



LONG TERM DISABILITY PRP-HR-001

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Policy Statement

Board may bridge a member's salary for the period of time between their Short Term Disability Benefits being exhausted and the determination with respect to eligibility for Long Term Disability Benefits by the Board's insurance carrier.

It is the policy of the Regional Municipality of Peel Police Services Board that the requirements set out in this document will form part of the Board Policies and the Chief of Police is hereby directed to comply with these requirements in the administration and operation of the Peel Regional Police.

1. Specific Definitions

Long term disability absence - means the period of time a member is absent from work in excess of their short term disability entitlement, due to a non-occupational illness or accident.

N.C.O. – means members of the service with the ranks of Sergeant, Staff Sergeant, Detective and Detective Sergeant.

Short term disability absence - means an absence from work as set out in the collective agreements due to a non-occupational illness or accident.

2. Policy Requirements

It is the policy of the Board that:

- 1) the Board will provide Long Term Disability benefits for members in accordance with the applicable collective agreement;
- 2) the Board will provide Long Term Disability benefits to *non-association* employees as set out in the Senior Officers Collective Agreement or in specific employment agreements with individual non-association members;
- 3) Members may apply to have their salary bridged between their Short Term Disability benefits being exhausted and determination with respect to their Long Term Disability claim by the Board's insurer;
- 4) Measures will be put in place to ensure that funds advanced to the member to bridge the time period between their Short Term Disability benefits being exhausted and the approval of their Long Term Disability claim will be repaid to the Board by the insurance company, upon the insurer's approval of the Long Term Disability claim;
- 5) Appropriate safeguards will be put in place to ensure the member reimburses the Board for the funds which were advanced in the event that the Long Term Disability claim is denied by the insurer; and

- 6) In the event the Chief is of a reasonable belief that the approved Long Term Disability absence of a sworn member holding N.C.O. or Senior Officer rank will extend beyond six (6) months, the vacancy created by the member's absence may be filled on a permanent basis in the next promotional process for that rank, notwithstanding that such promotion may temporarily increase the complement mix. In such an event, the temporary increase in the complement mix resulting from such Long Term Disability absence will be accommodated in the next budget cycle.

3. Measurement Methods/Systems

The Chief of Police will:

- a) review the member's request for bridging to determine whether the claim is legitimate;
- b) ensure that appropriate safeguards are in place to ensure that any funds advanced are repaid to the Board by either the insurer or the member; and
- c) ensure that the appropriate audit systems are in place to ensure that advances are calculated accurately.

4. Reporting

1. On an annual basis the Chief of Police will provide the Board with an *In Camera* report which will include annual statistical comparisons and trend analysis as outlined below:
 - i. Total number of new and recurrent Long Term Disability claims filed in the past year, compared to the previous year;
 - ii. Total number of active and discontinued Long Term Disability claims as of the calendar year end, compared to the previous year; and
 - iii. Total number of Long Term Disability claimants having reached the 2 year "own occupation/any occupation" threshold in the past year for which there is no reasonable prospect for a return to work with the Service in the past year compared against the previous year.
2. The Chief of Police will also report to the Board on an exception basis. This applies to those circumstances where significant issues of potential liability to the Board, police service or the applicant are known or are believed to exist.

5. Authority/Legislative Reference

Board Minute #IC4/88
Board Minute #56/07
Board Minute # 96/12
Board Minute # 60/15
Board Minute #IC-35-18

6. Linkage to Appropriate Police Service Procedure/Directive

Civilian Collective Agreement
Uniform Collective Agreement
Senior Officer Collective Agreement