

Exempt Staff Salary and Benefit Agreement

ISSUE

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

RECOMMENDATION

The proposed changes set out in the *Exempt Staff Salary and Benefit Agreement*

1. With respect to the 2020-2022 period be approved; and
2. That His Worship the Mayor and the City Clerk be authorized to execute the revised agreement under the Corporate Seal.

BACKGROUND

The City and the Exempt Staff Association (ESA), who speak on behalf of the exempt staff, have used a Memorandum of Agreement (MOA) format to communicate the salary and benefits for exempt staff at the City. The renewal of the MOA for exempt staff has also paralleled the timing of collective agreement renewals for the City's unionized workforce.

DISCUSSION/ANALYSIS

For the period 2020 – 2022, agreement was reached to wage increases consistent with the bargaining units at the City. The City and the Association have also agreed that representatives of the ESA will continue to work with the City in the creation of a comprehensive document that will contain the terms and condition of employment for exempt staff employed by the City.

Salary Increases

April 1, 2020 – Employees shall receive a 1.60% increase.

January 1, 2021 – Employees shall receive a 1.60% increase.

January 1, 2022 – Employees shall receive a 1.95% increase.

Effective September 1, 2021, the City will contribute an additional \$250 per employee for the purpose of increasing the employee Health Spending Account to \$500 per year with the benefits provider.

FINANCIAL IMPLICATIONS

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

OTHER IMPLICATIONS

There are no public and/or stakeholder involvement, policy, environmental, Privacy, or CPTED implications or considerations.

NEXT STEPS

Implementation will occur after approval by City Council.

Report Approval

Written by: Marno McInnes, Director of Workforce Strategy
Reviewed by: Sarah Cameron, Chief Human Resource Officer
Approved by: Jeff Jorgenson, City Manager

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