

TOWN OF STETTLER

Prepared By: Department Heads Number: II-2(d)
Adopted By: Town of Stettler Council Original Policy: 2007 09 18
Previous Policy: N/A
Current Policy: 2021 06 16

Title: **Employee Health & Wellness**

Purpose: To establish guidelines to permit permanent full-time employees, permanent part-time employees and volunteer fire department members to use the Town of Stettler recreation facilities free of charge.

Policy Statement: To encourage permanent full-time and part-time employees and volunteer fire department members to be healthy, fit and active in the community, the Town of Stettler will provide free admission to all Town of Stettler recreation facilities.

Free access to the facilities will be granted during the same periods and using the same procedures as that offered to the general public. Private use of facilities and/or programs will be subject to normal rates and charges.

Permanent full-time employees will be issued with a family pass upon registering the names of their eligible immediate dependent family members with the Parks & Leisure Office.

Permanent part-time employees will be issued with an individual pass upon registering with the Parks and Leisure Office.

Retired from the Town of Stettler employees drawing funds from the retirement pension plan (LAPP), and who had worked for the Town for 10 or more years, shall be issued upon request a free standard general public use pass to allow access for the retiree and their spouse/partner to utilize Town of Stettler recreation facilities. Private use of facilities and/or programs will be subject to normal rates and charges. This retiree wellness general pass shall be issued by the Parks & Leisure Office to current and future eligible Town retirees on a continuing basis provided that the retiree has made a request to the Town's Chief Administrative Officer,

or designate.

Active Volunteer Fire Department Members will be issued with an individual pass upon registering with the Parks and Leisure Office.

Active Volunteer Fire Department Members having served for more than two (2) years, as recommended by the Fire Chief, will be issued a family pass upon registering with the Parks and Leisure Office.

Employees are responsible to ensure that the pass privileges afforded by this policy are not abused. Any abuse will result in suspension of access. Any pass issued will be considered revoked and cancelled upon termination of employment with the Town of Stettler.

Definitions:

Immediate Dependent Family Members include:

1. Employee's spouse or adult interdependent partner.
2. Employee or spouse's biological, adopted, fostered, or guardian children under the age of 18.
3. Employee or spouse's children, as defined in #2 above, who are between 18 years of age and 25 years of age inclusive provided:
 - They are a student attending an educational institution within or outside Alberta, and
 - Temporarily renting accommodation for the purpose of attending an educational institution, and
 - Ordinarily resides with the employee when not attending an educational institution.
4. Mentally or physically impaired/challenged children, as defined in #2 above, who are 18 years of age or older and residing with the employee and/or spouse
5. Temporary exchange students residing with the employee.
6. Children being mentored by an employee or their spouse under the Big Brother/Big Sister Program or similar recognized program.