

CLARK COUNTY WATER RECLAMATION DISTRICT
CONTRACT EMPLOYEE BENEFITS POLICY

1. Purpose

The purpose of this policy is to outline certain benefits provided to employees that have an employment contract (“Contract Employees”) with Clark County Water Reclamation District (“District”). This policy does not diminish any other benefits or entitlements to which the Contract Employees may be entitled by contract, nor does this policy constitute an employment contract or create any contractual rights or entitlements. The benefits outlined below may be changed or discontinued at the Board’s sole discretion.

2. Contract Employees Benefits

- A. Contract Employees shall accrue annual, sick, holiday, bonus, birthday, and administrative leaves, and health and disability, longevity benefits (if eligible) and other employment benefits at the same rate and subject to the same conditions as other management category employees in accordance with the Management Compensation Plan, Management Category I or other plans, policies, and benefits in effect at the time of approval of this Policy or as such plans, policies, and benefits are amended from time to time.
- B. Contract Employees are eligible for an annual salary increase and/or bonus based on merit at the discretion of the Board.
- C. District recognizes that certain expenses of a non-personal and generally job affiliated nature are incurred by the Contract Employee, and District shall reimburse or pay for such general expenses in an amount determined by the Board.
- D. Contract Employees are eligible for payment of a monthly vehicle allowance in an amount determined by the Board.
- E. Contract Employees are eligible for life insurance and a wellness benefit in amounts determined by the Board.
- F. Contract Employees are eligible for severance pay and payout of accrued leave balances as determined by the Board and in accordance with law.
- G. Contract Employees are an eligible participant in the Public Employees Retirement System (PERS) of Nevada.
- H. Contract Employees are an eligible participant in District’s 457(b) plan, and District may make the Contract Employee’s contributions to District’s 457(b) plan up to the annual limit allowed by the Internal Revenue Code, including any catch-up provisions allowed for by Section 457 of the Internal Revenue Code.
- I. Contract Employees may be eligible for contributions towards PERS service credit purchase at the discretion of the Board.
- J. If District establishes any of other type of benefit plan such as, but not limited to, a 457(f) Plan, 401(a) Plan or 415(m) Plan, the Contract Employees are eligible participants in all other benefit plans up to the annual limit allowed by the Internal Revenue Code.
- K. Nothing in this Policy is intended to diminish or negate any other benefit to which the Contract Employees may be entitled as a District employee under District’s Management Compensation Plan as may be amended from time to time.
- L. The Board or its designee has previously approved all current employee benefits, including the benefits discussed herein, and through approval of this Policy, the Board reaffirms and ratifies these benefits and approves the Contract Employees participation in such benefits as described above.