

Memorandum of Agreement between the City of Edmonton and Edmonton Police Service Senior Officers' Association

MEMORANDUM OF SETTLEMENT

BETWEEN:

THE CITY OF EDMONTON
(the "City")

- and -

EDMONTON POLICE SERVICE SENIOR OFFICERS' ASSOCIATION
("EPSSOA")

The parties herein agree to the terms of this Memorandum of Settlement as constituting full settlement of all issues between the parties. Unless otherwise specified, changes to terms and conditions will be effective on the first day of the pay period following ratification by both parties.

The undersigned representatives of the parties do hereby agree to present and support, as the best offer, to their respective principals the following changes to the 2021-2023 Collective Agreement.

1. Term

The collective agreement will have a 4 year term, commencing on December 31, 2023 and ending on December 11, 2027.

2. Wages

The parties agree that Appendix I - Schedule of Wages - shall be subject to a general wage increase as follows:

2024 - 3.50% general wage increase effective December 31, 2023

2025 - 3.75% general wage increase effective December 15, 2024

2026 - 3.3% general wage increase effective December 14, 2025
(in addition to monetary items 3, 4, 5)

2027 - 3.75% general wage increase effective December 13, 2026

3. Standby Pay

Effective December 14, 2025 (for calendar year 2026) , the undersigned parties agree to ADD new article 6.05 as follows:

6.05 Standby Pay

Members who are assigned to standby as Level II Commanders shall be entitled to remuneration on the following basis:

- **On a scheduled working day, they shall receive one (1) hour's pay.**
- **On scheduled days off and not required on a statutory holiday, they shall receive two (2) hours pay.**

4. Health Care Spending Account

Effective December 14, 2025 (for calendar year 2026) the Health Care Spending Account shall be increased by \$850 annually.

6.06 Health Care Spending Account

The City agrees to a Health Care Spending Account, as follows:

- Each active, full-time member of the Edmonton Police Service Senior Officers' Association will be provided with a Health Care Spending Account in the amount of ~~\$975.00 per year. Effective December 20, 2020, all permanent full-time employees will be provided with an increase in their Health Care Spending Account of \$500 (annual total of \$1,475). Thereafter, each eligible permanent full-time employee will be provided with a Health Care Spending Account in the amount of \$1,475~~ **\$2325 per year** commencing the first pay period of each year.
- At plan year-end, unused Health Care Spending Account credits may be rolled over to the next year, but must be used within the next twelve-month period to avoid forfeiture.
- The eligible list of reasonable and customary expenses to be included in the Health Care Spending Account will be developed and reviewed by the parties.
- Expenses may be submitted to the Health Care Spending Account, only after all sources of other reimbursement have been accessed.
- All provisions of the plan will comply with Revenue Canada's requirements for Health Care Spending Accounts.
- The City will prepare communication material outlining the terms and conditions of the plan for all affected employees.

5. Clothing

Effective December 14, 2025 (for calendar year 2026) Article 14, Clothing shall be reduced by \$850, to \$500 annually as follows:

14 Clothing

Upon being appointed to a rank falling within the scope of this Agreement, each new member shall be issued a complete uniform kit, the maintenance of which will become the responsibility of the member.

Members shall receive an annual clothing allowance of ~~\$1,350~~ \$500. If the member has not completed one (1) year of continuous service in a position coming within the scope of this Agreement, this allowance shall be prorated based on the amount of time spent in the position and any clothing allowance already paid to the member.

6. All other previously signed articles

7. All articles in the previous 2021-2023 Collective Agreement including letters of understanding, not amended by this Memorandum or as previously otherwise agreed to in bargaining, are brought forward with no changes to the new Collective Agreement. The Parties agree that in final editing of the renewed Collective Agreement, the Parties may agree to other editorial changes to address clerical errors. This Memorandum of Settlement, if accepted and ratified, shall become effective in accordance with the Provisions of the *Police Officers Collective Bargaining Act*.
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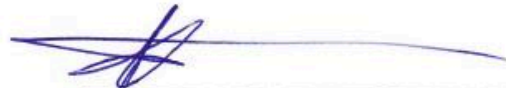
SIGNED THIS 9 day of September, 2025

SENIOR OFFICERS' ASSOCIATION

CITY OF EDMONTON



Lance Parker, President



Michael Henry, Senior Negotiator