Agenda – Executive Policy Committee – February 17, 2026

REPORTS

Item No. 14 Negotiations – City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers' Association

WINNIPEG PUBLIC SERVICE RECOMMENDATION:

1. That Council approve and enter into the Memorandum of Agreement agreed to by the negotiating committees of the City and WFPSOA and a subsequent collective agreement with WFPSOA in accordance with said Memorandum of Agreement.

2. That the Chief Administrative Officer be authorized to interpret, apply, and administer the collective agreement in accordance with the Memorandum of Agreement and this report, and such terms and conditions deemed necessary by the City Solicitor / Director of Legal Services to protect the interests of the City in administering and implementing the collective agreement.

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

ADMINISTRATIVE REPORT

Title: Negotiations – City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers' Association

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
M. Levitt	D. Clark	T. Graham	J. Dunford

EXECUTIVE SUMMARY

The collective agreement between the City and the Winnipeg Fire Paramedic Senior Officers' Association (WFPSOA), which covers approximately 50 employees, expired on December 31, 2024. The parties reached a new tentative agreement and entered into a Memorandum of Agreement outlining the agreed to terms on November 27, 2025. WFPSOA members ratified the tentative agreement on December 4, 2025.

RECOMMENDATIONS

1. That Council approve and enter into the Memorandum of Agreement agreed to by the negotiating committees of the City and WFPSOA and a subsequent collective agreement with WFPSOA in accordance with said Memorandum of Agreement.

2. That the Chief Administrative Officer be authorized to interpret, apply, and administer the collective agreement in accordance with the Memorandum of Agreement and this report, and such terms and conditions deemed necessary by the City Solicitor / Director of Legal Services to protect the interests of the City in administering and implementing the collective agreement.

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

REASON FOR THE REPORT

The City of Winnipeg Charter, SM 2002, c 39 requires that Council enter into Collective Agreements between the City of Winnipeg and Civic Unions/Associations.

IMPLICATIONS OF THE RECOMMENDATIONS

The Memorandum of Agreement ("MOA") between the City and the Winnipeg Fire Paramedic Senior Officers' Association includes changes involving significant terms, material and other costs as follows:

1. Term of Agreement – January 1, 2025 – December 31, 2029 (60 Months) (MOA Clause 2)

2. General Wage Increase (MOA Clause 3)

General Wage Adjustment	Date of Increase	Amount
1	April 6, 2025	1.5%*
2	December 28, 2025	1.5%*
3	April 1, 2026	1.1%
4	December 31, 2026	1.5%
5	July 1, 2027	1.0%
6	December 31, 2027	1.0%
7	July 1, 2028	1.0%
8	December 31, 2028	1.0%
9	July 1, 2029	1.0%
10	December 31, 2029	1.0%

*To be paid retroactively to all employees who are bargaining unit members as of date of ratification.

3. Scale Adjustment (MOA Clause 4)

Scale Adjustment	Date of Increase	Amount
1	December 28, 2025	0.5%*
2	April 1, 2026	0.5%
3	December 31, 2026	0.5%
4	July 1, 2027	0.57%
5	December 31, 2027	0.57%
6	July 1, 2028	0.57%
7	December 31, 2028	0.57%
8	July 1, 2029	0.825%
9	December 31, 2029	0.825%

* To be paid retroactively to all employees who are bargaining unit members as of date of ratification.

Scale adjustments and general wage increases that occur on the same effective date are not compounded.

4. Special Wage Adjustments (MOA Clause 5)

   Effective December 28, 2025, amend the Salary Schedules as follows:

   Manager of Light Fleet (Class Code 078922)
   Increase top step by 3.40% and establish the seven steps below the top step with a differential of 3.09% between steps.

   Communications Training and Quality Officer
   Match the hourly rates of pay of the Communications Training and Quality Officer (Class Code 078982) classification with the District Chief – Communications classification (Class Code 078795).

   At the department's discretion, employees in the Communications Training and Quality Officer position may be assigned to work in the District Chief – Communications position from time to time.

