

C A L G A R Y P O L I C E
SENIOR OFFICERS' ASSOCIATION

AGREEMENT

BETWEEN

THE CORPORATION OF
THE CITY OF CALGARY

AND

THE CALGARY POLICE
SENIOR OFFICERS'
ASSOCIATION

2024 – 2026

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COLLECTIVE AGREEMENT BETWEEN:

THE CORPORATION OF THE CITY OF CALGARY
in the Province of Alberta (hereinafter called "The City of Calgary")

OF THE FIRST PART

and

THE CALGARY POLICE SENIOR OFFICERS' ASSOCIATION
of the City of Calgary, in the Province
of Alberta (hereinafter referred to as "The Association")

OF THE SECOND PART

WHEREAS the Association and The City of Calgary have bargained for the purpose of determining remuneration and working conditions of Members of the Association, the parties now therefore agree with each other as follows:

DEFINITIONS

All words that have an associated definition in the **Collective Agreement** shall be capitalized.

"Association" or "SOA" shall mean the Calgary Police Senior Officers' Association.

"Calendar Year" shall mean a period of 12 consecutive months commencing January 1 and ending December 31.

"Calgary Police Service" or "CPS" shall mean The City of Calgary's municipal police service.

"Chief of Police" or "**The Chief**" shall mean the Chief Constable of the Calgary Police Service of **The City of Calgary**.

"Former Member" shall mean any person previously a Member, covered under the scope of this Agreement, including retired Members.

"LTD" shall mean Long Term Disability.

"MEBAC" shall mean the Municipal Employees Benefit Association of Calgary.

"Member" shall mean any person covered under the scope of this Agreement who is promoted or appointed to a classification outlined in Article 10.01.

"POCBA" shall mean the Police Officers Collective Bargaining Act.

"S&A" shall mean Sickness and Accident benefits.

"SFPP" shall mean the Special Forces Pension Plan.

"The City of Calgary" or "The City" shall mean the Corporation of The City of Calgary.

"WCB" shall mean the Workers' Compensation Board.

TERM OF AGREEMENT

1.01 This Agreement shall be in full force and effect and shall be binding upon The City of Calgary and the Association and their respective successors and assigns during the period from **2024 January 1**, and shall continue in full force and effect to **2026 December 31**, and from year to year thereafter, unless either party at any time not less than thirty (30) days and not more than ninety (90) days in any succeeding year, requires by notice in writing the other party to meet and bargain collectively and in good faith as provided for in the Police Officers Collective Bargaining Act.

RECOGNITION

2.01 (a) The City recognizes the Association as the sole bargaining agent for, and on behalf of, all Members covered under the scope of this Agreement.

2.02 (b) The Association recognizes that it is the function of The Chief to exercise the regular and customary functions of management, to direct the work and deploy staffing resources of the CPS, subject however to the terms of this Agreement.

VACATIONS

3.01 (a) All Members covered by this Agreement shall be entitled to a prorated vacation entitlement for their first calendar year of service. A Member's vacation entitlements shall be calculated according to the length of continuous employment during their first calendar year as follows:

EMPLOYMENT COMMENCED	MONTHS OF SERVICE COUNTED	HOURS OF ANNUAL VACATION
Before January 15	12	120
Jan. 15 - Feb. 14	11	112
Feb. 15 - Mar. 15	10	104
Mar. 16 - Apr. 15	9	88
Apr. 16 - May 15	8	80
May 16 - June 15	7	72
June 16 - July 15	6	64
July 16 - Aug. 15	5	48
Aug. 16 - Sept. 15	4	40
Sept. 16 - Oct. 15	3	32

Oct. 16 – Nov. 15	2	24
Nov. 15 – Dec. 16	1	8

These hours will be deposited to the Member's vacation bank on January 1 of the calendar year following their date of hire or rehire.

3.01 (b) In order to establish a standard January 1 vacation base date, following receipt of the first year's prorated entitlement as referenced in 3.01 (a), a Member's vacation base date shall be established as January 1 of the year in which they were initially hired or rehired. All subsequent vacation entitlements shall be determined by the provisions of 3.01 (c) and a Member's hours of annual vacation shall be deposited in their vacation bank on January 1 of each calendar year.

- (i) With the exception of Members of the Calgary Police Association, any City employee who moves into a position that falls within the jurisdiction of the SOA, without a break in service, shall have their vacation base date reset to January 1 of the year in which they were last hired or rehired by The City.
- (ii) Service for vacation for those Members who join/rejoin the CPS under the provisions of Clause 7.05 shall be calculated in accordance with those provisions.

3.01 (c) Annual vacation entitlements are as follows:

SERVICE FOR VACATION	HOURS OF ANNUAL VACATION
First (1 st) January 1, following year of hire	Prorated as per Clause 3.01(a)
Second (2 nd) January 1, following year of hire	120
Seventh (7 th) January 1, following year of hire	160
Sixteenth (16 th) January 1, following year of hire	200
Twenty-third (23 rd) January 1, following year of hire	240
Thirtieth (30 th) January 1, following year of hire	280

3.02 (a) A Member shall not request leave which conflicts with a known Court appearance or for any other matter they are legally compelled to attend. In the event that a requirement to return arises after the vacation has been scheduled, the Member may opt to cancel their vacation. Alternatively, if they return to work during their vacation period, they shall be entitled to sixteen (16) hours for each day, or portion thereof.

3.02 (b) The CPS shall pay all necessary and reasonable travel expenses, including food and lodging, incurred by a Member who returns from vacation in order to undertake a required duty. The CPS shall also pay all such expenses incurred in order to return to the place which said Member left in order to undertake such duty.

3.03 If employment is terminated and proper notice given, a Member covered by this Agreement shall be entitled to vacation pay on the following pro rata calculation:

120 hours entitlement - 6%
160 hours entitlement - 8%
200 hours entitlement - 10%
240 hours entitlement - 12%
280 hours entitlement - 14%

3.04 Members shall be entitled, upon written request, to save and carry forward to a predetermined vacation period, eighty (80) hours of annual vacation per annum to a maximum of **three** hundred and **twenty (320)** hours, subject to the needs of the CPS. Such deferred vacation shall only be taken subject to the needs of the CPS and shall be paid at the Member's prevailing salary when taken.

If a Member has accumulated in excess of the **three** hundred and **twenty (320)** hours maximum banks as of December 31 of a calendar year, the Member shall be paid out in **pay period three (3)** of the following year at the Member's previous year's salary.

3.05 A Member who is in receipt of full LTD or WCB benefits shall continue to accrue vacation entitlements as outlined in Clause 3.06.

A Member who is in receipt of partial LTD or WCB benefits and is being accommodated with part-time hours shall accrue vacation entitlement as if the Member was working full time.

3.06 A Member who is absent from work on Maternity Leave, Parental Leave, Adoption Leave, Family Leave, Compassionate Care Leave, Unpaid Medical Leave, Sickness and Accident, Long Term Disability or Workers' Compensation Leaves shall continue to accrue vacation entitlement hours for a period up to twelve (12) months.

In the event a Member is absent from work for longer than twelve (12) months (as noted above), their vacation hours accrual shall be rested. Upon returning to work, the Member's vacation entitlement hours shall accrue once again, and the annual entitlement shall reflect the Member's service for vacation as outlined in Clause 3.01(c). The Member shall be required to work a full calendar year prior to earning their next vacation entitlement or shall have their vacation entitlement prorated to reflect the time worked in the year they returned.

Notwithstanding the above, the Member may take any time left in their vacation bank, including the vacation accrual earned in the first year of the leave.

