
Collective Agreement Wage Tables Municipalities

January 2023

Wage Table by Employer – Page 2

Wage Table by Classification

Firefighter **Page 10**

Police **Page 12**

Transit **Page 13**

For further information, contact:
Collective Bargaining Information Services
702, 10808 – 99 Avenue
Edmonton AB T5K 0G5
Telephone: 780-427-8301
Fax: 780-427-6327
E-mail: cba.submissions@gov.ab.ca

Collective Agreement Wage Table - Municipalities

Per Cent Increase

*Other Adjustment

Employer	Union	Ees	Expiry Date	Term	Settled On	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Beaver County	Operating Engineers Local 955	34	2025-12-19	40	2022-09-21	2.50%	0.00%	0.50%	0.50%	1.00%	0.00%	3.75%	1.00%	0.25%		
Brazeau County	Operating Engineers Local 955	21	2023-12-31	24	2022-01-14	1.50%	1.75%	0.00%	0.00%	1.50%	1.50%	3.25%	1.75%			
Blood Tribe Police Commission	Blood Tribe Police Association	27	2018-03-31	36	2016-11-26	2.50%	2.50%									
Calgary Public Library	CUPE Local 1169	650	2023-12-31	36	2022-08-14	3.50%	4.00%	0.00%	0.00%	0.00%	1.50%	1.50%	2.00%			
Camrose County	Operating Engineers Local 955	40	2023-12-31	36	2021-05-25	3.00%	3.50%	0.00%	1.00%	1.50%	0.00%	0.00%	0.00%			
City of Airdrie	IAFF Local 4778	71	2020-12-31	36	2019-07-05	2.60%	2.00%	2.00%	2.00%	2.00%						
City of Brooks	CUPE Local 1032	68	2026-12-31	48	2022-11-02	1.36%	1.35%	1.33%	2.00%	2.00%	2.00%	1.50%	\$1.50	1.75%	1.75%	1.25%
City of Calgary	ATU Local 583	3,100	2021-01-03	36	2019-08-15	3.50%	4.00%	0.00%	0.00%	1.50%						
City of Calgary	Calgary Police Association	2,200	2021-01-03	36	2020-04-06	3.00%	2.50%	0.00%	1.50%	1.50%						
City of Calgary	Calgary Police Senior Officers' Association	37	2018-01-05	12	2016-12-16	3.00%	2.50%									
City of Calgary	Carpenters Local 2103	11	2018-01-05	48	2014-06-26	3.50%	4.00%									
City of Calgary	IAFF Local 255	1,387	2019-12-31	24	2019-09-27	2.50%	2.50%	0.00%	1.50%							
City of Calgary	IBEW Local 254	162	2021-03-30	36	2020-08-17	3.50%	4.00%	0.00%	0.00%	1.50%						
City of Calgary - Civic Foremen	CUPE Local 709	420	2023-12-31	36	2022-07-06	3.50%	4.00%	0.00%	0.00%	1.50%	1.50%	1.50%	2.00%			
City of Calgary - Emergency Communications Officers	IBEW Local 254	281	2024-01-03	36	2023-01-20	3.50%	4.00%	0.00%	0.00%	1.50%	1.50%	1.50%	2.00%			
City of Calgary - Inside Workers	CUPE Local 38	4,900	2023-12-31	36	2022-06-29	3.50%	4.00%	0.00%	0.00%	1.50%	1.50%	1.50%	2.00%			
City of Calgary - Outside Workers	CUPE Local 37	2,800	2021-01-03	36	2019-04-18	3.50%	4.00%	0.00%	0.00%	1.50%						
City of Camrose	Camrose Police Association	31	2022-12-31	24	2022-06-06	2.50%	2.00%	1.25%	1.25%	2.25%	2.00%	2.00%				

