

RCMP COLLECTIVE BARGAINING AGREEMENT IMPACTS

Issue

Preliminary impacts of the RCMP collective agreement are now known and provided for understanding of impacts.

Motion Proposed by Administration

That authorization be granted for Deputy Mayor Christophers to sign the draft letter addressed to Minister Bill Blair, Minister of Public Safety Canada, regarding the RCMP Collective Bargaining Agreement.

Report, Analysis and Financial Implications

A collective bargaining agreement has been recently negotiated between the Government of Canada and the National Police Federation on behalf of RCMP members. The agreement will have retroactive back-pay to 2017. While the exact impact to municipalities will not be known until the agreement is ratified, the impact to municipalities will be significant. The financial impact to Okotoks is anticipated to be approximately \$0.8M to \$1.0M for the back-pay to the RCMP under the proposed agreement. This equates to about a 20% increase to our 2021 policing budget. This represents approximately a 4% tax increase. The Town has accrued for prior year costs of \$0.651M and would true-up the amount when the invoice is processed. It is expected if the contract is ratified the true-up will be done in 2021.

On behalf of all Alberta municipalities, Alberta Urban Municipalities Association (AUMA) has been following and providing municipalities with information regarding the negotiations. AUMA has informed Okotoks that other Alberta municipalities do not have the fiscal capacity to cover retroactive pay increases and that municipalities were not able to plan for these increases due to a lack of communication from the federal government. AUMA has also informed Okotoks that the AUMA and other municipalities are writing letters to the federal government advocating that retroactive pay increases for the RCMP which were negotiated by the federal government must be paid by the federal government.

Administration recommends that authorization be granted for Deputy Mayor Christophers to sign the draft letter addressed to Minister Bill Blair, Minister of Public Safety Canada, regarding the RCMP Collective Bargaining Agreement.

Strategic Plan Goals

<input type="checkbox"/>	Manage Community Growth	<input type="checkbox"/>	Provide Strong Governance
<input type="checkbox"/>	Provide Quality Community Infrastructure	<input checked="" type="checkbox"/>	Healthy and Safe Community
<input type="checkbox"/>	Enhance Organizational Excellence	<input type="checkbox"/>	Foster Economic Vitality
		<input type="checkbox"/>	Promote Environmental Excellence

Governing Policies/Bylaws/Legislation or Agreements

n/a

Public Participation Strategy

n/a

Alternatives for Consideration

n/a

CAO Comments

The Town of Okotoks had no responsibility to negotiate this collective agreement however the community is being held accountable to make the retroactive salary payments. I strongly support the proposed letter recommended by the AUMA.

Attachment(s)

- 1) Draft letter addressed to Minister Bill Blair, Minister of Public Safety Canada, regarding the RCMP Collective Bargaining Agreement.
- 2) Update on RCMP contract negotiations produced by AUMA – July 2021
- 3) Key messages RCMP collective bargaining produced by AUMA July 2021

Prepared by:
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August 12, 2021