

## 2021 Out-of-Scope General Wage Increase

<b>Date</b>	February 17, 2021
<b>To</b>	Executive Committee
<b>From</b>	Citizen Experience, Innovation & Performance
<b>Service Area</b>	People & Organizational Culture
<b>Item No.</b>	E21-9

## RECOMMENDATION

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The Executive Committee recommends that City Council approve:

1. A General Wage Increase of 0.50 per cent effective January 1, 2021 and 0.50 per cent effective January 1, 2022, for Out-of-Scope employees.
2. This report at its February 24, 2021 meeting.

## ISSUE

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Fair and competitive compensation practices are a cornerstone of an effective organization. Maintaining a competitive position in our labour market is also necessary to ensure that we continue to attract and retain qualified employees to the City of Regina.

A 0.50 per cent General Wage Increase (GWI) provides a reasonable compensation adjustment for Out-of-Scope (OOS) employees, and supports the need to attract, recruit and retain high-valued OOS employees while respecting the financial impact of the COVID-19 pandemic. Negotiated increases with three of our City of Regina (City) unions are 1.00 per cent in 2021.

## IMPACTS

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Equitable and competitive compensation packages contribute to employee retention, ensuring we can deliver reliable services to citizens. The recommendation proposes splitting the 1.00 per cent GWI, achieved by three of our unions for 2021, over 2021 and 2022 for our OOS employees. This would result in a 0.50 per cent GWI in 2021 and a 0.50 per cent GWI in 2022. The estimated cost of adopting the recommended approach is

\$150,000 in 2021 and \$150,000 in 2022. This cost will be included in the proposed 2021 and 2022 budgets.

## **COMMUNICATIONS**

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Following approval by City Council, the City Manager will issue a general communication to all OOS employees informing them of the adjustment to 2021 and 2022 salaries.

## **DISCUSSION**

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The affordability of City programs and services is an important priority for our community. As an organization we are working to balance this with fair and competitive compensation practices for our employees.

The COVID-19 pandemic has had a negative financial impact on the City resulting in reduced revenues and cashflows. The current economic environment continues to have many uncertainties and the timeframe for economic recovery remains unknown. The City continues to assume the financial impact will be felt in 2021 and 2022.

While OOS GWI is not governed by a collective bargaining agreement, historical practice has been to model settlements on negotiated increases achieved by our in-scope bargaining units. Although the GWI recommended for OOS employees is below the 2021 negotiated increases for three of our unions it is within range of the Consumer Price Index (CPI) published by Statistics Canada for Saskatchewan. The CPI represents the cost of living increase over the course of a year and it was 0.6 per cent for 2020. The recommendation respects the City's financial position and considers the economic impact felt throughout our community.

The City of Regina employs approximately 2,800 employees comprising part-time and seasonal workers. Senior management and various positions of trust are OOS and comprise approximately 7.7 per cent of the workforce.

## **DECISION HISTORY**

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The recommendations contained in the report require City Council approval.

Respectfully Submitted,



Louise Folk, Executive Director  
Citizen Experience, Innovation  
& Performance

Respectfully Submitted,



Chris Holden  
City Manager

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