

**ATTORNEY GENERAL  
DEPARTMENT OF JUSTICE**

1 GRANITE PLACE SOUTH  
CONCORD, NEW HAMPSHIRE 03301

**110**

March 25, 2026

JOHN M. FORMELLA  
ATTORNEY GENERAL



JAMES T. BOFFETTI  
DEPUTY ATTORNEY GENERAL

March 6, 2026

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

Your Excellency and Members of the Council:

**REQUESTED ACTION**

1. Pursuant to RSA 94:3-b; Salary Adjustment for Recruitment or Retention, authorization is requested by the Department of Justice for the confirmation of the Joint Committee on Employee Classification's approval and recommendation of the establishment of a new salary range of \$210,000 to \$350,000 for the position of Chief Medical Examiner, from the current salary range of \$210,000 to \$300,00, effective upon the approval of the Governor and Executive Council or April 3, 2026, whichever is later.
2. Upon approval of Requested Action #1, that approval be and hereby is given to the Attorney General to grant a salary increase to Dr. Jennie Duval, Chief Medical Examiner (Position #9U221, Appropriation 02-20-20-202010-10330000-015-500137), in the amount of \$25,000, from a salary level of \$265,000 to a salary level of \$290,000, effective upon the approval of the Governor and Executive Council or April 3, 2026, whichever is later. 100% General Funds.
3. Pursuant to RSA 94:3-b; Salary Adjustment for Recruitment or Retention, authorization is requested by the Department of Justice for the confirmation of the Joint Committee on Employee Classification's approval and recommendation of the establishment of a new salary range of \$200,000 to \$320,000 for the position of Deputy Chief Medical Examiner, from the current salary range of \$200,000 to \$260,000, effective upon the approval of the Governor and Executive Council or April 3, 2026, whichever is later.
4. Upon approval of Requested Action #3, that approval be and hereby is given to the Attorney General to grant a salary increase to Dr. Mitchell Weinberg, Deputy Chief Medical Examiner (Position #9U427, Appropriation 02-20-20-202010-10330000-015-500137), in the amount of \$25,000, from a salary level of \$250,000 to a salary level of

\$275,000, effective upon the approval of the Governor and Executive Council or April 3, 2026, whichever is later. 100% General Funds.

5. Pursuant to RSA 94:3-b; Salary Adjustment for Recruitment or Retention, authorization is requested by the Department of Justice for the confirmation of the Joint Committee on Employee Classification's approval and recommendation of the establishment of a new salary range of \$160,000 to \$300,000 for the position of Associate Medical Examiner, from the current salary range of \$160,000 to \$240,000, effective upon the approval of the Governor and Executive Council or April 3, 2026, whichever is later.
6. Upon approval of Requested Action #5, that approval be and hereby is given to the Attorney General to grant a salary increase to Dr. Abigail Alexander, Associate Medical Examiner (Position #9U626, Appropriation 02-20-20-202010-10330000-015-500137), in the amount of \$25,000, from a salary level of \$225,000 to a salary level of \$250,000, effective upon the approval of the Governor and Executive Council or April 3, 2026, whichever is later. 100% General Funds.

#### EXPLANATION

The Office of Chief Medical Examiner (OCME) is a component of the Department of Justice. The OCME is required by law (RSA 611-B:11) to open medico-legal investigations in 24 categories of cases, many of which require autopsies (i.e., suspicious death, sudden unexpected death of individuals in apparent good health, death due to accidental or unintentional injury, death associated with public or private conveyance, etc.). Last year, the OCME conducted approximately 650 autopsies.

The OCME's 20-person staff includes a Chief Medical Examiner, Deputy Chief Medical Examiner, and Associate Medical Examiner. Each medical examiner is a doctor (either medical doctor or osteopath doctor) and forensic pathologist. The current salary range for those positions was established in 2017 and has seen no adjustment in over eight years.

Chief Medical Examiner Dr. Jennie Duval has been with the office for over 24 years. As we contemplate the unhappy prospect of her retirement next year, we are mindful that our current salary scales for these specialized positions simply are not competitive with other jurisdictions, including neighboring New England states, which makes it exceedingly difficult to recruit and retain the necessary talent to perform the OCME's vital, statutory functions.

On August 1, 2025, the Department appeared before the Joint Committee on Employee Classification (JCEC) to request an increase in the maximum amount of the Chief Medical Examiner, Deputy Chief Medical Examiner, and Associate Medical Examiner's current salary range. The JCEC voted unanimously to support that request and indicated it planned to introduce legislation codifying the changes. *See*, Attachment 1. RSA 94:3-b, I, authorizes and empowers the Governor and Executive Council to increase the salary ranges

Her Excellency, Governor Kelly A. Ayotte  
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March 6, 2026  
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for these unclassified positions upon a finding that it is in the best interest of the state and is necessary to recruit or retain qualified personnel.

