



# Rio Salado Sportsman's Club, Inc.

## Policies and Procedures

### Policy #16 – Retired Employees Benefits

Individuals who are retiring employees of the Club shall be eligible for retirement benefits from RSSC if they meet the following criteria:

- 8 or more years of continuous service.
- Must be an employee in good standing at the time of retirement.
- Must be 65 years or older.
- Agree to sign letter of voluntary retirement.

## Procedure #16 – Retired Employees Benefits

Guidelines and considerations for the value of the benefit package funded by the Club.

1. Service and recognition award in the form of a plaque, statuette or similar object.
2. On site luncheon at reasonable cost, to recognize the individual. Immediate family members of the retiree and all employees invited.
3. Retiree membership at no cost for the individual only. Must be renewed annually. Same benefits and restrictions as any membership. The Range Manager may authorize the use of any member range the Retiree is qualified to use.
4. Retiree will be issued a gold badge in place of the standard white badge.
5. Monetary severance award at the discretion of the BOD and based on the following factors. Not to exceed two week's pay based on standard weekly wages, excluding overtime:
  - a. Years of service. 8-10, 11+
  - b. Record of service. Average, Good, Excellent.
  - c. Contributions to the club above and beyond required duties.

Approved by the Board of Directors

  
Bruce Bilton, Secretary, RSSC

February 21, 2018  
Date