

# TOWN OF EPPING EMPLOYEE BENEFITS



## Medical

- Health
- Dental
- Vision
- HRA



## Insurance

- Short-term disability
- AFLAC
- FSA



## Paid Time Off

- Vacation
- 12 Holidays
- Jury duty
- Parental leave
- Bereavement



## Retirement

- NH Retirement
- PFPOPE
- ICMA



# HEALTHCARE

**Anthem** 



## TWO PLAN OPTIONS

### PLAN #1

- Town pays 85% of the premium
- \$500 Deductible per person (max \$1,500).
- Employee Monthly Costs:
- Family- \$480.16
- 2-Person- \$355.68
- Single- \$177.84

### PLAN #2

- Town pays 90% of the premium
- \$1,000 Deductible per person (max \$3,000).
- Employee Monthly Costs:
- Family- \$262.57
- 2-Person- \$194.49
- Single- \$97.25

## HEALTH REIMBURSEMENT ACCOUNT

**The Town will reimburse the second half of the deductible for both plans.**

# INSURANCE



- Delta Dental provided through HealthTrust. The Town pays 50% of the premium.
- Employee Monthly Costs:
- Family- \$80.92
- 2-Person- \$44.48
- Single- \$22.98



- Employees enrolled in town health insurance are eligible for a flexible spending account.
- Pre-tax dollars can be used for medical expenses like lasik, physical therapy, first aid supplies, and more.



- 13 Weeks of short-term disability coverage is provided by the town at no cost to the employee.

# PAID TIME OFF



## VACATION/SICK

- 0-1 Years= 10 Days
- 1-4 Years= 20 Days
- 4-8 Years= 28 Days
- 8-12 Years= 30 Days
- 12+ Years= 32 Days



## HOLIDAYS

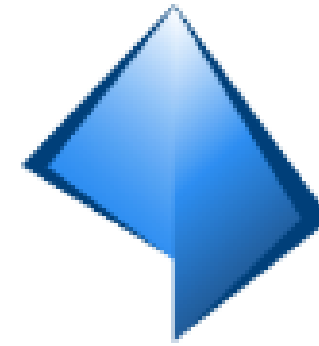
- New Year's Day
- Labor Day
- Civil Rights Day
- Columbus Day
- President's Day
- Veteran's Day
- Memorial Day
- Thanksgiving Day and the Friday after
- Juneteenth
- Christmas Day
- Independence Day



## SPECIAL LEAVE

- Parental- 4 weeks of paid parental leave for the birth or adoption of a child.
- Bereavement- Up to five days of paid leave for the death of a family member.
- Jury Duty- Full pay when called to serve.

# RETIREMENT



**NHRS**  
New Hampshire Retirement System



## NHRS

- The New Hampshire Retirement system provides a defined benefit pension after ten years of service.
- Employee Costs:
- Police- 11.55% of salary.
- Fire- 11.80% of salary.
- Other- 7% of salary.



## PFPOPE

- PFPOPE is an optional 457 retirement savings plan.
- All public employees are eligible to participate.



## ICMA

- The International City Management Association offers an optional retirement plan for public employees.