



City of  
**Peterborough**

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**To:** Members of the Committee of the Whole

**From:** Sandra Clancy, Director of Corporate Services

**Meeting date:** December 12, 2016

**Subject:** Report CPHR16-005

**PPFFA Local 169 (Firefighters) Collective Bargaining Settlement**

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## **Purpose**

A report to recommend the Minutes of Settlement between the City of Peterborough and PPFFA Local 169 (Fire Fighters) dated December 1, 2016, covering the contract period January 1, 2016 to December 31, 2019 be approved.

## **Recommendation**

That Council approve the recommendation outlined in Report CPHR16-005 dated December 12, 2016, of the Director of Corporate Services, as follows:

That the Minutes of Settlement between the City of Peterborough and PPFFA Local 169 (Fire Fighters), for the four year term from January 1, 2016 to December 31, 2019 as described in Report CPHR 16-005 be approved.

## **Budget and Financial Implications**

The January 1, 2016 to December 31, 2017 impacts were anticipated and have been incorporated into the 2016 and 2017 budgets. The impacts for 2018 and 2019 will be included in the Operating Budgets for those years.

## **Background**

### **Settlement**

City staff and PPFFA Local 169 signed a Memorandum of Settlement on December 1, 2016 that set out amended terms of the Collective Agreement, for a four year term January 1, 2016 to December 31, 2019, pending Council's approval. The PPFFA are holding a ratification vote on December 12, 2016. Staff is recommending that Council now approve the Memorandum of Settlement through this report.

### **Collective Agreement Highlights**

Wage increases were negotiated as follows:

- January 1, 2016 – 1%
- July 1, 2016 – 1%
- January 1, 2017 – 2%
- January 1, 2018 – 2.1%
- January 1, 2019 – 2.2%

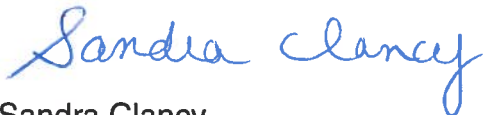
Benefit enhancements include:

- Vision care benefit may be applied to laser surgery to a maximum of \$500 per eye;
- Paramedical benefits increased from \$500 to \$600 per person per year;
- Clinical Psychologist coverage increased from \$500 to \$800 per person per year;
- Immediate Family illness provided to a maximum of five sick credits per year;
- Remembrance Day paid leave for a maximum of 12 hours upon request, for any active or retired member of the Canadian Military to attend ceremonies if they are scheduled to work that day. Total number off shall not exceed 4;
- Bereavement leave for aunts, uncles, in-laws increased from ½ shift to one shift, being the day of the funeral;
- 24 hour shift becomes permanent for suppression staff;

Improvements for the City include:

- Safety boots are now a mandatory requirement, at no additional cost as they are included within the clothing schedule (point system);
- Fire Prevention Staff – redeployment of used turn-out gear;
- Acting pay for Dispatch will be calculated based on the difference between the Fire Fighter 1<sup>st</sup> Class and Captain rate, rather than the difference between the Dispatch and Captain rate;
- The trial period for the 24 hour shift in Dispatch has been extended to the end of 2018. Shifts for this group are currently scheduled for 12 hours and 24 hours;
- The parties agree that Fire Fighters will not be eligible to qualify for a captain position until they are in, at least, their tenth year of service. Currently, they are eligible in their sixth year of service.

Submitted by,



Sandra Clancy  
Director of Corporate Services

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