



**Finance Committee Meeting
January 13, 2026, 5:30 p.m.
Hybrid at REDI office
51 Monroe Street, PE20, Rockville, MD 20850 or**

AGENDA

1. CEO/CFO/Treasurer Report
 - a. Review of Financials (through November)
 - b. Discuss adding Longevity bonuses.

We currently increase PTO from 160 to 200 hours at 5 years.

Here are some common examples of longevity bonuses:

Milestone-based bonuses - Companies often provide one-time payments at specific service anniversaries. For example, an employee might receive \$500 at 5 years, \$1,000 at 10 years, and \$2,500 at 20 years of service.

Percentage of salary bonuses - Some organizations calculate longevity bonuses as a percentage of the employee's current salary, such as 2% of annual salary for every 5 years of service, paid out at anniversaries.

Annual longevity pay - Rather than one-time payments, some employers add a permanent increment to salary. For instance, public sector jobs might add \$50-100 per month to base pay after certain years of service.

Service awards with cash value - Employees choose from a catalog of gifts or receive gift cards worth specific amounts based on their years of service (like \$250 at 5 years, \$750 at 10 years).

- c. Change to bill.com credit cards, eliminate concur software, looking at budgeting and reporting software
 - d. Grants updates
 1. Note SBA reporting due for BSU end of February
 - e. Still Pending - SBA FY2019 and FY2022 audits
2. Other Business - None

Next Meeting: February 9, 2026, 5:30 p.m.