

2025

MEMORANDUM OF AGREEMENT

between the

WEST VANCOUVER POLICE BOARD

and the

WEST VANCOUVER POLICE ASSOCIATION

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE WEST VANCOUVER POLICE BOARD (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE BOARD;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE WEST VANCOUVER POLICE ASSOCIATION (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2025 JANUARY 01 AND EXPIRING 2027 DECEMBER 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2020-2024 Collective Agreement continue except as specifically varied below.

2. Term of Agreement

The term of the new Collective Agreement shall be for three (3) years from 2025 January 01 to 2027 December 31, both dates inclusive. Subsections (2) and (3) of Section 50 of the Labour Relations Code shall be specifically excluded from and shall not apply to the new Collective Agreement.

3. General Wage Increase(s)

The Employer and the Union agree that the new Collective Agreement shall reflect wage adjustments as follows:

- (a) Effective 2025 January 01, the Constable First Class monthly rate of pay that was in effect on 2024 December 31st shall be increased by five percent (5.00%). All rank indices shall be maintained and the new hourly rates shall be rounded to the nearest whole cent.



- (b) Effective 2026 January 01, the Constable First Class monthly rate of pay that was in effect on 2025 December 31st shall be increased by four and one-half percent (4.50%). All rank indices shall be maintained and the new hourly rates shall be rounded to the nearest whole cent.
- (c) Effective 2027 January 01, the Constable First Class monthly rate of pay that was in effect on 2026 December 31st shall be increased by the Vancouver Police Department wage settlement for 2027 as applied to the Constable First Class monthly rate. All rank indices shall be maintained and the new hourly rates shall be rounded to the nearest whole cent.
- (d) Retroactive payments arising from (a), and (b) will be made as soon as possible following the date of ratification of this Memorandum of Agreement.

4. Clause 8.5 – Shift Differential

Effective the beginning of the first pay period following the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend the shift differential amount in Clause 8.5 from one dollar and forty cents (\$1.40) per hour to three and a half percent (3.5%) of the member's hourly rate. All other provisions of Clause 8.5 remain unchanged and the practice of paying the shift differential for all regular night shift hours worked by Patrol Supervisors shall continue.

5. Clause 9.2 – Extended Tour of Duty

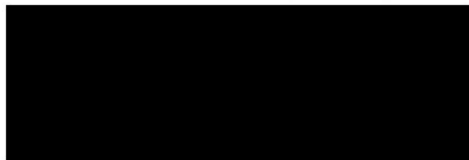
Effective the beginning of the first pay period following the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 9.2(a) to read as follows:

- “(a) A Member who is required to work overtime of one-half (½) hour or more in excess of that Member's regularly scheduled shift shall be paid at the rate of twice (2X) the hourly rate, computed on the basis of their regular working hourly rate.”

6. Clause 9.7 – Attendance at Court by Former Members or Members on Authorized Leave Without Pay

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 9.7(f) to read as follows:

“Any former Member or Member who is absent from duty on authorized unpaid Leave of Absence and who is scheduled to attend Court as a consequence of the performance of their duty as a Police Officer shall be paid a court attendance allowance as follows:



Morning Session	-	Four (4) hours
Afternoon Session	-	Four (4) hours

The applicable rate of pay for a former Member or a Member who is absent on authorized unpaid Leave shall be that prevailing for the rank held by such Member at the date of their departure or commencement of unpaid Leave. Any Member who is in receipt of an allowance under this Section shall be required to return to the Board any witness fees received in connection with the appearance."

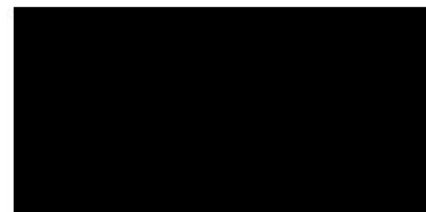
7. Clause 10.4 – Leave Lists

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 10.4 to read as follows:

"Leave Lists:

