



TO: Mayor Avis & Council

FROM: Jason Kabel, Manager of Community Services

DATE: December 1, 2016

SUBJECT: Student Wage Rates

Executive Summary

This report is regarding the entry-level hourly wage rates of student positions in the Community Services Division for high school and post-secondary positions.

Over the past year, managers of this division voiced concerns regarding their ability to recruit, retain, develop, and motivate quality student employees due to the narrowing gap between the general minimum wage and student wage rates for its high school and post-secondary positions. They also raised concerns about internal equity, due to the difference in wage rates between the two classes of student positions.

They have recommended an interim solution to alleviate their staffing struggles, which I support on the HR principles of attracting, retaining and developing qualified employees, and internal equity. Please see page 2 for their recommendation.

Background

The lowest class of high school student positions is the Student Arena Attendant. Although there is a student minimum wage in Ontario, the Town has historically anchored this wage rate to the General Minimum Wage ("the minimum wage") and has paid an additional premium of \$0.15/hour.

This premium was constant until recent years, but is now only \$0.02/hour higher than the minimum wage. This is because there have been three minimum wage increases since 2014, and the Town has not yet adjusted the wage rates of student employees in this division accordingly. Please see the attached chart on page 3, which illustrates past practice.

Last year, the Town's CAO directed that the gap traditionally maintained between the minimum wage and that of the Student Arena Attendant be reviewed and adjusted by \$1.00 per hour. A recommendation was presented to this Executive Committee in November 2015, and the Committee directed that the matter be held in abeyance.

High School Students

That the entry-level wage rates of high school positions be anchored to the minimum wage, with additional premiums per the following groupings; and that these rates shall increase naturally in equal proportion to future increases to the minimum wage:

1. Student Arena Attendant
 - a. Minimum wage +\$0.50/hour = \$11.90/hour
2. Summer Program Leader & Student Library/Museum/Marina Attendant
 - a. Minimum wage +\$1.00/hour = \$12.40/hour
3. Lifeguard - Bronze Cross certified
 - a. Minimum wage +\$1.35/hour = \$12.75/hour
4. Lifeguard - NLS certified
 - a. Minimum wage +\$2.60/hour = \$14.00/hour
5. Lifeguard – Instructor
 - a. Minimum wage +\$3.20/hour = \$14.60/hour
6. Lifeguard - Instructor, NLS certified
 - a. +\$3.30/hour = \$14.70/hour
7. Lifeguard - Senior Guard
 - a. +\$3.90/hour = \$15.30/hour

Post-Secondary Students

That the entry-level wage rates of post-secondary positions be anchored to Operations & Facilities division's Student Labourer rate, with additional premiums per the following groupings:

1. Summer Program Leader & Student Library/Museum/Marina Assistant
 - a. + \$0.00/hour = \$16.24/hour
2. Lifeguard – Senior Guard & Summer Program Leader (uncertified)
 - a. + \$0.50/hour = \$16.74/hour
3. Student Marina Operator & Summer Program Leader (certified)
 - a. + \$1.00/hour = \$17.24/hour

Where returning high school student employees would transition to the post-secondary student wage schedule, as above, if they resume student employment with the Town after completing one year of post-secondary studies.

	01-Feb-05	01-Feb-06	01-Feb-07	31-Mar-08	31-Mar-09	31-Mar-10	01-Jun-14	01-Oct-15	01-Oct-16
General Minimum Wage	\$7.45	\$7.75	\$8.00	\$8.75	\$9.50	\$10.25	\$11.00	\$11.25	\$11.40
Student Minimum Wage	\$6.95	\$7.25	\$7.50	\$8.20	\$8.90	\$9.60	\$10.30	\$10.55	\$10.70
Difference	\$0.50	\$0.50	\$0.50	\$0.55	\$0.60	\$0.65	\$0.70	\$0.70	\$0.70
Student Arena Attendant	\$7.60	\$7.90	\$8.15	\$8.90	\$9.65	\$10.40	\$11.04	\$11.26	\$11.42
Difference	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.04	\$0.01	\$0.02

Recommendation

The Community Services Executive Committee recommends to Mayor and Council to endorse the student wage table provided in response to increased minimum wages provincially.

<p>Council approval of this report will endorse the student wage table provided in response to increased minimum wages provincially.</p>
