

**CONFIDENTIAL ATTACHMENT 2****CONFIDENTIAL INFORMATION OR ADVICE**

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**FINANCIAL IMPACT:**

The financial impacts of the negotiated Memorandum of Settlement with TCEU Local 416 - Paramedics are set out below. These salary increases are slightly higher than the rest of the Local 416 bargaining unit.

Incremental Increase in Cost of Wages:

<b>Year</b>	<b>Effective Date</b>	<b>Wage Increase</b>	<b>Gross Cost</b>
2020	January 1	1.98% Base Pay	\$2.60M
2021	January 1	1.77% Base Pay	\$2.38M
2022	January 1	1.77% Base Pay	\$2.42M
2023	January 1	1.99% Base Pay	\$2.77M
2024	January 1	1.99% Base Pay	\$2.83M
<b>Total</b>			<b>\$13.00M</b>

Incremental Increase for Additional Items:

<b>Item</b>	<b>Explanation</b>	<b>Cost</b>
Psychologist Services for Part-Time Employees	The City provides 7% in lieu of medical benefits to all part-time paramedics. To improve access to psychological services, the City will supplement this coverage with \$1,000 per employee per benefit year. Coverage increases to \$2,000 per employee per benefit year in 2023.	\$62K
Mandatory Base Hospital Training can be Assigned off-duty.	This new entitlement allows Toronto Paramedic Services (TPS) to schedule this specific training on an employee's scheduled day off (subject to overtime premiums). This provides a significant efficiency for TPS, and also reduces the need to cover vacant shifts through the use of part-time employees.	\$445K
<b>Total</b>		<b>\$507K</b>

Incremental 5 Year Summary:

Wage Increase	\$13M
Additional Items	\$507K
<b>Total</b>	<b>\$13.5M</b>

The Council Approved 2020 and 2021 Operating Budget includes salary and benefits provisions to account for these increases. The provision is adequate to accommodate this settlement. Subject to City Council approval, this report recommends that staff will make the necessary operating budget adjustments.

**NOTE:** These figures do not account for other costs/savings associated with the broader collective agreement changes negotiated with TCEU Local 416. For more detailed financial information in that regard, please refer to the earlier council ratification report. The material for the earlier report can be found at:

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2020.CC17.1>