

INFORMATION REPORT

TO: The Mayor and Members, General Issues Committee	WARD(S) AFFECTED: CITY WIDE
COMMITTEE DATE: April 3, 2013	
SUBJECT/REPORT NO: Historical Review of Wage Increases and Provincial Comparisons (HUR13002(a)) (City Wide)	
SUBMITTED BY: Chris Murray City Manager City Manager's Office	PREPARED BY: Lora Fontana Director, Employee and Labour Relations 905.546.2424 Ext. 4091
SIGNATURE:	

Council Direction:

At the October 17th, 2012 GIC meeting, Council passed the Motion requesting that the City Manager report back on a historical review of the negotiated wage settlements for all City unions, as well as a comparative review of the negotiated wage settlements within the Emergency Services industry.

At the February 20, 2013 meeting, staff was requested to amend Appendix A of HUR13002 and report back at the next General issues Committee meeting.

Information:

Further to the October 17th, 2012 GIC motion, attached are summaries (Appendix A) of the following wage comparisons:

1. Internal Wage Comparison (2000 – 2015)
2. Provincial Wide Wage Comparison – Fire Services (2000 – 2014)
3. Illustrative Comparison of % Increase of Fire Wages (2000 -2014)
4. Provincial Wide Emergency Medical Services (EMS) Wage Comparison (2008 – 2015)
5. City CUPE Local 5167 (Inside/Outside) Wage Comparison (2008 – 2015)
6. Provincial Wide Wage Comparison – Hamilton Police Services (2009 – 2014)

City of Hamilton 2012 Wage Comparison

City of Hamilton: Internal Wage Comparison (2002-2012)

The following data illustrates the COLA increases from 2002-2012 from the selected groups within the City of Hamilton:

City of Hamilton - COLA Increases(%)													
Group	Covering	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	Total
Non-Union	Non-Union	2.5	3	2.5	2.25	2.25	3	3	0	1.5*	0	1.9**	21.9
CUPE Local 5167	Inside – Outside Workers	2	4.28	2	2.25	2.25	3	3	3	3	0	1.9	26.68
HPFFA Local 288	Fire	3.1	3.85	3.5	3.5	3.31	3.13	3.16	3.15	2.98	3.07	2.75	35.5
GHVFFA (CLAC)	Volunteer Fire (CLAC)	Area Rates	Harmonized Rates	2	2	2	2	N/A***	2.5	2.5	2.5	0	15.5
OPSEU Local 256	Paramedics	N/A	N/A	3.5	4.67	7.53	3	3	3	2.52	2.52	N/A	29.74
ONA (Lodges)	Macassa – Wentworth Lodges	2	1.3	2	3	3	3	3.25	3	3	0	1.9	25.45

* 2010: 0.9% Average Percentile Adjustment

** 2012: 1.5% Average Percentile Adjustment

*** Eliminated 4th Class (Step 2) and harmonized wage rates amongst all hours (training/alarm response/other hours)

Notes:

CLAC

- 2002 rates were area municipality rates (before amalgamation) that were status quo up to June 25th, 2003 (harmonized rates)
- June 25th, 2003 the rates for Volunteer Firefighters were harmonized, this was because of CLAC being certified

OPSEU

- Downloaded to City August 1, 2000
- Followed the CUPE CA until ratification of OPSEU CA, October 5, 2007 (exclusions of wage rate/increases)
- First OPSEU CA April 1, 2004 to March 31, 2009
- Paramedics experienced various rate changes in the years of 2002-2006
(Ex: 2002 – PCP 3.338% increase – ACP 2.830% increase)
(Ex: 2003 – PCP 11.402% increase – ACP 3.555% increase)
- The increases in the chart above (OPSEU 2004-2008) are PCP rate increases
- OPSEU 2002 & 2003 are documented as N/A as the paramedics were not OPSEU

City of Hamilton 2012 Wage Comparison

City of Hamilton: Fire (2000-2012)

