

SWORN COLLECTIVE AGREEMENT

FOR

2026 - 2029

BETWEEN

**THE BELLEVILLE POLICE SERVICE BOARD
(Hereinafter referred to as “the Board”)**

and

**THE BELLEVILLE POLICE ASSOCIATION
(Hereinafter referred to as “the Association”)**

TABLE OF CONTENTS

ARTICLE 1 RECOGNITION AND RELATIONSHIP.....4

ARTICLE 2 MANAGEMENT RIGHTS.....5

ARTICLE 3 GRIEVANCE PROCEDURES.....5

ARTICLE 4 ASSOCIATION REPRESENTATION.....6

ARTICLE 5 SALARIES.....6

ARTICLE 6 HOURS OF WORK/OVERTIME/CALL OUT/COURT TIME.....8

 6.01 FOR THOSE MEMBERS ASSIGNED TO 8/10 HOUR SHIFTS.....8

 6.02 COMPRESSED WORK SCHEDULE.....9

 6.03 ON CALL STATUS FOR STAFF SERGEANTS.....10

 6.04 OVERTIME.....11

 6.05 CALL OUT.....12

 6.06 STAND BY.....12

 6.07 COURT TIME.....12

 6.08 TIME BANK.....14

 6.09 CANCELLATION OF COURT TIME.....14

 6.10 COURT TIME FOR RETIREES AND SWORN MEMBERS
 WHO RESIGN.....14

ARTICLE 7 STATUTORY HOLIDAYS.....14

ARTICLE 8 VACATION.....16

ARTICLE 9 HEALTH AND WELFARE BENEFITS.....17

 9.02 RETIRED MEMBER'S BENEFITS.....18

 9.03 CARRIER DETERMINATION.....19

ARTICLE 10 CLOTHING/CLEANING/FOOTWEAR REIMBURSEMENT.....19

ARTICLE 11 LEAVES OF ABSENCE.....20

 11.01 COMPASSIONATE LEAVE.....20

 11.02 PREGNANCY AND PARENTAL LEAVE.....21

2026-2029 Sworn Collective Agreement

11.03 SICK LEAVE.....	22
11.04 SHORT TERM SICK LEAVE PLAN.....	22
11.05 OTHER LEAVE.....	24
11.06 FAMILY TIME.....	25
ARTICLE 12 PENSIONS.....	26
12.06 SURVIVOR'S PENSION.....	27
12.07 SALARY AND BENEFITS.....	27
ARTICLE 13 SERVICE BARS	28
ARTICLE 14 TRANSPORTATION.....	28
14.02 RECRUIT EQUIPMENT/TRAINING AND TRAVEL.....	28
ARTICLE 15 PROMOTION – PROMOTIONAL EXAMINATION.....	29
15.03 JOB POSTING AND TENURE.....	29
15.04 TEMPORARY AND SHORT-TERM ACTING RANKS.....	30
ARTICLE 16 CLASSIFICATIONS.....	31
ARTICLE 17 DISABILITY PAY.....	31
ARTICLE 18 LEGAL INDEMNIFICATION.....	32
ARTICLE 19 CONTRACTING OUT.....	34
ARTICLE 20 BOARD INFORMATION TO THE ASSOCIATION.....	34
ARTICLE 21 BENEFITS, ACCUMULATED BENEFIT ENTITLEMENTS.....	34
ARTICLE 22 TRANSFER OF TIME TO OTHER MEMBERS.....	34
ARTICLE 23 DISBANDMENT.....	35
ARTICLE 24 DURATION.....	36
APPENDIX "A" SALARY SCHEDULE.....	37

ARTICLE 1 - RECOGNITION AND RELATIONSHIP

- 1.01** The Board recognizes the Association as the exclusive bargaining agent for all Sworn Members of the Belleville Police Service, save and except the Chief of Police, the Deputy Chief of Police and members of the Senior Officers' Association.
- 1.02** The parties hereto mutually agree that any eligible Sworn Members of the Belleville Police Service may become a member of the Police Association.
- 1.03** The parties agree a Sworn Member's civilian and sworn service with the Belleville Police Service is recognized for the purpose of calculating annual leave (reference Article 8.09)
- 1.04** The parties agree that there will be no discrimination, interference, restraint or coercion exercised or practiced by the Board or by any of its representatives with respect to any Sworn Member because of their membership in or connection with the Association or their eligibility to join therein will not be discouraged.
- 1.05** In this Agreement, words importing male persons include female persons, words in the singular include the plural and words in the plural include the singular as the context requires.
- 1.06** Personnel File – Every unfavorable entry or notation made in a member's personnel file shall be brought to the member's attention promptly. Every member shall be entitled to review his file prior to being counseled and on special request, not to exceed twice per year.
- 1.07** The provisions of the Community Safety and Policing Act, 2019 concerning arbitration shall apply.
- 1.08** The Board agrees to deduct an amount equivalent to Association dues and other amounts duly authorized by the Association, as may be amended from time to time by the Association, from the regular pay of each member and within one (1) week after making such deduction, pay the sum so deducted to the Association. The Association agrees to save the Board harmless for all amounts deducted under the direction of this clause.
- 1.09** "Chief of Police" means Chief of Police of the Belleville Police Service or his/her designate.

ARTICLE 2 - MANAGEMENT RIGHTS

- 2.01** Nothing contained herein shall be deemed to be an infringement on the exclusive right of Management with authority of the Board to hire, promote, transfer, suspend or otherwise discipline a Sworn Member of the Police Service for just cause.
- 2.02** The Board agrees to exercise its function in accordance with the provisions of the Community Safety and Policing Act (2019), the regulation appended thereto, and the terms of this Collective Agreement.
- 2.03** Where the terms of this Agreement conflict with any provisions of the Community Safety and Policing Act, 2019, or the regulations appended thereto (the Regulations), the terms of the Community Safety and Policing Act, 2019 and/or Regulations shall prevail.

ARTICLE 3 - GRIEVANCE PROCEDURE

- 3.01** The grievance procedure, except for such working conditions as are governed by regulations made by the Lieutenant Governor in Council under the Community Safety and Policing Act, 2019 shall be as hereinafter set out. Should any difference arise between the Board and any Sworn Member of the Police Service who are governed by this Agreement, as to the interpretation, application, administration or alleged violation of the provisions of this Agreement, it is agreed between the Board and the Police Association that such difference will be settled without undue delay in the following manner:

STEP #1

An aggrieved Sworn Member shall first present his/her complaint orally to the most senior ranking Officer on duty who oversees the member, or his/her unit, not later than the end of the next regular working day following the occurrence. The senior Officer shall give his/her decision not later than the end of the second working day following the occurrence.

STEP #2

If a Sworn Member wishes to appeal the decision of the senior Officer (as referred to in Step #1) he or she shall submit the complaint in writing within seven (7) days from the occurrence to the Grievance Committee of the Police Association. If the Grievance Committee wishes to appeal the decision of the senior Officer, they shall submit the grievance in writing to the Chief of Police not later than seven (7) days after the grievance has been presented to them. The Chief of Police or such other Officer as regulations allow, shall have a hearing and give his decision on the grievance in writing not later than fourteen (14) working days after the

grievance was presented to him.

The Grievance Committee shall not present any grievance to the Chief of Police later than fourteen (14) working days from the occurrence.

If the decision of the Chief of Police or such other officer as regulations allow is not satisfactory to the sworn member concerned and, if the Grievance Committee wish to appeal the decision of the Chief of Police or such other Officer as detailed, they shall submit the grievance in writing to the Secretary of the Board within fourteen (14) working days of the Chief of Police's decision. The Board will deliver its decision on the grievance within 14 days of the Board's next regularly scheduled meeting. If additional time is required, the Sworn Member bringing forward the grievance and the Belleville Police Association will be advised of the delay.

ARTICLE 4 - ASSOCIATION REPRESENTATION

4.01

- (a) Executive Members of the said Association shall be granted a combined maximum of 400 hundred (400) hours per annum to attend to Association business, including meetings and conventions. The said four hundred (400) hours is not cumulative from year to year. For clarification, this is a total of 400 hours combined for both the Uniform and Civilian Collective Agreements.
- (b) Sworn or Civilian Members of the Association Executive shall be granted a combined maximum of 50 hours total to attend the annual POA Labour Conference annually with no loss of the time from the member's or the Association's Time Bank.
- (c) Nothing in Section 4.01(b) prevents the Association from using hours from 4.01(a) to send more members to the PAO Labour Conference.

4.02

Sworn or Civilian Members of the Association Bargaining Unit – to a maximum total of 4 members – will not suffer a loss in pay for regularly scheduled hours spent in direct negotiations with the Board, up to and including arbitration.

ARTICLE 5 - SALARIES

5.01

Salaries shall be as outlined below and attached in Appendix "A".

