



# AFFIRMATION OF PARK BOARD AS A LIVING WAGE EMPLOYER

## Report Back

Park Board Committee Meeting  
Tuesday, October 8, 2024



- To report back on the [April 8<sup>th</sup>, 2024 Board Motion](#), Affirmation of the Park Board as a Living Wage Employer;
- Provide information for the Board on the process and anticipated budgetary impacts of seeking Living Wage Employer re-certification.
- Identify the need for the Board to consider the legal confirmation required for advancing to the next stage of the process.

- To become a Living Wage Employer, an organization must ensure direct employees and employees of contracted service providers are compensated at or above the Living Wage rate.
- Between 2017 and 2022, the Park Board was included within the City of Vancouver's certification process as a Living Wage Employer.
- In 2023, City Council adopted a Fair Wage program as a replacement to Living Wage Employer and did not resubmit for annual certification with Living Wage for Families BC.

- Before an Implementation Plan for re-certification can be developed, the Board would need to consider how the City administers services:
  - **Employees:** Staff working under the direction of the Park Board are employees of the City of Vancouver – the Park Board has no direct employees of its own.
  - **Contracted Services:** Park Board managed contracts follow our Procurement Policy, which still requires meeting Living Wage criteria. Other contracted services are provided by the City.

- In 2023, auxiliary staff in Park Board and City's Arts, Culture and Community Services positions were identified as most impacted. The estimated annual cost to bring positions into compliance was \$98,000.
- For contracted services provided by the City, the compliance was estimated at \$1.5M total. When the Living Wage program was initiated in 2017, Park Board received about one quarter of these services.

- The current advice from the Legal Department is that the Park Board does not have any employees and an approved Motion to re-certify as a Living Wage Employer would not be applicable to employees whose contracts are with the City.
- Due to ongoing work related to the governance structure between the Board of Parks and Recreation and Council, the Legal Department is unable to provide further legal advice on this issue.
- Legal confirmation is required to advance.

1. Confirm legal ability for Park Board to provide direction on the wages of City employees and contracted services provided by the City.
  - Identify additional budget to bring wages into compliance. Additional funding would be presented for Board approval.
  - Develop Implementation Plan. This would require staff resources, potentially deprioritizing other initiatives.
2. Submit the Implementation Plan to Living Wage for Families BC for review.
  - Revisit impacts of the updated Living Wage rate annually and adjust budgets.

- Within its clear jurisdiction, the Park Board continues to affirm the principles of the Living Wage program through the contracted services it is responsible for.
  - Legal confirmation withholds it from ability to officially re-certify as a Living Wage Employer.
- The next steps are for the Board to consider the process, impacts and resolution of legal confirmation before providing direction to staff, if such direction is within its abilities and desired.



