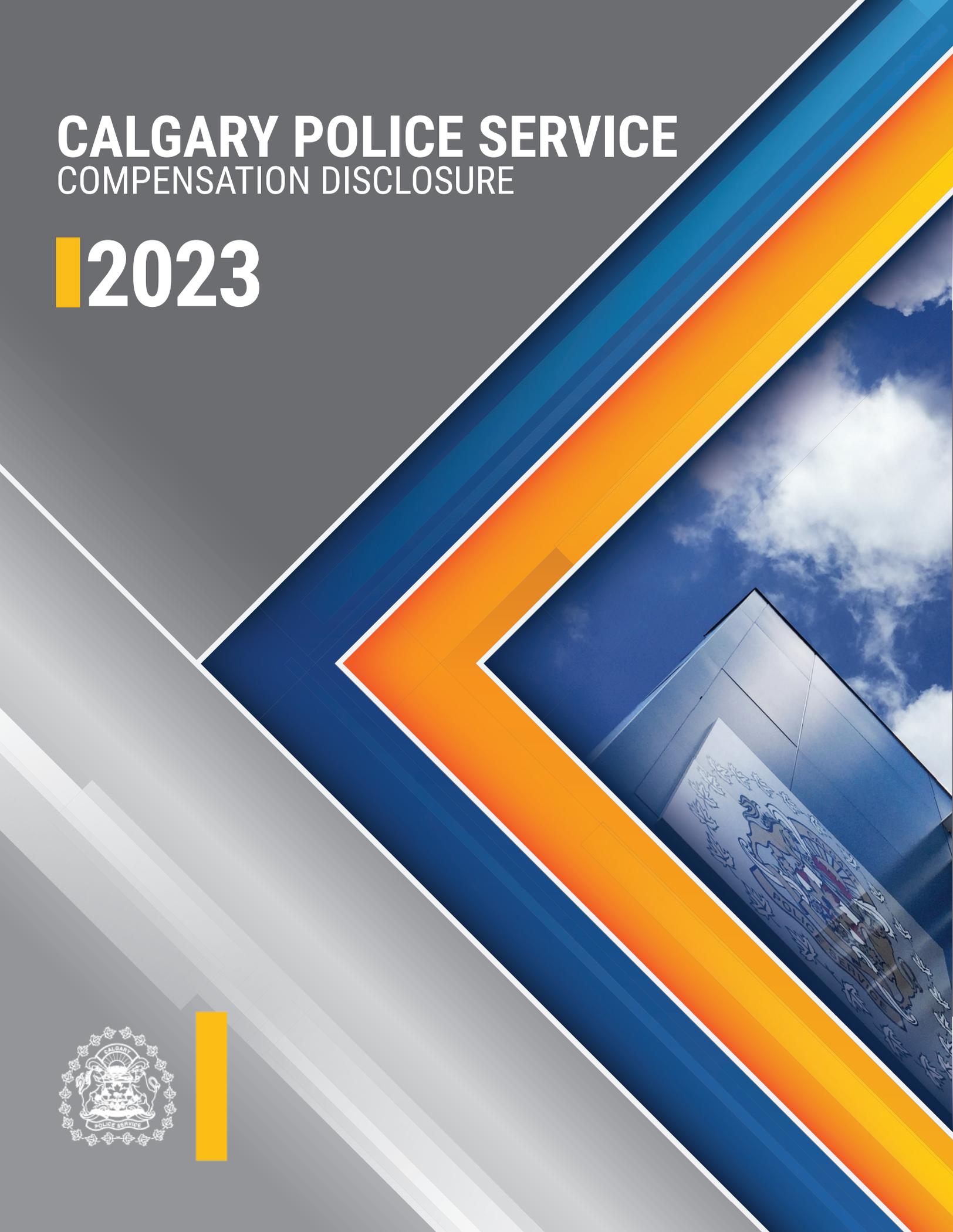


CALGARY POLICE SERVICE

COMPENSATION DISCLOSURE

2023



COMPENSATION AT CALGARY POLICE SERVICE

The Calgary Police Service (CPS) provides compensation information in an effort to balance transparency to citizens with privacy for employees.

Compensation for sworn police officers and civilian employees aligns with the City of Calgary's compensation philosophy, policies, procedures, and negotiated collective agreements.

INTERPRETATION GUIDELINES

All workforce and salary data are effective May 15, 2023 and is based on the negotiated or approved salary rates as of that date.