Collective Agreement Wage Table - Municipalities

Per Cent Increase

*Other Adjustment

Employer	Union	Ees	Expiry Date	Term	Settled On	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
City of Camrose	CUPE Local 1425	105	2021-12-31	12	2020-10-05	2.50%	1.50%	1.50%	2.00%	0.00%	0.00%					
City of Cold Lake	AUPE	118	2021-12-31	48	2018-08-07	3.00%	3.25%	1.50%	1.50%	1.75%	2.25%					
City of Edmonton	Civic Service Union 52	4,400	2020-12-19	24	2020-08-17	2.75%	3.00%	3.00%	0.00%	0.00%						
City of Edmonton	CUPE Local 30	2,870	2023-12-30	36	2022-06-20	2.75%	3.00%	3.00%	0.00%	0.00%	0.00%	1.00%	2.00%			
City of Edmonton	Edmonton Police Association	1,881	2020-12-20	24	2018-12-21	2.75%	2.25%	2.50%	1.50%	1.50%						
City of Edmonton	Edmonton Police Service Senior Officers' Association	40	2020-12-20	36	2019-06-09	2.75%	2.25%	2.50%	1.50%	1.50%						
City of Edmonton	IAFF Local 209	1,284	2018-12-25	24	2018-12-21	2.50%	3.00%	2.50%								
City of Edmonton	IBEW Local 1007	106	2021-12-18	27	2019-09-16	2.75%	3.00%	3.00%	0.00%	0.00%	1.50%					
City of Edmonton - DATS	ATU Local 569	131	2021-12-18	16	2019-09-05	2.75%	3.00%	3.00%	0.00%	0.00%	0.00%					
City of Edmonton - Transit	ATU Local 569	2,592	2023-12-30	36	2022-04-04	2.75%	3.00%	3.00%	0.00%	0.00%	0.00%	1.00%	2.00%			
City of Fort Saskatchewan	CUPE Local 30	247	2022-12-31	36	2021-03-09	3.00%	0.00%	2.00%	2.00%	0.00%	0.00%	1.50%				
City of Grande Prairie	CUPE Local 787	644	2024-12-31	36	2022-12-16	1.50%	1.80%	2.25%	1.00%	2.00%	1.50%	1.70%	1.90%	1.90%		
City of Grande Prairie	IAFF Local 2770	88	2023-12-31	48	2021-12-13	1.79%	1.95%	1.85%	2.15%	2.00%	2.00%	2.00%	TBD			
City of Lacombe	Lacombe Police Association	21	2025-12-31	60	2021-03-22	2.50%	2.00%	1.00%	1.75%	1.75%	1.00%	2.20%	3.00%	2.00%	2.00%	
City of Leduc	IAFF Local 4739	80	2020-12-31	36	2019-11-04	1.83%	2.00%	2.25%	2.25%	2.00%						
City of Lethbridge	CUPE Local 70	860	2022-12-31	48	2018-12-10	2.00%	2.50%	3.00%	1.00%	1.50%	1.50%	1.50%				
City of Lethbridge	IAFF Local 237	211	2020-12-31	48	2018-10-01	2.50%	2.30%	2.00%	2.00%	2.00%						
City of Lethbridge	IBEW Local 254	84	2022-12-31	60	2019-06-10	2.00%	2.00%	2.25%	1.00%	1.50%	1.50%	2.00%				

Collective Agreement Wage Table - Municipalities

Per Cent Increase

*Other Adjustment