WORKING CONDITIONS

HOURS OF WORK

4.01 The regular workweek shall be five (5) work reliefs of eight (8) hours each and the regular workday shall be a work relief of eight (8) hours.

4.02 Where the needs of the CPS permit, Members may work an alternate schedule. All schedules shall average eighty (80) hours biweekly with the exception of the hybrid schedule which shall average eighty hours biweekly over four (4) weeks.

A Member working an alternate schedule may be required to revert to the regular hours of work, as outlined in 4.01. Reasonable notice will be given by the applicable Deputy Chief.

Any appeal concerning an alternate schedule shall be in writing to The Chief, whose decision shall be final and binding and shall be communicated to the appellant party.

(a) The only alternate schedule which provides an Earned Day Off (EDO) is as follows:

A schedule which consists of alternating five (5) and four (4) day weeks while maintaining eighty (80) hours worked biweekly. This biweekly schedule shall consist of the following:

Week One - 44 hours worked - Four (4) days x nine (9) hours (paid at eight (8) hours per day since one hour of pay per nine (9) hour day is accrued toward an EDO)

One (1) day x eight (8) hours

Week Two - 36 hours worked - Four (4) days x nine (9) hours (paid at eight (8) hours per day since one hour of pay per day is accrued toward an EDO)

One (1) EDO x eight (8) hours

- (i) It is understood that the provision of a 5/4 workweek schedule, is on the basis of "no loss, no gain" to the parties.
- (ii) Under extenuating circumstances for work related reasons, if a Member is unable to take their EDO hours in Week Two of the 5/4 workweek, such EDO hours may be rescheduled to a subsequent 2-week cycle. Prior approval to reschedule the EDO hours shall be obtained from the Immediate Supervisor.
- (iii) The banking of EDO hours for a future date outside the appropriate cycle is not normally permitted and requires the approval of the Deputy Chief. Banked EDO hours must be taken prior to the end of the calendar year in which they were earned or they will be forfeited, with the exception of EDO hours banked in December, which can be carried over to the next calendar year.

- (iv) All days including sickness and accident days, statutory holidays, and working days will be considered as nine (9) hour days. Vacation days shall be considered as eight (8) hour days.
- (b) The hybrid shift schedule shall consist of a combination twelve (12), ten (10) and/or eight (8) hour shifts over a defined period of weeks.

4.03 (a) Effective the date of ratification of this Agreement, all Members of the Association shall be entitled to an annual working conditions allowance equal to forty (40) hours.

4.03 (b) The working conditions allowance is provided in lieu of working premiums not otherwise provided in this Agreement including, but not limited to, overtime, call-out, standby and court time.

4.03 (c) Twenty (20) hours will be credited on January 1 and twenty (20) hours will be credited on July 1, totaling an allowance of forty (40) hours each calendar year, or a prorated portion thereof for any period of service less than one year's duration, with the expectation that it be used prior to December 31. Hours not used by December 31 of the calendar year in which they were earned will be paid out no later than pay period three (3) of the following year at the previous year's salary.

4.03 (d) In the event a Member is absent from work for longer than twelve (12) months on Maternity Leave, Parental Leave, Adoption Leave, Family Leave, Compassionate Care Leave, Unpaid Medical Leaves, Sickness and Accident, Long Term Disability or Workers' Compensation, their working conditions allowance shall be rested. Upon returning to work, the Member's working conditions allowance will accrue once again, and the annual entitlement will be prorated as outlined in Clause 4.03 (c).

STATUTORY HOLIDAYS

5.01 (a) The following days shall be recognized as statutory holidays, namely: New Year's Day, Family Day, Good Friday, Easter Sunday, Victoria Day, Canada Day, August Civic Holiday, Labour Day, Truth and Reconciliation Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day (shall be December 26th) and any other day proclaimed to be a Holiday by Federal, Provincial or Municipal Governments.

5.01 (b) In addition to the foregoing, any Member working on Christmas Eve, where the major portion of the shift falls between 5:00 p.m. (1700 hours) and 5:00 a.m. (0500 hours) Christmas Day shall be entitled to five (5) hours pay, in addition to their regular salary.

5.01 (c) In addition to the foregoing, any Member working on New Year's Eve, where the major portion of the shift falls between 5:00 p.m. (1700 hours) New Year's Eve and 5:00 a.m. (0500 hours) January 1, shall be entitled to five (5) hours pay, in addition to their regular salary.

5.02 All Members shall become entitled to all of the statutory holidays herein before set forth without loss of pay after the completion of thirty (30) calendar days of service except when on leave of absence.

If a statutory holiday falls during a period of approved sick leave, the Member shall receive

only their regular S & A pay for which they are eligible.

5.03 If a statutory holiday falls on a Member's regular day off, they shall be entitled to receive eight (8) hours straight time in lieu of the statutory holiday.

A Member who is in receipt of full LTD or WCB benefits shall be entitled to receive eight (8) hours straight time in lieu of the statutory holiday, as outlined in Clause 5.06.

5.04 For a period not to exceed twelve (12) months, where a statutory holiday falls on a scheduled day off of a Member on sick leave (S&A, WCB, LTD), the Member will receive eight (8) hours straight time in lieu of the statutory holiday. The scheduled day off will be determined from the Member's pre-disability work schedule and will be subject to payout in accordance with Article 5.07(a) or 5.07 (b).

For a period not to exceed twelve (12) months, while on maternity leave, parental leave, adoption leave and family leave, Members shall be credited with eight (8) hours straight time in lieu of the statutory holiday. These hours will be subject to payout in accordance with Article 5.07 (a) or 5.07 (b).

5.05 Duty Inspectors assigned to the Real Time Operation Centre, who have been scheduled to work on a statutory holiday shall be entitled to receive, in addition to their regular salary, two (2X) times their regular wage for each hour worked.

5.06 If a Member is on annual vacation, and one of the foregoing statutory holidays falls on what would have been their scheduled day off, the Member shall be entitled to receive accumulated time in lieu of that statutory holiday.

5.07 (a) Accumulated time in lieu of statutory holidays may be banked. The total number of hours banked may not exceed one hundred and sixty (160) hours and any accumulation of hours above one hundred and sixty (160) hours will be paid out to the Member. Accumulated time may be taken off at the mutual convenience of the Member and their Immediate Supervisor.

5.07 (b) Upon termination of employment, retirement, or request by a Member, accumulated time may be paid out.

GRIEVANCE PROCEDURE

6.01 (a) The City and The Association jointly recognize the desirability of resolving conflicts through the use of good judgement, communications and clear directives by all parties.

6.01 (b) Either party to this Agreement may lodge a grievance in writing with the other party on a difference, which arises between the parties, bound by this Collective Agreement, as to the interpretation, application or operation or any alleged violation of this Agreement. A copy of all grievances shall be forwarded to corporate Labour Relations, Human Resources.

6.01 (c) The Association shall present its grievance in writing to The Chief. The City or the CPS shall present its grievance in writing to the President of the SOA or their designate. The parties will meet to discuss the grievance within fifteen (15) working days of receipt of the written grievance. The Chief or the SOA President or their designate, after hearing the grievance, shall render a decision in writing within thirty (30) working days.

6.01 (d) Where the parties agree, if the subject of the grievance arises from a corporate policy or program of The City, the grievance will be heard by the Chief Human Resources Officer of The City.

6.01 (e) If a settlement satisfactory to the Association or The City has not been reached, either of the parties may notify the other party, in writing, within twenty (20) working days, of its intent to submit the grievance to an Arbitration Board in accordance with the Police Officers Collective Bargaining Act.

