

CITY OF LACONIA  
CITY MANAGER'S OFFICE  
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# MEMO

**TO: CITY EMPLOYEES COVERED BY THE WAGE & COMPENSATION PLAN**

**FROM: SCOTT MYERS, CITY MANAGER**

**RE: CLASSIFICATION & COMPENSATION PLAN**

**DATE: APRIL 29, 2022**

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On May 9, 2022, I intend to submit to the City Council the following amendments to the City's Wage and Compensation Plan. This amendment will be submitted in accordance with the authority outlined in Section 6:02 of the Laconia City Charter and Section 1.4 of the City's Classification and Compensation Plan.

**WAGE and HEALTH INSURANCE AMENDMENTS:**

1. This amendment will increase the minimum and maximum of the range for all positions listed on the Wage and Compensation Plan by 2.5% and would become effective July 4, 2022.

Effective July 3, 2023, based on the 2022 Annual CPI-U, with steps. This salary increase shall be no less than 1.0% and no greater than 3.0%

Effective July 1, 2024, based on the 2023 Annual CPI-U, with steps. This salary increase shall be no less than 1.0% and no greater than 3.0%

2. This amendment will change the health insurance employee cost share outlined under Section 4.4 of the Classification and Compensation Plan effective July 4, 2022 to:

Employees shall be provided with the HMO \$1500 plan which will replace the current HMO Super \$25/\$50 \$2000. The Elevate Health Options HMO shall also be available to employees as an alternative health insurance plan.

In connection with the HMO \$1500 plan, the City shall provide each covered employee with an HRA each year as follows: one-person plan - \$1,000; two-person/family plans - \$2,000. Unused balances will be allowed to roll over.

Effective with the implementation date of the HMO \$1500 plan, the City shall contribute 90% of the premium cost for each year.

Effective July 4, 2022 the City shall contribute 89% toward the Elevate Health Options plan; Effective July 3, 2023 thru June 30, 2025 the city will contribute 88%. The City shall provide each covered employee with a HRA each year of the contract as follows: One-person plan-\$500; two-person plan-\$1,000; family plan-\$1500. Unused balances will be allowed to roll over.

3. The City shall provide employees Delta Dental Insurance, Option 1S through the Health Trust. The City shall contribute 80% of the premium for a one-person plan, 60% for a two-person plan and 50% for a family plan.

Those employees governed by this plan have ten (10) days from today to comment or to file written objections regarding these amendments. Any comment and/or objection shall be filed with the City Manager.