The schedule of salaries and hourly rates shall be in effect for the term commencing on January 1, 2026 and ending December 31st, 2029
Effective January 1, 2026 3.5%
Effective January 1, 2027 3.5%

Effective January 1, 2028 2.5%

Effective January 1, 2029 2.5%

5.02 Uniform Experience Pay – 3%, 6%, 9%

After the completion of 8, 17 and 23 years of service, Sworn Members in service will receive the following experience pay effective January 1, 2005

- 3% after the completion of 8 years' service
- 6% after the completion of 17 years' service
- 9% after the completion of 23 years' service

- (a) Experience pay only takes effect following the anniversary date of the individual Sworn Member. Upon completion of the applicable number of years' service, the salary increase will take effect on the anniversary date.
- (b) Experience pay (3, 6, 9%) does not apply to overtime, Court time, call out, standby or to any pay out of accumulated sick banks. The experience pay applies to the base annual salary rate only and not to any other pay provision.
- (c) As of January 1, 2025, Sworn Members will receive credit for all service (Sworn, uniform time) consecutive with all police and military police services for the purpose of determining eligibility in relation to the 3, 6, 9% experience pay.
- (d) In determining eligibility for experience pay, only time spent as a Sworn Member will be recognized.
- (e) All active qualified Breathalyzer/Intoxilyzer Technicians, Negotiators, Accident Reconstructionists and SOCO's who maintain current qualifications and perform these duties, shall be paid \$400.00 by December 15th each year.
- (f) Only qualified Coach Officers will receive a 2% premium above their regular wage during the time a recruit is being trained.
- (g) The Sergeant and Constables working in the Forensic Identification, Criminal Investigation, K9 and Emergency Response Units will receive a 4% premium above their regular wage.
- (h) Effective January 1, 2026, Sworn Members with use of force training, assigned to Uniform Patrol, defined as Sworn Members of Platoons, the Community Response Unit and the Traffic Unit, after the completion of their fifth (5th) year of service will receive a 3% premium above their regular wage. There will be no duplication or compounding of premiums. If such payments are provided under two or more provisions of this agreement, then payment shall be made under the single provision which provides the highest rate of pay.

ARTICLE 6 - HOURS OF WORK/OVERTIME/CALL OUT/COURT TIME

6.01 A change to shift schedules can be implemented in the current Collective Agreement, if agreed upon by mutual consent by the Chief of Police and the Executive of the Association.

FOR THOSE SWORN MEMBERS ASSIGNED TO 8 HOUR SHIFTS and 10 HOUR SHIFTS, the hours of work shall be forty (40) hours per week and each Sworn Member shall be allowed, while engaged in a regular eight (8) hour and ten (10) tour of duty, a meal period of one (1) hour, subject to the exigencies of the service. The lunch period is to be taken at the Belleville Police Service or as agreed between the member and his/her supervisor.

It is recognized by the Chief, the Board and the Association that Sworn Members assigned to certain units, such as intelligence, drugs and community response require flexibility in scheduling and that these members work as required and agreed based on a forty (40) hour work week.

The Sworn Members of the Criminal Investigation Division (CID) and the Forensic Identification Services work a ten (10) hour shift schedule based on an average of forty (40) hours per week and work a rotating shift of days and afternoons to be determined between the Association and Chief of Police.

- (a) The normal hours of work shall be eight (8) and ten (10) continuous hours per day, forty (40) hours per week, or as agreed to by the Association and the Chief of Police. The Chief of Police may implement new shift schedule arrangements after consultation and agreement with the Association.
- (b) A normal day shall include a one (1) hour lunch period to be taken during the work day, subject to the exigencies of the service. The lunch period is to be taken at the Belleville Police Service or as agreed to by the Sworn Member and his/her supervisor.
- (c) Days off shall be consecutive, subject to the exigencies of the Service and the flexibility allowed those assigned to Community Response, Intelligence, Drugs and Criminal Investigations.
- (d) Shifts scheduled shall not be changed unless a minimum of forty-eight (48) hours' notice is given OR UNLESS AGREED TO BY THE MEMBER(S) AFFECTED AND THE CHIEF OF POLICE OR HIS/HER DESIGNATE.
- (e) The Chief of Police or designate may change the shift of any Sworn Member at any time in the case of an emergency.
- (f) Sworn members may voluntarily exchange shifts or days off Sworn Member

for Sworn Member, subject to the exigencies of the service. The substitution in shifts for one another shall not exceed one double shift in a forty-eight (48) hour period. The reciprocal arrangement shall be approved by the Chief or his/her designate and approval does not include overtime pay for the Sworn Member's normal hours of work.

- (g) For those Sworn Members transferred at any time during the calendar year, the hours of Accrued Time shall be pro-rated and calculated on an individual basis.

**6.02 COMPRESSED WORK SCHEDULE
(12/11 HOUR SHIFTS FOR UNIFORM PLATOONS)**

A change to shift schedules can be implemented in the current Collective Agreement, if agreed upon by mutual consent by the Chief of Police and the Executive of the Association.

Those Sworn Members assigned to work the compressed work schedule (11-hour day shifts/12-hour night shifts) will be those uniform/plainclothes Sworn Members assigned to the platoons and will work subject to the following terms and conditions:

- (a) The normal hours of work for Sworn Members assigned to the compressed work schedule shall be eleven (11) hours per day worked on two (2) consecutive day shifts followed by two consecutive twelve (12) hour night shifts.
- (b) A normal day shall include a lunch period(s) totaling 90 minutes (1½ hour), subject to the exigencies of the Service. The place at which the lunch period(s) are taken shall be at the Belleville Police Service or as agreed to by the Sworn Member and his/her supervisor
- (c) The normal shift shall be as follows:
Day Shift to commence between 6:00 a.m. and 8:00 a.m.
Night Shift to commence between 4:00 p.m. and 7:00 p.m.

and as otherwise mutually agreed between the Association and the Chief.

In addition, a portion of the platoon may be scheduled to work a 3:00 p.m. to 2:00 a.m. shift in lieu of the day shift listed above or 3:00 p.m. to 3:00 a.m. in lieu of the night shift as listed above, and such may be advanced or delayed to a maximum of one (1) hour at the Chief's discretion (or designate) and in agreement with the affected Sworn Member.

A portion of the day shift will be required to commence their shift at 6:00 a.m. and a portion at 8:00 a.m. in order to ensure sufficient staffing during shift change.

- (d) Due to the fact that under the 12/11-hour compressed work schedule, a

Sworn Member works an average of 2098 hours per calendar year, a bank of 18 hours of "Accrued Time" is earned over the period of a year. Accrued Time may be taken off with the approval of the Sworn Member's supervisor, subject to the needs of the service and must be taken off by December 31st of each calendar year as there is no carry forward provision.

It is also agreed that Accrued Time may be used in conjunction with vacation time for the purpose of taking off a block of forty-six (46) hours (i.e. 40 hours' vacation plus 6 hours Accrued Time equates to a full 46 hour block off on vacation).

- (e) For those Sworn Members transferred at any time during the calendar year, the hours of Accrued Time shall be pro-rated and calculated on an individual basis.
- (f) Sworn members may voluntarily exchange shifts or days off Sworn Member for Sworn Member, subject to the exigencies of the service. The substitution of shifts for one another shall not exceed one double shift in a forty-eight (48) hour period. The reciprocal arrangement shall be approved by the Chief or his/her designate and approval does not include overtime pay for the Sworn Member's normal hours of work. The Sworn Members shall be responsible towards each other for repayment of the hours worked, and where a Sworn Member reports sick, the Sworn Member reporting sick shall be responsible to find a substitute. As an option the Sworn Member reporting sick may choose to repay the hours involved from his/her time banks (accrued time, statutory time, vacation time, overtime bank), within a thirty (30) day period. If the absence/illness results in overtime expenses, such repayment shall be at that rate.
- (g) Sworn members working the compressed work schedule (11/12 hours) shall not be permitted to exchange shifts such that they work a double shift.
- (h) Shifts scheduled shall not be changed unless a minimum of forty-eight (48) hours' notice is given OR UNLESS AGREED TO BY THE MEMBER(S) AFFECTED AND THE CHIEF OF POLICE OR HIS/HER DESIGNATE.

6.03 **ON CALL STATUS FOR STAFF SERGEANTS**

Where the term ON CALL is used it shall be deemed to mean Standby Pay as outlined in Article 6.06 a) and b),

Staff Sergeants scheduled to work a Statutory Holiday are not required to report for normal duty if they are ON CALL. They will not be subject to a loss of Statutory Holiday bank time.

b) While ON CALL the Staff Sergeant will be paid Acting Inspector wages for the four (4) hours of ON CALL for the Saturday and four (4) hours of ON CALL for the Sunday.

c) While ON CALL the Staff Sergeant is entitled to CALL OUT and OVERTIME pay at

Acting Inspector wages when:

- i. They are required to physically attend the command post or station.
- ii. If they are called in between the hours of 11pm and 5 am to answer questions, approve a response to an incident or required to make a decision in any way without having to physically attend the police station.

d) Staff Sergeants are permitted flexibility in exchanging ON CALL day to day or week to week when it is mutually agreeable between the parties (this will include exchanges with Inspectors) and the ON CALL schedule is maintained for OIC's. (Duty Board in OIC Patrol Office).

e) Staff Sergeant ON CALL will respond "fit for duty" whether on or off duty at the time of the call. A reasonable response time to report to the command post or station is expected while ON CALL.

f) Scheduling of the ON CALL rotation will be completed as a group.

g) All Staff Sergeants will receive the approved Incident Command course and will receive mentoring of Incident Command by currently staffed Commanders which should include table-top scenario training.

h) Staff Sergeants ON CALL shall be assigned the Belleville Police Service Incident Command vehicle while ON CALL.

i) All Staff Sergeants will select their holidays independently, subject to adequate coverage.

6.04 OVERTIME

- (a) Any Sworn Member required to work in excess of his/her regular scheduled tour of duty, shall be paid at the rate of one and one-half (1½) times their regular current hourly rate for all such time worked save and except the first fifteen (15) minutes, such time shall be included for payment. This does not apply to the fifteen minutes (15) reporting time period prior to the beginning of each regular tour of duty. A Sworn Member shall have the option of taking overtime worked as either pay or compensating time off at the rates specified. The granting of time off shall be subject to the exigencies of the Belleville Police Service.
- (b) A Sworn Member who reports for duty on scheduled overtime and is cancelled, shall be paid at the rate of time and one half (1½) for three (3) hours.
- (c) Any change in rank will constitute a payout of accumulated time at the rate of pay prior to the change in rank.

