



SASKATOON POLICE SERVICE

TO: Jo Custead, Chairperson
Board of Police Commissioners

FROM: Troy Cooper
Office of the Chief

DATE: 2021 August 10

SUBJECT: Out-of-Scope Salary Increases 2020-2022

FILE #: 19,004

ISSUE:

To provide fair compensation and benefits for Out-of-Scope members of the Saskatoon Police Service (SPS).

RECOMMENDATION:

That the Board authorize the same pay increases and benefit changes for Saskatoon Police Service Out-of-Scope members that have been negotiated for the Exempt Staff Association (ESA) of the City of Saskatoon. There are currently 44 out-of-scope employees at the Saskatoon Police Service. The positions include Directors, Managers and senior level professionals in Finance and IT.

DISCUSSION:

The City of Saskatoon has recently reached an agreement with the ESA for a term of three (3) years from January 1, 2020 to December 31, 2022. They have agreed upon the following changes to the Memorandum of Agreement:

I. Salary Increases

The monetary settlement is as follows:

April 1, 2020	1.60% increase
January 1, 2021	1.60% increase
January 1, 2022	1.95% increase

II. Benefits

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.

CONCLUSION:

Historically, the practice within the Service has been to mirror the benefits, including any wage increases, bargained for the Exempt Staff Association. It would seem fair and prudent to continue with this practice, rather than enter into a separate round of negotiations with our Out-of-Scope staff.

In addition, the City and the ESA have 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. The SPS will continue to monitor the implications of this as it develops and report back to the Board of Police Commissioners if there are any implications to SPS out-of-scope staff.

Written by: **Lisa Olson,
Director of Human Resources**

Approved by: **Clae Hack,
Executive Director, Corporate Strategy & Performance**

Submitted by: 
**Randy Huisman
Acting Chief of Police**

Dated: **August 10, 2021**

Attachment

“PUBLIC AGENDA”

E. & O.E.

Memorandum of Agreement

BETWEEN

THE CITY OF SASKATOON
(hereinafter called “The City”)

SASKATOON EXEMPT STAFF INC.,
(hereinafter called "The Association")

April 28, 2021
Errors and Omissions Excepted

“PUBLIC AGENDA”

The Association and the City agree to the following changes to the 2017-2019 Memorandum of Agreement: E. & O.E.

Term

Three-year term. This agreement shall be in effect from January 1, 2020 and continue until December 31, 2022.

Wages

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.

Benefits

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.

Signed this _____ day of May, 2021.

For the City of Saskatoon:

For ESA:

MEMORANDUM OF AGREEMENT

between

THE CITY OF SASKATOON
(hereinafter referred to as “The City”)

And

SASKATOON EXEMPT STAFF INC.
(hereinafter referred to as “The Association”)

Re: EXEMPT STAFF TERMS AND CONDITIONS REDESIGN

The City and the Association agree that representatives for the current Exempt Staff Association 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 employees employed by the City of Saskatoon.

The Exempt Staff Terms and Conditions, once approved by the Executive Leadership Team, will govern the terms and conditions of employment for exempt staff.

Signed this _____ day of May, 2021.

For the City of Saskatoon:

For ESA:

April 28, 2021

Mr. Alan
Rankine
President
Exempt Staff Association

Dear Alan:

Re: LEISURE PASS SUBSIDY FOR CITY EMPLOYEES

The City agrees to maintain a 50% discount for all Individual and Family Leisure passes to increase employee utilization of City leisure facilities. This does not include bulk tickets.

The City is prepared to continue to support the pilot program for the term of this Memorandum. For the duration of the pilot, the Exempt Staff Association agrees to promote and encourage the benefits of this pilot to its members.

The City reserves the right to terminate this pilot by providing the Association thirty (30) days written notice.

Yours truly,

Dustin Truscott
Manager, Total Rewards