



## 2024 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 2025, pro-rated for new & departing employees):  
*Individual \$1,050.27 Double \$2,100.54 Family \$2,835.71*
- Dental Cash Opt-Out (paid Jan 2025, pro-rated for new & departing employees):  
*Individual \$49.63 Double \$95.45 Family \$167.42*
- 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 NRPC

### 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.*



## 2024 Employee Benefits Summary (cont'd)

2024 Employee Share of Health & Dental Premium (Biweekly)		
Plan Type	Health/Rx	Dental
Single	\$44.88	\$2.12
2-Person	\$89.77	\$4.08
Family	\$121.18	\$7.15

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 1/1/24, MLK Jr. Day 1/15/24, Presidents' Day 2/19/24, Memorial Day 5/27/24, Independence Day 7/4/24, Labor Day 9/2/24, Indigenous Peoples' Day 10/14/24, Veterans Day 11/11/24, Thanksgiving Thursday & Friday 11/28 & 11/29/24, Christmas 12/25/24.

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