

**NORTH BAY POLICE SERVICES BOARD  
POLICY BY-LAW 05/2000**

**EDUCATIONAL SUBSIDIES**

Resolution # 109/82 is cancelled and the following enacted.

**WHEREAS** it is deemed expedient to establish a policy in relation to Educational Subsidies paid to employees of the North Bay Police Service,

The North Bay Police Services Board hereby enacts as follows.

*(Application)*

1. This By-Law relates to the reimbursement of funds expended by the employees of the North Bay Police Service for post secondary courses taken through direct attendance or distance education from an accredited educational facility.

*(Statement of Principles)*

2. The North Bay Police Services Board believes in a well-trained and efficient Police Service and encourages its employees to further their education through the taking of post secondary courses from Colleges and Universities that will enhance the skills and development of the employee and bring new knowledge and abilities to the Service. Therefore, the Board wishes that financial assistance be available to those employees who wish to further their education and personnel development.

*(Chief to establish procedures)*

3. The Chief of Police will establish procedures in the area education subsidies that will address the following:
  - a) The monetary level of subsidies subject to available financial resources;
  - b) An application process, approval and reimbursement procedures;
  - c) Criteria for approval including:
    - i. The course content and its application to the workplace;
    - ii. The availability of similar training from other sources;
    - iii. The benefit to the Police Service;
    - iv. The benefit to the employee;
    - v. The number of hours dedicated to the course and whether the course is taken while on duty or during off duty hours
  - d) The successful completion of the course prior to any subsidy being paid; and
  - e) This By-Law will apply to members on active duty.

*(Reporting)*

4. The Chief of Police shall report to the Board on an annual basis regarding funds disbursed under the auspices of this By-Law.

*(To Take Effect)*

5. The provisions of this By-Law are effective as of

READ a 1st time this 08th day of August, 2000.

READ a 2nd time this 08th day of August, 2000

READ a 3rd time and ENACTED AND PASSED this 08<sup>th</sup> day of August, 2000.

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C.P. Vezina  
Chairman

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S. Vester  
Secretary