

**REPORT FOR ACTION****Psychologist Benefits – Emergency Services,
Management/Non-union Benefit Plan**

Date: January 8, 2019
To: Executive Committee
From: City Manager
Wards: All

SUMMARY

This report is requesting City Council's authorization to amend the City's Management/Non-union Benefit Plan to increase the entitlement for the services of a Psychologist from the current \$300 per person per benefit year to \$3,500 per person per benefit year, for management/non-union employees within Toronto Fire Services and Toronto Paramedic Services, effective January 1, 2019.

RECOMMENDATIONS

The City Manager recommends that:

1. City Council authorize the Active Benefits Plan for Management/Non-union employees be amended, effective January 1, 2019, to increase the entitlement for the services of a Psychologist from the current \$300 per person per benefit year to \$3,500 per person per benefit year, for management/non-union employees within Toronto Fire Services and Toronto Paramedic Services, as identified in Attachment 1 and Attachment 2; and that the Psychologist benefit also include reimbursement for the services of a Psychotherapist subject to the maximum level identified in this recommendation.

FINANCIAL IMPACT

The recommended change, effective January 1, 2019, to the Active Benefit Plan for Management/Non-union employees, will result in an estimated cost of approximately \$32.0 thousand, as follows:

Benefit Type	New/Changes to Provision	Cost 2019
Psychologist	That reimbursement for the services of a Psychologist be increased from \$300 per person per benefit year to \$3,500 per person per benefit year, for management/non-union employees within Toronto Paramedic Services and Toronto Paramedic Services, effective January 1, 2019 Include the services of a Psychotherapist.	\$32,000
Cost		\$32,000

The Chief Financial Officer and Treasurer has reviewed this report and concurs with the information identified in the financial impact section.

DECISION HISTORY

This report provided recommendations regarding the general annual salary range increase for Management/Non-union employees and Accountability Officers and the proposed changes to the benefits plan for Management/Non-union employees, Accountability Officers and Elected Officials. The proposed changes outlined in this report arise from staff's review of the wage increases and benefits plan changes, following the recently concluded collective bargaining with TCEU, Local 416 and CUPE, Local 79.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2016.EX14.7>

COMMENTS

Within the last year, unionized Fire fighters and Paramedics both received enhancements, through interest arbitration, to their Psychologist benefits from \$300 to \$3,500 per person per benefit year. This same enhancement has also been provided to Emergency Medical Dispatchers within Toronto Paramedic Services through a Memorandum of Settlement negotiated with Local 79 in 2016.

The same workplace conditions with regard to exposure and response to critically traumatic and stressful events also applies to the management staff in both Toronto Fire Services (TFS) and Toronto Paramedic Services (TPS). However, the current entitlement for Psychologist benefits within the Management Benefit Plan remains at \$300 per person, per benefit year.

In the last few years it has been increasingly recognized that the occupational stress injuries that emergency workers are exposed to make them more susceptible to stress related illness and injury, including post-traumatic stress disorder. As a result, there have been benefit improvements and supports granted under the Workplace Safety & Insurance Act, and many improvements have been negotiated (or awarded) in the collective agreement entitlements for Psychological Services for emergency service employees and their dependents.

Within the City of Toronto, in 2015, the Toronto Police Services Board freely negotiated an increase in the Psychological benefit for Police Officers from \$1,000 to \$3,500 per person per benefit year.

In 2017, Arbitrator Hayes in his award dated August 17, 2017, increased the maximum for Psychologist Services for Fire fighters from \$1,000 to \$3,500 per person per benefit year.

Similarly, in 2018, Arbitrator Stout in his award dated July 30, 2018, increased the maximum for Psychologist Services for Paramedics from \$300 to \$3,500 per person per benefit year.

