State of New Hampshire
DEPARTMENT OF NATURAL & CULTURAL RESOURCES
OFFICE OF THE COMMISSIONER

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25

September 8, 2025

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

REQUESTED ACTION

Authorize the Department of Natural and Cultural Resources (Department) to make a **Retroactive** one-time payment totaling $1,378.50 to Mr. David Kullgren, 19-4070 FOREST-CONS TECHS-3, from State Fiscal Year 2026 appropriations for compensation of wages which were not paid in State Fiscal Year 2025 and associated benefits totaling $295.88 for a total payment of $1,674.38, effective upon Governor and Council approval. **100% Other Funds (Forests and Lands).**

Funds are available in FY 2026 in account Bear Brook Warehouse as follows:

03-035-035-351010-82780000

Class 10- Full Time Salaries		
03-35-351010-82780000-010-500100	Salary	$ 1,378.50
Class 60 – Benefits		
03-35-351010-82780000-060-500601	FICA Permanent	$ 85.47
03-35-351010-82780000-060-500604	Retirement	$ 187.53
03-35-351010-82780000-060-500624	PFL Ins Benefit	$ 2.89
03-35-351010-82780000-060-500631	Medicare Coverage Permanent	$ 19.99
	Benefits:	$ 295.88
	TOTAL:	**$ 1,674.38**

EXPLANATION

This request is **Retroactive** as the result of this employee's evaluations not being conducted; it was inadvertently missed. Process improvements have been established within the division to assist directors and supervisors to monitor and ensure timely submittal of evaluations.

This request seeks to allow the Department to make whole, through the payment of owed back wages, this employee whose evaluation and increment were missed because of his missed evaluation.

Respectfully submitted,

CSM

Sarah Stewart

Sarah L. Stewart
Commissioner