



2025 to 2027

A G R E E M E N T

between

THE NORTH BAY POLICE SERVICE BOARD

and

**THE NORTH BAY POLICE ASSOCIATION
(SWORN EMPLOYEES)**

INDEX

SWORN MEMBERS

ARTICLE 1	DEFINITIONS	1
ARTICLE 2	RECOGNITION AND SCOPE.....	3
ARTICLE 3	RELATIONSHIP.....	4
ARTICLE 4	GRIEVANCE PROCEDURE	4
ARTICLE 5	HOURS OF DUTY	6
ARTICLE 6	PRISONER ESCORTS.....	8
ARTICLE 7	ANNUAL LEAVE.....	9
ARTICLE 8	STATUTORY HOLIDAYS	13
ARTICLE 9	ACCIDENTS AND SICKNESS.....	14
ARTICLE 10	LEAVE OF ABSENCE	22
ARTICLE 11	SALARIES AND REMUNERATION.....	26
ARTICLE 12	PROMOTION AND RECLASSIFICATION	32
ARTICLE 13	ASSOCIATION DUTIES	34
ARTICLE 14	PENSIONS	34
ARTICLE 15	MEDICAL, HOSPITALIZATION AND DENTAL.....	35
ARTICLE 16	OVERTIME	39
ARTICLE 17	REIMBURSEMENT FOR OVERTIME	42
ARTICLE 18	UNIFORMS, EQUIPMENT, REIMBURSEMENT FOR PERSONAL PROPERTY AND CLOTHING ALLOWANCE.....	42
ARTICLE 19	LEGAL INDEMNIFICATION.....	44
ARTICLE 20	MISCELLANEOUS PROVISIONS	46
ARTICLE 21	MEETINGS OF THE BOARD AND BARGAINING COMMITTEE	47
ARTICLE 22	DURATION	48
ARTICLE 23	TERMINATION	48
ARTICLE 24	ALTERATION	48
ARTICLE 25	ARBITRATION.....	49
ARTICLE 26	CONFLICT AND INCONSISTENCIES.....	49
ARTICLE 27	RIGHTS OF MANAGEMENT.....	49
APPENDIX I		51
SCHEDULE A		52

Agreement made in duplicate as of the 18th day of June 2025.

B E T W E E N:

**THE NORTH BAY POLICE SERVICE BOARD
(hereinafter called the "BOARD")**

OF THE FIRST PART

- AND -

**THE NORTH BAY POLICE ASSOCIATION on behalf of
the SWORN MEMBERS OF THE NORTH BAY POLICE FORCE
(hereinafter called the "ASSOCIATION")**

OF THE SECOND PART

WHEREAS the parties hereto have agreed to enter these presents for the purposes of defining the remuneration, pensions, sick leave, gratuities, privileges, grievance procedures and the working conditions generally of the Sworn Members of the North Bay Police Service;

AND WHEREAS it is necessary for the purpose of maintaining efficient operation of the Police Service, that harmonious relations be established between the parties and it is to this end that the provisions hereto be made, whereby grievances and disputes and other matters relative to the welfare of the parties, and those they represent may be discussed and settled amicably;

AND WHEREAS the parties hereto have reached agreement in respect to the matters hereinafter defined for the years 2025 and 2027 and any extension thereof:

NOW THIS AGREEMENT WITNESSETH that the parties of the First and Second Parts hereto, in consideration of the premises and mutual covenants hereinafter contained, agree each with the other as follows:

ARTICLE 1 DEFINITIONS

1.01 Except where a contrary intention appears

a. "ASSOCIATION" means the North Bay Police Association

- b. "BOARD" means The North Bay Police Service Board.
- c. "CHIEF" means the Chief of Police of the City of North Bay Police Service, or in his absence, a Deputy Chief of Police, or in their absence, the Chair of The North Bay Police Service Board.
- d. "COACH OFFICER" shall mean a Constable with a minimum of three years Ontario police experience, who performs the duties of a Coach Officer. (2021)
- e. "CORPORATION" means The Corporation of the City of North Bay.
- f. "SERVICE" means the City of North Bay Police Service.
- g. "LIEU TIME" means overtime for which a Sworn Member elects to take time off instead of wages.
- h. "OMERS" means the Ontario Municipal Employees Retirement System.
- i. "OVERTIME" means time spent by Sworn Members over and above their regular working hours and without limiting the generality of the foregoing shall include time accumulated statutory holidays worked, lost lunch periods, call outs, court time, and continuous duty. (2021)
- j. "POLICE OFFICER" means a Sworn Member of The North Bay Police Service.
- k. "SENIORITY OF SERVICE" means length of service computed from the day the Sworn Member began service with the North Bay Police Service. As of July 1, 1999, seniority of service as a Civilian shall not apply to seniority or service as a Sworn Officer for probation, promotion, increment or salary level or vacation selection, but shall apply for vacation entitlement, sick leave and service pay entitlements. (2021)

Seniority as a Sworn Officer shall commence:

- i) after the Cadet-Recruit in Training has successfully completed the Police College Basic Recruit Training Level II course;
 - ii) in the order of the highest overall averaged marks received by any Cadet- Recruits at the same course. (2008)
- l. "SENIORITY OF RANK" means length of service with the Service computed from the day the Sworn Member obtained such rank.

- m. "SWORN MEMBER" means all Police Officers of the City of North Bay Police Service.
- n. "TRAVEL TIME" means the time the Sworn Member requires to attend or return from a training course outside the City of North Bay.
- o. "VACANCY" means an Unoccupied Sworn Position or newly created Sworn Position above that of Constable, which has not been reasonably declared redundant by the Chief of Police, that by way of retirement, termination of employment, permanent accommodation of the incumbent to a different position, or resignation, is without an incumbent of the rank established to ordinarily fill that position as of the date of such retirement, termination, permanent accommodation, or resignation. (2021)
- p. "DULY QUALIFIED MEDICAL PRACTITIONER" means,
 - A member of the College of Physicians and Surgeons of Ontario,
 - A member of the Royal Canadian College of Dental Surgeons of Ontario,
 - A member of the College of Optometrists of Ontario,
 - A member of the College of Psychologists of Ontario. (2021)

ARTICLE 2 RECOGNITION AND SCOPE

- 2.01 The Board recognizes the Association as the exclusive bargaining agent of the Police Service, hereinafter called the bargaining unit, and shall bargain in good faith with the Negotiating Committee of the Association on behalf of the Sworn Members of the North Bay Police Service, excepting the Chief of Police, the Deputy Chief of Police and those excluded by statute.
- 2.02 The Association agrees that nothing in this Agreement shall be construed as imposing any personal liability upon any individual who from time to time is a member of the Board.
- 2.03 The Board and the Association agree that the terms of this Agreement shall apply to all Sworn Members of the Service, save and except those excluded by statute or as set forth in this Agreement.
- 2.04 DELETED.
- 2.05 (a) It is agreed by the parties hereto that there shall be a compulsory check-off of dues from all employees who come within the bargaining unit who have completed thirty (30) days of employment with the Board.
 - (b) Deductions shall be taken from the payroll of each employee at the end of each month and shall be forwarded to the Association within fifteen (15)

days of the deduction.

- (c) In consideration of the deducting and forwarding of Union dues in accordance with the foregoing by the Board, the Association agrees to indemnify and save harmless the Board against any claims for liability arising out of or resulting from the operation of this section.

ARTICLE 3 RELATIONSHIP

- 3.01 The Board agrees there shall be no discrimination, interference, restraint, or coercion exercised or practiced by the Board or by any of its representatives with respect to any Sworn Member because of membership in the Association, and that membership in the Association by Sworn Members who are eligible to join will not be discouraged.
- 3.02 The Association agrees that there will be no intimidation, interference, restraint or coercion exercised upon Sworn Members of the Service by its members or representatives.

ARTICLE 4 GRIEVANCE PROCEDURE

- 4.00 A grievance is defined as a difference between the parties arising in respect of the interpretation of this Collective Agreement, including any question as to whether a matter is arbitrable.
- 4.01 The Board acknowledges the right of the Association to appoint or otherwise select a Grievance Committee and will recognize and deal with the said Committee with respect to any matter of interpretation or any grievance which properly arises from time to time during the term of this Agreement. (2025)
- 4.02 Other than in a disciplinary matter, a member who has a grievance shall within 30 days of the occurrence discuss the issue with their supervisor, (as designated through Routine Order). The member and the supervisor shall make every attempt to resolve the issue at this preliminary stage. Supervisors are not permitted to resolve any grievance where there are cost implications to the Board. If the member and their supervisor are unable to resolve a grievance to their mutual satisfaction within 7 calendar days, the member may proceed with the grievance procedure. (2025)
- 4.03 The member shall complete the Statement of Grievance form. The nature of the grievance, the remedy sought, and the section or sections of the agreement, which are alleged to have been violated, shall be set out in the grievance. The member shall submit the completed Statement of Grievance form to the official representative of the Association. The Association may submit the grievance to the Deputy Chief within an

additional fourteen (14) calendar days, or in the case of a wage complaint, within six (6) months after the end of the calendar year. The Deputy Chief shall meet with the Association and other parties as necessary and provide a written response within twenty-one (21) calendar days.

- 4.04 In the event that the Deputy Chief is unable to satisfactorily resolve the grievance or fails to comply within the required time limit, the Association shall sign and present the grievance and the remedy sought, in writing, within an additional twenty (20) calendar days, to the Chief of Police. The grievance shall specify the cause of the grievance or clause or clauses in this Agreement alleged to have been violated and the remedy sought. The Chief of Police shall give a written reply to the grievance, to the Association, within twenty (20) calendar days of its receipt. (1996)
- 4.05 If the Association is not satisfied with the reply received pursuant to the provisions of Section 4.04, or does not receive the decision within the aforementioned time limit, the Association may present the grievance and the remedy sought in writing, with or without the assistance of the Grievance Committee, within twenty-one (21) calendar days of the date the decision was received, or of the date on which the time limit expired, as the case may be, to the Board, and the Board shall, within thirty (30) days of the receipt of the grievance call a meeting of the Board to consider, settle or otherwise deal with the said grievance. At such meeting the Association shall, with or without the assistance of the Grievance Committee appear and submit any material orally or otherwise that is considered necessary to assist the Board in dealing with the matter and the Association shall be given ample notice of such meeting.
- 4.06 The decision of the Board in respect of the hearing as described in Section 4.05 shall be communicated in writing within thirty (30) days of the conclusion of the hearing, to the Association, and the Chief of Police.
- 4.07 If the complaint is not settled the matter may, at the written request of either party to the Agreement be referred to arbitration within fifteen (15) days of the date of the Board's decision, or of the date on which the time limit expired, as the case may be, but no matter may be submitted to arbitration which has not been properly carried to the previous steps of the Grievance Procedure as set out herein.
- 4.08 At any stage of the Grievance Procedure, the time limits imposed upon either party may be extended by mutual consent. If the Association fails to comply within the time limits the grievance shall be deemed to be abandoned. If the respondent fails to comply with the time limits the Association shall be at liberty to enter the grievance at the next succeeding stage, forwarding their intention to do so either by registered mail or delivery by hand to the applicable representatives of the parties within the time limits herein referred to.

- 4.09 The Board shall have the right to institute a grievance against the Association as to the application, interpretation, or alleged violation of this Agreement and the matter may be initiated by the Board, in writing, to the Association. The Association shall have thirty (30) days in which to answer the grievance and if the said grievance is not satisfactorily settled either party may refer the matter to arbitration as set out in Section 4.07 of this Agreement.

ARTICLE 5 HOURS OF DUTY

- 5.01 All Sworn Members shall be required to work a forty (40) hour week unless a member is retained as a part-time, fully trained and qualified officer in accordance with the requirements of the Community Safety and Policing Act, 2019 and Regulations thereto and whose hours shall not exceed seventeen hundred fifteen (1,715) hours per year. Part-time officers shall be paid at Constable 2nd Class hourly rate and 5.4% Vacation Pay and 8% in Lieu of Benefits.

Part-time qualified constables may be used at the discretion of the Chief of Police/designate. Part-time Sworn Members shall not be used in a manner that would reduce the full-time strength of the North Bay Police Service. Part-time officers will be used to augment and support full-time Sworn Members. First right of refusal for any overtime will be given to full-time members.

Under no circumstances shall a part-time Sworn Member be allowed to perform any duties other than those normally performed by a constable on regular patrol. Part-time Sworn Members will not be used as a training officer, breath tech, acting supervisor or any other duties including specialized duties without prior approval between the Association and the Board.

The Board agrees to appoint no more than four part-time Sworn Members.

A retired member of the North Bay Police Service or other service in receipt of an OMERS, OPP, RCMP or any other Police Service pension and who becomes a part-time Sworn Member under this contract loses all previous North Bay Police Service or other police service seniority.

