



STATE OF NEW HAMPSHIRE
DEPARTMENT OF CORRECTIONS
OFFICE OF THE COMMISSIONER
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CJG

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March 12, 2025

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

REQUESTED ACTION

Authorize the NH Department of Corrections (NHDOC) to make a one-time **retroactive** payment to staff listed in the chart below, in the amount of \$31,565.43 effective upon Governor and Executive Council approval for wages and associated benefits not paid in fiscal year 2024 with current State fiscal year funds. 100% General Funds.

Account	EE Name	Personnel Services - Permanent Class 10 010-500100	Employer Retirement (Group II) 31.28% 060-500606	Medicare Coverage Permanent 1.45% 060-500631	Family Leave 0.21% 060-500624	Total Benefits Class 60	Grand Total Class 10 and Class 60
02-46-46-463510-33740000	Star Chagnon	\$2,167.86	\$678.11	\$31.43	\$4.55	\$714.09	\$2,881.95
02-46-46-463510-33720000	Joshua Ellis	\$3,276.61	\$1,024.92	\$47.51	\$6.88	\$1,079.31	\$4,355.92
02-46-46-463510-33740000	Juan Ulloa	\$5,314.03	\$1,662.23	\$77.05	\$11.16	\$1,750.44	\$7,064.47
02-46-46-463510-33720000	Jacob Tokarz	\$7,982.93	\$2,497.06	\$115.75	\$16.76	\$2,629.57	\$10,612.50
02-46-46-463510-33730000	Nicolas Glover	\$2,723.67	\$851.96	\$39.49	\$5.72	\$897.17	\$3,620.84
02-46-46-463510-33730000	Jacob Rex	\$2,279.03	\$712.88	\$33.05	\$4.79	\$750.72	\$3,029.75
	Total	\$23,744.13	\$7,427.16	\$344.28	\$49.86	\$7,821.30	\$31,565.43

EXPLANATION

The NH Department of Corrections (NHDOC) requests authorization to make a one-time **retroactive** payment for wages and associated benefits not paid as detailed in the chart above, in the amount of \$31,565.43, not paid in fiscal year 2024.

Corrections Officers that were promoted to a Corporal prior to the Standard Occupational Classification (SOC) transition were starting pay on Wage Schedule CO416 Labor Grade 21, Step 1 at \$31.39/hour. When the SOC wage schedules were released, the pay bands published reduced promotional pay previously agreed to through bargaining between the State and the Teamsters. Previous step 1 for promotion from a corrections officer to corporal was an hourly starting pay of \$31.39. The SOC compression of the pay bands placed

corrections officers promoted post the SOC at a reduced promotional starting pay of Corporal to be placed at SOC33C pay band 2 step 1, at \$28.92/hour at time of transition.

Division of Personnel and State Employee Relations through collaboration with the Teamsters has currently approved a waiver for corrections officers promoted to Corporal to start at a minimum of SOC33C pay band 2 step 3 to equate to the previously agreed to promotional progression for this rank change and that there was not an intent to create a loss of funds during the transition to SOC between the State and the Teamsters. These listed staff were placed at a lower step during the original transition and are owed retroactive payments to correct this SOC transition of 11/3/2023 or when their promotion to Corporal began there after. They will be engaging in clarification of this through bargaining.

Previous pay progression:

Cpls	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
21										
ANNUALLY	65,291.20	67,995.20	70,844.80	73,652.80	76,752.00	79,996.80	84,052.80	87,838.40	91,803.20	
BI-WEEKLY	2,511.20	2,615.20	2,724.80	2,832.80	2,952.00	3,076.80	3,232.80	3,378.40	3,523.20	
HOURLY	31.39	32.69	34.06	35.41	36.90	38.46	40.41	42.23	44.04	
22										

COs

COs	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
18										
ANNUALLY	57,844.80	60,153.60	62,608.00	65,291.20	67,995.20	70,844.80	73,652.80	76,752.00	79,996.80	
BI-WEEKLY	2,224.80	2,313.60	2,408.00	2,511.20	2,615.20	2,724.80	2,832.80	2,952.00	3,076.80	
HOURLY	27.81	28.92	30.10	31.39	32.69	34.06	35.41	36.90	38.46	
19										

SOC Pay Band starting 11/3/2023:

Major Group Wage Schedules (SOC)
Effective November 3, 2023

33C Corrections Protective Service															
PAY BANDS	Position LGs Mapped	Step 1-11 Rates LG Equivalents	Step T	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step A
Band 6	CB416 30	C416 28-30	\$40.41	\$42.23	\$44.04	\$46.00	\$48.02	\$50.20	\$52.34	\$54.67	\$57.62	\$60.36	\$63.10	\$66.09	\$69.08
Band 5	CB416 28 LA16 28 IA416 28	C416 26-28	\$37.10	\$38.76	\$40.41	\$42.23	\$44.04	\$46.00	\$48.02	\$50.20	\$52.34	\$54.67	\$57.62	\$60.36	\$63.10
Band 4	CB416 26 IA416 26 LA16 26	C416 24-26	\$34.06	\$35.56	\$37.10	\$38.76	\$40.41	\$42.23	\$44.04	\$46.00	\$48.02	\$50.20	\$52.34	\$54.67	\$57.62
Band 3	CB416 24 IA416 22-24 LA16 22-24	C416 22-24	\$31.39	\$32.69	\$34.06	\$35.56	\$37.10	\$38.76	\$40.41	\$42.23	\$44.04	\$46.00	\$48.02	\$50.20	\$52.34
Band 2	CO416 21 A00026	C416 19-21	\$27.81	\$28.92	\$30.10	\$31.39	\$32.69	\$34.06	\$35.56	\$37.10	\$38.76	\$40.41	\$42.23	\$44.04	\$46.00
Band 1	CB416 18	C416 16-18	\$24.68	\$25.73	\$26.76	\$27.81	\$28.92	\$30.10	\$31.39	\$32.69	\$34.06	\$35.56	\$37.10	\$38.76	\$40.41

Respectfully Submitted,



Helen E. Hanks
Commissioner