Where the Association and The City mutually agree, a single arbitrator may be appointed in accordance with the Police Officers Collective Bargaining Act.

Note: For the purposes of this section, working days shall be consecutive days exclusive of Saturdays, Sundays or holidays recognized by The City.

6.02 Grievances not submitted within thirty (30) days after the circumstances giving rise to such grievance occurred or should reasonably have been known, shall not be considered, and forever abandoned. Upon mutual agreement of the parties, the time limits may be extended.

APPOINTMENTS AND PROMOTIONS

7.01 All promotions shall be made by The Chief.

7.02 (a) All promotions shall be made from among the Members of the CPS best qualified to fill the vacancies and shall take into consideration each person's suitability, experience, ability, education, and training.

In addition to the above, only people assessed as having good conduct shall be considered for promotion.

7.02 (b) With the exception of promotions to the rank of Inspector, where two or more people are deemed by the CPS to be relatively equal, seniority shall be the determining factor.

7.03 No person shall be eligible for appointment or promotion unless they have completed ten (10) years of general police duties provided, however, that this provision shall not apply to specialists being appointed or promoted in any specialized area of the CPS.

OUTSIDE APPOINTMENTS

7.04 (a) The Chief may make appointments from outside the CPS to fill vacancies provided it does not displace another Member if, in the opinion of The Chief, no Member of the CPS is qualified to fill any vacancy which exists in the SOA. The Chief or designate will discuss any such appointments from outside the Service with the President of the SOA prior to an offer of appointment being extended to the person.

7.04 (b) In the event a person is appointed from outside of the CPS, at the discretion of The Chief, their rate of pay will be consistent with their complete years of experience, but no higher than the second highest step of the applicable rank.

7.04 (c) A person's complete years of service will also be considered when determining annual leave allotments to a maximum of two hundred and forty (240) hours.

7.04 (d) The CPS will endeavor to limit appointments from outside the CPS to no more than ten percent (10%) of the total authorized strength of the SOA.

The Chief will advise the President of the SOA of the terms of such appointments.

REJOINING

7.05 Any Member who resigns or retires from the SOA may be appointed to their former rank and step, provided that the Member returns within two (2) years of leaving and has the ability to perform the work, and provided that such rejoining does not displace another Member. In such cases, the Member shall be credited with their prior service for the purposes of annual leave and seniority.

CLOTHING AND/OR DRY CLEANING ALLOWANCE

8.01 The City shall on, or before the 31st day of March in each year, pay each Member of the CPS with the rank of Inspector or Superintendent, two thousand and twenty (\$2,020) dollars for annual clothing and/or dry cleaning allowance, or a prorated portion thereof for any period of service less than one year's duration; and The City shall be entitled to recover by pay deduction, if the CPS deems it necessary, any overpayment of clothing and/or dry cleaning allowance to any Member of the CPS with the rank of Inspector or Superintendent. Clothing and/or dry cleaning expenses are to be reported by November 30 of each year and receipts are to be retained by the Member. Any expenses that are not supported by receipts will be declared taxable income.

8.02 No Member shall forfeit any portion of their clothing and/or dry cleaning allowance when absence is due to illness except where such absence exceeds one hundred and nineteen (119) calendar days. Such forfeiture shall be prorated after one hundred and nineteen (119) calendar days.

LEAVE OF ABSENCE

9.01 Any Member desiring leave of absence for any period shall apply to The Chief, whose decision shall be final.

9.02 When a Member is on leave of absence without pay, the Member shall not be entitled to any remuneration from The City including wages, vacation accumulation, statutory holiday entitlement, clothing, **working conditions allowance**, or any other entitlements under this Agreement for the period of the Member's absence, unless otherwise stated in this Agreement.

When a Member is granted a leave of absence of thirty (30) consecutive days or less, the Member is required to pay, in advance, the Member's own share of MEBAC benefit premiums and any other levies normally in force had such leave of absence not been granted. Service will accrue during such leaves.

When a Member is granted a leave of absence for a period of more than thirty (30) consecutive calendar days, the Member shall be required to pay in advance of the leave both the Member's and the employer's share of MEBAC premiums for applicable benefits and any other levies

normally in force had such leave of absence not been granted. Unless otherwise provided in this Article, service shall not accrue during such leave, but that previously accrued shall be retained upon return to active employment from the leave of absence.

Premium rate, amount, and required benefit coverage on a leave of absence shall be determined by MEBAC.

Pension fund assessments shall be in accordance with the SFPP provisions and regulations.

MATERNITY LEAVE

9.03 (a) A pregnant Member who has ninety (90) days continuous service shall be entitled to maternity leave for a period not to exceed seventeen (17) weeks, which includes any health-related portion and the one (1) week Employment Insurance waiting period. As soon as is practicable, the Member shall apply in writing for maternity leave, including advice to the Human Resources Services Section of the estimated delivery date and their date of commencement of maternity leave. Maternity leave shall commence at the time designated by the Member, within thirteen (13) weeks of the estimated delivery date, except under circumstances in 9.03 (b).

During the absence of a Member on approved maternity leave, such Member shall continue to accrue service and seniority. The Member may compete for promotion while on maternity leave and, if successful, the promotion shall take effect upon the later of either of the following dates: the Member's date of return from leave or the effective date for promotion to the applicable rank.

When a Member has been granted maternity leave, they will be required to pay Association dues as well as their own share of premiums for the applicable benefits under the MEBAC plan in order to maintain benefit coverage. Association dues and benefit premiums are to be paid in advance. The City shall also continue to pay its share of the benefit premiums.

9.03 (b) A pregnant Member who is deemed unfit to work by the Member's physician shall be eligible to apply for benefits under the MEBAC plan. When a Member returns from S&A and/or LTD, their maternity leave shall commence the earlier of either the leave date originally specified by the Member or the birth of the child.

9.03 (c) A Member returning to work from maternity leave shall give the CPS two (2) weeks' notice in writing of the day on which they intend to resume employment and shall be reinstated to the position held at the time maternity leave commenced or assigned alternate work of a comparable nature.

9.03 (d) Members shall also be eligible for The City's Supplemental Unemployment Benefit Plan (SUB Plan) outlined in 9.06, provided the Member meets the plan criteria.

PARENTAL LEAVE

9.04 (a) A natural or adoptive parent, who is a Member with ninety (90) days continuous service, is entitled to an unpaid parental leave of up to sixty-two (62) weeks for the care of a newborn or newly adopted child. Parental leave is available within the first year after the child's birth or, in the case of adoption, after the child is placed with the adoptive parent. If The City employs both parents, they may share the leave, with the total not to exceed sixty-two (62) weeks. Members eligible for both maternity leave and parental leave shall not exceed seventy-eight (78) weeks of leave combined. The parents may be granted leave simultaneously, subject to operation requirements. During this leave of absence, the Member's service and seniority will continue to accrue with no decrease in status.

9.04 (b) When a Member has been granted parental leave, the Member will be required to pay Association dues and their own share of premiums for the applicable benefits under the MEBAC plan in order to maintain benefit coverage. Association dues and benefit premiums are to be paid in advance. The City will also continue to pay its share of the benefit premiums.

9.04 (c) A Member returning to work from parental leave shall give the CPS two (2) weeks' notice in writing of the day on which they intend to resume employment and shall be reinstated to the position held at the time parental leave commenced or assigned alternate work of a comparable nature.