- a) The Chief Constable or designate may establish separate lists for the purpose of leave selection by seniority within assigned Teams. Such lists must reflect the operational requirements and rank structure of the Department. The scheduling of coverage for approved leaves shall be consistent with all other terms of this Agreement.
- b) Except as otherwise provided for under the directive of the Chief Constable, each Member shall choose leave as per the following order of selection:
 - i. Two (2) weeks or duty blocks based on seniority
 - ii. Balance of Annual Leave entitlements based on seniority (a block may be topped up with carried over leave, Float Leave, or Statutory Leave)
 - iii. Statutory Leave and Float Leave on reverse seniority
 - iv. Any outstanding leave carried over on reverse seniority
- c) The type of leave shall be taken in the following order:
 - i. Float Leave (1st full block of leave)
 - ii. Statutory Leave (entirety)
 - iii. Annual Leave (3 weeks or blocks minimum)
 - iv. Overtime Leave
 - v. Supplementary Leave

Float Leave not scheduled in 10.4(b) and leave arising from accumulated overtime will be scheduled at the discretion of the Chief Constable or designate upon the request of the Member in accordance with the Collective Agreement and the operational needs of the Department."



8. Clause 11 – Relief of NCO Ranks

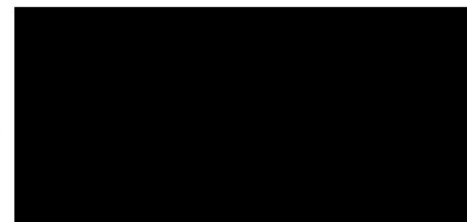
Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 11 to read as follows:

1. "Subject to the provisions of Clause 7 (except where that duty occurs only during the last hour), there shall be a Sergeant to supervise each Patrol Team. In other Sections, the Chief Constable retains discretion to determine whether it is necessary to appoint a Member to act in a higher capacity to temporarily perform the duties of a higher rank when the NCO is temporarily absent.
2. An eligibility list shall be maintained by the Chief Constable or designate and shared with the Association. The eligibility list shall identify those Members who have successfully completed the acting supervisor program as determined by the Chief Constable.
3. Acting appointments in Specialty Teams shall be made to the Member on the eligibility list in that Team at the time of the opportunity who has the longest duration of continuous service on the Team. If two (2) or more Members in a Team are on the eligibility list and have the same duration of continuous service on the Team, acting appointments shall be made on the basis of seniority.
4. In an emergency or where no Member who is on the eligibility list for a Team is operationally available, a Member on the eligibility list from another Team may be appointed in an acting capacity. If no Member on an eligibility list is operationally available, a Member not on an eligibility list may be appointed to work in an acting capacity and Clause 7 shall continue to apply.
5. Placement on the eligibility lists shall only be for the purpose of determining acting assignment and shall not bear on the Member's eligibility for promotion.
6. Members on the eligibility list and who are not appointed to act due to performance concerns or other limitations shall not be compensated if another member is appointed to act."

9. Clause 12.1 – Extended Health Care Plan

Effective the beginning of the month follow the ratification of the Memorandum of Agreement, the Employer and the Union agree to the following changes in the Extended Health Care Plan:

- i) The annual deductible shall be decreased from one hundred and fifty dollars (\$150) to one hundred dollars (\$100);
- ii) Coverage for eye exams shall be increased from one hundred dollars (\$100) per twenty-four (24) months to one hundred and twenty-five (\$125) dollars per twenty-four (24) months;



- iii) Coverage for vision care shall be increased from four hundred dollars (\$400) payable per person per twenty-four (24) months to six hundred and seventy-five dollars (\$675) per twenty-four (24) months.
- iv) The lifetime maximum for Plan "C" orthodontics shall be increased from three thousand dollars (\$3,000) to four thousand dollars (\$4,000) for Members and their dependents as defined by the dental plan.

10. Clause 12.9 – Wellness Leave

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to change the title of Clause 12.9 from "Wellness Leave" to "Personal Leave" and amend the clause to read as follows:

"Every Member shall receive forty (40) hours of Personal Leave in each calendar year. This leave must be taken as paid time off and may be taken in hour increments with supervisor approval. A supervisor may refuse personal leave requests or require that personal leave be rescheduled to maintain normal operations or to address emergent needs. A Member's Personal Leave is pro-rated if they join or leave the Board without completing the full calendar year. This leave is credited to eligible Members on January 1st of each calendar year. Personal Leave hours may not be carried into the next calendar year and time not taken shall be paid out."

11. Clause 12.15 – Pregnancy and Parental Leave

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree that the amount of gross weekly earnings used to calculate the benefit available under the Parental Leave Supplemental Employment Insurance Benefit Plan (PSEIB Plan) in sub-clause 12.15(g)(ii) shall be increased from ninety-five percent (95%) to one hundred percent (100%).

