Member. Deducted dues shall be forwarded to the Association not later than the 15th day of the month following. Upon request, the Treasurer of the Municipality of Strathroy-Caradoc or their designate shall provide a list of the names and addresses of all Members from whose wages the deductions have been made.
- d) The Board shall not be liable for any action or any other proceeding which may arise from the application of this Article.

6. NO DISCRIMINATION

- a) The Board and the Association agree that there will be no discrimination, interference, restraint or coercion exercised or practiced by the Board, the Association, or their representatives with respect to any Member or non-Member or executive Member.

7. MEETINGS AND GRIEVANCE PROCEDURE

- a) Grievances shall be limited by and subject to the provisions of APPENDIX 'B' of this Agreement.
- b) The parties hereto shall give not less than forty-eight (48) hours notice of any meeting or hearing to deal with matters relating to the administration of this Agreement.
- c) In the event of arbitration as hereinafter provided, no person who has been, either directly or indirectly involved in the matter or issue to be arbitrated shall, without consent of the parties hereto, act, or be appointed arbitrator or Member of the Ontario Police Arbitration and Adjudication Commission (OPAAC) to determine the rights of the parties in respect of the matter or issue to be arbitrated.
- d) The Chief of Police shall, as soon as possible, notify the President of the Association, or in their absence any Executive Member of the Association of all investigations of Members including Chief's complaints, Law Enforcement Complaints Agency (LECA) investigations and Special Investigations Unit (SIU) investigations.
- e) Public complaints dealt with within the Police Service require notification to the Association only when such investigation results in disciplinary action of a Member.
- f) Exception: At the discretion of the Chief of Police, no notification as required in Article 7 d) above need be made in any matter which, should notification have been made to the Association, the investigation of that matter or any other matter may be compromised. Notification shall be made to the Association once the Chief of Police deems the compromising situation has passed or been resolved.

8. SALARIES AND BENEFITS

- a) Sick leave benefits for the Members shall be limited to the provisions of APPENDIX 'E' to this Agreement.

- b) All Members shall be and continue to be enrolled in the Ontario Municipal Employees Retirement System (OMERS), subject to the rules and regulations set out by OMERS and/or legislation. Premium payments due under OMERS shall be borne equally by the Board and the Member.
- c) The Board shall pay on behalf of each Member, the full cost of maintaining hospital, medical, dental and extended health care benefits as set forth in APPENDIX 'C' to this Agreement.
- d) The Board shall provide and pay 100% of the premiums for benefits provided for in APPENDIX 'C' sections (1) and (4) for all retired Members until they reach the age of sixty-five (65) if the retired Member is not eligible to receive these benefits elsewhere. Retired Members shall mean any Member who retires at the age of sixty (60) or earlier where the Member has met the criteria set by OMERS for Early Retirement.
- e) Where a Member is absent from employment by reason of injury or illness sustained in the performance of police duties, and is in receipt of loss of earnings benefits payable by the WSIB in respect of such occurrence, the Board shall pay to the Member during the period of time when the Member is totally disabled by reason of injury or illness, a sum equal to the difference between the Member's Net Salary level and the sum or sums received for loss of earning from the WSIB for a period not to exceed either i., ii. or iii. below (the "top-up period"), whichever comes first:
 - i. sixty (60) months from the Date of Disability. For clarity, should the Member return to work and cease receiving any loss of earnings from WSIB, the time period will pause at that time. Should there be a recurrence of the same claim (i.e. same claim number), the time would continue from the previous paused time period for the purposes of this article.
 - ii. the date the Member reaches their Maximum Medical Recovery (MMR) and/or permanent disability and can never return to the police service in their pre-injury capacity.
 - iii. the date the Member is eligible to receive an unreduced OMERS pension.
- f) In the event of the death of a Member through injury or illness attributed to their assigned duties, the Board shall pay a death benefit to the estate of the deceased Member in an amount equal to twelve (12) months of salary for the Member at the date of death.

- g) The surviving spouse of a Member killed in the course of their assigned duties shall be entitled to coverage of the hospitalization and medical benefits provided for in APPENDIX 'C' (1) and (4) until age sixty-five (65) or until such time as the spouse remarries or takes employment where major medical benefits are available. The Board shall pay one hundred (100) percent of the premium cost to cover the surviving spouse and dependents. Spouse and dependent shall mean as defined in the current group benefits policy of the Insurer.
- h) Members shall be paid by the Board on a bi-weekly basis as follows:
 - i. For determination of the hourly rate of pay refer to APPENDIX 'A', attached hereto.
 - ii. The annual salary for a Member is the hourly rate specified in APPENDIX 'A', multiplied by 2080, plus the Municipal Policing Allowance, if applicable.
 - iii. For Members working 12 hour shifts and therefore, as a result of their regular scheduled workweek, exclusive of overtime, they accumulate up to 84 hours of work within a pay period, their bi-weekly salary shall be comprised of up to 80 hours of work payable at the Member's regular hourly rate plus the Municipal Policing Allowance divided by 2080. The remaining 4 hours shall be dealt with pursuant to Article 10 f) of this Agreement and is known as "Accrued Time".
 - iv. Where a Member's hourly rate changes during a pay period, the hourly rate will be recalculated and the hours worked after such change will be paid out at the adjusted hourly rate.
- i) The Board agrees to pay the full cost of any medical report, note, document or other such report of a professional that is requested or required by the Board, insurance company or other agency if it results in a Member accessing any benefit as provided by this Agreement.
- j) Members in receipt of Long Term Disability or WSIB loss of earning benefits shall apply for an OMERS Disability Waiver in accordance with their earliest eligibility date for such waiver.
- k) Members shall receive a \$3.00 per hour premium for each hour they act as a Field Training Officer for a Recruit Constable during their Field Training Program. Only one (1) Member can claim the \$3.00 premium per hour per Recruit Constable.
- l) The parties agreed the purpose and intent of clause 8(e) of this Agreement is to ensure that a Member's earnings are unaffected during the top-up period so the Member should take home no more and no less than if the Member was actively at work and in receipt of their Net Salary.

- m) A Member in receipt of WSIB loss of earning benefits for at least twelve (12) months, whether paid by the Board or directly by the WSIB, must retire no later than their earliest unreduced pension date, as specified by the OMERS plan.

9. PAID DUTIES AND TRAINING ALLOWANCES

- a) No Member shall accept or perform paid police duties of any kind outside the scope of the Member's employment with the Board without having obtained, in advance, written authorization to do so from the Chief of Police. The Board agrees to pay the cost of maintaining Workplace Safety Insurance coverage for said Member while performing such authorized duties.
- b) Members performing authorized duties shall report in uniform to the Police Station at the commencement and termination of the authorized duty, to be logged on and off the CAD system by the on duty Communicator.
- c) A Member who is required and authorized by the Chief of Police to attend courses, seminars or a series of lectures at a Police College or other recognized educational institute outside the corporate limits of the Municipality of Strathroy-Caradoc shall receive TWENTY-FIVE DOLLARS (\$25.00) per week for expenses, pro-rated at \$5.00 per day for any period of time actually in attendance at such course that exceeds two full days in duration.
- d) Any Member required to use their own vehicle to travel to and from the said courses shall be reimbursed for the kilometers from the Strathroy-Caradoc Police Station to the location of the course at the kilometer rate set by the Municipality if travel is not paid by any other source. In any event, the Member shall receive such additional equipment from the Board as the Chief of Police shall deem necessary, while in attendance at such course, seminar or series of lectures.

