

HALTON REGIONAL POLICE SERVICES BOARD

POLICY DOCUMENT

Policy No.:	HR-04
Policy Subject:	Acting Pay for Chief of Police and Deputy Chief of Police
Date Approved:	August 9, 2012
Reporting Requirement	As required
Review Date:	

Legislative Authority:

The *Police Services Act* contains the following articles in support of this policy.

- **Definitions:**

Section 2 (1):

"chief of police" means a municipal chief of police or the Commissioner of the Ontario Provincial Police and includes an acting chief of police;"

- **Responsibilities of the Board**

Section 31(1) (c) - Boards shall *"establish policies for the effective management of the police force."*

Section 31(1) (d) - Boards shall *"recruit and appoint the chief of police and any deputy chief of police, and annually determine their remuneration and working conditions, taking their submissions into account."*

Section 31((3) *The board may give orders and directions to the chief of police, but not to other members of the police force, and no individual member of the board shall give orders or directions to any member of the police force.*

- **Labour Relations**

Section 115 (2) - *The working conditions and remuneration of the chief of police and deputy chief of police of a police force shall be determined under clause 31 (1) (d) (responsibilities of board) and not under this Part.*

Board Policy:

The provisions of this document constitute the Board's Policy regarding the remuneration in situations where a Member is appointed as an Acting Chief of Police or Acting Deputy Chief of Police. This policy is applicable in incidents where the Chief of Police assigns a member to an acting role, or when the Board appoints an Acting Chief of Police or Acting Deputy Chief of Police.

It is the Board's policy as follows:

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1. Any member of the Halton Regional Police Service assigned by the Chief of Police or the Board to perform the duties of Acting Chief of Police or Acting Deputy Chief of Police shall be compensated on the following terms:
 - (a) Compensation will become payable after a Member has served in the acting capacity for a period of five (5) consecutive working days. Commencing on the sixth (6th) working day, the Member's hourly rate shall be increased by ten percent (10%) of their current hourly base salary.
 - (b) The remuneration shall be applicable for acting in the rank for periods of prolonged illness, termination or other periods of absence, but is not applicable to vacation leave, attendance at conferences or educational opportunities unless authorized by the Board.
2. Members in acting assignments will continue to receive the rights and benefits to which they are entitled in their incumbent position. This policy only addresses the amount of remuneration to be paid during the acting assignment.
3. The Chief of Police shall notify the Board Chairman of any Acting Chief assignment he makes regardless if this policy is applicable.
4. The Chief of Police shall notify the Board Chairman of any Acting Deputy Chief assignment he makes which is longer than three (3) weeks in duration regardless if this policy is applicable.