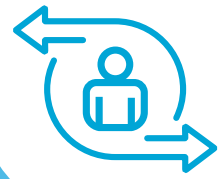


Metro Vancouver Transit Police Employee Value Proposition



Flexibility

Give our eligible people flexibility over **how they work**.

“I feel autonomous”

- compressed work week schedules
- flexible work schedules
- innovative work
- onsite flexible work set-ups
- remote/hybrid work equipment provisioning
- remote/hybrid working options
- work-life balance



Personal Growth

Provide our people with opportunities to **grow as people**, not just as professionals.

“I feel valued”

- committees
- equal opportunity employer
- equity, diversity, and inclusion education
- internal promotion/movement
- leadership development program
- mentorship program
- online learning platform
- secondments and acting opportunities
- strengths-based assessment
- succession planning program
- technical/essential skills training
- tuition/conference/membership reimbursement program



Well-Being

Don't just provide our people with holistic well-being offerings; **empower our people** to use them.

“I feel cared for”

- annual performance appraisals and merit increases
- compensation market reviews
- critical incident stress management program
- employee and family assistance program
- employee referral program
- ergonomic work setups
- fair and competitive salary
- free employee Compass Card and 2 family member Compass Cards
- life and disability insurance
- online benefit election tool
- onsite gym
- peer-to-peer support program
- pension
- personal/spouse/family medical and dental
- psychological health and wellness program
- recognition program
- respectful workplace policy/program
- return/recovery at work program
- safety culture
- timekeeping and payroll system
- vacation/time-off/additional time-off benefits (up to 17 days per year)



Shared Purpose

Take action on important social and environmental issues.

“I feel invested”

- building a sustainable region
- building accessible transit
- charitable donations e.g. Cops for Cancer, Law Enforcement Torch Run
- clear corporate/strategic objectives
- clear mission, vision and values
- climate action strategy
- common leadership competencies, language, and values
- community sponsorships
- employee volunteerism opportunities
- employment awards – Greenest Employer, BC Top Employer, Forbes Canada's Best Employers
- equity, diversity, and inclusion strategy
- low emissions transportation
- reconciliation action plan
- regional impact (climate, traffic, congestion, regional networking)
- social responsibility



Connections

Help our people to strengthen their **work, family and community connections**.

“I feel understood”

- collaboration and team approach
- community event/outreach participation
- community partnerships
- employee appreciation program
- employee resource groups
 - Accessibility
 - Caregivers
 - Indigenous
 - Multicultural
 - Pride + Allies
 - Women + Allies
- family support programs
- leadership quality
- positive work environment

These offerings may differ depending on role, department or division.