

Experienced Officers Frequently Asked Questions:

Under the Collective Agreement the definition of Experienced Officer: shall mean a former member of an accredited police service who has had no longer than one year break in policing service, who is not subject to the same degree of training or orientation to policing duties as a Cadet. In order to determine the starting rate of pay, all previous police experience shall be evaluated. Such member shall be granted one classification step for each completed year of active service to a maximum of First Class Constable.

If you meet the definition of an Experienced Officer you are entitled to:
1, 3, 4, and 10

1. Will I be entitled to annual leave upon being hired by the Greater Sudbury Police Service?

- a. When a member joins the Service, annual leave entitlement shall be granted for the next calendar year on a pro-rata basis. For the calculation of annual leave entitlement, new hires with previous sworn police services will be credited with previous service from the date on which they were sworn in as a 4th class constable or higher.
- b. Additionally holiday picks are in sequence of seniority.
- c. Sample of Platoon Schedule Below

January	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		
	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu		
A	-	D	D	N	N	N	-	-	-	-	D	D	D	N	N	-	-	-	-	-	D	D	N	N	-	-	-	-	-	-	D	D	
B	-	-	-	D	D	D	N	N	-	-	-	-	-	D	D	N	N	-	-	-	-	-	D	D	N	N	N	-	-	-	-	-	
C	N	-	-	-	-	-	D	D	N	N	-	-	-	-	-	D	D	N	N	N	-	-	-	-	D	D	D	N	N	-	-		
D	D	N	N	-	-	-	-	-	D	D	N	N	N	-	-	-	-	D	D	D	N	N	-	-	-	-	-	-	-	D	D	N	N

2. Is my current pension transferrable?

- a. For all questions pertaining to your pension, please refer to www.omers.com. As an OMERS member, you may be able to transfer pension credits in to the OMERS plan from another Canadian registered pension plan. If you have been a member of another registered pension plan in the past, contact OMERS Client Services directly at 1-800-387-0813. You may be able to transfer some or all of this service into OMERS.

3. When am I eligible to compete in the promotional process?

- a. Officers having attained the rank of First Class Constable and have a minimum of three (3) years experience at First Class from their last date of hire **with this Service** prior to the closing date of the competition which shall generally be October 15th, shall be eligible to apply to enter any competition for promotion to the rank of Sergeant providing all other eligibility requirements are met.

4. Will I have to redo probation?

- a. No, as long as you have successfully completed a probationary period in accordance with the Police Services Act of Ontario Section (44): Officers who have served probation with OPP, RCMP, or other municipal services outside of Ontario are not required to reserve their probation.

5. When will I start to receive benefits?

- a. Benefits start the first of the month coincident with or following a full time employee's date of hire. *(benefit package is available upon hire)*

6. What is your Sick Leave coverage?

- a. Each year members shall be credited with up to six regularly scheduled shifts per year non-cumulative of Personal Health Days on the first day of the month of their Anniversary Date. A day shall be calculated according to the length of shift that the member is working at any given time. A member shall never be entitled to more than six days per year, even if they switch from longer shifts to shorter shifts.
- b. Unused personal health days may be carried over from one year to the next at a rate of one day carried for every two days not used in that year. The total number of days carried over may be used for top up pay only for short term and long term disability entitlement and at no time shall they be taken in pay in any other form. Unused Personal Health Days carried over each year shall be deemed to be eight hours regardless of the member's schedule worked in the year in which the days were not used. These unused hours may accumulate from year to year and may be used for top up purposes only.

7. What Income Protection will I have?

- a. Eligibility for Short term Disability and Long Term Disability begins on the first of the month following three months of permanent full-time employment.
- b. Eligibility for Personal Health Days begins on the first day of permanent full-time employment.

8. Can I transfer directly into a speciality unit?

- a. No. You will be required to complete a training/ orientation in uniform patrol. Transfers to other units are based on expressions of need and are posted for officers to apply to.

9. Will I maintain my retention pay (3-6-9%)?

- a. For any new members joining the Greater Sudbury Police Service after May 11, 2004, the calculation of “service” shall mean service with the Greater Sudbury Police Service only.

10. I have presently attained the rank of 1st class constable. Will I maintain my rank?

- a. You will maintain your rank, as that is the rank you are coming into the service with.

11. When will I have access to the Collective Agreement?

- a. On the first day of employment you have access to the Collective Agreement.

12. If I'm qualified (breathe tech, radar, DRE, SFST, Negotiator, etc) will I still be qualified and able to perform these duties in Sudbury?

- a. Yes, once your Platoon Supervisors clear you from Orientation and Training you *may* be used in their capacities, assuming your qualifications and certifications have been provided to Greater Sudbury Police Training Branch for verification.