



METRO VANCOUVER  
**TRANSIT  
POLICE**

Lateral/Contract  
Police Officer  
Information  
Package



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## WHO WE ARE

The Metro Vancouver Transit Police is the only dedicated policing agency in Canada that serves multiple jurisdictions and is dedicated to the provision of policing the entire transit system in Metro Vancouver. Servicing an area crossing twenty-two municipalities and one First Nation; in combination with seventeen independent police agencies and RCMP detachments. Transit Police is an ever-growing Police Force with 204 Police Officers, 24 Community Safety Officers, and 106 Civilian Professionals.

Our officers ensure transit community safety, spread out over 1,800 square kilometers, on:

- **148 km of Rail**  
including SkyTrain, Canada Line, and the West Coast Express
- **63 Stations**  
across the SkyTrain and West Coast Express systems
- **245 Bus Routes**  
approximately 2,000 buses for Coast Mountain Bus
- **1 Passenger Ferry**  
the SeaBus between Downtown Vancouver and North Vancouver



With an expanding transit network across Metro Vancouver, demand for police service is growing. The fully approved and funded Broadway Subway extension will add six kms of rail and five new stations by 2027, and the Surrey Langley SkyTrain extension will add 16 kms of rail and eight new stations by its anticipated completion of 2029. Combined, over 100 additional kilometers of track will need police service upon completion.

Our agency takes a strategic approach to transit safety, working to create a feeling of safety for people that use the transit system and for the 8,000 transit staff members it employs. We work to reduce crime and disorder through the use of data, intelligence, and reports from the public. We are proud to work in partnership with regional police departments, TransLink, and other transit community partners.



## TPPA SALARY SCALES

Police Sworn Member Pay Scales as of February 1, 2024 (based on a 40-hour work week):

<u>Position</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Yearly</u>
<b>Pre-Recruit Constable</b>	42.0959	7,322	87,864
<b>Recruit Constable</b>	42.0959	7,322	87,864
<b>Designated Constable 4th Class</b>	46.7732	8,135	97,620
<b>Designated Constable 3rd Class</b>	49.6965	8,644	103,728
<b>Designated Constable 2nd Class</b>	52.6199	9,152	109,824
<b>Designated Constable 1st Class</b>	58.4665	10,169	122,028
<b>Designated Constable Level I</b>	61.3898	10,677	128,124
<b>Designated Constable Level II</b>	64.3132	11,186	134,232
<b>Designated Constable Level III</b>	67.2365	11,694	140,328





## BENEFIT PLANS

### ***Extended Health Care Plan***

Eligible Employees and their dependents are entitled to extended health care coverage through the Employer's Extended Health Care Plan with Pacific Blue Cross. As of January 1, 2025 the plan contains a lifetime maximum of \$3,000,000 per person for benefits inclusive of Out of Province Travel.

Eligible expenses as of January 1, 2025 include, but are not limited to:

- **Vision Care:** \$750 per person per twenty-four (24) month period towards eyeglasses, contact lenses or laser eye surgery and \$100 per person per twenty-four (24) month period towards the cost of eye examinations.
- **Hearing Care:** \$1,000 per person per five (5) year period per hearing aid. Additional coverage towards the cost of batteries and other hearing aid accessories and the maintenance of hearing aids. Employees will not be required to copay any amount for this benefit.
- **Prescription Drug Coverage:** Coverage of drugs as per the terms and conditions of the plan. Effective the date of ratification, prescription drug coverage includes oral contraceptives.
- **Registered Paramedical Therapy Services:** Up to the following maximum amounts per person, per calendar year:
  - Acupuncture \$500
  - Chiropractor \$1,500
  - Massage \$1,750
  - Naturopath \$750
  - Physiotherapist \$1,500
  - Podiatrist \$500
  - Speech Language Pathologist \$100
- **Psychological and Registered Clinical Counsellor Services:** \$5,000 per person per calendar year for psychological services provided by a registered practitioner.

### ***Extended Dental Plan***

Regular Employees and their dependents are entitled to extended dental coverage through the Employer's Extended Dental Plan on the terms and conditions of that plan. The plan will provide Eligible Employees with coverage equivalent to:

Plan A – Basic Services (95% co-insurance);

Plan B – Major Services (70% co-insurance) and

Plan C - Orthodontics (60% co-insurance) with a \$5,000 lifetime maximum per person.

\*No maximum for Plan A and Plan B.



### ***Transit Passes***

All Employees, except Casual Employees, are entitled to a free Compass Card (Transit Pass). In addition, up to two (2) free Compass Cards can be issued to the Employee's spouse and/or eligible dependents. Family Member Transit Passes are a taxable benefit.

### ***Group Life Insurance***

Eligible Employees may receive life insurance coverage under plans held by the Employer (MVTP) and/or the Union (TPPA), as the case may be, on the terms and conditions of those plans.

