

Subject:
Employee/Employment Terms

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Employee/Employment Terms

Part-time:

Employed to work less than the daily or weekly hours of work established for a full-time employee. This could be any amount of hours worked as long as it is less than 40 hours per week.

Full-time:

Employed to regularly work at least 40 hours per week

Non-Exempt:

Employed on an hourly wage basis and covered under the Fair Labor Standards Act.

Exempt:

Paid on a salary wage basis where a predetermined amount of pay is received and is not subject to reduction regardless of the quality or quantity of work. The employee must receive full salary for any week that they perform work without regard to the number of hours worked. The employee is not covered under the Fair Labor Standards Act.

Seasonal:

Works only during a specific season of the year based on the nature of the activity or program they are engaged in.

Temporary:

Working for set period of time for a program and activity that happens for a pre-determined set of dates and then concludes.

Regular:

Works continuously throughout the year and is eligible for District benefits such as vacation, medical benefits and participating in the District IRA program at the following levels:

- 1) Full-time employees will receive benefits at 100% of the described benefit.
- 2) Employees working 30 – 39 hours per week (on average) will receive vacation and medical benefits at 75%; 100% of the IRA program; and no holiday pay commensurate with regularly scheduled work hours.
- 3) Employees working 20 – 29 will receive vacation and medical benefits at 50%; 100% of the IRA program; and no holiday pay.

Employees working less than 20 hours per week are not eligible for vacation, medical benefits, or participating in the District IRA program.

All employees are eligible for sick pay as defined in the Benefits Policy.

Applicability:

This policy applies to all Vashon Park District employee job descriptions.