

(Errors and Omissions Excepted)

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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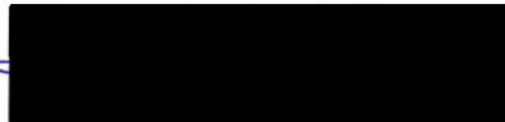
SIGNED THIS 9 day of September, 2025

SENIOR OFFICERS' ASSOCIATION



Lance Parker, President

CITY OF EDMONTON



Michael Henry, Senior Negotiator

**Attachment to the Memorandum of Agreement
2024/2025 Negotiations: Senior Officers Association/City of Edmonton**

The undersigned parties agree to ADD Article 7.06 as follows and to delete LOU #2:

2: 7.06 Retention of Experienced Peace Officers Retention Incentive Pay for Senior 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 senior police officers that are prepared to commit to continued service beyond 25 years.

In order to assist with the retention of experienced senior police officers, the City is prepared to provide an additional three percent (3%) above the base pay for members who are in the ranks of Inspector and Superintendent. The additional pay will only be applicable to those members of the Edmonton Police Service Senior Officers' Association in the above-noted ranks who have completed 25 years of City police officer service, including service with any other Canadian municipal, provincial, or national police service, or an international police service recognized by the City, and are currently working in their 26th year or more.

~~This Letter of Understanding (LOU) shall become null and void at the expiry date of this collective agreement, unless the City of Edmonton and the Edmonton Police Service Senior Officers' 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 date of this Letter of Understanding.~~

AGREED:

Date: 25 AUG 20

**Senior Officers Association
Supt. Lance Parker**



**City of Edmonton
Michael Henry, Senior Negotiator**



**Attachment to the Memorandum of Agreement
2024/2025 Negotiations: Senior Officers Association/City of Edmonton**

The undersigned parties agree to AMEND Article 10 as follows:

Bereavement Leave

- 10.01.01.01 When death occurs in the member's immediate family - that is, current spouse/**benefit partner**, parent, child (**born or unborn**) or ward - the member, on request, shall be excused for 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.
- 10.01.01.02 When death of persons related as follows: grandparent, grandparent of current spouse/**benefit partner**, grandchild, guardian, parent of current spouse/**benefit partner**, ~~brother, sister, sibling, sibling-in-law, brother-in-law, sister-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.
- 10.01.01.03 Notwithstanding the above, where special circumstances exist, a member may request that Bereavement Leave be divided into two (2) periods within 12 months of the death. Such a request is subjected to the approval of the Service. In no circumstances, however, shall an employee be eligible for more days off with pay than they would have been eligible to receive had the Bereavement Leave been taken in one (1) undivided period.
- 10.01.01.04 When death occurs involving a person related more distantly than those listed within this clause, paid bereavement leave of one-half day shall be granted upon request. Such leave shall be taken within 12 months of the death. Upon demonstrating the need for additional time due to extenuating circumstances, this leave shall be extended up to one (1) day.

AGREED:

Date: 25 AUG 20

SENIOR OFFICERS ASSOCIATION
SUPT. LANCE PARKER



CITY OF EDMONTON
MICHAEL HENRY, SENIOR NEGOTIATOR



Attachment to the Memorandum of Agreement
2024/2025 Negotiations
Senior Officers' Association and Edmonton Police Service
Officers' MHS

The undersigned parties agree to Amend the following Articles as follows:

10.03 Maternity/Parental Leave

Maternity leave, which is the voluntary leave relating to the birth of a child, shall be granted by the City in accordance with the following:

- 10.03.01 To a pregnant ~~female~~ employee who is either permanent or has been employed with the City for a period of at least **ninety (90) days** ~~twelve (12) consecutive months~~, upon ~~her~~ **their** application to the Chief of Police. Except in unforeseen and unpredictable circumstances, should no application be made by the employee 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.
- 10.03.02 Except in the case of employees as stipulated below, maternity leave shall be without salary or sickness allowance, but the employee on such leave will not lose seniority.
- 10.03.03 Employees who are 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. Employees who are 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

The parent who gives birth 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 - 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 - 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, 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.