6.05 CALL OUT

- (a) A call out means when a Sworn Member is called in to work with less than 24 hours' notice. A Sworn Member who is called in to work with more than 24 hours' notice will be paid a minimum of 3 hours at time and a half.

On each call out a minimum of four (4) hours shall be allowed for the first hour or part thereof and for time beyond the first hour payment shall be at the rate of one and one-half (1½) for each of any such hours, unless the Sworn Member was called back following his tour of duty to complete any matter he neglected to complete prior to terminating his tour of duty. This time shall be cumulative and may be taken when requested by the Sworn Member, subject to the approval of the Chief of Police. This overtime may be taken in cash or days off at the option of the Sworn Member.

6.06 STAND BY

- (a) Any Sworn Member who is requested to stand by on regular days off shall be granted an amount of four (4) hours pay for each of any such days.

- (b) In the event of a call out, a Sworn Member shall receive, in addition to the four (4) hours stand by pay, four (4) hours of regular pay for the first hour or part thereof and time and one half (1½) for time beyond the first hour required for this special call out.

- (c) Members of the Criminal Investigation Division and Forensic Identification Services shall be responsible for being on standby or ON CALL on a rotating basis with one member being designated as such each week. The member on standby shall be available by telephone during their off-duty hours and shall be compensated at a rate of four (4) hours pay on the Saturday and four (4) hours pay on the Sunday. The member must be fit for duty and be capable of reporting to work within a reasonable period of time. The compensation paid will reflect the current rate of pay for the rank held by the member.

6.07 COURT TIME

- (a) A Sworn Member required to make a Court appearance while off duty, as a result of his/her duties as a Sworn Member of the Belleville Police Service shall receive a minimum payment of three (3) hours at one and one-half (1½) times their normal straight time hourly rate of pay and shall be paid at that rate for each hour or part thereof worked in excess of the three (3) hour minimum, provided that the premium under this provision will not apply to any hours that extend into the Sworn Member's regular shift. Any appearance that continues into the evening shall be at the overtime rate. All or any of this time may be taken in cash or time off at the option of the Sworn Member, subject to the approval of the Chief of Police or his/her designate when taking time off.

- (b) Any Sworn Member so attending Court who receives a witness fee shall turn such witness fee over to the Chief of Police, endorsed to the credit of the Belleville Police Service.
- (c) A Sworn Member required to return from annual vacation to attend at Court shall have the option of having the days of attendance at Court added to his/her annual vacation allotment or shall be paid for such days. A Sworn Member will be compensated in the same manner for any necessary travel time beyond a three hundred and twenty (320) km radius of such Court appearance.
- (d) For the purposes of this article, Court appearances shall mean any time spent in Court during the Sworn Members off duty hours including the lunch period if the Court appearance extends continuously into the afternoon. The word "Court" shall include criminal, quasi criminal, civil, coroner's inquest and hearings by and before other tribunals, boards and commissions having the power to enforce attendance of witnesses by subpoena.
- (e) A Sworn Member charged under the **Community Safety and Policing Act, 2019**, will receive no Court appearance fee as provided in 6.07(a) above.
- (f) A Sworn Member required to make a Court appearance on the morning following attendance on a scheduled night shift shall bring such requirement to the attention of the Sworn Member's supervisor for the purpose of adjusting the Sworn Member's schedule to coincide with the start of the Court schedule, where possible.
- (g) A Sworn Member who is off duty and required to meet or speak with the crown attorney regarding a Court case will be compensated for the time spent with the crown attorney. The requirement to meet or speak must be initiated by the crown attorney and requires prior approval from a Divisional Inspector. The Sworn Member shall receive a minimum payment of three (3) hours at one and one-half (1½) times their regular current hourly rate of pay. All or any of this time may be taken in cash or time off at the option of the Sworn Member, subject to the approval of the Chief of Police or his/her designate when taking time off.
- (h) This clause applies to Sworn Members required to attend court between two scheduled night shifts. To ensure the welfare of the Sworn Member, he/she shall be entitled to take eight (8) consecutive rest hours prior to commencing his/her second consecutive worked night shift. Such rest hours shall not result in the deduction or forfeiture of any credits to the Sworn Member. A Sworn Member, once finished court duties, shall immediately contact the OIC on duty to verify when the Sworn Member will be available to start their night shift.

6.08 TIME BANK

(a.) Effective January 1st 2014, a Sworn Member will be permitted to carry a maximum of fifty (50) hours of accumulated overtime hours in their time bank into the next year and any overtime hours accumulated in the time bank in excess of fifty (50) hours will be paid out to the Sworn Member on the first pay in December each year at the rate of pay at that time and further that the maximum allowable time in the overtime accumulated time bank at any time during the calendar year will be one hundred (100) hours. After a Sworn Member's time bank reaches one hundred (100) hours any overtime hours exceeding one hundred (100) hours will automatically be processed for payment.

6.09 CANCELLATION OF COURT TIME

A Sworn Member shall be paid the minimum Court appearance allowed for Court if the Sworn Member is notified of the cancellation with less than 24 hours' notice. Notification shall include verbal, email, or a message left at the Sworn Member's residence on file.

6.10 COURT TIME FOR RETIREES and Sworn Members who resign

Retired or resigned Sworn Members required to attend Court on behalf of a Police Service for matters arising out of the performance of their duties will be compensated at straight time at the current rate of pay for the rank that the Sworn Member retired or resigned from for the hours actually in Court. There will be a minimum of three (3) hours payment for any retired or resigned member making such an appearance.

ARTICLE 7 - STATUTORY HOLIDAYS

7.01 Sworn members shall be granted fourteen (14) Statutory Holiday days. For the purpose of this Article, Statutory Holidays means:

- | | | |
|------------------|---|--------------------------------------|
| New Year's Day | Good Friday | Unnamed Day
(Floater Day) |
| Easter Monday | August Civic Holiday | |
| Victoria Day | Canada Day | |
| Labour Day | Remembrance Day | |
| Thanksgiving Day | Christmas Day | |
| Boxing Day | Family Day | |
| | National Day for Truth and Reconciliation | |

All Sworn Members will receive a total of one hundred and twelve (112) hours in Statutory Holiday time to be taken off during each calendar year. For those Sworn Members working a regular rotating compressed work

schedule (Uniform Platoons and CID), the Unnamed Floater Day will be considered to be the member's birthday.

- (a) Sworn members assigned to regularly rotating shifts will take this time off during the year as approved by their supervisor.
- (b) Sworn members working non-rotating shifts shall take the Statutory Holiday off as it falls unless authorized by the Chief of Police or his/her designate, with the appropriate deduction from the Statutory Holiday bank.
- (c) Each Sworn Member shall be granted any such holiday proclaimed as such by the Government of the Province of Ontario and the Corporation of the City of Belleville.
- (d) Statutory holiday time and accrued time must be used in the year it is earned.

7.02 A Sworn Member will not be permitted to carry Statutory Holiday time over to the next year.

7.03 Consideration for hours actually worked on a Statutory Holiday, a Sworn Member who is assigned to a regularly rotating shift (i.e.: uniform platoon or Criminal Investigation), and who actually works on the designated Statutory Holiday date shall receive one half hour credit for each hour worked. The Sworn Member will complete the applicable form, authorized by his/her supervisor and submit to Human Resources. This time will be added to the Sworn Member's Statutory Holiday time bank (to be used as time off only)

- (a) A Sworn Member who attends and works overtime or a callout on a Statutory Holiday shall be compensated as per the applicable overtime provisions. He/she will not be eligible for the additional half time credit.

7.04 Sworn Members will have the option of taking up to a maximum of 16 hours of their Statutory Holidays in cash. Sworn Members will notify the Chief of Police or his/her designate of this option no later than November 15th in the preceding year.

For the purpose of this Section, the Statutory Holiday shall reflect the twenty-four (24) hour period from 12:01 a.m. to 11:59 p.m. the day of the holiday.

7.05 Sworn Members who take a new disability leave, or have a recurrence of a previous disability leave, and are in receipt of WSIB and/or LTD benefits shall cease to accumulate statutory holiday banked hours to the extent the leave period exceeds six months.

ARTICLE 8 - VACATION

8.01 For the purpose of defining “vacation”, annual vacation shall be defined as starting when a Sworn Member commences an absence from duty due to vacation hours (time) being deducted from his/her vacation bank and continuing until the Sworn Member is scheduled to return to active duty.

(a) For the purpose of Court time only, for Sworn Members assigned to the compressed work schedules only, vacation (signed annual leave) will be deemed to include the four (4) days off immediately prior to the first vacation hours being deducted and the four (4) days immediately following vacation hours being deducted for those working the compressed work schedules.

8.02 After one year of service, two (2) weeks' vacation shall be allowed and this shall accrue pro rata on a monthly basis, in the event the Sworn Member's service is less than one calendar year the following schedule is to be used for determining annual leave:

Engagement Commenced on or before		
	Days	Hours
February 15 th	10	80
March 15 th	9	72
April 15 th	8	64
May 15 th	7	56
June 15 th	6	48
July 15 th	5	40
August 15 th	4	32
September 15 th	3	24
October 15 th	2	16
November 15 th	1	8

New Sworn Members vacation time remains in the Sworn Member's time bank. Vacation days can only be transferred in the amount of earned time.

8.03 After three (3) years of service, three (3) weeks of vacation shall be allotted each Sworn Member.

8.04 After eight (8) years of service, four (4) weeks of vacation shall be allotted each Sworn Member.

8.05 After sixteen (16) years of service, five (5) weeks of vacation shall be allotted to each Sworn Member (commencing in 2010).

