

**Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021**

Reclassification Request:

- The Department of Health and Human Services requests the reclassification of Filled position #15735, Training Development Manager, Labor Grade 24, A000 to a Supervisor V, Labor Grade 26, A000.

Division of Personnel (DOP) Reclassification Decision:



State of New Hampshire

DEPARTMENT OF ADMINISTRATIVE SERVICES

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109 MLC

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December 22, 2021

His Excellency, Governor Christopher T. Sununu
and the Honorable Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

Pursuant to RSA 21-I:56 I, Reclassification of Positions, the Division of Personnel, Department of Administrative Services requests waiver approval of the attached classification decisions effective upon Governor and Executive Council action. Funding associated with each decision is detailed on the reclassification waiver.

EXPLANATION

RSA 21-I:56 I, states that any request for reclassification of a position to a different class series as provided in RSA 21-I:54 shall require the approval of the Governor and Council.

Attached please find the classification decisions reached by the Classification Section of the Division of Personnel. RSA 21-I:42 II, provides the responsibility to the Division of Personnel to prepare, maintain and periodically revise a position classification plan for all positions in the classified service, based upon similarity of duties performed and responsibilities assumed, so that the same qualifications may reasonably be required for, and the same schedule of pay may equitably be applied to, all positions in the same classification. In addition, RSA 21-I:42 III, states that the Division of Personnel shall be responsible for allocating the position of every employee in the classified service to one of the classifications in the classification plan.

The change in position allocation or classification for vacant positions under RSA 21-I:56 I shall

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Safety requests the reclassification of Vacant position #10380, Equipment Control Officer , Labor Grade 17, A130 to a Inventory Control Sueprvisor , Labor Grade 14, A130.

Division of Personnel (DOP) Reclassification Decision:

- Inventory Control Supervisor, Labor Grade 14, A130 effective Upon G&C approval .

Rationale for Decision:

- The Department of Safety is requesting to reclassify this position to an Inventory Control Supervisor to provide more direct support of automotive parts in the Automotive Facility of the Asset & Resource Management Bureau.
- The Inventory Control Supervisor duties, including managing and supervising the receipt, issue, control, and physical inventory of all automotive parts, are necessary for the timely repair of fleet vehicles and their return to service.
- The proposed supplemental job description meets the standards of the class specification and is appropriate to the agency's proposed organizational structure.

Funding Summary

1. This position is a 27% General Funded position.
This position is a 73% Other Funded position.
2. Budgetary number/string 02-23-23-232015-21950000-010.
3. Anticipated date of hire is: 1/28/2022 at Minimum Step
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$21,650
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$47,548
Benefits	<u>\$42,058</u>
Total	\$89,606

Projected Annual Cost:

Salary	\$35,214
Benefits	<u>\$27,330</u>
Total	\$62,544

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Business and Economic Affairs requests the reclassification of Vacant position #21690, Program Assistant II, Labor Grade 15, A000 to a Program Information Officer , Labor Grade 23, A000.

Division of Personnel (DOP) Reclassification Decision:

- Program Information Officer, Labor Grade 23, A000 effective Upon G&C approval .

Rationale for Decision:

- The Department of Business & Economic Affairs is requesting reclassification of this vacant position to Programs Information Officer to conduct public affairs and marketing duties.
- The Programs Information Officer will develop, implement, manage and evaluate the strategic direction of the digital media, marketing and communications programs for the Department of Business and Economic Affairs.
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency and state, and parallel the class specification appropriately. The position and classification are appropriate to the agency's proposed organizational structure.

Funding Summary

1. This position is a 100% General Funded position.
2. Budgetary number/string 03-22-22-221010-20130000-010.
3. Anticipated date of hire is: 1/14/2022 at Minimum Step
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$29,738
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$43,414
Benefits	<u>\$41,140</u>
Total	\$84,555

Projected Annual Cost:

Salary	\$47,307
Benefits	<u>\$30,012</u>
Total	\$77,319

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #9T2597, Maintenance Mechanic, Labor Grade 12, A130 to a Park Attendant III, Labor Grade 13, A130.

