



CITY OF LACONIA BENEFITS SUMMARY

July 1, 2025-July 30, 2026

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 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 llallen@laconianh.gov

Updated 7/1/25