- 10.03.04 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 to the estimated date of delivery. If the employee is unable to perform the duties of ~~her~~ **their** position or such 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 employee shall be required to immediately commence maternity leave.

- 10.03.05 Maternity leave shall be up to fifteen (15) weeks in duration, including any valid, health-related portion that may be encompassed during this period. ~~Birth mothers~~ **The parent who gives birth** shall be granted up to thirty-seven (37) additional weeks of unpaid parental leave, for a combined total of fifty-two (52) weeks leave.
- 10.03.06 An employee who is 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.
- 10.03.07 Whenever the employee is absent for more than the approved period of maternity and parental 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, the employee shall automatically be deemed to have terminated ~~her~~ **their** employment when said period expires.
- 10.03.08 An employee returning from maternity and parental leave within the approved period shall be given the same position, if available, or a comparable position, at the 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 two (2) weeks.
- 10.03.09 Parental leave of up to thirty-seven (37) weeks in duration for ~~fathers~~ **the parent who does not give birth** or adoptive parents will be granted.
NOTE: For the purposes of this Section, the City's Disability Plans shall include the Income Protection Plan, Supplementary Unemployment Benefit Plan and Long Term Disability Plan.

"Valid health-related portion" shall mean that period of an eligible employee's pregnancy during which ~~she is~~ **they are** disabled (in accordance with the terms of the City's Disability Plans) and such disability is substantiated by medical evidence satisfactory to the City.

AGREED:

Date: 25 AUG-28

SENIOR OFFICERS' ASSOCIATION



Name

CITY OF EDMONTON



Name

Attachment to the Memorandum of Agreement
2024/2025 Negotiations
Senior Officers' Association and Edmonton Police Service

Officers' *MT*
P

The undersigned parties agree to Amend the following Articles as follows to ensure language is Gender Neutral:

10.03 Maternity/Parental Leave

Maternity leave, which is the voluntary leave relating to the birth of a child, shall be granted by the City in accordance with the following:

- 10.03.01 To a pregnant ~~female~~ employee who is either permanent or has been employed with the City for a period of at least twelve (12) consecutive months, upon ~~her~~ **their** application to the Chief of Police. Except in unforeseen and unpredictable circumstances, should no application be made by the employee 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.
- 10.03.02 Except in the case of employees as stipulated below, maternity leave shall be without salary or sickness allowance, but the employee on such leave will not lose seniority.
- 10.03.03 Employees who are 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. Employees who are 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.
- 10.03.04 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 to the estimated date of delivery. If the employee is unable to perform the duties of ~~her~~ **their** position or such 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 employee shall be required to immediately commence maternity leave.

- 10.03.05 Maternity leave shall be up to fifteen (15) weeks in duration, including any valid, health-related portion that may be encompassed during this period. ~~Birth mothers~~ **The parent who gives birth** shall be granted up to thirty-seven (37) additional weeks of unpaid parental leave, for a combined total of fifty-two (52) weeks leave.
- 10.03.06 An employee who is 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.
- 10.03.07 Whenever the employee is absent for more than the approved period of maternity and parental 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, the employee shall automatically be deemed to have terminated ~~her~~ **their** employment when said period expires.
- 10.03.08 An employee returning from maternity and parental leave within the approved period shall be given the same position, if available, or a comparable position, at the 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 two (2) weeks.
- 10.03.09 Parental leave of up to thirty-seven (37) weeks in duration for ~~fathers~~ **the parent who does not give birth** or adoptive parents will be granted.
NOTE: For the purposes of this Section, the City's Disability Plans shall include the Income Protection Plan, Supplementary Unemployment Benefit Plan and Long Term Disability Plan.

