



REPORT

TO: Community Services Executive Committee
FROM: Jason Kabel, Manager of Community Services
DATE: March 31, 2017
RE: Memorial Sports Centre Summer Student Staff

The Community Services Division currently has 5 vacancies in the student lifeguard position to operate the summer children camps at the Memorial Sports Centre (MSC). We have three students who are interested in returning to their previous MSC positions held last summer who are qualified lifeguards but are unable to return due to the current student policy in place.

It is necessary that Summer Program Staff be qualified lifeguards as there are three days per week that are scheduled in the water and to ensure we get a more dedicated staff member. There are also 2 weeks of the summer that are dedicated to water activities, one at the Point Park and one at Sunny Cove Camp.

The Lifeguard job has been posted on the Town website all year and have added two members to the existing staff to help increase the number to the required 15 (as per the table below).

Summer Program staff work both with the summer children's camps and MSC. They are periodically called upon to fill in at the Marina. At the end of August many of our University Students are heading back to school and we still operate the Marina and Pool, as such student staff that are not returning to school next year would be able to assist us during that time.

Student Staff History for MSC and Marina

	2014	2015	2016	2017	TARGET
Qualified	21	19	15	10	15
Unqualified	1	2	3	2	4
Total	22	21	18	12	19

Currently we are in a position where our typical summer programs are in jeopardy of not being able to operate if we do not have sufficient qualified staff. As noted in the table above we are sitting with a shortage of 5 qualified lifeguard staff.

RECCOMENDATION

The Community Services Division recommends to hire the 3 available staff who are interested in returning to work for us this summer but do not conform to the Student Employment Policy criteria in that they will not be returning to post-secondary school in the fall.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "J Kabel", is written over the name "Jason Kabel".

Jason Kabel