10. HOURS OF WORK

- a) Subject to the exigencies of service, the normal hours of work for each Member shall be eighty (80) hours biweekly, including where the requirements of service permit, a one (1) hour lunch period per Tour of Duty.
- b) Each Tour of Duty will be based on schedules of twelve (12) hours, ten (10) hours, nine (9) hours or eight (8) hours in duration.
- c) Subject to the exigencies of the service, each Member shall in every Work Week have two (2) consecutive days off.
- d) Each Member shall be entitled to a minimum of twelve (12) hours off between each regularly scheduled Tour of Duty, unless by mutual agreement between the Member and the Chief of Police or his/her designate.

- e) Subject to the exigencies of the service, platoon Members shall be scheduled for an equal amount of shifts, or as closely as practicable, during each calendar year.
- f) Accrued Time is the number of regular hours worked in excess of eighty (80) hours bi-weekly. Due to the varied schedule of each officer, the accrued time is individually calculated. Accrued time is deposited in each officer's Accrued Hours (AH) Bank on the 1st of January of each year and may only be taken as time off within the same calendar year at the pay rate of straight time, upon request of the Member and with the Chief's discretion.
- g) Any Member affected by any shift change(s) to the approved and posted Duty Roster, shall be notified as soon as is practicable by the Chief of Police or their designate. Three (3) days (72 hours) notice shall be afforded any Member of such shift changes.
- h) A Member who submits a request and receives approval for time off from their Accrued Hours Bank (AH), Accumulated Time Owing Bank (ATO), Transferred Accumulated Time Owing Bank (TATO) or Statutory Time Bank (ST), and is subsequently advised without three (3) days (72 hours) notice that the time off is cancelled, shall have their shift paid for at the overtime rate as set out in Article 11 b).

11. OVERTIME

- a) All overtime shall be authorized by the Chief of Police or a person designated by the Chief of Police. The Chief shall, with reasonable consultation with the Association, ensure a fair and equitable procedure for the distribution of posted and un-posted overtime.
- b) Subject to Article 10 a), all time worked immediately after the normal Tour of Duty in excess of fifteen (15) minutes, and after the averaged work week in excess of forty (40) hours designated, shall be considered as overtime and shall be paid for at the overtime rate of time and one-half the Member's hourly rate set out in APPENDIX 'A' to this Agreement. Any Member required to work overtime on a Statutory or Declared Holiday shall be paid two point two five (2.25) times the Member's hourly rate as set out in APPENDIX 'A' to this Agreement.
- c) Any Member required to attend Court outside the Member's normal work day, shall be paid three (3) hours for the first (1) hour or any part thereof, and time and one-half for each additional hour thereafter. In the event that a scheduled court appearance is cancelled less than twenty-four (24) hours preceding the scheduled court appearance, the Member may be entitled to two (2) hours placed in their ATO bank as reimbursement for child care costs which result from the cancelled appearance. These hours will be placed in the Member's ATO bank once the Board receives the caregiver's paid receipt.

- d) Members shall have the option of being compensated for court time and overtime with pay or time off. Time off shall be mutually agreed by the Chief of Police and the member. Time off is to be scheduled with the approval of the Chief of Police or their designate, and subject to the exigencies of service and so as not to interfere with annual leave periods. Payment in accordance with above will be made to each Member on the next pay period following the court time or overtime incurred.
- e) When a Member is required to attend Court during their annual vacation, statutory or declared holiday leave, or the days off immediately before or immediately following their annual vacation or statutory or declared holiday leave, the Member shall, in addition to Article 10 c), receive one (1) additional day off for each day, or part thereof, in Court attendance. In addition, the Member shall be paid for such time spent at the overtime rate of time and one-half, and with the approval of the Chief of Police or their designate, a maximum of one day travel time may be awarded.
- f) A Member that has retired on pension shall be entitled to four and one half (4 ½) hours pay at straight time rates at the current rate of a First Class Constable for each day the Member is required to attend court to give evidence on a matter arising out of their duties as a police officer. Payment shall be made upon the Board's receipt of the court attendance documentation.

12. TIME OWING BANKS

- a) A Member shall be allowed at any time within a calendar year to carry a maximum of 48 hours of accumulated time owing in a bank which will be referred to as an "Accumulated Time Owing Bank" (ATO).
- b) A Member must deplete their ATO to a zero (0) balance by December 31 of each year. This shall be done by taking time off, by having the time paid out, or by transferring hours into a bank which shall be referred to as a "Transferred Accumulated Time Owing Bank" (TATO). Hours may be transferred into their TATO at any time during the year.
- c) A Member shall be able to use the TATO to take time off with the approval of the Chief of Police or their designate. Time owing within the TATO shall not be paid out in any circumstance, shall not be transferred to other time banks, and shall not exceed a maximum of 80 hours at any time.
- d) The annual selection of TATO and Accrued time shall be granted to Members in order of Seniority following the selection of Statutory Time as set forth in Article 15, and the addition of training dates as assigned by administration. Pursuant to the Time Off Selection Policy as set out by the Chief of Police, with reasonable consultation with the Association, the following process shall apply:

- i. A notice with Members within each working group, listed in order of seniority shall be posted.
- ii. Members shall be allowed, by seniority, to select any time from TATO and/or Accrued Time owing bank(s) to a maximum of one hundred and twenty (120) hours. This time is to be selected in blocks of days.
- iii. After each Member within the working group has made their selection above, the process shall be repeated with Members being able to select all their remaining time. During this selection, Members must select their time in full blocks.
- iv. After each Member within the working group has made their selection above, the process shall be repeated with Members being able to select all their remaining time. During this selection, Members may be allowed to select individual days within a block.
- v. All accrued time must be selected by the Member prior to September 1st in the year it was earned. If Statutory Time is not selected by September 1st of the year it is granted, the Chief of Police or designate shall schedule the Statutory Time for the Member.

13. CALL BACK / CALL IN TIME

- a) A Member who completes a regular tour of duty without being required to continue to work overtime, and who is thereafter, during off-duty hours and before their next scheduled shift, called back to duty, shall be paid at the overtime rate for all hours of such duty, with a minimum of four (4) hours pay at the overtime rate for each such call back, subject to Article 11 (b) and (c).
- b) Any Member called in to duty immediately before a regularly scheduled shift shall be paid at the overtime rate for all hours of such duty, with a minimum of two (2) hours pay at the overtime rate for each such call in. The Member shall have the option of completing the regularly scheduled shift, or if approved by the shift supervisor, taking time off at the end of the shift from the Member's ATO. In any event, it is understood that overtime shall be paid for the time on duty before the regularly scheduled shift.
- c) A Member called back for duty to work a period of scheduled overtime to attend a Management Meeting or to participate in requalification training or examinations shall be paid a minimum of three (3) hours pay at the overtime rate and not the call back rate if the Member has received at least three days (72 hours) notice of said scheduled overtime. In the event that the Member has not received three days (72 hours) notice of said scheduled overtime, the scheduled period of duty shall be deemed callback time and the callback rate of pay shall apply.

