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**ATTORNEY GENERAL  
DEPARTMENT OF JUSTICE**

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98A  
DEC 17 2025

December 1, 2025

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

Your Excellency and Members of the Council:

**REQUESTED ACTION**

That approval be and hereby is given for the salary increases referenced in Appendix A for attorneys in the department of justice, **retroactive** to September 1, 2025, upon Governor and Executive Council approval, as authorized by 2001 N.H. Laws Chapter 158, RSA 21-M:4, and RSA 94:1-a.

**EXPLANATION**

This request seeks your approval to implement salary increases for the attorneys listed in Appendix A, which do not include the attorney general or deputy attorney general. This item is **retroactive** to September 1, 2025. Appropriations for salary and compensation adjustments became available July 1, 2025.

RSA 21-M:3 and RSA 94:1-a, (I)(c) provide that designation of positions, salary levels, and salary increases for attorneys at the department of justice shall be determined by the Attorney General, subject to approval of the Governor and Council, within appropriations made to the department of justice.

The Legislature adopted a market-based anchor pay structure for unclassified department of justice (DOJ) attorneys (except for the attorney general and deputy attorney general) in 2001, which was intended to aid in salary management, promote effective operations, and enhance talent recruiting and retention. *See*, 2001 N.H. Laws Chapter 158, Section 101. The structure features an open-range, broadband salary range with identified minimum, maximum, and market anchor salaries for designated categories of department attorneys. *Id.* The ranges, which were last revised effective July 14, 2023, established a minimum salary range of \$60,778, maximum

of \$140,802, and “market anchor” for specified positions. *See*, 2023 N.H. Laws Chapter 79, Section 180. The ranges have not been adjusted in over two years.

The attorney general is authorized “to place all attorneys of the department of justice in the appropriate position within the overall range, *above, at, or below the market anchor salary.*” *Id.* (emphasis added). The attorney general is directed to consider the following factors when determining an attorney’s compensation:

- (a) Tenure and progressive experience;
- (b) The nature of the work performed;
- (c) Increased independence of work performed and judgment exercised;
- (d) Achievement of pre-determined performance standards;
- (e) The acquisition and application of further education and training;
- (f) Demonstration of an increased frequency of undertaking the type and complexity of work normally associated with the next position level; and
- (g) Fulfilling a leadership or management role.

*Id.*

After due consideration of the existing salary ranges and statutory compensation factors, I respectfully recommend the salary increases listed in Appendix A. In support of this request, I would like to emphasize several considerations.

First, it bears noting that as unclassified employees DOJ attorneys do not receive annual cost of living increases or periodic step increases based on length of service. This request for salary increases represents the first department-wide salary increases since July 1, 2023.

Second, unlike their classified counterparts in state government, unclassified DOJ attorneys do not work a prescribed 37.5 hour work week. Rather, they are expected to work a minimum of 40 hours per week and frequently many more than that as trial prep, callouts, and other work demands require. DOJ attorneys do not receive overtime pay or compensatory time-off for additional work beyond 37.5 hours.

Third, I have generally allocated the recommended salary increases to weigh in favor of lower paid attorneys rather than higher salaried attorneys. Our budget includes sufficient funds for these raises, and my recommendations generally skew in favor of our less well-paid attorneys. The lowest paid tier of approximately 29 attorneys would receive the largest percentage raise, a middle tier of 22 attorneys would receive a smaller percentage raise, and the 17 highest paid attorneys would receive the smallest percentage raise. A small number of exceptions to this general approach are made based on individual attorney performance or in cases where an attorney was determined to need an additional salary adjustment to bring that attorney in line with his or her peers.

Her Excellency Governor Kelly A. Ayotte  
and the Honorable Council  
December 1, 2025  
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Throughout my tenure as Attorney General I have been struck both by the volume, variety, and complexity of legal issues your Department of Justice contends with each day and the dedication and devotion of the talented team of public-spirited professionals who shoulder that work. The people of New Hampshire deserve excellent legal representation. Approval of the requested salary increases will help me to recruit and retain the quality and caliber of attorneys necessary to execute the Department of Justice's mission.

Thank you for your consideration.

