

TOWN OF AMHERST, NH SUMMARY OF BENEFITS
Current, Full-time Employees hired before July 1, 2024 for FY25

Benefit Costs Are Based on Bi-weekly Payroll Deductions

HEALTH INSURANCE

Town of Amherst provides Health Insurance through Harvard Pilgrim. Full-time employees hired before July 1, 2024, will have two options.

HMO Super \$25 \$500 with HRA (Health Reimbursement Account, which covers the deductible on behalf of the employee for eligible medical expenses.)

An **FSA** (Flexible Spending Account) is available with the **HMO Super** plan. These plans allow a pre-tax deduction from wages to pay for eligible, non-reimbursed out-of-pocket expenses. The maximum contribution for the FSA in 2024 is \$3,200 and for the DCA is \$5000. FY25 per pay period employee premium rates:

HMO Super with HRA	Single	\$116.50	Two Person	\$232.74	Family	\$314.10
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HMO HSA \$2000 with HSA (Health Savings Account, a transportable savings account with a \$1000/\$2000 Town matching contribution per pay period. Funds can be used for any approved medical expense. A balance in the account may be carried forward each year.) FY25 per pay period employee premium costs:

HMO HSA \$2000 with HSA	Single	\$52.06	Two Person	\$104.01	Family	\$140.36
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A **DCA** (Dependent Care Account) is available for both plans, to use pre-tax \$ for childcare and in some cases Senior care. Please contact our vendor, csONE for more specifics.

DENTAL INSURANCE

The Town of Amherst provides Dental Insurance through Northeast Delta Dental. FY25 per pay period employee premium rates:

DENTAL	Single	\$0.00	Two Person	\$2.03	Family	\$5.47
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STIPEND FOR DECLINING INSURANCE (Buy-Back)

Any eligible employee with current insurance coverage may decline Health and/or Dental insurance and receive a taxable stipend paid bi-weekly. Proof of current coverage for the employee, dependents and/or spouse is required. Please see the Health and Dental Declination forms for details. FY25 per pay period:

Health Insurance Stipend	Single	\$153.85	Two Person	\$288.47	Family	\$384.62
Dental Insurance Stipend	Single	\$9.41	Two Person	\$18.22	Family	\$33.15

RETIREMENT

Deferred Compensation Plan (457 (b) Plan) – Effective 7/1/24, the Town of Amherst will make a 7.0% contribution that does not require a match in lieu of joining the NHRS for employees hired before July 1. Full-time employees may continue to contribute (with no match) to a 457b regardless of their choice to join NHRS.

The Town contracts with COREBRIDGE (formerly VALIC) and Mission Square (formerly ICMA). Please speak with a representative for more information.

NH Retirement System - The Town has voted to allow Group I Employees to participate in NHRS in FY25. Employees hired before July 1, 2024, will have the option to either join the NHRS or receive a 7% Town contribution. Anyone hired after July 1, 2024, will be enrolled.

Additional Benefits:

Supplemental Insurance - The Town of Amherst has contracted **Colonial Life** as our provider of supplemental medical and life insurance. We also now offer Eye Insurance through **Ameritas**. Please contact Jennifer Stover or broker Sonya Kinch 603-721-9775 for more information .

Life Insurance - The Town of Amherst provides a basic life insurance plan for full-time employees of one-time annual salary at no cost to the employee.

Long- Term Disability - The Town of Amherst provides long-term disability coverage, at no cost to the employee, to help full-time employees cope with an illness or injury resulting in a long-term absence from work at no cost to the employee. The coverage provides 60% of wages up to \$6,000 per month.

Short-Term Disability - The Town of Amherst provides short-term disability coverage, at no cost to the employee, in the event of an illness or injury requiring absence from work at no cost to the employee. The coverage provides 66.67% of wages up to a maximum weekly benefit of \$1,400.

Personal Days - Each year upon their anniversary, eligible employees will receive two days of personal time, 16 hours. Personal days may be taken at any time during the year with Department Head approval. Time not taken is paid out on the employee's anniversary and reissued.

Sick Leave Benefits - Regular full-time employees are eligible for sick leave with pay to be earned and accumulated at the rate of seven (7) days per year.

Vacation Benefits - Vacation time is issued as follows:

0-5 Years of Service	10 days per year	10+ Years of Service	20 days per year
5+ Years of Service	15 days per year	20+ Years of Service	25 days per year

Tuition Reimbursement - The Town of Amherst values personal and professional development and invests in educational assistance to employees. An individual course or set of courses that are part of a degree, licensing, or certification program must be related to the employee's current job duties or a foreseeable-future position in the organization in order to be eligible for educational assistance. Please speak with your Department Head to discuss these opportunities.

Please see the Employee Policy Handbook for additional details on all benefits.