Agenda – Executive Policy Committee – June 21, 2017

REPORTS

Item No. 1 Negotiations between the City of Winnipeg and the Winnipeg Police Association

WINNIPEG PUBLIC SERVICE RECOMMENDATION:

1. That City Council ratifies the Memorandum of Agreement agreed to by the negotiating committees of the City of Winnipeg and the Winnipeg Police Association (WPA).

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

Title: **Negotiations between the City of Winnipeg and the Winnipeg Police Association**

Critical Path: **EXECUTIVE POLICY COMMITTEE - COUNCIL**

AUTHORIZATION

Author	Department Head	CFO	CAO
R. Kirby	M. Jack	M. Ruta	D. McNeil

EXECUTIVE SUMMARY

The Winnipeg Police Association's (WPA) collective agreement expired on December 23, 2016 whereby the parties exchanged proposals on October 31, 2016 and began bargaining on November 29, 2016. Negotiations concluded on June 2, 2017 and a tentative agreement was signed on June 5, 2017.

Over the last 25 years, the City's Labour Relations Strategy (although not enunciated in any document) has been to:

a) Minimize the increases in salary and benefits;
b) Maintain as many management rights as possible;
c) Make changes to Collective Agreement language to address current issues or issues that have arisen since the last round of negotiations;
d) Attempt to make changes to increase operational efficiency.

The Public Service believes that we have accomplished the above four goals within this round of collective bargaining.

RECOMMENDATIONS

1. That City Council ratifies the Memorandum of Agreement agreed to by the negotiating committees of the City of Winnipeg and the Winnipeg Police Association (WPA).

2. That the Proper Officers of the City be authorized to do all things necessary to conclude a Collective Agreement with WPA 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 and Civic Unions/Associations.

IMPLICATIONS OF THE RECOMMENDATIONS

The Memorandum of Agreement between the City and the Winnipeg Police Association includes changes involving significant terms, material and other costs as follows:

1. Term of Agreement – December 24, 2016 – December 31**,** 2021 (60 Months)

2. General wage adjustment:

Year of Agreement	Date of Increase	Amount
1	December 31, 2017	2.5%
2	December 31, 2018	2.5%
3	December 31, 2019	2.5%
4	June 30, 2020	1.0%
4	December 31, 2020	1.5%
5	June 30, 2021	1.0%
5	December 31, 2021	1.5%

Note: Refer to attachment 4 for general wage adjustment net of concessions. The City Auditor and KPMG have not reviewed or audited this attachment.

3. New agreement introduces five (5) additional classifications (Mechanics, Mechanic Apprentices, Shop Foreman, Caretakers, and Supervisor Caretakers) onto Staff Salary Schedule C-2 with wage rates commensurate to other civic bargaining units that perform similar like work.

4. Civilianization of the Central Processing Unit and the Central Reading Unit which will result in the civilianization of thirty (30) police officer positions thereby reducing the overall complement of police officers with lower paid civilian positions.

5. Reduces the minimum overtime paid for a court appearance while off duty or after late shift from four (4) hours to three (3) hours paid in circumstances where the member is not required within the first two (2) hours of the scheduled court appearance. Double (2x) time is paid in the circumstance after six (6) hours worked for off duty court time instead of eight (8) hours and after three (3) hours worked after late shift.

6. Reduces the minimum overtime paid by one (1) hour to three (3) hours paid for a failure to receive notification of cancellation after 22:00 hours of the day prior to the scheduled court appearance.

7. Amendments to shift schedules including the ability for the Winnipeg Police Service (WPS) to implement staggered start times in General Patrol divisions thereby increasing the number of cars available to respond during peak call for service hours without increasing the number of Police Officers in the Division. Further, the straight evening shift that the Canine Unit works is entrenched in collective agreement.

8. Expansion of Auxiliary Cadet duties including the ability to attend to traffic hazards, escort duties within the Police HQ, police building security surveillance, and the ability to backfill staff vacancies in the River Patrol Unit.

9. Promotion process for the rank of Inspector is removed from the Police Promotion Plan effective as of June 5, 2017.

10. Amendments to the Job Sharing Letters of Understanding for Police and Staff to allow for cost neutral shift changes for purpose of vacation leave.

Unless otherwise stated, the changes in this collective agreement are effective on the date of ratification. The date of ratification of the agreement shall be the first date on which both parties have ratified the Memorandum of Agreement.
Items 3, 6 to 10 have no financial impact due to:

- Cost could not be reasonably estimated at this time or deemed to be immaterial;
- Changes are a reflection of WPS' operations.

HISTORY/DISCUSSION

1. The current four (4) year Collective Agreement between the parties expired on December 23, 2016.

2. Salary increases over the previous four-year Collective Agreement increased by 13% (an average of 3.25% per annum). This has exceeded the Manitoba Consumer Price Index by 6.1% over the term of the Collective Agreement.

