

## RCMP Salaries in Question as Vancouver Police Board Ratifies Union Contract

To All RCMP members:

Have you ever wondered how your pay compares to other police forces in Canada. According to the Pay Council Report dated June 30, 2014, the RCMP's pay standing is 6th out of the 8 police agencies in Canada and ranked 5th in total compensation.

At this time, RCMP compensation is **8.51% behind** other police agencies. After Edmonton settles their 2014 contract, this will likely increase. There will also be further erosion as the Federal Government increases member pension contribution to 50%. With all this in mind, we have been closely watching the collective agreements of several police departments, including Winnipeg and Vancouver, which recently ratified.

Over the last year, the Vancouver Police Board (VPB) (employer) and the Vancouver Police Union (VPU) worked to renew their collective agreement, which expired Dec 31, 2012. The VPB wanted to address the discrepancy between police salaries and that of other civic employees, whereas the VPU wanted the following wage increases:

January 1, 2013 – 6%  
January 1, 2014 – 3.5%  
January 1, 2015 – 3.5%  
Total: 13.5%

The VPB offered the following wage increases in order to correct the discrepancy between police officer salaries and other civic employees:

January 1, 2013 - .5%  
January 1, 2014 – 1.5%,  
January 1, 2015 – 1.75%  
Total: 3.75%

As mediation was unsuccessful, in May the acting Minister of Labour turned the matter over to interest arbitration. On July 29, the Arbitrator awarded the VPU an overall wage increase of 7.2%. It is important to note that these negotiations were for salary only and that this increase did not take into consideration other benefits which were also awarded.

As a result of the 7.2% wage increase, the pay chart for the Vancouver Police members retroactively is as follows (Effective January 01,2015 - December 31,2015):

- 1st class after 4 years - 100% = \$92,165
- 1st class after 10 years - 105% = \$96,773
- 1st class after 15 years - 110% = \$101,000
- 1st class after 20 years - 115% = \$105,990
- New Sgt 1st year - 120% = \$110,598
- Sgt after 3 years - 125% = \$115,206
- Sgt 6 years in rank - 130% = \$119,815

- S/Sgt. - 135% = \$124,423
- S/Sgt after 1Yr in rank - 140% = \$129,031

One area of note is that there are pay increments at the 10, 15 and 20 year levels to help members with personal developmental courses. These courses are not necessarily university level but can be Canadian police college courses, tactics or other courses which develops a member in the police universe. Members of some departments still have to take courses on their own time; however, the VPB now provides training to the majority of members, over a set number of days, as determined by each department.

It is also important to note that the Pay Council Report dated June 30, 2014 does not include the contract numbers above.

Once Vancouver's contract is taken into account, along with the Edmonton Police Service contract which is expected to be ratified in September, the RCMP could be as much as **10% behind** by the end of the year. **BUT** it doesn't end there. The Toronto and OPP contracts are set to expire in December 2014 and Halifax in 2015. Once those contracts are ratified there is the potential for that discrepancy in pay to increase even further in 2015.

One of the key reasons we are monitoring these contract ratifications is that they will become the foundation for our own negotiations of our first Collective Agreement. As you know, there is currently no such incremental reward within the RCMP but we will utilize these established processes as part of our own contract negotiations as it provides an established, proven, tangible, merit scale for compensation. Overall, the recent contract negotiations in Winnipeg and Vancouver clearly indicate that RCMP members are not being compensated the way they should be, given that we have substantially higher cases loads, fewer members and fewer resources than many of the municipal police forces. We are falling further and further behind!

It can be easy to sit back, shrug our shoulders and say "what can I do about it?" Well, there is something you **can** do. Become a MPPAC member today and help us create a Collective Agreement which defines your worth, and the worth of our membership. It is important to do this **now** so that we can ensure that you and your families receive fair and equitable compensation for all the sacrifices and hard work that you do, each and every day on the front lines.

**It is time to stand up, say no more, and demand better from our employer!**

## **LET US BE YOUR ADVOCATE**

*The Mounted Police Professional Association of Canada (MPPAC) aims to become the independent labour representative for all non-commissioned RCMP members. MPPAC was established in 2010 to fight for the right to engage in collective bargaining through an independent association on behalf of RCMP regular and civilian members across Canada. We strive for excellence in our conduct and obligations. We provide leadership to all of our membership, on justice issues which affect the quality of life of all Canadians. The Association does not seek or support the right to strike. To learn more, visit [www.mppac.ca](http://www.mppac.ca).*

*Become a member today and let's put forward a collective voice on work issues that concern us all. Please forward this message to your RCMP colleagues who are not yet members of MPPAC.*

**MPPAC | Mounted Police Professional Association of Canada**  
**ACPMP | Association Canadienne de la Police Montée Professionnelle**

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