



# The Corporation of the Township of Huron-Kinloss

## Staff Report

**Report Title: Summer Student Wages and Leader in Training Program**

**Date: Dec. 2, 2024**

**Report Number: CS-2024-12-50**

**Department: Community Services**

**File Number: C11 CS 24**

**Prepared By: Mike Fair, Director of Community Services**

**Attachments: N/A**

### Recommendation:

THAT the Township of Huron-Kinloss Committee of the Whole hereby approves Report CS-2024-12-50 prepared by Mike Fair, Director of Community Services;

AND FURTHER authorizes the appropriate By-law to come forward;

AND FURTHER THAT the Leader in Training program for summer camp program be exempt from the Volunteer Policy.

### Background:

#### Student Wage Rates and Leader in Training Program

Students wages are relative to minimum wage below. In recent years, the feedback upon exit interviews is related to the Township of Huron-Kinloss may not be competitive with surrounding market.

#### Leader in Training Program for Summer Camp Volunteers

Huron-Kinloss has a Leader in Training position and relies on volunteers that must be age fourteen or older. Other summer camps have Leader in Training positions that have a minimum age of thirteen. The current Huron-Kinloss volunteer policy dictates that volunteers must be fourteen years of age.

### Discussion/Analysis/Overview:

#### Student Wage Rates

Proposal for student wages (Including Administrative Assistant, Park Maintenance, Lighthouse Tour Guides, Tourism Officer, Day Camp Leader, Arena Attendants

2025 Minimum Wage \$17.20	Hourly
2025 Current HK Bylaw -Min + \$1.00	\$18.20
Year 1 proposal-Min + \$1.25	\$18.45
Year 2 proposal-Min + \$1.75	\$18.95
Year 3 proposal-Min + \$2.25	\$19.45

Proposal for Day Camp Coordinator, Lighthouse Coordinator, and GIS student. The Lighthouse Coordinator currently receives \$2.00 above minimum wage, and the proposal would align these three positions.

2025 Minimum Wage \$17.20	Hourly
2025 Current HK Bylaw -Min + \$1.00	\$18.20
Year 1 proposal-Min + \$2.50	\$19.70
Year 2 proposal-Min + \$3.25	\$20.45
Year 3 proposal-Min + \$4.00	\$21.20

The proposal above was created after completing some market research with neighbouring municipal student wages. Staff are confident in proposed wage rates, and the rates can sustain any related programs / services. The wage rates do compensate/encourage the returning students and will benefit the supervisory staff with experienced returning students in those programs and services.

Leader in Training Program

The Leader in Training (LIT) program is unpaid and teaches youth volunteers valuable leadership and team building skills. L.I.T’s collaborate with Camp Leaders with a goal of emulating the skills demonstrated by camp Leaders, Supervisors and Coordinators. Skills and extensive training that volunteers gain from the L.I.T program aid in the development of youth’s communication, leadership, teamwork, conflict resolution, connections, and workplace experience. L.I.Ts are an asset to Summer Day Camp and play a crucial role in camp dynamics.

Staff recommend that the Leader in Training program for Summer Camp be exempt from the Huron-Kinloss Volunteer policy with the age of fourteen reduced to age thirteen.

**Financial Impacts:**

The financial impacts for most of the students would be similar to that of the inflation rate, and consequently if wage rates directly impact a program, then the registration rates will ensure that the programs run a similar margin from previous years budgets. The total cost increase for the estimated twenty students in multiple departments would increase by \$2 100 best case scenario and \$11 000.00 is the worse case scenario if all students returning for a third year.

**Performance Measurement:**

N/A

**Strategic Area:**

- Embrace a thriving rural lifestyle
- Prepare for Inclusive Growth
- Enhance Municipal Service Delivery
- Ensure Financial Stability

**Strategic Goal: Commit to financial health and sustainability**

**Respectfully Submitted By:**

Mike Fair, Director of Community Services

**Report Approved By:**

Jodi MacArthur, Chief Administrative Officer