It is agreed that part-time Sworn Members of the North Bay Police Service shall become members of the North Bay Police Association.
(2021)

- 5.02 Subject to the Chief's right to require overtime each Sworn Member shall be entitled to two consecutive days off in every week on a rotating system, or as otherwise agreed between the Chief and the Association.

- 5.03 Two Sworn Members may exchange shifts or days off upon giving twenty-four (24) hours written notice to the Chief or designee, provided that no overtime or premium pay will occur as a result of the Employer accommodating a request for shift change. Where the prescribed notice is not given, the right to exchange shifts or days off shall be subject to the consent of the Chief or of the Officer in Charge of the Shift, which consent shall not be unreasonably withheld.
- 5.04 (a) Each Sworn Member shall be entitled to a one hour lunch period in each consecutive eight (8) hour shift.
- (b) This lunch period shall be assigned to commence after the completion of two and one half (2 ½) hours of duty and be completed before the completion of six (6) hours of duty, except when the requirement of the service does not so permit, in which case it may be assigned outside the time frame noted.
- (c) When the requirement of the service does not permit the taking of an assigned one hour lunch period, the member and the Chief of Police or designee may agree upon some other period during the said tour, or the member shall be credited with one hour at straight time.
- (d) During a lunch period the Sworn Member shall be ready for immediate duty unless the Sworn Member has received permission to do otherwise from the Chief of Police or designee.
- 5.05 The Chief will make every reasonable effort to post work schedules a minimum of thirty (30) days prior to the beginning of the period for which the schedule is intended.
- 5.06 The Compressed Work Week Agreements attached as Schedule B-1, B-2 and B-3 are hereby recognized as letters of understanding to this Collective Agreement. (2007)
- 5.07 Where a Sworn Member is required to attend court before a scheduled night shift, in order to ensure the welfare of the Sworn Member subsequent to such court appearance, they shall be entitled to eight (8) hours rest between when they are no longer required in court and returning to their schedule.
- (a) Such rest hours shall not result in the deduction or forfeiture of any credits to the Sworn Member;
- (b) It will be the responsibility of the officer involved to advise the dayshift Officer in Charge that the Sworn Member will be reporting late as per this provision so arrangements can be made should staffing become a concern.
- (c) If for operational purposes the Sworn Member is required by supervision to attend work prior to the completion of the eight (8) consecutive rest hours, they shall be compensated at the rate of one

and one half (1.5) times the regular hourly rate for any of the eight (8) rest hours otherwise worked. (2021)

- 5.08 A member shall be entitled to eight (8) consecutive hours off duty between the time the member has completed one scheduled tour of duty (shift) and the time the member commences another tour of duty (shift). The member shall not be required to return to work until a minimum of eight (8) hours has lapsed between shifts. If for operational purposes the Sworn Member is required by supervision to attend work prior to completion of the eight (8) consecutive rest hours, they shall be compensated at the rate of one and one half (1.5) times the regular hourly rate for any of the eight (8) rest hours otherwise worked. (2021)

For the purposes of the Article, "Tour of Duty" includes a member's regularly scheduled shift and situations where the member is called out to duty due to operational needs. (2025)

- 5.09 A Sworn Member who has had discretionary time-off (e.g., accrued time, lieu time, stat time, etc.) approved shall only have that time-off cancelled on at least 48 hours' notice and where required for operational needs. Any discretionary time-off that is cancelled shall be credited back to the member to the bank it was originally taken from. If for operational needs the member's time off must be cancelled within 48 hours, that member shall be compensated by being credited with an additional grant of time into their accrued bank equal to half the number of hours off that was approved. (2025)

- 5.10 On the day when the switch to Daylight Savings Time occurs in the spring, if a member works one (1) hour less than their scheduled number of hours, a deduction of one (1) hour of time from that member's stat bank, accrued bank or lieu bank for that pay period applies. It is the choice of the member which bank they would like to deduct the hour from.

On the day when the switch to Standard Time occurs in the fall, if a member works one (1) hour more than their scheduled number of hours, they shall be compensated for that hour at an overtime rate. (2025)

ARTICLE 6 PRISONER ESCORTS

- 6.01 (a) A minimum of two members shall be assigned to prisoner escorts by automobile outside the City of North Bay.
- (b) All other escorts will be at the discretion of the Chief of Police or designee.
- 6.02 Subject to Judicial Orders to the contrary, at no time will a prisoner escort requiring travel in excess of eight hundred (800) kilometres be required to

be completed within one tour of duty, unless the members and the Chief of Police or designee have expressly agreed to do otherwise.

ARTICLE 7 ANNUAL LEAVE

7.01 All Sworn Members in their year of hire shall be entitled to three weeks of annual leave, prorated to their hire date. This article does not apply to Sworn members who have previous accredited service as described in article 7.08. (2025)

7.02 All Sworn Members shall be entitled to three weeks' annual leave in each year with full salary after one year of service.

7.03 All Sworn Members shall be entitled to a further one week's annual leave in each year with full salary after completing eight (8) years' service.

7.04 All Sworn Members shall be entitled to a further one week's annual leave in each year with full salary after completing fifteen (15) years' service.

7.05 All Sworn Members shall be entitled to a further week's annual leave in each year with full salary after completing twenty (20) years' service. (2025)

7.06 All Sworn Members shall be entitled to a further one week's annual leave in each year with full salary after completing twenty-five (25) years' service. (2025)

(i) All Sworn Members shall be entitled to a further week's annual leave in each year with full salary after completing thirty-two (32) years' service. (2025)

7.07 (i) Any Sworn Member who takes all annual leave between January 1st and May 15th of the year shall be entitled to one extra week's annual leave with full pay provided that any such Sworn Member shall have notified the Chief of Police no later than September 1st of the preceding year of such intention.

Any Sworn Member who takes advantage of this proviso shall take the entire annual leave entitlement in no more than two blocks of consecutive periods during January 1st to May 15th.

It is understood and agreed that the maximum number of extra weeks granted shall be limited to a total of eight (8) weeks each year, granted on the basis of seniority of service.

(ii) A Sworn Member who is on sick leave without pay between the period January 1 and May 15 shall not be entitled to claim the extra weeks' annual leave.

- (iii) A Member who is retiring in any given year, shall not be entitled to claim the extra week of annual leave in the year of retirement. (2021)

7.08 (a) A member's annual entitlement shall be divided in two periods as follows:

<u>ENTITLEMENT</u>	<u>PERIOD #1</u>	<u>PERIOD #2</u>
3 weeks	2 weeks	1 week
4 weeks	2 weeks	2 weeks

<u>ENTITLEMENT</u>	<u>PERIOD #1</u>	<u>PERIOD #2</u>
5 weeks	3 weeks	2 weeks
6 weeks	3 weeks	3 weeks
7 weeks	3 weeks	4 weeks
8 weeks	3 weeks	5 weeks

- (b) Subject to clause 7.02 to 7.07 inclusive, clause 7.08(a), clause 7.08(c) and 7.10, every member shall be permitted to select period #1 of their annual leave entitlement under clause 7.08(a) prior to any member selecting the remaining annual leave entitlement under clause 7.08(a).
- (c) Members may divide their annual leave entitlement into separate weeks except that provided for in Article 7.07.

Sworn Members assigned to Monday to Friday, eight hour shifts shall be eligible to convert one week of annual leave entitlement to four hour blocks to take as flexible time. Members must use this flexible time in the year it is converted. (2021)

Sworn Members assigned to ten hour shifts shall be eligible to convert one week of annual leave entitlement to five hour blocks to take as flexible time. Members must use the flexible time in the year it is converted. (2021)

- (d) Sworn Members from a Canadian Police Service accredited by the Ontario Police College (OPC) or Sworn members who have received accreditation in the form of the OPC Exemption Certificate, shall have their years of service from that accredited Police Service used to calculate annual leave entitlement only.

Annual leave entitlement that is a result of previous years' service with another Canadian Police Service will be selected in a third period of annual leave selection.

For this Article, Sworn Members hired before December 31st, 2024, with service from an accredited Canadian police service shall have their annual leave entitlement prorated to their date of hire in their first year of service.

For this Article, Sworn Members hired after December 31st, 2024 from an

accredited Canadian police service shall have their annual leave entitlement prorated to their date of hire in their first year of service provided there is no break or lapse in service of two (2) years or more prior to their date of hire with the North Bay Police Service.
(2025)

- 7.09 If a Sworn Member suffers any financial loss as a result of being ordered back to duty or as a result of having any annual leave cancelled, then the Board shall reimburse the Sworn Member for full financial loss, upon presentation by the Sworn Member of a notarized list of financial losses.

Full financial loss shall be defined as:

- (i) airline tickets which could not be used and could not be refunded for the officer, spouse or children;
- (ii) vacation packages which cannot be refunded, applicable to the officer, spouse or children;
- (iii) deposits pertaining to the holiday, or
- (iv) other such like items which are approved by the Board.

- 7.10 Annual leave shall be arranged by the Chief of Police who will grant personnel their choice of annual leave subject to the following:
(2025)

- (a) In the case of Constables assigned to Patrol Section, only one Constable from each platoon group shall be off at any given time, such annual leave shall be taken in order of seniority of the Constables assigned to that particular platoon group.
- (b) Only two members of the Criminal Investigation Section may be off at any given time, and up to two supervisors may be off at the same time. (2011)

All other constables that are not in the patrol or the criminal investigations section, shall be pooled together in their respective working groups for their annual leave selections. For groups of less than 4 constables, only one constable may be off at any given time. Any group with 4 constables or more, may have two (2) constables off at any given time. (2025)

- (c) Where Sworn and Civilian Members are employed within the same section, the selection process will be in the order of seniority in accordance with the entitlement period. (1999)
- (d) Administrative personnel will be assigned their annual leave at the

discretion of the Chief of Police. For the purposes of this section Administrative personnel shall include court officers, training officers, office manager, crime prevention officers or any other sworn personnel who are not previously assigned under this article.

- (e) Annual leave referred to in clauses 7.10(a), 7.10(b), 7.10(c), and 7.10(d) shall be taken in order of seniority of service.

7.11 (a) A Sworn Member who is on sick leave without pay shall forfeit annual entitlement in each year of incapacity extending a full 12 months from January 1st to December 31st. (1996)

- (b) A Sworn Member who is on sick leave without pay and subsequently returns to work shall have their annual leave for that year prorated to an amount of time equivalent to 1/12 of his / her annual leave entitlement multiplied by the number of months worked since the beginning of the year, minus any annual leave taken. If return to duty is after September 30th, a Sworn Member shall be paid out the prorated amount, as calculated above, if the remaining annual leave cannot be arranged to the mutual agreement of the Chief and the Member. In no event shall the annual leave bank be reduced as a result of this clause below "0" where all or part of the annual leave taken is during the year, but prior to being on sick leave without pay. (2011)

7.12 A member whose employment is terminated for any reason other than retirement, shall be paid with their final pay, an amount of money equivalent to 1/12 of their annual vacation entitlement multiplied by the number of months worked since the beginning of the year, minus any annual leave taken. A member upon retirement will receive full annual leave remuneration; minus any annual leave entitlement taken. Effective December 31, 2017 any new Member upon retirement will receive annual leave remuneration pro-rated based upon the retirement date minus any annual leave taken. (2015)

7.13 Selection of annual leave by seniority for the following calendar year will commence by September 1 and shall be closed by October 31 for the following year. (2021)

- a) Members requesting changes to the Annual Leave schedule with less than 30 days' notice shall be considered at the discretion of the Chief of Police, having consideration to the staffing levels at the time of the request,
- b) Members requesting changes to the Annual Leave schedule greater than 30 days from the date the Chief receives notice of the vacancy shall be granted permission, regardless of staffing, according to the Collective Agreement. Selection will be given by seniority below the

Member who vacated the time. (2007)

- 7.14 Where a member is unable to reduce the vacation accumulation before the end of the year because of: (a) sickness, (b) total disability, (c) an injury resulting in an award under the Workplace Safety and Insurance Act (WSIB), (d) an extraordinary requirement of the Employer, may request, in writing, for carryover of the excess or unused annual leave entitlement to the following year. A request in writing for carryover of excess leave must be made prior to December 31st of each year. (2021)
- 7.15 A member whose approved vacation period has been cancelled due to the exigencies of the service may: (a) at any time, select and receive approval for, alternate period(s) for the observance of such time prior to the end of the calendar year; and/or (b) no later than December 1st, request a carryover of all or any part of such cancelled vacation for use in the following calendar year. (2021)
- 7.16 In the event that a member is hospitalized during their annual leave, upon furnishing satisfactory medical documentation acceptable to the Chief of Police or designate, the leave period, shall be classified as sick leave and the vacation leave bank will be replenished the appropriate hours. (2021)