Employer	Union	Ees	Expiry Date	Term	Settled On	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
City of Lethbridge	Lethbridge Police Association	166	2024-12-31	49	2022-11-29	2.50%	2.00%	2.00%	2.00%	2.00%	2.00%	2.90%	2.60%	2.50%		
City of Lethbridge	Lethbridge Police Senior Officers	3	2024-12-31	49	2022-11-29	2.50%	2.00%	2.00%	2.00%	0.00%	2.00%	2.90%	*5.35%	2.50%		
City of Lethbridge	Operating Engineers Local 955	12	2026-12-31	48	2022-11-29	2.00%	2.50%	3.00%	1.00%	1.50%	1.50%	2.00%	3.00%	2.00%	2.25%	2.75%
City of Lethbridge - Access A Ride	ATU Local 987	43	2024-12-31	60	2021-03-09	2.00%	2.50%	3.00%	1.00%	1.50%	0.00%	0.00%	1.50%	2.00%		
City of Lethbridge - Transit	ATU Local 987	173	2022-12-31	48	2019-06-24	2.00%	2.50%	3.00%	1.00%	1.50%	1.50%	2.00%				
City of Lloydminster	CUPE Local 1015	350	2026-12-31	60	2022-02-25	2.75%	2.75%	2.75%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
City of Lloydminster	IAFF Local 5182	36	2021-12-31	44	2019-06-10				2.00%	2.00%	2.00%					
City of Medicine Hat	CUPE Local 46	800	2022-12-31	36	2020-08-17	2.00%	0.00%	2.00%	2.00%	0.00%	0.00%	2.00%				
City of Medicine Hat	IAFF Local 263	78	2022-12-31	48	2022-08-02	2.12%	0.00%	2.00%	\$2.00	1.50%	2.50%	2.50%				
City of Medicine Hat	Medicine Hat Police Associatiion	114	2020-12-31	48	2019-04-15	2.50%	0.00%	2.00%	2.00%	3.50%						
City of Medicine Hat - Electric Generation & Water Treatment	IBEW Local 254	46	2023-12-31	48	2021-10-05	3.00%	0.00%	2.00%	2.00%	1.10%	1.00%	2.00%	2.00%			
City of Medicine Hat - Electrical Distribution	IBEW Local 254	52	2023-12-31	48	2021-10-05	3.00%	0.00%	2.00%	2.00%	1.10%	1.00%	2.00%	2.00%			
City of Red Deer	ATU Local 569	120	2022-12-31	24	2022-02-28	1.50%	2.25%	1.00%	1.00%	2.00%	0.00%	0.00%				
City of Red Deer	CUPE Local 417	913	2023-12-31	36	2022-11-21	2.00%	2.50%	1.00%	1.00%	2.00%	0.00%	0.00%	1.50%			
City of Red Deer	IAFF Local 1190	209	2022-12-31	42	2022-05-09	2.50%	2.50%	2.20%	2.20%	2.00%	2.00%	2.00%				
City of Red Deer	IBEW Local 254	43	2023-12-31	24	2022-07-04	3.50%	1.75%	2.00%	1.00%	2.00%	0.00%	2.25%	2.50%			
City of Spruce Grove	IAFF Local 3021	55	2022-12-31	36	2022-05-09	2.00%	2.00%	2.00%	2.50%	2.00%	2.00%	2.00%				
City of Spruce Grove	Operating Engineers Local 955	96	2024-12-31	36	2022-08-22	2.00%	2.25%	2.50%	2.75%	0.00%	0.00%	1.75%	1.00%	1.25%		

