



CITY OF LACONIA BENEFITS SUMMARY

HEALTH INSURANCE – Insurance is effective the first of the month following start date. Health insurance plan offered is **Harvard/Pilgrim HMO LOW**: \$20 co-pay, \$2,000/\$6,000 deductible.

RX Retail: \$10/\$30/\$50 / Mail-in (90 day supply): \$15/\$45/\$70.

F/Y 15/16 employee weekly contribution:

1P - \$15.16

2P - \$31.54

Family - \$43.21

Health Reimbursement Account (HRA) – Employees enrolled in City insurance are eligible for \$1,000 on 7/1/15 and 7/1/16 provided by the City towards the medical deductible. Unused funds are allowed to roll over. New hires are pro-rated based on number of months in the plan during the plan year.

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.

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.

(Over)

RETIREMENT - New Hampshire Retirement System is mandatory. Group I employee contributes 7.0% of gross earnings. Group II employee (Fire) contributes 11.8%. City contributes to the NHRS 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 6-month probationary period, rate moves to Step 2 following satisfactory performance evaluation. Reviewed annually thereafter.
- **Non-Union**: Usually start at minimum of range. After 6 month probationary period, receive 0-5% increase based on performance. Reviewed annually thereafter.
- **Fire**: FY 15/16: EMT-A \$17.79/hour. EMT-P \$18.68 /hour. Firefighters are on probation for first 12 months of employment.

Updated June 24, 2015