14. VACATION LEAVE

- a) The annual paid leave for Members shall be as follows, subject to the provisions of Articles i) and j):
 - i. Where a Member joins the Service after January 1st in a calendar year, vacation entitlement shall be granted two (2) weeks (80 hours) in that year on a pro-rated basis.
 - ii. After one (1) year of service – Three (3) weeks (120 hours).
 - iii. After eight (8) years of service – Four (4) weeks (160 hours).
 - iv. After fifteen (15) years of service – Five (5) weeks (200 hours).
 - v. After twenty-two (22) years of service – Six (6) weeks (240 hours).
 - vi. After twenty-seven (27) years of service – Seven (7) weeks (280 hours).
- b) Leave taken in the months of June, July or August shall not, without the prior consent of the Chief of Police, exceed eighty (80) consecutive hours.
- c) With the prior approval of the Chief of Police, only those Members assigned to an eight or ten hour schedule may schedule up to forty (40) hours of their vacation entitlement in single days.
- d) Subject to Article 14 a), in any calendar year in which a Member retires or resigns, leave shall be taken prior to the effective date of such retirement or resignation on a pro-rata basis. Vacation credits for retiring or resigning Members will be earned on a pro-rata basis by calculating the number of days within the year the Member is employed before their retirement or resignation date. The formula will be the number of days calculated above divided by the number of days in the year, multiplied by the hourly vacation credits the Member would have been credited if they had been employed that entire year.
- e) A Member who is hospitalized or confined to their residence as a result of illness or injury prior to the time of commencement of their scheduled vacation shall have the vacation re-scheduled to dates which, by mutual agreement, shall also be satisfactory to the Member. The Member will be required to furnish proof, including a medical certificate, if requested by the Chief of Police.
- f) Members shall be entitled to increased vacation after the first day of January of the year in which the anniversary of the requisite period specified in Article 14 a) falls.
- g) A Member shall be allowed to carry over a maximum of eighty (80) hours vacation entitlement from one calendar year to the next calendar year.

- h) A Member who is within 3 years of their Early Unreduced Retirement Date as established by OMERS will be allowed to carry over an additional forty (40) hours vacation entitlement into the next calendar year. These hours in excess of the normal maximum of eighty (80) hours may only be used in the year in which the retirement will occur, upon written notice of intention to retire on a specified date to the Chief of Police.
- i) Members will accrue vacation pay and vacation time ("Vacation Entitlements") for the first eight weeks of each separate Leave during which they receive short-term disability or WSIB benefits.
- j) A "Leave" shall be defined as an absence or absences related to a single illness, injury, or disability. For example, a Member who suffers a back injury on January 1st, returns to work March 1st, and reinjured their back on September 1st, will not accrue Vacation Entitlements during the September absence or thereafter for the back injury. However, if the same Member is instead absent due to a heart condition commencing on September 1st, it will be considered a separate Leave and Vacation Entitlements will accrue for eight weeks.
- k) For clarity, Members will not accrue vacation time or vacation pay during absences in which they are in receipt of long-term disability benefits. Members will accrue vacation time, but not vacation pay, while absent on pregnancy/parental leave.
- l) Vacation shall be granted to Members in order of Seniority and shall be selected by the Members in the following manner:
 - i. A notice with Members listed in order of seniority shall be posted at least three (3) months prior to the said vacation calendar year.
 - ii. Each Member will, in order of seniority, select a maximum of 84 hours, in blocks of days.
 - iii. After each Member has selected pursuant to Article 14 l) ii above, the procedure will again be followed, with Members selecting all their remaining vacation entitlement in blocks of time, pursuant to Article 14 c).
 - iv. Should a Member, once having picked by blocks have vacation time remaining they may be allowed to add time, from their Statutory Time bank in order to complete their selection of vacation time, not to exceed one 2-day block.
 - v. Should a Member, after selecting vacation pursuant to the above, have vacation time remaining and choose not to select that time pursuant to Article 14 l) iv, that time left in their vacation bank is to be chosen the year in which it is earned, pursuant to Article 14 g) and h).

- m) Where in any year a Member dies prior to receiving annual leave in that year, the Board shall pay or cause to be paid to the personal representative of the Member's estate, a sum equal to the amount of money which the said Member would have been paid in lieu of the taking of the said annual leave.

15. STATUTORY AND DECLARED HOLIDAYS

- a) The days designated as a Statutory or Declared Holiday are:

New Year's Day	Labour Day
Family Day	National Day for Truth and Reconciliation
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	

- b) A Member shall be granted thirteen (13) days annually in lieu of the Statutory and Declared Holidays listed in Article 15 a) above, provided the Member is on Active Payroll on the day on which the holiday occurs. These 13 days shall be in the form of one hundred and four (104) hours (13 days @ 8 hours per day), which shall be added to the Member's Statutory Time Bank (ST) on January 1 of each year.
- c) A Member shall take all hours of the aforementioned one hundred and four (104) hour entitlement as time off in each calendar year.
- d) Any Member required to work on a Statutory or Declared Holiday shall be paid at the rate of time and a half (1 ½) the Member's regular hourly rate for all hours actually worked on the said Statutory or Declared Holiday. The Member shall have the option of having the overtime hours placed in their ATO or paid out on the next pay period following the worked holiday.
- e) Any Member scheduled a regular day off that falls on a Statutory or Declared Holiday shall have no hours deducted from their Statutory Time Bank (ST).
- f) For Statutory Holidays that fall on a Monday: If a Member is temporarily assigned to a platoon in a week preceding a Statutory Holiday that falls on a Monday, or in the same week as the Monday holiday, the member is not required to take the holiday off as it falls, and will retain the equivalent hours in their Statutory Holiday bank.
- g) The annual selection of Statutory Time shall be granted to Members in order of Seniority, following the selection of vacation time (pursuant to Section 14 l)) and assignment of block training by administration.

The following process shall apply:

- i. A notice with Members, within each working group, listed in order of Seniority shall be posted.
- ii. Members shall be allowed, by Seniority, to select any portion of Statutory Time. This time is to be selected in blocks of days.
- iii. All Statutory Time must be selected by the Member prior to September 1st in the year it was granted. If Statutory Time is not selected by September 1st of the year it is granted, the Chief of Police or designate shall schedule the Statutory Time for the Member.

16. MUNICIPAL POLICING ALLOWANCE

- a) Municipal Policing Allowance (MPA) is additional pay for Constables, Sergeants and Staff Sergeants based on years of service and performance. It is a percentage of the base salary of a First Class Constable. The allowance is paid each pay period and shall be considered part of base salary in calculating pension contributions and premium contributions (e.g., overtime, vacation, statutory holiday pay). It is not included in base salary for the purposes of calculating annual increases.
- b) The criteria for years of service are as follows:
 - i. For the purpose of determining service for MPA, service shall be defined as continuous service as a sworn officer and shall be based on the anniversary date that the Member was sworn as a constable. Periods of unemployment of sixty (60) calendar days or less that occurred upon the movement of the Member from one municipal, provincial, or federal police force to another shall not interrupt the Member's "continuous service" for the purpose of calculating the Member's Municipal Policing Allowance. However, such periods shall not be included in that calculation.
- c) For eligible Members, the rate of pay for MPA:
 - i. After 8 years of completed service the Member is entitled to 3% of First Class Constable base salary.
 - ii. After 17 years of completed service the Member is entitled to 6% of First Class Constable base salary.
 - iii. After 23 years of completed service the Member is entitled to 9% of First Class Constable base salary.