BIRTH/CUSTODY LEAVE

9.05 Upon request, a Member who is to become a parent may be granted leave of absence with pay for one (1) day for the following purposes:

- a) for attending the delivery of the child; or,
- b) for attending to the release from hospital of the spouse or partner who has given birth; or,
- c) on the day of first obtaining custody of a child who has been legally adopted.

SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLAN {SUB PLAN}

9.06 (a) Birth mothers who are eligible for Maternity Leave as provided for in 9.03(a), have twelve (12) months' continuous service, who have applied for, and are in receipt of, Employment Insurance benefits, are eligible to receive SUB plan payments.

9.06 (b) The SUB plan shall not exceed the seventeen (17) week period outlined in 9.03(a).

9.06 (c) SUB plan payments shall be ninety-five percent (95%) of the Member's bi-weekly gross earnings, less benefits, Employment Insurance benefits and any other earnings received by the Member for the balance of the seventeen (17) week maternity leave period.

9.06 (d) A Medical Certificate advising the date the baby was born and the method of delivery must be submitted to The City's Benefit Liaison for approval of both the health-related portion of the maternity leave and the SUB plan.

BEREAVEMENT LEAVE

9.07 Upon request, a **Member shall be entitled to bereavement leave, either at the time of death or at a later established date, when funeral services are scheduled as follows:**

9.07 (a) **For immediate family, a Member shall be excused with pay for seven (7) consecutive calendar days. Immediate family shall be defined as the Member's:**

- **current adult interdependent partner or common-law partner;**
- **parent, spouse's parent, step-parent, spouse's step-parent, current or former guardian, or foster parent;**
- **child, step-child, foster child, ward, or related dependent living in the same household;**
- **sibling, half-sibling, step-sibling;**
- **grandparent or step-grandparent;**
- **grandchild or step-grandchild.**

9.07 (b) **Leave of absence with pay of up to seven (7) consecutive calendar days may be granted at the discretion of the Chief People Officer, Bureau of People and Organizational Development, or designate, to address the demise of a member of their extended family. Such leave shall not be unreasonably denied. Extended family shall be defined as:**

- **sibling, half-sibling or step-sibling of the Member's current spouse, adult interdependent partner or common-law partner;**
- **current spouse of Member's sibling;**
- **the Member's aunt or uncle;**
- **parent-in-law or step-parent-in-law;**
- **child-in-law;**
- **grandparent-in-law or step grandparent-in-law.**

9.07 (c) **A Member shall be permitted a leave of absence with pay of seven (7) consecutive calendar days for a pregnancy loss. Pregnancy loss shall include any situation where a pregnancy ends other than in a live birth. Those eligible for the leave are:**

- **the person who was pregnant;**
- **the spouse (including common-law or same gender spouse) of the person who was pregnant;**
- **any other person who would have been a parent of a child born as a result of**

the pregnancy (including adoptive or surrogate parents).

Pay shall be maintained at the hourly rate of the assigned classification on the working day prior to the commencement of the bereavement leave for all regularly scheduled hours within the seven (7) calendar day leave period.

CPS may request supporting documentation for such losses and such requests shall not be unreasonably denied. Should a Member qualify for bereavement leave during their vacation, there shall be no deduction from vacation credits for such absence. The period of vacation, or balance of vacation so displaced, shall be reinstated for use at a later date.

In the event that additional time is necessary **for compassionate purposes**, a Member may request additional **unpaid** days of leave of absence and such additional days may be granted at the discretion of the **Chief People Officer**, Bureau of People and Organizational Development, or designate.

REMUNERATION

10.01 Any Member shall be paid the annual salary applicable to their classification according to the following schedule, and fully retroactive to the date indicated:

Inspector (04455)	January 1, 2024 Annual Rate 3.5% Increase Based on 26 pp	January 1, 2024 Hourly Rate
Step I	\$179,597.95	\$86.35
Step II - 5% above Step I	\$188,577.85	\$90.66
Step III - 10% above Step I	\$197,557.75	\$94.98
Step IV - 15% above Step I	\$206,537.64	\$99.30

Movement between steps will be after completion of one (1) year at each step and based on satisfactory performance as determined by the Chief.

Superintendent	January 1, 2024 Annual Rate 3.5% Increase Based on 26 pp	January 1, 2024 Hourly Rate
Step I	\$212,733.77	\$102.28
Step II - 3% above Step I	\$218,929.90	\$105.25
Step III - 6% above Step I	\$225,126.03	\$108.23

Inspector (04455) RTOC Duty Inspector (04466)	December 30, 2024 Annual Rate 3.5% Increase Based on 26 pp	December 30, 2024 Hourly Rate
Step I	\$185,883.88	\$89.37
*Step 1 - RTOC Duty Inspector	\$191,460.40	\$92.05
Step II	\$195,178.07	\$93.84
*Step II -RTOC Duty Inspector	\$201,033.41	\$96.65
Step III	\$204,472.27	\$98.30
*Step III – RTOC Duty Inspector	\$210,606.44	\$101.25
Step IV	\$213,766.46	\$102.77
*Step IV – RTOC Duty Inspector	\$220,179.45	\$105.86

*RTOC Duty Inspector Patrol Premium effective June 30, 2025

Superintendent	December 30, 2024 Annual Rate 3.5% Increase Based on 26 pp	December 30, 2024 Hourly Rate
Step I	\$220,179.45	\$105.86
Step II	\$226,592.45	\$108.94
Step III	\$233,005.45	\$112.02

Inspector (04455) RTOC Duty Inspector (04466)	December 29, 2025 Annual Rate 3.5%Increase Based on 26 pp	December 29, 2025 Hourly Rate
Step I	\$192,389.82	\$92.50
Step I - RTOC Duty Inspector	\$198,161.51	\$95.27
Step II	\$202,009.31	\$97.12
Step II - RTOC Duty Inspector	\$208,069.59	\$100.03
Step III	\$211,628.80	\$101.74

Step III - RTOC Duty Inspector	\$217,977.66	\$104.80
Step IV	\$221,248.29	\$106.37
Step IV - RTOC Duty Inspector	\$227,885.74	\$109.56

Superintendent	December 29, 2025 Annual Rate 3.5% Increase Based on 26 pp	December 29, 2025 Hourly Rate
Step I	\$227,885.74	\$109.56
Step II	\$234,523.19	\$112.75
Step II	\$241,160.64	\$115.94

Movement between steps will be after completion of one (1) year at each step and based on satisfactory performance as determined by The Chief.

10.02 The foregoing classification system will enable Members to advance to higher pay steps on the basis of:

- (a) experience gained through seniority in the rank;
- (b) responsibility and experience gained through specific assignments; and,
- (c) knowledge and ability gained through education, i.e. in-service and outside management related courses.

Each Member will be classified by The Chief based on satisfactory performance, established criteria, personal experience, assignment, and qualifications.

10.03 Such annual salary shall be paid regularly in equal biweekly instalments.

COURT ATTENDANCE

11.01 A retired Member of the SOA shall be compensated when they are obliged to attend court to represent the CPS on a matter arising from their former role as a Member of the CPS.

Court shall mean any Federal, Provincial, Municipal, Civic Tribunal or Accident Review Board acting in a judicial or quasi-judicial capacity and shall include Federal, Provincial, Municipal or Police Service Inquiries or Hearings and any Crown meeting pre-approved by the CPS General Counsel.

Such retired Member shall be entitled to pay for each hour spent appearing at Court, to a daily maximum of eight (8) hours. The hourly pay rate shall be based on the classification and the step that the retired Member was being paid at the time of their retirement.

