



**City of Hamilton**  
**AUDIT, FINANCE AND ADMINISTRATION COMMITTEE**  
**AGENDA**

**Meeting #:** 24-009  
**Date:** May 2, 2024  
**Time:** 9:30 a.m.  
**Location:** Council Chambers  
Hamilton City Hall  
71 Main Street West

Tamara Bates, Legislative Coordinator (905) 546-2424 ext. 4102

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1. **CEREMONIAL ACTIVITIES**
2. **APPROVAL OF AGENDA**  
(Added Items, if applicable, will be noted with \*)
3. **DECLARATIONS OF INTEREST**
4. **APPROVAL OF MINUTES OF PREVIOUS MEETING**
  - 4.1 April 18, 2024
5. **COMMUNICATIONS**
6. **DELEGATION REQUESTS**
7. **DELEGATIONS**
8. **STAFF PRESENTATIONS**
  - 8.1 2024 Development Charges Background Study, Policies and By-laws - Final Report (FCS23103(b)) (City Wide)
9. **CONSENT ITEMS**
10. **DISCUSSION ITEMS**

Members of the public can contact the Clerk's Office to acquire the documents considered at this meeting, in an alternative format.

- 10.1 Bill 185, Cutting Red Tape to Build More Homes Act, 2024 as it Relates to the Development Charges Act, 1997 (FCS24034) (City Wide)
- 10.2 Proposed Amendments to Fair Wage Policy and Fair Wage Schedule (FCS24008/HUR24002) (City Wide) (Outstanding Business List Item)
- 10.3 Capital Project Closing Report as of September 30, 2023 (FCS23095(a)) (City Wide)

**11. MOTIONS**

**12. NOTICES OF MOTION**

**13. GENERAL INFORMATION / OTHER BUSINESS**

13.1 Amendments to the Outstanding Business List

13.1.a Items Considered Completed and To Be Removed

13.1.a.a Fair Wage Policy Review

Added April 6, 2023 (Audit, Finance and Administration  
Committee Report 23-005, Item (h)(i))  
Addressed as Item 10.2 on today's agenda

**14. PRIVATE AND CONFIDENTIAL**

14.1 Closed Minutes of Previous Meetings

14.1.a Closed Minutes - April 18, 2024

Pursuant to Section 9.3, Sub-sections (a) and (f) of the City's Procedural By-law 21-021, as amended, and Section 239(2), Sub-sections (a) and (f) of the Ontario Municipal Act, 2001, as amended, as the subject matter pertains to the security of the property of the City or a local board and advice that is subject to solicitor-client privilege, including communications necessary for that purpose.

**15. ADJOURNMENT**



## **AUDIT, FINANCE AND ADMINISTRATION COMMITTEE MINUTES 24-006**

**9:30 a.m.  
April 18, 2024  
Council Chambers  
Hamilton City Hall**

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**Present:** Councillors T. Hwang (Chair), J. Beattie, C. Kroetsch, M. Spadafora, A. Wilson, and M. Wilson

**Absent with**

**Regrets:** Councillors B. Clark and M. Tadeson – Personal

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**THE FOLLOWING ITEMS WERE REFERRED TO COUNCIL FOR CONSIDERATION:**

**1. Report of the 2023 Remuneration and Expenses as Required under Section 284 of the Municipal Act (FCS24019) (Item 9.1)**

**(Spadafora/Kroetsch)**

That Report FCS24019, respecting Report of the 2023 Remuneration and Expenses as Required under Section 284 of the Municipal Act, be received.

**Result: Motion CARRIED by a vote of 6 to 0, as follows:**

YES - Ward 1 Councillor Maureen Wilson  
YES - Ward 2 Councillor Cameron Kroetsch  
YES - CHAIR - Ward 4 Councillor Tammy Hwang  
ABSENT - Ward 9 Councillor Brad Clark  
YES - Ward 10 Councillor Jeff Beattie  
ABSENT - Ward 11 Councillor Mark Tadeson  
YES - Ward 13 Councillor Alex Wilson  
YES - Ward 14 Councillor Mike Spadafora

**2. Auditor General Reporting of Serious Matters to Council (Case #73367) (AUD24003) (Item 14.2)**

**(Spadafora/A. Wilson)**

That Report AUD24003, respecting Auditor General Reporting of Serious Matters to Council (Case #73367), be received and remain confidential.

**Result: Motion CARRIED by a vote of 6 to 0, as follows:**

YES - Ward 1 Councillor Maureen Wilson  
YES - Ward 2 Councillor Cameron Kroetsch  
YES - CHAIR - Ward 4 Councillor Tammy Hwang  
ABSENT - Ward 9 Councillor Brad Clark  
YES - Ward 10 Councillor Jeff Beattie  
ABSENT - Ward 11 Councillor Mark Tadeson  
YES - Ward 13 Councillor Alex Wilson  
YES - Ward 14 Councillor Mike Spadafora

**FOR INFORMATION:**

**(a) CHANGES TO THE AGENDA (Item 2)**

The Committee Clerk advised of the following changes to the agenda:

**14. PRIVATE AND CONFIDENTIAL**

14.2(a) Auditor General Reporting of Serious Matters to  
Council (Case #73367) (AUD24003) - Presentation

**(Beattie/Kroetsch)**

That the agenda for the April 18, 2024 Audit, Finance and Administration  
Committee meeting, be approved, as amended.

**Result: Motion CARRIED by a vote of 5 to 0, as follows:**

YES - Ward 1 Councillor Maureen Wilson  
YES - Ward 2 Councillor Cameron Kroetsch  
YES - CHAIR - Ward 4 Councillor Tammy Hwang  
ABSENT - Ward 9 Councillor Brad Clark  
YES - Ward 10 Councillor Jeff Beattie  
ABSENT - Ward 11 Councillor Mark Tadeson  
YES - Ward 13 Councillor Alex Wilson  
ABSENT - Ward 14 Councillor Mike Spadafora

**(b) DECLARATIONS OF INTEREST (Item 3)**

There were no declarations of interest.

**(c) APPROVAL OF MINUTES OF PREVIOUS MEETING (Item 4)**

**(i) Approval of Minutes of the Previous Meeting (Item 4.1)**

**(Kroetsch/Beattie)**

That the following Minutes be approved, as presented:

- (1) February 22, 2024
- (2) April 4, 2024 - Special.

**Result: Motion CARRIED by a vote of 5 to 0, as follows:**

YES - Ward 1 Councillor Maureen Wilson  
YES - Ward 2 Councillor Cameron Kroetsch  
YES - CHAIR - Ward 4 Councillor Tammy Hwang  
ABSENT - Ward 9 Councillor Brad Clark  
YES - Ward 10 Councillor Jeff Beattie  
ABSENT - Ward 11 Councillor Mark Tadeson  
YES - Ward 13 Councillor Alex Wilson  
ABSENT - Ward 14 Councillor Mike Spadafora

**(d) PRIVATE AND CONFIDENTIAL (Item 14)**

**(i) Closed Minutes – February 22, 2024**

**(Kroetsch/A. Wilson)**

That the Closed Minutes of the February 22, 2024 meeting be approved, as presented.

**Result: Motion CARRIED by a vote of 6 to 0, as follows:**

YES - Ward 1 Councillor Maureen Wilson  
YES - Ward 2 Councillor Cameron Kroetsch  
YES - CHAIR - Ward 4 Councillor Tammy Hwang  
ABSENT - Ward 9 Councillor Brad Clark  
YES - Ward 10 Councillor Jeff Beattie  
ABSENT - Ward 11 Councillor Mark Tadeson  
YES - Ward 13 Councillor Alex Wilson  
YES - Ward 14 Councillor Mike Spadafora

**(Beattie/Kroetsch)**

That the Audit, Finance and Administration Committee move into Closed Session, pursuant to Section 9.3, Sub-sections (a) and (f) of the City's Procedural By-law 21-021, as amended, and Section 239(2), Sub-sections (a) and (f) of the Ontario Municipal Act, 2001, as amended, as the subject matter pertains to the security of the property of the City or a local board and advice that is subject to solicitor-client privilege, including communications necessary for that purpose.

**Result: Motion CARRIED by a vote of 6 to 0, as follows:**

YES - Ward 1 Councillor Maureen Wilson  
YES - Ward 2 Councillor Cameron Kroetsch  
YES - CHAIR - Ward 4 Councillor Tammy Hwang  
ABSENT - Ward 9 Councillor Brad Clark  
YES - Ward 10 Councillor Jeff Beattie  
ABSENT - Ward 11 Councillor Mark Tadeson

YES - Ward 13 Councillor Alex Wilson  
YES - Ward 14 Councillor Mike Spadafora

**(ii) Auditor General Reporting of Serious Matters to Council (Case #73367) (AUD24003) (Item 14.2)**

For further disposition of this matter, refer to Item 2.

**(iii) Auditor General Reporting of Serious Matters to Council (Case #73367) (AUD24003) - Presentation (Added Item 14.2(a))**

**(A. Wilson/Spadafora)**

That the presentation from Charles Brown, Auditor General, respecting Auditor General Reporting of Serious Matters to Council (Case #73367) in closed session, be received and remain confidential.

**Result: Motion CARRIED by a vote of 6 to 0, as follows:**

YES - Ward 1 Councillor Maureen Wilson  
YES - Ward 2 Councillor Cameron Kroetsch  
YES - CHAIR - Ward 4 Councillor Tammy Hwang  
ABSENT - Ward 9 Councillor Brad Clark  
YES - Ward 10 Councillor Jeff Beattie  
ABSENT - Ward 11 Councillor Mark Tadeson  
YES - Ward 13 Councillor Alex Wilson  
YES - Ward 14 Councillor Mike Spadafora

For further disposition of this matter, refer to Item 2.

**(e) ADJOURNMENT (Item 15)**

**(Kroetsch/Beattie)**

That, there being no further business, the Audit, Finance and Administration Committee, be adjourned at 10:27 a.m.

**Result: Motion CARRIED by a vote of 6 to 0, as follows:**

YES - Ward 1 Councillor Maureen Wilson  
YES - Ward 2 Councillor Cameron Kroetsch  
YES - CHAIR - Ward 4 Councillor Tammy Hwang  
ABSENT - Ward 9 Councillor Brad Clark  
YES - Ward 10 Councillor Jeff Beattie  
ABSENT - Ward 11 Councillor Mark Tadeson  
YES - Ward 13 Councillor Alex Wilson  
YES - Ward 14 Councillor Mike Spadafora

Respectfully submitted,

Councillor Tammy Hwang, Chair  
Audit, Finance and Administration  
Committee


Tamara Bates  
Legislative Coordinator  
Office of the City Clerk







**CITY OF HAMILTON**  
**CORPORATE SERVICES DEPARTMENT**  
**Financial Services and Taxation Division**

<b>TO:</b>	Chair and Members Audit, Finance and Administration Committee
<b>COMMITTEE DATE:</b>	May 02, 2024
<b>SUBJECT/REPORT NO:</b>	Bill 185, <i>Cutting Red Tape to Build More Homes Act, 2024</i> as it Relates to the <i>Development Charges Act, 1997</i> (FCS24034) (City Wide)
<b>WARD(S) AFFECTED:</b>	City Wide
<b>PREPARED BY:</b>	Ailish Brooke (905) 546-2424 Ext. 6875
<b>SUBMITTED BY:</b>	Kirk Weaver Acting Director, Financial Planning, Administration and Policy Corporate Services Department
<b>SIGNATURE:</b>	

### RECOMMENDATION(S)

- (a) That Council endorse the proposed submissions and recommendations as provided in Appendix "B" to Report FCS24034 regarding Schedule 6 to proposed Bill 185, *Cutting Red Tape to Build More Homes Act, 2024*; and
- (b) That the General Manager, Finance and Corporate Services, be authorized to make further submissions on Bill 185, *Cutting Red Tape to Build More Homes Act, 2024* and any associated regulations consistent with the comments and concerns raised in Report FCS24034, as opportunities are provided for comments.

### EXECUTIVE SUMMARY

On April 10, 2024, the Minister of Municipal Affairs and Housing introduced Bill 185, *Cutting Red Tape to Build More Homes Act, 2024* ("Bill 185"), which proposes to amend 15 Acts that directly impact municipalities. Schedule 6 to Bill 185 pertains to proposed amendments to the *Development Charges Act, 1997* ("DC Act"). The Province of Ontario has opened a comment period for feedback on the proposed changes to the DC Act (ERO 019-8371) which closes on May 10, 2024.

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**SUBJECT: Bill 185, *Cutting Red Tape to Build More Homes Act, 2024* as it relates to the *Development Charges Act, 1997 (FCS24034)* (City Wide) –  
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The purpose of Report FCS24034 is to provide an overview of the proposed changes to the DC Act (Appendix “A” to Report FCS24034). In addition, staff recommends Council endorsement of the submission, on behalf of the City of Hamilton, (Appendix “B” to Report FCS24034) of comments to the Province through Recommendation (a) to Report FCS24034.

Bill 185 proposes the reversal of several legislative decisions which came into effect through Bill 23, *More Homes, Built Faster Act, 2022* (“Bill 23”). The proposed amendments to the DC Act include:

- (1) re-defining eligible capital costs to include studies;
- (2) removal of the mandatory five year phase-in of new DC rates;
- (3) simplifying the process to amend DC by-laws passed during a specified period to allow for updates to DC By-laws to reflect the changes in items (1) and (2); and
- (4) decreasing the duration of site plan / zoning by-law amendment rate lock-in from two years to 18 months.

Enactment of these amendments through Bill 185 would have implications to the 2024 DC by-law under consideration via Report FCS23103(b), “2024 Development Charges Background Study, Policies and By-Law – Final Report.”

The reversals of Bill 23 proposed through Bill 185 represent a substantial advancement in improving the City’s capacity to finance growth-related costs without imposing an undue burden on rate and taxpayers. Further amendments aligned with the objectives of Bill 185, as outlined in Appendix “B” to Report FCS24034, would enhance the City’s ability to responsibly meet the infrastructure and service needs of the growth and housing objectives set by the Province.

**Alternatives for Consideration – Not Applicable**

**FINANCIAL – STAFFING – LEGAL IMPLICATIONS**

Financial: There are no financial implications related to the endorsement and submission of comments as recommended through Report FCS24034. Bill 185 would have positive financial implications for the City due to an increased ability to collect DCs. An overview of the financial implications of Bill 185, if enacted, and impacts on financing strategy included in the 2024 Tax and Rate Budgets will be included in the 2025 Budget Outlook Report.

**SUBJECT: Bill 185, *Cutting Red Tape to Build More Homes Act, 2024* as it relates to the *Development Charges Act, 1997 (FCS24034)* (City Wide) –  
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**Staffing:** There are no staffing implications related to the endorsement and submission of comments as recommended through Report FCS24034. Passage of Bill 185, as drafted, would not have an impact on required staffing levels.

**Legal:** There are no legal implications related to the endorsement and submission of comments as recommended through Report FCS24034. Staff will continue to monitor the progress related to the implementation of Bill 185.

## **HISTORICAL BACKGROUND**

In the last five years, the Province has enacted various pieces of legislation amending the DC Act (including Bill 108, *More Homes, More Choice Act, 2019*; Bill 138, *Plan to Build Ontario Together Act, 2019*; Bill 197, *COVID-19 Economic Recovery Act, 2020*; Bill 109, *More Homes for Everyone Act, 2022*; Bill 23, *More Homes, Built Faster Act, 2022*, Bill 134, *Affordable Homes and Good Jobs Act, 2023*) with the intent of facilitating the construction of 1.5 million new homes in Ontario by 2031. The objective of increasing housing availability is shared by the City. These legislative changes have rapidly altered the regulatory landscape of DCs and generally decreased the ability of municipalities to fund growth-related costs while increasing the administrative burden of collecting DCs. Bill 185 represents another significant modification to the DC Act that better positions municipalities to meet the infrastructure needs of growing communities.

Table 1 to Report FCS24034 outlines the legislative changes to the DC Act since 2020 which are proposed for further amendment through Bill 185.

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**SUBJECT: Bill 185, *Cutting Red Tape to Build More Homes Act, 2024* as it relates to the *Development Charges Act, 1997 (FCS24034)* (City Wide) –  
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**Table 1  
Summary of Legislative Amendments to the DC Act Since 2020  
Relevant to Bill 185, *Cutting Red Tape to Build More Homes Act, 2024***

<b>Existing Content of the DC Act</b>	<b>Related Legislation and Timing</b>	<b>Bill 185 Proposed Amendment</b>
<p><b>DC Rate Lock-In</b> DC rates are locked in at the date of application for a site plan or zoning by-law amendment for two years from the date of approval. Interest is permitted from the date of application to the date of building permit issuance at a prescribed maximum rate.</p>	<p>Bill 108 January 1, 2020</p> <p>Bill 23 November 28, 2022</p>	<p>Reduce the rate lock-in period from two years to 18 months.</p>
<p><b>Removal of Studies as Eligible DC Capital Costs</b> DC rates are calculated based on eligible capital costs. Studies were eliminated as an eligible capital cost which removed municipalities' ability to collect DCs for this purpose.</p>	<p>Bill 23 November 28, 2022</p>	<p>Include studies as an eligible capital cost.</p>
<p><b>Five Year Phase-In</b> DC By-Laws passed after June 1, 2022 must phase-in DC rates relative to the maximum charge that could be imposed under a by-law. This phase-in requires DCs be discounted according to a prescribed schedule.</p>	<p>Bill 23 November 28, 2022</p>	<p>Eliminate the phase-in.</p>

Note: Table 1 only includes amendments to the DC Act since 2020 which are relevant to Bill 185.

## **POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS**

The purpose of Report FCS24034 is to request Council endorsement of the comments to be provided to the Province in response to the DC Act changes proposed through Bill 185. There are no policy implications or legislated requirements related to the endorsement and submission of comments attached as Appendix "B" to Report FCS24034.

Enactment of Bill 185 has been considered in the drafting of the 2024 DC By-law and related policy recommendations under consideration via Report FCS23103(b), "2024 Development Charges Background Study, Policies and By-Law – Final Report."

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**SUBJECT: Bill 185, *Cutting Red Tape to Build More Homes Act, 2024* as it relates to the *Development Charges Act, 1997 (FCS24034)* (City Wide) –  
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## **RELEVANT CONSULTATION**

Legal and Risk Management Services, Corporate Services Department staff, were consulted in the development of Report FCS24034.

Planning and Economic Development Department staff were consulted with respect to the City's approach to responding to the Environmental Registry of Ontario (ERO) postings related to changes proposed through Bill 185.

## **ANALYSIS AND RATIONALE FOR RECOMMENDATION(S)**

The purpose of Report FCS24034 is to provide an overview of the proposed changes to the DC Act (Appendix "A" to Report FCS24034) and recommend Council endorsement of comments on behalf of the City of Hamilton (Appendix "B" to Report FCS24034). The Province has provided for consultation on the DC Act Changes proposed through Bill 185 through ERO 019-8371 from April 10, 2024 through May 10, 2024. Staff's draft comments to the Province are attached as Appendix "B" to Report FCS24034 for Council endorsement through Recommendation (a) to Report FCS24034. A separate report led by the Planning Division, Planning and Economic Development Department is expected to be presented to the Planning Committee on May 14, 2024 and will address the other Schedules to Bill 185 which include non-DC related components to Bill 185.

### **Summary of Key Changes Proposed to the DC Act**

#### Definition of Capital Costs to Include Studies

Bill 185 proposes the definition of eligible capital costs be amended to allow for the inclusion of growth studies, secondary plans, masterplans and the DC Background Study in the DC calculation. This would represent a reversal of the previous legislative decision through Bill 23 which removed the ability for municipalities to include the cost of studies in the DC Calculation. Through the recommendations to Report FCS22085 "*Bill 23, Proposed More Homes Built Faster Act, 2022* as it relates to the *Development Charges Act*," Council endorsed feedback to the Province which requested that studies remain as an eligible capital cost to avoid the transfer of the financial burden of funding the required studies to property tax and rate payers.

Appendix "B" to Report FCS24034 indicates the City is in support of the proposed amendment through Bill 185 to include studies as an eligible capital cost.

**SUBJECT: Bill 185, *Cutting Red Tape to Build More Homes Act, 2024* as it relates to the *Development Charges Act, 1997 (FCS24034)* (City Wide) –  
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### Removal of Five-Year Phase-In of DC Rates

Bill 185 proposes the removal of the mandatory phase-in of DC rates over five years. This would represent a reversal of the previous legislative decision through Bill 23 which enacted the phase-in for DC by-laws passed after January 1, 2022 and required the DCs be discounted by 20% in Year 1, 15% in Year 2, 10% in Year 3 and 5% in Year 4 with the full DC rate applying in Year 5. Through the recommendations to Report FCS22085 “Bill 23, Proposed *More Homes Built Faster Act, 2022* as it relates to the *Development Charges Act*,” Council endorsed feedback to the Province which requested that the phase-in be eliminated as it discounted DCs such that the City would have insufficient DC funding to support growth-related costs.

The removal of the five-year phase-in would initiate a significant shift in the City’s forecasted DC collections versus exemptions and better enable the City to support the costs of growth with less reliance on the property tax levy. An overview of the financial implications of Bill 185, if enacted, and impacts on the financing strategy included in the 2024 Tax and Rate Budgets, will be included in the 2025 Budget Outlook Report.

Appendix “B” to Report FCS24034 indicates that the City is in support of the proposed amendment through Bill 185 to remove the five-year phase-in of new DC rates. This proposal represents recognition from the Province that the costs of growth-related infrastructure and services are defined by need and municipalities must have the ability to fund growth-related costs without undue burden being placed on rate and taxpayers.

### Simplified DC By-Law Amendment Process

Bill 185 proposes a simplified process to amend DC by-laws passed in the period between the enactment of Bill 23 (November 28, 2022) which removed studies as an eligible capital cost and the date Bill 185 receives Royal Assent. This will allow for the addition of studies as an eligible capital cost and the removal of references to DC rate phase-in. The simplified process would be available for six months following the Royal Assent of Bill 185 which would then be repealed. The simplified by-law amendment process waives the typical requirements associated with the amendment of a DC by-law, including the requirements for an updated DC Background Study, public consultation and the opportunity for appeal of the by-law amendment. Further, Bill 185 proposes the ability for municipalities to utilize the simplified amendment process indefinitely when the purpose of the amendment is only to extend the expiry of a DC by-law.

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The 2024 DC Background Study and the DC by-law under consideration via Report FCS23103(b), “2024 Development Charges Background Study, Policies and By-Law – Final Report” was not permitted to include the cost of studies. Additional review following the passage of Bill 185 will be undertaken by staff in collaboration with DC Consultants (Watson & Associates Economists Ltd.) to affirm the appropriate steps to calculate and permit collection for DC studies.

Appendix “B” to Report FCS24034 indicates the City is in support of the proposed amendment through Bill 185 to allow for a simplified process to amend DC by-laws to include the capital costs of studies but requests the addition of a grace period to allow for by-laws passed within three months of Bill 185 receiving Royal Assent to be permitted to benefit from the simplified amendment process.

#### Reduction of Site Plan / Zoning By-Law Amendment Rate Lock-In Period

Bill 185 proposes the reduction of the site plan / zoning by-law amendment rate lock-in period from two years to 18 months from the date of approval of the application. The Province has indicated that the intent of this proposal would be to expedite building processes and incentivize developers to obtain building permits promptly following approval of a site plan or zoning by-law amendment application.

Staff do not anticipate significant variations in DC collections because of this proposed amendment. However, the proposal adds administrative complexity to the calculation of DCs. Applications submitted prior to the enactment of Bill 185 will be locked-in for two years, whereas applications submitted after Bill 185 receives Royal Assent will be locked-in for 18 months.

