



## **SPECIAL PUBLIC MEETING AGENDA**

**Friday, April 25, 2025 at 9:00AM virtual**

<https://youtube.com/live/WcuDHXqXwYg?feature=share>

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Call to Order

Declaration of Interests under the Code of Conduct for Members of a Police Service Board Regulation and the *Municipal Conflict of Interest Act*.

1. April 23, 2025 from Shelley Carroll, Chair  
**Re: Recommendation for Board Ratification of Collective Bargaining Settlement with the Toronto Police Association dated April 11, 2025**  
*(with confidential Appendix)*

Adjournment

Next Regular Board Meeting

**Wednesday, May 14, 2025**

**Hybrid Board Meeting – at Police Headquarters, 40 College Street, or virtually via WebEx**

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### **Members of the Toronto Police Service Board**

Shelley Carroll, Chair  
Amber Morley, Member & Deputy Mayor  
Lily Cheng, Member & Councillor  
Nick Migliore, Member

Chris Brillinger, Vice-Chair  
Lisa Kostakis, Member  
Ann Morgan, Member



## PUBLIC REPORT

**April 23, 2025**

To: Members  
Toronto Police Service Board

From: Councillor Shelley Carroll  
Chair

**Subject: Recommendation for Board Ratification of Collective Bargaining Settlement with the Toronto Police Association dated April 11, 2025**

**Purpose:**  Information Purposes Only  Seeking Decision

### **Recommendation(s):**

This report recommends that the Toronto Police Service Board (Board) ratify the Collective Bargaining Memorandum of Settlement reached between the Board and the Toronto Police Association (T.P.A.) on April 11, 2025.

### **Financial Implications:**

The financial implications relating to the recommendation contained within this report will have a budget impact of \$263.9M for a five-year term between January 1, 2025 and December 31, 2029, inclusive of all wage, benefit, and other compensation increases for uniform and civilian T.P.A. members.

The City of Toronto has allocated funding for 2025 to the City's Corporate Accounts to cover the cost of the negotiated salary settlement. Upon approval of this report, an in-year budget adjustment will be made to reflect the 2025 collective agreement impact.

## **Summary:**

The six Uniform and Civilian Collective Agreements between the Board and the T.P.A. expired on December 31, 2024. The Association provided notice to the Board of its intent to negotiate new collective agreements on December 3, 2024.

On February 27, 2025, the Board's bargaining team met with the T.P.A. to begin collective bargaining for renewed collective agreements and to exchange proposals. The parties subsequently met several times in April, 2025, and reached a tentative agreement on the evening of April 11, 2025.

The tentative bargaining settlement is subject to ratification by both parties. The T.P.A. completed its ratification process on April 23, 2025.

## **Discussion:**

If ratified by both the Board and the T.P.A., the bargaining settlement will renew the Uniform and Civilian Collective Agreements in force between the Board and the T.P.A. for a five-year term, from January 1, 2025 to December 31, 2029.

Highlights of the settlement include:

- Five-year term from January 1, 2025, to December 31, 2029.
- A compounded wage increase of 17.66% over the five-year term (compounded average of 3.53% per year).
- Market rate adjustments to the salary rates of Special Constables, Communications Operators, and Supervisors in 2027 and 2028.
- Expansion of Specialty Pay to include the ranks of Detective and Detective Sergeant, and members of the Police Dog Services and Emergency Task Force units in 2026.
- Expansion of the Priority Response Unit Patrol Allowance to members of the Public Safety Response Team in recognition of their role as a multi-function support unit to frontline policing in 2026.
- The replacement of Civilian Service Pay with Civilian Retention Pay based on 3/6/9% of the A09 Step 4 base salary for civilians with 10/17/25 years of service in 2029, respectively.
- Increased top-up to 95% for 17 week Pregnancy Leave period.
- Extended Health and Retirement Benefits:
  - Increased maximum coverage for vision care and eye exams beginning in 2025 and ending in 2029.
  - Increased annual and per visit maximums for massage therapy in 2026 and 2028.
  - Increased annual maximum for physiotherapy in 2025.

- Phased introduction of an active member Health Care Spending Account beginning in 2026 and ending in 2029.
- Effective for members retiring on or after January 1, 2028, extension of post-retirement benefits (Medi-Pak) to age 75 and elimination of the existing retiree Health Care Spending Account.
- Enhanced disability management practices, including mandatory pension and life insurance waivers for Members in receipt of Central Sick Leave Bank (Long-Term Disability) and Workplace Safety and Insurance Board benefits, and improved sick leave administration.
- Increases to the Clothing Expense Reimbursement, Tool Expense Reimbursement, and Transportation Allowance.
- Enhanced controls for legal indemnification of Uniform members, including new hourly rate caps.
- Remaining Divisional Criminal Investigative Bureaus working the Compressed Work Week shift schedule will transition to new revised shift schedules in all Divisions by 2026.
- Enhanced Paid Duty language requiring the T.P.A. to provide notice and reasons to the Board for increases in paid duty rates.
- Administrative improvements to bereavement leave, acting pay administration, civilian internal transfer processes, and job evaluation processes, to enhance fairness and equity.
- Letter from the President of the T.P.A. to the Chair of the Board and the Chief of Police regarding the ongoing partnership between the parties, which will be incorporated into the renewed collective agreements.
  - The letter affirms the T.P.A.'s commitment to the improved delivery and effectiveness of police services in Toronto, and the need for an efficient, professional, and modernized police service.
  - The T.P.A. recognizes recent significant Board investments in hiring and the need for sustainable staffing practices, including reducing premium pay.
  - The T.P.A. recognizes ongoing modernization initiatives including the transition from the old Compressed Work Week to new more efficient shift schedules, clarity regarding the deployment of two officer patrol cars and the removal of outdated M.O.U. language, the management of paid duties, and enhanced career and leadership development opportunities for members in the context of the changing demographics of the Service and the City of Toronto.

The renewed five-year collective agreements will provide the labour relations stability needed to allow the Board to continue to work effectively with the Service and the T.P.A. This collaboration will address the opportunities and challenges of improving community safety and accelerating the modernization of the Service to meet the complex and evolving nature of policing in Toronto. The settlement also ensures that

the Service remains a world leader in policing by attracting and retaining talented members and supporting their health and wellbeing, while balancing fiscal responsibility and sustainability.

A negotiated settlement is always an achievement between an employer and its association. It ensures labour relations predictability and stability, and signifies a good working relationship between the parties. These elements are not achieved lightly, or easily.

### **Conclusion:**

The conclusion of negotiations resulting in five-year collective agreements is a significant achievement for the Board and the T.P.A. in the current policing environment. It is recommended that the Board ratify the Collective Bargaining Memorandum of Settlement between the Board and the T.P.A. dated April 11, 2025.

Peter Mowat, Manager of Labour Relations, will be in attendance to answer any questions that Board members may have regarding this report.

### **Reason for Confidential Information**

This report includes a confidential attachment containing a confidential Memorandum of Settlement and related subject matter pertaining to labour relations and employee negotiations.

Respectfully submitted,

Councillor Shelley Carroll  
Chair

### Attachments

Confidential Attachment - Board Ratification of Collective Bargaining Settlement with the Toronto Police Association dated April 11, 2025