LEGAL EXPENSES AND INDEMNIFICATION

GENERAL

12.01 Pursuant to the terms of this Article, The City will indemnify and save harmless any Member from any action, claim, cause or demand whatsoever that may be made or arise out of the Member carrying out the duties of a Police Officer, except where the action of the Member constitutes a gross disregard or neglect of their duty as a Police Officer.

12.02 For the purposes of this Article, "all reasonable expenses and costs" means the amount of fees and disbursements charged by legal counsel retained on behalf of the Member that are appropriate and reasonable having regard to the nature of the action or actions of the Member within the scope of their duties and the nature of the proceedings taken, with the exception of punitive damage awards.

The City and/or the CPS reserves the right to review all accounts in accordance with the Alberta Rules of Court, and the Member agrees to cooperate as needed in such review.

12.03 The provisions of this Article shall apply to a former Member who incurs costs and expenses in respect to actions they undertook while engaged in the execution of their duties as a Police Officer.

12.04 A Member shall be covered by the scope of this Agreement if, in the sole judgement of The Chief, said Member was required to act in the lawful execution of their sworn duties as a Police Officer during their off duty hours. In the event the coverage is denied, The Chief shall provide reasons in writing for the denial to the President of the SOA.

12.05 If a Member suffers property damage or loss of property and if, in the sole judgement of The Chief, such damage is a result of the Member's employment as a Police Officer, they shall receive reasonable compensation for such damage or loss. In the event the coverage is denied, The Chief shall provide reasons in writing for the denial to the President of the SOA.

CRIMINAL

12.06 The CPS shall pay all reasonable expenses and costs with respect to any criminal investigation taken against or in respect of a Member provided that:

- (a) such investigation arises out of the Member's action while engaged in their duties as a Police Officer;
- (b) the action taken by the Member did not constitute a gross disregard or neglect of their duties as a Police Officer; and,
- (c) the Member has been first Chartered and Cautioned in the criminal investigation or, in The Chief's opinion, failure to do so constituted a Charter breach.

12.07 The CPS shall pay all reasonable expenses and costs with respect to any criminal action taken against or in respect of a Member, provided that:

- (a) such action arises out of the Member's action while engaged in their duties as a Police Officer;
- (b) such action taken by the Member did not constitute a gross disregard or neglect of their duties as a Police Officer; and,
- (c) such action did not result in the Member being convicted on any criminal charges or any lesser criminal offenses.

CIVIL AND ADMINISTRATIVE CLAIMS

12.08 Excluding claims outlined in Clause 12.09, when any civil action or administrative claim is taken against, or in respect to, a Member, The City shall either:

- (a) appoint counsel from The City Law Department to act on behalf of the Member; or
- (b) if The City, in its sole discretion, decides that due to a conflict or other reasons, the Member is to be represented by external counsel, The City will retain external counsel for that Member and pay all reasonable expenses and costs related to the defense of the Member in the civil action or administrative claim.

Indemnification in accordance with (a) or (b) above is subject to the following conditions:

- (i) such civil action or administrative claim arises out of the Member's actions while engaged in their duties as a Police Officer; and
- (ii) such action taken by the Member does not constitute a gross disregard or neglect of their duties as a Police Officer.

FATALITY INQUIRY

12.09 When a Member is subpoenaed to attend a Fatality Inquiry Board hearing, the Member shall be represented by counsel appointed to represent the CPS except as provided for in this clause. Where counsel for the CPS determines there is a conflict between the interests of the CPS and the interests of the Member, the CPS shall retain and pay reasonable expenses and costs for separate counsel to act on behalf of the Member. The CPS shall notify the Member in writing as soon as practicable if any conflicts have been identified and the identity of any counsel retained on behalf of the subpoenaed Member.

POLICE ACT / POLICE SERVICE REGULATION

12.10 A Member may be personally disciplined pursuant to the Police Act and/or the Police Service Regulation. Where a question arises whether such discipline is in accordance with the Police Act and/or the Police Service Regulation, the matter should follow the appeal procedure as outlined in the said Act and Regulation. In the event that a Court judgement or Law Enforcement Review Board (LERB) decision is obtained which rules that the matter referred is not in accordance with the Police Act and/or the Police Service Regulation, the CPS shall be liable for all legal costs, fees or expenses. In all other cases, the Member shall be responsible for all their attendant costs.

PENSIONS

13.01 Pension benefits and terms and conditions relative thereto are as set forth in the SFPP within the Public Sector Pensions Plan Act and Regulations.

13.02 The City shall pay 1.1% of the rate contribution. The remainder of the contribution rate as set forth in the Special Forces Pension Act and Regulations made thereunder shall be shared equally between the Members and The City.

OCCUPATIONAL INJURY COMPENSATION

14.01 The City agrees that Members who sustain an occupational injury while carrying out their duty as a Police Officer, and who are receiving WCB benefits, shall receive such compensation that will equal their regular take home pay, provided however, that they agree to assign WCB and/or MEBAC benefits to The City. It is agreed that, when appropriate, such Members shall apply for LTD benefits.

SUPPLEMENTATION OF COMPENSATION

15.01 The attached Appendix "A" forms a part of this Agreement.

WELLNESS ACCOUNT

16.01 Effective January 1, 2023, a six hundred-dollar (\$600) Wellness Account shall be available for each Member on January 1 of each year of the Collective Agreement set out in Article 1.01. The six hundred dollars (\$600) can be designated by each Member into non-taxable or taxable categories. Expenditures rules are those governed by the Canada Revenue Agency (CRA).

It is understood that, if the SOA withdraws from MEBAC, the Wellness Account will be removed from the Collective Agreement and employee entitlements.

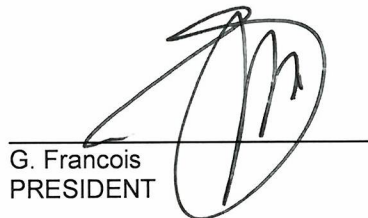
Signed this 7 day of August, 2025 in the City of Calgary.

SIGNED ON BEHALF OF
THE CORPORATION OF
THE CITY OF CALGARY

SIGNED ON BEHALF OF
THE CALGARY POLICE SENIOR
OFFICERS' ASSOCIATION



D. Duckworth
CHIEF ADMINISTRATIVE OFFICER

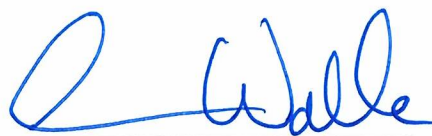


G. Francois
PRESIDENT



K. Martin
CITY CLERK

Katarzyna Martin
City Clerk



B. Walker
VICE PRESIDENT

AUG 07 2025

APPROVED	
As to Content	le
Human Resources	DM
As To Forfeiture Solicitors	VSM

APPENDIX A - SUPPLEMENTATION OF COMPENSATION

Preamble

In the event that a Member is totally disabled or killed in the course and scope of the Member's employment with the CPS as a direct result of their sworn duties as a Police Officer, which include:

- (a) the preservation of life or property; or
- (b) the pursuit or apprehension of an offender or suspected offender; or
- (c) enforcement of the law or the maintenance of the peace; or
- (d) the detection of crime; or
- (e) while engaged in assigned police training or other courses of training approved or authorized by The Chief.

This Supplementation of Compensation (SOC) provision shall be applied as outlined in this Appendix provided that the Member's total disability or death was not due to their own gross disregard or neglect of their duty or was not self-inflicted (unless the cause of the Member's disability or death is accepted as a work-related psychological or psychiatric injury by the Workers' Compensation Board).

