



SASKATOON POLICE SERVICE

TO: Shirley Greyeyes, Chairperson
Board of Police Commissioners

FROM: Cameron McBride
Office of the Chief

DATE: 2025 March 13

SUBJECT: Saskatoon Police Association Binding Arbitration Impact

FILE #: 2018

ISSUE:

In the most recent contract negotiations, the Board and the Saskatoon Police Association (SPA) reached an impasse on the following items:

- Term of the agreement
- Salaries
- Shift differential payment rate
- Accumulated time
- Maternity leave

After negotiations reached an impasse, these items went to Binding Arbitration to have the panel determine how they will be represented in the next contract with SPA.

This report will inform the Board of the impact of the Binding Arbitration decision on the Saskatoon Police Service budget in 2025 and beyond.

STRATEGIC PRIORITY:

This item impacts the following strategic goal for the Saskatoon Police Service:

Our People – resource a growing and diverse city to ensure our members are effective and safe.

RECOMMENDATION:

That the Board recognizes there is a potential operating budget pressure in 2025 of approximately \$3.7 million related to the SPA Binding Arbitration Decision.

“PUBLIC AGENDA”

That the Board is aware that there is an estimated \$4.7 million impact on the 2026 Operating Budget before any other inflation adjustments or program growth as a result of the SPA Binding Arbitration Decision.

DISCUSSION:

The existing collective bargaining agreement (CBA) expired on December 31, 2022. The Board of Police Commissioners and the Saskatoon Police Association (SPA) entered into negotiations for the next contract in May 2023. The parties met 13 times to finalize a CBA and reached an impasse on March 27, 2024. Though many items were agreed to through the bargaining process, items that went to arbitration included:

- Term of the agreement
- Salaries
- Shift differential payment rate
- Accumulated time
- Maternity leave

The Binding Arbitration Decision was released on December 13, 2024, and the impact of this decision was not available for inclusion in the Board’s 2025 Operating Budget.

The impact on the Board’s Budget is detailed below and consists of items agreed to prior to the binding arbitration and as a result of the binding arbitration award.

Agreed to through negotiation

Through the many negotiating sessions prior to impasse being reached, the Board representatives and SPA representatives were able to come to an agreement on several things including:

- Recognition of Truth and Reconciliation Day
- Increase to the allowance for Canine members
- Additional salary indexing for years of service
- Increase in Field Training Officer incremental pay
- Changes in mandatory cash out for the public holiday bank
- Consistent application of public holiday bank for members assigned to 12 hour shifts
- Elimination of bonus winter holiday week for members starting after June 2024
- Agreement on civilianization of certain administrative or technical focused positions
- Ability to track training time through payroll codes

The overall monetary impact of the items agreed to through negotiation was approximately \$335,000 offset by future savings of approximately \$630,000.

“PUBLIC AGENDA”

Binding Arbitration Decision

The Binding Arbitration Decision was released on December 13, 2024. The Decision included the following:

Term of the Agreement

- January 1, 2023 to December 31, 2025

Salaries

Salary for a First Class Constable over the term of the agreement:

| | | <u>% change</u> |
|-----------------|-----------|-----------------|
| January 1, 2023 | \$110,600 | 1.35% |
| July 1, 2023 | \$112,100 | 1.36% |
| January 1, 2024 | \$114,425 | 2.07% |
| July 1, 2024 | \$116,500 | 1.81% |
| January 1, 2025 | \$118,950 | 2.10% |
| July 1, 2025 | \$121,400 | 2.06% |

Shift Differential

- The shift differential premium be increased to \$1.25 per hour effective January 1, 2025

Accumulated Time

- Time credits payable will be paid annually on December 31 of each year

Maternity Leave

- There were no changes to maternity leave benefits

The table below shows the impact of the SPA Contract on the 2026 Operating Budget:

2026 Budget Impact

| | |
|--|-----------------------|
| Impact of negotiated items | \$ 335,000 |
| Impact of binding arbitration award | <u>\$ 9,571,000</u> |
| Total Impact of SPA Contract 2026 | \$ 9,906,000 |
| Available SPS budget for arbitration award | <u>\$ (5,251,100)</u> |
| Net effect on the 2026 Operating Budget | \$ 4,654,900 |

“PUBLIC AGENDA”

At its January In Camera Meeting, the Board discussed the Decision and its impact on the 2025 Saskatoon Police Service (SPS) Budget. The Decision will result in a potential budget deficit of \$3.7M in 2025. Future years' operating budgets will need to increase as well. In 2026, the Operating Budget will need to increase by \$4.7M to cover costs associated with the Decision. This is before any other inflation, adjustments or initiatives for 2026. The Board requested the SPS come back to the Board in February with scenarios to reduce the budget impacts.

Several scenarios were brought forward. The Board agreed with the SPS recommended option that would see the SPS to do its best to absorb the 2025 shortfall. In 2026, the SPS will include the amount of \$4.7M plus any other inflation, initiatives or needs of the citizens of Saskatoon in its budget request.

At the February In Camera meeting, the Board and the SPA signed the collective agreement contract.

CONCLUSION:

The SPS will focus on ways to absorb the \$3.7M deficit in 2025. This may be possible through the use of the SPS Fiscal Stabilization Fund and finding other efficiencies depending on financial challenges that may lie ahead this year. SPS has approximately \$2.566M in the Fiscal Stabilization Fund after adding the \$1.6M positive budget variance following the 2024 year end. The SPS may have to request additional funding for 2025 expenditures from City Council later in 2025 if the Service is unable to find savings to offset the \$1.134 M pressure.

As indicated above, based on the arbitration award, the SPS will include the amount of \$4.7M plus any other inflation, initiatives or public safety needs for the citizens of Saskatoon in its 2026 budget request.

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