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2016 OPERATING BUDGET BRIEFING NOTE

Budget for Salary Increases for Individuals Who Are Not Members of the Police Union

Issue/Background:

At a meeting of the City Budget Committee on January 18, 2016 the following briefing note was requested:

That the Chair, Toronto Police Services Board, provide a budget briefing note on:

- a. The amount of money in the Police Service budget for salary increases for individuals who are not members of the Police Union; and*
- b. How these salaries compare to other Canadian Police Services, both in amount and in 2016 increase.*

Key Points:

- a. The amount of money in the Police Service budget for salary increases for individuals who are not members of the Police Union**

Exclusive of the Police Services Board staff, there are just seven established positions within the Toronto Police Service (Service) that are not part of either the Toronto Police Association or the Senior Officers' Organization. The Chief, Chief Administrative Officer and three Deputy Chiefs have individual employment contracts with the Board and therefore, are not covered by a bargaining agent. The only other positions not covered by a collective agreement are the Manager and Assistant Manager, Labour Relations.

It was clarified that this motion is intended to cover all of the members of the Service that are not part of the Toronto Police Association, despite the fact that members of the Senior Officers' Organization have the same bargaining rights as members of the Toronto Police Association. The Senior Officers' Organization includes uniform members in the rank of Inspector to Staff Superintendent and civilian Managers and specialized positions. There are about 160 individuals in this group. The Toronto Police Association currently has a four-year agreement with the Board that expires at the end of 2018.

The following table summarizes the salary increases for the Toronto Police Association under the most recent collective agreement.

Date of Increase	Increase	Estimated Impact	Budget
January 1 st 2015	2.00%	\$17.8M	
December 1 st 2015	0.75%		
January 1 st 2016	1.50%	\$21.7M	
July 1 st 2016	0.45%		
January 1 st 2017	1.50%	\$17.7M	
July 1 st 2017	0.40%		
January 1 st 2018	1.75%	\$18.2M	

Negotiations between the Toronto Police Services Board and the Senior Officers' Organization are still in progress. As a result, the increase in salaries for this group was not included in the Service's 2016 operating budget request as it was not known. This was noted in the Service's 2016 operating budget request report to the Toronto Police Services Board, which was then forwarded to the City Budget Committee for consideration, and is consistent with established City of Toronto practice.

The estimated cost of potential salary increases for the Senior Officers' Organization has been provided for by the City, pending the ratification of an agreement between the Board and the Police Senior Officers' Organization.

b. How these salaries compare to other Canadian Police Services, both in amount and in 2016 increase

The following table summarizes salary rates and 2016 increases, where available, for uniform senior officer positions from various police services across the country.

Service	Year of Rate	Inspector	Superintendent	Staff Superintendent	Increase 2016
Toronto	2014	\$140,021	\$163,962	\$177,422	n/a
London	2016	\$151,062	\$170,324	n/a	0.95%
Ottawa	2014	\$136,879	\$156,830	n/a	n/a
Waterloo	2014	\$145,853	\$164,233	n/a	n/a
Niagara	2015	\$147,099	\$165,602	n/a	n/a
Hamilton	2015	\$149,766	\$169,021	n/a	n/a
Peel	2016	\$151,789	\$171,846	\$189,155	1.96%
York	2015	\$148,763	\$167,241	n/a	n/a
Guelph	2014	\$145,793	n/a	n/a	n/a
Halton	2016	\$153,800	\$173,577	n/a	1.95%
Windsor	2016	\$143,758	\$157,945	n/a	1.90%
Vancouver	2013	\$182,315	\$186,777	n/a	n/a
Calgary	2015	\$161,366	\$175,885	n/a	n/a
Regina	2014	\$167,401	\$174,892	n/a	n/a
RCMP	2014	\$126,051	\$139,916	n/a	n/a

Note: Due to time constraints, the above information was gathered from an informal survey of Police Services, and has not been verified for accuracy.

Although the uniform positions noted in the above table have similar titles, because of different size of organizations and rank structures, the positions have varying degrees of responsibilities and span of control. For this reason, a true comparison of salaries across the police services is not possible.

Salaries for non-uniform senior officer positions are not directly comparable as the jobs and duties can vary greatly from police service to police service. It would not be possible to line up equivalent positions without the knowledge of the job description for each and every position. Therefore, information on non-uniform member positions has been excluded from this briefing note.

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