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ATTORNEY GENERAL
DEPARTMENT OF JUSTICE

33 CAPITOL STREET
CONCORD, NEW HAMPSHIRE 03301-6397

JOHN M. FORMELLA
ATTORNEY GENERAL



JANE E. YOUNG
DEPUTY ATTORNEY GENERAL

August 17, 2021

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

Your Excellency and Members of the Council:

REQUESTED ACTION

1. That approval be and hereby is given to the Attorney General to grant a salary increase of \$8,269.20, from \$63,730.80 to \$72,000, to Michael Haley, Attorney, (Position No. 9U041, Appropriation No. 02-20-20-201010-2620-013-500132) effective **retroactive to July 2, 2021** upon Governor and Executive Council approval.
2. Upon approval of paragraph one, that approval be and hereby is given to the Attorney General to appoint Michael Haley (Position #9U041, Appropriation #02-20-20-201010-2620-013-500132) as an Assistant Attorney General at a salary level of \$75,000, effective upon Governor and Executive Council approval or August 27, 2021, whichever is later, for a term ending September 4, 2023.

EXPLANATION

Paragraph One: In accordance with the 2001 N.H. Laws Chapter 158, Section 101, and 2021 N.H. Laws Chapter 91, Section 340, this request seeks your approval to grant a salary increase for Attorney Michael Haley. This item is **retroactive** because funds in the Fiscal Year 2022-2023 biennium budget were not available to submit this request prior to July 2, 2021

Paragraph Two: Mr. Haley, a Derry resident, received his Bachelor of Arts, *magna cum laude*, in German Language and Literature from Colby College in 2004. Shortly afterward, he moved to Japan to teach English and work as Prefectural Advisor for the Japan Exchange and Teaching Programme. He served on the administrative staff of Akita International University in Akita, Japan, from 2009 to 2014, where he coordinated study abroad and exchange programs for over 100 students each year. Mr. Haley returned to New Hampshire in 2014, and worked for two years as a freelance Japanese, German, and French translator before enrolling in law school. He

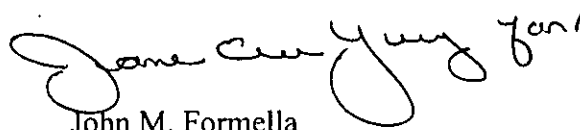
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earned his Juris Doctor from Harvard Law School in 2019, and was admitted to the New Hampshire Bar the same year. He joined the Department of Justice in August 2020, where he practices in the Division of Legal Counsel, Client Counseling Unit. His Attorney salary, **retroactive to July 2, 2021**, will increase by \$8,269.20, from \$63,730.80 to \$72,000. As a result of his appointment as an Assistant Attorney General, his salary will increase by \$3,000, from \$72,000 to \$75,000, effective upon Governor and Executive Council approval or August 27, 2021, whichever is later. I plan to continue his assignment in the Client Counseling Unit. A copy of his resume is attached.

RSA 94:1-a(1)(c)(3) provides that designation of positions, salary levels, and salary increases for attorneys at the Department of Justice shall be determined by the Attorney General, subject to approval of the Governor and Council, within appropriations made to the Department of Justice.

I am very pleased to offer Mr. Haley's appointment as an Assistant Attorney General at the above-referenced salary for your approval and respectfully urge your favorable consideration. Thank you.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "John M. Formella".

John M. Formella
Attorney General

#3236714

MICHAEL HALEY

EDUCATION

Harvard Law School, Cambridge, MA

J.D., May 2019

Activities: *HLS Civil Rights-Civil Liberties Law Review*, Board Member and Online Content Editor
HLS Immigration Project, Finance Director, Immigration Services Co-Director
HLS Lambda, Y2Y Youth Homeless Shelter ID Project, Volunteer
Project Citizenship, Volunteer

Clinical Work: *Child Advocacy Clinical Program*, Spring 2019
Negotiation and Mediation Clinical Program, Fall 2017

Colby College, Waterville, ME

B.A., *magna cum laude* in German Language and Literature, Minor in Psychology, May 2004

Honors: Dean's List (all semesters)

Study Abroad: Lewis & Clark College at Ludwig-Maximilians-Universität
Munich, Germany, 2002–2003

EXPERIENCE

New Hampshire Office of the Attorney General, Concord, NH

Attorney, Client Counseling Unit, Civil Bureau, August 2020–Present

- Advise and train New Hampshire executive branch agencies on legal issues.
- Represent client agencies in New Hampshire Superior and Supreme Courts as necessary.