Collective Agreement Wage Table - Municipalities

Per Cent Increase

*Other Adjustment

Employer	Union	Ees	Expiry Date	Term	Settled On	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
City of St. Albert	CUPE Local 941	154	2021-12-31	36	2019-11-12	2.25%	2.00%	2.50%	2.00%	0.00%	1.25%					
City of St. Albert	IAFF Local 2130	116	2019-12-31	24	2019-10-03	1.68%	1.95%	2.10%	2.20%							
City of St. Albert - Diversified Transportation	ATU Local 569	57	2022-12-31	48	2019-04-30	1.50%	2.00%	2.50%	0.00%	1.25%	1.75%	2.00%				
City of St. Albert - Policing Services	CUPE Local 5141	58	2021-12-31	36	2019-11-07	2.25%	2.00%	2.50%	2.25%	0.00%	1.25%					
County of Forty Mile No. 8	CUPE Local 3395	60	2026-12-31	48	2022-09-27	0.00%	1.00%	2.00%	1.00%	1.00%	1.50%	2.00%	New grid	2.00%	2.00%	2.00%
County of Grande Prairie	IAFF Local 5108	51	2022-12-31	24	2021-11-01		2.50%	4.25%	4.00%	2.00%	2.00%					
County of Newell No. 4	CUPE Local 1032	18	2024-12-31	48	2020-09-01	2.00%	0.00%	1.00%	2.00%	2.00%	0.00%	1.00%	2.00%	2.00%		
County of Northern Lights	AUPE	27	2024-12-31	36	2022-02-25	1.00%	1.25%	1.50%	0.00%	1.00%	1.00%	1.75%	1.50%	0.75%		
County of Paintearth No. 18	Operating Engineers Local 955	32	2024-12-31	36	2021-10-04	2.40%	2.40%	0.00%	1.75%	1.75%	2.25%	0.00%	1.50%	1.75%		
County of Wetaskiwin No. 10	Operating Engineers Local 955	36	2023-12-31	35	2021-02-11	3.00%	3.50%	0.50%	1.00%	1.50%	0.00%	0.00%	0.00%			
Edmonton Public Library	Civic Service Union 52	630	2020-12-19	24	2021-07-06	2.75%	3.00%	3.00%	0.00%	0.00%						
Edson & Distict Public Library	CUPE Local 2.838	9	2022-12-31	48	2019-03-20	2.50%	3.00%	3.00%	1.00%	1.50%	1.50%	2.00%				
Lac Ste. Anne County	CUPE Local 1928	27	2023-12-31	36	2021-03-16	3.00%	0.50%	1.50%	\$.80	1.50%	0.00%	0.75%	1.50%			
Lethbridge County	CUPE Local 28	50	2022-12-31	48	2019-02-13	2.75%	2.75%	3.75%	1.00%	1.00%	1.00%	1.50%				
Lethbridge Public Library	CUPE Local 70	65	2022-12-31	48	2019-05-07	2.00%	2.50%	3.00%	1.00%	1.50%	1.50%	2.00%				
Lloydminster Public Library	CUPE Local 2114	8	2022-12-31	36	2020-03-18	2.75%	5.00%	1.00%	1.00%	2.00%	2.00%	2.00%				
Mackenzie County	AUPE	74	2022-12-31	48	2019-11-27	1.00%	1.25%	1.50%	0.00%	0.00%	0.00%	0.00%				
Medicine Hat Public Library	CUPE Local 46	35	2023-12-31	36	2020-11-02	2.00%	2.00%	0.00%	0.00%	0.00%	2.00%	1.50%	0.00%			

