

(Errors and Omissions Excepted)

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**MEMORANDUM OF SETTLEMENT**

**BETWEEN:**

**THE CITY OF EDMONTON**  
(the "City")

- and -

**EDMONTON POLICE ASSOCIATION**  
(“EPA”)

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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 17, 2023 and ending on December 26, 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 17, 2023

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

**2026** - 3.75% general wage increase effective December 14, 2025

**2027** - 3.40% general wage increase effective December 13, 2026  
(in addition to monetary items 3, 4, 5, 6)

**3. Maternity SUB Plan Payments**

Effective: Upon Ratification by both parties including Members on Maternity Leave

- 7.03.09.05 Female members who are also members of the City's Disability Plans as provided for in this Agreement and provide medical evidence satisfactory to the City to substantiate their disability for the valid, health-related portion of their pregnancy may, subject to the terms of the City of Edmonton Supplemental Unemployment Benefits Plan (SUB PLAN), qualify for SUB PLAN benefits for the duration of the aforementioned valid, health-related period. In any event, receipt of such SUB PLAN benefits shall commence no sooner than the date of delivery, subject to the provisions contained in the SUB PLAN. Female members who are also members of the City's Disability Plans and who otherwise do not meet the conditions for eligibility for SUB PLAN benefits during the valid, health-related portion of their pregnancy will be governed by the terms of the City's Disability Plans.

**SUB PLAN PAYMENTS**

Birth mothers shall be eligible for SUB Plan payments based on the difference between the Employment Insurance benefits plus any other earnings received by the member and:

- a) For the valid health related period - **95% 100%** of the member's gross earnings (normally the first 6 weeks, which includes the two (2) week Employment Insurance waiting period); and
- b) For the balance of the seventeen (17) week maternity leave period - **95% 100%** of the member's gross weekly earnings if the member continues to receive Employment Insurance benefits. During this period, should the member wish to continue benefits coverage, she shall be responsible for both the employee and employer share of the cost. Medical evidence satisfactory to the City/ EPS shall be provided to substantiate the health related portion of the maternity leave period.

**4. Article 9 Accidental Death Plan**

The parties agree to not hold their own plans and instead to work in conjunction to reduce to a single plan as mutually agreed, and jointly sharing the cost. The City will commit to reinvesting any savings from this back into the membership to fund the increased SUB plan noted above.

Amend 9.01

9.01 The City and the Association shall jointly (50/50) pay the occupational portion of the Accidental Death policy premium. ~~The Association shall pay the balance of the premium for the non-occupational portion to provide twenty-four (24) hour protection.~~ The Accidental Death policy shall provide a principal sum of one hundred thousand dollars (\$100,000) for each member.

9.02 The Accidental Death benefits specified herein will be subject to the terms and conditions of the insurer's contract. **Any changes to the terms and conditions of the insurer's contract shall only be made by mutual agreement.**

**5. Personal Spending Account**

Creation of a new Personal Spending Account utilizing the current funds allocated to the Health Care Spending Account, Clothing and Boot Allowances.

Effective December 13, 2026, first payment will be made in the second pay period of 2027

**6.08 Personal Spending Account**

Each eligible full time member will receive an annual Personal Spending Account of two thousand four hundred dollars (\$2400) lump sum per annum, and each eligible part time member will receive an annual Personal Spending Account of one thousand two hundred dollars (\$1200) lump sum per annum. This lump sum will be paid in the second pay period of the year.

To be eligible for the lump sum payment, employees must be actively at work during the first pay period of each year. Actively at work means those employees who are at work for all or a portion of the first pay period of the year and includes those employees who are on maternity or parental leave, LTD, STD, WCB, vacation or other paid leave. It does not include employees who are on any type of leave without pay within the first pay period of the year.

This new Personal Spending Account replaces the former provisions on Health Care Spending Account and Clothing and Boot Allowance, which will no longer be in effect as of December 13, 2026.

**5a. 7.05 Clothing**

Note: A Modernized Uniform Program (including Exchange Program) is still in development. The EPA will participate in the creation of the new modernized program by having a representative on the working group (formerly Dress and Department Committee) to review and provide advice to the Steering Committee. The parties agree to mutually work towards implementation of a modernized clothing/equipment program prior to the end of the Collective Agreement on December 26, 2027. Upon mutual agreement on implementation of the modernized clothing/equipment program the parties agree that the language in article 7.05 will be removed. This will be captured in a new LOU (Attachment 1 – LOU re: Point Replacement) to this Memorandum of Settlement.

**7.05 Clothing**

7.05.01 Members shall receive an annual clothing allotment based on a point system administered by the City. A point shall have the value of one (1) Canadian dollar.

~~7.05.02 Members required to perform their duties in civilian clothing shall be paid a clothing and cleaning allowance at the rate of one thousand two hundred eighty-five dollars (\$1,285) per annum. This allowance shall be prorated based on the number of hours worked for relief/part-time members.~~

~~7.05.03 If a member does not complete the period for which they have been paid a clothing allowance, a refund to the City shall be made of the unearned portion of the said allowance.~~

~~7.05.04 Uniformed members detailed for duty in plainclothes for any period of time of one (1) month or over shall be paid a pro-rata clothing allowance for such period at the rates stipulated in 7.05.02 and 7.05.05.~~

~~7.05.05 All uniformed members shall receive an annual allowance of five hundred ninety-seven dollars (\$597).~~

7.05.06 Uniformed members' clothing must meet the specifications as prescribed by the Chief of Police.

7.05.07 When in uniform, members shall wear only that type of footwear approved by the Chiefs Committee, as specified in the applicable Service Directive.

7.05.08 Uniforms issued shall be of suitable quality to meet the requirements of the EPS.



7.05.09 If any article of apparel being worn by a member is damaged or destroyed in the performance of a duty, such article shall be repaired or replaced (as the case requires) by the City.