Appendix “B” to Report FCS24034 indicates that the City is supportive towards the proposed amendment through Bill 185 to reduce the site-plan / zoning by-law amendment rate lock-in period.

#### **Additional Information**

The Province has announced that the DC exemption of affordable housing, introduced through Bill 23 and amended through Bill 134, will come into force on June 1, 2024. This exemption applies to residential units (rented and owned) which meet the definition of affordable housing per the DC Act. The Minister of Municipal Affairs and Housing will publish a Bulletin to determine the dollar threshold for a unit to be considered affordable.

**SUBJECT: Bill 185, *Cutting Red Tape to Build More Homes Act, 2024* as it relates to the *Development Charges Act, 1997 (FCS24034)* (City Wide) –  
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When this exemption was introduced through Bill 23, Council endorsed feedback to the Province through the recommendations to Report FCS22085, “Bill 23, Proposed *More Homes Built Faster Act, 2022*, as it relates to the *Development Charges Act*” and through Report PED23256 “Bill 134, Proposed Affordable Homes and Good Jobs Act, 2023”, which rose concerns regarding the level of specificity and localization within the Bulletins. Appendix “B” to Report FCS24034 expands upon the potential challenges of implementing the affordable housing exemption including the process to secure the financial obligation (e.g., registering the obligation on title) and the process for collections in the event of default. Staff will continue to consult with Legal and Risk Management Services to develop a plan for the implementation of the affordable housing exemption and report back to Council as required.

### **Conclusion**

Bill 185 marks a significant amendment to the DC Act, positively shifting the legislative framework to better equip municipalities to manage and provide for the infrastructure needs of growing communities. Bill 185 introduces several beneficial reversals of previous legislation including the re-inclusion of the studies in the definition of capital costs and removal of the mandatory phase-in and the associated simplified by-law amendment process to adjust for each of these reversals. The proposed amendments introduced by Bill 185 represent a substantial advancement in improving the City’s capacity to finance growth-related needs without relying as heavily on rate and taxpayers. Further amendments aligned with the objectives of Bill 185 would enhance the City’s ability to responsibly meet the infrastructure and service needs of the growth and housing objectives set by the Province.

### **ALTERNATIVES FOR CONSIDERATION**

Not Applicable.

### **APPENDICES AND SCHEDULES ATTACHED**

Appendix “A” to Report FCS24034 – Summary of Changes Proposed to the *Development Charges Act, 1997* through Schedule 6 to the *Cutting Red Tape to Build More Homes Act, 2024* (Bill 185)

Appendix “B” to Report FCS24034 – City of Hamilton Staff Submission on the Proposed Changes to the *Development Charges Act, 1997* through Schedule 6 to the *Cutting Red Tape to Build More Homes Act, 2024* (Bill 185)

AB/dt



## Appendix "A" to Report FCS24034

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<b>Proposed Cutting Red Tape to Build More Homes Act, 2024 – Bill 185</b>		
<b>Overview of Changes</b>		
<b>Schedule 6 – Development Charges Act</b>		
<b>Proposed Amendment</b>	<b>Explanation of Proposed Amendment</b>	<b>Implications of Proposed Amendment</b>
Definition of Capital Costs to Include Studies (Subsection 1 (1))	<p>Proposes the re-inclusion of studies (including growth studies, secondary plans, masterplans and the Development Charges (DC) Background Study) as eligible capital costs which can be factored into the calculation of DCs.</p> <p>This would be a reversal of the previous legislative decision through Bill 23, <i>More Homes, Built Faster Act, 2022</i> to exclude studies from the calculation of DCs.</p>	<p>The City will reassume the authority to utilize DC funding for studies.</p> <p>The 2019 DC Background Study allocated collections of \$16.1 M (indexed annually) for general growth studies over a 10-year period.</p> <p>The 2024 DC Background Study did not account for the cost of studies due to the legislation in effect. Following the passage of Bill 185, additional review will be undertaken by staff and DC Consultants (Watson &amp; Associates Economists Ltd.) to affirm the appropriate steps to ensure collection for DC studies.</p>
Removal of five-year phase-in of DC rates (Subsection 1 (4))	<p>Proposes the removal of the mandatory phase-in of DC rates over five years.</p> <p>This would be a reversal of the previous legislative decision through Bill 23, <i>More Homes, Built Faster Act, 2022</i> which mandated the phase-in for DC by-laws passed after January 1, 2022.</p>	<p>The City will reassume the ability to charge 100% of the calculated DCs required to fund growth-related capital needs. Note: As the City has not passed a new by-law, this has only affected projections not actual collections.</p> <p>If enacted, an overview of the financial implications of the removal of the rate phase-in will be included in the 2025 Budget Outlook Report.</p>

## Appendix "A" to Report FCS24034

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<b>Proposed Cutting Red Tape to Build More Homes Act, 2024 – Bill 185</b>		
<b>Overview of Changes</b>		
<b>Schedule 6 – Development Charges Act</b>		
<b>Proposed Amendment</b>	<b>Explanation of Proposed Amendment</b>	<b>Implications of Proposed Amendment</b>
Simplified DC By-Law Amendment Process (Subsection 2 (1))	<p>Proposes a simplified amendment process for six months for DC by-laws passed during the period where studies were not an eligible capital cost to allow for inclusion of studies or removal of DC phase-in.</p> <p>The simplified amendment process waives the typical requirements associated with the passage of an amendment to a DC by-law, including the requirements for an updated DC Background Study, public consultation and the opportunity for appeal of the amendment.</p>	<p>The 2024 DC Background Study did not account for the cost of studies due to the legislation in effect. Determination by staff, with support from Watson &amp; Associates Economists Ltd. of the eligible costs for inclusion, would be required.</p> <p>The draft 2024 DC by-law includes reference to the phase-in section of the DC Act and clearly states that the phase-in will not apply if the section of the DC Act is removed.</p> <p>If a 2024 DC by-law is adopted before Bill 185 receives Royal Assent, the City would be permitted to amend the By-Law following the simplified process to include the cost of DC studies.</p> <p>If a 2024 DC By-Law is not adopted before Bill 185 receives Royal Assent, the City would be required to undergo the full standard amendment process which would include an update to the DC Background Study, public consultations and the opportunity for appeal of the by-law.</p>

## Appendix "A" to Report FCS24034

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<b>Proposed Cutting Red Tape to Build More Homes Act, 2024 – Bill 185</b>		
<b>Overview of Changes</b>		
<b>Schedule 6 – Development Charges Act</b>		
<b>Proposed Amendment</b>	<b>Explanation of Proposed Amendment</b>	<b>Implications of Proposed Amendment</b>
Reduction of Site plan / Zoning By-Law Amendment Rate Lock-In Period (Subsection 3 (1))	Proposes the reduction of the site plan / zoning by-law amendment rate lock-in period from two years to 18 months from the date of approval.	<p>Significant variation in collections would not be anticipated based on this proposal. However, it may encourage building permits to be pulled at an earlier date.</p> <p>This proposal adds some administrative complexity to the calculation of DCs. Applications submitted prior to the enactment of Bill 185 will be locked-in for two years, whereas applications submitted after Bill 185 receives Royal Assent will be locked-in for 18 months.</p>



**Appendix “B” to Report FCS24034  
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City of Hamilton  
71 Main Street West  
Hamilton, Ontario  
L8P 4Y5  
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General Manager, Finance and Corporate Services  
Corporate Services Department  
1<sup>st</sup> Floor, 71 Main Street West

**Hamilton**

**DRAFT FOR CONSIDERATION OF CITY COUNCIL**

May 8, 2024

ERO Number: 019-8371

Minister Paul Calandra  
Ministry of Municipal Affairs and Housing  
17<sup>th</sup> Floor, 777 Bay Street  
Toronto, Ontario  
M7A 2J3

Dear Minister Calandra:

**Subject: City of Hamilton Submission on Proposed *Development Charges Act, 1997* Changes through Bill 185, *Cutting Red Tape to Build More Homes Act, 2024***

Thank you for the opportunity to provide comments on Bill 185, *Cutting Red Tape to Build More Homes Act, 2024* (“Bill 185”). The City of Hamilton is submitting the following comments as endorsed by City Council on May 8, 2024 in relation to Schedule 6 to Bill 185 which proposes amendments to the *Development Charges Act, 1997* (“DC Act”) through ERO 019-8371. Comments pertaining to the remaining Schedules to Bill 185 will be submitted under separate letters to the appropriate EROs.

The City is working alongside the Province to increase housing and infrastructure development with the intent of facilitating the construction of 1.5 million new homes in Ontario by 2031. Council has echoed the importance of responsible development and growth through the [City of Hamilton’s 2022-2026 Council Priorities](#). Council Priority 1 promotes “Sustainable Economic and Ecological Development” and aims to reduce the burden on residential taxpayers, while Council Priority 2 is to create “Safe and Thriving Neighbourhoods” as measured by increasing the supply of affordable and supportive housing.

The Province has recognized the struggles faced by municipalities following enactment of the *More Homes, Built Faster Act, 2022* and is commended for recognizing the municipalities are in need of funding tools to support growing infrastructure and service needs of growing communities. The reversals of components of the *More Homes, Built Faster Act, 2022* proposed through Bill 185 represent a substantial advancement in improving the City’s capacity to finance growth-related costs without imposing an undue burden on rate and taxpayers. Further amendments aligned with the objectives of Bill 185 would enhance the City’s ability to responsibly meet the infrastructure and service needs of the growth and housing objectives set by the Province.

City of Hamilton  
ERO:019-8371

The City's comments have been grouped into six categories:

1. Capital costs definition
2. DC rate phase-in
3. DC by-law amendments
4. Rate lock-in
5. Affordable housing exemption
6. Concluding comments

### **Capital Costs Definition**

Bill 185 proposes the definition of eligible capital costs be amended to allow for the inclusion of studies in the DC calculation. This would represent a reversal of the previous legislative decision through Bill 23 which removed the ability for municipalities to include the cost of studies in the DC Calculation. The City provided feedback to the Province through ERO 019-6172 in relation to *More Homes, Built Faster Act, 2022* which requested that studies remain as an eligible capital cost to avoid the transfer of the financial burden of funding the required studies to property tax and rate payers. Studies are essential to ensure that growth can occur and that sufficient infrastructure and services are available to support that growth. **The City is supportive of the proposed amendment to allow for the inclusion of studies as an eligible capital cost.**

The City's 2024 DC Background Study and by-law are currently being reviewed by Council with the DC Background Study having been prepared in 2023 during the 18-month period where studies were ineligible. Following passage of the by-law, additional analysis and efforts will be required to determine the studies eligible for collection and to amend the DC by-law. **The City urges the Province to consider the need for stability in the eligible services and broader DC framework** to support municipalities' ability to plan and developers to have clarity on the required DCs.

### **DC Rate Phase-In**

Bill 185 proposes the removal of the mandatory phase-in of DC rates over five years. This would represent a reversal of the previous legislative decision through Bill 23 which enacted the phase-in for DC by-laws passed after January 1, 2022 and required the DCs be discounted by 20% in Year 1, 15% in Year 2, 10% in Year 3 and 5% in Year 4 with the full DC rate applying in Year 5. The City provided feedback to the Province through ERO 019-6172 in relation to *More Homes, Built Faster Act, 2022* which requested that the phase-in be eliminated as it discounted DCs such that the City would have insufficient DC funding to support growth-related costs. The removal of the five-year phase-in would initiate a significant shift in the City's forecasted DC collections versus exemptions and better enable the City to support the costs of growth with less reliance on the property tax levy. **The City is in support of the removal of the phase-in.**

## DC By-Law Amendments

Bill 185 proposes a simplified process to amend DC by-laws passed in the period between the enactment of the *More Homes, Built Faster Act, 2022* (November 28, 2022), which removed studies as an eligible capital cost and the date Bill 185 receives Royal Assent. This will allow for the re-inclusion of studies as an eligible capital cost and the removal of references to DC rate phase-in. **The City is supportive of the proposed amendment to provide for a simplified process to amend DC by-laws.**

The simplified amendment process would be provided to by-laws passed between Royal Assent of the *More Homes, Built Faster Act, 2022* and Royal Assent of Bill 185. **The City recommends the addition of a grace period to allow for by-laws passed within three months of Bill 185 receiving Royal Assent to be permitted to benefit from the simplified amendment process.**

## DC Rate Lock-In

Bill 185 proposes the reduction of the site plan/ zoning by-law amendment rate lock-in period from two years to 18 months from the date of approval. The Province has indicated that the intent of this proposal would be to expedite building processes and incentivize developers to obtain building permits promptly following approval of a site plan or zoning by-law amendment application. The City does not anticipate significant impacts to DC collections and is supportive **towards the proposed amendment to reduce the site-plan / zoning by-law amendment rate lock-in period.**

## Affordable Housing Exemption

The Province has announced that the DC exemption of affordable housing, introduced through the *More Homes, Built Faster Act, 2022* and amended through the *Affordable Homes and Good Jobs Act, 2023*, will come into force on June 1, 2024. Further to the feedback provided to the Province through ERO 019-6172 in relation to *More Homes, Built Faster Act, 2022* and ERO 019-7669 for the *Affordable Homes Good Jobs Act, 2023*, the City is interested in the opportunity to review and consult on the affordable housing bulletins prior to this section of the DC Act coming into force. **The City is interested in evaluating the degree of specificity and localization of the Bulletins and recommends that affordable housing Bulletins are segmented by unit type and that affordable housing thresholds are provided at a highly localized level. The City is also recommending a standardized agreement be developed by the Province to administer the affordable housing exemption.**

## Concluding Comments

The City continues to support the Province's goal of building 1.5 million homes by 2031 and tackling the affordability crisis affecting Ontarians. Bill 185 marks a significant amendment to the DC Act, positively shifting the legislative framework to better equip municipalities to manage and provide for the needs of growing communities. Bill 185 introduces several beneficial reversals of previous legislation including the re-inclusion of the studies in the definition of capital costs and removal of the mandatory phase-in and the associated simplified by-law amendment process to adjust for each of these reversals. The proposed amendments introduced by Bill 185 represent a substantial advancement in improving the City's capacity to finance growth-related needs without relying as heavily on rate and taxpayers. Further amendments aligned with the objectives of Bill 185 would enhance the City's ability to responsibly meet the infrastructure and service needs of the growth and housing objectives set by the Province.

Yours truly,

*To be signed pending endorsement by City Council.*

Andrea Horwath  
Mayor, City of Hamilton







**CITY OF HAMILTON**  
**CORPORATE SERVICES DEPARTMENT**  
**Financial Services and Taxation Division**

-and-

**CITY MANAGER'S OFFICE**  
**Human Resources Division**

<b>TO:</b>	Chair and Members Audit, Finance and Administration Committee
<b>COMMITTEE DATE:</b>	May 2, 2024
<b>SUBJECT/REPORT NO:</b>	Proposed Amendments to Fair Wage Policy and Fair Wage Schedule (FCS24008/HUR24002) (City Wide) <b>(Outstanding Business List Item)</b>
<b>WARD(S) AFFECTED:</b>	City Wide
<b>PREPARED BY:</b>	Tina Iacoe (905) 546-2424 Ext. 2796
<b>SUBMITTED BY:</b>	Shelley Hesmer, Acting Director Financial Services and Taxation & Corporate Controller Corporate Services Department
<b>SIGNATURE:</b>	
<b>SUBMITTED BY:</b>	Lora Fontana Executive Director, Human Resources
<b>SIGNATURE:</b>	

**RECOMMENDATION**

- (a) That the Fair Wage Policy and Fair Wage Schedule, attached as Appendix "A" and Appendix "C" to Report FCS24008/HUR24002, be approved;
- (b) That staff be directed to automatically update the Fair Wage Schedule every two years, in a manner consistent with Report FCS24008/HUR24002;
- (c) That staff be directed to report back any updates to the Fair Wage Policy every four years to the Audit, Finance and Administration Committee for consideration; and
- (d) That Outstanding Business Item 23-H be considered complete and removed from the Audit, Finance and Administration Committee Outstanding Business List.

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OUR Vision: To be the best place to raise a child and age successfully.

OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

**SUBJECT: Proposed Amendments to Fair Wage Policy and Fair Wage Schedule  
(FCS24008/HUR24002) (City Wide) – Page 2 of 10**

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**EXECUTIVE SUMMARY**

The purpose of this Report is to request Council approval of the updated Fair Wage Policy and Fair Wage Schedule. The review and proposed changes are the result of a coordinated effort with the Ad-Hoc Fair Wage Committee (the “Ad-Hoc Committee”) and includes various revisions throughout the documents to enhance and add clarity to the Policy.

The Total Hourly Compensation Rates listed in Appendix C “Fair Wage Schedule” attached to this Report are based on Wage rates (as defined in the Fair Wage Policy) paid to employees in 2022 as set out in provincially negotiated trade union agreements and provided to the City by the applicable union or association. These Wage rates are then increased by 24 percent (a percentage attributed to Benefits as defined in the Fair Wage Policy) to calculate the Total Hourly Compensation Rate that Contractors are required to pay their Employees at a minimum, for work on a City Construction Contract (as defined in the Fair Wage Policy) over \$500,000 at time of contract award.

**Alternatives for Consideration – See Page 9**

**FINANCIAL – STAFFING – LEGAL IMPLICATIONS**

Financial: The increase in the Total Hourly Compensation Rates set out in the proposed Fair Wage Schedule will have some inflationary impact on tender prices that the City receives on Construction Contracts over \$500,000. The average in Wage rates from the current Fair Wage Schedule (2016 rates) to the proposed Fair Wage Schedule (2022 rates) is on average 19.03% higher.

It remains very difficult for staff to determine the estimated dollar increase attributable to the proposed increased rates set out in Appendix B to this Report since it is unknown what Contractors actually pay their Employees. Some Contractors have obligations under provincially negotiated trade union agreements for various trades which require Contractors to pay their Employees at the rates set out in those agreements. These rates are usually higher than the rates set out in the City’s Fair Wage Schedule and are more current. Other Contractors may not have affiliations with trade associations and therefore would be required to pay their Employees rates in accordance with the Fair Wage Schedule. Since the last Fair Wage Schedule was updated in 2019 (using 2016 rates), the increase from 2016 to 2022 for all the trade classifications is quite considerable:

- \*The average hourly Wage set out in the current Fair Wage Schedule is \$28.48. The average hourly Wage set out in the proposed Fair Wage Schedule is \$32.92;

**SUBJECT: Proposed Amendments to Fair Wage Policy and Fair Wage Schedule (FCS24008/HUR24002) (City Wide) – Page 3 of 10**

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- Based on the Wages set out in the proposed Fair Wage Schedule, on average Wage rates increase 19.03 percent from 2016 to 2022 per job classification;
- \*Maximum dollar increase in Wages from 2016 to 2022 is \$18.67 (Welder Apprentice Term 3);
- \*Minimum dollar increase in hourly rate from 2016 to 2022 is approximately \$1.00 (various Apprentice positions);

\*this analysis was performed using a direct comparison of job classifications and positions. Any classifications or positions that could not be directly compared were not factored into the analysis.

Using the average percentage increase of 19.03%, staff has estimated that the maximum incremental cost resulting from the increased rates in the proposed Fair Wage Schedule for 2024 may be approximately \$5,173,795. This cost is based on a number of assumptions:

- a) that the total value of Construction Contracts, as defined in the Fair Wage Policy, be consistent with contracts awarded in 2023 at the aggregate amount of \$108,750,286;
- b) that all Contractors and Sub-Contractors pay rates in accordance with the Fair Wage Schedule;
- c) that half the Contractors and Sub-Contractors have obligations under provincially negotiated trade union agreements; and
- d) that labour represents approximately half of the cost of a construction contract.

The \$5,173,795 estimate should be considered as the “worst case scenario”.

Since the onset of COVID-19 pandemic, the labour market for trades has been very competitive and many of the trade associations have negotiated significant cost increases in hourly rates. Therefore, staff do not expect the impact of the proposed Total Hourly Compensation Rates to be as significant as the worst-case scenario since many Contractors and Sub-Contractors who do not have obligations under provincially negotiated trade union agreements may be paying their Employees at or around the 2022 rates in order to retain talent.

**SUBJECT: Proposed Amendments to Fair Wage Policy and Fair Wage Schedule (FCS24008/HUR24002) (City Wide) – Page 4 of 10**

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Staffing: There are no staffing implications with this Report.

Legal: There are no legal implications with this Report.

**HISTORICAL BACKGROUND**

The Fair Wage Policy has deep roots within the City of Hamilton, with the first reference being a Board of Control Report from November 1967 which makes mention of inserting a Fair Wage clause into City contracts to stipulate the wages for bricklayers, masons and foremen. The City's first formal Fair Wage Policy was adopted in September 1993 and since then, has undergone numerous updates and improvements. However, the purpose of the City's Fair Wage Policy has not changed and is essentially based on two principles:

- a) to ensure that Contractors and Sub-Contractors pay their employees reasonable wages and benefits for work performed on City of Hamilton construction contracts; and
- b) to create a level playing field in procurement competitions so that no Contractor or Sub-Contractor secures an unfair competitive advantage over other construction employers by paying wages that are below prevailing norms.

The current Fair Wage Policy was scheduled to be updated in late 2022 however, due to staffing resource challenges within the Procurement Division, staff was not able to hold consultative meetings with the Ad-Hoc Committee and update the rates effective for 2023.

On March 29, 2023 Council approved the following motion:

- (a) That Human Resources and Finance and Corporate Services staff be directed to engage in a review of the Fair Wage Policy and any related schedules through stakeholder meetings for report back to the Audit, Finance and Administration Committee by the end of Q3 2023 with recommendations on next steps; based on stakeholder feedback;
- (b) That the following stakeholder groups be included in the consultation: Christian Labour Association Canada; Electrical Construction Association Hamilton; Hamilton Brantford Ontario Building & Construction Trades Council; Golden Horseshoe General Contractors Association; Greater Hamilton & Niagara Construction Association; Hamilton Halton Construction Association; Mechanical Contractors Association Hamilton Niagara; Labourers' International Union of North America; and Merit OpenShop Contributors Association of Ontario;
- (c) That there be two stakeholder meetings, inviting all stakeholders to each, at the beginning of Q3 2023; and

**SUBJECT: Proposed Amendments to Fair Wage Policy and Fair Wage Schedule (FCS24008/HUR24002) (City Wide) – Page 5 of 10**

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- (d) That members of City Council be permitted to attend the first meeting as guests to hear stakeholder feedback directly, in an observer role only.”

This Report outlines the recommendations stemming from those meetings and the proposed changes to both the Fair Wage Policy and Fair Wage Schedule.

**POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS**

The recommendations within this Report are in accordance with By-Law 20-205, as amended, the City’s Procurement Policy.

**RELEVANT CONSULTATION**

The Ad-Hoc Fair Wage Committee (the “Ad-Hoc Committee”) met twice in 2023 to discuss the recommended changes to the Fair Wage Policy and Fair Wage Schedule.

On July 31, 2023 the Ad-Hoc Committee met with staff from the Corporate Services Department and Labour Relations Division. Attendees to that meeting were representatives from the Hamilton-Brantford Building Trades Council (HBBT), the Labourer’s International Union of North America Local 837 (LIUNA), the Merit OpenShop Contractors Association of Ontario, the Christian Labour Association of Canada (CLAC), the Electrical Construction Association of Hamilton (ECAH), the Mechanical Contractors Association and the International Brotherhood of Electrical Workers (IBEW) Local 105. In addition to these attendees, five City Council Members also attended as guests to hear stakeholder feedback directly.

The Ad-Hoc Committee reconvened on December 11, 2023 to review the City’s response to the recommendations and the improvements proposed. Attendees to that meeting were representatives from the Hamilton-Brantford Building Trades Council (HBBT), the Labourer’s International Union of North America Local 837 (LIUNA), the Merit OpenShop Contractors Association of Ontario, the Christian Labour Association of Canada (CLAC), the Mechanical Contractors Association and the International Brotherhood of Electrical Workers (IBEW) Local 105.

