

2025

MEMORANDUM OF AGREEMENT

between the

PORT MOODY POLICE BOARD

and the

PORT MOODY POLICE SERVICES UNION

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

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE PORT MOODY POLICE SERVICES UNION (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 2023 - 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 monthly 1st Class Constable rate in effect on 2024 December 31st shall be increased by five percent (5.00%) and rounded to the nearest whole dollar. All other rank indices shall be maintained.

- (b) Effective 2026 January 01, the monthly 1st Class Constable rate in effect on 2025 December 31st shall be increased by four and one-half percent (4.50%) and rounded to the nearest whole dollar. All other rank indices shall be maintained.
- (c) Effective 2027 January 01, the monthly 1st Class Constable rate in effect on 2026 December 31st shall be increased by a general wage increase equal to the percentage increase applied to the 1st Class Constable rate under the Vancouver Police Union collective agreement for 2027.
- (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. The Employer will endeavour to complete the retroactive payments within ninety (90) days of ratification.

4. Article 11 – Working Conditions, Clause 11.4 Probation

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 11 – Working Conditions, Conditions, Clause 11.4 Probation (a) to read as follows:

- “(a) A police recruit to the Department shall be accepted as a Fifth Class Constable until graduation from the Academy. The employee shall continue in a probationary capacity until successful completion of twelve (12) months' service following the date of graduation from the Academy. Any period of service as a pre-recruit shall not be considered service for the purposes of the probationary period as set out in this paragraph (a), nor shall any period during which an employee is absent from work for a cumulative total of one (1) or more months.”

5. Article 11 – Working Conditions, Clause 11.6 Provisions Respecting Re-employment of Former Employees and Employment of a New Employee Formerly Employed by Another Accredited Canadian Police Department (NEW)

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 11 – Working Conditions, Clause 11.6 Provisions Respecting Re-employment of Former Employees and Employment of a New Employee Formerly Employed by Another Accredited Canadian Police Department to read as follows:

- “(d) Where an employee subject to probation under any of the provisions of Clause 11.6 is absent from work for reasons other than approved vacation leave during their probationary period for a cumulative total of two (2) or more months, the probationary period shall be extended by a period equal to the total time absent.”

6. Schedule "E" – Total Permanent Disability Compensation

While not to be included in the Collective Agreement, the Employer and the Union agree that, before December 31, 2026, Schedule "E" will be reviewed and amended to reflect current legal frameworks and to ensure consistency with the principle of maintaining an employee's regular net pay with no gain and no loss resulting from the payment of benefits for which the employee may be eligible. A legacy provision would ensure no change for any employee currently facing total permanent disability.

7. Schedule "F" No.5 – Letter of Understanding – Patrol Initiatives

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to delete Line 4 from Section A, Schedule "F" No. 5 – Letter of Understanding: Patrol Initiatives.

The Employer and the Union further agree that, the date of ratification of this Memorandum of Agreement, Schedule "F" No 5, Patrol Initiatives Section 2 shall be amended to read as follows:

"Section 2: Premium Payment in lieu of BC Municipal Pension Plan of the Letter of Understanding Re: Pension Premium Payment for Contract Police Members, signed November 12, 2024, shall apply to ACPE."

8. Public Holidays

Though not to be included in the collective agreement, the Employer and the Union agree that sixteen (16) straight-time hours prorated will be credited to each employee's Public Holiday account effective the date of ratification in addition to the one hundred and four (104) straight-time hours allocated for use in 2026. The Employer and the Union further agree that twenty-six (26) straight-time hours prorated per year will be credited to each employee's Public Holiday account in addition to the one hundred and four (104) straight-time hours allocated annually per year beginning in 2027 and ending December 31, 2029.

9. Housekeeping

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

- (a) Renew Letters of Understanding Nos. 1-5 in Schedule "F";
- (b) Add Letter of Understanding: Pension Premium Payment for Contract Police Members to Schedule "F" as No. 6;
- (c) delete expired effective dates;

- (d) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

10. 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.

11. 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 sixty (60) calendar days from the date on which this Memorandum of Agreement is signed.

DATED this 20 day of May, 2026 in the City of Port Moody.

BARGAINING REPRESENTATIVES ON BEHALF
OF THE EMPLOYER:

[Redacted signature area for Employer]

BARGAINING REPRESENTATIVES ON BEHALF
OF THE UNION:

[Redacted signature area for Union]
WARREN CHOW
Philip Ko
CONNOR AYRE
TODD LEFEBVRE