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Potential Municipal Impacts of RCMP Compensation Changes

Last month, the National Police Federation reached a tentative collective agreement with the Government of Canada

In late June, the National Police Federation, the union representing nearly 20,000 RCMP members, [reached a tentative six-year collective agreement](#) with the Treasury Board of Canada. Although specific terms of the agreement have not been publicly released, it is widely expected that the agreement will include a significant salary increase for most RCMP positions. The agreement applies to all regular RCMP members below the rank of Inspector.

From a municipal perspective, this agreement could have significant impacts. Municipalities with Municipal Police Service Agreements (MPSA) may face cost increases due to salary changes associated with the new agreement.

Most RMA members do not have an MPSA and are instead included under the Provincial Police Services Agreement (PPSA). PPSA municipalities will not be directly impacted, but there is a high likelihood that the changes could result in indirect impacts on these municipalities through the downloading of additional costs and / or changes to service levels.

The tentative agreement is expected to include a retroactive salary increase as of April 1, 2017. Accommodating this retroactive increase could have significant immediate impacts on policing contract holders.

RMA is currently working with the Government of Alberta to better understand how the collective agreement will impact RCMP costs and service in the province, as well as who will be responsible for assuming retroactive costs. RMA is concerned that provinces and municipalities will be required to assume additional costs despite not being involved in the bargaining process.

RMA will share more information on the agreement as it becomes available.

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