The Manager of Procurement also consulted with the following municipalities with respect to their current fair wage policy: City of Oshawa, the City of Greater Sudbury, City of Vaughan and the City of Toronto. Significant discussions were held with the City of Toronto’s Manager of the Fair Wage Office to get a full understanding of their operations and the calculations of their applicable total hourly compensation rates.

**ANALYSIS AND RATIONALE FOR RECOMMENDATION(S)**

The Fair Wage Policy is applicable to all Construction Contracts over \$500,000 at time of award and requires Contractors and Sub-Contractors to pay their Employees (whether the vendor utilizes a unionized or a non-unionized work force), at a minimum the Total

**SUBJECT: Proposed Amendments to Fair Wage Policy and Fair Wage Schedule (FCS24008/HUR24002) (City Wide) – Page 6 of 10**

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Hourly Compensation Rates as stated in the Fair Wage Schedule and as set out in Appendix C to this Report.

The Total Hourly Compensation Rates are calculated using:

- a) “Wages” which are base hourly rates set out in the respective collective agreement (a collective agreement between a contractor who is in a contractual relationship with a union that is recognized by the Ontario Labour Relations Board as the bargaining agent for the relevant workers); and
- b) “Benefits” which is a 24% increase over the Wage rate. Benefits include any non-statutory payment to an employee or non-statutory premiums or contributions paid to provide benefits to an employee such as a pension plan, Registered Retirement Savings Plan (RRSP), medical plan bonus, retention pay and vacation.

On July 31, 2023, the Ad-Hoc Committee met to discuss their recommended changes to the City’s Fair Wage Policy and Fair Wage Schedule. A number of recommended changes were brought forward by the Committee for the City’s consideration, some of which are being proposed in this Report.

Appendix A to this Report includes the proposed Fair Wage Policy. Appendix B to this Report includes the proposed Fair Wage Policy – With Changes utilizing yellow highlight to identify the changes, additions and deletions to the policy. Appendix C to this Report includes the proposed Fair Wage Schedule that includes the trade classifications and the applicable Total Hourly Compensation Rates.

The following is a summary of the significant changes that are being proposed:

**Fair Wage Policy – Overall**

The proposed Fair Wage Policy and Fair Wage Schedule amendments include several housekeeping issues throughout the documents which have not been specifically addressed in this Report. These amendments include editing for better clarity and understanding. In addition to this, the formatting of the Fair Wage Policy has been changed using a templated chart form similar to other City policies.

**Fair Wage Policy - Section 2. Purpose of the Fair Wage Policy**

Section 2 “Purpose of the Fair Wage Policy” is a new section added to the Policy. This section provides the reader with two principles for which the foundation of the Fair Wage Policy is built upon, that being to:

- a) ensure that Contractors and Sub-Contractors pay their Employees reasonable Wages and Benefits for work performed on City of Hamilton Construction Contracts; and

**SUBJECT: Proposed Amendments to Fair Wage Policy and Fair Wage Schedule  
(FCS24008/HUR24002) (City Wide) – Page 7 of 10**

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- b) create a level playing field in procurement competitions so that no Contractor or Sub-Contractor secures an unfair competitive advantage over other construction employers by paying wages that are below prevailing norms.

**Fair Wage Policy - Section 4. Definitions**

Section 4 was amended to include three new definitions (“Apprentice”, “Landscaping Work” and “Substantial Performance”) as well as to revise two current definitions (“Benefits” and “Construction Contract”). These changes were made to provide clarity and additional information to the reader for interpretation of the Fair Wage Policy.

**Fair Wage Policy Section 5. Responsibilities**

Section 5.4.6 was amended to allow for the City to “set-off” any amounts owing by the Contractor for not providing a statement of compliance in accordance with the Fair Wage Policy. This amendment allows the City the ability to withhold money from either the current Construction Contract or any other contract between the City and the Contractor, until the Contractor’s sworn statement of compliance is received and deemed to be satisfactory by the City.

**Fair Wage Policy Section 8. Inspections and Audits**

Section 8.1 was amended to include additional wording that clearly outlines the time limitations for the City’s ability to inspect and audit the records of the Contractor or Sub-Contractor.

**Fair Wage Policy Section 9. Assurance Reports**

Section 9.2 was amended to include additional wording that clearly outlines the time requirements to submit assurance reports to the City by a Contractor or Sub-Contractor.

**Fair Wage Policy Section 10. Consequences of Non-Compliance**

Similar to section 5.4.6, section 10.1.1 (c ) was amended to allow the City to “set-off” any amounts owing by the Contractor for the cost of an inspection or audit.

Section 10.1.2 is a new section added to the Fair Wage Policy. The inclusion of this section specifically states and makes it clear to the reader that where a Sub-Contractor has been found to be non-compliant with the Fair Wage Policy or Fair Wage Schedule, the Contractor shall also be deemed to be non-compliant.

**Fair Wage Policy Section 11. Complaints**

Section 11.3.1 was amended to include additional wording to further clarify that the City will do its best efforts to not disclose the identity of an Initiator of a complaint.

**SUBJECT: Proposed Amendments to Fair Wage Policy and Fair Wage Schedule (FCS24008/HUR24002) (City Wide) – Page 8 of 10**

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**Fair Wage Policy Section 13. Apprentices**

Section 13 is a new section of the Policy regarding Apprentices. It includes the requirement for Apprentices to be properly registered with an approved apprenticeship program in Ontario and sets out the applicable rates to be paid to Apprentices.

**Fair Wage Policy Section 14. Fair Wage Schedule and Updates**

The current Fair Wage Policy requires:

- a) using a “three-year lag” in the hourly rates used to calculate the Total Hourly Compensation Rates; and
- b) that the Total Hourly Compensation Rates be held for three years following the date of the approval of the Fair Wage Schedule.

Using the current Fair Wage Policy and three-year lag, the Total Hourly Compensation Rates would be calculated using Wages that were applicable in 2021 (three years prior to 2024). The Total Hourly Compensation Rates would then be held and applicable until 2027 (three years after 2024) when the Fair Wage Schedule would be updated again.

Section 14.1 was amended to the following:

- a) utilize a “two-year lag” rather than a three-year lag; and
- b) requires that the Total Hourly Compensation Rates be held for the following two years rather than three years.

With this proposed change, the Total Hourly Compensation Rates would be calculated using Wages that were applicable in 2022 (two years prior to 2024) and the Total Hourly Compensation Rates would then be held and applicable until 2026 (two years after 2024) when the Fair Wage Schedule would be updated again.

This change effectively makes the Fair Wage Schedule and applicable rates to be more current than previously agreed by the Ad-Hoc Committee and approved by Council.

**Fair Wage Schedule**

The Fair Wage Schedule includes multiple trade classification categories or types of “work” that may be carried out within a Construction Contract. For instance, Road Work, Tunnel Work, Elevator Constructors, Electrical Workers are all trade classifications set out in the Fair Wage Schedule. The proposed Fair Wage Schedule includes three new trade classification categories that were added including Carpenters, Boilermakers and Landscapers. There has also been some changes made to the proposed Fair Wage Schedule, including:



**SUBJECT: Proposed Amendments to Fair Wage Policy and Fair Wage Schedule (FCS24008/HUR24002) (City Wide) – Page 9 of 10**

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- a) changes in the sections and description of “work” for trade classifications that were previously associated with the Hamilton and District Heavy Construction Association (HAND). Staff were advised that the HAND recently were accredited with the new Greater Hamilton and Niagara Construction Association’s collective agreement therefore changes were made to reflect that collective agreement;
- b) Apprentice rates have been added in any trade classification where possible; and
- c) the proposed Fair Wage Schedule utilizes trade union or association Wage rates applicable in 2022.

**ALTERNATIVES FOR CONSIDERATION**

The following options were considered but are not being recommended.

**Option A – Eliminate the Fair Wage Policy and Fair Wage Schedule**

Council could consider eliminating the Fair Wage Policy and Fair Wage Schedule and allow for a procurement process that relies entirely on competitive wages within the Construction Industry. In this regard, the Ontario Government provides for fair and consistent laws relevant to wages, benefits and other working conditions within various industries, including the construction industry. However, eliminating the City Fair Wage Policy would remove the ability for the City to investigate any complaints and rely on the Ministry of Labour to perform any investigations brought forward. As well, without a Fair Wage Policy, the City could be seen as encouraging Contractors and Sub-Contractors to be extremely competitive with their bid for work, possibly at the expense of paying its Employees below the prevailing norm. For these reasons, this option is not recommended.

**Option B– No Change to the Fair Wage Schedule**

Council could consider not updating the Fair Wage Schedule and keep the current Total Hourly Compensation Rates set for the next two or three years. By doing so, the Fair Wage Schedule rates would become non-competitive, thereby potentially violating worker rights, as well as applicable labour and wage legislation. Having a fiscally responsible Fair Wage Schedule preserves the City’s objective and the Fair Wage Policy purpose to ensure proper compensation for Employees performing work within the construction industry on behalf of the City of Hamilton. Freezing wage rates beyond the three-year cycle could potentially compromise this objective. As such, this option is not recommended.

**Option C– Update the Fair Wage Schedule to Reflect Current Wage Rates**

Council could consider updating the Fair Wage Schedule and use the most current respective collective agreements’ hourly wage rates in the calculation of the Total Hourly Compensation Rates. This option is not being recommended at this time for a number of reasons:

**SUBJECT: Proposed Amendments to Fair Wage Policy and Fair Wage Schedule  
(FCS24008/HUR24002) (City Wide) – Page 10 of 10**

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- a) using current respective collective agreements' hourly wage rates could further impact the City's capital budget expenditures for all construction related projects over \$500,000;
- b) using current year rates will be difficult to apply as not all collective agreements applicable to the Fair Wage Policy have been fully ratified and have rates in place for the current year;
- c) the administration of the Fair Wage Policy and the continuous updating of the Fair Wage Schedule will be time consuming for both Procurement and Human Resources staff. Additional staffing resources will be required;
- d) continually updating the Total Hourly Compensation Rates will be difficult for Contractors and Sub-Contractors to keep abreast of. Contractors and Sub-Contractors will be required to verify each time they prepare a bid to determine which Fair Wage Schedule is in effect at the time of bid submission. This may also lead to more instances of non-compliance by both Contractors and Sub-Contractors.

Should Council wish to consider having a Fair Wage Schedule that reflects more current rates, with or without holding those rates applicable for any length of time, Council could direct staff to report back with the feasibility of doing so and the costs associated with this alternative to the Audit, Finance and Administration Committee before the end of 2024.

**APPENDICES AND SCHEDULES ATTACHED**

Appendix "A" to Report FCS24008/HUR24002 - Proposed Fair Wage Policy

Appendix "B" to Report FCS24008/HUR24002 - Proposed Fair Wage Policy – With  
Changes

Appendix "C" to Report FCS24008/HUR24002 - Proposed Fair Wage Schedule

<b>Corporate Services Department</b>		Approved by Council:
<b>Fair Wage Policy</b>		Report Number:
Page 1 of 16		

<b><i>Fair Wage Policy</i></b>	
<b>1. POLICY STATEMENT</b> <i>(formerly section 1)</i>	1.1. Every Contractor and Sub-Contractor shall compensate their Employees in accordance with the Fair Wage Policy and Fair Wage Schedule on all Construction Contracts with the City. The compensation requirements as set out in the Fair Wage Policy and Fair Wage Schedule are minimum requirements.
<b>2. PURPOSE</b> <i>(new section)</i>	2.1. The purpose of the City's Fair Wage Policy and Fair Wage Schedule is to: <ul style="list-style-type: none"> <li>a) ensure that Contractors and Sub-Contractors pay their Employees reasonable Wages and Benefits for work performed on City of Hamilton Construction Contracts; and</li> <li>b) to create a level playing field in procurement competitions so that no Contractor or Sub-Contractor secures an unfair competitive advantage over other construction employers by paying wages that are below prevailing norms.</li> </ul>
<b>3. INTREPRETATION</b> <i>(formerly section 2)</i>	3.1. In this Fair Wage Policy and Fair Wage Schedule: <ul style="list-style-type: none"> <li>a) a word defined in or importing the singular number has the same meaning when used in the plural number, and vice versa;</li> <li>b) the provisions shall be read with changes of gender or number as the context may require;</li> <li>c) a reference to any Act, by-law, rule, procedure, regulation or to a provision thereof shall be deemed to include a reference to any Act, by-law, rule, procedure, regulation or provision enacted in substitution or amendment thereof;</li> <li>d) any reference to an officer of the City shall be construed to mean the person holding that office, the designate or delegate of that person.</li> </ul>
<b>4. DEFINITIONS</b>	4.1. Capitalized words and phrases used in this Fair Wage Policy and Fair Wage Schedule shall have the

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<i>(formerly section 3)</i>	following meanings, unless expressly stated otherwise.
Apprentice	as defined by the Building Opportunities in the Skilled Trades Act, 2021, means an individual who, pursuant to a registered training agreement, is receiving or is to receive training in a trade that is required as part of an apprenticeship program;
Benefits	shall mean any non-statutory payment to an Employee or non-statutory premiums or contributions paid to provide benefits to an Employee and shall include employer contributions to such items as a pension plan, Registered Retirement Savings Plan (RRSP), medical plan bonus, retention pay or the like and vacation. Benefits do not include legislated payroll deductions such as Canada Pension Plan ("CPP"), Employer Health Tax ("EHT"), Workplace Safety and Insurance Board ("WSIB") or Employment Insurance Canada ("EIC");
City Council	shall mean the Council of the City of Hamilton;
City	shall mean the City of Hamilton, its officers, officials, employees and agents;
Construction Contract	shall mean any construction work awarded to a Contractor that is: <ul style="list-style-type: none"> <li>a) an "improvement" to the land as defined in the Construction Act, R.S.O. 1990, c. C.30;</li> <li>b) has a minimum contract value of \$500,000.00 upon award; and includes: <ul style="list-style-type: none"> <li>i) the industrial, commercial and institutional sector;</li> <li>ii) the sewers and watermains sector;</li> <li>iii) the roads sector;</li> <li>iv) the heavy engineering sector, and</li> <li>v) any Landscaping Work,</li> </ul> </li> <li>c) but does not include: <ul style="list-style-type: none"> <li>i) the residential sector;</li> <li>ii) snow removal; and</li> </ul> </li> </ul>

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	<p>iii) maintenance work performed to prevent the normal deterioration of the land, building, structure or works, or to maintain the land, building, structure or works in a normal, functional state.</p> <p>Construction Contracts that exceed the construction contract threshold of \$500,000.00 solely as a result of change orders are not covered by the Fair Wage Policy.</p>
Contractor	shall mean any person having a Construction Contract with the City but does not include any person that only supplies materials for the Construction Contract;
Employee(s)	shall mean those persons employed by the Contractor or Sub-Contractor who perform work identified in the Fair Wage Schedule, for a Construction Contract with the City;
Fair Wage Policy	shall mean the Fair Wage Policy approved by Council;
Fair Wage Schedule	shall mean the Fair Wage Schedule approved by Council, as amended from time to time. The Fair Wage Schedule stipulates the Total Hourly Compensation Rate for Employees;
Hours of Work	shall mean the regular hours of work per day and week and shall include a provision for the payment of overtime beyond such regular hours, as per the Employment Standards Act, 2000, S.O. 2000, c.41, specifically Part VIII Overtime Pay;
Initiator	shall mean any person who submits a complaint to the City alleging non-compliance with the Fair Wage Policy and Fair Wage Schedule by any Contractor or Sub-Contractor performing construction work on a City Construction Contract.
Landscaping Work	<p>shall mean the installation or repair of:</p> <ul style="list-style-type: none"> <li>a) retaining walls;</li> <li>b) sidewalk's concrete and or stone pavers;</li> <li>c) fencing;</li> <li>d) grading; and</li> </ul>

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	sod installation and tree planting when that work is required as a component within a larger Construction Contract (not a stand alone sod installation and/or tree planting contract).
Manager of Procurement	shall mean the Manager of Policy and Contracts, Procurement Division, or designate.
Sub-Contractor	shall mean any person performing work on a City Construction Contract for a Contractor, or an agreement with another Sub-Contractor, but does not include any person that only supplies materials for the Construction Contract;
Substantial Performance	as defined in the Construction Act, R.S.O. 1990, c. C.30;
Total Hourly Compensation Rate	shall mean the aggregate amount of Wages and Benefits as stated in the Fair Wage Schedule;
Wages	shall mean the Employees basic hourly rate, which is paid as earned at the time of undertaking the work.
<b>5. RESPONSIBILITIES</b>	
5.1. General	5.1.1. The following persons are responsible for fulfilling the responsibilities detailed in this Policy as follows:
5.2. City Responsibilities <i>(formerly section 4)</i>	<p>5.2.1. The Director of the Procurement Division shall periodically review the Fair Wage Policy and recommend to the appropriate standing committee of Council any required amendments to the Fair Wage Policy.</p> <p>5.2.2. The Director of Employee &amp; Labour Relations will prepare and review the Fair Wage Schedule from time to time and recommend to the appropriate standing committee of Council those amendments to the Fair Wage Schedule.</p> <p>5.2.3. The Manager of Procurement shall reference the Fair Wage Policy and Fair Wage Schedule in all City Construction Contracts. The City's Procurement</p>

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	<p>website will post the Fair Wage Policy and Fair Wage Schedule and Fair Wage Complaint Form.</p> <p>5.2.4. The Manager of Procurement will co-ordinate the preparation of an annual report for the appropriate Standing Committee of Council regarding complaints investigated and resulting audits performed pursuant to the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.2.5. The City shall address a written objection to the administration of the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.2.6. The City is not in any way liable, obligated or responsible to any Employee, Sub-Contractor, Contractor or any other person for the payment of any monies not paid by a Contractor or Sub-Contractor in accordance with the Fair Wage Policy and Fair Wage Schedule, and the City assumes no responsibility to such Employee, Sub-Contractor, Contractor or any other person for the administration and enforcement of the Fair Wage Policy and Fair Wage Schedule.</p>
<p>5.3. Ad-Hoc Fair Wage Committee  <i>(formerly section 5)</i></p>	<p>5.3.1. The City shall participate in an ad hoc Fair Wage committee ("Committee") to discuss issues and provide a forum for consultation regarding issues related to the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.3.2. The Committee shall meet on an as required basis.</p> <p>5.3.3. The Committee, as determined by the City, shall be comprised, as a minimum, of the following members:</p> <ul style="list-style-type: none"> <li>a) Director of the Procurement Division or designate,</li> <li>b) Director of the Employee &amp; Labour Relations Division or designate,</li> <li>c) A representative from: <ul style="list-style-type: none"> <li>• Hamilton &amp; District Heavy Construction Association,</li> <li>• Hamilton-Brantford Ontario, Building and Construction Trades Council,</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>Labourers' International Union of North America,</li> <li>Christian Labour Association of Canada, and</li> <li>Merit OpenShop Contractors Association of Ontario.</li> </ul>
<p>5.4. Contractor and Sub-Contractor Responsibilities  <i>(formerly section 6)</i></p>	<p>5.4.1. A Contractor shall ultimately be responsible for any violations or non-compliance of the Contractor and Sub-Contractors on its City Construction Contracts.</p> <p>5.4.2. A Contractor is fully responsible for ensuring that the Contractor and all Sub-Contractors comply with the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.4.3. The Contractor or Sub-Contractor shall not be responsible for any increase to the Fair Wage Schedule which occurs after the closing of the Request for Tenders or Request for Proposals for the City Construction Contract awarded to the Contractor.</p> <p>5.4.4. At the commencement of the work, the Contractor shall post a copy of the Fair Wage Policy and Fair Wage Schedule in a prominent location at the City Construction Contract site to enable Employees of the Contractor and Sub-Contractor to review. Alternate methods may be considered, and if approved by the Manager of Procurement, shall be in writing prior to the commencement of the Construction Contract.</p> <p>5.4.5. After Substantial Performance of the Construction Contract and prior to release of the holdback, for all Construction Contracts with the City, the Contractor shall provide to the City, in a form acceptable to the City, a statutory declaration confirming that the Contractor and its Sub-Contractors complied with the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.4.6. The City reserves the right to withhold or set-off from the Contractor, a minimum of FIVE THOUSAND DOLLARS (\$5,000.00) from any final payments under the Construction Contract or under any other</p>



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	contract between the City and the Contractor, until the Contractor's sworn statement of compliance is received and deemed to be satisfactory by the City.
<b>6. COMPLIANCE</b> <i>(formerly section 7)</i>	<p>6.1. A Contractor or Sub-Contractors shall be in compliance with the Fair Wage Policy and Fair Wage Schedule when the Employee receives a minimum compensation package that includes Wages and Benefits, where the aggregate amount is not less than the Total Hourly Compensation Rate as set out in the Fair Wage Schedule.</p> <p>6.2. Employees shall be paid on a "pay by pay basis" every pay period in accordance with Fair Wage Schedule. Alternate methods of payment may be considered, and if approved by the Manager of Procurement, shall be in writing prior to the commencement of the Construction Contract. For example any lump sum pay-out made to the Employee to reconcile money owed at the completion of the Construction Contract is not permitted unless approved in writing by the Manager of Procurement prior to implementation.</p> <p>6.3. Any lump sum payment approved by the Manager of Procurement is to be made no later than the date of Substantial Performance of the related Construction Contract.</p>
<b>7. RECORDS</b> <i>(formerly section 8)</i>	<p>7.1. The Contractor and Sub-Contractor shall keep records of the names, addresses, Wages, Benefits, vacation paid or provided, and hours worked for all of its Employees to demonstrate compliance with the Fair Wage Policy and Fair Wage Schedule.</p> <p>7.2. Unless otherwise approved by the Manager of Procurement, the Contractor and Sub-Contractor shall make these records available for inspection upon request by the City within ten business days.</p> <p>7.3. In any agreement with a Sub-Contractor, the Contractor shall require the Sub-Contractor to:</p> <ul style="list-style-type: none"> <li>a) provide written acknowledgment prior to the commencement of construction work that the</li> </ul>