Division of Personnel (DOP) Reclassification Decision:

- Park Attendant III, Labor Grade 13, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have assessed the positions assigned to the State Parks and have created a generic Park Attendant series to replace multiple, very specific class titles in an effort to modernize the State's classification system.
- This initiative improves recruitment and retention and gives the agency greater flexibility to efficiently staff state parks in response to different seasonal demands.
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency, and parallel the Park Attendant III class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-3515-37030000-059.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$49,045
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$37,523
Benefits	<u>\$38,921</u>
Total	\$76,444

Projected Annual Cost:

Salary	\$40,387
Benefits	<u>\$39,312</u>
Total	\$79,699

Division of Personnel
Reclassification Waiver Per Chapter 21-1:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #9T2967, Retail Store Manager I, Labor Grade 14, A130 to a Park Supervisor I, Labor Grade 16, A130.

Division of Personnel (DOP) Reclassification Decision:

- Park Supervisor I, Labor Grade 16, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, resulting in a reduction of class titles and the establishment of an objective practice to classify each park and its supervisor(s).
- This initiative also involved a review of functions and duties in comparison to other positions functioning statewide and included labor grade adjustments to achieve equity in compensation.
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency, and parallel the Park Supervisor I class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37040000-059.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$49,702
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$37,523
Benefits	<u>\$39,834</u>
Total	\$77,357

Projected Annual Cost:

Salary	\$40,322
Benefits	<u>\$40,444</u>
Total	\$80,766

Division of Personnel
Reclassification Waiver Per Chapter 21-1:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #9T2975, Ski School Director, Labor Grade 19, A130 to a Park Supervisor II, Labor Grade 19, A130.

Division of Personnel (DOP) Reclassification Decision:

- Park Supervisor II, Labor Grade 19, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, resulting in a reduction of class titles and the establishment of an objective practice to classify each park and its supervisor(s).
- This initiative also involved a review of functions and duties in comparison to other positions functioning statewide and included labor grade adjustments to achieve equity in compensation.
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency, and parallel the Park Supervisor II class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37040000-059.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$32,216
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$31,547
Benefits	<u>\$26,526</u>
Total	\$58,073

Projected Annual Cost:

Salary	\$42,848
Benefits	<u>\$9,503</u>
Total	\$52,351

Division of Personnel
Reclassification Waiver Per Chapter 21-1:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #11508, Regional Park Supervisor, Labor Grade 24, A130 to a Supervisor V, Labor Grade 26, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor V, Labor Grade 26, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, to include a review of functions and duties in comparison to other positions functioning statewide.
- Functioning as a Regional Park Supervisor, this position supervises diversely skilled, support, technical and professional employees and oversees year-round operations for State Parks within an assigned region. It develops and implements objectives, policies, and procedures for business, financial, customer service, safety, and maintenance activities.
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor V class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$64,471
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$52,021
Benefits	<u>\$31,058</u>
Total	<u>\$83,079</u>

Projected Annual Cost:

Salary	\$59,966
Benefits	<u>\$44,800</u>
Total	<u>\$104,766</u>

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #11511, Park Manager V, Labor Grade 20, A130 to a Supervisor III, Labor Grade 23, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor III, Labor Grade 23, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, resulting in a reduction of class titles and establishment of an objective practice to classify each park and its supervisor(s).
- This initiative also involved a review of functions and duties in comparison to other positions functioning statewide and included labor grade adjustments to achieve equity in compensation.
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor III class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$53,815
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$62,118
Benefits	<u>\$23,578</u>
Total	\$85,696

Projected Annual Cost:

Salary	\$63,571
Benefits	<u>\$23,878</u>
Total	\$87,449

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #11512, Park Manager V, Labor Grade 20, A130 to a Supervisor III, Labor Grade 23, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor III, Labor Grade 23, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, resulting in a reduction of class titles and establishment of an objective practice to classify each park and its supervisor(s).
- This initiative also involved a review of functions and duties in comparison to other positions functioning statewide and included labor grade adjustments to achieve equity in compensation
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor III class specification appropriately.
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Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$60,734
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$51,917
Benefits	<u>\$43,026</u>
Total	\$94,943

Projected Annual Cost:

