



**TO:** Robert Barr, Deputy City Manager  
**FROM:** Dallas Hargrave, Human Resources & Risk Management Director  
George Schaaf, Parks & Recreation Director  
**DATE:** March 18, 2024  
**RE:** Employee access to CBJ recreation facilities

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Presently, eligible CBJ employees enjoy a 40% discount on Parks & Recreation passes and memberships, courtesy of the "Health Yourself" employee wellness program. This benefit extends to all CBJ Aquatics Facilities, the Dimond Park Field House, and Treadwell Ice Arena, with the employee covering the remaining 60% of the cost. In FY24, approximately 170 individuals have taken advantage of this discount.

Commencing in FY25, benefit-eligible employees and their dependents will have complimentary access to these Parks & Recreation facilities. This initiative aims to (1) enhance employee recruitment and retention, (2) promote employee health and wellness, (3) curtail healthcare expenses, and (4) optimize efficiency by leveraging the established open enrollment process managed by the Human Resources & Risk Management Department. Employees eligible to participate in this initiative are those eligible for our health plan (CBJ, Bartlett Regional Hospital, and a small group from the Juneau School District).

The estimated cost of implementing this enhanced benefit is around \$15,000, equivalent to the average annual revenue generated by the existing 60% cost share borne by employees. The wellness program will contribute an amount equivalent to average historical annual costs to Parks and Recreation to support the administrative costs of implementing this initiative. Although attendance is expected to rise significantly, we foresee no capacity issues or impact on current operating costs for these facilities.