ARTICLE 8 STATUTORY HOLIDAYS

- 8.01 All Sworn Members shall be entitled to the following holidays: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, August Civic Holiday, Labour Day, National Truth and Reconciliation Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day, and shall receive for each holiday a credit of one day's pay or a day off duty at the option of the Sworn Member. (2025)

Any Sworn Member, other than Sworn Members working in the patrol section working a 12-hour compressed work week, who works on any such holiday shall be ordered off on that statutory holiday. Nothing in this article shall prohibit a member from choosing to work an on-change on any statutory holiday that they have been ordered off at their regular rate of pay, subject to sufficient notice being provided to their supervisor. (2025)

Any member that is ordered in by the Chief of Police or designate, or called in for operations needs on a statutory holiday that is a day off for that member shall be compensated at the rate of two times their standard rate of pay and a compensating day off as an Off Change. (2025)

- 8.02 If a Sworn Member has been on sick leave or on Worker's Compensation for the four (4) days immediately preceding a Statutory Holiday, the Sworn Member shall be deemed to have been ordered off for the statutory holiday and such day will be considered as a Statutory Holiday off. If the Sworn

Member ordered off is employed in a position which affords them a Statutory Holiday bank, no deductions will be made from this bank when ordered off under this Article. (2025)

ARTICLE 9 ACCIDENTS AND SICKNESS

- 9.01 (a) (i) Each Sworn Member hired prior to August 31, 1997 shall receive a cumulative credit for sick leave at the rate of one and one-half days sick leave allowance for each completed calendar month of service. (1996)
- (ii) Each Sworn Member hired on or after September 1, 1997 shall receive a non-vested cumulative credit for sick leave at the rate of one and a half days sick leave allowance for each completed calendar month of service; to the intent that no such accumulated credits shall be paid out to the Member on retirement, resignation or other termination of employment. (1996)
- (b) (i) A Sworn Member shall have the right to request that the last sixty (60) days of sick leave in their bank be left and not utilized when they are on sick leave.
- (ii) For Members hired before September 1, 1997, when the Member chooses this option and only sixty (60) days remain to the Member's credit, the Member shall be granted sick leave without pay in accordance with Article 9.02 (g) and shall be bound by the provisions of that Article. Such sick leave credits that are frozen at the option of the Member shall be paid out in accordance with the provisions of this agreement at the time the Member is deemed to be no longer a member of the Service, at the rate of pay for which such sick leave credits would have been paid when the Member exercised the option noted above.
- (iii) Should the Member return to duty prior to any of the termination clauses of 9.02(g) coming into effect, such frozen sick leave credits shall be reinstated at the rate of pay now to be enjoyed by the Member and accumulation of such sick credits shall continue as per 9.01(a).
- (c) Subject to 9.02 (d) Sworn Members while on sick leave shall not accumulate sick leave credits while their total accumulated sick leave credits are being exhausted. (2011)
- (d) After the 15th day of October 1954, in the case of any Sworn Member hired before September 1, 1997 who has completed not less than five years of service with the Service on severance of service or death, the Sworn Member or estate as the case may be shall be entitled to receive payment

of a sum equivalent to the unexpended accumulated sick leave allowance standing to their credit multiplied by the current daily rate of pay as determined by Article 16.04 but shall not in any event exceed a maximum of 180 days of salary.

- (i) Each Member, upon retirement from the Service, shall be entitled to two (2) weeks' paid leave for each 100 days of unused sick leave standing to their credit on retirement, in excess of the 180 days allowable in 9.01(d). (1999)
- (e) For any Member hired prior to September 1, 1997, each Member on retirement from the Service shall have the option of drawing accumulated sick days to which they are entitled at the time of said retirement or may leave said credits for a period of one full year following retirement provided such member notifies the Chief of their intention on or before November 1st of the year preceding retirement. Failure to notify as set out shall result in full payment upon retirement.
- (f) Sworn Members suspended for a full month or more, shall not be allowed to accumulate sick leave credits after they have been suspended. Any sick leave credits standing to their credit at the date of suspension shall be frozen.

Should the Member return to work, such frozen sick leave credits shall be reinstated at the current rate of pay to be enjoyed by the Member and accumulation of such sick leave credits shall continue as per 9.01.

Should the Member's employment cease, any sick leave credits standing to their credit shall be processed as per 9.01 (b) at the rate of pay that was in place when the sick leave credits were frozen.

In the event any such suspension is found not to be warranted, then the sick leave credits which would have accumulated during any such suspension shall be credited in full. (2011)

9.02 The following provisions shall apply in respect to a Sworn Member incapacitated by sickness or injury in other than the normal course of duty, namely:

- (a) Their regular annual salary shall be discontinued until they return to full employment;
- (b) They shall be paid in lieu of their regular annual salary accumulated sick leave benefits for each working day of such incapacity to the extent of but not exceeding their accumulated sick leave allowance credits. The monetary value of such sick leave benefits payable by virtue of this sub-paragraph shall be determined on the basis of an annual total of 2080 working hours;

- (c) (i) They shall forfeit STATUTORY HOLIDAY entitlement as set out in Article 8.01 in each year of incapacity extending a full twelve months from January 1 to December 31. This section will come into effect January 1, 1987.
- (d) They shall be entitled to accumulate sick leave credits for up to 90 days of incapacity which is non work related illness or injury while their total accumulated sick leave credits are being exhausted. (2011)
- (e) They shall forfeit annual leave allowance, in each year of incapacity extending a full 12 months from January 1st to December 31st. (2021)
- (f) The Board shall maintain its portion of all charges relative to pension contributions, insurance premiums for hospitalization and medical policies, dental plan and insurance premiums for life, accident and dismemberment policies throughout the period of incapacity. The employee shall file for disability waiver of premium if applicable for those benefits which would be otherwise available through the Workplace Safety Insurance Board ("WSIB"). This paragraph applied only to those Members who are off duty on long-term disability. If there is difficulty in obtaining such benefits then the Board benefits shall continue to apply to the extent of the Member's credit. (1999)
- (g) The Board shall have the right to discontinue its portion of all charges relative to the benefits detailed in Article 9.02(b) to 9.02(f) inclusive on the following graduated scale relating to length of time a Sworn Member has been employed with the Board namely:
 - (i) After one full calendar month service, but less than six full calendar months service -- one month
 - (ii) After six full calendar months service but less than one full calendar years service -- three months
 - (iii) After one full calendar years service but less than eighteen full calendar months service -- six months
 - (iv) After eighteen full calendar months service but less than two full calendar years service -- one year
 - (v) After two full calendar years service but less than three full calendar years service -- eighteen months
 - (vi) After three full calendar years service -- two years.

9.03 (a) A Sworn Member who is incapacitated by accident or by sickness and who has exhausted all accumulated sick leave credits shall be allowed to use accumulated lieu time credits or annual leave credits as sick leave credits until such credits are exhausted.

(b) A Sworn Member who is incapacitated by accident or sickness and who has exhausted all accumulated sick leave credits and other credits that may be accumulated pursuant to Article 9.03(a) shall be granted sick leave without pay in accordance with Article 9.02(g). (2025)

9.04 The following provisions shall apply in respect to a Sworn Member absent from duty by reason of incapacity occasioned by injury or sickness sustained in the course of employment who is entitled to and who is actually receiving compensation in respect thereto under the provisions of the *Workplace Safety and Insurance Act*, namely:
(2025)

(a) Regular annual salary shall be discontinued until return to full employment;

(b) They shall be paid in lieu of their regular annual salary a remuneration equal to the difference between their net regular annual salary and the sum of the amount of compensation actually received from the Workplace Safety and Insurance Board (WSIB) up to a maximum but not exceeding a period of five years from the date of incapacity ("the WSIB top-up"); (2025)

For any new WSIB claim made on or after the date of ratification, the WSIB top-up will be terminated the earlier of:

- (i) the date that is three years from the date of incapacity;
- (ii) the date of the Sworn Member becoming eligible to retire on an OMERS unreduced pension: or
- (iii) the date at which the Sworn Member's impairment is assessed by WSIB as having reached maximum medical recovery.

In any event the Parties agree that WSIB top-up entitlement is not refreshed upon the recurrence of a previous work-related injury or sickness in which the applicable maximum payment period was previously reached. (2025)

(c) The WSIB top-up amount shall be calculated in accordance with the following:

(i) Provided WSIB continues to issue a T-5007 or similar tax slip, the non-taxable nature of WSIB payments will be taken into account in calculating the WSIB top-up amount;

(ii) It is mandatory that the Sworn Member apply for an OMERS

disability waiver, as long as that program continues to be available from OMERS. Where a Sworn Member receives an OMERS disability waiver, and if the Sworn Member and the Board are relieved from making OMERS pension contributions, these amounts will not be remitted to the Sworn Member or to OMERS by the Board. Once a waiver has been obtained, the Sworn Member shall not take any steps to request the withdrawal of the waiver unless the Sworn Member is required to do so by law;

- (iii) It is mandatory that the Sworn Member apply for a life insurance premium waiver. Once a waiver has been obtained, the Sworn Member shall not take any steps to request the withdrawal of the waiver unless the Sworn Member is required to do so by law. Where a Sworn Member receives a life insurance premium waiver, and if the Sworn Member and the Board are relieved from making life insurance premium payments, these amounts will not be remitted to the Sworn Member or to the life insurance carrier by the Board;
- (iv) It is mandatory that the Sworn Member report other earned income derived directly or indirectly from work during the period they are eligible for a WSIB top-up and the Sworn Member's WSIB top-up will be reduced by an amount equal to any other earned income;
- (v) It is mandatory that the Sworn Member report any CPP disability benefits that they may receive during the period they are eligible for a WSIB top-up and the Sworn Member's WSIB top-up will be reduced by an amount equal to any CPP benefit received;
- (vi) The WSIB top-up will not be payable to the extent that any other sickness or injury benefit has been paid to the Sworn Member relating to the same compensable injury or sickness; and
- (vii) In any event, the WSIB top-up will end when the Sworn Member resigns.

For greater certainty, the parties expressly acknowledge and agree that the purpose of the WSIB top-up is to ensure that Sworn Members on leave for a WSIB compensable injury or sickness receive net income as close as possible to their net regular annual salary while off duty.

(2025)

- (d) They shall be entitled to accumulate sick credits while incapacitated

but not in excess of three years from the date of incapacity; (2025)

- (e) They shall forfeit annual leave in each year of incapacity extending a full twelve months from January 1st to December 31st;
 - (i) They shall forfeit incentive pay entitlement as set out in Article 11.06 in each year of incapacity extending a full twelve months from January 1st to December 31st.
- (f) The Board shall be subrogated to the rights of the Sworn Member or dependents and may maintain an action in the Sworn Member or dependent's names against whom an action may lie with respect to any monies which the Board pays out to such Sworn Member by virtue of this Article;
- (g) The Board shall maintain its portion of all charges relative to pension contributions (unless and until a waiver is obtained), dental plan, vision care, insurance premiums for hospitalization and medical policies and insurance premiums for Life, Accident and Dismemberment policies (unless and until a waiver is obtained) throughout the period of incapacity and will be terminated at the earlier of:
 - (i) the date that is five years from the date of incapacity;
 - (ii) the date of the Sworn Member becoming eligible to retire on an OMERS earliest unreduced pension;
 - (iii) the date at which the Sworn Member's impairment is assessed by WSIB as having reached maximum medical recovery or;
 - (iv) the date the Sworn Member resigns.

(2025)

- 9.05(a) (i) Unless waived by the Chief of Police it shall be the duty of any Sworn Member of the Service, who is absent from duty as a result of sickness or injury for a period exceeding three working days, whether 8, 10 or 12 hour shifts apply, at any one time to obtain and produce to the Chief of Police a certificate from a duly qualified medical practitioner, certifying that the Sworn Members were justified in absenting themselves from duty and that the said Member is physically and mentally capable of returning to full employment. Such certificate shall be as is set out in Appendix I of this Agreement. (2011)
- (ii) Unless waived by the Chief of Police, it shall be the duty of any Sworn Member of the Service who is absent from duty as a result of sickness for more than 5 occurrences of 2 missed shifts or more within a calendar year to provide a certificate from a duly qualified medical practitioner for each subsequent absence due to illness or injury prior to their return to work. (2008)

- (b) In addition to the foregoing, unless waived by the Chief of Police, it shall be the duty of any Sworn Member who is off sick for 15 working days to produce a certificate that the Sworn Member is justified by sickness or accident in further absents themselves from duty. Such certificate shall set out the estimated length of further time required for a full recovery and return to duty.
 - (c) In addition to the foregoing, unless waived by the Chief of Police, it shall be the duty of any Sworn Member who is off sick for 45 working days and each 45 working day period thereafter to produce a certificate that the Sworn Member is justified by sickness or accident in further absents themselves from duty. Such certificate shall set out the estimated length of further time required for a full recovery and return to duty. (2008)
- 9.06 (a) When requested by the Chief of Police (but no more than once a year) a Sworn Member shall submit to a medical examination (by the Sworn Member's own medical doctor if so desired) and the Sworn Member shall authorize such medical examiner to advise the Chief in writing answering the following two questions: -
- (1) Is the Sworn Member presently fit mentally to perform their duties as a Police Officer? Yes or No?
 - (2) Is the Sworn Member presently physically capable of performing their present duties on the Police Service? Yes or No?
- (b) If a Sworn Member is certified under Clause (a) of sub-article 9.06, as fit to return to full employment as a police officer, and the Chief of Police acting on reasonable grounds, believes that the Sworn Member is not fit to return to full employment as a police officer, the Chief of Police shall advise the Sworn Member of his reasonable grounds and may then require the Sworn Member to submit to a medical examination by a duly qualified medical practitioner. The Sworn Member shall then authorize the duly qualified medical practitioner to advise the Chief of Police in writing the answer to the question or questions as the case may be:
- (1) Is the Sworn Member presently fit mentally to perform their duties as a Police Officer? Yes or No?
 - (2) Is the Sworn Member presently physically capable of performing their present duties on the Police Service? Yes or No?
- (c) If the cost of these compulsory physical examinations are not covered by the Sworn Member's medical insurance, the Board will bear the cost of such medical examination. The Board shall pay the Sworn Member requested to take an examination under this Clause three (3) hours straight time for each medical examination so ordered provided that the Sworn Member is off duty at the time of such examination.

