

HB 1527-FN - AS INTRODUCED

2026 SESSION

26-2681

06/07

HOUSE BILL ***1527-FN***

AN ACT relative to annual notification of benefits to state employees.

SPONSORS: Rep. Wade, Straf. 15; Rep. H. Howard, Straf. 4; Rep. Schultz, Merr. 29; Rep. N. Germana, Ches. 15; Sen. Watters, Dist 4

COMMITTEE: Executive Departments and Administration

ANALYSIS

This bill requires state departments to annually notify full-time employees of available benefits, including mental health services, using a standardized template developed by the department of administrative services and allows municipalities and counties to adopt the same practice.

Explanation: Matter added to current law appears in ***bold italics***.
Matter removed from current law appears ~~[in brackets and struckthrough.]~~
Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Twenty-Six

AN ACT relative to annual notification of benefits to state employees.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 1 Statement of Purpose. The purpose of this act is to improve employee well-being and benefit
2 utilization by ensuring consistent awareness of available resources.

3 2 New Section; Annual Benefits Notification; State Employees. Amend RSA 98-A by inserting
4 after section 7 the following new section:

5 98-A:8 Annual Benefits Notification; State Employees.

6 I. Every state department shall annually provide to each full-time state employee a
7 summary of all available benefits, including but not limited to:

8 (a) Retirement plans;

9 (b) Health insurance programs;

10 (c) Mental health services and mental health check-in opportunities; and

11 (d) Any other employee assistance or support programs for which the employee is
12 eligible.

13 II. The department of administrative services shall develop, and update as necessary, a
14 standardized summary template, suitable for email and printed distribution, to be used by all
15 departments for purposes of the notification required under paragraph I. Each department shall
16 utilize the department of administrative services template to ensure consistency and clarity of
17 communication.

18 III. Municipalities and counties may be encouraged to adopt the same annual notification
19 practice using the template provided by the department of administrative services.

20 3 Effective Date. This act shall take effect 60 days after its passage.

**HB 1527-FN- FISCAL NOTE
AS INTRODUCED**

AN ACT relative to annual notification of benefits to state employees.

FISCAL IMPACT: This bill does not provide funding, nor does it authorize new positions.

Estimated State Impact				
	FY 2026	FY 2027	FY 2028	FY 2029
Revenue	\$0	\$0	\$0	\$0
<i>Revenue Fund(s)</i>	None			
Expenditures*	\$0	Indeterminable Increase in excess of \$100,000 per FY		
<i>Funding Source(s)</i>	General Fund, Internal Services Fund, and Various Agency Funds			
Appropriations*	\$0	\$0	\$0	\$0
<i>Funding Source(s)</i>	None			

*Expenditure = Cost of bill

*Appropriation = Authorized funding to cover cost of bill

METHODOLOGY:

This bill requires state departments to annually notify full-time employees of available benefits, including mental health services, using a standardized template developed by the Department of Administrative Services (DAS). Municipalities and counties may also choose to adopt this practice.

DAS states that developing the template and coordinating with agencies will result in an indeterminable increase in state expenditures. Additionally, there will be an indeterminable cost exceeding \$100,000 for postage, mailing, and handling. This estimate assumes a cost of \$1 per benefit per 10,000 employees for 10 benefits, with an added \$10,000 for each benefit beyond the initial 10. The cost of preparing and distributing the benefit summaries, specifically those related to employee health benefits, will be funded through the Internal Services Fund. Printing and mailing expenses will be charged to each applicable agency's fund, including the General Fund.

AGENCIES CONTACTED:

Department of Administrative Services