U.S. District Court, District of New Hampshire, Concord, NH

Term Law Clerk to Judge Paul Barbadoro, September 2019–August 2020

GLBTQ Legal Advocates and Defenders (GLAD), Boston, MA

Intern, Spring 2019

- Conducted research for GLAD attorneys on legal issues related to LGBTQ rights, with a focus on youth law issues.
- Responded to legal inquiries to the GLAD Answers hotline.
- Drafted legislative testimony in support of state juvenile justice bills.
- Prepared legal memos for legislative advocacy and litigation on issues including juvenile justice, adoption law, and discrimination in education.

AI & Criminal Justice Research Project with HLS Professor Jeannie Suk Gersen, Cambridge, MA

Student Chair, 2017–2019

- Research and co-author article on the use, efficacy, and transparency of algorithms in judicial decisionmaking, as well as the potential for algorithms to improve or exacerbate existing biases in the criminal justice system. (Published as: Michael Brenner et. al., [Constitutional Dimensions of Predictive Algorithms in Criminal Justice](#), 55 Harv. C.R.-C.L. L. Rev. 267 (2020))
- Manage assignments and logistics for a team of seven student and two faculty researchers/co-authors.

New Hampshire Legal Assistance, Concord, NH

Intern, Summer 2018

- Represented clients in state court as a court-certified student attorney to obtain protective orders for domestic abuse victims and negotiate terms of small claims payments.
- Assisted organization's attorneys with advocacy for low-income clients in child advocacy, housing, public benefits, senior consumer protection, and foreclosure matters.

American Civil Liberties Union of New Hampshire, Concord, NH

Intern, Summer 2017

- Assisted legal director with research, drafting, and editing of court filings.
- Interviewed potential clients in prison conditions cases.
- Researched and drafted complaint in police open records case.
- Researched and drafted demand letter in university free speech case.
- Lobbied state legislature for voting rights and women's rights causes.

Full-Time Freelance Translator, Antrim, NH

2014–2016

- Translated over 2.5 million words/characters in Japanese, German, and French.
- Topics included: News articles and press releases, legal documents, commercial websites, manuals, and culture/tourism.

Akita International University, Akita, Japan

Administrative Staff, 2009–2014

- Coordinated study abroad and exchange programs for over 100 students per year.
- Designed and coded a database of student exchanges and partnerships to facilitate information sharing and institutional memory.
- Assisted with negotiation of university partnership agreements.
- Translated/interpreted for international students in medical, legal, and travel contexts.
- Mediated disputes among students, and between students and faculty/staff.
- Coordinated student activities and events.
- Chaperoned student volunteer trip to clean up areas affected by the 2011 Great East Japan Earthquake.

Japan Exchange and Teaching Programme (JET), Akita, Japan

Prefectural Advisor for Akita Prefecture, 2006–2008

- Organized multiple annual training conferences for approximately 90 Assistant Language Teachers (ALTs) in Akita Prefecture.
- Provided counseling for ALTs on social, medical, and psychological issues.
- Resolved disputes between ALTs and their employers.
- Translated/interpreted for ALTs in medical and legal contexts.

Assistant Language Teacher (ALT) at Yokote Seiryō Gakuin JHS/SHS, 2004–2008

- Taught English as a second language and planned lessons and curriculum for grades 6–12.
- Coached English Club students for speech contests and directed annual English Club school play.
- Coordinated annual charity events for Room to Read / Everest of Apples, an organization that builds girls' schools in Nepal.

LANGUAGES

Fluent in Japanese. Proficient in German and French.