

Truckee-Donner Recreation and Park District Policy Handbook

POLICY TITLE: Added Benefits for TDRPD Employees
POLICY NUMBER: 233

233.10 District employees shall receive the following added benefits in the category they are hired in. These benefits are subject for review, annually, by the District's Board of Directors.

233.11 For Permanent, Full Time Employees, Permanent Part Time Employees, Part Time Benefited Employees, and Board Members:

1. 20% off all contract classes for the employee and immediate family.
2. 20% off all District programs for the employee and immediate family - **excluding** adult sports, all ski programs, and semi and private swim lessons.
3. 20% off of small boat storage racks at West End Beach for the employee only.
4. Free admission for children in District childcare programs for parent working in that particular program and only on the days that they are working. Parent must pay for the direct cost of special activities (e.g., trips, etc.)
5. Quarterly pool passes for employee and immediate family.
6. Season pass for employee and immediate family at West End Beach.
7. Boat launch pass for the employee's boat.
8. Use of District facilities for small type parties (children's birthdays, family gatherings, etc.) for the employee only.
9. Use of rental tables and chairs for personal use for the employee only.
10. Use of Exercise Track and Equipment for employee and immediate family during open times. General public takes priority.
11. Use of Climbing Wall during drop-in times for employee and immediate family. General public takes priority.
12. Use of Ponderosa Golf Course for employee and immediate family. (Only available on a walk-in basis, may not make reservation).
13. Use of Ice Rink for employee and immediate family during open times. General public takes priority.
14. 20% off all food, beverage, and merchandise at TDRPD facilities for employees only.
This includes all District facilities which sell above listed products.
15. Drop in sports including pickleball and basketball for the employee and immediate family.

233.12 For Seasonal, Part Time Employees

Part-time seasonal employees are entitled to the following benefits while an active employee of the District. Employees are removed from the active employee list when they leave their position with the District or are not working for a period of up to three months. At the beginning of each month the status of active employees will be verified with HR and the list made available at the front desk of the Community Recreation Center. If employee is laid off for the season due to the nature of the position prior to the end of the quarter or summer, they are not required to relinquish their West End Beach pass or quarterly pool pass.

1. West End Beach season passes for employee and immediate family.
2. Quarterly pool passes for employee and immediate family.
3. Free admission for children in District childcare programs for parent working in that particular program and only on the days that they are working. Parent must pay for the direct cost of special activities (e.g., trips, etc.)
4. 20% off facility rentals for employee only.
5. Use of rental tables and chairs for personal use for employee only.
6. Use of Exercise Track and Equipment for employee and immediate family during open times. General public takes priority.
7. Use of Climbing Wall during drop-in times for employee. General Public takes priority.
8. Use of Ice Rink for employee and immediate family during open times. General Public takes priority.
9. 20% off all food, beverage, and merchandise at TDRPD facilities for employees only.
This includes all District facilities which sell above listed products.
10. Use of Ponderosa Golf Course for employee only. (Only available on a walk-in basis, may not make reservation).
11. Drop in sports including pickleball and basketball for the employee only.
In addition, part-time seasonal employees who work one thousand two hundred fifty (1,250) hours in a fiscal year (October 1 – September 30) shall receive the following benefits during the next fiscal year. The discount only applies while the employee is considered an active employee and being paid on a regular basis.
 1. 20% off all contract classes for the employee and immediate family.
 2. 20% off all District programs for the employee and immediate family - excluding adult sports, all ski programs and semi and private swim lessons.

233.20 Definition of “Immediate Family” – For purposes of this policy, “Immediate Family” is defined as:

- Spouse: Husband, wife, significant other
- Children: Son, daughter, step child, or a child that is living with you on a full time basis; adult child or a child living outside of your home, but not their family
- Parents and Grandparents but only if they are living in your household on a full time basis
- Brothers and sisters but only if they are living in your household on a full time basis

Not included in definition of “Immediate Family”:

- Aunts, uncles, cousins, roommates
- Grandchildren (unless living with you on a full time basis)