

RCMP salaries continue to be significantly behind other police services

Dear RCMP Members:

Further to the information provided in Communique 46, we have attached some updated numbers from The Pay Council. In June, The Pay Council reported that the RCMP was **8.51% behind** other police forces. The attached September report indicates that the RCMP is now **9.61% behind** the average of the top three (Vancouver, Toronto and the OPP). In terms of total compensation, the September report continues to rank the RCMP 5th, and Edmonton has yet to settle their 2014 contract.

Total Compensation - As of Septembre 30, 2014

	Contract Expiry Date	Net Hours	Cash Elements	Rank	Pension Savings	Rank	Group Benefits	Rank	Total Compensation	Rank	% vs RCMP
Vancouver	31/Dec/15	1,553	61.32	1	9.20	4	8.27	3	78.78	1	15.29%
Toronto	31/Dec/14	1,555	59.69	2	7.23	6	8.47	2	75.39	2	10.33%
OPP	31/Dec/14	1,687	54.87	5	6.94	7	8.71	1	70.53	3	3.21%
Winnipeg	23/Dec/16	1,661	55.02	4	10.00	1	3.81	7	68.82	4	0.72%
RCMP	31/Dec/14	1,690	52.15	6	7.91	5	8.27	3	68.33	5	0.00%
Edmonton*	31/Dec/13	1,729	56.77	3	4.38	9	4.75	6	65.90	6	-3.55%
Halifax	31/Mar/15	1,676	51.09	7	6.36	8	5.23	5	62.67	7	-8.28%
SQ	31/Mar/15	1,514	48.32	8	9.83	2	2.77	8	60.92	8	-10.85%
Montréal	31/Dec/14	1,620	48.17	9	9.66	3	2.50	9	60.33	9	-11.71%

* expired rates

Average of top three: \$74.90 The RCMP is 9.61% behind the average of the top three

All data are based on the constable rank. Values reflect the weighted workforce average for positions from the entry level through 35 years of service.

Communique #46 also advised the likelihood of further erosion with the Federal Government's plan to increase member pension contributions to 50%. We continue to closely monitor the collective agreements of eight police forces across Canada. In doing so, we will ensure that our compensation will be in line with current standards.

When we negotiate our first collective agreement, it is essential that we are able address all compensation and working conditions with the Federal Government with one collective voice. To do so, we encourage you to become an MPPAC member today and help us achieve the goal of a Collective Agreement that represents RCMP members as one, strong and united unit.

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.

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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