



City of Edmonton Management Association (CEMA) Long Term Disability Plan 2026 Premium Rate and Cost of Living Adjustment

The City of Edmonton and the City of Edmonton Management Association (CEMA) LTD Advisory Committee met to review the 2025 LTD actuarial report prepared by Eckler for the year as of December 31, 2025 to determine the financial position of the Plan. The Committee's role is to review the actuarial valuation report and make recommendations, on an annual basis, to the Plan Administrator on adjustments to the existing premium rate, possible contribution refunds and to LTD benefits in pay. As the Plan is in a slight excess surplus position after funding the Rate Stabilization Fund (RSF) and given the requirements of the Funding Policy, The City of Edmonton and CEMA LTD Advisory Committee announce the following:

1. Premium Rate

The amount of the bi-weekly premium rate paid by Management and Out-of-Scope employees to fund the LTD Plan **will decrease to 1.14% of pay from 1.18% effective June 14, 2026. This decrease will be reflected on members' July 7, 2026 pay.**

2. Refund for Premiums and Cost of Living Adjustments in 2025

As the plan is only slightly in a surplus position, no refund or Cost of Living Adjustment will be considered for this year.

If you have any questions about these recommendations, please contact Stacie Klimosko at 780-496-1956 and/or CEMA at 780-496-8600.

Stacie Klimosko
LTD Advisory Committee
Representing the City

Gail Hickmore

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LTD Advisory Committee
Representing CEMA