

Excluded Staff Salary and Benefit Adjustments

ISSUE

The purpose of this report is to provide information in respect of salary and benefit adjustments for excluded staff employed by the City of Saskatoon.

RECOMMENDATION

1. The proposed change contained in the Memorandum of Agreement between the City of Saskatoon and the Exempt Staff Association, who speak on behalf of the excluded staff, and relevant ancillary documents be approved; and
2. That His Worship the Mayor and the City Clerk be authorized to execute the revised Memorandum of Agreement and relevant ancillary documents under the Corporate Seal.

BACKGROUND

The City of Saskatoon and the Exempt Staff Association, who speak on behalf of the excluded staff, have used a Memorandum of Agreement format to communicate the terms and conditions of employment for excluded staff at the City of Saskatoon. The renewal of the Memorandum of Agreement for excluded staff has also paralleled the timing of collective agreement renewals for the City's unionized workforce. In past, salary and benefit improvements to a much lesser extent, have been comparable to the unionized workforce.

The Exempt Staff Association is not considered a union under the *Saskatchewan Employment Act* which provides greater flexibility for the City when determining and designing its terms and conditions of employment for excluded staff.

The discussions with the representatives of the Exempt Staff Association, in relation to the terms of conditions of employment for the period 2017 – 2019, marks the first step in implementing changes to allow us to manage terms and conditions for excluded staff in a manner that is more consistent with best practice and in a way that allows for flexibility, responsiveness and the creation of opportunities for competitive advantages involving talent acquisition.

DISCUSSION/ANALYSIS

For the period 2017 – 2019 we have discussed with representatives of the Exempt Staff Association proposed improvements to excluded staff salary and benefits.

Salary Increases

The recommended salary increases are relatively consistent with the General Economic Increases provided to the unionized workforce:

- December 1, 2017 0.50%

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- July 1, 2018 1.50%
- July 1, 2019 1.50%

The City is also recommending improvements to the following terms and conditions:

- An Administrative Policy to cover entitlements for excluded employees that are required to attend court for the purposes of jury duty and/or jury selection, as a witness or for the purposes of providing City related evidence.
- An Administrative Policy to cover entitlements for excluded employees in relation to bereavement leave.
- Compensation for temporary assignments based on the City of Saskatoon's Temporary Assignment Administrative Policy
- The Exempt Staff Association will work with the City in the creation of a comprehensive policy that will contain the terms and condition of employment for excluded staff employee employed by the City of Saskatoon.
- Excluded staff will be eligible for the leisure pass subsidy until December 31, 2020.
- We have also agree to work with representatives of our excluded staff in relation to:
 - diversity and inclusion, and
 - parenting leave.

IMPLICATIONS

The recommendation falls within the fiscal mandate approved by City Council for the renewal of the collective agreement with City of Saskatoon Unions and Associations and excluded staff.

NEXT STEPS

Implementation will occur after approval by City Council.

APPENDICES

1. Memorandum of Agreement
2. Memorandum of Agreement – Exempt Staff Terms and Conditions Redesign
3. Administrative Policy – Bereavement Leave
4. Administrative Policy – Jury and Witness Duty
5. Administrative Policy – Temporary Assignments

Report Approval

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