~~7.05.10 All clothing allowances set out in the preceding paragraphs will be paid by no later than the second pay period of the year. A member who, in any calendar year, has been on leave of absence without pay for thirty (30) consecutive calendar days or more, a member who has been absent due to non-occupational disability for a period of one hundred eighty (180) consecutive calendar days or more, or a member who has been absent due to occupational disability for a period of three hundred sixty five (365) consecutive calendar days or more, shall be paid clothing allowance and/or boot replacement and uniform cleaning allowance proportionate to the number of months that the member was not absent for those reasons. If the member has already received payment for their full clothing allowance and/or boot replacement and uniform cleaning allowance then the adjustment shall be made from the first subsequent clothing allowance and/or boot replacement and uniform cleaning allowance for which the member is eligible.~~

7.05.11 During a member's term of service, but in any case not before the completion of two (2) years of service, a member shall be entitled, upon request, to be issued with a dress uniform. When a member requests a replacement issue of the dress uniform, such member shall be responsible for all associated replacement costs, which may be partly defrayed in whole or in part against their point allocation.

7.05.12 When a plainclothes member requests a replacement issue of dress uniform, such member shall be responsible for all associated replacement costs, which may be partly defrayed in whole or in part against their point allocation.

7.05.13 New members shall be issued a complete kit of uniform and equipment prior to any scheduled active Police Duty assignment.

## **6. Glucose Monitoring Devices**

Effective December 13, 2026

Direct Alberta Blue Cross to cover Glucose Monitoring Devices for EPA members

This includes resolving the active grievance on this matter, including any retroactivity if applicable for only those six (6) EPA members that are part of the grievance.

**7. Positions moved out of EPA**

Add new clause to Article 10

**10.04 In the event that the EPS moves an existing position out of the jurisdiction of the EPA, the Police Service will enter into discussions and review other options with the EPA prior to implementation.**

**These discussions will be without prejudice and not subject to the grievance procedure as outlined in Article 11 the Collective Agreement.**

**8. LOU 2 Renew and Re-number**

**9. LOU 3**

- a. Move LOU 3 into the CBA as 6.06. See Attachment 5 - Article 6.06 re Retention of Experienced Police Officers

**10. LOU 5 Part Time**

- a. See Attachment 2 – LOU re: Part Time and re-number.

**11. Article 9**

- a. See Attachment 3 – Article 9
- b. Add new LOU (LOU 3)

**12. New LOU (LOU 4)**

- a. See attachment #1 – LOU re Points Replacement, addressing the Points system moving to a new modernized system.

- 13. 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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**City and Edmonton Police Association - Memorandum of Settlement**  
**Page 7 of 7**

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SIGNED THIS 17 day of June, 2025

EDMONTON POLICE ASSOCIATION



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Curtis Hoople, President

CITY OF EDMONTON



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*Michael* Michael Henry, Senior Negotiator

**CBA**

**PART I**

**Attachment to the Memorandum of Agreement  
2024 Negotiations: Edmonton Police Association/City of Edmonton**

The undersigned parties agree to AMEND Article 5.06.07 as follows:

**5.06.07 Notice Of Cancellation or Change**

Members shall receive a minimum of ~~eight (8)~~ **twenty-four (24)** hours notice of a cancellation or change in a Court appearance. In the event that a member does not receive the above notice and upon appearing at Court finds the session has been cancelled or re-scheduled, they shall receive the appropriate minimum Court time credit allowed for one Court appearance (morning or afternoon).

- a) Members who receive notice of cancellation or re-scheduling of court session from the Crown within the two (2) hour period of the time they were required to appear, shall not be required to appear at Court to be eligible for the appropriate minimum Court time credited.
- b) Members shall not be eligible for afternoon court time credit in instances where they are subpoenaed to attend forenoon and afternoon Court, and they are advised by the Crown in the forenoon that afternoon Court attendance is not required.

AGREED:

Date: Feb 25, 2025

EDMONTON POLICE ASSOCIATION



Name

President. Curtis Hooper

CITY OF EDMONTON



Name

Michael Henry

**Attachment #5 to the Memorandum of Agreement  
Edmonton Police Association/City of Edmonton  
2025 Negotiations**

The undersigned parties agree to ADD Article 6.06 as follows and to delete LOU #3:

**3- 6.06 Retention of Experienced Peace Officers**

Both parties recognize the important benefits of and value in maintaining an experienced, highly skilled workforce. The City is prepared to recognize the value of retaining experienced police officers that are prepared to commit to continued service beyond 25 years.

In order to assist with the retention of experienced police officers, the City is prepared to provide an additional three percent (3%) above the base pay for **all members within the jurisdiction of the Edmonton Police Association (EPA)**. ~~who are in the ranks of 1st Class Constables—5th year up to and including Staff Sergeants.~~ The additional pay will only be applicable to those members of the EPA in the above-noted ranks who have completed 25 years of City police officer service and are currently working in their 26th year or more. This additional pay will become effective on the date of the members' 25th anniversary.

~~This Letter of Understanding (LOU) shall become null and void effective on the expiry date of this collective agreement, unless the City of Edmonton and the Edmonton Police Association mutually agree to an extension.~~

~~Failing an agreement to extend the LOU, those members who become eligible between the date of ratification and the expiry date of this collective agreement to receive this additional pay of three percent (3%) will continue to receive this payment until the member either retires, resigns, is terminated or is promoted to a rank outside the scope of this collective agreement, but no other members will become eligible following the expiration of the LOU on the expiration date of this collective agreement.~~

~~The parties also agree that service pay for eligible officers shall stop after September 03, 2006. In the event this Letter of Understanding is not renewed, the parties agree that service pay would be reinstated for members who have completed twenty-five (25) or more years of City police service after the expiration date of the letter and who were not eligible for retention pay.~~

**Effective December 13, 2026, this LOU is amended to include recognition of service from other Canadian national, municipal or provincial police service, or an international police service recognized by the City. This provision is not retroactive.**

