



UNIFORM COLLECTIVE AGREEMENT

BETWEEN

THE THUNDER BAY POLICE SERVICE BOARD

AND

THE THUNDER BAY POLICE ASSOCIATION

EFFECTIVE: JANUARY 1, 2024

TERMINATES: DECEMBER 31, 2028

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ARTICLE 1 – DEFINITIONS

1.01 Wherever the singular or masculine is used in this Agreement, it shall be considered as if the plural or feminine has been used where the context so requires.

- i. **Association**- The Thunder Bay Police Association (“TBPA”)
- ii. **Board** - The Thunder Bay Police Services Board (“TBPSB”)
- iii. **Chief** - The Chief of Police of the Thunder Bay Police Service
- iv. **Police Member**- means any person holding rank or classification as set out in Appendix “A” excluding the Chief of Police, Deputy Chief of Police, Legal Counsel to the Chief of Police, and members of the Thunder Bay Police Senior Officers Association.
- v. **Dependent** - Includes a spouse/partner and an eligible child
- vi. **the “Service”** - Thunder Bay Police Service (“TBPS”)
- vii. **PSA** - *Police Services Act* of Ontario, and, where applicable, *the Comprehensive Ontario Police Services Act* or the *Community Safety and Policing Act 2019*.
- viii. **Spouse, Partner** - A person who:
 - (a) is married to and is cohabitating with the member; or,
 - (b) in the case of a common-law partner, a person with whom the member lives and has a conjugal relationship and to whom at least one of the following applies:
 - i. is the natural or adoptive parent (legal or in fact) of the member’s child; or,
 - ii. has been living and having a relationship with the member for at least 12 continuous months.
- ix. **Length of Service** – shall mean a police member’s experience as a sworn police member of any police service or military police from date of hire, except where a break or lapse in service of 90 days or more has occurred. In such cases, ‘length of service’ will be calculated using the police member’s return to sworn policing after the lapse. It is the responsibility of the police member to provide written documentation from past employers confirming their length of service.
- x. **Seniority** – shall mean length of employment as a sworn member of the Thunder Bay Police Service and include all hours accumulated as a police member and include sworn police service in accordance with 1.01(ix) for the purposes of Annual Leave Allotment and the Northern Municipal Policing Allowance.
- xi. **Cadet**- When a Cadet Recruit is appointed as a police officer, that member’s seniority shall be deemed to be continuous from the initial date of hire for the purposes of the entitlements provided under this Agreement.

ARTICLE 2 – PURPOSE AND SCOPE

- 2.01 The purpose of this Agreement is to establish the salaries, hours of work, and other working conditions of the police members covered by this Agreement.
- 2.02 The Board recognizes the Association as the exclusive bargaining agent for all police members of the Thunder Bay Police Service, with the exception of the Chief of Police, Deputy Chief of Police, Legal Counsel to the Chief of Police, and members of the Thunder Bay Police Senior Officers Association.
- 2.03 If, during the term of this Agreement, any new police positions or job classifications are established by the Board or by statute, they shall become subject to and form part of this Agreement, unless both parties agree, in writing, that this would be inappropriate.
- 2.04 A person who is not a member of the Police Association shall not be permitted to do any work that is normally done by members of the Association, provided however, that the Police Association has first had the opportunity to refuse this work.

ARTICLE 3 – MANAGEMENT RIGHTS

- 3.01 The Association recognizes that, subject to the provisions of the *Police Services Act*, the *Comprehensive Ontario Police Services Act* or the *Community Safety and Policing Act 2019* as the case may be and the Regulations made thereunder, it is the exclusive function of the Board to:
- 3.1.1 Maintain order, discipline and efficiency;
 - 3.1.2 Hire, discharge, direct, classify, transfer, promote, demote or suspend, or otherwise discipline any police member.
- 3.02 The Board agrees that no police member will be dealt with adversely without reasonable cause, and that it will exercise its functions under Article 3.01 without discrimination and in a manner consistent with this Agreement, the *Police Services Act*, the *Comprehensive Ontario Police Services Act* or the *Community Safety and Policing Act 2019* as the case may be and the Regulations made thereunder.
- 3.03 If a police member claims that the Board has exercised any of the functions outlined in Article 3.01 in violation of this Agreement, then such a claim may be the subject of a grievance under the provisions of the grievance procedure outlined in this Agreement, or the arbitration procedure set out in the *Police Services Act*, the *Comprehensive Ontario Police Services Act* or the *Community Safety and Policing Act 2019* as the case may be and the Regulations made thereunder.

ARTICLE 4 – ASSOCIATION RIGHTS

- 4.01 The Board agrees that there will be no discrimination, interference, restraint or coercion exercised or practiced by the Board or by any other representative of the Service with respect to any member in the bargaining unit because of his membership in or connection with the Association, or any exercise of a right under this collective agreement or the *Police Services Act*.
- 4.02 The Association agrees that there will be no intimidation, interference, or coercion exercised or practiced upon members of the Thunder Bay Police Service by any of its members or representatives.
- 4.03 The Board agrees that, as a condition of employment, all members falling within the scope of this Agreement, shall obtain and maintain membership in the Thunder Bay Police Association after thirty (30) days of employment.
- 4.04 The Board agrees to deduct an amount equivalent to Association dues and other amounts duly authorized by the Association from the regular pay of each police member and, within one month after making each such deduction, pay the sum so deducted to the Association.

ARTICLE 5 – SALARIES

- 5.01 The Board agrees that, in accordance with this Agreement, the annual salary of each member shall be as set forth hereto in Schedule “A” which forms part of this Agreement. In calculating Length of Service for the purpose of determining salary, it is agreed and understood that the definition at Article 1.01 (ix.) shall apply.
- 5.02 The salaries of the members shall be paid by the Board at bi-weekly intervals.
- 5.03 A cadet who has successfully completed all components of recruit training at the Ontario Police College shall as soon as possible be appointed as a Fourth Class Constable. Such appointment shall be made no later than 30 days after notice of successful completion of training is received by Thunder Bay Police Service.
- 5.04 Effective January 1, 2024, all members (including those hired before November 3, 2020) will receive their salary increases at 12-month intervals, on the anniversary of their swear-in date, as they progress from Fourth Class to First Class Constable. If a member is not reclassified when due, they shall have the right to receive, from the Chief of Police, a statement of the reasons why they have not been reclassified.

Acting Duties and Pay

- 5.05 Any qualified Police Officer covered by this Agreement who performs the duties of a higher ranking Police Officer shall receive the following rates of pay;
- a. Acting Sergeant: 109.0% of First Class Constable rate of pay
 - b. Acting Staff Sergeant: 119.0% of First Class Constable rate of pay
- 5.06 On duty qualified Officers, as defined in the Thunder Bay Police Service procedure, will be given the first opportunity to perform the duties of a higher-ranking Police Officer whenever the occasion arises.

Non-Commissioned Officer Percentages

Sergeant/Detective

- 5.07 Effective January 1, 2020, Sergeants/Detectives to be paid as a percentage of the appropriate First Class Constable rate as follows:
- a. Year 1 –111.5% of First Class Constable rate.
 - b. Year 2 –116% of First Class Constable rate.
 - c. Sergeant/Detective pay shall form part of base salary and shall be paid bi-weekly. It shall be included as salary in calculating overtime, annual leave pay and statutory holiday pay, and pension contributions.

Staff Sergeant/Detective Sergeant

- 5.08 Effective January 1, 2020, Staff Sergeant/Detective Sergeant to be paid as a percentage of the appropriate First Class Constable rate as follows:
- a. Year 1 – 121.5% of First Class Constable rate.
 - b. Year 2 – 127 % of First Class Constable rate.
 - c. Staff Sergeant / Detective Sergeant pay shall form part of base salary and shall be paid bi-weekly. It shall be included as salary in calculating overtime, annual leave pay and statutory holiday pay, and pension contributions.

ARTICLE 6 – NORTHERN MUNICIPAL POLICING ALLOWANCE (NMPA)

- 6.01 Effective January 1, 2020 Sworn Members shall be entitled to a Northern Municipal Police Allowance (“NMPA”) in accordance with the following schedule which shall cover all ranks from Constable to Staff Sergeant.
- a. For those sworn members having completed eight (8) years’ service but less than seventeen (17) years’ service at 3% above the First Class Constable rate.
 - b. For those members having completed seventeen (17) years’ service but less than twenty-three (23) years’ service at 6% above the First Class Constable rate.
 - c. For those members having completed twenty-three (23) or more years’ service at 9% above the First Class Constable rate.
- 6.02 The NMPA shall form part of base salary and shall be paid as part of each eligible member’s regular pay cheque. It shall be included as salary in calculating overtime, annual leave pay and statutory holiday pay, and pension contributions.

ARTICLE 7 – OVERTIME/CALL OUT/STAND-BY/CONTINUATION/ORDER OVER PAY

Overtime

7.01 Overtime shall mean all time worked in excess of a member's scheduled tour of duty.

Call-Out Pay

7.02 Members shall be called out for duty at the discretion of the on duty Watch Commander or Sergeant for any reason deemed necessary by the Watch Commander.

- a. "Call-Out" means the calling back of a member to duty after they have reported off duty and before their next period of duty, but does not include call-out to face disciplinary action.
- b. Call-Out compensation will be calculated based on the time a member physically reports for duty.
- c. All members called out for duty shall receive a minimum of four (4) hours of pay at one and one-half (1 1/2) times their regular rate of pay, for a minimum of six (6) hours of straight time pay.

Continuation of Duty

7.03 All Members who work beyond their regular tour of duty, in order to finish a task that began prior to the completion of their regular tour of duty, will be deemed to be a continuation of duty situation.

7.04 Should a member be required to remain on duty following the completion of their shift for a continuation of duties, they will be paid at the rate of one and one-half (1 1/2) times their regular salary until the completion of their duties.

Order Over Pay

7.05 A Member will be deemed ordered over if requested to stay beyond their regular tour of duty. Members may be ordered over at the Watch Commander's discretion for any reason deemed necessary by the Watch Commander.

7.06 All members ordered over shall receive a minimum of two (2) hours of pay at two (2) times their regular rate of pay for a minimum of four (4) hours of straight pay. For each hour worked beyond the two (2) hours they shall be paid at one and one-half (1 1/2) times their regular rate of pay.

Outside Police Services Request

- 7.07 Any member required by the Chief of Police or designate to stay overnight in other than his normal place of residence as a result of providing a policing service to another municipality shall be paid a sum of seventy-five dollars (\$75.00) in addition to any other benefits the member is entitled to.

Emergencies

- 7.08 Notwithstanding the provisions of Article 12 , in case of exigent circumstances requiring the services of members of the Police Service who are not on duty at the time of the emergency, the Chief of Police or other persons in charge of the Police Service, may recall to duty any or all such members or upon 48 hours' notice, amend the shift of any or all such members with such change to last only for the duration of the exigency.
- 7.09 Any member called to duty as per section 7.08 will receive pay in accordance with Articles 7.02, 7.03 and 7.05.

Stand-by Pay

- 7.10 Any sworn member who is required by the Chief or designate to be on stand-by, and is therefore prevented from engaging in any activity which would prevent him from being able to be called to duty, shall be granted one and a half (1.5) days of lieu time in compliance with article 13 for every three (3) months that member is required to be on stand-by, and is actively working in one of the following:
- a. Major Crime Section;
 - b. Intelligence Section;
 - c. Forensic Identifications Section;
 - d. Cyber Crime Section;
 - e. Emergency Task Unit;
 - f. Canine;
 - g. Traffic Unit with a Level III Reconstruction designation or higher; or,
 - h. any other unit for which the Chief and or designate deems stand-by necessary.
- 7.11 A stand-by rotation will be established for the units referenced in 7.03. The requisite number of members will be put on a stand-by schedule for a full working rotation. Stand-by duties will rotate through all the members of each platoon. Start and end times for stand-by duties will be determined in accordance with the unit schedules as set out in article 12. Members on Annual Leave will not be required to be on the stand-by list during Annual Leave (Excluding ETU). Members will select their stand-by periods at the Annual Leave draw and after all leave has been selected (Excluding ETU who will

do a month by month list). Sergeants will select stand-by periods first, with all other members of the platoon selecting by seniority.

- 7.12 If, for an unforeseen reason, a member scheduled to be on stand-by can no longer be available they must inform their immediate supervisor as soon as possible in order to change their stand-by schedule. If that member fails to do so, and they refuse to come in when called while on stand-by, they will forfeit their stand-by pay of one day of straight time pay.
- 7.13 In the event that a member on stand-by is required to attend at work, the member shall also be compensated in accordance with the call-out provisions in Article 7.02, in addition to any other applicable provisions of this agreement.

ARTICLE 8 – UNIFORM PATROL NIGHT SHIFT PREMIUM/FRONT LINE UNIFORM PATROL PREMIUM

8.01 All Members who work the following scheduled night shifts in Uniform Patrol will be entitled to the following night shift premium at 102.5% of First Class Constable Rate, which shall form part of base salary and shall be paid bi-weekly. It shall be included as salary in calculating overtime and pension contributions. Between January 1, 2025, and December 31st, 2025, the night shift premium shall be 103% of First Class Constable Rate.

- a. 17:00-05:00
- b. 18:00-06:00
- c. 19:00-07:00

Effective January 1st, 2026: Article 8.01 is deleted and replaced with the following provisions:

8.01 Constables, Sergeants, and Staff Sergeants who are assigned to and actively working in Uniform Patrol (as per Article 12.02), and who work both day and night shifts, shall receive a premium paid as part of salary equal to three percent (3%) of the pay of a First Class Constable. It shall be included as salary in calculating overtime and pension contributions. This premium will be calculated as a percentage of First Class Constable base salary, and will be introduced on the following schedule:

Effective January 1st, 2026 – One percent (1%);

Effective January 1st, 2027 – Two percent (2%); and

Effective January 1st, 2028 – Three percent (3%).

8.02 Where the member has not been performing the front line response duties for more than thirty (30) continuous calendar days, the premium shall be suspended and shall only be reinstated, and without any retroactive effect, once the member has returned to such duties for at least fourteen (14) consecutive shifts, which shall not be deemed to be interrupted by the taking of personal leave days, annual leave, or lieu time.”