MPA PERFORMANCE CRITERIA

- d) To be eligible and remain eligible for MPA, the following standards shall be met:
- i. The Member shall hold the rank of First Class Constable or higher.
 - ii. The member must be free of a disciplinary conviction, pursuant to the *Community Safety and Policing Act*, for which the confirmed penalty was the forfeiture of forty (40) or more hours pay or leave, or forty (40) or more hours suspension without pay, imposed in the previous twelve (12) months. Where a disciplinary conviction for which the confirmed penalty was the forfeiture of forty (40) or more hours pay or leave, or forty (40) or more hours suspension without pay is assessed against a member, the allowance payable shall be reduced by one level, e.g. 9% to 6%. This reduction in one level of allowance shall be in place for a twelve (12) month period following the confirmation of penalty.
 - iii. A Member who is not on Active Payroll shall not be eligible for the Municipal Policing Allowance.
 - iv. A Member shall be performing at a satisfactory or higher level as determined by:
 - i. evaluation of performance conducted in accordance with the following guidelines for the Strathroy-Caradoc Police Service:
 - 1. SCPS HR-015 SP-002 Performance Appraisal;
 - 2. LE-025SCPS SP-001 Rules & Regulations - Personnel Discipline; and
 - 3. Unsatisfactory Work Performance SCPS Policy LE-025SCPS SP-009.
 - ii. evaluation of their physical fitness as determined by the training course pursuant to the Strathroy-Caradoc Police Service Policy (Administration and Infrastructure) on Use of Force. It is expected that all uniform police with the Strathroy-Caradoc Police Service shall receive this annual training.
- For the purpose of this evaluation, satisfactory performance in the practical proficiency part of the training course qualifies as satisfactory physical fitness.
- e) Nothing in these above-mentioned policies and guidelines can be amended, altered, or changed without the approval of both parties, recognizing that approval for changes shall not be unreasonably withheld by either party.

PROCEDURES

- f) When a Member is eligible for a 3%, 6%, or 9% MPA according to the criteria for years of service, the Chief of Police will determine whether the Member has also met the criteria for performance.
- g) If a Member has met both criteria, the Chief of Police shall notify the Secretary of the Police Service Board of such in writing.
- h) The Administrative Assistant shall then notify the appropriate payroll personnel so that the necessary adjustments can be made to the Member's salary.
- i) The Chief of Police shall inform the Board, in writing, the name of a Member who is receiving the MPA but is not meeting one or more of the performance criteria defined above. In such a case, the Member's MPA will be suspended until the Board is notified, in writing, by the Chief of Police that the Member has regained eligibility.

17. PREGNANCY AND PARENTAL LEAVE

- a) Members shall be entitled to Pregnancy Leave in accordance with the provisions of the Employment Standards Act. A Member intending to go on Pregnancy Leave shall make written notice to the Chief of Police and, if requested by the Chief of Police, supply the Chief of Police with a certificate from a legally qualified medical practitioner stating that she is pregnant and giving the estimated due date. A Member on Pregnancy Leave shall receive benefits provided under Article 17 b).
- b) During Pregnancy Leave the Board shall provide a Supplementary Employment Insurance Benefit (SEB) Plan as follows:
 - i. during the first seventeen (17) weeks or shorter period if the Member returns to work or is no longer in receipt of EI benefits, pay the Member at a rate of pay equivalent to the difference between the Employment Insurance pregnancy benefits the Member receives and eighty (80) per cent of their regular rate of pay, exclusive of MPA. The combined weekly payments received from the plan and the weekly rate of Employment Insurance benefits will not exceed eighty (80) per cent of the Member's Gross Pay weekly, exclusive of MPA.
- c) Parental Leave shall be granted to a Member as a result of the birth of a child or when a child comes into the Member's care and custody for the first time.
- d) During Parental Leave, the Board shall provide a Supplementary Employment Insurance Benefit (SEB) Plan to a Member who does not qualify for the Pregnancy Leave SEB Plan as follows:

- i. during the first ten (10) weeks or shorter period if the Member returns to work or is no longer in receipt of EI benefits, pay the Member at a rate of pay equivalent to the difference between the Employment Insurance pregnancy benefits the Member receives and seventy-five (75) per cent of their regular rate of pay, exclusive of MPA. The combined weekly payments received from the plan and the weekly rate of Employment Insurance benefits will not exceed seventy-five (75) per cent of the Member's Gross Pay weekly, exclusive of MPA.
- e) While on Pregnancy or Parental Leave a 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 unpaid vacation credits, insurance, welfare, medical, dental, pension and all other benefits specified by the Agreement.
- f) A Member who provides a certificate from a qualified medical practitioner, stating that she is pregnant and recommending that she be placed on other than normal duties, shall be accommodated by the Board and shall be provided suitable duties, with no change in salary or benefits, until the Member elects to go on Pregnancy Leave.
- g) While on Pregnancy or Parental Leave a Member shall not be ordered back to work for any reason. Should a Member otherwise be subpoenaed or agrees to attend court they shall be compensated as a call back as per Article 11 of this Agreement.
- h) Parental Leave shall be granted as per the provisions of the Employment Standards Act, 2000 as amended from time to time.

18. UNIFORM PATROLS

- a) There shall be a minimum of three (3) uniformed officers on duty in the Municipality of Strathroy-Caradoc, subject to Article 20.
- b) One of these uniformed officers assigned to patrol duties will be a uniformed sergeant or constable qualified in the role of acting sergeant.

19. PRISONER WATCH & ESCORTS

- a) Whenever a prisoner is to be escorted, the escort shall comprise of two armed officers, subject to Article 20.

- b) Following appropriate call out procedures, should the service not be able to have enough Members to complete prisoner watch duty while maintaining appropriate staffing levels within the Municipality, the Chief of Police or designate may contract out prisoner watch duty.

20. STAFFING AND SCHEDULING DISCRETION

- a) The Chief of Police shall have the sole discretion to determine all staffing and scheduling requirements in accordance with Strathroy-Caradoc Police Service Board policies. Notwithstanding, no officer shall be required, or ordered to perform their duties in contravention of Article 19, unless at the officer's own discretion he agrees to do so in consideration of the circumstances existing at the said time.

21. SPECIAL ALLOWANCE

- a) Each member who is required by the Chief of Police to use their own motor vehicle in the performance of their duty, shall be paid at the reasonable prescribed allowance per-kilometer rate set by the Canada Revenue Agency for all necessary kilometers traveled in the performance of such authorized duties.
- b) A member who incurs an expense for parking a vehicle in the performance of their duties shall have such monies reimbursed upon the presentation to the Chief of Police or designate, a receipt specifying the expense. If the reimbursement cannot be made immediately, it shall be paid as soon as practicable.
- c) Any member required to attend courses, seminars or lectures as provided in Article 9 c), except for Recruit training at Ontario Police College in Aylmer, shall receive in addition to the allowances therein provided, reimbursement for reasonable expenses for travel, food and lodging necessarily incurred. Travel and lodging will be booked by the Service where possible, bearing the Member's safety in mind. Members so attending outside their normal Tour of Duty shall be paid for the time actually spent and reasonable travel time at the regular hourly rate of pay in effect at that time, as provided by in APPENDIX 'A'.
- d) A Member called outside the municipality to conduct duties or to attend Court shall be paid, upon producing receipts, a meal allowance as follows:
 - i. up to \$20.00 for breakfast when the tour of duty commences in another municipality;
 - ii. up to \$20.00 for lunch when away from the municipality between the hours of 12:00 noon and 2:00 p.m.; and,

- iii. up to \$40.00 for dinner when away from the municipality between the hours of 5:00 p.m. and 7:00 p.m.

Members attending courses, seminars or lectures shall not be paid a meal allowance if said meal(s) is covered by the cost of registration.

- e) The Board hereby agrees to reimburse any Member who successfully completes any course of study, 100% of the tuition fee for that course, provided that the contents of the course has received the prior approval of the Board and the Chief of Police, and provided that the course would prove beneficial to the Strathroy-Caradoc Police Service.

