



CITY EMPLOYEE RECREATION AND WELLNESS BENEFITS POLICY

(Updated August 22, 2012)

Eligible Employees & Family Members

These benefits are only available to employees who are 1) regular full-time or 2) other employees who have worked for the city for at least 5 years, and their spouses and their immediate unmarried children who are living with them. This means that the benefits are available for and must be used by only eligible employees and family members. These benefits will be charged to each employee's departmental budget under the account number ending in "29".

City Recreation Program/Event Benefit Policy

Each family member of each regular full-time employee, as defined above, is given up to \$90 in activity fees per calendar year. This usually means that each member of an employee's family can participate in three (3) programs a year (based on calendar year of the program sign-ups in summer, fall, or winter) with an average of a \$30 fee per activity. For example, an employee might have a child that wants to be in gymnastics that has a recreation fee of \$74. They would be given a \$30 discount and have to pay only \$44 for the activity. Or, they could use \$74 of the \$90 per calendar year benefit, and the remainder could be used on another program in the same season or another season during that calendar year. Recreation Department employees will notify the Finance Department of those using this benefit.

Park Shelter Reservation

Each regular full-time employee, as defined above, will also be able to use any of their eligible family member's \$90 recreation activity fee allowance to reserve a park shelter (excludes Aquatic Center Shelters). The limit will be one park reservation per family per year and the reservation must be made through City Hall.

City Carousel Benefit Policy

The City provides a free family carousel season pass to all full-time employees, which is also available to other employees who have worked for the city for at least 5 years upon request. In addition to the eligible family members as described above, an employee may also use the pass for their grandchildren or great grandchildren, as long as the employee or their spouse is present.

Golf Benefit Policy

The City will pay for half of the golf coupons or passes purchased by an employee or their immediate family members as defined above. This means golf coupons may only be used by eligible employees or family members. When the employee makes the purchase at the golf course, he or she only pays half of the cost and the City will reimburse the Golf Courses for the other half. Golf Course employees will notify the Finance Department as purchases are made.

Gym and Fitness Center Benefit Policy

The City will pay \$10 per month each for an employee and/or spouse who sign up for membership in a gym or fitness facility. This benefit will be administered through payroll after an employee signs up at the local fitness center or through annual reimbursement to the employee.

Bicycle or Walking Commuter Benefit Policy

The City will award to each employee a \$20 gift certificate for a local bicycle shop for bicycle related expenses, such as a new bike, repairs, or bike accessories, for each month that the employee rides their bike to work and back. Or, the City will reimburse each employee up to \$20 in walking related expenses, such as shoes, for each month the employee walks to and from work. These benefits are only available for the months from April through October. The employee must choose and certify to the Payroll Clerk that they have either ridden their bicycle (for the gift certificate) or walked (for the reimbursement) on at least 60% of the work days for that month to receive this benefit.

Aquatic Center

Each regular full-time employee, as defined above, will be able to use any of their eligible family member's \$90 recreation activity fee allowance to purchase a 10 punch pass. The limit will be one ten punch pass per family per year and the pass must be purchased through the Recreation Department. Recreation Department employees will notify the Finance Department of those using this benefit.