



STATE OF NEW HAMPSHIRE
DEPARTMENT OF CORRECTIONS
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42 - 6/17/26

WILLIAM RYAN HART, JR.
COMMISSIONER

JESSICA A. KURON
ASSISTANT COMMISSIONER

May 19, 2026

Ken Weyler, Chairman
Fiscal Committee of the General Court
State House
Concord, New Hampshire 03301

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

REQUESTED ACTION

Pursuant to the provisions of Chapter 140, Laws of 2025, class footnote¹ for accounting units identified below, Class 018 *Overtime*, the New Hampshire Department of Corrections (NHDOC) respectfully requests authorization of additional funding in the amount of \$8,370,000 to cover shortfalls through 26 pay periods, through June 11, 2026, effective upon Fiscal Committee and Governor and Council approval. 100% General Funds.

Transfers are to occur from and within accounts listed on the attached detailed exhibits as follows:

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¹ In the event Class 18 overtime expenditures are more than amounts appropriated and transferred from vacant positions, the commissioner may request, with prior approval of the fiscal committee, that the governor and council authorize additional funding. Upon fiscal committee and governor and council approval, the governor is authorized to draw a warrant from any money in the treasury not otherwise appropriated.

Summary Chart (Details will be provided after the Explanation)					
Accounting Unit	Description	Class	FY 2026 Modified Budget	Requested Action	FY 2026 Revised Budget
33720000	NHSP/Men	018-500106	\$ 9,000,100	\$ 4,250,000	\$ 13,250,100
33730000	NNHCF	018-500106	\$ 2,000,100	\$ 3,200,000	\$ 5,200,100
33740000	NHCF/Women	018-500106	\$ 1,000,100	\$ 920,000	\$ 1,920,100
Total			\$ 12,000,300	\$ 8,370,000	\$ 20,370,300
REVENUES					
Total General Funds			\$ 12,000,300	\$ 8,370,000	\$ 20,370,300

EXPLANATION

The Department requests additional appropriations of \$8,370,000 to address current deficits in Class 018 *Overtime* in various accounting units. Class 018 *Overtime* currently has a projected fiscal year shortfall of approximately \$27,580,000. The Department has transferred \$7,210,000 from surplus class 010 *Personal Services-Perm Classified* funds due to staff vacancies. A request of \$12,000,000 was previously granted leaving a remaining deficit of \$8,370,000.

Significant reductions to the overtime budget (FY 2026 budget \$2,100), along with the elimination of 54 full-time civilian positions and the unfunding of an additional five civilian positions, exacerbated the Department's overtime shortfall this fiscal year. Together, these changes reduced the Department's general fund budget by \$6,726,748 for FY 2026.

The Department's overall overtime hours have remained consistent over the past 7 years, however, the cost of those overtime hours has increased by 35%. This increase is due to several factors including negotiated double overtime for all ranks of corrections officers with the exception of major, the reallocation of corrections officer positions in FY 2024, and the 10% raise for all state employees in FY 2024.

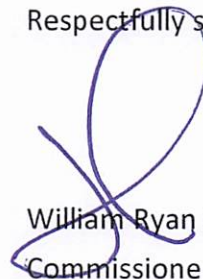
The Department currently has a 52% vacancy rate amongst corrections resulting in a need for overtime to maintain institutional security and inmate care. The U.S Department of Labor has forecasted a national decline of 7% in people seeking careers as corrections officers between 2024 and 2034². The department has implemented a new strategy to recruit and retain qualified corrections officers to reduce the cost of overtime to the State. This strategy includes efforts to (1) better understand the overtime budget; (2) expand recruitment pathways through partnerships, (3) modernize the recruitment process, and (4) review staffing structure and time management policies for efficiency. As part of these efforts, the Department has implemented \$10,000 sign-on bonuses to remain competitive with other correctional facility employers and law enforcement agencies offering similar incentives. The 127th Corrections Academy, graduated in April 2026, yielding eight (8) full time corrections officers. The Department anticipates an additional 20-30 officers to attend the 128th Corrections Academy in Fall 2026.

² <https://www.bls.gov/ooh/protective-service/print/correctional-officers.htm>

With this stated, overtime continues to be significant due to continued high vacancy rates albeit these rates are improving with the highest we've seen of 54% (December 2023), to now, a vacancy rate of 52% (May 1, 2026).

The Department is actively working to reduce overtime hours through a number of targeted efforts focused on accountability and efficiency. This includes conducting a comprehensive audit of overtime usage, analyzing post assignments to ensure staffing is aligned with operational needs, and reviewing compensatory time practices to better manage accrued time. An internal audit of compliance with time and attendance policies and overtime administration is being launched, with plans to expand this review across all facilities and divisions. In addition, the Department worked closely with the Police Standards and Training Council (PSTC) to make rule changes, that passed on May 19, 2026. These changes will expand reciprocity opportunities for county corrections officers, corrections officers from other states and jurisdictions, and retired corrections officers.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'William Ryan Hart, Jr.', written over the printed name.

