

June 29th, 2020



Dear Mr. Haubrich,

**Re: Application No. AR-20/21-024
Freedom of Information and Protection of Privacy Request
Records regarding city negotiated pay reduction**

This application for access under Part XX of the *Municipal Government Act* was received by the Halifax Regional Municipality's (HRM's) Access & Privacy Office on May 15th, 2020.

The request was specifically for the following:

"Please provide documentation on the last time the city negotiated a pay reduction (or if one was decided by an arbitrator) with each of its unions and bargaining units (reduction to wages and salaries, not reductions to benefits, overtime pay, etc.). A summary note is preferable-for example:

*Firefighters Union, 2010, 1% reduction
Police Union, 2010, 1% reduction
Transit Union, 2008, 1.5% reduction*

Further, many cities often track negotiated settlements over time in a spreadsheet, noting the negotiated increase/decrease for each union by year. If one is available, please provide the most recent table."

This letter is to advise that access to the record requested has been granted in full. Please find the responsive record enclosed.

Please note: within the enclosed spreadsheet, the "% increase" line indicates the annual Bargaining Unit increases as a whole. The "Hourly Rate" line demonstrates the increasing hourly rate of the average wage earner as a result of the annual bargaining % increases. The average wage earner is identified by job title at the top of each Bargaining Unit section. The "Annual Wage" is the calculation of the average annual wage by multiplying the hourly rate by the number of hours worked per year – identified in brackets next to the hourly rate i.e. ATU (2,080 hours). The "Year over Year % increase" demonstrates cumulative wage increases in the entire Bargaining Unit since amalgamation in 1997.

You have the right to ask, within 60 days of being notified of this decision, for a review of the decision by the Office of the Information & Privacy Commissioner for Nova Scotia. If you wish to ask for a review, you must do so on Form 7; a copy is attached. This completed form should then be sent to:

Ms. Tricia Ralph
Nova Scotia Information & Privacy Commissioner
PO Box 181, Halifax, NS B3J 2M4
Tel: 902-424-4684; Fax: 902-424-8303; Toll-free: 1-866-243-1564; TTD/TTY: 1-800-855-0511

Should you require further information, please do not hesitate to contact me at (902) 490-4390.

Yours truly,

A handwritten signature in blue ink that reads "Nancy Dempsey". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Nancy L. Dempsey, MPA, CIPP/C

Access & Privacy Officer
Access & Privacy Office
Halifax Regional Municipality

Tel 902.490.4390
Fax 902.490.4454
Email accessandprivacy@halifax.ca

HRM INTERNAL SALARY COMPARISON 1997 to 2020

ATU- Conventional Operator	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
% Increase		2.6%	2.0%	7.8%	4.0%	4.0%	3.0%	3.5%	3.5%	3%	3%	4.0%	3.5%	5.0%	0.0%	2.0%	2.0%	2.0%	2.0%	0.0%	1.50%
Hourly Rate (2,080)	\$ 14.90	\$ 15.28	\$ 15.58	\$ 16.79	\$ 17.46	\$ 18.15	\$ 18.69	\$ 19.35	\$ 20.03	\$ 20.63	\$ 21.25	\$ 22.09	\$ 22.86	\$ 24.00	\$ 24.00	\$ 24.48	\$ 24.97	\$ 25.47	\$ 25.98	\$ 25.98	\$ 26.37
Annual Wage	\$ 30,992	\$ 31,782	\$ 32,406	\$ 34,923	\$ 36,317	\$ 37,752	\$ 38,875	\$ 40,248	\$ 41,662	\$ 42,910	\$ 44,200	\$ 45,947	\$ 47,549	\$ 49,920	\$ 49,920	\$ 50,918	\$ 51,938	\$ 52,978	\$ 54,038	\$ 54,038	\$ 54,849
Year over year % increase (from 1997)		2.6%	4.6%	12.7%	17.2%	21.8%	25.4%	29.9%	34.4%	38.5%	42.6%	48.3%	53.4%	61.1%	61.1%	64.3%	67.6%	70.9%	74.4%	74.4%	77.0%

IAFF- Firefighter 1	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
% Increase		2.9%	5.4%	7.6%	3.0%	3.0%	2.5%	5.0%	5.0%	8.0%	2.8%	4.3%	4.9%	2.8%	3.7%	3.4%	6.0%	2.2%	2.75%	2.75%	2.75%
Hourly Rate (2,184)	\$ 18.96	\$ 19.51	\$ 20.56	\$ 22.13	\$ 22.79	\$ 23.48	\$ 24.06	\$ 25.27	\$ 26.53	\$ 28.64	\$ 29.45	\$ 30.73	\$ 32.22	\$ 33.14	\$ 34.36	\$ 35.53	\$ 37.65	\$ 38.48	\$ 39.53	\$ 42.49	\$ 43.66
Annual Wage	\$ 41,400	\$ 42,600	\$ 44,900	\$ 48,328	\$ 49,777	\$ 51,271	\$ 52,553	\$ 55,180	\$ 57,940	\$ 62,557	\$ 64,328	\$ 67,114	\$ 70,379	\$ 72,383	\$ 75,052	\$ 77,593	\$ 82,217	\$ 84,031	\$ 86,342	\$ 88,716	\$ 91,156
Year over year % increase (from 1997)		2.9%	8.5%	16.7%	20.2%	23.8%	26.9%	33.3%	40.0%	51.1%	55.4%	62.1%	70.0%	74.8%	81.3%	87.4%	98.6%	103.0%	108.6%	114.3%	120.2%