INCLUDED IN THE DATA:

The data includes full and part-time positions within the Calgary Police Service (sworn and civilian) that meet the following criteria:

- positions filled by an employee with a payroll status of "active," "leave of absence," "paid leave of absence" or "suspended;"
- full-time and part-time positions with full-time position hours varying between 35 and 40 hours per week; and
- temporary and permanent positions.

EXCLUDED IN THE DATA:

Seasonal, on-call and student positions

Annual salary rates cannot be determined due to variable work schedules.

Employees with employment contracts/agreements

Where a position title is unique, and there is a single rate of pay for the position (no salary range); annual salaries are not disclosed.

COMPENSATION AT CALGARY POLICE SERVICE

DEFINITIONS

Sworn positions are more commonly known as 'police officers' and consist of police officers and senior police officers whom are appointed under section 5 or section 36 of the Alberta Police Act as a police officer or a Chief of Police.

Civilian positions consist of all non-sworn positions at the Service, including exempt, unionized or contract permanent, full-time, and temporary, on-call and students. Civilian members may also be peace officers and perform peace officer duties in areas such as traffic and court units.

The **salary range** is the full scope of salary for a group of positions. For example, a Data Entry Clerk salary range is: \$45,427 - \$87,069.

When reporting salary ranges, part-time positions have been described using the minimum and maximum annual salary equal to a full-time position. Therefore, the salary for both a full-time and a part-time Data Entry Clerk would be reported as \$45,427 - \$87,069 in the **salary range** tables.

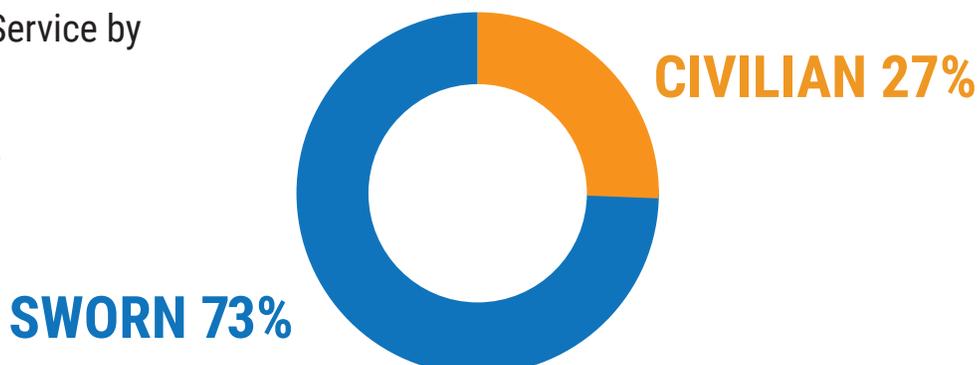
OUR WORKFORCE

The Calgary Police Service workforce consists of both sworn officers (73%) and civilian members (27%). The Service had an employee total of 3,152 as of May 15, 2023. Most of our positions (99%) are considered regular with the remaining (1%) being temporary, and (99%) are considered full-time with (1%) of positions part-time.

Roughly 95 per cent of CPS employees are unionized and their compensation negotiated as part of collective bargaining with the City of Calgary. Most CPS employees belong to the Calgary Police Association (CPA - Sworn) or CUPE Local 38 (Civilian).

Calgary Police Service by Employee Type

As of May 15, 2023



COMPENSATION AT CALGARY POLICE SERVICE

SWORN POSITIONS

Sworn positions encompass the wide range of policing duties required to provide municipal policing services within a major Canadian city. The [Alberta Justice and Solicitor General](#) defines the work of officers and the Chief of Police:

Police officers are responsible for enforcing federal, provincial, and municipal laws, protecting life and property, preventing crime, and keeping the peace. They have a broad range of duties and roles of which law enforcement is a major role. Police officers investigate occurrences, arrest offenders and bring them before the criminal justice system. They also provide a variety of community services including: crime prevention, educational programs, assisting in locating missing persons, dealing with lost property, traffic control, victim assistance and accident investigation.

The Chief of Police is responsible for the day to day operations of the police service, and accountable to the commission for the operation of the police service. Specific duties are outlined in the Police Act.

Sworn positions are compensated by rank. The salary range for each rank is negotiated with its respective association (e.g., Calgary Police Association and Senior Officer Association) and documented in the applicable collective agreements. The compensation for the Chief of Police is negotiated with the Calgary Police Commission and reviewed annually. This contract contains the additional financial elements of a moving allowance, flexible spending account and clothing allowance. The compensation for Deputy Chiefs is negotiated with the Chief of Police and reviewed annually. The contracts for Deputy Chiefs also include the additional financial elements of a clothing allowance and the potential for variable pay of 0-10% of the annual base salary.

