

DECISION REPORT

2024 - 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).

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 to the City's unionized workforce.

Term

This agreement shall be in effect from January 1, 2023, and continue until December 31, 2028.

Wages

January 1, 2023 – 0.00%
January 1, 2024 – 2.50%
January 1, 2025 – 2.50%
January 1, 2026 – 2.50%
January 1, 2027 – 2.50%
January 1, 2028 – 2.50%

Market Adjustments

January 1, 2027 – 0.50% for Targeted Market Adjustment.
January 1, 2028 – 0.50% for Targeted Market Adjustment.

Targeted Market Adjustments

The cost of the targeted market adjustment shall not exceed the cost reductions obtained through the benefits redesign, (anticipated to be approximately 1%) in addition to funds set aside from the General Economic Increase in, 2027 (0.50%) and 2028 (0.50%).

Health and Dental Redesign

Health & Dental Plan RFP currently includes ESA and CUPE 59. Any cost reductions attributable to the City's contribution will be allocated for deficit elimination, plan improvements, and/or applied to a targeted market adjustment. Any cost reductions

attributable to the ESA's contribution will be allocated for plan improvements and/or applied to a targeted market adjustment.

Disability (LTD) Benefit

New LTD plan will reduce the current elimination period from 365 days to 182 days and improve the maximum entitlement. In exchange for the reduction of the LTD elimination period, the current one-time health and dental benefit liability will be paid by the City to a maximum of \$200,000.

LEISURE PASS SUBSIDY FOR CITY EMPLOYEES

The City agrees to maintain a 50% subsidy for all Individual and Family Leisure passes to increase employee utilization of City leisure facilities.

RECOMMENDATION

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

1. With respect to the 2023-2028 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.

RATIONALE

The renewal of the MOA for exempt staff has also paralleled the timing of collective agreement renewal for the CUPE 59 agreement who are also participating in the Health & Dental Plan RFP.

ADDITIONAL IMPLICATIONS/CONSIDERATIONS

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

COMMUNICATION ACTIVITIES

The approved report will be communicated to ESA executive, members of ESA and staff and implemented in accordance with the effective dates set out in the memorandum.

APPENDICES

1. 2024 - Revisions to the Memorandum of Agreement

Report Approval

Written by: Teresa Banman, Director, Strategic Negotiations, Labour Relations and Client Services

Reviewed by: Marno McInnes, Chief Human Resources Officer

Approved by: Jeff Jorgenson, City Manager