

Memorandum of Agreement

BETWEEN

THE CITY OF SASKATOON
(hereinafter called "The City")

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

September 17, 2024
Errors and Omissions Excepted

The Association and the City agree to the following changes to the April 28, 2021
Memorandum of Agreement:

Term

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

Wages

January 1, 2023 – Employees shall receive a 0.00% increase.

January 1, 2024 – Employees shall receive a 2.50% increase.

January 1, 2025 – Employees shall receive a 2.50% increase.

January 1, 2026 – Employees shall receive a 2.50% increase.

January 1, 2027 – Employees shall receive a 2.50% increase (additional 0.50% for targeted Market Adjustments).

January 1, 2028 – Employees shall receive a 2.50% increase (additional 0.50% for targeted Market Adjustments).

Health and Dental Redesign

Changes made to the health and dental plans are anticipated to reduce the current annual Health & Dental costs. Final calculation of the cost reduction will be influenced by the final design of the plan, costs of the plans in the marketplace at the time of the selection process, the distribution of employee option selections in the new plan and plan utilization in the first year.

Any remaining cost reductions attributable to the City's contribution will be allocated for deficit elimination, plan improvements, and/or applied to a targeted market adjustment in 2026.

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

Terms and Conditions

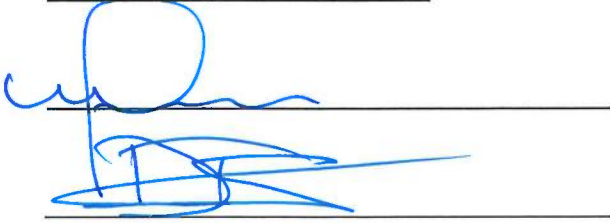
The Memorandum of Agreement between ESA and the City shall be replaced with the redesigned Exempt Staff Terms and Conditions of Employment as discussed on August 29, 2024.

Retroactivity

Retroactivity of wages and benefits, as set out in the Offer for Settlement, are limited to exempt employees actively employed by the City, including employees who retired during the applicable period or who are on furlough or an approved leave of absence during the applicable period, as at the date the tentative agreement is signed by both parties.

Signed this 23 day of September, 2024.

For the City of Saskatoon:



For ESA:



MEMORANDUM OF UNDERSTANDING

between

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

And

SASKATOON EXEMPT STAFF INC.,
(hereinafter referred to as "The Association")

Re: Salary Administration

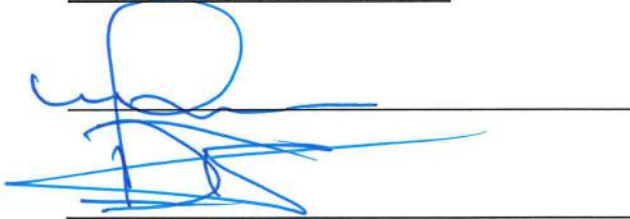
The City is in the process of updating the current Exempt Employees Salary Administration Policy. In addition, the City will be conducting a market review of salaries to determine our market competitiveness. The intention is to develop a plan, subject to available funding, to address any identified gaps beginning January 1, 2026.

The cost of the targeted market adjustments shall not exceed the cost reductions obtained through the benefits redesign, (anticipated to be approximately 1%) in addition to the funds set aside from the General Economic Increases in, 2027 (0.50%) and 2028 (0.5%).

In the event that the funds available to address the identified gaps are not sufficient; the City will develop a market adjustment strategy that will either ensure equal distribution of the market adjustment among all classifications with an identified need or those classifications identified as having the greatest identified need first.

Signed this 23 day of September, 2024.

For the City of Saskatoon:



For ESA:



September 12, 2024

Mr. Craig Senick
President
Exempt Staff Association

Dear Craig:

Re: 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. 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

MEMORANDUM OF AGREEMENT
between
THE EXEMPT STAFF ASSOCIATION (ESA)
and
THE CITY OF SASKATOON

RE: Health & Dental Benefit Plan Redesign

During the discussions of the renewal of the 2020 – 2022 Memorandum of Agreement the City and the Exempt Staff Association raised a number of issues related to the design and cost of the current Health & Dental plans.

