

Meeting Date: January 15, 2024
Department: Human Resources
Report No.: HR-2024-01
Submitted by: Doug Payne, Director of Human Resources
Approved by: Trisha McKibbin, Chief Administrative Officer

SUBJECT: 2024 Seasonal Recruiting

RECOMMENDATION:

THAT: Report HR-2024-01, 2024 Seasonal Recruiting be received for information, and further; THAT: Council approves Option #2, the recruitment and hiring of all listed 2024 seasonal positions equivalent to the 2023 hiring, and directs the Human Resources Director to commence the recruitment immediately.

BACKGROUND:

The Municipality of Strathroy-Caradoc has a long-standing commitment to providing exceptional services to our community, and a crucial aspect of this commitment lies in the diligent selection of qualified individuals to fill seasonal positions.

Historically, we have begun recruiting seasonal positions in early January of each year as we have experienced that early recruitment significantly enhances our ability to attract and secure the best candidates for these roles. This has a direct positive impact on the quality of services we can deliver to our residents.

Furthermore, early recruitment enables us to address potential staffing challenges and reduce the risk of being understaffed during our peak seasons. This proactive approach aligns with our commitment to maintaining a high standard of service delivery and responsiveness to the needs of the community all while improving the quality of life in Strathroy-Caradoc.

COMMENTS:

As Council is aware we are in the midst of developing the 2024 operating and capital budgets for the Municipality and it is anticipated that these budgets may not be approved until the end of quarter 1 of 2024.

To maintain the 2023 level of service that the Municipality has provided to the community, the following is a breakdown of the 2023 seasonal positions and the corresponding number hired:

- Aquatic Supervisor (1)
- Assistant Camp Director (1)
- Assistant Head Lifeguards (2)
- Camp Director (1)
- Cemetery Labourer (1)
- Head Camp Counsellors (2)
- Head Lifeguard (1)
- Junior Horticultural Technician (3)
- Junior Lifeguards (5)
- Lifeguards (20)
- Cashier (3)
- Museum Assistant (1)
- Camp Counsellors (30)
- Facility Attendant (12)
- Event and Market Assistant (1)
- Environmental Services Student (1)
- Crossing Guard (15)
- Human Resources Student (1)
- Temporary Fire Prevention Officer (1)

The above equates to 19 job postings with a corresponding hire of 102 positions.

In addition to the above hirings, the Municipality received wage grants in 2023 from the Summer Experience Program and Canadian Parks and Recreation Association totaling \$12,686.00. In addition to these received grants, we believe there will be additional opportunities for grant money from the Canada Summer Jobs in 2024.

Council has several options if they choose:

Option 1: Do nothing and wait until the 2024 budget is approved. This will have a direct negative impact on the ability to hire staff for these summer positions and would jeopardize any success of the programs.

Option 2: Direct the Human Resources Director to initiate immediate recruitment for all the above mentioned positions based on 2023 levels with no increase to the complement of seasonal staff. This will have a direct positive impact as described in the report and will set the team up for another successful summer season.

Option 3: Council identify out of the list above what positions to hire immediately. This will have a similar result as Option 1 and would have a direct impact on the success of the seasonal programs.

At the time of writing this report, the 2024 Summer Camp Programs have opened for enrollment on Wednesday January 3rd, 2024 and as of Thursday January 4th, 2024 there has been 760 registrations in the two days of opening for various summer camps.

CONSULTATION:

Director of Community Services
Supervisor of Recreation, Programs and Community Liaison
Human Resources Generalist / Payroll

FINANCIAL IMPLICATIONS:

The financial impact (wages only) for all of the above positions for 2023 was \$694,665.11.

STRATEGIC PLAN ALIGNMENT:

This matter is in accord with the following strategic priorities:

1. Economic Development: Support a strong local workforce
2. Customer Service: Invest in employee engagement as the foundation of strong customer service.

ATTACHMENTS:

N/A