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## New Hampshire Veterans Home

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Commandant

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April 22, 2022

His Excellency, Governor Christopher T. Sununu  
and the Honorable Council  
State House  
Concord, New Hampshire 03301

### REQUESTED ACTION

The New Hampshire Veterans Home respectfully requests, pursuant to RSA 94:1-a, III that the Governor and Executive Council authorize the increase of salary of Kimberly M. MacKay, Commandant, position number 9U102 (an unclassified position at labor grade HH) to establish a \$1,000 differential above a subordinate classified employee, effective upon the Governor and Council approval at the annual salary of \$123,907, which is \$4,723 above the labor grade HH maximum step on the unclassified salary chart. Appropriation 05-43-43-430010-53590000-011-500126. Funding source: 29% General Funds; 39% Federal Funds; 32% Other Funds.

### EXPLANATION

*RSA 94:1-a, III states ...any official whose salary upon placement in the new salary range is less than that of a subordinate classified employee shall be placed at the next higher step in range above said classified employee and shall be entitled to any increase provided for herein until the maximum provided herein is reached. However, in the event that the maximum of the unclassified position is less than the salary of said subordinate classified employee, the governor and council is authorized to increase the maximum of the unclassified position in an amount to provide a differential of not more than \$1,000.*

A subordinate position that reports to the Commandant is currently filled by a classified employee who is compensated at this time at Labor Grade 34, Step 6 (N130 pay scale) – an amount of an annual salary of \$122,907 that exceeds the top step of the unclassified labor grade HH. The provisions of RSA 94:1-a, III contemplate that the salary of a superior unclassified employee that would otherwise be less than that of a classified subordinate employee may exceed that of the subordinate employee up to \$1,000, with the Governor and Executive Councils approval. The New Hampshire Veterans Home is seeking approval from the Governor and Executive Council to compensate this unclassified position at \$1,000 per year above the classified subordinate.

Respectfully submitted,

Paul J. Lloyd, Chairman  
Board of Managers  
New Hampshire Veterans Home

# TITLE VI PUBLIC OFFICERS AND EMPLOYEES

## CHAPTER 94 COMPENSATION OF CERTAIN STATE OFFICERS

### ~~Section 94-1-a~~

#### 94:1-a Salaries Established. –

[Paragraph I(a) effective until July 1, 2022; see also paragraph I(a) set out below.]

I. (a) The following salary ranges shall apply to the following grades:

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07
AA	56,082.00	59,748.00	63,388.00	67,054.00	70,694.00	74,360.00	78,026.00
BB	58,318.00	62,114.00	65,910.00	69,732.00	73,528.00	77,324.00	81,120.00
CC	61,022.00	65,000.00	68,978.00	72,982.00	76,960.00	80,938.00	84,942.00
DD	64,246.00	68,432.00	72,644.00	76,830.00	81,042.00	85,228.00	89,414.00
EE	68,042.00	72,488.00	76,934.00	81,406.00	85,852.00	90,298.00	94,744.00
FF	72,748.00	77,506.00	82,264.00	87,048.00	91,806.00	96,564.00	101,322.00
GG	78,520.00	83,668.00	88,816.00	93,964.00	99,112.00	104,260.00	109,408.00
HH	85,514.00	91,104.00	96,720.00	102,336.00	107,952.00	113,568.00	119,184.00
II	90,402.00	96,330.00	102,284.00	108,212.00	114,166.00	120,094.00	126,048.00
JJ	95,290.00	101,556.00	107,822.00	114,088.00	120,354.00	126,620.00	132,886.00
KK	97,734.00	104,156.00	110,578.00	117,026.00	123,448.00	129,870.00	136,318.00
LL	0.00	0.00	0.00	0.00	0.00	140,634.00	
MM	0.00	0.00	0.00	0.00	0.00	145,392.00	
NN	0.00	0.00	0.00	0.00	0.00	150,956.00	
OO	0.00	0.00	0.00	0.00	0.00	157,482.00	
PP	0.00	0.00	0.00	0.00	0.00	165,282.00	
QQ	0.00	0.00	0.00	0.00	0.00	174,668.00	

[Paragraph I(a) effective July 1, 2022; see also paragraph I(a) set out above.]

