

# 2019 Benefits Summary



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

This document provides a general overview of Meridian Library District’s full-time employee benefit program. Contribution rates and benefits are anticipated to be effective 1/1/19-12/31/19, but are subject to change at any time. Contact HR at (208) 472-1754 for additional information about these benefit components.

### EMPLOYEE ASSISTANCE PROGRAM

All employees, their dependents, and all household members (related or not) are eligible for the Employee Assistance Program at no cost to the employee. Reliant Behavioral Health (RBH) provides confidential consultations via a 24-hour Crisis Help Line, in-person counseling (up to 8 face-to-face counseling sessions for each issue), and online consultations. RBH can be contacted at 1-866-750-1327 or [www.MyRBH.com](http://www.MyRBH.com).

### RETIREMENT

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

	<u>Employee</u>	<u>Employer</u>
<b>Bi-weekly Contributions (percentage of your earnings)</b>	6.79%	11.32%

Employees may also voluntarily contribute to an unmatched PERSI Choice 401(k) Plan.

### VOLUNTARY GROUP LIFE AND ACCIDENTAL INSURANCE

As part 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 \$16 per month. This plan is issued by The Prudential Insurance Company of America.

### 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
<b>Maximum Accrual Limit for All Part Time PTO: 160 hours</b>		

**Holiday Pay:** Regular part-time employees who have been employed for at least six months and work between 20-39 hours per week are eligible to receive holiday accrual 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!

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 such as disability, cancer/specified diseases, accident, and critical illness. Visit <http://www.aflac.com/> for more information.