



2023 Employee Benefits Summary

Health and Dental Insurance

- Anthem Health and Rx, Delta Dental
(See reverse for employee share of premium)
- Medical Cash Opt-Out (paid Jan 2024, pro-rated for new & departing employees):
Individual \$908.56 Double \$1,817.11 Family \$2,453.10
- Dental Cash Opt-Out (paid Jan 2024, pro-rated for new & departing employees):
Individual \$47.40 Double \$91.16 Family \$159.90
- Health Reimbursement Arrangement (HRA) Employer Contribution:
50% of the deductible

Retirement Savings

- 401(a) Money Purchase Plan with NRPC contribution of 2-5%
(see schedule on reverse)
- 457 Deferred Compensation Plan

Regular Leave

- 11 scheduled holidays annually, plus 1 floating holiday
(see calendar on reverse)
- Sick/Family Sick: one day earned per month
- Vacation Leave: 12-27 days/year (see schedule on reverse)
- Volunteer Leave: eight (8) hours annually

**Leave accruals are pro-rated for regular part-time employees*

Income Protection

- Short-Term Disability (STD): 66.67% of salary
- Long-Term Disability (LTD): 60% of salary
- NH Paid Family & Medical Leave (NH PFML): 60% of salary
- 90% of STD & NH PFML and 100% of LTD Premium covered by

Professional Development

- Paid professional development conferences and workshops
- Professional Certification (e.g. AICP, GISP) Exams and/or Application Fees: Covered in full
- Complimentary Membership in NH Planners Association (NHPA)

Other Optional Benefits

- Health & Dependent Care Flex Spending Accounts (FSAs)
- Aflac Supplemental Insurance
- Telecommuting Options
- Federal Direct Public Service Loan Forgiveness Certification

Benefits state here apply to full-time (40 hour), regular employees. This summary is meant for informational purposes only and does not constitute a guarantee of benefits. Information is subject to change annually and at any time. See individual benefit policies and plan documents for official information.



2023 Employee Benefits Summary (cont'd)

| 2023 Employee Share of Health & Dental Premium (Biweekly) | | |
|---|-----------|--------|
| Plan Type | Health/Rx | Dental |
| Single | \$38.83 | \$2.03 |
| 2-Person | \$77.65 | \$3.90 |
| Family | \$104.83 | \$6.83 |

| NRPC 401(a) Retirement Plan Contribution Schedule | | |
|---|-------------------------------|-----------------------|
| Year of Participation | Minimum Employee Contribution | Employer Contribution |
| 1st year | 2% | 2% |
| 2nd Year | 2% | 3% |
| 4th year | 2% | 4% |
| 6th Year | 2% | 5% |

| NRPC Vacation Accrual Schedule | | |
|--------------------------------|------------|-----------|
| Years of Service | Days/Month | Days/Year |
| 0-4 | 1 | 12 |
| 5-9 | 1 1/4 | 15 |
| 10-14 | 1 1/2 | 18 |
| 15-19 | 1 3/4 | 21 |
| 20-24 | 2 | 24 |
| 25-29 | 2 1/4 | 27 |

| NRPC Holidays |
|--|
| New Years Day 1/2/23, MLK Jr./Civil Rights Day 1/16/23, Presidents' Day 2/20/23, Memorial Day 5/29/23, Independence Day 7/4/23, Labor Day 9/4/23, Indigenous Peoples'/Columbus Day 10/9/23, Veterans Day 11/10/23, Thanksgiving Thursday & Friday 11/23 & 11/24/23, Christmas 12/25/23 |

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