



CITY OF PRINCE ALBERT

CITY COUNCIL SPECIAL MEETING

AGENDA

**MONDAY, AUGUST 21, 2023, 4:30 PM
COUNCIL CHAMBER, CITY HALL**

1. CALL TO ORDER

2. PRAYER

3. APPROVAL OF AGENDA

4. DECLARATION OF CONFLICT OF INTEREST

5. REPORTS OF ADMINISTRATION & COMMITTEES

5.1 General Wage Adjustments - Out of Scope Employees (RPT 23-326)

6. UNFINISHED BUSINESS

7. ADJOURNMENT



RPT 23-326

TITLE: General Wage Adjustments - Out of Scope Employees

DATE: August 16, 2023

TO: City Council

PUBLIC: X

INCAMERA:

RECOMMENDATION:

That City of Prince Albert Out of Scope staff, excluding Out of Scope staff in the Prince Albert Police Service and Prince Albert Fire Department, be provided with a general wage increase in the amount of 0% effective January 1, 2022, 3.00% effective January 1, 2023, 2.00% August 21, 2023, 3.00% effective January 1, 2024 and 3.00% effective January 1, 2025.

TOPIC & PURPOSE:

The purpose of this report is to outline a recommended general wage increase for City of Prince Albert Out of Scope staff.

BACKGROUND:

The City of Prince Albert has been in negotiations with CUPE Local 882 (Inside Workers) and CUPE 160 (Outside Workers) to settle collective agreements for the period of 2022 and onward. These agreements have not yet been reached. There have been no general wage increases provided to staff represented by CUPE, or to Out of Scope employees since January 1, 2021.

PROPOSED APPROACH AND RATIONALE:

In the past, Out of Scope staff have been awarded wage increases equivalent to those provided to CUPE members, as a majority of the Out of Scope staff are managers directly supervising unionized employees. A corresponding wage increase for Out of Scope employees is important to ensure that wage structures remain competitive to attract and retain qualified employees in these leadership positions.

We are currently in a position where the new CUPE collective agreements have not been agreed to, and the previous agreements have been expired since December 31, 2021. CUPE

882 has provided correspondence to the City to advise that their members have voted to approve a strike mandate. The City of Prince Albert received notice on August 8, 2023 of the intention of CUPE 882 to commence strike action starting August 10 beginning with refusal to train management, contractors and coworkers. There is no firm timeline when further job action will occur, or how long that potential job action might continue.

Although Out of Scope employees have historically received their general wage increases after the CUPE locals have settled their agreements, the delayed settlement of the CUPE agreements is now unnecessarily delaying the general wage increases for Out of Scope staff. The proposed general wage increase is 11% over four years, which is the same amount proposed to CUPE 882, however the recommended OOS allocation is slightly revised:

	Proposed for OOS	Final Offer Proposed to CUPE 882
Jan 1, 2022	0%	1%
Jan 1, 2023	3%	2%
September 10, 2023	2%	2% on signing
January 1 2024	3%	3%
January 1 2025	3%	3%
Total	11%	11%

Since the CUPE offer includes a 2% adjustment on signing, the offer actually reduces over time. By approving a general wage increase for OOS staff it will ensure that this workgroup is provided the benefit of an immediate and predictable wage increase that is not bound to the delays due to strike action.

Recent analysis has also shown that while the proposed wage adjustments for in-scope employee's puts these positions in the 95th percentile (up from 85th percentile currently) when compared to Saskatoon and Regina, Moose Jaw and Provincial Government, Out of Scope salaries are currently at the 70th percentile and will be in the 78th percentile after adjustments.

The OOS employee group will ultimately be relied upon to support the City through a strike to ensure services to the public are maintained. For this reason it is considered important to implement wage adjustments immediately.

CONSULTATIONS:

The Out of Scope employee group has been advised of the proposed general wage increase.

FINANCIAL IMPLICATIONS:

The total earnings and benefits for Out of Scope employees in 2021 was approximately \$7.437 million. The cumulative impact of monetary adjustments proposed for the four year period (2022 – 2025) is estimated to be \$1,737,000.

2021 Earnings \$7,437,500 (including 25% loading costs)

	Percentage	Total
Jan 1, 2022	0%	0
Jan 1, 2023	3%	\$669,375.00
September 10, 2023	2%	\$357,495.83
January 1 2024	3%	\$468,830.25
January 1 2025	3%	\$241,447.58
Total		\$1,737,148

Out of Scope would not be getting the .5 percent targeted wage adjustment in the CUPE offers and will not receive back-pay in 2022 which will result in a savings of \$79,044.

The proposed 2023 wage increases are included in the current budget.

OTHER CONSIDERATIONS/IMPLICATIONS:

There are no policy or privacy implications, official community plan implementation strategies, options or other considerations.

STRATEGIC PLAN:

Delivering Professional Governance – Organizational Effectiveness

Approving wage increases for the 2022-2025 period will allow for proper long term budgeting. It will also allow for more effective recruitment and retention of employees to have current rates established.

PUBLIC NOTICE:

Public Notice pursuant to the Public Notice Bylaw No. 24 of 2015 is not required.

Written by: Kiley Bear, Director of Corporate Services

Approved by: City Manager