



## **BELKNAP COUNTY 2021 OUTLINE OF BENEFITS**

### **HEALTH INSURANCE: Effective 1/1/21**

**Non-Union employees will be able to choose between two HealthTrust plans.**

#### **HealthTrust: Anthem Blue SOS 20/40 1KDED; RX10/20/45**

Single Plan – Total annual County cost \$9,927.36;

Two Person - Total annual County cost \$19,854.60;

Family Plan - Total annual County cost \$26,803.80;

or

#### **HealthTrust: Anthem Blue SOS 25/50 3KDED; RX10/25/40M10/40/70**

Single Plan – Total annual County cost \$6974.64

Two Person – Total annual County cost \$13,949.28

Family Plan – Total annual County cost \$18,831.60

Health Insurance and County contributions only made for regular full time 40 hour per week positions.

**Anthem Blue SOS 20/40 1KDED; RX10/20/45 – HRA \$500 - SEA- Nursing Home Union only**  
(See Collective Bargaining Agreement (CBA) for current employee contributions)

**Teamsters – Allegiant - Support Staff Bargaining Unit**

**Teamsters – Allegiant - Sheriff's Bargaining Unit**

Unit employees shall be provided the option under their CBA's to purchase any health care plan offered by Allegiant in lieu of the Anthem Blue SOS 20/40 1KDED; RX10/20/45 offered to non-union employees. If this option is selected by an employee, refer to the respective CBA for current employee contributions.

### **NH RETIREMENT:**

Belknap County is a participant of the NH Retirement System; all full-time employees are covered. Group I employees contribute 7% tax deferred and the County will pay 11.17%, effective 7/1/2021 increases to 14.06%. Group II employees contribute 11.55% tax deferred and the County will pay 28.43%, effective 7/1/2021 increases to 33.88% including what was formerly the State share.

### **DENTAL: Effective 1/1/21**

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

Single -	\$48.32 /month with weekly payroll deduction of \$12.08.
Two Person Plan -	\$104.04/month with weekly payroll deduction of \$26.04.
Family Plan -	\$178.00/month with weekly payroll deduction of \$44.50.

### **DEFERRED 457 COMPENSATION PLANS:**

County employees through payroll deductions may participate in a deferred compensation plan offered by Empower Retirement System. Employee funded only. Non Union employees will be allowed to use vacation time at the rate of up to five (5) days per year to contribute to the plan. **(Bargaining Unit Employees should refer to their CBA's for more information)**

### **OTHER INSURANCE:**

Colonial Accident & Life Insurance, Aflac and NY Life 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:**

Available for full time employees and prorated for designated regular part time employees who have a work schedule of 20 or more hours per week.

#### **Less than 10 years of Service:**

Accrues:	2.31 hours per week 120 hours per year
Maximum Accrual:	240 hours

#### **Over 10 years of Service:**

Accrues:	3.08 hours per week 160 hours per year
Maximum Accrual:	320 hours

#### **Over 20 years of Service:**

Accrues:	3.69 hours per week 192 hours per year
Maximum Accrual:	320 hours

**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. Holidays are prorated for designated regular part time employees who have a work schedule of 20 or more hours per week.

**RETIREMENT:**

Full time employees who retire pursuant to RSA 100-A are paid 30% of their accrued sick time, not to exceed 30 days, and any of their unused accrued vacation time, not to exceed the maximum allowable time (30 or 40 days) whichever is applicable.

**LONGEVITY BONUS:**

**Non - Union**

Paid after 5 years of continual service, at the rate of \$280.00 after the first five years and \$100.00 every 5 years thereafter:

5-9 years - \$280.00    10-14 years - \$380.00    15-19 years - \$480.00    20 -24 years – \$580.00  
25 years+ \$680.00

Longevity pay is paid only to regular full-time employees on the first Thursday in December of each year.

**(Bargaining Unit Employees should refer to their CBA's for current Longevity Bonus amounts)**

**HEALTH INSURANCE Opt Out:**

Health insurance opt out bonus is paid to regular full-time employees who do not take health insurance with the County, when proof of group health insurance coverage is provided. You must be covered by another group plan such as a spouse's group health plan. Generally, the amount of opt out bonus is as follows:

Single person plan - \$500.00,  
Two-person plan - \$1,000.00 and  
Family plan - \$1,500.00

**Bargaining unit employees should refer to their CBA's for current opt out bonus amounts.**

Health insurance bonus will be paid on a prorated weekly basis.

*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 Human Resources and/or Finance Department. 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.*