The purpose of SOC is to:

- a) provide a Member who has been totally disabled with their regular, biweekly base pay until such time as they become eligible to retire to an unreduced SFPP pension; or**
- b) provide an eligible surviving spouse, child or children of a Member who has been killed with regular biweekly basic pay replacement until such time as the Member would have been eligible to retire to an unreduced pension);**
- c) after the period referenced in b) ends, if there is an eligible spouse, provide them with a regular payment equal to the monthly SFPP pension they would have received had the Member died following their retirement as per Subsection 5.03 of this Appendix. Such payment shall continue for the life of the eligible spouse.**

1.00 Calculation of SOC Payments

- 1.01 For the purpose of SOC, "regular basic pay" or "full pay" means the regular biweekly rate of pay and the regular hours worked biweekly. Non-standard payments such as premiums, allowances or overtime are not included in the calculation.**
- 1.02 The SOC payment to a Member who is totally disabled shall be subject to the normal deductions which were in place at the time their total disability commenced, such as mandatory statutory deductions, contributions to the SFPP or any City Pension Plan, Canada Pension Plan, extended health care and dental premiums, Association dues and Association insurance premiums.**

- 1.03** The SOC payment to a surviving spouse shall be subject to mandatory statutory deductions, deductions equivalent to SFPP or other City of Calgary pension plan deductions, extended health care and dental premiums, and any other deductions agreed upon by The City and the SOA. Mandatory statutory deductions will be based on the exemptions of the surviving spouse.
- 1.04** The SOC payment to a dependent child or children shall be subject to mandatory statutory deductions, extended health care and dental premiums, and any other deductions agreed upon by The City and the SOA. Mandatory statutory deductions will be based on the exemptions of the child or children.
- 1.05** If the Member occupied a Rank in which they would have automatically progressed to a higher rate of pay based only on time in the Rank, the **regular biweekly basic pay replacement** shall be recalculated when appropriate to reflect the higher rate of pay.
- 1.06** The SOC payment set out in Section 4.00 will be recalculated to reflect any economic salary changes negotiated between The City and the SOA, provided that the recalculation never results in a payment less than what the Member was receiving at the time of their total disability or death.

2.00 Offset of SOC

- 2.01** As a result of death or total disability, the Member or their survivors may be eligible for payments from third parties which may include, but are not limited to, the Workers' Compensation Board (WCB), Canada Pension Plan (CPP) or a Criminal Injuries Compensation award. These payments may take the form of a lump sum, annuity, pension or ongoing payments. It is incumbent on the Member, or the party who is to receive SOC payments, to apply for any such third-party payments for which they are eligible at the time of the death or total disability. The Member, or SOC recipient, will report any payments received to The City, and any payments except those which were personally contracted for by the Member, will be reported to The City and may be used to offset The City's obligations under this Appendix. The City shall not offset SOC against payments received through the City life insurance, the Alberta Heroes Fund and Memorial Grant.

3.00 Alternate Settlement

- 3.01** Labour Relations and the SOA, representing the eligible spouse or child/children of a Member who has been killed in the line of duty, may agree to a lump sum payment of three times (3x) the Member's regular, annual salary in lieu of ongoing SOC payments as per 4.02, 4.03 and Section 5.

4.00 Death in the Line of Duty

- 4.01** If a Member is killed in the line of duty, SOC will be provided to their surviving spouse.

A spouse is a person who, at the time of the Member's death, was lawfully married to, or living as a common-law spouse with, the Member. A common-law spouse is a

person with whom the Member was living in a marriage-like relationship for a continuous period of at least three years or a relationship of some permanence if there is a child of the relationship, whether born, unborn or adopted.

4.02 Regular, biweekly basic pay replacement will be effective as at the date of the Member's death and will be paid until:

- (a)** the death of the surviving spouse; or
- (b)** the date the youngest dependent child reaches an age where they are no longer a dependent; or
- (c)** the date the Member would have retired to an unreduced SFPP pension.

4.03 If the Member had no spouse at the time of their death but is survived by a dependent child or children, each dependent child, up to a maximum of 4, will be entitled to a regular, biweekly basic pay replacement equal to 20% of the amount calculated as per 1.04. If there are more than 4 dependent children, the total sum of up to 80% shall be paid to the children in fixed equal shares.

The payment to each child shall continue as long as that child remains a dependent. A dependent child of the Member includes a child, whether born before or after the Member's death, a legally adopted child or any child to whom the Member stood *in loco parentis*. A child is recognized as a dependent if, at the time of the Member's death, they are:

- (a)** 18 years of age or younger; or
- (b)** up to 21 years of age and a full-time student at an accredited school or university; or
- (c)** up to 21 years of age and, as a result of a disability, were being supported by the Member.

The sum payable by The City to a dependent child, or children, may be paid to the guardian of the child or children.

4.04 The City shall ensure that a surviving spouse and dependent children who were covered under The City's extended health care and dental plan at the time of the Member's death, continue to be covered for as long as they remain eligible in accordance with the terms of the plan.

4.05 As of the date the Member would have been eligible to retire to an unreduced pension (based on their initial date of participation in the SFPP as a Member of the CPS to the earlier of the date they would have reached 35 years of service or age 65), the regular, biweekly pay replacement to the surviving spouse ends. However, at that time, the surviving spouse will begin to receive the amount calculated in Section 5.00

5.00 Replication of Pension

5.01 At the time the Member is killed in the line of duty, the surviving spouse or child/children may be entitled to a lump sum payment, or a regular pension, from the SFPP which is based on the years of service and final average salary the Member had with the SFPP at the time of their death. These entitlements are established in the plan text of the SFPP.

5.02 The payment referenced in Subsection 5.01 provides compensation for the Member's service between the date the Member began to participate in the SFPP as a Member of the CPS and the date of death. The City recognizes that, had the Member not been killed, they would have continued to contribute to the SFPP until they became eligible for an unreduced pension.

Therefore, The City will provide the eligible, surviving spouse with a regular payment which replicates the spousal pension they would have received had the Member lived to retirement and then died subsequent to their retirement.

Mandatory statutory deductions shall be taken from such payments.

5.03 The City and the SOA agree to engage an actuary to calculate the surviving spouse's payment (based on SFPP plan rules in effect at the date of retirement). The City and the SOA will agree on the actuary and The City will pay the associated costs.

The purpose of the actuarial calculation will be to determine:

- (a)** the SFPP pension to which the Member would have been entitled for the period from the date they began to participate in the SFPP as a Member of the CPS to date of retirement, using the highest average salary (as that term is defined in the SFPP plan text) based on salary to date of retirement and the SFPP pension formula in effect at date of retirement;
- (b)** the SFPP pension to which the Member would have been entitled for the period from when they began to participate in the SFPP as a Member of the CPS to date of death, using the highest average salary based on salary to date of death and the SFPP pension formula in effect at date of retirement.

The payment to the surviving spouse will be based on the value calculated in (a) minus the value calculated in (b).

The actuary will convert the SFPP pension from its "normal" form to the form offered to a surviving spouse on pre-retirement death, both as defined in the SFPP plan text.

6.00 Total Disability of a Member

6.01 In the event a Member is totally disabled, and their disability is recognized by the WCB to have resulted from their employment, they shall be eligible for SOC.

6.02 "Totally disabled" means suffering from a severe and prolonged mental or physical

disability and for these purposes:

- (a) a severe **total** disability is **one which renders the Member** incapable of regularly pursuing any substantially gainful occupation, and
- (b) a **prolonged total** disability is **one which is** likely to be long, continued and of indefinite duration or is likely to result in death.

