Agenda – Council – June 25, 2014

Report – Standing Policy Committee on Protection and Community Services – June 13, 2014

Item No. 9 Increase to Fire Paramedic Service Staff Complement

STANDING COMMITTEE RECOMMENDATION:

On June 18, 2014, the Executive Policy Committee concurred in the recommendation of the Standing Policy Committee on Protection and Community Services and submitted the following to Council:

1. That the permanent staff establishment for the Winnipeg Fire Paramedic Service be increased by 2.0 Full Time Equivalents (FTEs) comprised of 1.0 Human Resource Consultant (Winnipeg Association of Public Service Officers - Exempt) and 1.0 Clerk B (Canadian Union of Public Employees).

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

Report – Standing Policy Committee on Protection and Community Services – June 13, 2014

DECISION MAKING HISTORY:

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 18, 2014, the Executive Policy Committee concurred in the recommendations of the Standing Policy Committee on Protection and Community Services, and submitted the matter to Council.

STANDING COMMITTEE RECOMMENDATION:

On June 13, 2014, the Standing Policy Committee on Protection and Community Services concurred in the recommendation of the Winnipeg Public Service and submitted the matter to the Executive Policy Committee and Council.

ADMINISTRATIVE REPORT

Title: **Increase to Fire Paramedic Service Staff Complement**

Critical Path: **Standing Policy Committee on Protection and Community Services - Executive Policy Committee - Council**

AUTHORIZATION

Author	Department Head	CFO	CAO
L. Mauws	J. Lane	M. Ruta	D. Joshi A/CAO

RECOMMENDATIONS

That the permanent staff establishment for the Winnipeg Fire Paramedic Service be increased by 2.0 Full Time Equivalents (FTEs) comprised of 1.0 Human Resource Consultant (Winnipeg Association of Public Service Officers - Exempt) and 1.0 Clerk B (Canadian Union of Public Employees).

REASON FOR THE REPORT

Increases to the permanent civic staff establishment require Council approval.

IMPLICATIONS OF THE RECOMMENDATIONS

Additional staff resources are required to provide necessary human resource services to support the Winnipeg Fire Paramedic Service, which has increased in staff complement (budgeted FTEs) by 13.3% over the period 2006 to 2014. Majority of the growth in budgeted positions over this eight year period is in emergency medical services, including programming funded 100% by the Winnipeg Regional Health Authority (WRHA) such as patient transfer services between facilities and community paramedicine.

Lack of appropriate human resource support causes: delays in filling vacancies negatively impacting programming and increasing overtime costs; delays in processing and inadequate audit of payroll administration; delays and potential non-compliance with meeting collective agreement and other legislative requirements, including responding to employee grievance and performance issues, and duty to accommodate and workplace investigation requirements under the Human Rights Code and/or the Workplace Safety and Health Act.

Financial

Under the Service Level Agreement between the City of Winnipeg and Winnipeg Regional Health Authority for Emergency Medical Service, Inter-Facility Transportation and Community Paramedicine, the WRHA has approved increased cost-sharing that will fund the full (100%) cost of the salaries and benefits for these two additional positions on a permanent basis.

HISTORY

Over the period 2006 to 2014 the Winnipeg Fire Paramedic Service budgeted FTE staff complement increased from 1184 to 1341 positions, an overall increase of 13.3%. Most significantly, Emergency Medical Services (EMS) operations (primarily paramedics and medical supervisors) increased from 206 to 298 budgeted positions, a 44.7% increase, and the Fire/EMS Communications Centre increased from 30 to 71.5 budgeted positions, a 138.3% increase.

FINANCIAL IMPACT

Financial Impact Statement

Date: May 27, 2014

Project Name:

Increase to Fire Paramedic Service Staff Complement

First Year of Program **2014**

	2014	2015	2016	2017	2018
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	$ 73,741	$ 150,813	$ 153,830	$ 156,906	$ 160,044
Less: Incremental Revenue/Recovery	73,741	150,813	153,830	156,906	160,044
Net Cost/(Benefit)	$ -	$ -	$ -	$ -	$ -
Less: Existing Budget Amounts	-	-	-	-	-
Net Budget Adjustment Required	$ -	$ -	$ -	$ -	$ -

Additional Comments:

1. 2014 assumes a July 1st effective date; therefore 2014 costs are for half a year.
2. Current agreement for wage adjustments include an assumed 2% wage increase for years beyond current agreement.
3. Benefits included at 20%.
4. Funding will be covered 100% by WRHA; therefore there is no Mill Rate Support impact.

original signed by

Janice Romaniuk, CGA
Manager of Finance
Winnipeg Fire Paramedic Service

CONSULTATION

In preparing this report there was consultation with:

Winnipeg Regional Health Authority
Corporate Support Services Department

SUBMITTED BY

Department: Winnipeg Fire Paramedic Service
Division: Human Resources
Prepared by: L. Mauws, Manager of Human Resources
Date: May 27, 2014
File No.