ARTICLE 9 – SPECIALTY PAY

9.01 Specialty Pay shall be paid to sworn members at the rank of Constable and NCO's in these sections:

- a. Forensic Identification Section
- b. Major Crime Section
- c. Cyber Crime
- d. Emergency Task Unit
- e. Canine
- f. Intelligence Section
- g. Level III and IV Traffic Investigators assigned to the Traffic Unit

9.02 Specialty Pay shall be paid as follows and shall form part of base salary and shall be paid as part of each eligible member's regular pay cheque. It shall be included as salary in calculating overtime, statutory holiday pay, and pension contributions.

YEAR	% of RANK (See Appendix "A")
a. Upon completion of Year 1	102.5%
b. Upon completion of Year 2	104%

Coach Officer

9.03 An officer assigned the responsibility of Coach Officer under the Ontario Police College Recruit Training Program, or any other Recruit Training Program, including the training of any new officer (including a direct hire), shall receive 106% of First Class Constable salary for the period during which the member is assigned a trainee and performing coach officer duties. The 106% shall form part of base salary and shall be paid as part of the Coach Officer's regular pay cheque. It shall be included as salary in calculating overtime and pension contributions.

In the absence of the Coach Officer, when a First Class Constable is assigned to the mentoring of a probationary Fourth class constable, they will receive 103% of their First class pay rate for each completed day they are assigned to and actually performing mentoring duties.

An officer assigned the responsibility of training a civilian shall receive 106% of First Class Constable salary for the period which the member is assigned a trainee and performing the duties of a coach officer. The 106% shall form part of the base salary and shall be paid as part of the Coach Officer's regular pay cheque. It shall be included as salary in calculating overtime and pension contributions.

- 9.04 Upon completion of the coaching period, if the Chief of Police or designate assigns another officer as coach of that recruit, that officer shall receive the benefits of Article 9.03

ARTICLE 10 – ANNUAL LEAVE

General

10.01 All members working an 8, 10 or 12-hour schedule shall be entitled to annual leave in accordance with the following schedule:

- | | |
|--------------------------------|--------------------------|
| a. 1 year or more of Service | 2 blocks of annual leave |
| b. 5 years or more of Service | 3 blocks of annual leave |
| c. 10 years or more of Service | 4 blocks of annual leave |
| d. 15 years or more of Service | 5 blocks of annual leave |
| e. 20 years or more of Service | 6 blocks of annual leave |
| f. 25 years or more of Service | 7 blocks of annual leave |

For clarity, "Service" for the purposes of this Article 10.01 includes Civilian and Uniform service with the Thunder Bay Police Service.

10.02 A "block" is defined as any period of regularly scheduled work which is preceded and followed by regular days off.

- a. Block- shall mean 40 hours on the 8 hour shift
- b. Block- shall mean 40 hours on the 10 hour shift
- c. Block- shall mean 48 hours on the 12 hour shift

Stat Time Allotment-12 Hour Shift

10.03 Stat time of 104 hours will be allotted annually to each member working a 12-hour shift schedule. This allotment will be pro-rated for missed time, not including Personal Leave Days, annual leave, Stat Time, Accrued Time.

Stat Time Allotment-10 Hour Shift

10.04 Stat time of 100 hours will be allotted annually to each member working a 10-hour shift schedule. This entitlement will be pro-rated for missed time, not including Personal Leave Days, annual leave, Stat Time, Accrued Time.

Accrued Time

10.05 Accrued time of 110 hours will be allotted annually to all members working a 12 hour shift schedule. This number will be pro-rated for missed time, not including Personal Leave Days, annual leave, Stat Time, Accrued Time and lieu time as per policy.

Accrued time will be scheduled in accordance with Article 10.11. At any time between the announcement of the annual leave draw date and the commencement of the annual leave draw, members may elect to have some or all of their accrued time paid out, rather than scheduled. In the event of such an election, those amounts shall be paid out no later than the last pay of the calendar year

Annual Leave Selection

- 10.06 Annual Leave as set out in article 10.01, Statutory Time as set out in article 10.03, 10.04, and Accrued Time as set out in article 10.05 will be selected together and shall be referred to as “annual leave” for the purposes of articles 10.07-10.30.
- 10.07 The annual leave draw will be completed as soon as is practicable and no later than September 1st of the calendar year prior. Members will be advised prior to the annual leave draw of the amount of time they are able to select in the upcoming year.
- 10.08 Members will pick annual leave in order of seniority with the most senior member picking two full blocks first. Members shall pick full blocks of time until they either have no annual leave time remaining or the time remaining prevents them from picking a full block.
- 10.09 Members shall be permitted to exchange all or part of their annual leave with any other member or into a vacant block in the same unit within two (2) weeks after the annual leave schedule has been posted. Thereafter, the final annual leave schedule will be posted, and no further exchange will be permitted, unless approved by the Senior Officer in charge of the Branch.
- 10.10 The order of selection shall be annual leave time, followed by stat time, followed by accrued time.
- 10.11 Accrued and stat time can only be used in the calendar year following that in which it is earned. Accrued and stat time shall be booked with annual leave no later than September 1st of the calendar year for the following calendar year. This shall include only accrued and stat time earned between August 1st of the calendar year preceding the annual leave selection, and July 31st of the calendar year of the annual leave selection.

12-Hour Schedule Selection

Uniform Patrol

- 10.12 NCO's shall select their Annual Leave, Stat Time, and Accrued Time blocks first. Only complete blocks will be chosen equal to Accrued Time + Stat Time + Annual Leave. Once

NCO selection is completed, the list will be given to the platoon. No more than one (1) NCO will be allowed off per block.

- 10.13 A maximum of four (4) officers per unit (not including NCOs) will be allowed off per block on annual leave, stat time or accrued time. All blocks to be picked by seniority.
- 10.14 Should a block not be selected by any NCO for leave, then an additional member from the platoon may select the block bringing the number allowed on annual leave to five (5).
- 10.15 Members unable to select full blocks of Stat time, due to a shortage of allotted hours, may use Accrued Time to complete the block only when all members have exhausted full block picks of Annual Leave, Stat Time and Accrued Time.

Major Crime Unit

- 10.16 All members will choose annual leave within their respective unit. The senior rank on the unit is in charge of the annual leave draw.
- 10.17 The Detectives will pick against his/her partner with only one (1) Detective off per block.
- 10.18 Constables- only one (1) member shall be allowed off on annual leave per unit per block of time.

Domestic Violence Unit and Traffic Units

- 10.19 All members will choose annual leave within their respective unit. The senior rank on the unit is in charge of the annual leave draw.
- 10.20 Constables- only one (1) member shall be allowed off on annual leave per unit per block of time.

Forensic Identification Unit

- 10.21 All members will choose annual leave within their respective unit. The senior rank on the unit is in charge of the annual leave draw.
- 10.22 Only one Platoon (1) Detective Constable will be allowed off per block.

Emergency Task Unit

- 10.23 All members will choose annual leave within their respective unit. The senior rank on the unit is in charge of the annual leave draw.

- 10.24 Constables- two (2) members shall be allowed off on annual leave per unit per block of time.

Ten (10) hour Schedule/ (8) hour Schedule

- 10.25 For members working the 10 hour or 8 hour schedule, annual leave will be chosen within the respective units. Annual leave will be selected with the most senior member in the unit allowed to pick up to two (2) blocks. Once all members of the unit have had an opportunity to make their first pick, then the process will continue for the remaining full blocks beginning with the most senior member and progressing down through the list.
- 10.26 One (1) sworn member on annual leave shall be permitted in each block; however, the Chief of Police or designate may, at his/her, discretion allow additional members to be off within the block.

Intelligence

- 10.27 The Intelligence Branch Sergeant and Staff Sergeant shall pick against each other and only one (1) shall be allowed off per block.

Annual Leave Cancellation and Unused Entitlement

- 10.28 In the event a member becomes unable to work due to illness or injury prior to or during their annual leave, upon furnishing satisfactory medical documentation acceptable to the Board, such period shall be classified as sick leave and the member's annual leave bank will be replenished the appropriate number of hours.
- 10.29 Upon return to active duty, the member will be allowed to take such unused portion of their annual leave, subject to operational requirements being met and provided such period of leave time is agreeable to the member. Where, due to operational requirements, rescheduled annual leave cannot be accommodated within the same calendar year, the member shall be allowed to carry over his/her unused annual leave up until March 31st of the following calendar year. Any carry over beyond March 31st of the following calendar year shall only be at the discretion of the Chief.
- 10.30 A member who terminates their employment, and has not taken their annual leave for that year, shall be granted a sum of money pro-rated in accordance with the number of days' leave remaining to be granted in that year.

ARTICLE 11 – STATUTORY HOLIDAYS

- 11.01 Any member who is required to be on duty on any of the recognized statutory holidays (excluding Christmas Day and New Year's Day) shall be paid an additional one-half (0.5) hour of pay for each hour worked on such day.
- 11.02 Any member required to be on duty on Christmas Day and/or New Year's Day shall be paid an additional one (1) hour of pay for each hour worked on such day.
- 11.03 Statutory Holidays shall include:
- a. New Year's Day
 - b. Family Day
 - c. Good Friday
 - d. Easter Monday
 - e. Victoria Day
 - f. Canada Day
 - g. Civic Holiday
 - h. Labour Day
 - i. National Day for Truth and Reconciliation
 - j. Thanksgiving Day
 - k. Remembrance Day
 - l. Christmas Day
 - m. Boxing Day
- 11.04 If any other day is proclaimed a statutory holiday by the Ontario Provincial government, or a day is proclaimed a Civic Holiday by the Corporation of the City of Thunder Bay, such day will be added to the above list and observed on the day so proclaimed.
- 11.05 Overtime rates will not apply to Statutory Holiday pay. (Note: For example, a member who works four hours of authorized overtime on any of the recognized statutory holidays (except Christmas Day and New Year's Day) will receive pay for those four hours as follows:
- a. Overtime pay: 4 hours pay at one and one-half (1.5) times the regular straight-time rate of pay (the equivalent of 6 hours regular straight-time pay), and Statutory Holiday pay: 4 hours pay at one-half (0.5) times the regular straight-time rate of pay (the equivalent of 2 hours regular straight-time pay).
- A member who works four hours of authorized overtime on Christmas Day and New Year's Day will receive pay for those four hours as follows:

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

ARTICLE 12 – HOURS OF WORK

Twelve (12) Hour Shifts

12.01 Police members may be assigned to:

- a. Eight (8) hour shifts;
- b. Ten (10) hour shifts; or,
- c. Twelve (12) hour shifts.

12.02 Police members assigned to Uniform Patrol shall be assigned to twelve (12) hour shifts consisting of a 4 on 4 off (2 Days/2 Nights) rotation.

a. The usual start times are:

- i. 0600-1800
- ii. 0700-1900
- iii. 1800-0600
- iv. 1900-0700

b. The usual start times for Uniform Patrol NCO's are:

- i. 0500-1700
- ii. 0600-1800
- iii. 1700-0500
- iv. 1800-0600

12.03 Police members assigned to Major Crime, Domestic Violence, and Forensic Identification shall be assigned to twelve (12) hour shifts consisting of 4 on 4 off (4 early days /4 late days) on a one week rotation.

a. The usual start times are;

- i. 0700-1900
- ii. 0900-2100

12.04 Police members assigned to the Traffic Unit shall be assigned to twelve (12) hour shifts consisting of 4 on 4 off.

a. The usual start times are;

- i. 0700-1900

12.05 Commencing January 1, 2026, Police members assigned to the Emergency Task Unit shall be assigned to twelve (12) hour shifts consisting of 3 on 4 off, 4 on 3 off. Every Tuesday and Wednesday is a dayshift, with Tuesday being designated a training day.

- a. Unit A works: 3 on/4 off (Tues, Wed, Thurs - days/4 days off) followed by 4 on/3 off (Tues, Wed - days; Thurs, Fri - nights/3 days off)

- b. Unit B works: opposite Unit A.

The usual start times are:

- (i) 0600-1800 (days)
- (ii) 1800-0600 (nights)

Prior to January 1, 2026, the relevant provisions of the 2020-2023 Collective Agreement will prevail.

- a. ETU Sgt will follow the 10 hour rotation as per article 12.05. The usual start time is:
- i. 0800-1800

- b. Canine will follow Unit A rotation and work two blocks of Days and two blocks of Afternoons.

The usual start times are:

- i. 0600-1800
- ii. 1200-2400

Ten (10) Hour Shifts

12.06 Effective January 1, 2026, the 10-hour compressed shift schedule for Intel/BEAR/COR shall be as follows. The specifics with respect to which side Intel and BEAR/COR work can be discussed between the units and Senior administration; the below is an example:

10-hour compress: Intel / BEAR / COR

	SA	SU	M	T	W	TH	F	SA	SU	M	T	W	TH	F	SA	SU	M	T	W	TH	F	SA	SU
Intel	O	O	O	O	O	R	R	R	R	O	O	O	R	R	O	O	O	O	O	R	R	R	R
Bear Cor	R	R	R	R	O	O	O	O	O	R	R	O	O	O	R	R	R	R	O	O	O	O	O

O - On duty - Shift rotation to be determined

R - Rest Day

The usual start times are:

- i. 0700-1700 (Days)
- ii. 1400-2400 (Afternoons)

In addition, should Senior administration and the NCOs of the affected units (Intel, BEAR, COR) agree to an alternative schedule, the Board and the Association will review and consider that alternative schedule for potential acceptance by way of an MOU.

Prior to January 1, 2026, the relevant provisions of the 2020-2023 Collective Agreement will prevail.

Eight (8) Hour Shifts

12.07 The usual tour of duty for members working 8 hour shifts shall consist of eight (8) consecutive hours consisting of 5 on, 2 off (Mon-Fri).

- a. This shall also include the following positions:
 - i. Forensic Identification Supervisor or Sergeant
 - ii. Forensic Identification Detective Constable
 - iii. Traffic Sergeant
 - vi. Administrative Sergeant
 - vii. General Investigations Detective
 - viii. Major Crimes Detective Sergeant
 - ix. Any other position typically scheduled Monday-Friday

b. The usual start times are:

- i. 0700-1500
- ii. 0800-1600

12.08 Police members assigned to Court Services shall be assigned to eight (8) hour shifts consisting of 5 on 2 off (Mon-Fri):

- a. The usual start times are between the hours of 7:30 a.m. and 6:00 pm.
- b. In the event that alternate court times are established such as night court, the parties agree to negotiate corresponding hours of work.

