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**ATTORNEY GENERAL
DEPARTMENT OF JUSTICE**

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ATTORNEY GENERAL



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DEPUTY ATTORNEY GENERAL

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July 5, 2023

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

Your Excellency and Members of the Council:

REQUESTED ACTION

That approval be and hereby is given for the salary increases referenced in Appendix A for attorneys in the department of justice, **retroactive** to July 1, 2023, upon Governor and Executive Council approval, as authorized by 2001 N.H. Laws Chapter 158, Section 101, 2023 N.H. Laws Chapter 79, Sections 180 and 189, RSA 21-M:4, and RSA 94:1-a.

EXPLANATION

This request seeks your approval to implement salary increases for the attorneys listed in Appendix A, which do not include the attorney general or deputy attorney general. This item is **retroactive** to July 1, 2023, which was the date appropriations for salary and compensation adjustments became available.

RSA 21-M:3 and RSA 94:1-a, (I)(c) provide that designation of positions, salary levels, and salary increases for attorneys at the department of justice shall be determined by the Attorney General, subject to approval of the Governor and Council, within appropriations made to the department of justice.

The Legislature adopted a market-based anchor pay structure for unclassified department of justice attorneys (except for the attorney general and deputy attorney general) in 2001, which was intended to aid in salary management, promote effective operations, and enhance talent recruiting and retention. *See*, 2001 N.H. Laws Chapter 158, Section 101. The structure features an open-range, broadband salary range with identified minimum, maximum, and market anchor salaries for designated categories of department attorneys. *Id.* The attorney general was authorized "to place all attorneys of the department of justice in the appropriate position within

the overall range, above, at, or below the market anchor salary.” *Id.* The attorney general must consider the following factors when determining an attorney’s compensation:

- (a) Tenure and progressive experience;
- (b) The nature of the work performed;
- (c) Increased independence of work performed and judgment exercised;
- (d) Achievement of pre-determined performance standards;
- (e) The acquisition and application of further education and training;
- (f) Demonstration of an increased frequency of undertaking the type and complexity of work normally associated with the next position level; and
- (g) Fulfilling a leadership or management role.

Id.

On various occasions since 2001, the legislature has revised and increased the minimum, maximum and market anchor salaries for department attorneys. The legislature most recently determined that, effective July 14, 2023, the minimum salary in the range will be \$60,778, the maximum will be \$140,802, and the market anchor for specified positions will be as follows:

Attorney	\$ 73,264
Assistant Attorney General	\$ 99,796
Senior Assistant Attorney General	\$123,208
Associate Attorney General	\$135,695

See, 2023 N.H. Laws Chapter 79, Section 180. The Legislature included appropriations for attorney salary increases in the recently enacted biennial budget. *See*, 2023 N.H. Laws Chapter 79, Section 189.

After due consideration of the prescribed criteria for determining attorney compensation, I recommend the salary increases listed in Appendix A, which does not include the attorney general or deputy attorney general. Variations in the amount or percentage of salary increase reflect the application of the market-based anchor pay structure criteria to individual circumstances.

The people of New Hampshire are exceptionally well-served by the dedicated attorneys who work in this office. The proposed salary increases provide a means to recognize their hard work, address disparities with salaries earned by other public and private sector attorneys, and retain a talented work force of stalwart public servants. It bears noting that even if the recommended salary increases are approved, most salaries on the attached schedule will remain below the relevant market anchors.

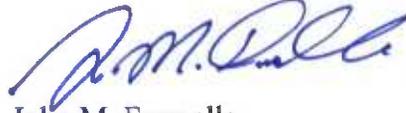
Thank you for your consideration.