8.06 After twenty-three (23) years of service, six (6) weeks of vacation shall be allotted each Sworn Member.

8.07 After thirty (30) years of service, seven (7) weeks of vacation shall be

allotted each Sworn Member.

- 8.08** Sworn Members who take a new disability leave, or have a recurrence of a previous disability leave, and are in receipt of WSIB and/or LTD benefits shall cease to accumulate vacation and statutory banked hours to the extent the leave period exceeds six months.

Sworn Members who are already absent on disability leave in receipt of WSIB and/or LTD benefits as of, November 12, 2021 shall maintain their current accumulated vacation, and continue to accumulate vacation for six additional continuous months (June 12, 2022) at which point all vacation accumulation shall cease for those Sworn Members.

- 8.09** For the purpose of calculating leave entitlement, all time served with the Belleville Police Service, whether under the Civilian or Uniform Collective Agreement, or as a Sworn Member of the O.P.P. or any other Ontario municipal police service or (Canadian Military Police Service, R.C.M.P – commencing 2012), and provided that there is no interruption of service exceeding one month, shall count as seniority, which shall be calculated from the Sworn Member's initial enrollment date. Time served as an auxiliary member is not to be included as part of this provision.

ARTICLE 9 - HEALTH AND WELFARE BENEFITS

9.01 HEALTH AND WELFARE BENEFITS

- (a)** The Board agrees to pay 100 percent of the cost of the plan formerly known as the Ontario Health Insurance Plan in respect to each Sworn Member and for his/her spouse and dependent children, such coverage to include semi-private hospital coverage.
- (b)** The Board shall pay 100 percent of the cost of the monthly premium for a group life insurance plan, plus double indemnity in case of accidental death plus coverage for dismemberment. Life insurance shall be provided at the rate of two times (2 x) the Sworn Member's salary to a maximum of One Hundred and Sixty Thousand (\$160,000.00) Dollars for each Sworn Member. This policy to include dependent coverage at \$5,000.00 for spouse and \$2,500.00 for children.
- (c)** The Board shall pay 100 percent of the cost of the monthly premium of medical extended health care plan, updated to current fee schedules for each Sworn Member, their spouse and/or dependent children. Extended health care plan to provide psychological, psychotherapist and social worker service to a maximum of \$5000.00 and Physiotherapy, Chiropractic and Massage Therapy to a maximum of \$1,000 each.
- (d)** The Board shall pay 100 percent of the cost of monthly premiums of a dental care plan with a six (6) month recall, effective January 1, 2005, updated to current O.D.A. fee schedules for each Sworn Member, their spouse and/or

dependent children. Effective February 13, 2024, the Board will continue to pay 100 percent of the premiums for orthodontics for a Sworn Member, their spouse and/or dependent children (18 years and under and 25 years and under if a student), subject to a Five Thousand Dollar (\$5,000.00) lifetime maximum, 50/50 co-insurance.)

- (e) The Board is responsible for administering the insured long-term disability (LTD) plan, and shall pay 60% of the costs of the LTD benefits. Subject to the agreement of the Association, which shall not unreasonably withhold, the Employer can change carriers so long as it ensures that any LTD plan is at least equivalent to the current plan.
- (f) Effective February 13, 2024, the Board agrees to pay Crowns and Bridges for Sworn Members, their spouse and/or dependent children, on a 50/50 co-insurance; repairs up to \$2,500.00 per year, (Total replacement every five (5) years to a maximum of \$2,500.00.)
- (g) The Board will pay 100 percent of the premiums for vision care up to Seven Hundred and Fifty (\$750.00) every twenty-four (24) months.
- (h) The drug plan will be modified as necessary to require generic substitution for drugs covered in the plan unless otherwise prescribed by a Sworn Member's physician.
- i) The dispensing fee payable under the drug plan shall be capped at \$11.00 per prescription. Each Sworn Member shall be given a Drug Swipe Card to present to their pharmacist for the purpose of filling prescriptions.

9.02 RETIRED MEMBER'S BENEFITS

- (a) The Board will pay one hundred (100%) percent of the premium as set out in Article 9.01(a), (c), (d), (e) (f) and (g) for those Sworn Members on retirement between the age of 50 and 65 providing there is no lapse or withdrawal from the plan in force by the Board.
- (b) Article 9.02(a) of this Collective Agreement, as above, applies only to Sworn Members retiring on or after the date of the signing of this Collective Agreement (those retiring after the signing of the 2008 contract). Those who retired prior to this Collective Agreement continue to fall under the previous Agreement that was in force at the time of their retirement.
- (c) If a Sworn Member retires prior to age 50 years due to health reasons, the Board may, at its discretion, and upon application by the Association to assist the Sworn Member, determine the extent of any premium assistance on a case-by-case basis.
- (d) Effective February 13, 2024, after age 65, the Sworn Member shall be

eligible for a Health Care Spending Account (the "Account") in the amount of \$3,000.00 per year (which cannot be carried over from one year to the next). The Account shall be available to reimburse the Sworn Member for medical and dental expenses, which are deemed as allowable deductible medical and dental expenses by Revenue Canada. The Sworn Member may claim eligible medical or dental expenses of his/her spouse/dependents against his/her Account. The Sworn Member must submit original receipts in order to receive reimbursement from the Account. The Account shall be available to the Sworn Member for 10 years immediately following the Sworn Member's 65th birthday.

9.03 CARRIER DETERMINATION

In all cases, the Board shall have the right to approve the carrier and the contract for a group life insurance plan, a medical extended health care plan and a dental plan contemplated by these provisions. It is understood that the Board shall have the right to select a plan at a lower cost provided that the benefits are not substantially altered from those offered as of the signing date of this contract. The Board will consult with the Association prior to selecting any new insurance carrier for the benefits provided under this Article.

ARTICLE 10 - CLOTHING/CLEANING/FOOTWEAR REIMBURSEMENT

10.01 Sworn members required to wear uniforms shall be supplied and kept supplied with such as needed. Upon retirement, resignation or termination, the last uniform and all equipment shall be returned in good repair, reasonable wear and tear accepted.

When Sworn Members are absent twenty (20) consecutive working days due to illness, parental/pregnancy/critical care, suspension, or leave of absence, provision shall be suspended and provided on a pro-rated basis until return to work.

(a) Sworn members assigned full time to the Criminal Investigation Branch (CIB) shall receive a total of \$1,200.00 per year for clothing, cleaning and footwear reimbursement. This shall include Sworn Members assigned full time to the Court Bureau provided the Sworn Member is required to attend Court on a regular basis.

(i) Effective February 13, 2024, Sworn Members assigned full time to the Drugs/Intelligence Bureau shall receive a total of \$1000.00 per year for clothing, cleaning, and footwear reimbursement. Sworn members assigned full time to the street crime unit will fall under this article for the purpose of clothing, cleaning and footwear.

(ii) Clothing, cleaning and footwear reimbursement payment will be

payable annually in December, via payroll to those Sworn Members assigned to the above areas of the service.

When Sworn Members are absent twenty (20) consecutive working days due to illness, paternity/maternity/critical care, suspension, or leave of absence, provision for clothing and cleaning shall be suspended and provided on a pro-rated basis until return to work.

- (b) All other Sworn Members not assigned to the above noted positions shall receive a cleaning reimbursement of \$100.00 per year payable prior to December 1st of each year.

When Sworn Members are absent twenty (20) consecutive working days due to illness, paternity/maternity/critical care, suspension, or leave of absence, provision for cleaning shall be suspended and provided on a pro-rated basis until return to work.

- 10.02** Sworn members who are required to wear a uniform and are assigned accommodated duties due to pregnancy will be paid a onetime clothing allowance of \$250.

ARTICLE 11 - LEAVES OF ABSENCE

11.01 COMPASSIONATE LEAVE

- (a) A Sworn Member shall be allowed five (5) consecutive days off without loss of pay upon the notification of the death of a relative defined as partner, spouse, common law spouse, parent, child, brother, sister, or grandchild and three consecutive calendar days off for a relative defined as grandparent, parent-in-law, grandparent-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law or a person standing in Loco Parentis. One calendar day off for a relative defined as aunt, uncle, aunt-in-law, uncle-in-law, niece, nephew, niece-in-law or nephew-in-law.
- (b) The Chief of Police or designate at their discretion may extend the time provided.
- (c) When a death occurs as prescribed in (a). and the Sworn Member is on annual leave, statutory leave, banked time, booked time off through overtime, the Sworn Member shall have the time they would normally have been scheduled for leave during the bereavement period returned to their respective time banks and be booked off on bereavement/compassionate leave. If a death occurs while the Sworn Member is on leave, the Service will be notified as soon as practicable.
- (d) In the event that internment is delayed, a Sworn Member may make application for approval of one additional day of paid leave to allow for the Sworn Members attendance at the ceremony provided it occurs within nine months of the initial bereavement/compassionate leave.

Such a request will be approved by the Chief of Police or their designate. The Service will be notified as soon as practicable of the intention to request this leave of absence.

- (e) A Sworn Member may also receive a one-day (1) leave of absence without pay to attend the funeral of a person not defined in (a) and upon application in writing and subject to the discretion of the Chief of Police or designate.
- (f) One-half (1/2) day shall be granted a Sworn Member required to absent themselves to attend a funeral as a pallbearer. Such time shall be with pay, provided such time is approved by the Chief of Police or designate.

11.02 PREGNANCY AND PARENTAL LEAVE

Pregnancy and Parental Leave shall be granted in accordance with the **Employment Standards Act**. Until December 31, 1998, and until such time as the contract is renewed thereafter, Sworn Members who have received pregnancy and parental leave may apply, at least four (4) weeks in advance of the termination of the parental leave, in writing, for an extension of such leave for up to four (4) months without pay and without benefits paid by the Board. Such leave will be granted in whole or in part in accordance with the requirements of the service and the needs of the Sworn Member.