	2013	**2014**	**2015**	**2016**	**Average/year**
WPA	1.50% 2.00%	1.50% 2.00%	1.00% 2.00%	 3.00%	3.25%
CPI	2.30%	1.90%	1.30%	1.40%	1.73%
+/- CPI	1.20%	1.60%	1.70%	1.60%	1.53%

3. Over the previous four years, Police Officer salaries of three of the four major Prairie municipalities have seen increases similar in percentage as the City of Winnipeg.

FIRST CLASS POLICE OFFICER					
	2013	**2014**	**2015**	**2016**	Average/Year
Edmonton	3.50%	2.40%	2.50%	2.75%	2.79%
Calgary	3.90%	2.25%	2.75%	3.00%	2.975%
Regina	3.10%	3.10%	2.99%	3.33%	3.13%
Saskatoon	1.00%	5.87%	5.00%	3.00%	3.718%
Winnipeg	3.50%	3.50%	3.00%	3.00%	3.25%

4. Over the previous four years, salaries of the four major Eastern municipalities have seen increases similar to the City of Winnipeg. As all are currently in negotiations, or awaiting Interest Arbitration, no current settlement data is available.

FIRST CLASS POLICE OFFICER					
	2013	**2014**	**2015**	**2016**	Average/Year
Toronto	2.87%	2.00%	2.77%	1.96%	2.40%
Ottawa	2.99%	2.36%	3.05%		2.80%
Hamilton	2.86%	1.50%	2.82%		2.40%
Halifax	3.73%	2.21%			2.97%
Winnipeg	3.50%	3.50%	3.00%	3.00%	3.25%

5. Internally, settlements for the Winnipeg Police Association (WPA), Winnipeg Police Senior Officers Association (WPSOA) and the United Fire Fighters of Winnipeg (UFFW) extended to 2016, at 3% per annum.

	PP 01/15	**PP 14/15**	**PP 01/16**	**Average/Year**
UFFW	2.0%	1.0%	3.0%	3.0%
WPA	2.0%	1.0%	3.0%	3.0%
WPSOA	2.0%	1.0%	3.0%	3.0%

6. The Consumer Price Index for Manitoba is projected to increase by 7.8% over the four years:

2016	2017	2018	2019
1.4%	2.0%	2.2%	2.2%

Note: CPI forecast from The Conference Board of Canada, Metropolitan Outlook, Winter 2017.

Financial Impact Statement — Date: June 13, 2017

Project Name: — **First Year of Program** 2017

Negotiations between the City of Winnipeg and the Winnipeg Police Association

	2017	2018	2019	2020	2021
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	$ (12,092)	$ 5,740,561	$ 9,352,606	$ 16,516,470	$ 22,810,127
Less: Incremental Revenue/Recovery	-	-	-	-	-
Net Cost/(Benefit)	$ (12,092)	$ 5,740,561	$ 9,352,606	$ 16,516,470	$ 22,810,127
Less: Existing Budget Amounts	(12,092)	5,740,561	9,352,606	16,516,470	22,810,127
Net Budget Adjustment Required	$ -	$ -	$ -	$ -	$ -

Additional Comments:

1. The cumulative cost over the term of the agreement is $54.4 million and the overall annualized cost is $27.8 million.

2. "Existing Budget Amounts" include the 2017 Adopted Operating Budget and the projections for 2018 and 2019 from the 2017 budget process. The budget years 2018 and 2019 have not yet been approved or balanced by City Council, and 2020 to 2021 have not yet been reviewed by Council. Budget amounts (beginning in 2018) are subject to change as the annual budget process and decision-making moves forward. The 2018 to 2020 budget submission is planned to come forward June 2017. There is budget set aside to cover this agreement.

(Origninal signed by R. Hodges)
Ramona Hodges
Manager of Finance (Campus)
Corporate Finance Department

CONSUL

This Report has been prepared in consultation with:

Corporate Finance Department
Audit Department
External Auditor – KPMG LLP

OURWINNIPEG POLICY ALIGNMENT

N/A

SUBMITTED BY

Department: Corporate Support Services
Division: Labour Relations
Prepared by: R. Kirby, Manager of Labour Relations
Date: June 20, 2017
File No:

Attachments

Attachment 1 – Memorandum of Agreement, December 24, 2016 to December 31, 2021



A1 - MOA COW WPA June 5 2017_2016 to

Attachment 2 - Letter from City Auditor, City of Winnipeg



A2- WPA City Auditor Report.pdf

Attachment 3 - Letter from KPMG LLP



A3 - WPA KPMG LLP Review Letter.pdf

Attachment 4 – Calendar Year General Wage Increase Net of Concessions 2000-2021



A4 - Calendar Year General Wage Increa