22. CLOTHING AND EQUIPMENT

- a) Each Member shall be issued uniform and equipment by the Chief of Police or their designate on an "as need" basis.
- b) Clothing will be replaced, and other equipment will be issued, at the discretion of the Chief of Police. Issued clothing or equipment damaged or lost due to the Members' negligence will be the responsibility of the Member to replace. Damages to vehicles assigned for use by the Member shall be repaired or replaced through Insurance purchased by the Service, and are not the responsibility of the Member.
- c) If a Member is required to perform assigned duties in plain clothes, and such clothing is damaged or lost through cause other than the Member's own negligence, the Member shall be entitled to have the clothing so damaged or lost, repaired or replaced to a maximum value of \$150 per clothing item to a maximum of \$300 per occurrence, with receipt provided to the Chief of Police.
- d) As an exception to (a) above, each Member shall be allowed to purchase their own footwear subject to criteria set forth by the Chief and Association. Each Member shall be reimbursed for the purchase of footwear to a maximum of \$250.00 every two years upon submitting an expense claim and receipts for the expenditure.
- e) The Board agrees to pay the cost of dry-cleaning of Members' uniforms, not to exceed for each Member each year, the following articles:

seventy-five (75) pair pants
two (2) coats

twenty-five (25) ties
six (6) jackets

Dry-cleaning services shall be under arrangements made by the Chief of Police or designate, and shall not apply if a Member is on an extended sick leave or under suspension.

- f) All sworn Members of the service required to work in plainclothes, other than recruits awaiting the issue of uniforms prior to attending the Ontario Police College, shall be reimbursed for reasonable expenses incurred in the purchase of such clothing. Members assigned to Support Services will be entitled to reimbursement shall be in an amount as follows:
- i. Detective Constable in the Criminal Investigation Division and Street Crimes Unit - not to exceed \$1,000.00 per annum.
 - ii. Sergeant of CID and Support Services - not to exceed \$1,000.00 per annum.
 - iii. Members required to work in plainclothes for one month or more, and up to one year shall be eligible for these clothing expenses on a pro-rated basis.
 - iv. Members shall submit valid receipts to the Chief of Police or designate quarterly during the calendar year for payment.
- g) Members who are not required to wear Uniform attire shall dress in an appropriate, professional, and respectful manner.
- i. When a Member is required to attend Court, the Member shall wear business attire (ie – suit with tie, dress/pants with blouse) or uniform.
 - ii. When Members are performing daily duties associated with the Criminal Investigation Division, business casual attire will be appropriate.
 - iii. When Members are performing daily duties associated with the Street Crimes Unit or engaged in surveillance, street clothes attire is acceptable, but their overall appearance must remain professional.
 - iv. Business attire – suits with ties, long skirts/suit pants with blouse
 - v. Business casual – pants such as dress pants, khakis, slacks (no denim), shirts such as short or long sleeve button down shirt, blouse, golf shirts, sweaters
 - vi. Street clothes – any form of long pant, shirt and footwear, provided they are not worn, damaged, brightly patterned or contain images or language that may be construed as offensive.

23. BEREAVEMENT LEAVE

- a) A Member shall be granted four (4) consecutive calendar days leave of absence with pay at the Member's regular rate of pay in the event of the death and to attend the funeral of the Member's:

Mother	Father
Mother-in-Law	Father-in-Law
Spouse	Common-Law Spouse
Child	Grandparent
Brother	Sister
Brother-in-Law	Sister-in-Law
Grandchild	
*Includes step relations for all listed	

- b) A Member shall be granted one (1) calendar day leave of absence with pay at the Member's regular rate of pay in the event of the death and to attend the funeral of the Member's:

Aunt	Uncle	Niece	Nephew
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- c) A Member shall be allowed up to one (1) day off with pay to attend any funeral in which they are acting as pall-bearer.
- d) The Chief of Police has the discretion, as staffing requirements allow, to allow a Member time off without pay, to a maximum of two (2) days in the event of the death of any person not designated in Article 23 a).
- e) A Member may be permitted to split the applicable bereavement leave into no more than two parts provided one of the bereavement leave days is the day of the funeral/memorial service.

24. ACTING RANK

- a) Where a Constable or Sergeant is assigned by the Chief of Police or their designate to temporarily perform the duties of a Sergeant or Staff Sergeant, the Constable or Sergeant shall be paid, for the period of the assignment, at the Level 1 Sergeant or Level 1 Staff Sergeant rate of pay, respectively.

25. ASSOCIATION LEAVES OF ABSENCE

- a) Leaves of absence pursuant to this section shall not exceed 150 hours per calendar year per Collective Bargaining Agreement.
- b) At the request of the President of the Association, the Chief of Police may authorize Association Executive members or Association Committee members a paid leave of absence to attend Police Association of Ontario events or other Association business-related events, meetings or training that occur during their regularly scheduled shift provided that:
 - i. Members' leaves do not result in the payment of overtime to any Member;
 - ii. Shift scheduling permits, and it does not disrupt minimum coverage as defined in Article 18, and;
 - iii. Requests for such leave shall be submitted in writing to the Chief of Police at least two (2) weeks in advance of the date the leave is required.
- c) The President of the Association shall be allowed leave pursuant to this section regardless if they are a uniform or civilian Member.
- d) Leave of absences under this Article shall be granted in accordance with the following:
 - i. An Association Executive or Association Committee Member who is scheduled for duty during a scheduled Association business meeting with the Board and is required to attend such meeting, shall be permitted such hours off duty with pay without using Association time. Should an Association Executive or Association Committee Member be scheduled for a night shift following a scheduled Association business meeting with the Board, the Association Executive or Association Committee Member shall receive eight (8) hours of rest between the end of the meeting and the start of duty using Association time to cover any part of the scheduled shift missed due to the rest period.
 - ii. An Association Executive or Association Committee Member, who is scheduled for duty on the night shift immediately prior to a scheduled Association business meeting with the Board shall be permitted that shift off duty using Association time.
 - iii. Association Executive or Association Committee Members appearing before the Board in respect to the affairs of the Association shall appear in civilian attire.

26. NEW POSITIONS – SALARY

- a) In the event that the Board or Chief of Police create any new employment position/classification, the Board or their designate shall meet with the Association within 60 days of the position/classification becoming filled to negotiate remuneration including salary and benefits. If an agreement cannot be reached, the matter shall be sent to the Ontario Police Arbitration and Adjudication Commission (OPAAC) for conciliation, mediation or arbitration.

27. DISBANDMENT – AMALGAMATION – JOINT POLICING INITIATIVE

In the event that the Municipal Council requests that the police service governed by this Agreement be disbanded, amalgamated with another police service or establishes a joint policing initiative to provide police services to the Municipality, the parties agree that they shall meet together and negotiate, in good faith, issues of concern arising from disbandment, amalgamation or the establishment of a joint policing initiative. These negotiations shall be without prejudice to the position of either party concerning any matters arising.

The parties agree that the issues to be negotiated may include, but are not limited to:

- Costs, if any, relating to transfers or pensions;
- Severance arrangements for Members not offered employment by the new police service provider;
- Provisions dealing with Members who are absent from duty by virtue of illness or injury;
- Provisions dealing with the continuation of existing rights of retired Members

The parties agree that nothing in this Article shall prejudice their rights under Section 53 of the Community Safety and Policing Act.

28. LEGAL INDEMNIFICATION

- a) Legal Indemnification shall be limited by and subject to the provisions of APPENDIX 'D' of this Agreement.

29. AMENDMENTS

- a) This Agreement may be amended in writing by mutual agreement of the parties hereto, and in particular, any of the appendices to the Agreement may be amended and the amendment appendix substituted for the existing appendix in the following manner: The new appendix shall be dated and executed by both parties hereto, and shall, when executed, take the place of the old appendix, which shall be of no further affect.

