

Subject: Staff Use of Golf Courses

Purpose: To Establish a Policy for Staff Use of the Golf Courses

The accepted policy at most golf clubs and golfing communities is to permit staff who are directly involved with the golfing operation to play on the course without payment of fees and with limited restrictions.

The Foundation's golf courses and golfing community will benefit from staff who are knowledgeable about the operation and condition of the golf courses.

The Foundation has established the following policies to encourage and support utilization of the golf courses by golf course staff:

1. The following golf course staff are permitted to play the courses without charge and subject to the conditions noted. Use of the golf courses is a privilege which may be withdrawn or withheld by the Chief Executive Officer:

Head Golf Professional: Unlimited use and guest privileges.

Assistant Golf Professional: Use, with guest privileges, at the discretion of the Head Golf Professional.

Other Pro Shop Staff: Use, without guest privileges, at the discretion of the Head Golf Professional.

Golf Course Marshals: Unlimited use. Once a marshal has completed twelve (12) years of service they could, thereafter, while a resident, retire from the position and be permitted to play the courses without charge. Marshal that have completed ten (10) to twelve (12) years of service could, thereafter while a resident, retire from the position and be permitted to play the nine-hole (Creekside) course without charge and the eighteen-hole (Dollar Ranch) course at the one-half the current resident fee. Head Marshals: Because of their additional duties, Head Marshals shall accrue time served at the rate of 1.25 per year.

Golf Course Superintendent: Unlimited use and guest privileges.

Assistant Superintendent: Use, with guest privileges, at the discretion of the Golf Course Superintendent.

Other Golf Course Staff: Use of golf course after working hours, but not before 2:00 p.m., weekdays only, without guest privileges.

2. Prior to play, approved golf course staff must be cleared at the Pro Shop and obtain a register receipt which denotes their play status.

At no time will staff play be allowed to preempt or delay (in excess of 15 minutes) the play and enjoyment of the golf courses by Rossmoor residents or their guests.

3. Appropriate golf course attire is to be worn at all times; i.e., work uniform, jeans and fatigue-style pants are unacceptable; "Bermuda-style" shorts are permitted; shirts must have a collar and be free of artwork; golf shoes must be worn. The Head Golf Professional has final judgment regarding the acceptability of a golfer's dress and appearance.
4. The Chief Executive Officer and staff reporting directly to the Chief Executive Officer are permitted to play the course, with guest privileges. Designated staff must: abide by all course rules and regulations that apply to residents; must be appropriately attired; and must pay the same greens and cart fees that apply for residents. Guests must pay prevailing guest fee charges.
5. Other Foundation employees and employees of contractors and businesses operating in Rossmoor have **no** golf course privileges and may only use the golf courses as a guest and in the company of a resident, and subject to payment of appropriate greens and cart fees.

Authority: Policy

2/23/95

9/30/99 Rev.

1/31/02 Rev.

6/24/04 Rev.

8/30/07 Rev.

6/26/14 Rev.