

RESOLUTION 92-12-14.6

To Adopt a Set of Employee Benefits Standards

A RESOLUTION ADOPTING A SET OF STANDARD EMPLOYEE BENEFITS AS SET FORTH BELOW, FOR THE COLORADO CENTRE METROPOLITAN DISTRICT, COLORADO.

WHEREAS, the Board of Directors desires to establish uniform benefits for all employees of the District.

NOW THEREFORE, BE IT RESOLVED BY The Board of Directors of the Colorado Centre Metropolitan District, Colorado:

Section 1. THAT the District shall pay for the employer's share of the FICA and Medicare taxes, and the full amount of the FUTA, State Unemployment and Workman's Compensation insurance amounts; and,

Section 2. THAT the following shall be the paid Holidays during the year:

New Year's Day (1), President's Day (1), Memorial Day (1), Independence Day - 4th of July (1), Labor Day (1), Thanksgiving Day (2), Christmas Day, plus two personal holidays of each employee's choice.

Section 3. THAT each employee shall be entitled to up to twelve days of paid sick leave per year, which shall accrue one day per month labored. Said sick leave cannot accrue from year to year and shall not be payable to the employee unless the employee is actually sick or a member of the employee's immediate family is sick so as to need the attention of the employee.

Section 4. THAT each employee shall accrue 40 hours of paid vacation leave for every twenty- five weeks of continuous labor during the first five years of employment. After that, the employee shall accumulate 60 hours of paid vacation leave for every twenty-five weeks of continuous labor beyond the fifth year of employment. Vacation time may be accumulated up to six (6) weeks. After that no vacation time shall be allowed to accrue and the benefit is lost until the employee allows for the vacation leave to begin to accrue once more. Vacation leave may be taken in increments from one-half day up to two weeks, at a time, unless otherwise approved by the District Manager. Vacation time shall not be pro-rated and shall only accrue based on the completed blocks of twenty-five weeks of labor. Unused vacation shall be payable at the time the employee-employer relationship is terminated.

Section 5. THAT the District will only pay for 50% of the employee's membership into a health maintenance organization acceptable to the District starting ninety (90) days after commencement of full-time employment. Family member coverage is the responsibility of each employee. Additionally, the District will pay for 50% of the employee's cost of membership into a dental health maintenance plan. Should an employee elect not to carry health insurance, the District's allocation of expenses shall be forfeited back to the District and the employee shall have no claim to said money.

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Section 6. THAT employees may receive up to five (5) days of paid educational leave per year of employment, after the first year of employment with the District. However, there are no educational allowances paid by the District.

Section 7. THAT part-time employees cannot receive any benefits from the District.

ADOPTED, this 14 day of December, 1992.

COLORADO CENTRE METROPOLITAN DISTRICT

BY: ___ On File
President

Attest: _ On File
Secretary