

## **REPORT**

**TO:** Community Services Executive Committee

**FROM:** Jason Kabel, Community Services Division Manager

**DATE:** October 2, 2015

**RE:** **Fitness Instructor Wage Proposal**

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### **PREAMBLE**

For the past several years, Memorial Sports Centre (MSC) staff members have offered fitness classes in the auditorium for both day and evening sessions. MSC has also offered special evening fitness classes with the assistance of local fitness instructors who are not considered staff members. There has not been an increase in the compensation amount to the non-staff fitness instructors for several years (currently at \$20/session) and MSC has lost some quality instructors due to the compensation amount compared to other facilities. MSC currently offers one of the lowest compensations in a public/private facility in the area, including Kenora & Dryden.

Attached is a proposal from our staff fitness instructor, Shannon Jackson for consideration to assist with recruiting and retaining specialty fitness instructors who may be interested in working with MSC for various programs.

### **RECOMMENDATION**

The Community Services Executive Committee recommends to Mayor & Council to increase the compensation for non-staff fitness instructors from \$20/hr to \$22.50/hr and include a 3-month membership to the facility for the contract session.

Respectfully Submitted,



Jason Kabel,  
Manager of Community Services

Fitness Instructor /Frances

09/15/2015 12:31 PM

To Leana M Moffitt/Frances@Frances

cc

bcc

Subject Fitness wage proposal

My proposal is to help recruit some new fitness instructors (contract) to our facility thus expanding our fitness programs.

I am proposing a rate per class increase from \$20.00 per class to \$22.50 per class plus offering a facility use membership for the contract session.

A second option may be a rate of \$25.00 per class with no membership perk.

Currently, our fitness instructors are the lowest paid in our area including Dryden and Kenora. Many hours of planning choreography, practicing, and music go into delivering a fitness class. I would like to see our fitness programs grow in the future offering more classes/times but we cannot with limited instructors. What I have found in the passed asking a couple of people I thought may be interested was our rate of pay was not worth their time.

We are now in competition with Curves offering fitness classes as well as Energy Fitness..

Please take this into consideration as our fitness classes are very popular but could definitely become even better with a little incentive!

Thank You,  
Shannon Jackson PT/Fitness consultant