



GREATER SUDBURY POLICE SERVICE BOARD POLICY

SUBJECT: EXCLUDED POSITIONS	NUMBER: PSB033
ORIGINATING DATE: December 17, 2025	REVISED DATE:
REPORTING REQUIREMENTS: As required	

1.0 **INTRODUCTION**

- 1.1 Pursuant to Section 220(2) of the *Community Safety and Policing Act*, the Greater Sudbury Police Service has a legislated responsibility to identify members of the police service that hold positions that “would likely give rise to a conflict of interest in respect of labour relations matters.” If the Board has employees in such positions, they shall not become or remain members of a police association and instead, will have direct employment contracts with the Board.
- 1.2 Subject to section 1.1 above, the positions that could possibly have a conflict of interest in labour relations are identified in Section 220(1) of the Act, as described below:
- a. The chief financial officer, or however that person is described;
 - b. The chief administrative officer, or however that person is described;
 - c. The chief human resources executive, or however that person is described;
and
 - d. The general counsel, or however that person is described.

2.0 **CHIEF FINANCIAL OFFICER**

- 2.1 Currently, the Service does not employ a CFO, or any other police professional finance staff that has executive authority. The Service does employ a Manager of Finance. This position does not have final reporting authority on finance matters, nor do they play a critical role in labour relations. Should the Service employ a CFO in the future this employee will have a direct employment contract with the Board and at no time would the position be eligible to become part of the SOA,

Civilian Group, or any other Association that the Board engages in collective bargaining with.

3.0 CHIEF ADMINISTRATIVE OFFICER

- 3.1 As of December 2025, the Service does not employ a Chief Administrative Officer (CAO). The current Service Executive Leadership Team (ELT) consists of a Chief of Police and a Deputy Chief of Police. Both positions have individual contracts with the Board. Neither are members of any of the Associations associated with the Greater Sudbury Police Service.
- 3.2 In the past, the Service has had the position of CAO. This position had executive authority over the administrative divisions of the Service. This position was also a member of the Senior Officers Association, Civilian Group. This position served as a management labour relations consultant to the Board during collective bargaining. As such, a conflict of interest arose. When bargaining with the SOA, Civilian Group, this position did not take part in collective bargaining.
- 3.3 In the future, should the Board decide that a CAO (or any other such police professional position with executive duties, e.g., Director General, Administrative Director, Director of Corporate Services, etc.) is required, such position would be created and employed as an individual employment contract with the Board. Such position would report directly and be evaluated by the Chief of Police. At no time would the position be eligible to become part of the SOA, Civilian Group, or any other Association that the Board engages in collective bargaining with.

4.0 CHIEF HUMAN RESOURCES EXECUTIVE

- 4.1 Currently, the Service does not employ a Chief Human Resources Executive, or any other police professional human resources staff that has executive authority. The Service does employ a Manager of Human Resources. This position does not have final reporting authority on human resource matters, nor do they play a critical role in labour relations.
- 4.2 In the future, should the Service employ an executive-level human resources employee in the future this employee will have a direct employment contract with the Board and at no time would the position be eligible to become part of the SOA, Civilian Group, or any other Association that the Board engages in collective bargaining with.

5.0 GENERAL COUNSEL

- 5.1 Currently, the Service does not employ a General Counsel, or any other police professional legal staff that has executive authority. Legal matters are either referred to the City of Greater Sudbury or dealt with external counsel the Board and Service have retainer agreements with.

- 5.2 In the future, should the Board decide that a General Counsel is required, such position would be created and employed as an individual employment contract with the Board. Such position would report directly to the Chief of Police and the Board. At no time would the position be eligible to become part of the SOA, Civilian Group, or any other Association that the Board engages in collective bargaining with.