AGREED:

Date: June 17, 2025

**Edmonton Police Association**

[Redacted Signature]



**CURTIS HOOPLE  
PRESIDENT**

**City of Edmonton**

[Redacted Signature]

*Michael Henry*

**Attachment to the Memorandum of Agreement  
Edmonton Police Association/City of Edmonton  
2025 Negotiations**

April 23, 2025

The undersigned parties agree to ADD Article 6.07 as follows and to delete LOU #4:

**4- 6.07 Patrol Constable, Patrol Sergeant and Patrol Staff Sergeant Index**

Both parties recognize the important benefits of maintaining an experienced, highly skilled work force. As an incentive for members to remain in patrol, ~~effective August 26, 2012 (pay period 18)~~ Constables, Sergeants and Staff Sergeants actively working in a Patrol assignment are eligible for three percent (3%) indexed rates as outlined in the Schedule of Wages. ~~attached to the original, signed LOU (Patrol ranks are shaded):~~

It is agreed that in order to be eligible for such indexed rates, members must have completed a minimum of five (5) years of policing service with the Edmonton Police Service. Movement/transfer out of Patrol shall immediately terminate eligibility for indexed rates.

~~This Letter of Understanding (LOU) shall become null and void upon the expiry date of this Collective Agreement, unless the City/Service and the Edmonton Police Association mutually agree to an extension:~~

~~Should the parties fail to reach an agreement to extend the LOU, or terminate the LOU with 30 days written notice, those members who are eligible for an indexed rate on the date the LOU is terminated will continue to receive the indexed rates until~~

- ~~• the non-indexed rate for the applicable rank is equal to or greater than the indexed rate, or~~
- ~~• the member takes a position outside of patrol.~~

~~In the event the LOU is terminated by either party, in writing, no other members will become eligible for the indexed rates following the termination date of the LOU.~~

AGREED:

Date: April 23, 2025

**Edmonton Police Association**



CURTIS HOOPLE  
PRESIDENT

**City of Edmonton**



Michael Henry



**Attachment to the Memorandum of Agreement  
2024 Negotiations: Edmonton Police Association/City of Edmonton**

The undersigned parties agree to AMEND Article 7.02.13 as follows:

- 7.02.13 A member shall not be eligible to schedule in excess of four (4) weeks' (28 days) **continuous vacation leave (inclusive of vacation, banked time and time balance)** during the months of July and August except that, in exceptional circumstances, the ~~Chief of Police~~ **Superintendent or Executive Director i/c of the Division** may authorize a member to schedule in excess of four (4) weeks' (28 days) **continuous vacation leave** during such period. In the event that additional ~~vacation leave~~ **leave** is authorized because of exceptional circumstances, such ~~vacation leave~~ **leave** will not interfere with normal vacation scheduling.

For clarity, the four (4) weeks' (28 days) includes scheduled days off prior to and immediately following the period of continuous leave.

AGREED:

Date: October 15, 2024

EDMONTON POLICE ASSOCIATION

CITY OF EDMONTON



Name

Curtis Hooper - President

Name Michael Henry

**Attachment to the Memorandum of Agreement  
2024 Negotiations: Edmonton Police Association/City of Edmonton**

The undersigned parties agree to AMEND Article 7.03.07.01 as follows:

**Bereavement Leave**

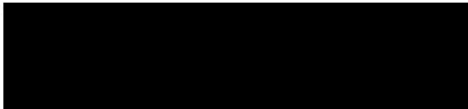
7.03.07.01 When death occurs in the member's immediate family - that is, current spouse, parent, child (**born or unborn**) or ward - the member, on request, shall be excused for any up to five (5) regularly scheduled consecutive working days without loss of pay at the employee's regular rate of pay. Such leave shall be taken within 12 months of the death.

When death of persons related as follows: grandparent, grandparent of current spouse, grandchild, guardian, parent of current spouse, ~~brother, sister, sibling~~ **sibling** ~~brother-in-law, sister-in-law, sibling-in-law,~~ **brother-in-law, sister-in-law, sibling-in-law,** ~~son-in-law, daughter-in-law, child-in-law~~ or a related dependent of the member, the member, on request, shall be excused for up to any three (3) regularly scheduled consecutive working days without loss of pay at the member's regular rate of pay. Such leave shall be taken within 12 months of the death.

AGREED:

Date: Dec 14, 2024

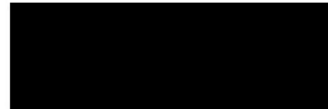
EDMONTON POLICE ASSOCIATION



Name

Curtis Hoople

CITY OF EDMONTON



Name

Michael Henry

**Attachment to the Memorandum of Agreement  
2024 Negotiations: Edmonton Police Association/City of Edmonton**

The undersigned parties agree to AMEND the articles identified below as follows:

**Maternity/Parental Leave**

7.03.09      Maternity leave shall be granted by the Chief of Police in accordance with the following:

7.03.09.01    To a ~~female~~ member, who has completed at least three (3) months service, upon ~~her~~ application to the Chief of Police. However, should no application be made by the member for maternity leave, the employee will be deemed to have resigned ~~her~~ **their** position and the City will be under no obligation to provide future employment.

7.03.09.02    Except in the case of members as stipulated below, Maternity Leave shall be without salary or sickness allowance but the member on such leave will not lose seniority.

7.03.09.03    Maternity leave shall be applied for in writing, at the earliest possible date, but not less than six (6) weeks prior to the date upon which maternity leave is to commence.