Where such an extension is granted, the Sworn Member may continue to receive benefits provided she agrees to pay the full cost of such benefits on a schedule as agreed between the Board and the Sworn Member.

Commencing 2010, a Sworn Member who is on pregnancy leave as above and who has applied for and is in receipt of Employment Insurance Pregnancy Benefits pursuant to the **Employment Insurance Act** shall be paid a supplemental employment benefit which will be equivalent to the difference between ninety percent (90%) of her regular weekly earnings and the sum of her weekly employment insurance pregnancy benefits and any other earnings.

Such payment shall commence following completion of the one (1) week Employment Insurance waiting period, and receipt by the Board of the member's Employment Insurance cheque stub, as proof that she is in receipt of Employment Insurance Pregnancy Benefits, and shall continue while the Sworn Member is in receipt of such benefits to a maximum period of sixteen (16) weeks. The Sworn Member's regular weekly earnings shall be determined by multiplying the Sworn Member's regular hourly rate on her last day worked, prior to the commencement of the leave, times the Sworn Member's normal weekly hours.

The Sworn Member does not have any vested right except to receive payments for the covered pregnancy leave.

A Sworn Member who is on parental leave as provided under this provision and who has applied for and is in receipt of Employment Insurance Parental Benefits pursuant to the **Employment Insurance Act**, shall be paid a supplementary employment parental leave benefit. The Benefit will be equivalent to the difference between ninety percent (90%) of the Sworn Member's regularly weekly earnings and the sum of the Sworn Member's weekly Employment Insurance Benefits and any other earnings. Such payments shall commence following completion of the one (1) week Employment Insurance waiting period, and receipt by the Board of the Sworn Member's Employment Insurance cheque stub as proof that the Sworn Member is in receipt of Employment Insurance Parental Benefits, and shall continue while the Sworn Member is in receipt of such benefits for a maximum period of ten (10) weeks. The Sworn Member's regular weekly earnings shall be determined by multiplying the Sworn Member's regular hourly rate on the Sworn Member's last day worked prior to the commencement of the leave times the Sworn Member's normal weekly hours.

The Sworn Member does not have any vested right except to receive payments for the covered Employment Insurance Parental Leave.

Subject to confirmation that payment during the Employment Insurance waiting period of one (1) week for both pregnancy and parental leave permissible, the Board agrees to pay ninety percent (90%) of a Sworn Member's regular salary during such waiting period.

11.03 SICK LEAVE

- (a) Upon retirement or discharge after a total of five (5) years of service or more, each Sworn Member or their personal representative (in case of death), shall be entitled to be paid sick leave credits on the basis of their rate of pay at the date of leaving the service after retirement, discharge or death, provided such Sworn Member is entitled to no more than an amount equal to one half (1/2) the number of sick hours standing to their credit, to a maximum of fifty percent (50%) of their salary at that time. In the event of retirement, discharge or death prior to five (5) years of service, payment for such accumulated sick leave shall be at the discretion of the Board.
- (b) When a Sworn Member is required by the Chief of Police to provide a functional abilities form, the fee charged by the physician will be reimbursed.

11.04 SHORT TERM SICK LEAVE PLAN

- (a) Any Sworn Member hired after the ratification of the 2014 Collective Agreement with the Association will be part of the new Short Term Sick Leave Plan.

- (b) All current Sworn Members will have their sick leave banks capped and frozen with no further accumulation. The Sworn Members will enter into the Short Term Sick Leave Plan. If a Sworn Member wishes to draw from their capped sick leave bank they may draw credit from this bank to top up pay from a 75% rate to 100% rate.
- (c) The Board's Short Term Sick Leave Plan will cover a total of 17 weeks (119 days). The Board will pay the costs of such plan. If a Sworn Member has not accumulated based upon service the full 85 days at 100% rate, a member will be guaranteed the 17 weeks at 75% pay to meet an LTD entry requirement.
- (d) Four Sworn Members per year may apply six months in advance to receive, for the purpose of pay out one-half (1/2) the number of sick hours standing to their credit, to a maximum of fifty (50%) percent of their salary at that time to be paid in installments over a period of four years, commencing January 1st in the year following application. Once a payout has been made, no sick leave bank will be available to that Sworn Member. Upon retirement, if a Sworn Member has not received an early pay out of their sick leave bank, the Sworn Member will be entitled to no more than an amount equal to one-half (1/2) the number of sick hours standing to their credit to a maximum of fifty (50%) percent of their salary at that time. The four-member limit does not apply to any Sworn Member who is retiring and would normally be entitled to a sick leave pay out.
- (e)
 - (i) Full entitlement to sick days paid at 100% of regular earnings shall be restored each January 1st for Sworn Members at work contiguous to January 1st and upon the first date of return to work following January 1st for Sworn Members who are on sick leave.
 - (ii) If a Sworn Member runs out of 100% weeks, there will always be up to seventeen (17) weeks of disability coverage at 75% of earnings, for every unrelated disability due to accident or sickness. A related disability would be considered an unrelated disability if a Sworn Member returns to work on a full-time basis for at least twenty (20) days.
 - (iii) For any illness or disability, the combination of 100% and 75% paid days shall always total seventeen (17) weeks of available paid sick leave

Benefits of the Short-Term Sick Leave Plan as outlined below would commence on the 1st day of disability due to accident or sickness and would be payable for up to seventeen (17) weeks and be seamless if supported by a certificate from a duly recognized medical practitioner, (medical doctor, chiropractor, or dentist) stating that the Sworn Member was unable to perform his/her duties and indicating the probable duration of illness.

<u>Length of Service</u>	<u>100% of Salary</u>	<u>75% of Salary</u>
less than 1 year	5 working days	80 working days
1 year but less than 2 years	10 working days	75 working days
2 years but less than 3 years	15 working days	70 working days
3 years but less than 4 years	20 working days	65 working days
4 years but less than 5 years	25 working days	60 working days
5 years but less than 6 years	35 working days	50 working days
6 years but less than 7 years	45 working days	40 working days
7 years but less than 8 years	55 working days	30 working days
8 years but less than 9 years	65 working days	20 working days
over 9 years	85 working days	0 working days

(EXCLUDING PAID HOLIDAYS)

- (f) (i) Any absence of one full block or more must be supported by a certificate from a duly recognized medical practitioner, (medical doctor, chiropractor, or dentist) stating that the Sworn Member was unable to perform his/her duties and indicating the probable duration of illness.
- (ii) Time off for appointments with a doctor, a dentist or for other health related appointments may be booked as sick leave under the Short-Term Sick Leave Plan and will be charged to the plan in accumulated amounts, by the hour, up to a half day.
- (iii) The Chief may require an ill or injured Sworn Member to provide a medical certificate from the Sworn Member's own physician, chiropractor, dentist, or any other certified medical health professional for legitimate reasons and in order to reasonably assure him/herself that the Sworn Member is entitled to sick leave credits. If the Chief requests a medical certificate, the fee charged by the physician, chiropractor, dentist, or any other certified medical health professional will be reimbursed by the Service.
- (iv) If, after a Sworn Member has no sick leave or time banks available to supplement validated sick leave and they have requested assistance from the Police Association membership then they, or a designate, may apply to the Police Board for assistance to meet the two-week waiting period for UIC disability coverage. This assistance to be up to 50% of their remuneration.

11.05 OTHER LEAVE

Members may apply for leave for legitimate personal reasons. Such leave shall be with pay, provided the Sworn member has time available from his/her time bank or without pay should no time be available. A Sworn Member may apply for a leave of absence without pay for a period not to exceed one (1) year.

Sworn members on leave without pay, who wish to continue receiving benefits may pay 100% of the cost or, with the approval of the Chief, have

those costs covered by the Board. And Sworn Members may make the applicable pension contributions to provide unbroken service for pension benefit purposes only. In no case shall leave be granted in lieu of vacation. Any such leave must be approved by the Chief of Police.

When Sworn Members are absent twenty (20) consecutive working days due to a granted leave of absence accumulation of vacation time will be suspended until they return to work and then provided on a pro-rated basis.

If a Sworn Member assumes unauthorized leave and is absent from work without approval for a period of two weeks, or more, the Board may declare, in writing, that the member has abandoned the position and their employment by the Board is terminated.

11.06 FAMILY TIME

- (a) Family time is defined as "a period of hours off duty to address demands placed on a Sworn Member as defined in paragraph 11.06 (c).
- (b) The service will allow a total of twenty four (24) hours annually per Sworn Member if required and approved by the Sworn Member's immediate supervisor or Station Commander to address family time.
- (c) Subject to paragraph 11.06 (a), the Employer shall grant leave with pay under the following circumstances, **recognizing this is not an exhaustive list:**
 - i. To take a dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, if the supervisor was notified of the appointment as far in advance as possible;
 - ii. To provide for the immediate and temporary care of a sick member of the Sworn Member's family and to provide an employee with time to make alternate care arrangements where the illness is of a longer duration;
 - iii. To provide for the immediate and temporary care of an elderly member of the Sworn Member's family;
 - iv. For needs directly related to the birth or adoption of the Sworn Member's child;
 - v. To provide for the Sworn Member's child in the case of an unforeseeable closure of the school or daycare facility.
- (d) A Sworn Member, after initially submitting a request for time off may apply in writing to the Chief of Police or his/her designate within ten (10) days, clearly outlining the circumstances of the request.

ARTICLE 12 - PENSIONS

12.01 The Sworn Members of the Belleville Police Association shall be covered by the Canada Pension Plan with equal contributions by the Association Sworn Members and the Corporation of the City of Belleville.

