Agenda – Council – December 12, 2012

Report – Executive Policy Committee – December 5, 2012

Item No. 7 Winnipeg Association of Public Service Officers (WAPSO) Exempt Staff Salary Adjustment

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On December 5, 2012, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submits the following to Council:

1. That all City of Winnipeg WAPSO Exempt staff receive a wage freeze for the period of October 12, 2011 to October 8, 2012, and receive an economic wage adjustment of 1% (one percent) effective October 9, 2012 (Pay Period # 21, 2012).

2. That in the event that WAPSO receives a greater wage increase through interest arbitration, that increase, as well as other revised terms and conditions be automatically applied to WAPSO Exempt employees.

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

Report – Executive Policy Committee – December 5, 2012

DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On December 5, 2012, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

ADMINISTRATIVE REPORT

Title: **WAPSO Exempt Staff Salary Adjustment**

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

AUTHORIZATION

Author	Department Head	CFO	CAO
M. Bereziak	L. Burch	M Ruta	D Joshi COO

RECOMMENDATIONS

1. That all City of Winnipeg WAPSO Exempt staff receive a wage freeze for the period of October 12, 2011 to October 8, 2012, and receive an economic wage adjustment of 1% (one percent) effective October 9, 2012 (Pay Period # 21, 2012).

2. That in the event that WAPSO receives a greater wage increase through interest arbitration, that increase, as well as other revised terms and conditions be automatically applied to WAPSO Exempt employees.

REASON FOR THE REPORT

The approval of the City Council is required to change wage rates.

IMPLICATIONS OF THE RECOMMENDATIONS

If approved, there would be a salary increase of 1% (one percent) for 167 non-union employees. This amount is within budget.

HISTORY

The WAPSO Exempt employees are the only non-union City of Winnipeg staff (with the exception of Senior Management). When a revised Collective Agreement has been reached and ratified with WAPSO, City Council has, by practice, extended the same changes in salaries and benefits to WAPSO Exempt employees. There are currently 167 WAPSO Exempt employees.

The Collective Agreement between the City of Winnipeg and WAPSO expired on October 11, 2011. Despite months of negotiations, the parties were unable to conclude a revised Collective Agreement. The matter has been referred to interest arbitration.

All City of Winnipeg employees, with the exception of WAPSO staff and WAPSO Exempt staff received a salary adjustment in 2012.

This report recommends that WAPSO Exempt staff receive a wage freeze for 1 year, followed by an increase in wages of 1% (one percent).

Financial Impact Statement

Date: November 16, 2012

Project Name:
WAPSO Exempt Salary Adjustment

First Year of Program 2012

	2012	2013	2014	2015	2016
Capital					
Capital Expenditures Required	$ -	$ -	$ -	$ -	$ -
Less: Existing Budgeted Costs	-	-	-	-	-
Additional Capital Budget Required	$ -	$ -	$ -	$ -	$ -
Funding Sources:					
Debt - Internal	$ -	$ -	$ -	$ -	$ -
Debt - External	-	-	-	-	-
Grants	-	-	-	-	-
Reserves, Equity, Surplus	-	-	-	-	-
Other -	-	-	-	-	-
Total Funding	$ -	$ -	$ -	$ -	$ -
Total Additional Capital Budget Required	$ -				
Total Additional Debt Required	$ -				
Current Expenditures/Revenues					
Direct Costs	$ 37,484	$ 160,382	$ 160,382	$ 160,382	$ 160,382
Less: Incremental Revenue/Recovery	-	-	-	-	-
Net Cost/(Benefit)	$ 37,484	$ 160,382	$ 160,382	$ 160,382	$ 160,382
Less: Existing Budget Amounts	37,484	160,382	160,382	160,382	160,382
Net Budget Adjustment Required	$ -	$ -	$ -	$ -	$ -

Additional Comments:

1) The annualized cost of this proposal is $160,382.

2) The numbers contained herein are estimates and are subject to final verification using the most recent financial information available. This recognizes that negotiations can occur over a significant period of time, over which budget and financial circumstances are subject to change.

Original signed by:
R. Abeysekera
Manager of Finance (Campus)
Corporate Finance Department

CONSULTATION

In preparing this report there was consultation with:

Corporate Finance Department

SUBMITTED BY

Department	Corporate Support Services
Division	Labour Relations and Total Compensation
Prepared by:	M. Bereziak
Date:	November 19, 2012
File No.	