William Ryan Hart, Jr.
Commissioner

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02-46-46-463510-33720000 NH State Prison for Men				
Class	Description	FY 2026 Modified Budget	Requested Action	FY 2026 Revised Budget
010-500100	Personal Services - Permanent	\$ 17,616,647		\$ 17,616,647
011-500126	Personal Services - Unclassified	\$ 144,452		\$ 144,452
018-500106	Overtime	\$ 9,000,100	\$ 4,250,000	\$ 13,250,100
019-500105	Holiday Pay	\$ 636,449		\$ 636,449
020-500200	Current Expenses	\$ 142,753		\$ 142,753
022-500255	Rents - Leases Other than State	\$ 28,201		\$ 28,201
023-500291	Heat-Electricity-Water	\$ 2,646,420		\$ 2,646,420
024-500225	Maint Other Than Build-Grn	\$ 8,850		\$ 8,850
030-500331	Equipment New/Replacement	\$ 49,252		\$ 49,252
039-500188	Telecommunications	\$ 65,248		\$ 65,248
050-500109	Personal Service-Temp/Appointed	\$ 1,080,521		\$ 1,080,521
060-500602	Benefits	\$ 11,370,417		\$ 11,370,417
068-500565	Remuneration	\$ 490,473		\$ 490,473
070-500704	In-State Travel Reimbursement	\$ 113,987		\$ 113,987
103-502664	Contracts for Operational Services	\$ 86,340		\$ 86,340
242-500787	Transportation of Inmates	\$ 75,041		\$ 75,041
	Total	\$ 43,555,151	\$ 4,250,000	\$ 47,805,151
	REVENUES			
	Total General Funds	\$ 43,555,151	\$ 4,250,000	\$ 47,805,151

02-46-46-463510-33730000 Northern NH Correctional Fclty				
Class	Description	FY 2026 Modified Budget	Requested Action	FY 2026 Revised Budget
010-500100	Personal Services - Permanent	\$ 8,344,381		\$ 8,344,381
011-500126	Personal Services - Unclassified	\$ 135,278		\$ 135,278
018-500106	Overtime	\$ 2,000,100	\$ 3,200,000	\$ 5,200,100
019-500105	Holiday Pay	\$ 260,075		\$ 260,075
020-500200	Current Expenses	\$ 77,153		\$ 77,153
022-500255	Rents - Leases Other than State	\$ 2,952		\$ 2,952
023-500291	Heat-Electricity-Water	\$ 1,317,734		\$ 1,317,734
024-500225	Maint Other Than Build-Grn	\$ 4,425		\$ 4,425
030-500331	Equipment New/Replacement	\$ 30,114		\$ 30,114
039-500188	Telecommunications	\$ 57,950		\$ 57,950
050-500109	Personal Service-Temp/Appointed	\$ 316,248		\$ 316,248
060-500602	Benefits	\$ 5,424,821		\$ 5,424,821
068-500565	Remuneration	\$ 270,823		\$ 270,823
070-500704	In-State Travel Reimbursement	\$ 111,865		\$ 111,865
102-500731	Contracts for Program Services	\$ 57,381		\$ 57,381
103-502664	Contracts for Operational Services	\$ 39,268		\$ 39,268
	Total	\$ 18,450,568	\$ 3,200,000	\$ 21,650,568
	REVENUES			
	Total General Funds	\$ 18,450,568	\$ 3,200,000	\$ 21,650,568

02-46-46-463510-33740000 NH Correctional Facility/Women

Class	Description	FY 2026 Modified Budget	Requested Action	FY 2026 Revised Budget
010-500100	Personal Services - Permanent	\$ 4,164,388		\$ 4,164,388
011-500126	Personal Services - Unclassified	\$ 124,526		\$ 124,526
018-500106	Overtime	\$ 1,000,100	\$ 920,000	\$ 1,920,100
019-500105	Holiday Pay	\$ 131,338		\$ 131,338
020-500200	Current Expenses	\$ 32,364		\$ 32,364
022-500255	Rents - Leases Other than State	\$ 4,682		\$ 4,682
023-500291	Heat-Electricity-Water	\$ 371,312		\$ 371,312
024-500225	Maint Other Than Build-Grn	\$ 990		\$ 990
030-500331	Equipment New/Replacement	\$ 14,430		\$ 14,430
039-500188	Telecommunications	\$ 33,314		\$ 33,314
050-500109	Personal Service-Temp/Appointed	\$ 188,622		\$ 188,622
060-500602	Benefits	\$ 2,661,172		\$ 2,661,172
068-500565	Remuneration	\$ 59,380		\$ 59,380
070-500704	In-State Travel Reimbursement	\$ 6,299		\$ 6,299
102-500731	Contracts for Program Services	\$ 5,558		\$ 5,558
103-502664	Contracts for Operational Services	\$ 9,140		\$ 9,140
	Total	\$ 8,807,615	\$ 920,000	\$ 9,727,615
	REVENUES			
	Total General Funds	\$ 8,807,615	\$ 920,000	\$ 9,727,615