I. (a) The following salary ranges shall apply to the following grades:

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07
AA	56,732.00	60,424.00	64,142.00	67,834.00	71,526.00	75,218.00	78,936.00
BB	58,994.00	62,842.00	66,690.00	70,538.00	74,386.00	78,234.00	82,082.00
CC	61,724.00	65,754.00	69,784.00	73,814.00	77,844.00	81,874.00	85,904.00
DD	65,000.00	69,238.00	73,476.00	77,740.00	81,978.00	86,216.00	90,454.00
EE	68,822.00	73,320.00	77,844.00	82,342.00	86,840.00	91,338.00	95,862.00
FF	73,580.00	78,416.00	83,226.00	88,062.00	92,872.00	97,682.00	102,518.00
GG	79,430.00	84,630.00	89,856.00	95,056.00	100,256.00	105,482.00	110,682.00
HH	86,502.00	92,170.00	97,838.00	103,532.00	109,200.00	114,894.00	120,562.00
II	91,442.00	97,448.00	103,454.00	109,460.00	115,492.00	121,498.00	127,504.00
JJ	96,408.00	102,726.00	109,070.00	115,414.00	121,758.00	128,102.00	134,446.00
KK	98,852.00	105,352.00	111,878.00	118,378.00	124,878.00	131,378.00	137,878.00
LL	0.00	0.00	0.00	0.00	0.00	142,272.00	
MM	0.00	0.00	0.00	0.00	0.00	147,082.00	
NN	0.00	0.00	0.00	0.00	0.00	152,724.00	
OO	0.00	0.00	0.00	0.00	0.00	159,302.00	
PP	0.00	0.00	0.00	0.00	0.00	167,206.00	
QQ	0.00	0.00	0.00	0.00	0.00	176,696.00	

(b) The salary ranges in subparagraph (a) shall be for the positions set forth in the following grades:

GG Department of safety deputy director of motor vehicles  
GG Department of safety director of information technology  
GG Department of safety chief of policy and planning  
GG Police standards and training council director  
GG Department of business and economic affairs director of travel and tourism  
GG Department of natural and cultural resources director, forests and lands  
GG Department of health and human services director of quality assurance  
GG Department of health and human services director of Medicaid enterprise development  
GG Department of state deputy secretary of state  
GG State treasurer chief deputy treasurer  
GG Department of transportation director of policy and administration  
GG Department of information technology director  
GG Department of information technology director  
GG Insurance department chief financial examiner  
GG Department of corrections warden, New Hampshire correctional facility for women

GG Public utilities commission administrator, site evaluation committee  
GG Department of health and human services deputy Medicaid director  
GG Department of safety assistant director, division of homeland security and emergency management  
GG Department of administrative services manager of employee relations  
GG Department of information technology assistant director, agency software division  
GG Department of health and human services deputy director, division of public health services  
GG Department of health and human services director, project management  
GG Department of health and human services bureau chief of elderly and adult services  
GG Department of administrative services deputy director, risk and benefits  
GG Department of corrections director, professional standards  
GG Department of health and human services information security officer  
GG Department of health and human services deputy director, division of economic and housing stability  
GG Department of safety deputy director, division of administration  
HH Department of administrative services director (comptroller)  
HH Department of administrative services director of information technology management  
HH Department of administrative services director of procurement and support services  
HH Department of administrative services director, division of personnel  
HH Department of administrative services director of financial data management  
HH Department of agriculture, markets and food commissioner  
HH Department of corrections unit director non-medical  
HH Department of corrections warden, Northern New Hampshire corrections facility  
HH Department of environmental services director  
HH Department health and human services director of long term supports  
HH Department of health and human services chief legal counsel  
HH Department of health and human services director of information services

HH Department of information technology director  
HH Department of revenue administration director, division of municipal and property  
HH Department of revenue administration director of audit division  
HH Department of safety state fire marshal  
HH Department of transportation director of finance  
HH Department of health and human services director of data analytics and research  
HH Department of health and human services director of bureau of drug and alcohol services  
HH Fish and game department executive director  
HH Insurance department chief property and casualty actuary  
HH Insurance department deputy commissioner

HH Judicial council executive director  
HH Labor department deputy commissioner  
HH Department of health and human services director, intergovernmental affairs  
HH Department of administrative services director (administrator), division of plant and property management  
HH Department of health and human services director, employee assistance program

HH Liquor commission deputy commissioner  
HH New Hampshire hospital chief operating officer

~~HH New Hampshire Veterans Home Commandant~~  
HH Public utilities commission general counsel  
HH Public utilities commission director of safety and security  
HH Public utilities commission executive director  
HH Department of information technology director

Maximum

Governor's councilors \$17,940.00

Racing and charitable gaming commissioners \$13,910.00

Sweepstakes commission, chairman \$20,228.00

Sweepstakes commission, members \$11,388.00

~~III~~ Officials named in this section shall be placed in the corresponding steps in the new salary ranges as their length of service justifies and in accordance with RSA 94:3. Lottery commissioners who are members of a multi-state lottery commission and who are authorized to be compensated for such services shall be compensated in addition to their salary under RSA 94:1-a, II, provided, that such additional salary equals no more than \$50 per actual day worked plus reasonable expenses for duties performed as a multi-state lottery commissioner. Racing commissioners, lottery commissioners, and the state entomologist only excepted, any official whose salary upon placement in the new salary range is less than that of a subordinate classified employee shall be placed at the next higher step in range above said classified employee and shall be entitled to any increase provided for herein until the maximum provided herein is reached. However, in the event that the maximum of the unclassified position is less than the salary of said subordinate classified employee, the governor and council is authorized to increase the maximum of the unclassified position in an amount to provide a differential of not more than \$1,000.

