

Compensation Committee FY21 Benefit Recommendations Overview

#	Policy	Current State	Proposed
1.	4.2 Vacation Leave Benefits	General Employee Accruals (Except Directors) Eligible employees in this employee group currently earn vacation based on tenure with the organization at a minimum of 8 hours per month and a maximum of 16 hours per month. Prior Relevant Experience None Vacation Leave During Introductory Period of Employment Eligible employees in this employee group are not eligible to use vacation leave benefits until after successful completion of their introductory period of employment unless approved by the Department Director.	General Employee Accruals (Except Directors) Eligible employees is in this employee group would earn vacation based on tenure with the organization at a minimum of 12 hours per month and a maximum of 18 hours per month. Prior Relevant Experience New hires and rehires with relevant experience whose essential duties, responsibilities, knowledge and abilities align with a specific job description can be credited for previous years of service. Department Director and Human Resources Director approval. Credited years of service shall not exceed a one for one ratio. Vacation Leave During Introductory Period of Employment Eligible employees in this employee group would be eligible to use vacation leave once hours have been accrued following standard department approval process. **This does not apply to Law Enforcement and Represented employees under the Collective Labor Agreement.

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2.	4.5 Bereavement Leave	Maximum Amount of Leave Eligible Employees can be absent from work with pay of up to three (3) consecutive workdays. Eligibility Death of immediate family members. Defined as immediate family shall be defined as current spouse, children, parents, in-laws, brother, sister, grandparents, or grandchild of the employee. In-laws are defined as a father, mother, or grandparents of current spouse, or sister and brother in-law of the employee. Adopted or “step” relationships will be considered same as any other family relationship. Additional Time Off May be granted at the discretion of the department Director consistent with the policies of the City.	Maximum Amount of Leave Eligible Employees can be absent from work with pay of up to five (5) consecutive workdays. Eligibility In addition to immediate family members already defined recommend adding foster relationships. Additional Time Off May be granted utilizing the employee’s accrued vacation time consistent with the policies of the City.
3.	4.11 Paid Parental Leave	Maximum Amount of Leave The maximum amount of paid parental leave is two (2) consecutive calendar weeks. Both Parents are Eligible Employees Both parents may take their leave simultaneously or at different times within the first thirty (30) days of their leave.	Maximum Amount of Leave The maximum amount of paid parental leave would be 480 hours (12 week equivalent) consecutive calendar weeks. May be used consecutively or intermittently but will run concurrently with the 12-week FMLA approved event. Both Parents are Eligible Employees Both parents may take their leave simultaneously or at different times within the FMLA 12 week eligible period.

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4.	5.4 Education Reimbursement	Reimbursement Amount This benefit currently offers reimbursement up to \$1,300.00 per semester up to \$2,600.00 per accounting fiscal year. Approved Courses The City will assist regular full-time employees in furthering their education by contributing to the cost of approved work related courses taken at accredited institutions. Reimbursement Above Threshold Amount The Department Director may consider reimbursement in excess of \$2,600.00 for registration, tuition, fees and books with approval of the Mayor and the City Council. Reimbursement Above Standard Threshold Amount Funding The funding for any additional reimbursement must come from the department's current budget for training. Student Payment No direction included Course Relation All courses must be directly related to an employee's job, be considered of value to the employee's future development with the City, or be part of a degree program which relates to the employee's present position or future development within the City	Reimbursement Amount This benefit currently offers reimbursement up to \$3,000.00 per accounting fiscal year. Approved Courses The City will assist regular full-time employees in furthering their education by contributing to the cost of approved courses taken at accredited institutions. Reimbursement Above Threshold Amount The Department Director may consider reimbursement in excess of \$3,000.00 for registration, tuition, fees and books with the prior approval of the Mayor. Reimbursement Above Standard Threshold Amount Funding The funding for any additional reimbursement above the standard threshold must come from the department's current budget for training. Approval will be on an annual basis in conjunction with the City's annual budget development process. Student Payment Students must pay the institution directly. No billing statements shall be sent to the City of Meridian finance or any other department for the education reimbursement process. Course Relation Remove this language.

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5.	5.5 Director Benefit Program	Annual Leave Accrual (aka Vacation Leave) This employee group currently earns 16 hours per month which currently aligns with the general employee maximum accrual.	Annual Leave Accrual (aka Vacation Leave) This employee group would earn 18 hours per month which would continue to align with the general employee maximum accrual recommendation.
6.	X.X Retirement Match Program	Allowable Retirement Plans PERSI Choice 401K only	Allowable Retirement Plans Add State 457 Pre-Tax Retirement Plan option