HRPA- First Class Constable	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
% Increase		3.1%	3.0%	2.4%	2.7%	3.1%	8.6%	3.3%	5.4%	4.0%	2.8%	4.3%	4.9%	2.8%	2.6%	3.4%	3.73%	2.2%	2.75%	2.75%	2.75%
Hourly Rate (2,080)	\$ 22.99	\$ 23.71	\$ 24.43	\$ 25.00	\$ 25.67	\$ 26.46	\$ 28.74	\$ 29.69	\$ 31.30	\$ 32.57	\$ 33.49	\$ 34.94	\$ 36.64	\$ 37.68	\$ 38.65	\$ 39.96	\$ 41.45	\$ 42.36	\$ 43.53	\$ 44.73	\$ 45.95
Annual Wage	\$ 48,000	\$ 49,500	\$ 51,000	\$ 52,200	\$ 53,600	\$ 55,250	\$ 60,000	\$ 62,000	\$ 65,354	\$ 67,997	\$ 69,922	\$ 72,950	\$ 76,499	\$ 78,677	\$ 80,701	\$ 83,433	\$ 86,544	\$ 88,454	\$ 90,886	\$ 93,386	\$ 95,954
Year over year % increase (from 1997)		3.1%	6.3%	8.8%	11.7%	15.1%	25.0%	29.2%	36.2%	41.7%	45.7%	52.0%	59.4%	63.9%	68.1%	73.8%	80.3%	84.3%	89.3%	94.6%	99.9%

CUPE 108- Utility Operator 1	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	
% Increase	3%		2.0%	2.8%	2.0%	2.0%	1.9%	3.0%	6.2%	3.0%	2.0%	5.1%	2.0%	2.0%	2.0%	2.0%	2.5%	2.6%	1.50%	1.50%	
Hourly Rate (2,080)	\$ 15.27	\$ 15.58	\$ 16.01	\$ 16.33	\$ 16.65	\$ 16.97	\$ 17.48	\$ 18.57	\$ 19.13	\$ 19.51	\$ 20.50	\$ 20.91	\$ 21.33	\$ 21.76	\$ 22.20	\$ 22.76	\$ 23.35	\$ 23.70	\$ 24.06		
Annual Wage	\$ 31,762	\$ 32,406	\$ 33,301	\$ 33,966	\$ 34,632	\$ 35,298	\$ 36,358	\$ 38,626	\$ 39,790	\$ 40,581	\$ 42,640	\$ 43,493	\$ 44,366	\$ 45,261	\$ 46,176	\$ 47,341	\$ 48,568	\$ 49,297	\$ 50,036		
Year over year % increase (from 1998)			2.0%	4.8%	6.9%	9.0%	11.1%	14.5%	21.6%	25.3%	27.8%	34.3%	36.9%	39.7%	42.5%	45.4%	49.1%	52.9%	55.2%	57.5%	

NSUPE 13- Level 7	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
% Increase		0.9%	0.9%	1.5%	3.0%	2.5%	2.5%	2.8%	2.5%	3.0%	3.0%	3.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	1.5%	1.5%	\$0.25
Hourly Rate (1,827)	\$ 20.72	\$ 20.90	\$ 21.08	\$ 21.40	\$ 22.04	\$ 22.59	\$ 23.15	\$ 23.79	\$ 24.38	\$ 25.11	\$ 25.87	\$ 26.65	\$ 27.18	\$ 27.72	\$ 28.27	\$ 28.84	\$ 29.42	\$ 30.01	\$ 30.46	\$ 30.92	\$31.17
Annual Wage	\$ 37,855	\$ 38,184	\$ 38,513	\$ 39,098	\$ 40,267	\$ 41,272	\$ 42,295	\$ 43,464	\$ 44,542	\$ 45,876	\$ 47,264	\$ 48,690	\$ 49,658	\$ 50,644	\$ 51,649	\$ 52,691	\$ 53,750	\$ 54,828	\$ 55,650	\$ 56,491	\$ 56,948
Year over year % increase (from 1997)		0.9%	1.7%	3.3%	6.4%	9.0%	11.7%	14.8%	17.7%	21.2%	24.9%	28.6%	31.2%	33.8%	36.4%	39.2%	42.0%	44.8%	47.0%	49.2%	50.4%

CUPE 4814-Crosswalk Guard	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	
% Increase				N/A, union certified March 20, 2007								18.74%	5.52%	9.31%	2.68%	3.00%	3.00%	2.50%	3.00%	3.00%	3.00%	2.04%
Hourly Rate (752.5)											\$ 9.06	\$ 9.56	\$ 10.45	\$ 10.73	\$ 11.05	\$ 11.38	\$ 11.66	\$ 12.01	\$ 12.37	\$ 12.74	\$ 13.00	
Annual Wage											\$ 6,818	\$ 7,194	\$ 7,864	\$ 8,074	\$ 8,315	\$ 8,563	\$ 8,774	\$ 9,038	\$ 9,308	\$ 9,587	\$ 9,783	
Year over year % increase (from 2007)												5.5%	15.3%	18.4%	22.0%	25.6%	28.7%	32.6%	36.5%	40.6%	43.5%	