Such leave shall commence at any time up to twelve (12) weeks prior, or earlier if a satisfactory medical certificate is produced, to the estimated date of delivery. If, in the opinion of the Police Service, the member is unable to perform the duties of ~~her~~ **their** position or such other alternative position which may be available, for which ~~she is~~ **they are** qualified, and in the absence of any valid, health-related disability attributable to the pregnancy, the member shall be required to immediately commence maternity leave.

a)      Parental leave shall be applied for in writing at the earliest possible date, but not less than six (6) weeks prior to the date upon which parental leave is to commence. Where a member is adopting a child, and where the date of the child's placement with the adoptive parent is not foreseeable, the member shall provide written notice of parental leave as early as possible given the circumstances.

7.03.09.04    Maternity leave shall be up to seventeen (17) weeks in duration,

including any valid, health-related portion that may be encompassed during this period after the birth, which includes the two (2) week Employment Insurance waiting period.

~~Birth mothers~~**parents** shall be granted up to thirty-five (35) additional weeks of unpaid parental leave, for a combined total of fifty-two (52) weeks leave. The parental leave must immediately follow the maternity leave. Employees may be eligible for parental benefits from Employment Insurance during the parental leave period. On production of a satisfactory medical certificate at the expense of the City, the member shall return from leave to regular employment with the City if able to do so within fifty-two (52) weeks after the commencement of such leave.

- 7.03.09.05 ~~Female m~~**Members** who are also members of the City's Disability Plans as provided for in this Agreement and provide medical evidence satisfactory to the City to substantiate their disability for the valid, health-related portion of their pregnancy may, subject to the terms of the City of Edmonton Supplemental Unemployment Benefits Plan (SUB PLAN), qualify for SUB PLAN benefits for the duration of the aforementioned valid, health-related period.
- In any event, receipt of such SUB PLAN benefits shall commence no sooner than the date of delivery, subject to the provisions contained in the SUB PLAN. ~~Female m~~**Members** who are also members of the City's Disability Plans and who otherwise do not meet the conditions for eligibility for SUB PLAN benefits during the valid, health-related portion of their pregnancy will be governed by the terms of the City's Disability Plans.

#### SUB PLAN PAYMENTS

~~Birth mothers~~**parents** shall be eligible for SUB Plan payments based on the difference between the Employment Insurance benefits plus any other earnings received by the member and:

- a) For the valid health related period - 95% of the member's gross earnings (normally the first 6 weeks, which includes the two (2) week Employment Insurance waiting period); and
- b) For the balance of the seventeen (17) week maternity leave period - 95% of the member's gross weekly earnings if the member continues to receive Employment Insurance benefits. During this period, should the member wish to continue benefits coverage, ~~she~~ **they** shall be responsible for both the employee and employer share of the cost.

Medical evidence satisfactory to the City/ EPS shall be provided to substantiate the health related portion of the maternity leave period.

- 7.03.09.06 A ~~female~~ ~~member~~ Member who is also a member of the City's Disability Plans and who subsequently experiences a maternity complication related to the valid, health-related portion of ~~her~~ **their** pregnancy after the conclusion of the maximum period during which SUB PLAN benefits may be available, shall be entitled to receive the balance of disability benefits paid at the applicable level.
- 7.03.09.07 Whenever the member is absent for more than the approved period of  
maternity leave, unless the absence is due to a maternity complication related to the valid, health-related portion of ~~her~~ **their** pregnancy and is substantiated by medical evidence satisfactory to the City, ~~she~~ **they** shall automatically be deemed to have terminated ~~her~~ **their** employment when said period expires.
- 7.03.09.08 A member returning from maternity leave within the approved period shall be given the same position, if available, or a comparable position, at her former rate of pay, provided as much notice as possible of return is given to the City. In any event, said notice shall not be less than four (4) weeks.
- 7.03.09.09 Adoption/Parental Leave  
A member who is the ~~birth father~~ **non-birth parent**, ~~the adoptive father or the adoptive mother~~ **or the adoptive parent** shall be entitled to up to thirty-seven (37) consecutive weeks of parental leave without pay in accordance with the provisions of the Employment Standards Code. The member shall take the leave within fifty-two (52) weeks of the child's birth.
- 7.03.09.10 Personal Leave Extensions  
Personal leave in excess of the thirty-seven (37) week parental leave may be granted at the discretion of the Police Service.  
  
NOTE: For the purposes of this section, the City's Disability Plans shall include the income protection and long term disability plans.

### **Annual Vacation Leave**

7.02.11 All necessary and reasonable travel expenses, including food and lodging, actually incurred by a member of the Service in returning ~~him~~ **their** from vacation to undertake any duty required of them during their vacation, shall be paid by the City and shall include all expenses of returning to the place from which said member had to return to undertake such duty, provided, however, that if a member is advised that they are required to attend Court during the vacation period allotted to them, they shall have the responsibility of bringing these circumstances to the attention of their Divisional Head immediately upon being so advised.

AGREED:

Date: Dec 19, 2024

EDMONTON POLICE ASSOCIATION



Name

Carl Hooke

CITY OF EDMONTON



Name

Michael Henry

**Attachment to the Memorandum of Agreement  
2024 Negotiations: Edmonton Police Association/City of Edmonton**

The undersigned parties agree to AMEND Article 8.01 as follows:

- 8.01 The Chief may appoint to the staff of the EPS any person whom they consider fit and qualified, provided that the person appointed is a Canadian citizen, **or Permanent Resident** and is able to pass satisfactorily the prescribed medical examination.

AGREED:

Date: September 24, 2024

EDMONTON POLICE ASSOCIATION

[Redacted Signature]

Name



**CURTIS HOOPLE**  
PRESIDENT

CITY OF EDMONTON

[Redacted Signature]

Name



**Attachment #3 to the Memorandum of Agreement  
Edmonton Police Association/City of Edmonton  
2025 Negotiations**

## **9 PROMOTIONS / SPECIALIZED POSITIONS / POSTINGS**

### **9.01 Promotion Eligibility / Qualification Process**

Those eligible for promotion to the rank of Detective or Sergeant shall be Constables who are qualified for promotion according to the provisions contained herein.

