

TO: MAYOR & COUNCILLORS
FROM: DEPUTY CHIEF ADMINISTRATIVE OFFICER AND CHIEF FINANCIAL OFFICER
SUBJECT: **2023 LIVING WAGE RATE UPDATE**
PURPOSE: To provide Council with information on changes to the 2023 Living Wage Rate – Metro Vancouver.

RECOMMENDATION

THAT the report titled “2023 Living Wage Rate Update” dated December 11, 2023, be received for information.

1.0 POLICY SECTION

Council adopted the Living Wage Program for the City of Burnaby.

2.0 BACKGROUND

In accordance with the annual review by Living Wage for Families BC, the City of Burnaby will adopt the increase in the 2023 Living Wage rate for those Burnaby employees impacted by this change.

This report provides an overview of the changes to Metro Vancouver’s Living Wage rate for 2023, which were announced on November 8, 2023.

On June 25, 2019, City Council approved a motion committing the City of Burnaby to implement a Living Wage Program and seek Living Wage Employer certification. Effective October 1, 2019, the City implemented the Living Wage for BC - Metro Vancouver of \$19.50. The Living Wage rate is reviewed annually by Living Wage for Families BC. The Living Wage rate represents the amount that a family of four needs to earn to meet their living expenses including: rent, groceries, extended healthcare and two weeks savings for each adult. The living wage rate takes into account the employees’ total wage plus benefits. The City pays a living wage adjustment to top employees hourly rate with mandatory benefits, up to the living wage rate.

3.0 GENERAL INFORMATION

In 2023 November, Living Wage for Families BC announced that the Living Wage rate would increase by 6.6% to \$25.68 (2022 -11.9% to \$24.08). This equates to a \$1.60 increase, from \$24.08. The 6.6% Living Wage increase is largely due to the rising costs of food and housing in BC, the two biggest essentials in a family budget. The increase in the Living Wage rate will be paid retroactively from November 20, 2023, for those Burnaby employees impacted by this change. A summary of the number of employees impacted and the total cost of the Living wage adjustment by year, is shown in table 1 below:

Table 1 - Summary of Employees Receiving Living Wage by Year

Year	Living Wage Rate	# of Employees Receiving LW Adjustment	Total Living Wage Adjustments Paid Year to Date \$	Annual Cost Increase Over Prior Year
2019	\$19.50*	140	\$ 14,159.17	
2020	\$19.50*	93	\$ 36,607.67	159%
2021	\$21.52	247	\$ 49,698.16	36%
2022	\$24.08	453	\$ 66,920.51	35%
2023*	\$24.08	696	\$ 288,050.00	330%
2024	\$25.68	1,091	\$ 471,000.00**	63%

*City implemented program in 2019 November reflecting employees in positions at the time
 **Estimated Totals

4.0 COMMUNICATION AND COMMUNITY ENGAGEMENT

The City website will be updated with the new Living Wage rate and respective City staff notified.

5.0 FINANCIAL CONSIDERATIONS

The 2023 Living Wage Increase will result in a 63% increase in the annual cost of the program for 2024, which is estimated at \$471,000. The rate increase will impact approximately 1,091 employees in 2024, compared to 696 in 2023. The 2023 living wage rate will be implemented retroactively, effective November 20, 2023.

Respectfully submitted,

Noreen Kassam, Deputy Chief Administrative Officer and Chief Financial Officer

ATTACHMENTS

Attachment 1 – BC Living Wages 2023

REPORT CONTRIBUTORS

This report was prepared by Bob Klimek, Deputy General Manager Finance.

BC LIVING WAGES 2023

REGION	RATE
Dawson Creek	\$ 20.64
Prince George	\$ 22.09
Golden	\$ 25.78
Revelstoke	\$ 24.60
Kamloops	\$ 20.91
Kelowna	\$ 24.60
Nelson	\$ 21.14
Trail	\$ 21.55
Powell River	\$ 25.06
Sunshine Coast	\$ 25.61
Metro Vancouver	\$ 25.68
Fraser Valley	\$ 20.66
Comox Valley	\$ 22.02
Clayoquot Sound	\$ 26.51
Nanaimo	\$ 22.87
Cowichan Valley	\$ 25.20
Greater Victoria	\$ 25.40
Daajing Giids	\$ 26.25

Source: Living Wage for Families BC