



# REPORT TO COUNCIL

To: **Mayor and Councillors**

Subject: **Amendments to Living Wage Policy for City Employees and Contract Instructors Policy CO-75 and Living Wage Policy for Service Providers and Sub-Contractors Policy CO-76**

File #: 0110.00

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From: Francis Cheung, P. Eng.  
Chief Administrative Officer

Date: January 17, 2024

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## RECOMMENDATION:

1. THAT City Council approve to amend Living Wage Policy for City Employees and Contract Instructors Policy CO-75 to Langley City Living Wage Adjustment Policy for City Employees and Contract Instructors Policy CO-75, and associated amendments in the policy.
2. THAT City Council approve to amend Living Wage Policy for Service Providers and Sub-Contractors Policy CO-76 to Langley City Living Wage Adjustment Policy for Service Providers and Sub-Contractors Policy CO-76, and associated amendments in the policy.

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## PURPOSE:

The purpose of this report is to seek approval from City Council to amend Living Wage Policy for City Employees and Contract Instructors Policy CO-75 and Living Wage Policy for Service Providers and Sub-Contractors Policy CO-76, to Langley City Living Wage Adjustment Policy for City Employees and Contract Instructors Policy CO-75 and Langley City Living Wage Adjustment Policy for Service Providers and Sub-Contractors Policy CO-76 as well as associated adjustments in each policy.

**POLICY:**

Living Wage Policy for City Employees and Contract Instructors Policy CO-75 applies to all City employees and Contract Instructors who work for the City and earn, at a minimum, a Living Wage.

Living Wage Policy for Service Providers and Sub-Contractors Policy CO-76 applies to service providers and sub-contractors for service contracts having a total estimated annual value greater than \$250,000 and where services are to be performed on City Premises, and are provided on a regular, ongoing basis.

**COMMENTS/ANALYSIS:**

Langley City supports the principles of the [Living Wage for Families BC](#) and hence City Council has previously adopted the Living Wage Policy for City Employees and Contract Instructors CO-75 and the Living Wage Policy for Service Providers and Sub-Contractors CO-76.

At the September 11, 2023 Regular Meeting of Council, City Council approved the following resolution:

*THAT City Council direct staff to develop a Fair Wage Program for consideration and implementation commencing 2024.*

To this end, Langley City plans to amend the two living wage policies that will be specific to Langley City's context while meeting the principles of Living Wage for Families BC.

The proposed amendment will include a living wage adjustment that will be based on a rolling average of Metro Vancouver Living Wage over five years. For 2024, the living wage adjustment is \$21.86 and it is calculated based on:

Year	B.C. Minimum wage	Metro Vancouver Living Wage (MVLW)
2019	\$13.85	\$19.50
2020	\$14.60	\$19.50
2021	\$15.20	\$20.52
2022	\$15.65	\$24.08
2023	\$16.75	\$25.68
<b>Average</b>		<b>\$21.86</b>

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Page 3

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The living wage adjustment is the baseline hourly wage, including all direct wages and the value of any non-mandatory benefits such as paid sick leave, employer-paid Medical Services Plan premiums, and extended health benefits.

The living wage adjustment applies to City employees, contract instructors, as well as all employees of contractors and subcontractors that perform services on a property owned by or leased to the City for at least one consecutive hour per occasion, with the exception of employees on probation, students, volunteers, and employees of Social Enterprises.

### **BUDGET IMPLICATIONS:**

Upon review of the hourly wages for all positions under the Collective Agreement for CUPE Local 2058 and IAFF Local 3253, all classifications are above the living wage adjustment for 2024 at \$21.86.

### **ALTERNATIVES:**

1. That the City declines to amend the Living Wage Policy for City Employees and Contract Instructors Policy CO-75 and Living Wage Policy for Service Providers and Sub-Contractors Policy CO-76.

Respectfully Submitted,



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Francis Cheung, P. Eng.  
Chief Administrative Officer

### **Attachments:**

1. Living Wage Adjustment Policy for City Employees and Contract Instructors Policy CO-75
2. Living Wage Adjustment Policy for Service Providers and Sub-Contractors Policy CO-76