- (d) When requested by the Chief (but no more than once a year), a Sworn Member who is appointed to the Service after April 15, 1980, shall submit to a compulsory medical examination by a doctor of their choice selected from a list of doctors as agreed in writing between the Chief of Police and the President of the Association from time to time to this Agreement. The Sworn Member shall further authorize the doctor so selected to forward a full report of their findings in relation to the compulsory medical examination to the Board. (1996)
- 9.07 If the costs of any of the compulsory examinations or the securing of any medical certificates required by this Agreement are not covered by the Sworn Member's medical insurance, the Board will bear the cost of such examinations or certificates.
- 9.08 The Parties agree that, over the term of the renewal Collective Agreements, the Board shall assume responsibility, and 100% of the premium costs, for the Long-Term Disability Policy.
- Members of the Association shall be covered under the provisions of the Long-Term Disability (LTD) Policy underwritten by SSQ/Beneva. Effective January 1, 2025, the Board shall pay 50% of the premium costs. The Board's share of the premium costs shall increase to 75% as of January 1, 2026 and to 100% as of January 1, 2027.
- The benefit level will remain at the current plan of 66.67% of all earnings; \$6,000 benefit maximum (monthly). The LTD plan shall at all times be subject to the Master Insurance Plan which governs all aspects of the Plan. The Association agrees there shall be no changes to the Master Insurance Plan without the approval of the Board, and, further, the Association shall provide the Board with a copy of the Master Insurance Plan on January 1st of each year.
- Effective January 1, 2027, the Board shall assume responsibility for providing LTD benefits and will have the right to choose the LTD insurance carrier. If there are any changes in insurance carriers, the Board will ensure that there is no interruption in coverage for Members currently in receipt of LTD benefits. Further, the Board will be at liberty to change the Master Insurance Plan so long as the benefit level is not changed. The Board shall provide the Association with a copy of the Master Insurance Plan on January 1 each year.
- 9.09 Personal Leave. Members may take up to five (5) days per calendar year with pay to provide temporary family care necessitated by the illness, injury, medical emergency or appointment or other urgent matter of a family member. Such leave shall be charged against the member's sick bank. (2025)

ARTICLE 10 LEAVE OF ABSENCE

- 10.01(a) A member shall be allowed five (5) consecutive scheduled working days off without loss of pay upon the notification of the death of a member's spouse of record, child, sibling, parent, step-children, step-parent, step-siblings. Bereavement Leave, for a maximum of three (3) consecutive scheduled working days without loss of pay shall be granted in the case of death of a parent-in-law, child-in-law, grandparents, grandchildren, grandparent-in-law, sibling-in-law, step-sibling-in-law or a person standing in "LOCO PARENTIS". Bereavement Leave for a maximum of one (1) day on the day of the funeral shall be granted in the case of the death of Uncle, Aunt, Niece, Nephew.

In the event that internment is delayed, a member may make application to move one (1) or more days of the paid leave entitlement referred to above to allow for the members attendance at the ceremony provided it occurs within nine (9) months of the initial bereavement leave. Such a request will be provided in writing to the Chief of Police or their designate and will not be withheld. Such request must be made during the bereavement leave and confirmed as soon as practicable after the return from that bereavement leave.

- (i) In the event the death of a person referred to in clause (a) occurs during a member's annual leave, the member shall be entitled to replace up to two (2) calendar days from the normal bereavement allocation for additional annual leave.
- (ii) If the member is notified of the death of any person covered by the Article while at work, the member shall be granted the balance of the shift as paid leave of absence. Such absence shall not be charged against the member.
- (iii) In the case of special circumstances and where the member makes application to the Chief of Police, the leave of absence described in Article 10.01 may be extended by the Chief of Police but such additional leave of absence shall not be more than two (2) days.

(2021)

- (b) A similar leave of absence may be granted in the case of serious emergency illness of one of the immediate family of a Sworn Member at the discretion of the Chief. (2002)

- (c) (i) Parental/pregnancy leave shall be administered in accordance with the provisions of the *Employment Standards Act*, R.S.O. 1980, as amended. The Board agrees to be responsible for its portion of the costs of major medical, dental, vision care and group life insurance premiums in the amounts set out in this Collective Agreement while a Sworn Member is on Pregnancy Leave. (1999)

The parties recognize the importance of providing members

accessing pregnancy and/or parental leave with options in order to allow them to purchase OMERS credited service in respect to their leave period. In addition to any other available options, and to the extent permitted by OMERS, the parties agree to cooperate in permitting deductions from any top up payments during the leave period and/or from salary upon return from the leave period, if the employee elects in writing to make such deductions. (2021)

- (ii) Upon receipt of a satisfactory medical certificate from their physician, or after completion of the third month of pregnancy, a female Officer, upon request, shall be assigned to duties other than patrol duties.
- (iii) The provisions in paragraph 10.01 (d)(i) shall only apply provided the Sworn Member in question returns to active duty on the expiration of the Pregnancy Leave.
- (iv) There shall be an unemployment benefits pregnancy or parental leave plan providing for an unemployment top-up at the level of eighty-five percent (85%) of wages for twenty-four (24) weeks following the one (1) week waiting period and provide eighty-five percent (85%) of wages for the one (1) week waiting period. This agreement shall be registered with the federal Unemployment Insurance Commission, if necessary. (2015)

Effective January 1, 2026, the Parties agree to delete the current Sworn Article 10.01(c) and current Sworn Article 10.03, and replace them with the following:

- (i) Maternity Leave shall be provided by the Board in accordance with the provisions of the *Employment Standards Act, 2000*, as amended. Such leave may be initiated by the employee on presentation of a certificate from a legally qualified medical practitioner stating the due date.
- (ii) A Member commencing Maternity Leave who is in receipt of Employment Insurance (EI) maternity benefits pursuant to the *Employment Insurance Act*, as amended, shall be paid a supplemental employment benefit (SEB) in an amount which, together with the EI maternity benefit, equals 85% of the Member's regular weekly earnings. The SEB payment shall commence following completion of the one (1) week employment insurance waiting period and receipt by the employer of the Member's initial Employment Insurance cheque stub as proof that they are in receipt of EI maternity benefits. The SEB payment shall be provided while the Member is absent on Maternity Leave and is in receipt of the EI maternity benefit up to a maximum period of 15 weeks.
- (iii) Parental Leave shall be provided by the Board in accordance with

the provisions of the *Employment Standards Act, 2000*, as amended.

- (iv) A Member commencing Parental Leave who is in receipt of standard EI parental benefits pursuant to the *Employment Insurance Act*, as amended, shall be paid a supplemental employment benefit (SEB) in an amount which, together with the EI parental benefit, equals 85% of the Member's regular weekly earnings. A Member who selects the extended EI parental benefits option will receive an SEB payment in an amount which equals the difference between 85% of the Member's regular weekly earnings and the EI parental benefit they would have received had they selected the standard option. For clarity, Members who select the extended EI parental benefits option will not receive a greater overall SEB payment than if they selected the standard option.

In any event, the SEB payment shall be provided while the Member is absent on Parental Leave and is in receipt of the EI parental benefit up to a maximum period of 18 weeks. The SEB payment shall commence following completion of the one (1) week employment insurance waiting period and receipt by the employer of the Member's initial Employment Insurance cheque stub as proof that they are in receipt of EI parental benefits.

- (v) In addition to the SEB payments above, the Board agrees to pay 85% of the Member's regular weekly earnings for any one (1) week employment insurance waiting period, provided that the Member has applied for EI maternity and/or parental benefits and is required to serve the waiting period(s).
- (vi) The Board agrees to be responsible for its portion of the costs of major medical, dental, vision care and group life insurance premiums in the amounts set out in this Collective Agreement while a Member is on Maternity and/or Parental Leave.
- (vii) The Parties recognize the importance of providing Members accessing Maternity and/or Parental Leave with options in order to allow them to purchase OMERS credited service in respect to their leave period. In addition to any other available options, and to the extent permitted by OMERS, the Parties agree to cooperate in permitting deductions from any top up payments during the leave period and/or from salary upon return from the leave period, if the employee elects in writing to make such deductions.
- (viii) Upon receipt of a satisfactory medical certificate from their physician, or after completion of the third month of pregnancy, a female Officer, upon request, shall be assigned to duties other than patrol duties.
(2025)

- (d) Leave of absence, without pay, without fringe benefits, and without loss of the seniority of the member held at the commencement of the leave may be provided to a member for the purpose of obtaining a university or equivalent degree in the following circumstances:
- (i) that the member has been a member of the Service for at least two (2) years;
 - (ii) that the degree would, in the opinion of the board, be of value to the member's future police work;
 - (iii) that the member has obtained one or more undergraduate credits for the degree during their off duty hours;
 - (iv) that the member enters into an agreement with the Board that after the completion of their leave, they will remain with the Service for twice the period of their leave;
 - (v) that such leave to obtain any one degree may only be granted once during a member's career, and only one member may be absent at one time.
 - (vi) In the event that a member does not remain with the Service for twice the period of their leave, an Agreement will be made with the member to compensate the Board for the proportionate cost to the Board for the period not served.

10.02 Subject to the conditions of 10.01, the Chief may approve a program for payment of 3 years' salary over a 4-year period, so as to allow for a one-year sabbatical period, whereby:

- (i) the proportionate reduction in wages is held in trust by the Employer as such salary is incurred, with the funds invested at the current rate of interest;
- (ii) benefits shall be maintained as otherwise provided in this Agreement,
- (iii) during the off year, salary is paid once a month less statutory deductions, and benefits are paid by the member, who shall be able to apply the interest earned on the deducted wages being held in trust to such benefit costs.

10.03 Parental/pregnancy leave shall be administered in accordance with the provisions of the *Employment Standards Act*. (1999)

To be deleted January 1, 2026.

- 10.04 A member shall be allowed leave of absence without pay in addition to any other leave without loss of seniority and benefits as follows:

<u>Purpose</u>	<u>Leave</u>
(i) Member's marriage	3 working days at the discretion of the Member
(ii) Marriage of Member's	the day of the wedding
	child, brother, sister
(iii) Moving Member's household	up to one (1) working day per year
(iv) Serious fire or flood of Member's home	up to three (3) working days
(v) Birth or adoption of Member's child	three (3) working days

Requests for such leave shall be made at least 14 days in advance unless impossible.

- 10.05 Members may request leave of absence for reasons not stated above. Such leave shall be without pay, without benefits, no accrual of sick credits or vacation, and must be approved by the Members' supervisor, Chief of Police and Police Services Board. The Member may elect to continue their benefits and pension contributions, payable solely at their own expense, as to both Member and Board contributions. (1996)

ARTICLE 11 SALARIES AND REMUNERATION

- 11.01 The annual salary schedule for Sworn Members from January 1st, 2021 to December 31st, 2024 is set out in SCHEDULE "A", attached hereto.

- 11.02(a) Notwithstanding anything else set out in this agreement, effective August 10, 1997 the following salary differential to a Constable First Class shall apply to all Sworn Members hired after August 9, 1997: (1996)

a)	Constable 4th Class	60% (1996)
b)	Constable 3rd Class	70% (1996)
c)	Constable 2nd Class	80% (1996)
d)	Sergeant - Under 12 months	108%
e)	Sergeant - Over 12 months	116.5%
f)	Staff Sergeant - Under 12 months	122.5%
g)	Staff Sergeant - Over 12 months	129%

- (b) Experience Allowance Effective January 1, 2006

After completing 8 years of sworn service – 3% of a 1st Class Constable's rate.

