

4. Overtime shall be kept at a minimum consistent with maintenance of essential district services and available financial resources.
5. "Non-Exempt" employees shall be granted compensatory time on an hour-for-hour basis. **It should be noted that the granting of compensation time to exempt employees is an option, and is not required by state or federal law. The decision to grant this time is totally at the discretion of the employer.**
6. The employee of the district that checks the water and sewer plant and closes plant each evening, will be given one (1) hour each day and three (3) hours for each day of the weekends with Sunday being paid double time for a total of 18 hours. This time can be used as compensation time for the employee to take time off from work or will be paid by the district at the employee decision.

Compensation Review

At least once each fiscal year the General Manager shall:

- a. Compare the salary rates, the compensation policies, and the professional Development of the district employees with those other comparable systems, both public and private, within the state;
- b. Analyze fluctuations in the cost of living;
- c. Examine the salary range for each class of positions to ascertain whether minimum and maximum salaries should be raised or lowered for a particular position or class during the succeeding twelve months; and
- d. Upon the basis of the comparison, analysis and examination, submit to the Commission recommendations for amendment to the compensation plan.

EMPLOYEE BENEFITS

Employee benefits constitute a basic ingredient in personnel administration, and represent a substantial financial commitment by the district. However, it is expressly noted that the provision of any benefit to district employees is not intended to create any employment situation that compromises it's at-will employment status. As expressly stated in these policies' Statement of Purpose, nothing in these policies is intended to create a contract of employment.

Benefits provided by the district to all regular full-time employees include the following:

Retirement

All employees that work one hundred (100) hours or more per month will be covered under

CERS RETIREMENT.

This retirement is paid partly by the employer and part by employees. More information on this retirement can be obtained from General Manager.

401k

Water District pays into 401k as a benefit. It was part of a pay raise on 12/27/05 at a rate of 4%. Employee also has the option to pay in to a 401k plan.

Boots

Employees can spend up to two hundred (200) dollars per year for work boots or shoes and will be reimbursed by district

ID

Employees that are working out in the field will be required to wear either a hat or name tag that will be supplied by the district.