

**BREC COMMISSION POLICY ON DISCOUNTS
AND FACILITY PRIVILEGES**

PURPOSE: To establish the policy for discounts and access privileges to BREC facilities for identified groups to include: Current BREC Employees and Retirees, BREC Advisory Committee Members, BREC Commissioners, and BREC Volunteers.

These groups, who actively participate in BREC programs, gain a better knowledge and understanding of current facility and operating issues. Participating in activities during off duty hours builds team spirit and promotes understanding and cooperation in addressing interdepartmental needs. Participation also encourages the pursuit of healthy, active lifestyles, improved mental health, and positive use of leisure time.

POLICY: All participants utilizing BREC facilities under this policy are AMBASSADORS for the Commission. Participants will follow all BREC rules and regulations and the highest standards of personal conduct. Conduct at all times during participation shall reflect Commission Ambassadorship Policies.

- Group Members approved in this policy may participate at eligible BREC facilities for ten percent (10%) of the current rate established by the BREC Commission. **Verification of group membership will be required.**
- All Group Members shall have limited participation times, meaning that the time of access is limited by availability of the facility with the general public and full paying customers given first priority in access to all facilities.
- Members are encouraged to participate at different BREC facilities throughout East Baton Rouge Parish.
- The access privilege and discounts end immediately upon termination of service or employment.
- BREC Department Directors are responsible for the administration of this policy for their area of responsibility.
- The BREC Superintendent, with Commission guidance, may create additional directives, and rules to execute the intent of this policy.

GROUPS INCLUDED IN POLICY:

BREC Commission Members	Currently serving Commission Members
BREC Advisory Committee Members	Currently serving BREC Advisory Committee Members appointed by the BREC Commission or City Mayors.
BREC Full-Time Employees and Retirees	Current Full-time Employees, former Full-time BREC Employees, now retired with a minimum of 10 years credited service

BREC Part-Time Employees

Current Part-time Employees

BREC Seasonal Employees

Current Seasonal Employees

BREC Volunteers

Current Volunteers with active volunteer ID badges

NOTE: Per Ethics Opinion No. 2016-502, dated June 20, 2016, the Louisiana Board of Ethics concluded “generally, the Louisiana Code of Governmental Ethics would not prohibit employees and staff of BREC from renting facilities from BREC, so long as the facilities are not within supervision or jurisdiction of an employee or staff’s agency.” As such, BREC COMMISSIONERS ARE PROHIBITED FROM RENTING ANY BREC FACILITIES AND EMPLOYEES THAT HAVE SUPERVISION RESPONSIBILITY OVER THE RENTING OF FACILITIES ARE STRICTLY PROHIBITED FROM RENTING THOSE SAME FACILITIES. THIS PROHIBITION ALSO APPLIES TO THE IMMEDIATE FAMILY MEMBERS OF THE COMMISSIONERS AND AFFECTED EMPLOYEES.

GENERAL RULES AND DEFINITIONS:

THESE RULES APPLY TO ALL GROUPS.

1. Only the Group Members listed above shall receive discounts and facility privileges as herein described, unless specifically excluded.
2. Relatives and friends of Group Members are excluded and are not eligible for facility privileges or discounts. Group Members are prohibited from using their discounts and facility privileges for the benefit of non-group members. As such, Group Members using their facility discount privileges are expected to be in attendance for any facility reservations made in their name to ensure these privileges are not solely used for the benefit on non-members.
3. All Group Members must present a current BREC identification badge with member type and term year; member should identify oneself as a Group Member at the time of registering for facility privileges or requesting discounts.
4. All Group Members (after meeting the requirements for participation listed for their group) may participate at the 10% rate at each eligible BREC facility.
5. Non-Group Members, East Baton Rouge Citizens, Visitors, and Customers shall have first priority in registering and participating at all BREC facilities. To ensure this first priority access to non-group members of the public, group members using discount privileges should not reserve a facility using this policy more than two weeks in advance. Reservations made prior to this two week time frame shall pay full price for the rental of the facility.
6. BREC Employees may participate in facility discount privileges during non-work hours only. Any employee who participates in a leisure activity under this policy during their official hours of employment will be subject to disciplinary action, up to and including immediate termination.

7. Only BREC Full-time, Part-time and Seasonal Employees are eligible to receive a 10% discount on food, beverages, goods and merchandise sold at BREC-operated concessions, cafes, and retail shops.
8. All Group Members are eligible to receive a 50% discount on the rental of eligible BREC facilities, provided that Group Member does not have any supervision responsibility over the facility being rented. This discount is limited to a maximum of two facility rentals per year for BREC Full-time Employees and a maximum of one time per year for all other Group Members.
9. Discounts do not apply and are excluded from the following:
 - a. Rental of picnic shelters, stadium or park grounds use such as pavilions;
 - b. Classes or lessons taught by BREC instructors or outside instructors;
 - c. Service, goods, entertainment **sold by any authorized BREC vendor** including but not limited to concessions, equipment, instruction, entrance or other fees or charges;
 - d. Entrance fee or charge to tournaments or special events by BREC or other authorized parties;
 - e. See additional guidelines by departments for additional information on exclusions from discounts.
10. All Groups may participate at BREC Fitness Centers, **only**, up to a maximum of five times per week after meeting the requirements for participation listed for their group.
11. Group Members may not make reservations for themselves using the point of sale system and must verify their group membership to another BREC employee that will make the reservation.
12. Absolutely no free use or attendance at any BREC facility or event. All persons entering and/or engaging in a fee-based activity shall pay and be accounted for in the point of sale system.
13. **NO FREE USE OF OR DISCOUNTS ON RENTAL EQUIPMENT OR EQUIPMENT USE OF ANY KIND, ANYWHERE, with the exception of golf carts.** This includes but is not limited to, tennis ball machines, bicycles, athletic equipment, horses, horse stalls, etc.; unless the items are normally provided free of charge to the paying customer as part of the rental or use fee.

For additional information on eligible facilities and discounts, please refer to the specific discount guidelines for the following BREC programs and facilities:

- **BREC's Baton Rouge Zoo**
- **BREC's Liberty Lagoon Water Park**
- **BREC's Special Facilities**
- **Recreation Centers**
- **Golf Courses**