

CITY OF WILLARD, MISSOURI

BILL NO: 26-16

ORDINANCE: 260511

A ORDINANCE AUTHORIZING THE WAIVER OF SWIMMING POOL ENTRY FEES FOR FULL-TIME CITY EMPLOYEES AND THEIR IMMEDIATE FAMILY MEMBERS

WHEREAS, the City of Willard owns and operates a municipal swimming pool as a recreational amenity for residents and the community; and

WHEREAS, the Mayor and Board of Alders recognize the value of supporting and retaining qualified employees who provide essential public services; and

WHEREAS, providing access to City recreational facilities may serve as a modest employee benefit that promotes wellness, morale, and overall job satisfaction; and

WHEREAS, the Board finds it appropriate to authorize a limited waiver of swimming pool fees for full-time City employees and their immediate family members, subject to reasonable administrative controls;

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF WILLARD, MISSOURI, AS FOLLOWS:

Section 1. Authorization of Fee Waiver

Swimming pool entry fees are hereby waived for all full-time City of Willard employees.

Section 2. Eligible Family Members

The fee waiver shall extend only to the employee's immediate family members residing in the same household. For purposes of this Resolution, "immediate family" is defined as the employee's spouse and dependent children living in the same household.

Section 3. Employee Responsibility, Eligibility Establishment, and Compliance

Full-time employees receiving this benefit shall be responsible for providing accurate and complete information to authorized Parks staff regarding eligible household members if they wish to access the benefit. The benefit shall not be automatically conferred and must be affirmatively established through compliance with this Section.

Employees must promptly notify the City of any changes in household composition that adversely affect eligibility.

Providing inaccurate information, including listing individuals who are not immediate family members or who do not reside in the same household, or failing to update changes in household composition, shall constitute a violation of City policy and may result in disciplinary action in accordance with applicable personnel policies.

Authorized Parks staff shall have the authority to deny entry to any employee or purported eligible family member who has not properly established eligibility in accordance with this Section or if they suspect misuse of the benefit.

Authorized Parks staff shall maintain an updated list of full-time employees who have affirmatively established eligibility for this benefit, along with their approved household members, for the purpose of monitoring and enforcement. Parks staff shall regularly provide this list to the HR Coordinator, or otherwise make such information available, to allow verification that listed employees remain active and classified as full-time.

The HR Coordinator shall monitor employee status and notify Parks staff of any changes affecting employee eligibility, including when an employee is no longer active, is no longer classified as full-time, or has separated from employment. Upon such notification, access for the affected individual and all associated household members shall be immediately revoked without further notice.

Section 4. Revocation of Benefit

The City reserves the right to immediately suspend or revoke this benefit for any employee found to be in violation of this Resolution or applicable administrative procedures. Revocation of the benefit may occur independently of, and in addition to, any disciplinary action taken under City personnel policies.

The City also reserve the right to immediately suspend or revoke this benefit for all City employees and their immediate family with or without advance notice.

Section 5. Administrative Implementation

The City Administrator, or their designee, is authorized to establish any additional reasonable procedures to verify eligibility and administer this benefit, including issuance of passes, identification requirements, or other controls that may be deemed necessary to prevent misuse.

Section 6. Scope and Limitations

This waiver applies only to standard daily entry fees and does not include:

- Private rentals
- Concessions
- Special events or programs with separate fees
- Any other usual or customary fees, whether currently in place or implemented in the future, associated with the operation of the swimming pool

Unless otherwise expressly authorized by the Board of Alders.

Section 7. Budgetary Considerations

The Board acknowledges that this waiver represents a nominal reduction in potential revenue and finds that the benefit to employee morale and retention justifies the impact.

Section 8. Effective Date

This Resolution shall take effect immediately upon its passage and shall remain in effect unless amended or rescinded by the Board of Alders.

PASSED AND APPROVED THIS ____ DAY OF _____, 2026.

Troy Smith, Mayor

ATTEST:

Courtney Myers, City Clerk