



Smith-Ennismore Police Services Board

c/o Township of Selwyn - P.O. Box 270, Bridgenorth, Ontario K0L 1H0
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Delivered by email

July 9, 2015

OAPSB

Attn: Fred Kaustinen, Executive Director, Ontario Association of Police Services Boards

Re: 3-6-9 Retention Seniority Pay

Dear Mr. Kaustinen,

Further to your correspondence of June 3, 2015 regarding 3-6-9 Retention Seniority Plan, the members of the Smith-Ennismore Police Services Board are writing to provide their support for the elimination of the 3-6-9 Retention/Seniority Pay from police collective agreements .

Attached below for your reference is Resolution No. 16/15, passed at the Smith-Ennismore Police Services Board meeting of July 6, 2016:

Resolution No. 16/15 - 3-6-9 Retention Seniority Pay

Moved by Carol Wilton, Seconded by Steve Connolly

That the 3-6-9 Retention/Seniority Pay received by police officers based on their individual years of service, does not serve a practical purpose today as there have been no retention issues for some time now. There are no performance-related benefits associated with 3-6-9 and the only impact/relevance 3-6-9 has is to increase the pay of long-serving police officers and increase the cost of the overall police wage envelope across Ontario by roughly 4.5%. The Smith-Ennismore Police Services Board sees no public value to 3-6-9, and seeks to eliminate it from police collective agreements. This resolution is to be forwarded to the OAPSB for circulation to the members for their support.

Yours Sincerely,

Sherry Senis, Chair, Smith-Ennismore Police Services Board
Deputy Mayor, Township of Selwyn

June 3, 2015

3-6-9 Retention/Seniority Pay

“3-6-9” refers to extra salary that is received by police officers, based on their individual years of service, in accordance with the collective agreement for that police service:

- 3% extra per year for ~8+ years of service
- 6% extra per year for ~15+ years of service
- 9% extra per year for ~23+ years of service

3-6-9 originated in the Toronto Police collective agreements around 2002, as a temporary means of addressing their local retention issue. Shortly afterwards, 3-6-9 found its way into the OPP collective agreement and subsequently almost all other police collective agreements – even though none of these services reported retention issues (and those that did lost officers with 5-10 year experience, as they joined their home-town police service to start families and/or care for aging parents).

In the initial cases, employers matched the Toronto benefit to maintain wage parity. Subsequently, this benefit was awarded in arbitration or accepted under the threat of arbitration (the outcome of which was seen as a foregone conclusion).

Today, 3-6-9 does not serve a practical purpose. There are no retention issues for some time now, and there are no performance-related benefits associated with 3-6-9. The only impact/relevance of 3-6-9 is to increase the pay of long-serving police officers, and increase the cost of the overall police wage envelope across Ontario by roughly 4.5%.

Generally speaking, Ontario’s police employers see no public value to 3-6-9, and seek to eliminate it from police collective agreements.

Prepared by: Fred Kaustinen, Executive Director, Ontario Association of Police Services Boards