



CITY OF LACONIA BENEFITS SUMMARY

HEALTH INSURANCE – Insurance is effective the first of the month following start date. Health insurance plans offered are **Harvard/Pilgrim HMO Super** \$25/\$50 co-pay, \$2,000/\$6,000 deductible and **Elevate Health Options HMO \$2000**.

RX Retail and Mail-in (90-day supply) for both plans: \$5/\$15/\$30/\$50.

F/Y 20/21 employee weekly contributions:

HMO Super		EHO	
1P	\$37.15	1P	\$22.37
2P	\$74.31	2P	\$44.73
Family	\$101.80	Family	\$61.29

Pre-tax Health Insurance Deductions – Employees may elect to have their City health insurance cost share amount deducted pre-tax.

Health Insurance Opt Out Payments – Employees who opt out of City insurance may be eligible for an opt out payment paid quarterly. Annual amounts in fiscal year 20/21 are:

1P \$5,233.90
2P \$9,420.87
F \$11,472.58

FLEXIBLE SPENDING ACCOUNTS - Employees may elect to have pre-tax deductions taken from their paycheck to use towards health care services and/or day care expenses.

EMPLOYEE ASSISTANCE PROGRAM - Confidential counseling is provided for employee and family members at no cost to the employee.

HOLIDAY PAY - 11 holidays are recognized per year.

(Over)

VACATION – Earn 10 days per year (based on normal workweek); Firefighters earn 8 days per year

SICK PAY - Earn 1 day per month (12 days per year). Firefighters earn 8 days per year. Employees may accumulate up to 90 sick days.

PERSONAL DAYS - Earn 1 personal day after 3 consecutive months without using sick time. Additional days may be earned on July 1 based on sick day balance.

RETIREMENT - New Hampshire Retirement System is mandatory. Group I employee contributes 7.0% of gross earnings; City contributes 11.17%. Group II employee (Fire) contributes 11.8%; City contributes 30.09% as determined by the NH State Legislature.

ICMA - Pretax contributions may be made to an individual retirement account.

NEW HAMPSHIRE FEDERAL CREDIT UNION

DIRECT DEPOSIT WITH LOCAL BANKS

RATE OF PAY:

- **Hourly/Union:** Start at Step 1. After completion of six-month probationary period, may be eligible to move to Step 2 following satisfactory performance evaluation. Reviewed annually thereafter.
- **Non-Union:** Starting rate based on qualifications. After 6-month probationary period, eligible to receive 0-5% increase based on performance. Reviewed annually thereafter.
- **Fire:** FY 20/21: Advanced EMT-\$19.80/hour. Paramedic-\$21.20/hour; 42 hours per week. Firefighters are on probation for first 12 months of employment.

Additional information is available at www.laconianh.gov under Government / Personnel Department / Employee Resources and Forms.

If you have any questions about the attached information, please contact Paula Baumuel, Personnel Specialist at pbaumuel@laconianh.gov