12.09 The start time for any unit's day, afternoon or night shift will be at the discretion of the Chief of Police. Members may be allowed to work restructured hours based on a continuous (8), (10) or (12) hour work day. These hours are to be mutually agreed upon between the member and member's supervisor.

12.10 Subject to the exigencies of the service, shifts scheduled shall not be changed unless forty-eight (48) hours of notice is given or unless agreed to by the member(s) affected and the Chief of Police or a Deputy Chief or the Senior Officer in charge of the Service.

- 12.11 In the event that the Service deems it necessary to amend shift schedules, the parties agree to form a Joint Police/Civilian Shift Schedule Committee, comprised of an equal number of representatives from the Association and Executive Management Team, and chaired by the Deputy Chief, to conduct a review of the current shift schedules within the collective agreements. The goal of the committee is to recommend a new or modified shift schedule to provide better service to the community, to improve efficiency, to better match resources to demand for services, and contribute to health and work life balance.

IN-SERVICE TRAINING

- 12.12 Training days will normally be 10-hour days. The members who normally work 8-hour shifts will be compensated 2 hours of lieu time for each training day attended. Such lieu time will be scheduled off by the Service.

For clarity, block training will normally be held on a Monday to Thursday and the Service will schedule the Friday following such training as the lieu day. In cases where the block training is scheduled for a Tuesday to Friday, the Service will schedule the Monday prior to the training as the lieu day. In the event that the scheduled lieu day falls on a statutory holiday, the Service will schedule the lieu day for the member's next regularly scheduled shift.

For any training days that are not included in block training, the resulting lieu time shall be banked and/or paid out as per Article 13.

LUNCH PERIODS

- 12.13 Every member, except in cases of emergency, shall be allowed a sixty (60) minute uninterrupted paid lunch period during each eight (8) hour tour of duty. A member failing to receive their lunch period within their tour of duty shall be compensated at sixty (60) minutes straight time pay or bank.
- 12.14 Every member, except in cases of emergency, shall be allowed a seventy-five (75) minute paid lunch period during each ten (10) hour tour of duty. A member failing to receive their lunch period within their tour of duty shall be compensated at seventy-five (75) minutes straight time pay or bank.
- 12.15 Every member, except in cases of emergency, shall be allowed a ninety (90) minute paid lunch period during each twelve (12) hour tour of duty. A member failing to receive their lunch period within their tour of duty shall be compensated at ninety (90) minutes straight time pay or bank.

12.16 All members required to work order over or continuation of duties shall be entitled to a meal allowance off fifteen dollars (\$15.00), for each four (4) hour period worked, and a lunch break of thirty (30) minutes during which to consume the same. A member failing to receive this lunch break shall receive 30 minutes straight time pay or bank.

ARTICLE 13 – LIEU TIME

- 13.01 Lieu Time is all hours worked in excess of a member's regularly scheduled shift including overtime, call out, stand-by, continuation of duty, order over and court time.
- 13.02 All lieu time earned by members between January 1st and November 30th, up to a maximum of 96 hours, may be banked. Members may maintain a lieu bank, throughout that period, up to a maximum of 96 hours.
- 13.03 The lieu bank cannot be replenished throughout the year and will be paid out at the end of each year on the last pay period.
- 13.04 All lieu time worked in excess of the banked 96 hours (and/or worked in December) shall be paid in accordance with Article 5.
- 13.05 Lieu time will not be selected as part of annual leave.

ARTICLE 14 – MINIMUM STAFFING

- 14.01 In the City of Thunder Bay at least two vehicles will be staffed by two officers on a 24 hour a day basis. Between 1600 hours and 0800 hours two additional vehicles will be staffed by two officers in the City of Thunder Bay. The Chief of Police may detail the further use of two officer units, or cause the same to be detailed as might be deemed necessary from time to time.
- 14.02 Each Uniform Platoon must be staffed as follows:
Patrol - (1) Staff Sergeant
(2) Sergeants
- 14.03 There will be a minimum staffing per shift guideline for the City of Thunder Bay as follows:
- a. 13 Uniform Patrol Constables
 - b. 2 Uniform Patrol Sergeants
 - c. 1 Uniform Patrol Staff Sergeant
 - d. The Staff Sergeant (Watch Commander) shall not go below the minimum staffing guidelines and will have the discretion to hold over or call out to meet or augment this minimum staffing guideline in order to meet operational needs.
- 14.04 The minimum staffing guidelines per shift for the municipality of Oliver-Paipoonge are as follows:
- a. Between the hours of 04:00-20:00
 - i. 1 Uniform Constable
 - b. Between the hours of 20:00-04:00
 - i. 2 Uniform Constables
- 14.05 The Uniform Sergeant in each unit shall review the rosters to forecast where staffing in the Uniform Patrol Branch may fall below the minimum staffing guidelines in section 14.03 and 14.04, and will make the arrangements to redeploy available resources to Uniform Patrol functions to meet those needs through the appropriate Branch Commanders.
- 14.06 In situations assessed as urgent by the Watch Commander, the Watch Commander retains discretion to deploy resources as necessary to protect the public and ensure officer safety.

ARTICLE 15 – COURT

- 15.01 A member who is required to attend a Court sitting as a witness while off duty shall be paid a minimum of four (4) hours pay at time and one-half (1 1/2), before the noon recess. Should the member be required to remain in Court after the lunch recess on the same day, the member shall be paid an additional minimum of four (4) hours pay at time and one half (1 1/2).
- 15.02 A member working the 1700-0500, 1800-0600, or 1900-0700 shifts only, while waiting for court at either 9:00 a.m. or 10:00 a.m., shall receive time and one-half (1 1/2) pay from the end of the shift until the time he is to be at any legal proceedings.
- 15.03 Members who are required to attend any court or hearing before or after working night shift shall contact the on-duty Uniform Staff Sergeant to inform them of when they were released from court.
- 15.04 The member shall receive eight (8) hours clear between the conclusion of a court attendance and having to report for duty, regardless of regular scheduled shift.
- 15.05 Article 15 applies to any member required to attend as a witness at any criminal, provincial or civil court case or any judicial hearing, inquiry or inquest, including WSIB, or criminal compensation, arising from the member's duties as a Police member but excluding arbitration, conciliation or mediation. The provisions of Article 15 shall not apply to a member who is a defendant and/or is convicted of any offense under any Provincial or Federal Statute.

Court Attendance During Leave Periods

- 15.06 Should a member be required to attend court on their annual leave, statutory holiday leave or accrued time, or pregnancy/parental leave, they shall be paid in accordance with 15.01 and be granted twenty four (24) hours of lieu time for each day on which the member is required to attend at court.
- 15.07 Where the Service becomes aware that a member is required to attend Court on pre-scheduled annual leave, statutory leave or accrued time leave, it shall immediately notify the member of the conflict. Where a member receives notice of a court appearance that conflicts with pre-scheduled leave, the member shall notify Court Services.
- 15.08 Annual leave, statutory holiday leave or accrued time includes the scheduled days off immediately preceding and following a week or block scheduled for annual leave, statutory leave and accrued leave in addition to the actual week(s)/block(s) scheduled for annual leave.

Notice and Cancellation

- 15.09 Twenty-four (24) hours' notice shall be given prior to each member's required attendance in Court. Failure to do so will result in an additional four (4) hours straight time pay in addition to pay received for the member's appearance.
- 15.10 If a member's court attendance is cancelled less than twenty-four (24) hours before scheduled, the member shall receive a payment of four (4) hours straight time pay.
- 15.11 Should a member be required to attend court on the officer's annual leave or Stat holiday block or accrued time (as per Article 10), and the member has complied with the requirements in clause 15.07, and the attendance is cancelled with forty-eight (48) hours or less notice of the intended appearance, the member shall receive eight (8) hours in lieu time for each daily appearance that was cancelled.

Miscellaneous

- 15.12 Each member required to remain at any legal proceeding following a normal tour of duty shall be paid at time and one-half (1 1/2).
- 15.13 A member who is required to attend any legal proceeding outside the City of Thunder Bay shall receive in addition to the provisions of Article 15 of this Agreement:
 - a. Payment for traveling time to and from Court subject to the overtime provisions of this Agreement;
 - b. Payment for authorized transportation and mileage at the City of Thunder Bay's current mileage rate to supplement for the use of a member's own vehicle;
 - c. Payment for accommodation, meals and any other out-of-pocket expenses incurred.
- 15.14 Where parking fees are required to be paid by any member in order to attend as a witness as outlined above in 15.01, the Service is responsible for the payment of any associated parking costs.
- 15.15 Where a retired member is required to attend court resulting from their duties while employed by the Service, they shall be paid by the Board at an hourly rate, subject to a four-hour minimum, equal to the current hourly rate for the rank or position at which they retired.

ARTICLE 16 – PAID DUTY

- 16.01 Subject to the approval of the Chief of Police, members of the Police Service may volunteer for paid duty while off duty provided the member:
- a. holds a rank of Fourth Class Constable and has passed their coaching period or higher;
 - b. is fit for regular patrol duties; and,
 - c. is not working modified or restricted hours of work at the time of volunteering which would conflict with the paid duty opportunity.
- 16.02 When an officer works a paid duty, the member shall be paid at the rate according to the Thunder Bay Police Service Paid Duty Contract. Where, in the opinion of the Chief of Police, it is necessary for a NCO to perform the paid duty assignment, that member shall be paid at the rate according to the Thunder Bay Police Service Paid Duty Contract (Sergeant or Staff Sergeant) for a minimum of four (4) hours.
- 16.03 If a paid duty is cancelled within 24 hours of the time of commencement of such paid duty, a payment equivalent to a minimum of (4) four hours at regular rates to the officer who is scheduled to perform that assignment.

ARTICLE 17 – CLOTHING

Plainclothes

- 17.01 The Board shall grant to each full-time member transferred to plainclothes duty, with the exclusion of those members who have court attendance, an annual clothing allowance equal to the following:
- a. Those members assigned to work in the CIB, Major Crimes, Domestic Violence Unit and any other member required to wear business attire at least 50% of total time on duty shall be paid:
 - i. One thousand five hundred dollars (\$1,500.00) annually. This amount shall be paid equally on January 1st and July 1st pay periods.
 - ii. New transfers will receive a lump sum payment of seven hundred and fifty (\$750.00) upon transfer to a new unit under 17.01 (i) and the remaining pro-rated for the time in the unit.
 - b. Those members assigned to work in the CIB, Major Crimes, Domestic Violence Unit and any other member required to wear business attire less than 50% of total time on duty shall be paid:
 - i. Seven hundred and fifty dollars (\$750.00) annually. This amount shall be paid equally on January 1st and July 1st pay periods.
 - ii. New transfers will receive a lump sum payment of three hundred and fifty (\$350.00) upon transfer to a new unit under 17.01 (iii) and the remaining pro-rated for the time in the unit.
- 17.02 Those members who are required to wear business attire for less than six (6) months shall be granted the following:
- a. one hundred dollars (\$100.00) for each full or part month if required to wear business attire at least fifty (50 %) of the time; or, ;
 - b. Fifty five dollars (\$55.00) for each full or part month, if required to wear business attire less than fifty percent (50 %) of the time.

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

17.03 The Board will allow members who are part-time plainclothes members the sum of eight dollars (\$8.00) per day (for the period of time they are on such plainclothes duty) which sum is to be paid once yearly in the month of December or upon termination. This section applies to those members required to work one (1) block/week or less in plain clothes.

UNIFORMS – Patrol

17.04 The following articles of uniform and equipment will be issued and replaced at the Board's expense, according to the pattern prescribed for each rank, and will be kept in a clean, serviceable condition by the members of the Service to whom they are issued. Any piece of equipment or uniform will be replaced by the Board at the Board's expense where such piece of equipment or uniform is damaged while the officer is carrying out their duties.

- a. For all uniform ranks the following articles of clothing shall be issued per year on an as needed basis to a maximum of:
 - i. Two (2) pair of pants;
 - ii. Five (5) shirts (any combination of the number of short and/or long sleeves shirts of the permanent-press type with appropriate shoulder flashes);
 - iii. One (1) pair of winter boots reimbursed up to \$300.00;
 - iv. One (1) pair of summer boots reimbursed up to \$250.00;
Note: The service will cover the cost of shipping costs in addition to the boot allotment
 - v. One (1) tunic to be issued, if needed, once every five (5) years;
 - vi. One (1) Winter Jacket, (1) Neoprene Jacket (Spring/Fall) expected to be a five year lifespan;
 - vii. One (1) Rain-Coat expected to be utilized for career;
 - viii. One of each of the following: sweater, mitts or gloves, winter hat, forage hat, one (1) tie, to be issued on the basis of need as determined by the Service;
 - ix. Use of Force equipment as mandated by the Police Services Act; and,
 - x. One (1) plain-clothes duty holster, handcuff and magazine pouch when assigned to a plainclothes branch.

UNIFORMS – FORENSIC IDENTIFICATION UNIT

17.05 In recognition of the fact that members of the FIU are compelled to work in extreme weather conditions and situations involving the potential for contamination by biohazards and/or toxic materials, and in recognition of the fact that it is in the interest of the Service that its members be readily identified as police officers within both the workplace and the community, members of the Forensic Identification Unit shall be issued a modified or soft-tactical uniform the standard of dress of which shall include:

- a. One (1) pair of tactical pants for dirty crime scenes;
- b. In lieu of the (5) five uniform shirts, members of the FIU will be issued (3) three uniform shirts and (2) two collard style golf shirts to be worn at dirty crime scenes as per the approval of the Chief or designate; and,
- c. One (1) extreme weather parka.
- d. CSA approved safety boots (up to a maximum of \$250.00 on a one-time, life-time basis only) in addition to the boot allowance as per section 17.04.

For clarity, the above is in addition to the member's entitlement under Article 17.04 (Uniforms – Patrol), but only to the extent that the above items are determined to be needed by the member's direct supervisor.

UNIFORMS – EMERGENCY TASK UNIT

- a. The following items will be issued, upon deployment, to ETU members and replaced when needed or expired: Two (2) ETU Fire Resistant Tactical Grey pants;
- b. Two (2) ETU Fire Resistant Tactical Grey Shirts
- c. Two (2) ETU Fire Resistant Tactical Green pants
- d. Two (2) ETU Fire Resistant Tactical Green Shirts
- e. One (1) Pair of Winter Boots reimbursed up to \$300.00
- f. One (1) Pair of Summer Boots reimbursed up to \$=250.00 and a second pair reimbursed at \$250.00 on an as needed basis.

