



City of
Peterborough

To: Members of the Committee of the Whole

From: Allan Seabrooke, Chief Administrative Officer

Meeting date: February 16, 2016

Subject: Report CAO16-003
Non-Union 2016 – 2019 Compensation

Purpose

A report to recommend compensation levels for the Non-Union employees for the four-year period covering the years 2016 through 2019.

Recommendations

That Council approve the recommendations outlined in Report CAO16-003 dated February 16, 2016, of the Chief Administrative Officer as follows:

- a) That the salary grid for the Non-Union employees be increased by 1.5% for each of 2016 and 2017, 1.75% for 2018 and 1.95% for 2019.
- b) That the Non-Union health and dental benefit package be amended as follows:
 - i) That effective March 1, 2016, Vision Care coverage be increased by \$100 from \$425 to \$525, and thereafter, effective January of 2017 and 2018, to be increased by an additional \$25.
 - ii) That effective March 1, 2016, each of Orthodontic and Major Restorative Services be increased by \$500 from \$2,500 for a life-time maximum per insured to \$3,000.
 - iii) That effective March 1, 2016, Hearing Aids be covered to a lifetime maximum of \$1,000, for employees only (new benefit).
- c) That the Compassionate Leave benefit be extended to cover the death of a stepfather, stepmother and stepchildren.

- d) That the boot allowance be increased by \$50 from \$350 to \$400 every 2 years.
- e) That the family sick leave that is currently 5 days for each occurrence for dependent children living in an employee's home be amended to be up to a maximum of 10 days per year for any member of the immediate family.

Budget and financial implications

The annualized Non-Union base compensation, before any compensation adjustment, is \$15.1 million, including \$11.7 million salary and an estimated \$3.4 million benefits. The recommended amendments will result in an estimated \$225,960 increase in salary and benefits costs. The 2016 budget reflects the additional cost.

Background

Who are Non-Union Employees?

The 2016 budget includes 127.9 Non-Union full-time employees with a \$15.4 million combined salary and benefit base cost. These employees perform leadership, management and professional functions for City operations, and include Department Directors. The Chief Administrative Officer is not included.

Wage Settlements for City Unionized Employees for 2016 through 2019

The City recently reached contract settlements with its CUPE Locals 126, 504 and 1833. Each agreement is for a four year term for the period January 1, 2016 to December 31, 2019. The settlements were based on an all-inclusive compensation package of 1.5% in 2016 and 2017, 1.75% in 2018 and 1.95% in 2019. The current ATU contract was negotiated in 2012, covering the period July 1, 2012 through June 30, 2017, and provides for a 1.75% all-inclusive compensation increase for 2016 and 2017.

CUPE Locals 126 and 1833 elected not to negotiate an across-the-board wage adjustment for 2016. Instead, they negotiated lump sum payments or wage adjustments for only certain job classifications and purchased other improvements equivalent to the 1.5% wage increase negotiated by CUPE Local 504.

Proposed Non-Union Compensation

In 2013, only wages were adjusted for Non-Union employees, and as a result, the benefit package for this group has fallen somewhat behind.

It is recommended that the Non-Union salary grid be increased by 1.5% in 2016 and 2017, 1.75% in 2018 and 1.95% in 2019 following the mandate Council provided for

CUPE negotiations. In addition, this report recommends that the benefits for the Non-Union group be upgraded to those provided to CUPE Local 126.

Proposed reduction to Family Sick Leave

All union and non-union staff have a provision which allows them to take a leave up to 5 days from work when a dependent child is sick. The intention was to support City employees during a family illness until other arrangements can be made. It is proposed that the provision be revised to also include other immediate family members such as parents and to limit the provision to 10 days in one calendar year.

Summary

This report proposes the Non-Union salary grid be increased by 1.5% in 2016 and 2017, 1.75% in 2018, and 1.95% in 2019 and recommends some changes to the benefits for non-union employees.

Submitted by,



Allan Seabrooke
Chief Administrative Officer

Contact Name: Cathy Lloyd
Division Head – Human Resources
Phone – 705-742-7777 Ext. 1814
Fax – 705-742-7021
E-Mail – clloyd@peterborough.ca

