

Date January 24, 2010



City Council Committee Report

To: Mayor & Council

Fr: Colleen Neil, Recreation Services Manager

Re: Minimum Wage Increase – Desk and Rink Attendants and
Concession Staff

Recommendation:

THAT Council of the City of Kenora authorizes the increase and implementation of the wage step level plan for the minimum wage staff in Recreation department, as outlined:

Concession	Step 1 - Start	Step 2 - Experience
Student -17 yrs & under	\$9.60 (Ont. min. wage)	\$10.00
Adult -18 yrs & over	\$10.25(Ont. min. wage)	\$10.65

Rink Attendants	Step 1 - Start	Step 2 - Experience
Students- 17 yrs & under	\$9.60(Ont. min. wage)	\$10.00
Students – 18 yrs & over	\$10.25(Ont. min. wage)	\$10.65

Desk Attendants	Step 1 - Start	Step 2 - Experience
Students - 17 yrs & under	\$9.60 (Ont. min. wage)	\$10.00
Students – 18 yrs & over	\$10.25(Ont. min. wage)	\$10.65

The graduation to Step 2 is pending satisfactory performance. All Concession and Rink Attendant staff will remain strictly seasonal with interested staff being required to reapply annually

Background:

Since October of 2001 Council has approved the implementation of a wage step level plan for the Concession and Rink Attendants and in 2008 included the Student Desk Attendants in order to keep, reward and retain our student work force.

The graduation to Step 2 is a 40 cent increase and is pending satisfactory performance as monitored through regular performance appraisals. All Concession and Rink Attendant staff will remain strictly seasonal with interested staff being required to reapply annually. From 2004 to 2009 the steps were amended to reflect the increase in minimum wage. Now, in 2010 minimum wage is once again being increased and thus the recommendation for a new wage step plan to be approved.

Budget:

Wages have been reflected in the 2010 Operating Budget waiting approval.

Communication Plan/Notice By-law Requirements:

Human Resources Manager

Payroll Officer

Finance and Administration Manager