After completing 17 years of sworn service – 5% of a 1st Class Constable's rate.

After completing 23 years of sworn service and thereafter – 7% of a 1st Class Constable's rate.

(c) Experience Allowance Effective January 1, 2007

After completing 8 years of sworn service – 3% of a 1st Class Constable's rate.

After completing 17 years of sworn service – 6% of a 1st Class Constable's rate.

After completing 23 years of sworn service and thereafter – 9% of a 1st Class Constable's rate.

The experience allowance applies to all ranks represented by the Association. It applies to Constables (Detective Constables), Sergeants, Detectives, Staff Sergeants, Detective Sergeants and in addition to the basic wage for their rank.

Experience allowance is pensionable and forms part of the basic salary, i.e. it counts when calculating overtime, court-time, vacation pay, etc..

Service, for the purpose of experience pay, shall be calculated as follows:

- Based on the date the member was sworn in as a Constable with the North Bay Police Service;
- For sworn officers hired directly from another police service before January 1st 2004, service will be comprised of both continuous service with the North Bay Police Service and such other police service provided there is no break or lapse in service of two (2) or more years; or
- For sworn officers hired directly from another police service after January 1st 2004, service will be comprised of both continuous service with the North Bay Police Service and such other police service provided there is no break or lapse in service of two (2) or more years.
- Upon ratification, the parties agree there shall be no retroactive payment associated with the above provisions.

Service is to be calculated from the date of swearing in with a recognized Canadian Police Service.

In such case of broken or lapse in service of two or more years, the member's service for experience pay will be calculated using the member's re-entry date to policing after the lapse.

Members absent from active duty, which is a non-work related illness or injury or which is not an absence approved by the Chief of Police, for a period of time exceeding six (6) months (excluding maternity / parental leave) shall have Sworn service adjusted on a pro rata basis to exclude the period of incapacity for the purposes of calculating service for the retention / experience allowance. (2011)

11.03 DELETED

11.04 DELETED (June 30, 2004)

11.05 (a) Each Sworn Member attending any Police training course further than 100 km outside the City of North Bay shall receive the sum of Ten Dollars (\$10.00) per working day as compensation for the extra expenses involved in attending such course. The Board shall pay all entrance and course equipment fees related to any authorized training course. (2021)

(i) In addition, the member shall receive \$65.00 per day for the duration of the course, as a meal allowance, for any day where meals are not provided. Such allowance will be provided in advance for courses which are two or more weeks in duration otherwise allowances owing to Member will be processed upon return and upon submission of an expense report outlining dates meals were not provided. (2015)

Such allowance shall not apply should the Member not remain overnight at the training facility. Any monies dispersed for meals where the Member does not remain at the training facility shall be refunded to the Service forthwith upon return from the course. (2011)

(ii) Where transportation is not otherwise provided by the Chief (a service vehicle or a rental vehicle along with any associated costs), all Sworn Members required by the Chief of Police to attend out of town courses or conferences, who utilize their own vehicle shall be paid an allowance for travel costs of a rate that is set out by the Government of Ontario, less any compensation paid by the Ontario Police College or other course sponsor to the member, for the round trip per course. A member not otherwise provided with transportation as above may be authorized by the Chief to rent a "mid-size" vehicle, in which case the Board will pay the cost of such rental and, upon submission of receipts, the costs of gas for the round trip. Such authorization shall not be unreasonably

withheld. (2025)

- (b) The Sworn Member shall be entitled to travel time on the day preceding the start of a Training Course outside the City of North Bay, but within Ontario, on the following scale:
1 ½ hours for each 100 kms of travel, pro-rated for fractions thereof.
 - (c) In addition, the Sworn Member shall be entitled to travelling time based on the actual time the course ends, on the following scale:
1 ½ hours for each 100 kms of travel, pro-rated for fractions thereof. Sworn Members must advise Training Department or a supervisor of the time the course ended.
 - (d) A Sworn Member shall be deemed to be on duty during the travel time involved in reporting for the course and returning from the end of the course.
 - (e) In addition, the Member shall be credited 1/2 hour for every four complete hours of travel computed in accordance with the above formula.
- 11.06 Deleted (2021)
- 11.07 Deleted (2021)
- 11.08(a) A Constable(s) employed in the Criminal Investigation Section will be designated as a Detective Constable(s) and shall receive the same rate of pay as a Sergeant Under 12 months while so employed in the Criminal Investigation Section.
- (i) For the purposes of Article 11.08 (a) Criminal Investigation Section shall include Major Crime, Fraud, Tech/ICE, Street Crime, and Intelligence but excludes Victim Services, Courts, Forensic Identification and any other new position created in the Criminal Investigation Section, unless otherwise agreed by the parties and, if not agreed, it may be referred to arbitration. (2025)
- (b) Deleted 2021
 - (c) Deleted 2021
 - (d) Any Detective Constable as designated in 11.08 (a) who has completed in excess of twenty-four (24) months consecutive service in Criminal Investigations and who is subsequently transferred from the Section shall not have their salary reduced accordingly, but the salary shall remain at the level attained in subsection (a) above for thirty-six (36) months commencing on the date of transfer.
 - (i) For the purposes of Article 11.08 (d), Criminal Investigation Section shall include Major Crime, Fraud, Tech/ICE, Street Crime and Intelligence and

excludes Victim Services, Courts, Forensic Identification and any other new position created in the Criminal Investigation Section, unless otherwise agreed by the parties and if not agreed it may be referred to arbitration.

- (e) Deleted 2025
 - (f) Deleted 2025
 - (g) When the situation described in subsection (a) or (d) occurs this shall be deemed to be the Constables regular salary when computing overtime pay in accordance with the formula contained in Article 16.04.
(2025)
- 11.09 Constables defined as Coach Officers shall receive a rate of pay equal to that of a Sergeant under twelve (12) months during the time they are actively engaged as a Coach Officer and have a recruit under their direct guidance and direction, this shall include the lunch period during their tour of duty. (2002)
- 11.10 A member who is Qualified Technician, as designated by the Solicitor General, for the operation of approved breath analysis instruments, as approved by order of the Attorney General of Canada, shall receive an annual allowance of five hundred dollars (\$500.00) per year for those members who serve as a Qualified Technician for the full calendar year, payable at the end of December. Members who serve for part of the year shall have this amount pro-rated to an amount equivalent to 1/12 of the annual amount multiplied by the number of complete months worked since the beginning of the year. A Qualified Technician must perform a minimum of two (2) evaluations in a calendar year in order to receive this allowance.
(2025)
- 11.11 (a) A member who is attached to the Emergency Response Team shall receive an annual allowance of five hundred dollars (\$500.00) per year to those members who serve as an Emergency Response Team member for the full calendar year, payable at the end of December. Members who serve for part of the year shall have this amount prorated to an amount equivalent to 1/12 of the annual amount multiplied by the number of complete months worked since the beginning of the year. An Emergency Response Team member who does not attend for fifty percent (50%) of call-ins or more, excluding those during annual leave or discretionary time off, shall not receive the allowance. (2025)
- 11.12 A member who is selected and deemed by the Chief of Police to be a negotiator for the North Bay Police Service shall receive an annual allowance of five hundred dollars (\$500.00) per year, for those members who served as negotiators for the full calendar year payable at the end of December. Members who serve for part of the year shall have this amount

prorated to an amount equivalent to 1/12 of the annual amount multiplied by the number of complete months worked since the beginning of the year. (2025)

- (a) A Sworn member, who is a Qualified Drug Recognition Experts as designated by the Ministry of the Solicitor General, annual allowance of five hundred dollars (\$500.00) per year for those members who serve as a Qualified Drug Recognition Expert for the full calendar year. Qualified Drug Recognition Expert must perform a minimum of two (2) evaluations in a calendar year in order to receive the allowance. (2025)
- (b) A Sworn Member who is selected and deemed by the Chief of Police to be an Incident Commander shall receive an annual allowance of two hundred and fifty dollars (\$250.00) per year to those members who serve as an Incident Commander for the full calendar year, payable at the end of December. Members who serve for part of the year shall have this amount prorated to an amount equivalent to one twelfth (1/12) of the annual amount multiplied by the number of complete months worked since the beginning of the year. (2015)

11.13 All members who achieve the Ontario Police College Fitness Pin shall be credited with twelve (12) hours in their accrued time bank for that calendar year, provided that such hours shall not be paid out. (2002)

All fitness testing must be completed annually prior to September 1st in order to receive credit.

At the discretion of the Chief, any Sworn Member who is unable, due to accident, injury, illness or extended leave of absence, to complete the testing on or before September 1st may be given an opportunity to do so.

11.14 Any constable, sergeant or staff sergeant working a 12-hour rotating shift, assigned to a frontline platoon will receive frontline premium pay to a total of 3 percent of a 1st Class Constable pay. The Front-Line Premium pay becomes effective on:

- January 1, 2026 - 1.5 percent of a 1st Class Constable
- January 1, 2027 - an additional 1.5 percent of a 1st Class Constable

The premium pay shall cease where a member is not actively working in an eligible position for a period of 60 days or more.

Further, to be eligible, members must be able to employ full use of force options, be capable of responding to calls for service in person and must have completed 5 years of service as a police officer.

The premium pay is pensionable and forms part of the basic salary, i.e., it counts when calculating overtime, court-time, vacation pay, etc.. (2025)

ARTICLE 12 PROMOTION AND RECLASSIFICATION

- 12.01 Promotion shall be based on the knowledge, skills and abilities of the applicant as reasonably required for the position as determined as a result of the Standard Operating Procedure and position description that are in place at the time of the promotion to the rank of Sergeant and Staff Sergeant, provided that if two candidates are relatively equal the senior candidate shall be promoted. "Relatively Equal" means within 4%.

It is understood and agreed to by the parties that the Chief shall have the right to change the Standard Operating Procedure and position description provided that at least ninety (90) days' notice of the change(s) precedes the announcement of any contemplated or pending promotional process and/or competition. Changes to the Standard Operating Procedure shall be made in consultation with the Association; however, the final authority to amend the procedure rests with the Chief. (2025)

- (a) To be eligible to enter a promotional process, a candidate must meet the following criteria for promotion to the rank of:
- (i) Sergeant – a candidate shall have completed 2 years of continuous service as a First Class Constable and 1 year continuous with the North Bay Police Service
 - (ii) Staff Sergeant – a candidate shall have completed 1 year of continuous service as a Sergeant or Detective with the North Bay Police Service.
 - (iii) Notwithstanding, 12.01 (a)(ii), if there is no Sergeant that meets the criteria of 12.01 (a)(ii) that applied for promotion for Staff Sergeant, then any Sergeant with the North Bay Police Service may be eligible to enter the Staff Sergeant Process.
 - (iv) Notwithstanding, 12.01 (a)(ii) and 12.01 (a)(iii) if there are not Sergeants that meet the criteria in 12.01 (a)(ii) and 12.01 (a)(iii), then a constable meeting the criteria of 12.01 (a)(i) may be eligible to enter the Staff Sergeant Process.
- (2025)

- 12.02 (a) Any Constable who is eligible for reclassification pursuant to Ontario Regulation 399/23 and amendments thereon and is not reclassified is entitled to reasons for not being reclassified and further has the right to grieve. (2025)
- (b) Any Constable who is eligible for reclassification pursuant to O. Reg. 399/23, and amendments thereto will be required to perform nine (9) months of active regular duty in the classification before being eligible to be reclassified. (2025)
- (c) Despite 12.02 (b), if absent due to illness, injury (workplace or otherwise), or any other reason, a Constable may be eligible for reclassification after the nine (9) month period if their direct supervisor, divisional commander

and Chief of Police believe that they have the skills and abilities to move to the next classification. (2025)

