Agenda – Council – April 27, 2011

Report – Executive Policy Committee – April 20, 2011

Item No. 11 Memorandum of Settlement – Winnipeg Fire Paramedics Senior Officers' Association

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On April 20, 2011, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submits the following to Council:

1. That the Memorandum of Agreement agreed to by the Negotiating Committees of the City and the Winnipeg Fire Paramedic Senior Officers Association be ratified.

2. That the Proper Officers of the City be authorized to do all things necessary to conclude a Collective Agreement with the Winnipeg Fire Paramedic Senior Officers Association consistent with the terms of the Memorandum of Agreement.

3. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing.

Report – Executive Policy Committee – April 20, 2011

DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On April 20, 2011, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

ADMINISTRATIVE REPORT

Title: **Negotiations between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association**

Critical Path: **Executive Policy Committee - Council**

AUTHORIZATION

Author	Department Head	CFO	CAO
M. Bereziak	L. Black	M Ruta o/b A/CFO	M Ruta A/CAO

RECOMMENDATIONS

1. That City Council ratify the Memorandum of Agreement agreed to by the Negotiating Committees of the City and the Winnipeg Fire Paramedic Senior Officers Association.

2. That the Proper Officers of the City be authorized to do all things necessary to conclude a Collective Agreement with the Winnipeg Fire Paramedic Senior Officers Association consistent with the terms of the Memorandum of Agreement.

3. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing.

REASON FOR THE REPORT

It is required that City Council ratify all Collective Agreements entered into by the City of Winnipeg.

IMPLICATIONS OF THE RECOMMENDATIONS

The Memorandum of Agreement between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association includes changes involving significant terms and material costs as follows:

1. Term of Agreement: February 23, 2010 to August 27, 2011 (18 Months).

2. General Wage Adjustments:

    - Effective February 23, 2010 – 3.00%.

3. Benefits and/or Special Adjustments:

   - Increase Vision Care maximums for full-time employees by $25 to $250 per 24 month period.

   - Increase Eye Exam reimbursement for full-time employees by $15 to $65 per 24 month period.

   - Increase in lifetime maximum for Orthodontics to $2,200.

   - In consideration of the changes in hours of work, which enable the City to reduce positions:

     - Effective the first full pay period following ratification, increase wage rates by one and one half percent (1.50%).

   - Establish a Professional Development Fund for 2011.

4. Amend Hours of Work to provide for a "peak period" shift. This enables the WFPS to eliminate one Medical Supervisor position.

5. Clarify Sick Leave provisions (no change in benefit level).

6. Clarify language on grievances, discipline and arbitration.

7. Clarify Part Time employee overtime provisions (no change in benefit level).

Financial Impact

The cumulative cost of the proposed terms of agreement over the 18 months is $215,093. The annualized cost is $91,022. See Financial Impact Statement.

HISTORY

1. The prior Agreement between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association expired February 22, 2010.

2. The parties commenced negotiations on June 14, 2010.

3. A tentative agreement was reached on April 6, 2011.

Financial Impact Statement

Date: April 14, 2011

Project Name:

First Year of Program 2010

WFPSOA Agreement dated April 6, 2011

($Million)	2010	2011	Total
Capital			
Capital Expenditures Required	$ -		$ -
Less: Existing Budgeted Costs	-		-
Additional Capital Budget Required	$ -		$ -
Funding Sources:			
Debt - Internal	$ -		$ -
Debt - External	-		-
Grants (Enter Description Here)	-		-
Reserves, Equity, Surplus	-		-
Other - Enter Description Here	-		-
Total Funding	$ -		$ -
Total Additional Capital Budget Required	$ -		
Total Additional Debt Required	$ -		
Current Expenditures/Revenues			
Direct Costs	$ 0.12	$ 0.10	$ 0.22
Less: Incremental Revenue/Recovery	$ -		$ -
Net Cost/(Benefit)	$ 0.12	$ 0.10	$ 0.22
Less: Existing Budget Amount	$ 0.12	$ 0.10	$ 0.22
Net Budget Adjustment Required	$ -	$ -	$ -

Additional Comments:

1. The cumulative cost of the proposed terms of agreement over the 18 months is $215,093. The annualized cost is $91,022.

