

Sandpoint City Employee Membership Fee Waiver at James E. Russell Sports Center

Introduction: In recognition of the value of health and wellness for our City employees, this policy grants a waiver for the annual membership fee to the James E. Russell Sports Center for eligible City of Sandpoint employees. This policy supports employee wellness and engagement by providing access to high-quality fitness facilities and recreation programs at a significantly reduced cost.

Policy Provisions:

1. Membership Fee Waiver:

- Eligible City of Sandpoint employees will receive a waiver of the annual membership fee to the James E. Russell Sports Center.
- The annual membership fee waiver is valued at \$400 for employees who reside within the City of Sandpoint limits and \$450 for employees residing outside of Sandpoint City limits.

2. Member Benefits:

- City employees with a waived membership will enjoy access to discounted court usage fees:
 - Tennis court usage at \$5 per 90-minute session.
 - Pickleball court usage at \$3 per session.
- Summer rates provide further discounts, promoting year-round recreational engagement.
- As members, City employees will receive member rates for all City Recreation Division programs offered at the Sports Center, enabling affordable participation in various fitness and recreational activities.

3. Additional Benefit for Police Department Employees:

- Recognizing the unique scheduling and wellness needs of police officers, Sandpoint City Police Department employees will have 24-hour access to the Sports Center for personal health and wellness activities.
- Outside of regular operating hours (7 am - 8 pm), police officers will be able to access the facility free of charge for individual use, supporting fitness and stress management during winter months when outdoor options are limited.

Eligibility and Registration:

- This benefit is available to all City employees. The benefit is not available to family members who are not City employees. Membership registration will be open immediately upon policy approval, allowing employees to sign up before the Sports Center's official opening on December 1st.

Implementation and Duration:

- This policy, if approved, will take effect immediately and provide City employees with an affordable and supportive fitness option. Future assessments of the policy's impact on employee wellness and usage rates may guide adjustments or enhancements.