30. DURATION

- a) This Agreement shall be deemed to have become effective on the first day (1st) of January, 2026, and to have remained in force until the thirty first day (31st) of December, 2029, and thereafter until replaced by a new agreement. If either party to this Agreement shall desire to amend or otherwise alter or revise any part of this Agreement, they shall so indicate to the other party in writing not more than ninety (90) days and not less than thirty (30) days previous to the expiry date of the said Agreement, or subsequent anniversary dates, their intention to amend, alter or revise the Agreement.

DATED AT STRATHROY this 5th day of February, 2026

Doug Payne
Doug Payne (Feb 6, 2026 10:37:48 EST)

WITNESS

POLICE SERVICE BOARD

Matthew Hall
Matthew Hall (Feb 5, 2026 10:48:04 EST)

John Brennan
John Brennan (Feb 6, 2026 15:48:55 EST)

Colin Grantham
Colin Grantham (Feb 6, 2026 10:29:52 EST)

Ineke Haan
Ineke Haan (Feb 11, 2026 09:01:21 EST)

Peter Rowe
Peter Rowe (Feb 11, 2026 11:03:51 EST)

POLICE ASSOCIATION

RJ Hardy
RJ Hardy (Feb 5, 2026 12:47:15 EST)

Joel Pincombe
Joel Pincombe (Feb 5, 2026 10:05:06 EST)

Josh Breitenbach
Josh Breitenbach (Feb 10, 2026 14:55:51 EST)

Chris Jensen
Chris Jensen (Feb 9, 2026 09:45:52 EST)

APPENDIX 'A'
SALARY SCHEDULE FOR 2026-2029

January 1, 2026 - 6.00% Increase

	2026			
	% of 1st Class Constable	Hourly	Bi-Weekly	Annual
Cadet	44%	\$25.25	\$2,020.00	\$52,520.00
Constable Probationary	65%	\$37.30	\$2,984.00	\$77,584.00
3rd Class Constable	82%	\$47.05	\$3,764.00	\$97,864.00
2nd Class Constable	92%	\$52.79	\$4,223.20	\$109,803.20
1st Class Constable	/	\$57.39	\$4,591.20	\$119,371.20
Level 1 Sergeant	112%	\$64.27	\$5,141.60	\$133,681.60
Level 2 Sergeant	112.5%	\$64.55	\$5,164.00	\$134,264.00
Level 3 Sergeant	113%	\$64.84	\$5,187.20	\$134,867.20
Level 1 Staff Sergeant	119%	\$68.28	\$5,462.40	\$142,022.40
Level 2 Staff Sergeant	121%	\$69.43	\$5,554.40	\$144,414.40
Level 3 Staff Sergeant	123%	\$70.58	\$5,646.40	\$146,806.40

MPA	2026	
	Hourly	Annual
After 8 Years (3%)	\$1.72	\$3,577.60
After 17 Years (6%)	\$3.44	\$7,155.20
After 23 Years (9%)	\$5.16	\$10,732.80

APPENDIX 'A'
SALARY SCHEDULE FOR 2026-2029

January 1, 2027 - 4.00% Increase

	2027			
	% of 1st Class Constable	Hourly	Bi-Weekly	Annual
Cadet	44%	\$26.26	\$2,100.80	\$54,620.80
Constable Probationary	65%	\$38.79	\$3,103.20	\$80,683.20
3rd Class Constable	82%	\$48.94	\$3,915.20	\$101,795.20
2nd Class Constable	92%	\$54.91	\$4,392.80	\$114,212.80
1st Class Constable	/	\$59.68	\$4,774.40	\$124,134.40
Level 1 Sergeant	112%	\$66.84	\$5,347.20	\$139,027.20
Level 2 Sergeant	112.5%	\$67.14	\$5,371.20	\$139,651.20
Level 3 Sergeant	113%	\$67.44	\$5,395.20	\$140,275.20
Level 1 Staff Sergeant	119%	\$71.02	\$5,681.60	\$147,721.60
Level 2 Staff Sergeant	121%	\$72.21	\$5,776.80	\$150,196.80
Level 3 Staff Sergeant	123%	\$73.41	\$5,872.80	\$152,692.80

MPA	2026	
	Hourly	Annual
After 8 Years (3%)	\$1.79	\$3,723.20
After 17 Years (6%)	\$3.58	\$7,446.40
After 23 Years (9%)	\$5.37	\$11,169.60

APPENDIX 'A'
SALARY SCHEDULE FOR 2026-2029

January 1, 2028 - 3.50% Increase

	2028			
	% of 1st Class Constable	Hourly	Bi-Weekly	Annual
Cadet	44%	\$27.18	\$2,174.40	\$56,534.40
Constable Probationary	65%	\$40.15	\$3,212.00	\$83,512.00
3rd Class Constable	82%	\$50.65	\$4,052.00	\$105,352.00
2nd Class Constable	92%	\$56.83	\$4,546.40	\$118,206.40
1st Class Constable	/	\$61.77	\$4,941.60	\$128,481.60
Level 1 Sergeant	112%	\$69.18	\$5,534.40	\$143,894.40
Level 2 Sergeant	112.5%	\$69.49	\$5,559.20	\$144,539.20
Level 3 Sergeant	113%	\$69.80	\$5,584.00	\$145,184.00
Level 1 Staff Sergeant	119%	\$73.50	\$5,880.00	\$152,880.00
Level 2 Staff Sergeant	121%	\$74.74	\$5,979.20	\$155,459.20
Level 3 Staff Sergeant	123%	\$75.98	\$6,078.40	\$158,038.40

MPA	2026	
	Hourly	Annual
After 8 Years (3%)	\$1.85	\$3,848.00
After 17 Years (6%)	\$3.71	\$7,716.80
After 23 Years (9%)	\$5.56	\$11,564.80

APPENDIX 'A'
SALARY SCHEDULE FOR 2026-2029

January 1, 2029 - 3.55% Increase

	2029			
	% of 1st Class Constable	Hourly	Bi-Weekly	Annual
Cadet	44%	\$28.14	\$2,251.20	\$58,531.20
Constable Probationary	65%	\$41.57	\$3,325.60	\$86,465.60
3rd Class Constable	82%	\$52.45	\$4,196.00	\$109,096.00
2nd Class Constable	92%	\$58.84	\$4,707.20	\$122,387.20
1st Class Constable	/	\$63.96	\$5,116.80	\$133,036.80
Level 1 Sergeant	112%	\$71.64	\$5,731.20	\$149,011.20
Level 2 Sergeant	112.5%	\$71.96	\$5,756.80	\$149,676.80
Level 3 Sergeant	113%	\$72.27	\$5,781.60	\$150,321.60
Level 1 Staff Sergeant	119%	\$76.11	\$6,088.80	\$158,308.80
Level 2 Staff Sergeant	121%	\$77.39	\$6,191.20	\$160,971.20
Level 3 Staff Sergeant	123%	\$78.67	\$6,293.60	\$163,633.60

MPA	2026	
	Hourly	Annual
After 8 Years (3%)	\$1.92	\$3,993.60
After 17 Years (6%)	\$3.84	\$7,987.20
After 23 Years (9%)	\$5.76	\$11,980.80

DATED AT STRATHROY this 5th day of February, 2026

Doug Payne
Doug Payne (Feb 6, 2026 10:57:38 EST)

WITNESS

POLICE SERVICE BOARD

Matthew Hall
Matthew Hall (Feb 5, 2026 10:48:04 EST)

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John Brennan (Feb 6, 2026 15:48:55 EST)

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Chris Jensen (Feb 9, 2026 09:45:52 EST)

APPENDIX 'B'