The following figures illustrate the COLA increases from 2000-2012 for the City of Hamilton's provincial comparators:

<i>Provincial Comparison</i>	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	Total
Brampton	2.50%	3.42%	3.18%	3.78%	3.78%	3.42%	3.12%	3.10%	3.10%	3.00%	3.00%	2.95%	2.94%	41.29%
Burlington	4.01%	3.02%	3.02%	4.12%	3.60%	5.29%	2.70%	2.70%	2.70%	2.90%	2.90%	2.90%	N/A	39.88%
Cambridge	3.53%	3.50%	2.73%	4.04%	3.31%	2.88%	4.94%	3.00%	3.00%	3.61%	3.00%	2.90%	2.90%	43.34%
Guelph	3.53%	3.53%	2.70%	4.19%	3.28%	2.82%	4.09%	3.53%	3.53%	3.53%	2.82%	2.90%	2.90%	43.33%
Hamilton	2.90%	3.02%	3.10%	3.85%	3.50%	3.50%	3.31%	3.13%	3.16%	3.15%	2.98%	3.07%	2.75%	41.42%
Kitchener	3.53%	3.53%	3.10%	4.39%	3.28%	4.25%	3.25%	3.15%	3.15%	3.20%	2.90%	2.90%	N/A	40.63%
London	3.02%	4.90%	6.10%	1.75%	4.30%	3.52%	3.10%	3.02%	3.34%	3.12%	3.00%	N/A	N/A	39.16%
Mississauga	2.61%	2.56%	3.02%	4.09%	3.50%	2.50%	3.01%	2.99%	3.00%	3.00%	3.38%	N/A	N/A	33.66%
Oakville	2.39%	3.03%	3.02%	4.15%	3.56%	3.78%	3.16%	3.16%	3.16%	3.00%	3.00%	3.00%	N/A	38.41%
St. Catharines	3.50%	3.00%	5.50%	3.25%	3.00%	3.50%	3.50%	3.00%	4.10%	3.00%	2.00%	3.30%	3.98%	44.63%
Toronto	N/A	N/A	3.50%	3.50%	3.52%	3.75%	3.10%	3.00%	3.25%	3.50%	N/A	N/A	N/A	27.12%
Waterloo	2.01%	1.33%	11.77%	1.39%	3.33%	2.84%	4.94%	3.00%	3.00%	3.60%	3.00%	2.90%	N/A	43.10%
Windsor	2.00%	1.93%	4.67%	3.97%	3.50%	3.50%	3.16%	3.19%	3.15%	3.14%	N/A	N/A	N/A	32.21%
AVERAGE	2.96%	3.06%	4.26%	3.58%	3.50%	3.50%	3.49%	3.07%	3.20%	3.21%	2.91%	2.98%	3.09%	42.82%