RANK	SALARY RANGE
Constable	\$67,621 - \$107,162
Senior Constable Level I	\$111,322 - \$114,670
Senior Constable Level II	\$113,402 - \$116,813
Detective I	\$124,842 - \$128,586
Sergeant I	\$124,842 - \$128,586
Detective II	\$126,922 - \$130,728
Sergeant II	\$126,922 - \$130,728
Staff Sergeant I	\$137,322 - \$141,461
Staff Sergeant II	\$140,462 - \$144,664
Inspector, Police	\$160,347 - \$184,413
Superintendent, Police	\$189,946 - \$201,011
Deputy Chief, Police	\$217,382 - \$250,423
Chief, Police	\$300,000 - \$400,000

COMPENSATION AT CALGARY POLICE SERVICE

CIVILIAN POSITIONS

The Calgary Police Service employs civilians in a variety of professional, technical, support and leadership roles. Civilian positions have been grouped according to function. For example, Receptionist, Administrative Assistant and Legal Assistant positions have been grouped under 'Administrative Support.' Additional information about the groups can be found in the Civilian Position Grouping Detail section.

REPORTING MINIMUM AND MAXIMUM SALARY RANGES

Within each group, positions within different unions were grouped together if applicable, and the minimum annual salary of the lowest paid position and the maximum of the highest paid position were reported.

At Calgary Police Service, the majority of civilian full-time employees work a standard (35 hours per week). However, some civilian employees work non-standard hours (40 hours per week) to meet operational requirements. When positions in a group worked both standard and non-standard hours, the minimum annual salary of the least full-time hours at the lowest salary range and the maximum annual salary of the most full-time hours at the highest salary range are reported.

Most CPS employees (55%) earn \$100,001 - \$125,000 a year. There are 72 employees who earn over \$150,000 a year.

Example: Data Entry Clerks	Salary Range
Standard 35 Hours per Week - Pay Grade 3	\$45,427 - \$60,752
Standard 35 Hours per Week - Pay Grade 4	\$49,332 - \$65,902
Non-standard 40 Hours per Week - Pay Grade 5	\$65,104 - \$87,069
Full Salary Range Reported	\$45,225 - \$87,069

CIVILIAN POSITION GROUPING DETAIL

Civilian positions are grouped into categories that are meaningful to the organization and job function using the National Occupational Classification (NOC) as a reference. The National Occupational Classification (NOC) is the nationally accepted reference on occupations in Canada. It organizes over 40,000 job titles into 500 occupational group descriptions. The NOC examples given are not exhaustive of each category but rather represent typical jobs within that group.

Learn more about the NOC code system at: [National Occupational Classification - Government of Canada](https://www24.international.gc.ca/noc-ocp).

COMPENSATION AT CALGARY POLICE SERVICE

CPS Civilian Groups

Group Salary Range

Data Entry Clerks

\$45,427 - \$87,069

Data Entry Clerks enter, verify and process vast amounts of information for CPS. This group includes positions such as [NOC 1422](#).

Public Customer Service

\$49,322 - \$105,144

Public Customer Service positions at CPS provide valuable services to the general public including police information checks and disclosures, among other services. This group includes positions such as [NOC 6552](#).

Administrative Support

\$53,526 - \$92,768

Administrative Support positions at CPS provide a variety of administrative functions to individuals and units throughout the Service including reception, administrative, office and legal support. This group includes positions such as [NOC 1411](#), [NOC 1414](#), [NOC 1241](#) and [NOC 1242](#).

Financial Services

\$39,072 - \$102,411

Financial Services positions provide financial expertise in a variety of functions such as payroll, accounting and reporting. This group includes positions such as [NOC 1431](#), [NOC 1432](#) and [NOC 1111](#).

Operational Support

\$39,072 - \$105,144

Operational Support positions at CPS provide support to sworn officers during active duty and/or throughout investigations. This group includes positions such as [NOC 1422](#) and [NOC 1251](#).

Security & Investigative Services

\$56,966 - \$129,085

Security & Investigative Services positions provide investigative skills in a number of areas throughout the Service including forensics, firearm support and peace officer functions. This group includes positions such as [NOC 5221](#), [NOC 2211](#) and [NOC 4311](#).

