

Date: October 10th, 2008



TO: Board Members – Vancouver Park Board
FROM: General Manager – Parks and Recreation
SUBJECT: Administrative Report - Position Change

RECOMMENDATION

THAT the Board approve the creation of one regular full-time position for the new Aquatic Centre at Hillcrest Park subject to classification by the General Manager of Human Resources.

POLICY

The Global Budget arrangement with the City allows the Board to establish staff positions at its discretion if funds are in place.

BACKGROUND

In March 2002, the Board approved the Aquatic Services Review and endorsed the objectives and vision for the Aquatic facility renewal plan. In September 2006, the Board approved the development design permit for the destination City wide pool at Hillcrest Park as part of a long range infrastructural renewal program and long range aquatic services plan to meet current and future local and city-wide needs. The Aquatic Centre at Hillcrest Park program was designed to provide an exciting, city-wide leisure pool complex in a cost-effective, fiscally sustainable manner and advancing our commitment to environmental sustainability.

DISCUSSION

The new facility is scheduled for completion in the summer of 2009. This facility includes:

- 50 metre, 8 lane lap pool with diving boards
- Large indoor free-form leisure pool with a variety of water features including a lazy river, water cannons, water arch, beach-style entry, bubbler and more
- Outdoor pool
- Whirlpool – seats 50 with ramp entry
- Steam Room
- Sauna
- Fitness Centre

At 66,500 sq. ft., the Aquatic Centre is significantly larger and more complex than other aquatic facilities in the Park Board system, and specifically Percy Norman Pool which this facility will replace. Participation targets are for 750,000 – 800,000 swims per year at this site, approximately four times current levels at Percy Norman Pool.

Current staff establishments will be reallocated to address the staffing requirements for the new facility and the addition of one specialized aquatic position is required – Aquatic Centre Supervisor. The specific duties of this position would include Human Resource management, including recruitment, hiring, discipline, grievances, coaching, training and development, policies and procedures for program delivery, financial management, facility management and health and safety issues.

The initial priority for this position would be the recruitment of a large compliment of staff to open and operate the facility. The position would be responsible to manage, supervise and lead this staff team consisting of approximately 10 full time staff/regular part time staff as well as up to 100 – 150 auxiliary staff.

The new Aquatic Centre Supervisor position is expected to be within the exempt group of employees and would be subject to job classification review by the General Manager of Human Resources. The anticipated salary range is between \$58,000 – \$84,000 plus benefits. A staffing plan for the new facilities has been prepared for inclusion in the 2009 Added Basic Budget submission to the City and this position is included in the submission for funding.

Establishing this new regular full-time position will advance the strategic plan and achieve the service enhancement goals for recreational swimming, fitness swimming, lessons, therapeutic swimming, swim club training and other rentals, improved cost recovery rate and an increase in pool usage towards our goal of 2.4 million swims per year in Park Board pools. Staff are recommending creation of this new senior aquatic position which would be filled early in 2009 to prepare for the commissioning and opening of the facility.

SUMMARY

This report outlines the requirements for a new Aquatics Centre Supervisor position for the new Hillcrest Park facility.

Prepared by:

Queen Elizabeth District
Vancouver Board of Parks and Recreation
Vancouver, BC

DM/LM