GRIEVANCE PROCEDURE

1. The Association may file a grievance in respect to any alleged violation, misinterpretation, or non-application by the Board or its authorized representative of any term or condition of this Agreement and such grievance shall be administered in the following manner:
 - a. The Association shall file the complaint in writing to the Chief of Police or their designate within 30 days of the date of the alleged violation misinterpretation, or non-application or within 30 days of the alleged violation misinterpretation, or non-application becoming known to the Association or ought to have been known by the Association.
 - b. The Chief of Police, or their designate, shall, within 15 days of receipt of a grievance meet with the Association. The Chief of Police, or their designate, shall within 15 days of that meeting, deliver to the Association a written response to the grievance.
 - c. If the decision of the Chief of Police is not acceptable to the Association, the Association may, within 15 days of such decision, or within 15 days of such meeting if no decision is delivered by the Chief of Police, submit the grievance in writing to the Board. The Board shall, within 15 days of receipt of a grievance, meet with the Association to examine and consider the grievance. The Board shall deliver its written decision to the Association within 15 days of said meeting.
 - d. If the decision of the Board is not acceptable to the Association, the Association may, within 30 days of such decision or within 30 days of the said meeting if no decision is delivered by the Board, refer the grievance to binding arbitration which shall be conducted in a manner consistent with the Community Safety and Policing Act. The decision of the arbitrator or Ontario Police Arbitration and Adjudication Commission (OPAAC) shall not be inconsistent with the expressed terms of this Agreement.
 - e. Notwithstanding the above, either party, with the approval of the other party, in their efforts to resolve a grievance, may extend the time periods prescribed above.
2. Either party to this Agreement may lodge a grievance in writing with the other party in respect of the interpretation, application or administration of this Agreement, including any questions as to whether a matter may be arbitrated. A meeting of the parties shall be conducted within 15 days of the submission of the grievance. If the grievance is not resolved at such meeting, either party may refer the grievance to binding arbitration which shall be conducted in a manner consistent with the Act.

DATED AT STRATHROY this 5th day of February, 2026

Doug Payne
Doug Payne (Feb 6, 2026 10:27:38 EST)

WITNESS

POLICE SERVICE BOARD

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APPENDIX 'C'

HOSPITAL, DENTAL, MEDICAL & EXTENDED HEALTH CARE BENEFITS

The Board agrees to pay 100% of benefit premiums, Single or Family, for Members for the following benefits:

1. Extended Health Care

- a. Drug - Pay-Direct, 100% reimbursement
- b. Vision - \$550.00 (2026); \$650.00 (2028) maximum eligible expenses for eyeglasses/contact lenses every 24 month period, 100% reimbursement
- c. Hearing Care - \$1200 every 48 months
- d. Chiropractor - \$500.00 (2026); \$600.00 (2028) every calendar year
- e. Speech Therapy - \$500 per calendar year
- f. Psychological Services (Psychologist, Psychotherapist, Social Worker) - \$4,500 per calendar year per family
- g. Hospital - ward to semi-private, 100% reimbursement
- h. Supplemental Health Care - 100% reimbursement
- i. Out-of-Province Emergency and Travel Assistance

2. Life Insurance and Accidental Death & Dismemberment Insurance

- a. Benefit formula of two (2) times the annual salary of such Full-Time Member to a maximum of \$250,000.00

3. Long Term Disability Insurance

- a. Benefit formula of seventy percent (70%) of such Full-Time Member's annual salary to a maximum monthly benefit of \$7,000.00 with a qualifying period of seventeen (17) weeks, with a cost of living increase of three percent (3%) each year.

4. Dental Insurance

- a. Preventative, Endodontic and Periodontal Services, Denture Repairs, 100% reimbursement and no maximum, as per current O.D.A. fee schedule.
- b. Orthodontic - fifty percent (50%) reimbursement to a lifetime maximum of \$3,500.00 per person covered.
- c. Restorative - fifty percent (50%) reimbursement to a maximum of \$3,500.00 per year.

5. Short Term Disability Insurance (Weekly Indemnity Insurance)

- a. Insurer benefit formula: maximum weekly benefit equal to the Employment Insurance maximum.
- b. For a Member hired on or before September 22, 2015, it is understood and agreed that, for a Short Term Disability claim that occurs at least 365 days after the most recent previous Short Term Disability or Long Term Disability claim's end date, the Board will pay the differential between any payments made by the Insurer and one hundred percent (100%) of the Member's annual salary for a period of up to seventeen (17) weeks.

- c. For a Member hired on or before September 22, 2015, their Short Term Disability claim that occurs within 365 days of the return to work date of a previous Short Term Disability or Long Term Disability claim by the same Member, the board will pay the differential between any payments made by the Insurer and seventy-five percent (75%) of the Member's annual salary for a period of up to seventeen (17) weeks.
- d. Any members hired after September 22, 2015, it is understood and agreed that for all Weekly Indemnity claims, the Board will pay the differential between any payments made by the Insurer and seventy-five percent (75%) of the member's annual salary for a period of up to seventeen (17) weeks.

Definition:

Admission to hospital shall mean the formal acceptance by way of a Physician's Admission Order at a hospital as contemplated in the Hospital Act and Regulations and limited to the formal acceptance by a hospital or other in-patient health care facility of a patient who is to be provided with room, board and continuous nursing care in an area of the hospital or facility where patients generally reside at least overnight. For clarity, a visit to an emergency room, inter alia, is not considered an admission to hospital.

- e. Short Term Disability will be paid as follows:
 - i. In the event of accident, or surgery, or illness requiring Admission to Hospital, commencing on the first day;
 - ii. In the event of illness not requiring Admission to Hospital, the qualifying period which must be served before the income benefit begins is 40 working hours of total disability. Sick leave hours shall be used for the duration of the qualifying period. If a Full Time Member has insufficient hours in their Sick Leave bank, they shall then use the following banks to cover the qualifying period in this order: Accumulated Time Owing (ATO), then Transferred Accumulated Time Owing (TATO).
 - iii. Members may use their Accumulated Time Owing Bank (ATO) to top up Short Term Disability payments to a maximum of 100% of their annual salary.
- 6. The Chief of Police may require a medical certificate for any period of illness or disability where there is a reasonable basis to request such information.
- 7. The Chief of Police may also request such other medical information from the Member as reasonably necessary to facilitate a return to work during or following such period of illness or disability.

8. With reasonable cause, the Chief of Police may require the Member to provide additional medical information, which if reasonably required could include requiring attendance at a medical examination by a medical specialist selected by agreement of the Association and the Chief of Police. Any resulting report regarding restrictions and limitations will be provided to the Member, the Association and the Chief of Police.
9. The Board agrees to pay the cost of membership for all Members to an employee assistance program for confidential assistance to Members and their families, for employment, family and/or personal reasons.
10. For specifics and limitations regarding the above, refer to the current carrier's employee benefit manual. The Board agrees to provide each Member with a current copy of benefits as outlined in the Group Policy Plan. There shall be no amendments, alterations, additions or deletions to any of the benefits referred to above and as further clarified in the current carrier's employee benefit manual that would substantially reduce the overall bargaining unit's level of benefits. The Board shall retain the right to change Insurance carriers as the municipality determines and such change will not substantially reduce the overall bargaining unit's level of benefits.