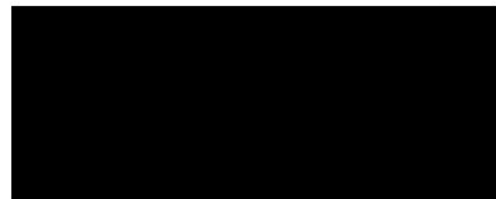
12. Letter of Understanding – Protection of Scheduled Leave

While not to be included in the Collective Agreement, the Letter of Understanding – Protection of Scheduled Leave attached as Appendix "B" forms part of this Memorandum of Agreement.

13. Housekeeping

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to make the following amendments:

- (a) Implement the housekeeping items agreed upon by the parties and attached as Appendix A;



- (b) Replace the term "Bargaining Agent" in Clauses 1.10, 1.11, and 3.2 with "Bargaining Representative";
- (c) Replace the term "Section" when referring to a provision of the collective agreement with the term "Clause" throughout the agreement;
- (d) Delete expired effective dates; and
- (e) Any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

14. Drafting of New Collective Agreement

The Employer and the Union agree that in all instances where an amendment to the Collective Agreement is effective on a specific date, only the amendment shall appear in the new Collective Agreement together with a sentence referencing its effective date.

15. Ratification

The parties expressly agree that, upon the completed signing of this Memorandum of Agreement, the parties shall recommend the approval of this Memorandum to their respective principals and schedule the necessary meetings to ensure that their principals vote on the recommendations not later than thirty (30) calendar days from the date on which this Memorandum of Agreement is signed.

DATED this 10th day of March, 2026 in the District of West Vancouver.

BARGAINING REPRESENTATIVES ON BEHALF
OF THE EMPLOYER:

[Redacted signature area for Employer]

BARGAINING REPRESENTATIVES ON BEHALF
OF THE UNION:

[Redacted signature area for Union]

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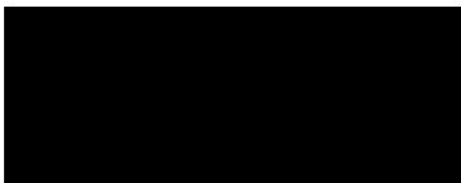
Appendix A

WVPA – CA – 2025 Housekeeping

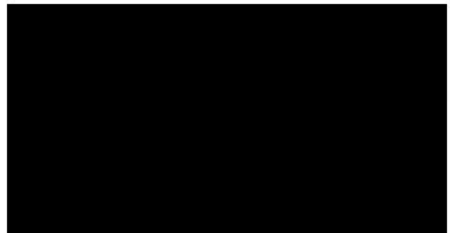
The Board proposes that the following housekeeping changes be made and, where necessary, the clauses and sub-clauses be renumbered appropriately:

Section	Current Language	Proposed Language
1.01	"Acting Corporal" means a Member who has been temporarily assigned to the duties of a Corporal and is being paid temporarily as a Corporal.	<i>Remove</i>
1.05	"Administration Branch" means the branch of the Department established as the Administration Branch.	"Operational Support Division" means the division of the Department established as the Administration Division.
1.08	"Association Executive" means a Member of the Association who has been elected to a position as president, vice president, treasurer, secretary, director or trustee.	"Association Executive" means a Member of the Association who has been elected to a position as president, vice president, treasurer, secretary, or director at large.
1.17	"Calendar Year" means for the purposes of calculating Annual Leave entitlement, the twelve (12) month period from January 1st to December 31st inclusive;	"Calendar Year" means for the purposes of calculating Annual Leave entitlement, the twelve (12) month period from January 1st to December 31st inclusive.
1.23	"Corporal/Detective" means a Member classified and paid as a Corporal/ Detective. "Corporal" and "Detective" shall mean the same.	"Corporal" means a Member classified as a Corporal prior to July 22, 2022 and who continues to be paid as a Corporal.
1.24	"Criminal Investigation Section" means the section of the Department established as the Criminal Investigation Section. "C.I.S." shall mean the same.	"Intelligence, Investigation & Disclosure" means the section of the Department established as the Intelligence, Investigation & Disclosure Section. "IID" shall mean the same.
1.30	"Intelligence Section" means the section of the Department established as the Intelligence Section.	<i>Remove</i>
8.1 b)	A clothing and equipment committee comprised of a Staff Sergeant, Inspector and an Association representative shall be established to consider all changes to established uniform issue policies and	A clothing and equipment committee comprised of an Inspector or designate and an Association representative shall be established to consider all changes to established uniform issue policies and