Those eligible for promotion to the rank of Staff Sergeant shall be Sergeants or Detectives who have earned a minimum of two (2) years in their present ranks and successfully competed in the promotional process outlined in 9.01.03 and 9.01.04.

If an appointment is to be made to any vacant or new position and such appointment may provide promotion for any member, such appointment shall be made from among the eligible members that have successfully qualified according to the following conditions:

#### **9.01.01 Constable Promotion Eligibility Exam Criteria**

Constables shall be eligible to participate in the qualifying examination in their 5th year of service but will not be eligible to temporarily act or relieve in a higher rank, as outlined in 5.07 until they complete 5 years of service.

Constables shall be eligible to participate in the initial qualifying examination that is held in the next calendar year when they have attained:

- five (5) years of continuous service in the EPS to December 31 of the current year, or
- five (5) years of Canadian policing service to December 31 of the current year, of which two (2) years are served in the EPS; or
- five (5) years of policing service to December 31 of the current year, gained outside of Canada, of which three (3) years are served in the EPS.
- Service credits shall only be granted from the date of last enlistment in the EPS.

#### **9.01.02 Promotion Eligibility Exam/Re-Examination Process**

The initial examination or re-qualification exam will be held each year. The mark necessary to qualify for promotion from Constable to Detective or Sergeant shall be seventy percent (70%). Once constables have attained a mark of seventy percent (70%), they shall be considered as qualified and no further marking of the examination shall take place.

~~FOR CONSTABLES WHO FIRST WRITE THE QUALIFYING EXAM ON OR AFTER JANUARY 1, 2010:~~

~~Once qualified for promotion, members shall be required to re-qualify by examination following each five (5) consecutive year period of being qualified but not promoted. The EPS reserves the right to notify members that the five (5) year rewrite period is extended to six (6) years, due to operational requirements.~~

#### **9.01.03 Sustainability Suitability for Promotion**

Before a member is eligible to participate in the promotion process, the member must be deemed suitable for promotion. This assessment will include a review of their employee file and

relevant Professional Standards Branch files(s), and readiness for promotion assessment from the member's Divisional Management Team.

#### 9.01.04 Promotion Process

~~A "Promotion Process Guide" will be issued prior to the start of the promotional process, outlining the details of the process and detailed criteria that will be used. Each promotion process will be the subject of an "After Action Report" that will be a collaborative effort between the EPS and EPA to identify any adjustments required to the overall process. Accordingly the promotional process may be adjusted from time to time with mutual agreement. Should the parties be unable to agree, the promotional process shall be as follows.~~

~~The Promotion Process is comprised of five stages:~~

- ~~—Stage I: (Maximum 10 Points) Candidate's application with promotional points accumulated for education and seniority~~
- ~~—Stage II: (Maximum 30 Points) Written assessment focusing on key areas of investigation and supervision~~
- ~~—Stage III: (Maximum 40 Points) Readiness for Promotion Assessment / Divisional Management Team meetings (including the conditional right for the Association to be present)~~
- ~~—Stage IV: (Maximum 20 Points) Core Value Assessment~~
- ~~—Stage V: (Maximum zero (0) Points) Promotion Board Meeting / Chiefs Committee / Ratification of Promotions~~

~~The promotion process involves a competency-based assessment emphasizing organizational competencies, a written assessment early in the process, and a high level of input concerning a qualified candidate's Readiness for Promotion Assessment from applicable supervisors and management.~~

~~Once Stage V is completed, a list of successful candidates will be published. Effective date of the promotion and placements will be the responsibility of Human Resources Division. Subject to organizational need, Chiefs Committee may create a small short list of candidates who will be eligible for promotion before the next process is undertaken. If a short list is created, it must be exhausted prior to the commencement of the next process, unless written notice is provided to the Association by the Deputy i/c Corporate Services Bureau/Chief Administrative Officer explaining the reason for a candidate(s) to remain on a short list.~~

~~Detailed criteria shall be published in a "Promotion Process Guide" issued prior to the start of the process. Each promotion process will be the subject of an "After Action Report" that will be a collaborative effort between the EPS and EPA to identify any adjustments required to the overall process.~~

In the event the EPS conducts a Level II (Constable to Sergeant/Detective) or Level III (Sergeant/Detective to Staff Sergeant) promotion process, it will be done in accordance with the promotion procedure as agreed to between the Association and the Police Service and published in a Promotion Process Guide which will be provided to each member. The Promotion Process Guide may be subject to changes from time to time with agreement from both parties, and such guide and amendments shall be considered part of this Collective Agreement.

Each promotion process will be the subject of an "After Action Report" that will be a collaborative effort between the EPS and EPA to identify any adjustments required to the overall process.

#### 9.01.05 Final Promotion Authority

Consistent with Article 9.01 and applicable sub-clauses, the Chief of Police shall make the final decision and selection with respect to any promotion.

#### ~~9.03~~ 9.01.06 Promotion Limitation / Special Assignment

Except as otherwise provided by this Agreement, the Chief of Police may not promote a member who is not eligible/qualified for promotion according to the applicable provisions of 9.01.01, 9.01.02, and 9.01.03 without the written approval of the EPA. However, the Chief of Police may appoint a member to a special assignment within the EPS and pay to that member whatever wage or salary the Chief deems advisable so long as the special assignment is not established as part of the EPS and does not entail the supervising and directing of other members of the EPS outside of the scope of the special assignment. A member so appointed shall retain the rank to which the member was permanently appointed or was serving the probationary period thereof and shall be eligible to qualify for further promotion in the EPS in accordance with this Agreement. However, the member upon engaging in duties other than those of a specialized nature shall revert to the pay level and other conditions applicable to their rank or such other rank to which they may have been promoted.

