



2026 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 2027, pro-rated for new & departing employees):
Individual \$1,051.98 Double \$2,103.96 Family \$2,840.35
- Dental Cash Opt-Out (paid Jan 2027, pro-rated for new & departing employees):
Individual \$54.40 Double \$104.63 Family \$182.88
- 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: 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

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.



2026 Employee Benefits Summary (cont'd)

2026 Employee Share of Health & Dental Premium (Biweekly)		
Plan Type	Health/Rx	Dental
Single	\$44.96	\$2.32
2-Person	\$89.91	\$4.47
Family	\$121.38	\$7.84

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 1/1/26, MLK Jr. Day 1/19/26, Presidents' Day 2/16/26, Memorial Day 5/25/26, Independence Day 7/3/26, Labor Day 9/7/26, Columbus Day/Indigenous Peoples' Day 10/12/26, Veterans Day 11/11/26, Thanksgiving Thursday & Friday 11/26 & 11/27/26, Christmas 12/25/26

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