

# **BACKGROUNDER**

## **2022-2024 Collective Agreement**

### **Between Surrey Police Board and Surrey Police Union**

**Parties:**

The collective agreement is between the Surrey Police Board and the Surrey Police Union, which represents Surrey Police Service sworn police officers at the ranks of Constable, Sergeant and Staff Sergeant.

**Dates:**

The collective agreement is in effect from March 3, 2022 until December 31, 2024.

**Principles:**

The collective agreement provides Surrey Police Service police officers with an employment package that focuses on competitive compensation and benefits, while maintaining a flexible workplace in support of the policing transition. The principles of the agreement are in alignment with the Board's compensation philosophy and strategic priority of "Employee Development and Wellness".

**Salaries:**

- 2022 salaries were increased by 3% on January 1, 2022 (see [2022 salaries](#))
- 2023 and 2024 salaries will increase by 3% per year (or matched to the settlement reached by Vancouver Police Union, whichever is highest)

**Benefit Highlights:**

- Competitive benefits package with medical, dental and life insurance coverage.
- Maternity and parental leave top up to 95% of wages.
- Wellness support in the form of paid leave and enhanced psychological services.

**Other Elements:**

- Addition of Community Safety Officers to maximize policing flexibility.
- Agreed-upon process for internal promotions and lateral job moves.
- Commitment to develop an employee education fund.

**Full Collective Agreement:**

The 2022-2024 collective agreement will be posted on the [Surrey Police Board website](#) by mid-April 2022.