Note: The service will cover the cost of shipping in addition to the boot allotment

- g. One (1) Pair of Cold Winter Mitts with Glove attachment
- h. One (1) Cold weather patrol jacket
- i. One (1) Cold weather green jacket
- j. One (1) Green, Black service issued toque and White Toque

- k. One (1) pair of white over pant and jacket
- l. One (1) Nomex Balaclava
- m. One (1) Black service issued hat
- n. One (1) pair Black Gloves
- o. One (1) Pair of Rain Pants and Jacket
- p. One (1) Pair of Neos
- q. One bullet proof vest as per the Police Services Act standards for Tactical Teams.
- r. Use of Force equipment as mandated by the Police Services Act
- s. One (1) Ballistic Helmet
- t. One (1) Gas Mask and carrier
- u. One (1) Plain-clothes duty holster, handcuff and magazine pouch
- v. One (1) pair of eye protection
- w. One (1) pair of noise cancelling headphones.

Note: members will not be entitled to 17.04 while assigned to the ETU

Miscellaneous

- 17.05 Members accommodated on modified duties who are able to wear a police uniform and who request and receive permission from their Branch Commander to wear business casual attire will not qualify for a Clothing allowance.
- 17.06 Any member, who through negligence, loses or causes damage to an article of clothing or personal equipment supplied to the member by the Board as per the collective agreement, and which subsequently requires replacement, shall pay to the Board all the associated replacement costs.
- 17.07 The Board will pay for the dry-cleaning and/or repairs of any uniform or clothing as follows:
 - a. For uniformed officers, and plainclothes up to a maximum of \$450 annually, subject to any market adjustment set by the City's contracted dry-cleaning provider.
 - b. All such cleaning and repairs must be done by the City's contracted dry-cleaning provider to be eligible for payment.

ARTICLE 18 – HEALTH CARE BENEFITS

18.01 The Board agrees to cover one hundred per cent (100%) of the cost of benefits under the Extended Health Care Plan as set out in 18.02, 18.03, 18.04, 18.05, 18.06, 18.07 for all members and eligible dependents. Where the Board elects to provide this coverage through either a plan of insurance or an Administrative Services Contract, the Association will be provided with a complete, current copy of all plan documents. The Board will consult with the Association prior to any change in carriers or administrators and shall ensure that there is no alteration in benefit levels or coverage as a result of any such change. All disputes regarding eligibility or benefits under the Extended Health Care Plan may be grieved and brought to arbitration.

18.02 Coverage under Extended Health Care Plan shall be as follows:

- a. Hospital: Private ward accommodation
- b. Prescription Drugs: 100% of the costs of any drug prescribed by a physician or dentist, for which a prescription is required. Covered expenses for any prescribed drug will not exceed the price of the generic equivalent product that can be used to legally fill the prescription as listed in the Provincial Drug Benefit Formulary. If there is no generic equivalent product of the prescribed drug, the amount covered is the cost of the prescribed product. If a prescription contains a written direction from a physician or a dentist that the prescribed drug is not to be substituted with another product and the drug is covered under this benefit, the full cost of the prescribed product will be covered.
- c. Prescription drug coverage will be provided by way of a pay direct drug card which will be provided to all members. Reimbursement for dispensing fees for prescription drugs will be capped at eleven dollars (\$11) per prescription.
- d. Paramedical expenses: Each member and dependent shall be entitled to coverage as follows, on an annual basis. There shall be no per visit or per service maximum.

BENEFIT	AMOUNT
Chiropractic	\$800.00
Massage Therapist	\$800.00/\$1,000.00 effective Jan. 1, 2025
Speech Pathologist	\$1,200.00 for children \$400.00 for adults
Osteopath, Naturopath, Podiatrist, Chiropodist	\$400.00
Physiotherapist	\$1000.00
Occupational Therapy	Unlimited

BENEFIT	AMOUNT
Orthotic(s)	shall be up to \$300 (\$500 effective January 1, 2025) per pair per year with two pair(s) per year being allotted
Hearing Aids (including batteries)	Up to \$1,000.00, effective January 1 st , 2025
Clinical Psychologist, Psychiatric social worker, Occupational therapist and psychotherapist counselor	Unlimited
Private Inpatient or Outpatient Addictions Treatment, on the recommendation of a physician.	\$5000.00 lifetime, per member. This amount shall be in addition to any other coverage otherwise provided by Article 18.

DENTAL PLAN

18.03 The Board agrees to provide a Dental Plan to all members which provides standard coverage as set out in the City of Thunder Bay Green Shield 2019 Dental Plan or equivalent based on the current year's Ontario Dental Association ("O.D.A.") schedule. The Board also agrees to pay the following costs.

- a. Major Restorative: Board will pay 50% of the billed costs up to a maximum as follows and shall include dental implants;
 - i. \$ 4000 maximum/year; \$4500 maximum/year, effective January 1st, 2025
 - ii. \$ 4500 maximum/ year for dependents; \$5,000 maximum/year, effective January 1st, 2025
- b. Orthodontics: Board will pay 50% of the billed costs, up to a \$4000 lifetime maximum per member and \$4500 lifetime for dependents. Effective January 1st, 2025, coverage increases to \$4500 lifetime maximum per member and \$5000 lifetime for dependents.
- c. The Board agrees to contribute to the costs for replacement or repair of dentures for a member on a 50/50 shared basis up to a maximum of three hundred dollars (\$300) (\$500, effective January 1, 2025) in any one year (effective on the first day of the seventh continuous month of employment). This will apply to all members on the payroll who are eligible to enroll in the plan. Note: For the purposes of clarification, it is understood that the term "dentures" applies to full or partial dentures (i.e. full or partial upper or lower plates) and is not to be construed to mean bridges, crowns, braces, etc.

VISION CARE

- 18.04 The Board will pay one hundred percent (100%) of the cost of prescription eyeglasses (including frames and/or lenses, repairs, contact lenses, eye exams and sunglasses) up to a maximum of:
- Effective January 1, 2020: \$700 every two (2) years, for each member and dependent
 - Effective January 1, 2025: \$800 every two (2) years, for each member and dependent
 - Effective January 1, 2026, \$900 every two (2) years, for each member and dependent
- 18.05 The Board agrees to provide each police member and or dependent with laser eye surgery coverage to a lifetime maximum as follows:
- Effective January 1, 2020: \$2500.00 lifetime benefit.

OUT OF COUNTRY MEDICAL

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

RETIREE BENEFITS

General

- 18.07 (1) The Board agrees to pay the costs of Semi-Private hospital coverage, Extended Health Care benefits, the Dental Plan, plus Vision Care listed in this Agreement upon a member receiving a pension in accordance with this Agreement.. No retiree benefits will be paid where similar benefits are provided by a subsequent employer or, except as is specified in Article 18.07(2), no retiree benefits will be paid the earlier of when drugs and O.H.I.P. are provided under Provincial legislation or when a member reaches sixty five (65) years of age.
- 18.07(2) A Health Care Spending Account will be established for retired members retiring on an unreduced pension and not in receipt of similar benefits from a subsequent Employer from their sixty fifth (65) birthday to age seventy-five (75) in the amount of \$2750 per year. Effective January 1st, 2028, that amount shall increase to \$3000.00. The benefit amount will be pro-rated for the initial and last year of eligibility. Qualifying retired members between the ages of 65 and 75 will be entitled to reimbursement for eligible health care and dental expenses for themselves, their spouse and their dependents as per the CRA rules and regulations.
- Retired members may use their Health Spending Account to purchase a private health care plan.
 - The dollars in the Health Care Spending Account must be used in the benefit year in which they are allocated. There will be no carry over of Health Care

Spending Account dollars into the next benefit year or carry forward of any eligible claim's expenses.

- c. The benefit year is understood to be January 1st to December 31st annually.
- d. Out-of-Country medical coverage will be extended to retired full-time members under age 65 with a minimum of 15 years' service with Thunder Bay Police.

18.07(3) For clarity, the parties acknowledge that, notwithstanding the HCSA amount set out in Article 18.07(2) above (or any future amendment to that amount), the HCSA amount to which any current or future retiree is eligible is the amount set out in the provision that is, or was, in force on the effective date of the member's retirement.

Benefits for Survivors

18.08 In addition, the Board further agrees to provide Extended Health Care Plan benefits as per articles 18.01, 18.02, 18.03, 18.04, 18.05, 18.06, 18.07 to the spouse and dependents of a member of the Thunder Bay Police Association killed on duty or who later dies as a result of injuries sustained while on duty until the earlier of the date the deceased member would have reached age sixty five (65) or the qualifying spouse dies or reaches age sixty five (65). For any member killed on duty or who later dies as a result of injuries sustained while on duty from January 1, 2020 onward, their dependents will be entitled to benefit coverage until that member would have reached the age of seventy-five (75).

- a. The Board further agrees to provide Extended Health Care Plan benefits as set out in Article 18 for a period of two years under articles 18.01, 18.02, 18.03, 18.04, 18.05, 18.06, 18.07 following the death of a member to the spouse and dependents of an employed member if the spouse does not have other health and welfare benefit coverage. If the spouse has health and welfare benefits the Board agrees to provide for coordinated health and welfare benefits for a period of two years following the date of death of the member.

Life Insurance

18.09 The Board agrees to contribute to one hundred percent (100%) of the billed premiums for basic Group Life Insurance coverage in the amount of one hundred thousand dollars (\$100,000.00) or two (2X) times annual salary adjusted to the next multiple of one thousand dollars (\$1,000), if not already a multiple thereof, whichever is greater, and for four (4) times annual salary for Accidental Loss of Life, with pro rata coverage for Dismemberment or Loss of Use, due to injury, for each full-time member of the Police Association eligible to join under the regulations of the Plans.

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

ARTICLE 19 – PERSONAL LEAVE/STD/LTD

Personal Leave Days

- 19.01 The Board shall provide six (6) Personal Leave days per calendar year for all members, to be paid at 100% of their regular salary.
- a. Members may utilize personal leave days for illness or injury, as well as to provide temporary family care necessitated by the illness, injury, medical emergency or appointment or other urgent matter of a family member.
 - b. Personal leave days may be used in increments of not less than half of a member's regularly scheduled shift.
- 19.02 A member unable to report for duty shall notify, or cause to be notified, the Supervising Watch Commander as far in advance of the commencement of his shift as is practicable.

Short Term Disability Plan

- 19.03 The Board agrees to provide an insured or self-funded Short-Term Disability Plan, as determined by the City of Thunder Bay at its election, which will provide 66 2/3% of a member's gross straight time pay, where a member is unable to work due to illness or injury. A member is eligible for Short Term Disability Benefits from the first day of accident or hospitalization and the third day of illness or injury for up to fifteen (15) weeks. Short Term Disability benefits will be non-taxable in the hands of the recipient member.

Long Term Disability

- 19.04 The Board agrees to provide an insured or self-funded Long Term Disability Plan, as determined by the City the Thunder Bay at its election, which will provide benefits to member unable to work due to illness or injury in the amount of 65% of a member's normal gross straight time pay, inclusive of any Workplace Safety and Insurance Benefits and Canada Pension Plan disability benefit (exclusive of dependent benefits) until the sooner of recovery or retirement.
- 19.05 Long Term disability benefits will be non-taxable in the hands of the recipient member. Members on Long Term Disability benefits are entitled to their annual allocation of Personal Leave Credits as set out in Article 19.01, unless they are off work on LTD for a full calendar year.

Disability Plan Administration

- 19.06 Where a member has applied for Short or Long Term Disability benefits but has not yet had their claim approved and paid, the Employer will continue wage payments for a maximum of four (4) pay periods. It is agreed that upon return to work any advances of wages will be recovered from the member's pay cheque without written authorization from the member at a rate of twenty (20) per cent of gross wages until the advanced wages have been fully recovered. If the member's employment is voluntarily or involuntarily terminated, the amount owing to the Employer will be recovered through the deduction of any outstanding monies owing to the member by the Employer. Any outstanding amount still owing to the Employer will be repaid by the member.
- 19.07 The Board is to pay the doctors' fee for the completion of forms required by the Short and Long Term Disability Plan Carrier or Administrator.
- 19.08 On a monthly basis, the Board shall provide the Association with the following information for each person who is absent in excess of the Long Term Disability waiting period:
- a. Name of Member;
 - b. Date first absent;
 - c. Date claim received by Employer;
 - d. Date medical received by Employer;
 - e. Date claim forwarded to Insurance Company;
 - f. Date payment(s) made, and the period covered;
 - g. Date returned to work; and,
 - h. Any problems encountered, e.g. form not completed by doctor.

Miscellaneous

- 19.09 Any member absent from duty due to injuries sustained while on duty and covered by the Workplace Safety and Insurance Act shall not have such absence deducted from his personal leave days or STD entitlement.
- 19.10 Written requests for a personal leave of absence without pay will be considered by the Chief of Police and may be granted at the Chief's sole discretion. No member will accumulate service or seniority after thirty (30) calendar days of leave for the purpose of alternate employment until the member returns to active employment with the Thunder Bay Police Service.

ARTICLE 20 – BEREAVEMENT LEAVE

- 20.01 A bereavement leave of up to seven (7) consecutive scheduled working days off with pay will be provided in the event of the death of a member's spouse or child for the purposes of arranging and attending the funeral of the deceased, provided the member notifies a Senior Officer or Shift Supervisor. A bereavement leave of up to five (5) consecutive scheduled working days off with pay will be provided in the event of the death of a member's father, mother, sister, brother, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparents or grandchildren for the purpose of arranging and attending the funeral of the deceased, provided the member notifies a Senior Officer or Shift Supervisor..
- 20.02 When a death occurs as prescribed in Article 20.01 while a police member is on annual leave, statutory leave, banked time, or accrued time, the member shall have the time they would normally have been scheduled for regular duty during the bereavement period returned to their respective time banks and be booked off on bereavement/compassionate leave. If a death occurs while the member is on leave, the Service will be notified as soon as practicable.
- 20.03 Members of the police service required to travel beyond the District of Thunder Bay to attend a funeral for the purposes of 20.01 shall receive two (2) additional days of paid leave for travel.
- 20.04 Members of the Police Service requiring time off to attend the funeral of a close friend or a relative not covered in 20.01 shall be allowed one half day (.5) day paid bereavement leave, at the discretion of the Chief of Police or designate.

