

---

# Collective Agreement Wage Tables Municipalities

## October 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  
14<sup>th</sup> Floor, 10155 – 102 Street  
Edmonton AB T5J 4G8  
Telephone: 780-427-8301  
E-mail: [cba.submissions@gov.ab.ca](mailto: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	28	2022-03-31	12	2022-03-07	2.50%	2.50%	2.00%	2.00%	2.00%	2.00%					
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	2023-12-31	36	2023-09-26	3.50%	4.00%	0.00%	0.00%	1.50%	1.50%	1.50%	2.00%			
City of Calgary	Calgary Police Association	2,000	2024-01-03	36	2023-08-08	3.00%	2.50%	0.00%	1.50%	1.50%	2.00%	3.00%	3.00%			
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	3	2023-12-31	36	2022-12-16	3.50%	4.00%	0.00%	0.00%	1.50%	1.50%	1.50%	2.00%			
City of Calgary	IAFF Local 255	1,470	2020-12-31	12	2021-06-15	2.50%	2.50%	0.00%	1.50%	1.50%						
City of Calgary	IBEW Local 254	175	2024-03-30	36	2023-02-23	3.50%	4.00%	0.00%	0.00%	1.50%	1.50%	1.50%	2.00%			
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	2,600	2023-12-31	17	2022-08-02	3.50%	4.00%	0.00%	0.00%	1.50%	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 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%				
City of Camrose	CUPE Local 1425	62	2024-12-31	36	2023-01-25	2.50%	1.50%	1.50%	2.00%	0.00%	0.00%	2.50%	3.00%	2.00%		
City of Cold Lake	AUPE	166	2026-12-31	60	2022-11-05	3.00%	3.25%	1.50%	1.50%	1.75%	2.25%	1.50%	2.00%	2.25%	2.75%	3.25%
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	1,975	2023-12-16	36	2023-06-07	2.75%	2.25%	2.50%	1.50%	1.50%	1.50%	3.00%	2.50%			
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	100	2021-12-28	36	2023-02-03	2.75%	3.00%	3.00%	0.00%	0.00%	1.50%	1.00%	2.00%	2.00%		
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	350	2026-12-31	48	2023-05-31	3.00%	0.00%	2.00%	2.00%	0.00%	0.00%	1.50%	2.00%	2.00%	2.00%	2.50%
City of Fort Saskatchewan	IAFF Local 5277	47	2024-12-31	51	2023-07-04						3.00%	3.50%	4.00%	4.00%		
City of Grande Prairie	CUPE Local 787	644	2024-12-31	36	2022-12-14	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%						

## 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	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%				
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	750	2026-12-31	48	2023-04-03	2.00%	0.00%	2.00%	2.00%	0.00%	0.00%	2.00%	\$ 1.55	2.50%	2.25%	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	115	2024-12-31	48	2023-02-21	2.50%	0.00%	2.00%	2.00%	3.50%	2.50%	2.50%	2.50%	2.50%		
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%			

## 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 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%		
City of St. Albert	CUPE Local 941	142	2025-12-31	48	2023-01-17	2.25%	2.00%	2.50%	2.00%	0.00%	1.25%	0.00%	1.00%	1.50%	2.00%	
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 - PWTransit	ATU Local 569	101	2025-12-31	36	2023-10-03	1.50%	2.00%	2.50%	0.00%	1.25%	1.75%	2.00%	4.00%	3.00%	2.00%	
City of St. Albert - Policing Services	CUPE Local 5141	45	2025-12-31	48	2022-09-15	2.25%	2.00%	2.50%	2.25%	0.00%	1.25%	0.00%	1.00%	1.50%	2.00%	
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%						
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 2800	50	2026-12-31	48	2022-12-22	2.75%	2.75%	3.75%	1.00%	1.00%	1.00%	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
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	10	2025-12-31	36	2022-12-22	2.75%	5.00%	1.00%	1.00%	2.00%	2.00%	2.00%	\$0.50	\$0.65	\$0.70	
Mackenzie County	AUPE	69	2026-12-31	48	2023-02-09	1.00%	1.25%	1.50%	0.00%	0.00%	0.00%	0.00%	2.00%	2.00%	2.00%	2.00%
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%			
Municipal District of Pincher Creek No. 9	CUPE Local 927	18	2026-12-31	48	2023-08-22	3.00%	3.50%	3.50%	0.00%	1.75%	1.75%	2.00%	3.00%	3.00%	3.00%	3.00%
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	65	2026-12-31	48	2023-06-13	2.00%	2.50%	3.00%	0.00%	0.00%	1.00%	1.00%	4.00%	3.00%	2.00%	3.00%
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	830	2024-12-31	48	2023-08-15	3.00%	3.00%	1.50%	1.25%	1.25%	2.00%	2.00%	3.00%	2.00%		
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%	2.00%	2.00%	3.00%			
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%			

## 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
Smoky Lake County	CUPE Local 4575	9	2021-12-31	36	2018-12-11	3.00%	1.50%	1.50%	\$ 0.60	\$ 0.60	\$ 0.55	\$ 0.00	\$ 0.55	\$ 0.75		
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	179	2023-12-31	48	2023-05-31	2.75%	1.00%	1.75%	1.50%	0.00%	0.00%	1.00%	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%		
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	30	2026-12-31	48	2023-01-09	2.50%	2.50%	3.00%	2.00%	2.00%	2.25%	2.25%	2.50%	2.50%	2.50%	2.50%
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	2024-12-31	36	2022-11-14	2.25%	2.00%	2.00%	2.00%	2.00%	2.00%	4.00%	3.75%	3.50%		
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	40	2026-12-31	48	2023-05-25	1.25%	1.25%	2.50%	2.00%	2.00%	2.50%	3.00%	2.50%	2.50%	2.50%	2.50%
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%				