Collective Agreement Wage Table - Municipalities

Per Cent Increase

*Other Adjustment

Employer	Union	Ees	Expiry Date	Term	Settled On	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Municipal District of Pincher Creek No. 9	CUPE Local 927	18	2022-12-31	48	2019-02-04	3.00%	3.50%	3.50%	0.00%	1.75%	1.75%	2.00%				
Municipal District of Provost No. 52	Operating Engineers Local 955	51	2023-12-31	24	2021-11-29	2.40%	1.30%	1.20%	1.50%	1.75%	1.75%	2.00%	1.75%			
Municipal District of Spirit River	CUPE Local 787	10	2020-12-31	24	2019-07-09	1.92%	1.00%	2.50%	0.00%	0.00%	0.00%					
Municipality of Crowsnest Pass	CUPE Local 812	60	2022-12-31	48	2020-07-17	2.00%	2.50%	3.00%	0.00%	0.00%	1.00%	1.00%				
Municipality of Jasper	CUPE Local 1458	80	2023-12-31	36	2021-07-28	3.00%	3.50%	2.00%	1.25%	2.50%	0.00%	1.25%	2.50%			
Parkland County - Community Peace Officers	Operating Engineers Local 955	18	2024-12-31	36	2021-12-29	3.10%	3.00%	3.50%	3.00%	0.25%	0.75%	0.50%	1.50%	2.00%		
Parkland County - Public Works	Operating Engineers Local 955	63	2024-12-31	36	2022-02-18	3.00%	3.00%	1.00%	2.00%	0.75%	0.75%	0.93%	1.50%	2.00%		
Red Deer Public Library	CUPE Local 4810	65	2022-12-31	24	2021-10-22	2.00%	2.50%	0.00%	1.00%	2.00%	0.00%	0.00%				
Regional Municipality of Wood Buffalo	CUPE Local 1505	750	2020-12-31	36	2019-07-31	3.00%	3.00%	1.50%	1.25%	1.25%						
Regional Municipality of Wood Buffalo	IAFF Local 2494	175	2020-12-31	48	2019-10-03	4.50%	2.00%	2.25%	2.25%	2.50%						
Regional Municipality of Wood Buffalo - Transit	CUPE Local 1505	111	2023-12-31	60	2020-04-02	12.38%	11.00%	9.90%	2.77%	1.25%	TBD	TBD	TBD			
Rocky View County	IAFF Local 4794	151	2020-12-31	36	2020-04-21	3.25%	2.00%	2.00%	2.00%	2.00%						
Saddle Hills County	AUPE	52	2022-12-31	48	2020-02-13	2.75%	3.25%	3.50%	1.50%	1.75%	2.00%	2.00%	2.00%			
Smoky Lake County	CUPE Local 4575	9	2021-12-31	36	2018-12-11	3.00%	1.50%	1.50%	60.00%	60.00%	55.00%					
Smoky Lake County	Operating Engineers Local 955	40	2024-12-31	48	2021-07-08	3.00%	1.50%	1.50%	1.50%	1.50%	0.00%	0.00%	0.00%	1.00%		
Strathcona County	AUPE	165	2019-12-31	36	2018-04-20	2.75%	1.00%	1.75%	1.50%							
Strathcona County	IAFF Local 2461	184	2020-12-31	48	2018-06-02	1.50%	2.00%	2.00%	2.10%	2.00%						
Sundre Library Board	CUPE Local 417	3	2024-12-31	48	2022-02-23	2.50%	2.50%	1.30%	1.30%	1.30%	1.00%	1.00%	1.50%	1.50%		

