

COMMITTEE OF THE WHOLE, JUNE 4, 2001

RECREATION FEES AND BENEFITS FOR CITY OF VAUGHAN EMPLOYEES (BUDGET SUB-COMMITTEE MEETING OF MAY 23, 2001)

Recommendation

The Budget Sub-Committee recommends:

- 1) That the following report of the Director of Recreation and Culture, dated May 23, 2001, be received; and
- 2) That annual fitness centre membership fees for full-time City of Vaughan employees be at a 75% reduction of the Vaughan resident rate.

Report of the Direction of Recreation and Culture

The Director of Recreation and Culture, in consultation with the Programmers Manager, recommends:

That annual fitness centre membership fees for full-time City of Vaughan employees remain at a 50% reduction of the Vaughan resident rate and,

That the benefit be extended to include annual memberships for spouses/partners payable in full at the time of registration.

Purpose

At Council's request, staff have reviewed the implications of reducing the recreation fees for City of Vaughan employees and immediate family from 50% to 75%.

Background - Analysis and Options

At the City of Vaughan Council meeting of June 1986, Council approved an additional employee benefit of 50% reduction on fitness centre membership fees for all full-time City of Vaughan employees.

To date, there are 100 employee members that have been subsidized by approximately \$20,000.00 annually. Currently, this benefit is extended to City of Vaughan employees only and is paid for through the payroll deduction plan.

In analyzing the implications of extending the membership to include immediate family members, a number of variables had to be considered including, but not limited, to:

1. "Immediate" Family

In considering the meaning of "immediate" family, it was determined that the number of variables associated with the definition of immediate family would make the extension of membership extremely difficult to administer. Variables include children not living at home, married children, spouses of children, underage children, etc. Therefore, it is recommended that the benefit should be extended to spouses/partners only.

2. Annual vs. Part Year Memberships

Staff resources are required to process each membership. Although this option is available to those members paying the full fee, recognizing the administrative impact, extension of this privilege to employee/spouses/partners is not recommended. Therefore, annual memberships only.

3. Payment Procedures

With the full support of the Finance Department (Payroll Division), the payroll deduction option has always been available for the employee. Should the benefit be extended to include spouses/partners, in order not to have additional impact on the Finance Department, it is recommended that the spousal/partner membership be paid in full at the time of the registration.

4. Capacities/Opportunity Lost

By extending the membership benefit to include immediate family, there will be an impact on capacities at some centres. Currently, the fitness centres at the Maple Community Centre and the Garnet A. Williams Community Centre are at "prime time" capacity. According to staff and input received from community centre Task Force Meetings, there are line ups for equipment and the showers are overcrowded. As a result, as of April 1, 2001, no new non-Vaughan memberships are being processed. If membership is extended to spouses/partners only, the potential number of new members is considerably more manageable although they could potentially be taking the place of a member paying the full fee.

5. Financial Impact

Currently, employee memberships represent a loss of approximately \$20,000.00 in fitness centre revenue. Should the membership be extended to spouses/partners, there is a potential loss of up to an additional \$20,000.00 in revenue. Reduced membership fees for the immediate family would represent an even greater loss in revenue.

Additionally, staff researched other municipalities re employee discounts – see attachment.

Conclusion

Considering the number of variables and the need to ensure the integrity of the current Fitness Centre Membership Policy and, in comparison to neighbouring municipalities, staff recommend that the current 50% reduction be maintained and that the benefit be extended to include an annual membership for a spouse/partner.

Further, due to the administrative requirements of the Department of Recreation and Culture and the Finance Department (Payroll Division), the benefit of payroll deduction can be extended only to the full-time employee. Spouses/partners must pay in full at the time of registration.

Attachments

Comparison of Fitness Membership Discounts

Report Prepared By

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Respectfully submitted,

Councillor Di Vona
Chair
Budget Sub-Committee

ATTACHMENT

COMPARISON OF FITNESS MEMBERSHIP DISCOUNTS FOR EMPLOYEES AND FAMILY IN MUNICIPALITIES NEAR VAUGHAN

Discount for employees and immediate family

<u>Municipality</u>	<u>F/T Employees</u>	<u>Spouses</u>	<u>Family</u>	<u>Other Information</u>
Aurora	50%	50%	-	No discount for family
Mississauga	50%	10%	10%	Immediate family discount if staff is a member
Markham	90%	-	-	No discount for spouses
Brampton	50%	50%	50%	
Oakville	50%	-	-	
Pickering	\$75.00	-	-	
Richmond Hill	50%	25%	-	No discount for family