

## **Excerpt from Town of Apex Personnel**

### **Current Policy**

#### **Section 11. Peak Lifestyle Allowance**

Regular employees who have completed the new hire probationary period will receive a Peak Lifestyle Allowance each fiscal year to use towards expenses related to physical, emotional/mental, and financial well-being. The Peak Lifestyle Allowance is a one-time, taxable lump sum payment and is not built into base pay. The allowance will be paid on a scheduled pay day at the beginning of each fiscal year, at an amount determined each year and approved in the Town's annual budget. Employees must be actively employed on the day that the allowance is paid in order to receive the allowance. **New hires will receive their Peak Lifestyle Allowance at the end of the quarter in which they successfully complete their probationary period.**

### **Proposed Change**

#### **Section 11. Peak Lifestyle Allowance**

Regular employees who have completed the new hire probationary period will receive a Peak Lifestyle Allowance each fiscal year to use towards expenses related to physical, emotional/mental, and financial well-being. The Peak Lifestyle Allowance is a one-time, taxable lump sum payment and is not built into base pay. The allowance will be paid on a scheduled pay day at the beginning of each fiscal year, at an amount determined each year and approved in the Town's annual budget. Employees must be actively employed on the day that the allowance is paid in order to receive the allowance. **New hires will receive their Peak Lifestyle Allowance in the month following the successful completion of their probationary period.**