## 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 Drumheller	CUPE Local 4604	65	2025-12-31	36	2023-07-10	2.00%	2.00%	2.50%	2.15%	2.25%	2.00%	2.50%	3.00%	2.75%	2.75%	
Town of Drumheller - Outside Workers	CUPE Local 135	25	2025-12-31	36	2023-07-10	2.00%	2.00%	2.50%	1.65%	1.75%	2.00%	2.50%	3.00%	3.00%	3.00%	
Town of Edson	CUPE Local 2838	80	2026-12-31	48	2023-03-27	2.75%	3.00%	3.00%	0.00%	1.00%	2.25%	2.50%	3.00%	2.00%	2.00%	2.00%
Town of Edson Library Board	CUPE Local 2838	16	2025-12-31	36	2023-02-16	2.50%	3.00%	3.00%	1.00%	1.50%	1.50%	2.00%	3.00%	3.00%	3.00%	
Town of Fort Macleod	CUPE Local 70	25	2025-12-31	36	2022-12-20	3.00%	3.00%	1.00%	2.00%	2.00%	1.00%	1.00%	2.75%	2.00%	2.00%	
Town of Hgh River	Employee Association	150	2027-09-30	84	2023-03-31			NA	1.00%	1.00%	0.00%	2.50%	4.00%	TBD	TBD	TBD
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%
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 2800	5	2024-12-31	24	2022-12-11	3.00%	3.00%	3.00%	2.00%	2.00%	2.50%	3.00%	Varies	2.00%		
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%		



## 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 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 Redcliff Library Board	CUPE Local 46	7	2026-12-31	48	2023-05-01								2.00%	2.00%	1.50%	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	2024-12-31	36	2022-09-08	1.75%	2.25%	2.25%	1.75%	1.75%	2.00%	0.00%	1.50%	2.00%		
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	2024-12-31	24	2022-12-16	2.50%	2.50%	1.80%	2.00%	2.20%	0.00%	0.00%	4.00%	3.00%		
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%			

## 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	1,470	2020-12-31	12	2021-06-15	\$ 44.34	\$ 45.45	\$ 45.45	\$ 46.14	\$ 46.83					
						2.50%	2.50%	0.00%	1.50%	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 Fort Saskatchewan	IAFF Local 5277	47	2024-12-31	51	2023-07-04						\$ 44.42	\$ 45.99	\$ 47.85	\$ 49.78	
											3.00%	3.50%	4.00%	4.00%	
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%					

## 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
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%					
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	2024-12-31	36	2022-11-14	\$ 44.49	\$ 45.41	\$ 46.32	\$ 47.24	\$ 48.19	\$ 49.15	\$ 51.12	\$ 53.04	\$ 54.89	
						2.25%	2.00%	2.00%	2.00%	2.00%	2.00%	4.00%	3.75%	3.50%	
Town of High River	Employee Association	NA	2022-05-31	65	2018-05-11			\$ 43.13	\$ 43.56						
								NA	1.00%						
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	28	2022-03-31	12	2022-03-07	\$ 42.77	\$ 43.84	\$ 44.72	\$ 45.62	\$ 46.53	\$ 47.46				
						2.50%	2.50%	2.00%	2.00%	2.00%	2.00%				
City of Calgary	Calgary Police Association	2,000	2024-01-03	36	2023-08-08	\$ 47.36	\$ 48.55	\$ 48.55	\$ 49.29	\$ 50.02	\$ 51.02	\$ 52.55	\$ 54.13		
						3.00%	3.50%	0.00%	1.50%	1.50%	2.00%	3.00%	3.00%		
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	1,975	2023-12-16	36	2023-06-07	\$ 47.13	\$ 48.19	\$ 49.40	\$ 50.14	\$ 50.89	\$ 51.65	\$ 53.20	\$ 54.53		
						2.75%	2.25%	2.50%	1.50%	1.50%	1.50%	3.00%	2.50%		
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	115	2024-12-31	48	2023-02-21	\$ 46.61	\$ 46.61	\$ 47.54	\$ 48.72	\$ 50.44	\$ 51.71	\$ 53.00	\$ 54.32	\$ 55.68	
						2.50%	0.00%	2.00%	2.50%	3.50%	2.50%	2.50%	2.50%	2.50%	
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	2023-12-31	36	2023-09-26	\$ 34.59	\$ 35.97	\$ 35.97	\$ 35.97	\$ 36.51	\$ 37.06	\$ 37.62	\$ 38.37		
						3.50%	4.00%	0.00%	0.00%	1.50%	1.50%	1.50%	2.00%		
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 Grande Prairie	CUPE Local 787	NA	2024-12-31	36	2022-12-14	\$ 32.95	\$ 33.54	\$ 34.29	\$ 35.63	\$ 35.32	\$ 35.85	\$ 36.46	\$ 37.15	\$ 37.86	
						5.60%	1.80%	2.25%	1.00%	2.00%	1.50%	1.70%	1.90%	1.90%	
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 - PWTransit	ATU Local 569	101	2025-12-31	36	2023-10-03	\$ 30.62	\$ 31.23	\$ 32.02	\$ 32.02	\$ 32.42	\$ 32.99	\$ 33.65	\$ 35.01	\$ 36.06	\$36.78
						1.50%	2.00%	2.50%	0.00%	1.25%	1.75%	2.00%	4.00%	3.00%	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	\$ 49.48	\$ 50.47	\$ 51.98		
						12.38%	11.00%	9.90%	2.77%	1.25%	2.00%	2.00%	3.00%		