



THE STATE OF NEW HAMPSHIRE
DEPARTMENT OF TRANSPORTATION



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William Cass, P.E.
Commissioner

David Rodrigue, P.E.
Assistant Commissioner

Michelle L. Winters
Deputy Commissioner

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

Bureau of Human Resources
October 1, 2025

REQUESTED ACTION

Authorize the New Hampshire Department of Transportation to **retroactively** pay employees, an amount not to exceed \$11,733.67 for compensation owed to them due to SOC classification issues from November 3, 2023, effective upon Governor and Council approval. 95.7% Highway Funds and 4.3% Other Funds.

Funds are available as follows:

| | |
|--------------------------------------|--------------------|
| 04-096-096-960515-3007 | <u>FY 2026</u> |
| Highway Maintenance Bureau | |
| 010-500100 Regular Personal Services | \$ 7,523.42 |
| 018-500106 Overtime Pay | \$ 1,351.72 |
| 060-500601 Benefits (FICA) | \$ 550.26 |
| 060-500631 Benefits (Medicare) | \$ 128.69 |
| 060-500604 Benefits (NHRS) | <u>\$ 1,142.23</u> |
| Total | \$ 10,696.32 |

| | |
|--------------------------------------|----------------|
| 04-096-096-960515-3052 | <u>FY 2026</u> |
| Trans Sys Mgmt & Operations | |
| 010-500100 Regular Personal Services | \$ 963.63 |
| 018-500106 Overtime Pay | \$ 0.00 |
| 060-500601 Benefits (FICA) | \$ 59.75 |
| 060-500631 Benefits (Medicare) | \$ 13.97 |
| 060-500604 Benefits (NHRS) | <u>\$ 0.00</u> |
| Total | \$ 1,037.35 |

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> |
|----------------------------|---------------------|
| Stortz, Heidi | \$ 3,810.41 |
| <u>Wadleigh, Howard</u> | <u>\$ 6,885.91</u> |
| AU 3007 Total | \$ 10,696.32 |
| | |
| <u>Puffinburger, Carla</u> | <u>\$ 1,037.35</u> |
| AU 3052 Total | \$ 1,037.35 |

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

Stortz (Classified as 19-5010 OCC HLTH-SFTY SPECS-1) was assigned Step 9 and should have been assigned Step 10.

Wadleigh (Classified as 47-1010 SUPS CONSTRUCT WKRS-4) was assigned Step 9 and should have been assigned Step 10.

Puffinburger (Classified as 43-5030 DISPATCHERS-3) was assigned Step 5 and should have been assigned Step 6.

It is respectfully requested that this item be accepted.

Sincerely,



William J. Cass, P.E.
Commissioner