



## **BELKNAP COUNTY 2024 OUTLINE OF BENEFITS**

### **HEALTH INSURANCE: Effective 1/1/24**

**Employees will be able to choose between two HealthTrust plans.**

- HealthTrust: Anthem Blue SOS 20/40 1KDED; RX10/20/45
- HealthTrust: Anthem Blue SOS 25/50 3KDED; RX10/25/40M10/40/70

<b>AB SOS 1KDED</b>	Employee 10%		Weekly Deduction
1 Person	28.80		<b>28.80</b>
2 Person	57.61		<b>57.61</b>
Family	77.77		<b>77.77</b>
<b>AB SOS 3KDED</b>	Employee 10%	Opt Down paid to Employee	Weekly Earnings
1 Person	20.24	57.83	<b>37.59</b>
2 Person	40.47	115.66	<b>75.18</b>
Family	54.64	156.14	<b>101.50</b>

**Union employees should refer to their respective collective bargaining agreement for specific benefits and premium contribution amounts.**

### **NH RETIREMENT:**

Belknap County is a participant in the NH Retirement System; all full-time employees are covered. Group I employees contribute 7% tax deferred, and the County will contribute 13.53%. Group II employees contribute 11.55% tax deferred, and the County will contribute 31.28%.

### **DENTAL: Effective 1/1/24**

The County offers group dental insurance for full-time regular employees, effective the first of the month following the date of hire. The County will pay 90% of the single plan cost (\$12.17).

	Monthly	Total Weekly	Employee Weekly	Employer Weekly	Annual Employer Cost
<b>Dental Rates - Ameritas \$1.5k</b>					
1 Person	54.08	13.52	1.35	12.17	584.06
2 Person	116.48	29.12	16.95	12.17	584.16
Family	199.28	49.82	37.65	12.17	584.16

**VISION: Effective 1/1/24**

The County offers group vision insurance for regular full-time employees, effective the first of the month following the date of hire. This benefit is employee funded only.

**Option 1 – EyeMed Insight Network**

Single - \$8.08/month with weekly payroll deduction of \$2.02.  
 Two Person Plan - \$15.64/month with weekly payroll deduction of \$3.91.  
 Family Plan - \$21.88/month with weekly payroll deduction of \$5.47.

**Option 2 – VSP Choice Network**

Single - \$9.60/month with weekly payroll deduction of \$2.40.  
 Two Person Plan - \$18/month with weekly payroll deduction of \$4.50.  
 Family Plan - \$24/month with weekly payroll deduction of \$6.

**DEFERRED 457 COMPENSATION PLANS:**

County employees may participate through payroll deductions in a deferred compensation plan offered by Empower Retirement System. Employee funded only.

**OTHER INSURANCE:**

Colonial Accident & Life Insurance, Aflac, NY Life and Liberty Mutual are available for regular full-time employees. Employees may set up payroll deductions for insurance through these companies for voluntary benefits. The county makes no contribution.

**SECTION 125 PLAN:**

This is available to regular full-time employees who must pay a portion of their health, dental or any of the other insurance programs offered under the County Section 125 Plan as set forth pursuant to Section 125 of the Internal Revenue Code. The plan also includes Dependent Care and Healthcare Flexible Spending Accounts. Further details are available through the Human Resources Department.

**VACATION TIME:**

Vacation time is earned according to the following schedule:

<b>Years of Service</b>	<b>Accrued</b>	<b>Per Year</b>	<b>Max Accrued</b>
0-5	2.31/week	120 hrs	240 hrs
5-10	2.69/week	140 hrs	240 hrs
10-15	3.06/week	160 hrs	320 hrs
15-20	3.46/week	180 hrs	320 hrs
20+	3.85/week	200 hrs	320 hrs

Non-Union employees will be allowed to use up to five vacation days per year to contribute to a 457 plan.

**(Bargaining Unit Employees should refer to their CBAs for specific information)**

### **SICK TIME:**

Accrues: 2.31 hours per week  
120 hours per year

Maximum Accrual: 880 hours

### **HOLIDAYS:**

The County observes eleven paid holidays for full-time employees, as follows:

New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and the Day after Thanksgiving Day, Christmas Day, and one Floating Holiday, which must be taken within the current calendar year and can only be taken as a full day. An employee must be employed from the beginning of the calendar year to qualify for this day.

### **RETIREMENT:**

Full time employees who retire pursuant to RSA 100-A are paid a portion of their accrued sick time, and all of their unused accrued vacation time, not to exceed the maximum allowable time.

**(Bargaining Unit Employees should refer to their CBAs.)**

### **LONGEVITY BONUS:**

#### **Non - Union**

Paid after 5 years of continual service, according to the following schedule:

5-9 years - \$300.00    10-14 years - \$400.00    15-19 years - \$500.00    20 -24 years – \$750.00  
25 years+ \$1000.00

**(Bargaining Unit Employees should refer to their CBAs for current Longevity Bonus amounts)**

### **HEALTH INSURANCE Opt Off:**

Health insurance opt off bonus is paid to employees who do not take health insurance with the County, when proof of alternative health insurance coverage is provided. The amount of opt off bonus is paid weekly in the following amounts:

Single person plan - \$500.00,

Two-person plan - \$1,000.00

Family plan - \$1,500.00

**(Bargaining unit employees should refer to their CBAs for current opt out bonus amounts.)**

*Note: This document is a general summary, only for purposes of providing general information to employees & job applicants. It is subject to periodic revision by the County. It should not be construed as any sort of guarantee, commitment or contract for any aspect of the benefits listed, which are also subject to change by Belknap County at its sole discretion subject to annual appropriation and any applicable collective bargaining agreement. In the case of any discrepancies between this document and governing contract documents the original governing documents shall apply.*