



Council Policy

Living Wage for City of Edmonton Employees

Program Impacted	Positive Employee Experience <i>The City of Edmonton's employees are safe and supported to achieve their aspirations and deliver excellent services.</i>
Number	C612B
Date of Approval	July 5, 2024
Approval History	November 5, 2019 November 27, 2018
Next Scheduled Review	June 19, 2028

Statement

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

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.

Exceptions

This policy applies to all City employees reporting to the City Manager except:

- Students seeking work experience credits for educational purposes; and
- Volunteers

Definitions

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.

Hourly Rate 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.