His Excellency Governor Christopher T. Sununu
and the Honorable Council

July 5, 2023

Page 3 of 3

Respectfully submitted,



John M. Formella
Attorney General

#4075523

APPENDIX A
DOJ Attorney Salary Raise Sheet
Retroactive to July 1, 2023

Last Name	First Name	Pos #	Title	Annual Salary	Salary Increase	New Salary
DAVIS	JAMES	9U355	ASSISTANT ATTORNEY GENERAL	\$109,000.00	\$11,000.00	\$120,000.00
WOODCOCK	ELIZABETH	9U504	SENIOR ASSISTANT ATTORNEY GENERAL	\$101,500.00	\$10,500.00	\$112,000.00
QUINLAN	DIANE	9U258	SENIOR ASSISTANT ATTORNEY GENERAL	\$104,000.00	\$11,000.00	\$115,000.00
ROTMAN	DAVID	9U631	SENIOR ASSISTANT ATTORNEY GENERAL	\$98,000.00	\$10,000.00	\$108,000.00
RAMSEY	JENNIFER	9U375	SENIOR ASSISTANT ATTORNEY GENERAL	\$100,000.00	\$11,000.00	\$111,000.00
WILLIAMS	LOUISE	9U677	ATTORNEY	\$85,000.00	\$8,000.00	\$93,000.00
STEWART	MARY	9U543	ASSISTANT ATTORNEY GENERAL	\$98,000.00	\$12,000.00	\$110,000.00
HINCKLEY	PETER	9U045	SENIOR ASSISTANT ATTORNEY GENERAL	\$107,000.00	\$13,000.00	\$120,000.00
BUCCA	CHARLES	9U648	ASSISTANT ATTORNEY GENERAL	\$98,000.00	\$11,000.00	\$109,000.00
BROOKS	KELVIN	9U042	SENIOR ASSISTANT ATTORNEY GENERAL	\$104,000.00	\$11,000.00	\$115,000.00
DURAND	BETHANY	9U057	ASSISTANT ATTORNEY GENERAL	\$98,000.00	\$11,000.00	\$109,000.00
LUCAS	MARK	9U503	ASSISTANT ATTORNEY GENERAL	\$95,000.00	\$11,000.00	\$106,000.00
AGATI	BENJAMIN	9U289	SENIOR ASSISTANT ATTORNEY GENERAL	\$112,000.00	\$12,000.00	\$124,000.00
HARRINGTON	RACHEL	9U636	ASSISTANT ATTORNEY GENERAL	\$82,000.00	\$9,000.00	\$91,000.00
PHILLIPS	SHERI	9U565	ASSISTANT ATTORNEY GENERAL	\$81,000.00	\$11,000.00	\$92,000.00
WORBOYS	THOMAS	9U217	SENIOR ASSISTANT ATTORNEY GENERAL	\$94,000.00	\$10,000.00	\$104,000.00
OLBERDING	RYAN	9U694	ASSISTANT ATTORNEY GENERAL	\$90,000.00	\$9,000.00	\$99,000.00
LAVERS	CHRISTEN	9U577	ASSISTANT ATTORNEY GENERAL	\$70,794.00	\$7,079.40	\$77,873.40
ASLIN	CHRISTOPHER	9U038	SENIOR ASSISTANT ATTORNEY GENERAL	\$79,672.00	\$10,328.00	\$90,000.00
MATTESON	MYLES	9U054	SENIOR ASSISTANT ATTORNEY GENERAL	\$112,000.00	\$11,200.00	\$123,200.00
GALDIERI	ANTHONY	9U260	SENIOR ASSISTANT ATTORNEY GENERAL	\$110,000.00	\$11,000.00	\$121,000.00
TOWNSEND	BRYAN	9U047	SENIOR ASSISTANT ATTORNEY GENERAL	\$92,000.00	\$12,000.00	\$104,000.00
MAKI	BENJAMIN	9U537	ASSISTANT ATTORNEY GENERAL	\$78,000.00	\$9,000.00	\$87,000.00
FINCHAM	JOSEPH	9U222	ASSISTANT ATTORNEY GENERAL	\$87,000.00	\$11,000.00	\$98,000.00
FALES	MELISSA	9U225	ASSISTANT ATTORNEY GENERAL	\$88,000.00	\$10,000.00	\$98,000.00
JIMENEZ	DANIEL	9U540	SENIOR ASSISTANT ATTORNEY GENERAL	\$92,000.00	\$11,000.00	\$103,000.00
GAROD	BRANDON	9U223	SENIOR ASSISTANT ATTORNEY GENERAL	\$104,000.00	\$11,000.00	\$115,000.00
HAGAMAN	MEGHAN	9U637	SENIOR ASSISTANT ATTORNEY GENERAL	\$92,000.00	\$11,000.00	\$103,000.00
SPEICHER	JOSHUA	9U647	ASSISTANT ATTORNEY GENERAL	\$83,000.00	\$12,000.00	\$95,000.00
BALDRIDGE	ROBERT	9U693	ATTORNEY	\$81,000.00	\$9,000.00	\$90,000.00
WOODS	ADAM	9U541	ASSISTANT ATTORNEY GENERAL	\$87,048.00	\$8,952.00	\$96,000.00
LAVALLEE	JOHN	9U697	ASSISTANT ATTORNEY GENERAL	\$86,000.00	\$10,000.00	\$96,000.00
LOCKE	SEAN	9U604	ASSISTANT ATTORNEY GENERAL	\$81,000.00	\$14,000.00	\$95,000.00
DENNY	CATHERINE	9U500	ATTORNEY	\$75,000.00	\$11,000.00	\$86,000.00
EDGAR	DUNCAN	9U041	ATTORNEY	\$77,000.00	\$10,000.00	\$87,000.00
GARLAND	SAMUEL	9U061	SENIOR ASSISTANT ATTORNEY GENERAL	\$104,000.00	\$11,000.00	\$115,000.00
GRANDY	MICHAEL	9U052	ASSISTANT ATTORNEY GENERAL	\$79,000.00	\$11,000.00	\$90,000.00

