



STAFF REPORT

Agenda Item: 5B

Report To: Parks and Recreation Commission

Meeting Date: April 4, 2023

Staff Contact: Dan Earp, CPRP, Recreation Superintendent

Agenda Title: For Possible Action: Discussion and possible action regarding a recommendation to the Board of Supervisors regarding a proposed Carson City employment incentives to include free drop-in use of the Robert "Bob" Crowell Multipurpose Athletic Center (MAC) and the Carson Aquatic Facility for full-time, part-time, and seasonal employees. (Dan Earp, djearp@carson.org)

Staff Summary: This item is intended to discuss a proposal to allow all Carson City employees to utilize the MAC and Aquatic Facility for drop-in use only, free of charge, as an incentive to obtain and retain staff due to the impacts of a competitive employment market. This incentive is intended for employees only, would not extend to family members, or be available for specialty camps, leagues, tournaments, facility reservations, or programs.

Agenda Action: Formal Action/Motion

Time Requested: 10 minutes

Proposed Motion

I move to recommend to the Board of Supervisors the creation of a drop-in incentive as presented.

Board's Strategic Goal

Quality of Life

Previous Action

N/A

Background/Issues & Analysis

At the Parks and Recreation Commission meeting on February 7, 2023 Commissioner Case asked Department staff to research and prepare a proposal for allowing City staff to have free drop-in access to the City's recreation facilities.

Carson City has 627 Full-Time employees and approximately 256 Part-Time Employees. The goal of the free drop-in incentive would be to improve the health and wellness of Carson City staff while hopefully incentivizing staff to improve recruitment and retention throughout the City.

Administration of Passes

City staff would be required to get a pass that would be valid at both the MAC and the Aquatic Facility. Passes would not expire during the length of the employee's service with the City. However, Human Resources would provide a quarterly master list of all current City employees that Department staff

would review and deactivate any passes of former City employees no longer on the list. Any new staff member seeking a pass can show proof of employment with City ID, recent pay stub, or a phone call verification to HR. Passes would only be available to full-time or part-time staff currently employed with the City. Passes are to be used by the employee only and not transferable to family or friends. An employee who violates the restrictions on use may have their pass terminated at the discretion of (the Department? City Manager?)

Eligible Drop-In Activities:

MAC

- Walking-Track
- Basketball
- Pickleball
- Volleyball
- Other activities as approved by management

Aquatic Facility

- Lap Swim
- Open Swim
- Aquacise
- Range of Motion
- Grown-ups and Guppies
- Drop-in Water Polo
- Drop-in Kayaking
- Deep-Water Exercise*

*Aqua Fitness classes taught by a professional instructor may be excluded from eligibility.

Non-Eligible Activities

Any class that requires professional instruction or registration such as but not limited to: contract classes, swim lessons, sport leagues, special events, facility reservations, gate/entrance fees etc.

Applicable Statute, Code, Policy, Rule or Regulation

N/A

Financial Information

Is there a fiscal impact? ☒ Yes ☐ No

If yes, account name/number: 1015055,1015054

Is it currently budgeted? ☐ Yes ☒ No

Explanation of Fiscal Impact: The full scope is still being determined. Staff estimate that there approximately 12-15 City staff that currently regularly use these facilities. Therefore, there would be a revenue loss but staff believe it would minimal.

Alternatives

Do not approve as presented and provide alternate direction.