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	<p>Fair Wage Policy and Fair Wage Schedule applies;</p> <ul style="list-style-type: none"> <li>b) keep records of the names, addresses, Wages, Benefits, vacation paid or provided, and hours worked for all of its Employees to demonstrate compliance with the Fair Wage Policy and Fair Wage Schedule; and</li> <li>c) unless otherwise approved by the Manager of Procurement, make these records available for inspection upon request by the City within ten business days.</li> </ul> <p>7.4. If a Contractor or Sub-Contractor enters into a contract for service with a self-employed independent contractor to perform work identified in the Fair Wage Schedule, the Contractor or Sub-Contractor shall keep the following records to demonstrate that the self-employed independent contractor is not an Employee of the Contractor or Sub-Contractor:</p> <ul style="list-style-type: none"> <li>a) duties and responsibilities of both parties;</li> <li>b) self-employed independent contractor invoices;</li> <li>c) self-employed independent contractor HST registration number;</li> <li>d) self-employed independent contractor Workplace Safety and Insurance Board and insurance certificates; and</li> <li>e) self-employed independent contractor trade certificates or licences which relate to the Construction Contract.</li> </ul> <p>Should there be concerns regarding the self-employed independent contractor's degree of dependency from the Contractor or Sub-Contractor, further records shall be made available to demonstrate that an employer employee relationship does not exist between the Contractor or Sub-Contractor and a self-employed independent contractor. The guideline issued by Canada Revenue Agency RC4110</p>
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	<p style="text-align: center;">“Employee or Self-Employed” may be used to assist in making a final determination.</p>
<p><b>8. INSPECTIONS AND AUDITS</b> <i>(formerly section 9)</i></p>	<p>8.1. The City retains the right to inspect and audit the records of the Contractor or Sub-Contractor (as referred to in Section 7. Records) at any time during the period of the Construction Contract and at any time within five (5) years after the date of Substantial Performance of the Construction Contract, regardless if a complaint has been received or not.</p>
<p><b>9. ASSURANCE REPORTS</b> <i>(formerly section 10.4 and 10.5)</i></p>	<p>9.1. If the Contractor or Sub-Contractor fails to keep accurate records, the Contractor or Sub-Contractor will pay a licensed Public Accountant to provide an assurance report, acceptable to the City, which clearly demonstrates compliance with the Fair Wage Policy and Fair Wage Schedule.</p> <p>9.2. Unless otherwise approved by the Manager of Procurement, assurance reports shall be completed and provided to the City within sixty days of City’s notification to the Contractor or Sub-Contractor to provide. Failure to provide the assurance reports within the required timeline shall be deemed to be a material non-compliance with the Fair Wage Policy.</p>
<p><b>10. CONSEQUENCES OF NON-COMPLIANCE</b></p> <p>10.1. General <i>(formerly section 10)</i></p>	<p>10.1.1. Upon determining that a Contractor or Sub-Contractor is non-compliant with the Fair Wage Policy or Fair Wage Schedule, the Manager of Procurement:</p> <p style="margin-left: 40px;">a) shall advise the Contractor, in writing, that it has been determined that the Contractor or Sub-Contractor is non-compliant and that the Contractor or Sub-Contractor is required to rectify the non-compliance(s) and provide written proof of the same, in a form satisfactory to the City, within ten (10) business days;</p>

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	<p>and</p> <p>b) may withhold making payment to the Contractor in an amount which is equal to the shortfall in Wages or Benefits, or may take any other remedies that are otherwise available at law or in equity;</p> <p>and</p> <p>c) shall impose upon the Contractor a minimum cost of \$5,000.00 (excluding taxes) for the City inspection, audit or other action as deemed necessary by the City and may deduct or set-off such costs from any payment or payments (as appropriate) under the Construction Contract or under any other contract between the City and the Contractor, or may take any other remedies that are otherwise available at law or in equity. In addition, the Contractor shall be responsible for all the City's costs beyond the minimum cost of \$5,000.00(excluding taxes), which will be payable immediately upon request.</p> <p>10.1.2. Where a Sub-Contractor has been found to be non-compliant, the Contractor shall also be deemed non-compliant and reported to City Council accordingly.</p>
<p>10.2. First Instance of Non-Compliance  <i>(formerly section 10.2)</i></p>	<p>10.2.1. Where a Contractor or Sub-Contractor has been determined to be non-compliant with the Fair Wage Policy or Fair Wage Schedule for the first time in a five (5) year period, the Manager of Procurement may require the Contractor or Sub-Contractor to pay for and submit a licensed Public Accountant assurance report, acceptable to the City, which verifies compliance with the Fair Wage Policy and Fair Wage Schedule on the next three (3) City Construction Contracts to which the Contractor is awarded or the Sub-Contractor is carried on a Construction Contract.</p> <p>10.2.2. Such assurance report shall provide sufficient information and detail to demonstrate compliance with the Fair Wage Policy and Fair Wage Schedule</p>

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	<p>and shall be submitted after Substantial Performance of the Construction Contract and prior to the release of money owing the Contractor. The City reserves the right to not release part or all of the money owing on a Construction Contract or under any other contract between the City and the Contractor until such assurance report is received and deemed to be satisfactory by the City.</p> <p>10.2.3. The City reserves the right to treat a first non-compliance as a second or subsequent non-compliance.</p>
<p>10.3. Subsequent Instance of Non-Compliance  <i>(formerly section 10.3)</i></p>	<p>10.3.1. Where a Contractor or Sub-Contractor has been determined to be non-compliant with the Fair Wage Policy or Fair Wage Schedule for a second or subsequent time within a five (5) year period from the date of the first determination of non-compliance by the Manager of Procurement, the City, as approved by City Council, may impose a ban and refuse:</p> <ul style="list-style-type: none"> <li>a) to accept any bid, quotation or proposal from such Contractor or Sub-Contractor, or;</li> <li>b) the use of a Sub-Contractor where the Sub-Contractor was determined to be non-compliant with the Fair Wage Policy or Fair Wage Schedule</li> </ul> <p>on any City contract for a period of no less than two (2) years from the date of City Council, approval or as otherwise approved by City Council, save and except any Construction Contract the Contractor may currently have with the City.</p> <p>10.3.2. Within five (5) years from the date of the expiration of a ban imposed upon a Contractor or Sub-Contractor for non-compliance with the Fair Wage Policy or Fair Wage Schedule, the Manager of Procurement may require the Contractor or Sub-Contractor to pay for and submit a licensed Public Accountant assurance report, acceptable to the City, verifying the previously banned Contractor's or</p>

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	<p>Sub-Contractor's compliance with the Fair Wage Policy and Fair Wage Schedule on at least three City Construction Contracts where:</p> <ul style="list-style-type: none"> <li>a) the previously banned Contractor is awarded a Construction Contract or is carried as a Sub-Contractor on a Construction Contract; or</li> <li>b) the previously banned Sub-Contractor is awarded a Construction Contract or is carried as a Sub-contractor on a Construction Contract.</li> </ul> <p>10.3.3. Any determination of non-compliance with the Fair Wage Policy or Fair Wage Schedule during the five-year period may result in a further ban imposed upon the Contractor or Sub-Contractor by City Council on any City Construction Contract.</p>
<p><b>11. COMPLAINTS</b></p> <p>11.1. Receipt of Complaint  <i>(formerly section 11.1 to 11.5)</i></p>	<p>11.1.1. Any person may submit a complaint to the City, alleging non-compliance with the Fair Wage Policy or Fair Wage Schedule, by any Contractor or Sub-Contractor performing construction work on a City Construction Contract. All complaints must be submitted in writing and contain sufficient information in order to investigate the complaint. The Fair Wage Complaint Form may be completed for this purpose</p> <p>11.1.2. The complaint must be forwarded to the City's Manager of Procurement via email (procurement@hamilton.ca), regular mail or in person to the Procurement Division, Corporate Services Department, 28 James Street North, 4<sup>th</sup> Floor, Hamilton, Ontario, L8R 2K1.</p> <p>11.1.3. The complaint may be initiated at any time during the Construction Contract but shall be received by the City no later than 21 calendar days following Substantial Performance of the related Construction Contract.</p>

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	<p>11.1.4. Upon receipt of a complaint, the Manager of Procurement will conduct an initial review of the complaint submitted and advise the Initiator of the minimum investigation fee and what the likely cost of the investigation will be. The minimum cost of an investigation will be \$5,000.00 (excluding taxes). The City, at its discretion, may waive the cost of an investigation if an Employee is the Initiator of the complaint.</p> <p>11.1.5. The Initiator shall confirm to the City in a timely manner whether or not they would like to proceed with the complaint.</p>
<p>11.2. Investigation of the Complaint  <i>(formerly section 11.6 to 11.9)</i></p>	<p>11.2.1. The City shall take such action or investigation as it deems is necessary to determine whether the Contractor or Sub-Contractor involved or named in the complaint is compliant with the Fair Wage Policy or Fair Wage Schedule. Such action or investigation, as deemed necessary by the City, to determine compliance or non-compliance shall <u>begin</u> within 30 calendar days of receipt of a completed Fair Wage Complaint Form submitted to the Manager of Procurement.</p> <p>11.2.2. Once such action or investigation to determine compliance or non-compliance <u>is completed</u> to the City's satisfaction, the Manager of Procurement shall inform the Initiator and any Contractor or Sub-Contractor involved or named in the complaint of the City's determination of the Contractor's or Sub-Contractor's compliance or non-compliance with the Fair Wage Policy or Fair Wage Schedule.</p> <p>11.2.3. Whenever a complaint is initiated by a person other than an individual Employee of the Contractor or Sub-Contractor involved or named in the complaint, and said Contractor or Sub-Contractor is found to be compliant with the Fair Wage Policy or Fair Wage Schedule with respect to the complaint, the costs associated with the inspections, audits or other action deemed necessary regarding the investigation of the complaint will be borne solely by</p>

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	<p>the Initiator. Until the Initiator has paid the associated costs to the City, the City will not accept any additional complaints from the Initiator.</p> <p>11.2.4. For the purposes of the City not accepting any additional complaints from the Initiator under the previous section of this Fair Wage Policy, a reference to Initiator shall also include an officer, director, a majority or controlling shareholder, or a member of the Initiator, if a corporation; a partner of the Initiator, if a partnership; any corporation to which the Initiator is an affiliate of or successor to, or an officer, a director or a majority or controlling shareholder of such corporation; and any person with whom the Initiator is not at arm's length within the meaning of the <i>Income Tax Act (Canada)</i>.</p>
<p>11.3. Confidentiality  <i>(formerly section 11.10)</i></p>	<p>11.3.1. The City shall make every effort to safeguard the confidentiality of each Initiator's identity and the City will do its best efforts not to disclose this information. However, this information is subject to the provisions of the <i>Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. M.56</i>. For greater certainty and direction regarding how such issues of confidentiality will be handled and may affect an Initiator's rights, the Initiator should reference the City's policies related to Freedom of Information on the City's website under the Office of the City Clerk at <a href="http://hamilton.ca">hamilton.ca</a>.</p>
<p><b>12. APPEALS PROCESS</b>  <i>(formerly section 12)</i></p>	<p>12.1. Contractors, Sub-Contractors or Initiators may feel aggrieved and may seek to dispute the outcome of a Fair Wage complaint process. If anyone wishes to appeal the outcome of a Fair Wage complaint, they shall write to the Director of Procurement Division within five (5) business days of being notified of the Fair Wage complaint outcome and provide a detailed statement outlining the grounds of the appeal and request a meeting with the Director of Procurement.</p>



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	<p>12.2. If no resolution satisfactory to both parties has been achieved, the Contractor, Sub-Contractor or Initiator will have three (3) business days from the date of the meeting with the Director of Procurement Division to make a formal written request with the Director of Procurement Division to meet with the General Manager of the Client Department issuing the Construction Contract and the General Manager of Finance and Corporate Services regarding their complaint. The General Managers will make the final decision regarding the outcome of the Fair Wage complaint process.</p>
<p><b>13. APPRENTICES</b>  <i>(new section)</i></p>	<p>13.1. The City encourages Contractors and Sub-Contractors to hire and train Apprentices under approved apprenticeship programs in Ontario. Apprentices will be assessed based on the appropriate government agency certification criteria and approved program.</p> <p>13.2. Employees reported as Apprentices not properly registered or are utilized at the jobsite in excess of the ration of journeymen permitted under the approved program, must be paid the applicable Total Hourly Compensation Rate for that work. The Contractor or Sub-Contractor shall be required to provide evidence of the Apprentice’s registration at any time.</p> <p>13.3. The proper Total Hourly Compensation Rates to be paid to Apprentices are:</p> <ul style="list-style-type: none"> <li>a) as set out in the Fair Wage Schedule; or</li> <li>b) where no Apprentice rate or calculation is identified in the Fair Wage Schedule, as specified by a particular industry program in which they are enrolled, expressed as a percentage of the journeyman rate on the wage determination, multiplied by 24%.</li> </ul>

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<p><b>14. FAIR WAGE SCHEDULE AND UPDATES</b>  <i>(formerly section 13)</i></p>	<p>14.1. Unless otherwise approved by Council, the Manager of Procurement shall update Total Hourly Compensation Rates set out in the Fair Wage Schedule every two years in accordance with the following:</p> <ul style="list-style-type: none"> <li>a) based upon the collective hourly wage rates set out in the respective collective agreements from the two-year's preceding the date of the last Fair Wage Schedule update. For example, the updated rates in 2024 shall be based upon the 2022 hourly rates (two years preceding 2024) and shall be held until 2026 (two years after 2024);</li> <li>b) calculated by increasing the respective collective agreement's hourly wage rates by no more than 24%; and</li> <li>c) frozen for the two-year term.</li> </ul>
<p><b>RELATED DOCUMENTS</b></p>	<p>The following related documents are referenced in this Policy:</p> <ul style="list-style-type: none"> <li>1. <i>Fair Wage Schedule</i></li> </ul>
<p><b>HISTORY</b></p>	<p>This policy replaces the former policy named Fair Wage Policy, approved by City Council on June 12, 2019, Report FCS19035/HUR19008</p>

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<b>Fair Wage Policy</b>	<b>(yellow denotes changes/additions)</b>
<b>1. POLICY STATEMENT</b> <i>(formerly section 1)</i>	1.1. Every Contractor and Sub-Contractor shall compensate their Employees in accordance with the Fair Wage Policy and Fair Wage Schedule on all Construction Contracts with the City. The compensation requirements as set out in the Fair Wage Policy and Fair Wage Schedule are minimum requirements.
<b>2. PURPOSE</b> <i>(new section)</i>	2.1. The purpose of the City's Fair Wage Policy and Fair Wage Schedule is to: <ul style="list-style-type: none"> <li>a) ensure that Contractors and Sub-Contractors pay their Employees reasonable Wages and Benefits for work performed on City of Hamilton Construction Contracts; and</li> <li>b) to create a level playing field in procurement competitions so that no Contractor or Sub-Contractor secures an unfair competitive advantage over other construction employers by paying wages that are below prevailing norms.</li> </ul>
<b>3. INTREPRETATION</b> <i>(formerly section 2)</i>	3.1. In this Fair Wage Policy and Fair Wage Schedule: <ul style="list-style-type: none"> <li>a) a word defined in or importing the singular number has the same meaning when used in the plural number, and vice versa;</li> <li>b) the provisions shall be read with changes of gender or number as the context may require;</li> <li>c) a reference to any Act, by-law, rule, procedure, regulation or to a provision thereof shall be deemed to include a reference to any Act, by-law, rule, procedure, regulation or provision enacted in substitution or amendment thereof;</li> <li>d) any reference to an officer of the City shall be construed to mean the person holding that office, the designate or delegate of that person.</li> </ul>
<b>4. DEFINITIONS</b>	4.1. Capitalized words and phrases used in this Fair Wage Policy and Fair Wage Schedule shall have the

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<i>(formerly section 3)</i>	following meanings, unless expressly stated otherwise.
Apprentice	as defined by the Building Opportunities in the Skilled Trades Act, 2021, means an individual who, pursuant to a registered training agreement, is receiving or is to receive training in a trade that is required as part of an apprenticeship program;
Benefits	shall mean any non-statutory payment to an Employee or non-statutory premiums or contributions paid to provide benefits to an Employee and shall include employer contributions to such items as a pension plan, Registered Retirement Savings Plan (RRSP), medical plan bonus, retention pay or the like and vacation. Benefits do not include legislated payroll deductions such as Canada Pension Plan ("CPP"), Employer Health Tax ("EHT"), Workplace Safety and Insurance Board ("WSIB") or Employment Insurance Canada ("EIC");
City Council	shall mean the Council of the City of Hamilton;
City	shall mean the City of Hamilton, its officers, officials, employees and agents;
Construction Contract	<p><del>means any construction work awarded to a Contractor of a minimum of \$500,000.00 excluding residential sectors</del></p> <p>shall mean any construction work awarded to a Contractor that is:</p> <ul style="list-style-type: none"> <li>a) an "improvement" to the land as defined in the Construction Act, R.S.O. 1990, c. C.30;</li> <li>b) has a minimum contract value of \$500,000.00 upon award; and includes: <ul style="list-style-type: none"> <li>i) the industrial, commercial and institutional sector;</li> <li>ii) the sewers and watermains sector;</li> <li>iii) the roads sector;</li> <li>iv) the heavy engineering sector, and</li> <li>v) any Landscaping Work,</li> </ul> </li> <li>c) but does not include:</li> </ul>

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	<ul style="list-style-type: none"> <li>i) the residential sector;</li> <li>ii) snow removal; and</li> <li>iii) maintenance work performed to prevent the normal deterioration of the land, building, structure or works, or to maintain the land, building, structure or works in a normal, functional state.</li> </ul> <p>Construction Contracts that exceed the construction contract threshold of \$500,000.00 solely as a result of change orders are not covered by the Fair Wage Policy.</p>
Contractor	shall mean any person having a Construction Contract with the City but does not include any person that only supplies materials for the Construction Contract;
Employee(s)	shall mean those persons employed by the Contractor or Sub-Contractor who perform work identified in the Fair Wage Schedule, for a Construction Contract with the City;
Fair Wage Policy	shall mean the Fair Wage Policy approved by Council;
Fair Wage Schedule	shall mean the Fair Wage Schedule approved by Council, as amended from time to time. The Fair Wage Schedule stipulates the Total Hourly Compensation Rate for Employees;
Hours of Work	shall mean the regular hours of work per day and week and shall include a provision for the payment of overtime beyond such regular hours, as per the Employment Standards Act, 2000, S.O. 2000, c.41, specifically Part VIII Overtime Pay;
Initiator	shall mean any person who submits a complaint to the City alleging non-compliance with the Fair Wage Policy and Fair Wage Schedule by any Contractor or Sub-Contractor performing construction work on a City Construction Contract.
<b>Landscaping Work</b>	<p>shall mean the installation or repair of:</p> <ul style="list-style-type: none"> <li>a) retaining walls;</li> <li>b) sidewalk's concrete and or stone pavers;</li> <li>c) fencing;</li> </ul>

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	<p>d) <b>grading; and</b></p> <p><b>sod installation and tree planting when that work is required as a component within a larger Construction Contract (not a stand alone sod installation and/or tree planting contract).</b></p>
Manager of Procurement	shall mean the Manager of <b>Policy and Contracts, Procurement Division</b> , or designate.
Sub-Contractor	shall mean any person performing work on a City Construction Contract for a Contractor, or an agreement with another Sub-Contractor, but does not include any person that only supplies materials for the Construction Contract;
<b>Substantial Performance</b>	<b>as defined in the Construction Act, R.S.O. 1990, c. C.30;</b>
Total Hourly Compensation Rate	shall mean the aggregate amount of Wages and Benefits as stated in the Fair Wage Schedule;
Wages	shall mean the Employees basic hourly rate, which is paid as earned at the time of undertaking the work.
<b>5. RESPONSIBILITIES</b>	
5.1. General	5.1.1. <b>The following persons are responsible for fulfilling the responsibilities detailed in this Policy as follows:</b>
5.2. City Responsibilities <i>(formerly section 4)</i>	<p>5.2.1. The Director of <del>Financial Services</del> <b>the Procurement Division</b> shall periodically review the Fair Wage Policy and recommend to the appropriate standing committee of Council any required amendments to the Fair Wage Policy.</p> <p>5.2.2. The Director of Employee &amp; Labour Relations will prepare and review the Fair Wage Schedule from time to time and recommend to the appropriate standing committee of Council those amendments to the Fair Wage Schedule.</p> <p>5.2.3. The Manager of Procurement shall reference the Fair Wage Policy and Fair Wage Schedule in all City</p>

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	<p>Construction Contracts. The City's Procurement website will post the Fair Wage Policy and Fair Wage Schedule and Fair Wage Complaint Form.</p> <p>5.2.4. The Manager of Procurement will co-ordinate the preparation of an annual report for the appropriate Standing Committee of Council regarding complaints investigated and resulting audits performed pursuant to the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.2.5. The City shall address a written objection to the administration of the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.2.6. The City is not in any way liable, obligated or responsible to any Employee, Sub-Contractor, Contractor or any other person for the payment of any monies not paid by a Contractor or Sub-Contractor in accordance with the Fair Wage Policy and Fair Wage Schedule, and the City assumes no responsibility to such Employee, Sub-Contractor, Contractor or any other person for the administration and enforcement of the Fair Wage Policy and Fair Wage Schedule.</p>
<p>5.3. Ad-Hoc Fair Wage Committee  <i>(formerly section 5)</i></p>	<p>5.3.1. The City shall participate in an ad hoc Fair Wage committee ("Committee") to discuss issues and provide a forum for consultation regarding issues related to the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.3.2. The Committee shall meet on an as required basis.</p> <p>5.3.3. The Committee, as determined by the City, shall be comprised, as a minimum, of the following members:</p> <ul style="list-style-type: none"> <li>a) Director of the Procurement Financial Services Division or designate,</li> <li>b) Director of the Employee &amp; Labour Relations Division or designate,</li> <li>c) A representative from:             <ul style="list-style-type: none"> <li>• Hamilton &amp; District Heavy Construction Association,</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>Hamilton-Brantford Ontario, Building and Construction Trades Council,</li> <li>Labourers' International Union of North America,</li> <li>Christian Labour Association of Canada, and</li> <li>Merit OpenShop Contractors Association of Ontario.</li> </ul>
<p>5.4. Contractor and Sub-Contractor Responsibilities  <i>(formerly section 6)</i></p>	<p>5.4.1. A Contractor shall ultimately be responsible for any violations or non-compliance of <b>the Contractor and Sub-Contractors</b> on its City Construction Contracts.</p> <p>5.4.2. A Contractor is fully responsible for ensuring that <b>the Contractor and</b> all Sub-Contractors comply with the Fair Wage Policy and Fair Wage Schedule.</p> <p>5.4.3. The Contractor or Sub-Contractor shall not be responsible for any increase to the Fair Wage Schedule which occurs after the closing of the Request for Tenders or Request for Proposals for the City Construction Contract awarded to the Contractor.</p> <p>5.4.4. At the commencement of the work, the Contractor shall post a copy of the Fair Wage Policy and Fair Wage Schedule in a prominent location at the City Construction Contract site to enable Employees of the Contractor and Sub-Contractor to review. Alternate methods may be considered, and if approved by the Manager of Procurement, shall be in writing prior to the commencement of the Construction Contract.</p> <p>5.4.5. After Substantial Performance <b>(as defined in the Construction Act, R.S.O. 1990, c. C.30)</b> of the Construction Contract and prior to release of the holdback, for all Construction Contracts with the City, the Contractor shall provide to the City, in a form acceptable to the City, a statutory declaration confirming that the Contractor and its Sub-Contractors complied with the Fair Wage Policy and Fair Wage Schedule.</p>



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	<p>5.4.6. The City reserves the right to withhold <b>or set-off</b> from the Contractor, a minimum of FIVE THOUSAND DOLLARS (\$5,000.00) from any final payments <b>under the Construction Contract or under any other contract between the City and the Contractor,</b> until the Contractor's sworn statement of compliance is received and deemed to be satisfactory by the City.</p>
<p><b>6. COMPLIANCE</b>  <i>(formerly section 7)</i></p>	<p>6.1. A Contractor or Sub-Contractors shall be in compliance with the Fair Wage Policy and Fair Wage Schedule when the Employee receives a minimum compensation package that includes Wages and Benefits, <b>where the which</b> aggregate amount is not less than the Total Hourly Compensation Rate as set out in the Fair Wage Schedule.</p> <p>6.2. Employees shall be paid on a "pay by pay basis" every pay period in accordance with Fair Wage Schedule. Alternate methods of payment may be considered, and if approved by the Manager of Procurement, shall be in writing prior to the commencement of the Construction Contract. For example any lump sum pay-out made to the Employee to reconcile money owed at the completion of the Construction Contract is not permitted <b>unless approved in writing by the Manager of Procurement prior to implementation.</b></p> <p>6.3. Any lump sum payment approved <b>by the Manager of Procurement</b> is to be made no later than the date of Substantial Performance of the related Construction Contract.</p>
<p><b>7. RECORDS</b>  <i>(formerly section 8)</i></p>	<p>7.1. The Contractor and Sub-Contractor shall keep records of the names, addresses, Wages, Benefits, vacation paid or provided, and hours worked for all of its Employees to demonstrate compliance with the Fair Wage Policy and Fair Wage Schedule.</p> <p>7.2. Unless otherwise approved by the <b>City Manager of Procurement,</b> the Contractor and Sub-Contractor shall make these records available for inspection upon request by the City within ten business days.</p>