"Valid health-related portion" shall mean that period of an eligible employee's pregnancy during which ~~she is~~ **they are** disabled (in accordance with the terms of the City's Disability Plans) and such disability is substantiated by medical evidence satisfactory to the City.

AGREED:

Date: 25 AUG 20

SENIOR OFFICERS' ASSOCIATION



Name

CITY OF EDMONTON



Name

**Attachment to the Memorandum of Agreement
2024/2025 Negotiations: Senior Officers Association/City of Edmonton**

The undersigned parties agree to AMEND Article 15.01 as follows:

15 EMPLOYMENT/PROMOTION

15.01

The Chief of Police may appoint to the staff of the Edmonton Police Service 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.** Members of the Edmonton Police Service holding the rank of Staff Sergeant shall be given the first opportunity for appointment to vacant or new Inspector positions coming within the scope of this Agreement. Members of the Edmonton Police Service Senior Officers' Association holding the rank of Inspector shall be given the first opportunity for appointment to vacant or new Superintendent positions coming within the scope of this Agreement. In the event that there are no suitable members within the rank from which appointments are normally made or from within the Edmonton Police Service, the Chief of Police shall have the right to appoint any person whom they deem suitable to fill such vacant position.

AGREED:

Date: 25 AUG 20

**Senior Officers Association
Supt. Lance Parker**



**City of Edmonton
Michael Henry, Senior Negotiator**



**Attachment to the Memorandum of Agreement
2024/2025 Negotiations: Senior Officers Association/City of Edmonton**

The undersigned parties agree to AMEND Article 15 as follows:

15 EMPLOYMENT/PROMOTION

15.01

The Chief of Police may appoint to the staff of the Edmonton Police Service 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. Appointed members will serve a probationary period of 6 months.**

15.02

Experienced police officers with a Canadian national, municipal or provincial police service, or an international police service recognized by the City may be hired at the rate of pay consistent with their years of experience but no higher than the rate associated with Step 2 of the Inspector or Superintendent rank outlined in the schedule of wages. Such officers must be eligible for, or hold, an "honourable discharge" from their previous police service. Members hired as experienced police officers may also be given credit for their continuous years of eligible experience from a recognized police service towards their annual vacation leave accumulation rate. All other service related entitlements, including seniority will commence in the same manner as they do for an inexperienced new member.

15.03

Members of the Edmonton Police Service holding the rank of Staff Sergeant shall be given the first opportunity for appointment to vacant or new Inspector positions coming within the scope of this Agreement. Members of the Edmonton Police Service Senior Officers' Association holding the rank of Inspector shall be given the first opportunity for appointment to vacant or new Superintendent positions coming within the scope of this Agreement. In the event that there are no suitable members within the rank from which appointments are normally made or from within the Edmonton Police Service, the Chief of Police shall have the right to appoint any person whom they deem suitable to fill such vacant position.

15.024

Employment of any member may only be terminated for just cause except where conditions of the service indicate that a reduction in the number of members in the Edmonton Police Service is necessary or where such termination is in accordance with the terms and conditions set forth in this Agreement or in health and welfare benefit plans established for the members' security.

15.035

Members promoted to the ranks of Inspector or Superintendent shall serve a six (6) month probationary period with confirmation in the rank upon satisfactory completion of the probationary period.

AGREED:

Date: 25 AUG 28

Senior Officers Association
Supt. Lance Parker



City of Edmonton
Michael Henry, Senior Negotiator



**Attachment to the Memorandum of Agreement
2024/2025 Negotiations
Senior Officers' Association and Edmonton Police Service**

Officers' M+V

The undersigned parties agree to Amend Article 16 and Delete LOU 1 as follows:

16 NEW RANKS AND RECLASSIFICATION OF EXISTING ROLES

16.01

If the Edmonton Police Service undertakes organizational changes that result in the creation of a new rank or the reclassification of an existing role such that it no longer falls within the jurisdiction of the Senior Officers' Association, the Service shall enter into discussions with the Association as early as reasonably possible. A minimum of two members of the Association's executive shall be part of these discussions. Participation in such discussions shall not constitute approval or endorsement by the Association. These discussions will be without prejudice and are not subject to the grievance procedure outlined in Article 11 of the collective agreement.

