



Part-Time (20-29) Hour Employees

This document provides a general overview of Meridian Library District's (MLD) part-time [employee benefit program](#) for employees who regularly work 20-29 hours per week. Benefits are anticipated to be effective 1/1/2024 - 12/31/2024 but are subject to change at any time. Contact HR (hr@mld.org) or Advanced Benefits (208-664-3482 or service@trustab.com) for additional information about these benefit components.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

MAGELLAN ASCEND: 1-800-523-5666 (TTY711) - All employees, their dependents, and all household members (related or not) are eligible for the Employee Assistance Program (EAP) 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

PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO: MLD staff who work 20 or more hours each week are covered by the Public Employee Retirement System of Idaho (PERSI). This plan is mandatory for any employee working over 20 hours per week and this is the only retirement plan MLD contributes to. Contribution amounts are subject to PERSI Board determination and disclosure.

	<u>Employee</u>	<u>Employer</u>
Bi-weekly Contribution (percentage of your earnings)	6.71%	11.18%

****Rates are *subject to change* and set by PERSI!****

VOLUNTARY RETIREMENT PLANS

VOLUNTARY RETIREMENT: Employees may voluntarily enroll in an unmatched 457 (b) or 401(k) retirement plan. Contributions to the unmatched 457(b) State of Idaho Deferred Compensation Plan (administered by [Nationwide](#)) can be made on either a pretax or post-tax (Roth) basis. Contributions to the Public Employee Retirement System of Idaho (PERSI) Choice 401 (k) plan are also an option. Staff can contribute to the 457(b) and PERSI Choice 401(k) plans concurrently.

HOLIDAY PAY

Regular non-exempt, part-time employees who are assigned to work 20-29 hours per week are eligible to receive holiday accrual for each District observed holiday according to the schedule below. Hours are pre-loaded to staff timesheets and a list of applicable holidays can be found in the Employee Handbook.

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

PET INSURANCE

NATIONWIDE VOLUNTARY PET INSURANCE: Voluntary pet insurance is available to all staff at a discount through Nationwide. Staff must access and contact Nationwide via the link provided or directly by phone at 1-877-738-7874 to set up coverage and obtain more information. Coverage is offered for accidents, injuries, hereditary and congenital conditions, common illness, serious or chronic illnesses, procedures, services, and prescriptions with a low \$250 annual deductible and a generous \$7,500 maximum benefit.

VOLUNTARY INSURANCE

AFLAC: All staff are eligible to obtain voluntary supplemental insurance coverage at a reasonable cost through Aflac for some of life's unexpected events. Aflac offers a variety of plans, including disability, cancer, specified diseases, accidents, hospital indemnity, and critical illness.

PAID TIME OFF

MLD employees who regularly work 20-29 hours per week are eligible to receive the following number of Paid Time Off (PTO) hours each month, depending on the number of months they have been in position. Year-end remaining balances roll over to the new year, subject to max accrual balances.

Months of Service	Hours/Month: 20-24 Hours per Week	Hours/Month: 25-29 Hours per Week
0-60 Months	8 hours	11 hours
61-12- Months	9 hours	12.5 hours
121-180 Months	10 hours	14 hours
181-240 Months	11 hours	15.5 hours
241-252 Months	12 hours	16.5 hours
Maximum Accrual Limit for All Part-Time Staff: 160 Hours		

PERKS & DISCOUNTS

COMPUTER AND BOOK PURCHASING PROGRAM: 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 each paycheck the employee receives until the full purchase price is paid back to the Meridian Library District via withholding of a specified and agreed upon amount each payroll. The maximum amount that can be borrowed for the purchase of a computer or technology devices is \$1,500. Reach out to MLD's Accounting and Finance Manager and the District Support Services Manager for additional details.

CELL SERVICE DISCOUNTS: Employees may be eligible to receive a discount on services at Verizon, AT&T, and Sprint. See carriers for details and conditions.

STAFF LIBRARY CARD: Employees can elect to have a staff library card free of charge, even as non-District residents.

EDUCATION ASSISTANCE: MLD is an eligible employer for the Public Service Loan Forgiveness (PSLF) Program. The program forgives remaining balances on Direct Loans after staff have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer. MLD also provides education assistance and access to grant funds within the limitations of those programs.

MLD also offers education reimbursement of up to \$2,000 per year in connection with continuing education through an accredited program that offers growth in an area related to the employee's current or future employment with the District by applying (**rates subject to change**).

See MLD's Accounting and Finance Manager, your direct supervisor, and HR for additional details.

IDENTITY THEFT PROTECTION & MONITORING

ID WATCH DOG: At no cost to the employees, MLD offers identity theft monitoring, restoration services, and notifications of changes related to your identity through ID Watch Dog. A full list of services is available on the MLD Hub. Please reach out to Advanced Benefits for additional information or with questions. Log onto their website for full details: <https://dashboard.idwatchdog.com> Questions regarding the information you've received? Call ID Watch Dog 1-800-970-5182 (24 hours a day, 7 days a week).

PAID PARENTAL LEAVE

PAID PARENTAL LEAVE: All MLD staff are eligible to receive 4 full weeks of Paid Parental Leave (PPL) for the employee to bond following the birth of an employee's child or the placement of a child with an employee in connection with adoption or foster care. Staff should refer to the MLD Paid Parental Leave Policy for additional details and restrictions, and to apply.

VOLUNTARY LIFE/ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

MUTUAL OF OMAHA: All staff are eligible to enroll in MLD's Voluntary Life/AD&D Insurance provided through Mutual of Omaha (MOO). Employees can choose different amounts of coverage between the minimum (\$10,000) and maximum (\$300,000) benefit amount. See plan documents and reach out to Advanced Benefits for additional information and details.

PRUDENTIAL INSURANCE COMPANY OF AMERICA: As a participating member in PERSI, employees are eligible to obtain Decreasing Term Life Insurance (for the employee), Accidental Death and Dismemberment Insurance (for the employee), and Dependent Term Life Insurance (for the spouse or eligible dependents). This NCPERS supplemental coverage is available for \$16 per month charge to the employee.

******Staff may only enroll in one of the Voluntary Life/AD&D Insurance plans!!!!******

IDAHO COLLEGE SAVINGS PROGRAM

IDEAL IDAHO COLLEGE SAVINGS PROGRAM: 1-866-433-2533 - IDEal is administered by the Idaho College Savings Program Board, with Ascensus Broker Dealer Services (ABD) as the program manager. All MLD staff are eligible to set up college savings accounts with funds directly deposited from their regular paychecks through the program. Staff should visit the link above to view plan details, enroll, and set up payroll contributions, and then email directdeposit@idaho529.org to take advantage of the matching contribution options. Contact Nick Thiros (208-488-9879 or nickolas.thiros@idaho529.org) for one on one plan explanations or questions. Staff also need to notify Human Resources after setting their plan accounts up so we can ensure proper setup in the payroll system after enrollment.