ARTICLE 21 – MATERNITY/PREGNANCY AND PARENTAL LEAVE

Pregnancy Leave and Supplemental Benefits

- 21.01 Pregnancy leave entitlement for police members shall be the same as that for civilian members and shall be to a maximum of 17 weeks, without loss of seniority.
- 21.02 In addition to the leave set out at article 21.01, any full-time police member who is pregnant and who has been employed full time for at least thirteen (13) weeks immediately preceding the expected date of birth shall be entitled, upon written application, to a supplemental benefit as follows;
- a. during the one (1) week required Employment Insurance (“E.I.”) waiting period, a benefit equivalent to eighty-five percent (85%) of her regular weekly earnings; and
 - b. benefit equivalent to the difference between eighty-five percent (85%) of the member’s regular weekly earnings and the total of the member’s weekly E.I. maternity benefits, for a maximum period of 16 weeks.

Parental Leave and Supplemental Benefits

- 21.03 Parental leave entitlement for civilian members shall be the same as that for uniform members and shall be to a maximum of 63 weeks if the member did not take pregnancy leave under Article 21.01, and 61 weeks if the member did take pregnancy leave under Article 21.01.
- 21.04 In addition to the leave set out at Article 21.03, any full-time police member who becomes a parent and who has been employed full time for at least thirteen (13) weeks immediately preceding the expected date of birth, or of a child coming into their care, shall be entitled, upon written application, to a supplemental benefit as follows:
- a. for a parental leave commencing on or after January 1st, 2021, during any required Employment Insurance (“E.I.”) waiting period, a benefit equivalent to seventy-five percent (75%) of the member's regular weekly earnings [and eighty percent (80%) for a parental leave commencing on or after January 1st, 2022; and eighty-five percent (85%) for a parental leave commencing on or after January 1st, 2023]; and
 - b. for a parental leave commencing on or after January 1st, 2021, a benefit equivalent to the difference between seventy-five percent (75%) of the member's regular weekly earnings and the total of the member's regular weekly standard E.I. parental benefits, for a maximum period of fifteen (15) weeks [and eighty percent (80%) for up to seventeen (17) weeks for a parental leave commencing on or after January 1st,

2022; and eighty-five percent (85%) for up to twenty (20) weeks for a parental leave commencing on or after January 1st, 2023].

Administration

- 21.05 The combined weekly payments received from the supplemental benefits and from E.I. benefits will not exceed the specified percentages of the member's regular weekly earnings set out in this Article. Regular weekly earnings shall be equivalent to the regular hourly rate times the regular weekly hours of work for the rank achieved by the member at the time of the pregnancy leave. Regular weekly earnings will not include earnings from overtime or acting pay.
- 21.06 The member must provide proof of application for and receipt of Employment Insurance maternity benefits in order to receive payment of supplemental benefits under Article 21. The Board may waive this requirement for proof at their discretion.
- 21.07 The member shall provide the Board with at least two (2) weeks written notice prior to the date upon which they intend to commence their pregnancy or parental leave.
- 21.08 The member may shorten or extend the duration of the leave of absence, up to the maximum leave period provided for in Articles 21.01 and 21.03 upon providing the Board with at least three (3) weeks written notice of her intention to do so, together with authorization from a medical practitioner. The Board, at their discretion, may accept the written request with less than three (3) weeks' notice.
- 21.09 While on pregnancy or parental leave, the member shall continue to accumulate seniority and credit for service for the purpose of salary and all other increments. The Board shall continue to provide the member with all benefits specified in the Agreement at Article 17 and will continue making contributions to the OMERS pension plan on behalf of the member.

ARTICLE 22 – TRAINING ALLOWANCE

- 22.01 The Board will grant an out-of-pocket expense allowance of \$50.00 per week to all members attending authorized courses outside of the City of Thunder Bay, where meals are provided, when members are on course for four (4) or more days a week with the provision that the travel allowance paid to the member by the Ontario Police College shall be paid over to the Board. This amount will not be pro-rated. The Board will further provide per diem payments equivalent to those provided by the City of Thunder Bay, to any member attending authorized training courses outside the City of Thunder Bay when meals are not provided. The Board will provide an economy airfare from the place of authorized police training to Thunder Bay return after the completion of three (3) weeks of training. New recruits shall receive a return flight to Thunder Bay after six (6) weeks of authorized training.
- 22.02 It is agreed that the Board will adopt a policy similar to that presently in existence with the City of Thunder Bay, relative to the payment of training courses that relate to the individual's duties, and shall be subject to the approval of the Board.

ARTICLE 23 – ASSOCIATION BUSINESS

- 23.01 The President, Vice-President and Secretary of the Thunder Bay Police Association shall be allowed time off from duty, if required, to attend the regular monthly or special meetings of the Association without loss of pay. Members of the Bargaining Committee shall be allowed time off as required to meet with the Board.
- 23.02 On January 1st of each year, the Thunder Bay Police Association will be allocated an aggregate annual maximum of 756 hours leave with pay to be used to attend to Association business in relation to attending meetings, workshops, and/or training courses sanctioned by or facilitated by the Police Association of Ontario.
- 23.03 It is understood that the hours in 23.02 are also to be used for the purpose of attending out-of-town police funerals and memorials. It is also understood that pay for the above leave will not include any time off during which a member would normally have been off duty. It is also understood that should the 756 hours of leave or a portion of the 756 hours be unused at the end of the year, the unused days will not be carried forward to the following year. Requests for leave will be submitted in writing to the Chief of Police for approval. Note: It is understood that the total number of 756 hours of working days leave with pay applies as a combined total between the Uniform and Civilian bargaining units represented by the Association.
- 23.04 Should a member be elected to the Board of Directors or appointed to the Executive Committee of the Police Association of Ontario, such member shall be granted fifteen (15) days leave with pay, upon approval by the Chief of Police, to attend meetings required by virtue of that office.
- 23.05 Should a member be elected to the Board of Directors of the Canadian Professional Police Association such member shall be granted fifteen (15) days leave with pay, upon approval by the Chief of Police, to attend meetings required by virtue of that office.

ARTICLE 24 – SERVICE PROTECTION

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

- a. That would, in effect, alter the jurisdiction of the Board or substitute, in effect, a new Board or entity to govern the Police Service of Thunder Bay; or,
- b. That would result in the Police Service of Thunder Bay becoming, in effect, a part of any other police service.

The benefits to be provided to each member in respect of past service and in respect of future service, are to the fullest extent that the Board or the Corporation of the City of Thunder Bay can allow under the applicable laws, to be not less than the benefits provided under the current Agreement and if the service of any member terminates or is terminated, in effect, that member is to receive without loss, all such Pension, Cumulative Sick Leave, Annual Leave and other benefits as if his service had continued with the Corporation of the City of Thunder Bay to his date of termination of service.

- c. Where a dispute arises under Item 24.01 (a) and Item 24.01 (b), and a satisfactory settlement cannot be reached the matter in dispute may be submitted by the Board or the Association to Arbitration.

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

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

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

ARTICLE 25 – LEGAL INDEMNIFICATION

- 25.01 Subject to the provisions of this Article, a member charged with and finally acquitted of a criminal or statutory offence, because of acts done while in the performance or attempted performance in good faith of his/her duties as a police officer, shall be indemnified for the necessary and reasonable legal costs incurred in the defense of such charges. It is understood that “finally acquitted” includes: charge(s) which are withdrawn by the Crown Attorney; where the Crown Attorney refuses to proceed with charge(s); or, if the charge(s) are stayed (stay of proceedings) where no guilt is proven. For the avoidance of doubt, it is further understood that “finally acquitted” means no finding of guilt on any criminal or statutory offence arising from the same set of facts or transactions giving rise to the charge(s).
- 25.02 Subject to the provisions of this Article, where a member is subject to charges or disciplinary measures as a result of an investigation under Part X (Public Complaints) of the *CSPA, 2019*, the member shall be indemnified for necessary and reasonable legal costs incurred in defence of such charges and disciplinary measures (up to a maximum of \$15,000.00 inclusive of HST), provided the member is finally acquitted and successful in having all disciplinary measures overturned. For the avoidance of doubt, it is further understood that “finally acquitted” means no finding of guilt on any criminal or statutory offence arising from the same set of facts or transactions giving rise to the charge(s).
- 25.03 Notwithstanding clause 25.01 and 25.02, the Board may refuse payment otherwise authorized under clause 25.01 and 25.02 where the actions of the officer from which the charges arose amounted to a dereliction of duty or abuse of his/her powers as a police officer.
- 25.04 Where a Sworn Member is a defendant in a civil action for damages because of acts done in the performance or attempted performance in good faith of duties as a police officer, the officer shall be indemnified for the necessary and reasonable legal costs incurred in the defence of such an action in the following circumstances only:
- a. where the Board is not joined in the action as a party under the Police Services Act, or the *CSPA, 2019*, and the Board does not defend the action and the sworn member as joint tortfeasors at the Board’s expense; or,
 - b. Where the Board is joined as a party or elects to defend the action, but the solicitor retained on behalf of the Board and the Sworn Member is of the view that it would be improper to act for both the Board and the Sworn Member in that action or as determined by the court.

- 25.05 Where, during an inquest under the Coroners Act or a review under section 133(1) of the *CSPA, 2019*, or a public inquiry under the Public Inquiries Act, a member's conduct is called into question because of acts done while on duty and in good faith, the member shall be indemnified for any necessary and reasonable legal costs directly arising from the protection of the member's interest at such inquiry, but only if:
- a. the Chief of Police or the Board does not provide counsel to represent the Service, at the Board's expense; or,
 - b. In the opinion of counsel retained by the Chief of Police or the Board to represent the Service, or as determined by the tribunal, or as determined by the court, it would be improper for him to represent the member and the Chief and/or the Board before the inquiry.
- 25.06 Where a member intends to apply to the Board for indemnification under Article 25, the member shall, within ten (10) days of being charged or receiving notice of other legal proceedings covered herein, apply to the Chief of Police or designate, in writing.
- 25.07 Notwithstanding Article 25.01 the Chief of Police agrees that legal counsel shall be provided, for the initial consultation and interview, at the Board's expense to a maximum of \$1500.00 for a designated witness and \$2500.00 for a designated subject inclusive of HST, to a member who as a result of his/her police duties may be directly or indirectly involved in an occurrence investigated by the Special Investigations Unit. The Association agrees that members will use the services of local legal counsel for the initial consultation unless the Chief of Police authorizes the use of out-of-town legal counsel.
- 25.08 For greater clarity, members shall not be indemnified for legal costs arising from:
- a. Grievances or complaints under the collective agreement, the Police Services Act, *CSPA, 2019* or any other statutory legislation;
 - b. The actions or omissions of members acting in their capacity as private citizens;
 - c. Discipline charges by way of chief's complaint under Part V of the Police Services Act and regulations, or internal discipline charges by way of chief's investigation under Part XII of the *CSPA, 2019* and regulations, unless it is determined by a duly-appointed adjudicator that the member has not engaged in misconduct or unsatisfactory work performance, in which case the Board will indemnify the member for necessary and reasonable legal costs incurred in the defence of such charges, up to a maximum of \$7,500.00.; or
 - d. If acting in bad faith.

- 25.09 For the purpose of Article XVI, “necessary and reasonable legal costs” if needed, shall be determined in the first instance, by the Board’s solicitor.
- 25.10 In the case of disagreement about “necessary and reasonable legal costs” the Board may require the account submitted by legal counsel to be submitted to Assessment by an Assessment Office of the Court. In any such case, the Association and individual member shall co-operate in submitting to the Assessment.
- 25.11 For any request for indemnification the Board shall be supplied with an itemized list of expenses from the member's lawyer for consideration.

ARTICLE 26 – GRIEVANCE/ARBITRATION PROCEDURE

26.01 Where the Association grieves that the collective agreement has been violated, or asserts that there is a difference between the parties relating to the interpretation, application or administration of this agreement or of a decision or award of an arbitrator shall follow the below procedure and timelines:

- a. Step 1- the Association shall, where the matter is not a policy grievance pursuant to Article 26.02 below, file the grievance in writing with the grievor(s)'s immediate supervisor, including the particulars of the alleged grievance, within fifteen (15) calendar days of the violation or event giving rise to the difference between the parties. Where the matter is not a policy grievance pursuant to Article 26.02 below, the supervisor who receives the grievance and such other person(s) as are deemed necessary, shall meet with the grievor(s) and a representative of the Association to discuss the grievance within ten (10) calendar days of the filing of the grievance at this step. If the Association is not satisfied with the response at this step, the grievance may be filed at the next step of this procedure.
- b. Step 2- Within ten (10) calendar days of the receipt of the response under Step 2 the grievance may be filed with the Chief of Police, or his designate. At the discretion of either party a meeting may be held at this stage to discuss the grievance. The Chief of Police will communicate in writing his decision to the Association within ten (10) calendar days of his receipt of the grievance. If the Association is not satisfied with the response at this step it may file the grievance at the next step.
- c. Step 3- Within ten (10) calendar days of the receipt of the response under Step 2 the grievance may be filed with the Police Services Board which shall consider it and the responses to the grievance at Steps 1 and 2 above. Within fifteen (15) calendar days of receipt of the grievance, the Board shall communicate its response in writing to the Association. If the Association is not satisfied with the response at this step the grievance may be submitted to arbitration as provided for below.

Policy Grievance

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

Arbitration

26.03 Where the Association intends to refer a grievance to arbitration, the Association shall within thirty (30) calendar days of receiving the decision at Step 3, notify the Board in writing that it is referring the grievance to arbitration. The Association and the Board may endeavour to appoint a mutually acceptable arbitrator and, if successful in doing so, shall share the costs of the arbitrator and the arbitration hearing equally between them. However, an attempt by the parties to agree upon the selection of a mutually acceptable arbitrator does not preclude the Association from at any time availing itself of the conciliation and arbitration provisions of the Police Services Act. An arbitrator shall not alter, add to, subtract from, or amend any part of this Agreement but may impose any settlement he or she feels is just and equitable.

