



SASKATOON _____
POLICE SERVICE

TO: Shirley Greyeyes, Chair
Board of Police Commissioners

FROM: Cameron McBride
Office of the Chief

DATE: 2025 February 07

SUBJECT: Saskatoon Police Service Out-of-Scope Increases

FILE #: 19,004

ISSUE:

To approve recommended compensation and benefits for Out-of-Scope employees of the Saskatoon Police Service (SPS).

RECOMMENDATION:

That the Board authorize the same salary increases and benefit changes for 2023, 2024 and 2025 for SPS Out-of-Scope employees that have been negotiated for the Exempt Staff Association (ESA) out of scope employees with the City of Saskatoon.

STRATEGIC PRIORITY:

This report is in support of the Our People strategic theme of the 2020 – 2024 Strategic Plan.

DISCUSSION:

There are currently 45 Out-of-Scope employees at SPS. The positions include executive directors, directors, managers and police professionals across the organization. The City of Saskatoon has recently reached an agreement with ESA for a term of six (6) years from January 1, 2023 to December 31, 2028. They have agreed upon the following changes to the Memorandum of Agreement (see Attachment 1 for details):

I. Salary Increases

The monetary settlement is as follows:

January 1, 2023	0.00% increase
January 1, 2024	2.50% increase

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January 1, 2025	2.50% increase
January 1, 2026	2.50% increase
January 1, 2027	2.50% increase (additional 0.50% for targeted Market Adjustments)
January 1, 2028	2.50% increase (additional 0.50% for targeted Market Adjustments)

II. Health and Dental Plan Redesign

Changes made to the health and dental plans are anticipated to reduce the current annual Health and Dental costs. Final calculation of the cost reduction will be influenced by the final design of the plan, costs of the plans in the marketplace at the time of the selection process, the distribution of employee option selections in the new plan and plan utilization in the first year.

III. Salary Administration

The City is in the process of updating the current Exempt Employees Salary Administration Policy. In addition, the City will be conducting a market review of salaries to determine their market competitiveness.

In 2025, the Saskatoon Police Service will be conducting a market review of salaries with other Saskatchewan municipal police services and similar industries. SPS will use this work determine market competitiveness and make recommendations to address any identified gaps. Any impact of this assessment will affect salary expenditures in 2026 and beyond.

IV. Disability Benefits

As of July 1, 2025, or a date determined through the RFP process, a new disability plan will be introduced.

CONCLUSION:

Historically, the practice within SPS has been to mirror the benefits, including any salary increases, bargained for ESA. We are requesting to continue with this practice for 2023, 2024 and 2025. For 2026, we will be making recommendations for out-of-scope salary bands based on the results from the market review.

ATTACHMENT:

1. Memorandum of Agreement (see Attachment 1 for details):

Written by: Aria Bueckert, Director of Human Resources
Reviewed by: Michele Arscott, Executive Director, Corporate Services
Approved by: Cameron McBride, Chief of Police