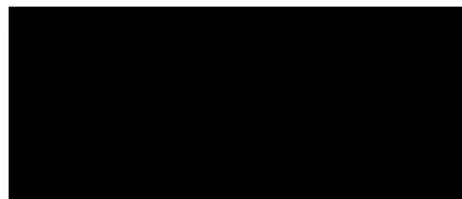
	appeals to the issue or replacement of clothing and equipment.	appeals to the issue or replacement of clothing and equipment.
8.3	A Member who is a qualified Field Trainer and is required to perform field training duties will be paid a special allowance in addition to their regular pay for such time worked as a Field Trainer. The amount of the allowance, expressed as a rate per hour, will be based on one-half the difference between the daily rate of a First Class Constable and that of Corporal/Detective rank. For this Agreement such special allowance will be:	A Member who is a qualified Field Trainer and is required to perform field training duties will be paid a special allowance in addition to their regular pay for such time worked as a Field Trainer. The amount of the allowance, expressed as a rate per hour, will be based on one-half the difference between the daily rate of a First Class Constable and that of Constable 20 Year. For this Agreement such special allowance will be:
9.6	<u>Investigative Phone Calls:</u>	<u>Investigative Phone Calls/Crown Phone Interview:</u>
9.7 d) iii)	A Member will be considered to be denotified with respect to a scheduled court appearance if such denotification is communicated to the Member either in person or by telephone or by the denotifier to: (1) an adult residing in the residence of the Member; (2) a babysitter employed by the Member; (3) a child of the Member if such child is of sufficient age as to be unattended by an adult; or (4) the Member's telephone answering machine; provided that the Member has reasonable access to such information prior to the scheduled court appearance.	A Member will be considered to be denotified with respect to a scheduled court appearance if such denotification is communicated to the Member either in person or by telephone to: (1) an adult residing in the residence of the Member; (2) the Member's telephone answering machine; provided that the Member has reasonable access to such information prior to the scheduled court appearance.
10.1 i)	<u>Annual Leave Deferral</u> Notwithstanding subsection 10.1(h), a Member who has completed fifteen (15) years of service may defer an additional five	<u>Annual Leave Deferral</u> Notwithstanding subsection 10.1(h), a Member who has completed fifteen (15) years of service may defer an additional five



	<p>(5) days of Annual Leave per year, and a Member who has completed twenty-two (22) years of service may defer an additional ten (10) days of Annual Leave per year. Unless used in conjunction with other leaves which immediately precede the Member's date of retirement, any Annual Leave deferred under this section must be used immediately prior to the Members' date of retirement.</p>	<p>(5) days of Annual Leave per year, and a Member who has completed twenty-two (22) years of service may defer an additional ten (10) days of Annual Leave per year. Unless used in conjunction with other leaves which immediately precede the Member's date of retirement, any Annual Leave deferred under this section must be used immediately prior to the Members' date of retirement.</p>
10.2 a)	<p><u>Supplementary Annual Leave:</u></p> <p>(a) Members with sixteen (16) or more years of continuous service with the West Vancouver Police Department shall, in addition to the regular Annual Leave to which they are entitled under Section 10.1 "Annual Leave", be eligible to receive an additional forty (40) hours of supplementary Annual Leave each five (5) years upon the commencement of their 16th, 21st, 26th, 31st, 36th and 41st years of continuous service.</p>	<p><u>Supplementary Annual Leave/Long Service Leave:</u></p> <p>(a) Members with sixteen (16) or more years of continuous service with the District of West Vancouver, in addition to the regular Annual Leave to which they are entitled under Section 10.1 "Annual Leave", shall be eligible to receive an additional forty (40) hours of supplementary Annual Leave each five (5) years upon the commencement of their 16th, 21st, 26th, 31st, 36th and 41st years of continuous service.</p>
10.3 a) & b)	<p><u>Statutory Holidays – Entitlement and Accumulation:</u></p> <p>(a) All Members covered by this Agreement who, as of January 1st, have completed one (1) years' service or more in the employ of the Board shall be entitled to the following Statutory Holidays with pay, and any other day proclaimed a public holiday by the Federal, Provincial or the Municipal Governments:</p> <p>New Year's Day Family Day Easter Monday Victoria Day BC Day Labour Day Truth and Remembrance Day Reconciliation Day Boxing Day</p>	<p><u>Statutory Holidays – Entitlement and Accumulation:</u></p> <p>(a) All Members covered by this Agreement shall be entitled to the following Statutory Holidays with pay, and any other day proclaimed a public holiday by the Federal, Provincial or the Municipal Governments:</p> <p>New Year's Day Family Day Easter Monday Victoria Day BC Day Labour Day Truth and Remembrance Day Reconciliation Day Boxing Day</p>



