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THE STATE OF NEW HAMPSHIRE
DEPARTMENT OF TRANSPORTATION



William Cass, P.E.
Commissioner

MAR 04 2026

David Rodrigue, P.E.
Assistant Commissioner

Michelle L. Winters
Deputy Commissioner

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

Bureau of Human Resources
January 26, 2026

REQUESTED ACTION

Authorize the New Hampshire Department of Transportation to **retroactively** pay Fred Wells a one-time payment in the amount of \$5,428.82 for compensation owed to him due to a missed increment from November 6, 2023, effective upon Governor and Council approval. 100% Highway Funds.

Funds are available as follows:

04-096-096-960515-3007	<u>FY 2026</u>
Highway Maintenance Bureau	
010-500100 Regular Personal Services	\$ 3,666.64
018-500106 Overtime Pay	\$ 837.85
060-500601 Benefits (FICA)	\$ 279.28
060-500631 Benefits (Medicare)	\$ 65.32
060-500604 Benefits (NHRS)	\$ 579.73
Total	\$ 5,428.82

EXPLANATION

Mr. Wells was due an increment adjustment on November 6, 2023, to move him from SOC 47 Band 2 Step 10 to SOC 47 Band 2 Step 11. Mr. Wells' increment date was not updated resulting in him not receiving corresponding compensation adjustments. This request is retroactive as the employee is due pay from the point at which their increment was missed. This item seeks to make the necessary adjustments to make them whole.

It is respectfully requested that this item be accepted.

Sincerely,

William J. Cass, P.E.
Commissioner