

Policy Type: **EXECUTIVE LIMITATIONS**

Policy Title: **EMPLOYMENT,
COMPENSATION AND
BENEFITS**



With respect to employment, compensation, and benefits of members, consultants, contract workers and volunteers, the Chief of Police will not cause or allow jeopardy to fiscal integrity or to public image.

Further, without limiting the scope of the foregoing by the enumeration, the Chief of Police will not:

1. Fail to abide by a reasonable interpretation of the terms and conditions of all applicable collective bargaining agreements and contracts to which the Board is a signatory, while, without creating any enduring new liabilities, administering the collective agreements and resolving all interpretative differences and grievances.
2. Promise or imply permanent or guaranteed employment.
3. Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed.
4. Create obligations over a longer term than revenues can be safely projected.
5. Fail to ensure that all employment processes, including hiring and separations, are consistent with the legislative requirements of the *Human Rights Code*, the *Police Services Act*, and the *Employment Standards Act*, as well as the applicable collective agreement. In particular, hiring and separation processes must be objective, non-discriminatory and without favour, thereby ensuring all candidates are given equal opportunity for employment.
6. Fail to ensure that:
 - a. All new sworn members successfully complete training at the Ontario Police College and undergo the probationary period as prescribed in the *Police Services Act (s.44)*;
 - b. All new civilian members undergo a minimum 3-month probationary period (or equivalent for part-time Members);
 - c. All new members are formally evaluated prior to the end of the applicable probationary period; and
 - d. Only those new members that satisfactorily complete their probationary period are retained in the Board's employ.