12.02

(a) Regular OMERS FAE plan to continue as provided by OMERS Act, 1978. The Board shall provide a supplementary pension, payable in full at 60 years of age, to provide that the total pension payable from the OMERS or any former pension plan is equal to two (2%) percent of the Sworn Members highest average sixty (60) consecutive months earnings multiplied by his years of credited service at retirement to a maximum thirty five (35) years' service. Such "credited service" to include all "True Past Service" from date of employment with the present employer, for all Sworn Members. The Board shall provide that all past service costs be paid 100% by the Corporation of the City of Belleville.

(b) OMERS CONTRIBUTIONS – EMPLOYERS AND EMPLOYEE

Both the employer and the Sworn Member will contribute to the OMERS pension plan as required and directed by OMERS. The actual amount or percentage of salary will be paid as determined by OMERS

(c) As of January 1, 2005, Sworn Members' salaries for the purpose of OMERS shall include the Sworn Member's base salary and experience pay provision.

12.03 OMERS Type 3 Supplementary Agreement providing for an unreduced early retirement pension for any Sworn Member;

(a) With a normal retirement age of 60 a Sworn Member who retires within ten (10) years of his normal retirement age and who has either completed thirty (30) or more years of service with the service or is declared by the Board to be unable to perform the duties of his employment due to mental or physical incapacity, or

(b) With a normal retirement age of sixty five (65) a Sworn Member who retires within 10 years of his normal retirement age and is declared by the Board to be unable to perform the duties of his employment due to mental or physical incapacity.

12.04 After December 31, 1967, retirement may be arranged at age sixty (60) but continuation of service beyond that age may be arranged from year to year subject to satisfactory health certificate and subject to recommendation by the Chief of Police that the Sworn Member could usefully serve for the next year.

12.05 The current pension plans now in effect shall remain in effect.

12.06 SURVIVOR'S PENSION

The parties, in signing this document, agree to the provision of benefits as stated, in the event a current Sworn Member of the service is killed in the line of duty.

(a) "spouse" shall mean either a man or woman who,

- (i) are married to each other,
- (ii) not being married to each other have cohabited continuously for a period of not less than five (5) years, or in a relationship of some permanence where there is a child born of whom the Sworn Member is one of the natural parents and has so cohabited within the preceding year.

(b) "dependent child" shall mean a Sworn Member's child who is:

- (i) an unmarried person under the age of eighteen (18) years;
- (ii) an unmarried person over the age of eighteen (18) years but less than twenty-five (25) years of age and is in full-time attendance at a school, community college, university or other educational institute;
- (iii) a person over the age of eighteen (18) years who, by reason of mental or physical disability, is unable to earn a livelihood.

12.07 SALARY AND BENEFITS

Where a Sworn Member is killed or dies as a direct result of injuries received in the performance of his or her duties as a Police Officer, leaving a spouse and/or any dependent child or children, the Board shall pay to such spouse or dependent child or children, as the case may be, a supplementary monthly payment, in an amount which, taken together with any existing governmental payments made pursuant to Workers' Compensation Act (WSIB), or the Canada Pension Plan, or payments made pursuant to the OMERS plan, will equal one hundred (100) percent of the disposable after tax income of the deceased Sworn Member, based on the Sworn Member's salary at the time the payments are made.

The intent of this section is to provide the same level of after-tax income to the spouse or child/children that would have been received had the Sworn Member not died. Such payment will be provided for a maximum period of five (5) years or until the survivor remarries or the equivalent.

The supplementary monthly payments provided for dependent children will cease when they cease to be dependent as herein defined.

The Board agrees to pay 100% of the billed premiums provided in this contract for the Sworn Member's surviving spouse and dependent children until such time as they are in receipt of benefits or the spouse reaches the age of sixty five (65).

ARTICLE 13 - SERVICE BARS

- 13.01** There shall be provided a service bar or service emblem for each five (5) years of service with the Belleville Police Service.

ARTICLE 14 - TRANSPORTATION

- 14.01** Sworn members, when required to travel for departmental business or when on courses of instruction outside the City of Belleville, shall be paid for mileage at the current rate established for the City of Belleville when the Sworn Member is required to use his/her own vehicle.

- (a) If a police service vehicle is available the Sworn Member will be required to take that police service vehicle.
- (b) If a Sworn Member chooses to take his or her own vehicle, despite there being a police service vehicle made available to him/her, the Sworn Member will be reimbursed for actual gas expenses only. The service will provide the Sworn Member with a service credit card or the Sworn Member will be reimbursed for the fuel receipts submitted.
- (c) A Sworn Member will be compensated for travel time to and from a course of instruction at overtime rates (time and one half) when no overnight accommodation is required and the course and travel time continue beyond their shift.
- (d) A Sworn Member required to travel to a course of instruction where overnight accommodation is mandatory and has been approved will be granted a travel day.

14.02 RECRUIT EQUIPMENT/RECRUIT TRAINING AND TRAVEL

The Board shall pay out-of-pocket expenses of personnel attending at Ontario Police College, Aylmer as follows:

- (a) Two Hundred Dollars (\$200.00) to members attending the Ontario Police College Recruit Training Course (Basic Constable Course) for the purchase of suitable athletic shoes, clothing and equipment.

- (b) A travel allowance of Eighty-Five Dollars (\$85.00) per week for the duration of the course for the expenses of traveling home.

ARTICLE 15 - PROMOTION – PROMOTIONAL EXAMINATION

15.01 All Sworn Members who have successfully completed the promotional examination will be eligible to enter any competition for promotion to the rank, which they have qualified. A Sworn Member will only be permitted to write the Ontario Police College Promotional Examination for one (1) rank above their current/permanent rank.

15.02 When a full-time vacancy occurs in a rank, and that rank is to be filled, it will be filled by the most qualified Sworn Member on the current promotional list for that rank as determined by the agreed to policy for promotion within the Belleville Police Service. All steps involved in the promotional competition will be posted for the information of all Sworn Members.

If a full-time vacancy occurs in a rank, and there is no current promotional list, a competition will be held at that time in order to identify the highest-ranking candidate for promotion to that rank.

The Board and the Association agree that a Sworn Member must be physically able to perform the role to which he or she would be promoted prior to being promoted.

15.03 JOB POSTING AND TENURE

Any staffing changes, excluding promotional procedure, for Sworn Members will be filled by way of a job posting. A job posting will be in a written form and a notice will be sent electronically. During the period applications will be accepted from Association Members only. The job posting will indicate the job title, salary grid, minimum acceptable qualifications or attainable skills for the position, hours of work and contact person for current job description. In addition, the posting will indicate any required testing to be associated with the competition, a closing date for application and the competition number. If no association member applies for the position based on the minimum qualifications, the same job posting will be opened to outside applications. A ninety (90) day orientation period will be provided to allow for the current Sworn Member to become familiar with the new position. At the end of that period, should the Sworn Member be unable to perform the requirements of the position for performance-based reasons, and this adversely affects the efficiency of the police service beyond the short term, the Sworn Member will be returned to their previous position and rate of pay.

Upon completion of a competition for a position and provided that more than one qualified candidate is identified through the selection process, the employer may maintain a list of qualified candidates from which any vacancy that occurs within a six-month period will be filled.

15.04 TEMPORARY AND SHORT-TERM ACTING RANKS

- (a) A Sworn Member who is assigned temporarily to perform the duties of a higher rank, or position with a higher rate of pay shall be compensated at the rate of pay for that higher rank or position, including ranks and positions that are outside the Sworn Member's bargaining unit. No Sworn Member will be compensated for more than one (1) rank above their normal rank.
- (b) Where a Sworn Member is temporarily assigned to perform the duties and responsibilities of a position or rank not covered by this Agreement, the Sworn Member shall retain the Sworn Member's rights and obligations under this Agreement.
- (c) A Sworn Member shall not be assigned temporarily to a rank or position for a period of greater than six (6) months duration without consultation and agreement between the Chief of Police and the Executive of the Association. Temporary assignments to a higher rank or position shall be assigned to Sworn Members on the basis of successfully passing the Ontario Police College (OPC) promotion exam as set out in the promotional procedure, provided the Sworn Member is able to fulfill the requirements of the higher position or rank. Once a Sworn Member has successfully passed the Ontario Police college supervisory examination (Constable to Sergeant, Sergeant to Staff Sergeant) there is no further requirement for the Sworn Member to re-write the examination to continue to qualify to act. Should a Sworn Member choose to re-write the promotional exam, they must be successful; failure will disqualify the Sworn Member from acting.
- (d) If an acting position must be filled for more than one (1) month, on a continual basis, that position will be filled by a Sworn Member on the promotional list for that rank (providing one of the Sworn Members on the promotional list desires to fill that position - which may require a temporary transfer).

15.05 A Sworn Member fulfilling an acting supervisory role shall be paid at the rate of pay (hourly) for the position being filled. A Sworn Member who is eligible for and receives seniority pay (i.e. 3, 6, 9% under Article 5.02 shall continue to be paid at that rate. In addition, the member will receive the difference in base salary between his/her permanent rank and the base salary rate for the rank that he/she is acting in for each of the hours worked in the higher rank. This rate of pay will be calculated on an hourly rate for each hour in the higher rank.

ARTICLE 16 CLASSIFICATIONS

16.01 All Sworn Members shall be entitled to reclassification annually, where such reclassification is available. A Sworn Member who is eligible for reclassification and is to be deferred shall be notified in writing, by the Chief of Police **or designate** within thirty days of their eligibility date outlining the reasons for deferment.