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	<p>7.3. In any agreement with a Sub-Contractor, the Contractor shall require the Sub-Contractor to:</p> <ul style="list-style-type: none"> <li>a) provide written acknowledgment prior to the commencement of construction work that the Fair Wage Policy and Fair Wage Schedule applies;</li> <li>b) keep records of the names, addresses, Wages, Benefits, vacation paid or provided, and hours worked for all of its Employees to demonstrate compliance with the Fair Wage Policy and Fair Wage Schedule; and</li> <li>c) unless otherwise approved by the <b>City Manager of Procurement</b>, make these records available for inspection upon request by the City within ten business days.</li> </ul> <p>7.4. If a Contractor or Sub-Contractor enters into a contract for service with a self-employed independent contractor to perform work identified in the Fair Wage Schedule, the Contractor or Sub-Contractor shall keep the following records to demonstrate that the self-employed independent contractor is not an Employee of the Contractor or Sub-Contractor:</p> <ul style="list-style-type: none"> <li>a) duties and responsibilities of both parties;</li> <li>b) self-employed independent contractor invoices;</li> <li>c) self-employed independent contractor HST registration number;</li> <li>d) self-employed independent contractor Workplace Safety and Insurance Board and insurance certificates; and</li> <li>e) self-employed independent contractor trade certificates or licences which relate to the Construction Contract.</li> </ul> <p>Should there be concerns regarding the self-employed independent contractor's degree of dependency from the Contractor or Sub-Contractor, further records shall be made available to demonstrate that an employer employee relationship does not exist between the</p>
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	Contractor or Sub-Contractor and a self-employed independent contractor. The guideline issued by Canada Revenue Agency RC4110 "Employee or Self-Employed" may be used to assist in making a final determination.
<b>8. INSPECTIONS AND AUDITS</b> <i>(formerly section 9)</i>	8.1. The City retains the right to inspect and audit the records of the Contractor or Sub-Contractor (as referred to in Section 7. Records) at any time during the period of the Construction Contract and at any time within five (5) years after the date of Substantial Performance of the Construction Contract, regardless if a complaint has been received or not.
<b>9. ASSURANCE REPORTS</b> <i>(formerly section 10.4 and 10.5)</i>	9.1. If the Contractor or Sub-Contractor fails to keep accurate records, the Contractor or Sub-Contractor will pay a licensed Public Accountant to provide an assurance report, acceptable to the City, which clearly demonstrates compliance with the Fair Wage Policy and Fair Wage Schedule.  9.2. Unless otherwise approved by the Manager of Procurement, assurance reports shall be completed and provided to the City within sixty days of City's notification to the Contractor or Sub-Contractor to provide. Failure to provide the assurance reports within the required timeline shall be deemed to be a material non-compliance with the Fair Wage Policy.
<b>10. CONSEQUENCES OF NON-COMPLIANCE</b>  10.1. General <i>(formerly section 10)</i>	10.1.1. Upon determining that a Contractor or Sub-Contractor is non-compliant with the Fair Wage Policy and or Fair Wage Schedule, the Manager of Procurement:  a) shall advise the Contractor, in writing, that it has been determined that the Contractor or Sub-Contractor is non-compliant and that the Contractor or Sub-Contractor is required to rectify the non-compliance(s) and provide

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	<p>written proof of the same, in a form satisfactory to the City, within ten (10) business days;</p> <p>and</p> <p>b) may withhold making payment to the Contractor in an amount which is equal to the shortfall in Wages or Benefits, or may take any other remedies that are otherwise available at law or in equity;</p> <p>and</p> <p>c) shall impose upon the Contractor a minimum cost of \$5,000.00 (excluding taxes) for the City inspection, audit or other action as deemed necessary by the City and may deduct or set-off such costs from any payment or payments (as appropriate) under this the Construction Contract or under any other contract between the City and the Contractor owed by the City to the Contractor, or may take any other remedies that are otherwise available at law or in equity. In addition, the Contractor shall be responsible for all the City's costs beyond the minimum cost of \$5,000.00(excluding taxes), which will be payable immediately upon request.</p> <p><b>10.1.2. Where a Sub-Contractor has been found to be non-compliant, the Contractor shall also be deemed non-compliant and reported to City Council accordingly.</b></p>
<p>10.2. First Instance of Non-Compliance  <i>(formerly section 10.2)</i></p>	<p>10.2.1. Where a Contractor or Sub-Contractor has been determined to be non-compliant with the Fair Wage Policy and or Fair Wage Schedule for the first time in a five (5) year period, the Manager of Procurement may require the Contractor or Sub-Contractor to pay for and submit a licensed Public Accountant assurance report, acceptable to the City, which verifies compliance with the Fair Wage Policy and Fair Wage Schedule on the next three (3) City Construction Contracts to which the Contractor is awarded or the Sub-Contractor is carried on a Construction Contract.</p>

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	<p>10.2.2. Such assurance report shall provide sufficient information and detail to demonstrate compliance with the Fair Wage Policy and Fair Wage Schedule and shall be submitted after Substantial Performance <del>(as defined in the Construction Act, R.S.O. 1990, c. C.30)</del> of the Construction Contract and prior to the release of money owing the Contractor. The City reserves the right to not release part or all of the money owing on a Construction Contract <b>or under any other contract between the City and the Contractor</b> until such assurance report is received and deemed to be satisfactory by the City.</p> <p>10.2.3. The City reserves the right to treat a first non-compliance as a second or subsequent non-compliance.</p>
<p>10.3. Subsequent Instance of Non-Compliance <i>(formerly section 10.3)</i></p>	<p>10.3.1. Where a Contractor or Sub-Contractor has been determined to be non-compliant with the Fair Wage Policy <b>and or</b> Fair Wage Schedule for a second or subsequent time within a five <b>(5)</b> year period from the date of the first determination of non-compliance by the Manager of Procurement, the City, as approved by City Council, may impose a ban and refuse:</p> <ul style="list-style-type: none"> <li>a) to accept any bid, quotation or proposal from such Contractor or Sub-Contractor, or;</li> <li>b) the use of a Sub-Contractor where the Sub-Contractor was determined to be non-compliant with the Fair Wage Policy <b>and or</b> Fair Wage Schedule</li> </ul> <p>on any City contract for a period of no less than two <b>(2)</b> years from the date of City Council, <b>approval or as otherwise approved by City Council</b>, save and except any Construction Contract the Contractor may currently have with the City.</p> <p><b>10.3.2. Within five (5) years from the date of the expiration of a ban imposed upon a Contractor or Sub-Contractor for non-compliance with the Fair Wage</b></p>

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	<p>Policy and or Fair Wage Schedule, the Manager of Procurement may require the Contractor or Sub-Contractor to pay for and submit a licensed Public Accountant assurance report, acceptable to the City, verifying the previously banned Contractor's or Sub-Contractor's compliance with the Fair Wage Policy and Fair Wage Schedule on at least three City Construction Contracts where:</p> <ul style="list-style-type: none"> <li>a) the previously banned Contractor is awarded a Construction Contract or is carried as a Sub-Contractor on a Construction Contract; or</li> <li>b) the previously banned Sub-Contractor is awarded a Construction Contract or is carried as a Sub-contractor on a Construction Contract.</li> </ul> <p>10.3.3. Any determination of non-compliance with the Fair Wage Policy or Fair Wage Schedule during the five-year period may result in a further ban imposed upon the Contractor or Sub-Contractor by City Council on any City Construction Contract.</p>
<p><b>11. COMPLAINTS</b></p> <p>11.1. Receipt of Complaint  <i>(formerly section 11.1 to 11.5)</i></p>	<p>11.1.1. Any person may submit a complaint to the City, alleging non-compliance with the Fair Wage Policy or Fair Wage Schedule, by any Contractor or Sub-Contractor performing construction work on a City Construction Contract. All complaints must be submitted in writing and contain sufficient information in order to investigate the complaint. The Fair Wage Complaint Form may be completed for this purpose</p> <p>11.1.2. The complaint must be forwarded to the City's Manager of Procurement via email (procurement@hamilton.ca), regular mail or in person to the Procurement Division, Corporate Services Department, 28 James Street North, 4<sup>th</sup> Floor, Hamilton, Ontario, L8R 2K1.</p>

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	<p>11.1.3. The complaint may be initiated at any time during the Construction Contract but shall be received by the City no later than 21 calendar days following Substantial Performance of the related Construction Contract.</p> <p>11.1.4. Upon receipt of a complaint, the Manager of Procurement will conduct an initial review of the complaint submitted and advise the Initiator of the minimum investigation fee and what the likely cost of the investigation will be. The minimum cost of an investigation will be \$5,000.00 (excluding taxes). The City, at its discretion, may waive the cost of an investigation if an Employee is the Initiator of the complaint.</p> <p>11.1.5. The Initiator shall confirm to the City in a timely manner whether or not they would like to proceed with the complaint.</p>
<p>11.2. Investigation of the Complaint  <i>(formerly section 11.6 to 11.9)</i></p>	<p>11.2.1. The City shall take such action or investigation as it deems is necessary to determine whether the Contractor or Sub-Contractor involved or named in the complaint is compliant with the Fair Wage Policy <b>and or</b> Fair Wage Schedule. Such action or <b>investigation</b>, as deemed necessary by the City, to determine compliance or non-compliance shall <u>begin</u> within 30 calendar days of receipt of a completed Fair Wage Complaint Form submitted to the Manager of Procurement.</p> <p>11.2.2. Once such action or investigation to determine compliance or non-compliance <u>is completed</u> to the City's satisfaction, the Manager of Procurement shall inform the Initiator and any Contractor or Sub-Contractor involved or named in the complaint of the City's determination of the Contractor's or Sub-Contractor's compliance or non-compliance with the Fair Wage Policy <b>and or</b> Fair Wage Schedule.</p> <p>11.2.3. Whenever a complaint is initiated by a person other than an individual Employee of the Contractor or Sub-Contractor involved or named in the complaint,</p>

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	<p>and said Contractor or Sub-Contractor is found to be compliant with the Fair Wage Policy <b>and or</b> Fair Wage Schedule with respect to the complaint, the costs associated with the inspections, audits or other action deemed necessary regarding the investigation of the complaint will be borne solely by the Initiator. Until the Initiator has paid the associated costs to the City, the City will not accept any additional complaints from the Initiator.</p> <p>11.2.4. For the purposes of the City not accepting any additional complaints from the Initiator under <b>section 11.8 the previous section</b> of this Fair Wage Policy, a reference to Initiator shall also include an officer, director, a majority or controlling shareholder, or a member of the Initiator, if a corporation; a partner of the Initiator, if a partnership; any corporation to which the Initiator is an affiliate of or successor to, or an officer, a director or a majority or controlling shareholder of such corporation; and any person with whom the Initiator is not at arm's length within the meaning of the <i>Income Tax Act (Canada)</i>.</p>
<p>11.3. Confidentiality  <i>(formerly section 11.10)</i></p>	<p>11.3.1. The City shall make every effort to safeguard the confidentiality of each Initiator's identity <b>and the City will do its best efforts not to disclose this information.</b> However, this information is subject to the provisions of the <i>Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. M.56</i>. For greater certainty and direction regarding how such issues of confidentiality will be handled and may affect an Initiator's rights, the Initiator should reference the City's policies related to Freedom of Information on the City's website under the Office of the City Clerk at hamilton.ca.</p>
<p><b>12. APPEALS PROCESS</b>  <i>(formerly section 12)</i></p>	<p>12.1. Contractors, Sub-Contractors or Initiators may feel aggrieved and may seek to dispute the outcome of a Fair Wage complaint process. If anyone wishes to appeal the outcome of a Fair Wage complaint, they shall write to the <b>Manager Director of Procurement Division</b> within five <b>(5)</b> business days of being</p>



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	<p>notified of the Fair Wage complaint outcome and provide a detailed statement outlining the grounds of the appeal and request a meeting with the <b>Manager Director</b> of Procurement.</p> <p>12.2. If no resolution satisfactory to both parties has been achieved, the Contractor, Sub-Contractor or Initiator will have three (3) business days from the date of the meeting with the <b>Manager Director</b> of Procurement <b>Division</b> to make a formal written request with the <b>Manager Director</b> of Procurement <b>Division</b> to meet with the General Manager of the Client Department issuing the Construction Contract and the General Manager of Finance and Corporate Services regarding their complaint. The General Managers will make the final decision regarding the outcome of the Fair Wage complaint process.</p>
<p><b>13. APPRENTICES</b>  <i>(new section)</i></p>	<p>13.1. The City encourages Contractors and Sub-Contractors to hire and train Apprentices under approved apprenticeship programs in Ontario. Apprentices will be assessed based on the appropriate government agency certification criteria and approved program.</p> <p>13.2. Employees reported as Apprentices not properly registered or are utilized at the jobsite in excess of the ration of journeymen permitted under the approved program, must be paid the applicable Total Hourly Compensation Rate for that work. The Contractor or Sub-Contractor shall be required to provide evidence of the Apprentice's registration at any time.</p> <p>13.3. The proper Total Hourly Compensation Rates to be paid to Apprentices are:</p> <ul style="list-style-type: none"> <li>a) as set out in the Fair Wage Schedule; or</li> <li>b) where no Apprentice rate or calculation is identified in the Fair Wage Schedule, as specified by a particular industry program in which they are enrolled, expressed as a</li> </ul>

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	percentage of the journeyman rate on the wage determination, multiplied by 24%.
<b>14. FAIR WAGE SCHEDULE AND UPDATES</b> <i>(formerly section 13)</i>	<p><del>The Fair Wage Schedule shall be automatically updated every three years.</del></p> <p>14.1. Unless otherwise approved by Council, the Manager of Procurement shall update Total Hourly Compensation Rates set out in the Fair Wage Schedule shall be every two years in accordance with the following:</p> <ul style="list-style-type: none"> <li>a) based upon the collective hourly wage rates set out in the respective collective agreements from the two-year's preceding the date of the last Fair Wage Schedule update. For example, the updated rates in 2024 shall be based upon the 2022 hourly rates (two years preceding 2024) and shall be held until 2026 (two years after 2024);</li> <li>b) calculated by increasing the respective collective agreement's hourly wage rates by no more than 24%; and</li> <li>c) frozen for the two-year term.</li> </ul>
<b>RELATED DOCUMENTS</b>	<p>The following related documents are referenced in this Policy:</p> <ul style="list-style-type: none"> <li>1. <i>Fair Wage Schedule</i></li> </ul>
<b>HISTORY</b>	<p>This policy replaces the former policy named Fair Wage Policy, approved by City Council on June 12, 2019, Report FCS19035/HUR19008</p>

## Appendix 'C' to Report FCS24008/HUR24002

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## Fair Wage Schedule

## Road Work

Work Performed	Total Hourly Compensation Rate
Excavators, draglines, gradalls, clams (on site), Grader "A", fine grade bulldozer, Pitman type cranes, self-erecting tower cranes, Hydra-lift truck mounted hydraulic cranes, boomtruck.	\$56.42
Clams (yard operation), mechanics, welders.	\$55.43
Curb Machine, self-propelled power drills, hydraulic, etc., bulldozer operators, all front-end loader operators, scrapers (self-propelled), dozer 815 type, off highway vehicles and concrete paver, pulverizer, asphalt grinder and asphalt planer, Mixer man on asphalt plant.	\$55.01
Engineers on boilers (with papers), asphalt spreader (self-propelled), asphalt roller, Shuttlebuggy.	\$54.86
Farm and industrial type tractor operators with excavating attachments, rubber-tire backhoes, grader operator 'B', snippers, hydro axe and tree farmer, feller buncher, hydro shear, trenching machines, caisson boring machines under 25 H.P., lubrication unit operator, skid steer loaders, Kubota skid steer loaders, Kubota bobcat type excavators and those less than 65 H.P. and similar types, skidder type equipment with hydraulic and cable attachments.	\$54.68
Boiler fireman (without papers), burnerman on asphalt plant.	\$54.19
Roller Operator (asphalt) 'B', mobile sweeper.	\$53.80
Farm and industrial type tractor, (towed and self-propelled compaction units), grade rollerman, including self-propelled rubber-tired grade rollers.	\$53.49
Heavy Equipment Operator Apprentice/Trainee 0 - 1,000 Hours: 65% of the current base rate for the machine which they are operating.	
Heavy Equipment Operator Apprentice/Trainee 1,001 - 2,000 Hours: 75% of the current base rate for their classification.	
Heavy Equipment Operator Apprentice/Trainee 2,001 - 2,500 Hours: 85% of the current base rate for their classification.	
Heavy Equipment Operator Apprentice/Trainee 2,500 Hours and all related training: 100% at the rate of pay in the appropriate schedule.	

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**"Open-Cut" Work for Sewer and Watermain Construction**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating cranes, clams, excavators, derricks, pile-drivers, gradalls, mobile cranes, self-erecting tower cranes, caisson boring machines 25 H.P. and over, side-booms and similar equipment, Pitman type cranes. Grader Operator "A" and fine grade bulldozer operator, Hydra- Lift truck mounted hydraulic cranes, boom truck drivers.	\$57.20
Heavy Duty Field mechanics and equipment repair welders.	\$55.90
Operators of bulldozers, tractors, scrapers, emcos, grader "B", all frontend loaders or similar equipment, farm and industrial tractors with excavating attachments, rubber-tire backhoes, trenching machines, caisson boring machines under 25 H.P., snippers, hydro axe and tree farmer, feller buncher, hydro shear, lubrication unit operator, skid steer loaders, Kubota skid steer loaders, Kubota Bobcat type excavators and those less than 65 H.P. and similar types, skidder type equipment with hydraulic and cable attachments, curb machines and self-propelled power drills, hydraulic, etc., off highway vehicles.	\$55.78
Servicemen on excavators, compressors, pumps, self-propelled rollers, operators of 5 or more heaters.	\$54.40
Oilers, greasers, mechanics helpers - Third Year	\$53.90
Oilers, greasers, mechanics helpers - Second Year	\$52.66
Oilers, greasers, mechanics helpers - First Year	\$51.42
Heavy Equipment Operator Apprentice/Trainee 0 - 1,000 Hours: 65% of the current base rate for the machine which they are operating.	
Heavy Equipment Operator Apprentice/Trainee 1,001 - 2,000 Hours: 75% of the current base rate for their classification.	
Heavy Equipment Operator Apprentice/Trainee 2,001 - 2,500 Hours: 85% of the current base rate for their classification.	
Heavy Equipment Operator Apprentice/Trainee 2,500 Hours and all related training: 100% at the rate of pay in the appropriate schedule.	

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**Tunnel Work**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating all hoists hoisting materials out of shafts, tuggers, and derricks with lifting capacity over 2,000 pounds, self-erecting tower cranes, compressor house set-up man, selfpropelled power drills, hydraulic, etc.	\$57.16
Heavy Duty Field Mechanics.	\$56.17
Engineers operating shaft hoist, tuggers, and derricks, 2,000 pounds or less, compressor operators 500 CFM or over.	\$56.05
Heavy Equipment Operator Apprentice/Trainee 0 - 1,000 Hours: 65% of the current base rate for the machine which they are operating.	
Heavy Equipment Operator Apprentice/Trainee 1,001 - 2,000 Hours: 75% of the current base rate for their classification.	
Heavy Equipment Operator Apprentice/Trainee 2,001 - 2,500 Hours: 85% of the current base rate for their classification.	
Heavy Equipment Operator Apprentice/Trainee 2,500 Hours and all related training: 100% at the rate of pay in the appropriate schedule.	

**Flushing, CCTV Inspection, Hydro Excavation and Air Excavation**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Hydro/Air Excavation Tradesperson, Straight Vac Tradesperson	\$44.86
Helper: Hydro/Air Excavation Tradesperson, Straight Vac Tradesperson	\$38.89
CCTV, Combo Flushing, Pipe Cleaning	\$42.43
Hydro/Air Excavation Tradesperson, Straight Vac Tradesperson	\$41.30
Helper: Hydro/Air Excavation Tradesperson, Straight Vac Tradesperson	\$35.70
CCTV, Combo Flushing, Pipe Cleaning	\$41.30
Heavy Equipment Operator Apprentice/Trainee 0 - 1,000 Hours: 65% of the current base rate for the machine which they are operating.	
Heavy Equipment Operator Apprentice/Trainee 1,001 - 2,000 Hours: 75% of the current base rate for their classification.	

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Heavy Equipment Operator Apprentice/Trainee 2,001 - 2,500 Hours: 85% of the current base rate for their classification.

Heavy Equipment Operator Apprentice/Trainee 2,500 Hours and all related training: 100% at the rate of pay in the appropriate schedule.