6.03 On a Member's behalf, the SOA shall provide Labour Relations, Human Resources, with medical information from the employee's treating physician(s) to establish a claim under the SOC plan on the basis of being totally disabled as a result of an occupational injury. If the claim is not accepted by Labour Relations, the decision regarding eligibility will be submitted to an independent medical practitioner who specializes in the field of medicine relating to the disability experienced by the Member for a final and binding decision. If the SOA and The City cannot agree on an independent medical practitioner, either party can refer the matter to arbitration as per Article 6.01(b) of the Collective Agreement.

6.04 The regular, biweekly basic pay replacement shall continue until such time as the Member dies or

- (a) the date the Member would have been eligible to retire on an unreduced SFPP pension; or
- (b) the date on which the Member recovers and is capable of being self-employed or employed by The City, or another employer, at a salary equal to, or in excess of, their **regular, biweekly basic pay replacement.**

6.05 The regular, biweekly basic pay replacement will be adjusted in the event that a Member partially recovers, and The City finds alternate employment which the Member is capable of performing within The City. In such case, the salary paid by The City will be deducted from their regular, biweekly basic pay replacement.

6.06 A totally disabled Member may earn up to twenty percent (20%) of their annual, regular basic pay from work performed for an employer other than The City without a reduction in their regular, biweekly basic pay replacement. Any earnings in excess of twenty percent (20%) will be deducted from their biweekly basic pay replacement.

7.00 Administration

7.01 The interpretation and amendment of this Appendix is the responsibility of the Labour Relations Division, Human Resources.

7.02 The administration of this Appendix is the responsibility of the Pay and Client Services Division, Human Resources.

7.03 **Documentation** in a form and containing information as **required** by The City shall be **provided** annually on a date specified by Human Resources of The City by:

- **a surviving** spouse;
- **the** guardians of dependent children under the age of **18**;
- **a** dependent child **18 years old or older**;
- **a** disabled Member **or their legal designate**.

APPENDIX B – STANDARD CLOTHING SCHEDULE

All Members of the SOA will be entitled to the following clothing items:

ITEM	ISSUE	DEPRECIATION SCHEDULE
All Weather Jackets	As required, but not more than one (1) every four (4) years	4 years
All Weather Pants	As required, but not more than one (1) pair every three (3) years	
Shirts	As required, but not more than three (3) per year	
Sweaters	As required, but not more than one (1) per year	
Trousers or Slacks	As required, but not more than two (2) per year	
T-shirts (summer dress requirement)	As required, but not more than once per year, one (1) of the following options: Two (2) mock neck t-shirts or Four (4) t-shirts or One (1) mock neck t-shirt and two (2) t-shirts	
Forage Cap and Hat Badge	As required, but not more than one (1) every five (5) years	5 years
Boots or Shoes	As required, but not to exceed one (1) pair every six (6) months	
Rubbers or Toe Rubbers	As required	
Socks	As required, but not to exceed twelve (12) per year	
Shoulder Epaulets	As required, but not more than one (1) every five (5) years	5 years
Burberries	As required	
Winter Hats	As required	
Gloves (hatch and winter)	As required, but not more than one (1) pair each per year	
Ties	As required	
Tie Clips	As required	
Mess Dress Uniform	As required	
Wellingtons	Once	
No. 1 Standard Dress High Collar Tunic, Cloth Belt and Trousers	As required	
No. 1a Standard Dress Administrative Tunic, Cloth Belt and Trousers	As required	

LETTER OF UNDERSTANDING
BETWEEN
THE CALGARY POLICE SENIOR OFFICERS' ASSOCIATION
AND
THE CITY OF CALGARY

RE: RECOVERY OF OVERPAYMENTS

The parties agree that a compensation overpayment is an overpayment to Members which can be quantified in a dollar value including but not limited to wages, benefits, and underpayment of premiums which arise as a result of an administrative, process or system error. In addition, compensation overpayments may arise in various circumstances including but not limited to:

- underpayment of any deduction required to be taken from the Member's pay.
- adjustments to annual leave credits carried forward from one year to another, to reflect the rate of pay at which the annual leave was earned.

The CPS is entitled to recover overpayments from Members' earnings according to the following procedures:

1. When the CPS Finance Services Division discovers a compensation overpayment has been made, they will advise the Member of the overpayment.
2. If the overpayment is less than or equal to one day's pay, the impacted Member will be notified of the overpayment and the monies will be recovered in the next available pay period.
3. If the overpayment exceeds one (1) day's pay, the Member will be advised in writing and will be provided with a detailed explanation of both the overpayment and the recommended recovery plan. The recommended recovery plan may include amortization of the repayment over multiple pay periods, forfeiture of accumulated time or annual leave hours, or some combination thereof, or such other arrangements as may be appropriate in the circumstances.
4. Within fourteen (14) calendar days from the date of the letter, the Member is required to either:

- a. provide written authorization to proceed with the recovery of the overpayment, or
 - b. provide notification of their intent to dispute the validity of the overpayment with supporting documentation that the overpayment claim is incorrect.
5. Recovery of overpayment that exceed one day's pay may be initiated under the following conditions:
 - a. Immediately upon receiving written consent from the Member.
 - b. If the Member fails to respond within fourteen (14) calendar days; or
 - c. If the Member resigns, retires or is terminated, from their final pay cheque or other funds due on termination.
6. If the Member disputes the validity or the amount of the overpayment, the parties will, within twenty-one (21) calendar days meet and attempt to resolve the issue. If it remains unresolved, the following will be set out in writing and forwarded to a single arbitrator for summary adjudication:
 - a. The Finance Services Division will provide the facts said to give rise to the overpayment; and
 - b. The Member will provide documentation supporting their position.

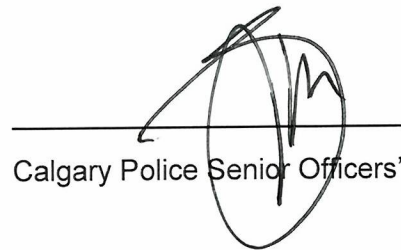
Signed this 7 day of August, 2025.

FOR THE CITY OF CALGARY



Manager, Labour Relations

FOR THE ASSOCIATION



Calgary Police Senior Officers' Association

Original date of agreement: January 4, 2011

LETTER OF UNDERSTANDING
BETWEEN
THE CALGARY POLICE SENIOR OFFICERS' ASSOCIATION
AND
THE CITY OF CALGARY

RE: RELIEF OR TEMPORARY ASSIGNMENTS

When a Member accepts a relief or temporary assignment within the CPS, but outside the bargaining unit, the Member shall retain all past and accruing service and seniority for up to twenty-four (24) months. The City agrees that, when such a Member is temporarily assigned as Chief or Deputy Chief, they shall receive the same level of indemnification as The Chief or Deputy Chief for the duration of their temporary assignment. At the conclusion of the relief or temporary assignment, it is agreed that the Member shall revert to a position within their former rank.

Signed this 7 day of August, 2025.

FOR THE CITY OF CALGARY

Dm Hamilton

Manager, Labour Relations

FOR THE ASSOCIATION



Calgary Police Senior Officers' Association

Original date of agreement: March 9, 2015

LETTER OF UNDERSTANDING
BETWEEN
THE CALGARY POLICE SENIOR OFFICERS' ASSOCIATION
AND
THE CITY OF CALGARY

RE: OVERTIME

This letter confirms the understanding between The City and the SOA concerning the payment of overtime for the duration of the Collective Agreement. **Where conflict or differences exist between the provisions of this Letter and the provisions of the Collective Agreement, the specific provisions of this Letter shall prevail.**

The parties recognize that there are ongoing requirements for Members to work additional hours as part of their regular duties and responsibilities and that their annual salary reflects those additional hours.

