



Consider the Benefits ...



We recognize that being an Employer of Choice means having a supportive work environment where our employees' ideas and input make a difference, and our commitment to a **Member-Focused Workplace** means that our employees' professional and personal development and well-being is just as important as delivering high quality services.

At Peel Regional Police, we're committed to supporting our members both on and off the job, and we've put that commitment in writing with the release of our 2014-2016 Member Support & Development Plan. Our programs and services demonstrate that we understand the importance of work/life balance and personal wellness. That's why, in addition to offering a salary rate that is competitive with any of the other GTA Police Services, we offer one of the most comprehensive benefit and wellness programs available in the sector. From wellness protection for you and your family, to state of the art fitness facilities and structured programs to nurture your intellectual, physical, and emotional wellness ...

we've got you covered.

What Sets Us Apart From Most Organizations	<ul style="list-style-type: none"> • Coverage from first day of employment for health, dental and life insurance benefits - no waiting period. Most organizations have a 3 month waiting period before employees are eligible to claim these benefits • 100% employer paid health, dental and life insurance coverage – no cost to members and no deductible for the life of your employment • Post-retirement benefits including 100% employer paid health, dental and life insurance coverage until age 65 • 100% employer reimbursed post-retirement benefits - up to \$3,250 annually from age 65 to the age 75 • OMERS Pension – one of Ontario’s top 3 pensions that provides guaranteed income after you retire at up to 70% of the average of your best 5 years’ earnings
Compensation	<ul style="list-style-type: none"> • Our salary rates rank with the best of GTA police Services • We routinely review market conditions to maintain our competitive compensation edge • A robust Job Re-evaluation Process* ensures that significant changes to your job duties or responsibilities are reflected in your salary • 3-6-9% Retention Pay for Uniform Members • Service Pay for Civilian Members • 2-4-8% Investigative Premium* • Shift Differential Pay • Dry Cleaning Allowance* • Clothing Allowance* • Training Allowances
Vacation	<ul style="list-style-type: none"> • Up to 8 weeks annually based on length of service • Credit for past police service in Canada • 12 Statutory Holidays (Family Day, Easter Monday and Remembrance Day included) and 1 Stat Floater
Alternative / Flexible Work Arrangements	<ul style="list-style-type: none"> • Job Sharing Opportunities* • Compressed work week and flexible working schedules*
Learning & Development	<ul style="list-style-type: none"> • 100% tuition fee and expense reimbursement for pre-approved Continuing Education courses/programs at the college/university level or other recognized educational institutions • Ontario Police College Tuition Reimbursement Program for uniform members
Health	<ul style="list-style-type: none"> • Pay Direct Drug Card provided • Paramedical Services including Physiotherapist, Chiropractor, Registered Massage Therapist, Psychologist, Speech Pathologist, Chiropodist, Podiatrist, Osteopath, Naturopath, and Dietitian - up to \$80.00/visit to maximum of \$800/year • Semi-private hospital accommodation • Emergency, up-front payment of Out of Country Coverage up to \$1 million dollar lifetime, with no pre-existing condition clause • Tax-free Health Spending Account with reimbursement of expenses up to \$375 annually
Dental	<ul style="list-style-type: none"> • Basic Dental Services covered at 100%, no maximums • Major Restorative Dental Services covered at 80%, \$5000 annual maximum per covered person • Orthodontic Dental Services covered at 50%, \$3000 lifetime maximum per covered person
Vision Care	<ul style="list-style-type: none"> • Eye Exams covered • Vision Care Benefit of up to \$350 every 2 years
Life Insurance	<ul style="list-style-type: none"> • Group Life Insurance – 2 x annual salary • Accidental Death & Dismemberment Insurance – additional 2 x salary • Optional Life Insurance-option to purchase additional insurance at own cost

Parental / Pregnancy Leave	<ul style="list-style-type: none"> • Pregnancy Leave Top-up – to 80% of your gross earnings for 17 weeks • Parental Leave Top-up – to 80% of your gross earnings for 10 weeks
Illness / Disability	<ul style="list-style-type: none"> • Short Term Income Replacement Plans providing full and partial salary continuation in the event of personal illness or injury, with up to 6 days accessible annually should you need to provide care for a family member • Long Term Income Replacement that provides non-taxable income of at least 66-2/3% of your salary
Pension	<ul style="list-style-type: none"> • Ontario Municipal Employees Retirement System (OMERS) – defined benefit pension plan • Bridge Benefits to age 65 with Inflation Protection • Disability & Survivor Benefits • Opportunity to enrol in post-65 retiree benefit plans at a reduced rate and without providing medical information
Wellness Programs	<ul style="list-style-type: none"> • On site Registered Massage Therapist, Chiropractor, and Dental Hygienist • Multi-Faith Chaplaincy Program • Comprehensive Employee and Family Assistance Program • Fitness classes and state of the art fitness facilities • In-house Health Nurse • Summer and holiday child care programs and elder care access

* indicates that it applies only to certain departments or positions

Our compensation, benefit, and wellness programs demonstrate our commitment to the support of our members. Go ahead and compare. We think you'll agree that Peel Regional Police offers an opportunity that is unmatched within the policing sector.



