

Notice of Suspension of Public Employees: A Guide for Municipalities



*An Advisory of the New Hampshire Municipal Association
September 2026*

Summary of Changes Pursuant to 2026 Chapter Law 321 (HB 1109)

Establishment of RSA 275:84, Notice of Suspension of Public Employees: 2026 Chapter Law 321 (HB1109) establishes RSA 275:84, Suspension Notice and Investigation Updates to Public Employees. The law establishes a new required process for how public employers provide notice and updates to public employees who are suspended from duty, with or without pay.

If a public employee is suspended from duty, with or without pay, the public employer shall, within 7 calendar days, provide in writing to the public employee:

- Cause of the suspension; and
- Anticipated duration of the suspension, if known.

The suspended public employee shall be provided with periodic updates at least every 90 calendar days until a final decision is made.

The employers subject to these requirements are the state of New Hampshire and its political subdivisions, which includes municipalities. The public employees or employees who shall receive written notification and updates at least every 90 calendar days are any person employed by a political subdivision of the state, which includes all municipal employees.

The only exception to this law is if the public employee is employed under a collective bargaining agreement negotiated pursuant to RSA 273-A and that "agreement establishes procedures related to disciplinary actions including suspension."

It is recommended that municipalities adopt a policy for notice of suspension and investigation updates that abide by the requirements of RSA 275:84.

Effective Date: January 1, 2027
Statute Established: RSA 275:84