Collective Agreement Wage Table - Municipalities

Per Cent Increase

*Other Adjustment

Employer	Union	Ees	Expiry Date	Term	Settled On	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Thorhild County	Operating Engineers Local 955	48	2023-12-31	24	2022-02-15	2.00%	1.00%	2.00%	1.50%	1.75%	2.00%	1.00%	1.00%			
Town of Blackfalds	CUPE Local 417	78	2024-12-31	36	2022-05-18	3.00%	0.70%	1.00%	1.50%	1.75%	2.00%	0.00%	1.00%	2.00%		
Town of Bonnyville	AUPE	58	2024-12-31	36	2022-05-27	4.00%	1.00%	1.50%	0.75%	1.25%	1.00%	0.00%	2.00%	2.00%		
Town of Bowden	CUPE Local 417	5	2019-12-31	24	2018-08-29	1.50%	1.50%	1.50%	1.50%							
Town of Canmore	CUPE Local 37	12	2024-12-31	48	2021-05-04	1.80%	1.80%	1.80%	1.50%	1.50%	0.50%	1.00%	1.30%	1.30%		
Town of Canmore	IAFF Local 4705	23	2020-12-31	36	2019-05-07	2.50%	2.00%	2.20%	2.00%	2.00%						
Town of Claresholm	CUPE Local 3023	31	2022-12-31	48	2018-12-12	2.50%	2.50%	3.00%	2.00%	2.00%	2.25%	2.25%				
Town of Coaldale	AUPE	39	2024-12-31	36	2022-02-17	2.75%	2.50%	0.00%	1.50%	1.75%	2.00%	1.00%	1.50%	1.50%		
Town of Cochrane	IAFF Local 4819	45	2021-12-31	48	2019-10-28	2.25%	2.00%	2.00%	2.00%	2.00%	2.00%	Apr				
Town of Cochrane	Teamsters Local 987	48	2022-12-31	58	2019-09-04			0.60%	2.00%	2.00%	2.00%	2.00%				
Town of Cochrane Library Board	CUPE Local 1169	20	2022-12-31	48	2019-03-29	1.25%	1.25%	2.50%	2.00%	2.00%	2.50%	3.00%				
Town of Drayton Valley	CUPE Local 2515	56	2022-12-31	24	2021-03-30	3.00%	3.50%	1.25%	1.50%	2.00%	0.00%	2.00%				
Town of Drumheller	CUPE Local 4604	65	2022-12-31	48	2019-07-31	2.00%	2.00%	2.50%	2.15%	2.25%	2.00%	2.50%				
Town of Drumheller - Outside Workers	CUPE Local 135	40	2022-12-31	48	2019-05-08	2.00%	2.00%	2.50%	1.65%	1.75%	2.00%	2.50%				
Town of Edson	CUPE Local 2.838	80	2022-12-31	48	2018-12-17	2.75%	3.00%	3.00%	0.00%	1.00%	2.25%	2.50%				
Town of Fort Macleod	CUPE Local 70	29	2022-12-31	12	2021-11-18	3.00%	3.00%	1.00%	2.00%	2.00%	1.00%	1.00%				
Town of Hgh River	Employee Association	187	2022-05-31	65	2018-05-11			NA	1.00%	0.00%	0.00%					
Town of Hinton	Unifor Local 855	100	2026-12-31	48	2022-09-26	3.50%	1.00%	2.00%	3.00%	1.90%	1.90%	1.50%	2.00%	2.00%	2.00%	2.00%

Collective Agreement Wage Table - Municipalities

Per Cent Increase

*Other Adjustment

Employer	Union	Ees	Expiry Date	Term	Settled On	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Town of Irricana	CUPE Local 37	7	2022-12-31	24	2021-01-21	3.00%	3.00%	2.00%	2.00%	2.00%	1.63%	TBD				
Town of Millet	Teamsters Local 362	10	2020-12-31	24	2018-11-28	0.00%	1.50%	1.50%	2.00%	2.00%						
Town of Morinville	CUPE Local 2426	32	2024-12-31	48	2021-11-25	1.50%	2.50%	2.00%	2.00%	2.00%	0.00%	0.00%	1.50%	2.25%		
Town of Nanton	CUPE Local 37	20	2023-12-31	36	2021-04-16	3.00%	2.00%	2.00%	1.30%	1.40%	0.50%	1.00%	1.00%			
Town of Nobleford	CUPE Local 28	4	2022-12-31	48	2018-10-18	3.00%	3.00%	3.00%	2.00%	2.00%	2.50%	3.00%				
Town of Okotoks	IAFF Local 4829	24	2024-12-31	60	2021-12-07	2.50%	1.60%	0.00%	2.50%	1.85%	TBD	TBD	TBD	TBD		
Town of Peace River	CUPE Local 898	99	2022-12-31	36	2020-04-29	3.50%	1.25%	2.00%	2.00%	1.00%	1.30%	1.50%				
Town of Picture Butte	CUPE Local 28	12	2023-12-31	36	2021-06-11	3.00%	3.00%	2.00%	2.00%	2.25%	1.00%	1.00%	0.00%			
Town of Pincher Creek	CUPE Local 927	26	2022-03-31	48	2018-10-03	3.00%	3.25%	1.25%	1.50%	2.00%	2.50%					
Town of Ponoka	AUPE	61	2024-12-31	60	2022-07-18	3.50%	0.00%	1.50%	2.20%	0.00%	0.00%	1.75%	1.75%	2.00%		
Town of Ponoka	IBEW Local 254	4	2024-12-31	36	2022-05-11	3.50%	0.00%	1.00%	1.75%	0.00%	1.00%	2.00%	2.00%	2.00%		
Town of Raymond	CUPE Local 70	25	2022-12-31	48	2019-02-11	3.00%	3.00%	3.00%	1.00%	2.00%	2.00%	2.50%				
Town of Redcliff	CUPE Local 46	50	2023-12-31	48	2020-02-24	2.00%	2.00%	2.00%	2.00%	0.00%	1.00%	1.25%	1.50%			
Town of Stettler	CUPE Local 971	19	2023-12-31	36	2021-05-23	3.00%	3.00%	1.50%	1.50%	1.50%	0.00%	0.50%	0.50%			
Town of Stony Plain	Operating Engineers Local 955	67	2024-12-31	36	2022-05-18	3.25%	3.00%	2.50%	1.50%	2.50%	1.00%	1.50%	2.00%			
Town of Taber	CUPE Local 2038	94	2021-12-31	12	2020-12-20	1.00%	3.00%	2.00%	2.00%	2.00%	0.00%					
Town of Taber	Taber Police Association	16	2024-12-31	36	2022-08-03	1.00%	2.50%	2.00%	1.75%	1.75%	1.75%	1.50%	2.50%	3.00%		
Town of Thorsby	CUPE Local 30	10	2021-12-31	36	2019-05-30	1.75%	2.25%	2.25%	1.75%	1.75%	2.00%					

