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STATE OF NEW HAMPSHIRE

DEPARTMENT OF HEALTH AND HUMAN SERVICES

OFFICE OF THE COMMISSIONER

Lori A. Weaver
Commissioner

Morissa Henn
Deputy Commissioner

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December 24, 2024

Her Excellency, Governor Kelly A. Ayotte
and the Honorable Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

Pursuant to RSA 94:6, the Department of Health and Human Services respectfully requests to place Michael Cameron at Step 4 for the position of Supervising Staff Attorney, Division for Children, Youth and Families, Position #9U763, unclassified salary grade EE, earning $92,389.00 effective January 24, 2025, upon Governor and Council approval. 36.8% Federal Funds and 63.2% General Funds.

EXPLANATION

The DCYF Legal Team is a dynamic group of experienced child protection attorneys and their legal assistants, who seek judicial protection for children subjected to abuse or neglect. The focus of our work is on the immediate protection of the child and strengthening, whenever possible, families to eliminate abuse and neglect in the home. The DCYF Legal Team provides in-house counsel to DCYF's staff in the eleven (11) District Offices throughout the State of New Hampshire.

In accordance with HB 2, Chapter 79:218, Laws of 2023 the Department and the New Hampshire Attorney General's Office recommended, and the Korn Ferry Hay Group approved the labor grades establishing unclassified attorney positions within the Department of Health and Human Services, Division for Children, Youth and Families. Specifically, there are three (3) full-time unclassified Supervising Attorneys (Labor Grade FF) who will serve as supervising legal counsel for multiple DCYF District Office Child Protection Units; five (5) full-time unclassified Supervising Staff Attorney positions (Labor Grade EE) who will serve as the onsite lead legal counsel for five DCYF District Office Child Protection Service Units; and, twenty-four (24) full-time unclassified Staff Attorney positions (Labor Grade DD) who will serve as the onsite legal counsel for DCYF in a District Office Child Protective Service Unit. The Korn Ferry Hay Group determined the letter grades recommended by the Department are an appropriate letter grade assignment given the Department's business needs and the positions' responsibilities.

The Supervising Staff Attorney positions are new leadership positions within the DCYF Legal Team, which require technical and subject matter expertise and advanced education and experience. Supervising Staff Attorney's participate in the development of plans, priorities and processes to achieve DCYF objectives, and are guided by broad policies. They are responsible for providing sound legal guidance and training to Staff Attorneys, as well as navigating novel and unique cases and legal assessments.

Attorney Cameron graduated from Western New England University School of Law in 2016 and started practicing law in New Hampshire in 2017. During his legal career, Attorney Cameron has practiced law in private law firms in New Hampshire before joining DCYF as a Staff Attorney in 2021. In his current role as a DCYF Staff Attorney, Attorney Cameron frequently takes on additional work, not only in his office, but in other DCYF offices due to vacancies when there is an unmet legal need. In this newly created leadership position of Supervising Staff Attorney, he will take on even more responsibilities, while still carrying the same caseload as a Staff Attorney. Placing Attorney Cameron at a Step 4 acknowledges his years of experience as an attorney, including nearly 3 years of experience with DCYF, by providing a salary commensurate with his experience within the unclassified wage schedule. As he enters this leadership role, an EE, Step 4 salary will place him at a salary greater than some DCYF Staff Attorneys. Additionally, placing him at this salary will assist with retention of DCYF Attorneys, including Attorney Cameron, as contemplated in RSA 94:3-b, by valuing longevity of professional employed by the State of New Hampshire.

I respectfully request that Mr. Cameron be placed in the position of Supervising Staff Attorney, Division for Children, Youth and Families, unclassified salary grade EE, at step 4 with and effective start date of January 24, 2025.

Sincerely,

Lori A. Weaver
Commissioner

MICHAEL D. CAMERON, Esq.

BAR ADMISSIONS

State of New Hampshire, 2016
United States District Court of New Hampshire, 2016
U.S. Tax Court, 2017
Commonwealth of Massachusetts, 2018
United States Court of Appeals, First Circuit, 2021
United States Supreme Court, 2023

EDUCATION

Western New England University School of Law, Springfield, MA
JD, May 2016 GPA: 3.46/4.00, Rank: 20/105

Cornell University, Ithaca, NY
MS, Atmospheric Sciences May 2000 GPA: 3.83/4.00

Lyndon State College, Lyndonville, VT,
BS, Meteorology and Mathematics, May 1997 GPA 3.75/4.00
AFROTC at Norwich University, Norwich, VT

EXPERIENCE

***Attorney*, New Hampshire DCYF**, Rochester, NH, Feb. 2021 – Present

- Represent DCYF in administrative and court proceedings.
- Litigate and manage caseload of 30-45 child protection cases for regional state office.

***Full-time Associate*, Alfano Law Office, PLLC**, Concord, NH, Aug. 2020 – Feb. 2021

- Managed and litigated a full caseload of municipal, civil litigation, and family law matters.

***Owner*, Law Office of Michael D. Cameron**, Alton, NH, Apr. 2018 – Aug. 2020

- Manage a small civil litigation caseload.
- Litigate civil and family matters at New Hampshire's District, Superior, and Supreme Courts.

***Meteorologist*, WFSB-TV**, Rocky Hill, CT, Dec. 2011 – Sep. 2020

- Formulate weather forecast using a wide array of weather guidance and data dangerous weather situations at a moment's notice.

***Associate Attorney*, McSwiney, Hankin-Birke, Wood & Christie, PC**, New London, NH, Oct. 2018 – Dec. 2019

- Manage an increasing civil litigation caseload.
- Litigate civil and family matters at District and Superior Courts.

***Part-time Associate Attorney*, Martin, Lord & Osman, P.A.**, Laconia, NH Sep. 2017 – Apr. 2018.

***Intern*, Western New England University Office of General Counsel**, Springfield, MA, Jan.-May 2016

***Intern*, District Court of Springfield**, Springfield, MA, Aug.-Dec. 2015