Salary	\$54,995
Benefits	<u>\$43,658</u>
Total	\$98,653

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #11513, Park Manager V, Labor Grade 20, A130 to a Supervisor III, Labor Grade 23, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor III, Labor Grade 23, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, resulting in a reduction of class titles and establishment of an objective practice to classify each park and its supervisor(s).
- This initiative also involved a review of functions and duties in comparison to other positions functioning statewide and included labor grade adjustments to achieve equity in compensation.
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor III class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$60,734
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$51,917
Benefits	<u>\$43,026</u>
Total	\$94,943

Projected Annual Cost:

Salary	\$54,995
Benefits	<u>\$43,698</u>
Total	\$98,693

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #11516, Regional Park Supervisor, Labor Grade 24, A130 to a Supervisor V, Labor Grade 26, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor V, Labor Grade 26, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, to include a review of functions and duties in comparison to other positions functioning statewide.
- Functioning as a Regional Park Supervisor, this position supervises diversely skilled, support, technical and professional employees and oversees year-round operations for State Parks within an assigned region. It develops and implements objectives, policies, and procedures for business, financial, customer service, safety, and maintenance activities.
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor V class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$72,539
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$69,582
Benefits	<u>\$46,944</u>
Total	\$116,526

Projected Annual Cost:

Salary	\$70,696
Benefits	<u>\$47,180</u>
Total	\$117,876

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22, 2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #18116, Regional Park Supervisor, Labor Grade 24, A130 to a Supervisor V, Labor Grade 26, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor V, Labor Grade 26, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, to include a review of functions and duties in comparison to other positions functioning statewide.
- Functioning as a Regional Park Supervisor, this position supervises diversely skilled, support, technical and professional employees and oversees year-round operations for State Parks within an assigned region. It develops and implements objectives, policies, and procedures for business, financial, customer service, safety, and maintenance activities.
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor V class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$77,889
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$74,749
Benefits	<u>\$48,090</u>
Total	\$122,839

Projected Annual Cost:

Salary	\$77,811
Benefits	<u>\$48,759</u>
Total	\$126,570

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Vacant position #19223, Park Manager IV, Labor Grade 17, A130 to a Supervisor IV, Labor Grade 26, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor IV, Labor Grade 26, A130 effective Upon G&C approval.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, to include a review of functions and duties in comparison to other positions functioning statewide.
- Functioning as a Regional Park Supervisor, this position supervises diversely skilled, support, technical and professional employees and oversees year-round operations for State Parks within an assigned region. It develops and implements objectives, policies, and procedures for business, financial, customer service, safety, and maintenance activities.
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor V class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$55,160
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:		Projected Annual Cost:	
Salary	\$39,166	Salary	\$57,387
Benefits	<u>\$28,207</u>	Benefits	<u>\$32,248</u>
Total	\$67,373	Total	\$89,635

Division of Personnel
Reclassification Waiver Per Chapter 21-1:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #40069, Park Manager IV, Labor Grade 17, A130 to a Supervisor III, Labor Grade 23, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor III, Labor Grade 23, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, resulting in a reduction of class titles and establishment of an objective practice to classify each park and its supervisor(s).
- This initiative also involved a review of functions and duties in comparison to other positions functioning statewide and included labor grade adjustments to achieve equity in compensation.
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor III class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$43,965
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$49,862
Benefits	<u>\$20,860</u>
Total	\$70,722

Projected Annual Cost:

Salary	\$50,461
Benefits	<u>\$20,982</u>
Total	\$71,443

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22, 2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #40070, Park Manager IV, Labor Grade 17, A130 to a Supervisor IV, Labor Grade 24, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor IV, Labor Grade 24, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, to include a review of functions and duties in comparison to other positions functioning statewide.
- This position functions as an Assistant Regional Park Supervisor and provides project support, operational coordination, and supervision of year-round and seasonal staff for State Parks within an assigned region.
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor IV class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$45,607
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$42,814
Benefits	<u>\$19,297</u>
Total	\$62,111

Projected Annual Cost:

Salary	\$52,645
Benefits	<u>\$21,466</u>
Total	\$74,111

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #40071, Maintenance Mechanic II, Labor Grade 12, A130 to a Park Attendant III, Labor Grade 13, A130.

