

A. 11-19-73 GULL BAY POLICE DEPARTMENT

The Council at the Gull Bay Indian Reserve assembled enacts the "Gull Bay Police" to be responsible for the following function:

1. Enforcement of Band By-Laws.
2. Enforcement of truancy regulations and curfews.
3. Enforcement of all provincial and federal statutes on reserve.
4. Liaison with O.P.P. and R.C.M. Police.
5. Fire Prevention and co-ordination of volunteer fire department.
6. Emergency co-ordination and planning.

The Gull Bay Police shall be responsible to a Police Committee created by the Gull Bay Indian Reserve Council. The Police Committee Chairman shall be a member of the Council and shall be appointed by Council.

The Police Committee shall comprise of six other local residents of the reserve and any other consultants that the Gull Bay Indian Reserve Council deems advisable for the good operation of the Committee.

The Police Committee Chairman and the Chief Constable shall be responsible for the administration, training and supervision of the Band Constables.

The Gull Bay Police shall be a separate Indian Municipal Police Force and shall be considered a Municipal Police Force for the purposes of policing.

This By-Law shall come into force and effect on the date of final passing by Council.

READ and PASSED for First Reading this 15th day of October, 1973 A.D.  
READ and PASSED for Second Reading this 15th day of October, 1973 A.D.  
READ and PASSED for Third Reading this 15th day of October, 1973 A.D.

GULL BAY BAND COUNCIL

Chief T. Escuega  
Councillor S. King  
S. King  
P. Bouchard

The Council at its 1311th regular session assembled enacts the following conditions of employment which shall apply to all employees coming under the control or jurisdiction of the Police Committee of Council.

PART 1. CONDITIONS OF WORK

1. Nothing in this by-law is intended to be interpreted as being a guarantee of employment to any person.
2. All newly hired employees shall serve a satisfactory probation period of six months after which time work performance may be reviewed and the employee re-classified and his wage schedule adjusted before being put on permanent staff.
3. Hours of work shall be from 8:00 a.m. to 12:00 noon and 1:00 p.m. to 5:00 p.m. Mondays through Fridays and 8:00 a.m. to 12:00 noon on Saturday and in any case not more nor less than 44 hours in a week. Police hours of work shall be as arranged by the chief-constable but shall provide a minimum of one full day off in each seven days. All employees other than casual shall be subject to call in case of emergency.
4. Salaried employees shall be expected to take time off in lieu of payment for extra time worked over and above regular hours. Any time off taken in lieu of extra time worked must be taken with due regards for the work at hand and by agreement with the employees Chief constable.
5. Wages and salaries shall be paid semi-monthly on the 5th and 20th of each month calculated from the first to the fifteenth and from the 16th to the last day of each month. Advances on salary are to be discouraged.
6. Any loss of time without the permission of the Chief Constable or a doctor's certificate shall be docked. Permanent employees shall be entitled to sick leave with pay at the rate of one and one half working days per calendar month worked, cumulative to a maximum not exceeding ninety days. Sick Leave shall not be granted for illness or injury covered by Workmen's Compensation. Employees shall report to the Chief Constable before laying off for sickness in time so that a replacement can be found if necessary.
7. Vacation with pay shall be allowed in compliance with Ontario Labour laws. Employees shall be entitled to three weeks annual vacation with pay on the completion of one year of service and four weeks annual vacation with pay after completion of the fifth year of service. Vacations to be taken at a time agreed on with the Chief Constable at least one month in advance of starting date.

8. Employees shall be allowed paid holidays for any day proclaimed by Federal or Provincial Government or a holiday including; New Year, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving, Remembrance Day, Christmas, Boxing Day and Civic Holidays.
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10. No employee shall be allowed to use Gull Bay Indian Reserve equipment for his private use.
11. Where applicable, daily time cards shall be made out setting and time spent on various work and shall be signed by the employee and the Chief Constable.
12. All employees shall be charged for Unemployment Insurance, Canada Pension Plan, and Income Tax according to law. It will be the responsibility of the employee to provide the Band Administration Office with such information as is required as a basis of these charges, otherwise maximum charges may be levied.
- 13(a) Any permanent employee in the classification of Chief Constable may resign or be dismissed for just cause by giving or being sixty days notice or being paid in lieu thereof.  
(b) In the case of classifications below those mentioned in (a) thirty days notice shall be required.
14. Notwithstanding and without restricting the generality of the provisions of this by-law the Gull Bay Indian Reserve reserves the right and discretion to:
  1. Hire, re-classify, promote; demote, transfer or for cause, discipline, discharge or lay-off any employee; subject to the provisions of the Ontario Labour Laws in the case of dismissals.
  2. Establish, amend or cancel by resolution at any time rules governing conditions of work providing such rules, amendments or cancellations do not conflict with or abrogate the provisions of this by-law.
  3. Amend or repeal by by-law in whole or in part the provisions of this by-law.
  4. Direct the working force; to create new classifications and to decide from time to time the number of employees needed on any work or in any classification.
  5. Exceed the provisions of this by-law by resolution of the Band Council in respect to remuneration, re-classification or promotion of any employee because of meritorious service or extraordinary condition on recommendation of the Police Committee or the Chief Constable.

Article:

Any employee who considers himself aggrieved by any recommendation or action of the Chief Constable or the Police Committee shall have the right to appeal the matter to the Gull Bay Band Council at a regular council meeting in person or by solicitor. The decision of the Gull Bay Band Council shall be final, but nothing in this by-law is intended to deprive any person or his or her legal rights.

PART 11 PAGES AND SALARIES

1. All Employees shall be classified on completion of the probation period into the classes listed below for salary or wages purposes, promotions or reclassification to be on recommendation of the Chief Constable and the Police Committee Chairman.

2. Wage Schedules

Chief-Constable: \$12,000.00

Constable: \$10,200.00

Special Constable: \$2.25 per hour. Time and one half after 8 hours.

Security Guard: \$2.00 per hour.

All police will be supplied with uniforms. An allowance of \$15.00 per month per man for dry cleaning will be made.

3. All increases in salary shall be based upon the recommendation of the Police Committee Chairman subject to the approval of Council. Any other increases in salary than in the above to be negotiated by the Chief Constable and Committee Chairman and are subject to the approval of Council.
4. This by-law shall come into force and effect on the date of final passing by Council.

READ and PASSED for First Reading this 15th day of October, 1973.

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