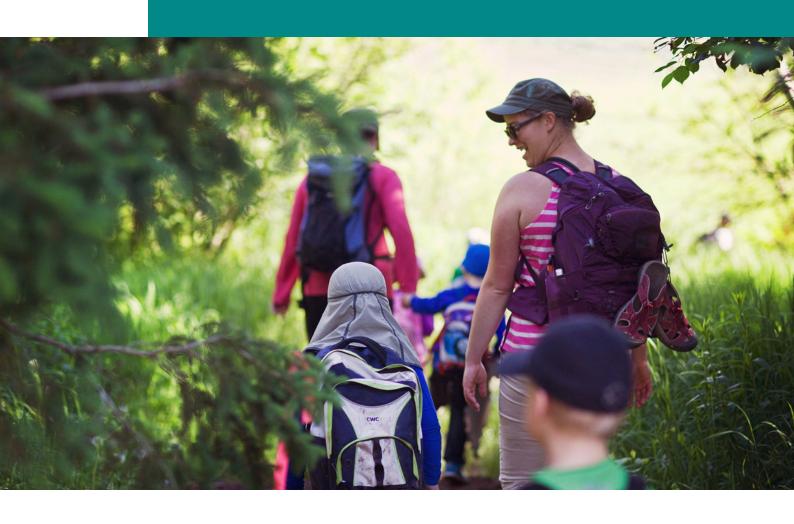
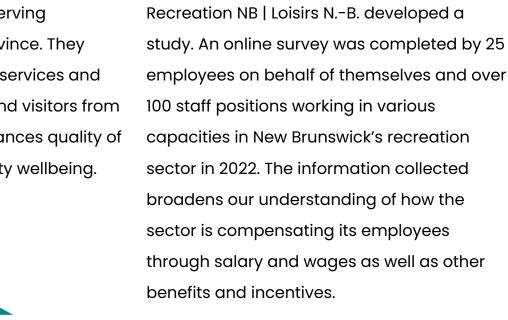


A Look at How Employees in New Brunswick's Recreation Sector are Compensated for Their Work



New Brunswick's recreation sector is fortunate to have a variety of passionate and dedicated employees serving communities across the province. They provide essential recreation services and opportunities for residents and visitors from near and far. Their work enhances quality of life, individual and community wellbeing.





To better understand how these employees

are compensated for their important work,

## TYPE OF EMPLOYER

- 21 people worked for a municipal recreation department
- 2 people worked for a not-for-profit organization
- 1 person worked for a private recreation facility
- 1 person worked for a recreation corporation

Due to the low number of respondents working outside the municipal recreation sector, this report will focus on data collected with respect to compensation in municipal recreation departments.

# JOB TITLE

Of the 21 municipal recreation professionals:

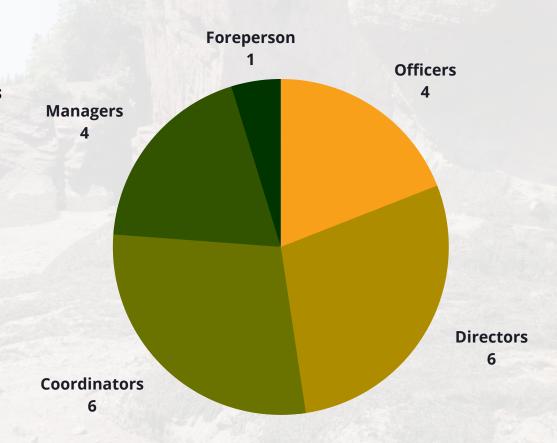


4 were Managers

6 were Coordinators

4 were Officers

1 was a Foreperson



# NUMBER OF EMPLOYEES

(FULL-TIME, PART-TIME, OR SEASONAL)

**Directors:** Managed between 6 and 100+ staff.

The average Director was responsible for 46 staff

Managers: Managed between 6 and 50 staff.

The average Manager was responsible for 36 staff

**Officers:** Managed between 1 and 5 staff.

The average Officer was responsible for 3 staff

Coordinators: Managed between 1 and 25 staff.

