



## REPORT

**TO:** Mayor Avis & Council

**FROM:** Jason Kabel, Community Services Division Manager

**DATE:** June 28, 2018

**RE:** Student Wages – Community Services Division

### Preamble

In November 2017, Council approved the following student wage schedule:

<u>Student Position</u>	<u>Existing Wage Rate</u>	<u>Proposed New Rate 2018</u>
1. Student Arena Attendant	<b>Minimum wage +\$0.50/hour</b> = \$11.90/hour Year 1 = \$12.40/hour Year 2 = \$12.90/hour Year 3	<b>Student Minimum wage +\$0.25/hour</b> = \$13.40/hour No progression in 2 <sup>nd</sup> or 3 <sup>rd</sup> year
2. Summer Program Leader & Student Library/Museum/Marina Attendant	<b>Minimum wage +\$1.00/hour</b> = \$12.40/hour Year 1 = \$12.90/hour Year 2 = \$13.40/hour Year 3	<b>Student Minimum wage +\$0.75/hour</b> = \$13.90/hour No progression in 2 <sup>nd</sup> or 3 <sup>rd</sup> year
3. Lifeguard - Bronze Cross certified	<b>Minimum wage +\$1.35/hour</b> = \$12.75/hour Year 1 = \$13.25/hour Year 2 = \$13.40/hour Year 3	<b>Student Minimum wage +\$1.10/hour</b> = \$14.25/hour No progression in 2 <sup>nd</sup> or 3 <sup>rd</sup> year
4. Lifeguard - NLS certified	<b>Minimum wage +\$2.60/hour</b> = \$14.00/hour Year 1 = \$14.50/hour Year 2 = \$15.00/hour Year 3	<b>DELETE RATE</b> no longer needed * see below  (+\$2.35/hour= \$15.50/hour)
5. Lifeguard – Instructor	<b>Minimum wage +\$3.20/hour</b> = \$14.60/hour Year 1 = \$15.10/hour Year 2 = \$15.60/hour Year 3	<b>DELETE RATE</b> no longer needed * see below  (+\$2.95/hour= \$16.10/hour)
6. Lifeguard - Instructor, NLS certified	<b>Minimum wage +\$3.30/hour</b> = \$14.70/hour Year 1 = \$15.20/hour Year 2 = \$15.70/hour Year 3	<b>Student Minimum wage +\$3.05/hour</b> = \$16.20/hour No progression in 2 <sup>nd</sup> or 3 <sup>rd</sup> year
7. Lifeguard - Senior Guard	<b>Minimum wage +\$3.90/hour</b> = \$15.30/hour Year 1 = \$15.80/hour Year 2 = \$16.30/hour Year 3	<b>Student Minimum wage +\$3.65/hour</b> = \$16.80/hour No progression in 2 <sup>nd</sup> or 3 <sup>rd</sup> year

The impetus to the student wage schedule change was the passing of Bill 148, Fairer Workplaces, Better Jobs Act, 2017 that increased minimum wage rates on January 1, 2018.

The Community Services Division has been exposed to the situation where a ‘student’ turns 18 years of age when they are placed at level 1 or 2 on the student grid and earning \$13.40/hr or \$13.90/hr that falls short of the minimum wage rate of \$14.00 for an ‘adult’.


1. Student Arena Attendant	<b>Minimum wage +\$0.50/hour</b> = \$11.90/hour Year 1 = \$12.40/hour Year 2 = \$12.90/hour Year 3	<b>Student Minimum wage</b> +\$0.25/hour = \$13.40/hour No progression in 2nd or 3rd year
2. Summer Program Leader & Student Library/Museum/Marina Attendant	<b>Minimum wage +\$1.00/hour</b> = \$12.40/hour Year 1 = \$12.90/hour Year 2 = \$13.40/hour Year 3	<b>Student Minimum wage</b> +\$0.75/hour = \$13.90/hour No progression in 2 <sup>nd</sup> or 3 <sup>rd</sup> year

To be in accordance with the Employment Standards Act (ESA) 2018 minimum wage rate, it will be necessary to compensate the 18 year old employees holding a ‘student’ position with an additional \$0.10/hr (#2 above - \$13.90) or \$0.60/hr (#1 above - \$13.40) to bring them to the \$14.00/hr threshold for an adult employee.

### **Recommendation**

The Community Services Executive Committee recommends to Mayor and Council to sanction increasing the wage rate of a ‘student’ employee when they reach the age of 18 years old to \$14.00/hr to align with the employment standards act.

Respectfully Submitted,



Jason Kabel

**Council approval of this report will** sanction increasing the wage rate of a ‘student’ employee when they reach the age of 18 years old to \$14.00/hr to align with the employment standards act.