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April 19, 2024

**Via Email**

Mayor Sohi and all other Councillors:

Dear Mayor and Council,

**Request by Council**

On November 7, 2023, City Council made the following formal request of the Commission through the following motion:

*“Number of Edmonton Police Service employees with total compensation in excess of the following, in 2021: \$125,000, \$150,000, \$175,000, \$200,000, \$225,000, \$250,000, \$275,000; \$300,000, \$325,000, \$350,000, \$375,000, and \$400,000.”*

**Overview and Background Information**

For the purpose of this response, total compensation is defined as the total cost paid by the Edmonton Police Service (EPS) in three areas:

- 1) The employee's base salary.
  - Most EPS employees fall under the jurisdiction of a union or association (CSU 52, SOA, EPA) which means that the salaries for these members are bargained collectively by their union or association with the City of Edmonton.
- 2) Other employee earnings.
  - This includes overtime, court time, special duty, statutory holiday pay, employee allowances (e.g., clothing allowance), temporary acting pay, shift premiums, stand by pay, and pay-outs of accrued time, all of which are pursuant to the relevant collective agreement.
- 3) The employer paid portion of employee benefits.
  - This includes medical, dental, critical illness, life insurance, out of province travel insurance, short term disability and pension (SFPP or LAPP).
  - The cost of the employer portion of these benefits has been estimated at 24.6 per cent of an employee's base salary. These benefits are also negotiated by the unions/associations and the City.

## 2021 Total Compensation

Total Compensation	Civilian	Sworn
> \$125,000	144	416
> \$150,000	51	949
> \$175,000	19	315
> \$200,000	13	60
> \$225,000	10	30
> \$250,000	5	10
> \$275,000	2	2
> \$300,000	-	-
> \$325,000	-	-
> \$350,000	-	-
> \$375,000	-	-
> \$400,000	-	1
<b>Grand Total</b>	<b>244</b>	<b>1783</b>

2021 Total Civilian Employees 927.6<sup>1</sup>  
 Percentage earning in excess of \$125K 26%

2021 Total Sworn Employees 1882<sup>2</sup>  
 Percentage earning in excess of \$125K 96%

### Important Notes:

- The selection of the interval for *total compensation* of \$125,000 (as opposed to base salary information) assures the vast majority of sworn members will appear on this chart due to the inclusion of pension benefits, health care benefits, overtime, statutory holiday pay, shift premium, acting pay, etc.
- The reader is cautioned in assuming that the 244 civilian employees shown on the prior page are management. In 2021, as shown in the dataset provided to the City in the 2023-2026 Budget documents<sup>3</sup>, civilian management numbers were 65 FTEs, sworn 136 FTEs. Approximately 7 per cent of total workforce.
- Overtime paid to employees can be from two sources:
  - a. Base budget provided by City Council for events such as meeting minimum shift staffing, court time, investigative requirements, etc.
  - b. External revenues sources for events such as sporting venues (paid by venue), dignitary visits (paid by federal government), requests for assistance by other police services (paid by other police service), etc.

<sup>1</sup> Source: page 495

<https://www.edmonton.ca/sites/default/files/public-files/ResponsesToCityCouncilOperatingBudgetQuestions-SortedByNumber.pdf?cb=1712350196>

<sup>2</sup> Source: page 495

<https://www.edmonton.ca/sites/default/files/public-files/ResponsesToCityCouncilOperatingBudgetQuestions-SortedByNumber.pdf?cb=1712350196>

<sup>3</sup> Source: page 495

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We trust this information has satisfactorily provided the information set out in the motion.

Sincerely,

The Edmonton Police Commission

cc. Eddie Robar, Interim City Manager

Aileen Giesbrecht, City Clerk