16.02 Effective January 1, 2026, a Sworn Member holding the rank of Fourth, Third, or Second Class Constable, who is absent from work on a leave of absence in excess of six consecutive months, not including pregnancy or parental leave, shall have their service, for the purposes of calculating movement through the salary grid only, paused until their return to work. Upon the Sworn Member's return to work, including on an accommodated or gradual return to work, they shall resume accruing time towards their movement through the salary grid.

ARTICLE 17 - DISABILITY PAY

17.01 Where a Sworn Member is absent from duty as a result of personal illness or injury arising out of and in the course of his/her duties within the meaning of the WSIB, the Board will make up the difference between WSIB compensation and the regular net pay provided the Sworn Member remains totally disabled from reporting to work with the service.

The top up will not under any circumstances result in a Sworn Member receiving an amount greater than their regular net pay in any pay period. For greater certainty, no Sworn Member shall be better or worse off than any member at the same rank, who continues on active duty with the Belleville Police Service.

Top up if eligible, shall be made until such time as:

- The date the Sworn Member is eligible to retire on an unreduced OMERS pension (in accordance with OMERS regulations).

The Board shall cover all costs associated with the accounting required to identify the necessary top up. The Board will not alter its existing pay arrangements in respect of Sworn Members who were already in receipt of WSIB benefits prior to January 1, 2022.

- (a) The Sworn Member, if able, and otherwise his or her supervisor, shall cause notification to be made immediately (generally within normal administrative working hours), of the lost time injury or injuries, where medical attention has been administered, to the Deputy Chief and the Human Resources/Finance Administrator.

- (b) Sworn Members in receipt of WSIB benefits or Long Term Disability must apply for an OMERS disability waiver in accordance with their earliest eligibility date for such waiver. Sworn Members in receipt of loss of earnings must apply for LTD and comply with all reasonable requests of the insurance provider.
- (c) In the event the Sworn Member's claim to benefits is not accepted as a compensable injury by the Workplaces Safety Insurance Board (WSIB), the Sworn Member's cumulative sick bank credits and other such credits that may be converted to cash or time may be used by the Board to reimburse the Board for compensation provided by Article 17.01.
- 17.02** A Sworn Member, so injured in accordance with Article 17.01, with an absence known or expected to exceed 14 days from the date of injury, shall have their schedule adjusted Monday to Friday - 08:00 a.m. to 4:00 p.m. for the duration of the absence.
- 17.03** All Sworn Members affected by Article 17.02 above, shall be re-assigned to administrative duties under the Deputy Chief. The Deputy Chief will be responsible for managing the absence from work, in appropriate instances the development of an accommodation plan as well as providing for retraining and vocational rehabilitation, if necessary.
- 17.04** Upon receipt of a medical certificate that the injured Sworn Member can return to regular assigned duties, the Deputy Chief will endeavor to return the Sworn Member to the pre-injury position held by the Sworn Member, unless an accommodation plan dictates otherwise.
- 17.05** Any Sworn Member who is absent from duty, as a result of sickness or a compensable injury in excess of thirty (30) days' duration, the Deputy Chief shall cause a report to be submitted to the Chief of Police outlining the extent of the injury and efforts being made to accommodate the Sworn Member's return to work.
- 17.06** The Sworn Member so affected by injury, illness or disability, assisted by the Association, shall participate in the development of an accommodation plan and/or assistance toward long term disability benefit application.
- 17.07** The Association shall be kept informed, in writing, throughout the processes listed above.

ARTICLE 18 - LEGAL INDEMNIFICATION

- 18.01** The Board's Legal Indemnification policy is established in accordance with the provisions of Section 38(1)(f) of the **Community Safety and Policing Act, 2019.**

18.02 The Board shall indemnify a Sworn Member for reasonable legal costs incurred:

- (a) In the defense of a civil action, if the Sworn Member is not found to be liable;
- (b) Effective February 13, 2024, in the defense of a criminal prosecution, if the Sworn Member is found not guilty, criminal charges are dismissed or withdrawn, or a stay of proceedings is entered;
- (c) In respect of any other proceedings in which the Sworn Member's manner of execution of the duties of his or her employment was an issue, if the Sworn Member is found to have acted in good faith;
- (d) There shall be a presumption that acts or omissions of the subject Officer were undertaken in good faith unless the contrary is proven. "Good Faith" means the exercise of good judgment in doing everything that could reasonably be expected while bearing in mind the nature of the incident.

18.03 The indemnification of legal costs incurred by Sworn Members shall be based upon the following principles:

- (a) The Board shall only be responsible for reasonable costs incurred by the Sworn Member;
- (b) The legal costs incurred by a Sworn Member may be subject to assessment before the Assessment Officer before they are paid to a Sworn Member;
- (c) Reasonable legal costs shall only be paid after the Sworn Member is exonerated by the legal process;
- (d) Indemnification in civil proceedings shall only apply in circumstances where the Board is not vicariously liable for the actions committed by the Sworn Member of the service or where representation of the Board and the Sworn Member of a single solicitor is inappropriate.
- (e) Indemnification for legal costs will not occur until the conclusion of the proceedings to which the Sworn Member is a party and the final result is ascertained.
- (f) Indemnification for legal costs shall only be available to Sworn Members of the service who are parties to any legal proceedings.

18.04 Where a Sworn Member requires immediate legal assistance for a SIU or criminal investigation, a Sworn Member may select legal counsel of their choice, but such selection is subject to the approval and continued approval of the Chief of Police and the Executive of the Association. Where a Sworn Member appears to have been acting in good faith, the initial authorization and the continued authorization of the payment of such legal counsel's fees shall be made by the Chief in accordance with the provisions of this Article.

The Chief of Police in determining the need to authorize counsel, for a Sworn Member, shall consider the best interests of the Sworn Member, the Belleville Police Service and the Belleville Police Service Board.

ARTICLE 19 - CONTRACTING OUT

Except to the extent and degree agreed upon by the parties, no work customarily performed by a Sworn Member covered by this Agreement shall be performed by a person who is not a Sworn Member.

ARTICLE 20 - BOARD INFORMATION TO THE ASSOCIATION

At the request of the Association, the Board shall provide to the Association, as soon as possible and in any event within 60 days, with the following in writing:

- (a) The last Board financial statement (From Public Board Meeting)
- (b) The approved detailed operating budget of the service
- (c) Details of any costing in relation to different policing options for the City of Belleville
- (d) The most recent demographic information with regard to the members of the Service.

ARTICLE 21 - BENEFITS, ACCUMULATED BENEFIT ENTITLEMENTS

- 21.01 In the event of the death of a Sworn Member, all entitlements to the Sworn Member's credit under this Collective Agreement that would be owed to the Sworn Member had he/she retired or terminated employment at the time of their death will be paid to the estate of the Sworn Member by the Board.

ARTICLE 22 - TRANSFER OF TIME TO OTHER MEMBERS

- 22.01 Members may transfer time from their Statutory Holidays or Overtime Banks to another member in lieu of working a shift for the other member, subject to the approval of the Chief of Police or designate.
- 22.02 The transfer of time cannot be converted to cash, with accumulation not to exceed fifty (50) hours and must be used in the year it was transferred (unless transferred after December 15th and then within the first three months of the following year).
- 22.03 Members may transfer time from their time banks, to cover a Sworn or Civilian Member who does not have enough sick time to cover them during

an illness up until LTD would apply or while a WSIB claim is being determined.

ARTICLE 23 – DISBANDMENT

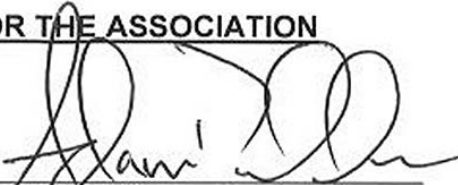
- (a) Should the service be disbanded or reduced in size as a consequence of an agreement with the Ministry of the Solicitor General to have the Ontario Provincial Police assume policing responsibilities for the municipality, each Sworn Member of the service not offered employment with the Ontario Provincial Police, or not willing/able to relocate for employment shall be entitled to:
- (b) 8 weeks salary for every year of service or part thereof, but in any event no less than three months' salary.
- (c) The full benefit package under the agreement at the date of termination to continue for two (2) years from the date of termination, or until the Sworn Member is re-employed.
- (d) An amount of up to \$3600 for education, upgrading or retraining. These funds are for directly related tuition, books and equipment, traveling and living expenses. This for a period of thirty six (36) months after date of termination. Once a Sworn Member has commenced upgrading or retraining the funds will continue to be available for a thirty-six (36) month period.

ARTICLE 24 - DURATION


24.01 This Agreement shall become effective January 1st, 2026 and shall remain in force until December 31st, 2029, and thereafter until replaced by another Agreement.

Dated at Belleville September 25, 2025

FOR THE ASSOCIATION



Adam Donaldson, President
Chair


Anne Brennan-Walsh, Vice President

FOR THE BOARD



Heather Smith, Chair


Barb Enright-Miller, Vice Chair

APPENDIX A

The schedule of salaries and hourly rates shall be in effect for the term commencing on January 1, 2026 and ending December 31st, 2029 is attached hereto as Appendix "A".