<b>Insurance Plan</b>	<b>Coverage</b>	<b>Provider/Paid By</b>
Basic Group Life Insurance	Employee only; 1.5x salary, max of \$150,000	MVTP through Canada Life / 100% Covered by Employer
Basic Group Life Insurance	Employee only; \$100,000	TPPA through Desjardin / Paid through Union Dues
Dependent Group Life Insurance	Spouse; \$10,000 Children; \$5,000	TPPA through Desjardin / Paid through Union Dues
Accidental Death & Dismemberment Insurance	Employee only; \$100,000	TPPA through Desjardin / Paid through Union Dues
Voluntary Group Life Insurance	Employee and/or dependents; Evidence of Insurability Required. Ask Benefits for additional information	MVTP through Canada Life / Employee Payroll Deduction
Optional Life Insurance	Employee and/or dependents; Evidence of Insurability Required. Ask Union Rep for additional information	TPPA through Desjardin / Employee Payroll Deduction



## VACATION

### ***Vacation***

Vacation periods and leaves of absence shall not conflict with essential departmental requirements.

### ***Year-of-Hire Vacation Entitlement***

Employees hired between January 1st and May 31st inclusive and who complete six (6) months continuous service in the calendar year of hire may take five (5) vacation days with pay in the calendar year of hire, which if taken, shall be deducted from their entitlement in their first anniversary year.

### ***Annual Vacation Entitlements for Lateral Hires***

An Employee shall earn their annual vacation entitlement for any calendar year, only when they reach their anniversary, although they may take their annual vacation anytime during that calendar year. Annual vacation entitlements with pay shall be as follows for a Police Sworn Member:

In the calendar year of:

■ 1st – 7th anniversary	120 hours
■ 8th – 15th anniversary	160 Hours
■ 16th – 22nd anniversary	200 Hours
■ 23rd and later anniversary	240 Hours

Consideration may be made for those with service greater than 16 years as they may be eligible for a larger entitlement. Please reach out to our recruiting department for details.

### ***Annual Vacation and Leave Entitlements for Contract Hires***

Employees who are hired with a fixed term contract and who are already retired from a policing agency will receive approximately **368 hours of paid leave per year**. This is a combination of Annual Vacation (160 hours), Statutory Holiday Bank (104 hours), and Accumulated Time Off Leave (104 hours). Employees hired as fixed term contractors do not receive an annual increase in vacation during their contract term. Please reach out to our recruiting department for details.

## STATUTORY HOLIDAYS

The Metro Vancouver Transit Police recognizes the following thirteen (13) days as statutory holidays:

- |                                |                    |                   |                                |
|--------------------------------|--------------------|-------------------|--------------------------------|
| • New Year's Day               | • Family Day       | • Good Friday     | • Easter Monday                |
| • Victoria Day                 | • Canada Day       | • BC Day          | • Labor Day                    |
| • Truth and Reconciliation Day | • Thanksgiving Day | • Remembrance Day | • Christmas Day and Boxing Day |

For shift work that falls on a statutory holiday, Sworn Members will be entitled to a day off in lieu of the holiday. This equates to approximately 104 hours per year. For more information about how statutory holidays are compensated, please see the TPPA Collective Agreement or reach out to recruiting.



## LEAVE OF ABSENCE

### ***Work Hours***

The work year shall be the equivalent of 2080 hours. Working hours shall be the equivalent of forty (40) hours per calendar week.

In addition, twelve (12) times per calendar year, each Police Sworn Member may be assigned hours of work within the Authorized Variation. In the case that the Employee is required to work within the Authorized Variation, they will be eligible for the appropriate shift premium as per Article 5.01(a) of the Collective Agreement.

### ***Police Sworn Members Work Day***

- (a) The work day shall be any ten hours and thirty minutes (10.5 hours) for Members, working a schedule of 4 days on and 3 days off in a calendar week.
- (b) The work day shall be twelve hours (12 hours) for Members, working a schedule of 4 days on and 4 days off.
- (c) The work day shall be eight hours and thirty minutes (8.5 hours) for Members working 5 days on 2 days off schedule. Work day schedules of this nature require agreement by the Union through a letter of agreement for specific Member assignments.

### ***Police Sworn Members Accumulated Time Off (ATO)***

- (a) Members working the shift schedule set out in (a) above will earn 104 hours of ATO annually. These Members must schedule ATO annually.
- (b) Members working the shift schedule set out in (b) above will earn an average of 104 hours of ATO annually. These Members must schedule ATO annually.
- (c) Members may take ATO as discretionary time as it is earned except where approved by the Employer. Members with a positive ATO balances as of June 30 will be allowed to carry forward 96 hours of ATO. Any hours in excess of 96 will be paid out the following pay period.

A Member with a negative ATO balance in excess of 24 hours will have their bank reconciled to negative 24 hours as of June 30.