16.02

When a new rank is under consideration, for which the rate of wages is not stipulated in this Agreement, the Police Service will enter into discussions with the Association prior to implementation.

16.023

In the event that the Police Service creates a new rank coming under the jurisdiction of the Association, the rate of pay and working conditions of such rank shall be negotiated by the Police Service and the Association prior to the posting of a vacant position within the new rank.

16.034

If a satisfactory conclusion to negotiations has not been reached within fourteen (14) calendar days of the date of the notice by the City to the Association respecting the creation of said rank, the Service shall establish the rank and the rate of wages for the new rank. The rate of wages for the new rank shall still be a matter of negotiation between the Police Service and the Association, and the resultant rate of wages shall be retroactive to the date of the appointment.

AGREED:

Date: 25 AUG 28

SENIOR OFFICERS' ASSOCIATION



Name

CITY OF EDMONTON



Name

*Michael Henry
Senior Negotiator*

**Attachment to the Memorandum of Agreement
2024/2025 Negotiations
Senior Officers' Association and Edmonton Police Service**

The undersigned parties agree to Create Article 24 and Delete LOU 3 as follows:

24 PROMOTIONS AND TRANSFERS

When vacancies occur at the Inspector or Superintendent rank, the parties agree that the process for staffing these vacancies, if it is determined by the Chief that they need to be filled, shall be managed in accordance with the following terms and conditions.

The parties agree that the goal of the selection process is to staff the vacant position with the most suitable candidate, taking into consideration qualifications, merit, fit, and organizational need.

All applications for promotion to Inspector or Superintendent shall be made through a selection process determined by the Chief, or designate. The Chief, or designate, will determine who advances through the process and who is selected.

Lateral transfers may occur as part of or outside the promotion process at the discretion of the Chief, or designate, based on organizational need. A member's expression of interest may be considered while making decisions on lateral transfers.

Members promoted to the ranks of Inspector or Superintendent shall serve a six (6) month probationary period with confirmation in the rank upon satisfactory completion of the probationary period.

AGREED:

Date: Sep. 9/25

SENIOR OFFICERS' ASSOCIATION



LANCE PARKER, President.

Name

CITY OF EDMONTON



Name

Michael Henry
Senior Negotiator

Attachment to the Memorandum of Agreement
2024/2025 Negotiations
Senior Officers' Association and Edmonton Police Service
Officers' MH

The undersigned parties agree to ADD new article Part 2, 8.03 as follows:

8.03 The 30 Day Emergency Medical Travel Plan coverage commences the moment you leave the province of Alberta.

AGREED:

Date: 25 AUG 20

SENIOR OFFICERS' ASSOCIATION



Name

CITY OF EDMONTON



Name *Michael Henry*
Senior Negotiator

**Attachment to the Memorandum of Agreement
2024/2025 Negotiations
Senior Officers' Association and Edmonton Police Service**

The undersigned parties agree to create a new LOU:

Updating of Article 9 Accidental Death Plan

In recognition that the current language in Article 9, Accidental Death Plan is out of date, and that the parties have a desire to move to a 50/50 cost shared plan:

The parties agree to work together to enter into a new joint Accidental Death Plan which will be cost shared 50%/50% and will be effective for the next collective agreement.

The City of Edmonton agrees that for the remainder of the current collective agreement (2024 to 2027) they shall be solely responsible for the costs of the current ADD plan.

This LOU will expire at the end of the current term of the Collective Agreement or December 11, 2027 whichever comes first.

AGREED:

Date: Sep 9 / 25

SENIOR OFFICERS' ASSOCIATION



Lance Parker, President

CITY OF EDMONTON



Michael Henry, Senior Negotiator