

Request to Appear before the Audit, Finance and Administration Committee



STAR SECURITY LEGISLATED MINIMUM WAGE INCREASE FOR

**C3-10-16 (Provision of Cashiering and Security Services for the
Hamilton Convention Centre Parking Garage and York Boulevard
Parkade)**

**C11-56-15 Event Security Guard Services
Tim Hortons Field**

Original bid 2017 for City of Hamilton contracts

- February 2017 - Ontario Minimum wage
- \$11.40/ Hr
- Bill rate accepted January 23rd, 2017 at a rate of \$17/hr
- STAR Security bid on this contract as minimum wage being our starting benchmark to our pay rates. So minimum wage is instrumental to our pay structure

C3-10-16 (Provision of Cashiering and Security Services for the Hamilton Convention Centre Parking Garage and York Boulevard Parkade) Bill 148 Increases (Not in original quote)

- Minimum wage Increase from \$11.40 - \$14.00 = 22.8%
- Parody spread of minimum wage increase is 22.8%
- Additional 2% for vacation pay with employees over five years.
- New statutory holiday calculations. Statutory holiday entitlement is calculated differently under the new Bill 148. Pay is based on total amount of regular wages earned in the pay period immediately before the stat, then divided by the number of of days the employee worked in that period. This increases our costs for all major events leading into a holiday.
- New Sick Day payout legislation- Two paid sick days to every employee.
- Vac pay (6%) Stat entitlement (5%) CPP (4.95%) EI (1.63%) WSIB (1.65%) EHT (1.95%) = 21.18%
- Vacation Pay at an average of 6%, 80% of onsite employees have over 5 years seniority.

C11-56-15 Event Security Guard Services

Tim Hortons Field Bill 148 Increases (Not in original quote)

- January 2018 (Year 3 of contract)– \$17/HR Bill Rate
- Minimum wage Increase from \$11.40 - \$14.00 = 22.8%
- Parody spread of minimum wage increase is 22.8%
- Additional 2% for vacation pay with employees over five years.
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- Vacation Pay at an average of 6%, 80% of onsite employees have over 5 years seniority.

Requested Increase with Bill 148 Increases

2018

Old Bill Rate	Bill 148 % Increase	New Bill Rate to City
\$17.40	22.8%	\$21.38

2019

2018 Bill Rate	Bill 148 % Increase	Star Overhead Increase	2019 Bill Rate to City
\$21.38	7.14%	1.5%	\$23.25