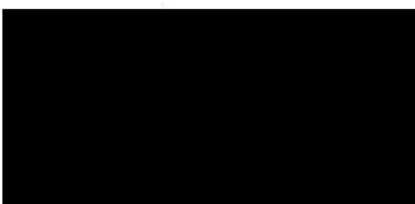
	(b) All Members covered by this Agreement who, as of January 1 st , have completed less than one (1) years' service in the employ of the Board shall be entitled to those Statutory Holidays with pay, as listed in Section 10.3(a), which fall in their service period up to January 1 st , and may take them after the completion of six (6) month's service.	(b) All Members covered by this Agreement who, as of January 1 st , have completed less than one (1) years' service in the employ of the Board shall be entitled to those Statutory Holidays with pay, as listed in Section 10.3(a), which fall in their service period up to January 1 st .
11.1	<u>Patrol Section N.C.O.'s:</u> Subject to the provisions of Section 7.0 (except where that duty occurs only during the last hour), there shall not be less than two (2) NCO's assigned to supervise a Patrol Team, and each and every patrol shift shall have one (1) Sergeant and one (1) Corporal.	<u>Patrol Teams N.C.O.'s:</u> Subject to the provisions of Section 7.0 (except where that duty occurs only during the last hour), there shall not be less than two (2) NCO's assigned to supervise a Patrol Team, and each and every patrol shift shall have one (1) Staff Sergeant and one (1) Sergeant.
12.10 b)	Requests for leave under Sections 12.10(a) shall be submitted to the Administration Officer or designate who will determine and approve the number of days required in each case.	Requests for leave under Sections 12.10(a) shall be submitted to Human Resources who will determine and approve the number of days required in each case.
12.10 c)	A Member who qualifies for Bereavement Leave without loss of pay under Section 12.10(a) herein may be granted such leave when on Annual Leave if approved by the Administration Officer. A Member who is absent on Sick Leave with or without pay or who is absent on worker's compensation, shall not be entitled to such Bereavement Leave without loss of pay.	A Member who qualifies for Bereavement Leave without loss of pay under Section 12.10(a) herein may be granted such leave when on Annual Leave if approved by Human Resources. A Member who is absent on Sick Leave with or without pay or who is absent on worker's compensation, shall not be entitled to such Bereavement Leave without loss of pay.
12.10 d)	Upon application to, and upon receiving approval from the Administration Officer or designate, a Member may be granted leave of up to one half (½) Working Day without loss of pay in order to attend a funeral as a pallbearer or a mourner in any case other than one covered by subsection 12.10(a).	Upon application to, and upon receiving approval from Human Resources, a Member may be granted leave of up to one half (½) Working Day without loss of pay in order to attend a funeral as a pallbearer or a mourner in any case other than one covered by subsection 12.10(a).
13.1 b)	Where a Member is required to take two (2) days of weekly leave which are not	Where a Member is required to take two (2) days of weekly leave which are not