III-a. [Repealed.]

IV. Part-Time Unclassified Employees. Notwithstanding any other provision of law, all part-time unclassified employees whose annual salary as established in RSA 94:1-a is in excess of \$15,000 shall be paid on a per diem basis. For the purpose of this section, the commissioner of administrative services shall determine which unclassified employees are part-time. Said determination shall include, but not be limited to, certifiable daily recordation of such employee's actual presence at his place of work as well as such recordation of annual and sick leave actually taken by said employees. The per diem rate for such employees shall be determined by dividing the number of state working days excluding holidays into the salary established in RSA 94:1-a. Such part-time unclassified employees shall be entitled to such annual leave and sick leave as determined by the director of personnel based on the number of days actually worked. Such part-time unclassified employees shall be entitled to the same fringe benefits as other classified employees.

V. (a) Executive councilors may participate at their own expense in a group health and dental insurance arrangement during their tenure in office. Such group health and dental insurance arrangement shall be the state employees group insurance plan afforded full-time state employees.

(b) Notwithstanding the terms of any state employee group insurance contract or other state law to the contrary, executive councilors who have participated in a group health and dental insurance arrangement during their tenure in office, shall elect, within 30 days after they leave the executive council, either to continue to participate fully in that arrangement for as long as they choose to do so at their own expense, or to discontinue their participation.

(c) The commissioner of the department of administrative services shall invoice and collect amounts due from executive councilors and former executive council members. Collected amounts shall be deposited in the employee and retiree benefit risk management fund, established in RSA 21-I:30-e.

(d) Failure to remit payment for participation pursuant to subparagraph (a) in full within 30 days of billing shall be grounds for terminating benefits, effective with the beginning of the billing period. Reenrollment shall be dependent upon payment of outstanding participation or other amounts.

(e) Failure to remit payment in full for participation pursuant to subparagraph (b) within 60 days of billing shall be grounds for permanently terminating benefits effective upon the beginning of the billing period. Either in the billing notice or in a separate notice to the person billed, the department of administrative services shall advise that failure to pay the specified amount in full within the required time shall be grounds for permanent termination of benefits.

Source. 1953, 265:1. RSA 94:1. 1955, 153:2; 321:1; 323:4, 6; 335:8. 1957, 90:1; 223:2; 274:4, 7; 315:2. 1959, 199:4; 268:12. 1961, 166:5; 221:4; 222:5; 223:4; 266:12. 1963, 39:2; 132:2; 209:2; 303:14; 328:17. 1965, 267:7; 365:1. 1967, 95:6; 253:6; 333:2; 379:10; 413:3; 445:1. 1969, 108:2; 453:2; 466:2; 500:11, 12. 1970, 19:3, I, II; 29:8; 38:8, 9; 55:3; 57:3, 4. 1971, 130:3; 325:1; 346:1; 526:2; 541:19. 1972, 36:4; 60:45, 46. 1973, 6:5; 10:4; 182:2; 369:2; 377:5, 6; 400:2; 544:5; 582:3; 594:3. 1974, 40:79; 47:13. 1975, 146:7; 208:4; 239:1; 439:22; 505:11, 28, 29, 48. 1976, 21:1; 44:3. 1977, 365:2; 470:1; 485:5; 488:4; 499:5; 568:2; 600:59, I-III, IV, 114. 1978, 55:4. 1979, 246:2; 256:9; 359:7; 378:45; 388:1; 408:3; 434:60, 86, 102, 115; 471:8; 494:7; 495:4. 1981, 466:6; 568:37, I-III, 60, I, 136, I, 140, I, 163, I. 1982, 42:16, I, 53, 84, 85. 1983, 140:4; 170:2; 379:8; 383:13; 416:5, 52; 419:12; 436:7; 461:15, 18; 469:34-36, 119, II. 1985, 268:42; 337:11; 399:3, I, 23; 402:34; 405:4, 5; 410:9. 1986, 12:9, 10; 116:1, 2; 128:7; 135:4; 141:3; 202:25; 223:11; 231:5, 6, 8, 9. 1987, 124:4; 149:5; 340:2; 380:36, 37; 401:4-6; 406:8-10; 411:10. 1988, 107:5; 232:6; 269:9. 1989, 124:2; 231:4; 240:7, I, II; 246:1; 303:1; 323:7; 330:1, I, II, 2; 362:2; 388:5; 396:6, I-VI, 7, I-VI; 419:3, 4. 1990, 70:1; 73:1; 140:1; 211:2; 235:9; 246:3, 4, I, II. 1991, 173:3; 269:10, 11; 339:3, 4; 346:14, 15; 355:7, I, 11, 13, I, 92, I-V. 1992, 13:7; 165:5; 221:5; 289:4. 1993, 240:1; 321:3, I; 358:10, 22, 32-37, 87. 1994, 158:20; 212:2; 379:3; 385:1-4; 389:16, 17; 410:8. 1995, 10:3; 181:18; 182:1, 2;