



STATE OF NEW HAMPSHIRE
DEPARTMENT OF INFORMATION TECHNOLOGY

27 Hazen Drive | Concord, NH | 03301
Fax: (603) 271-1516 | TDD: (800) 753-2964
doit.nh.gov

Denis Goulet, Commissioner



25

js

August 25, 2025

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

REQUESTED ACTION

Pursuant to RSA 94:3, the Department of Information Technology respectfully requests approval of an annual salary step increase for Kathryn (Kate) Michener, the Director for User Experience (unclassified position #9U614) in the amount of \$5,864 from Grade GG, step 5 (\$112,488) to step 6, with a new annual salary of \$118,352, effective October 4, 2025 upon Governor and Executive Council approval.

EXPLANATION

RSA 94:3 “Yearly Service Increases” states, in part, that “upon recommendation of the appointing authority, the holder of any position mentioned in RSA 94:1-a shall be entitled to an annual increase in Salary amounting to 1/6 of the difference between the minimum and maximum salary for said position but in no case shall the total salary exceed the maximum as herein established.”

Kathryn Michener was appointed to her position on October 4, 2022 and is eligible to advance to the next step on the salary scale. As Director, she is responsible for managing User Experience (formerly Web Division). Kathryn Michener is a leader by example with a remarkable work ethic. Her approach to problem solving, her communication talents and her thoughtful demeanor are hallmarks of her valued presence. As a result of Kate’s work, the state of New Hampshire has moved 93% of the state’s 107 Executive Branch web sites to a single enterprise web platform and design. New Hampshire is the only state that has achieved this level of user experience consistency. She continues to elevate the User Experience for citizens and visitors with her consistently high-quality work.

Respectfully submitted,

Denis Goulet
Commissioner

DG/pb