Time Limits

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

ARTICLE 27 – WSIB

- 27.01 Where a member is injured in any place in the execution of his work duty, whether at the time of such injury, such member was or was not on duty, such injury shall be reported to the Workplace Safety Insurance Board (WSIB), and the Board shall pay directly to the member compensation in accordance with the decision of the WSIB.
- 27.02 In the case of a member who is awarded Workplace Safety Insurance Board Loss of Earnings Benefits, the Board shall pay the member's normal after-tax net pay, for as long as the member remains in receipt of Loss of Earnings benefits. "Normal after-tax net pay" shall be interpreted so as to preclude the possibility of members receiving a greater net pay while on WSIB compensation than while working.
- 27.03 For members who have been awarded WSIB benefits after November 3, 2020:
- a. Where a member absent due to WSIB-compensable illness or injury becomes eligible for an OMERS disability waiver of contributions, the member shall apply for the waiver.
 - b. Where a member in receipt of WSIB Loss of Earnings benefits is in receipt of an OMERS disability waiver of contributions, and therefore not required to make OMERS contributions, the Board shall pay the member 85% of their normal after-tax net pay, for as long as they remain in receipt of the OMERS disability waiver of premiums. Should the OMERS disability waiver become discontinued, members on approved WSIB loss of earnings benefits shall receive 100% of normal after-tax net pay, as per Article 27.01.

ARTICLE 28 – RETIREMENT AND PENSION BENEFITS

28.01 Every full-time member, on completion of his/her probationary period, shall join the Ontario Municipal Employees Retirement System. All others who meet the eligibility criteria as outlined in the Pension Benefits Act (PBA) will be given the option to join. The Board agrees to provide and subsidize, if necessary, the following pension supplements:

- a. A supplementary pension payable in full at sixty (60) years of age, to provide that the total pension payable from the Ontario Municipal Employees Retirement System and any former pension plans is equal to 2% of the highest average 60 consecutive months' earnings multiplied by his years of credited service at retirement to a maximum of thirty-five (35) of service.
- b. An early retirement benefit to permit early retirement without actuarial reduction in benefits within ten (10) years prior to a member's normal retirement date when:
 - i. The member has a medical condition which does not respond to appropriate medical treatment and is disabling for the employment positions available and voluntarily applies for pension on this basis.
 - ii. The Board orders the disabled member who meets the conditions of Article 28.01 Section 2, subsection (a) but refuses to elect to apply for disability pension, to submit to medical examinations by two qualified medical practitioners, one selected by the Board, the other by the member. When so ordered the member must submit to the medical examinations and ensure that the results are forwarded forthwith to the Board who will, based on the findings, place the member on retirement if applicable; or,
 - iii. The member has completed thirty (30) years of service with the Board.

28.02 All past service costs will be paid by the Board and future service costs will be split equally between the member and the Board. Pensions shall commence on the first day of the month following the month in which the member retires.

ARTICLE 29 – PROMOTIONS, JOB POSTINGS AND EVALUATIONS

- 29.01 All promotional opportunities shall be filled through the promotional process on the basis of skills, qualifications and core competencies, as set out in this Article and in the Promotional Policy. When qualifications and ability are equal as between two (2) or more candidates, seniority shall be the determining factor.
- 29.02 In order to be objective, fair and thorough, the promotional process will assess the relative skills, qualifications and ability of candidates in competition through the following stages of assessment:
- a. OPC exam or any other internal exam developed by the TBPS
 - b. TBPS annual performance evaluations
 - c. Resume/Application
 - d. Oral interview
 - e. Promotional Policy
- 29.03 It is the responsibility of the Chief of Police to initiate a promotional competition for the ranks of Sergeant and Staff Sergeant for the purpose of establishing and maintaining a list of qualified candidates for each of the two (2) ranks.
- 29.04 A new promotional competition will commence on the first business day of January and will expire on December 31st of the same calendar year.. In the event the promotional list for either rank is exhausted mid-year, a new promotional list for that rank will commence upon its exhaustion and will expire December 31st of the calendar year it is established.
- 29.05 Promotions shall be made in rank order from the top of the promotional standing list.
- a. Subject to the provisions of 29.06, the Chief of Police may skip a candidate on the current promotional standing list in order to fill a vacancy at the following specialty sergeant positions, provided no confirmed rank applies for the vacancy:
 - i. Emergency Task Unit
 - ii. Forensic Identification Unit
- 29.06 When the Chief of Police resorts to 29.05 (a) the following shall apply:
- a. Emergency Task Unit
 - i. Provided no member of confirmed rank applies, the Chief may consider any candidate within the top five (5) on the current promotional standing list provided that candidate meets the conditions set out in 29.09 and:

- ii. Has completed the Basic Tactical Officer Course;
- iii. Has completed the Hostage Rescue Course; and,
- iv. Must have two (2) years of experience with the Emergency Task Unit.

Forensic Identification Unit

- i. Provided no member of confirmed rank applies, the Chief may consider any candidate within the top five (5) on the current promotional standing list provided that candidate meets the conditions set out in 29.09 and;
- ii. Has completed the Forensic Identification Course and is recognized as a qualified Identification Officer; and,
- iii. Must have two (2) years of experience with the Forensic Identification Unit.

29.07 A member who is promoted under 29.05 (a) will not be eligible to compete for the rank of Staff Sergeant for a period of five (5) years from the date of that promotion.

29.08 A member who is promoted under 29.05 (a) is expected to remain as Sergeant in that specialty unit for a minimum of three (3) years. If the promoted member requests a transfer prior to completing the three (3) years, they shall forfeit their rank.”

PROMOTIONAL COORDINATING COMMITTEE

29.09 At the commencement of a promotional competition, a Coordinating Committee shall be formed. The Coordinating Committee will be comprised of three (3) persons: two (2) members as determined by the Senior Leadership Team and one (1) member as determined by the Association. The Association member of the Coordinating Committee should, where possible, be of equal rank or higher than the position being considered.

The two members from the Senior Leadership Team shall include the Chairperson, to be appointed by the Chief of Police or designate, and shall both be above the rank of the position being considered.

- a. The Coordinating Committee will meet within fifteen (15) days from the posting of the Chief’s Order commencing the promotional competition(s) to review the process and timelines.
- b. The Coordinating Committee will meet within fifteen (15) days from the closing of the competitions to review and score the candidates.

CANDIDATE ELIGIBILITY

29.10 An applicant will not be eligible for promotion if the applicant has been convicted of misconduct or unsatisfactory work performance and dealt with by way of penalty under either section 200(1) of the *CSPA, 2019*, or section 85(1) of the PSA within the previous two (2) years. In addition, the applicant will not be eligible for promotion if, at any time during the promotional process, the applicant is suspended from duty and charged with a criminal offense, or has been charged with misconduct as defined under the PSA or the *CSPA, 2019*.

Subject to the foregoing, the applicant must meet the following criteria:

- a. FOR SERGEANT
 - i. Have achieved First Class Constable rank;
 - ii. Have a minimum of eight (8) years' full-time service as a sworn officer, inclusive of a minimum of three (3) years' service as a sworn officer with the TBPS; and
 - iii. Have successfully completed all mandatory Use of Force training within the previous twelve (12) months.
- b. FOR STAFF SERGEANT
 - i. Have achieved one (1) year confirmed in the rank of Sergeant with the TBPS; and,
 - ii. Have successfully completed all mandatory Use of Force training within the previous twelve (12) months.

PROMOTIONAL COMPETITION (5 STAGES)

Stage 1- OPC Exam

29.11 Commencing January 1, 2027, a candidate must achieve at least 70% on the OPC Exam or any other TBPS internal exam in order to compete in the promotional process.

- a. All members who have previously obtained 70% on the relevant OPC exam or TBPS internal exam will be permitted to compete in a promotional competition for that rank; and
- b. The candidate's highest score obtained on either the OPC or TBPS internal exam will be the score used in the promotional process, provided these exam results are not more than three (3) years old from the commencement date of the current promotional competition.

Between January 1, 2024, and December 31, 2026, a candidate must achieve at least 50% on the relevant OPC promotional exam in order to compete in the promotional process.

Stage 2- Performance Appraisal

29.12 A candidate must achieve at least 'meeting expectations' in all areas of their two (2) most recent performance evaluations in order to proceed to stage 3 in the process.

Stage 3 – Resume/Application

29.13 The resume/application shall be a summary document specifying each candidate's educational, work and community involvement.

- a. Each member of the Promotional Coordinating Committee will independently score each candidate's resume/application in accordance with the Promotional Policy.
- b. The Chairperson will then total each Promotional Coordinating Committee member's resume/application scores for the candidate and divide by three (3), to determine the candidate's resume/application score.
- c. The resume/application shall be scored out of (30) thirty marks out of a total of 100 marks and shall have a weight of 30%

Stage 4 - Oral Interview

29.14 The Candidate Interview Panel shall conduct a structured oral interview of all candidates. The same questions shall be asked of each candidate. The structured interview will further evaluate the candidate's suitability to perform the competencies required for the position.

- a. If the member is working during the scheduled oral interview, the member will be permitted to attend the interview while on duty.
- b. Each interview question will be assigned a numerical weight by the Promotional Panel.
- c. Each member of the Candidate Interview Panel will independently score the candidate's response to each question and a total numeric score will be tallied for each interview and filed with the Chairperson.

- d. The Chairperson will then total all panel members' oral interview scores for the candidate and divide by three (3), to determine the candidate's oral interview score.
- e. The Oral Interview will be out of a total of 50 marks out of 100 total marks or (50%).

Stage 5 – Promotional Policy

29.15 In any promotional competition, 20 marks out of 100 marks (20%) will be determined in accordance with the Promotional Policy.

Promotional Policy Committee

29.16 A joint Promotional Policy Committee shall address any matters related to the Promotional Policy. The Promotional Policy Committee shall consist of the Deputy Chief, who shall be the Chair, and two members of the Senior Leadership Team, as well as two members of the Association Executive, one of which shall be the President or designate.

Job Posting

29.17 Where a vacancy occurs or a new position is created, notice shall be posted outside Human Resources and sent out via internal email where possible for a minimum of fourteen (14) calendar days and a copy of the notice shall set out a job description of the position, qualifications required, the wage rate, and date of posting. All posted internal vacancies shall be filled in accordance with the Constable/NCOS Internal Job Posting Policy.

Evaluation

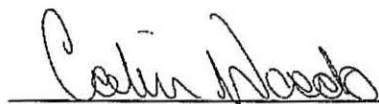
29.18 Police members' performance evaluations will be completed annually according to the member's anniversary date. The supervisor who assesses a member's performance must have observed or been aware of the member's performance for at least one half (1/2) of the period for which the member's performance is evaluated up to six (6) months of observation.

ARTICLE 31 – TERM OF AGREEMENT

- 31.01 This Agreement shall remain in full force and effect for five (5) years from January 1, 2024 to December 31, 2028, and from year to year thereafter, unless either party gives notice in writing not more than 90 days and not less than 30 days previous to the expiration of the said Agreement of its desire to alter, or terminate the same.
- 31.02 Provided however, that any benefits payable under this Agreement shall be payable only to members in the bargaining unit who are in the employ of the Board on the date of execution of the Agreement by the Board, unless a member has retired or had died while in the employ of the Board during the term of this Agreement, in which cases, the said benefits shall apply.
- 31.03 Any notice requiring alteration of the Agreement shall set out the alteration requested within fifteen (15) days following the written service of notice.

SIGNED this 11 day of May, 2026, in the City of Thunder Bay, Ontario

Thunder Bay Police Association:



President

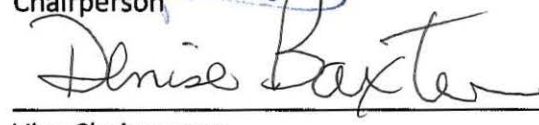


Bargaining Chairperson

Thunder Bay Police Services Board:



Chairperson



Vice Chairperson

SCHEDULE A:

Schedule A: 2024

UNIFORM SALARY SCALE EFFECTIVE JANUARY 1, 2024 (Reflecting 4% increase from 2023 base salaries)			
Class	Annual	Biweekly	Hourly
Fourth Class Constable	64,467.78	2,479.53	30.9941
Third Class Constable	77,362.27	2,975.47	37.1934
Second Class Constable	92,834.22	3,570.55	44.6318
First Class Constables			
First class - less than 8 Years	112,873.02	4,341.27	54.2659
First class - 8 - 16	116,259.21	4,471.51	55.8939
First class - 17 - 22	119,645.40	4,601.75	57.5218
First class - 23+	123,031.59	4,731.98	59.1498
Specialty Constable less than 8 Years - Step 1	115,694.84	4,449.80	55.6225
Specialty Constable less than 8 Years - Step 2	117,387.94	4,514.92	56.4365
Specialty Constable - 8 - 16 Years - Step 1	119,165.69	4,583.30	57.2912
Specialty Constable - 8 - 16 Years - Step 2	120,909.58	4,650.37	58.1296
Specialty Constable - 17 - 22 Years - Step 1	122,636.54	4,716.79	58.9599
Specialty Constable - 17 - 22 Years - Step 2	124,431.22	4,785.82	59.8227
Specialty Constable - 23+ - Step 1	126,107.38	4,850.28	60.6285
Specialty Constable - 23+ - Step 2	127,952.85	4,921.26	61.5158
Acting Sergeant - 8 - 16 Years			60.7778
Acting Sergeant - 17 - 22 Years			62.4058
Acting Sergeant - +23 Years			64.0337
Sergeants			
Sergeant 8 - 16 Year 1	129,239.61	4,970.75	62.1344
Sergeant 8 - 16 - Year 2	134,318.89	5,166.11	64.5764
Sergeant 17 - 22 - Year 1	132,625.80	5,100.99	63.7624
Sergeant 17 - 22 - Year 2	137,705.08	5,296.35	66.2044
Sergeant 23+ - Year 1	136,011.99	5,231.23	65.3904
Sergeant 23+ - Year 2	141,091.27	5,426.59	67.8323
Specialty Sergeant - 8 - 16 Years - Step 1	137,676.87	5,295.26	66.1908
Specialty Sergeant - 8 - 16 Years - Step 2	139,691.65	5,372.76	67.1594
Specialty Sergeant - 17 - 22 Years - Step 1	141,147.71	5,428.76	67.8595
Specialty Sergeant - 17 - 22 Years - Step 2	143,213.29	5,508.20	68.8525
Specialty Sergeant - 23+ - Step 1	144,618.56	5,562.25	69.5282
Specialty Sergeant - 23+ - Step 2	146,734.92	5,643.65	70.5456
Acting Staff Sergeant - 8 - 16 Years			66.2044
Acting Staff Sergeant - 17 - 22 Years			67.8323
Acting Staff Sergeant - +23 Years			69.4603