APPENDIX A
DOJ Attorney Salary Raise Sheet
Retroactive to July 1, 2023

Last Name	First Name	Pos #	Title	Annual Salary	Salary Increase	New Salary
SCURA	KEVIN	9U600	ASSISTANT ATTORNEY GENERAL	\$80,000.00	\$12,000.00	\$92,000.00
KNOWLES	CHRISTOPHER	9U499	ATTORNEY	\$90,000.00	\$13,000.00	\$103,000.00
WOLF	ZACHARY	9U649	ASSISTANT ATTORNEY GENERAL	\$80,000.00	\$10,000.00	\$90,000.00
CHONG YEN	NICHOLAS	9U287	ASSISTANT ATTORNEY GENERAL	\$83,000.00	\$9,000.00	\$92,000.00
CONLEY	MATTHEW	9U635	ASSISTANT ATTORNEY GENERAL	\$80,000.00	\$8,000.00	\$88,000.00
O'DONNELL	BRENDAN	9U599	ASSISTANT ATTORNEY GENERAL	\$81,000.00	\$11,000.00	\$92,000.00
CHASE	SCOTT	9U035	ASSISTANT ATTORNEY GENERAL	\$90,000.00	\$10,000.00	\$100,000.00
GREKLEK-MCKEON	BRIAN	9U602	ATTORNEY	\$78,000.00	\$10,000.00	\$88,000.00
SOSNOWSKI	ALEXANDRA	9U552	ASSISTANT ATTORNEY GENERAL	\$78,000.00	\$10,000.00	\$88,000.00
HARRISON	JOSHUA	9U220	ASSISTANT ATTORNEY GENERAL	\$78,000.00	\$10,000.00	\$88,000.00
MEKULA	AUDRIANNA	9U056	ASSISTANT ATTORNEY GENERAL	\$76,000.00	\$11,000.00	\$87,000.00
CHASE	BRANDON	9U678	ASSISTANT ATTORNEY GENERAL	\$78,000.00	\$10,000.00	\$88,000.00
GAGNON	LAWRENCE	9U359	ASSISTANT ATTORNEY GENERAL	\$78,000.00	\$9,000.00	\$87,000.00
KENISON-MARVIN	NATHAN	9U607	ASSISTANT ATTORNEY GENERAL	\$76,000.00	\$11,000.00	\$87,000.00
TOWLE	ZACHARY	9U059	ASSISTANT ATTORNEY GENERAL	\$75,000.00	\$10,000.00	\$85,000.00
GONYEA	SAMUEL	9U307	ASSISTANT ATTORNEY GENERAL	\$74,000.00	\$11,000.00	\$85,000.00
YOURELL	ANDREW	9U284	ASSISTANT ATTORNEY GENERAL	\$75,000.00	\$9,000.00	\$84,000.00
HALEY	MICHAEL	9U632	ASSISTANT ATTORNEY GENERAL	\$85,000.00	\$10,000.00	\$95,000.00
LOVEJOY	DAVID	9U634	ATTORNEY	\$71,000.00	\$9,000.00	\$80,000.00
MONTY	ERIC	9U583	ATTORNEY	\$71,000.00	\$9,000.00	\$80,000.00
BURGESS	SAMUEL	9U357	ASSISTANT ATTORNEY GENERAL	\$74,000.00	\$9,000.00	\$83,000.00
CORMACK	WARREN	9U050	ASSISTANT ATTORNEY GENERAL	\$73,000.00	\$10,000.00	\$83,000.00
FRISH	ZACHARY	9U581	ATTORNEY	\$72,000.00	\$9,000.00	\$81,000.00
Totals:				\$5,211,014.00	\$623,059.40	\$5,834,073.40