



COBOURG POLICE SERVICE BOARD (CPSB) POLICY AND DIRECTION

POLICY NAME	Retirement and Recognition Policy
POLICY NUMBER	POL – 019
BOARD AUTHORITY (DATE POLICY APPROVED)	APPROVED - Email Electronic Vote: March 7, 2023
TYPE OF POLICY APPROVAL	NEW AMENDMENT X REVIEWED / NO AMENDMENT REQUIRED
PREPARED	Sue Bernardi

LEGISLATIVE REFERENCE:		
ACT:	REGULATION	SECTION

CONSULTATIONS: (CHECK AS MANY AS APPLY)	Police Association X Senior Officers Association X Senior Administration X
Note Dates And Form Of Public Consultation	Public Consultation - None
Note what external agencies were consulted and when	External Agencies - None
OTHER (ANY ADDITIONAL CONSULTATIONS)	

REPORTING

Chief of Police to the Board with recommendations for employee recognition annually.

PURPOSE

To establish the principles that form the basis for the recognition and reward of a full time Cobourg Police Service member at their retirement.

POLICY PROVISIONS

1. Retirement functions will be jointly planned and organized by the "committee" which will consist of one representative from the Board, Senior Management, Senior Officer's Association and the Cobourg Police Association.
2. The cost of the reception shall be shared as follows:
 - Cobourg Police Services Board --48%
 - Senior Police Management ----- 2%
 - Senior Officer's Association ----- 2%
 - Cobourg Police Association ----- 48%
3. This Board policy shall apply only to those Cobourg Police Service members who retire after a minimum of fifteen (15) years of continuous service to the Cobourg Police Service.
4. The retiring member shall receive a reward of their choosing as outlined in the Diamond Recognition Program, based on their years of service.

The rewards schedule is:

<u>Years of service</u>	<u>Reward Value</u>
15 - 19 years	\$ 300
20 - 24 years	\$ 400
25 - 29 years	\$ 500
30 years plus	\$600

5. All members upon their retirement shall also receive a certificate signed by the Chair of the Cobourg Police Services Board recognizing the total years of service.
6. Senior Police Management shall notify the Board of an impending retirement three months prior to the retirement.

ADOPTED by Electronic Vote unanimously in the affirmative "YES" March 7, 2023 and Carried.

