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Lessans Camp JCC, a part of the Bender JCC of Greater Washington, wants to thank the committee for accepting our letter of explanation as it relates to the Montgomery County Wage Commission Bill.

Lessans Camp JCC is a place for all campers, no matter their background, abilities, identification, religion, and more. Our Camp serves a population from all over Montgomery County. As part of our mission and dedication to inclusion, 20% of the population we serve has a known diagnosis and need. This adds close to 100 extra staff a summer to work with all our campers. We fear that a significant cost change could turn camp into a privilege and not the right it should be. Camp is a place where a kid can be who they want to be, to learn and grow with friends, and end up being the amazing people they are destined to be.

At Lessans Camp JCC we see the value of our staff and employees and have been actively working on increasing our staff pay over the last few summers. In addition, we have mapped out a plan to continue to adjust our staff rates over the next few summers with the ultimate goal of reaching Montgomery County's Minimum wage.

What we respectfully are asking the commission as part of their process is to roll out any changes to the current State of [Maryland Wage Exemption](#) that allows for "non-administrative employees of organized camps" to be paid at a rate less than the current minimum wages to be done so over time in a tiered model. There are many camp models in the county, and for non-profit camps like my own, even the smallest increases can equate to large dollar amounts in total. In our increase plans, we have taken into consideration the balance of fair rates for staff to that for our parents and families. Most of the increased costs will be passed on to them and we don't want to do that all at one time.

We thank you for your consideration of this request and are available for any follow up questions or discussions you may have.

Thanks,



Phil Liebson