**Crane and Equipment Rental**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating: cranes with a manufacturer's rating of over 164 to 219 tons capacity.	\$61.58
Engineers operating: cranes with a manufacturer's rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.	\$60.77
Engineers operating: all convention and hydraulic type cranes, save and except those set out in Article 1.1 above, crawler cranes, clams, shovels, gradalls, backhoes, draglines, dredges - suction and dipper, mobile truck cranes including Galleon and Austin-Western type, and all rough terrain type hydraulic cranes, 15 ton capacity and over boom truck, gantry cranes, creter cranes, side booms, power hoist, mine hoist, chimney hoist, overhead cranes, tower type man and material hoists, piledrivers, caisson boring machines and drill rigs. Heavy duty mechanics, qualified maintenance welders, and 2nd Class Stationary Engineers. Mobile concrete pump 42 metre boom and over. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over, telescopic belt conveyors.	\$59.71
Boom trucks of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.	\$59.11
Operators of: bullmoose, Boom trucks of less than 10 ton capacity, air compressor feeding low pressure into air locks, bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front end loaders, industrial tractors with attachments, trenching machines, mucking machines, mobile concrete pumps save and except those set out in Article 1.2 (a) above, side loaders, end booms, mobile pressure grease units, elevators, and Dinky locomotive type engines. 3rd Class Stationary Engineers. Kubota Type Backhoe and Skid Steer Loader. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes.	\$57.35

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Operators of: batching and crushing plants, 6" discharge pumps and over, air tuggers, wellpoint systems and all other types of dewatering systems, concrete mixers of one cubic yard and over, fork lifts, portable air compressors over 150 C.F.M., boom trucks, "A" Frames, post hole augers, and off-highway aggregate haulers; gas, diesel or steam driven generators over 50 H.P. (portable). Servicemen and 4th Class Stationary Engineers. Rock trucks, telehandlers, hydrovac.	\$55.27
Operators of: Rollers on grade work, driver mounted compaction units, concrete conveyors, and concrete pumps. Firemen and attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU or over per hour; or five (5) or more heating units on the same job site; 2nd year mechanic's helper and signalman.	\$52.92
Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, and driver mounted power sweeper. 1st year mechanic's helper, truck crane oiler drivers, and oilers.	\$52.07
Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate:	\$1.55
Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate:	\$3.10
Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate	\$4.96
Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate:	\$6.20
Engineers operating 52 metre boom and over - rate per hour above the applicable rate:	\$2.48
Engineers operating high pressure stationary concrete pumps and placing booms including pumps working underground - rate per hour above the applicable rate:	\$2.48

**Steel Erection or Mechanical Installations**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating: cranes with a manufacturer's rating of over 164 to 219 tons capacity.	\$61.45
Engineers operating: cranes with a manufacturer's rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.	\$60.65

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Engineers operating: all conventional & hydraulic type cranes, save and except those set out in Article 1.1 above, crawler cranes, clams, shovels, gradalls, backhoes, draglines, dredges - suction and dipper, mobile truck cranes including Galleon and Austin-Western type, and all rough terrain type hydraulic cranes, 15 ton capacity and over boom truck, gantry cranes, creter cranes, side booms, power hoist, mine hoist, chimney hoist, overhead cranes, tower type man and material hoists, piledrivers, caisson boring machines and drill rigs. Heavy duty mechanics, qualified maintenance welders, and 2nd Class Stationary Engineers. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over.	\$59.58
Boom trucks of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.	\$59.01
Operators of: bullmoose, Boom trucks of less than 10 ton capacity, air compressor feeding low pressure into air locks, bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front-end loaders, industrial tractors with attachments, trenching machines, mucking machines, mobile concrete pumps, side loaders, end booms, mobile pressure grease units, elevators, and Dinky locomotive type engines. 3rd Class Stationary Engineers. Kubota Type Backhoe and Skid Steer Loader. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes.	\$58.22
Operators of: batching and crushing plants, 6" discharge pumps and over, air tuggers, wellpoint systems and all other types of dewatering systems, concrete mixers of one cubic yard and over, fork lifts, portable air compressors over 150 C.F.M., boom trucks "A" Frames, post hole augers, and off-highway aggregate haulers; gas, diesel or steam driven generators over 50 H.P. (portable). Servicemen and 4th Class Stationary Engineers. Rock trucks, telehandlers, hydrovacs.	\$56.57
Operators of: Rollers on grade work, driver mounted compaction units, concrete conveyors, and concrete pumps. Firemen and attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU or over per hour; or five (5) or more heating units on the same job site; 2nd year mechanic's helper and signalman.	\$53.07
Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, and driver mounted power sweeper. 1st year mechanic's helper, truck crane oiler drivers, and oilers.	\$52.04
Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate:	\$1.55
Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate:	\$3.10
Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate:	\$4.96



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Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate:	\$6.20
Engineers operating highrise placing booms and pumps working underground - rate per hour above the applicable rate:	\$1.86
Engineers operating mobile concrete pumps 52 metre boom and over - rate per hour above the applicable rate:	\$2.48

**Foundation, Piling and Caisson Boaring**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating: cranes with drill attachments, cranes with piling lead attachments, cranes with vibratory hammers, rotary drill rigs with a manufacturer's rated torque of greater than 270 kNm.	\$60.10
Engineers operating: service cranes, including but not limited to, carry deck cranes, self-erecting cranes and spider-type cranes, rotary drill rigs with a manufacturer's rated torque from 190 kNm to 270 kNm, mechanics, churn drills, power mounted drills.	\$58.60
Engineers operating: excavator mounted vibratory hammers, tie back machines, rotary drill rigs with a manufacturer's rated torque of less than 190 kNm, welders, winches of all descriptions	\$57.66
Front-end loaders, bulldozers (including 815 type) and similar equipment, boom trucks, Kubota type backhoe, skid steer loader, rock trucks, hydrovacs, *Excavator, Tractor Loader Backhoe.	\$57.08
Tuggers, forklifts, telehandlers.	\$54.35
Drillers, drillers helpers	\$52.87
Mechanics helpers	\$51.82
Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate:	\$1.55
Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate:	\$3.10
Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate:	\$4.96
Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate:	\$6.20

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**Excavating**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating: draglines, cranes including but not limited to Self-erecting Cranes and Carry Deck Cranes. Heavy Duty Mechanics. Spider-type Cranes.	\$57.04
Engineers operating: shovels, backhoes, hoptoes, gradalls and similar equipment, whip hammer, power mounted drills, *fine grade bulldozers.	\$56.44
Welders.	\$56.63
Operators of tractors, scrapers, emcos, graders, overhead loaders, front-end loaders, industrial tractors with excavating attachments, compressor operators. Kubota Type Backhoe and Skid Steer Loader. Rock trucks, Hydrovacs.	\$55.61
Mechanic's helpers and servicemen	\$53.15
Oiler-Grademen and Oiler-Drivers.	\$52.58
Compactors.	\$52.69
Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate:	\$1.55
Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate:	\$3.10
Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate:	\$4.96
Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate:	\$6.20

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**Hamilton Building and Construction Work**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating: cranes with a manufacturer's rating of over 164 to 219 tons capacity.	\$60.12
Engineers operating: cranes with a manufacturer's rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.	\$59.56
Engineers operating: all conventional and hydraulic type cranes, save and except those set out in Article 1.1 above, 15 ton capacity and over boom truck, clams, shovels, gradalls, backhoes, draglines, piledrivers, all power derricks, gantry cranes, caisson boring machines (over 25 HP), and similar drill rigs, mine hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12 stories), single drum hoists of manual friction and brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, and hydraulic skoopers. heavy duty mechanics, qualified welders and 2nd Class Stationary Engineers and self-propelled hydraulic drills. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over.	\$58.63
Pitman type cranes of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.	\$58.03
Operators of: air tuggers used for installation of vessels, tanks, machinery, and for steel erection; side booms on land or water; man and material hoist and single drum hoists 12 stories and under not of a manual friction and brake type; elevators, monorails, bullmoose type equipment of 5 ton capacity or over, air compressor feeding low pressure into air locks, tunnel mole. 3rd Class Stationary Engineer. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes.	\$57.45
Operators of: bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front-end loaders, side loaders, industrial tractors with excavating attachments, trenching machines, and all similar equipment, mobile concrete pumps, Pitman type cranes under 10 ton capacity, mobile pressure grease units, mucking machines, hydraulically operated utility pole hole digger, and Dinky locomotive type engines. 4th Class Stationary Engineers. Kubota Type Backhoe and Skid Steer Loader. Rock trucks, Hydrovac.	\$57.24

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Operators of: batching and crushing plants, 6" discharge pumps and over, wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generators over 50 HP (portable), fork lifts over 8' lifting height, air tuggers except those in Group 1.3, caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM and over, and concrete pumps. Signalman, telehandlers.	\$54.34
Operators of: boom trucks, "A"Frames, driver mounted compaction units, bullmoose type equipment under 5 ton capacity, fork lifts 8' and under in lifting height and conveyors. Firemen. Permanent automatically controlled elevators on Commercial and Institutional buildings.	\$53.11
Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, hydraulic jacking equipment for underground operations, portable air compressors under 150 CFM where attendant is required, and driver mounted power sweepers. Attendants for forced air, gas, or oil burning temporary heating units of 500,000 BTU's or over per hour, or, five (5) or more on the same job site, oilers, oiler-drivers, and mechanics helpers.	\$51.62
2nd Year:	\$49.44
1st Year:	\$46.80
Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate:	\$1.55
Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate:	\$3.10
Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate:	\$4.96
Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate:	\$6.20
Engineers operating highrise placing booms and pumps working underground - rate per hour above the applicable rate:	\$1.86
Engineers operating mobile concrete pumps 52 metre boom and over - rate per hour above the applicable rate:	\$2.48

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**Excavation and Site Preparation**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating: draglines, cranes including but not limited to Self-erecting Cranes and Carry Deck Cranes. Heavy Duty Mechanics. Spider-type Cranes.	\$57.03
Engineers operating: shovels, backhoes, hoptoes, gradalls and similar equipment, whip hammer, power mounted drill.	\$56.22
Welders.	\$56.63
Operators of: bulldozers (including 815 type), tractors, scrapers, emcos, graders, overhead loaders, front-end loaders, industrial tractors with excavating attachments, compressor operators. Kubota Type Backhoe and Skid Steer Loader. Rock trucks, Hydrovacs.	\$55.39
Mechanic's helpers and Servicemen.	\$53.15
Oiler-Grademen and Oiler-Drivers.	\$52.58
Compactors.	\$52.69
Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate:	\$1.55
Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate:	\$3.10
Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate:	\$4.96
Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate:	\$6.20
Engineers operating highrise placing booms and pumps working underground - rate per hour above the applicable rate:	\$1.86
Engineers operating mobile concrete pumps 52 metre boom and over - rate per hour above the applicable rate:	\$2.48

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**Apprentices**

<b>Work Performed</b>
Indentured Apprentices (except Tower Crane Apprentices) 0 to 2,000 hours worked: 50% of Licensed Journeyman Base Rate
Indentured Apprentices (except Tower Crane Apprentices) 2,001 to 4,000 hours worked: 65% of Licensed Journeyman Base Rate
Indentured Apprentices (except Tower Crane Apprentices) 4,001 to 6,000 hours worked: 80% of Licensed Journeyman Base Rate
Indentured Tower Crane Apprentices 0 to 2,000 hours worked: 50% of Licensed Journeyman Base Rate
Indentured Tower Crane Apprentices 2,001 to 3,000 hours worked: 75% of Licensed Journeyman Base Rate
Heavy Equipment Operator Apprentices 0 to 1,000 Hours: 50% of the current base rate for the machine which they are operating.
Heavy Equipment Operator Apprentices 1,001 - 2,000 Hours: 60% of the current base rate for their classification.
Heavy Equipment Operator Apprentices 2,001 - 2,500 Hours: 75% of the current base rate for their classification.
Heavy Equipment Operator Apprentices 2,500 Hours and all related training: 100% at the rate of pay in the Collective Agreement.
Concrete Pump Operator Apprentices 0 to 1,200 hours worked: 50% of the hourly wage rate as set out in Article 1.3 and Schedule "A".
Concrete Pump Operator Apprentices 1,201 to 2,000 hours worked: 75% of the hourly wage rate as set out in Article 1.3 and Schedule "A".

**Labourers - Sewer Watermain, Roads Building Paving, Parking Lots, Bridge Rehab**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Labourer	\$46.18
Skilled Labourer	\$46.70
Crawler Type Drillman, Powderman	\$49.43
Catch Basin Constructors	\$47.44

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Asphalt Raker, Pipelayers, Trenchless Tech. Carpenters, Cement Finishers	\$48.10
Man Hole Valve Chamber Constructors	\$47.89
Rodman Reinforcing Installers, Curb-setters, Bricksetters, Stonepaving	\$47.14
Working Foreperson	\$49.62
Watchman Six Shifts Per Week, (10) hours per shift (Weekly)	\$29.87
Traffic Control Person	\$43.23

**Labourers - Bridge Building, Underpasses, Overpasses, Pedestrian retaining walls connected with dams etc.**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Labourer	\$46.97
Skilled Labourer	\$47.52
Powderman, Crawler Type Driller	\$51.04
Carpenters	\$48.91
Rodman	\$48.26
Concrete Finisher	\$48.66
Piling Driving (All types Operation)	\$47.64
Working Foreperson	\$50.42
Watchman Six Shifts Per Week, (10) hours per shift (Weekly)	\$29.87
Traffic Control Person	\$42.61

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**Labourers - Mining and Tunneling Operation**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Labourer	\$47.69
Underground Labourer, Pipelayer, Reinforced Concrete Worker, Skilled	\$48.42
Concrete Leader	\$48.72
Pumpman (3" Disc. and Under), Deck Man, Pit Bottom Man, Signal Man	\$48.05
Pile Driving all types and all Operations related thereto	\$48.84
Mucker and Miner Helper, Grout Machine Man, Diamond Drill, Welder	\$49.04
Shield Driver and Mole Driver, Lead Miner	\$49.34
Powderman	\$49.41
Fence Erector	\$49.29
Working Foreperson	\$49.71
Watchman and Dryman	\$47.06

**Labourers - Hamilton ICI**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
General Labourer, Form Worker, Concrete Worker, Jackhammer Operator, Vibrator Operator, Forklift Operator, Pump Operator, Compressor Operator, Truck Driver, Barman, Mixerman, Pumpman, Precast Erector, Equipment Operator and Plasterers Tender.	\$41.55
Forklift Operator/Swamper	\$43.41
Foreperson	\$45.71
Apprentice: 70% of applicable rate for the first 800 hours	\$29.09



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Apprentice: 80% of applicable rate for the next 800 hours	\$33.24
Apprentice: 90% of applicable rate for the next 800 hours	\$37.40

**Mason Tenders**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Mason Tender 1 (Labourer performing Mason Tender Duties)	\$43.39
Mason Tender 2 (Mason Tender working as a forklift operator, mixer, brick expiditer and lead scaffold erector)	\$44.31
Red Brick Mason Tender	\$42.73
Refractory Worker	\$42.05
Apprentice: 70% of applicable rate for the first 800 hours	\$30.37
Apprentice: 80% of applicable rate for the next 800 hours	\$34.71
Apprentice: 90% of applicable rate for the next 800 hours	\$39.05

**Waterproofing**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Waterproofer	\$41.55
Foreperson	\$45.71
Lead Hand	\$43.64
Apprentice: 70% of applicable rate for the first 800 hours	\$29.09
Apprentice: 80% of applicable rate for the next 800 hours	\$33.24
Apprentice: 90% of applicable rate for the next 800 hours	\$37.40

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**Cement Finishers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Cement Finisher	\$45.02
Cement Finisher - 1st Year Apprentice (65%) 1000 hours	\$29.26
Cement Finisher - 2nd Year Apprentice (75%) 1500 hours	\$33.77
Cement Finisher - 3rd Year Apprentice (85%) 1500 hours	\$38.25

**Plasterers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Plasterer	\$44.03
Foreperson	\$45.89
Apprentice: 50% of applicable rate for 1st year	\$22.02
Apprentice: 60% of applicable rate for 2nd year	\$26.42
Apprentice: 70% of applicable rate for 3rd year	\$30.83
Apprentice: 85% of applicable rate for 4th year	\$37.42

**Precast Erectors**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
General Precast Labourer	\$41.85
Precast Labourer and Finisher	\$43.88
Welder	\$44.00
Working Foreperson	\$47.89

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Apprentice: 65% of applicable rate for the first 800 hours
Apprentice: 70% of applicable rate for 800-1600 hours
Apprentice: 75% of applicable rate for 1600-2400 hours
Apprentice: 80% of applicable rate for 2400-3200 hours
Apprentice: 100% of applicable rate after 3500 hours

**Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers  
and Their Helpers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Marble Mason	\$53.27
Terrazzo Tile Mechanic	\$53.05
Base Machine Operator	\$51.60
Terrazzo Helper	\$51.26
Marble Tile Helper	\$51.26
NEW Helper	\$40.61
Apprentice: 50% of journeyman rate for the first term (1800 hours)	
Apprentice: 65% of journeyman rate for the second term (1800 hours)	
Apprentice: 80% of journeyman rate for the third term (1800 hours)	
Apprentice: 90% of journeyman rate for the fourth term (1800 hours)	

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**Bricklayers, Masons, and Plasterers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Bricklayers, Masons, and Plasterers	\$56.52
Restoration Masonry	\$49.86
Apprentice 1st Period - 50% of a Journeyperson's rate	
Apprentice 2nd Period - 65% of a Journeyperson's rate	
Apprentice 3rd Period - 80% of a Journeyperson's rate	
Apprentice 4th Period - 90% of a Journeyperson's rate	

**Glaziers and Metal Technicians**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman Architectural Glass and Metal Technician with Certificate of Qualification	\$48.42
Apprentice 1 (0-2000 hrs) - 55%	\$26.64
Apprentice 2 (2001-3000 hrs) - 60%	\$29.05
Apprentice 3 (3001-4000 hrs) - 65%	\$31.47
Apprentice 4 (4001-5000 hrs) - 70%	\$33.90
Apprentice 5 (5001-6000 hrs) - 75%	\$36.32
Apprentice 6 (6001-7000 hrs) - 80%	\$38.74
Apprentice 7 (7001-8000 hrs) - 85%	\$41.16

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**Elevator Constructors**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Elevator Mechanic	\$74.59
Probationary Helper I	\$37.29
Probationary Helper II	\$41.02
Helper I	\$52.20
Helper II	\$55.94
Improver Helper	\$59.67
Adjuster	\$83.91
Mechanic-in-Charge (4-9)	\$83.91
Mechanic-in-Charge (10-19)	\$85.77
Mechanic-in-Charge (20 or more)	\$87.27

**Heat and Frost Insulators (Asbestos)**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman Insulator	\$58.35
4th Year Apprentice	\$47.83
3rd Year Apprentice	\$40.82
2nd Year Apprentice	\$33.80
1st Year Apprentice	\$26.80
Probationary Insulator	\$32.23

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Provisional Insulator	\$37.93
Probationary Asbestos Remover	\$29.90
Asbestos Remover Level 1	\$29.90
Asbestos Remover Level 2	\$33.44
Asbestos Remover Level 3	\$32.41

**Millwrights**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman	\$57.25
Foreperson	\$67.17
Sub-foreperson	\$62.21
Apprentice 0-1999hrs (60%)	\$34.35
Apprentice 2000-3999hrs (70%)	\$40.08
Apprentice 4000-5999hrs (80%)	\$45.81
Apprentice 6000-8000hrs (90%)	\$51.52

## Appendix 'C' to Report FCS24008/HUR24002

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**Plumbers, Steamfitters and Pipefitters**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman	\$58.23
Foreperson	\$65.22
Apprentice 1st Term (40%)	\$23.29
Apprentice 2nd Term (50%)	\$29.12
Apprentice 3rd Term (60%)	\$34.94
Apprentice 4th Term (70%)	\$40.76
Apprentice 5th Term (80%)	\$46.58

**Welders**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman and Welder	\$69.38
Refrigeration Apprentice Term 1	\$27.01
Refrigeration Apprentice Term 2	\$34.24
Refrigeration Apprentice Term 3	\$42.22
Refrigeration Apprentice Term 4	\$50.33
Refrigeration Apprentice Term 5	\$58.32
Welder Apprentice Term 1	\$27.01
Welder Apprentice Term 2	\$42.22
Welder Apprentice Term 3	\$58.32

## Appendix 'C' to Report FCS24008/HUR24002

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Junior Maintenance Mechanic	\$26.95
Maintenance Mechanic	\$34.24

**Electrical Workers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman Electrician	\$59.37
Foreperson	\$68.27
Apprentice 1st Period (40%)	\$23.75
Apprentice 2nd Period (50%)	\$29.69
Apprentice 3rd Period (60%)	\$35.63
Apprentice 4th Period (70%)	\$41.56
Apprentice 5th Period (80%)	\$47.49

**Painters – Commercial**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Foremen	\$43.31
Sub-Foremen, Spraymen, and Sandblasters	\$42.07
Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters	\$41.45
Journeyman Painter	\$40.83
Apprentice 1 - 1000 hours (The higher of \$18.00 or 50% of journeyman wages)	\$22.32
Apprentice 1001 - 2000 hours (The higher of \$18.00 or 50% of journeyman wages)	\$22.32



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Apprentice 2001 - 4000 hours (55% of journeyperson wages + \$4.15 per hour)	\$27.60
Apprentice 4001 - 6000 hours (65% of journeyperson wages + \$4.15 per hour)	\$31.68
6001+ Registered Journeyperson (75% of journeyperson wages + \$4.15 per hour)	\$35.77
6001+ Unregistered Journeyperson (75% of journeyperson wages)	\$30.63
Apprentice Helper (\$11.00 or minimum wage; whichever is greater)	\$18.60

**Painters – Industrial**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Foremen	\$50.13
Sub-Foremen, Spraymen, and Sandblasters	\$48.89
Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters	\$48.27
Journeyperson Painter	\$47.65
Apprentice 1 - 1000 hours (The higher of \$18.00 or 50% of journeyperson wages)	\$23.83
Apprentice 1001 - 2000 hours (The higher of \$18.00 or 50% of journeyperson wages)	\$23.83
Apprentice 2001 - 4000 hours (55% of journeyperson wages + \$4.15 per hour)	\$31.36
Apprentice 4001 - 6000 hours (65% of journeyperson wages + \$4.15 per hour)	\$36.12
6001+ Registered Journeyperson (75% of journeyperson wages + \$4.15 per hour)	\$40.88
6001+ Unregistered Journeyperson (75% of journeyperson wages)	\$35.74
Apprentice Helper (\$11.00 or minimum wage; whichever is greater)	\$18.60

## Appendix 'C' to Report FCS24008/HUR24002

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**Allied Trades**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman: Drywall Finishers (Tapers), Plasterers, Fireproofing Insulators, Acoustic Sprayers, Hazardous Material Workers, Exterior Insulated Finishing Systems Applicators, Exterior Stucco Applicators, Sprayed Polyurethane Applicators, Air/Vapour Barrier Workers, and all other workers performing any work described in Article 3 of Appendix "B" herein the Province of Ontario.	\$51.73
Working Foreperson	\$59.50
Apprentice Drywall Finishers (Tapers) and Plasterers: 1 - 2400 hours worked - 55% of Journeyman Rate	\$28.46
Apprentice Drywall Finishers (Tapers) and Plasterers: 2401 - 3600 hours worked - 65% of Journeyman Rate	\$33.63
Apprentice Drywall Finishers (Tapers) and Plasterers: 3601 - 5400 hours worked - 75% of Journeyman Rate	\$38.80
Non-Certified Journeyman Drywall Finishers (Tapers) and Plasterers - 90% of Journeyman Rate	\$46.56
Trainee Hazardous Material Worker: 1 - 900 hours worked	\$23.56
Trainee Hazardous Material Worker: 901 - 3600 hours worked	\$32.00
Trainee Hazardous Material Worker: After 3600 hours worked (Non-Certified Journeyman)	\$40.61
Apprentice Hazardous Material Worker: 1 - 900 hours worked	\$27.90
Apprentice Hazardous Material Worker: 901 - 2400 hours worked	\$34.35
Apprentice Hazardous Material Worker: 2401 - 3000 hours worked	\$37.20
Apprentice Hazardous Material Worker Certified: After 3000 hours worked (Certified Journeyman)	\$44.97
Fire Stopping: 1 - 1500 hours worked	\$22.94
Fire Stopping: 1501 - 2400 hours worked	\$25.63
Fire Stopping: 2401 - 3600 hours worked	\$28.76
Fire Stopping: 3601 - 5400 hours worked	\$35.53

## Appendix 'C' to Report FCS24008/HUR24002

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Fire Stopping: After 5400 hours worked (Journeyman)	\$36.36
Residential Fire Stopping: 1 - 1500 hours worked	\$22.32
Residential Fire Stopping: 1501 - 3600 hours worked	\$24.18
Residential Fire Stopping: 3601 - 5400 hours worked	\$27.28
Residential Fire Stopping: After 5400 hours worked (Journeyman)	\$31.00
Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 1 - 1000 hours worked	\$21.08
Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 1001 - 2000 hours worked	\$23.01
Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 2001 - 3000 hours worked	\$26.03
Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 3001 - 3600 hours worked	\$29.77
Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 3601 - 4000 hours worked	\$30.09
Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: After 4000 hours worked (Journeyman)	\$37.70
Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: 1 - 1200 hours worked	\$21.69
Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: 1201 - 2400 hours worked	\$28.92
Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: 2401 - 3600 hours worked	\$34.39
Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: 3601 - 5400 hours worked	\$40.13
Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: After 5400 hours worked (Journeyman)	\$42.46
Trainee Spray Fireproofing: 1 - 2000 hours worked	\$23.56
Trainee Spray Fireproofing: 2001 - 4000 hours worked	\$26.04

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Trainee Spray Fireproofers: 4001 - 5400 hours worked	\$28.52
Trainee Spray Fireproofers: After 5400 hours worked	\$31.00
Apprentice Spray Fireproofers: 1 - 900 hours worked	\$24.80
Apprentice Spray Fireproofers: 901 - 2000 hours worked	\$26.42
Apprentice Spray Fireproofers: 2001 - 4000 hours worked	\$33.01
Apprentice Spray Fireproofers: 4001 - 5400 hours worked	\$39.61
Apprentice Spray Fireproofers: After 5400 hours worked (Journeyman)	\$44.01