Division of Personnel (DOP) Reclassification Decision:

- Park Attendant III, Labor Grade 13, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have assessed the positions assigned to the State Parks and have created a generic Park Attendant series to replace multiple, very specific class titles in an effort to modernize the State's classification system.
- This initiative improves recruitment and retention and gives the agency greater flexibility to efficiently staff state parks in response to different seasonal demands.
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency, and parallel the Park Attendant III class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$55,209
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$46,175
Benefits	<u>\$41,753</u>
Total	\$87,928

Projected Annual Cost:

Salary	\$47,828
Benefits	<u>\$41,886</u>
Total	\$89,714

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #42062, Park Manager IV, Labor Grade 17, A130 to a Supervisor III, Labor Grade 23, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor III, Labor Grade 23, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, resulting in a reduction of class titles and establishment of an objective practice to classify each park and its supervisor(s).
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- This initiative also involved a review of functions and duties in comparison to other positions functioning statewide and included labor grade adjustments to achieve equity in compensation.
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor III class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$41,497
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$40,747
Benefits	<u>\$18,838</u>
Total	\$59,585

Projected Annual Cost:

Salary	\$48,036
Benefits	<u>\$19,397</u>
Total	\$67,433

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #42594, Park Manager V, Labor Grade 20, A130 to a Supervisor III, Labor Grade 23, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor III, Labor Grade 23, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, resulting in a reduction of class titles and establishment of an objective practice to classify each park and its supervisor(s).
- This initiative also involved a review of functions and duties in comparison to other positions functioning statewide and included labor grade adjustments to achieve equity in compensation.
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor III class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$48,159
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$54,680
Benefits	<u>\$21,929</u>
Total	\$76,609

Projected Annual Cost:

Salary	\$56,313
Benefits	<u>\$21,945</u>
Total	\$78,258

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Vacant position #43477, Park Manager IV, Labor Grade 17, A130 to a Supervisor IV, Labor Grade 26, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor IV, Labor Grade 26, A130 effective Upon G&C approval.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, to include a review of functions and duties in comparison to other positions functioning statewide.
- Functioning as a Regional Park Supervisor, this position supervises diversely skilled, support, technical and professional employees and oversees year-round operations for State Parks within an assigned region. It develops and implements objectives, policies, and procedures for business, financial, customer service, safety, and maintenance activities.
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor V class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 12/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$41,370
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$52,217
Benefits	<u>\$43,093</u>
Total	\$95,310

Projected Annual Cost:

Salary	\$57,387
Benefits	<u>\$32,248</u>
Total	\$89,635

Division of Personnel
Reclassification Waiver Per Chapter 21-1:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #44000, Regional Park Supervisor, Labor Grade 24, A130 to a Supervisor V, Labor Grade 26, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor V, Labor Grade 26, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, to include a review of functions and duties in comparison to other positions functioning statewide.
- Functioning as a Regional Park Supervisor, this position supervises diversely skilled, support, technical and professional employees and oversees year-round operations for State Parks within an assigned region. It develops and implements objectives, policies, and procedures for business, financial, customer service, safety, and maintenance activities.
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor V class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$53,842
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$56,722
Benefits	<u>\$22,382</u>
Total	\$79,104

Projected Annual Cost:

Salary	\$64,153
Benefits	<u>\$23,340</u>
Total	\$87,493

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #9T2754, Park Manager IV, Labor Grade 17, A130 to a Supervisor III, Labor Grade 23, A130.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor III, Labor Grade 23, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, resulting in a reduction of class titles and establishment of an objective practice to classify each park and its supervisor(s).
- This initiative also involved a review of functions and duties in comparison to other positions functioning statewide and included labor grade adjustments to achieve equity in compensation.
- The proposed duties are similar to those of other positions of the same class title currently operating in the state, and parallel the Supervisor III class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-3515-37200000-059.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$41,727
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$40,747
Benefits	<u>\$9,060</u>
Total	\$49,807

Projected Annual Cost:

Salary	\$47,494
Benefits	<u>\$20,312</u>
Total	\$67,806

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #9T2800, Maintenance Mechanic, Labor Grade 12, A130 to a Park Attendant III, Labor Grade 13, A130.