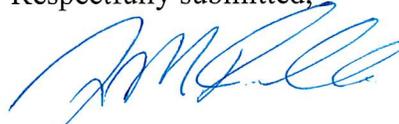
Simply stated, the demand for forensic pathologists far exceeds the supply. Forensic pathologists are medical doctors board certified in forensic pathology after at least four years of residency and a one-year fellowship. Only about 800 forensic pathologists are practicing in the United States although it is estimated that 1,250 are needed. An average of 50 forensic pathologists enter the field each year, but the accession rate is outstripped by attrition of those who die, retire, or leave the field.

As of last December, the National Association of Medical Examiners had posted 31 forensic pathologist job vacancy announcements from around the country. In many instances, the advertised salary range exceeds the maximum salary for a comparable position at the OCME. Closer to home, New Hampshire lags significantly behind forensic pathologist salaries offered by our sister states. For example, our Chief Medical Examiner's salary range peaks at \$300,000. The same position pays \$321,360 in Vermont, \$393,749 in Rhode Island, \$456,325 in Massachusetts, and \$489,326 in Connecticut. The upper end of our Deputy Chief Medical Examiner's salary range is \$260,000. His counterpart makes \$323,985 in Maine, \$377,523 in Massachusetts, and \$429,494 in Connecticut. Even higher salaries are offered elsewhere in the United States, and some include prerequisites not offered here such as student loan debt relief, signing bonuses, and relocation allowances.

The salary ranges prescribed for our Chief Medical Examiner, Deputy Chief Medical Examiner, and Associate Medical Examiner require adjustment to remain competitive with other jurisdictions vying to recruit or retain talent in an extremely tight labor market of qualified candidates. Following the JCEC's vote to approve new salary ranges of \$210,000 to \$350,000 for the Chief Medical Examiner, \$200,00 to \$320,000 for the Deputy Chief Medical Examiner, and \$160,000 to \$300,00 for the Associate Medical Examiner, I respectfully request that you find the increased ranges are in the best interest of the state and necessary to recruit and retained qualified personnel.

Please let me know if you have any questions concerning this request. Your consideration is sincerely appreciated.

Respectfully submitted,



John M. Formella  
Attorney General



# State of New Hampshire

DEPARTMENT OF ADMINISTRATIVE SERVICES

25 Capitol Street

Concord, New Hampshire 03301

(603) 271-3201 | [Office@das.nh.gov](mailto:Office@das.nh.gov)

Charles M. Arlinghaus  
Commissioner

Catherine A. Keane  
Deputy Commissioner

Sheri L. Rockburn  
Assistant Commissioner

August 5 2025

Morgan Hughes  
Director of Appointments & Liaison to the Executive Council  
State House  
Concord, NH 03301

Dear Morgan:

Please find enclosed a copy of the letter from the Joint Committee on Employee Classification (JCEC) regarding the KornFerry/Hay Group recommendations for the below positions that have been approved by the JCEC at their meeting on August 1, 2025.

**Department of Justice**

Associate Medical Examiner

Deputy Medical Examiner

Chief Medical Examiner

Please don't hesitate to contact me should you have any questions.

Sincerely,

Charles M. Arlinghaus  
Commissioner

cc: Attorney General, John Formella  
Laura LeCain, Business Supervisor, Dept. of Administrative Services  
Michelle Caraway, State Budget Director, Dept. of Administrative Services

DPH/Attachment



# State of New Hampshire

GENERAL COURT

CONCORD

August 4, 2025

Commissioner Charles Arlinghaus  
Department of Administrative Services  
25 Capitol Street, Room 120  
Concord, NH 03301

Dear Commissioner Arlinghaus,

This is to inform you that the Joint Committee on Employee Classification (RSA 14:14-c) voted on August 1, 2025 to approve the following unclassified salary grade for the position listed below:

Associate Medical Examiner, Dept. of Justice  
Salary Range: \$160,000-\$300,000

Deputy Medical Examiner, Dept. of Justice  
Salary Range: \$200,000-\$320,000

Chief Medical Examiner, Dept. of Justice  
Salary Range, \$210,000-\$350,000

We plan on introducing legislation/pursuing an amendment to existing legislation in the next session to codify these changes.

Sincerely,

*/s/ Timothy Lang*

Sen. Timothy Lang, Chairman  
Joint Committee on Employee Classification