



**Director’s Benefits per contract**

**BENEFITS.**

**Health Benefits**

DIRECTOR shall be offered the same health benefits listed in Skagit 911’s Non-Rep MOU, except as otherwise expressly provided herein.

**Vacation Leave**

The DIRECTOR shall be entitled to accrue up to two hundred and eight (208) hours of vacation leave per year. Vacation leave will be accrued on a monthly basis at one twelfth of the yearly rate. Annual leave accumulation shall be limited to two hundred and eight (208) hours from the Director's annual anniversary date. Any unused annual leave exceeding the maximum allowed accumulation shall be forfeited unless approved in advance by the BOARD. Upon termination, no more than four (4) weeks (160 hours) of accrued unused vacation will be paid.

**Sick Leave**

Sick leave will accrue at the rate of eight (8) hours per each completed calendar month of service.

**Sick Leave Cash Out at Separation.** Upon separation from employment, retirement or death and upon meeting the years of service requirement, The DIRECTOR shall convert accumulated, unused sick leave hours to monetary compensation at the percentage rate of the total value specified in the table below:

<b><u>Years of Service</u></b>	<b><u>Percentage of Cash-Out</u></b>
15 years completed	10%
20 years completed	15%
25 years completed	25%

**Holidays**

The following are recognized as paid holidays for the Director:

<b><u>HOLIDAY</u></b>	<b><u>DAY OBSERVED</u></b>
New Year's Day	January 1
Martin Luther King Birthday	Third Monday of January
President's Day	Third Monday of February
Memorial Day	Last Monday of May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday of November

Day after Thanksgiving  
Day Christmas Day  
Three Floating Holidays

Day after Thanksgiving  
December 25  
Director's Choice

The floating holidays will be awarded every January upon a successful performance review (to be reviewed by BOARD). Floating holidays must be used before January 1 of the succeeding year or it shall be forfeited without pay.

1. **BUSINESS EXPENSE REIMBURSEMENT**. The DIRECTOR shall be reimbursed for approved business expense(s) incurred on behalf of the BOARD and in accordance with Board policies and procedures as are now or hereafter amended. DIRECTOR will be reimbursed for mileage at the current published Federal mileage rate to attend out of County meetings, seminars or other official Center business.
2. **RETIREMENT**. The DIRECTOR shall be enrolled and participate, as eligible under Washington Law, in the Washington State Public Employees' Retirement System and may participate in any optional plans offered by BOARD for which she/he is eligible.