Records & Property Management

\$60,661 - \$98,779

Records & Property Management positions ensure the proper retention, classification and storage of various CPS data sources, evidence and archives. This group includes positions such as [NOC 1253](#) and [NOC 1411](#).

Education & Training

\$60,661 - \$129,085

Education & Training positions design, deliver and evaluate educational material to police recruits, sworn and civilian employees, as well as external groups on occasion. This group includes positions such as [NOC 4166](#) and [NOC 4216](#).

COMPENSATION AT CALGARY POLICE SERVICE

CPS Civilian Groups	Group Salary Range
Professional Business Services Professional Business Services positions provide advice and consultation in areas such as human resources, occupational health and safety, communications, audit and disclosure. This group includes positions such as NOC 1415 , NOC 1121 and NOC 1122 .	\$53,526 - \$124,470
Information Technology Services Information Technology Services positions ensure all employees have reliable and secure IT services across a number of platforms. This group includes positions such as NOC 2281 , NOC 2282 and NOC 2171 .	\$64,628 - \$140,027
Equipment & Building Services Equipment & Building Services positions maintain and repair specialized equipment and provide services related to physical spaces across the Service. This group includes positions such as NOC 7205 , NOC 7535 , and NOC 9241 .	\$60,661 - \$107,544
Criminal, Policy & Program Research Criminal, Policy & Program Research positions use professional expertise to provide advice on criminal trends, and/or policy and program direction for the Service. This group includes positions such as NOC 1254 and NOC 4164 .	\$68,778 - \$129,085
Supervisors & Team Leaders Supervisors & Team Leaders include all positions with direct leadership responsibility (e.g., direct reports) across the service but who are not considered managers. For example, a supervisor position in Finance would be counted in this category, not financial services. This category includes exempt and union positions with leadership responsibilities. Positions with titles such as 'coordinator' were included in this category if they had direct reports. As these positions have responsibility for a variety of functions across the Service, many NOC would apply, such as NOC 1211 , NOC 1212 , and NOC 6314 .	\$64,628 - \$140,027
Managers Manager positions are responsible for the overall leadership of a work area. This category includes only exempt positions. All positions in this category have direct reports, which may include Supervisor or Team Lead positions. As these positions have responsibility for a variety of functions across the Service, many NOC would apply, such as NOC 0111 , NOC 0114 , and NOC 0213 .	\$91,425- \$199,323
Trades Trades positions include only Journeyman level positions at CPS. This group includes NOC 7251 , NOC 7241 and NOC 7321 .	\$85,363 - \$120,349
Legal Counsel Legal Counsel provides advice on legal matters related to CPS business. This category does not include Crown Prosecutors. This group includes NOC 4112 .	\$114,707 - \$180,470

COMPENSATION AT CALGARY POLICE SERVICE

ADDITIONAL INFORMATION

In 2020, the CPS participated in The City's Total Compensation Review, which included all members. Using an external consultant, the review looked at how The City of Calgary total compensation package compares to that of other organizations. Overall, The City's total compensation packages (comprising salary, benefits and other compensation) were competitive to other organizations in the study falling around the middle of the pack. The City regularly reviews elements of compensation we receive against the public and private sectors to ensure we remain responsible, competitive and sustainable.

The City of Calgary provides a detailed explanation of benefits and pension for both sworn and civilian employees. Both sworn and civilian employees receive benefits as outlined in the City of Calgary's Municipal Employees Benefit Association of Calgary (MEBAC) Agreement. Civilians participate in the Local Authorities Pension Plan (LAPP) and sworn officers participate in the Special Forces Pension Plan (SFPP). The Chief of Police and Deputy Chiefs also participate in the Police Chief and Deputies Overcap Pension Plan (PCDOPP). Members of the Calgary Police and Senior Police Associations receive a negotiated wellness benefit.

For additional compensation information for the Calgary Police Service or the City of Calgary, please refer to the following links:

[Calgary Police Commission](#)

[City of Calgary Compensation Disclosure List](#)

[City of Calgary Open Data Catalogue](#)

[Union Agreements](#)

[Exempt Salary Structures](#) (PDF)

[MEBAC Employee Benefits](#)

[City Pensions and Retirement](#)

[Police Act - Province of Alberta](#)

[Alberta Justice and Solicitor General - Policing in Alberta](#)

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT THE CALGARY POLICE SERVICE AT
CPS@CALGARYPOLICE.CA



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