**Roofers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Foreperson	\$53.13
Journeyman	\$52.96
Roofing Assistant	\$44.27
3rd Year Apprentice	\$41.70
2nd Year Apprentice	\$36.82
1st Year Apprentice	\$30.76
Pre-Apprentice	\$24.85
Roofer Material Handler	\$50.72

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**Sheet Metal**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman	\$56.35
Foreperson A: 3 - 10 workers	\$62.36
Foreperson B: 11 - 20 workers	\$63.85
Foreperson C: over 20 workers	\$65.34
1st Year Apprentice	\$26.68
2nd Year Apprentice	\$28.81
3rd Year Apprentice	\$34.51
4th Year Apprentice	\$40.93
5th Year Apprentice	\$47.73
Sheeter / Decker	\$56.11
Sheeter / Decker Foreperson A: 3 - 10 workers	\$62.12
Sheeter / Decker Foreperson B: 11 - 20 workers	\$63.61
Sheeter / Decker Foreperson C: over 20 workers	\$65.10
Sheeter / Decker Assistant	\$51.88
Material Handler #2	\$37.55
Material Handler #1	\$26.36
Probationary Employee	\$23.05

## Appendix 'C' to Report FCS24008/HUR24002

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**Ironworkers: Bridge, Structural, Ornamental and Reinforcing Iron Workers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
GF Foreperson	\$69.42
Foreperson	\$64.79
Base Wage (Journeyman)	\$57.85
Apprentice 0 - 1000 hrs	\$34.71
Apprentice 1000 - 2000 hrs	\$40.50
Apprentice 2000 - 3000 hrs	\$43.39
Apprentice 3000 - 4000 hrs	\$46.28
Apprentice 4000 - 5000 hrs	\$49.17
Apprentice 5000 - 6000 hrs	\$52.07

**Rodmen: Bridge, Structural, Ornamental and Reinforcing Iron Workers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Foreperson	\$65.41
Sub-Foreperson	\$61.69
Base Wage (Journeyman)	\$55.49
Apprentice 0 - 500 hrs	\$33.29
Apprentice 500 - 1000 hrs	\$38.85
Apprentice 1001 - 2000 hrs	\$44.39

**Appendix 'C' to Report FCS24008/HUR24002**  
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Apprentice 2001 - 3000 hrs	\$49.93
Apprentice 3001 - 4000 hrs	\$52.71

**Carpenters**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Acoustic / Drywall	\$53.21
Pre-Apprentice - 55% of journeyman rate	\$29.26
Apprentice 1st Term - 55% of journeyman rate (0-1800 hrs)	\$29.26
Apprentice 2nd Term - 60% of journeyman rate (1801-2700 hrs)	\$31.93
Apprentice 3rd Term - 70% of journeyman rate (2701-3600 hrs)	\$37.25
Apprentice 4th Term - 80% of journeyman rate (3601-4500 hrs)	\$42.57
Apprentice 5th Term - 85% of journeyman rate (4501-5400 hrs)	\$45.22

**Carpenters**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Hardwood Floor Layer	\$53.21
Apprentice 1st Term - 55% of journeyman rate	\$29.26
Apprentice 2nd Term - 60% of journeyman rate	\$31.93
Apprentice 3rd Term - 70% of journeyman rate	\$37.25
Apprentice 4th Term - 80% of journeyman rate	\$42.57
Apprentice 5th Term - 85% of journeyman rate	\$45.22

**Appendix 'C' to Report FCS24008/HUR24002**  
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**Carpenters**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Resilient Floor and Carpet Layer	\$50.77
Apprentice 1st Term - 50% of journeyperson rate (0-2000 hrs)	\$27.92
Apprentice 2nd Term - 60% of journeyperson rate (2001-3000 hrs)	\$30.45
Apprentice 3rd Term - 70% of journeyperson rate (3001-4000 hrs)	\$35.54
Apprentice 4th Term - 80% of journeyperson rate (4001-5000 hrs)	\$40.61
Apprentice 5th Term - 85% of journeyperson rate (5001-6000 hrs)	\$43.15

**Carpenters**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Caulker	\$39.80
Trainee 1st Term (0-1800 hrs)	\$22.22
Trainee 2nd Term (1801-3600 hrs)	\$29.77
Trainee 3rd Term (3601-5400 hrs)	\$33.79
Trainee 4th Term (5401-7200 hrs) Fire Stop Trainee	\$36.68



**Appendix 'C' to Report FCS24008/HUR24002**  
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**Boilermakers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
General Foreperson	\$72.53
Foreperson	\$68.81
Assistant Foreperson	\$63.85
Journeyman	\$61.37
4th Year Apprentice (1) (90%)	\$55.23
3rd Year Apprentice (1) (80%)	\$49.09
2nd Year Apprentice (1) (70%)	\$42.95
1st Year Apprentice (1) (60%)	\$36.82
Pre-Apprentice (60%)	\$36.82


**Landscapers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Labourer	\$25.67
Working Foreperson	\$31.69
Skilled Labourer	\$28.64
Entry Level / Student	\$20.29
Working Foreperson - SOD Installation	\$29.88
Skilled Labourer - SOD Installation	\$26.85
Sod Installer - SOD Installation	\$22.32





**CITY OF HAMILTON**  
**CORPORATE SERVICES DEPARTMENT**  
**Customer Service and POA Division**

<b>TO:</b>	Chair and Members Audit, Finance and Administration Committee
<b>COMMITTEE DATE:</b>	May 2, 2024
<b>SUBJECT/REPORT NO:</b>	Capital Project Closing Report as of September 30, 2023 (FCS23095(a)) (City Wide)
<b>WARD(S) AFFECTED:</b>	City Wide
<b>PREPARED BY:</b>	Irfan Tanvir (905) 546-2424 Ext. 4090
<b>SUBMITTED BY:</b>	Kirk Weaver Acting Director, Financial Planning, Administration and Policy Corporate Services Department
<b>SIGNATURE:</b>	

**RECOMMENDATION(S)**

- (a) That the General Manager, Finance and Corporate Services, be authorized to fund a net amount of \$80,805.96 from the Unallocated Capital Levy Reserve (108020) and transfer a net amount of \$2,795,802.34 to other reserves as outlined in Appendix "A" to Report FCS23095(a);
- (b) That the General Manager, Finance and Corporate Services, be directed to close the completed and / or cancelled capital projects listed in Appendix "B" to Report FCS23095(a) in accordance with the Capital Projects Closing and Monitoring Policy;
- (c) That Appendix "C" to Report FCS23095(a), Capital Projects Budget Appropriations for the period covering July 1, 2023 through September 30, 2023, be received as information; and
- (d) That Appendix "D" to Report FCS23095(a), Capital Projects Budget Appropriations of \$250,000 or greater and Capital Project Reserve Funding Requiring Council Approval, be approved.

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OUR Vision: To be the best place to raise a child and age successfully.

OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

**SUBJECT: Capital Project Closing Report as of September 30, 2023  
(FCS23095(a)) (City Wide) – Page 2 of 8**

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**EXECUTIVE SUMMARY**

Report FCS23095(a) presents and recommends closure of the capital projects that have been completed or cancelled as of September 30, 2023. In addition, Report FCS23095(a) provides historical information for capital budget appropriations in accordance with the Capital Projects Monitoring Policy and Capital Projects Budget Appropriation and Work-in-Progress Transfer Policy (Report FCS14031).

Appendix “A” to Report FCS23095(a) summarizes net transfers to and from reserves as a result of completed or cancelled projects for the period covering July 1, 2023 through September 30, 2023, as well as, highlights the net impact on the Unallocated Capital Levy Reserve and other capital reserves.

Appendix “B” to Report FCS23095(a) lists the individual projects to be closed. A total of 78 projects with a combined budget of \$110,782,929 are being recommended for closure and are summarized as follows:

- \$12,089,456 relating to 16 completed projects funded from the Capital Levy which result in a net deficit amount of \$80,806 to be contributed from the Unallocated Capital Levy Reserve (108020);
- \$17,393,874 relating to 23 completed projects funded from other program specific reserves in a net surplus position of \$1,150,802;
- \$81,299,599 relating to 36 projects completed on or under budget that do not impact reserves; and
- There are also three projects in Appendix “B” to Report FCS23095(a) that are being closed as a result of a process to consolidate annual program projects and better utilize funds through perpetual Project IDs. This has assisted with general equipment purchases while bringing efficiencies in managing multiple annual projects.

All capital projects listed for closure in Appendix “B” to Report FCS23095(a) have been reviewed and determined to be complete, with all revenue and expenditure transactions relating to these projects having been processed. Any funding adjustments necessary to close the projects in accordance with the Capital Projects Closing and Monitoring Policy (Report FCS05044, Report FCS07081(a) and Report FCS14031) are reflected in the amounts presented.

Appendix “C” to Report FCS23095(a) lists the appropriation of funds between capital projects, totaling \$1,417,741 for the period covering July 1, 2023 through September 30, 2023 in accordance with the Capital Projects Budget Appropriation and Work-in-Progress Transfer Policy (Report FCS14031).

Appendix “D” to Report FCS23095(a) lists the capital project(s) budget appropriations of \$250,000 or greater and work-in-progress capital projects requiring funding from

**SUBJECT: Capital Project Closing Report as of September 30, 2023  
(FCS23095(a)) (City Wide) – Page 3 of 8**

reserves that require Council approval.

**Alternatives for Consideration – Not Applicable**

**FINANCIAL – STAFFING – LEGAL IMPLICATIONS**

Financial: As outlined in Appendix “A” to Report FCS23095(a) and summarized in Table 1, a total net deficit of \$80,805.96 is recommended to be funded from the Unallocated Capital Levy Reserve as a result of capital project shortfalls.

Year Approved	ProjectID	Description	Surplus/ (Deficit)
<b>Projects requiring funds</b>			
2017	5301785708	Customer Service Software	(85,244.87)
2016	5301784710	Automated Passenger Counters	(44,276.44)
2016	5301785700	Bus Wash Rack Replacement	(35,848.14)
2011	2051255204	Neighbourhood Strategy	(23,682.94)
2022	4662220541	Traffic Signal Modernization - Queenston & Kenora & Greenford	(8,453.99)
2022	4662220211	Wilson & Shaver - Pedestrian Crossovers (4 x Type C and 4 x Type D)	(3,661.82)
			<b>\$ (201,168.20)</b>
<b>Projects returning funds</b>			
2017	4031755333	Butternuts on Beckett	30,317.57
2018	3501957906	IT Strategy - Strategic Theme IT Optimization	22,572.63
2018	3501857806	Data Centre HVAC	21,573.79
2016	3541941013	Program - Firestations Facility Upgrade	20,066.85
2011	3381857501	Capital Budget System Upgrade	9,850.00
2018	4031818444	Bridge 444 - Guyatt Rd - 200m w.o. Hendershot Rd	6,295.46
2021	3502157210	PeopleSoft Finance Tools Upgrade	4,713.01
2019	4661920001	ATMS – Advanced Traffic Management System	2,538.70
2020	4032049040	District South - Outside Yard Electrical Upgrades	2,273.67
2020	4042010017	Street Lighting Capital Program	160.56
			<b>\$ 120,362.24</b>
Net impact to the Unallocated Capital Levy Reserve			<b>\$ (80,805.96)</b>

\* Acronyms: AAF - Audit and Accountability Fund; IPS - Intersection Pedestrian Signals; AEGD - Airport Employment Growth District; P/W or PW= Public Works; SCBA - Self Contained Breathing Apparatus; W= Ward (i.e., W1 Ward 1).

As outlined in Appendix “A” to Report FCS23095(a) and summarized in Table 2, a net total surplus of \$2,795,802.34 in funding will be returned to other reserves for projects that were submitted for closure in a surplus position.

**SUBJECT: Capital Project Closing Report as of September 30, 2023  
(FCS23095(a)) (City Wide) – Page 4 of 8**

Table 2 City of Hamilton Capital Project Closings As of September 30, 2023 Impacting Reserves and Capital Projects			
Year Approved	Reserve	Description	Surplus/ (Deficit)
<b>Projects requiring funds</b>			
2008	5160867751	Annual Wastewater Outstation - Asset Management	<b>(30,056.33)</b>
2014	7901448406	Ice Plant Optimization Arenas	<b>(62,498.63)</b>
2020	7902049002	2020 Hamilton City Hall Lighting Upgrade to LEDs	<b>(20,999.50)</b>
			<b>\$ (113,554.46)</b>
<b>Projects returning funds</b>			
2017	5141767420	Carlisle Well Stations System Enhancements	813,310.97
2020	5142061310	Woodward Greenhill Transmission Main Pipeline repair on Summercrest	454,540.68
2015	5181510501	Mathers Drive Bank Erosion Control and Slope Stabilization	330,343.91
2021	7402151100	Annual Equipment Replacement	252,805.95
2020	7902049001	2020 Lighting Upgrade to LEDs at Various Recreation Facilities	227,758.92
2020	7402051100	Annual Equipment Replacement	118,996.45
2016	5141667420	Ben Nevis & Dewitt (HD08A) Water Pumping Station Upgrades	118,602.13
2012	3302009300	Ward 3 Capital Reinvestment	100,000.00
2012	3302009200	Ward 2 Capital Reinvestment	96,771.45
2021	4242109806	Buchanan Pathway Lighting	70,534.56
2021	4242009407	McQuesten Farm Walkway	67,448.26
2015	4241509209	Durand Traffic Calming	60,000.00
2015	4241509210	Bike Rack Sculptures	55,000.00
2016	7901641609	Macassa BAS Upgrade	54,413.37
2021	5142171074	Contingency for Unscheduled Works Program	35,625.57
2019	4942051001	Shop Equipment Replacement	23,253.36
2021	4402156002	Ryckman's Park Pathway	17,502.55
2018	4241809205	George St Pedestrian Proj	6,484.87
2023	4242309804	Ward 8 William Bethune Park	3,764.64
2018	5161966612	Woodward WWTP - South Secondary Clarifiers	2,199.16
			<b>\$ 2,909,356.80</b>
Net impact to Other Program Specific Reserves			<b>\$ 2,795,802.34</b>

Appendix "C" to Report FCS23095(a) details the appropriations between capital projects that have been processed during the period covering July 1, 2023 through September 30, 2023. The list includes transfers that are below \$250,000 and have been approved by either the General Manager (up to \$100,000) or the City Manager (up to \$250,000) or that had been previously approved by Council for amounts over \$250,000.

**SUBJECT: Capital Project Closing Report as of September 30, 2023  
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A total of \$1,417,740.57 was moved between capital projects in compliance with the Capital Projects Budget Appropriation and Work-in-Progress Transfer Policy. This includes \$1,000,000 for the Brownfield Pilot project to fund future grants under the Environmental Remediation and Site Enhancement (ERASE) Affordable Housing Grant Program approved via PED23076. Table 3 provides a summary of the transfers.

Tax Supported Capital Budget	Amount
Planning & Economic Development	1,000,000.00
Public Works - Tax Funded	417,740.57
	<b>\$ 1,417,740.57</b>
Total	<b>\$ 1,417,740.57</b>

Appendix “D” to FCS23095(a) lists all the capital projects requiring Council approval to transfer funds from other capital projects of \$250,000 or greater. The number of projects and the requested transfer amounts are summarized in Table 4.

Description	Projects/ Transfers From	Projects/ Transfers To	Amount
<b>Healthy &amp; Safe Communities (Tax Funded)</b>	2	2	\$ 1,224,221.19
<b>Public Works (Tax Funded)</b>	2	3	\$ 2,327,416.95
<b>Public Works (Rate Funded)</b>	1	1	\$ 2,729,000.00
Total			<b>\$ 6,280,638.14</b>

Staffing: N/A

Legal: N/A

## HISTORICAL BACKGROUND

The Capital Project Closing reports are submitted to City Council regularly (normally three times a year) with information and recommendations related to the closure of completed or cancelled capital projects and transfers to and from reserves in

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OUR Vision: To be the best place to raise a child and age successfully.  
OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.  
OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

**SUBJECT: Capital Project Closing Report as of September 30, 2023  
(FCS23095(a)) (City Wide) – Page 6 of 8**

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accordance with City policies.

Preparation of the Capital Projects Closing Report is the responsibility of the Financial Planning, Administration and Policy Division with the objective of ensuring suitable controls are maintained, projects are appropriately closed and to centralize the function.

**POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS**

The submission of the Capital Projects Closing Report is a requirement of the City's Capital Closing Policy (Reports FCS05044 and FCS07081(a)) and Capital Projects Monitoring Policy (Report FCS14031).

The City's Capital Closing Policy states:

- i) That any approved Capital project, whose construction stage has not begun after three years, be closed and be re-submitted to Council for approval.
- ii) That any closing surplus or deficit be distributed as follows:
  - 1. Surplus:
    - a) If funded from a specific reserve, return funds to that reserve.
    - b) If funded from debentures, apply to reduce future debenture requirements.
    - c) If funded from current contribution, apply to the Unallocated Capital Levy Reserve or apply to reduce Outstanding Debt.
  - 2. Deficit:
    - a) If funded from a specific reserve, fund from that reserve.
    - b) If funded from debentures, increase future debenture requirements only if no other source of financing is available.
    - c) If funded from current contribution, fund from the Unallocated Capital Levy Reserve.

The City's Capital Projects Monitoring Policy and Capital Projects Budget Appropriation and Work-in-Progress Transfer Policy, as amended by Council on May 14, 2014, states:

- i) That a Capital Projects Status Report be submitted by departments three times a year as of June 30, September 30 and December 31.
- ii) That a Capital Projects Closing Report be compiled by Corporate Services Department and submitted to the Audit, Finance and Administration Committee three times a year as of June 30, September 30 and December 31.



**SUBJECT: Capital Project Closing Report as of September 30, 2023  
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- iii) That unfavourable project variances be funded according to the Capital Projects Budget Appropriation and Work-in-Progress Transfer Policy. If available funding cannot be found within the limits of the Capital Projects Budget Appropriation and Work in Progress Transfer Policy, a report explaining the variance and recommending a source of funding be submitted to the appropriate Committee of Council for approval.
- iv) Approval authority for the re-appropriation of funds in each financial year be at the same levels as the City's Procurement Policy:
1. Council must approve appropriations of \$250,000 or greater
  2. City Manager or designate must approve appropriations greater than \$100,000 and less than \$250,000
  3. General Managers or delegated staff be authorized to approve appropriations up to \$100,000.

### **RELEVANT CONSULTATION**

Staff from the following departments, boards and / or agencies submitted the included capital projects for closure:

- Corporate Services Department
- Healthy and Safe Communities Department
- Legislative Department
- Planning and Economic Development Department
- Public Works Department

### **ANALYSIS AND RATIONALE FOR RECOMMENDATION(S)**

Once projects have been determined to be complete or cancelled, they are submitted by departments to Financial Planning, Administration and Policy for inclusion in the Capital Projects Closing Report. These submissions are reviewed by Financial Planning, Administration and Policy to ensure transactions are finalized, all purchase orders are closed, and a funding source is identified, where necessary.

Inactivating completed projects helps to keep the number of active capital projects to a manageable size and eliminates redundant data from reports. More importantly, it ensures that projects that are complete do not unnecessarily tie up budget resources that could be re-directed to other needs / capital projects.

**SUBJECT: Capital Project Closing Report as of September 30, 2023  
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Appendix “D” to Report FCS23095(a) includes capital project budget appropriation requests to transfer funds of \$250,000 or greater from other projects and funding from reserves requiring Council approval as per the Capital Projects’ Budget Appropriation and Work-in-Progress Transfer Policy and Reserve Policies. The request totals \$6,280,638.14 relating to various projects across Healthy and Safe Communities and Public Works Departments.

**ALTERNATIVES FOR CONSIDERATION**

N/A

**APPENDICES AND SCHEDULES ATTACHED**

Appendix “A” to Report FCS23095(a) – Capital Project Closings as of September 30, 2023 – Projects Impacting the Unallocated Capital Levy Reserve and Other Sources

Appendix “B” to Report FCS23095(a) – Capital Projects Closing Schedule as of September 30, 2023

Appendix “C” to Report FCS23095(a) – Capital Projects Budget Appropriation Schedule for the Period Covering July 1, 2023 through September 30, 2023

Appendix “D” to Report FCS23095(a) – Capital Projects Budget Appropriations of \$250,000 or greater and Capital Project Reserve Funding Requiring Council Approval for the Period Covering July 1, 2023 through September 30, 2023

IT/dt

CITY OF HAMILTON					
CAPITAL PROJECT CLOSING					
AS OF SEPTEMBER 30, 2023					
Projects impacting the Unallocated Capital Levy Reserve and Other Sources					
Year	ProjectID	Description	Surplus/ (Deficit) (\$)	Reserve	Description
Approved					
<b><u>Projects Impacting the Unallocated Capital Levy Reserve</u></b>					
<b><u>Projects Requiring Funds</u></b>					
2017	5301785708	Customer Service Software	(85,244.87)	108020	Unallocated Capital Levy
2016	5301784710	Automated Passenger Counters	(44,276.44)	108020	Unallocated Capital Levy
2016	5301785700	Bus Wash Rack Replacement	(35,848.14)	108020	Unallocated Capital Levy
2011	2051255204	Neighbourhood Strategy	(23,682.94)	108020	Unallocated Capital Levy
2022	4662220541	Traffic Signal Modernization - Queenston & Kenora & Greenford	(8,453.99)	108020	Unallocated Capital Levy
2022	4662220211	Wilson & Shaver - Pedestrian Crossovers (4 x Type C and 4 x Type D)	(3,661.82)	108020	Unallocated Capital Levy
			<b>(201,168.20)</b>		
<b><u>Projects Returning Funds</u></b>					
2017	4031755333	Butternuts on Beckett	30,317.57	108020	Unallocated Capital Levy
2018	3501957906	IT Strategy - Strategic Theme IT Optimization	22,572.63	108020	Unallocated Capital Levy
2018	3501857806	Data Centre HVAC	21,573.79	108020	Unallocated Capital Levy
2016	3541941013	Program - Firestations Facility Upgrade	20,066.85	108020	Unallocated Capital Levy
2011	3381857501	Capital Budget System Upgrade	9,850.00	108020	Unallocated Capital Levy
2018	4031818444	Bridge 444 - Guyatt Rd - 200m w.o. Hendershot Rd	6,295.46	108020	Unallocated Capital Levy
2021	3502157210	PeopleSoft Finance Tools Upgrade	4,713.01	108020	Unallocated Capital Levy
2019	4661920001	ATMS – Advanced Traffic Management System	2,538.70	108020	Unallocated Capital Levy
2020	4032049040	District South - Outside Yard Electrical Upgrades	2,273.67	108020	Unallocated Capital Levy
2020	4042010017	Street Lighting Capital Program	160.56	108020	Unallocated Capital Levy
			<b>120,362.24</b>		
<b><i>Net Impact to the Unallocated Capital Levy Reserve</i></b>			<b>(80,805.96)</b>		