Respectfully submitted,



John M. Formella  
Attorney General

#5259101

**Appendix A -- Department of Justice Salary Raises**

Last Name	First Name	Pos #	Title	Current Salary	Raise	New Salary
GILL	SEAN	9U049	ASSOCIATE ATTORNEY GENERAL-CHIEF OF STAFF	\$132,000.00	\$6,600.00	\$138,600.00
DAVIS	JAMES	9U355	ASSISTANT ATTORNEY GENERAL	\$120,000.00	\$6,000.00	\$126,000.00
STRELZIN	JEFFERY	9U035	SENIOR ASSISTANT ATTORNEY GENERAL	\$123,000.00	\$6,150.00	\$129,150.00
MACCHIONE	ANDREW	9U059	ASSISTANT ATTORNEY GENERAL	\$93,000.00	\$7,440.00	\$100,440.00
STEWART	MARY	9U543	ASSISTANT ATTORNEY GENERAL	\$110,000.00	\$6,600.00	\$116,600.00
DRENNAN	JOHN	9U631	ATTORNEY	\$107,000.00	\$6,420.00	\$113,420.00
HOLL	JAMES	9U048	ATTORNEY	\$107,000.00	\$6,420.00	\$113,420.00
DEANGELIS	NANCY	9U750	ASSISTANT ATTORNEY GENERAL	\$110,000.00	\$4,400.00	\$114,400.00
HINCKLEY	PETER	9U045	SENIOR ASSISTANT ATTORNEY GENERAL	\$120,000.00	\$6,000.00	\$126,000.00
VELARDI	THOMAS	9U350	ASSOCIATE ATTORNEY GENERAL	\$125,000.00	\$6,250.00	\$131,250.00
DEMPSEY	MARY ANN	9U258	DIRECTOR OF CHARITABLE TRUSTS	\$120,000.00	\$6,000.00	\$126,000.00
DURAND	BETHANY	9U057	ASSISTANT ATTORNEY GENERAL	\$109,000.00	\$6,540.00	\$115,540.00
LUCAS	MARK	9U503	ASSISTANT ATTORNEY GENERAL	\$106,000.00	\$6,360.00	\$112,360.00
AGATI	BENJAMIN	9U289	SENIOR ASSISTANT ATTORNEY GENERAL	\$124,000.00	\$6,200.00	\$130,200.00
BOND	CHRISTOPHER	9U224	ASSOCIATE ATTORNEY GENERAL-GENERAL COUNSEL	\$125,000.00	\$6,250.00	\$131,250.00
HARRINGTON	RACHEL	9U636	ASSISTANT ATTORNEY GENERAL	\$98,000.00	\$11,180.00	\$109,180.00
OLBERDING	RYAN	9U694	ASSISTANT ATTORNEY GENERAL	\$99,000.00	\$10,180.00	\$109,180.00
DEGRANDIS	MICHAEL	9U215	ASSISTANT ATTORNEY GENERAL	\$93,000.00	\$13,920.00	\$106,920.00
MILLER	RORY	9U216	ASSISTANT ATTORNEY GENERAL	\$108,000.00	\$6,480.00	\$114,480.00
SAMUEL	JOYCE	9U733	ASSISTANT ATTORNEY GENERAL	\$95,000.00	\$7,600.00	\$102,600.00
ASLIN	CHRISTOPHER	9U038	SENIOR ASSISTANT ATTORNEY GENERAL	\$115,000.00	\$5,750.00	\$120,750.00
GALDIERI	ANTHONY	9U260	ASSOCIATE ATTORNEY GENERAL-SOLICITOR GENERAL	\$125,000.00	\$6,250.00	\$131,250.00
BROADHEAD	MATTHEW	9U488	ASSOCIATE ATTORNEY GENERAL	\$125,000.00	\$6,250.00	\$131,250.00
TOWNSEND	BRYAN	9U047	SENIOR ASSISTANT ATTORNEY GENERAL	\$104,000.00	\$6,240.00	\$110,240.00
FINCHAM	JOE	9U222	ASSISTANT ATTORNEY GENERAL	\$98,000.00	\$5,880.00	\$103,880.00
FALES	MELISSA	9U225	ASSISTANT ATTORNEY GENERAL	\$98,000.00	\$5,880.00	\$103,880.00
JIMENEZ	DAN	9U540	SENIOR ASSISTANT ATTORNEY GENERAL	\$103,000.00	\$6,180.00	\$109,180.00
GAROD	BRANDON	9U223	SENIOR ASSISTANT ATTORNEY GENERAL	\$115,000.00	\$5,750.00	\$120,750.00
BALDRIDGE	ROBERT	9U693	ASSISTANT ATTORNEY GENERAL	\$93,000.00	\$7,440.00	\$100,440.00
LAVALLEE	JON	9U697	SENIOR ASSISTANT ATTORNEY GENERAL	\$99,000.00	\$5,940.00	\$104,940.00
LOCKE	SEAN	9U604	SENIOR ASSISTANT ATTORNEY GENERAL	\$103,000.00	\$6,180.00	\$109,180.00
TRIICK	MARY	9U676	SENIOR ASSISTANT ATTORNEY GENERAL	\$103,000.00	\$6,180.00	\$109,180.00
HAGAMAN	MEGHAN	9U637	SENIOR ASSISTANT ATTORNEY GENERAL	\$123,000.00	\$6,150.00	\$129,150.00
SPEICHER	JOSHUA	9U261	SENIOR ASSISTANT ATTORNEY GENERAL	\$103,000.00	\$6,180.00	\$109,180.00
YOUNG	LAURIE	9U288	ASSISTANT ATTORNEY GENERAL	\$93,000.00	\$7,440.00	\$100,440.00
EDGAR	DUNCAN	9U041	ASSISTANT ATTORNEY GENERAL	\$90,000.00	\$10,440.00	\$100,440.00