The City confirmed its intention to develop a Request for Proposal (RFP) for the provision of a Health & Dental Plan for all Unions and/or Associations interested in participating in the Plan.


The Exempt Staff Association confirms they will participate in the RFP process based on the following principles:


1. The plan design will provide for a Health and Dental flex plan model that provides for a minimum of four (4) flex plan options.
2. ESA agrees to work with the City and other participatory Unions and/or Associations on the design for each of the options.
3. Flex Plan Option 2 will be the plan used to determine the maximum agreed to funding allocation.
4. Any funding shortfall for Flex Plan Option 1 and Flex Plan Option 2 will be eliminated through changes in Flex Plan Option plan design.
5. Flex Plan Options that are superior to Flex Plan Option 2 (i.e., Options 3 or Option 4) will be funded by employee contributions only.
6. The Flex Plan Option 1 and Flex Plan Option 2 will be funded on an aggregate cost sharing arrangement of 60% Employer/40% Employee.
7. The cost of the initial benefit plan design (Option 1 and Option 2) will not result in an increase in the aggregate cost to ESA's contributions. The current contribution rates will be revised to reflect contribution rates that are more typical Single, Couple and Family contribution rates in health dental insurance plans (i.e., Single rate of x, Couple rate of 2x, Family rate of 3.2 to 3.5x) which will result in a change in an individual employee's contribution.
8. The cost of the initial benefit plan design (Option 1 and Option 2) will not result in an increase in the aggregate cost to the Employer's contribution.
9. Any funding shortfall related to Flex Plan Option 1 and Flex Plan Option 2 will be eliminated through plan design changes prior to implementation.

- 10. In the event there are surplus funds available after achieving the applicable employers' contribution level of 60%, the employer's surplus will revert to the employer for the purpose of offsetting the cost of the assumed liability set out in paragraph 12, any remaining funds are intended to be used for future benefit and salary improvements for exempt employees.
- 11. The methodology for funding Life and AD&D benefits will be maintained but the required contributions are subject to change by the Carrier.
- 12. In recognition to the changes the LTD elimination period, it is understood that any liabilities in relation to Blue Cross will become the responsibility of the City, to a maximum of \$200,000.

Dated this 23 day of September, 2024.

For the City of Saskatoon:





For ESA





MEMORANDUM OF AGREEMENT
between
THE EXEMPT STAFF ASSOCIATION (ESA)
and
THE CITY OF SASKATOON

RE: Disability Benefits

As at July 1, 2025, or a date determined through the RFP process, a new disability plan will be introduced.

1. The Exempt Staff Association Sickness and Disability will change from the current maximum of 365 days of continuous illness (elimination period) to a maximum of 182 days of continuous illness (elimination period). The employee shall receive one hundred (100%) percent of their regular salary for the 182 days of continuous illness (elimination period).
2. LTD benefits will be covered by an updated employee paid insured LTD plan.
3. The LTD plan will contain the following terms:
 - Permanent exempt employees under age 65 are eligible for LTD on the first of the month following the completion of three months of employment. Unless otherwise agreed to, employees hire prior to April 1, 2025 will not be required to serve the waiting period
 - The LTD plan will be 100% employee funded.
 - The new LTD plan will provide an improved benefit to ESA employees. This will result in greater earnings for disabled employees, increasing from a \$60,000 maximum to \$120,000 maximum:

New Proposed plan	Current Plan
Non-Taxable	Non-Taxable
Graded (65% on first \$4,500 of monthly salary, 55% of next \$3,000, 45% of excess)	60% benefit
\$10,000 Maximum	\$5,000 Maximum
182 day Elimination Period	365 day Elimination Period

Dated this 23 day of September, 2024.

For the City of Saskatoon:

For ESA