Division of Personnel (DOP) Reclassification Decision:

- Park Attendant III, Labor Grade 13, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have assessed the positions assigned to the State Parks and have created a generic Park Attendant series to replace multiple, very specific class titles in an effort to modernize the State's classification system.
- This initiative improves recruitment and retention and gives the agency greater flexibility to efficiently staff state parks in response to different seasonal demands.
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency, and parallel the Park Attendant III class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37200000-059.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$41,244
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$37,523
Benefits	<u>\$27,852</u>
Total	\$65,375

Projected Annual Cost:

Salary	\$38,880
Benefits	<u>\$28,142</u>
Total	\$67,022

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Vacant position #8T2801, Gift & Food Service Manager , Labor Grade 19, A130 to a Park Supervisor II, Labor Grade 17, A130.

Division of Personnel (DOP) Reclassification Decision:

- Park Supervisor II, Labor Grade 19, A130 effective Upon G&C approval .

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, resulting in a reduction of class titles and the establishment of an objective practice to classify each park and its supervisor(s).
- This initiative also involved a review of functions and duties in comparison to other positions functioning statewide and included labor grade adjustments to achieve equity in compensation.
-
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency, and parallel the Park Supervisor II class specification appropriately.
-

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37420000-050.
3. Anticipated date of hire is: 12/22/2021 at Minimum Step
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$17,839
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$39,166
Benefits	<u>\$28,206</u>
Total	\$67,372

Projected Annual Cost:

Salary	\$23,072
Benefits	<u>\$15,579</u>
Total	\$38,651

Division of Personnel
Reclassification Waiver Per Chapter 21-1:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Vacant position #8T2802, Maintenance Mechanic II, Labor Grade 12, A130 to a Park Attendant III, Labor Grade 13, A130.

Division of Personnel (DOP) Reclassification Decision:

- Park Attendant III, Labor Grade 13, A130 effective Upon G&C Approval .

Rationale for Decision:

- The agency and the Division of Personnel have assessed the positions assigned to the State Parks and have created a generic Park Attendant series to replace multiple, very specific class titles in an effort to modernize the State's classification system.
- This initiative improves recruitment and retention and gives the agency greater flexibility to efficiently staff state parks in response to different seasonal demands.
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency, and parallel the Park Attendant III class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37420000-050.
3. Anticipated date of hire is: 12/22/2021 at Minimum Step
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$28,086
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$32,614
Benefits	<u>\$17,679</u>
Total	\$50,293

Projected Annual Cost:

Salary	\$33,832
Benefits	<u>\$27,021</u>
Total	\$60,853

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Vacant position #9T2576, Gift & Food Service Clerk II, Labor Grade 12, A130 to a Park Attendant III, Labor Grade 13, A130.

Division of Personnel (DOP) Reclassification Decision:

- Park Attendant III, Labor Grade 13, A130 effective Upon G&C Approval .

Rationale for Decision:

- The agency and the Division of Personnel have assessed the positions assigned to the State Parks and have created a generic Park Attendant series to replace multiple, very specific class titles in an effort to modernize the State's classification system.
- This initiative improves recruitment and retention and gives the agency greater flexibility to efficiently staff state parks in response to different seasonal demands.
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency, and parallel the Park Attendant III class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37420000-059.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$37,441
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$32,614
Benefits	<u>\$17,679</u>
Total	\$50,293

Projected Annual Cost:

Salary	\$33,821
Benefits	<u>\$27,021</u>
Total	\$60,842

Division of Personnel
Reclassification Waiver Per Chapter 21-1:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #9T2914, Retail Store Manager I, Labor Grade 14, A130 to a Park Supervisor I, Labor Grade 16, A130.

Division of Personnel (DOP) Reclassification Decision:

- Park Supervisor I, Labor Grade 16, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, resulting in a reduction of class titles and the establishment of an objective practice to classify each park and its supervisor(s).
- This initiative also involved a review of functions and duties in comparison to other positions functioning statewide and included labor grade adjustments to achieve equity in compensation.
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency, and parallel the Park Supervisor I class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37420000-059.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$40,647
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$35,214
Benefits	<u>\$19,792</u>
Total	\$55,006

Projected Annual Cost:

Salary	\$38,085
Benefits	<u>\$27,967</u>
Total	\$66,052

Division of Personnel
Reclassification Waiver Per Chapter 21-1:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #9T2915, Gift & Food Service Manager , Labor Grade 17, A130 to a Park Supervisor II, Labor Grade 19, A130.