Overtime

Consideration may be given to payment of overtime when Members return to duty to serve as an Incident Commander at a Level 2 call or when Members work additional hours as a result of extraordinary major events or exceptional circumstances. What constitutes an "extraordinary major event", or an "exceptional circumstance" is determined at the sole discretion of confirmed Deputy Chiefs or The Chief. Their determination shall be final and binding.

An overtime request may be submitted prior to, or after, the event in question. Such request shall be submitted by the Member to their immediate supervisor, who will then present it to the confirmed Deputy Chief of their Bureau, or The Chief for approval. If approved, all overtime hours shall be paid out at double time (2x) the Member's regular hourly rate of pay.

In the event the request is denied, the Deputy Chief will notify the Member in writing outlining the reason(s) for the decision. The Member shall have the right to appeal, within fifteen (15) working days, to The Chief through the Association. The decision of The Chief shall be final and the reasons shall be communicated to the Member and the Association in writing.

Signed this 7 day of August, 2025.

FOR THE CITY OF CALGARY

FOR THE ASSOCIATION

Dm Hamilton.

Manager, Labour Relations



Calgary Police Senior Officers' Association

Original date of agreement: July 14, 2016

LETTER OF UNDERSTANDING

BETWEEN

THE CALGARY POLICE SENIOR OFFICERS' ASSOCIATION

AND

THE CITY OF CALGARY

RE: DUTY INSPECTORS PERMANENTLY ASSIGNED TO THE REAL TIME OPERATIONS CENTRE (RTOC)

The parties recognize the unique requirements for Duty Inspectors permanently assigned full time to the Real Time Operations Centre (RTOC).

1. To ensure continuity of leadership and decision-making within the RTOC teams and to allow for better alignment with the support units they work with, Duty Inspectors permanently assigned full time to the RTOC will work a schedule that meets the following criteria:
 - a. Shall be a four (4) week schedule consisting of twelve (12), twelve (12) hour reliefs and two (2), eight (8) hour reliefs, averaging forty (40) hours per week over the four (4) week schedule; and,
 - b. The two (2), eight (8) hour reliefs shall occur on Thursdays. The additional four (4) hours worked on Thursdays shall be considered overtime and paid out at double time (2x) the Member's regular hourly rate; and,
 - c. All days including sickness and accident days, statutory holidays, vacation and working days shall be considered as twelve (12) hour days and eight (8) hour days respectively.
2. **Both parties recognize the benefit of maintaining an experienced and highly skilled workforce. Members permanently assigned as a Duty Inspector and performing the full scope of the duties shall receive an indexed premium of three percent (3%) of their base salary effective the first pay period after the date of ratification. This premium shall be indexed and outlined in Remuneration schedule attached to this Agreement.**

Any transfer or move out of the Duty Inspector rank shall immediately end a Member's eligibility for the indexed rate.

3. **Night relief at one dollar and fifteen cents (\$1.15) per hour shall be any relief which commences after 6:00 p.m. (1800 hours) and prior to 6:00 a.m. (0600 hours).**

The terms and conditions of this Letter of Understanding apply only to Inspectors who are promoted to the rank and assigned to the RTOC on a permanent basis. Inspectors seconded into

the RTOC for twenty-eight (28) consecutive days or more shall also be entitled to the provisions outlined in this Letter of Understanding.

This Letter of Understanding may be terminated by either party with eight (8) weeks' written notice. In this event, the parties shall revert to the terms outlined in the Collective Agreement.

Signed this 7 day of August, 2025.

FOR THE CITY OF CALGARY

Dm Hamilton

Manager, Labour Relations

FOR THE ASSOCIATION



Calgary Police Senior Officers' Association

Original date of agreement: December 20, 2022

**LETTER OF UNDERSTANDING
BETWEEN
THE CALGARY POLICE SENIOR OFFICERS'
ASSOCIATION AND
THE CITY OF CALGARY**

RE: GRIEVANCE PROCEDURE

The parties agree to substitute Article 6.00 outlined herein for the respective Article in the Collective Agreement for the duration of the contract.

6.00 GRIEVANCE PROCEDURE

6.01 (a) The City and The Association jointly recognize the desirability of resolving conflicts through the use of good judgement, communications and clear directives by all parties.

6.01 (b) Either party to this Agreement may lodge a grievance in writing with the other party on a difference which arises between the parties bound by this Collective Agreement as to the interpretation, application or operation or any alleged violation of this Agreement. A copy of all grievances shall be forwarded to corporate Labour Relations (lr@calgary.ca), Human Resources.

6.01 (c) Where the parties agree, if the subject of the grievance arises from a corporate policy or program of The City, the grievance will be heard by the Chief Human Resources Officer of The City.

6.01 (d) The Association shall present its grievance in writing to the Chief **People Officer**. The City or the CPS shall present its grievance in writing to the President of the SOA or their designate.

Once a grievance has been filed, The City or the SOA may request a meeting with the intention of resolving the dispute prior to advancing the grievance through the formal procedure. Such informal meeting shall at minimum include a SOA Representative, a Human Resources Representative and a Labour Relations Representative.

Within three (3) working days of a grievance being filed, either party may request an informal grievance meeting, to be held at a mutually agreeable timeframe. In the absence of an informal grievance meeting, the grievance shall advance to Step one (1). If an informal meeting is held and does not result in a resolution within five (5) working days of the meeting, the grievance shall advance to Step one (1).

6.01 (e) **STEP 1:**

The parties will meet to discuss the grievance within fifteen (15) working days of receipt **or of advancement as per Clause 6.01(d), whichever is the later, and in the absence of the aggrieved employee.** The Chief People Officer or the SOA President or their designate, after hearing the grievance, shall render a decision in writing within **ten (10) working days. If a satisfactory settlement is not reached, Step two (2) may be taken.**

6.01 (f) **STEP 2**

The SOA shall have the right to be heard by The Chief or designated Deputy Chief. In making application for a hearing, the SOA shall deliver to The Chief or designated Deputy Chief, within fifteen (15) working days of the date the Chief People Officer rendered their decision, a statement which shall include an outline in writing of the grievance. The hearing shall be held within fifteen (15) working days of the date the application is received. The Chief or designated Deputy Chief shall, within fifteen (15) working days following the end of such hearing, give their decision in writing to the SOA.

6.01 (g) **STEP 3 – ARBITRATION**

If a settlement satisfactory to the Association or The City has not been reached, either of the parties may notify the other party, in writing, within twenty (20) working days **of the Step two (2) response**, of its intent to submit the grievance to an Arbitration Board in accordance with the Police Officers Collective Bargaining Act.

Where the Association and The City mutually agree, a single arbitrator may be appointed in accordance with the Police Officers Collective Bargaining Act.

Note: For the purposes of this section, working days shall be consecutive days exclusive of Saturdays, Sundays or holidays recognized by The City.

6.02 Grievances not submitted within thirty (30) days after the circumstances giving rise to such grievance occurred or should reasonably have been known, shall not be considered, and forever abandoned. Upon mutual agreement of the parties, the time limits may be extended.


Signed this 7 day of August, 2025

FOR THE CITY OF CALGARY

Don Hamilton

Manager, Labour Relations

FOR THE ASSOCIATION



Calgary Police Senior Officers' Association

Original date of agreement: March 14, 2025