- 12.03 A Member who is assigned temporarily to perform the duties of a higher rank, for a full shift, shall be compensated at the lowest rate of pay for that higher rank of position. (1999)
- 12.04 Whenever a periodic assessment of a Sworn Member is made a Sworn Member shall be entitled to peruse such assessment once and to indicate there on either approval or disapproval of the assessment. The Sworn Member shall, when so requested acknowledge the fact that they perused the assessment by affixing their signature thereon. Upon completion of an annual assessment a Member shall receive a copy of same and be entitled to discuss such assessment with the person(s) who conducted same.
- 12.05 In the event that the Chief or the Board, at their discretion, elect to establish a new sworn position within the North Bay Police Service then the Employer will set a rate for the position and immediately notify the Association. If this rate is acceptable to the Association, it shall become the rate for the job. If the rate is not acceptable to the Association, the Association will advise the Employer and negotiations will then take place between the parties in an effort to establish a rate which is mutually satisfactory. If the parties are unable to reach agreement, the matter will be submitted to Arbitration. The new rate shall apply retroactively to the time the position was first filled by the employee. (1996)
- 12.06 An identified Vacancy shall be filled within 30 days if a promotional list exists or within 120 days if no promotional list exists at that time. (2025)
- 12.07 (a) Any member who is promoted and had continuously fulfilled an acting rank position, or continuously filled a combination of acting rank positions of the same rank prior to promotion for a period of six (6) months or more, shall have that accumulated acting rank time contribute towards the one-year period in which the member must be paid at the lowest rate of pay for that rank, meaning Sergeant Under or Staff-Sergeant Under. (2025)
- (b) For the purposes of this article, "continuously fulfilling an acting position" means that a member has been assigned to a role requiring an acting rank and has performed in that capacity for at least six months without reassignment to a non-acting rank position. The six-month period shall not be interrupted or reduced due to discretionary time off, annual leave, short-term illness, training, or other required duties. However, long-term absences due to illness or workplace injuries lasting 30 days or more will not count toward the six-month requirement. (2025)
- (c) No constable shall be ordered to fulfill the role of an acting rank that requires them to be the officer-in-charge. For further clarity, a constable cannot be assigned to be an Acting-Staff Sergeant or to fulfill the role of a platoon Staff

Sergeant or designated as an Officer-in-Charge. (2025)

ARTICLE 13 ASSOCIATION DUTIES

- 13.01 (a) Any members of the North Bay Police Association shall be granted such leave of absence, with pay, as may be required for the proper performance of the duties of the Association provided that this is done in such a manner as not to interfere with the proper operation of the Service in the judgment of the Chief and provided that ten (10) calendar days' notice along with reasons is afforded the Chief of the need for such leave. (2025)
- (b) In the event that the leave of absence of the Members exceeds seventy-five (75) days in any one calendar year, the Association shall reimburse the Board for any excess thereof. (2025)
- (c) (i) Time spent by the Bargaining Committee of the Association in negotiation, conciliation, or arbitration proceedings shall not be included in the seventy-five (75) days referred to in clause (b) preceding.
- (ii) Time spent in preparation for negotiations, conciliation or arbitration shall be included in the calculation of the seventy-five (75) days.
- (iii) All preparatory time spent by the Bargaining Committee of the Association that comes within eight (8) clear hours of the actual negotiation, conciliation or arbitration session shall not be included in the seventy-five (75) days referred to in clause (b) preceding.
- (d) Delete (2025)
- (e) In the event that ten (10) days' notice is not given to the Chief of the need for such leave the Chief shall not unreasonably deny the request having regard to the exigencies of the Service in relation to the time off requested.

ARTICLE 14 PENSIONS

- 14.01 (a) All Sworn Members shall as a condition of employment participate in the Ontario Municipal Employees Retirement System according to the provision of the *Ontario Municipal Employees Retirement System Act*. (2025)
- (b) DELETED (1999)
- (c) Sharing of cost of pension benefits – The Sworn Member and the Board shall share the cost of the pension benefits. According to the provisions of the *Ontario Municipal Employees Retirement System Act*, the Sworn Member shall pay the 50% cost of the existing pension plan or any new

pension benefits provided, and the Board will pay the remaining 50%. (2007)

(d) DELETED (2015)

(e) The Board agrees to make Optional Service benefits under OMERS available to employees with eligible service at no expense to the Employer subject to the following conditions:

- (i) Each employee with eligible Optional Service shall be provided with the option to purchasing all or any portion of such eligible service as credited service under OMERS.
- (ii) Each employee shall be responsible for the full cost of purchasing such Optional Service benefits.
- (iii) An employee may make use of any of combination of the following payment options when purchasing Optional Service benefits: (1999)
 - lump sum payment;
 - use of vested sick leave; (an employee shall be permitted to use all or any portion of their vested sick leave to purchase Optional Service benefits. Payment of the balance will be made on the same basis as that which would apply upon the employee's retirement). (1999)
 - amortization of the cost of Optional Service benefits over a period as defined by OMERS. An employee electing this option shall be responsible for the amortization charges established by OMERS. (1999)

14.02 DELETED (2015)

ARTICLE 15 MEDICAL, HOSPITALIZATION AND DENTAL

15.01 (a) The Board shall provide and pay One Hundred Percent (100%) of the cost of a Group Life and Health Insurance Plan. The Plan will provide:

- (i) Twice the 1st Class Constable annual salary Life Insurance on the life of each Sworn Member;
- (ii) Four times the 1st Class Constable annual salary Accidental Death and Dismemberment Insurance on each Sworn Member and for greater certainty, Accidental Death shall include any accidental deaths in the performance of their policing duties and any death in the performance of their policing duties caused by a third party; (2025)

- (iii) \$20,000.00 Life Insurance on the spouse of each Sworn Member;
- (iv) \$10,000.00 Life Insurance on each child of a Sworn Member;
- (v) The Plan shall also provide \$50.00 weekly indemnity to each Sworn Member to commence on the 1st day of accident and on the fourth day of sickness extending for a period of thirteen (13) weeks;
- (vi) The Plan shall also have a drug plan for each Sworn Member and their family. The insurer will provide an identification card for direct payment of drug benefits by the insurer.
- (vii) The Plan shall also provide for full payment of semi-private ward accommodation.
- (viii) The Plan shall provide vision care for each Sworn Member and each member of their family with a maximum of \$800.00 for lenses and frames and/or contact lenses as of January 1, 2025 with increase to \$900.00 January 1, 2026 and \$1,000 January 1, 2027 in any twenty-four (24) month period. Children's vision coverage will be provided at \$600.00 per year. Effective January 1, 2025 a three thousand dollar (\$3,000.00) lifetime amount may be applied towards the cost of laser eye surgery. (2025)
- (ix) The definition of Spouse and Child for the purpose of eligibility of benefits under these articles shall be in accordance with the definitions as contained in the group insurance policy currently in place.
- (x) Where a Sworn Member has not signed an application in the form presented by the Employer for any of the coverage provided under the Plan(s), or withdrawn from any of the coverage provided under these Plan(s), the Board and the Association shall not be accountable for any loss of a benefit that the Member, Estate or Spouse or dependents might have received.
- (xi) The Plan shall provide for reimbursement for standard hearing aids, repairs or replacement parts up to a maximum of \$500 for every five years. (2011)
- (xii) The Plan shall provide for;
 - For members, psychological services to a maximum of \$6,000.00 (2025), \$6,500 (2026) and \$7,500 (2027) per member per calendar year. Psychological services shall include the services of a registered psychologist, registered psychotherapist, or registered social worker. (2025)
 - Psychological services up to a maximum of \$ 2,000 (2025), \$2,500 (2026) and \$3,000 (2027) per dependent per calendar

year. Psychological services shall include the services of a registered psychologist, registered psychotherapist, or registered social worker. (2025)

- Physiotherapist, Chiropractor, Podiatrist, Chiropodist, Osteopath, Naturopath, Speech Therapist/Pathologist, Acupuncturist up to a maximum of \$1,050 per calendar year per paramedical discipline. (2025)
- Registered Massage Therapist up to \$1,450 maximum per calendar year. (2025)
- Private Duty Nursing Benefits carry a maximum of \$5,000.00 per calendar year for the services of a certified nursing assistant (C.N.A.), a registered nurse (R.N.), registered nurses assistant (R.N.A.), or a licensed practical nurse (L.P.N.) in the home on a full or part shift basis. (2002)

15.02 The employer will introduce a Positive Enrollment Process whereby all employees are required to identify all dependents covered under the provided Benefit Plans and the name of the insurer and benefit plan of any spouse with coverage. In instances where an employee 's spouse or dependents have benefit coverage from another source, the spouse or dependent will be required to use their coverage according to insurance industry standards for coordination of benefits. Human Resources will coordinate the positive enrollment process with the members. (2002)

15.03 The Board shall provide a Preventive Dental Care Plan, and pay One Hundred Percent (100%) of its costs. Adult recall examinations will be allowed only once every 9 months. (2008)

15.04 The Board shall continue to provide a major restorative Dental Plan with 80% co-insurance, whereby 80% of the cost of the major restorative work up to a maximum of two thousand dollars (\$2,000.00), no implants, per person per year shall be paid by the Insurer. This Article 15.04 shall provide for an increase of: 2016 – January 1, 2016 \$2,000.00 to \$2,175.00. (2015)

15.05 The Board shall provide an Orthodonture Dental Plan, for each Sworn Member, the spouse of each Sworn Member and the children of each Sworn Member, with 50% of the cost of the orthodonture work up to a lifetime maximum of \$3,250.00 per person shall be paid by the Insurer. Effective January 1, 2022 the lifetime maximum increases to \$3,500.00. The definition of spouse and child for the purposes of eligibility of benefits under this article shall be in accordance with the definitions contained in the group insurance policy currently in place. (2021)

15.06 The Board agrees to provide drug plan, dental, semi-private hospital, and vision care benefits on the same terms as provided for elsewhere in this Collective Agreement to those Sworn Members and their spouse at the time of retirement, until such members reach the age of 65, where such benefits are not otherwise available under a government program or through another

employer without cost to the Sworn Member. (2025)

- (a) Sworn Members who have retired from the North Bay Police Service:
 - i) within 10 years of normal retirement age;
 - ii) and have qualified for an unreduced OMERS or Investors Trust pension;
 - iii) and, of their total service, have completed at least 20 years of active duty with an accredited police service. Active service is the member's total years of service, excluding any cumulative periods of long-term absence during which the member received WSIB or LTD benefits. Of the total service (combined active-duty service plus cumulative periods of long-term absences), no more than 10 years may consist of time attributed to these long-term absences.
- (b) Sworn Members who have elected to leave their employment:
 - i) prior to the Sworn Member being within 10 years of normal retirement age and/or qualifying for an unreduced OMERS or Investors Trust pension;
 - ii) and have completed a total of 25 years of service or more with an accredited police service;
 - iii) and, of their total service, have completed at least 20 years of active duty with an accredited police service. Active service is the member's total years of service, excluding any cumulative periods of long-term absence during which the member received WSIB or LTD benefits. Of the total service, no more than 5 years may consist of time attributed to these long-term absences;

shall nevertheless receive retiree benefits on the same terms beginning on the date that they would have qualified for an unreduced pension had they continued in their employment. (2025)

- (c) The Board will establish a non-cumulative Health Care Spending Account for all eligible retirees as defined in 15.06, who retire subsequent to January 1, 2015 and their spouse in the amount of three thousand five hundred dollars (\$3,500.00) for the year 2025, three thousand seven hundred and fifty dollars (\$3,750.00) for the year 2026, four thousand dollars (\$4,000.00) for the year 2027, annually commencing when the Member reaches age sixty-five (65) years and ending when they reach the age seventy-five (75) years. (2025)

The Health Care Spending Account shall be only used to reimburse an eligible Member and their spouse for medical or dental expenses that qualify for reimbursement under the Canada Revenue Agency ("CRA") rules and definitions for allowable deductible medical and dental expenses to the annual non-cumulative maximum of three thousand five hundred dollars (\$3,500.00) for the year 2025, three thousand seven hundred and fifty dollars (\$3,750.00) for the year 2026, four thousand dollars (\$4,000.00) for the year 2027. The parties do not object that the annual non-cumulative

maximum may also be used by the eligible retired Member or their spouse to purchase a private health care plan, provided that this continues to be permitted by the CRA. (2025)

Should the amount increase through collective bargaining the Member is entitled to the new amount. (2015)

- (d) For clarity, the Parties agree that Members who are absent from active duty, including those in receipt of WSIB benefits in accordance with Article 9.04 and those in receipt of LTD benefits in accordance with Article 9.08, shall be eligible for retiree benefits on the same terms as set out above, including if a Member elects to leave their employment directly from a period of total absence from active duty. (2025)

15.07 It is understood that the Board is responsible solely for the contribution of the Employer's share of premiums towards the benefits as described above for members in the active service of the Service. Any dispute regarding coverage is a matter between the Member and the insurance carrier.

15.08 The Board agrees to provide the Association with a copy of the Master Plan Agreement between the Board and the insurance provider for the group life and health insurance plan including drug plan benefit, semi-private coverage, vision coverage and dental plan coverage. (1996)

15.09 In the event of the death of a Sworn Member the Board agrees to provide drug plan, dental, semi-private hospital, vision care benefits to the spouse of the member and to the dependent children of the member, without cost to the deceased member's spouse to the age of 65, or dependent children until the age of 18. (2025)

ARTICLE 16 OVERTIME

16.01 (a) A Sworn Member who is required to work beyond the eight (8) hour daily shift shall be paid straight time for the first thirty minutes overtime, however, if such work extends beyond thirty minutes they shall be paid time and one-half for all of the work beyond their eight (8) hour daily shift. A Sworn Member called back to duty shall receive a minimum credit of four (4) hours at time and one-half for each call back. (2015)

- (i) It is understood that this guarantee does not apply where a further call-in occurs during the guarantee period of a previous call-in, nor does the guarantee apply when the call-back is contiguous with an employee's regular shift.
- (ii) Any member who is on annual leave and is ordered by the Chief of Police or designate to report for any period of work on or during the annual leave period shall be paid at the rate of two (2) times the

hourly rate with a minimum payment of sixteen (16) hours. In addition, the member shall be granted a compensating day off.

