



CEMA Newsletter

March 2026

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Contact Us

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President's Message

We are looking forward to another great year and the things we, as a Board, can accomplish for our members.

In 2026, CEMA continues to prioritize your growth and well-being:

- **Education:** A curated lineup of engaging speakers for the Speaker Series and Lunch-and-Learn sessions.
- **Development:** Building on last year's support of **15 members**, our Professional Development Reimbursement Program remains a top priority.
- **Benefits:** We are excited about the future changes and enhancements that we foresee to improve our Benefits package.

The CEMA Board would like to say goodbye to **Jennifer Florax**, who has served on the Board for two years. Jennifer has been instrumental in helping CEMA develop the Lunch-n-Learn Sessions, the Speaker Series, and launch the Professional Development Program. Thank you for all your efforts and your valuable contributions. Jennifer, you will be greatly missed by the Board

Thank you for your dedicated service as leaders within the City of Edmonton!

- Gail Hickmore, CEMA President

CEMA Board Members

| | |
|----------------------------|--|
| President | Gail Hickmore |
| Vice President | Josh Koehli |
| Secretary-Treasurer | Shawn Wall |
| Directors | Christine Baurenschmidt Doug Sernecky Greg Witt Jennifer Florax Majid Butt Melissa Ziober Robert Kuziw |

Shireen Mears
Steve Goodwin

Executive Coordinator Chrisy Burton

Visit our website [About Us](#)/[Board Members](#) for Board Member contact information and their bios.

Call for Nominations and AGM

Are you passionate about supporting your colleagues and making a positive impact on your professional community? If so, we encourage you to consider joining the CEMA Board!

The 2026 CEMA Board nominations are now open. There are two vacant director positions, and we are seeking dedicated individuals to fill them. As a CEMA Board member, you will have the opportunity to actively contribute to the direction and initiatives of our organization while collaborating with a team of like-minded professionals.

In addition, four of our current CEMA director positions are ending this year, and these individuals (two with three-year terms and two with two-year terms) are willing to have their names stand.

All CEMA members are welcome and encouraged to join the board. We value diverse perspectives and skill sets and believe that every member has something valuable to contribute. If you are interested in learning more about the responsibilities and benefits of serving on the CEMA Board, please reach out to CEMA President [Gail Hickmore](#) or Vice President [Josh Koehli](#). They would be happy to answer any questions you may have.

The Annual General Meeting and Elections will be held on April 29, 2026, at 12 pm (virtually). The invite will be sent to all CEMA members shortly.

Professional Development Reimbursement

Board members have been working diligently and are excited about the recently announced reimbursement program for CEMA members, which will support their professional development. A two-year pilot program is underway to determine its appeal and value to our members. At the end of the pilot, the program will be reassessed for improvements based on the number of applicants, reimbursements provided, and the value reported by the applicants. The maximum eligible reimbursement is 25% of the course cost, up to \$200.

As this is a pilot program, there will be a cap of 75 applicants. The process for applications will follow three simple steps:

- Apply for the course/program
- Take your course

- Submit your receipt at course completion to obtain reimbursement.

Fill out the [application](#) today.

Benefits Survey

Thank you to everyone who took the time to provide your input on the Management and Exempt Employee Benefits Survey. This survey is the direct result of our efforts to ensure your needs are prioritized and was a top concern for many of you.

In September 2026, CEMA will participate in a review of the findings to advocate for membership, and in November 2026, the final recommendations will be presented to the Executive Leadership Team.

We will continue to keep you informed as the review progresses.

2026 CEMA Golf Tournament

The 36th Annual CEMA Golf Tournament will be held on Friday, August 21, 2026 (8:00 a.m. Shotgun Start) at the Mill Woods Golf and Country Club (4540 50 St NW, Edmonton). It is an 18-hole Texas Scramble Golf Tournament, Rain or Shine. Registration will start in May 2026, so watch for the Eventbrite email and reserve your spot as there is only room for 144 golfers!

ELKS Family Football Event

Gear up for some family football fun! Stay tuned for information about an upcoming Elks Football Day, designed for fans of all ages. Whether your kids are future stars of the game or just there for the hot dogs and halftime show, there's something for everyone. We'll have a dedicated section for our group to enjoy the game, share some snacks, and make some great memories outside the office. This year, we will be hosting an Elks football event. It will be an opportunity to bring out your family, enjoy the game, and have food and fun!

Did You Know?

The City of Edmonton provides a variety of employee savings and discounts. Find the complete list on the OneCity page: [Employee Savings and Discounts](#).

Message from the CEMA Board

The CEMA Board extends its sincere appreciation for your continued support and active membership. Your engagement is the foundation of our association's strength and allows us to fulfill our mission of advocating for the interests of management and out-of-scope employees.

As we move through 2026, we encourage you to maximize the value of your membership by visiting the CEMA website, www.cemaedmonton.com. The website is your central resource for information on all upcoming events and member services.