



APPENDIX O:

EMPLOYEE GOLF AND BERNARDO C. SANDOVAL SR. CITY SWIMMING POOL ACCESS POLICY

I. Policy Statement:

At the City of Beeville, we believe in promoting a healthy work-life balance and providing added benefits to our dedicated employees. As part of our commitment to enhancing your overall well-being, we are pleased to offer all eligible employees access to the City Municipal Golf Course and the Bernardo C. Sandoval Sr. City Swimming Pool (excludes pool parties) at no charge.

II. Policy Details:

- **Eligibility:** This benefit is available to all full-time and part-time employees of the City of Beeville who have completed their probationary period.
- **Employee family members** are allowed only at the City Swimming Pool and the employee must be present. Employee and spouse only at the Golf Course
- **Employees** will need to show their city badge as proof that they are employed with the city.
- **Booking Tee Times:** Employees wishing to utilize this benefit must book tee times directly with the City Municipal Golf Course in accordance with their regular booking procedures and availability.
- **Bernardo C. Sandoval Sr. City Swimming Pool:** Employees may enter the Pool at no charge during Pool operating hours and after work hours. (excludes Pool parties)
- **Frequency:** Eligible employees may enjoy complimentary golf at the City Municipal Golf Course and the Bernardo C. Sandoval Sr. City Swimming Pool on weekdays (Sunday through Saturday) after work hours, subject to availability.
- **Equipment and Expenses:** Employees are responsible for their own golf equipment, golf balls, and any other related expenses, such as cart rentals or caddy fees, and snacks. These expenses will not be covered by the company.
- **Code of Conduct:** Employees are expected to adhere to the City Municipal Golf Course's and Bernardo C. Sandoval Sr. City Swimming Pool rules and regulations during their play. Any violation of these rules may result in the revocation of this benefit.
- **Liability:** The City of Beeville assumes no liability for any injuries, accidents, or damages that may occur while employees are using this benefit. Employees are encouraged to maintain appropriate insurance coverage for their personal

safety and property.

- **Revisions and Termination** - The City of Beeville reserves the right to revise or terminate this benefit at its discretion. Any changes to this policy will be communicated to employees in a timely manner.

We believe that this added benefit will contribute to the well-being and satisfaction of our employees, fostering a positive and healthy work environment. We encourage all eligible employees to take advantage of this opportunity to relax and enjoy a round of golf at the City Municipal Golf Course or cool off in the Bernardo C. Sandoval Sr. City Swimming Pool.