



**CITY OF LACONIA  
BENEFITS SUMMARY**  
**July 1, 2025-July 30, 2026**

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**HEALTH INSURANCE** – Insurance is effective the first of the month following start date. Health insurance plans offered are **Harvard/Pilgrim HMO Super 1500** and **Elevate Health Options HMO \$2000**.

**Starting July 1, 2025 employee weekly contributions:**

HMO SUPER 1500*	EHO**
1P \$34.93	1P \$43.88
2P \$69.86	2P \$87.76
Family \$95.71	Family \$120.23

**\*HRA AMOUNT FOR HMO SUPER:**  
**\$1,000 SINGLE, \$2,000 TWO PERSON OR FAMILY**

**\*\*HRA AMOUNT FOR ELEVATE HEALTH:**  
**\$500 SINGLE, \$1,000 2 PERSON, \$1500 FAMILY**

**Pre-tax Health Insurance Deductions** – Employees may elect to have their City health insurance cost share amount deducted pre-tax.

**Health Insurance Opt Out Payments** – Employees who opt out of City insurance may be eligible for an opt out payment paid quarterly. Annual amounts in fiscal year 25/26 are:

1P \$6,824.69  
2P \$12,284.18  
F \$14,959.43

**DELTA DENTAL** – Dental insurance is effective the first of the month following start date. Dental plan offered is the 1S plan.

Single	\$2.50
2 Person	\$9.67
Family	\$21.62

**FLEXIBLE SPENDING ACCOUNTS** - Employees may elect to have pre-tax deductions taken from their paycheck to use towards health care services and/or day care expenses.

**EMPLOYEE ASSISTANCE PROGRAM** - Confidential counseling is provided for employee and family members at no cost to the employee.

**HOLIDAY PAY** - 11 holidays are recognized per year.

**VACATION** – Earn 10 days per year (based on normal workweek); Firefighters earn 8 days per year

**SICK PAY** - Earn 1 day per month (12 days per year). Firefighters earn 8 days per year. Employees may accumulate up to 90 sick days.

**PERSONAL DAYS** - Earn 1 personal day a quarter. Additional days may be earned on July 1 based on sick day balance.

**COMPENSATORY TIME** (AFSCME & SEA unions) – Employees who work overtime may ask to receive compensatory time off at the rate of time and one half for overtime hours worked.

**RETIREMENT** - New Hampshire Retirement System is mandatory. Group I employee contributes 7.0% of gross earnings; City contributes 12.75%. Group II employee (Fire) contributes 11.8%; City contributes 29.15% as determined by the NH State Legislature.

**ICMA** - Pretax contributions may be made to an individual 457 Deferred Compensation plan or Roth IRA retirement account.

#### **NEW HAMPSHIRE FEDERAL CREDIT UNION**

#### **DIRECT DEPOSIT WITH LOCAL BANKS**

#### **RATE OF PAY:**

- **Hourly/Union**: Start at Step 1. After completion of six-month probationary period, may be eligible to move to Step 2 following satisfactory performance evaluation. Reviewed annually thereafter.
- **Non-Union**: Starting rate based on qualifications. After 6-month probationary period, eligible to receive 0-5% increase based on performance. Reviewed annually thereafter.
- **Fire**: 7/1/23: 42 hours per week. Firefighters are on probation for first 12 months of employment.

*Additional information is available at [www.laconianh.gov](http://www.laconianh.gov) under Government / Personnel Department / Employee Resources and Forms.*

*If you have any questions about the attached information, please contact Lindsey Allen, Human Resources Administrator at [lallen@laconianh.gov](mailto:lallen@laconianh.gov)*

*Updated 7/1/25*