CITY OF HAMILTON						
CAPITAL PROJECT CLOSING						
AS OF SEPTEMBER 30, 2023						
Projects impacting the Unallocated Capital Levy Reserve and Other Sources						
Year	ProjectID	Description	Surplus/ (Deficit) (\$)	Reserve	Description	
Approved						
<b><u>Projects impacting Other Reserves</u></b>						
<u>Projects requiring funds</u>						
2008	5160867751	Annual Wastewater Outstation - Asset Management	(30,056.33)	108015	Waterworks Capital Reserve	
2014	7901448406	Ice Plant Optimization Arenas	(62,498.63)	112272	Energy Conservation Initiative Reserve	
2020	7902049002	2020 Hamilton City Hall Lighting Upgrade to LEDs	(20,999.50)	112272	Energy Conservation Initiative Reserve	
			<b>(113,554.46)</b>			
<u>Projects returning funds</u>						
2017	5141767420	Carlisle Well Stations System Enhancements	813,310.97	108015	Waterworks Capital Reserve	
2020	5142061310	Woodward Greenhill Transmission Main Pipeline repair on Summercrest	454,540.68	108015	Waterworks Capital Reserve	
2015	5181510501	Mathers Drive Bank Erosion Control and Slope Stabilization	330,343.91	108015	Waterworks Capital Reserve	
2021	7402151100	Annual Equipment Replacement	252,805.95	100031	Hamilton Fire Department - Equipment Replacement Reserve	
2020	7902049001	2020 Lighting Upgrade to LEDs at Various Recreation Facilities	227,758.92	112272	Energy Conservation Initiative Reserve	
2020	7402051100	Annual Equipment Replacement	118,996.45	100031	Hamilton Fire Department - Equipment Replacement Reserve	
2016	5141667420	Ben Nevis & Dewitt (HD08A) Water Pumping Station Upgrades	118,602.13	108015	Waterworks Capital Reserve	
2012	3302009300	Ward 3 Capital Reinvestment	100,000.00	108053	Ward 3 Special Capital Re-investment	
2012	3302009200	Ward 2 Capital Reinvestment	96,771.45	108052	Ward 2 Special Capital Re-investment	
2021	4242109806	Buchanan Pathway Lighting	70,534.56	108058	Ward 8 Special Capital Re-investment	
2021	4242009407	McQuesten Farm Walkway	67,448.26	108054	Ward 4 Special Capital Re-investment	
2015	4241509209	Durand Traffic Calming	60,000.00	108052	Ward 2 Special Capital Re-investment	
2015	4241509210	Bike Rack Sculptures	55,000.00	108052	Ward 2 Special Capital Re-investment	
2016	7901641609	Macassa BAS Upgrade	54,413.37	112272	Energy Conservation Initiative Reserve	
2021	5142171074	Contingency for Unscheduled Works Program	35,625.57	108015	Waterworks Capital Reserve	
2019	4942051001	Shop Equipment Replacement	23,253.36	110025	Vehicle Replacement - Central Garage	
2021	4402156002	Ryckman's Park Pathway	17,502.55	108058	Ward 8 Special Capital Re-investment	
2018	4241809205	George St Pedestrian Proj	6,484.87	108052	Ward 2 Special Capital Re-investment	
2023	4242309804	Ward 8 William Bethune Park	3,764.64	108058	Ward 8 Special Capital Re-investment	
2018	5161966612	Woodward WWTP - South Secondary Clarifiers	2,199.16	108015 (11%) 108005 (89%)	Waterworks Capital Reserve Sanitary Sewer Capital Reserve	
			<b>2,909,356.80</b>			
<b>Net impact to Other Reserves</b>			<b>2,795,802.34</b>			
<b>Total Net impact to the Unallocated Capital Levy Reserve &amp; Other Reserves</b>			<b>2,714,996.38</b>			

CITY OF HAMILTON CAPITAL PROJECTS' CLOSING SCHEDULE AS OF SEPTEMBER 30, 2023								
YEAR APPROVED	PROJECT ID	DESCRIPTION	APPROVED BUDGET (\$)	REVENUES (\$)	EXPENDITURES (\$)	PROJECT SURPLUS/ (DEFICIT) (\$)	% SPENT	
			a	b	c	d = b - c	e=c/a	
<b>DELAYED/CANCELLED PROJECTS</b>								
2016	3542141648	Program - Parking Lot Rehabilitation	0.00	0.00	0.00	0.00	0.0%	
2016	7102141701	Program - Community Halls Retrofits	0.00	0.00	0.00	0.00	0.0%	
2019	6302151002	ML & WL - Annual Resident Care Equipment Replacement	0.00	0.00	0.00	0.00	0.0%	
2023	3622380001	CBC Bylaw Appeal to Ontario Land Tribunal (OLT)	50,000.00	0.00	0.00	0.00	0.0%	
<b>TOTAL DELAYED/CANCELLED PROJECTS (4)</b>			<b>50,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.0%</b>	
<b>COMPLETED PROJECTS</b>								
<b>CORPORATE SERVICES DEPARTMENT (Tax Budget)</b>								
<b>Customer Service POA and Final Integration</b>								
2014	2051357320	Call Handling Review Project - Implementation	2,753,000.00	2,753,000.00	2,753,000.00	0.00	100.0%	
<b>Financial Planning, Administration and Policy</b>								
2011	3381857501	Capital Budget System Upgrade	60,227.66	60,227.66	50,377.66	9,850.00	83.6%	
<b>Information Technology</b>								
2018	3501957906	IT Strategy - Strategic Theme IT Optimization	250,540.36	250,540.36	227,967.73	22,572.63	91.0%	
2018	3501857806	Data Centre HVAC	475,000.00	475,000.00	453,426.21	21,573.79	95.5%	
2021	3502157210	PeopleSoft Finance Tools Upgrade	100,000.00	100,000.00	95,286.99	4,713.01	95.3%	
<b>HEALTHY &amp; SAFE COMMUNITIES DEPARTMENT (Tax Budget)</b>								
<b>Hamilton Fire Department</b>								
2021	7402151100	Annual Equipment Replacement	1,199,000.00	1,200,237.00	947,431.05	252,805.95	79.0%	
2020	7402051100	Annual Equipment Replacement	592,000.00	599,499.99	480,503.54	118,996.45	81.2%	
<b>Housing Secretariat</b>								
2019	6501941100	Human Services Integration	160,000.00	160,000.00	160,000.00	0.00	100.0%	
<b>Housing Services</b>								
2011	2051255204	Neighbourhood Strategy	3,537,187.93	3,475,987.93	3,499,670.87	(23,682.94)	98.9%	
2014	6732041302	Social Housing Capital Repairs and Regeneration	476,920.98	476,920.98	476,920.98	0.00	100.0%	
2021	6731941011	COCHI Repairs YR2	1,048,922.00	1,048,922.00	1,048,922.00	0.00	100.0%	
2021	6732041202	CMHC-Rapid Housing Initiative2	12,945,935.00	12,945,935.00	12,945,935.00	0.00	100.0%	
2022	6732241213	COCHI - Transitional Ops Yr 4	200,000.00	200,000.00	200,000.00	0.00	100.0%	
<b>Long Term Care</b>								
2019	6301941002	WL - Dish Room/Physio & Salon Exhaust & Supply	216,057.38	216,057.38	216,057.38	0.00	100.0%	
2019	6301941003	WL - Radiant Heating Panel/Thermostat Controls	164,549.77	164,549.77	164,549.77	0.00	100.0%	
<b>Public Health Services</b>								
2020	6772051101	Community Dental Bus Replacement	577,300.00	550,000.00	550,000.00	0.00	95.3%	
<b>LEGISLATIVE DEPARTMENT (Tax Budget)</b>								
<b>Ward Budgets</b>								
2012	3302009300	Ward 3 Capital Reinvestment	100,000.00	100,000.00	0.00	100,000.00	0.0%	
2012	3302009200	Ward 2 Capital Reinvestment	100,000.00	100,000.00	3,228.55	96,771.45	3.2%	
2012	3302009100	Ward 1 Capital Reinvestment	48,604.01	48,604.01	48,604.01	0.00	100.0%	
<b>PLANNING &amp; ECONOMIC DEVELOPMENT DEPARTMENT (Tax Budget)</b>								
<b>Economic Development</b>								
2005	9000546102	Marshall Estates	0.00	240,550.17	240,550.17	0.00	0.0%	
<b>Licensing &amp; By-Law Services</b>								
2018	4501955900	Digital Signage Strategy	90,000.00	90,000.00	90,000.00	0.00	100.0%	
<b>Tourism &amp; Culture</b>								
2021	7202058203	Hamilton 175	200,000.00	200,000.00	200,000.00	0.00	100.0%	

CITY OF HAMILTON CAPITAL PROJECTS' CLOSING SCHEDULE AS OF SEPTEMBER 30, 2023								
YEAR APPROVED	PROJECT ID	DESCRIPTION	APPROVED BUDGET (\$)	REVENUES (\$)	EXPENDITURES (\$)	PROJECT SURPLUS/ (DEFICIT) (\$)	% SPENT	
			a	b	c	d = b - c	e=c/a	
<b>PUBLIC WORKS DEPARTMENT (Tax Budget)</b>								
<b>Corporate Asset Management</b>								
2019	4942051001	Shop Equipment Replacement	168,000.00	168,000.00	144,746.64	23,253.36	86.2%	
<b>Corporate Facilities &amp; Energy Management</b>								
2014	7901448406	Ice Plant Optimization Arenas	425,000.00	340,599.40	403,098.03	(62,498.63)	94.8%	
2020	7902049002	2020 Hamilton City Hall Lighting Upgrade to LEDs	427,878.40	427,878.40	448,877.90	(20,999.50)	104.9%	
2020	7902049001	2020 Lighting Upgrade to LEDs at Various Recreation Facilities	633,000.00	633,000.00	405,241.08	227,758.92	64.0%	
2016	7901641609	Macassa BAS Upgrade	60,000.00	60,000.00	5,586.63	54,413.37	9.3%	
2016	3541941013	Program - Firestations Facility Upgrade	85,000.00	85,000.00	64,933.15	20,066.85	76.4%	
<b>Engineering Services</b>								
2017	4031755333	Butternuts on Beckett	50,000.00	50,000.00	19,682.43	30,317.57	39.4%	
2018	4031818444	Bridge 444 - Guyatt Rd - 200m w.o. Hendershot Rd	31,500.00	31,500.00	25,204.54	6,295.46	80.0%	
2020	4032018217	Bridge and Culvert Major Maintenance - Engineering Services	1,445,000.00	1,445,000.00	1,445,000.00	0.00	100.0%	
<b>Environmental Services</b>								
2021	4242009407	McQuesten Farm Walkway	230,000.00	230,000.00	162,551.74	67,448.26	70.7%	
2015	4241509210	Bike Rack Sculptures	55,000.00	55,000.00	0.00	55,000.00	0.0%	
2021	4402156002	Ryckman's Park Pathway	102,000.00	102,000.00	84,497.45	17,502.55	82.8%	
2023	4242309804	Ward 8 William Bethune Park	10,000.00	10,000.00	6,235.36	3,764.64	62.4%	
2015	4402149007	Cemetery Columbarium	141,650.20	141,650.20	141,650.20	0.00	100.0%	
2017	4401756701	North Wentworth Park Lands Expansion June 20, 2017	350,000.00	350,000.00	350,000.00	0.00	100.0%	
2019	4401955800	QC/CA - Parks and Cemeteries Material Testing	17,414.96	17,414.96	17,414.96	0.00	100.0%	
2022	4242209501	Veevers Park Fencing	42,739.28	42,739.28	42,739.28	0.00	100.0%	
<b>Transit</b>								
2017	5301785708	Customer Service Software	2,400,000.00	2,160,175.21	2,245,420.08	(85,244.87)	93.6%	
2016	5301784710	Automated Passenger Counters	2,200,000.00	2,200,000.00	2,244,276.44	(44,276.44)	102.0%	
2016	5301785700	Bus Wash Rack Replacement	880,000.00	834,848.08	870,696.22	(35,848.14)	98.9%	
2016	5301983100	HSR Bus Replacement Program	15,250,000.00	15,061,994.16	15,061,994.16	0.00	98.8%	
2017	5301749700	Garage Door Replacement at 2200 Upper James (MTC)	1,320,000.00	921,872.40	921,872.40	0.00	69.8%	
2017	5301783701	Nonrevenue Vehicle Expansion to Accommodate Growth	400,000.00	198,678.84	198,678.84	0.00	49.7%	
2017	5301784700	Radio Equipment Replacement	3,000,000.00	2,055,346.44	2,055,346.44	0.00	68.5%	
2017	5301785704	Sustainable Network Connections	3,025,000.00	2,375,964.10	2,375,964.10	0.00	78.5%	
2018	5301884801	Transit Network Review	800,000.00	616,528.60	616,528.60	0.00	77.1%	
2018	5301885801	Exterior Upgrades to MTC	3,900,000.00	2,996,506.09	2,996,506.09	0.00	76.8%	
2018	5301885802	Upgrade Operator Seats	455,000.00	249,308.93	249,308.93	0.00	54.8%	
<b>Transportation</b>								
2022	4662220541	Traffic Signal Modernization - Queenston & Kenora & Greenford	275,000.00	275,000.00	283,453.99	(8,453.99)	103.1%	
2022	4662220211	Wilson & Shaver - Pedestrian Crossovers (4 x Type C and 4 x Type D)	220,000.00	220,000.00	223,661.82	(3,661.82)	101.7%	
2021	4242109806	Buchanan Pathway Lighting	180,000.00	180,000.00	109,465.44	70,534.56	60.8%	
2015	4241509209	Durand Traffic Calming	60,000.00	60,000.00	0.00	60,000.00	0.0%	
2018	4241809205	George St Pedestrian Proj	27,000.00	27,000.00	20,515.13	6,484.87	76.0%	
2019	4661920001	ATMS - Advanced Traffic Management System	950,000.00	950,000.00	947,461.30	2,538.70	99.7%	
2020	4032049040	District South - Outside Yard Electrical Upgrades	175,000.00	175,000.00	172,726.33	2,273.67	98.7%	
2020	4042010017	Street Lighting Capital Program	400,000.00	400,000.00	399,839.44	160.56	100.0%	
2021	4032110005	Major Road Mill & Pave Program	1,500,000.00	1,500,000.00	1,500,000.00	0.00	100.0%	
2021	4242109105	Bumpouts Sanders & Hollywood	40,000.00	40,000.00	40,000.00	0.00	100.0%	
2021	4242109204	Curb Extension - MacNab & Barton	154,666.23	154,666.23	154,666.23	0.00	100.0%	
2021	4662120525	Pedestrian Crossovers (Type B & C)	200,000.00	200,000.00	200,000.00	0.00	100.0%	

CITY OF HAMILTON CAPITAL PROJECTS' CLOSING SCHEDULE AS OF SEPTEMBER 30, 2023								
YEAR APPROVED	PROJECT ID	DESCRIPTION	APPROVED BUDGET (\$)	REVENUES (\$)	EXPENDITURES (\$)	PROJECT SURPLUS/ (DEFICIT) (\$)	% SPENT	
			a	b	c	d = b - c	e=c/a	
<b>PUBLIC WORKS DEPARTMENT (Rate Budget)</b>								
<b>Waterworks Regular Program</b>								
2017	5141767420	Carlisle Well Stations System Enhancements	940,000.00	940,000.00	126,689.03	813,310.97	13.5%	
2020	5142061310	Woodward Greenhill Transmission Main Pipeline repair on Summercrest	500,000.00	456,587.72	2,047.04	454,540.68	0.4%	
2016	5141667420	Ben Nevis & Dewitt (HD08A) Water Pumping Station Upgrades	3,030,000.00	3,030,000.04	2,911,397.91	118,602.13	96.1%	
2021	5142171074	Contingency for Unscheduled Works Program	299,995.62	299,995.62	264,370.05	35,625.57	88.1%	
2020	5142061502	Water Meter - Installation/Replacement/Repair - General Maintenance	2,920,000.00	2,920,000.00	2,920,000.00	0.00	100.0%	
2021	5142161502	Water Meter - Installation/Replacement/Repair - General Maintenance	7,670,000.00	7,670,000.00	7,670,000.00	0.00	100.0%	
<b>Wastewater Regular Program</b>								
2008	5160867751	Annual Wastewater Outstation - Asset Management	2,655,000.00	1,010,000.00	2,685,056.33	(1,675,056.33)	101.1%	
2018	5161966612	Woodward WWTP - South Secondary Clarifiers	4,500,000.00	4,500,000.00	4,497,800.84	2,199.16	100.0%	
2020	5162060522	Sewer Regulator Rehabilitation/Replacement	4,216,839.00	4,216,839.00	4,216,839.00	0.00	100.0%	
2021	5162160390	Wastewater System Lining Program	8,300,000.00	8,300,000.00	8,300,000.00	0.00	100.0%	
2021	5162161444	Sewer Lateral Replace/Rehab Program	7,220,000.00	7,220,000.00	7,220,000.00	0.00	100.0%	
<b>Storm Sewers Regular Program</b>								
2015	5181510501	Mathers Drive Bank Erosion Control and Slope Stabilization	1,100,000.00	1,100,000.00	769,656.09	330,343.91	70.0%	
<b>TOTAL COMPLETED PROJECTS (74)</b>			<b>110,732,928.78</b>	<b>105,162,125.95</b>	<b>104,092,129.57</b>	<b>1,069,996.38</b>	<b>94.0%</b>	
<b>GRAND TOTAL (78)</b>			<b>110,782,928.78</b>	<b>105,162,125.95</b>	<b>104,092,129.57</b>	<b>1,069,996.38</b>	<b>94.0%</b>	





CITY OF HAMILTON CAPITAL PROJECTS BUDGET APPROPRIATION SCHEDULE FOR THE PERIOD COVERING JULY 1, 2023 THROUGH SEPTEMBER 30, 2023				
Appropriated From	Description	Appropriated To	Description	Amount(\$)
<b>PLANNING &amp; ECONOMIC DEVELOPMENT</b>				
<u>Economic Development</u>				
8201703703	Annual Commercial District Revitalization Grant Program (as per PED23076)	3621755102	BrownField Pilot Project (as per PED23076)	500,000.00
8201703704	Commercial Property Improvement Grant Program (as per PED23076)	3621755102	BrownField Pilot Project (as per PED23076)	500,000.00
				<u>1,000,000.00</u>
<b>Planning &amp; Economic Development (2)</b>				<b>1,000,000.00</b>
<b>PUBLIC WORKS - TAX BUDGET</b>				
<u>Engineering Services</u>				
4032114405	Contaminated Soil & Rock Disposal Program	5142371311	CCBF - Morden - Locke To Pearl	59,000.00
5142161307	Mulberry - Bay to James	5142371311	CCBF - Morden - Locke To Pearl	40,000.00
4032111022	Kenilworth - Barton to Roxborough	4031818159	Bridge 159 - Regional Rd 56 to 615m s/o Hall Rd	225,000.00
				<u>324,000.00</u>
<u>Environmental Services</u>				
4400049007	Cemetery Columbarium	4402149007	Cemetery Columbarium	1,650.20
4401955800	QC/CA - Parks and Cemeteries Material Testing	4400055800	QC/CA - Parks and Cemeteries Material Testing	1,351.09
4402049107	Park Fencing Program	4242209501	Veevers Park Fencing	739.28
				<u>3,740.57</u>
<u>Waste Management</u>				
5122190200	Diversion Container Replacement Program	5120055137	Waste Management R & D Program	90,000.00
				<u>90,000.00</u>
<b>Public Works - Tax Budget (7)</b>				<b>417,740.57</b>
<b>BUDGET APPROPRIATION (9)</b>				<b><u>1,417,740.57</u></b>



CITY OF HAMILTON CAPITAL PROJECTS BUDGET APPROPRIATIONS OF \$250,000 OR GREATER AND CAPITAL PROJECT RESERVE FUNDING REQUIRING COUNCIL APPROVAL FOR THE PERIOD COVERING JULY 1, 2023 THROUGH SEPTEMBER 30, 2023					
Appropriated/ Transferred From	Description	Appropriated/ Transferred To	Description	Amount (\$)	Council Approval / Comments
<b>Healthy &amp; Safe Communities (Tax Budget)</b>					
Reserve#108020 Acct#49412	Unallocated Capital Levy	Project#7642341102 Acct#49412	Station 30 Renovations	<b>812,000.00</b>	Station 30 Renovations - Project #7642341102 was approved in the 2023 Capital Budget for a total of \$688,000, funded from the discretionary block funding shared equally between Fire and Paramedics. The initial Class D estimate for exterior wall cladding and overhead door frame repairs was completed in early 2023 and was estimated at a cost of \$691,700. The Class A estimate completed later in 2023 was estimated at \$1,500,000. This is a request to increase the budget for this project to fund the difference in estimated costs.
Project#7402251100 Acct#49412	Annual Equipment Replacement	Project#7402351100 Acct#49412	Annual Equipment Replacement	<b>412,221.19</b>	Transfer of funds from 2022 to 2023 to consolidate the procurement of the volunteer pager system as well as other pieces of equipment including bunker gear, saws, and hazmat equipment. These items are currently budgeted under both years.
<b>Healthy &amp; Safe Communities (Tax Budget) Total</b>				<b>\$ 1,224,221.19</b>	
<b>Public Works (Tax Budget)</b>					
Reserve#108020 Acct#49412	Unallocated Capital Levy	Project#4032319109 Acct#49412	Wilson - Victoria to Sherman - CASH FLOW	<b>1,572,000.00</b>	Through the Budget Process, Council has approved \$6,550,000 (\$2.8M of which is Cash Flowed in 2025) for this project. However, in the process of detailed design for Wilson St., scope was added for the resurfacing of a portion of Ashley St. (\$100K) and the addition of a pedestrian crossing at the intersection of Wilson St. and Emerald St. N. (\$200K) as a request by the Council/residents at the PIC, including the addition of traffic signal infrastructure. It was also determined that additional funds would be required in the roads budget to account for excess soils costs (roughly \$1.1M). In addition, \$172K is required to offset inflation and increased labour costs. These works are LRT related so there is a risk to LRT schedule should we delay the tendering of this contract.

CITY OF HAMILTON CAPITAL PROJECTS BUDGET APPROPRIATIONS OF \$250,000 OR GREATER AND CAPITAL PROJECT RESERVE FUNDING REQUIRING COUNCIL APPROVAL FOR THE PERIOD COVERING JULY 1, 2023 THROUGH SEPTEMBER 30, 2023					
Appropriated/ Transferred From	Description	Appropriated/ Transferred To	Description	Amount (\$)	Council Approval / Comments
Reserve#108020 Acct#49412	Unallocated Capital Levy	Project#4032111103 Acct#49412	CP Minor Mtnc Ward 3 CCBF	<b>482,000.00</b>	Council has previously approved \$2M for this project. However, in the process of detailed design for Sherman Ave. N., scope was added for the full reconstruction of the portion of the road between Wilson Street and Cannon St. E., and the addition of complete streets elements (\$300K). It was also determined that additional funds would be required in the roads budget to account for excess soils costs (roughly \$130K) and the reconfiguration of the intersection of Wilson St. and Cannon St. E. In addition, \$52K is required to offset inflation and increased labour costs. These works are LRT related so there is a risk to LRT schedule should we delay the tendering of this contract.
Project#7102054003 Acct#49412	Alexander Park Community Hub Feasib	Project#4241609110 Acct#49412	Recreation & Community Hub	<b>273,416.95</b>	Alexander Park Community Hub Feasibility was created for the Feasibility phase of the Alexander Park field house project. This appropriation consolidates the balance to Project#4241609110 for design & construction.
<b>Public Works (Tax Budget) Total</b>				<b>\$ 2,327,416.95</b>	
<b>Public Works (Rate Budget)</b>					
Reserve#108015 Acct#49412	Waterworks Capital	Project#5142371309 Acct#49412	Wilson - Victoria to Sherman	<b>2,729,000.00</b>	Through the Budget Process, Council has approved \$5,000,000 for this project. However, in the process of detailed design for the watermain on Wilson St., scope was added for an additional valve chamber and associated works (\$600K) for operational purposes. It was also determined that additional funds would be required in the watermain budget to account for excess soils costs (roughly \$1.1M), and the replacement of sanitary laterals (\$750K) that will be directly impacted by the watermain construction. In addition, \$279K is required to offset inflation and increased labour costs. These works are LRT related so there is a risk to LRT schedule should we delay the tendering of this contract.
<b>Public Works (Rate Budget) Total</b>				<b>\$ 2,729,000.00</b>	
<b>Project Totals</b>				<b>\$ 6,280,638.14</b>	