

RESOLUTION NO. 107

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF
WHATCOM COUNTY WATER DISTRICT NO. 8, WHATCOM
COUNTY, WASHINGTON, SETTING FRINGE BENEFITS TO
BE PAID TO THE EMPLOYEES OF THE DISTRICT.

WHEREAS, Whatcom County Water District No. 8 has not previously set out in writing its policy with regard to fringe benefits for employees; and

WHEREAS, it is deemed necessary and in the best interests of the District that sufficiently desirable fringe benefits be offered to employees of the District to help in both recruitment and retention of employees of the District;

NOW, THEREFORE, be it resolved by the Board of Commissioners of Whatcom County Water District No. 8, Whatcom County, Washington, as follows:

1. Holidays. Whatcom County Water District No. 8 will follow the same holiday schedule as that followed by the Whatcom County Government.

2. Vacation. Each full time employee of the District will become eligible for ten days vacation with pay at the close of the first year of employment. For each additional year of continuous employment, each employee will earn an additional day per year of paid vacation, up to a maximum of twenty (20) days at the end of ten (10) years. The date when each employee will take his vacation must be coordinated with and approved by the superintendant of Whatcom County Water District No. 8.

3. Sick Leave. Each employee will earn a credit of one day of sick leave with pay for each month of continuous employment up to a maximum of thirty (30) days of sick leave. The District will not pay for unused sick leave upon retirement or termination of employment.

4. Medical Insurance. The District will pay 100% of the premium cost for medical insurance for each employee and the employee's spouse, under the current health insurance plan carried by the District with Whatcom County Physician's Service. Additional family members may be included in the coverage of the insurance plan at the expense of the employee.

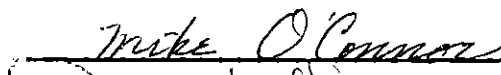
5. Retirement Plan. The District has applied for membership for its employees in the Washington State Public Employees Retirement System and agrees to pay the employer's share of that retirement plan. In the event that the application to join the Washington State Public Employees Retirement System is disproved for whatever reason, the District agrees to pay the employer's share of a retirement plan similar to that retirement plan.

6. Effective Date. The fringe benefits listed herein shall become effective on May 1, 1975.


Passed by the Board of Commissioners of Whatcom County Water District No.8, Whatcom County, Washington, at a regular meeting thereof held the first day of May, 1975.



PRESIDENT and COMMISSIONER

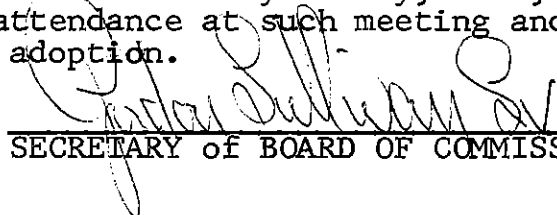


COMMISSIONER



COMMISSIONER

I, GORDON SULLIVAN, Sr., Secretary of the Board of Commissioners of Whatcom County Water District No. 8, Whatcom County, Washington, do hereby certify that the foregoing resolution is a true and correct copy of Resolution No. _____, of said Board, duly adopted at regular meeting thereof held on the first day of May, 1975, signed by the members of such Board in attendance at such meeting and attested in authentication of such adoption.



SECRETARY of BOARD OF COMMISSIONERS