

# CITY POLICY



**POLICY NUMBER: C612BA**

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**REFERENCE:**

~~TBD~~ ~~November 27, 2018~~ - City Council

**ADOPTED BY:**

~~TBD~~ ~~City Council Nov 05, 2019~~

**SUPERSEDES:**

~~C612~~ ~~C612A~~

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**PREPARED BY:** Financial and Corporate Services

**DATE:** ~~TBD~~ ~~November 5, 2019~~

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**TITLE:** ~~Living Wage for City of Edmonton Employees and Employees of Contracted Services~~

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**Policy Statement:**

The City of Edmonton is committed to paying a living wage for all City employees.

~~The City of Edmonton plays a critical leadership role in the End Poverty in a Generation: A Road Map to Guide Our Journey. Action #14 of the Road Map identifies the establishment of an internal City of Edmonton policy to adopt a living wage for all City employees and employees of contracted services as a way for the City to demonstrate leadership. As a progressive employer, the City of Edmonton also recognizes that paying a living wage constitutes a critical investment in an employee's overall effectiveness and wellbeing.~~

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**Guiding Principles**

Administration will develop:

- Roles, processes and timing to implement future living wage adjustments.
- A review option to assess the impact and appropriateness of changes to the methodology used by Edmonton Social Planning Council in the calculation of the local Living Wage.¶

~~The purpose of this policy is to: ¶~~

- ~~Implement Action #14 of the End Poverty in a Generation: A Roadmap to Guide Our Journey ¶~~
- ~~Direct the City Manager to: ¶~~
  - ~~Establish processes to implement a Living Wage for all City employees and~~

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- ~~employees of contracted services; ¶~~
  - ~~Establish a process to administer and maintain a Living Wage for City of Edmonton employees; and ¶~~
  - ~~Establish an Employee Living Wage Administrative Procedure.~~

### **Exceptions**~~POLICY SCOPE~~

- This Policy ~~applies to~~will encompass all City employees reporting to the City Manager ~~except, with the following exclusions:~~
  - Students seeking work experience credits for educational purposes; and
  - Volunteers.
- ~~This Policy will encompass employees of City contracted services for all departments reporting to the City Manager whose staff perform contracted duties on behalf of the City.~~ ¶
- ~~The Employee Living Wage Administrative Procedure will include:~~ ¶
  - ~~Scope of employees covered by the policy~~ ¶
  - ~~Definition of Living Wage~~ ¶
  - ~~Roles, process and timing to implement future living wage adjustments~~ ¶
  - ~~A review option to assess the impact and appropriateness of changes to the methodology used by Edmonton Social Planning Council in the calculation of the local Living Wage.~~ ¶
  - ~~Administration will respect existing Collective Agreements and will consult with specific City unions and seek agreements prior to implementing any adjustment.~~

### **DEFINITIONS**

- a. **Living Wage** hourly wage a worker needs to earn to cover their basic expenses and have a modest standard of living, once government transfers have been added and taxes have been subtracted. ~~means an hourly rate of pay that enables wage earners living in a household to:~~
  - ~~i. feed, clothe and provide shelter for their family; ¶~~
  - ~~ii. promote the healthy development of children; ¶~~
  - ~~iii. participate in activities that are an ordinary element of life in the community; and~~
  - ~~iv. avoid the chronic stress of living in poverty.~~
- b. ~~The~~ **Hourly rate** is calculated annually for Edmonton by the Edmonton Social Planning Council, based on a weighted average on the income needs of the following three household types (35 hour work week):
  - A family of four, with both parents working full time, and one parent taking two university courses. They have one 7-year-old who attends before and after school care and full-time summer care, and one 3-year-old who attends full-time child care.
  - A lone parent, working full time and taking two university courses. They have one 7-year-old child who attends before and after school care and fulltime summer care.
  - A single adult working full time and taking two university courses. ¶~~the living expenses of a family of four with two children, aged 3 and 7, with both parents working full-time (35 hours/week)~~