New Hampshire DOT
Department of Transportation

William Cass, P.E.
Commissioner

THE STATE OF NEW HAMPSHIRE
DEPARTMENT OF TRANSPORTATION

8

David Rodrigue, P.E.
Assistant Commissioner

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

Bureau of Human Resources
May 29, 2025

REQUESTED ACTION

Authorize the New Hampshire Department of Transportation to **retroactively** pay employees, an amount not to exceed $24,833.81 for compensation owed to them due to SOC classification issues from November 3, 2023, effective upon Governor and Council approval. 70.1% Highway Funds, 10.3% Federal Funds, 1.8% Other Funds and 17.8% Turnpike Funds.

Funds are available as follows:

04-096-096-960515-3007	FY 2025
Highway Maintenance	
010-500100 Regular Personal Services	$ 3,853.12
018-500106 Overtime Pay	$ 457.68
060-500601 Benefits (FICA)	$ 267.27
060-500631 Benefits (Medicare)	$ 62.51
060-500604 Benefits (NHRS)	$ 597.05
Total	$ 5,237.63

04-096-096-962015-3021	FY 2025
Transportation Planning Bureau	
010-500100 Regular Personal Services	$ 12,124.74
018-500106 Overtime Pay	$ 360.95
060-500601 Benefits (FICA)	$ 774.11
060-500631 Benefits (Medicare)	$ 181.04
060-500604 Benefits (NHRS)	$ 1,729.27
Total	$ 15,170.11

04-096-096-961017-7022	FY 2025
Administration - Support	
010-500100 Regular Personal Services	$ 1,191.98
018-500106 Overtime Pay	$ 1.98
060-500601 Benefits (FICA)	$ 74.03
060-500631 Benefits (Medicare)	$ 17.31
060-500604 Benefits (NHRS)	$ 165.36
Total	$ 1,450.66

04-096-096-961017-7037	FY 2025
East NH TPK Spaulding TPK Maintenance	
010-500100 Regular Personal Services	$ 2,097.04
018-500106 Overtime Pay	$ 351.86
060-500601 Benefits (FICA)	$ 151.83
060-500631 Benefits (Medicare)	$ 35.51
060-500604 Benefits (NHRS)	$ 339.17
Total	$ 2,975.41

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
Boewe, George	$ 3,085.73
Bellefeuille, Todd	$ 2,151.90
AU 3007 Total	**$ 5,237.63**
Rose, William	$ 7,091.36
Watson, William	$ 8,078.75
AU 3021 Total	**$ 15,170.11**
Gendron, Kathleen	$ 1,450.66
AU 7022 Total	**$ 1,450.66**

Libby, Kevin	$ 2,975.41
AU 7037 Total	**$ 2,975.41**

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

- Boewe (Classified as 47-4050 HIGHWAY MAINT WKRS-2) was assigned Step 11 and should have been assigned Step 12.
- Bellefeuille (Classified as 47-1010 SUPS CONSTRUCT WKRS-5) was assigned Step 5 and should have been assigned Step 6.
- Libby (Classified as 47-1010 SUPS CONSTRUCT WKRS-2) was assigned Step 7 and should have been assigned Step 8.
- Gendron (Classified as 43-6010 ADMIN ASSTS-3) was assigned Step 7 and should have been assigned Step 8.
- Rose (Classified as 11-9190 MISC MGRS-4) was assigned Step 11 and should have been assigned Step 12.
- Watson (Classified as 11-1020 GENERAL-OPS MGRS-6) was assigned Step 11 and should have been assigned Step 12.

It is respectfully requested that this item be accepted.

Sincerely,

William J. Cass, P.E.
Commissioner