Division of Personnel (DOP) Reclassification Decision:

- Park Supervisor II, Labor Grade 19, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have collaborated on an organizational assessment of the supervisory positions assigned to the State Parks, resulting in a reduction of class titles and the establishment of an objective practice to classify each park and its supervisor(s).
- This initiative also involved a review of functions and duties in comparison to other positions functioning statewide and included labor grade adjustments to achieve equity in compensation.
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency, and parallel the Park Supervisor II class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37420000-059.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$39,001
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$39,166
Benefits	<u>\$17,151</u>
Total	\$56,317

Projected Annual Cost:

Salary	\$43,869
Benefits	<u>\$19,508</u>
Total	\$63,377

Division of Personnel
Reclassification Waiver Per Chapter 21-1:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Vacant position #9T2966, Maintenance Mechanic I, Labor Grade 8, A130 to a Park Attendant II, Labor Grade 10, A130.

Division of Personnel (DOP) Reclassification Decision:

- Park Attendant II, Labor Grade 10, A130 effective Upon G&C approval.

Rationale for Decision:

- The agency and the Division of Personnel have assessed the positions assigned to the State Parks and have created a generic Park Attendant series to replace multiple, very specific class titles in an effort to modernize the State's classification system.
- This initiative improves recruitment and retention and gives the agency greater flexibility to efficiently staff state parks in response to different seasonal demands.
-
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency, and parallel the Park Attendant II class specification appropriately.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351510-37420000-059.
3. Anticipated date of hire is: 12/22/2021 at Minimum Step
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$26,087
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$32,240
Benefits	<u>\$19,792</u>
Total	\$52,032

Projected Annual Cost:

Salary	\$30,285
Benefits	<u>\$26,237</u>
Total	\$56,522

Division of Personnel
Reclassification Waiver Per Chapter 21-1:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Natural and Cultural Resources requests the reclassification of Filled position #42597, Maintenance Mechanic II, Labor Grade 12, A130 to a Park Attendant III, Labor Grade 13, A130.

Division of Personnel (DOP) Reclassification Decision:

- Park Attendant III, Labor Grade 13, A130 effective 10/22/2021.

Rationale for Decision:

- The agency and the Division of Personnel have assessed the positions assigned to the State Parks and have created a generic Park Attendant series to replace multiple, very specific class titles in an effort to modernize the State's classification system.
- This initiative improves recruitment and retention and gives the agency greater flexibility to efficiently staff state parks in response to different seasonal demands.
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency, and parallel the Park Attendant III class specification appropriately.
-

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-35-35-351010-78710000-010.
3. Filled position-effective date: 10/22/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$53,779
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$45,275
Benefits	<u>\$41,553</u>
Total	\$86,828

Projected Annual Cost:

Salary	\$45,745
Benefits	<u>\$41,646</u>
Total	\$87,391

Division of Personnel
Reclassification Waiver Per Chapter 21-1:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Environmental Services requests the reclassification of Filled position #19868, Environmental Program Manager, Labor Grade 27, A000 to a Administrator II, Labor Grade 29, A000.

Division of Personnel (DOP) Reclassification Decision:

- Administrator II, Labor Grade 29, A000 effective 12/03/2021.

Rationale for Decision:

- The Department of Environmental Services is requesting to reclassify this filled position to an Administrator II as a result of recently enacted federal legislation that requires high-level administrative oversight and technical assistance to public water programs.
- The Administrator II will coordinate asset management, develop policies and programs measuring efficiency, ensure capacity of community water systems is sustainable, and manage loans and grants for drinking water infrastructure funding programs.
- The proposed supplemental job description meets the standards of the class specification and is appropriate to the agency's proposed organizational structure.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 03-44-44-441018-4790000-010.
3. Filled position-effective date: 12/3/2021.
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$64,894
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$75,133
Benefits	<u>\$48,176</u>
Total	\$123,309

Projected Annual Cost:

Salary	\$80,106
Benefits	<u>\$49,681</u>
Total	\$129,787

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Transportation requests the reclassification of Vacant position #17258, Carpenter II, Labor Grade 14, A130 to a Welder Mechanic I, Labor Grade 15, A130.