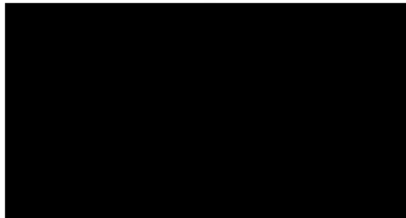
	<p>consecutive, then a premium of four (4) hours at straight time shall be paid. It is understood that this clause will not be applicable in cases where splits occur for the convenience of the Member or where a single day off is granted for the benefit of the Member for attendance at courses, transfer to C.I.S. etc.</p>	<p>consecutive, then a premium of four (4) hours at straight time shall be paid. It is understood that this clause will not be applicable in cases where splits occur for the convenience of the Member or where a single day off is granted for the benefit of the Member for attendance at courses, transfer to Support Teams etc.</p>
<p>13.1 g)</p>	<p>CSU, CIS, Traffic Unit, Operations Support Section and the Administration Division shall be on a compressed work week. The compressed work week shall consist of the following:</p> <ul style="list-style-type: none"> (i) The hours of work and days off shall be established by the Chief Constable. (ii) The work week is comprised of four (4) Working Days of ten (10) hours each day unless otherwise directed by the Chief Constable. (iii) Calculations of all overtime entitlement, including Call-Out, Extended Tour of Duty and Court overtime shall be made in the same manner and rates as under the eight (8) hour shift system, i.e. only after ten (10) hours. (iv) Sick Leave, Annual Leave and Statutory Leave entitlement shall remain unchanged, and when taken shall be calculated in hours according to the shift period. (v) Definitions of the work day, work week and weekly leave for those Members on the ten (10) hour shift shall be considered to have been revised to conform to the ten (10) hour Shift Schedule. 	<p>All Teams, other than Patrol, shall be on a compressed work week. The compressed work week shall consist of the following:</p> <ul style="list-style-type: none"> (i) The hours of work and days off shall be established by the Chief Constable. (ii) The work week is comprised of four (4) Working Days of ten (10) hours each day unless otherwise directed by the Chief Constable. (iii) Calculations of all overtime entitlement, including Call-Out, Extended Tour of Duty and Court overtime shall be made in the same manner and rates as under the eight (8) hour shift system, i.e. only after ten (10) hours. (iv) Sick Leave, Annual Leave and Statutory Leave entitlement shall remain unchanged, and when taken shall be calculated in hours according to the shift period. (v) Definitions of the work day, work week and weekly leave for those Members on the ten (10) hour shift shall be considered to have been revised to conform to the ten (10) hour Shift Schedule. (vi) Members assigned to Forensic Identification duties will be classified as working Variable Hours.



	<p>(vi) Members assigned to Forensic Identification duties will be classified as working Variable Hours.</p> <p>(vii) The Operations Support Section will be classified as working Variable Hours.</p>	
<p>13.1 h)</p>	<p>Subsection 9.5(c)(ii) shall not apply to those Members regularly assigned Variable Hours of duty and will include:</p> <ul style="list-style-type: none"> (i) The Community Services Unit whose Shift Schedule is considered to be Variable Hours for all Community Services Unit related duties. In such cases where a Member of this unit is assigned to augment the strength of a Patrol team, the provisions of subsection 9.5(c)(i) will apply, unless thirty (30) calendar days' notice is given. (ii) The rank of Staff Sergeant will normally be considered a day Shift Schedule position. Because of the nature and responsibility of this position, shift changes may be made at the discretion of the Chief Constable and shall be considered Variable Hours. (iii) C.I.S. personnel are normally on a monthly Shift Schedule, however, the provisions of subsection 9.5(c)(i) will not apply when a Change in Shift is necessary to conduct or to continue an investigation. The provisions of subsection 9.5(c)(i) will apply to all Members of C.I.S. when a change in shift occurs due to shortage of manpower or for any other reason, unless thirty (30) calendar days' notice is given. 	<p>Subsection 9.5(c)(ii) shall not apply to those Members regularly assigned Variable Hours of duty and will include:</p> <ul style="list-style-type: none"> (i) The Community Services Team whose Shift Schedule is considered to be Variable Hours for all Community Services Team related duties. In such cases where a Member of this unit is assigned to augment the strength of a Patrol team, the provisions of subsection 9.5(c)(i) will apply, unless thirty (30) calendar days' notice is given. (ii) The rank of WSE Divisional Staff Sergeant will normally be considered a day Shift Schedule position. Because of the nature and responsibility of this position, shift changes may be made at the discretion of the Chief Constable and shall be considered Variable Hours. (iii) MIT personnel are normally on a monthly Shift Schedule, however, the provisions of subsection 9.5(c)(i) will not apply when a Change in Shift is necessary to conduct or to continue an investigation. The provisions of subsection 9.5(c)(i) will apply to all Members of MIT when a change in shift occurs due to shortage of manpower or for any other reason, unless thirty (30) calendar days' notice is given.