It is the responsibility of the member to advise the Chief of Police or designate at the time that the order is made, that they are on Annual Leave. (2025)

- (b) Notwithstanding what is contained in clause (a) of this Article, the minimum credit of four (4) hours shall not apply if the call back occurs within two hours of the Sworn Member's reporting for regular duty (2015)

- 16.02 (a) A Sworn Member who is required to attend Court:
 - (i) while off duty shall receive a minimum credit of four (4) hours at time and one-half for any one appearance, and, in addition (2015)
 - (ii) if on annual leave, shall be entitled to receive sixteen hours at straight time for the first day or part thereof provided the member immediately notifies the Court Liaison Officer, Traffic Coordinator or in their absence, the Member's immediate supervisor, within 14 days of being notified that they have been compelled to attend court on annual leave. Each day thereafter the Sworn Member shall receive the normal call-out pay. The member shall also receive a compensating day off for each day or part thereof for their attendance at court during their annual leave. (2025)

Should the Member be required to attend court for the same court matter on any subsequent periods of annual leave, the member shall be entitled to receive sixteen hours at straight time for the first day, provided the member immediately notifies the Court Liaison Officer, Traffic Coordinator, or in their absence the Member's immediate supervisor within 14 days of being notified that they have been compelled to attend court on annual leave. Each day thereafter the Sworn Member shall receive the normal call-out pay. The member shall also receive a compensating day off for each day or part thereof for their attendance at court during their annual leave. (2025)

- (iii) If on annual leave, and if the member's attendance is cancelled within 14 days of the Court date, the member shall be entitled to receive sixteen hours at straight time, provided the member had previously notified the Court Liaison Officer, Traffic Coordinator or in their absence the member's immediate supervisor that they had been compelled to attend Court on annual leave. (2025)

A message left via telephone or email to the member's personal telephone number or email address will serve as notice of cancellation. (2025)

- (b) In the event that a Sworn Member does not receive twenty-four hours notice that their attendance in Court is not required, they shall receive a credit of

four (4) hours at time and one-half based on their current hourly rate. (2021)

- (c) A Sworn Member who is required to attend Court within three hours of going off duty, shall be credited with the time between going off duty and the start of Court as continuous duty following the end of shift, and this time and Court time shall be paid at time and one-half.
 - (d) Retired members required to attend Court on behalf of the police service for matters arising out of the performance of their duties will be compensated at straight time at the current rate of pay for the rank the member retired at for the hours actually in Court. There will be a minimum of four (4) hours payment for any retired member making such an appearance. (2021)
- 16.03 Court time shall be deemed to be time spent by the Sworn Member in off duty hours as a witness in attendance at any Court, Examination for Discovery, Civil Trial, Inquest, Inquiry, or Departmental Trial or Hearing, or any time spent as a result of service to the Service in litigation of any description. Subject to the provisions of Article 19, this Article shall not apply to a Sworn Member who is charged with an offence and found guilty on final disposition.
- 16.04 The hourly rate for each Sworn Member shall be computed by dividing the Sworn Member's regular salary as set out in Article 11.01 by 2,080. The daily rate shall be computed for each Sworn Member by dividing the Sworn Member's regular salary by 2,080 and then multiplying by eight (8). These figures shall also be used in any other section of this contract where an hourly or daily rate applies except for Article 9.02(b) herein. (1996)
- 16.05 DELETED (2015)
- 16.06 Any witness fees or other allowances paid to a Sworn Member as a result of attendance at a hearing defined in Article 16.03 shall become the property of the Board. This shall not apply to expenses received for traveling, meals or accommodation.
- 16.07 Any Sworn Member who is required to attend Court for work related purposes while off duty shall attend such Court in uniform or appropriate civilian attire, the choice being that of the Sworn Member. (2015)
- Any Sworn Member who is required to attend Court for non-work related purposes while off duty, shall not attend such Court in uniform. (2015)
- 16.08 A Member shall receive either thirty (30) minutes lunch period for each four (4) hours of overtime worked or the cost of the meal up to current limits. (1996)

ARTICLE 17 REIMBURSEMENT FOR OVERTIME

- 17.01 Overtime is either paid time or lieu time.
- 17.02 All overtime is paid time unless there is an election for such overtime to be treated as lieu time. Such election shall be made by the Sworn Member to the Chief or designee at the completion of any overtime.
- 17.03 All overtime that is not lieu time shall be paid bi-weekly, two weeks in arrears, on regular pay cheques.
- 17.04 Overtime converted into lieu time shall not exceed 140 hours. Any excess shall be treated as paid overtime.
- Notwithstanding the above, the maximum lieu time payment, on normal or early retirement, shall be 140 hours. (2008)
- 17.05 As of the date of ratification in 2025, any lieu time standing to a Member's credit at the time of severance from the Service shall be paid in accordance with the hourly rate in effect on the Member's last date worked. The term "last date worked" will include annual leave and discretionary time off; "last date worked" will not include sick leave, WSIB or LTD time off.
- 17.06 A Sworn Member wishing to take lieu time off must have the request approved by the Chief of Police or designee.

ARTICLE 18 UNIFORMS, EQUIPMENT, REIMBURSEMENT FOR PERSONAL PROPERTY AND CLOTHING ALLOWANCE

- 18.01 (a) The Board agrees to supply the uniformed members of the Service with adequate clothing and equipment on an as required basis. Members will turn in articles of clothing or equipment prior to re-issue of new articles.
- (b) The Board agrees that the Chief of Police will consult the Association on the purchase of any clothing or equipment substantially different in style and content from that now in use.
- (c) The Board shall make every reasonable effort to have clothing arrive in advance of the season of wear.
- 18.02 (a) Effective January 1, 2026, Sworn Members of the Service whose regular work assignment requires them to work in street clothes in excess of thirty (30) days per year shall be paid a clothing reimbursement allowance of one thousand and two hundred (\$1200) per year or for such pro-rated part of the year as they are assigned to street clothes. (2025)

Payments will be made in two equal installments:

- \$600 (or pro-rated amount) on the second pay in January
- \$600 (or pro-rated amount) on the last pay in June
(2025)

Effective January 1, 2026, Sworn Members of the Service whose regular work assignment requires them to work in business attire in excess of thirty (30) days per year shall be paid a clothing reimbursement allowance of one thousand and five hundred dollars (\$1,500.00) per year or for such pro-rated part of the year as they are assigned to a position requiring business attire. Upon first assignment only, the Sworn Member will receive a one-time additional clothing reimbursement allowance of \$1,000.00 or a pro-rated amount based on part of the year they are first assigned to wear business attire. (2025)

Payments will be made in two equal installments:

- \$750 (or pro-rated amount) on the second pay in January
- \$750 (or pro-rated amount) on the last pay in June
(2025)

- 18.03 (a) Each Sworn Member shall be allowed to have dry-cleaned one hundred (100) units of clothing per year, and providing such clothing has been worn by the Member in the performance of their duties, and winter coats as required. (1999)

It is understood that Sworn Members assigned to uniform duties shall not utilize this provision for civilian attire.

Each Sworn Member will provide the Service Provider with their badge number and legible name for unit billing and verification purposes. If a Sworn Member uses more than the above allowed units, the Sworn Member will be invoiced for the units above the allowed amount. This invoice shall be paid within 30 days. (2008)

- (b) The Board shall pay for dry-cleaning of any item of outer clothing worn by Sworn Members in the performance of their duties.
- (c) Each single item of outer clothing shall be considered as a single unit for the computation outlined in Article 18.03(a) above.
- (d) If the cost of any such unit exceeds the contract price, obtained by the Board, the extra cost will be debited against the Sworn Member's allotted units set out in Article 18.03(a) above.

- 18.04 A member shall be reimbursed for damage or loss to personal property while on duty up to a maximum of \$200 per claim relating to the same set of circumstances. Damage to a member's prescription eyewear shall be reimbursed, upon production of the original purchase receipt as well as a receipt verifying the repair or replacement of the eyewear, an amount that

is the lesser of the original cost of the eyewear or the maximum amount provided through the vision care coverage outlined in Article 15 of the collective agreement. The parties further agree, should the member be able to receive compensation for such eyewear through a claim with the Workplace Safety and Insurance Board (WSIB), the member shall not receive reimbursement for the damaged eyewear from the Employer under this clause. (2021)

ARTICLE 19 LEGAL INDEMNIFICATION

- 19.01 Subject to the other provisions of this Article, a Sworn Member charged with a criminal or statutory offence, because of acts done in the attempted performance in good faith of duties as a police officer, and where the Sworn Member is finally acquitted and/or has the charge(s) withdrawn, shall be indemnified for the necessary and reasonable legal costs incurred in the defence of such charges. (2025)
- 19.02 Notwithstanding clause 19.01, the Board may authorize payment of necessary and reasonable legal costs of a Member found guilty of a statutory offence other than a criminal offence or where the charge(s) against the Member are stayed, provided that the Board accepts the recommendation of the Chief of Police, or an officer designated by the Chief of Police to make such a recommendation, that the Sworn Member's actions as a Police Officer in the course of performing their duties were motivated by an intent to do lawful duty, that such actions do not constitute any of the actions described in clause 19.03 hereof, and that such indemnification will not in the opinion of the Board reduce respect for law enforcement in the City of North Bay. (2025)
- 19.03 Notwithstanding clause 19.01, the Board may refuse payment otherwise authorized under clause 19.01 where the actions of the officer from which the charges arose amounted to a gross dereliction of duty or deliberate abuse of powers as a police officer.
- 19.04 Where a Sworn Member is a defendant in a civil action for damages because of acts done in the attempted performance in good faith of duties as a police officer, 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 Chief of Police is not joined in the action as a party, and the Chief of Police does not defend the action on behalf of themselves and the Sworn Member as joint tortfeasors at the Board's sole expense.
 - (b) Where the Chief of Police is joined as a party or elects to defend the action, but the solicitor retained on behalf of the Chief of Police and

the Sworn Member is of the view that it would be improper to act for both the Chief of Police and the Sworn Member in that action.

- 19.05 A Sworn Member whose conduct is called into question in the course of an inquiry under the Coroners Act because of acts done in the attempted performance in good faith of the duties as a police officer shall be indemnified for the necessary and reasonable legal costs incurred in representing the 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 Sworn 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 Sworn Member is of the opinion that it would be improper to act for both the Chief of Police or the Board and the Sworn Member in that action.
- 19.06 Where a Sworn Member intends to apply to the Board for indemnification hereunder, the Sworn Member shall, within thirty (30) days of being charged or receiving notice of other legal proceedings covered herein, or receiving notice that the Sworn 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. (2025)
- 19.07 Where the Chief of Police, pursuant to Board policy, elects to provide legal counsel to defend a Sworn Member in any legal proceeding covered by this provision, the cost of such counsel is the Board's responsibility irrespective of the outcome of the proceedings. (2025)
- 19.08 For greater certainty, Sworn Members shall not be indemnified for legal costs arising from:
- (1) grievances or complaints under the Collective Agreement between the Board and the Association or under the *Community Safety and Policing Act, 2019*
 - (2) the actions or omissions of Sworn Members acting in their capacity as private citizens;
 - (3) discipline charges under the *Community Safety and Policing Act, 2019* and regulations thereunder.
- 19.09 For the purposes of this provision, a Sworn Member shall not be deemed to

be "finally acquitted" if, as a result of charges laid, they are subsequently found guilty of, or plead guilty to, other charges arising out of the same incident or incidents, but nothing in this clause will disentitle the Sworn Member to consideration under clause 19.02 hereof.

