

# HALIFAX

P.O. Box 1749  
Halifax, Nova Scotia  
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## Item No. 5

Halifax Regional Council  
September 27, 2022

**TO:** Mayor Savage and Members of Halifax Regional Council

Original Signed by 

**SUBMITTED BY:**

\_\_\_\_\_  
Jacques Dubé, Chief Administrative Officer

**DATE:** September 16, 2022

**SUBJECT:** HRM Employee Minimum Wage

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### INFORMATION REPORT

#### ORIGIN

March 22, 2022, Halifax Regional Council motion (15.2.2)

MOVED by Councillor Cleary, seconded by Councillor Blackburn

THAT Halifax Regional Council direct the Chief Administrative Officer to provide a staff report outlining the financial impact of:

1. Ensuring a minimum wage of \$15 per hour for all employees of Halifax Regional Municipality, Halifax Public Libraries, as well as employees of the Multi-District Facilities, regardless of employment status (i.e., covering part-time, casual, seasonal, etc.) to be implemented no later than April 1, 2023. This report should be completed in time to inform the 2023-24 budget process;
2. Ensuring a living wage for all employees of Halifax Regional Municipality, Halifax Public Libraries, as well as employees of the Multi-District Facilities, regardless of employment status (i.e., covering part-time, casual, seasonal, etc.) to be implemented no later than April 1, 2024. This report should be completed in time to inform the 2024-25 budget process.

MOTION PUT AND PASSED UNANIMOUSLY

#### LEGISLATIVE AUTHORITY

*Halifax Regional Municipality Charter, SNS 2008, c. 39*

34 (1) The Chief Administrative Officer is the head of the administrative branch of the government of the Municipality and is responsible to the Council for the proper administration of the affairs of the Municipality in accordance with the by-laws of the Municipality and the policies adopted by the Council.

35 (2) The Chief Administrative Officer may...(c) act, or appoint a person to act, as bargaining agent for the Municipality in the negotiation of contracts between the Municipality and any trade union or employee association and recommend to the Council agreements with respect to them;

(d) subject to policies adopted by Council,...(vi) determine the salaries, wages and emoluments to be paid to municipal officers and employees, including payment pursuant to a classification system...

## **BACKGROUND**

The Nova Scotia Government has outlined a schedule for increasing the Nova Scotia minimum wage as follows:

- April 1, 2022 - \$13.35
- October 1, 2022 - \$13.60
- April 1, 2023 - \$14.30
- October 1, 2023 - \$14.65
- April 1, 2024 - \$15.00

This report discusses the financial impacts of moving to a \$15 an hour minimum for the 2023/24 fiscal year. A second report to Council will address the financial impacts of moving to a living wage model.

## **DISCUSSION**

As per the schedule outlined above, moving to a \$15 an hour minimum for the 2023/24 fiscal year would be \$0.70 an hour more than the projected minimum wage for the first six months from April 1, 2023 to Sept. 30, 2023. It will be \$0.35 an hour more than the projected minimum wage for the final six months of the 2023/24 Fiscal Year. All full-time permanent employees at HRM currently have wages over the \$15 per hour and many temporary, part-time and casual employees also earn more than \$15 per hour today. However, there are still positions at Halifax Regional Municipality (HRM), the Multi-District Facilities (MDFs) and Halifax Library who are currently paid below \$15 per hour.

Council's ability to unilaterally implement this wage minimum across for all employees of HRM, Halifax Public Libraries, as well as employees of the MDFs may be limited.

For internal HRM employees, Council can direct the CAO to unilaterally set the minimum wages for employees who are not part of a bargaining unit. For HRM employees who are part of a bargaining unit, Council can direct the CAO to enter into negotiations to set a higher minimum rate for those employees.

For those groups who are not employees of HRM (Halifax Public Libraries and MDFs), Council may suggest the increase and provide funding to them, but, ultimately, the governing documents for those bodies make them the employer and fully responsible for setting wages. For the Library and Cole Harbour Place, those employers would also have to negotiate any wage increases with their applicable unions.

## **FINANCIAL IMPLICATIONS**

The financial impact of a \$15 minimum wage for these groups is estimated based upon the hours worked in the 2021/2022 fiscal year and is estimated to be \$65,342 for the period from April 1, 2023 to September 30, 2023, and \$35,915 for the period from October 1, 2023 to April 1, 2024, for a total estimated cost of \$101,257 for the 2023/2024 fiscal year.

The breakdown of the estimated cost by organization is as follows:

<b>Organization</b>	<b>Cost from April 1, 2023 to September 30, 2023</b>	<b>Cost from October 1, 2023 to March 31, 2024</b>
Canada Games Centre	\$18,203.87	\$9,282.46
Cole Harbour Place	\$13,706.33	\$6,901.37
Zatsman Sportsplex	\$11,881.70	\$6,351.44
Halifax Forum	\$2,612.32	\$1,344.80
Halifax Public Library	\$2,292.06	\$2,277.36
HRM	\$15,598.34	\$9,234.10
Springfield Lake Centre	\$975.97	\$487.99
St. Margaret's Centre	\$71.40	\$35.70
<b>Grand Total</b>	<b>\$65,341.99</b>	<b>\$35,915.22</b>

### **COMMUNITY ENGAGEMENT**

No community engagement was required.

### **ATTACHMENTS**

N/A

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A copy of this report can be obtained online at [halifax.ca](http://halifax.ca) or by contacting the Office of the Municipal Clerk at 902.490.4210.

Report Prepared by:       Britt Wilson, Director, Total Rewards, HR&CC 902.476.8512

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