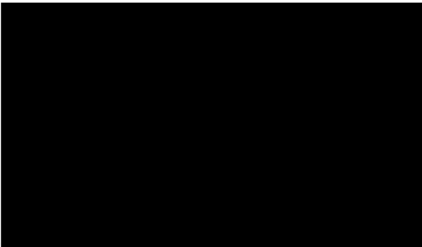


	(iv) Members of the Traffic Section are normally on a monthly Shift Schedule, however, the provisions of subsection 9.5(c)(i) will not apply when a Change in Shift is necessary to conduct or to continue an investigation. The provisions of subsection 9.5(c)(i) will apply to all Members of the Traffic Section when a change in shift occurs due to shortage of manpower or for any other reason, unless thirty (30) calendar days' notice is given.	(iv) Members of the Traffic Team are normally on a monthly Shift Schedule, however, the provisions of subsection 9.5(c)(i) will not apply when a Change in Shift is necessary to conduct or to continue an investigation. The provisions of subsection 9.5(c)(i) will apply to all Members of the Traffic Team when a change in shift occurs due to shortage of manpower or for any other reason, unless thirty (30) calendar days' notice is given.
13.2 c)	<u>Corporal/Detective</u> The probationary period for a Corporal/Detective will be one (1) year from the date of the commencement of the appointment and, after this period, on the recommendation of the Chief Constable the probationer Corporal/Detective will be promoted to the rank of Corporal/Detective.	<i>Remove</i>
13.7 b)	Upon successful completion of the Member's probationary period as outlined in Section 13.2, the original application form will be transferred to the Member's Personnel File and the remainder of the initial application file destroyed.	Upon successful completion of the Member's probationary period as outlined in Section 13.2, the original application form will be transferred to the Member's Personnel File.
13.7 d) (ii)	Performance appraisals for any period prior to 1981 December 31 shall be destroyed.	<i>Remove</i>
17.2 b)	If a Member is required by subpoena to attend at Court outside of Metro Vancouver and if the Member uses their own vehicle, then the Employer agrees to pay the appropriate mileage rate for "Outside of Metro Vancouver/District of West Vancouver" for all mileage travelled in excess of eighty (80) kilometers.	If a Member is required by subpoena to attend at Court outside of Metro Vancouver and if the Member uses their own vehicle, then the Employer agrees to pay the appropriate mileage rate for "Outside of Metro Vancouver/District of West Vancouver" for all mileage travelled in excess of eighty (80) kilometers.
17.5 b)	Effective 2022 July 25, when a Member is authorized to use their personal vehicle for work purposes, mileage is reimbursed at the	Effective 2022 July 25, when a Member is authorized to use their personal vehicle for work purposes, mileage is reimbursed at the

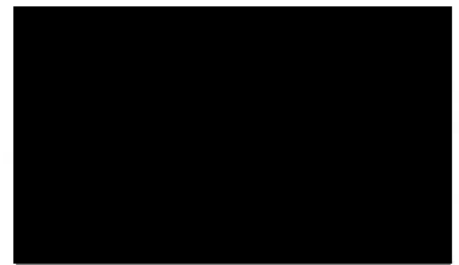


	Canada Revenue Agency's Automobile Allowance Rates.	Canada Revenue Agency's Automobile Allowance Rates.
17.5 c)	Travel expense advances for authorized travel may be obtained from the Inspector in charge of the Administration Division through a written request for same.	Travel expense advances for authorized travel may be obtained from Human Resources through a written request for same.
18.2	This Agreement shall be printed and distributed to the Members as agreed between the Board and the Association. The costs related to printing and distributing the Agreement shall be shared equally by the Board and the Association.	This Agreement shall be made available to the Members as agreed between the Board and the Association.
Schedule A	Corporal/Detective	Constable 20 Year
Schedule F	2007-210 Negotiations	Remove
Appendix 1	<p><u>CIS – Target Team</u></p> <p>Subject to exigencies of the Department, up to six (6) Constables and one (1) sergeant and one (1) corporal detective will be assigned to the CIS. The Constable positions will form part of the Target Team and will perform duties at the discretion of permanent Members of the Division.</p> <p>Personnel assigned to the Target Team will be subject to the following conditions:</p> <ul style="list-style-type: none"> (a) Constables assigned to the Target Team will be entitled to receive Plain Clothes Allowance. (b) While engaged in active surveillance: <ul style="list-style-type: none"> (i) in the absence of the TT Sergeant, the Corporal/Detective assigned to TT will perform the duties of the Sergeant and will be paid accordingly; and (ii) in the absence of the TT Corporal/Detective, the TT 	<p><u>Investigative Support Team (IST)</u></p> <p>Subject to exigencies of the Department, up to seven (7) Constables will be assigned to the IST. The Constable positions will form part of the Investigative Support Team and will perform duties at the discretion of permanent Members of the Division.</p> <p>Personnel assigned to IST will be subject to the following conditions:</p> <ul style="list-style-type: none"> (a) Constables assigned to IST will be entitled to receive Plain Clothes Allowance. (b) All IST Members will work Tuesday to Friday. The normal hours of work will be from 0700-1700 hours. The hours of work will be flexible while engaged in the active investigation of a target and will be established by the Department. The Department may adjust shift schedules without penalty provided fifteen (15) calendar days' notice is given.

