



# Surrey Police Service

## Collective Agreement Highlights and Pension Information

### Surrey Police Union Collective Agreement Highlights

#### Highest salary compensation in Canada:

- First Class Constable (after four years): \$121,989 (2024 rate)
- First Class Constable 10-year increment: \$128,088 (2024 rate)
- First Class Constable 15-year increment: \$134,188 (2024 rate)

#### Benefits:

- **Sick Leave:**
  - 80 hours earned on first day of employment and each subsequent anniversary date.
  - 160 hours of sick leave credits each calendar year (80 hours on Jun 30; 80 hours on Dec 31).
- **Wellness Leave:** Every member receives 40 hours of wellness leave in each calendar year, which can be used or paid out at the end of the year.
- **Statutory Holiday Leave:** Every member is provided with 130 hours (10-hour workdays x 13 statutory holidays) of Statutory Leave at the beginning of the calendar year.
- **Chief's Scholarship:** Educational benefit of up to \$3,500 per person to put towards higher education courses and programs.
- **Progressive Staffing Policy:** While we are building up to our full staffing complement, we are temporarily offering the ability for experienced officers to apply for lateral opportunities or promotions after six (6) months of service with SPS.
- **Medical Plan:**
  - 100% Employer premiums paid
  - Plan Lifetime Limit: Unlimited
  - Psychologist/Social Worker/Clinical Counsellor: \$5,000 per calendar year
  - Physiotherapist: Unlimited
  - Podiatrist/Chiropract: Unlimited
  - Occupational Therapist: Unlimited
  - Acupuncture/Chiropractor, Massage Therapist, and Naturopath: \$5,000/calendar year combined
  - Fertility Drugs and Treatment: \$20,000 lifetime maximum
- **Maternity/Parental Leave:** 95% top up of gross weekly earnings for 52 weeks

Please note leave entitlements are fully defined in the collective agreement and are impacted by hours worked in a calendar year, established benefit caps, statutory requirements, etc.

## Surrey Police Service BC Municipal Pension Plan (BCMPP) Highlights

- **BCMPP** has an “80 Factor”, which is your age at retirement plus years of pensionable service equals 80.
  - Most out-of-province and federal pension plans **use** an “85 Factor”.
- **BCMPP**: Average of your best four earning years (H.A.S – Highest Average Salary)
  - Most out-of-province and federal plans take the average of your best five **earning** years (H.A.S – Highest Average Salary)

Members who transfer their pension from other agencies covered under the reciprocal agreement may be in a position where they will receive a residual amount from their previous pension plan. There are many factors that will contribute to the amount that one may or may not receive such as interest rate changes, pension valuation, length of service, etc. It is important to note that the process of transferring your previous pension to BCMPP takes approximately eight months. BCMPP has transfer agreements with many public sector pension plans across Canada, including:

- Alberta Local Authorities Pension Plan
- Alberta Management Employees Pension Plan
- Alberta Public Service Pension Plan
- BC College Pension Plan
- BC Public Service Pension Plan
- BC Teachers’ Pension Plan
- Canadian Union of Public Employees’ Pension Plan
- City of Moose Jaw
- Federal Public Service Pension Plan
- Hong Kong Aircrew Officers Association Canadian Chapter
- Manitoba Civil Service Superannuation Fund
- New Brunswick Public Service Superannuation Plan
- Newfoundland and Labrador Public Service Pension Plan
- Nova Scotia Public Service Superannuation Plan
- Ontario Municipal Employees Retirement System
- Ontario Pension Board (Ontario Provincial Police)
- Ontario Public Service Employees Union Pension Plan Trust Fund
- Prince Edward Island Public Sector Pension Plan
- Quebec public sector pension plans
- Royal Canadian Mounted Police Pension Plan
- Vancouver International Airport Authority
- Victoria Mechanical Industry Pension Plan
- WorkSafeBC Pension Plan
- Yukon Hospital Corporation