#### 9.02 Specialized Positions / ~~Promoted Vacancy Postings~~ Patrol, Essential and Specialized Positions

~~All Edmonton Police Service Constable duties, other than all positions assigned to Patrol Divisions, IMAC Branch, and Police Communication Branch, shall be considered specialized positions within the EPS.~~

All Police Service Constable duties will be assigned to one (1) of three (3) groups:

1. Patrol
2. Essential
3. Specialized

A detailed listing of which Constable positions fall within each of the three (3) categories listed above can be found in Letter of Understanding (LOU) 3 – Designation of Position within 9.02 (Patrol, Essential and Specialized Positions).

All EPS promoted Officer duties, including Sergeants, Detective and Staff Sergeant shall not be considered specialized positions within the Edmonton Police Service.

#### 9.03 Essential Constable Postings

**When vacancies occur in Essential Constable positions, the parties agree that a total assessment of competency, relevant background, training qualifications, education, experience and merit will be the primary considerations and where two (2) or more applicants are relatively equal, seniority shall be the determining factor.**

##### 9.03.01 Constable Specialized to Specialized Limitation

**Constables working in an Essential position may apply to and be transferred directly to a Specialized position without needing to return to Patrol.**

**Should a member's tenure in an Essential position expire, Constables are required to return to Patrol prior to applying Essential or Specialized positions. They must remain in Patrol for a minimum of six (6) months before being eligible to transfer to another position. A member will be eligible to begin applying for roles up to ninety (90) days prior to having served six (6) months in Patrol.**

#### 9.04 SPECIALIZED CONSTABLE AND PROMOTED POSITION VACANCIES / POSTING PROCESS

When vacancies occur in Specialized Constable and promoted positions, the parties agree that a total assessment of competency, relevant background, training qualifications, education, experience and merit will be the primary considerations and where two (2) or more applicants are relatively equal, seniority shall be the determining factor. A promoted member's promotion date shall be used to calculate seniority for the purpose of this article.

In the event that an operational need exists, the Deputy Chief i/c of Corporate Services Bureau/Chief Administrative Officer may make a selection with or without a posting and shall advise the Association as to the reasons for doing so.

Notwithstanding the above, members can be laterally transferred within a section without a posting so long as tenure is not exceeded.

##### ~~9.02.02~~ 9.04.01 Constable Specialized to Specialized Limitation

Constables shall be required to return to ~~an essential position~~ **Patrol** for one (1) calendar year before being moved from a Specialized position to another Specialized **or an Essential** position. In the event that an operational need exists, the Deputy Chief i/c of Corporate Services Bureau/Chief Administrative Officer may transfer a constable from a Specialized position to another Specialized **or Essential** position and shall advise the EPA as to the reasons for doing so. **A member will be eligible to begin applying for Essential or Specialized roles up to ninety (90) days prior to having served one (1) full calendar year in Patrol.**

##### ~~9.02.03~~ 9.04.02 Posting Process with External Partners

Constable, Detective/Sergeant, or Staff Sergeant vacancies in areas with external partners (e.g. School Resource Officers, ASIRT, Domestic Violence Teams, etc.) shall be subject to the same posting and selection processes detailed above. In the event that an operational need exists, the Deputy Chief i/c of Corporate Services Bureau/Chief Administrative Officer may make a selection and shall advise the EPA as to the reasons for doing so.

##### ~~9.02.04~~ 9.04.03 Limitations on Repeating Specialized Positions

Members who have filled a Specialized or promoted position are not eligible to fill the same Specialized or promoted position at the same rank again. Consideration may be given if no other applicants have applied.

##### ~~9.02.04~~ 9.04.04 Newly Promoted Positions Assignment Tenure

A newly promoted member **(being a member who has not yet served two (2) full calendar years in their promoted position) will be eligible to be considered for a lateral transfer up to ninety (90) days prior to having served two (2) full calendar years in the promoted position. Newly promoted members are not eligible to be transferred until they have completed the two (2) full calendar years in their promoted position.** Notwithstanding this provision, in the event an organizational need exists, the Deputy chief i/c of Corporate Services Bureau/Chief Administrative Officer may approve a lateral transfer and shall advise the EPA of the reasons for doing so.

#### 9.05 Lateral Transfer Process

In the event the EPS conducts a lateral transfer process, in general, a substantive promoted member will be given consideration over a newly promoted member provided the substantive promoted member has the necessary competency, relevant background, training qualifications, education, experience and merit to fill the vacant position.

Notwithstanding; the Deputy Chief i/c of Corporate Services Bureau/Chief Administrative Officer may approve the selection of a newly promoted member should an organizational need to so so exist and shall advise the EPA as to the reasons for doing so.

AGREED:

Date: June 17, 2025

Edmonton Police Association

[Redacted Signature]



CURTIS HOOPLE  
PRESIDENT

City of Edmonton

[Redacted Signature]

Michael Henry



**Attachment to the Memorandum of Agreement  
2024 Negotiations: Edmonton Police Association/City of Edmonton**

The undersigned parties agree to AMEND Articles 9.01.03 as follows:

9.01.03     ~~Sustainability~~ **Suitability** for Promotion

Before a member is eligible to participate in the promotion process, the member must be deemed suitable for promotion. This assessment will include a review of their employee file and relevant Professional Standards Branch files(s), and readiness for promotion assessment from the member's Divisional Management Team.

AGREED:

Date: September 24, 2024

EDMONTON POLICE ASSOCIATION



Name



**CURTIS HOOPLE**  
PRESIDENT

CITY OF EDMONTON



Name

**Attachment to the Memorandum of Agreement  
2024 Negotiations: Edmonton Police Association/City of Edmonton**

The undersigned parties agree to AMEND Article 11.07 as follows and to delete LOU #1:

**11.07 Steps in the Grievance Procedure**

The parties agree to the following steps in the Grievance Procedure

**Step 1 - Consultation**

- a) A grievance shall be delivered by the grieving party to the other party, within ~~thirty (30)~~ **forty (40)** days of the date that the employee or the Association first became aware of, or reasonably should have become aware of, the occurrence of the incident giving rise to the dispute.
- b) The grievance shall be in writing and shall specify the details of the dispute, the articles of the collective agreement that are alleged to have been violated and the desired resolution.
- c) Within ten (10) days from the date the grievance was submitted, the parties will schedule a date to meet for the purpose of resolving the grievance. The meeting will be convened as quickly as possible involving representatives from Human Resources Division, the EPA and the individuals directly involved in the dispute. The parties agree to engage in respectful dialogue, share information, explore interests and options, and attempt to seek a mutually acceptable resolution.
- d) The party receiving the grievance will communicate a decision in writing within seven (7) days of the meeting.
- e) Agreements reached at this stage are confidential and without prejudice to the legal or contractual rights of the parties.