Collective Agreement Wage Table - Municipalities

Per Cent Increase

*Other Adjustment

Employer	Union	Ees	Expiry Date	Term	Settled On	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Town of Three Hills	CUPE Local 417	21	2023-12-31	36	2021-02-04	2.50%	2.50%	0.75%	1.00%	2.00%	0.00%	0.50%	0.50%			
Town of Vulcan	CUPE Local 37	8	2022-12-31	24	2020-12-11	2.50%	2.50%	1.80%	2.00%	2.20%	0.00%	0.00%				
Town of Wainwright	CUPE Local 5606	50	2023-12-31	24	2022-02-11	3.50%	1.00%	1.00%	1.50%	1.50%	1.50%	1.00%	1.50%			
Town of Westlock	CUPE Local 3047	39	2022-12-31	48	2019-02-19	2.50%	3.00%	3.00%	1.00%	1.25%	1.75%	2.00%				
Westlock County	CUPE Local 3007	30	2023-12-31	36	2022-05-10	2.50%	3.00%	1.00%	1.75%	1.75%	0.00%	1.50%	1.50%			
Wood Buffalo Regional Library	CUPE Local 2157-01	50	2021-12-31	37	2018-12-14				0.00%	1.25%	1.25%					

Collective Agreement Wage Table - Municipalities - Firefighter

Hourly Rate and Per Cent Increase

Employer	Union	Ees	Expiry Date	Term	Settled On	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
City of Airdrie	IAFF Local 4778	71	2020-12-31	36	2019-07-05	\$ 44.65	\$ 45.54	\$ 46.45	\$ 47.38	\$ 48.33					
						2.60%	2.00%	2.00%	2.00%	2.00%					
City of Calgary	IAFF Local 255	1,387	2019-12-31	24	2019-09-27	\$ 44.34	\$ 45.45	\$ 45.45	\$ 46.14						
						2.50%	2.50%	0.00%	1.50%						
City of Edmonton	IAFF Local 209	1,284	2018-12-25	24	2018-12-21	\$ 44.09	\$ 45.42	\$ 46.56							
						2.50%	3.00%	2.50%							
City of Grande Prairie	IAFF Local 2770	88	2023-12-31	48	2021-12-13	\$ 44.68	\$ 45.55	\$ 46.39	\$ 47.39	\$ 48.34	\$ 49.30	\$ 50.29	TBD		
						1.79%	1.95%	1.85%	2.15%	2.00%	2.00%	2.00%			
City of Leduc	IAFF Local 4739	80	2020-12-31	36	2019-11-04	\$ 44.52	\$ 45.41	\$ 46.43	\$ 47.48	\$ 48.43					
						1.83%	2.00%	2.25%	2.25%	2.00%					
City of Lethbridge	IAFF Local 237	211	2020-12-31	48	2018-10-01	\$ 44.64	\$ 45.67	\$ 46.58	\$ 47.51	\$ 48.46					
						2.50%	2.30%	2.00%	2.00%	2.00%					
City of Lloydminster	IAFF Local 5182	36	2021-12-31	44	2019-06-10			45.66	46.58	47.51	48.46				
									2.00%	2.00%	2.00%				
City of Medicine Hat	IAFF Local 263	78	2022-12-31	48	2022-08-02	\$ 44.38	\$ 44.38	\$ 45.27	\$ 47.27	\$ 47.98	\$ 49.18	\$ 50.41			
						2.12%	0.00%	2.00%	\$ 2.00	1.50%	2.50%	2.50%			
City of Red Deer	IAFF Local 1190	209	2022-12-31	42	2022-05-09	\$ 44.09	\$ 45.19	\$ 46.19	\$ 47.22	\$ 48.16	\$ 49.13	\$ 50.11			
						2.50%	2.50%	2.20%	2.20%	2.00%	2.00%	2.00%			
City of Spruce Grove	IAFF Local 3021	55	2022-12-31	36	2022-05-09	\$ 44.78	\$ 45.67	\$ 46.58	\$ 47.75	\$ 48.70	\$ 49.68	\$ 50.67			
						2.00%	2.00%	2.00%	2.50%	2.00%	2.00%	2.00%			
City of St. Albert	IAFF Local 2130	116	2019-12-31	24	2019-10-03	\$ 44.80	\$ 45.67	\$ 46.63	\$ 47.66						
						1.70%	2.00%	2.10%	2.20%						
County of Grande Prairie	IAFF Local 5108	51	2022-12-31	24	2021-11-01		\$ 43.28	\$ 45.14	\$ 46.96	\$ 47.90	\$ 48.86				
							2.50%	4.25%	4.00%	2.00%	2.00%				
Regional Municipality of Wood Buffalo	IAFF Local 2494	175	2020-12-31	48	2019-10-03	\$ 51.47	\$ 52.50	\$ 53.68	\$ 54.89	\$ 56.27					
						4.50%	2.00%	2.25%	2.25%	2.50%					
Rocky View County	IAFF Local 4794	151	2020-12-31	36	2020-04-21	\$ 44.64	\$ 45.53	\$ 46.45	\$ 47.38	\$ 48.33					
						3.26%	2.00%	2.00%	2.00%	2.00%					
Strathcona County	IAFF Local 2461	184	2020-12-31	48	2018-06-02	\$ 44.80	\$ 45.70	\$ 46.61	\$ 47.59	\$ 48.54					
						1.50%	2.00%	2.00%	2.10%	2.00%					

Collective Agreement Wage Table - Municipalities - Firefighter

Hourly Rate and Per Cent Increase

Employer	Union	Ees	Expiry Date	Term	Settled On	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Town of Canmore	IAFF Local 4705	23	2020-12-31	36	2019-05-07	\$ 44.26	\$ 45.16	\$ 46.15	\$ 47.07	\$ 48.01					
						2.50%	2.00%	2.20%	2.00%	2.00%					
Town of Cochrane	IAFF Local 4819	45	2021-12-31	48	2019-10-28	\$ 44.49	\$ 45.41	\$ 46.32	\$ 47.24	\$ 48.19	\$ 49.15				
						2.25%	2.00%	2.00%	2.00%	2.00%	2.00%				
Town of High River	Employee Association	NA	2022-05-31	65	2018-05-11			\$ 43.13	\$ 43.56	\$ 43.56	\$ 43.56				
								NA	1.00%	0.00%	0.00%				
Town of Okotoks	IAFF Local 4829	24	2024-12-31	60	2021-12-07	\$ 44.26	\$ 44.97	\$ 44.97	\$ 46.09	\$ 46.94	TBD	TBD	TBD	TBD	
						2.50%	1.60%	0.00%	2.50%	1.85%					

