

Supplementary Budget – Briefing Note

2019 Budget

One page brief per request

Briefing Note required for:

- items >\$50,000
- changes in FTE
- Corporate Strategic Initiatives

Dept	Division	Business Unit	Item	Base Supp	Amount	FTE Impact
CHS	CALS/REC	12312	Recruitment Incentive for Summer Lifeguards/Instructors	S	\$15,736	

Background:

The recruitment and retention of lifeguards is a provincial issue. As the minimum wage continues to increase and close the gap of what lifeguards are currently paid, this will result in a lack of lifeguards available to operate our 2 indoor and 7 outdoor pools. We started to see this trend emerge as we had to reduce outdoor pool operations from 7 days to 6 days/week in the communities of Ridgetown, Tilbury, Chatham-Orville Wright and Chatham - Jaycee due to staffing shortages in 2016.

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	\$ 16.72	\$ 16.72	\$ 18.00

Young people and their parents are assessing the initial cost of becoming a lifeguard (approx. \$1200 / 161 hours) with the responsibility level against the wage being paid. With minimum wage increasing to \$14/hr in 2018– these individuals are making the choice to work in other areas with less responsibility, less cost and less time investment.

Comment:**Summer of 2018:**

- Pilot incentive for Lifeguards/Instructor was implemented offering up to \$500 to summer students that worked all scheduled summer shifts.
- Implementation of this incentive allowed pool operating hours to be maintained at 2017 levels, and not reduced.
- Students that worked part-time received a pro-rated amount.
- Total Cost = \$13800 (Outdoor Summer Student only)

