New Hampshire DOT
Department of Transportation

William Cass, P.E.
Commissioner

THE STATE OF NEW HAMPSHIRE
DEPARTMENT OF TRANSPORTATION

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David Rodrigue, P.E.
Assistant Commissioner
Andre Briere, Colonel, USAF (RET)
Deputy Commissioner

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

Bureau of Human Resources
February 1, 2025

REQUESTED ACTION

Authorize the New Hampshire Department of Transportation to **retroactively** pay employees, an amount not to exceed $31,347.17 for compensation owed to them due to SOC classification issues from November 3, 2023, effective upon Governor and Council approval. 91.6% Highway Funds, 8.4% Turnpike Funds.

Funds are available as follows:

04-096-096-960515-3007	FY 2025
Highway Maintenance	
010-500100 Regular Personal Services	$ 22,094.85
018-500106 Overtime Pay	$ 1,549.52
060-500601 Benefits (FICA)	$ 1,465.95
060-500631 Benefits (Medicare)	$ 342.84
060-500604 Benefits (NHRS)	$ 3,274.75
Total	$ 28,727.91

04-096-096-961017-7022	FY 2025
Turnpike Administration	
010-500100 Regular Personal Services	$ 2,152.79
018-500106 Overtime Pay	$ 2.98
060-500601 Benefits (FICA)	$ 133.66
060-500631 Benefits (Medicare)	$ 31.26
060-500604 Benefits (NHRS)	$ 298.57
Total	$ 2,619.26

EXPLANATION

This request is retroactive as employees are due pay from the point at which their new SOC classifications became effective. Errors associated with the reclassification were recently identified. This item seeks to make the necessary adjustments to make them whole.

The following employees are included in this adjustment as follows:

Employee	Amount Due
Arsenault, Dustin	$ 2,323.49
Barlow, Joseph	$ 1,309.37
Berry, Jeffrey	$ 739.06
Boynton, Robert	$ 1,027.82
Brown, Christopher	$ 1,911.88
Croteau, Jared	$ 1,246.01
Debow, Stephen	$ 2,986.09
Decormier, Dana	$ 2,468.14
Doherty, Michael	$ 2,741.48
Duguay, Keith	$ 1,607.83
Huntington, Scott	$ 1,235.21
Joyce, Michael	$ 1,906.21
Lavoie, Arron	$ 978.17
Mickelboro, Tyrone	$ 1,077.36
Norcross, Milton	$ 2,312.33
Shackford, Adam	$ 2,857.46
AU 3007 Total	**$28,727.91**
Perkins, Rachel	$2,619.26
AU 7031 Total	**$2,619.26**

During the SOC reclassification process these employees were misclassified as follows:

- Arsenault, Barlow, Berry, Boynton, Croteau, Duguay, Huntington, Lavoie and Mickelboro (Classified as 47-4050 HIGHWAY MAINT WKRS-2) were assigned Step 7 and should have been assigned Step 8;
- Brown, Debow, Decormier, Doherty, Joyce, Norcross, Shackford (Classified as 47-4050 HIGHWAY MAINT WKRS-3) were assigned at a Step 11 and should have been assigned Step A.
- Perkins (Classified as 47-4050 HIGHWAY MAINT WKRS-3) was assigned a Step 10 and should have been assigned Step 11.

It is respectfully requested that this item be accepted.

Sincerely,

William J. Cass, P.E.
Commissioner