Last Name	First Name	Pos #	Title	Current Salary	Raise	New Salary
GRANDY	MICHAEL	9U052	SENIOR ASSISTANT ATTORNEY GENERAL	\$93,000.00	\$9,600.00	\$102,600.00
DENNY	CATHERINE	9U500	ASSISTANT ATTORNEY GENERAL	\$89,000.00	\$12,520.00	\$101,520.00
GARLAND	SAMUEL	9U061	SENIOR ASSISTANT ATTORNEY GENERAL	\$115,000.00	\$5,750.00	\$120,750.00
SCURA	KEVIN	9U600	SENIOR ASSISTANT ATTORNEY GENERAL	\$95,000.00	\$8,680.00	\$103,680.00
MORRELL	ALEXANDRIA	9U537	ATTORNEY	\$100,000.00	\$6,000.00	\$106,000.00
KELLERMANN	ALEXANDER	9U739	ASSISTANT ATTORNEY GENERAL	\$96,000.00	\$7,680.00	\$103,680.00
KNOWLES	CHRISTOPHER	9U499	ASSISTANT ATTORNEY GENERAL	\$106,000.00	\$6,360.00	\$112,360.00
DAVIS	JARED	9U632	ASSISTANT DIRECTOR OF CHARITABLE TRUSTS	\$98,000.00	\$5,880.00	\$103,880.00
JEPSEN	MEAGHAN	9U740	ATTORNEY	\$93,000.00	\$7,440.00	\$100,440.00
CHONG YEN	NICHOLAS	9U287	SENIOR ASSISTANT ATTORNEY GENERAL	\$95,000.00	\$7,600.00	\$102,600.00
WILSON	CHRISTINA	9U605	SENIOR ASSISTANT ATTORNEY GENERAL	\$115,000.00	\$5,750.00	\$120,750.00
MACKENNA	PETER	9U487	ASSISTANT ATTORNEY GENERAL	\$89,000.00	\$7,120.00	\$96,120.00
GREKLEK-MCKEON	BRIAN	9U602	ASSISTANT ATTORNEY GENERAL	\$91,000.00	\$7,280.00	\$98,280.00
SOSNOWSKI	ALEXANDRA	9U552	SENIOR ASSISTANT ATTORNEY GENERAL	\$91,000.00	\$9,280.00	\$100,280.00
HARRISON	JOSHUA	9U220	ASSISTANT ATTORNEY GENERAL	\$88,000.00	\$9,200.00	\$97,200.00
MEKULA	AUDRIANA	9U056	ASSISTANT ATTORNEY GENERAL	\$87,000.00	\$10,200.00	\$97,200.00
BENTLEY	SHAWNA	9U375	ASSISTANT ATTORNEY GENERAL	\$91,000.00	\$7,280.00	\$98,280.00
GONYEA	SAM	9U307	ASSISTANT ATTORNEY GENERAL	\$85,000.00	\$10,040.00	\$95,040.00
PURCELL	AMANDA	9U050	ASSISTANT ATTORNEY GENERAL	\$85,000.00	\$6,800.00	\$91,800.00
BUCHHOLZ	CONNOR	9U583	ASSISTANT ATTORNEY GENERAL	\$83,000.00	\$6,640.00	\$89,640.00
LOVEJOY	DAVID	9U634	ASSISTANT ATTORNEY GENERAL	\$83,000.00	\$9,880.00	\$92,880.00
CORMACK	WARREN	9U753	ASSISTANT ATTORNEY GENERAL	\$86,000.00	\$6,880.00	\$92,880.00
FRISH	ZACHARY	9U581	ASSISTANT ATTORNEY GENERAL	\$84,000.00	\$7,800.00	\$91,800.00
RAYMOND	LAURA	9U060	ASSISTANT ATTORNEY GENERAL	\$83,000.00	\$6,640.00	\$89,640.00
CARROLL	COLIN	9U584	ASSISTANT ATTORNEY GENERAL	\$81,000.00	\$8,640.00	\$89,640.00
LOVATO	KEELY	9U737	ASSISTANT ATTORNEY GENERAL	\$83,000.00	\$6,640.00	\$89,640.00