

2020 Benefits Summary



Part-Time Employees (19 hours) per week

This document provides a general overview of Meridian Library District's part-time employee benefit program for employees who regularly work 19 hours per week. Benefits are anticipated to be effective 1/1/20-12/31/20, but are subject to change at any time. Contact HR at (208) 472-1754 for additional information about these benefit components.

EMPLOYEE ASSISTANCE PROGRAM

Administrator: Reliant Behavioral Health - www.MyRBH.com or 1-866-750-1327

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 in-person counseling (up to 8 face-to-face counseling sessions for each issue) and a 24/7 helpline. The EAP also provides some benefits for legal and financial assistance, will preparation kits, identity theft services, home ownership program, and mediation services.

VOLUNTARY RETIREMENT

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.

HOLIDAY PAY

Regular part-time employees who have been employed for at least 6 months and work 18 or more hours per week are eligible to receive 4 hours of holiday accrual for each District observed holiday.

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.