## PENSION PLAN

### ***Information on Pension Transfer from RCMP***

RCMP Officers joining MVTP are able to transfer their federal pension to the MPP. This is because the Municipal Pension Plan has a reciprocal transfer agreement with the RCMP Pension Plan.

If you would like more information on obtaining a transfer estimate and the related deadlines, you can visit the plan website. There is general information available under <https://mpp.pensionsbc.ca/how-to-transfer-service-between-public-sector-plans>

There is also a page specific to the transfer of service from the RCMP pension plan: <https://mpp.pensionsbc.ca/apply-to-transfer-service-from-another-pension-plan> The form to request a transfer estimate is available at the bottom of this webpage. If you have specific questions or need assistance, you may also contact them with questions via My Account Message Centre or 1-800-668-6335.

However, it is important to note that if you are a RCMP lateral hire seeking an estimate of the transfer value of your federal pension, this may only be provided to MPP *plan members*; in other words, transfer estimates are only available to RCMP officers once you have joined the MPP as members with MVTP.

### ***Information on Pension Transfer from Regional Police Department***

Officers joining MVTP from a regional police department (JPD) should be able to transfer their pension to the Municipal Pension Plan (MPP). MPP provides a list of eligible pension plans that are transferrable to MPP here: <https://mpp.pensionsbc.ca/pension-plan-transfer-agreement-list> If you have specific questions or need assistance, you may also contact them with questions via My Account Message Centre or 1-800-668-6335.

However, it is important to note that if you are a JPD lateral hire seeking an estimate of the transfer value of your current pension plan, this may only be provided to MPP *plan members*; in other words, transfer estimates are only available to JPD lateral hire officers once you have joined the MPP as members with MVTP.

### ***Municipal Pension Plan (MPP)***

Upon hire, Sworn Members are enrolled into the Municipal Pension Plan (MPP). Deductions of 11.12% of the annual salary, before tax, will be contributed to the pension plan. An employer match of 14.67% will also be contributed.

Visit <https://mpp.pensionsbc.ca/welcome-to-the-plan> to find more information about the MPP and how it can benefit you. Members that are not eligible to contribute to a pension, may receive 15% in lieu of pension contribution added to their salary.



## OVERVIEW OF BENEFITS

Benefits	Coverage	Responsibility
Extended Health & Dental	Member & Dependents	Premiums Paid by Employer
Group Life Insurance; 1.5 X salary to a max of \$150,000	Member	Premiums Paid by Employer
Optional Group Life Insurance; \$100,000	Member	Included in Union Dues
Dependent Group Life Insurance Spouse; \$10,000 Children; \$5,000 each	Dependents and/or Spouse	Included in Union Dues
Accidental Death and Dismemberment Insurance; \$100,000	Member	Included in Union Dues
Employee/Spousal Voluntary Group Life Insurance - Coverage is available in units of \$10,000 to a maximum of \$150,000. Rates are based on age and smoker status.	Member and/or Spouse	Paid by Employee
Employee Compass Card (Transit Pass)	Member	Paid by Employer
2 Family Member Compass Cards (Transit Pass)	Dependents and/or Spouse	Member pays tax only
Short Term Disability (day 91-180) 65% of base rate with option to top up from sick leave banks	Member	Premiums Paid by Employer
Long Term Disability (day 181 onward) 50% of base rate with option to top up from sick leave bank (Tax Free)	Member	Paid by Member
Employee Family Assistance Program (EFAP) – Homewood Health	Member & Dependents	Paid by Employer
Employee Assistance Program 360	Member & Dependents	Included in Union Dues
Pension Plan - Municipal Pension Plan (MPP) <a href="http://www.mpp.pensionsbc.ca">www.mpp.pensionsbc.ca</a>	Earliest unreduced retirement age: 55 Earliest possible retirement age: 50	Member contributes 11.12% Employer contributes 14.67%
Paid Leaves – Lateral Annual Vacation (AV) Accumulated Time Off (ATO) Statutory Holiday (STAT)	AV: 1 <sup>st</sup> Anniversary: 120 hours; 8 <sup>th</sup> Anniversary: 160 hours; 16 <sup>th</sup> Anniversary: 200 hours; 23 <sup>rd</sup> Anniversary: 240 hours ATO: 104 hours each year STAT: 104 hours each year	<b>(328+ hours each year)</b>
Paid Leaves – Contract Annual Vacation (AV) Accumulated Time Off (ATO) Statutory Holiday (STAT)	AV: 160 hours each year ATO: 104 hours each year STAT: 104 hours each year	<b>(368 hours each year)</b>
Shifts	12 hours or 10.5 hours or 8 hours	
Shift Patterns	Standard 4 on / 4 off Day Shift: 12 HR Shift 0500H – 1700H Standard 4 on / 4 off Night Shift: 12 HR Shift 1500H – 0300H Standard 4 on / 3 off Schedule: 10.5 HR Shift 0630H – 1700H Standard 5 on / 2 off Schedule: 8 HR Shift 0800H – 1600H	