

2022 Benefits Summary

Part-Time Employees (20-29 hours) per week



This document provides a general overview of Meridian Library District's part-time employee benefit program for employees who regularly work 20-29 hours per week. Benefits are anticipated to be effective 1/1/21-12/31/22 but are subject to change at any time. Contact HR at (208) 888-4451 x1754 for additional information about these benefit components.

EMPLOYEE ASSISTANCE PROGRAM

Administrator: Magellan – [Magellan Ascend](#) or 1-800-523-5666 (TTY711)

All employees, their dependents, and all household members (related or not) are eligible for the Employee Assistance Program at no cost to the employee. Magellan provides confidential in-person counseling (up to 8 counseling sessions for each issue) and a 24/7 helpline. The EAP also provides some benefits for legal and financial assistance, lifestyle coaching, identity theft services, discount services on various products, and mediation services.

PERSI RETIREMENT

Eligibility Date: All employees regularly working 20 or more hours per week are covered by Public Employee Retirement System of Idaho (PERSI) - www.persi.idaho.gov/

	<u>Employee</u>	<u>Employer</u>
Bi-weekly Contributions (percentage of your earnings)	7.16%	11.94%

VOLUNTARY RETIREMENT

PERSI Choice 401(k) Plan - www.persi.idaho.gov/

Employees participating in PERSI retirement may voluntarily contribute to an unmatched 401(k) Plan on a pretax basis. Employees can rollover qualifying plans to the PERSI Choice 401(k).

457(b) State of Idaho Deferred Compensation Plan - www.idahodc.com

Employees may voluntarily contribute to an unmatched 457(b) Deferred Compensation Plan on either a pretax or post-tax (Roth) basis. Employees can rollover qualifying plans to the 457(b). They can also contribute to the 457(b) and PERSI Choice 401(k) concurrently.

GROUP LIFE AND ACCIDENTAL INSURANCE

Prudential Insurance Company of America

As a participating member in PERSI, employees are able to obtain Decreasing Term Life Insurance (for the employee), Accidental Death & Dismemberment Insurance (for the employee), and Dependent Term Life Insurance (for your spouse or domestic partner and all of your eligible children). All of this supplemental coverage is available for a \$16 per month cost to the employee.

PAID TIME-OFF

Regular part-time employees who work 20 or more hours per week are eligible to earn PTO according to the following accrual schedule.

Years of Service	Hours Accrued per Month for Employees Regularly Working 20-24 Hours per Week	Hours Accrued per Month for Employees Regularly Working 25-29 Hours per Week
0-5 years	8 hours	11 hours
6-10 years	9 hours	12.5 hours
11-15 years	10 hours	14 hours
16-20 years	11 hours	15.5 hours
Over 20 years	12 hours	16.5 hours
Maximum Accrual Limit for All Part Time PTO: 160 hours		

HOLIDAY PAY

Regular, non-exempt part-time employees who work between 20-29 hours per week are eligible on the first of the month following hire to receive holiday hours on their timesheet for each District observed holiday.

Employee Work Hours per Week	Hours Accrued per Observed Holiday
20-24 hours	4 hours
25-29 hours	5 hours

ADDITIONAL VOLUNTARY INSURANCE OPTIONS FOR DISABILITY, SPECIFIED-DISEASES AND MORE!

Aflac Policies - www.aflac.com/

Employees regularly working 20 or more hours per week are eligible to obtain voluntary supplemental coverage at a reasonable cost through Aflac for some of life's unexpected events. Aflac offers a variety of plans, including disability, cancer and specified diseases, accident, hospital indemnity, and critical illness.

PERKS AND DISCOUNTS

Computer and Book Purchase Programs: Purchase books or technology for personal use at the library's discount purchase rate. The computer purchase program offers an interest-free loan to purchase computers and technology devices to be repaid through paycheck withholdings with a maximum repayment plan of \$1500.

Cell Service Discounts: Employees may be eligible to receive a discount on Verizon, AT&T, and Sprint services.

Staff Library Card: Employees can elect to have a staff library card free of charge even as a non-District resident.

VOLUNTARY PET INSURANCE

Nationwide Voluntary Pet Insurance: Voluntary pet insurance is available to all staff through Nationwide. Staff must contact Nationwide directly at 1-877-738-7874 to set up coverage and obtain more information. Coverage is offered for accidents/injuries, hereditary and congenital conditions, common illnesses, serious/chronic illnesses, procedures/services, and prescriptions with a low \$250 annual deductible and a generous \$7,500 maximum benefit.