2. "Incremental Revenue/Recovery" from the Winnipeg Regional Health Authority would partially offset the gross expenditure amounts above. The amount of revenue is not known at this time pending negotiation of a new cost-sharing agreement.

3. "Existing Budget Amounts" are based on the 2010 wage accrual and the 2011 Adopted Budget, which are sufficient to cover the costs of this agreement.

4. The City's 2012 projection from the 2011-2013 budget process contains a significant overall shortfall and will require modification to balance.

original signed by R. Abeysekera

Radhika Abeysekera
Campus Controller
Corporate Support Services

CONSULTATION

City Treasurer's Office as to the budget implications of this proposal
Audit Department
External Auditor – KPMG LLP

SUBMITTED BY

Department:	Corporate Support Services
Division:	Labour Relations and Total Compensation
Prepared by:	M. Bereziak
Date:	April 18, 2011
File No.	

Winnipeg

Audit Department • Service de vérification

April 15, 2011

His Worship Mayor Sam Katz
The City of Winnipeg
Council Building
510 Main Street
Winnipeg, Manitoba
R3B 1B9

Dear Mayor Katz:

Re: Review of the Memorandum of Agreement between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association

Pursuant to the motion adopted by Council on March 26, 1997, "The City of Winnipeg Collective Bargaining Agreements and the Involvement of Internal and External Auditors", we have reviewed the attached report *Negotiations between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association* ("the report") prepared by the Corporate Support Services Department. The purpose of our review was to provide certain assurances as to the completeness of the anticipated changes in the financial cost to the City of Winnipeg as a result of the Memorandum of Agreement between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association dated April 8, 2011. The term of the agreement covers the period from February 23, 2010 to August 27, 2011.

Our review included an assessment of the Memorandum of Agreement, and based upon the knowledge obtained from this assessment, ensuring that the net incremental costs and/or savings to the City of Winnipeg have been completely and appropriately identified, calculated and summarized and that all significant assumptions used by the Corporate Finance Department's Financial Planning and Review Division and Corporate Support Services' Labour Relations and Total Compensation Division to prepare the report are disclosed. In addition, we met with personnel from the Corporate Support Services and Corporate Finance Departments to review the process and details provided in the cost analysis.

The report represents the net incremental costs or savings projected to be incurred by the City of Winnipeg as a direct result of the Memorandum of Agreement. Since the analysis is based on the disclosed assumptions regarding future events, actual results for the agreement period will vary from those calculated. Accordingly, we do not express any opinion as to whether the estimated net incremental costs for the Agreement will be realized.

Based on this review, we conclude that this report has been prepared in an appropriate manner for the consideration of City Council. Our External Auditor, KPMG LLP, has also reviewed the report. A copy of the KPMG LLP report is attached.

Sincerely,

Brian Whiteside, CA•CIA
City Auditor

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Review of the Incremental Cost of the Memorandum of Agreement between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association dated April 8, 2011

To: The City Council of the City of Winnipeg

At the request of the City of Winnipeg, we have reviewed the Negotiations between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association prepared by the Corporate Support Services (financial information) to analyze the costs of the provisions of the Memorandum of Agreement between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association, dated April 8, 2011 (Memorandum of Agreement). Our review was made in accordance with Canadian generally accepted standards for review engagements and, accordingly, consisted primarily of inquiry, analytical procedures and discussion related to information supplied to us by the City of Winnipeg.

A review does not constitute an audit and, consequently, we do not express an audit opinion on this financial information.

Management of the City of Winnipeg has made assumptions regarding the interpretations of the provisions of the Memorandum of Agreement which have been disclosed in the Incremental Cost of Memorandum of Agreement.

Based on our review, nothing has come to our attention that causes us to believe that the financial information prepared by Corporate Support Services does not, in all material respects, reflect the cost of the provisions, and the assumptions regarding the interpretations of these provisions, of the Memorandum of Agreement between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association dated April 8, 2011.

Signed **"KPMG LLP"**

Chartered Accountants

Winnipeg, Canada

April 18, 2011

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