Collective Agreement Wage Table - Municipalities - Police

Hourly Rate and Per Cent Increase

Employer	Union	Ees	Expiry Date	Settled On	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	
Blood Tribe Police Commission	Blood Tribe Police Association	27	2018-03-31	36	2016-11-26	\$ 42.77	\$ 43.84								
						2.50%	2.50%								
City of Calgary	Calgary Police Association	2,200	2021-01-03	36	2020-04-06	\$ 47.36	\$ 48.55	\$ 48.55	\$ 49.29	\$ 50.02					
						3.00%	3.50%	0.00%	1.50%	1.50%					
City of Camrose	Camrose Police Association	31	2022-12-31	24	2022-06-06	\$ 45.82	\$ 46.74	\$ 47.32	\$ 47.91	\$ 49.00	\$ 49.98	\$ 50.98			
						2.50%	2.00%	1.25%	1.25%	2.25%	2.00%	2.00%			
City of Edmonton	Edmonton Police Association	1,881	2020-12-20	36	2018-12-21	\$ 47.13	\$ 48.19	\$ 49.40	\$ 50.14	\$ 50.89					
						2.75%	2.25%	2.50%	1.50%	1.50%					
City of Lacombe	Lacombe Police Association	21	2025-12-31	60	2021-03-22	\$ 44.77	\$ 45.66	\$ 46.12	\$ 46.93	\$ 47.75	\$ 48.22	\$ 49.28	\$ 50.76	\$ 51.78	\$ 52.81
						2.50%	2.00%	1.00%	1.75%	1.75%	1.00%	2.20%	3.00%	2.00%	2.00%
City of Lethbridge	Lethbridge Police Association	166	2024-12-31	48	2022-11-29	\$ 46.87	\$ 47.81	\$ 48.77	\$ 49.75	\$ 50.75	\$ 51.77	\$ 53.27	\$ 54.60	\$ 55.97	
						2.50%	2.00%	2.00%	2.00%	2.00%	2.90%	2.90%	2.60%	2.50%	
City of Medicine Hat	Medicine Hat Police Association	114	2020-12-31	48	2019-04-15	\$ 46.61	\$ 46.61	\$ 47.54	\$ 48.72	\$ 50.44					
						2.50%	0.00%	2.00%	2.50%	3.50%					
Town of Taber	Taber Police Association	16	2024-12-31	36	2022-08-03	\$ 44.00	\$ 45.11	\$ 46.01	\$ 46.81	\$ 47.63	\$ 48.47	\$ 49.20	\$ 50.43	\$ 51.94	
						1.00%	2.50%	2.00%	1.75%	1.75%	1.75%	1.50%	2.50%	3.00%	

Collective Agreement Wage Table - Municipalities - Transit

Hourly Rate and Per Cent Increase

Employer	Union	Ees	Expiry Date	Settled On	2016	2017	2018	2019	2020	2021	2022	2023	2023	2024	2025
City of Calgary	ATU Local 583	3,100	2021-01-03	36	2019-08-15	\$ 34.59	\$ 35.97	\$ 35.97	\$ 35.97	\$ 36.51					
						3.50%	4.00%	0.00%	0.00%	1.50%					
City of Edmonton - DATS	ATU Local 569	131	2021-12-18	27	2019-09-05	31.35*	\$ 32.30	\$ 33.27	\$ 33.27	\$ 33.27					
						2.75%	3.00%	3.00%	0.00%	0.00%					
City of Edmonton - Transit	ATU Local 569	2,592	2023-12-30	36	2022-04-04	\$ 34.01	\$ 35.04	\$ 36.09	\$ 36.09	\$ 36.09	\$ 36.09	\$ 36.45	\$ 37.18		
						2.75%	3.00%	3.00%	0.00%	0.00%	0.00%	1.00%	2.00%		
City of Lethbridge - Access A Ride	ATU Local 987	43	2024-12-31	60	2021-03-09	\$ 28.40	\$ 29.12	\$ 30.00	\$ 30.30	\$ 30.75	\$ 30.75	\$ 30.75	\$ 31.21	\$ 31.83	
						Adj+ 2	2.50%	3.00%	1.00%	1.50%	0.00%	0.00%	1.50%	2.00%	
City of Lethbridge - Transit	ATU Local 987	173	2022-12-31	48	2019-06-24	\$ 28.41	\$ 29.12	\$ 30.00	\$ 30.30	\$ 30.75	\$ 31.21	\$ 31.83			
						2.00%	2.50%	3.00%	1.00%	1.50%	1.50%	2.00%			
City of Red Deer	ATU Local 569	120	2022-12-31	24	2022-02-28	\$ 29.34	\$ 30.00	\$ 30.30	\$ 30.60	\$ 31.22	\$ 31.22	\$ 31.22			
						1.50%	2.25%	1.00%	1.00%	2.00%	0.00%	0.00%			
City of St. Albert - Diversified Transportation	ATU Local 569	57	2022-12-31	48	2019-04-30	\$ 30.62	\$ 31.23	\$ 32.02	\$ 32.02	\$ 32.42	\$ 32.99	\$ 33.65			
						1.50%	2.00%	2.50%	0.00%	1.25%	1.75%	2.00%			
Regional Municipality of Wood Buffalo - Transit	CUPE Local 1505	111	2023-12-31	60	2020-04-02	\$ 38.21	\$ 42.41	\$ 46.62	\$ 47.91	\$ 48.51	TBD	TBD	TBD		
						12.38%	11.00%	9.90%	2.77%	1.25%					