UNIFORM SALARY SCALE EFFECTIVE JANUARY 1, 2024 (Reflecting 4% increase from 2023 base salaries)				
Class	Annual	Biweekly	Hourly	
Staff Sergeants				
Staff Stg 8 - 16 - Year 1	140,526.91	5,404.88	67.5610	
Staff Sgt 8 - 16 - Year 2	146,734.92	5,643.65	70.5456	
Staff Sgt 17 - 22 Year 1	143,913.10	5,535.12	69.1890	
Staff Sgt 17 - 22 Year 2	150,121.12	5,773.89	72.1736	
Staff Sgt 23+ - Year 1	147,299.29	5,665.36	70.8170	
Staff Sgt 23+ - Year 2	153,507.31	5,904.13	73.8016	
Specialty Staff Sergeant - 8 - 16 Years - Step 1	150,403.30	5,784.74	72.3093	
Specialty Staff Sergeant - 8 - 16 Years - Step 2	152,604.32	5,869.40	73.3675	
Specialty Staff Sergeant - 17 - 22 Years - Step 1	153,874.14	5,918.24	73.9780	
Specialty Staff Sergeant - 17 - 22 Years - Step 2	156,125.96	6,004.84	75.0606	
Specialty Staff Sergeant - 23+ - Step 1	157,344.99	6,051.73	75.6466	
Specialty Staff Sergeant - 23+ - Step 2	159,647.60	6,140.29	76.7537	
FOR INFORMATION PURPOSES ONLY: RATES FOR THE ALLOWANCES				
Municipal Policing Allowance-8- 16 Years	3,386.19	130.24	1.6280	
Municipal Policing Allowance -17-22 Years	6,772.38	260.48	3.2560	
Municipal Policing Allowance +23 Years	10,158.57	390.71	4.8839	
Acting Sergeant	10,158.57	390.71	4.8839	
Acting Staff Sergeant	21,445.87	824.84	10.3105	
Uniform Patrol Nightshift Premium			1.3566	

Schedule A: 2025

UNIFORM SALARY SCALE EFFECTIVE JANUARY 1, 2025 (Reflecting 4% increase from 2024 base salaries)				
Class	Annual	Biweekly	Hourly	
Fourth Class Constable	67,046.49	2,578.71	32.2339	
Third Class Constable	80,456.76	3,094.49	38.6811	
Second Class Constable	96,547.59	3,713.37	46.4171	
First Class Constables				
First class - less than 8 Years	117,387.94	4,514.92	56.4365	
First class - 8 - 16	120,909.58	4,650.37	58.1296	
First class - 17 - 22	124,431.22	4,785.82	59.8227	
First class - 23+	127,952.85	4,921.26	61.5158	
Specialty Constable - less than 8 Years - Step 1	120,322.64	4,627.79	57.8474	
Specialty Constable - less than 8 Years - Step 2	122,083.46	4,695.52	58.6940	
Specialty Constable - 8 - 16 Years - Step 1	123,932.32	4,766.63	59.5828	
Specialty Constable - 8 - 16 Years - Step 2	125,745.96	4,836.38	60.4548	
Specialty Constable - 17 - 22 Years - Step 1	127,542.00	4,905.46	61.3183	
Specialty Constable - 17 - 22 Years - Step 2	129,408.46	4,977.25	62.2156	
Specialty Constable - 23+ - Step 1	131,151.68	5,044.30	63.0537	
Specialty Constable - 23+ - Step 2	133,070.97	5,118.11	63.9764	
Acting Sergeant - 8 - 16 Years			63.2089	
Acting Sergeant - 17 - 22 Years			64.9020	
Acting Sergeant - +23 Years			66.5951	
Sergeants				
Sergeant 8 - 16 Year 1	134,409.19	5,169.58	64.6198	
Sergeant 8 - 16 - Year 2	139,691.65	5,372.76	67.1594	
Sergeant 17 - 22 - Year 1	137,930.83	5,305.03	66.3129	
Sergeant 17 - 22 - Year 2	143,213.29	5,508.20	68.8525	
Sergeant 23+ - Year 1	141,452.47	5,440.48	68.0060	
Sergeant 23+ - Year 2	146,734.92	5,643.65	70.5456	
Specialty Sergeant - 8 - 16 Years - Step 1	143,183.94	5,507.07	68.8384	
Specialty Sergeant - 8 - 16 Years - Step 2	145,279.31	5,587.67	69.8458	
Specialty Sergeant - 17 - 22 Years - Step 1	146,793.62	5,645.91	70.5739	
Specialty Sergeant - 17 - 22 Years - Step 2	148,941.82	5,728.53	71.6066	
Specialty Sergeant - 23+ - Step 1	150,403.30	5,784.74	72.3093	
Specialty Sergeant - 23+ - Step 2	152,604.32	5,869.40	73.3675	
Acting Staff Sergeant - 8 - 16 Years			68.8525	
Acting Staff Sergeant - 17 - 22 Years			70.5456	
Acting Staff Sergeant - +23 Years			72.2387	

UNIFORM SALARY SCALE EFFECTIVE JANUARY 1, 2025

(Reflecting 4% increase from 2024 base salaries)

Class	Annual	Biweekly	Hourly
Staff Sergeants			
Staff Stg 8 - 16 - Year 1	146,147.99	5,621.08	70.2635
Staff Sgt 8 - 16 - Year 2	152,604.32	5,869.40	73.3675
Staff Sgt 17 - 22 Year 1	149,669.62	5,756.52	71.9565
Staff Sgt 17 - 22 Year 2	156,125.96	6,004.84	75.0606
Staff Sgt 23+ - Year 1	153,191.26	5,891.97	73.6496
Staff Sgt 23+ - Year 2	159,647.60	6,140.29	76.7537
Specialty Staff Sergeant - 8 - 16 Years - Step 1	156,419.43	6,016.13	75.2016
Specialty Staff Sergeant - 8 - 16 Years - Step 2	158,708.49	6,104.17	76.3022
Specialty Staff Sergeant - 17 - 22 Years - Step 1	160,029.11	6,154.97	76.9371
Specialty Staff Sergeant - 17 - 22 Years - Step 2	162,371.00	6,245.04	78.0630
Specialty Staff Sergeant - 23+ - Step 1	163,638.79	6,293.80	78.6725
Specialty Staff Sergeant - 23+ - Step 2	166,033.50	6,385.90	79.8238
FOR INFORMATION PURPOSES ONLY: RATES FOR THE ALLOWANCES			
Municipal Policing Allowance-8- 16 Years	3,521.64	135.45	1.6931
Municipal Policing Allowance -17-22 Years	7,043.28	270.90	3.3862
Municipal Policing Allowance +23 Years	10,564.91	406.34	5.0793
Acting Sergeant	10,564.91	406.34	5.0793
Acting Staff Sergeant	22,303.71	857.83	10.7229
Uniform Patrol Nightshift Premium			1.6931

Schedule A: 2026

UNIFORM SALARY SCALE EFFECTIVE JANUARY 1, 2026 (Reflecting 4% increase from 2025 base salaries)			
Class	Annual	Biweekly	Hourly
Fourth Class Constable	69,728.35	2,681.86	33.5232
Third Class Constable	83,675.03	3,218.27	40.2284
Second Class Constable	100,409.50	3,861.90	48.2738
FL Premium - 4th Class Constable	70,949.18	2,728.81	34.1102
FL Premium - 3rd Class Constable	84,895.86	3,265.23	40.8153
FL Premium - 2nd Class Constable	101,630.33	3,908.86	48.8607
First Class Constables			
First class - less than 8 Years	122,083.46	4,695.52	58.6940
First class - 8 - 16	125,745.96	4,836.38	60.4548
First class - 17 - 22	129,408.46	4,977.25	62.2156
First class - 23+	133,070.97	5,118.11	63.9764
FL Premium - Constable less than 8 Years	123,304.29	4,742.47	59.2809
FL Premium - Constable - 8 - 16 Years	126,966.80	4,883.34	61.0417
FL Premium - Constable - 17 - 22 Years	130,629.30	5,024.20	62.8025
FL Premium - Constable - 23+	134,291.80	5,165.07	64.5634
Specialty Constable less than 8 Years - Step 1	125,135.54	4,812.91	60.1613
Specialty Constable less than 8 Years - Step 2	126,966.80	4,883.34	61.0417
Specialty Constable - 8 - 16 Years - Step 1	128,889.61	4,957.29	61.9662
Specialty Constable - 8 - 16 Years - Step 2	130,775.80	5,029.84	62.8730
Specialty Constable - 17 - 22 Years - Step 1	132,643.68	5,101.68	63.7710
Specialty Constable - 17 - 22 Years - Step 2	134,584.80	5,176.34	64.7042
Specialty Constable - 23+ - Step 1	136,397.74	5,246.07	65.5758
Specialty Constable - 23+ - Step 2	138,393.81	5,322.84	66.5355
FL Prem Specialty Constable less than 8 Years - Step 1	126,356.38	4,859.86	60.7483
FL Prem Specialty Constable less than 8 Years - Step 2	128,187.63	4,930.29	61.6287
FL Prem Specialty Constable - 8 - 16 Years - Step 1	130,110.44	5,004.25	62.5531
FL Prem Specialty Constable - 8 - 16 Years - Step 2	131,996.63	5,076.79	63.4599
FL Prem Specialty Constable - 17 - 22 Years - Step 1	133,864.51	5,148.64	64.3579
FL Prem Specialty Constable - 17 - 22 Years - Step 2	135,805.64	5,223.29	65.2912
FL Prem Specialty Constable - 23+ - Step 1	137,618.58	5,293.02	66.1628
FL Prem Specialty Constable - 23+ - Step 2	139,614.64	5,369.79	67.1224
Acting Sergeant - 8 - 16 Years			65.7372
Acting Sergeant - 17 - 22 Years			67.4981
Acting Sergeant - +23 Years			69.2589

UNIFORM SALARY SCALE EFFECTIVE JANUARY 1, 2026

(Reflecting 4% increase from 2025 base salaries)

Class	Annual	Biweekly	Hourly
Sergeants			
Sergeant 8 - 16 Year 1	139,785.56	5,376.37	67.2046
Sergeant 8 - 16 - Year 2	145,279.31	5,587.67	69.8458
Sergeant 17 - 22 - Year 1	143,448.06	5,517.23	68.9654
Sergeant 17 - 22 - Year 2	148,941.82	5,728.53	71.6066
Sergeant 23+ - Year 1	147,110.57	5,658.10	70.7262
Sergeant 23+ - Year 2	152,604.32	5,869.40	73.3675
FL Premium - Sergeant - 8 - 16 Years - Year 1	141,006.39	5,423.32	67.7915
FL Premium - Sergeant - 8 - 16 Years - Year 2	146,500.15	5,634.62	70.4328
FL Premium - Sergeant - 17 - 22 Years - Year 1	144,668.90	5,564.19	69.5524
FL Premium - Sergeant - 17 - 22 Years - Year 2	150,162.65	5,775.49	72.1936
FL Premium - Sergeant - +23 Years - Year 1	148,331.40	5,705.05	71.3132
FL Premium - Sergeant - +23 Years - Year 2	153,825.16	5,916.35	73.9544
Specialty Sergeant - 8 - 16 Years - Step 1	148,911.30	5,727.36	71.5920
Specialty Sergeant - 8 - 16 Years - Step 2	151,090.49	5,811.17	72.6397
Specialty Sergeant - 17 - 22 Years - Step 1	152,665.36	5,871.74	73.3968
Specialty Sergeant - 17 - 22 Years - Step 2	154,899.49	5,957.67	74.4709
Specialty Sergeant - 23+ - Step 1	156,419.43	6,016.13	75.2016
Specialty Sergeant - 23+ - Step 2	158,708.49	6,104.17	76.3022
Acting Staff Sergeant - 8 - 16 Years			71.6066
Acting Staff Sergeant - 17 - 22 Years			73.3675
Acting Staff Sergeant - +23 Years			75.1283
Staff Sergeants			
Staff Stg 8 - 16 - Year 1	151,993.90	5,845.92	73.0740
Staff Sgt 8 - 16 - Year 2	158,708.49	6,104.17	76.3022
Staff Sgt 17 - 22 Year 1	155,656.41	5,986.78	74.8348
Staff Sgt 17 - 22 Year 2	162,371.00	6,245.04	78.0630
Staff Sgt 23+ - Year 1	159,318.91	6,127.65	76.5956
Staff Sgt 23+ - Year 2	166,033.50	6,385.90	79.8238
FL Premium - Staff Sergeant - 8 - 16 Years - Year 1	153,214.74	5,892.87	73.6609
FL Premium - Staff Sergeant - 8 - 16 Years - Year 2	159,929.33	6,151.13	76.8891
FL Premium - Staff Sergeant - 22 Years - Year 1	156,877.24	6,033.74	75.4218
FL Premium - Staff Sergeant - 17 - 22 Years - Year 2	163,591.83	6,291.99	78.6499
FL Premium - Staff Sergeant - +23 Years - Year 1	160,539.75	6,174.61	77.1826
FL Premium - Staff Sergeant - +23 Years - Year 2	167,254.34	6,432.86	80.4107

UNIFORM SALARY SCALE EFFECTIVE JANUARY 1, 2026

(Reflecting 4% increase from 2025 base salaries)

Class	Annual	Biweekly	Hourly
Specialty Staff Sergeant - 8 - 16 Years - Step 1	162,676.21	6,256.78	78.2097
Specialty Staff Sergeant - 8 - 16 Years - Step 2	165,056.83	6,348.34	79.3542
Specialty Staff Sergeant - 17 - 22 Years - Step 1	166,430.27	6,401.16	80.0146
Specialty Staff Sergeant - 17 - 22 Years - Step 2	168,865.84	6,494.84	81.1855
Specialty Staff Sergeant - 23+ - Step 1	170,184.34	6,545.55	81.8194
Specialty Staff Sergeant - 23+ - Step 2	172,674.84	6,641.34	83.0168
FOR INFORMATION PURPOSES ONLY: RATES FOR THE ALLOWANCES & PREMIUMS			
Municipal Policing Allowance-8- 16 Years	3,662.50	140.87	1.7608
Municipal Policing Allowance -17-22 Years	7,325.01	281.73	3.5216
Municipal Policing Allowance +23 Years	10,987.51	422.60	5.2825
Acting Sergeant	10,987.51	422.60	5.2825
Acting Staff Sergeant	23,195.86	892.15	11.1519
Front Line Uniform Patrol Premium	1,220.83	46.96	0.5869

