



6.3. Salaried Employees Benefits Allowance.

6.3.1. Salaried employees are currently defined as:

- (a). District General Manager – contracted, salaried exempt
- (b). District Clerk – nonexempt, hourly, part time
- (c). Aquatics Manager – contracted, salaried exempt
- (d). Aquatic Coordinator – salaried, non-exempt

6.3.2. The District will designate a benefit allowance for each salaried employee which is intended for them to use at their discretion to purchase Health Insurance, Dental Insurance, Vision Insurance, Disability Insurance, Child or Elder Care, or to put into a retirement fund as they choose.

6.3.3. The District reserves the right to add to, amend and discontinue the benefit allowance as needed. The benefit allowance is reviewed periodically by the Board of Commissioners and may be adjusted and all or a portion of it may be eliminated at any time. The benefit allowance is currently calculated at 16% of the employee's salary or pay-rate. This rate is subject to adjustment at any time. The benefit allowance is distributed in lieu of traditional employee benefits. Although the benefit allowance is not defined as wages or salary for the employee, it is taxed as income. Each employee provided with a Benefit Allowance is expected, but not required, to maintain medical coverage