DATED AT STRATHROY this 5th day of February, 2026

Doug Payne
Doug Payne (Feb 6, 2026 10:27:38 EST)

WITNESS

POLICE SERVICE BOARD

Matthew Hall

Matthew Hall (Feb 5, 2026 10:48:04 EST)

John Brennan

John Brennan (Feb 6, 2026 15:48:55 EST)

Colin Grantham

Colin Grantham (Feb 6, 2026 10:29:52 EST)

Ineke Haan

Ineke Haan (Feb 11, 2026 09:01:21 EST)

Peter Rowe

Peter Rowe (Feb 11, 2026 11:03:51 EST)

POLICE ASSOCIATION

RJ Hardy

RJ Hardy (Feb 5, 2026 12:47:15 EST)

Joel Pincombe

Joel Pincombe (Feb 5, 2026 10:05:06 EST)

Josh Breitenbach

Josh Breitenbach (Feb 10, 2026 14:55:51 EST)

Chris Jensen

Chris Jensen (Feb 9, 2026 09:45:52 EST)

APPENDIX 'D'
LEGAL INDEMNIFICATION

1.
 - a. Subject to the other provisions of this Article, a Member, currently serving or retired, charged with and finally acquitted of a criminal or statutory offence, because of acts done in an attempted performance in good faith of the Member's duties as a Member, shall be indemnified for the necessary and reasonable costs incurred in the defence of such charges, and such indemnification shall include costs incurred during an investigation by the Special Investigations Unit prior to the laying of the charge, or where the subject Member is subsequently not charged.
 - b. The Board agrees that, through the office of the Chief of Police, legal counsel(s) shall be provided at the Board's expense to any on-duty Member acting in good faith in the performance of their duties who may be directly or indirectly involved in any incident investigated by the Special Investigations Unit under the provisions of the SIU Act, 2019.
 - c. A Member to whom the Board is providing legal counsel shall be covered for a period of seventy-two (72) hours or until the Special Investigations Unit designates subject and witness officers, whichever occurs first to a maximum of \$2,000.00 per Member or \$2,000.00 for a group of Members per incident.
 - d. The parties agree to secure counsel located in Middlesex County for use under Article 1 b) unless agreed upon by both parties.
2. Where a Member, currently serving or retired, is the subject of a hearing before a Chief of Police, Board or Ontario Police Arbitration and Adjudication Commission (OPAAC), as a result of a decision by a Chief of Police or the Law Enforcement Complaints Agency (LECA), pursuant to 201 of the Community Safety and Policing Act and the decision of the Chief of Police, Board or OPAAC is that misconduct was not proved, the Member shall be indemnified for any necessary and reasonable costs arising directly from the defense of the complaint being heard. The provision does not apply to a decision which subsequently is altered or reversed by the Ontario Court.
3. Notwithstanding Article 1, the Board may refuse payment otherwise authorized under Article 1 where the actions of the Member, currently serving or retired, from which the charges arose amounted to gross dereliction of duty or deliberate abuse of the Member's powers as an employee.
4. Where a Member, currently serving or retired, is a defendant in a civil action for damages because of acts done in an attempted performance in good faith of the Member's duties as a Member, the Member, currently serving or retired, shall be indemnified for the necessary and reasonable legal costs incurred in the defence of such an action in the following circumstances only:

- a. Where the Board or the Crown in right of Ontario is not joined in the action as a party pursuant to Part IV of the Community Safety and Policing Act, and they do not defend the action on behalf of themselves and of the Member as joint tortfeasers at the Board's sole expense.
 - b. 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 Member is of the view that it would be improper to act for both parties in that action.
5. A Member, currently serving or retired, whose conduct is called into question in the course of an inquiry under the Coroner's Act because of actions done in the attempted performance in good faith of the Member's duties as a Member shall be indemnified for the necessary and reasonable legal costs incurred in representing the Member's interest in any such inquest in the following circumstances only:
 - a. Where the Chief of Police and/or the Board does not provide counsel to represent the Member at the inquest at the Board's expense; or
 - b. Where the Counsel provided by the Chief of Police or the Board to represent either or both of them along with the Member is of the opinion that it would be improper for said counsel to act for both the Chief of Police or the Board and the Member in that action.
6. Where a Member, currently serving or retired, intends to apply to the Board for indemnification hereunder, the Member shall, within thirty (30) days of being charged or receiving notice of other legal proceedings covered herein, or receiving notice that said Member will not be represented by counsel retained by the Chief of Police and/or the Board, apply in writing to the Chief of Police or to the officer designated by the Chief of Police to deal with such applications for approval to retain counsel and approval of the counsel to be so retained.
7. In the event of any dispute concerning the counsel to be retained, the matter shall be resolved by an officer designated by the Chief and a Member of the Association Executive designated for that purpose. The term counsel herein shall be restricted to counsel whose practice is located in the County of Middlesex.
8. Where the Member, or an agent acting for the Member, does not apply in writing to the Chief of Police or an officer designated by the Chief of Police for approval to retain counsel within the thirty (30) days of being charged or receiving notice of other legal proceedings covered herein, or receiving notice that said Member will not be represented by counsel retained by the Chief of Police and/or the Board, the Municipality of Strathroy-Caradoc and the Chief of Police shall be absolved from any financial responsibility.

9. For greater certainty, Members, currently serving or retired, shall not be indemnified for legal costs arising from:
- a. grievances or complaints under the Collective Agreement between the Board and the Association or under the Community Safety and Policing Act;
 - b. the actions or omissions of Members acting in their capacity as private citizens;
 - c. discipline charges under the Community Safety and Policing Act.
 - d. any charge if the Member fails to apply in writing to the Chief of Police or designate as set out in Article 5.
10. For the purpose of this provision, "necessary and reasonable legal costs" shall be based on the account rendered by the solicitor performing the work, subject initially to the approval of the Board, and in the case of dispute between the solicitor doing the work and the Board, assessment on the solicitor and client basis by the Assessment Officer of the Ontario Court of Justice (General Division).
11. For the purpose of this provision, a Member, currently serving or retired, shall not be deemed to be "finally acquitted" if as a result of charges laid the Member is subsequently found guilty of, or pleads guilty to, other charges arising out of the same incident or incidents.
12. In the case of aggravated assault, assault causing bodily harm, or the included offense of ordinary assault, the indemnification referred to in clause (a) shall be limited to only those fees that would have reasonably been incurred if the matter was tried in Provincial Judges' Court unless the Member, currently serving or retired, first obtained permission to elect to be tried by any other court. To obtain said permission the Member shall make an application, in writing, to the President of the Strathroy-Caradoc Police Association. The decision to give said permission shall be made by the President of the Strathroy-Caradoc Police Association and the Chair of the Police Service Board.

DATED AT STRATHROY this 5th day of February, 2026

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WITNESS

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APPENDIX 'E'

SICK LEAVE

Definitions:

Sick Leave is paid leave for Members who are unable to attend for their regular scheduled shift due to their own injury or illness.

Family Leave is paid leave for Members who are unable to attend for their regular scheduled shift due to medical emergencies, attending medical specialist appointments, or for emergency (unforeseeable) care for the following family Members:

- A spouse
 - A parent, step-parent, foster parent, child, step-child, foster child, grandparent, step-grandparent, grandchild or step-grandchild of the Member or Member's spouse
 - The spouse of the Member's child
 - A brother or sister of the Member
 - A relative of the Member who is dependent on the Member for care or assistance.
1. Sick Leave and/or Family Leave shall be granted to Members at the combined rate of 84 hours per calendar year.
 2. The Chief of Police may require a medical certificate for any period of illness or disability where there is a reasonable basis to request such information.
 3. When a Member resigns, retires or is terminated any remaining accumulated Sick Leave hours are forfeited by the Member without payout by the Board.

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APPENDIX 'F'

NON-MONETARY ISSUES

The Strathroy-Caradoc Police Service Board and the Strathroy-Caradoc Police Association agree that both parties will be pleased to meet during the 2026 / 2027 / 2028 / 2029 calendar years to discuss non-monetary issues. These resolutions may be instituted in those calendar years, or in the next contract.

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