Schedule A: 2027

UNIFORM SALARY SCALE EFFECTIVE JANUARY 1, 2027 (Reflecting 4% increase from 2026 base salaries)			
Class	Annual	Biweekly	Hourly
Fourth Class Constable	72,517.48	2,789.13	34.8642
Third Class Constable	87,022.03	3,347.00	41.8375
Second Class Constable	104,425.88	4,016.38	50.2047
FL Premium - 4th Class Constable	75,056.82	2,886.80	36.0850
FL Premium - 3rd Class Constable	89,561.36	3,444.67	43.0583
FL Premium - 2nd Class Constable	106,965.21	4,114.05	51.4256
First Class Constables			
First class - less than 8 Years	126,966.80	4,883.34	61.0417
First class - 8 - 16	130,775.80	5,029.84	62.8730
First class - 17 - 22	134,584.80	5,176.34	64.7042
First class - 23+	138,393.81	5,322.84	66.5355
FL Premium - Constable less than 8 Years	129,506.13	4,981.01	62.2626
FL Premium - Constable - 8 - 16 Years	133,315.14	5,127.51	64.0938
FL Premium - Constable - 17 - 22 Years	137,124.14	5,274.01	65.9251
FL Premium - Constable - 23+	140,933.14	5,420.51	67.7563
Specialty Constable less than 8 Years - Step 1	130,140.97	5,005.42	62.5678
Specialty Constable less than 8 Years - Step 2	132,045.47	5,078.67	63.4834
Specialty Constable - 8 - 16 Years - Step 1	134,045.19	5,155.58	64.4448
Specialty Constable - 8 - 16 Years - Step 2	136,006.83	5,231.03	65.3879
Specialty Constable - 17 - 22 Years - Step 1	137,949.42	5,305.75	66.3218
Specialty Constable - 17 - 22 Years - Step 2	139,968.20	5,383.39	67.2924
Specialty Constable - 23+ - Step 1	141,853.65	5,455.91	68.1989
Specialty Constable - 23+ - Step 2	143,929.56	5,535.75	69.1969
Acting Sergeant - 8 - 16 Years			68.3667
Acting Sergeant - 17 - 22 Years			70.1980
Acting Sergeant - +23 Years			72.0292

UNIFORM SALARY SCALE EFFECTIVE JANUARY 1, 2027

(Reflecting 4% increase from 2026 base salaries)

Class	Annual	Biweekly	Hourly
Sergeants			
Sergeant 8 - 16 Year 1	145,376.98	5,591.42	69.8928
Sergeant 8 - 16 - Year 2	151,090.49	5,811.17	72.6397
Sergeant 17 - 22 - Year 1	149,185.98	5,737.92	71.7240
Sergeant 17 - 22 - Year 2	154,899.49	5,957.67	74.4709
Sergeant 23+ - Year 1	152,994.99	5,884.42	73.5553
Sergeant 23+ - Year 2	158,708.49	6,104.17	76.3022
FL Premium - Sergeant - 8 - 16 Years - Year 1	147,916.32	5,689.09	71.1136
FL Premium - Sergeant - 8 - 16 Years - Year 2	153,629.82	5,908.84	73.8605
FL Premium - Sergeant - 17 - 22 Years - Year 1	151,725.32	5,835.59	72.9449
FL Premium - Sergeant - 17 - 22 Years - Year 2	157,438.83	6,055.34	75.6917
FL Premium - Sergeant - +23 Years - Year 1	155,534.32	5,982.09	74.7761
FL Premium - Sergeant - +23 Years - Year 2	161,247.83	6,201.84	77.5230
Specialty Sergeant - 8 - 16 Years - Step 1	154,867.75	5,956.45	74.4556
Specialty Sergeant - 8 - 16 Years - Step 2	157,134.11	6,043.62	75.5452
Specialty Sergeant - 17 - 22 Years - Step 1	158,771.98	6,106.61	76.3327
Specialty Sergeant - 17 - 22 Years - Step 2	161,095.47	6,195.98	77.4497
Specialty Sergeant - 23+ - Step 1	162,676.21	6,256.78	78.2097
Specialty Sergeant - 23+ - Step 2	165,056.83	6,348.34	79.3542
Acting Staff Sergeant - 8 - 16 Years - Year 1			74.4709
Acting Staff Sergeant - 17 - 22 Years - Year 1			76.3022
Acting Staff Sergeant - +23 Years - Year 1			78.1334
Staff Sergeants			
Staff Sgt 8 - 16 - Year 1	158,073.66	6,079.76	75.9970
Staff Sgt 8 - 16 - Year 2	165,056.83	6,348.34	79.3542
Staff Sgt 17 - 22 Year 1	161,882.66	6,226.26	77.8282
Staff Sgt 17 - 22 Year 2	168,865.84	6,494.84	81.1855
Staff Sgt 23+ - Year 1	165,691.67	6,372.76	79.6595
Staff Sgt 23+ - Year 2	172,674.84	6,641.34	83.0168
FL Premium - Staff Sergeant - 8 - 16 Years - Year 1	160,613.00	6,177.42	77.2178
FL Premium - Staff Sergeant - 8 - 16 Years - Year 2	167,596.17	6,446.01	80.5751
FL Premium - Staff Sergeant - 22 Years - Year 1	164,422.00	6,323.92	79.0490
FL Premium - Staff Sergeant - 17 - 22 Years - Year 2	171,405.17	6,592.51	82.4063
FL Premium - Staff Sergeant - +23 Years - Year 1	168,231.00	6,470.42	80.8803
FL Premium - Staff Sergeant - +23 Years - Year 2	175,214.18	6,739.01	84.2376

UNIFORM SALARY SCALE

EFFECTIVE JANUARY 1, 2027

(Reflecting 4% increase from 2026 base salaries)

Class	Annual	Biweekly	Hourly
Specialty Staff Sergeant - 8 - 16 Years - Step 1	169,183.26	6,507.05	81.3381
Specialty Staff Sergeant - 8 - 16 Years - Step 2	171,659.11	6,602.27	82.5284
Specialty Staff Sergeant - 17 - 22 Years - Step 1	173,087.48	6,657.21	83.2151
Specialty Staff Sergeant - 17 - 22 Years - Step 2	175,620.47	6,754.63	84.4329
Specialty Staff Sergeant - 23+ - Step 1	176,991.71	6,807.37	85.0922
Specialty Staff Sergeant - 23+ - Step 2	179,581.84	6,906.99	86.3374
FOR INFORMATION PURPOSES ONLY: RATES FOR THE ALLOWANCES & PREMIUMS			
Municipal Policing Allowance-8- 16 Years	3,809.00	146.50	1.8313
Municipal Policing Allowance -17-22 Years	7,618.01	293.00	3.6625
Municipal Policing Allowance +23 Years	11,427.01	439.50	5.4938
Acting Sergeant	11,427.01	439.50	5.4938
Acting Staff Sergeant	24,123.69	927.83	11.5979
Front Line Uniform Patrol Premium	2,539.34	97.67	1.2208

Schedule A: 2028

UNIFORM SALARY SCALE EFFECTIVE JANUARY 1, 2028 (Reflecting 3% increase from 2027 base salaries)			
Class	Annual	Biweekly	Hourly
Fourth Class Constable	74,693.01	2,872.81	35.9101
Third Class Constable	89,632.69	3,447.41	43.0926
Second Class Constable	107,558.65	4,136.87	51.7109
FL Premium - 4th Class Constable	78,616.28	3,023.70	37.7963
FL Premium - 3rd Class Constable	93,555.96	3,598.31	44.9788
FL Premium - 2nd Class Constable	111,481.93	4,287.77	53.5971
First Class Constables			
First class - less than 8 Years	130,775.80	5,029.84	62.8730
First class - 8 - 16	134,699.07	5,180.73	64.7592
First class - 17 - 22	138,622.35	5,331.63	66.6454
First class - 23+	142,545.62	5,482.52	68.5315
FL Premium - Constable less than 8 Years	134,699.07	5,180.73	64.7592
FL Premium - Constable - 8 - 16 Years	138,622.35	5,331.63	66.6454
FL Premium - Constable - 17 - 22 Years	142,545.62	5,482.52	68.5315
FL Premium - Constable - 23+	146,468.90	5,633.42	70.4177
Specialty Constable less than 8 Years - Step 1	134,045.19	5,155.58	64.4448
Specialty Constable less than 8 Years - Step 2	136,006.83	5,231.03	65.3879
Specialty Constable - 8 - 16 Years - Step 1	138,066.55	5,310.25	66.3781
Specialty Constable - 8 - 16 Years - Step 2	140,087.04	5,387.96	67.3495
Specialty Constable - 17 - 22 Years - Step 1	142,087.91	5,464.92	68.3115
Specialty Constable - 17 - 22 Years - Step 2	144,167.24	5,544.89	69.3112
Specialty Constable - 23+ - Step 1	146,109.26	5,619.59	70.2448
Specialty Constable - 23+ - Step 2	148,247.45	5,701.82	71.2728
Acting Sergeant - 8 - 16 Years			70.4177
Acting Sergeant - 17 - 22 Years			72.3039
Acting Sergeant - +23 Years			74.1901

UNIFORM SALARY SCALE

EFFECTIVE JANUARY 1, 2028

(Reflecting 3% increase from 2027 base salaries)

Class	Annual	Biweekly	Hourly
Sergeants			
Sergeant 8 - 16 Year 1	149,738.29	5,759.17	71.9896
Sergeant 8 - 16 - Year 2	155,623.20	5,985.51	74.8188
Sergeant 17 - 22 - Year 1	153,661.56	5,910.06	73.8758
Sergeant 17 - 22 - Year 2	159,546.48	6,136.40	76.7050
Sergeant 23+ - Year 1	157,584.84	6,060.96	75.7619
Sergeant 23+ - Year 2	163,469.75	6,287.30	78.5912
FL Premium - Sergeant - 8 - 16 Years - Year 1	153,661.56	5,910.06	73.8758
FL Premium - Sergeant - 8 - 16 Years - Year 2	159,546.48	6,136.40	76.7050
FL Premium - Sergeant - 17 - 22 Years - Year 1	157,584.84	6,060.96	75.7619
FL Premium - Sergeant - 17 - 22 Years - Year 2	163,469.75	6,287.30	78.5912
FL Premium - Sergeant - +23 Years - Year 1	161,508.11	6,211.85	77.6481
FL Premium - Sergeant - +23 Years - Year 2	167,393.02	6,438.19	80.4774
Specialty Sergeant - 8 - 16 Years - Step 1	159,513.78	6,135.15	76.6893
Specialty Sergeant - 8 - 16 Years - Step 2	161,848.13	6,224.93	77.8116
Specialty Sergeant - 17 - 22 Years - Step 1	163,535.14	6,289.81	78.6227
Specialty Sergeant - 17 - 22 Years - Step 2	165,928.33	6,381.86	79.7732
Specialty Sergeant - 23+ - Step 1	167,556.49	6,444.48	80.5560
Specialty Sergeant - 23+ - Step 2	170,008.54	6,538.79	81.7349
Acting Staff Sergeant - 8 - 16 Years			76.7050
Acting Staff Sergeant - 17 - 22 Years			78.5912
Acting Staff Sergeant - +23 Years			80.4774
Staff Sergeants			
Staff Stg 8 - 16 - Year 1	162,815.87	6,262.15	78.2769
Staff Sgt 8 - 16 - Year 2	170,008.54	6,538.79	81.7349
Staff Sgt 17 - 22 Year 1	166,739.14	6,413.04	80.1631
Staff Sgt 17 - 22 Year 2	173,931.81	6,689.69	83.6211
Staff Sgt 23+ - Year 1	170,662.42	6,563.94	82.0492
Staff Sgt 23+ - Year 2	177,855.09	6,840.58	85.5073
FL Premium - Staff Sergeant - 8 - 16 Years - Year 1	166,739.14	6,413.04	80.1631
FL Premium - Staff Sergeant - 8 - 16 Years - Year 2	173,931.81	6,689.69	83.6211
FL Premium - Staff Sergeant - 22 Years - Year 1	170,662.42	6,563.94	82.0492
FL Premium - Staff Sergeant - 17 - 22 Years - Year 2	177,855.09	6,840.58	85.5073
FL Premium - Staff Sergeant - +23 Years - Year 1	174,585.69	6,714.83	83.9354
FL Premium - Staff Sergeant - +23 Years - Year 2	181,778.36	6,991.48	87.3934

UNIFORM SALARY SCALE

EFFECTIVE JANUARY 1, 2028

(Reflecting 3% increase from 2027 base salaries)

Class	Annual	Biweekly	Hourly
Specialty Staff Sergeant - 8 - 16 Years - Step 1	174,258.75	6,702.26	83.7782
Specialty Staff Sergeant - 8 - 16 Years - Step 2	176,808.88	6,800.34	85.0043
Specialty Staff Sergeant - 17 - 22 Years - Step 1	178,280.11	6,856.93	85.7116
Specialty Staff Sergeant - 17 - 22 Years - Step 2	180,889.09	6,957.27	86.9659
Specialty Staff Sergeant - 23+ - Step 1	182,301.46	7,011.59	87.6449
Specialty Staff Sergeant - 23+ - Step 2	184,969.29	7,114.20	88.9275
FOR INFORMATION PURPOSES ONLY: RATES FOR THE ALLOWANCES & PREMIUMS			
Municipal Policing Allowance-8- 16 Years	3,923.27	150.90	1.8862
Municipal Policing Allowance -17-22 Years	7,846.55	301.79	3.7724
Municipal Policing Allowance +23 Years	11,769.82	452.69	5.6586
Acting Sergeant	11,769.82	452.69	5.6586
Acting Staff Sergeant	24,847.40	955.67	11.9459
Front Line Uniform Patrol Premium	3,923.27	150.90	1.8862