



## 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 18/19 employee weekly contributions:

HMO Super		EHO	
1P	\$30.04	1P	\$19.38
2P	\$60.08	2P	\$38.75
Family	\$82.31	Family	\$53.09

**Health Reimbursement Account (HRA)** – Employees enrolled in City insurance are eligible for funds provided by the City towards the medical deductible.

- HMO Super \$500.00
- EHO \$1,000.00

Unused funds are allowed to roll over. New hires are pro-rated based on number of months in the plan during the fiscal year.

**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 18/19 are:

1P \$4,534.11  
2P \$8,161.35  
F \$9,938.68

**SECTION 125-** Flexible benefits spending program allowing you to set aside tax deferred contributions for health care services and day care expenses.

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

(Over)

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

**HOLIDAY PAY** - 11 holidays are recognized 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 11.38%. Group II employee (Fire) contributes 11.8%; City contributes 31.89% 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 18/19: AEMT- \$18.59/hour. EMT-P \$19.90/hour; 42 hours per week. Firefighters are on probation for first 12 months of employment.

If you have any questions about the attached information please contact Paula Baumuel, Personnel Specialist at [pbaumuel@laconianh.gov](mailto:pbaumuel@laconianh.gov)