	<p>Member most eligible for promotion, or in the absence of a Member eligible for promotion, the senior TT Constable, will perform the duties of the Corporal and will be paid accordingly.</p> <p>(c) All Target Team Members will work Tuesday to Friday. The normal hours of work will be from 0700-1700 hours. The hours of work will be flexible while engaged in the active investigation of a target and will be established by the Department. The Department may adjust shift schedules without penalty provided fifteen (15) calendar days' notice is given.</p> <p>(d) Any Member of the Target Team may be reassigned to other duties without notice and without penalty to the Board provided the affected Members suffers no loss as a result of the reassignment.</p> <p>(e) TT Members' Annual Leave will commence at 1700 hours on Friday of the work week preceding the period of booked Annual Leave and shall end at 0700 hours on the Tuesday following the period of booked Annual Leave. A TT Member may waive this provision as part of participation in an active investigation.</p> <p>(f) The signing of Annual Leave and Statutory Leave by Members of the Target Team shall be as per Section 10.4.</p>	<p>(c) Any IST Member may be reassigned to other duties without notice and without penalty to the Board provided the affected Members suffers no loss as a result of the reassignment.</p> <p>(d) IST Members' Annual Leave will commence at 1700 hours on Friday of the work week preceding the period of booked Annual Leave and shall end at 0700 hours on the Tuesday following the period of booked Annual Leave. A IST Member may waive this provision as part of participation in an active investigation.</p> <p>(e) The signing of Annual Leave and Statutory Leave by Members of the Investigative Support Team shall be as per Section 10.4.</p> <p>(f) Constable Members of the Investigative Support Team will not be expected to carry a normal MIT caseload.</p> <p>(g) The Chief Constable may discontinue the Investigative Support Team and reassign personnel at their discretion.</p>
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	<p>(g) Constable Members of the Target Team will not be expected to carry a normal CIS caseload.</p> <p>(h) The Chief Constable may discontinue the Target Team and reassign personnel at their discretion.</p>	
Appendix 4 7.	<p>If the Association files a grievance pursuant to paragraph 6 hereof, the grievance will be referred to expedited arbitration before Brian Foley or another arbitrator agreed to by the Board and the Association. The arbitration hearing will be informal in nature with the Board explaining what efforts and considerations it made pursuant to its obligation under paragraph 2 hereof.</p>	<p>If the Association files a grievance pursuant to paragraph 6 hereof, the grievance will be referred to expedited arbitration before an arbitrator agreed to by the Board and the Association. The arbitration hearing will be informal in nature with the Board explaining what efforts and considerations it made pursuant to its obligation under paragraph 2 hereof.</p>



LETTER OF UNDERSTANDING

between the

WEST VANCOUVER POLICE BOARD
(the "Board")

and the

WEST VANCOUVER POLICE ASSOCIATION
(the "Association")

PROTECTION OF SCHEDULED LEAVE

The Board and the Association agree that Members may designate up to ten (10) days of scheduled paid leave in any calendar year as protected from cancellation by the Employer. Personal Leave under Clause 12.9 may not be designated as protected. Scheduled paid leave must be designated as protected at the time that it is scheduled and leave can only be designated as protected when minimum staffing levels are maintained.

Members are prohibited from working on an overtime call-out for the same shift they are off on overtime leave, unless there are extenuating circumstances.

This Agreement shall take effect with the ratification of the Memorandum of Settlement renewing the Collective Agreement that expired on December 31, 2024. This Agreement remains in effect during the effective period of the Collective Agreement and shall be reassessed prior to renewal.

DATED this 10th day of March, 2026.

ON BEHALF OF THE WEST VANCOUVER POLICE BOARD:

[Redacted signature block for the West Vancouver Police Board, consisting of a large black rectangle and two horizontal lines.]

ON BEHALF OF THE WEST VANCOUVER POLICE ASSOCIATION:

[Redacted signature block for the West Vancouver Police Association, consisting of a large black rectangle and two horizontal lines.]