



# Staff Report

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## Human Resources

**Report To:** Council  
**Meeting Date:** November 6, 2017  
**Report Number:** FAF.17.136  
**Subject:** Results of Collective Bargaining Negotiations with BMPFFA – Local 4986, IAFF  
**Prepared by:** Jennifer Moreau, Manager Human Resources

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### A. Recommendations

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THAT Council receive Staff Report FAF.17.136 entitled “Results of Collective Bargaining Negotiations with BMPFFA – Local 4986, IAFF” and;

THAT Council ratify and approve the following Memorandum of Settlement dated October 19, 2017, between the Town of The Blue Mountains and the Blue Mountain Professional Fire Fighters Association – Local 4986, International Association of Fire Fighters.

### B. Overview

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This is a staff report that details the negotiated memorandum of settlement with the Blue Mountain Professional Fire Fighters Association – Local 4986, International Association of Fire Fighters for a three year contract expiring December 31, 2020.

### C. Background

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On October 2<sup>nd</sup>, 2017 Council gave direction to staff to enter in to collective bargaining with the BMPFFA – Local 4986, IAFF and approved an upset limit to bargain within.

### D. Analysis

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Monetary Items included wages, an increase to the Canada Revenue Agency (CRA) established rate for mileage, payment for overtime in the amount of time and a half current rate (previously staff banked time at time and a half and took it off in lieu time).

The estimated cost of the increase to mileage based on 2016 actuals is \$67.50 with an increase from .45 cents per kilometer (Town approved rate) to CRA approved rate of .54 cents per kilometer. Mileage incurred for association staff is rare as staff generally travel in a Town vehicle for conference, education, training and meetings.

The estimated cost to pay out overtime is 0 dollars. In 2016 and thus far in the ten months ended in the 2017 fiscal year no association member has banked any overtime.

The increase to wages is:

2018	5% increase
2019	5% increase
2020	5% increase

The total monetary increase of the memorandum of settlement (MOS) has been costed conservatively at \$88, 573 for a three year contract.

## **E. The Blue Mountains Strategic Plan**

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Goal #2: Engage Our Communities and Partners

- Strengthen Partnerships

Goal #4. Promote a culture of organizational and operational excellence

- To Be An Employer Of Choice
- To Be A Financially Responsible Organization
- Constantly Identify Opportunities To Improve Efficiencies and Effectiveness

## **F. Environmental Impacts**

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Not applicable.

## **G. Financial Impact**

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The Memorandum of settlement includes a freely negotiated settlement well within the upset limit approved by council. The financial impact for the monetary cost of wages, and benefit costs is \$88,573 for the years 2018 – 2020.

Our local market comparators had been established for the Fire Service as:

- Owen Sound Police
- Owen Sound Fire
- Wasaga Beach
- Collingwood
- Midland

As well we had researched and compared to fire departments of like size/composition:

- Prince Edward County
- Township of Gananoque
- Township of Skugog

In our research we found that our staff lagged behind market comparators and this MOS recognizes the need to increase wages closer to comparators. Staff were able to establish a wage increase that places the Town closer to matching the market median average.

The total monetary cost of the MOS has been costed conservatively at \$88, 573.14 for a three year contract.

## **H. In consultation with**

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Rob Collins, Fire Chief/Director Enforcement Services

Sam Dinsmore, Deputy Treasurer/Manager of Budgets & Accounting

Ruth Prince, Director Finance and IT Services

Shawn Everitt, Acting CAO

## **I. Attached**

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1. Blue Mountain Professional Fire Fighters Association IAFF Local 4986 and the Town of The Blue Mountains Memorandum of Settlement dated October 18<sup>th</sup>, 2017.

Respectfully Submitted,

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Jennifer Moreau  
Manager Human Resources

For more information, please contact:

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Memorandum of Settlement

Between

The Corporation of the Town of The Blue Mountains

-and-

Blue Mountain Professional Fire Fighters Association, Local 4986, I.A.F.F.

**WHEREAS** the parties have bargained in good faith;

**AND WHEREAS** the parties have reached an agreement;

**NOW THEREFORE**, each member of each bargaining team agrees to recommend unanimously to his or her principals, the acceptance for the Memorandum of Settlement as a complete and full settlement of all items outstanding. Upon ratification by both parties this shall be a final and binding settlement.

Date this 19<sup>th</sup> day of October, 2017

Signed by Jennifer Moreau

Signed by Darren Johnston

Signed by Rob Collins

Signed by Mike Keeling

**For the Employer**

**For the Association**