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Subject: Living Wage One Year Anniversary

Greetings Mayor and Council

Tuesday, May 1 2018 marks one year since the City became a Living Wage employer. During 2017, the City of Vancouver and Vancouver Park Board signed or renegotiated 17 contracts that meet the Living Wage program criteria with vendors to ensure their staff and subcontractors are paid the living wage.

Since the introduction of the policy, eight contracted service employees received a living wage who would not otherwise have been paid one. These employees are part of the contracted graffiti removal team and the contractor has reported reductions in absenteeism, turnover and recruitment costs as well as increased morale and productivity. The additional costs accrued in 2017 as a result of the living wage policy were \$35,280.

We will be announcing this today.

Best

Sadhu

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