In the 2016 Memorandum of Settlement between the City and Local 79 for a renewal collective agreement for the period of 2016 to 2019, provided the following Memorandum Item Only:

"The City agrees to provide Emergency Medical Dispatchers within Toronto Paramedic Services with such enhancements to the benefit coverage related to the services of a licensed psychologist, if any, that are awarded to employees in the Paramedic classification through the interest arbitration, between the City and TCEU, Local 416 arising from the February 19, 2016 Memorandum of Settlement."

As a result, the maximum for Psychologist Services for TPS Emergency Medical Dispatchers was increased from \$300 to \$3,500 per person per benefit year, effective July 30, 2018.

In addition to the increased dollar value, the benefit also includes the services of a Psychotherapist.

As such, the majority of unionized front line emergency responders within the City are now provided with the enhanced benefit for psychological services.

Management/Non-Union Emergency Responders:

The current benefit entitlement within the Management Benefit Plan for Psychological Services is \$300 per person per benefit year. As mentioned earlier, the same workplace conditions with regard to exposure and response to critically traumatic and stressful events that warranted the increased psychological benefit for unionized employees also applies to the management staff in both Toronto Fire Services and Toronto Paramedic Services. The management staff attend all the critical calls and are exposed to the same stressors and must make critical life-saving decisions. These employees are experiencing the same exposure issues as the front line unionized staff.

In 2002, the City harmonized its benefit plans for non-union employees and elected officials. The harmonized benefit plan was approved by City Council in February 2002 and implemented following a period of notice on April 1, 2003. As part of this process, City Council directed that at the conclusion of each round of bargaining with the City's unions that the City review the benefit coverage for non-union employees, retirees and

elected officials to ensure that the benefits plan remained competitive. In 2003, 2005 and 2012, further amendments were made to the management/non-union employees Benefits Plan after each round of bargaining with the City's unions.

In addition, in 2016, City Council approved further amendments to the Management/Non-Union Benefit Plan based on the benefits amendments that were negotiated, at that time, with Local 79 and Local 416.

The recent increase for Psychological Services provided to the Paramedics and Emergency Medical Dispatchers (through interest arbitration and the MOS) concludes the 2016 round of collective bargaining.

Based on the rationale above and consistent with Council direction to review the Management/Non-union Benefit Plan after each round of collective bargaining, it is recommended that the benefit for Psychological Services be increased from \$300 per person per benefit year to \$3,500 per person per benefit year.

The enhanced benefit to be provided to all management/non-union staff (as per Attachment 1 and Attachment 2) who have in the past or who currently: supervise, respond to calls and deal with administrative matters with regard to critical events, within the Chief's Offices, Operations Divisions, Communications/Dispatch Divisions and on-call staff. It is anticipated that up to approximately 180 employees would be eligible for the enhanced benefit.

CONTACT

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SIGNATURE

Chris Murray
City Manager

ATTACHMENTS

Attachment 1 - Toronto Fire Services Positions Eligible for the Enhanced Psychologist Benefit

Attachment 2 - Toronto Paramedic Services Positions Eligible for the Enhanced Psychologist Benefit

Attachment 1 - Toronto Fire Services Positions Eligible for the Enhanced Psychologist Benefit

Fire Chief & General Manager
Administrative Assistant 1
Deputy Fire Chief (5)
Division Commander (4)
Division Chief (6)
Platoon Chief (16)
Fire Protection Engineer (4)
Policy & Planning Advisor

Attachment 2 - Toronto Paramedic Services (TPS) Positions Eligible for the Enhanced Psychologist Benefit

TPS Chief/General Manager
TPS Deputy Chief (4)
Commander Operations (5)
Deputy Commander (8)
Commander Professional Standards
Commander Education & Development
Commander Community Safeguard Services (2)
Commander CACC Education & Quality Improvement
Commander Systems Performance
Commander Policy Projects & Process Improvement
Superintendent Operations (53)
Superintendent Scheduling (2)
Superintendent Education & Development (12)
Superintendent Professional Standards (3)
Superintendent PS Planning (2)
Superintendent Community Medicine Program (2)
Staff Psychologist
Superintendent Communications Centre (16)