<i>Provincial Comparison</i>	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Brampton	\$58,302	\$60,296	\$62,213	\$64,563	\$67,002	\$69,293	\$71,455	\$73,671	\$75,955	\$78,234	\$80,581	\$82,959	\$85,398
Burlington	\$58,215	\$59,975	\$61,788	\$64,335	\$66,653	\$70,181	\$72,076	\$74,022	\$76,021	\$77,541	\$81,581	\$83,947	N/A
Cambridge	\$57,844	\$59,866	\$61,501	\$63,986	\$66,107	\$68,010	\$71,368	\$73,509	\$75,714	\$78,447	\$80,800	\$83,144	\$85,555
Guelph	\$57,842	\$59,885	\$61,500	\$64,078	\$66,177	\$68,043	\$70,825	\$73,322	\$75,907	\$78,583	\$80,798	\$83,156	\$85,582
Hamilton	\$58,529	\$60,298	\$62,181	\$64,507	\$66,847	\$69,187	\$71,479	\$73,738	\$76,008	\$78,464	\$80,825	\$83,328	\$85,619
Kitchener	\$57,618	\$59,652	\$61,502	\$64,204	\$66,307	\$69,125	\$71,372	\$73,620	\$75,939	\$78,369	\$80,720	\$83,061	N/A
London	\$56,670	\$59,446	\$63,070	\$64,175	\$66,935	\$69,292	\$71,440	\$73,598	\$76,052	\$78,440	\$80,809	N/A	N/A
Mississauga	\$58,732	\$60,234	\$62,055	\$64,592	\$66,853	\$68,524	\$70,586	\$72,697	\$74,878	\$78,351	\$81,004	N/A	N/A
Oakville	\$58,364	\$60,133	\$61,948	\$64,521	\$66,818	\$69,343	\$71,532	\$73,791	\$76,121	\$78,405	\$80,757	\$83,179	N/A
St. Catharines	\$56,548	\$58,544	\$61,807	\$63,817	\$65,731	\$68,032	\$70,413	\$72,534	\$75,522	\$77,803	\$79,359	\$81,978	\$85,245
Toronto	N/A	\$60,297	\$62,407	\$64,591	\$66,852	\$69,361	\$71,511	\$73,658	\$76,052	\$78,741	N/A	N/A	N/A
Waterloo	\$55,743	\$56,484	\$63,132	\$64,009	\$66,138	\$68,014	\$71,371	\$73,513	\$75,718	\$78,445	\$80,798	\$83,156	N/A
Windsor	\$58,287	\$59,411	\$62,185	\$64,654	\$66,917	\$69,259	\$71,447	\$73,726	\$76,049	\$78,437	N/A	N/A	N/A
AVERAGE	\$57,725	\$59,579	\$62,099	\$64,310	\$66,564	\$68,897	\$71,298	\$73,492	\$75,841	\$78,328	\$80,730	\$83,101	\$85,480

City of Hamilton 2012 Wage Comparison

City of Hamilton: Hamilton Paramedic Service Wage Comparison (2008-2012)

The following figures represent the COLA increases from 2008-2012 for the City of Hamilton's provincial comparators:

Paramedic Service	2008	2009	2010	2011	2012	Total
Halton	3.00%	3.00%	N/A	N/A	N/A	6.00%
Hamilton	3.00%	3.00%	2.52%	2.52%	N/A	11.04%
Niagara	3.01%	3.01%	1.99%	1.98%	1.99%	11.99%
Ottawa	2.50%	2.50%	2.75%	N/A	N/A	7.75%
Peel	2.98%	3.00%	2.40%	2.40%	N/A	10.78%
Toronto	1.76%	2.00%	2.24%	0.00%	0.00%	6.00%
Waterloo	3.01%	3.00%	2.00%	2.00%	2.00%	12.01%
Guelph	2.81%	2.79%	2.90%	N/A	N/A	8.50%
York	3.00%	2.38%	2.33%	3.00%	N/A	10.72%
AVERAGE	2.79%	2.74%	2.39%	1.98%	1.33%	11.23%

Paramedic Service	2008	2009	2010	2011	2012
Halton	\$31.83	\$32.78	\$33.55	N/A	N/A
Hamilton	\$31.94	\$32.90	\$33.73	\$34.58	N/A
Niagara	\$31.88	\$32.84	\$33.83	\$34.50	\$35.19
Ottawa	\$31.19	\$31.97	\$32.77	\$33.67	N/A
Peel	\$31.83	\$32.78	\$33.60	\$34.45	N/A
Toronto	\$35.30	\$35.92	\$36.64	\$37.46	\$37.46
Waterloo	\$31.88	\$32.84	\$33.50	\$34.17	\$34.85
Guelph	\$31.68	\$32.57	\$33.48	\$34.45	N/A
York	\$32.09	\$33.05	\$33.84	\$34.63	\$35.67
AVERAGE	\$32.18	\$33.07	\$33.88	\$34.74	\$35.79

