

April 18, 2011

## Wage Comparison Tables – Public Portion

The Confidential Attachment 1 to the Report entitled "Solid Waste Management Services Garbage Collection Request for Quotations (RFQs)" dated April 14, 2011 contains public information on union wages to compare against private contractors. For transparency and openness, the public portion is produced below.

### Public Portion of Confidential Attachment Table 1 – Cost Per Hour – Collection

	TCEU L416 Equivalency to \$/ hour	TCEU L416 Equivalency to \$/ hour	WMI 419 Equivalency to \$/ hour
<b>Location</b>	<b>Toronto</b>	<b>Toronto</b>	<b>Region of Peel</b>
<b>Position Classification</b>	<b>Driver Loader</b>	<b>Recycling Operator - One Person</b>	<b>Driver Loader</b>
<b>Regular 'x' Shift Hours</b>	4/10	4/10	4/10
<b>OT after 10 Hours or 40 Hours per week</b>	after 10 Hours @1.5 or 2.0 on designated holidays	after 10 Hours @1.5 or 2.0 on designated holidays	10
<b>2010 Base Rate Per Hour</b>	<b>\$26.06</b>	<b>\$27.13</b>	<b>\$22.74</b>
<b>Employer/Governme nt sponsored plans:</b>			
<b>CPP</b>	<b>\$1.04</b>	<b>\$1.04</b>	<b>\$1.04</b>
<b>EI (60% SLP; 40% IIP)</b>	<b>\$0.43</b>	<b>\$0.43</b>	<b>\$0.43</b>
<b>Health Tax (EHT)</b>	<b>\$0.51</b>	<b>\$0.53</b>	<b>\$0.53</b>
<b>Pension/RRSP</b>	<b>\$1.79</b>	<b>\$1.88</b>	<b>\$1.45</b>
<b>Health Plan</b>	<b>\$3.34</b>	<b>\$3.37</b>	<b>\$3.37</b>
<b>Total Direct Costs</b>	<b>\$33.17</b>	<b>\$34.38</b>	<b>\$29.56</b>

.../2

**Public Portion of Confidential Attachment Table 2 – Cost Per Hour – Parks**

	<b>TCEU L416 Equivalency to \$/ hour</b>	<b>WMI 419 Equivalency to \$/ hour</b>
<b>Location</b>	<b>Toronto</b>	<b>Region of Peel</b>
<b>Position Classification</b>	<b>Recycling Operator - One Person</b>	<b>Driver Loader</b>
<b>Regular 'x' Shift Hours</b>	<b>4/10</b>	<b>4/10</b>
<b>OT after 10 Hours or 40 Hours per week</b>	<b>After 10 hours @1.5 or 2.0 on designated holidays</b>	<b>10</b>
<b>2010 Base Rate Per Hour</b>	<b>\$27.13</b>	<b>\$22.74</b>
<b>Employer/ Government sponsored plans:</b>		
<b>CPP</b>	<b>\$1.04</b>	<b>\$1.04</b>
<b>EI (60% SLP; 40% IIP)</b>	<b>\$0.43</b>	<b>\$0.43</b>
<b>Health Tax (EHT)</b>	<b>\$0.53</b>	<b>\$0.53</b>
<b>Pension/RRSP</b>	<b>\$1.88</b>	<b>\$1.45</b>
<b>Health Plan</b>	<b>\$3.37</b>	<b>\$3.37</b>
<b>Total Direct Costs</b>	<b>\$34.38</b>	<b>\$29.56</b>

.../3

**Public Portion of Confidential Attachment Table 3 – Cost Per Hour – Litter Vacuum Operations**

	<b>TCEU L416 Equivalency to \$/ hour</b>
<b>Location</b>	<b>Toronto</b>
<b>Position Classification</b>	<b>Light Equipment Operator</b>
<b>Regular 'x' Shift Hours</b>	<b>5/8</b>
<b>OT after 8 Hours or 40 Hours per week</b>	<b>After 8 hours @1.5 or 2.0 on designated holidays</b>
<b>2010 Base Rate Per Hour</b>	<b>\$24.49</b>
<b>Employer/Government sponsored plans:</b>	
<b>CPP</b>	<b>\$1.21</b>
<b>EI (60% SLP; 40% IIP)</b>	<b>\$0.52</b>
<b>Health Tax (EHT)</b>	<b>\$0.48</b>
<b>Pension/RRSP</b>	<b>\$1.57</b>
<b>Health Plan</b>	<b>\$2.82</b>
<b>Total Direct Costs</b>	<b>\$31.09</b>