

Supplementary Budget – Briefing Note

2018 Budget

One page brief per request

Briefing Note required for:
 -items >\$50,000
 -changes in FTE

Dept	Division	Business Unit	Item	Base Supp	Amount	FTE Impact
CD	CALS	12310/12311/12312	Future Issues – Lifeguard Wage	B	\$54,754	
CD	CALS	12310/12311/12312	Labour Burden	B	\$6,570	
					Net: \$61,324	

BACKGROUND:

The recruitment and retention of lifeguards to operate municipal pools - 2 indoor and 7 outdoor - is a challenge for the Municipality. In 2017, due to staffing shortages, operating hours were reduced from 7 days to 6 days/week in the communities of Ridgetown, Tilbury, Chatham Orville Wright, and Chatham Jaycee.

Lifeguard certification requires a substantial investment cost (approx. \$1,200 and 161 training hours plus recertification every 24 months). Research shows potential lifeguards are instead pursuing minimum wage positions for summer or part-time employment without these investment costs.

In comparison to other summer or part-time employment positions with the Municipality, the wages:

- 1) do not offset the above mentioned investment costs;
- 2) do not reflect the proportionately higher scope of responsibility of the position

As the minimum wage increases in 2018 and 2019, it is expected the lifeguard recruitment and retention challenge to increase.

Summary of Minimum Wage vs Lifeguard Wages

Yr.	Min. Wage	Lifeguard Part-time	Lifeguard Summer Student	Pool Supervisor Summer Student
2013	\$10.25	\$15.69	\$14.50	\$16.50
2014	\$11.00	\$15.85	\$14.50	\$16.50
2015	\$11.25	\$16.01	\$14.50	\$16.50
2016	\$11.40	\$16.23	\$14.50	\$16.50
2017	\$11.40	\$16.47	\$14.50	\$16.50
2018	\$14.00	\$18.00 *	\$18.00 *	\$21.00 *

*proposed 2018 lifeguard and pool supervisor wages

COMMENT:

- Current research of other municipalities and the private sector indicate that wages for lifeguards will increase above the proposed minimum wage of \$14/hr in order to address this issue.
- The placeholder of \$54,754 is based on \$18/hr for lifeguards (indoors/outdoors) and \$21/hr for pool supervisors (outdoors) and labour burden of \$6,570 until further information is acquired.