5. Letter of Understanding Re: Additional Compensation for PCPOs Managing Platoons 5 and 6 (Delete) (MOA Clause 7)

   Provision that provided for four days of paid time off per year to two platoon chiefs, in recognition of additional demands and responsibility for managing platoons, removed given work distributed among the four platoon chiefs.

6. Uniforms (MOA Appendix A, Article 17)

   Language amended to allow employee to request a similar alternative to the uniform sweater currently issued.

   Rain jacket added to clothing allotment for personnel assigned to Field Operations.

7. Shift Premium (MOA Appendix A, Article 18)

   Night shift premium for personnel assigned to Field Operations will increase by thirty cents from $0.90 to $1.20, which aligns with the premium paid to WFPSOA members working in the 911 Communication Centre.

Many of the language changes may result in operational efficiencies but any fiscal savings would be difficult to cost given they would be based on assumptions which may not be realized in ongoing operations. The MOA includes a number of other changes to collective agreement articles and letters of understanding. With the exception of items 2, 3, 4, 5, 6, and 7 identified above, these items have been assumed:

- to have no (or no immediate) financial impact; or
- that costs could not be reasonably estimated at this time; or
- that costs are deemed to be immaterial; or
- that changes are a reflection of the City of Winnipeg's existing operations; or
- that costs relate to statutory/legislative obligations.

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.

The total cost of the agreement over five years is estimated at $3.3 million.

HISTORY/DISCUSSION

The collective agreement between the City and WFPSOA expired on December 31, 2024. The parties reached a new tentative agreement and entered into a Memorandum of Agreement outlining the agreed to terms on November 27, 2025.

The Consumer Price Index for Manitoba is projected to increase by 10.9% from 2025 to 2029 (over five years). The WFPSOA Memorandum of Agreement includes general wage increases over the five-year term that total 11.6% (an average of 2.3% per annum). This five-year average is above the Manitoba Consumer Price Index (MB CPI) by an average of 0.1% per year over the term of the Collective Agreement.

	2025	2026	2027	2028	2029	Average/year
WFPSOA^	1.5% 1.5%	1.1% 1.5%	1.0% 1.0%	1.0% 1.0%	1.0% 1.0%	2.3%
MB CPI ^^	2.7%	2.0%	2.1%	2.1%	2.0%	2.2%
+/- CPI	+0.3	+.6%	-0.1%	-0.1%	0.0%	+0.1%

^ Calculation does not include the scale adjustments. Including the nine additional wage increases for scale adjustment, the increases over the five-year term total 17.03% (an average of 3.41% per annum). This five-year average is above the MB CPI by an average of 1.21% per year over the term of the collective agreement.

^^ Source: CPI Forecast (2026 – 2029) from Oxford Economics October 2025 forecast.
Projected Manitoba CPI annual average based on five years ending December 31, 2029.

The WFPSOA Memorandum of Agreement includes scale adjustments that align with scale adjustments applied in the United Fire Fighters of Winnipeg (UFFW) collective agreement. Paramedic senior officers are counterparts to fire senior officers in UFFW.

Salary increases over the previous 40-month collective agreement totaled 5.9% (an average of 1.97% per annum). This was less than the average rise in the Manitoba Consumer Price Index by 2.2% per annum over the three years ending December 31, 2024.

	2022	2023	2024	Average/year
WFPSOA	2.0%	2.0%	1.9%	1.97%
MB CPI	7.9%	3.5%	1.1%	4.2%
+/- CPI	-5.9%	-1.5%	+0.8%	-2.2%

The City has eight collective agreements, respective general wage increases and agreement expiry dates as follows:

City Collective Agreements – General Wage Increases

Union/ Association	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	Annual Avg.^	Date of Expiry
WFPSOA						1.50% 1.50%	1.10% 1.50%	1.00% 1.00%	1.00% 1.00%	1.00% 1.00%	2.32%	Dec 31, 2029
WAPSO	0.00%	0.50%	0.50% 1.00%	0.75% 1.25%							1.00%	Dec 31, 2023
MGEU			1.00% 1.50%	1.00% 1.50%	2.00%						2.33%	Feb 29, 2024
CUPE		1.70%	1.00% 1.50%	1.50% 1.50%	1.50% 1.50%						2.55%	Feb 28, 2025
WPA			1.25% 1.50%	1.15% 2.10%	1.15% 2.10%	1.15% 2.10%					3.13%	Dec 31, 2025
WPSOA			1.25% 1.50%	1.15% 2.10%	1.15% 2.10%	1.15% 2.10%					3.13%	Dec 31, 2025
ATU					3.00%	3.00%	3.00%	3.00%			3.00%	Jan 10, 2027
UFFW					1.50% 1.50%	1.10% 1.50%	1.00% 1.00%	1.00% 1.00%	1.00% 1.00%		2.32%	Dec 31, 2028

^ Effective date of increases occur at some time in year indicated. Annual average based on increases over the term of the current or recent agreement (if expired) for the respective union or association.

WFPSOA – Winnipeg Fire Paramedics Senior Officers' Association
WAPSO – Winnipeg Association of Public Service Officers IFPTE Local 162
MGEU – Manitoba Government and General Employees' Union The Paramedics of Winnipeg, Local 911
CUPE – Canadian Union of Public Employees Local 500
WPA – Winnipeg Police Association
WPSOA – Winnipeg Police Senior Officers' Association
ATU – Amalgamated Transit Union Local 1505
UFFW – United Fire Fighters of Winnipeg, Local 867 of International Association of Fire Fighters

FINANCIAL IMPACT

Financial Impact Statement

Date: January 19, 2026

Project Name:

Negotiations – City of Winnipeg and the Winnipeg Fire Paramedic Senior Officers' Association

First Year of Program **2025**

	2025	2026	2027	2028	2029
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	$ 90,025	$ 405,371	$ 670,513	$ 942,937	$ 1,235,993
Less: Incremental Revenue/Recovery					
Net Cost/(Benefit)	$ 90,025	$ 405,371	$ 670,513	$ 942,937	$ 1,235,993
Less: Existing Budget Amounts	90,025	405,371	670,513	942,937	1,235,993
Net Budget Adjustment Required	$ -	$ -	$ -	$ -	$ -

Additional Comments:

1. Direct costs represent the cost increases associated with implementing the Winnipeg Fire Paramedic Senior Officers Association collective agreement.
2. The total financial impact of the increase from January 1, 2025 to December 31, 2029 is ~$3.3 million.
3. The 2025 to 2029 Existing Budget Amounts are from the 2025 Adopted Budget and 2026 Preliminary Budget and 2027 to 2029 Projections. The budget years for 2028 and 2029 have not yet been reviewed and balanced by City Council. Budget amounts are subject to change as the annual budget process and decision-making moves forward.
4. The above costing does not include any Shared Health cost sharing revenue impact, which may partially offset the expenditure.

Elpablo

Liza Pablo, CPA

Senior Manager, Financial Planning and Review

CONSULTATION

This Report has been prepared in consultation with:

- Corporate Finance Department
- Audit Department
- Legal Services Department (as to legal issues)
- External Auditor – KPMG LLP

OURWINNIPEG POLICY ALIGNMENT

OurWinnipeg 2045, Goal #1: Leadership and Good Governance

1.4 Integrated Knowledge and Resources
1.5 Evidence-Informed Decisions

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Climate Action Plan (CAP), and it was determined that the CAP is not applicable to this specific report.

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Poverty Reduction Strategy (PRS) and its Goals and Objectives, and it was determined that the PRS is not applicable to this specific report.

SUBMITTED BY

Department: Human Resource Services
Division: Labour Relations
Prepared by: M. Levitt, Senior Manager of Labour Relations and Negotiation Services
Date: January 23, 2026
File No: N/A

Attachments:

Attachment 1 - Letter from City Auditor, City of Winnipeg

Attachment 2 - Letter from KPMG LLP

Attachment 3 – Memorandum of Agreement

Attachment 4 – City of Winnipeg and Winnipeg Fire Paramedic Senior Officers' Association (WFPSOA) Collective Agreement, September 1, 2021 to December 31, 2024