The average Coordinator was responsible for 9 staff



# EMPLOYMENT STATUS

All 21 of the Municipal Recreation Department employees were full-time.

Most of the staff they managed were seasonal and part-time employees.

These seasonal and part-time positions included:

- ·Day/Summer Camp Counsellors/Leaders/Facilitators
- ·After School/Summer Programmers
- ·Recreation Facilitators/Leaders
- ·Community Garden Facilitators
- ·Community Engagement Facilitators
- ·Seasonal/Casual Student Positions
- ·Youth/Aquacise Instructors
- ·Lifeguards
- ·Gym/Front Desk Attendants/Monitors
- ·Day Camp/Aquatics Supervisors
- ·Tourism Planners
- ·Student Coordinators
- ·Maintenance Workers
- ·Coordinators

# LENGTH OF SERVICE

Of the employees who completed the survey:

6 had been in their position for less than 5 years

5 had been in their position for 5-10 years

8 had been in their position for 10-20 years

2 had been in their position for more than 20 years

### SALARY AND WAGES

The average salary and wages for those working in municipal recreation departments were as follows:

Directors made between \$70,000 and \$115,500 with an average salary of \$88,917

Managers made between \$68,000 and \$90,000 with an average salary of \$77,000

Officers made between \$52,000 and \$82,000 with an average salary of \$69,500

Coordinators made between \$55,000 and \$65,000 with an average salary of \$59,000

Minimum wage in New Brunswick moved from \$11.75 per hour to \$12.75 on April 1, 2022. As of October 1, 2022 the rate will be \$13.75 per hour

- Day/Summer Camp Counsellors/Leaders/Facilitators
- After School/Summer Programmers
- Recreation Facilitators/Leaders

Were paid between \$11.75 and \$15.50 per hour. The average wage was \$13.29

- Community Garden Facilitators
- Community Engagement Facilitators
   Were paid between \$15.25 and \$15.50 per hour. The average wage was \$15.37
- Seasonal/Casual Student Positions
   Were paid between \$11.75 and \$12.75 per hour. The average wage was \$12.42
- Youth/Aquacise Instructors
   Were paid between \$15.46 and \$17.75 per hour. The average wage was \$16.74
- Lifeguards
   Were paid between \$11.75 and \$18.19 per hour. The average wage was \$14.63
- Gym/Front Desk Attendan<mark>ts/Monitors</mark>
  Were paid between \$11.75 and \$15.75 per hour. The average wage was \$13.83
- Day Camp/Aquatics Supervisors

  Were paid between \$16.00 and \$16.58 per hour. The average wage was \$16.29

# SALARY INCREASES

The most common bases for salary increases were:



Length of service (24% of employees indicated)



Merit / performance (29% of employees indicated)



Union negotiations (29% of employees indicated)



Cost of living (48% of employees indicated)



Step raises (52% of employees indicated)



### BENEFITS

- Employees started their career with between 0 and 20 vacation days. The average was 11 days.
- The most common bases for vacation increases were:
  - Length of service (86% of employees indicated)
  - Union negotiation (19% of employees indicated)
- Most employers covered between 50% and 100% of their employees' medical benefits. The average coverage was 82%
- Employees currently have between 12 and 30 vacation days. The average was 21 days.

The most common benefits received by employees were:

100%

#### Received

• Paid sick leave

95%

#### Received:

- Medical coverage
- Dental insurance
- Vision insurance
- Life insurance
- Paid training and professional development

86%

#### Received:

- Worker's compensation
- Travel and spending expenses

81%

#### Received:

Employee assistance

76%

#### Received:

• Time in lieu

**67%** 

#### Received:

Family or extended leave

57%

#### Received:

Short term disability

43%

#### Received:

Flexible hours

90%

#### Received:

- Prescription and pharmacy benefits
- Long term disability
- Paid vacation

71%

#### Received:

• Retirement planning

38%

#### Received:

Remote work flexibility