Division of Personnel (DOP) Reclassification Decision:

- Welder Mechanic I, Labor Grade 15, A130 effective Upon G&C Approval.

Rationale for Decision:

- The Department of Transportation is requesting a reclassification of this vacant position to a Welder Mechanic I due to higher volume of mechanical and welding work, and a reduced volume of carpentry work within the department.
- The Welder Mechanic I will perform a wide range of welding, mechanical fabrication, and repair work on NHDOT fleet equipment in the Welding Shop, Bureau of Mechanical Services.
- The proposed duties are similar to those of other positions of the same class title currently operating in the agency and state, and parallel the class specification appropriately. The position and classification are appropriate to the agency's proposed organizational structure.

Funding Summary

1. This position is a 100% Other Funded position.
2. Budgetary number/string 04-96-96-960515-30050000-010.
3. Anticipated date of hire is: 1/14/2022 at Minimum Step
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$24,691
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$49,619
Benefits	<u>\$30,535</u>
Total	\$80,154

Projected Annual Cost:

Salary	\$36,566
Benefits	<u>\$27,630</u>
Total	\$64,196

Division of Personnel
Reclassification Waiver Per Chapter 21-1:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Health and Human Services requests the reclassification of Vacant position #42080, Child Protective Service Worker II, Labor Grade 20, A000 to a Supervisor VI, Labor Grade 27, A000.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor VI, Labor Grade 27, A000 effective Upon G&C approval .

Rationale for Decision:

- The Department of Health and Human Services, Child Protective Services, is requesting to reclassify this vacant position to a Supervisor VI as part of a reorganization that will establish a centralized unit focusing on retention of foster parents and relative caregivers.
- The Supervisor VI, in collaboration with District Offices and other stakeholders, will plan, implement, support, supervise, and evaluate the Caregiver Coordinator Unit, and activities that include review of retention planning efforts to achieve agency goals and objectives.
- The proposed supplemental job description meets the standards of the class specification and is appropriate to the agency's proposed organizational structure.

Funding Summary

1. This position is a 71% General Funded position.
This position is a 29% Federal Funded position.
2. Budgetary number/string 10-95-42-421010-29570000-010.
3. Anticipated date of hire is: 1/28/2022 at Minimum Step
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$30,533
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$43,510
Benefits	<u>\$10,184</u>
Total	\$53,694

Projected Annual Cost:

Salary	\$56,219
Benefits	<u>\$31,989</u>
Total	\$88,208

Division of Personnel
Reclassification Waiver Per Chapter 21-I:56
Governor and Council Meeting Date: December 22,2021

Reclassification Request:

- The Department of Health and Human Services requests the reclassification of Vacant position #42101, Child Protective Service Worker III, Labor Grade 22, A000 to a Supervisor VI, Labor Grade 27, A000.

Division of Personnel (DOP) Reclassification Decision:

- Supervisor VI, Labor Grade 27, A000 effective Upon G&C approval .

Rationale for Decision:

- The Department of Health and Human Services, Child Protective Services, is requesting to reclassify this vacant position to a Supervisor VI as part of a reorganization that will establish a centralized unit focusing on retention of foster parents and relative caregivers.
- The Supervisor VI, in collaboration with District Offices and other stakeholders, will plan, implement, support, supervise, and evaluate the Caregiver Coordinator Unit, and activities that include review of retention planning efforts to achieve agency goals and objectives.
- The proposed supplemental job description meets the standards of the class specification and is appropriate to the agency's proposed organizational structure

Funding Summary

1. This position is a 71% General Funded position.
This position is a 29% Federal Funded position.
2. Budgetary number/string 10-95-42-421010-29570000-010.
3. Anticipated date of hire is: 1/28/2022 at Minimum Step
4. Projected cost (Salary & Benefits) for remainder of FY 22: \$30,533
5. Total FY 22 Budgeted and Projected Annual Cost:

Total FY 22 Budgeted:

Salary	\$44,039
Benefits	<u>\$41,278</u>
Total	\$85,317

Projected Annual Cost:

Salary	\$56,219
Benefits	<u>\$31,989</u>
Total	\$88,208