

EMPLOYER PAID PARKING COMPARISON

2012 VERSUS 2018

Refer to Revised Appendix "E" to Report AUD20002 Page 2 for the definition of terms.

TOTAL PAID PARKING PROVIDED BY CITY (excludes HECFI and Hamilton Police Service)

2012 Cost \$604,000 **704** Employees

2018 Cost \$647,000 **704** Employees

EXCLUDED FROM TRIP REQUIREMENT POLICY - 2012

352 Grandfathered Employees \$330,000
15 Elected Officials \$16,000
11 Collective Agreement \$8,000
7 Employment Offer \$6,000
5 Grievance Settlement \$4,000

ALL OTHER EMPLOYEES - 2012

314 Employees \$241,000
NA* General Manager Discretion \$NA

DID NOT MEET TRIP REQUIREMENT - 2012

256 Employees \$200,000

MET TRIP REQUIREMENT - 2012

58 Employees \$40,000

PARKING ACTIVE - 2012

220 Employees \$185,000

PARKING INACTIVE - 2012

36 Employees \$18,000

AUDIT RESULTS - 2013

39 Not Eligible for Parking \$34,000
181 Management Discretion \$149,000

EXCLUDED FROM TRIP REQUIREMENT POLICY - 2018

219 Grandfathered Employees \$245,000
14 Elected Officials \$18,000
99 Collective Agreement \$75,000
53 Employment Offer \$56,000
5 Grievance Settlement \$6,000

ALL OTHER EMPLOYEES - 2018

275 Employees \$211,000
39 General Manager Discretion \$36,000

DID NOT MEET TRIP REQUIREMENT - 2018

136 Employees \$114,000

MET TRIP REQUIREMENT - 2018

139 Employees \$97,000^

PARKING ACTIVE - 2018

108 Employees \$100,000

PARKING INACTIVE - 2018

28 Employees \$14,000

CAPTURED IN ANNUAL ELIGIBILITY REVIEW - 2018

108 Employees \$100,000
39 General Manager Discretion \$36,000

*NA - Not Applicable

^There were an additional four GM discretion employees that also met the trip requirement

EMPLOYER PAID PARKING COMPARISON

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Definition of Terms

EXCLUDED FROM TRIP REQUIREMENT POLICY

- The number and associated costs of employees who are excluded from the trip requirement policy, shown by category.
- Number of Grandfathered employees decreased in 2018 but was offset by an increase in employees receiving parking from a Collective Agreement (up by 88 employees) and Employment Officer (up by 46 employees).

DID NOT MEET TRIP REQUIREMENT

- Employees who did not meet the minimum trip requirements per the policy.

MET TRIP REQUIREMENT

- Employees who met the minimum trip requirements per the policy.

ANNUAL ELIGIBILITY REVIEW

- Employees who did not meet the trip requirements and continue to receive paid parking.
- The numbers are broken down into two categories: employees who did not meet trips requirements and staff who receive parking based on General Manager's (GM) discretion.
- This is a new requirement stemming from the original audit. Management reviewed the parking eligibility status for these employees in early 2019. The results of management's review were not summarized or captured as part of this Follow Up Audit.

TOTAL PAID PARKING PROVIDED BY CITY

- Comparing 2018 and 2012, the number of employees remained the same.
- Costs have risen in 2018 (likely due to rising parking costs).

ALL OTHER EMPLOYEES

- Employees who receive paid parking, after the exclusions from the trip requirement policy.
- Staff are broken into two categories: staff who are given parking per their GM's discretion, and staff who qualify for the minimum trip requirement policy.
- GM discretion is a new item since the original audit in 2012. This is comprised of Public Works (about \$5,000) and Healthy and Safe Communities (HSC) (about \$30,000).

PARKING ACTIVE

- Employees who did not meet the minimum number of trips required to maintain paid parking by the City of Hamilton and continue to receive paid parking.

PARKING INACTIVE

- Employees who did not meet the trip requirements and no longer receive paid parking.

Note:

General Manager (GM) discretion in HSC are employees the department considers to be grandfathered but were not captured in the 2005 Corporate Master Exemption list. The previous and current GMs honored the grandfathered status of these employees to avoid potential grievances should the parking be revoked. The GM has committed to working with HR to find a more appropriate parking status for these employees.