



Office of the City Manager

RECESS ITEM
CONSENT CALENDAR
 September 12, 2023

To: Honorable Mayor and Members of the City Council
 From: Dee Williams-Ridley, City Manager
 Submitted by: Scott Ferris, Director of Parks, Recreation & Waterfront
 Subject: Stipend for Echo Lake Camp Staff

RECOMMENDATION

Adopt a Resolution approving up to a \$500/week stipend for certain Echo Lake Camp daily-rated staff working in the summer of 2023, starting July 30, 2023.

FISCAL IMPACTS OF RECOMMENDATION

The proposed stipends of up to \$500/week are estimated to cost the Camps Fund \$29,500, (see Table 1). Funding for this is available in the Camps Fund reserve (Fund 125) and will be included in the FY24 second annual appropriations ordinance.

Week	# Daily-Rated Staff	Stipend	Total
Week of July 30 th	30	\$500	\$15,000
Week of August 6 th	16	\$500	\$8,000
Week of August 13 th	13	\$500	\$6,500
			\$29,500

CURRENT SITUATION AND ITS EFFECTS

Starting in late July 2023, the City began experiencing critical staffing shortages at Echo Lake Youth Camp. These shortages were due to a combination of personnel issues related to a staff of largely first-time camp employees that were less familiar with the challenges and demands of camp. Typically, it takes between 40 and 50 daily-rated camp staff to operate a full Echo Lake Youth Camp. By late July, these employee numbers fell to 30.

To ensure the continued safe and appropriate supervision of camp, the City had to bring additional Recreation staff to Camp. These staff were hourly, rather than daily-rated. Typically, camp staff daily-rated employees work 6 days per week, between 4 and 12 hours a day. Their daily rate includes compensation for food, lodging, and wages. When hourly staff are working at camp, they are paid for overtime that daily rated employees do not receive. The average gap between hourly and daily rated employees over this period was approximately \$500/week because as staff numbers reduced, remaining

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staff needed to work longer hours. To compensate for this imbalance, staff proposes paying up to a \$500/week stipend to the daily-rated staff who worked during this three-week period as Camp Staff Members, Camp Staff Leaders and Camp Staff Supervisors.

This practice is not standard and for instance, did not occur at Tuolumne Camp this summer. Staff will make the needed changes in recruitment and training to ensure that this does not happen again.

BACKGROUND

The City operates Tuolumne Camp and Echo Lake Camp by using daily-rated employees in multiple classifications. Typically, the City hires over 100 daily-rated employees each summer to staff both camps.

These employees are funded out of the Camps Fund, a self-supporting fund with revenues from camp fees expected to cover Tuolumne, Echo Lake, Cazadero and Berkeley Day Camp costs.

Pursuant to [California Labor Code Section 1182.4](#) and [State of California Wage Order MW-2023](#), California law provides organized camps special labor rules allowing wages of camp staffers for each day worked rather than by the hour. Under those same laws, the City may claim a state wage credit for the value of the meals and lodging provided for each staff member to calculate the Current Wage Range (Daily Rate).

Because Tuolumne Camp and Echo Lake Camp are both located outside of the City of Berkeley, wages are determined by following State of California regulations, including the State of California Wage Order, which is updated periodically. The City of Berkeley periodically updates their Salary Schedule to reflect any minimum wage updates ([Last updated 2019, Resolution No. 69,078-N.S.](#)).

In February 2023, Council approved wage increases to daily-rated camp staff classifications, (Resolution No. 70,703-N.S.).

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

These up to \$500/week stipends are needed to correct the imbalance in compensation between daily-rated and hourly staff working at Echo Lake Camp in the summer of 2023 starting July 30, 2023.

ALTERNATIVE ACTIONS CONSIDERED

None

CONTACT PERSON

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Attachments:
1. Resolution

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ATTACHMENT 1

RESOLUTION NO. xx-xxx - N.S.

AUTHORIZING STIPENDS FOR CERTAIN ECHO LAKE CAMP DAILY-RATED STAFF
WORKING IN THE SUMMER OF 2023 STARTING JULY 30, 2023

WHEREAS, The City operates Tuolumne Camp and Echo Lake Camp by hiring daily-rated employees in multiple classifications, and typically, the City hires over 100 daily-rated employees each summer to staff both camps; and

WHEREAS, starting in late July 2023, the City began experiencing critical staffing shortages at Echo Lake Camp, and because as staff numbers reduced, remaining staff needed to work longer hours; and

WHEREAS, to ensure the continued safe and appropriate supervision of camp, the City brought in additional hourly Recreation staff, whose compensation was on average \$500/week higher than daily-rated Camp staff; and

WHEREAS, to compensate for this imbalance, an up to \$500/week stipend is proposed for the daily-rated staff (Camp Staff Members, Camp Staff Leaders and Camp Staff Supervisors) at Echo Lake Camp starting July 30, 2023.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is authorized to issue stipends of up to \$500/week to the Camp Staff Members, Camp Staff Leaders and Camp Staff Supervisors working at Echo Lake Camp in the summer of 2023, starting July 30, 2023.