

Town of Riverview

COUNCIL REPORT FORM



Presented to: Mayor and Council

Department: Human Resources & Administration

Date: July 14, 2025

Subject: Ratification of IAFF Agreement

The current IAFF contract expired on March 31, 2025. Negotiations between the Town and the IAFF began in late April and have continued over the past several months. This round of bargaining was more complex than the previous two, primarily due to a broader and more financially significant set of proposals from the IAFF.

At the outset, there was a substantial financial gap between the parties' proposals over the four-year term. Through ongoing discussions, the Town's negotiation team successfully narrowed this gap and removed several of the additional monetary proposals. This progress enabled both parties to reach mutually acceptable terms.

Town Council is now being asked to formally ratify the negotiated labour agreement. The IAFF membership has already ratified the agreement.

Key Terms of the Proposed Four-Year Agreement:

- **Wage Increases:**
 - *Firefighter/Paramedics*: 18.75% over four years
 - 2025: 6.5%
 - 2026: 4.5%
 - 2027: 4.25%
 - 2028: 3.5%
 - *Administrative Assistant*: 15.0% over four years
- **Letters of Intent:**

Several letters of intent were agreed upon, committing both parties to further discussions (without binding commitments) on the following topics:

 - Use of personal phone apps to improve the callback process

- Enhanced mental health support options
- Mandatory training requirements
- The short-term benefits program
- Future staffing considerations
- **Contract Language Updates:**
A number of language changes were made to improve clarity and reflect current practices.

Wage Alignment Context:

The primary monetary issue in this round of bargaining was wage alignment. A 2012 arbitration ruling established that Riverview's firefighter compensation should fall between 91.15% and 94.55% of Moncton's salary levels. In the past two agreements, the Town maintained alignment at the lower end of this range (91.15%) by matching Moncton's settlement patterns.

In this round, the IAFF had a firm position where it needed movement within the established range. As a result, by the end of the four-year term, Riverview's firefighter compensation will reach 93.07% of Moncton's, maintaining compliance with the arbitration ruling while addressing IAFF's concerns.

CONSIDERATIONS

Legal: contract expired March 31, 2025

Financial: this proposed settlement can be funded within the existing budget. **The 2025 budget included an estimated salary increase of 6.0% in year one of this settlement. Town staff will be able to find the difference between the budgeted and year one settlement (0.5%) in the overall budget.**

Stakeholders: Residents; IAFF members; volunteers; management in the Fire Department

Strategic Plan: Fiscal Responsibility and Service Excellence

Interdepartmental Consultation: Fire Department; CAO; HR

Communication Plan: N/A

Previous Discussions: Closed session –April 8th ; verbal update on May 12th and June 23rd.

Recommendation:

That Town Council of the Town of Riverview ratify the four year term tentative agreement with IAFF Local 2549 that will expiring on March 31, 2028, including the proposed wage settlement for IAFF members of 18.75% for the Firefighters/Paramedics (6.5% in 2025; 4.5% in 2026; 4.25% in 2027; and 3.5% in 2028) and 15% for the Administrative Assistant over the four year contract; and authorize the Mayor and Town Clerk to sign all required documentation.