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State of New Hampshire

DEPARTMENT OF SAFETY
OFFICE OF THE COMMISSIONER
33 HAZEN DR. CONCORD, NH 03305
603/271-2791

JOHN J. BARTHELMES
COMMISSIONER

March 28, 2016

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Council
State House
Concord, New Hampshire 03301

Requested Action

Pursuant to the provisions of Administrative Rule 316.13 (a) (5), the Department of Safety, Division of State Police, requests authorization to pay overtime in the amount of \$250,000.00 for permanent personnel from class 10 appropriations for positions that are vacant due to illness, extended leaves of absence, or pending recruitment at Traffic Bureau. The \$250,000.00 represents the estimate of additional funds needed for the pay periods covering March 4, 2016 through May 26, 2016 of state fiscal year 2016. Effective upon Governor and Council approval through June 30, 2016. Funding Source: 25% Highway Funds, 22.85% Turnpike Funds, and 52.15% General Funds

Explanation

The Department of Safety, Division of State Police, Traffic Bureau, requests an overtime transfer for actual expenditures not to exceed \$250,000.00. The requested overtime expenditures from Class 10, Personnel Services accounts, represent payments made to permanent personnel for overtime hours worked while conducting patrols, covering calls for service, covering accidents, and investigating criminal activity during critical vacancies due to sickness, extended leaves of absence, or pending recruitments. The average recruitment-to-hire time has been roughly four to six months, not including training, prior to assuming any full time shifts. In calendar year 2015, the Division has had at least sixteen (16) Division members out on Military leave at different times, as well as two (2) Division members on FMLA leave due to injury or illness and six (6) Division members on Workers Compensation leave due to injuries.

In calendar year 2013, the Division of State Police investigated over 6,600 cases. In calendar year 2014 and calendar year 2015, these cases increased to over 7,600 and 7,000 criminal cases respectively.


The Department of Safety, Division of State Police, Traffic Bureau, spent \$566,199.50 in SFY 2014 and \$619,473.25 in SFY 2015 in overtime expenses.

The original SFY 2014 and SFY 2015 budget was \$625,000.00; in SFY 2015 and SFY 2016 the Department increased that amount to \$650,000.00, but was not expecting such a decrease in personnel due to illness and leave of absences.

The above requested action is to cover the expenses incurred for SFY 2016 and any additional expenditure for the remainder of SFY 2016 through May 26, 2016 based on the increase in cases and the vacancies due to extended leave, illness, and pending recruitment.

This request is made in accordance with applicable law. The A-29 form is attached to support this request.

Respectfully submitted,


John J. Barthelmes
Commissioner of Safety

Expenditure Request-Overtime Permanent Personnel Services

Department: Safety

Date: March 28, 2016

Division of Expenditure Request:
Traffic Bureau

# Positions	Estimated Overtime	
	Regular Time	Time & One-Half
31	\$ 250,000	\$ -

Estimated Vacant Positions: Number
31

<u>Title & Labor Grade</u>	<u>Number</u>	<u>Legislative Appropriation</u>
State Police Lietenant	LG 27 4	\$ 23,772.00
State Police Major	LG 31 1	\$ 50,122.00
State Police Sergeant	LG 24 2	\$ 25,595.00
State Police Trooper I	LG 19 24	\$ 358,316.00
Total:		\$ 457,805.00


Reasons for Vacant Positions: Pending Recruitment and Leaves of Absence

Request Permission to transfer appropriations as follows:

From:	To:	<u>Amount</u>
15-023-2340-40030000-010-500100	015-023-2340-40030000-018-500106	\$ 250,000.00

Certification:

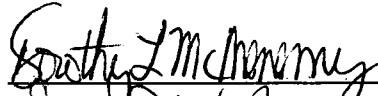
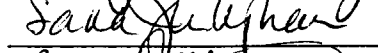
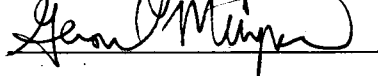
Expenditure of Permanent Personnel Service appropriations will be limited solely to positions vacant due to sick leave, extended leave of absence or pending recruitment. If this request is approved, total expenditures will not exceed the legislative appropriation.


 Signature of Agency Head
 ASST Com.

Expenditure Authorization

Approval Requires:

Governor and Council _____

Business Supervisor 
 Director of Personnel 
 Comptroller 

NEW HAMPSHIRE CODE OF ADMINISTRATIVE RULES

Adm 316.11 Check the Monthly Computer Statements. Upon receipt of all regular computer monthly statements, please immediately check these statements with your records, and notify the bureau of accounting of any differences on the "Green Sheet" or Form A-2 "Report of Appropriation Over Expenditure".

Source. #2235, eff 12-30-82

Adm 316.12 Workmen's Compensation. Authority for the commissioner to pay such sums as may be awarded under chapter 281 to employees from legislative appropriations and if sufficient funds are not appropriated the governor may draw his warrant on funds not otherwise appropriated provided that payments made to employees paid from the highway fund, the fish and game fund, or special fund shall be a charge against the appropriate fund and that payment made to employees from other funds shall be a charge upon the general fund.

Adm 316.13 Policy Governing Vacant Permanent Positions.

(a) Charges to Permanent Personnel Services or use of the Salary Adjustment Fund to cover vacant positions shall be subject to the following rules and regulations:

(1) Limited to vacant positions due to sick leave, extended leave of absence, or pending recruitment.

(2) Limited to temporary employees only.

(3) Recruitment shall be made by a temporary C&D form approved by the department of personnel at a rate of compensation to be determined by personnel.

(4) Manifest for payment shall be substantiated by an attached identification by position number of the vacant positions so covered.

→ (5) Payment of overtime to cover vacant positions due to sick leave, extended leave of absence, or pending recruitment shall be subject to prior approval by the governor and council. Form A-29. (See Appendix A)

PART Adm 317 PREPARATION AND SUBMISSION OF ANNUAL REPORTS

Adm 317.01 General Requirements. The purpose of this section is to provide the governor and council with agency annual reports.

1. All agencies, as listed below, shall submit their annual reports on the dates and times indicated thereon (white paper, size 8 1/2 x 11, if not commercially printed).
2. Reports shall cover periods ending on June 30 and biennial reports shall cover periods ending in odd numbered years.