Agenda – Executive Policy Committee – November 27, 2013

REPORTS

Item No. 4 Memorandum of Agreement – Winnipeg Fire Paramedic Senior Officers Association

WINNIPEG PUBLIC SERVICE RECOMMENDATION:

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. (WFPSOA)

2. That the Proper Officers of the City be authorized to do all things necessary to conclude a Collective Agreement with WFPSOA 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.

ADMINISTRATIVE REPORT

ISSUE: 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	M. Bereziak, Acting Director	M. Ruta	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. (WFPSOA)

2. That the Proper Officers of the City be authorized to do all things necessary to conclude a Collective Agreement with WFPSOA 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 and the Winnipeg Fire Paramedic Senior Officers Association (WFPSOA) includes changes involving significant terms and material costs as follows:

1. Term of Agreement: August 28, 2011 – August 23, 2014

2. General Wage Adjustments:

   - Effective Pay Period 18, 2011 – 2.0%
   - Effective Pay Period 5, 2012 – 2.0%
   - Effective Pay Period 18, 2012 – 2.0%
   - Effective Pay Period 5, 2013 – 1.25%
   - Effective Pay Period 18, 2013 – 3.75%

3. Amendments were made to permit the City to use employees from other bargaining units to act in WFPSOA positions as opposed to calling in WFPSOA members in at overtime rates.

4. Effective the date of ratification, increase Vision care benefits to a maximum of $300 per 24 month period and increase eye exam coverage to $75 per 24 month period.

5. Hours of work for new employees in the Training Inspector position will be 80 hours bi weekly as opposed to the current 84 hours bi weekly.

Financial Impact

The cumulative cost over the term of the agreement is $1,076,282. The annualized cost is $583,266. The budget amounts, including cost sharing impacts, are sufficient to cover the costs of the agreement. See Financial Impact Statement.

HISTORY

1. The prior Agreement between the City of Winnipeg and WFPSOA expired on August 27, 2011.

2. The parties commenced negotiations on April 2, 2013.

3. The Interest Arbitration award with the Manitoba Government and General Employees Union (Paramedics) provided for wage increases of 4.5% in 2011, 4.5% in 2012, and 3.75% in 2013.

4. The City's Collective Agreement with the United Fire Fighters of Winnipeg provided for wage increases of 4.0% in 2012, and 3.25% in 2013.

FINANCIAL IMPACT

Financial Impact Statement — Date: November 19, 2013

Project Name: — **First Year of Program** 2011

Negotiations between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association (WFPSOA)

	2011	2012	2013	2014	2015
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	$ 34,217	$ 222,795	$ 437,904	$ 381,366	$ -
Less: Incremental Revenue/Recovery	17,109	111,398	218,952	190,683	-
Net Cost/(Benefit)	$ 17,108	$ 111,397	$ 218,952	$ 190,683	$ -
Less: Existing Budget Amounts	17,108	111,397	218,952	190,683	-
Net Budget Adjustment Required	$ -	$ -	$ -	$ -	$ -

Additional Comments:

1. The cumulative cost over the term of the agreement is $1,076,282, and the overall annualized cost is $583,266.
2. "Incremental Revenue/Recovery" amounts represent Winnipeg Regional Health Authority cost-sharing.
3. "Existing Budget Amounts" are sufficient to cover the costs of the agreement.
4. The City's 2014 budget has not been adopted.

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

CONSULTATION

In preparing this report, there was consultation with:

Corporate Finance Department
Audit Department
External Auditor – KPMG LLP

SUBMITTED BY

Department:	Corporate Support Services
Division:	Labour Relations and Total Compensation
Prepared by:	M. Bereziak, Manager of Labour Relations and Total Compensation
Date:	November 22, 2013
File No.	

Audit Department • Service de vérification

November 21, 2013

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

Dear Mayor Katz:

Re: Review Engagement Report on 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 entitled *Negotiations between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers' Association* ("the report"). The report presents the forecasted net incremental costs to the Public Service of ratifying the proposed Memorandum of Agreement between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers' Association, dated November 5, 2013, and covering the period from August 28, 2011 to August 23, 2014. The forecast presented in the report is based on the Public Service's assumptions and interpretations of the provisions of the proposed Memorandum of Agreement as at the report date. Preparation of the report is the responsibility of the Corporate Support Services Department. Our responsibility is to provide assurance on the appropriateness of the report based on our review. Our review was made in accordance with generally accepted government assurance standards for review engagements and, accordingly, consisted primarily of inquiry, analytical procedures and discussion related to the information provided to us by the Public Service. More specifically, we assessed the plausibility of the report, including the calculation of the net incremental costs, and the plausibility of the Public Service's underlying assumptions and interpretations of the provisions of the proposed Memorandum of Agreement.

Since the forecast in the report is based on its disclosed assumptions about future events, actual results for the agreement period will vary from those presented, and the variations may be material. Furthermore, a review does not constitute an audit and, consequently, we do not express any opinion as to whether the forecasted net incremental costs of the Memorandum of Agreement will be realized.

Based on our review, nothing has come to our attention that causes us to believe that the report has not, in all material respects, been prepared in an appropriate manner for the consideration of City Council.

The report was prepared for the purposes of City Council to ratify the proposed Memorandum of Agreement and, though it is a public document, it may not be suitable for use for any other purposes. The Public Service does not intend to update the figures presented in the report subsequent to its issuance.

Sincerely,

Brian Whiteside, CA, CIA
City Auditor

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The City of Winnipeg
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510 Main Street
Winnipeg, MB R3B 1B9

Review of the Administrative Report of the Memorandum of Agreement, dated November 5, 2013, between the City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers Association for the term from August 28, 2011 to August 23, 2014

To: The City Council of the City of Winnipeg

At the request of the City of Winnipeg, we have reviewed the Administrative Report titled "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 for the term from August 28, 2011 to August 28, 2014 (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 financial information.

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 for the term from August 28, 2011 to August 28, 2014.

KPMG LLP

November 21, 2013

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