Effective January 1, 2026	3.5%
Effective January 1, 2027	3.5%
Effective January 1, 2028	2.5%
Effective January 1, 2029	2.5%

Belleville Police Service - UNIFORM COLLECTIVE AGREEMENT - Salary Schedule
Effective - JANUARY 1/2026

Occupation Name	BAND/STEP LEVEL	2023	2024	2025	2026	2027	2028	2029	SALARY INCREASE	
									YEAR	% Increase
1st Class Constable	Base	\$ 109,450	\$ 112,734	\$ 115,834	\$ 119,888	\$ 124,084	\$ 127,186	\$ 130,366	2026	3.50%
1st Class Constable + 3% Front Line Premium					\$ 123,485	\$ 127,807	\$ 131,002	\$ 134,277	2027	3.50%
1st Class Constable + 3%	0.03	\$ 112,733	\$ 116,116	\$ 119,309	\$ 123,485	\$ 127,807	\$ 131,002	\$ 134,277	2028	2.50%
1st Class Constable + 3% + 3% Front Line Premium					\$ 127,189	\$ 131,641	\$ 134,932	\$ 138,305	2029	2.50%
1st Class Constable + 6%	0.06	\$ 116,017	\$ 119,498	\$ 122,784	\$ 127,081	\$ 131,529	\$ 134,818	\$ 138,188		
1st Class Constable + 6% + 3% Front Line Premium					\$ 130,894	\$ 135,475	\$ 138,862	\$ 142,334		
1st Class Constable + 9%	0.09	\$ 119,300	\$ 122,880	\$ 126,259	\$ 130,678	\$ 135,252	\$ 138,633	\$ 142,099		
1st Class Constable + 9% + 3% Front Line Premium					\$ 134,598	\$ 139,309	\$ 142,792	\$ 146,362		
2nd Class Constable	2nd Class	\$ 97,437	\$ 100,360	\$ 103,120	\$ 106,729	\$ 110,465	\$ 113,226	\$ 116,057		
3rd Class Constable	3rd Class	\$ 83,914	\$ 86,431	\$ 88,808	\$ 91,916	\$ 95,133	\$ 97,512	\$ 99,949		
4th Class Constable	4th Class	\$ 68,061	\$ 70,103	\$ 72,031	\$ 74,552	\$ 77,161	\$ 79,090	\$ 81,068		
Premium Detective Constable (104%)	Base	\$ -	\$ 117,243	\$ 120,467	\$ 124,683	\$ 129,047	\$ 132,273	\$ 135,580		
Premium Detective Constable (104%) + 3%	0.03	\$ -	\$ 120,760	\$ 124,081	\$ 128,424	\$ 132,919	\$ 136,242	\$ 139,648		
Premium Detective Constable (104%) + 6%	0.06	\$ -	\$ 124,277	\$ 127,695	\$ 132,164	\$ 136,790	\$ 140,210	\$ 143,715		
Premium Detective Constable (104%) + 9%	0.09	\$ -	\$ 127,795	\$ 131,309	\$ 135,905	\$ 140,661	\$ 144,178	\$ 147,782		
Sergeant I (108%)	Base	\$ 118,206	\$ 121,752	\$ 125,100	\$ 129,479	\$ 134,010	\$ 137,361	\$ 140,795		
Sergeant I (108%) + 3% Front Line Premium					\$ 133,363	\$ 138,031	\$ 141,481	\$ 145,018		
Sergeant I (108%) + 3%	0.03	\$ 121,752	\$ 125,405	\$ 128,853	\$ 133,363	\$ 138,031	\$ 141,481	\$ 145,018		
Sergeant I (108%) + 3% + 3% Front Line Premium					\$ 137,364	\$ 142,171	\$ 145,726	\$ 149,369		
Sergeant I (108%) + 6%	0.06	\$ 125,298	\$ 129,057	\$ 132,606	\$ 137,247	\$ 142,051	\$ 145,602	\$ 149,242		
Sergeant I (108%) + 6% + 3% Front Line Premium					\$ 141,365	\$ 146,312	\$ 149,970	\$ 153,719		
Sergeant I (108%) + 9%	0.09	\$ 128,844	\$ 132,710	\$ 136,359	\$ 141,132	\$ 146,071	\$ 149,723	\$ 153,466		
Sergeant I (108%) + 9% + 3% Front Line Premium					\$ 145,366	\$ 150,453	\$ 154,215	\$ 158,070		
Sergeant II (113%)	Base	\$ 123,678	\$ 127,389	\$ 130,892	\$ 135,473	\$ 140,215	\$ 143,720	\$ 147,313		
Sergeant II (113%) + 3% Front Line Premium					\$ 139,537	\$ 144,421	\$ 148,032	\$ 151,733		
Sergeant II (113%) + 3%	0.03	\$ 127,388	\$ 131,211	\$ 134,819	\$ 139,538	\$ 144,421	\$ 148,032	\$ 151,733		
Sergeant II (113%) + 3% + 3% Front Line Premium					\$ 143,724	\$ 148,754	\$ 152,473	\$ 156,285		
Sergeant II (113%) + 6%	0.06	\$ 131,099	\$ 135,032	\$ 138,746	\$ 143,602	\$ 148,628	\$ 152,344	\$ 156,152		
Sergeant II (113%) + 6% + 3% Front Line Premium					\$ 147,910	\$ 153,087	\$ 156,914	\$ 160,837		
Sergeant II (113%) + 9%	0.09	\$ 134,809	\$ 138,854	\$ 142,672	\$ 147,666	\$ 152,834	\$ 156,655	\$ 160,571		
Sergeant II (113%) + 9% + 3% Front Line Premium					\$ 152,095	\$ 157,419	\$ 161,354	\$ 165,388		
Staff Sergeant I (116%)	Base	\$ 126,962	\$ 130,771	\$ 134,367	\$ 139,070	\$ 143,937	\$ 147,536	\$ 151,224		
Staff Sergeant I (116%) + 3%	0.03	\$ 130,770	\$ 134,694	\$ 138,398	\$ 143,242	\$ 148,255	\$ 151,962	\$ 155,761		
Staff Sergeant I (116%) + 6%	0.06	\$ 134,579	\$ 138,617	\$ 142,429	\$ 147,414	\$ 152,574	\$ 156,388	\$ 160,298		
Staff Sergeant I (116%) + 9%	0.09	\$ 138,388	\$ 142,540	\$ 146,460	\$ 151,586	\$ 156,892	\$ 160,814	\$ 164,834		
Staff Sergeant II (125%)	Base	\$ 136,812	\$ 140,917	\$ 144,792	\$ 149,860	\$ 155,105	\$ 158,982	\$ 162,957		
Staff Sergeant II (125%) + 3%	0.03	\$ 140,916	\$ 145,144	\$ 149,136	\$ 154,356	\$ 159,758	\$ 163,752	\$ 167,846		
Staff Sergeant II (125%) + 6%	0.06	\$ 145,021	\$ 149,372	\$ 153,480	\$ 158,852	\$ 164,412	\$ 168,522	\$ 172,735		
Staff Sergeant II (125%) + 9%	0.09	\$ 149,125	\$ 153,599	\$ 157,823	\$ 163,347	\$ 169,064	\$ 173,291	\$ 177,623		
Premium Sergeant I (112%)	Base	\$ -	\$ 126,262	\$ 129,734	\$ 134,275	\$ 138,974	\$ 142,449	\$ 146,010		
Premium Sergeant I (112%) + 3%	0.03	\$ -	\$ 130,049	\$ 133,626	\$ 138,303	\$ 143,144	\$ 146,722	\$ 150,390		
Premium Sergeant I (112%) + 6%	0.06	\$ -	\$ 133,837	\$ 137,518	\$ 142,331	\$ 147,313	\$ 150,996	\$ 154,770		
Premium Sergeant I (112%) + 9%	0.09	\$ -	\$ 137,625	\$ 141,410	\$ 146,359	\$ 151,482	\$ 155,269	\$ 159,151		
Premium Sergeant II (117%)	Base	\$ -	\$ 131,898	\$ 135,525	\$ 140,268	\$ 145,178	\$ 148,807	\$ 152,527		
Premium Sergeant II (117%) + 3%	0.03	\$ -	\$ 135,855	\$ 139,591	\$ 144,477	\$ 149,533	\$ 153,272	\$ 157,103		
Premium Sergeant II (117%) + 6%	0.06	\$ -	\$ 139,812	\$ 143,657	\$ 148,685	\$ 153,889	\$ 157,736	\$ 161,680		
Premium Sergeant II (117%) + 9%	0.09	\$ -	\$ 143,769	\$ 147,723	\$ 152,893	\$ 158,245	\$ 162,201	\$ 166,256		
Premium Staff Sergeant I (120%)	Base	\$ -	\$ 135,280	\$ 139,000	\$ 143,865	\$ 148,900	\$ 152,623	\$ 156,438		
Premium Staff Sergeant I (120%) + 3%	0.03	\$ -	\$ 139,339	\$ 143,170	\$ 148,181	\$ 153,367	\$ 157,201	\$ 161,132		
Premium Staff Sergeant I (120%) + 6%	0.06	\$ -	\$ 143,397	\$ 147,340	\$ 152,497	\$ 157,834	\$ 161,780	\$ 165,825		
Premium Staff Sergeant I (120%) + 9%	0.09	\$ -	\$ 147,455	\$ 151,510	\$ 156,813	\$ 162,301	\$ 166,359	\$ 170,518		
Premium Staff Sergeant II (129%)	Base	\$ -	\$ 145,426	\$ 149,425	\$ 154,655	\$ 160,068	\$ 164,069	\$ 168,171		
Premium Staff Sergeant II (129%) + 3%	0.03	\$ -	\$ 149,789	\$ 153,908	\$ 159,295	\$ 164,870	\$ 168,992	\$ 173,217		
Premium Staff Sergeant II (129%) + 6%	0.06	\$ -	\$ 154,152	\$ 158,391	\$ 163,935	\$ 169,672	\$ 173,914	\$ 178,262		
Premium Staff Sergeant II (129%) + 9%	0.09	\$ -	\$ 158,515	\$ 162,874	\$ 168,575	\$ 174,475	\$ 178,837	\$ 183,307		