AGREED:

Date: April 23, 2025

EDMONTON POLICE ASSOCIATION

CITY OF EDMONTON

Name



CURTIS HOOPLE  
PRESIDENT

Name

Michael Henry



**CBA**

**PART II**

**Attachment to the memorandum of Agreement  
2024 Negotiations: Edmonton Police Association and Edmonton Police  
Service/City of Edmonton**

The undersigned parties agree to AMEND Article 7.04 as follows:

- 7.04 If a member is disabled on account of a compensable accident or illness which occurs as a result of their employment with the City and which is recognized by the ~~Board~~ **WCB** and the ~~Board~~ **WCB** awards a disability benefit to the member, this plan shall provide supplementary payment to the member, the payment hereunder to be supplementary to the ~~Board's~~ **WCB's** (Usability benefit and other pensions, payments or benefits not personally contracted for by the member, in accordance with the following conditions:
- 7.04.01 If a member is disabled on account of an accident or illness that occurs in the course of their work for the City, and the accident or illness is recognized as being compensable by the ~~Board~~ **WCB** through payment of a disability benefit to the member, the City shall make a supplementary payment so that the combined payment to the member from the ~~Board's~~ **WCB** disability benefit, other pensions not personally contracted for by the member and the supplementary payment hereunder, equal one hundred percent (100%) of the member's net pay.
- 7.04.07.01 "~~Board~~" **WCB** shall mean the Workers' Compensation Board as established by the Workers' Compensation Act, S.A. 1981 c.W-16 as amended.

AGREED:

Date: October 15, 2024

EDMONTON POLICE ASSOCIATION



NAME Curbin Hopler - President

CITY OF EDMONTON



NAME Michael Henry

**Attachment to the Memorandum of Agreement  
2024 Negotiations: Edmonton Police Association/City of Edmonton**

The undersigned parties agree to AMEND Article 8 as follows:

**8 OUT-OF-PROVINCE 30 DAY EMERGENCY MEDICAL TRAVEL PLAN**

8.01 A probationary employee who has completed ninety (90) calendar days of continuous employment with the City since the last date the employee commenced employment as a probationary employee with the City, or a permanent employee, shall be a member of the City's Out-of-Province 30 Day Emergency Medical Travel Plan.

8.02 The City shall pay one hundred percent (100%) of the premium costs of such insurance.

**8.03 Per the coverage policy, each trip's coverage period starts on the date the member departs from Alberta and ends upon their return to the province. In the event of a medical emergency contact must be made with the travel assistance service within 24 hours.**

**8.04 All terms and conditions are outlined in the Travel Assistance Plan. It is the member's responsibility to inform themselves of the Travel Assistance Plan.**

AGREED:

Date: Jan 9, 2025

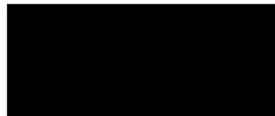
EDMONTON POLICE ASSOCIATION



Name

President

CITY OF EDMONTON



Name

Michael Henry

**Attachment #2 to the Memorandum of Agreement  
Edmonton Police Association/City of Edmonton  
2025 Negotiations**

## **5 2. Voluntary Flexible Work Arrangement Part Time Hours of Work**

In an effort to respond to the changing needs of members and to support flexibility in the workplace, the parties commit to reviewing requests for flexible work options while balancing operational needs. It is agreed that members who require an accommodation of a protected characteristic under the Alberta Human Rights Act will be addressed outside of this Letter of Understanding.

The parties agree members **at all ranks with the EPA, may make an application for part time work and that they working a voluntary flexible work arrangement** shall be eligible for all entitlements and benefits contained in the Collective Agreement unless otherwise addressed herein.

The following general provisions shall apply to all **part time members: voluntary flexible work arrangements:**

- A member who wishes to ~~participate in a voluntary flexible work arrangement~~ **work part time hours** may apply in writing to the Human Resources Division (HRD) for approval. If an application is denied, the applicant may appeal to the Chief of Police, or designate, for reconsideration.
- First consideration shall be given to the member's current assignment, however if the Service determines, at its sole discretion, that a member's assignment is unsuitable for ~~a flexible part time work option~~, the Service may, again at its sole discretion, give consideration to another work assignment.
- ~~The flexible work arrangements will be reviewed on an annual basis.~~ If at any time the Service determines that ~~a flexible work option~~ **part time hours** shall not be continued, the member shall be provided with 90 days written notice. If the member wishes to return to standard terms and conditions of employment, the Service shall as soon as organizationally feasible however not greater than 90 days; increase the hours back to standard hours; or subject to availability, transfer the member to a position, for which the member is qualified for, that has standard hours.
- Any proration is calculated based on the standard two thousand eighty ~~eighttwo~~ **(2,0882)** annual hours.

### **SERVICE AND SENIORITY**

- Seniority entitlement will **not** be prorated ~~based on the member's regularly scheduled hours of work in the voluntary flexible work arrangement while a member is working part time hours.~~
- Members will remain members of the Edmonton Police Association and, accordingly, will pay full dues.
- Wage increment entitlement will not be prorated due to any reduced hours of work.