City of Hamilton 2012 Wage Comparison

City of Hamilton: CUPE (Inside/Outside) Comparison (2008-2012)

The following data demonstrates the COLA increases from 2008-2012 for the City of Hamilton's provincial comparators:

Provincial Comparison	Group	2008	2009	2010	2011	2012	Total
Guelph	Inside	3.00%	2.50%	2.60%	2.75%	1.90%	12.75%
Halton	Outside	3.00%	3.00%	2.20%	2.10%	2.00%	12.30%
Hamilton	Inside/Outside	3.00%	3.00%	3.00%	0.00%	1.90%	10.90%
London	Inside	2.75%	2.75%	2.65%*	0.00%	1.90%	10.05%
London	Outside	3.00%	3.00%	1.00%**	2.65%	0.00%	9.65%
Toronto	Inside/Outside	4.00%	1.75%	2.00%	2.25%	0.00%	10.00%
Waterloo	Inside	N/A	3.00%	2.00%	2.00%	2.00%	9.00%
Waterloo	Outside	N/A	3.00%	2.00%	2.25%	2.25%	9.50%
Windsor	Inside/Outside	3.00%	1.00%	1.50%	1.80%	2.00%	9.30%
Niagara	Inside/Outside	N/A	2.50%	2.50%	2.75%	0.00%	7.75%
AVERAGE		3.11%	2.55%	2.15%	1.86%	1.40%	11.05%

* London (Inside) Signing Bonus 2010 - \$700

** London (Outside) Signing Bonus 2012 - \$700

City of Hamilton 2012 Wage Comparison

City of Hamilton: Police (2009-2012)

The following data represents the COLA increases from 2009-2012 for the City of Hamilton's provincial comparators:

Police Service	2009	2010	2011	2012	Total
Durham	3.020%	3.125%	2.630%	3.000%	11.775%
Halton	3.100%	3.000%	3.100%	2.800%	12.000%
Hamilton	3.150%	2.980%	3.070%	2.750%	11.950%
London	3.120%	3.000%	2.980%	2.800%	11.900%
Niagara	3.200%	3.160%	3.250%	N/A	9.610%
OPP	2.340%	2.250%	5.075%	0.000%	9.665%
Ottawa	3.200%	3.250%	N/A	N/A	6.450%
Peel	3.120%	3.250%	3.050%	2.980%	12.400%
Sarnia	N/A	3.510%	3.000%	3.000%	9.510%
Sudbury	3.100%	3.020%	3.000%	2.700%	11.820%
Toronto	3.440%	3.160%	3.190%	2.980%	12.770%
Waterloo	3.200%	3.000%	2.900%	N/A	9.100%
Windsor	3.140%	3.050%	N/A	N/A	6.190%
York Region	3.750%	3.167%	2.750%	3.000%	12.667%
AVERAGE	3.145%	3.066%	3.166%	2.601%	11.978%

Police Service	2009	2010	2011	2012
Durham	\$78,298	\$80,762	\$82,888	\$85,376
Halton	\$78,418	\$80,770	\$83,274	\$85,606
Hamilton	\$78,469	\$80,825	\$83,327	\$85,619
London	\$78,438	\$80,807	\$83,215	\$85,561
Niagara	\$78,147	\$80,607	\$83,246	N/A
OPP	\$77,702	\$79,451	\$83,483	\$83,483
Ottawa	\$78,445	\$81,012	N/A	N/A
Peel	\$78,460	\$81,010	\$83,483	\$85,988
Sarnia	\$77,536	\$80,262	\$82,686	\$85,183
Sudbury	\$78,362	\$80,722	\$83,144	\$85,401
Toronto	\$78,741	\$81,249	\$83,851	\$86,368
Waterloo	\$78,445	\$80,798	\$83,156	N/A
Windsor	\$78,437	\$80,854	N/A	N/A
York	\$78,741	\$81,249	\$83,483	\$85,988
AVERAGE	\$78,331	\$80,741	\$83,270	\$85,457