

## COLLECTIVE BARGAINING UPDATE

### Edmonton Police Association Tentative Agreement Ratification

#### Recommendation

That the Memorandum of Agreement between the City of Edmonton and Edmonton Police Association dated June 17, 2025, as set out in Attachment 1 of the July 2, 2025, Employee and Legal Services report ELS03135, be approved.

<b>Requested Action</b>	Decision required		
<b>ConnectEdmonton's Guiding Principle</b>	<b>ConnectEdmonton Strategic Goals</b>		
<b>CONNECTED</b> This unifies our work to achieve our strategic goals.	N/A		
<b>City Plan Values</b>	N/A		
<b>City Plan Big City Move(s)</b>	N/A	<b>Relationship to Council's Strategic Priorities</b>	N/A
<b>Corporate Business Plan</b>	Managing the Corporation		
<b>Council Policy, Program or Project Relationships</b>	N/A		
<b>Related Council Discussions</b>	<ul style="list-style-type: none"> <li>• ELS03014, Collective Bargaining Update Verbal Report, City Council, April 22, 2025</li> <li>• ELS02786, Collective Bargaining Update Verbal Report, City Council, December 10, 2024</li> </ul>		

#### Executive Summary

- A tentative Memorandum of Agreement has been reached between the City of Edmonton and Edmonton Police Association (EPA) (Attachment 1) and is being recommended for Council's approval.

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- The proposed Agreement is in accordance with the mandate direction provided by City Council on April 22, 2025.

### **REPORT**

The term of the Agreement will be from December 17, 2023, to December 26, 2027. The tentative Agreement is within the Council approved mandate and provides the following increases on base wages:

- 2024 - 3.50 per cent effective December 17, 2023
- 2025 - 3.75 per cent effective December 15, 2024
- 2026 - 3.75 per cent effective December 14, 2025
- 2027 - 3.40 per cent effective December 13, 2026 (in addition to monetary items outlined in sections 3, 4, 5, 6 of Attachment 1)

EPA voted to ratify the proposed Agreement on July 3, 2025. Council's approval is required to finalize the Agreement.

### **Budget/Financial Implications**

The tentative agreement aligns with the mandate and related budget approved by Council for the years 2025-2026. The budget is currently held within Financial Strategies and no additional budget is required. Budget transfers from Financial Strategies to impacted branches will be processed after ratification. These transfers will apply to all EPA members.

The 3.40 per cent settlement for 2027 and associated monetary items will require an estimated \$13.2 million or 0.58 per cent tax increase in 2027. By approving this tentative agreement, Council will pre-commit a required tax increase in 2027 that will be incorporated into the 2027-2030 operating budget.

### **Community Insight**

Community insights are not available because collective bargaining is not to be conducted in public and the mandate was set previously by Council.

### **GBA+**

The City and EPA reviewed language within the collective agreement and updated language related to gender neutrality in general.

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## Risk Assessment

Risk Category	Risk Description	Likelihood	Impact	Risk Score (with current mitigations)	Current Mitigations	Potential Future Mitigations
<b>If recommendation is not approved</b>						
Governance	If Council does not approve the recommendation, it is likely that the union will advance the negotiation to mediation and then arbitration, requiring additional costs, and the relationship between the City and the union will be significantly damaged.	4 - likely	5 - worst case	20 - high	N/A	N/A - The City cannot prevent the EPA from advancing the matter to arbitration after mediation.

## Attachment

1. Memorandum of Agreement between the City of Edmonton and Edmonton Police Association