- 19.10 For the purposes 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 "Corporation" Solicitor and, in the case of dispute between the Solicitor doing the work and the "Corporation" Solicitor assessment on a partial-indemnity basis by an assessment officer. (2025)
- 19.11 Notwithstanding the provisions of Article 19 the Board recognizes the necessity of providing immediate legal advice to any officer who as a result of their duties may be designated as either a subject or witness official in an occurrence as referred to under the provisions of the *Special Investigations Unit Act, 2019*. The Board therefore agrees that legal counsel, as approved by the Association, for up to sixteen (16) hours of time per subject official or up to four (4) hours per witness official shall be provided at the Board's expense for the purpose of providing legal advice and guidance to all officers so designated. If an officer consults legal counsel prior to being designated as either a subject or witness official, the officer shall be solely responsible to pay for such consultation. If later designated as a subject or witness official, the Board shall pay for such consultation as set out herein. If a member is redesignated from a witness official to a subject official, the subject official is then entitled to the full sixteen (16) hours of legal representation as outlined in this article. The Association shall make efforts to ensure that the legal costs are kept reasonable. (2025)
- 19.12 Notwithstanding Article 19.08 and subject to the other provisions of Article 19, the Board shall indemnify a member for the necessary and reasonable legal costs incurred where the member is the subject (not a witness) of a Hearing under Part XII of the Community Safety and Policing Act as a result of a decision by the Office of the Inspectorate of Policing or the Law Enforcement Complaints Agency (LECA) to overturn a finding of no misconduct by the Chief of Police. (2025)

ARTICLE 20 MISCELLANEOUS PROVISIONS

- 20.01 Unless a Sworn Member is instructed to attend a lecture, no attendance record will be kept by the department, and if Sworn Members are instructed to attend, they shall be paid.
- 20.02 Sworn Members shall be entitled access to their personnel file upon reasonable notice.
- 20.03 In the event of the lay-off of Sworn Members, they shall be laid off in the

reverse order of seniority of service with the Service.

20.04 No Sworn Member shall be held responsible for damages to a departmental vehicle or other equipment unless it is in accordance with the prescribed Code of *Conduct under the Community Safety and Policing Act, 2019*.

20.05 The Board agrees that the Association will be permitted to set the rates charged for PAID SPECIAL DUTIES in accordance with the Rules and Regulations of the North Bay Police Service.

20.06 The Board shall post an electronic copy of the Agreement for the information of all Members. (2021)

20.07 Any letter of reprimand, suspension or other sanction will be removed from the employment file of a member two years following the receipt of such a letter, suspension or other sanction provided that such member's record has been discipline free for that same period. (2015)

Any letter of reprimand, suspension or other sanction following a formal hearing process will be removed from the employment file of a member three years following the receipt of such a letter, suspension or other sanction provided that such member's record has been discipline free for that same period. (2015)

When any type of evaluation, performance appraisal, progress report or assessment related to job performance or other employment-related matter is completed with respect to any member, it shall be reviewed with the member within fourteen days, and the member shall be given an opportunity to sign the document and indicate any area of disagreement. A copy of the completed performance appraisal will be provided to the member upon request.

Upon request and in accordance with the Service's Policy, a member may review their file in the presence of a supervisory personnel and be provided with a copy of any documentation contained therein. (2002)

20.08 Each Sworn Member requiring overnight accommodations while away from their usual place of business on Police Service authorized business or training shall be provided with individual accommodation, except where the Members consent to share accommodations. (2011)

ARTICLE 21 MEETINGS OF THE BOARD AND BARGAINING COMMITTEE

21.01 Both parties agree to meet each other at least once every three (3) months if requested to do so by each other, in writing, for the purpose of discussing the terms of this Agreement or any other matter of common interest to the parties hereto.

ARTICLE 22 DURATION

- 22.01 This Agreement shall remain in force from the 1st day of January, 2025 until the 31st day of December, 2027, and thereafter from year to year until terminated as hereinafter provided.

ARTICLE 23 TERMINATION

- 23.01 This Agreement may be terminated on the 31st day of December in any year during its currency by notice of termination in writing delivered by one party to the other party in accordance with the provisions of the *Community Safety and Policing Act, 2019*.
- 23.02 In the event municipal council requests that the Police Services governed by this collective agreement be disbanded in favour of an Ontario Provincial Police contract, the parties agree that they shall meet together and negotiate, in good faith, issues of concern arising from the disbandment. These negotiations shall be without prejudice to the position of either party concerning any issues. In the event that the parties cannot agree then the terms of such termination shall be referred to arbitration by either party. (2015)
- 23.03 The parties agree that the issues to be negotiated may include, but are not limited to:
- (a) Cost, if any, relating to transfers of pensions;
 - (b) Severance arrangements for employees not offered employment by the Ontario Provincial Police;
 - (c) Provisions dealing with employees who are absent from duty by virtue of illness or injury; and
 - (d) Provisions dealing with the continuation of existing rights for retired employees. (2015)
- 23.04 Each member of the North Bay Police Service not offered employment with the new service provider, or whose employment is terminated as a consequence of an agreement with the Ministry of the Solicitor General to have the new service provider assume policing responsibilities shall be entitled to the following:
- (a) Four (4) weeks of salary for every year of service with the North Bay Police Service to a maximum of two (2) years pay. (2015)

ARTICLE 24 ALTERATION

- 24.01 The parties hereto agree that additional terms and/or conditions of employment may be added to this Agreement from time to time on consent

Witness

) _____
) _____
) _____

APPENDIX I

**NORTH BAY POLICE SERVICE
135 PRINCESS ST. WEST
P.O. BOX 717
NORTH BAY, ONTARIO
P1B 8J8**

CERTIFICATE OF POLICE OFFICER TO RETURN TO WORK

This is to certify that _____

was justified in absenting themselves from duty during the period

_____ to _____
Date Commenced Date Concluded

and the said Officer is now physically and mentally capable
of returning to full police duties.

DATED AT NORTH BAY, ONTARIO

This _____ day of _____, _____.

Signature of Certified Medical
Practitioner

Signature of Officer

SCHEDULE A

SWORN SALARY SCALE

CLASSIFICATION	YEAR	5% JAN. 1, 2025	HOURLY RATE	4.5% JAN. 1, 2026	HOURLY RATE	4% JAN. 1, 2027	HOURLY RATE
4th Class	Base	\$ 69,343.12	\$ 33.34	\$ 72,463.56	\$ 34.84	\$ 75,362.10	\$ 36.23
3rd Class	Base	\$ 80,900.28	\$ 38.89	\$ 84,540.79	\$ 40.64	\$ 87,922.42	\$ 42.27
2nd Class	Base	\$ 92,457.54	\$ 44.45	\$ 96,618.13	\$ 46.45	\$ 100,482.86	\$ 48.31
1st Class	Base	\$ 115,571.87	\$ 55.56	\$ 120,772.60	\$ 58.06	\$ 125,603.50	\$ 60.39
	After 8 Years	\$ 119,039.03	\$ 57.23	\$ 124,395.78	\$ 59.81	\$ 129,371.61	\$ 62.20
	After 17 Years	\$ 122,506.18	\$ 58.90	\$ 128,018.96	\$ 61.55	\$ 133,139.71	\$ 64.01
	After 23 Years	\$ 125,973.34	\$ 60.56	\$ 131,642.13	\$ 63.29	\$ 136,907.82	\$ 65.82
Sgt. Under	Base	\$ 124,817.63	\$ 60.01	\$ 130,434.42	\$ 62.71	\$ 135,651.80	\$ 65.22
	After 8 Years	\$ 128,284.79	\$ 61.68	\$ 134,057.60	\$ 64.45	\$ 139,419.91	\$ 67.03
	After 17 Years	\$ 131,751.94	\$ 63.34	\$ 137,680.78	\$ 66.19	\$ 143,188.01	\$ 68.84
	After 23 Years	\$ 135,219.10	\$ 65.01	\$ 141,303.95	\$ 67.93	\$ 146,956.12	\$ 70.65
Sgt. Over	Base	\$ 134,641.23	\$ 64.73	\$ 140,700.09	\$ 67.64	\$ 146,328.09	\$ 70.35
	After 8 Years	\$ 138,108.39	\$ 66.40	\$ 144,323.27	\$ 69.39	\$ 150,096.20	\$ 72.16
	After 17 Years	\$ 141,575.54	\$ 68.07	\$ 147,946.45	\$ 71.13	\$ 153,864.30	\$ 73.97
	After 23 Years	\$ 145,042.70	\$ 69.73	\$ 151,569.62	\$ 72.87	\$ 157,632.41	\$ 75.78
S/Sgt. Under	Base	\$ 141,575.53	\$ 68.07	\$ 147,946.43	\$ 71.13	\$ 153,864.29	\$ 73.97
	After 8 Years	\$ 145,042.69	\$ 69.73	\$ 151,569.61	\$ 72.87	\$ 157,632.40	\$ 75.78
	After 17 Years	\$ 148,509.84	\$ 71.40	\$ 155,192.79	\$ 74.61	\$ 161,400.50	\$ 77.60
	After 23 Years	\$ 151,977.00	\$ 73.07	\$ 158,815.96	\$ 76.35	\$ 165,168.61	\$ 79.41
S/Sgt. Over	Base	\$ 149,087.72	\$ 71.68	\$ 155,796.67	\$ 74.90	\$ 162,028.54	\$ 77.90
	After 8 Years	\$ 152,554.88	\$ 73.34	\$ 159,419.85	\$ 76.64	\$ 165,796.65	\$ 79.71
	After 17 Years	\$ 156,022.03	\$ 75.01	\$ 163,043.03	\$ 78.39	\$ 169,564.75	\$ 81.52
	After 23 Years	\$ 159,489.19	\$ 76.68	\$ 166,666.20	\$ 80.13	\$ 173,332.86	\$ 83.33

EXPERIENCE ALLOWANCE
After 8 Years (103%)
After 17 Years (106%)
After 23 Years (109%)

JAN 1, 2025
\$ 3,467.16
\$ 6,934.31
\$ 10,401.47

JAN 1, 2026
\$ 3,623.18
\$ 7,246.36
\$ 10,869.53

JAN 1, 2027
\$ 3,768.11
\$ 7,536.21
\$ 11,304.32

FRONT-LINE SWORN SALARY SCALE

CLASSIFICATION	YEAR	JAN. 1, 2025	HOURLY RATE	JAN. 1, 2026	HOURLY RATE	JAN. 1, 2027	HOURLY RATE
1st Class	Base	\$ 115,571.87	\$ 55.56	\$ 122,584.19	\$ 58.93	\$ 129,371.61	\$ 62.20
	After 8 Years	\$ 119,039.03	\$ 57.23	\$ 126,207.37	\$ 60.68	\$ 133,139.71	\$ 64.01
	After 17 Years	\$ 122,506.18	\$ 58.90	\$ 129,830.55	\$ 62.42	\$ 136,907.82	\$ 65.82
	After 23 Years	\$ 125,973.34	\$ 60.56	\$ 133,453.72	\$ 64.16	\$ 140,675.92	\$ 67.63
Sgt. Under	Base	\$ 124,817.63	\$ 60.01	\$ 132,246.01	\$ 63.58	\$ 139,419.91	\$ 67.03
	After 8 Years	\$ 128,284.79	\$ 61.68	\$ 135,869.19	\$ 65.32	\$ 143,188.01	\$ 68.84
	After 17 Years	\$ 131,751.94	\$ 63.34	\$ 139,492.37	\$ 67.06	\$ 146,956.12	\$ 70.65
	After 23 Years	\$ 135,219.10	\$ 65.01	\$ 143,115.54	\$ 68.81	\$ 150,724.22	\$ 72.46
Sgt. Over	Base	\$ 134,641.23	\$ 64.73	\$ 142,511.68	\$ 68.52	\$ 150,096.20	\$ 72.16
	After 8 Years	\$ 138,108.39	\$ 66.40	\$ 146,134.86	\$ 70.26	\$ 153,864.30	\$ 73.97
	After 17 Years	\$ 141,575.54	\$ 68.07	\$ 149,758.04	\$ 72.00	\$ 157,632.41	\$ 75.78
	After 23 Years	\$ 145,042.70	\$ 69.73	\$ 153,381.21	\$ 73.74	\$ 161,400.51	\$ 77.60
S/Sgt. Under	Base	\$ 141,575.53	\$ 68.07	\$ 149,758.02	\$ 72.00	\$ 157,632.40	\$ 75.78
	After 8 Years	\$ 145,042.69	\$ 69.73	\$ 153,381.20	\$ 73.74	\$ 161,400.50	\$ 77.60
	After 17 Years	\$ 148,509.84	\$ 71.40	\$ 157,004.38	\$ 75.48	\$ 165,168.61	\$ 79.41
	After 23 Years	\$ 151,977.00	\$ 73.07	\$ 160,627.55	\$ 77.22	\$ 168,936.71	\$ 81.22
S/Sgt. Over	Base	\$ 149,087.72	\$ 71.68	\$ 157,608.26	\$ 75.77	\$ 165,796.65	\$ 79.71
	After 8 Years	\$ 152,554.88	\$ 73.34	\$ 161,231.44	\$ 77.52	\$ 169,564.75	\$ 81.52
	After 17 Years	\$ 156,022.03	\$ 75.01	\$ 164,854.62	\$ 79.26	\$ 173,332.86	\$ 83.33
	After 23 Years	\$ 159,489.19	\$ 76.68	\$ 168,477.79	\$ 81.00	\$ 177,100.96	\$ 85.14

FRONT-LINE PREMIUM	JAN 1, 2025	JAN 1, 2026	JAN 1, 2027
	-	\$ 1,811.59	\$ 3,768.11