



THE STATE OF NEW HAMPSHIRE
DEPARTMENT OF TRANSPORTATION

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William Cass, P.E.
Commissioner

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 12, 2025

REQUESTED ACTION

Authorize the New Hampshire Department of Transportation to **retroactively** pay employees, an amount not to exceed \$71,130.35 for compensation owed to them due to SOC classification issues from November 3, 2023, effective upon Governor and Council approval. 69.5% Highway Funds, 19.0% Federal Funds, 7.6% Other Funds and 3.9% Turnpike Funds.

Funds are available as follows:

04-096-096-960515-3005	<u>FY 2025</u>
Mechanical Services	
010-500100 Regular Personal Services	\$ 3,817.65
018-500106 Overtime Pay	\$ 79.48
060-500601 Benefits (FICA)	\$ 241.62
060-500631 Benefits (Medicare)	\$ 56.51
060-500604 Benefits (NHRS)	<u>\$ 539.75</u>
Total	\$ 4,735.01

04-096-096-960515-3007	<u>FY 2025</u>
Highway Maintenance	
010-500100 Regular Personal Services	\$ 20,050.72
018-500106 Overtime Pay	\$ 2,954.80
060-500601 Benefits (FICA)	\$ 1,426.34
060-500631 Benefits (Medicare)	\$ 333.58
060-500604 Benefits (NHRS)	<u>\$ 3,186.26</u>
Total	\$ 27,951.70

04-096-096-960515-3008	<u>FY 2025</u>
Bridge Maintenance	
010-500100 Regular Personal Services	\$ 4,271.26
018-500106 Overtime Pay	\$ 84.30
060-500601 Benefits (FICA)	\$ 270.04
060-500631 Benefits (Medicare)	\$ 63.16
060-500604 Benefits (NHRS)	<u>\$ 603.25</u>
Total	\$ 5,292.01

04-096-096-962015-3028	<u>FY 2025</u>
Right of Way Bureau	
010-500100 Regular Personal Services	\$ 6,866.44
018-500106 Overtime Pay	\$ 586.71
060-500601 Benefits (FICA)	\$ 462.10
060-500631 Benefits (Medicare)	\$ 108.07
060-500604 Benefits (NHRS)	<u>\$ 1,032.26</u>
Total	\$ 9,055.58

04-096-096-962015-3033	<u>FY 2025</u>
Bridge Design Bureau	
010-500100 Regular Personal Services	\$ 4,933.48
018-500106 Overtime Pay	\$ 102.32
060-500601 Benefits (FICA)	\$ 312.22
060-500631 Benefits (Medicare)	\$ 73.02
060-500604 Benefits (NHRS)	<u>\$ 697.46</u>
Total	\$ 6,118.50

04-096-096-962015-3035	<u>FY 2025</u>
Construction Bureau	
010-500100 Regular Personal Services	\$ 4,975.64
018-500106 Overtime Pay	\$ 7,519.89
060-500601 Benefits (FICA)	\$ 774.72
060-500631 Benefits (Medicare)	\$ 181.19
060-500604 Benefits (NHRS)	<u>\$ 1,730.63</u>
Total	\$ 15,182.07

04-096-096-961017-7032	<u>FY 2025</u>
East NH TPK Blue Star Maintenance	
010-500100 Regular Personal Services	\$ 1,203.50
018-500106 Overtime Pay	\$ 31.96
060-500601 Benefits (FICA)	\$ 76.60
060-500631 Benefits (Medicare)	\$ 17.91
060-500604 Benefits (NHRS)	<u>\$ 171.11</u>
Total	\$ 1,501.08

04-096-096-961017-7037	<u>FY 2025</u>
East NH TPK Spaulding TPK Maintenance	
010-500100 Regular Personal Services	\$ 1,026.39
018-500106 Overtime Pay	\$ 38.96
060-500601 Benefits (FICA)	\$ 66.05
060-500631 Benefits (Medicare)	\$ 15.45
060-500604 Benefits (NHRS)	<u>\$ 147.55</u>
Total	\$ 1,294.40

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:

<u>Employee</u>	<u>Amount Due</u>
<u>Lamora, James</u>	\$ 4,735.01
AU 3005 Total	\$ 4,735.01
Clark, Scott	\$ 2,011.72
Flanders, James	\$ 1,674.90
Gardner, Felix	\$ 1,933.37
Hall, Christopher	\$ 3,666.10
Jatco, John	\$ 1,329.21
Kenney, John	\$ 1,098.36
Myshrall, Emery	\$ 1,311.23
Plante, Michael	\$ 1,452.01
Poulton, Paul	\$ 1,310.55
Quimby, Christopher	\$ 2,335.12
Read, Theodore	\$ 2,436.12
Romero, Michael	\$ 1,612.71
<u>Ruel, Carl</u>	<u>\$ 5,780.30</u>
AU 3007 Total	\$ 27,951.70
Pearce, George	\$ 2,469.56
<u>Williams, Cole</u>	<u>\$ 2,822.45</u>
AU 3008 Total	\$ 5,292.01

Patten, Dallas	\$ 4,003.28
<u>Sargent, Eric</u>	<u>\$ 5,052.30</u>
AU 3028 Total	\$ 9,055.58

<u>Kleiner, Ronald</u>	<u>\$ 6,118.50</u>
AU 3033 Total	\$ 6,118.50

Hunter, Nickie	\$ 6,306.25
<u>Smith, Michael</u>	<u>\$ 8,875.82</u>
AU 3035 Total	\$ 15,182.07

<u>Steedman, Robert</u>	<u>\$ 1,501.08</u>
AU 7032 Total	\$ 1,501.08

<u>Perkins, Keith</u>	<u>\$ 1,294.40</u>
AU 7037 Total	\$ 1,294.40

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

- Clark, Perkins and Steedman (Classified as 47-4050 HIGHWAY MAINT WKRS-2) were assigned Step 7 and should have been assigned Step 8.
- Flanders, Gardner, Plante and Poulton (Classified as 47-4050 HIGHWAY MAINT WKRS-2) were assigned Step 11 and should have been assigned Step A.
- Kenney, Myshrall and Quimby (Classified as 47-4050 HIGHWAY MAINT WKRS-3) were assigned at a Step 7 and should have been assigned Step 8.
- Read (Classified as 47-4050 HIGHWAY MAINT WKRS-3) was assigned at Step 11 and should have been assigned Step A.
- Lamora (Classified as 49-1010 SUPS INSTL-RPR WKRS-4) was assigned at Step 8 and should have been assigned Step 9.
- Hall (Classified as 47-1010 SUPS CONSTRUCT WKRS-4) was assigned at Step 6 and should have been assigned Step 7.
- Jatco (Classified as 47-1010 SUPS CONSTRUCT WKRS-2) was assigned at Step 7 and should have been assigned Step 8.
- Romero (Classified as 47-1010 SUPS CONSTRUCT WKRS-2) was assigned at Step 1 and should have been assigned Step 2.
- Pearce (Classified as 47-2030 CARPENTERS-3) was assigned at Step 9 and should have been assigned Step 10.
- Williams (Classified as 47-1010 SUPS CONSTRUCT WKRS-3) was assigned at Step 3 and should have been assigned Step 4.

- Ruel (Classified as 47-1010 SUPS CONSTRUCT WKRS-5) was assigned at Step 4 and should have been assigned Step 5.
- Patten (Classified as 17-3030 SURVEYING TECHS-3) was assigned at Step 9 and should have been assigned Step 10.
- Sargent (Classified as 11-1020 GENERAL-OPS MGRS-6) was assigned at Step 4 and should have been assigned Step 5.
- Kleiner (Classified as 17-2050 CIVIL ENGINEERS-5) was assigned at Step 10 and should have been assigned Step 11.
- Hunter (Classified as 11-9040 ENGINEERING MGRS-6) was assigned at Step 10 and should have been assigned Step 11.
- Michael Smith's position was coded to be paid straight overtime when in fact the position is to be paid time and a half for overtime.

It is respectfully requested that this item be accepted.

Sincerely,



William J. Cass, P.E.
Commissioner