### **CLOTHING**

- If the member's assignment provides for a **boot or** clothing allowance, as outlined in Article 7.05 Clothing, the allowance will be prorated based on the member's regularly scheduled hours of work ~~in the voluntary flexible work arrangement.~~

- **Effective December 13, 2026, each eligible part time member will receive an annual Personal Spending Account of one thousand two hundred dollars (\$1200) lump sum per annum. This lump sum will be paid in the second pay period of the year.**
- **To be eligible for the lump sum payment, employees must be actively at work during the first pay period of each year. Actively at work means those employees who are at work for all or a portion of the first pay period of the year and includes those employees who are on maternity or parental leave, LTD, STD, WCB, vacation or other paid leave. It does not include employees who are on any type of leave without pay within the first pay period of the year.**

## VACATION ENTITLEMENT

- **The member's annual vacation entitlement as provided for in Article 7.02 Annual Vacation Leave, shall be prorated based on the member's regularly scheduled hours of work in the voluntary flexible work arrangement.**

## HOURS OF WORK

**Members working part time hours involved in the voluntary flexible work option will work a minimum of 20 hours a week and may work additional shifts within their assignment to a maximum of 44 hours per week (Sunday through Saturday). Accordingly, this may result in working fewer days and/or hours in the week than as described in Article 5.01 Hours of Work. Provided that within a six-month period they do not average in excess of 33 hours per week. If they work in excess of a 0.75 over the six-month period they will be restricted in their ability to pick up additional shifts for the following six-month period. This will be monitored and administered in the assigned Divisions.**

**The member working part time in the voluntary flexible work option:**

- **will be eligible for Extra Duty shifts up to ten (10) to fifteen (15) hours per month, with the exception of major events subject to approval by the Division,**
- **will not receive overtime for shifts that they agree to work, until they work in excess of their scheduled watch or 44 hours per week, and**
- **are not eligible for work on statutory holidays if booked off and not required by the Division they are assigned to.**

**Any mandatory training will be considered additional to the base hours required to be worked within their assignment. Subject to mutual agreement and Requests to participate in additional training will not be unreasonably withheld. The member is to be time balanced for the additional mandatory training hours.**

## COURT TIME

**The credit provided for in article 5.06.05, for a member who attends court on an off day, shall apply to members working part time hours. be prorated based on the member's regularly scheduled hours of work in the voluntary flexible work arrangement.**

## TEMPORARY ACTING ASSIGNMENTS AND PROMOTION PROCESS

**Temporary Acting Assignments:** Part time members may be considered for and assigned to temporary acting assignments under the same criteria and conditions as full-time employees, subject to operational requirements.

**Promotion Processes:** Part time members shall have the right to apply and be considered for promotional opportunities in accordance with the process outlined in this agreement.

No part-time employee shall be excluded from these opportunities solely based on their part-time status.

AGREED:

Date: June 17, 2025

**Edmonton Police Association**



**CURTIS HOOPLE**  
PRESIDENT

**City of Edmonton**



*Michael Henry*

**Attachment #4 to the Memorandum of Agreement  
Edmonton Police Association/City of Edmonton  
2025 Negotiations**

**Letter of Understanding (LOU) 3 – Designation of Position within 9.02 (Patrol, Essential and Specialized Positions)**

Patrol will encompass all Constables working in patrol squads, including those working day shifts. The EPS will establish business rules for minimum service requirements when Constables in Patrol are eligible to apply to Essential and Specialized positions.

Essential will encompass all Constables in Beats, Front Counters, Collision Report Centers, Field Intelligence Officers (FIO), Special Project Teams, PERT, Community Safety Teams (HRET, HSOC, Disruption and TRACS), ECOMB, OICC and IMAC.

Specialized will encompass all Constables who do not fall within the Patrol or Essential groups.

The parties agree to include the following as part of 9.03 (Essential Constable Posting):

9.03.01 For Constable vacancies that occur within Beats, Front Counters and Field Intelligence Officer, the Superintendent shall first post the position within the Branch. In the event there is no successful candidate from within the Branch, the position shall be posted within Community Policing Bureau. In the event there is no successful candidate from within the Bureau, the posting shall be made service wide.

9.03.02 For Constable vacancies that occur within Special Project Teams and PERT, the Superintendent shall first post the position within Community Policing Bureau. In the event there is no successful candidate from within the Bureau, the posting shall be made service wide.

9.03.03 For Constable vacancies that occur within Collision Report Centers, Community Safety Teams, ECOMB, OICC and IMAC, the posting shall be made service wide.

AGREED:

Date: June 17, 2025

**Edmonton Police Association**

[Redacted Signature]



**CURTIS HOOPLE  
PRESIDENT**

**City of Edmonton**

[Redacted Signature]

*Michael Henry*



**Attachment #1 to the Memorandum of Agreement  
Edmonton Police Association/City of Edmonton  
2025 Negotiations**

**LOU 4. Replacement of Points System**

Both parties recognize it is critical that all Edmonton Police Association (EPA) members be outfitted with appropriate equipment and clothing. The Edmonton Police Service (EPS) will undertake a modernizing of its equipment and clothing program to replace the current points system as outlined in article 7.05.

The EPA will participate in the creation of the new modernized program by having a representative on the working group (formerly Dress and Department Committee) to review and provide advice to the Steering Committee.

The parties agree to mutually work towards implementation of a modernized clothing/equipment program prior to the end of the Collective Agreement on December 26, 2027. Upon mutual agreement on implementation of the modernized clothing/equipment program the parties agree that the language in article 7.05 will be removed. The EPS commits that operational budget used to fund the points system will be reallocated to uniforms and equipment for EPA members in the modernized equipment and clothing program.

Signed this 17 day of June, 2025

The Edmonton Police Association



Curtis Hoople, President

The City of Edmonton



Michael Henry, Senior Negotiator

This LOU expires at the end of the current Collective Agreement on December 26, 2027, unless mutually agreed by both parties.