

Date January 24, 2010



City Council Committee Report

To: Mayor & Council

Fr: Colleen Neil, Recreation Services Manager

Re: Student Lifeguard and Lesson Instructor Wages

Recommendation:

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

Description	Effective March 31, 2010		
	Start Rate	Step 1 (After 1 year of service & acceptable performance)	Step 2 (After 2 years of service & acceptable performance)
Pool Attendant	minimum wage	minimum wage	minimum wage
In-service and/or Meeting	minimum wage	minimum wage	minimum wage
Assistant Instructor	10.25	10.65	11.05
Assistant Guard	10.25	10.65	11.05
Lifeguard	10.75	11.15	11.55
Instructor	10.75	11.15	11.55
Lifeguard & Instructor	11.50	11.90	12.30

AND Further that the change take effect March 31, 2010.

Background:

Since 2004 Minimum Wage has seen annual increases. Student minimum wage has gone from \$6.40 in 2003 to \$9.60 in March of 2010. This has been a \$3.20 increase. The City of Kenora Student Pool Staff had not seen a wage change since 2001 until last year when minimum wage surpassed their base wage. As

minimum wage has increased our student pool wages are no longer in line with their level of training and responsibility that we ask of these positions. The cost of courses and manuals to be qualified to work at the pool can cost up to \$800.00 and often students need to travel to neighboring communities such as Dryden to take these courses adding additional cost and commitment. Council has, in the past, been given reports from provincial organizations documenting the difficulty in training and keeping guards and instructors in small communities. Wages are also a contributing factor as we compete for students to fill part time student positions in the community.

In October of 2001 Council had 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. This same incentive has not been passed along to our student guards and instructors as the pool. It is being asked that Council consider the following proposed schedule of wages for the City of Kenora student guards and instructors for March 31, 2010

Description	CURRENT WAGE	PROPOSED		
		Start Rate	Step 1 (After 1 year of service & acceptable performance)	Step 2 (After 2 years of service & acceptable performance)
Pool Attendant	minimum wage	minimum wage	minimum wage	minimum wage
In-service and/or Meeting	minimum wage	minimum wage	minimum wage	minimum wage
Assistant Instructor	minimum wage	10.25	10.65	11.05
Assistant Guard	minimum wage	10.25	10.65	11.05
Lifeguard	10.00	10.75	11.15	11.55
Instructor	10.00	10.75	11.15	11.55
Lifeguard & Instructor	10.00 (union wage \$24.27)	11.50	11.90	12.30

Budget:

Included in the 2010 proposed operating budgets

Communication Plan/Notice By-law Requirements: