



Charles M. Arlinghaus
Commissioner

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State of New Hampshire

DEPARTMENT OF ADMINISTRATIVE SERVICES
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Catherine A. Keane
Deputy Commissioner

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Assistant Commissioner

December 7th, 2022

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

Dear Governor Sununu and Members of the Executive Council:

I am pleased to present the Seventy-Second Annual Report for the Division of Personnel of the Department of Administrative Services for Fiscal Year 2022. This report is submitted in accordance with the provisions of RSA 21-I:42, VII.

Respectfully submitted,

Charles M. Arlinghaus
Commissioner

Lorrie A. Rudis, Director
Director, Division of Personnel



State of New Hampshire
Fiscal Year 2022 Annual Report
Department of Administrative Services
Division of Personnel





**State of New Hampshire
Department of Administrative Services
Division of Personnel**

**2022 Annual Report
Fiscal Year Ended June 30, 2022**

Pursuant to RSA 21-I:42 and RSA 21-I:54

Charles M. Arlinghaus, Commissioner
Lorrie A. Rudis, Director of Personnel

Christopher T. Sununu, Governor
Joseph D. Kenney, Executive Councilor
Theodore L. Gatsas, Executive Councilor
Janet Stevens, Executive Councilor
Cinde Warmington, Executive Councilor
David K. Wheeler, Executive Councilor

54 Regional Drive, Suite 5
Concord, New Hampshire 03301

<https://das.nh.gov/hr>

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DIVISION OF PERSONNEL

GENERAL SUMMARY

Authority

RSA Chapter 21-I: 42-44

RSA Chapter 21-I: 54-57

Federal Merit System Standards

Mission

Establish and promote best practices in human resources through training and operational efficiency making the State of New Hampshire an employer of choice.

Location

54 Regional Drive, Suite 5
Concord, NH 03301

Staff Composition

- 24 Full-time classified positions (2 vacancies)
- 7 Part-time positions (no vacancies) – excluding Personnel Appeals Board positions
- 5 Unclassified positions (no vacancies)

Fiscal Year 2022 Appropriation

DOP Appropriation (except BET)	\$2,289,437	General Funds	\$364,473	Agency Income
BET Appropriation	\$0	General Funds	\$489,908	Agency Income

Personnel Appeals Board

RSA 21-I:45 authorizes the Governor and Executive Council to appoint five members to serve three (3) year terms on the New Hampshire Personnel Appeals Board (PAB). The members serving on the Board during Fiscal Year 2022 (FY 22) were Jason Major, Marilee Nihan, Norman Patenaude, and Gail Wilson.

OVERVIEW

Division of Personnel (Division) was established in 1989 to manage a centralized state system of personnel administration. As such, Division is tasked with establishing and enforcing appropriate methods of recruitment, appointment, compensation, promotion, transfer, removal, layoff, evaluation, and discipline of state employees; preparing and overseeing the State classification system and allocating all classified positions to an appropriate classification title based on job duties and level of responsibility; administering all collective bargaining agreements with representatives of classified employees; and providing training programs for state agencies. Division also conducts investigations of complaints of harassment and general misconduct, sets statewide human resources (HR) policy, and supports the PAB. In performance of these duties, Division of Personnel serves a valuable role in maintaining a fair, equitable, and comprehensive system of personnel administration for the State and supporting the success of each agency and each employee.

On February 1, 2020, Division issued a report to the Governor, the Speaker of the House, and the Senate President on key steps to modernize the State's personnel management practices: *Modernizing New Hampshire State Government's Personnel Management Practices* (February 1, 2020). The report highlighted the following four specific areas for improvement of the State's current personnel management structures and practices:

- 1) Develop statewide personnel policies and standard operating procedures, including standard forms and letters, to drive consistency and legal compliance;
- 2) Reorganize human resources functions to train staff to a high-level of expertise in certain roles and consolidate resources across smaller agencies to better serve all agencies and employees;
- 3) Simplify the set of position types and job classifications used in state government and better align with federal job definitions, establish salaried professional and managerial positions in the classified ranks, and allow more flexibility at the agency level in managing positions and hiring/retaining staff; and
- 4) Review and adjust the legal foundation of the personnel system, namely the collection of state laws, administrative rules, and collective bargaining agreements, to reduce complexity and support the above objectives.

In accordance with these objectives, Division accomplished the following goals in FY 22:

- Established standard procedures and forms to be used by all state agencies for the following:
 - Offer Letter – provides standard required data to new hire on position and pay.
 - Leave Form – provides standard details on approved extended leave.
 - Waiver Forms – standard forms to capture required information and approvals when an agency requests a waiver of a personnel rule.
 - Independent Contractor Justification Form – ensures compliance with IRS decisions regarding the proper designation of an independent contractor versus an employee.

- Produced an updated Standard Operating Manual for state Human Resources (HR) professionals for processing HR transactions within NH FIRST.
- Increased the use of e-forms to streamline review and approval processes.
- Updated and standardized procedures for documentation and compliance with the Family Medical Leave Act and the Income Protection Plan.
- Implemented E-verify statewide to electronically verify information from an employee's Form I-9, Employment Eligibility Verification.
- Increased the use of the State HR system for hiring – 99.7% of all applications are now submitted electronically.
- Implemented a standard Day One Orientation for new employees. Currently, 11 agencies participate in this program.
- Completed the internal reorganization of Division to establish a Central Operations Unit to handle recruitment, employee and position record processing, and updates/audits. Staff are now cross-trained to cover all functions and better understand the interconnections between these actions.
- Provided focused trainings to state HR staff by functional role, including HR Generalist, Recruiter, Leave Management Coordinator, and Classification Coordinator to align with System for the State.
- Further defined of an overall strategy for a revised Classification Plan and System for the State including new procedures to consolidate position titles and mapping of current positions to the new system of titles through several pilot projects.
- Authorized agencies to offer a single step increase for internal transfers and to approve external new hires up to Step 7 without prior Division approval in order to speed up the hiring process.
- Established the Human Resources Support Unit (HRSU), which provides HR support services for small to medium-sized agencies that are unable to maintain a comprehensive fully-trained HR office. Currently, 8 agencies have agreements with the HRSU.
- Expanded the standard training program for State HR professionals.
- Reviewed, updated, and reissued all prior HR memorandums, overriding prior directives to clarify policies and procedures in effect under current laws, rules, collective bargaining agreements and standard procedures.
- Issued a statewide Telework policy for state employees in the Executive Branch.
- Established a Statewide Recruitment Unit to assist agencies with certifying applicants and filling vacant positions. Recruitment Unit has:
 - Trained HR staff on more efficient hiring processes;
 - Trained over 100 statewide hiring managers on more efficient hiring processes;
 - Completed outreach to thousands of applicants to increase application submissions and the quality of the submissions; and
 - Established partnerships with various recruitment stakeholders.

- Helped to facilitate recruitment and retention incentive programs through policies.
- Worked with officials from other agencies, a contracted consultant and, a contracted carrier, to implement the Paid Family Medical Leave Plan for state employees.
- Created a retention incentive program, which provides financial incentives to state employees in the Executive Branch who provide direct care and/or work in an institutional setting.
- Created a recruitment referral incentive program, which provides financial incentives to State employees in the Executive Branch and the new hires they refer.
- Participated in the Memo of Counsel task force with the SEA as required by the Collective Bargaining Agreement.
- Facilitated multiple infants being brought into numerous agencies under the Infants in the Workplace policy.
- Completed Phase One of Classification project (all class specifications cross-walked to align with SOC).
- Updated the applicant certification process to be more efficient and customer friendly.
- Continued the Respect in the Workplace program with a focus on values.
- Piloted the Skill bridge program with the Department of Transportation. The program provides State work and job training opportunities for military personnel at the end of their time in the military.
- Completed the Division's Operations Manual and assisted the Department of Administrative Services' (DAS) Bureau of Accounting (BOA) with the Payroll Manual.
- Implemented a Work Force Management (WFM) project with the Department of Safety.
- Updated the personnel rules to allow experience in lieu of education in certifying for state positions.
- Assisted with ARPA funding recommendations for state personnel

In addition, Division continues its efforts to improve NH FIRST, the State's HR Management Information System, to enhance functionality and improve user experience, automate standard work processes, and improve compliance auditing. In FY 22, Division made substantial improvements to the electronic recruitment system including adding and updating templates, implementing automatic email correspondence to applicants, providing enhanced system training to hiring managers, and collaborating with agency recruiters to coordinate information on applicants applying across multiple state agencies.

Finally, Division is increasing the use of metrics to monitor the efficiency of HR operations and identify opportunities for improved training, re-engineering of processes and determining appropriate staffing levels to ensure quality service and support to our agency HR business partners. For example, the Division utilizes two years of quarterly data on turnover and vacancy rates to identify trends in market changes impacting state employment. Additional key metrics used to evaluate performance include:

- Percent of annual employee evaluations completed;
- Percent of recurring customers for Bureau of Education and Training (BET) trainings;
- Average length of vacancy for positions (indicates potential difficulty in hiring);
- Number of days from posting a position to hire date; and
- Turnover rate for new hires (less than 2 years) relative to all employees.

Division is committed to continuous improvement of the State's personnel system to meet the ever-changing needs of state agencies and workforce. Although multiple factors can inhibit growth, positive results are increasing with collective participation, cooperation and multiple partnerships between Division and our internal and external business partners.

ORGANIZATIONAL STRUCTURE

DIRECTOR

The Director of the Division of Personnel oversees all activities conducted by the Division with the assistance of the Deputy Director, the Manager of Employee Relations, and the Training and Education Officer. Additional staff include an investigator and an administrator for the PAB.

BUREAU OF HUMAN RESOURCES ADMINISTRATION

The Bureau of Human Resources Administration oversees all aspects of employee and position management and is comprised of three units:

(1) Central Human Resources Processing Operations Unit

The Central Human Resources Processing Operations Unit's (COU) mission is to provide top notch customer service and create process efficiencies while improving the customer experience of the statewide HR community. In order to accomplish the mission, three functional areas of the Division were combined – HR work units; HR training and HR system management. The COU establishes and oversees all state examination programs, manages personnel records procedures, and audits all personnel actions, including hiring, promotions, demotions, transfers, increments, leaves of absence, terminations, retirements, and date adjustments, to ensure that all employee data is correct for the administration of payroll and benefits. The COU works to improve user experience and increase functionality of the State's Human Resources Management System (NH FIRST) by managing HR agency requests, testing system changes/upgrades and providing supporting documentation and training.

In addition, the COU establishes statewide recruitment and certification procedures, monitors internal and external job recruitment activities of state agencies, maintains the state recruitment webpage, and manages the online application system for internal and external applicants. The COU also coordinates statewide recruitment initiatives, such as the State's participation and compliance with the Uniformed Services Employment and Reemployment Rights Act (USERRA) and the U.S. Army Partnership for Youth Success (PaYS).

(2) Classification Unit

The Classification Unit (CU) develops and administers the state Classification Plan, including assigning all classified positions to appropriate job classification titles, which specifies the applicable salary grade, duties, and qualification requirements of a position. The CU also evaluates all requests for reclassification of positions and reallocation of duties requested by state agencies. It also analyzes organizational development and organizational design is to determine impacts on an agency business needs, staffing and its mission. This unit also oversees all position management operations, including setting procedures and auditing for all position modifications, including establishing and abolishing all types of positions

(3) Recruitment Unit

The Recruitment Unit (RU) was created to address the continuous challenges and increased competition for applicants in today's labor market. The focus of the RU is the formulation of new and innovative strategies for recruitment and retention of state employees. Existing HR staff at the Division and state agencies support numerous complex day-to-day personnel functions, resulting in limited time and lack of dedicated resources to provide consistency in recruitment activities. Dedicated recruiters within the RU provide a structured recruitment process that includes prompt attention and responses to applicants, knowledge to implement current recruitment tools as well as staff capacity to actively recruit potential candidates for open positions. The RU staff works closely with existing agency HR staff and hiring managers to develop customized recruitment plans for positions of critical need.

BUREAU OF EMPLOYEE RELATIONS

The Bureau of Employee Relations negotiates and administers all collective bargaining and sub-unit agreements with representatives of classified employees. The Bureau represents the State in collective bargaining negotiations and, in coordination with the Attorney General, in resolution of all grievance actions related to the collective bargaining agreements. The Bureau facilitates communication between management and representatives of the employees, seeking resolutions of employee and agency concerns prior to formal proceedings.

BUREAU OF EDUCATION AND TRAINING

The Bureau of Education and Training (BET) provides quality professional development and training services to enhance the skills, knowledge, and abilities of state and municipal government employees. Key among the BET's course offerings are the Certified Public Manager (CPM) and the Supervisory Skills programs, which provide comprehensive training for tomorrow's leaders in state government. The BET's cadre of full-time, part-time, and contracted instructors provide a comprehensive curriculum, real world knowledge and student mentoring, enhancing the student learning experience. With the addition of in-person, hybrid learning, inverted classroom and an expanding number of on-line training courses, the BET provides comprehensive education options for today's learners.

EXECUTIVE BRANCH AT A GLANCE

EMPLOYEES BY CATEGORY (FILLED POSITIONS)

Fiscal Year 2022

Category*	Full-Time	Full-Time Temporary	Full-Time Seasonal	Part-Time Regular	Part-Time Seasonal	Per Diem Part-Time
Classified	8,494	252	N/A	1,745	336	13
Non-Classified	29	1	N/A	148	N/A	675
Unclassified	360	N/A	N/A	8	N/A	3
Total	8,883	253	0	1,901	336	688

* Includes employees on extended leave as well as active status; excludes employees expected to work less than 6 months.

* 6 classified, 17 unclassified, and 4 non-classified employees did not meet any group criteria and are excluded from this report.

Report Generated 6/30/2022 by Employee Matrix Version V6.4

POSITIONS BY CATEGORY

Fiscal Year 2022

Category*	Full-Time	Full-Time Temporary	Full-Time Seasonal	Part-Time Regular	Part-Time Seasonal	Per Diem Part-Time
Classified	10,602	463	1,260	4,624	1,222	27
Non-Classified	53	N/A	N/A	7	N/A	4
Unclassified	436	N/A	N/A	148	N/A	1030
Total	11,091	463	1,260	4,779	1,222	1,053

* Includes both filled and vacant positions expected to last longer than 6 months.

* Report does not contain 1 position found in error.

Report Generated: 6/30/2022 for data as of 6/30/2022 by Position Matrix Version V6.2

DEMOGRAPHICS

New Hampshire State Employees

Fiscal Year 2022

<p style="text-align: center;">State Government Employees Executive Branch</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Class Type</th> <th style="text-align: right;">Number of Positions**</th> </tr> </thead> <tbody> <tr> <td>Classified</td> <td style="text-align: right;">11,065</td> </tr> <tr> <td>Unclassified</td> <td style="text-align: right;">436</td> </tr> <tr> <td>TOTAL POSITIONS:</td> <td style="text-align: right;">11,501</td> </tr> </tbody> </table> <p>** Includes only full-time permanent and temporary positions lasting more than 6 months</p>	Class Type	Number of Positions**	Classified	11,065	Unclassified	436	TOTAL POSITIONS:	11,501	<p style="text-align: center;">The Classified Full-Time State Workforce* is made up of...</p> <p style="text-align: center;"> 54% Female 46% Male 6% Minority 94% White (not of Hispanic background) </p>												
Class Type	Number of Positions**																				
Classified	11,065																				
Unclassified	436																				
TOTAL POSITIONS:	11,501																				
<p style="text-align: center;">The Average Full-Time Classified Employee Filled Positions*...</p> <p style="text-align: center;"> Is 47 years old Has 11 years of service Earns \$60,540 </p> <p style="text-align: center;">Classified State Employees that are ...</p> <p>Full-Time*8,746</p>	<p style="text-align: center;">Classified Full-Time Employees* work in...</p> <table style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td>Belknap County.....</td> <td style="text-align: right;">5%</td> </tr> <tr> <td>Carroll County.....</td> <td style="text-align: right;">2%</td> </tr> <tr> <td>Cheshire County.....</td> <td style="text-align: right;">2%</td> </tr> <tr> <td>Coos County.....</td> <td style="text-align: right;">4%</td> </tr> <tr> <td>Grafton County.....</td> <td style="text-align: right;">4%</td> </tr> <tr> <td>Hillsborough County.....</td> <td style="text-align: right;">7%</td> </tr> <tr> <td>Merrimack County.....</td> <td style="text-align: right;">68%</td> </tr> <tr> <td>Rockingham County.....</td> <td style="text-align: right;">4%</td> </tr> <tr> <td>Strafford County.....</td> <td style="text-align: right;">2%</td> </tr> <tr> <td>Sullivan County.....</td> <td style="text-align: right;">1%</td> </tr> </tbody> </table>	Belknap County.....	5%	Carroll County.....	2%	Cheshire County.....	2%	Coos County.....	4%	Grafton County.....	4%	Hillsborough County.....	7%	Merrimack County.....	68%	Rockingham County.....	4%	Strafford County.....	2%	Sullivan County.....	1%
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*Full-time employees includes full-time permanent, full-time temporary, and full-time seasonal employees working greater than 6 months.

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WORKFORCE CHARACTERISTICS

Detailed Breakdown of State of New Hampshire Employees

Executive Branch

All Employees

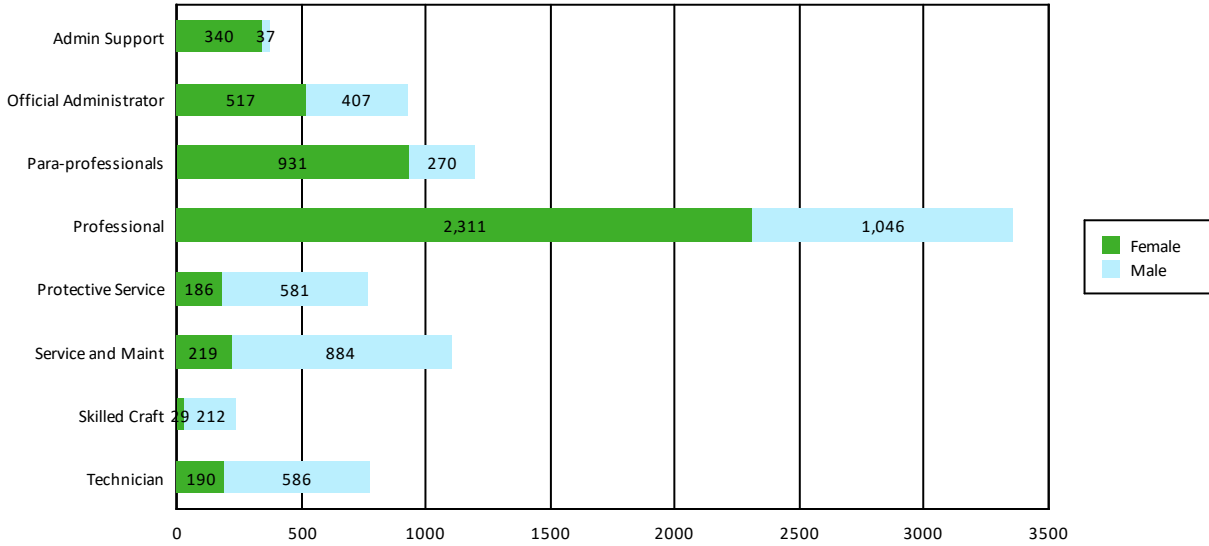
Report Run Date*: 06/30/2022

Category	Full-Time Employees	Full-Time Temporary Employees		Full-Time Seasonal Employees		Part-Time Regular Employees Working >= 30 hours/week but < FT		Part-Time Seasonal Employees Working >= 30 hours/week but < FT		Part-Time Regular Employees Working < 30 hours/week	Part-Time Seasonal Employees Working < 30 hours/week	Per Diem Part-Time Employees	EXCEPTIONS Employees that do not fit into defined categories	
		Duration >= 6 mo	Duration < 6 mo	Duration >= 6 mo	Duration < 6 mo	Duration >= 6 mo	Duration < 6 mo	Duration >= 6 mo	Duration < 6 mo					
Classified	Active	8,358	251	8	0	418	10	38	0	0	1,735	336	13	6
	Leave	136	1	0	0		0		0		0	0	0	
Unclassified	Active	360	N/A	N/A	N/A	N/A	0	N/A	N/A	N/A	8	N/A	3	17
	Leave	0					0				0		0	
Non-classified	Active	29	1	0	N/A	N/A	0	N/A	N/A	N/A	148	N/A	675	4
	Leave	0					0				0		0	

See "Employee Categories Matrix" at <http://sunspot.nh.gov/hr/CentralHRProcessing.aspx?tab=EmplTransProcessing> for rules and exclusions applied.

* Only includes data up to the end of the prior pay period.

EMPLOYEES BY GENDER AND EEO CATEGORY Fiscal Year 2022



EEO Category*	Total	Percentage
Admin Support	377	4%
Official Administrator	924	11%
Para-professionals	1,201	14%
Professional	3,357	38%
Protective Service	767	9%
Service and Maintenance	1,103	13%
Skilled Craft	241	3%
Technician	776	9%
Total	8,746	

* Includes classified full-time permanent, full-time temporary, and seasonal full-time employees working more than 6 months as well as employees on extended leave.

* Percentage of minority employees included in this report is 6%

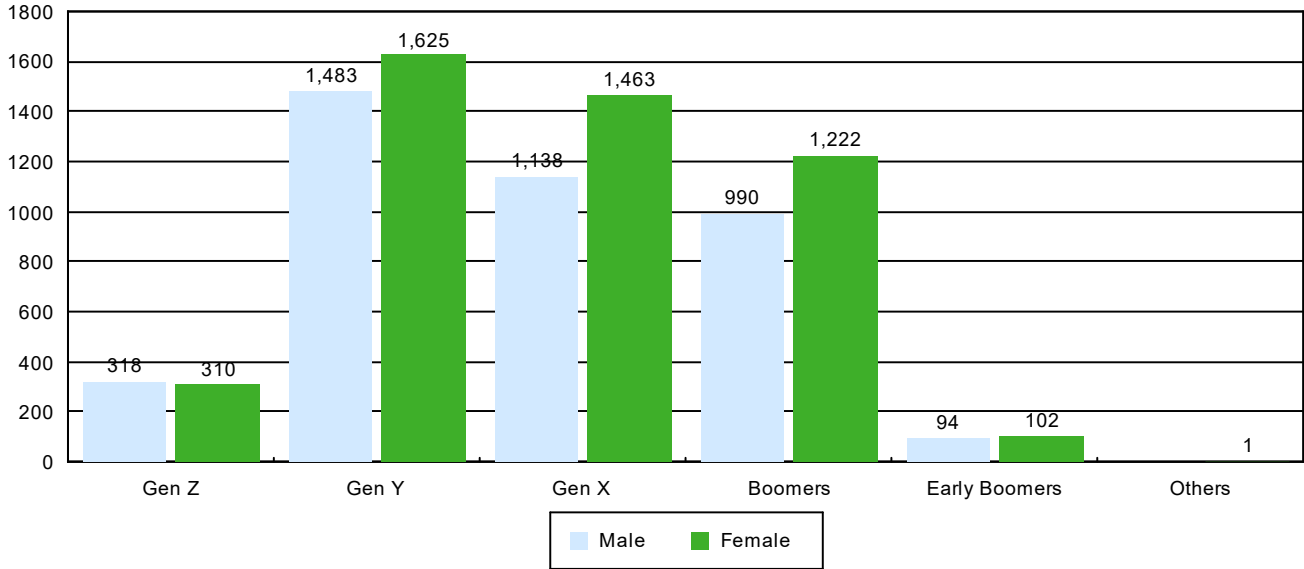
* 6 classified employees did not meet any group criteria and are excluded from this report.

Report Generated: 6/30/2022 by Employee Matrix Version V6.4

EMPLOYEES BY GENERATION

Fiscal Year 2022

Total Number of Employees* = 8,746



* Includes classified full-time permanent, full-time temporary and seasonal full-time employees working more than 6 months as well as employees on extended leave.

* 6 classified employees did not meet any group criteria and are excluded from this report

Report Generated: 6/30/2022 by Employee Matrix Version V6.4

*Generation Z = Born 1995-2012

*Generation Y = Born 1977-1994

*Generation X = Born 1966-1976

*Boomers = Born 1955-1965

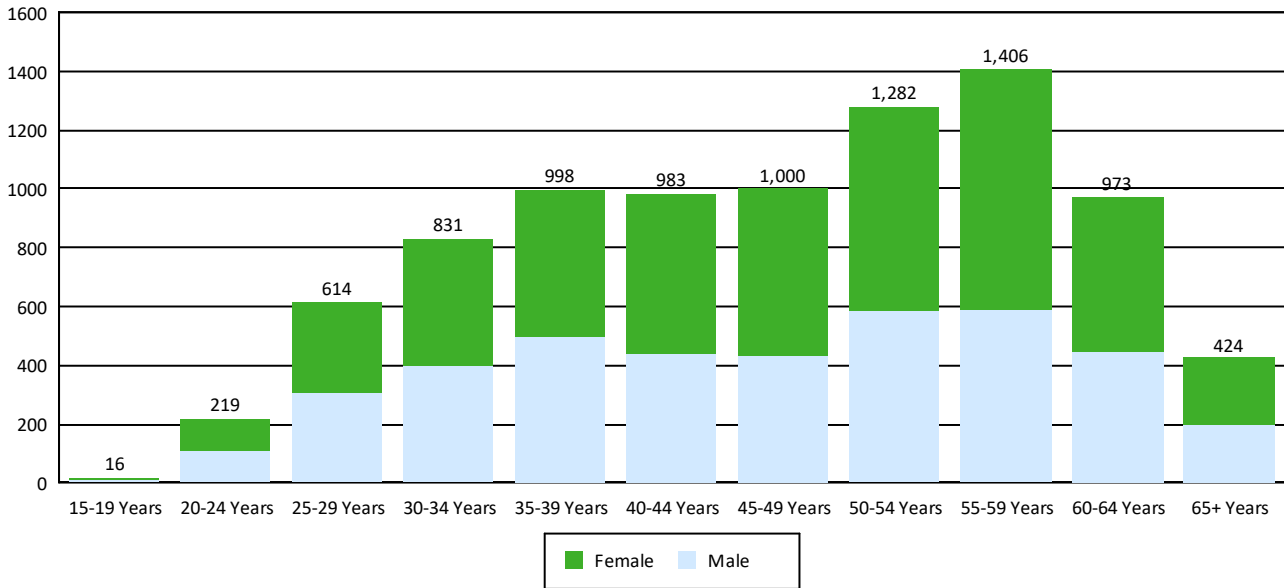
*Early Boomers = Born < 1955

EMPLOYEES BY AGE

Fiscal Year 2022

Total Number of Employees* = 8,746

Average Employee Age = 46.81



* Includes classified full-time permanent, full-time temporary, and seasonal full-time employees working more than 6 months as well as employees on extended leave.

* 6 classified employees did not meet any group criteria and are excluded from this report.

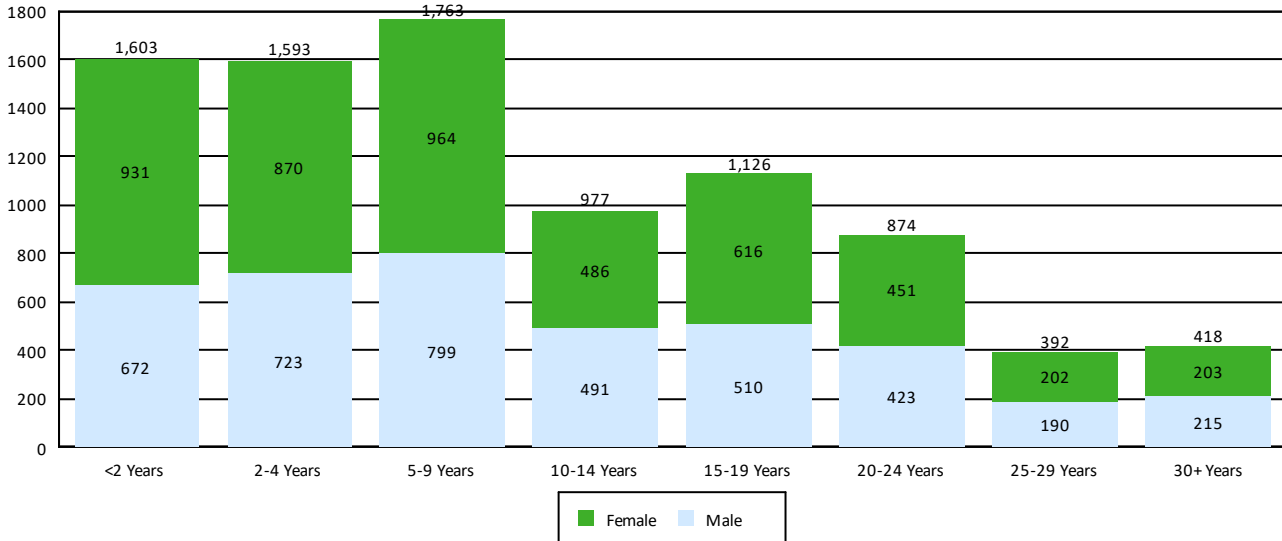
Report Generated 6/30/2022 by Employee Matrix Version V6.4

EMPLOYEES BY YEARS OF SERVICE

Fiscal Year 2022

Total Number of Employees* = 8,746

Average Years of Service = 10.49



* Includes classified full-time permanent, full-time temporary, and seasonal full-time employees working more than 6 months as well as employees on extended leave.

* 6 classified employees did not meet any group criteria and are excluded from this report.

Report Generated 6/30/2022 by Employee Matrix Version V6.4

EMPLOYEES BY AGE AND LABOR GRADE

Fiscal Year 2022

Age	Labor Grade*				Total
	<=20	21-26	27+	Unclassified	
<40	1,337	1,060	282	65	2,744
40-59	2,006	1,592	1,073	213	4,884
60+	689	375	332	82	1,478
Total	4,032	3,027	1,687	360	9,106

* Includes classified full-time permanent, full-time temporary, and seasonal full-time employees working more than 6 months, and full-time unclassified employees, as well as employees on extended leave.

* 6 classified and 17 unclassified employees did not meet any group criteria and are excluded from this report

Report Generated 6/30/2022 by Employee Matrix Version V6.4

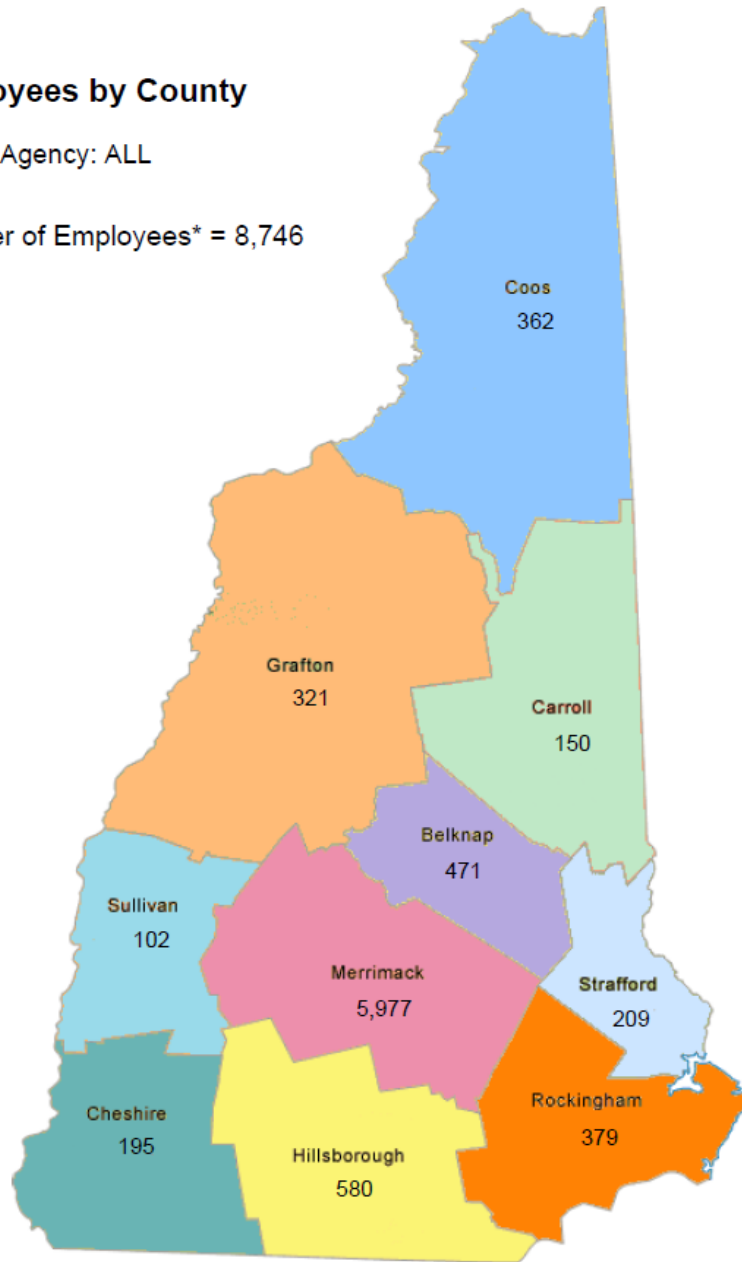
EMPLOYEES BY COUNTY

Fiscal Year 2022

Employees by County

Agency: ALL

Total Number of Employees* = 8,746



* Includes classified full-time permanent, full-time temporary and seasonal full-time employees working more than 6 months as well as employees on extended leave.

* 6 classified employees did not meet any group criteria and are excluded from this report.

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**FULL-TIME EMPLOYEES (FILLED POSITIONS) BY AGENCY
Five-Year History**

AGENCY*	2018	2019	2020	2021	2022
ADJUDICATIVE COMMISSIONERS-PUC	0	0	0	0	5
ADMINISTRATIVE SERVICES DEPT	281	281	267	242	245
AGRICULT, MARKETS & FOOD DEPT	29	29	34	31	35
BANKING DEPT	39	38	39	38	39
BUS & ECON AFFAIRS DEPT	53	57	55	56	62
CONSERVATION LAND STWDSHP PRGM	0	0	0	0	2
CONSUMER ADVOCATE	0	0	0	0	4
CORRECTIONS DEPT	762	782	778	761	698
DEVELOPMENT DISABILITIES CNCL	1	3	3	3	2
EDUCATION DEPT	222	220	226	231	239
EMPLOYMENT SECURITY DEPT	224	216	226	264	262
ENERGY DEPT	0	0	0	0	53
ENVIRONMENTAL SERVICES DEPT	410	409	415	404	435
EXECUTIVE DEPT	15	15	13	13	4
FISH AND GAME DEPT	169	170	169	170	167
HHS: BEHAVIORAL HEALTH DIV	34	31	39	35	44
HHS: COMM-BASED CARE SVCS DIV	23	17	1	2	2
HHS: COMMISSIONER'S OFFICE	333	335	390	378	390
HHS: DEVELOPMENTAL SVCS DIV	48	48	42	37	30
HHS: ELDERLY & ADULT SVCS DIV	76	77	77	77	83
HHS: GLENCLIFF HOME	152	144	143	122	113
HHS: HAMPSTEAD HOSPITAL	0	0	0	0	12
HHS: HUMAN SERVICES DIV	718	719	757	792	748
HHS: MEDICAID & BUS POLICY OFC	0	0	0	0	18
HHS: NH HOSPITAL	505	516	511	505	502
HHS: PUBLIC HEALTH DIV	229	243	243	229	267
HHS: TRANSITIONAL ASSIST DIV	404	394	382	404	366
HOUSING APPEALS BOARD	0	0	0	0	1
HUMAN RIGHTS COMMISSION	7	7	6	8	7
INFORMATION TECHNOLOGY DEPT	314	309	317	297	299
INSURANCE DEPT	62	55	61	65	57
JUDICIAL COUNCIL	2	2	2	2	2
JUSTICE DEPT	59	58	58	56	58
LABOR DEPT	74	68	67	60	62
LIQUOR COMMISSION	321	322	319	315	299
LOTTERY COMMISSION	54	57	61	63	65
MILITARY AFFRS & VET SVCS DEPT	115	123	125	116	86
NATURAL & CULT RESOURCES DEPT	200	197	190	185	193
NH STATE COMM ON AGING	0	0	0	0	1
OFFICE OF CHILD ADVOCATE	0	0	3	3	5

FULL-TIME EMPLOYEES (FILLED POSITIONS) BY AGENCY (Continued)
Five-Year History

AGENCY*	2018	2019	2020	2021	2022
PEASE DEVELOPMENT AUTHORITY	5	5	5	4	4
POLICE STDS & TRAINING COUNCIL	20	19	19	17	21
PROF LICENSURE & CERT OFFICE	59	61	57	66	86
PUBLIC EMPLOYEE LABOR REL BRD	4	4	4	4	3
PUBLIC UTILITIES COMMISSION	65	65	62	59	0
REVENUE ADMINISTRATION DEPT	114	110	109	98	93
SAFETY DEPT	1,024	1,045	1,008	951	935
STATE DEPT	56	54	54	53	57
TAX AND LAND APPEALS BOARD	3	4	4	3	3
TRANSPORTATION DEPT	1,500	1,472	1,439	1,381	1,323
TREASURY DEPT	13	16	14	15	16
VETERANS HOME	313	298	288	267	243
Total	9,161	9,149	9,102	8,982	8,746

*Includes classified full-time permanent, full-time temporary, and seasonal full-time employees working more than 6 months including employees on extended leave, as of June 30th each year.

*This report reflects data in NH FIRST on the date the report is generated; historic data will change from year to year due to transactions processed after June 30th.

*6 classified employees did not meet any group criteria and are excluded from this report.

Report Generated 6/30/2022 by Employee Matrix Version V6.4

EMPLOYEES BY TYPE AND AGENCY

Fiscal Year 2022

AGENCY*	Full-Time Classified (Perm & Temp)	Full-Time Unclassified and Non-Classified	Full-Time Seasonal	Part-Time Regular	Part-Time Seasonal	Part-Time Per Diem
ADJUDICATIVE COMMISSIONERS-PUC	5	9	0	1	0	1
ADMINISTRATIVE SERVICES DEPT	245	22	0	92	0	4
AGRICULT, MARKETS & FOOD DEPT	35	3	0	6	0	0
BANKING DEPT	39	3	0	0	0	0
BOXING & WRESTLING COMMISSION	0	0	0	6	0	2
BUS & ECON AFFAIRS DEPT	62	3	0	26	0	0
CONSERVATION LAND STWDSHP PRGM	2	0	0	0	1	0
CONSUMER ADVOCATE	4	1	0	0	0	0
CORRECTIONS DEPT	698	19	0	55	0	8
DEVELOPMENT DISABILITIES CNCL	2	0	0	5	0	0
EDUCATION DEPT	239	5	0	13	1	0
EMPLOYMENT SECURITY DEPT	262	7	0	30	0	3
ENERGY DEPT	53	7	0	2	0	0
ENVIRONMENTAL SERVICES DEPT	434	6	0	57	0	2
EXECUTIVE COUNCIL	0	1	0	6	0	0
EXECUTIVE DEPT	4	25	0	3	0	0
FISH AND GAME DEPT	167	1	0	14	26	0
HHS: BEHAVIORAL HEALTH DIV	44	5	0	0	0	0
HHS: COMM-BASED CARE SVCS DIV	2	0	0	0	0	0
HHS: COMMISSIONER'S OFFICE	390	37	0	25	0	2
HHS: DEVELOPMENTAL SVCS DIV	30	2	0	2	0	0
HHS: ELDERLY & ADULT SVCS DIV	83	2	0	1	0	0
HHS: GLENCLIFF HOME	113	1	0	24	0	0
HHS: HAMPSTEAD HOSPITAL	12	2	0	0	0	0
HHS: HUMAN SERVICES DIV	748	6	0	18	0	1
HHS: MEDICAID & BUS POLICY OFC	18	4	0	3	0	0
HHS: NH HOSPITAL	502	11	0	89	0	6
HHS: PUBLIC HEALTH DIV	267	4	0	22	0	0
HHS: TRANSITIONAL ASSIST DIV	366	3	0	9	0	1
HOUSING APPEALS BOARD	1	3	0	0	0	5
HUMAN RIGHTS COMMISSION	7	0	0	0	0	0
INFORMATION TECHNOLOGY DEPT	299	11	0	10	0	0
INSURANCE DEPT	57	14	0	1	0	0
JUDICIAL COUNCIL	2	1	0	2	0	0
JUSTICE DEPT	58	79	0	8	0	0
LABOR DEPT	62	2	0	4	0	28
LIQUOR COMMISSION	299	5	0	815	0	0
LOTTERY COMMISSION	65	1	0	5	0	2

EMPLOYEES BY TYPE AND AGENCY (Continued)
Fiscal Year 2022

AGENCY*	Full-Time Classified (Perm & Temp)	Full-Time Unclassified and Non-Classified	Full-Time Seasonal	Part-Time Regular	Part-Time Seasonal	Part-Time Per Diem
MILITARY AFFRS & VET SVCS DEPT	86	3	0	4	0	0
NATURAL & CULT RESOURCES DEPT	193	7	0	143	285	0
NH STATE COMM ON AGING	1	0	0	1	0	0
OFFICE OF CHILD ADVOCATE	5	1	0	2	0	0
PEASE DEVELOPMENT AUTHORITY	4	0	0	4	0	0
POLICE STDS & TRAINING COUNCIL	21	1	0	6	0	0
PROF LICENSURE & CERT OFFICE	86	1	0	25	0	227
PUBLIC EMPLOYEE LABOR REL BRD	3	0	0	8	0	1
REVENUE ADMINISTRATION DEPT	93	30	0	9	0	4
SAFETY DEPT	935	13	0	140	23	390
STATE DEPT	57	13	0	68	0	1
TAX AND LAND APPEALS BOARD	3	3	0	1	0	0
TRANSPORTATION DEPT	1,323	7	0	91	0	0
TREASURY DEPT	16	5	0	0	0	0
VETERANS HOME	243	1	0	45	0	3
Total	8,746	390	0	1,901	336	691

* Excludes employees working less than 6 months.

* 6 classified employees, 17 unclassified employees, and 4 non-classified employees did not meet any group criteria and are excluded from this report.

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EMPLOYEE STATISTICS BY AGENCY WITH 10 OR MORE EMPLOYEES

Fiscal Year 2022

AGENCY*	Full-Time Employees	Avg. Age	Avg. Salary	Avg. Yrs Service	% Female	% Union Rep
ADJUDICATIVE COMMISSIONERS-PUC	14	49.4	\$83,972	3.3	57%	100%
ADMINISTRATIVE SERVICES DEPT	267	51.6	\$62,977	11.7	42%	100%
AGRICULT, MARKETS & FOOD DEPT	38	45.6	\$55,141	10.9	58%	100%
BANKING DEPT	42	45.7	\$74,283	10.9	64%	100%
BUS & ECON AFFAIRS DEPT	65	48.7	\$59,456	8.8	60%	100%
CORRECTIONS DEPT	717	43.5	\$63,224	9.5	36%	100%
EDUCATION DEPT	244	47.8	\$60,797	9.0	83%	100%
EMPLOYMENT SECURITY DEPT	269	51.2	\$52,843	10.7	70%	100%
ENERGY DEPT	60	51.7	\$76,429	9.5	45%	12%
ENVIRONMENTAL SERVICES DEPT	441	47.3	\$68,359	12.2	46%	100%
EXECUTIVE DEPT	29	44.7	\$66,524	5.7	59%	86%
FISH AND GAME DEPT	168	44.9	\$59,787	14.1	34%	100%
HHS: BEHAVIORAL HEALTH DIV	49	46.0	\$70,741	10.0	82%	100%
HHS: COMM-BASED CARE SVCS DIV	2	53.0	\$74,617	14.0	50%	100%
HHS: COMMISSIONER'S OFFICE	427	50.8	\$68,034	12.1	75%	100%
HHS: DEVELOPMENTAL SVCS DIV	32	47.7	\$66,519	7.7	97%	100%
HHS: ELDERLY & ADULT SVCS DIV	85	51.4	\$63,795	12.8	85%	100%
HHS: GLENCLIFF HOME	114	48.2	\$48,478	9.7	71%	100%
HHS: HAMPSTEAD HOSPITAL	14	50.6	\$74,136	13.1	86%	100%
HHS: HUMAN SERVICES DIV	754	42.8	\$60,695	9.2	79%	100%
HHS: MEDICAID & BUS POLICY OFC	22	51.1	\$87,318	10.7	82%	100%
HHS: NH HOSPITAL	513	45.7	\$59,937	9.7	65%	100%
HHS: PUBLIC HEALTH DIV	271	47.5	\$64,897	9.3	75%	100%
HHS: TRANSITIONAL ASSIST DIV	369	44.3	\$48,336	9.2	88%	100%
INFORMATION TECHNOLOGY DEPT	310	52.9	\$80,694	12.6	34%	100%
INSURANCE DEPT	71	53.7	\$83,107	10.6	61%	100%
JUSTICE DEPT	137	46.0	\$77,025	7.2	60%	53%
LABOR DEPT	64	46.0	\$55,633	8.7	66%	100%
LIQUOR COMMISSION	304	45.7	\$48,905	7.9	56%	100%
LOTTERY COMMISSION	66	46.8	\$57,056	9.9	58%	100%
MILITARY AFFRS & VET SVCS DEPT	89	52.4	\$51,692	11.0	27%	100%
NATURAL & CULT RESOURCES DEPT	200	48.2	\$56,083	11.7	46%	100%
POLICE STDS & TRAINING COUNCIL	22	49.8	\$65,729	11.8	32%	5%
PROF LICENSURE & CERT OFFICE	87	48.8	\$56,859	7.4	76%	100%
REVENUE ADMINISTRATION DEPT	123	48.3	\$63,327	12.1	68%	100%
SAFETY DEPT	948	43.4	\$61,453	9.7	45%	100%
STATE DEPT	70	53.5	\$58,285	12.1	59%	19%
TRANSPORTATION DEPT	1,330	48.4	\$53,251	12.5	18%	100%
TREASURY DEPT	21	52.5	\$67,576	13.3	76%	100%
VETERANS HOME	244	47.9	\$53,450	8.6	81%	100%

EMPLOYEE PAID LEAVE

ANNUAL AND SICK LEAVE USAGE BY AGENCY WITH 10 OR MORE EMPLOYEES

Fiscal Year 2022

AGENCY* (Agencies with 10 or more Employees)	Total Annual (Hours)	# Employees Using Annual Leave	Average Annual Leave Used Per Employee (Hours)	Total Sick Leave** (Hours)	# Employees Using Sick Leave**	Average Sick Leave Used Per Employee (Hours)
ADMINISTRATIVE SERVICES	37,313	286	130	24,807	273	91
AGRICULT, MARKETS & FOOD	4,441	36	123	3,159	35	90
BANKING DEPT	5,701	44	130	3,435	42	82
BUS & ECON AFFAIRS DEPT	8,045	75	107	5,756	68	85
CORRECTIONS DEPT	114,864	809	142	95,881	792	121
EDUCATION DEPT	30,706	257	119	20,933	263	80
EMPLOYMENT SECURITY DEPT	37,402	302	124	29,060	299	97
ENVIRONMENTAL SERVICES	61,134	446	137	36,080	438	82
FISH AND GAME DEPT	26,883	180	149	15,630	166	94
HHS: BEHAVIORAL HEALTH DIV	5,715	48	119	3,783	49	77
HHS: COMMISSIONER'S OFFICE	55,626	467	119	42,184	457	92
HHS: DEVELOPMENTAL SVCS DIV	6,151	44	140	5,344	41	130
HHS: ELDERLY & ADULT SVCS	10,866	85	128	6,947	87	80
HHS: GLENCLIFF HOME	16,654	141	118	15,204	138	110
HHS: HUMAN SERVICES DIV	102,539	869	118	71,320	853	84
HHS: MEDICAID & BUS POLICY	3,077	25	123	2,091	24	87
HHS: NH HOSPITAL	72,152	593	122	62,153	584	106
HHS: PUBLIC HEALTH DIV	35,712	288	124	23,631	291	81
HHS: TRANSITIONAL ASSIST DIV	53,402	462	116	41,356	464	89
HUMAN RIGHTS COMMISSION	1,051	9	117	875	9	97
INFORMATION TECHNOLOGY	42,937	320	134	28,543	320	89
INSURANCE DEPT	9,362	66	142	5,949	67	89
LABOR DEPT	8,086	85	95	6,696	83	81
LIQUOR COMMISSION	44,445	350	127	34,092	342	100
LOTTERY COMMISSION	8,636	72	120	5,568	69	81
MILITARY AFFRS & VET SVCS	20,454	130	157	12,539	121	104
NATURAL & CULT RESOURCES	28,269	206	137	16,913	200	85
PROF LICENSURE & CERT	8,946	103	87	6,468	104	62
REVENUE ADMINISTRATION	16,132	115	140	11,149	115	97
SAFETY DEPT	152,665	1,067	143	110,829	1,030	108
TRANSPORTATION DEPT	213,454	1,492	143	161,011	1,489	108
TREASURY DEPT	2,739	18	152	2,308	18	128
VETERANS HOME	37,152	291	128	33,607	289	116

* Includes leave used by all types of eligible employees employed at any point during the Fiscal Year.

** Excludes sick dependent and bereavement leave

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ADDITIONAL PROGRAMS

Income Protection

Income Protection Program (IPP) is provided by the State for eligible full-time employees. It is designed to provide income replacement to eligible employees recovering from a non-work related injury or sickness that has left them totally disabled and unable to perform the immediate duties and responsibilities of their job and who have exhausted their sick leave.

Eligible individuals for IPP are full-time classified employees employed for one year who are either unrepresented or represented by the Internal Affairs Association of NH, State Employees Association, the New England Police Benevolent Association, NH Probation and Parole Officers Association, NH State Law Enforcement, Teamsters Local 633, or New Hampshire Troopers Association – Command Staff Bargaining Unit. Employees apply through their agency human resources office. Approvals are contingent and determined by an independent medical review conducted through supporting medical documentation provided to justify the request.

IPP approvals do not constitute approval for leave under the personnel rules, and they do not provide job protection.

In FY 22, this program supported 242 requests for an average of 93 days of partially paid income per request.

Supplemental Sick Leave

(*State Employees Association Bargaining Unit Only)

Effective January 1, 2019, the Supplemental Sick Leave (SSL) program is available only after all benefits approved under the short-term disability IPP have been exhausted. Supplemental sick leave provides eligible employees with additional sick leave donated by other state employees.

SSL is granted only for emergent, serious or life-threatening illnesses, injuries, impairments, or mental or physical conditions that have caused, or are likely to cause, the employee to take leave without pay. Seriously, ill or injured state employees can access SSL through an application to the Labor Management Committee. Approval depends on submission of appropriate medical information.

In FY 22, this program processed 1 SSL request.

INCOME PROTECTION PROGRAM

Fiscal Year 2022

AGENCY	Applications Submitted	Requests Approved	Total # Calendar Days out on IPP	Average # Calendar Days per Application
ADMINISTRATIVE SERVICES	2	2	309	155
AGRICULTURE, MARKETS & FOOD DEPARTMENT	3	2	160	80
BANKING DEPARTMENT	0	0	0	0
BUREAU OF ECONOMIC AFFAIRS	3	3	278	139
CONSUMER ADVOCATE	0	0	0	0
CORRECTIONS DEPARTMENT	15	15	1964	131
EDUCATION DEPARTMENT	8	8	1096	137
EMPLOYMENT SECURITY	11	9	1402	156
ENERGY	1	1	31	31
ENVIRONMENTAL SERVICES	2	2	164	82
EXECUTIVE DEPARTMENT	0	0	0	0
FISH & GAME DEPARTMENT	1	1	64	64
HEALTH & HUMAN SERVICES DEPARTMENT	102	98	7933	81
INFORMATION TECHNOLOGY DEPARTMENT	2	2	115	58
INSURANCE DEPARTMENT	2	1	44	44
JUSTICE DEPARTMENT	1	0	0	0
LABOR DEPARTMENT	2	2	206	103
LEGISLATIVE	1	1	56	56
LIQUOR COMMISSION	10	10	995	100
LOTTERY COMMISSION	1	1	2	107
MILITARY AFFAIRS AND VETERANS SERVICES	4	4	396	99
NATURAL & CULTURAL RESOURCES	3	3	181	60
PEASE	1	0	0	0
POLICE STANDARDS & TRAINING	0	0	0	0
PROFESSIONAL LICENSURE & CERTIFICATION OFFICE	1	1	42	42
REVENUE ADMINISTRATION DEPARTMENT	2	2	143	72
SAFETY DEPARTMENT	8	8	553	69
SECRETARY OF STATE	0	0	0	0
TRANSPORTATION DEPARTMENT	31	29	3087	106
TREASURY DEPARTMENT	0	0	0	0
VETERANS HOME	25	24	1986	83
TOTAL	242	229	21,207	93

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COMPENSATION

AVERAGE SALARY BY AGENCY

Five-Year History

AGENCY*	2018	2019	2020	2021	2022
ADJUDICATIVE COMMISSIONERS-PUC	\$0	\$0	\$0	\$0	\$49,257
ADMINISTRATIVE SERVICES DEPT	\$56,194	\$58,123	\$58,561	\$59,081	\$58,378
AGRICULT, MARKETS & FOOD DEPT	\$48,803	\$49,638	\$49,273	\$50,777	\$50,280
BANKING DEPT	\$64,184	\$67,291	\$68,349	\$69,513	\$71,666
BUS & ECON AFFAIRS DEPT	\$51,858	\$52,883	\$52,438	\$53,629	\$57,438
CONSERVATION LAND STWDSHP PRGM	\$0	\$0	\$0	\$0	\$68,591
CONSUMER ADVOCATE	\$0	\$0	\$0	\$0	\$71,906
CORRECTIONS DEPT	\$56,994	\$57,389	\$58,691	\$59,874	\$61,540
DEVELOPMENT DISABILITIES CNCL	\$78,000	\$54,984	\$57,441	\$58,715	\$62,429
EDUCATION DEPT	\$55,456	\$57,116	\$57,040	\$57,973	\$59,756
EMPLOYMENT SECURITY DEPT	\$50,399	\$51,506	\$51,737	\$50,985	\$51,481
ENERGY DEPT	\$0	\$0	\$0	\$0	\$71,328
ENVIRONMENTAL SERVICES DEPT	\$64,665	\$66,987	\$66,975	\$67,470	\$67,666
EXECUTIVE DEPT	\$50,474	\$53,255	\$55,730	\$57,090	\$56,150
FISH AND GAME DEPT	\$55,184	\$56,569	\$57,749	\$58,265	\$59,431
HHS: BEHAVIORAL HEALTH DIV	\$58,466	\$66,126	\$65,488	\$65,507	\$67,310
HHS: COMM-BASED CARE SVCS DIV	\$64,559	\$67,426	\$71,916	\$72,111	\$74,617
HHS: COMMISSIONER'S OFFICE	\$59,222	\$61,793	\$62,288	\$63,399	\$64,183
HHS: DEVELOPMENTAL SVCS DIV	\$55,331	\$56,157	\$55,778	\$58,432	\$63,333
HHS: ELDERLY & ADULT SVCS DIV	\$59,568	\$61,501	\$62,125	\$62,068	\$62,483
HHS: GLENCLIFF HOME	\$44,946	\$45,820	\$44,251	\$46,804	\$47,129
HHS: HAMPSTEAD HOSPITAL	\$0	\$0	\$0	\$0	\$63,723
HHS: HUMAN SERVICES DIV	\$53,836	\$55,659	\$55,183	\$55,367	\$60,413
HHS: MEDICAID & BUS POLICY OFC	\$72,049	\$75,275	\$76,801	\$76,197	\$79,728
HHS: NH HOSPITAL	\$51,951	\$54,009	\$54,308	\$57,420	\$58,096
HHS: PUBLIC HEALTH DIV	\$60,072	\$61,929	\$61,983	\$62,652	\$63,772
HHS: TRANSITIONAL ASSIST DIV	\$44,084	\$45,713	\$46,746	\$46,247	\$47,877
HOUSING APPEALS BOARD	\$0	\$0	\$0	\$0	\$40,170
HUMAN RIGHTS COMMISSION	\$50,697	\$54,001	\$58,315	\$56,918	\$61,720
INFORMATION TECHNOLOGY DEPT	\$73,082	\$75,771	\$76,692	\$78,309	\$79,223
INSURANCE DEPT	\$71,817	\$76,294	\$73,812	\$74,624	\$77,982
JUDICIAL COUNCIL	\$44,324	\$42,218	\$43,115	\$43,973	\$45,464
JUSTICE DEPT	\$49,802	\$51,062	\$52,329	\$54,190	\$53,052
LABOR DEPT	\$48,964	\$50,626	\$51,939	\$53,573	\$53,999
LIQUOR COMMISSION	\$45,193	\$46,595	\$47,062	\$47,036	\$47,805
LOTTERY COMMISSION	\$51,150	\$51,867	\$53,060	\$55,112	\$55,994
MILITARY AFFRS & VET SVCS DEPT	\$46,265	\$47,390	\$47,929	\$49,187	\$49,769
NATURAL & CULT RESOURCES DEPT	\$50,851	\$52,818	\$53,216	\$54,274	\$53,778
NH STATE COMM ON AGING	\$0	\$0	\$0	\$0	\$91,826
OFFICE OF CHILD ADVOCATE	\$0	\$0	\$62,745	\$64,318	\$59,467
PEASE DEVELOPMENT AUTHORITY	\$51,608	\$54,063	\$54,406	\$50,586	\$60,397
POLICE STDS & TRAINING COUNCIL	\$60,110	\$61,758	\$60,649	\$63,030	\$63,649

AVERAGE SALARY BY AGENCY (Continued)
Five Year History

AGENCY*	2018	2019	2020	2021	2022
PROF LICENSURE & CERT OFFICE	\$52,043	\$53,365	\$51,803	\$52,800	\$56,123
PUBLIC EMPLOYEE LABOR REL BRD	\$64,506	\$66,987	\$68,307	\$66,926	\$77,353
PUBLIC UTILITIES COMMISSION	\$70,007	\$71,092	\$72,320	\$73,228	\$0
REVENUE ADMINISTRATION DEPT	\$50,145	\$51,309	\$52,877	\$54,822	\$53,008
SAFETY DEPT	\$57,264	\$58,846	\$59,306	\$61,240	\$60,540
STATE DEPT	\$49,121	\$51,102	\$50,883	\$52,249	\$48,492
TAX AND LAND APPEALS BOARD	\$60,145	\$70,575	\$71,526	\$66,469	\$64,870
TRANSPORTATION DEPT	\$47,637	\$49,779	\$50,282	\$51,000	\$52,545
TREASURY DEPT	\$54,602	\$56,016	\$56,193	\$56,499	\$55,963
VETERANS HOME	\$47,349	\$48,084	\$49,654	\$50,575	\$52,871
VETERANS SERVICES OFFICE	\$40,365	\$41,703	\$0	\$0	\$0

* Includes classified full-time permanent, full-time temporary and seasonal full-time employees working more than 6 months as of June 30th each year.

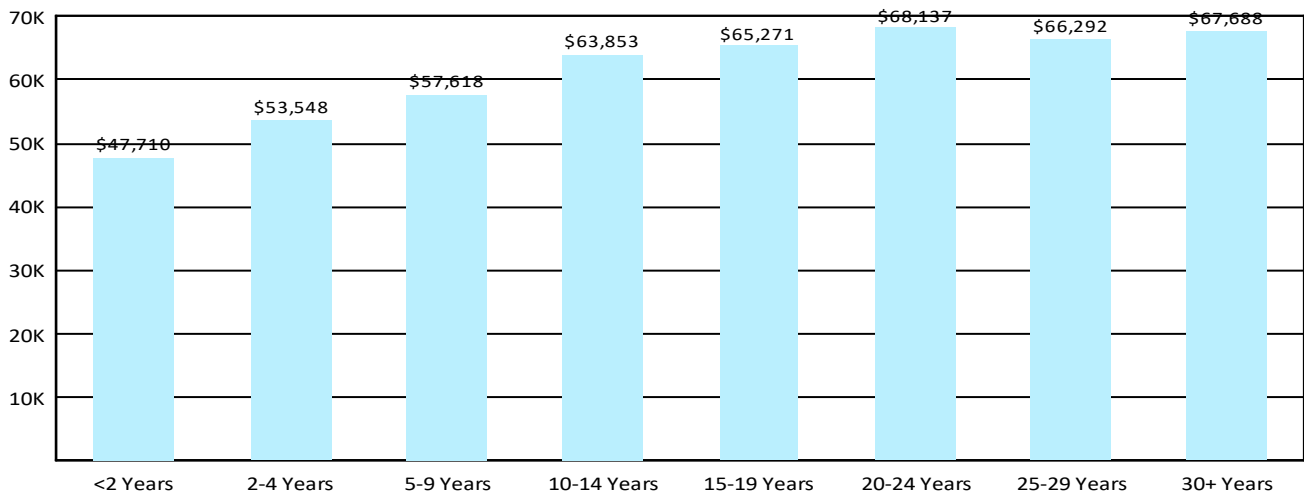
*This report reflects data in NH FIRST on the date the report is generated; historic data will change from year to year due to transactions processed after June 30th.

* 6 classified employee(s) did not meet any group criteria and are excluded from this report.

Report Generated 6/30/2022 by Employee Matrix Version V6.4.

AVERAGE SALARY BY YEARS OF SERVICE*

Fiscal Year 2022

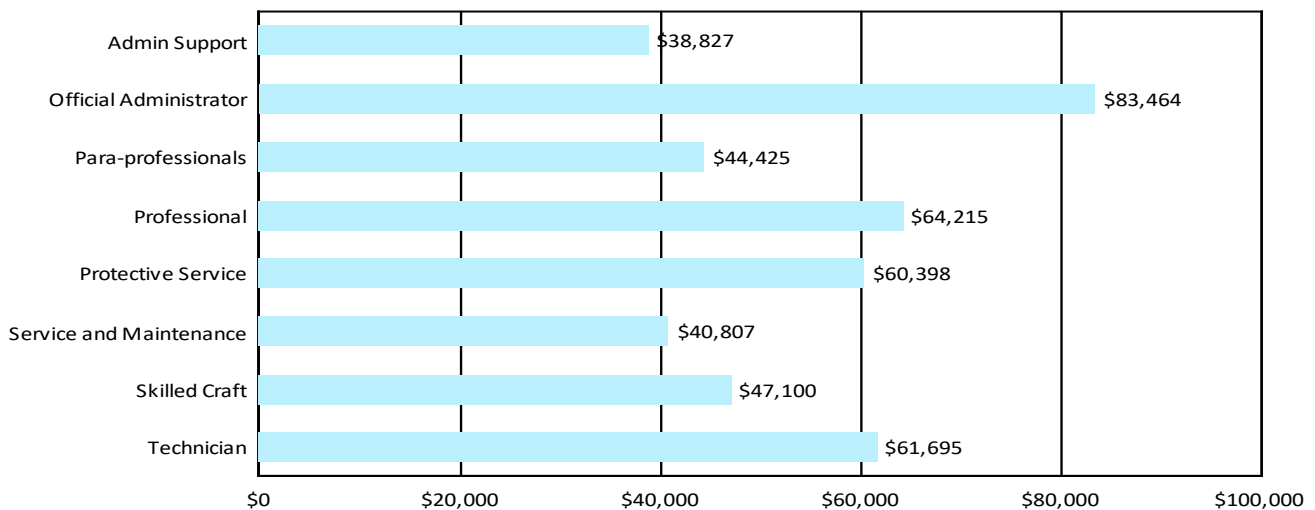


* Includes classified full-time permanent, full-time temporary, and seasonal full-time employees working more than 6 months as well as employees on extended leave.
 * Excludes up to 6 classified employees that did not meet a defined category. Salary includes base pay only. Overtime and longevity pay are excluded.

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AVERAGE SALARY BY EEO CATEGORY*

Fiscal Year 2022

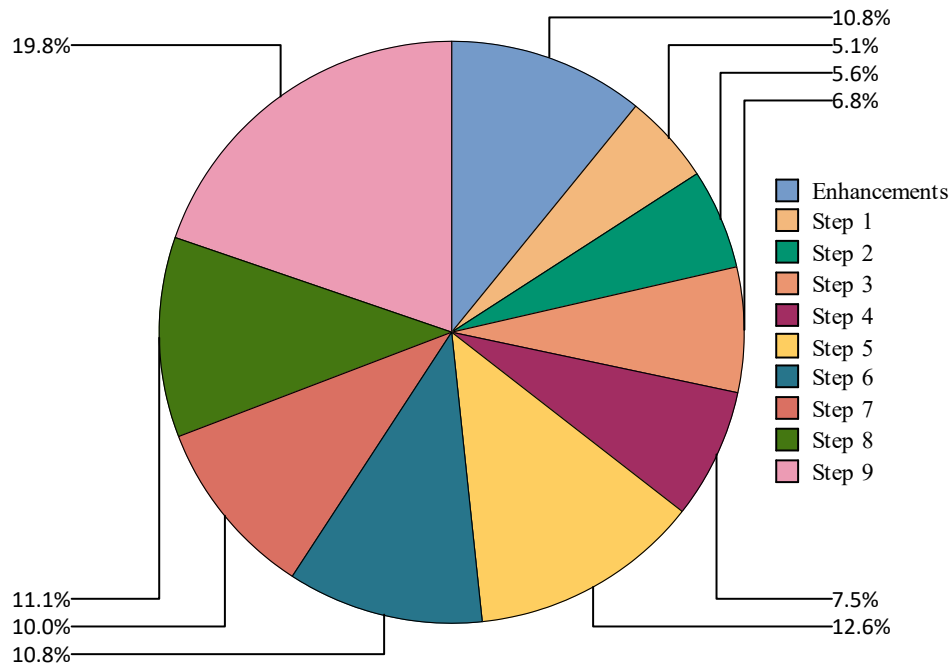


Includes classified full-time permanent, full-time temporary, and seasonal full-time employees working more than 6 months as well as employees on extended leave.
 * Excludes up to 6 classified employees that did not meet a defined category. Salary includes base pay only. Overtime and longevity pay are excluded.

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DISTRIBUTION OF EMPLOYEES BY LABOR GRADE STEP*

Fiscal Year 2022



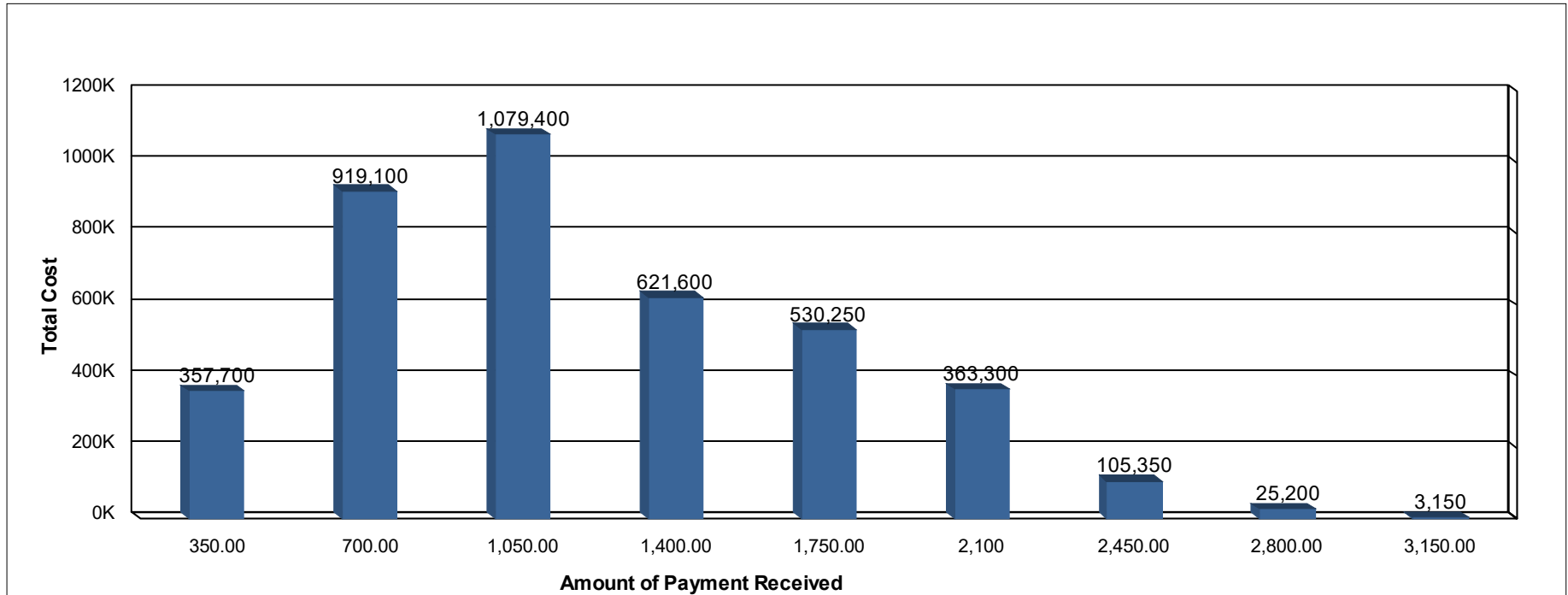
Step	Number of Employees
Step 1	444
Step 2	490
Step 3	591
Step 4	652
Step 5	1,106
Step 6	947
Step 7	876
Step 8	967
Step 9	1,730
Total	7,803

* Includes classified full-time permanent, full-time temporary, and seasonal full-time employees working more than 6 months as well as employees on extended leave.

* Excludes 6 classified employees that did not meet a defined category. Total does not include 943 employees with salary enhancements.

COST OF LONGEVITY*

Fiscal Year 2022



*Includes classified, unclassified, non-classified, full-time permanent, full-time temporary, and full-time seasonal employees working more than 6 months as of December 31, 2021.

Employees receive \$350 a year bonus pay in mid-November for 10-14 years of service and an additional \$350 a year for each 5 years of service beyond 10 years. Employees in TEAM633 and NEPBA260 unions receive \$350 a year bonus pay in mid-November for 10-14 years of service and an additional \$350 a year for each 5 years of service beyond.

47.02% of employees received a longevity payment in FY 2022.

POSITION STATISTICS

BREAKDOWN OF STATE OF NH POSITIONS BY TYPE AND BRANCH OF GOVERNMENT
 Report Run Date: 6/30/2022 for Data as of 6/30/2022

Breakdown of State of NH Positions by Type and Branch of Government
 As of: 6/30/2022

Branch of Government & Category	Full-Time Positions	Full-Time Temporary Positions		Full-Time Seasonal Positions	PT Regular Positions Working >= 30 <FT	PT Seasonal Positions Working >= 30 <FT	PT Regular Positions Working < 30	PT Seasonal Positions Working < 30	Per-Diem Part-Time Positions	Total
		For > 6M Employee	For < 6M Employee							
Executive										
Classified	10,602	463	107	1,260	99	0	4,525	1,222	27	18,305
Unclassified	436				0		7		4	447
Non-Classified		53			0		148		1,030	1,231
Judicial		697			38		267		1	1,003
Legislative		213			0		227		244	684
Total		12,571		1,260	137	0	5,174	1,222	1,306	21,670

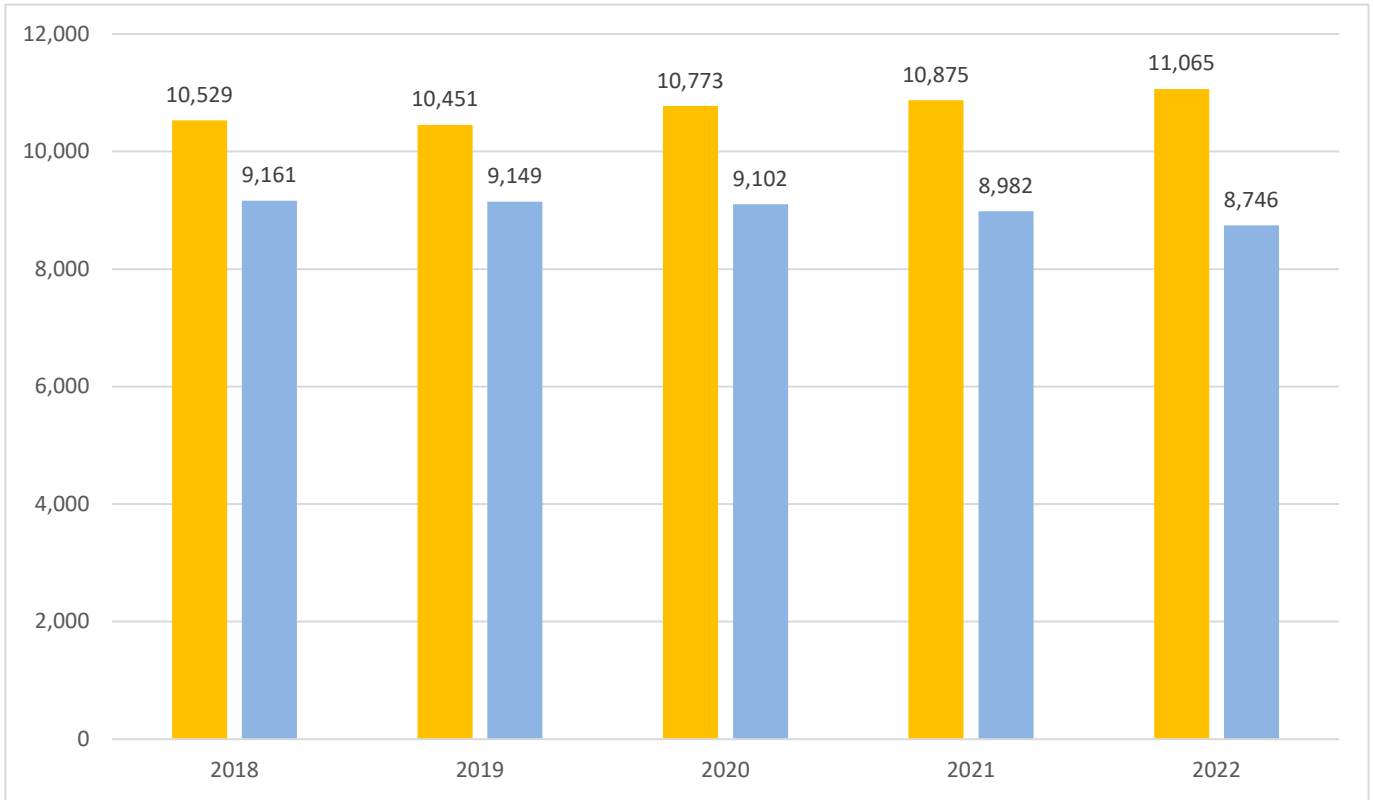
* Only includes data up to the end of the prior pay period.

* See "Position Categories Matrix" at: http://sunspot.nh.gov/hr/documents/Classification/Position_Categories_Matrix.pdf

* This report does not contain 1 position(s) found in error.

* Report Run Date: 6/30/2022

FILLED AND TOTAL FULL-TIME PERMANENT CLASSIFIED POSITIONS* Five-Year History



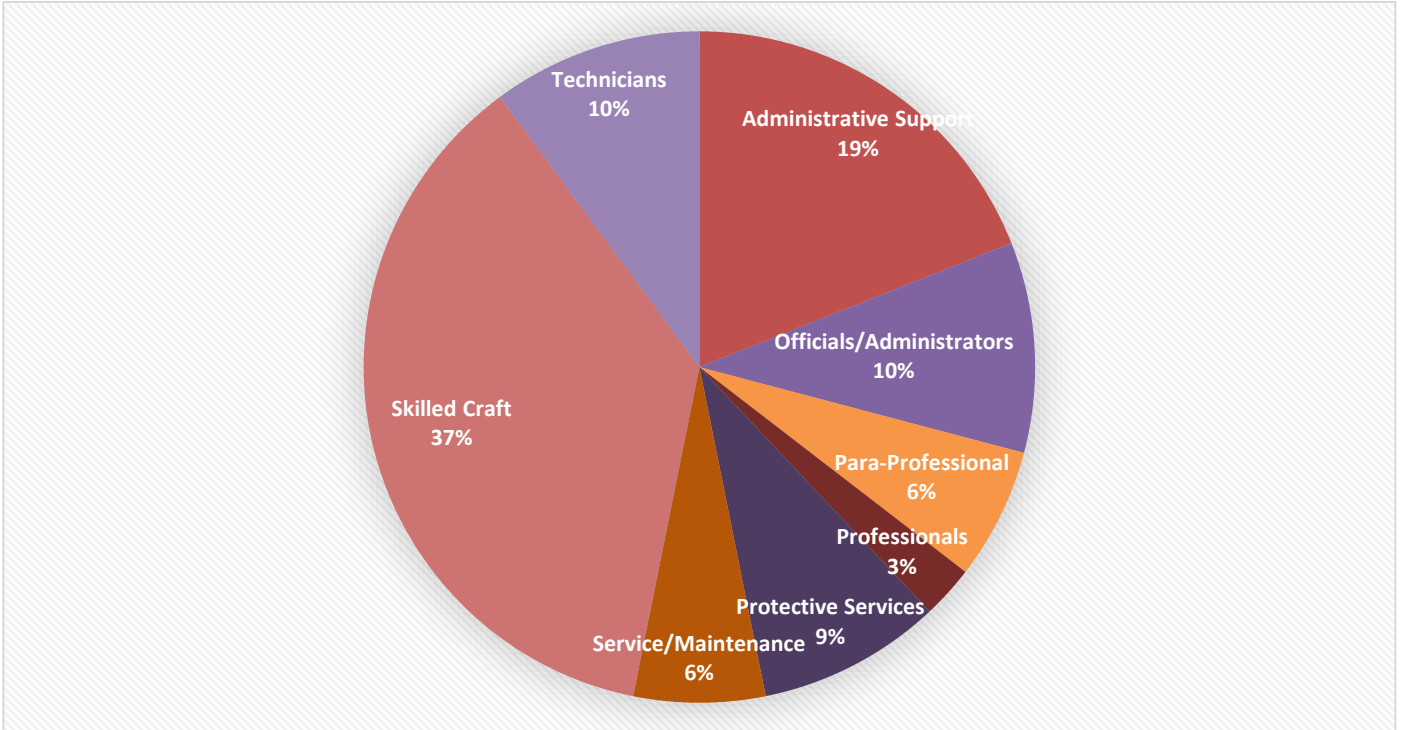
*Includes classified full-time permanent and full-time temporary positions expected to last for more than 6 months as of June 30th.

* 6 classified employees did not meet any group criteria and are excluded from this report.

* This report does not contain 1 positions found in error.

Report Generated: 6/30/2022 Employee Matrix Version V6.4 and 6/30/2022 for data as of 6/30/2022 by Position Matrix V6.2

POSITIONS BY EEO OCCUPATION GROUP Fiscal Year 2022



Occupational Group*	Number of Positions	%Vacant**
Administrative Support	501	15%
Officials/Administrators	1,100	8%
Para-Professional	1,595	5%
Professionals	4,088	2%
Protective Services	1,069	7%
Service/Maintenance	1,447	5%
Skilled Craft	287	29%
Technicians	978	8%
Total	11,065	-

*Includes classified full-time permanent and full-time temporary positions expected to last for more than 6 months as of June 30th that have an Occupational Group associated with the position.

*This report does not contain 1 position found in error.

**Percent vacant is calculated as: {the number of employees in EEO} divided by {the number of vacant positions in the EEO category} as of June 30th.

Report Generated: 6/30/2022 for data as of 6/30/2022 by Position Matrix V6.

CLASSIFIED FULL-TIME PERMANENT POSITIONS BY AGENCY

Five-Year History

AGENCY *	2018	2019	2020	2021	2022
ADJUDICATIVE COMMISSIONERS-PUC	0	0	0	0	8
ADMINISTRATIVE SERVICES DEPT	295	291	298	298	288
AGRICULT, MARKETS & FOOD DEPT	34	34	36	36	37
BANKING DEPT	52	47	47	47	45
BUS & ECON AFFAIRS DEPT	65	59	61	63	69
CONSERVATION LAND STWDSHP PRGM	0	0	0	0	2
CONSUMER ADVOCATE	0	0	0	0	4
CORRECTIONS DEPT	950	925	964	964	958
DEVELOPMENT DISABILITIES CNCL	3	3	3	3	3
EDUCATION DEPT	289	289	281	282	285
EMPLOYMENT SECURITY DEPT	263	245	250	270	270
ENERGY DEPT	0	0	0	0	70
ENVIRONMENTAL SERVICES DEPT	468	470	477	477	473
EXECUTIVE DEPT	16	15	15	15	5
FISH AND GAME DEPT	189	177	181	181	183
HHS: BEHAVIORAL HEALTH DIV	40	25	37	37	44
HHS: COMM-BASED CARE SVCS DIV	22	21	0	0	0
HHS: COMMISSIONER'S OFFICE	382	371	444	450	477
HHS: DEVELOPMENTAL SVCS DIV	55	53	52	48	48
HHS: ELDERLY & ADULT SVCS DIV	80	79	79	84	86
HHS: GLENCLIFF HOME	168	167	167	167	167
HHS: HUMAN SERVICES DIV	786	787	889	896	890
HHS: MEDICAID & BUS POLICY OFC	51	48	24	23	24
HHS: NH HOSPITAL	574	587	603	606	671
HHS: PUBLIC HEALTH DIV	247	246	237	240	244
HHS: TRANSITIONAL ASSIST DIV	428	423	446	447	449
HOUSING APPEALS BOARD	0	0	0	0	1
HUMAN RIGHTS COMMISSION	7	7	9	9	8
INFORMATION TECHNOLOGY DEPT	356	344	349	349	351
INSURANCE DEPT	70	70	69	69	67
JUDICIAL COUNCIL	2	2	2	2	2
JUSTICE DEPT	58	58	59	59	57
LABOR DEPT	91	87	84	84	81
LIQUOR COMMISSION	339	339	339	339	338
LOTTERY COMMISSION	66	65	71	72	82
MILITARY AFFRS & VET SVCS DEPT	141	141	156	156	160
NATURAL & CULT RESOURCES DEPT	198	195	197	197	192
NH STATE COMM ON AGING	0	0	0	0	1
OFFICE OF CHILD ADVOCATE	0	0	4	4	5
PEASE DEVELOPMENT AUTHORITY	6	6	6	6	5
POLICE STDS & TRAINING COUNCIL	20	20	20	20	22
PROF LICENSURE & CERT OFFICE	59	62	67	67	82
PUBLIC EMPLOYEE LABOR REL BRD	4	4	4	4	4
PUBLIC UTILITIES COMMISSION	71	71	71	71	0
REVENUE ADMINISTRATION DEPT	121	120	122	122	121
SAFETY DEPT	1,097	1,095	1,108	1,108	1,116

CLASSIFIED FULL-TIME PERMANENT POSITIONS BY AGENCY Five-Year History (Continued)

AGENCY*	2018	2019	2020	2021	2022
STATE DEPT	73	72	72	72	64
TAX AND LAND APPEALS BOARD	5	4	4	4	4
TRANSPORTATION DEPT	1,635	1,635	1,642	1,642	1,642
TREASURY DEPT	17	17	18	18	18
VETERANS HOME	383	383	378	379	379
VETERANS SERVICES OFFICE	7	7	0	0	0
Total	10,284	10,167	10,443	10,493	10,602

* Includes both filled and vacant classified full-time permanent positions as of June 30th of each fiscal year.

* This report reflects data in NH FIRST on the date the report is generated; historic data will change from year to year due to transactions processed after June 30th.

* This report does not contain 1 position found in error in FY22.

Report Generated: 6/30/2022 for data as of 6/30/2022 by Position Matrix Version V6.2

FULL-TIME SEASONAL POSITIONS BY AGENCY Five-Year History

AGENCY*	2018	2019	2020	2021	2022
ENVIRONMENTAL SERVICES DEPT	46	46	46	46	46
FISH AND GAME DEPT	5	5	5	5	8
NATURAL & CULT RESOURCES DEPT	863	888	906	926	946
SAFETY DEPT	24	24	24	24	14
TRANSPORTATION DEPT	1	172	193	193	246
Total	947	1,147	1,186	1,206	1,260

* Includes classified temporary full-time seasonal positions as of June 30th of each fiscal year.

* This report reflects data in NH FIRST on the date the report is generated; historic data will change from year to year due to transactions processed after June 30th.

* This report does not contain 1 position found in error in FY22.

Report Generated: 6/30/2022 for data as of 6/30/2022 by Position Matrix V6.2

FULL-TIME TEMPORARY POSITIONS BY AGENCY Five-Year History

AGENCY*	2018	2019	2020	2021	2022
ADMINISTRATIVE SERVICES DEPT	10	12	11	12	26
AGRICULT, MARKETS & FOOD DEPT	0	0	0	0	1
BUS & ECON AFFAIRS DEPT	0	0	0	1	6
CORRECTIONS DEPT	1	3	3	4	3
EDUCATION DEPT	7	10	11	18	26
EMPLOYMENT SECURITY DEPT	10	13	22	37	37
ENERGY DEPT	0	0	0	0	1
ENVIRONMENTAL SERVICES DEPT	11	11	21	18	34
FISH AND GAME DEPT	6	3	3	2	6
HHS: BEHAVIORAL HEALTH DIV	1	8	12	16	12
HHS: COMM-BASED CARE SVCS DIV	1	1	1	0	0
HHS: COMMISSIONER'S OFFICE	16	15	18	16	23
HHS: DEVELOPMENTAL SVCS DIV	0	0	0	1	1
HHS: HAMPSTEAD HOSPITAL	0	0	0	0	21
HHS: HUMAN SERVICES DIV	14	14	14	9	7
HHS: MEDICAID & BUS POLICY OFC	0	1	3	4	3
HHS: NH HOSPITAL	46	46	47	87	22
HHS: PUBLIC HEALTH DIV	24	35	50	60	101
HHS: TRANSITIONAL ASSIST DIV	27	40	41	33	0
HOUSING APPEALS BOARD	0	0	0	0	1
INFORMATION TECHNOLOGY DEPT	2	2	4	4	5
JUSTICE DEPT	4	6	7	6	9
LIQUOR COMMISSION	2	2	3	3	2
LOTTERY COMMISSION	0	0	0	0	1
MILITARY AFFRS & VET SVCS DEPT	0	0	2	0	0
NATURAL & CULT RESOURCES DEPT	32	47	49	44	52
PROF LICENSURE & CERT OFFICE	2	3	3	6	15
PUBLIC UTILITIES COMMISSION	1	1	1	1	1
SAFETY DEPT	16	15	17	16	35
STATE DEPT	3	4	4	4	5
TRANSPORTATION DEPT	154	120	120	93	113
VETERANS HOME	29	0	0	1	1
VETERANS SERVICES OFFICE	0	2	0	0	0
Total	419	414	467	496	570

* Includes classified temporary full-time positions as of June 30th of each fiscal year.
 * This report reflects data in NH FIRST on the date the report is generated; historic data will change from year to year due to transactions processed after June 30th.
 * This report does not contain 1 position found in error.

Report Generated: 6/30/2022 for data as of 6/30/2022 by Position Matrix V6.2

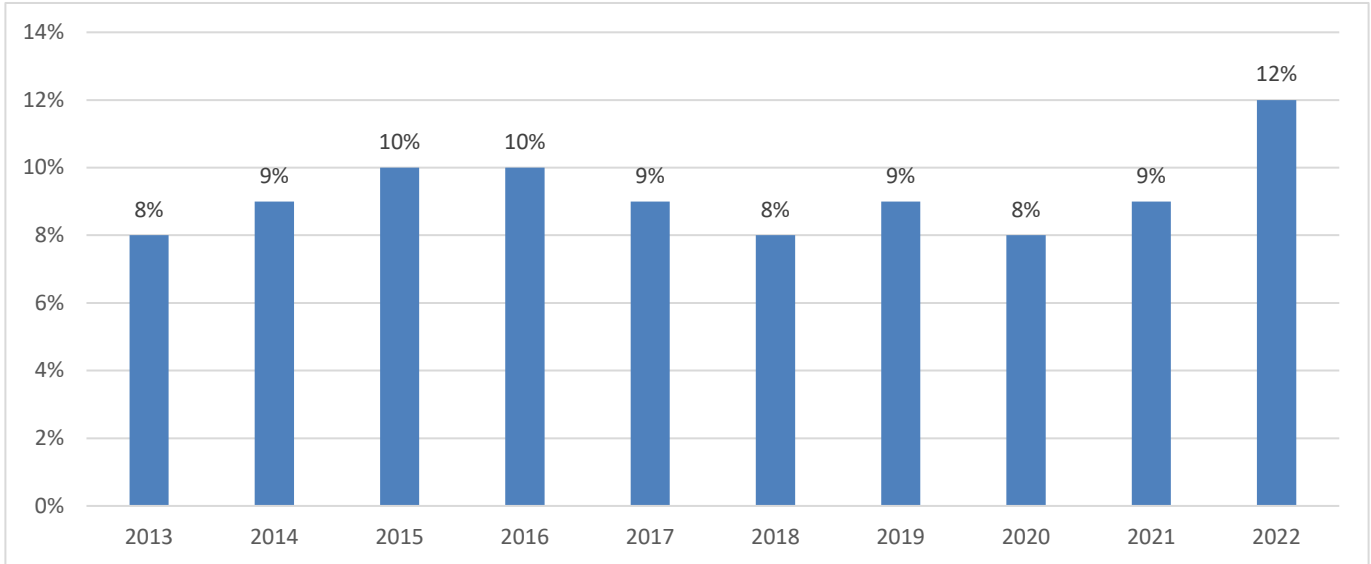
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TURNOVER AND SEPARATION FROM SERVICE

TURNOVER

Separations from Classified Service

10 Year History



* Turnover is calculated as the number of employees who left full-time state service divided by the number of positions in NH FIRST on the end date of the time period analyzed. Movement within and between state agencies is not considered turnover for the purposes of this report.

* Includes classified full-time permanent and full-time temporary positions expected to last more than 6 months and employee separations for classified full-time permanent and full-time temporary employees working more than 6 months.

Report Generated: 6/30/2022 for data as of 6/30/2022 data using Position Matrix V6.2

TURNOVER OF CLASSIFIED EMPLOYEES

Fiscal Year 2022

Statewide Turnover Rate = 12%

Job Classifications with 50 or more Full-Time Employees With Turnover Rates Greater or Equal to State Average Rate	Turnover Rate*
ADMINISTRATOR IV	16%
ASST HIGHWAY PATROL FOREMAN	13%
BUSINESS SYSTEMS ANALYST I	13%
CHILD PROTECTIVE SVC WKR II	33%
CHILD PROTECTIVE SVC WKR III	20%
CIVIL ENGINEER V	16%
CORRECTIONS CORPORAL	15%
CORRECTIONS OFFICER	27%
FAMILY SERVICES SPECIALIST I	29%
HIGHWAY MAINTAINER II	33%
HIGHWAY MAINTAINER III	21%
HIGHWAY PATROL FOREMAN	13%
LICENSED NURSING ASSISTANT III	16%
MAINTENANCE MECHANIC II	13%
MENTAL HEALTH WORKER II	17%
PROGRAM ASSISTANT I	13%
PROGRAM SPECIALIST I	14%
RETAIL STORE CLERK II	35%
RETAIL STORE MANAGER II	27%
STATE POLICE SERGEANT	25%
STATE POLICE TROOPER II	32%
<p>* Turnover is calculated as the number of employees who left full-time state service divided by the number of positions in NH FIRST on the end date of the time period analyzed. Movement within and between state agencies is not considered turnover for the purposes of this report.</p> <p>* Includes classified full-time permanent and full-time temporary and seasonal positions expected to last more than 6 months and employee separations for classified full-time permanent and full-time temporary employees working more than 6 months.</p>	

Report Generated: 6/30/2022 for data as of 6/30/2022 using Position Matrix V6.2

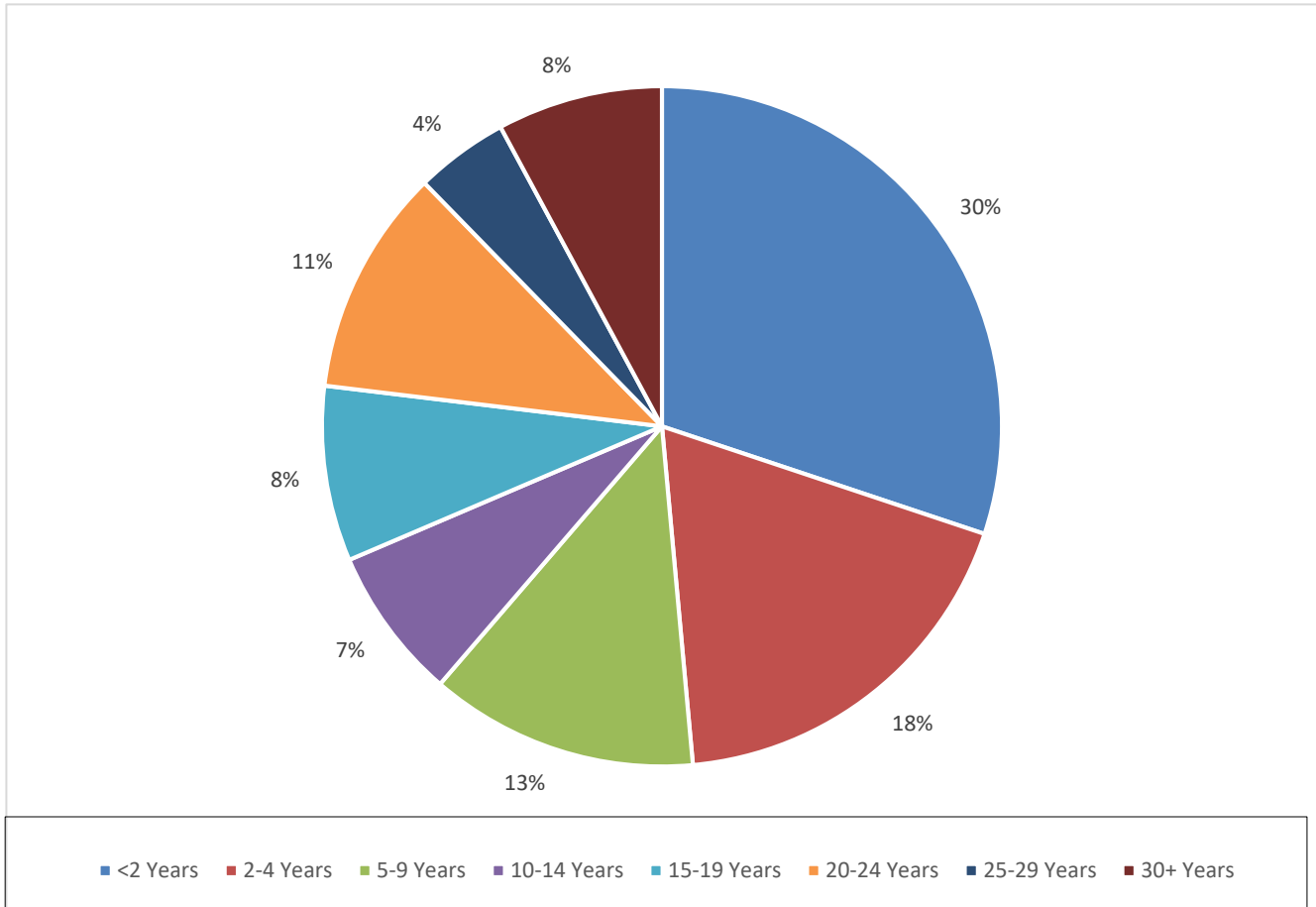
TURNOVER RATES BY AGENCY Fiscal Year 2022

Agency	# of Positions	# of	Turnover Rate	Change from FY21
ADJUDICATIVE COMMISSIONERS-PUC	8	1	13%	n/a
ADMINISTRATIVE SERVICES DEPT	314	17	5%	-2%
AGRICULT, MARKETS & FOOD DEPT	38	2	5%	-3%
BANKING DEPT	45	3	7%	+3%
BUS & ECON AFFAIRS DEPT	75	8	11%	+4%
CONSERVATION LAND STWDSHP PRGM	2	0	0%	n/a
CONSUMER ADVOCATE	4	1	25%	n/a
CORRECTIONS DEPT	961	121	13%	+2%
DEVELOPMENT DISABILITIES CNCL	3	1	33%	+33%
EDUCATION DEPT	311	29	9%	+2%
EMPLOYMENT SECURITY DEPT	307	24	8%	+1%
ENERGY DEPT	72	8	11%	n/a
ENVIRONMENTAL SERVICES DEPT	506	30	6%	-1%
EXECUTIVE DEPT	5	2	40%	+33%
FISH AND GAME DEPT	189	18	10%	+7%
HHS: BEHAVIORAL HEALTH DIV	56	3	5%	-3%
HHS: COMMISSIONER'S OFFICE	490	48	10%	+3%
HHS: DEVELOPMENTAL SVCS DIV	49	8	16%	+4%
HHS: ELDERLY & ADULT SVCS DIV	86	7	8%	+1%
HHS: GLENCLIFF HOME	167	29	17%	-18%
HHS: HAMPSTEAD HOSPITAL	21	0	0%	n/a
HHS: HUMAN SERVICES DIV	897	123	14%	+3%
HHS: MEDICAID & BUS POLICY OFC	27	5	19%	+12%
HHS: NH HOSPITAL	693	84	12%	+4%
HHS: PUBLIC HEALTH DIV	343	30	9%	+3%
HHS: TRANSITIONAL ASSIST DIV	449	68	15%	+7%
HOUSING APPEALS BOARD	2	0	0%	n/a
HUMAN RIGHTS COMMISSION	8	2	25%	+25%
INFORMATION TECHNOLOGY DEPT	356	28	8%	+1%
INSURANCE DEPT	67	7	10%	+4%
JUDICIAL COUNCIL	2	0	0%	0%
JUSTICE DEPT	66	9	14%	+6%
LABOR DEPT	81	11	14%	+10%
LIQUOR COMMISSION	340	69	20%	+7%
LOTTERY COMMISSION	83	5	6%	+3%
MILITARY AFFRS & VET SVCS DEPT	160	47	29%	+19%
NATURAL & CULT RESOURCES DEPT	243	21	9%	+5%
NH STATE COMM ON AGING	1	0	0%	n/a
OFFICE OF CHILD ADVOCATE	5	0	0%	-25%
PEASE DEVELOPMENT AUTHORITY	5	1	20%	+20%
POLICE STDS & TRAINING COUNCIL	22	2	9%	-11%
PROF LICENSURE & CERT OFFICE	97	8	8%	-11%
PUBLIC EMPLOYEE LABOR REL BRD	4	1	25%	+25%
REVENUE ADMINISTRATION DEPT	121	11	9%	+4%
SAFETY DEPT	1,151	144	13%	+4%
STATE DEPT	69	4	6%	+3%
TAX AND LAND APPEALS BOARD	4	2	50%	+25%
TRANSPORTATION DEPT	1,662	207	12%	+2%
TREASURY DEPT	18	3	17%	+17%
VETERANS HOME	380	55	14%	+3%
Total	11,065	1,307	12%	

Turnover is calculated as the number of employees who left full-time state service divided by the number of positions in NH FIRST on end date of the time period analyzed. Movement within and between state agencies is not considered turnover for the purposes of this report.

*Includes classified full-time permanent and full-time temporary positions expected to last 6 months or more, and separated classified full-time permanent and full-time temporary employees working more than 6 months. This report does not include 1 positions found in error.

DISTRIBUTION OF SEPARATED EMPLOYEES BY LENGTH OF SERVICE* Fiscal Year 2022



*Distribution percentage is calculated as the number of employees that left full-time state service in each length of service category divided by the total number of employees that left full-time state service during the time period analyzed.

*Includes classified full-time permanent employees and classified full-time temporary and seasonal employees working more than 6 months.

Report Generated: 6/30/2022 for separations data for 7/01/2021-6/30/2022 (FY 22) based on Employee Matrix V6.4

RATE OF SEPARATION BY LENGTH OF SERVICE

Fiscal Year 2022

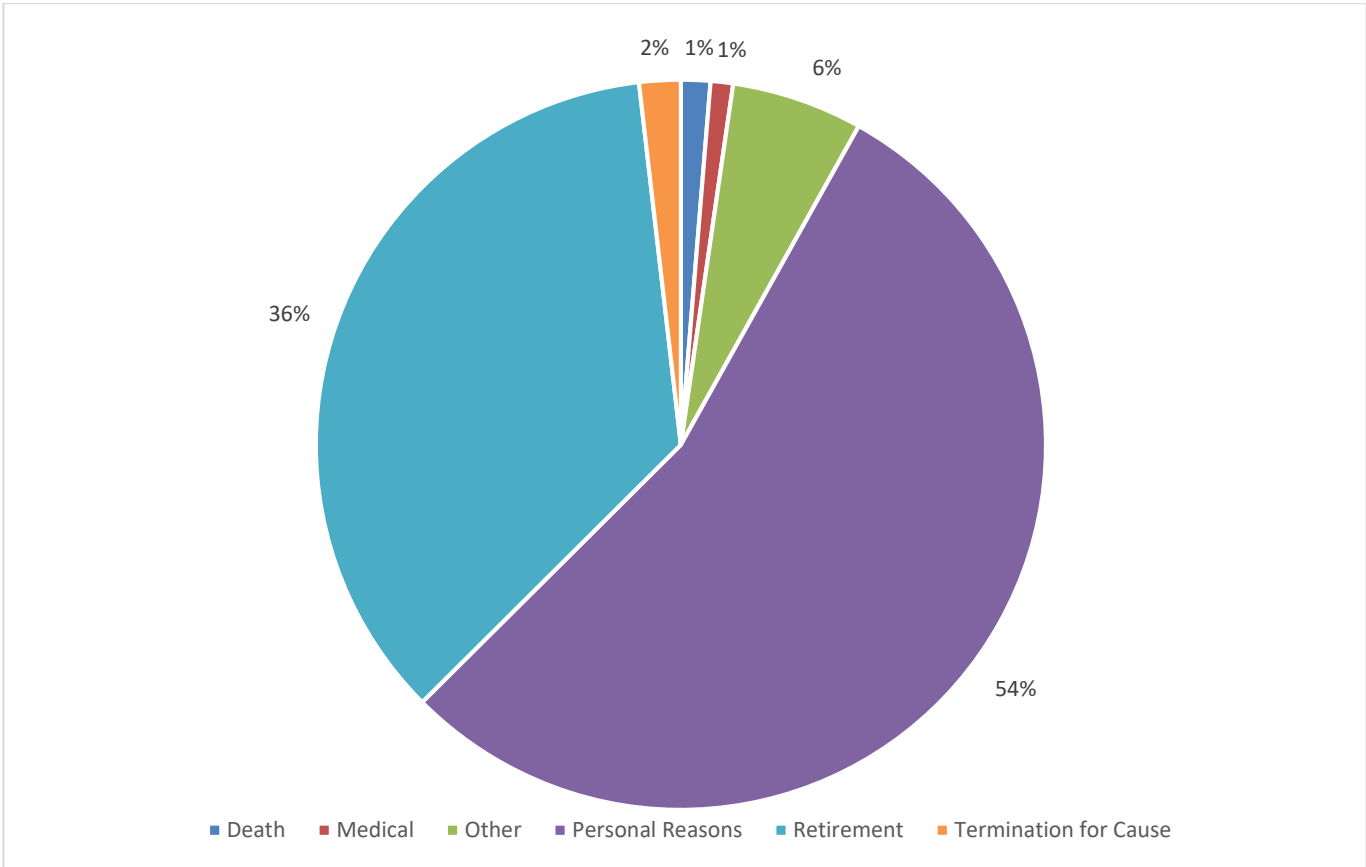
Length of Service* (Years)	Number of Separations	Number of Employees	% Separated In FY 2021	Change from FY 2020
<2 Years	394	1603	25%	+4%
2-4 Years	241	1593	15%	+5%
5-9 Years	167	1763	9%	+3%
10-14 Years	95	977	10%	+3%
15-19 Years	109	1126	10%	+4%
20-24 Years	141	874	16%	+4%
25-29 Years	58	392	15%	+3%
30+ Years	103	418	25%	+6%

* Separation rate is calculated by using the number of employees who left full-time state service divided by the number of employees in that length of service category in NH FIRST on the end date of the time period analyzed.

* Number of Separations and Number of Employees includes classified full-time permanent and full-time temporary and seasonal employees working more than 6 months only.

Report Generated: 6/30/2022 for separations data for 7/01/2020-6/30/2022 (FY22) based on Employee Matrix V6.4. Employee counts generated 6/30/2022.

EMPLOYEE SEPARATION FROM SERVICE BY REASON Fiscal Year 2022



*Distribution percentage is calculated as the number of employees that left full-time state service in each reason code category divided by the total number of employees that left full-time state service during the time period analyzed.

*Includes classified full-time permanent employees and classified full-time temporary employees working more than 6 months.

Report Generated: 6/30/2022 for separations data for 7/01/2021-6/30/2022 (FY 22) based on Employee Matrix V6.4.

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VACANCY

VACANCY RATE FOR FULL-TIME POSITIONS BY AGENCY

Fiscal Year 2022

AGENCY*	# of Positions	# of Vacancies	Vacancy Rate
ADJUDICATIVE COMMISSIONERS-PUC	8	3	38%
ADMINISTRATIVE SERVICES DEPT	314	69	22%
AGRICULT, MARKETS & FOOD DEPT	38	3	8%
BANKING DEPT	45	6	13%
BUS & ECON AFFAIRS DEPT	75	12	16%
CONSERVATION LAND STWDSHP PRGM	2	0	0%
CONSUMER ADVOCATE	4	0	0%
CORRECTIONS DEPT	961	263	27%
DEVELOPMENT DISABILITIES CNCL	3	1	33%
EDUCATION DEPT	311	72	23%
EMPLOYMENT SECURITY DEPT	307	45	15%
ENERGY DEPT	72	19	26%
ENVIRONMENTAL SERVICES DEPT	506	71	14%
EXECUTIVE DEPT	5	1	20%
FISH AND GAME DEPT	189	22	12%
HHS: BEHAVIORAL HEALTH DIV	56	9	16%
HHS: COMMISSIONER'S OFFICE	490	99	20%
HHS: DEVELOPMENTAL SVCS DIV	49	19	39%
HHS: ELDERLY & ADULT SVCS DIV	86	3	3%
HHS: GLENCLIFF HOME	167	54	32%
HHS: HAMPSTEAD HOSPITAL	21	9	43%
HHS: HUMAN SERVICES DIV	897	150	17%
HHS: MEDICAID & BUS POLICY OFC	27	10	37%
HHS: NH HOSPITAL	693	190	27%
HHS: PUBLIC HEALTH DIV	343	76	22%
HHS: TRANSITIONAL ASSIST DIV	449	83	18%
HOUSING APPEALS BOARD	2	1	50%
HUMAN RIGHTS COMMISSION	8	1	13%
INFORMATION TECHNOLOGY DEPT	356	57	16%
INSURANCE DEPT	67	10	15%
JUDICIAL COUNCIL	2	0	0%
JUSTICE DEPT	66	8	12%
LABOR DEPT	81	19	23%
LIQUOR COMMISSION	340	41	12%
LOTTERY COMMISSION	83	18	22%
MILITARY AFFRS & VET SVCS DEPT	160	74	46%
NATURAL & CULT RESOURCES DEPT	243	50	21%
NH STATE COMM ON AGING	1	0	0%
OFFICE OF CHILD ADVOCATE	5	0	0%
PEASE DEVELOPMENT AUTHORITY	5	1	20%
POLICE STDS & TRAINING COUNCIL	22	1	5%
PROF LICENSURE & CERT OFFICE	97	11	11%
PUBLIC EMPLOYEE LABOR REL BRD	4	1	25%
REVENUE ADMINISTRATION DEPT	121	28	23%
SAFETY DEPT	1151	214	19%
STATE DEPT	69	12	17%
TAX AND LAND APPEALS BOARD	4	1	25%

AGENCY*	# of Positions	# of Vacancies	Vacancy Rate
TRANSPORTATION DEPT	1662	340	20%
TREASURY DEPT	18	2	11%

*Includes classified full-time permanent, and full-time temporary positions expected to last more than 6 months.

*Vacancy Rate = Total number of vacancies divided by total number of positions. This report does not contain 1 position found in error.

Report Generated: 6/30/2022 for data as of 6/30/2022 by Position Matrix V6.2.

VACANT POSITIONS ON JUNE 30, 2020 BY NUMBER OF DAYS VACANT BY POSITION TYPE

POSITION*	# Vacant with Date	# Vacant <= 30 days	# Vacant >30-60 days	# Vacant >60-90 days	# Vacant >90-240 days	# Vacant >240 days
FULL-TIME	2,105	259	241	184	601	820
FULL-TIME TEMPORARY	210	34	15	25	79	57
Total	2,315	293	256	209	680	877
% of TOTAL		13%	11%	9%	29%	38%

*Includes classified full-time permanent and full-time temporary positions expected to last more than 6 months. This report does not contain 1 position found in error.

Report Generated: 6/30/2022 for data as of 6/30/2022 by Position Matrix V6.2

VACANT FULL-TIME POSITIONS ON JUNE 30, 2020 BY NUMBER OF DAYS VACANT

AGENCY*	# of Vacancies with Date	# Vacant <=30 Days	# Vacant >30-60 Days	# Vacant >60-90 Days	# Vacant >90-240 Days	# Vacant > 240 Days
ADJUDICATIVE COMMISSIONERS-PUC	3	0	1	0	2	0
ADMINISTRATIVE SERVICES DEPT	69	8	7	8	17	29
AGRICULT, MARKETS & FOOD DEPT	3	1	0	0	1	1
BANKING DEPT	6	1	1	1	0	3
BUS & ECON AFFAIRS DEPT	12	3	3	0	3	3
CORRECTIONS DEPT	263	29	36	22	80	96
DEVELOPMENT DISABILITIES CNCL	1	0	1	0	0	0
EDUCATION DEPT	72	6	6	4	20	36
EMPLOYMENT SECURITY DEPT	45	8	5	5	13	14
ENERGY DEPT	18	1	2	4	6	5
ENVIRONMENTAL SERVICES DEPT	71	15	8	9	17	22
EXECUTIVE DEPT	1	0	0	1	0	0
FISH AND GAME DEPT	22	4	2	3	6	7
HHS: BEHAVIORAL HEALTH DIV	9	0	1	3	1	4
HHS: COMMISSIONER'S OFFICE	99	21	13	7	25	33
HHS: DEVELOPMENTAL SVCS DIV	19	1	1	2	2	13
HHS: ELDERLY & ADULT SVCS DIV	3	0	1	0	0	2
HHS: GLENCLIFF HOME	54	5	0	2	10	37
HHS: HAMPSTEAD HOSPITAL	9	6	0	3	0	0
HHS: HUMAN SERVICES DIV	150	21	17	10	39	63
HHS: MEDICAID & BUS POLICY OFC	10	1	0	1	4	4
HHS: NH HOSPITAL	190	15	20	15	52	88
HHS: PUBLIC HEALTH DIV	76	9	5	7	40	15
HHS: TRANSITIONAL ASSIST DIV	83	11	8	10	35	19
HOUSING APPEALS BOARD	1	0	1	0	0	0
HUMAN RIGHTS COMMISSION	1	0	0	0	1	0
INFORMATION TECHNOLOGY DEPT	57	3	5	4	16	29
INSURANCE DEPT	10	1	1	0	4	4
JUSTICE DEPT	8	3	0	1	4	0
LABOR DEPT	19	3	2	1	3	10
LIQUOR COMMISSION	41	14	9	7	8	3
LOTTERY COMMISSION	18	1	0	4	10	3
MILITARY AFFRS & VET SVCS DEPT	74	7	1	2	35	29
NATURAL & CULT RESOURCES DEPT	50	9	3	6	13	19
PEASE DEVELOPMENT AUTHORITY	1	0	1	0	0	0
POLICE STDS & TRAINING COUNCIL	1	0	1	0	0	0
PROF LICENSURE & CERT OFFICE	11	1	3	2	4	1
PUBLIC EMPLOYEE LABOR REL BRD	1	0	0	0	0	1
PUBLIC UTILITIES COMMISSION	1	0	0	0	0	1
REVENUE ADMINISTRATION DEPT	28	6	3	3	8	8
STATE DEPT	12	1	1	1	1	8
TAX AND LAND APPEALS BOARD	1	0	0	0	0	1
TRANSPORTATION DEPT	340	42	34	29	114	121
TREASURY DEPT	2	0	0	0	1	1
VETERANS HOME	136	8	6	10	20	92
Grand Total	2315	293	256	209	680	877

*Includes classified full-time permanent and full-time temporary positions expected to last more than 6 months. This report does not contain 1 position found in error.

VACANCY RATE ON JUNE 30, 2020 BY POSITION TYPE

POSITION*	Number of Positions	Number of Vacancies	Vacancy Rate (%)
FULL-TIME	10,602	2105	20%
FULL-TIME TEMPORARY	463	210	45%
Total	11,065	2,315	21%
<p>*Includes classified full-time permanent and full-time temporary positions expected to last more than 6 months. *Vacancy Rate = Total number of vacancies divided by total number of positions. This report does not contain 1 position found in error.</p>			

Report Generated: 6/30/2022 for data as of 6/30/2022 by Position Matrix V6.2.

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RETIREMENT ELIGIBILITY

EXECUTIVE BRANCH - GROUP 1 EMPLOYEES
Estimate of Current and Future Eligibility for Retirement & State Health Insurance Benefit

7,739 Employees* - Based on Current Employees as of 6/30/2022

As of July 1:	2022	% of Total Pop	2024	% of Total Pop
Eligible Age 65+ (with health ins ben)	143	1.8%	320	3.2%
Eligible Age 65+ (w/o health ins ben)	269	3.5%	363	5.8%
Eligible Age 60+ (with health ins ben)	327	4.2%	535	6.3%
Eligible Age 60+ (w/o health ins ben)	219	2.8%	287	3.1%
Early Eligible - 70 rule (with health ins ben)	253	3.3%	286	3.3%
Early Eligible - 70 rule (w/o health ins ben)	701	9.1%	691	9%
Early Eligible - Age 50-59 (with health ins ben)	0	0%	0	0%
Early Eligible - Age 50-59 (w/o health ins ben)	597	7.7%	547	5.6%
Total Eligible	2,509	32.4%	2,810	36.3%
"Likely to Retire" 65+ or 60+ with health ins ben	739	11%	1,186	15.3%
*Includes full-time and full-time temporary classified and unclassified employees expected to work more than 6 months. Employees are counted only in the first eligibility group that they qualify for top-to-bottom, even if they qualify under more than category (e.g., employees who qualify under both Early Eligibility Rules are only counted in the "70 Rule" category).				

Report generated 6/30/2022 based on employee data for 6/30/2022 by Employee Matrix V6.4 for FY 22.

EXECUTIVE BRANCH - GROUP I EMPLOYEES

Estimate of Current Eligibility for Retirement by Agency as of July 1, 2022
7,739 Employees* - Based on Current Employees as of: 6/30/2022

AGENCY	% Eligible 65+	% Elig 60+ w/ health benefit	% Elig 60+ w/o health benefit	% Early Eligible 70 Rule	% Early Eligible 50-59	Total % Eligible	% "Likely"
ADJUDICATIVE COMMISSIONERS-PUC	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SERVICES DEPT	2.9%	4.9%	5.7%	4.1%	3.7%	5.3%	0.0%
AGRICULT, MARKETS & FOOD DEPT	0.0%	0.0%	11.4%	5.7%	0.0%	14.3%	0.0%
BANKING DEPT	0.0%	0.0%	2.6%	2.6%	2.6%	5.1%	0.0%
BUS & ECON AFFAIRS DEPT	3.2%	8.1%	0.0%	0.0%	4.8%	8.1%	0.0%
CONSERVATION LAND STWDSHP	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CONSUMER ADVOCATE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CORRECTIONS DEPT	1.1%	2.1%	4.2%	2.1%	2.1%	7.4%	0.0%
DEVELOPMENT DISABILITIES CNCL	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
EDUCATION DEPT	4.2%	1.7%	3.3%	3.3%	2.1%	5.0%	0.0%
EMPLOYMENT SECURITY DEPT	2.3%	8.4%	4.2%	4.6%	3.8%	7.6%	0.0%
ENERGY DEPT	0.0%	13.2%	1.9%	3.8%	1.9%	11.3%	0.0%
ENVIRONMENTAL SERVICES DEPT	1.8%	2.8%	7.1%	2.5%	5.1%	10.3%	0.0%
EXECUTIVE DEPT	0.0%	25.0%	0.0%	0.0%	0.0%	25.0%	0.0%
FISH AND GAME DEPT	3.2%	2.4%	4.8%	2.4%	6.4%	12.0%	0.0%
HHS: BEHAVIORAL HEALTH DIV	4.5%	4.5%	4.5%	2.3%	0.0%	9.1%	0.0%
HHS: COMM-BASED CARE SVCS DIV	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%
HHS: COMMISSIONER'S OFFICE	2.1%	3.1%	6.4%	3.8%	4.4%	11.0%	0.0%
HHS: DEVELOPMENTAL SVCS DIV	0.0%	0.0%	3.3%	0.0%	0.0%	6.7%	0.0%
HHS: ELDERLY & ADULT SVCS DIV	6.0%	6.0%	3.6%	3.6%	2.4%	9.6%	0.0%
HHS: GLENCLIFF HOME	1.8%	4.4%	2.7%	0.9%	0.0%	12.4%	0.0%
HHS: HAMPSTEAD HOSPITAL	8.3%	0.0%	0.0%	16.7%	8.3%	8.3%	0.0%
HHS: HUMAN SERVICES DIV	0.7%	1.2%	1.7%	1.1%	2.3%	9.6%	0.0%
HHS: MEDICAID & BUS POLICY OFC	0.0%	5.6%	5.6%	0.0%	5.6%	16.7%	0.0%
HHS: NH HOSPITAL	1.4%	2.8%	4.0%	2.4%	2.2%	8.6%	0.0%
HHS: PUBLIC HEALTH DIV	2.6%	3.4%	6.0%	1.1%	2.6%	4.1%	0.0%
HHS: TRANSITIONAL ASSIST DIV	1.1%	1.6%	3.0%	3.3%	0.5%	8.2%	0.0%
HOUSING APPEALS BOARD	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HUMAN RIGHTS COMMISSION	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
INFORMATION TECHNOLOGY DEPT	4.0%	4.7%	7.4%	3.3%	3.3%	11.4%	0.0%
INSURANCE DEPT	14.0%	5.3%	0.0%	7.0%	0.0%	8.8%	0.0%
JUDICIAL COUNCIL	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%
JUSTICE DEPT	1.7%	5.2%	3.4%	0.0%	1.7%	5.2%	0.0%
LABOR DEPT	0.0%	3.2%	4.8%	4.8%	1.6%	4.8%	0.0%
LIQUOR COMMISSION	0.7%	2.1%	2.1%	2.1%	1.4%	6.8%	0.0%
LOTTERY COMMISSION	0.0%	3.1%	6.2%	3.1%	1.5%	4.6%	0.0%
MILITARY AFFRS & VET SVCS DEPT	2.3%	7.0%	4.7%	2.3%	2.3%	12.8%	0.0%
NATURAL & CULT RESOURCES DEPT	2.2%	3.3%	5.4%	1.6%	3.8%	13.0%	0.0%
NH STATE COMM ON AGING	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
OFFICE OF CHILD ADVOCATE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PEASE DEVELOPMENT AUTHORITY	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%
POLICE STDS & TRAINING COUNCIL	14.3%	0.0%	7.1%	0.0%	0.0%	21.4%	0.0%
PROF LICENSURE & CERT OFFICE	1.2%	8.1%	1.2%	2.3%	0.0%	4.7%	0.0%
PUBLIC EMPLOYEE LABOR REL BRD	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%
REVENUE ADMINISTRATION DEPT	0.0%	1.1%	3.2%	4.3%	5.4%	10.8%	0.0%
SAFETY DEPT	1.0%	2.5%	4.4%	2.1%	1.6%	9.7%	0.0%
STATE DEPT	5.3%	10.5%	8.8%	5.3%	1.8%	12.3%	0.0%
TAX AND LAND APPEALS BOARD	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TRANSPORTATION DEPT	1.6%	3.9%	4.7%	3.2%	6.9%	10.2%	0.0%
TREASURY DEPT	0.0%	12.5%	6.3%	6.3%	0.0%	6.3%	0.0%
VETERANS HOME	0.4%	5.8%	0.4%	5.8%	0.4%	6.6%	0.0%
TOTAL	1.8%	3.5%	4.2%	2.8%	3.3%	9.1%	0.0%

* Includes full-time and full-time temporary classified and unclassified employees expected to work more than 6 months. Employees are counted only in the first eligibility group that they qualify for left-to-right, even if they qualify under more than one category (e.g., employees who qualify under both Early Eligibility Rules are only counted in the "70 Rule" category).

Report generated 6/30/2022 based on employee data for 6/30/2022 by Employee Matrix V6.4 for FY 22.

EXECUTIVE BRANCH - GROUP I EMPLOYEES
Estimate of Future Eligibility for Retirement by Agency as of July 1, 2024
7,739 Employees* - Based on Current Employees as of: 6/30/2022

AGENCY	% Eligible 65+	% Elig 60+ w/ health benefit	% Elig 60+ w/o health benefit	% Early Eligible 70 Rule	% Early Eligible 50-59	Total % Eligible	% "Likely"
ADJUDICATIVE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SERVICES	0.0%	4.5%	4.5%	4.5%	9.1%	9.1%	0.0%
AGRICULT, MARKETS & FOOD	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
BANKING DEPT	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
BUS & ECON AFFAIRS DEPT	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CONSUMER ADVOCATE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CORRECTIONS DEPT	0.0%	6.3%	6.3%	0.0%	0.0%	6.3%	0.0%
EDUCATION DEPT	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
EMPLOYMENT SECURITY DEPT	28.6%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%
ENERGY DEPT	14.3%	14.3%	0.0%	0.0%	0.0%	14.3%	0.0%
ENVIRONMENTAL SERVICES	33.3%	0.0%	0.0%	0.0%	16.7%	33.3%	0.0%
EXECUTIVE COUNCIL	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
EXECUTIVE DEPT	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
FISH AND GAME DEPT	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HHS: BEHAVIORAL HEALTH DIV	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HHS: COMMISSIONER'S OFFICE	2.7%	2.7%	10.8%	0.0%	0.0%	8.1%	0.0%
HHS: DEVELOPMENTAL SVCS	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HHS: ELDERLY & ADULT SVCS	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
HHS: GLENCLIFF HOME	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
HHS: HUMAN SERVICES DIV	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%
HHS: MEDICAID & BUS POLICY	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HHS: NH HOSPITAL	0.0%	0.0%	0.0%	18.2%	0.0%	0.0%	0.0%
HHS: PUBLIC HEALTH DIV	0.0%	0.0%	25.0%	0.0%	0.0%	25.0%	0.0%
HHS: TRANSITIONAL ASSIST DIV	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HOUSING APPEALS BOARD	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%
INFORMATION TECHNOLOGY	9.1%	18.2%	9.1%	0.0%	0.0%	18.2%	0.0%
INSURANCE DEPT	0.0%	7.1%	0.0%	7.1%	0.0%	0.0%	0.0%
JUDICIAL COUNCIL	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
JUSTICE DEPT	1.3%	3.8%	2.5%	2.5%	1.3%	6.3%	0.0%
LABOR DEPT	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%
LIQUOR COMMISSION	0.0%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%
LOTTERY COMMISSION	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MILITARY AFFRS & VET SVCS	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NATURAL & CULT RESOURCES	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%
OFFICE OF CHILD ADVOCATE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
POLICE STDS & TRAINING	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROF LICENSURE & CERT	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
REVENUE ADMINISTRATION	0.0%	3.3%	6.7%	3.3%	3.3%	10.0%	0.0%
SAFETY DEPT	0.0%	0.0%	20.0%	0.0%	10.0%	0.0%	0.0%
STATE DEPT	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TAX AND LAND APPEALS BOARD	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TRANSPORTATION DEPT	14.3%	0.0%	0.0%	0.0%	42.9%	0.0%	0.0%
TREASURY DEPT	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%
VETERANS HOME	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	4.0%	5.1%	4.0%	2.3%	2.8%	7.4%	0.0%
TREASURY DEPT	10%	15%	5%	10%	5%	45%	25%
VETERANS HOME	10%	2%	5%	7%	6%	29%	12%
TOTAL	8%	7%	4%	12%	7%	38%	15%

* Includes full-time and full-time temporary classified, and unclassified employees expected to work more than 6 months. Employees are counted only in the first eligibility group that they qualify for left-to-right, even if they qualify under more than one category (e.g., employees who qualify under both Early Eligibility Rules are only counted in the "70 Rule" category).

Report generated 6/30/2022 based on employee data for 6/30/2022 by Employee Matrix V6.4 for FY 22.

EXECUTIVE BRANCH - GROUP 2 EMPLOYEES

**Estimate of Future Eligibility for Retirement & State Health Insurance Benefit
1,007 Employees - Based on Current Employees as of: 6/30/2022**

As of July 1:	2022	% of Total Pop	2024	% of Total Pop
Eligible Age 60+ (with health ins ben)	30	3%	43	4.3%
Eligible Age 60+ (without health ins ben)	17	1.7%	33	3.3%
Eligible Age 45+ with 20+ YFS (with health ins ben)	105	10.4%	118	11.7%
Eligible Age 46-52.5 with 25+ YFS (with health ins ben)	0	0%	0	0%
Eligible Age 50-52.5 with 25+ YFS (without health ins ben)	0	0%	0	0%
Total Eligible	152	15.1%	206	20.5%
Total Eligible & "Likely" (with health benefit)	135	13.4%	173	17.2%

*Includes full-time and full-time temporary classified and unclassified employees expected to work more than 6 months. "YFS" = years of full-time service.

Report generated 6/30/2022 based on employee data for 6/30/2022 by Employee Matrix V6.4 for FY 22.

EXECUTIVE BRANCH - GROUP 2 EMPLOYEES
Estimate of Current Eligibility for Retirement as of July 1, 2022
1,007 Employees* - Based on Current Employees as of: 6/30/2022

AGENCY	Eligible Age 45+ with 20+ YFS (with health ins ben)	Eligible Age 46-52.5 with 25+ YFS (with health ins ben)	Eligible Age 60+ (with health ins ben)	Eligible Age 60+ (without health ins ben)	Total Eligible
CORRECTIONS DEPT	11.6%	0%	4.0%	2.7%	18.2%
FISH AND GAME DEPT	14.3%	0%	2.4%	0.0%	16.7%
LIQUOR COMMISSION	0.0%	0%	0.0%	0.0%	0.0%
NATURAL & CULT RESOURCES DEPT	11.1%	0%	0.0%	0.0%	11.1%
PEASE DEVELOPMENT AUTHORITY	0.0%	0%	50.0%	0.0%	50.0%
POLICE STDS & TRAINING COUNCIL	14.3%	0%	0.0%	0.0%	14.3%
SAFETY DEPT	8.3%	0%	1.2%	0.3%	9.8%
TOTAL	10.4%	0%	3.0%	1.7%	15.1%

* Includes full-time and full-time temporary classified and unclassified employees expected to work more than 6 months.
 "YFS" = years of full-time service

Report generated 6/30/2022 based on employee data for 6/30/2022 by Employee Matrix V6.4 for FY 22.

EXECUTIVE BRANCH - GROUP 2 EMPLOYEES
Estimate of Future Eligibility for Retirement as of July 1, 2024
1,007 Employees* - Based on Current Employees as of: 6/30/2022

AGENCY	Eligible Age 45+ with 20+ YFS (with health ins ben)	Eligible Age 46-52.5 with 25+ YFS (with health ins ben)	Eligible Age 60+ (with health ins ben)	Eligible Age 60+ (without health ins ben)	Total Eligible
CORRECTIONS DEPT	33.3%	0%	0%	0%	33.3%
LIQUOR COMMISSION	0.0%	0%	0%	0%	0.0%
SAFETY DEPT	0.0%	0%	0%	0%	0.0%
TOTAL	14.3%	0%	0%	0%	14.3%

* Includes full-time and full-time temporary classified and unclassified employees expected to work more than 6 months.
 "YFS" = years of full-time service

Report generated 6/30/2022 based on employee data for 6/30/2022 by Employee Matrix V6.4 for FY 22.

DIVISION OF PERSONNEL WORK ACTIVITIES

CENTRAL HUMAN RESOURCES PROCESSING OPERATIONS UNIT

Central Human Resources Processing Operations Unit (COU) oversees maintenance of employee records and positions, recruitment and statewide leave programs. The COU processes all human resources transactions affecting classified, unclassified, and non-classified employees in compliance with personnel rules and collective bargaining agreements.

The COU collaborates with the DAS' Division of Financial Data Management (FDM) and Bureau of Accounting (BOA) to identify and implement improvements in processing human resource transactions in the NH FIRST ERP system. The COU maintains a library of documented policies and procedures, reference materials and training documentation on the Division's webpage and on the DAS' intranet site Sunspot. The COU meets regularly with agency HR representatives facilitating community feedback, best practices and continuous process improvement. With oversight from FDM, the COU conducts user acceptance testing for system upgrades, use of new/modified codes and implementation of new functionality within the NH FIRST ERP system.

In FY 22, the COU worked with agency HR staff to update standard operating procedures and associated template forms on the following topics:

- Updated Family Medical Leave Act and Income Protection Plan application policy and procedures.
- Increased NH First functionality with the addition of a telework user field, providing the ability to track telework metrics.
- Collaborated with the Classification Unit (CU) to update the system, aligning all position titles to new corresponding Standard Occupational Classification (SOC) titles.
- Assisted the CU with projects, which included:
 - DNCR park attendant series;
 - Public health deputy bureau chiefs;
 - OPLC reorganization;
 - PPO's;
 - Highway Foreman; and
 - LNA trainees.
- Enhanced recruitment activities in NH FIRST ERP system as follows:
 - Redesigned applicant correspondence templates;
 - Increased functionality in Manager Space widget;
 - Re-engineered external facing applicant website; and
 - Trained agency HR to utilize Recruiter Space.
- Increased efficiency and customer focused certification process.
- Collaborated with Department of Transportation to pilot the Department of Defense – Skill Bridge program. This program provides transition placement of military personnel to both private sector and government employment within 180 days of release from active duty.

In FY 22, the Division provided training for agency HR staff on the following topics:

- Generalist Role – basic HR operational functions.
- Recruiter Role – posting positions, applicant tracking, hiring and transferring employees from one agency to another agency.
- Leave Management – compliance with federal and state laws when an employee needs a leave of absence.
- Report Management – applicable NH FIRST agency reports reflecting goals, budget and vacancies.
- System Upgrades – process and procedures to ensure compliance with NH FIRST statement of record.
- Policies, procedures, personnel rules, collective bargaining agreements, RSAs – to ensure compliance with these.

The COU is responsible for performing the following functions:

- Advise, train, and assist state agencies' HR staff on the employee life cycle including: creation of job requisitions, employee maintenance, position maintenance, hiring processes, and interpretation of personnel rules, to maintain consistency across all state agencies.
- Ensure consistency in the evaluation and certification of minimum qualifications as stated in the personnel rules, meeting statewide certification standards.
- Consult and review any proposed revisions to agency and statewide minimum qualification requirements.
- Develop and implement policy and procedural revisions based upon interpretations of new laws and executive orders in the area of recruitment and selection.
- Promote the State as an employer of choice by implementing recruitment strategies with a strong social media presence, highlighting mission critical positions and utilizing agency Public Information Officers (PIO) for agency specific recruitment.
- Maintain up-to-date career opportunities and employment incentives on the State's online Job Opportunities portal.
- Track recruitment and performance metrics to determine the success of recruitment strategies and realign agency specific strategies as needed.
- Implement up-to-date best practices for recruitment and retention statewide and for agency specific modeling.
- Facilitate and test upgrades of the Talent Acquisition module within NH FIRST, including the creating of recruitment reports and oversight of the recruitment-landing page.

During FY 22, the COU continued to work with the FDM to improve the applicant experience by removing barriers from the online job posting and application process.

Additionally, the COU continued to work to better define and standardize steps involved in the recruitment process. Process improvement efforts have reduced the number of paper applications received, increased the expediency processing of applications, and facilitated efficient and timely hiring of applicants.

The numbers depicted in the following tables display only those positions posted in the State Online Recruitment System. The personnel rules do not require part-time or temporary seasonal positions to be posted through NH FIRST. Additionally, the numbers do not include candidates that applied outside of the state Online Recruitment System using a paper application.

RECRUITMENT OF FULL-TIME AND PART-TIME POSITIONS BY MONTH
Fiscal Year 2022

Month	Internal Postings	External Postings	Full-Time Postings	Part-Time Postings	Total Job Postings	Total Applications*
July	297	177	408	64	946	2299
August	385	263	546	97	1291	3172
September	367	265	511	116	1259	2684
October	388	283	578	93	1342	2337
November	384	292	610	64	1350	2096
December	434	259	602	89	1384	2291
January	411	295	575	124	1405	2530
February	394	232	548	77	1251	1987
March	500	344	726	116	1686	2314
April	415	311	640	81	1447	2446
May	418	255	535	127	1335	2525
June	469	344	722	91	1626	2628
Total	4,862	3,320	7,001	1,139	16,322	29,309

*Includes only applications submitted through NH FIRST.

RECRUITMENT OF FULL-TIME AND PART-TIME POSITIONS BY AGENCY

Fiscal Year 2022

AGENCY	Internal Postings	External Postings	Full-Time Postings	Part-Time Postings	Total Job Postings	Total Applications Received*
ADMINISTRATIVE SERVICES DEPT	204	173	273	104	377	206
AGRICULT, MARKETS & FOOD DEPT	7	6	11	2	13	7
BANKING DEPT	11	2	13	0	13	11
BUS & ECON AFFAIRS DEPT	77	69	60	86	146	77
CONSUMER ADVOCATE	3	3	6	0	6	3
CORRECTIONS DEPT	296	197	456	37	493	305
DEVELOPMENT DISABILITIES CNCL	4	3	3	4	7	4
EDUCATION DEPT	159	132	221	70	291	166
EMPLOYMENT SECURITY DEPT	214	147	283	78	361	220
ENERGY DEPT	41	32	73	0	73	41
ENVIRONMENTAL SERVICES DEPT	180	120	274	26	300	183
EXECUTIVE DEPT	6	6	12	0	12	6
FISH AND GAME DEPT	40	28	58	10	68	40
HHS: BEHAVIORAL HEALTH DIV	39	30	69	0	69	39
HHS: COMMISSIONER'S OFFICE	273	172	412	33	445	274
HHS: DEVELOPMENTAL SVCS DIV	27	16	41	2	43	28
HHS: ELDERLY & ADULT SVCS DIV	27	18	41	4	45	28
HHS: GLENCLIFF HOME	77	60	83	54	137	77
HHS: HAMPSTEAD HOSPITAL	7	5	12	0	12	7
HHS: HUMAN SERVICES DIV	278	213	471	20	491	280
HHS: MEDICAID & BUS POLICY OFC	36	28	56	8	64	37
HHS: NH HOSPITAL	207	159	263	103	366	216
HHS: PUBLIC HEALTH DIV	196	161	331	26	357	198
HHS: TRANSITIONAL ASSIST DIV	227	175	386	16	402	230
HUMAN RIGHTS COMMISSION	10	9	7	12	19	10
INFORMATION TECHNOLOGY DEPT	218	184	368	34	402	220
INSURANCE DEPT	28	23	51	0	51	28
JUSTICE DEPT	44	31	63	12	75	45
LABOR DEPT	62	50	108	4	112	63
LIQUOR COMMISSION	198	83	233	48	281	199
LOTTERY COMMISSION	29	20	43	6	49	29
MILITARY AFFRS & VET SVCS DEPT	85	70	147	8	155	85
NATURAL & CULT RESOURCES DEPT	65	48	101	12	113	68
NH STATE COMM ON AGING	1	1	0	2	2	1
OFFICE OF CHILD ADVOCATE	2	2	4	0	4	2
PEASE DEVELOPMENT AUTHORITY	1	1	2	0	2	1

AGENCY	Internal Postings	External Postings	Full-Time Postings	Part-Time Postings	Total Job Postings	Total Applications Received*
POLICE STDS & TRAINING COUNCIL	12	12	18	6	24	12
PROF LICENSURE & CERT OFFICE	76	41	109	8	117	76
PUBLIC EMPLOYEE LABOR REL BRD	1	0	1	0	1	1
PUBLIC UTILITIES COMMISSION	0	2	2	0	2	2
REVENUE ADMINISTRATION DEPT	87	50	133	4	137	88
SAFETY DEPT	581	477	818	240	1058	589
STATE DEPT	24	9	33	0	33	25
TAX AND LAND APPEALS BOARD	7	6	8	5	13	7
TRANSPORTATION DEPT	511	503	962	52	1014	514
TREASURY DEPT	4	2	6	0	6	4
VETERANS HOME	175	146	225	96	321	177
Total	4,865	3,733	7,366	1,232	8,598	4,937

*Includes only applications submitted through NH FIRST.

RECRUITMENT OF FULL-TIME AND PART-TIME POSITIONS BY OCCUPATIONAL CATEGORY

Fiscal Year 2022

Occupational Category	Internal Postings	External Postings	Full-Time Postings	Part-Time Postings	Total Job Postings	Total Applications*
Administrative Support	899	641	1207	333	3080	6464
Enforcement Protection & Institution	428	210	520	118	1276	3398
Labor & Trade	691	553	965	279	2488	2512
Other	90	87	152	25	354	606
Professional & Managerial	2407	1698	3684	424	8213	14860
Technical	344	273	572	45	1234	1469
Total	4,862	3,471	7,106	1,227	16,645	29,309

*Includes only applications submitted through NH FIRST.

CANDIDATE REFERRAL BY SOURCE

Fiscal Year 2022

SOURCE	# OF APPLICATIONS*
Attached From a Different Requisition	258
Career Fair / Job Fair	342
Current State Employee	237
Facebook.com	9,796
In-House Posting	6,188
Indeed.com	487
LinkedIn.com	155
Newspaper	5,671
Division of Personnel	4
Radio	3,172
Other	89
TOTAL APPLICATIONS RECEIVED	29,309
*Includes only applications submitted through NH FIRST.	

EMPLOYEE REDUCTION IN FORCE (RIF) LIST

The law requires that any classified position that becomes available in a department or establishment, as defined in RSA 9:1, shall be filled, if possible, by a state employee who has been laid off, if such person is not currently employed by the state, if he or she meets the minimum qualifications for the position, and if they do not receive a promotion as a result of the rehire. The law also requires the appointing authority of each department or agency to submit the names and classifications of laid off individuals to the Director of Personnel within 10 days of the layoff.

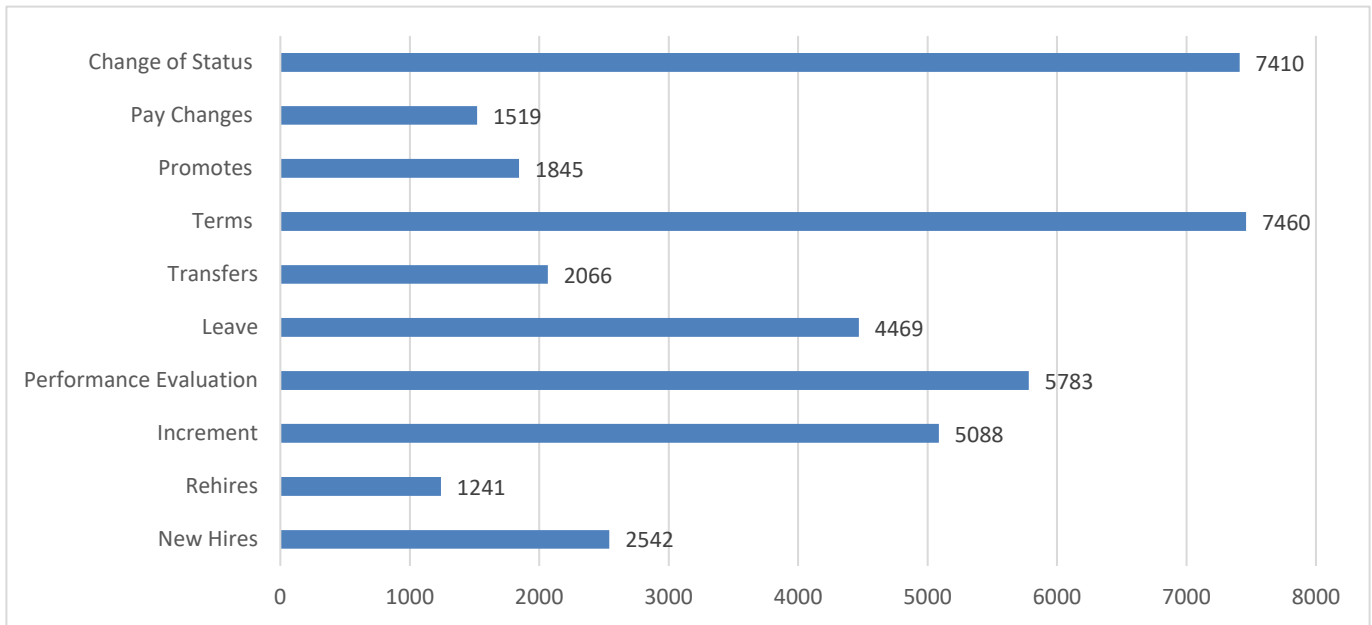
REDUCTION IN FORCE ACTIONS

Fiscal Year 2022

ACTION	NUMBER
Individual Names Submitted to Personnel	1
Names Removed from RIF List:	
Placement to State Agencies	0
Recalled/Re-employed by Agency	0
Declined Placement Services	1
Total Number of Names Removed	1
Number of Full Time Vacant Positions Submitted by Agencies	0
Total Number of Positions Released	0
Names Remaining on RIF List *	0
<p><i>Note: The total number of names on the RIF List may include employees who have been re-employed on a continuing part-time basis at the agency from which they were originally laid off. Other names remaining on the RIF List may include individuals who have retired, are on Workers' Compensation, or have set their own limitations to re-employment as a full-time employee due to location, salary requirements or other personal reasons.</i></p>	

EMPLOYEE COMPLIANCE AUDITS

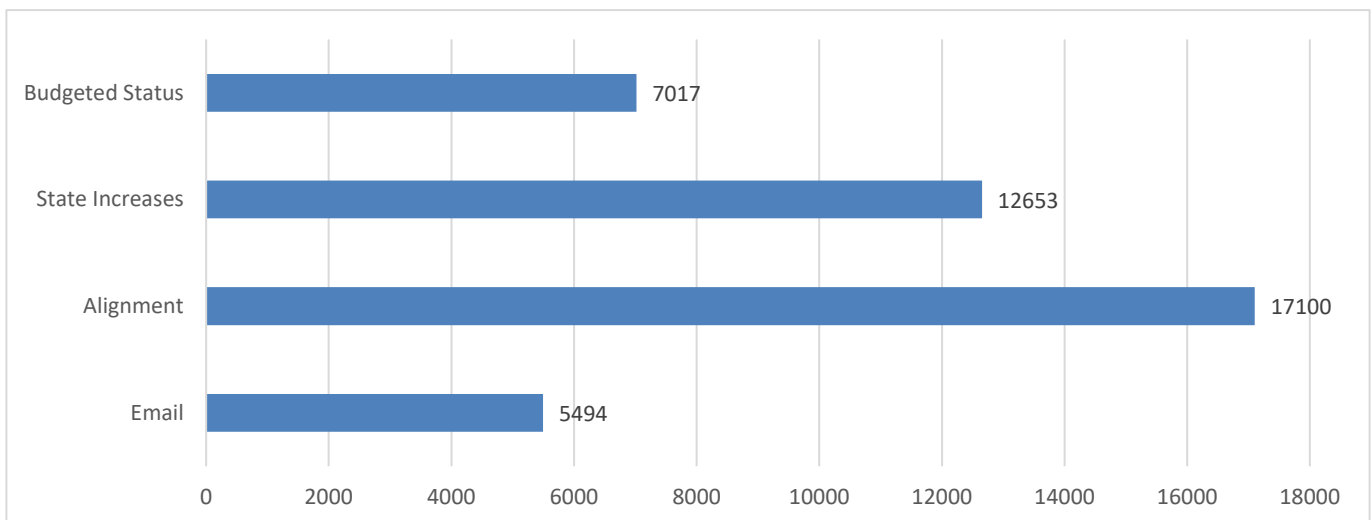
In FY 22, the COU processed **39,423** transactions including, but not limited to, new hires, rehires, promotions, lateral assignment changes, transfers, demotions, increments, leave of absences, date adjustments, terminations, and retirements.



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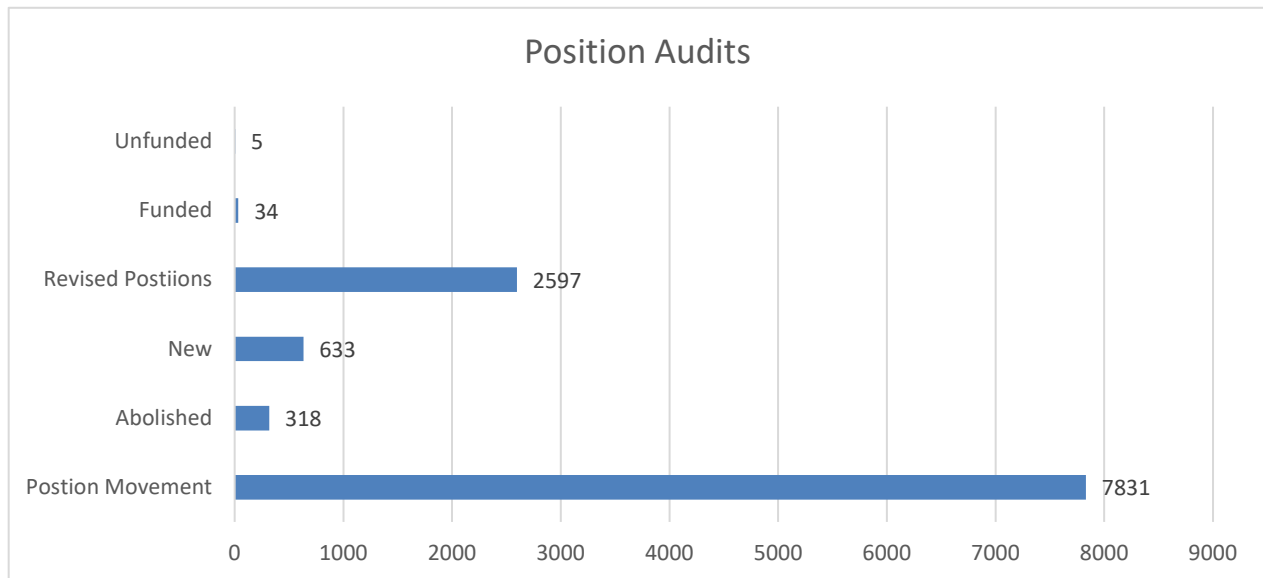
The COU worked in conjunction with the CU to retroactively correct historic position and employee data to adjust employee pay, and to implement mass updates for position changes, such as labor grades and union or title changes, that also affected employees in filled positions.

The COU also worked with the FDM to ensure accurate data in the NH FIRST system, and updates employees and positions in regards to emails, budgeted positions status, union alignment and negotiated pay increases.



POSITION MAINTENANCE REVIEWS

For FY 22, the COU reviewed and processed a combined total of **11,418** position actions and transactions.



In FY 22, the COU continued to use the 'mass upload method', which was developed to process multiple employee/position changes in the NH FIRST system using an Excel spreadsheet rather than individual transactions. The COU, in conjunction with the Classification Unit, reallocated **3,710** positions in the system via the upload method.

The upload method provides efficiency in processing large numbers of transactions, such as location changes, address changes, salary enhancements, and other data corrections resulting from audits. In FY 22, the COU completed **38** mass uploads, which otherwise would have required agencies and employees in the COU to process thousands of individual transactions.

EXAMINATION SECTION

The Examination Section works with agency staff from the Department of Natural and Cultural Resources and Department of Fish and Game to administer specific examinations in a large quantity at one time for such titles as Conservation Officers and Forest Rangers. This section also offers field-testing of candidates at New Hampshire Employment Security and local offices as alternative examination sites throughout the state.

This section also continues to provide technical assistance to state agency HR departments and hiring managers in the preparation and administration of structured interviews.

<http://sunspot.nh.gov/hr/documents/Examinations/State%20of%20NH%20Examinations.pdf>

CLASSIFICATION UNIT

The Classification Unit (CU) is responsible for the development, review, maintenance, and revision of the classification system and compensation plan for the State. The CU provides approaches that meet the unique needs of state agencies to classify and organize the workforce, while maintaining consistency and equity throughout the state system. The CU works in partnership with agency HR staff to:

- Review labor market trends and wage analyses, including compensation surveys;
- Review, research, and analyze data, tools, and structures related to position reclassifications and organizational changes;
- Develop and educate select agency HR staff on classification related matters and organizational strategies;
- Audit agencies' application of rules, policies, and procedures to ensure fair and equitable comparative analysis practices;
- Conduct salary analysis and research for reallocation, enhancement, or adjustment recommendations; and
- Modernize and improve state classification structures.

The CU gathers and reviews metrics, data, and analyses to assess patterns, analyze needs, and identify projections as part of classification and compensation projects and classification review requests. The CU also works closely with other departments and offices.

The CU participates in national, regional, and local surveys on an ongoing basis to share, and stay current with US state government compensation trends. Analysts in the CU work in conjunction with state agencies to review labor market information, educational and certification requirements, and industry changes for comparable state government positions while maintaining alignment with national and regional data, the Equal Employment Opportunity Commission, and the Fair Labor Standards Act.

Classification and Compensation System Redesign Project:

In FY 22, The CU embarked on the Classification and Compensation System Redesign Project. The CU has worked diligently to design a system that reaches the set goal of an easy to understand, transparent and simplified modern classification system. Implementation of the beginning phases have been met with success.

The project team has aligned all existing classified titles to the Standard Occupational Classification (SOC) System. Federal agencies use SOC as a taxonomy and statistical standard to classify workers into occupational categories. SOC also collects, calculates, and disseminates occupational, industry, education, and labor market data. The proposed New Hampshire System framework will utilize 22 SOC Major Groups, approximately 75 Minor Groups, and 200 Broad Groups. The selection of SOC was made, in part, because the SOC-based occupational data is regularly updated and provides access to publicly available trend and market data.

The project team is progressing forward on an aggressive timeline to accomplish critical implementation phases and goals in FY 23. FY 22 work included the following key milestones:

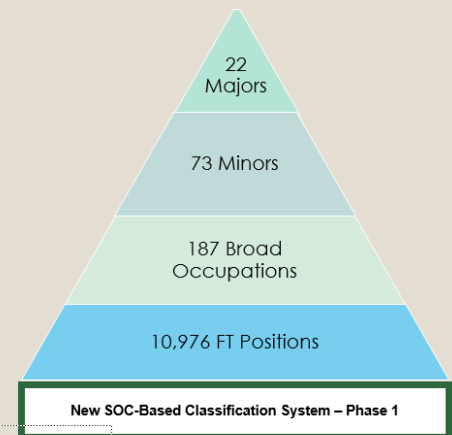
- Prepared concepts, communications, training, and the initial mapping of all full-time state classification titles into SOC occupational ordering.
- Presented and introduced the SOC taxonomy framework to all State HR teams.
- Held essential concept introduction and working meetings with all project stakeholders, task force, state administrations, unions and sponsors.
- Disseminated data of the initial classified titles migration list to all state agencies for review, validate, and approve.
- Facilitated NH FIRST System data uploads and creation of static test fields to attach new SOC-based classification titles to existing positions. This enabled the team to collect and run key metrics, update position actions, and create a baseline for analysis to inform next steps of implementation.
- Conducted a detailed review of all existing rules, statutes, collective bargaining agreements, and policies and procedures when looking at a new framework, processes and potential applications.
- Considered the budget implications of moving to SOC-based occupational alignment.

- Convened the stakeholders group, sponsor meetings, and agency consultation workgroups to introduce new concepts, obtain input from various stakeholders, and assign project tasks.
- Conducted critical analysis and research, which guided the consolidation from nine factors to six, updating factor language and weighting, defining new career progression and advancement concepts, and consolidating multiple labor grades into broader pay bands
- Identified the need for a state compensation philosophy, to guide future decisions for when and how compensation is changed.

Phase 1 – Move to Standard Occupational Classification (SOC) Codes

Transitioned from 1,400+ job titles to 200 +/- job titles

- New job titles and organization of classification system follows National Standard Occupational Classification (SOC)
- New Job Titles Organized within 22 Major Occupational Groups
- Completed Initial Mapping in March 2022.



Footer

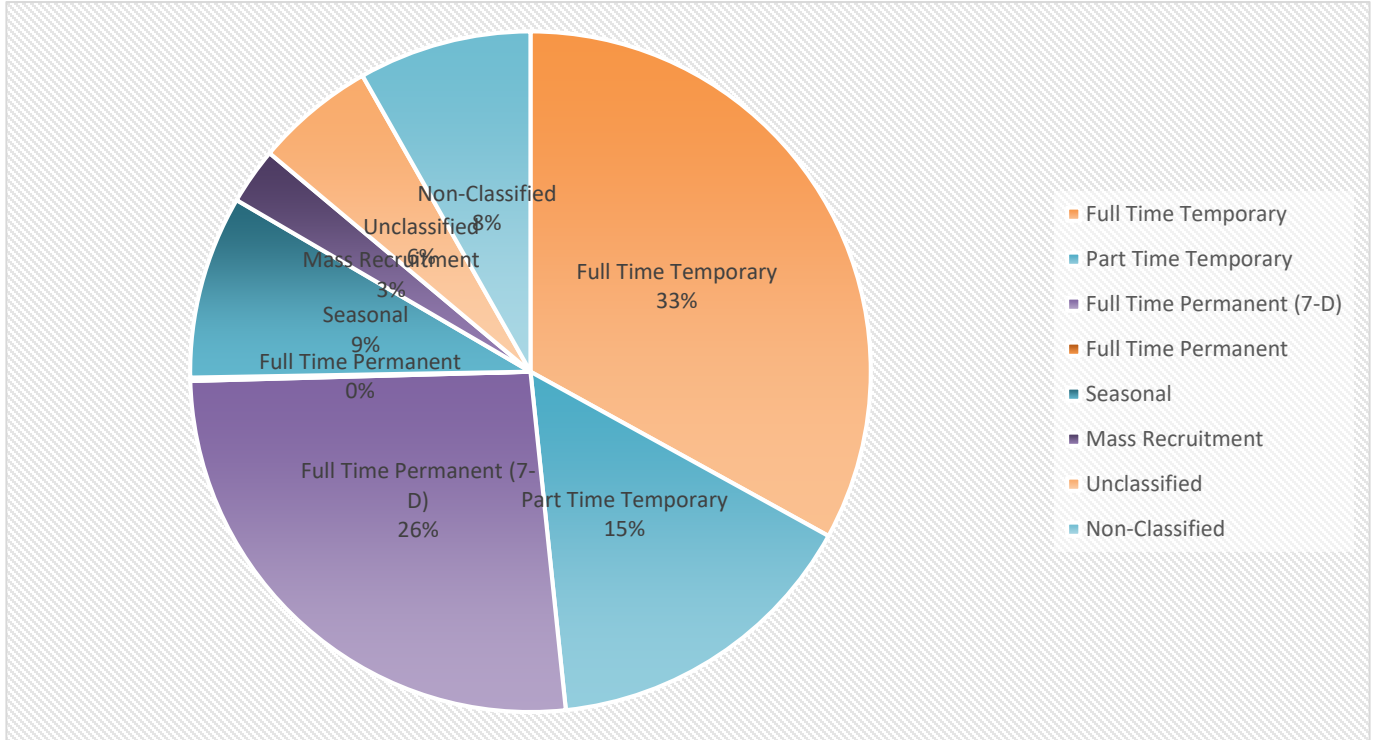
In addition to the Classification and Compensation System Redesign Project, the CU has continued to address position actions, including reclassification requests and organizational projects.

POSITION UPDATES

In FY 22, the CU reviewed and approved **633** requests to create new positions. A list of all new classified full-time positions expected to last more than 6 months created in FY 22 is provided at the end of this section.

The CU also abolished **180** full-time positions and **135** part-time positions in FY 22. A list of abolished/unfunded full-time positions is provided at the end of this section.

New Positions Established – All Categories Fiscal Year 2022

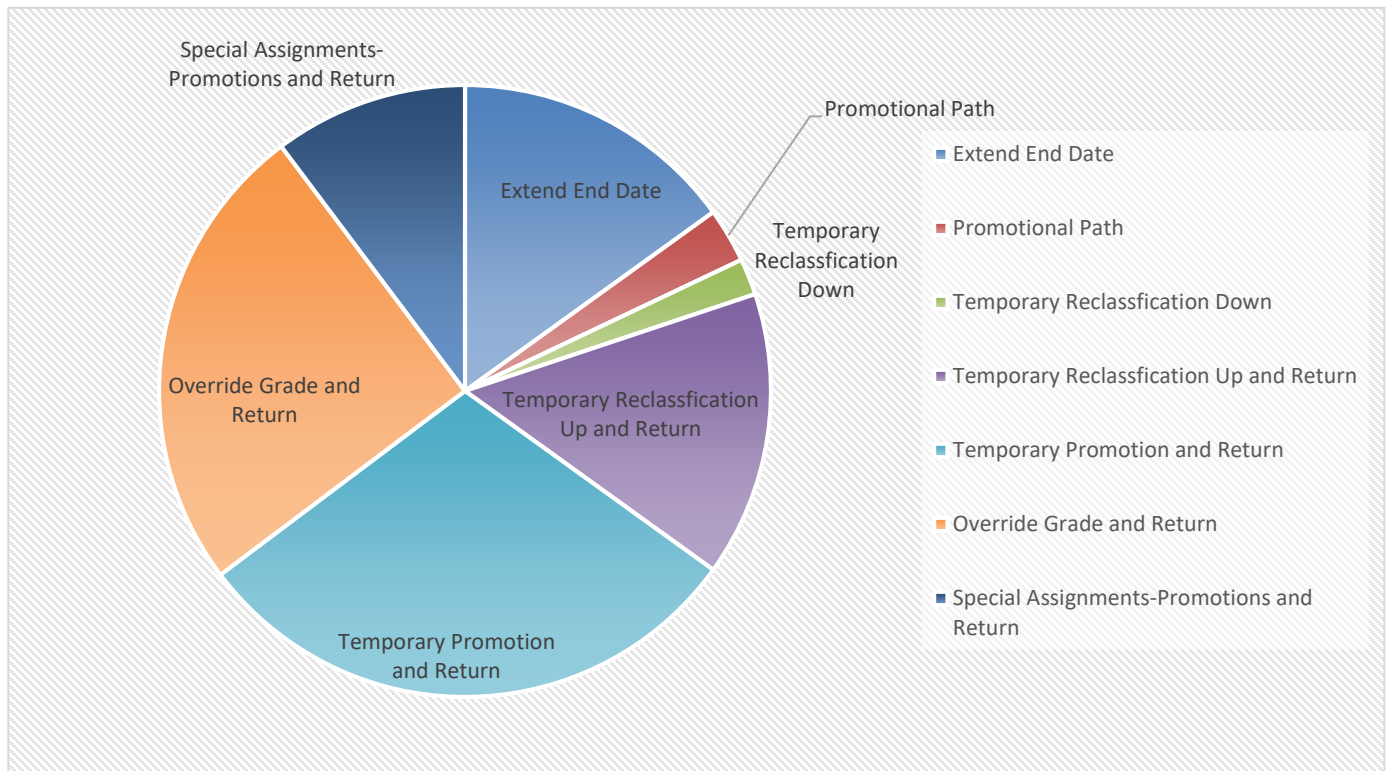


Full Time Temporary	Part Time Temporary	Full Time Permanent (7-D)	Full Time Permanent (Other)	-
209	97	153	1	
Seasonal	Mass Recruitment	Unclassified	Non-Classified	Total Established
55	17	49	52	633

TEMPORARY CHANGES TO POSITIONS:

The CU follows appropriate RSAs and procedures when approving and processing all position actions involving temporary changes. This includes the monitoring of positions going beyond their expiration date. Special assignments or temporary promotion requests are also examined for compliance with appropriate personnel rules. For FY 22, **312** transactions of this nature were performed.

POSITION EXTENSIONS AND TEMPORARY CHANGES Fiscal Year 2022



Action	Count
Extend End Date	47
Promotional Path	9
Temporary Reclassification Down	6
Temporary Reclassification Up and Return	47
Temporary Promotion and Return	93
Override Grade and Return	78
Special Assignments - Promotions and Return	32

REORGANIZATIONS

Reorganizations occur when an agency seeks to better align business operations or respond to changes in funding or programmatic needs. For FY22, the CU worked with agency HR on several reorganization projects. There were 895 work units were processed that involved an agency reorganization (Reorg). These included requests for changes in class series, reclassifications, position and employee transfers, organizational changes, and transactional requests supporting agency restructuring initiatives. Complex technical assistance is provided by the Division during a reorganization due to the potential impact a reorganization can have on agency employees, organizational structures, and other structures throughout the state. In FY22, the CU worked with FDM to develop definitions around Reorg codes so that better metrics could be tracked and distinctions could be made between the transactional and position change requests that are involved.

REALLOCATIONS

The CU also reviews requests to reallocate the labor grade of classification titles or classification series in addition to requests to modify existing class title specifications.

CLASS SPECIFICATION MODIFICATION AND REALLOCATION REQUESTS

Fiscal Year 2022

Requested Action	# Submitted	# Approved	# Denied/ Incomplete
Revision to Class Title Specification with Labor Grade Change	2	2	0
Revision to Class Specification without Labor Grade Change	14	14	0
TOTAL	16	16	0

Reallocations affect all positions assigned to that title in every state agency. The work involves complex assessment of impact and labor market analysis, extensive research, multiple revisions, and edits. In addition, the CU meets with any impacted agency as changes could result in budgetary and organizational adjustments. In FY 22, the CU approved 2 reallocations that affected 3,710 filled and vacant positions.

RECLASSIFICATIONS

The CU reviews requests to reclassify positions from one job classification title to another, which often involves a change in labor grade. Organizational changes can also result in a reclassification of a position. Reclassification requests can be combined with other position actions such as transfers, location and supervisor changes, supplemental job description revisions, and organizational structure reconfigurations. A job analysis is conducted for each reclassification request to maintain equitable relationships among internal positions with similar requirements and to maintain uniform administration of salaries across broad occupational groups.

Reclassifications are the most requested change submitted by agencies for review. Time, analysis, and research vary by the type and complexity of each reclassification request.

OUT-OF-CLASS SERIES RECLASSIFICATIONS:

Position reclassifications that are considered “out-of-class series” per the existing RSA 21-I: 56, are brought before the Governor and Executive Council for approval. In FY22, **189** out of the **376** position reclassifications were submitted to and approved by the Governor and Executive Council. The chart at the end of this section lists all out-of-series position reclassifications.

RECLASSIFICATION DECISIONS DIFFERING FROM AGENCY REQUESTS:

In FY22, **18** decision letters that affected **18** positions explaining the determination of the Classification Unit in regards to reclassification and/or reallocation requests were sent to agencies. Decision letters are necessary when the CU disagrees with an agency request or arrives at an alternative decision based on a review of materials and analysis or when communicating a decision outcome after an agency reorganization that changes functions of a position or affects a position’s role within an organizational structure.

The CU anticipates that as more focused competency training continues to occur, agency HR staff will be able to better assist employees and supervisors in understanding the purpose of a reclassification. Additionally, those same agency staff can assist their employees and administration when reviewing materials for reclassification or reallocation requests and be able to mitigate issues, address concerns, and explain decision outcomes.

RECLASSIFICATION REQUESTS FOR FULL-TIME POSITIONS

Fiscal Year 2022

Requested Action*	# Submitted	Net Cost
Position Reclassification – Vacant	206	\$537,071
Position Reclassification – Filled	170	\$1,157,683
TOTAL	376	1,694,754

Transaction Type	Net or Average Cost** (Est. Per Year)	# Transactions
Per Position Reclassification with Change to Higher Labor Grade	\$6060	312
Per Position Reclassification with Change to Lower Labor Grade	(\$5157)	38
Position Reclassification with No Change in Labor Grade	\$0	26
Position Reclassification Denied	\$0	18
All Reclassifications (Estimated Net Cost)	\$1,694,754	376

* Includes requests for permanent reclassification of Classified Permanent and Full-time Temporary Positions Lasting More Than 6 Months Only; excludes requests affecting Non-classified and Unclassified Positions and requests for temporary (short-term) position reclassifications.

** Cost is estimated based on Step 1 salary for vacant positions and actual salary for filled positions.

OUT-OF-SERIES POSITION RECLASSIFICATIONS APPROVED BY GOVERNOR AND COUNCIL
Fiscal Year 2022

DEPARTMENT	FROM (TITLE & SALARY GRADE)	LG	TO (TITLE & SALARY GRADE)	LG	G & C
LABOR DEPT	SECRETARY II	9	PROGRAM ASSISTANT	12	7/14/2021
EMPLOYMENT SECURITY DEPT	SUPERVISOR III	23	CERTIFYING OFFICER IV	22	7/14/2021
JUSTICE DEPARTMENT	CRIMINAL JUSTICE PROGRAM SPEC	24	PROGRAM SPECIALIST IV	25	7/14/2021
NATURAL & CULT RESOURCES	COMMUNITY RECREATION SPEC	24	ADMINISTRATOR I	27	7/14/2021
LIQUOR COMMISSION	WAREHOUSEMAN	10	RETAIL STORE CLERK II	12	7/14/2021
HEALTH AND HUMAN SERVICES	CHILD PROTECTIVE SVC WRK IV	24	PROGRAM SPECIALIST IV	25	8/18/2021
HEALTH AND HUMAN SERVICES	CHIEF BUR OF ENVIR HEALTH	28	ADMINISTRATOR III	31	8/18/2021
ENVIRONMENTAL SERVICES	PROGRAM ASSISTANT I	12	PROGRAM SPECIALIST I	19	8/18/2021
ENVIRONMENTAL SERVICES	PLANNING ANALYST/DATA SYSTEM	24	CIVIL ENGINEER V	30	8/18/2021
TRANSPORTATION DEPT	TOLL SHIFT SUPERVISOR	13	PROGRAM ASSISTANT II	15	8/18/2021
LIQUOR COMMISSION	ACCOUNTING TECHNICIAN	12	SENIOR MANAGEMENT	26	8/18/2021
HEALTH AND HUMAN SERVICES	MEDICAL SERVICE TECHNICIAN	17	GRANTS PROGRAM	23	8/18/2021
ENVIRONMENTAL SERVICES	CIVIL ENGINEER IV	27	ENVIRONMENTALIST IV	27	9/1/2021
CORRECTIONS DEPT	ADMINISTRATIVE ASSISTANT I	16	HUMAN RESOURCES	17	9/1/2021
HEALTH AND HUMAN SERVICES	ADMIN OF TRAINING	28	PROG PLNG & REVIEW	28	9/1/2021
TRANSPORTATION DEPT	TOLL SHIFT SUPERVISOR	13	PROGRAM ASSISTANT II	15	9/1/2021
TRANSPORTATION DEPT	TOLL ATTENDANT II	11	PROGRAM ASSISTANT II	15	9/1/2021
TRANSPORTATION DEPT	TOLL ATTENDANT I	9	PROGRAM ASSISTANT II	15	9/1/2021
INFORMATION TECHNOLOGY	TECHNICAL SUPPORT SPEC III	25	INFORMATION TECHNOLOGY	31	9/1/2021
EMPLOYMENT SECURITY DEPT	BLGS & GROUNDS UTILITY PERSON	8	MAINTENANCE MECHANIC III	14	9/1/2021
EMPLOYMENT SECURITY DEPT	ACCOUNTING TECHNICIAN	12	PROGRAM ASSISTANT II	15	9/1/2021
INFORMATION TECHNOLOGY	SYSTEMS DEVELOPMENT SPEC VI	30	BUSINESS SYSTEMS ANALYST I	28	9/15/2021
CORRECTIONS DEPT	PAYROLL OFFICER II	16	HUMAN RESOURCES TECH	17	9/15/2021
HEALTH AND HUMAN SERVICES	PROGRAM ASSISTANT II	15	PROGRAM SPECIALIST III	23	9/15/2021
CORRECTIONS DEPT	CORRECTIONS OFFICER	14	HUMAN RESOURCES COOR I	21	9/15/2021
HEALTH AND HUMAN SERVICES	PROGRAM ASSISTANT II	23	LICENSING & EVAL COORD	20	9/15/2021
REVENUE ADMINISTRATION	CLERK IV	12	ADMINISTRATIVE SECRETARY	14	9/15/2021
HEALTH AND HUMAN SERVICES	ADMINISTRATOR I	27	BUSINESS ADMINISTRATOR IV	29	9/29/2021
INFORMATION TECHNOLOGY	ADMINISTRATOR IV	33	INFORMATION TECHNOLOGY	32	9/29/2021
REVENUE ADMINISTRATION	DATA PROCESSING SUPERVISOR I	15	CLERK IV	12	9/29/2021
LOTTERY COMMISSION	HUMAN RESOURCES COORDINATOR	23	ADMINISTRATOR I	27	9/29/2021
FISH AND GAME DEPT	SENIOR SCIENTIST	29	ADMINISTRATOR II	29	9/29/2021

DEPARTMENT	FROM (TITLE & SALARY GRADE)	LG	TO (TITLE & SALARY GRADE)	LG	G & C
HEALTH AND HUMAN SERVICES	ADMINISTRATOR I	27	BUSINESS ADMINISTRATOR IV	31	9/29/2021
HEALTH AND HUMAN SERVICES	ADMINISTRATOR I	27	BUSINESS ADMINISTRATOR IV	29	9/29/2021
LIQUOR COMMISSION	ADMINISTRATIVE ASSISTANT I	16	LIQUOR LICENSURE SPECIALIST	18	9/29/2021
EDUCATION DEPT	SECRETARY II	9	PROGRAM ASSISTANT II	15	10/27/2021
SAFETY DEPT	CHIEF EMERGENCY MGMT SPEC	25	TECHNICAL SUPPORT SPEC VI	32	10/27/2021
HEALTH AND HUMAN SERVICES	EXECUTIVE SECRETARY	11	ADMINISTRATIVE ASSISTANT I	16	10/27/2021
HEALTH AND HUMAN SERVICES	LAUNDRY WORKER II	5	HEALTH FACILITIES CLEANER III	8	10/27/2021
HEALTH AND HUMAN SERVICES	PARALEGAL I	16	FINANCIAL AGENT I	20	11/10/2021
HEALTH AND HUMAN SERVICES	FINANCIAL ANALYST	28	BUSINESS SYSTEMS ANALYST I	28	11/10/2021
TRANSPORTATION DEPT	TOLL ATTENDANT I	9	TRAN MGMT COMM SPEC I	12	11/10/2021
TRANSPORTATION DEPT	TOLL ATTENDANT I	9	TRAN MGMT COMM SPEC I	12	11/10/2021
TRANSPORTATION DEPT	TOLL ATTENDANT I	9	TRAN MGMT COMM SPEC I	12	11/10/2021
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATOR III	31	FINANCIAL REPORTING ADMIN	31	11/10/2021
SAFETY DEPT	PARALEGAL I	16	DATA PROCESSING	15	11/10/2021
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATIVE ASSISTANT II	19	ADMINISTRATOR II	29	11/22/2021
EDUCATION DEPT	REHABILITATION COUNSELOR II	21	TRAINING COORDINATOR	21	11/22/2021
SAFETY DEPT	ADMINISTRATIVE SUPERVISOR	17	BUSINESS ADMINISTRATOR I	21	11/22/2021
SAFETY DEPT	PROGRAM ASSISTANT II	15	PROGRAM SPECIALIST I	17	11/22/2021
INFORMATION TECHNOLOGY	SYSTEMS DEVELOPMENT SPEC VI	30	ADMINISTRATOR III	31	11/22/2021
TRANSPORTATION DEPT	TRANSPORTATION & EMER DISP SUP	16	ENGINEERING TECHNICIAN III	16	11/22/2021
NATURAL & CULT RESOURCES	PROGRAM SPECIALIST II	21	FORESTER III	23	11/22/2021
HEALTH AND HUMAN SERVICES	CASE TECHNICIAN I	14	EMPLOYMENT COUNSELOR	19	11/22/2021
ENVIRONMENTAL SERVICES	MAINTENANCE MECHANIC III	14	SUPERVISOR VI	27	12/8/2021
LABOR DEPT	PROGRAM ASSISTANT II	15	SUPERVISOR I	19	12/8/2021
LABOR DEPT	CLERK INTERVIEWER	9	ACCOUNTING TECHNICIAN	12	12/8/2021
SAFETY DEPT	EQUIPMENT CONTROL OFFICER	17	INVENTORY CONTROL	14	12/22/2021
NATURAL & CULT RESOURCES	REGIONAL PARK SUPERVISOR	24	SUPERVISOR V	26	12/22/2021
NATURAL & CULT RESOURCES	PARK MANAGER V	20	SUPERVISOR III	23	12/22/2021
NATURAL & CULT RESOURCES	PARK MANAGER V	20	SUPERVISOR III	23	12/22/2021
NATURAL & CULT RESOURCES	PARK MANAGER V	20	SUPERVISOR III	23	12/22/2021
NATURAL & CULT RESOURCES	REGIONAL PARK SUPERVISOR	24	SUPERVISOR V	26	12/22/2021
HEALTH AND HUMAN SERVICES	TRAINING DEVELOPMENT MANAGER	24	SUPERVISOR V	26	12/22/2021
LABOR DEPT	PROGRAM ASSISTANT II	15	SUPERVISOR I	19	12/8/2021
TRANSPORTATION DEPT	CARPENTER II	14	WELDER MECHANIC I	15	12/22/2021
NATURAL & CULT RESOURCES	REGIONAL PARK SUPERVISOR	24	SUPERVISOR V	26	12/22/2021
NATURAL & CULT RESOURCES	PARK MANAGER IV	17	SUPERVISOR IV	25	12/22/2021
ENVIRONMENTAL SERVICES	ENVIRONMENTAL PROGRAM	27	ADMINISTRATOR II	29	12/22/2021

DEPARTMENT	FROM (TITLE & SALARY GRADE)	LG	TO (TITLE & SALARY GRADE)	LG	G & C
BUS & ECON AFFAIRS DEPT	PROGRAM ASSISTANT II	15	PROGRAM SPECIALIST III	23	12/22/2021
NATURAL & CULT RESOURCES	PARK MANAGER IV	17	SUPERVISOR III	23	12/22/2021
NATURAL & CULT RESOURCES	PARK MANAGER IV	17	SUPERVISOR IV	25	12/22/2021
NATURAL & CULT RESOURCES	MAINTENANCE MECHANIC II	12	PARK ATTENDANT III	13	12/22/2021
NATURAL & CULT RESOURCES	PARK MANAGER IV	17	SUPERVISOR III	23	12/22/2021
HEALTH AND HUMAN SERVICES	CHILD PROTECTIVE SVC WKR II	20	SUPERVISOR VI	27	12/22/2021
HEALTH AND HUMAN SERVICES	CHILD PROTECTIVE SVC WKR III	22	SUPERVISOR VI	27	12/22/2021
NATURAL & CULT RESOURCES	PARK MANAGER V	20	SUPERVISOR III	23	12/22/2021
NATURAL & CULT RESOURCES	PARK ATTENDANT III	13	MAINTENANCE MECHANIC II	14	12/22/2021
NATURAL & CULT RESOURCES	PARK MANAGER IV	15	SUPERVISOR IV	19	12/22/2021
NATURAL & CULT RESOURCES	REGIONAL PARK SUPERVISOR	24	SUPERVISOR V	26	12/22/2021
NATURAL & CULT RESOURCES	GIFT & FOOD SERVICE MANAGER	17	PARK SUPERVISOR II	19	12/22/2021
NATURAL & CULT RESOURCES	MAINTENANCE MECHANIC II	12	PARK ATTENDANT III	13	12/22/2021
NATURAL & CULT RESOURCES	GIFT & FOOD SERVICE CLERK II	12	PARK ATTENDANT III	13	12/22/2021
NATURAL & CULT RESOURCES	MAINTENANCE MECHANIC II	12	PARK ATTENDANT III	13	12/22/2021
NATURAL & CULT RESOURCES	PARK MANAGER IV	17	SUPERVISOR III	25	12/22/2021
NATURAL & CULT RESOURCES	MAINTENANCE MECHANIC II	12	PARK ATTENDANT III	23	12/22/2021
NATURAL & CULT RESOURCES	RETAIL STORE MANAGER I	14	PARK SUPERVISOR I	13	12/22/2021
NATURAL & CULT RESOURCES	GIFT & FOOD SERVICE MANAGER	17	PARK SUPERVISOR II	19	12/22/2021
NATURAL & CULT RESOURCES	MAINTENANCE MECHANIC I	8	PARK ATTENDANT II	10	12/22/2021
NATURAL & CULT RESOURCES	RETAIL STORE MANAGER I	14	PARK SUPERVISOR I	16	12/22/2021
NATURAL & CULT RESOURCES	SKI SCHOOL DIRECTOR	19	PARK SUPERVISOR II	19	12/22/2021
HEALTH AND HUMAN SERVICES	MENTAL HEALTH WORKER III	13	ADMINISTRATOR II	29	1/12/2022
INFORMATION TECHNOLOGY	BUSINESS SYSTEMS ANALYST II	30	TECHNICAL SUPPORT SPEC VI	32	1/12/2022
LOTTERY COMMISSION	AGENCY AUDIT MANAGER	25	PROGRAM SPECIALIST IV	25	1/12/2022
CORRECTIONS DEPT	CORRECTIONS OFFICER	14	ADMINISTRATIVE SECRETARY	14	1/26/2022
NATURAL & CULT RESOURCES	SKI PATROL & TRAIL MAINT CHIEF	17	PROGRAM SPECIALIST III	23	2/16/2022
HEALTH AND HUMAN SERVICES	MEDICAL SERVICE TECHNICIAN	17	PROGRAM SPECIALIST IV	25	2/16/2022
EDUCATION DEPT	ACCOUNTING TECHNICIAN	12	ADMINISTRATOR I	27	2/16/2022
HEALTH AND HUMAN SERVICES	EXECUTIVE SECRETARY	11	PROGRAM ASSISTANT I	12	2/16/2022
LOTTERY COMMISSION	ACCOUNTING TECHNICIAN	12	ACCOUNTANT I	16	2/16/2022
HEALTH AND HUMAN SERVICES	PROGRAM ASSISTANT I	12	PROGRAM SPECIALIST I	19	2/16/2022
REVENUE ADMINISTRATION	CLERK IV	12	COMPLIANCE OFFICER I	17	3/9/2022
LOTTERY COMMISSION	GAMING ENFORCEMENT INVE	16	FIELD AUDITOR	22	3/9/2022
JUSTICE DEPARTMENT	ADMINISTRATOR II	29	LEGAL RESEARCH ASSISTANT	24	3/9/2022
HEALTH AND HUMAN SERVICES	TEACHER III DRC	22	SUPERVISOR IV DRC	25	3/9/2022
SAFETY DEPT	STANDARDS & LICENSING COORD	16	PROGRAM SPECIALIST III	23	3/9/2022

DEPARTMENT	FROM (TITLE & SALARY GRADE)	LG	TO (TITLE & SALARY GRADE)	LG	G & C
HEALTH AND HUMAN SERVICES	MENTAL HEALTH WORKER III	13	INFORMATION TECHNOLOGY	32	3/9/2022
HEALTH AND HUMAN SERVICES	SUPERVISOR VI	27	BUSINESS SYSTEMS ANALYST II	30	3/9/2022
FISH AND GAME DEPT	ENGINEERING TECHNICIAN IV	19	CONSTRUCTION FOREMAN	17	3/9/2022
HEALTH AND HUMAN SERVICES	PLANNING ANALYST/DATA SYSTEM	24	BUSINESS SYSTEMS ANALYST I	28	3/9/2022
CORRECTIONS DEPT	CORRECTIONS OFFICER	14	LICENSED NURSING ASSISTANT	9	3/9/2022
CORRECTIONS DEPT	CORRECTIONS OFFICER	14	ADMINISTRATOR II	29	3/9/2022
CORRECTIONS DEPT	CORRECTIONS OFFICER	14	LICENSED NURSING ASSISTANT	9	3/9/2022
HEALTH AND HUMAN SERVICES	FINANCIAL DATA SPECIALIST II	30	INFORMATION TECHNOLOGY	31	3/23/2022
HEALTH AND HUMAN SERVICES	DATA CONTROL CLERK III	12	PROGRAM ASSISTANT II	15	3/23/2022
EDUCATION DEPT	EDUCATION CONSULTANT III	28	ADMINISTRATOR II	29	3/23/2022
HEALTH AND HUMAN SERVICES	PROGRAM SPECIALIST III	23	NURSE SPECIALIST-PUBLIC	25	3/23/2022
HEALTH AND HUMAN SERVICES	MENTAL HEALTH WORKER III	13	ADMINISTRATOR II	29	3/23/2022
HEALTH AND HUMAN SERVICES	FINANCIAL AGENT I	20	QUALITY CONTROL REVIEWER	20	3/23/2022
ENVIRONMENTAL SERVICES	PROGRAM ASSISTANT I	12	PROGRAM PLANNER I	19	3/23/2022
HEALTH AND HUMAN SERVICES	BUSINESS ADMINISTRATOR IV	29	SUPERVISOR V	25	4/6/2022
HEALTH AND HUMAN SERVICES	FINANCIAL AGENT II	25	SUPERVISOR VII	28	4/6/2022
NATURAL & CULT RESOURCES	PROGRAM ASSISTANT II	15	PROGRAM SPECIALIST III	23	4/6/2022
TRANSPORTATION DEPT	ENGINEERING TECHNICIAN III	16	PROGRAM SPECIALIST III	23	4/6/2022
TRANSPORTATION DEPT	ENGINEERING TECHNICIAN V	22	SUPERVISOR VI	27	4/6/2022
TRANSPORTATION DEPT	ENGINEERING TECHNICIAN V	22	PROGRAM SPECIALIST IV	25	4/6/2022
HEALTH AND HUMAN SERVICES	CHILD PROTECTIVE SVC WKR III	22	SUPERVISOR IV	25	4/6/2022
SAFETY DEPT	ACCOUNTANT II	18	PROGRAM SPECIALIST I	19	4/6/2022
CORRECTIONS DEPT	CORRECTIONS OFFICER TRAINEE	12	PROGRAM COORDINATOR	26	4/6/2022
CORRECTIONS DEPT	CORRECTIONS OFFICER	14	PROGRAM COORDINATOR	26	4/6/2022
BUS & ECON AFFAIRS DEPT	PROGRAM ASSISTANT I	12	INFORMATIONAL REP II	21	4/20/2022
NATURAL & CULT RESOURCES	PROGRAM SPECIALIST I	19	BUSINESS ADMINISTRATOR II	24	4/20/2022
REVENUE ADMINISTRATION	DATA PROC SUPERVISOR	18	DATA PROC & COMP SYS	21	4/20/2022
REVENUE ADMINISTRATION	DATA PROCESSING SUPERVISOR II	18	DATA PROCESSING	21	4/20/2022
LOTTERY COMMISSION	AGENCY AUDIT MANAGER	25	PROGRAM SPECIALIST IV	25	4/20/2022
HEALTH AND HUMAN SERVICES	PROGRAM SPECIALIST III	23	FINANCIAL REPORTING ADMIN	34	4/23/2022
ADMINISTRATIVE SERVICES DEPT	PURCHASING ASSISTANT	12	PURCHASING AGENT	24	5/4/2022
PROF LICENSURE & CERT OFFICE	HUMAN RESOURCES COORDINATOR	23	ADMINISTRATOR II	29	5/4/2022
CORRECTIONS DEPT	PAYROLL OFFICER I	14	HUMAN RESOURCES	17	5/4/2022
EDUCATION DEPT	PROGRAM ASSISTANT II	15	PLANNING ANALYST/DATA	24	5/4/2022
VETERANS HOME	LAUNDRY MANAGER II	15	SUPERVISOR I	19	5/4/2022
SAFETY DEPT	FIELD REP I EMER MGMT/COMM	19	PROGRAM PLANNER II	21	5/4/2022
EDUCATION DEPT	PROGRAM SPECIALIST I	19	PLANNING ANALYST/DATA	24	5/4/2022

DEPARTMENT	FROM (TITLE & SALARY GRADE)	LG	TO (TITLE & SALARY GRADE)	LG	G & C
EDUCATION DEPT	PROGRAM SPECIALIST II	21	PLANNING ANALYST/DATA	24	5/4/2022
EDUCATION DEPT	PROGRAM SPECIALIST III	23	PLANNING ANALYST/DATA	24	5/4/2022
NATURAL & CULT RESOURCES	COMMUNICATIONS SUPERVISOR I	24	PROGRAM SPECIALIST IV	25	5/18/2022
SAFETY DEPT	ADMINISTRATIVE SECRETARY	14	PROGRAM ASSISTANT II	15	6/1/2022
INFORMATION TECHNOLOGY	GRANTS & CONTRACTS TECHNICIAN	15	BUSINESS SYSTEMS ANALYST I	28	6/1/2022
INFORMATION TECHNOLOGY	COMPUTER OPERATOR III	16	TECHNICAL SUPPORT SPEC II	21	6/1/2022
INSURANCE DEPT	GRANTS PROGRAM COORDINATOR	23	SUPERVISOR IV	25	6/1/2022
ENVIRONMENTAL SERVICES	WATER POLL SANITARIAN I	17	ENVIRONMENTALIST III	23	6/1/2022
EDUCATION DEPT	SECRETARY II	9	REHAB TECHNICIAN	12	6/1/2022
NATURAL & CULT RESOURCES	RETAIL STORE MANAGER II	17	PARK SUPERVISOR II	19	6/1/2022
NATURAL & CULT RESOURCES	RETAIL STORE MANAGER I	14	PARK SUPERVISOR I	16	6/1/2022
NATURAL & CULT RESOURCES	RETAIL STORE CLERK II	12	PARK ATTENDANT III	13	6/1/2022
MILITARY AFFAIRS & VET	BLDGS & GROUNDS UTILITY PERSON	8	MAINTENANCE MECHANIC II	12	6/15/2022
MILITARY AFFAIRS & VET	BLDGS & GROUNDS UTILITY PERSON	8	MAINTENANCE MECHANIC II	12	6/15/2022
MILITARY AFFAIRS & VET	BLDGS & GROUNDS UTILITY PERSON	8	MAINTENANCE MECHANIC II	12	6/15/2022
HEALTH AND HUMAN SERVICES	LAUNDRY FOREMAN	11	BUILDING SERVICES	11	6/15/2022
HEALTH AND HUMAN SERVICES	EMPLOYMENT COUNSELOR SPEC	19	ADMINISTRATOR III	31	6/15/2022
MILITARY AFFAIRS & VET	BLDGS & GROUNDS UTILITY PERSON	8	MAINTENANCE MECHANIC II	12	6/15/2022
LABOR DEPT	SECRETARY II	9	PROGRAM SPECIALIST I	19	6/15/2022
HEALTH AND HUMAN SERVICES	SENIOR MANAGEMENT ANALYST	26	PROG PLNG & REVIEW	28	6/15/2022
ADMINISTRATIVE SERVICES DEPT	FINANCIAL DATA SPECIALIST II	30	INFORMATION TECHNOLOGY	31	6/15/2022
ENVIRONMENTAL SERVICES	ENVIRONMENTALIST III	23	PROGRAM SPECIALIST III	23	6/15/2022
MILITARY AFFAIRS & VET	MAINTENANCE TECHNICIAN	21	PLANT MAINTENANCE	17	6/15/2022
ADMINISTRATIVE SERVICES DEPT	FINANCIAL DATA SPECIALIST II	30	INFORMATION TECHNOLOGY	31	6/15/2022
HEALTH AND HUMAN SERVICES	PARALEGAL II	19	SUPERVISOR III	23	6/15/2022
HEALTH AND HUMAN SERVICES	LEGAL SECRETARY II	13	LEGAL ASSISTANT	19	6/15/2022
HEALTH AND HUMAN SERVICES	LEGAL SECRETARY II	11	LEGAL ASSISTANT	19	6/15/2022
HEALTH AND HUMAN SERVICES	LEGAL SECRETARY II	11	LEGAL ASSISTANT	19	6/15/2022
HEALTH AND HUMAN SERVICES	LEGAL SECRETARY II	11	LEGAL ASSISTANT	19	6/15/2022
HEALTH AND HUMAN SERVICES	LEGAL SECRETARY II	11	LEGAL ASSISTANT	19	6/15/2022
EDUCATION DEPT	SYSTEMS DEVELOPMENT SPEC VI	30	BUSINESS SYSTEMS ANALYST II	30	6/15/2022
ADMINISTRATIVE SERVICES DEPT	ATTORNEY IV	32	BUSINESS SYSTEMS ANALYST II	30	6/29/2022
INFORMATION TECHNOLOGY	BUSINESS SYSTEMS ANALYST II	30	ADMINISTRATOR II	29	6/29/2022
BUS & ECON AFFAIRS DEPT	COUNTER CLERK III	10	INFORMATION CTR	6	6/29/2022
INFORMATION TECHNOLOGY	COMPUTER OPERATOR II		TECHNICAL SUPPORT SPEC I	17	6/29/2022
ENERGY DEPT	PRINCIPAL PLANNER	24	ADMINISTRATOR III	31	6/29/2022

**NEW FULL-TIME PERMANENT AND FULL-TIME TEMPORARY POSITIONS
Fiscal Year 2022**

Agency	Classification Title*	Labor Grade	Estimated Cost (Step 1)
ADJUDICATIVE COMMISSIONERS-PUC	ATTORNEY I	26	\$58,073.60
ADMINISTRATIVE SERVICES DEPT	BUILDING SERVICES SUPERVISOR	11	\$31,844.80
ADMINISTRATIVE SERVICES DEPT	HUMAN RESOURCES COORDINATOR II	23	\$51,064.00
ADMINISTRATIVE SERVICES DEPT	HUMAN RESOURCES COORDINATOR II	23	\$51,064.00
ADMINISTRATIVE SERVICES DEPT	CLERK OF THE WORKS II	24	\$53,268.80
ADMINISTRATIVE SERVICES DEPT	CLERK OF THE WORKS II	24	\$53,268.80
ADMINISTRATIVE SERVICES DEPT	CLERK OF THE WORKS II	24	\$53,268.80
ADMINISTRATIVE SERVICES DEPT	BUSINESS ADMINISTRATOR III	27	\$60,673.60
ADMINISTRATIVE SERVICES DEPT	BUSINESS ADMINISTRATOR III	27	\$60,673.60
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATOR I	27	\$60,673.60
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATOR I	27	\$60,673.60
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATOR I	27	\$60,673.60
ADMINISTRATIVE SERVICES DEPT	HUMAN RESOURCES SPECIALIST	27	\$60,673.60
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATOR II	29	\$66,019.20
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATOR II	29	\$66,019.20
ADMINISTRATIVE SERVICES DEPT	PUBLIC WORKS PROJECT MGR IV	30	\$68,993.60
ADMINISTRATIVE SERVICES DEPT	PUBLIC WORKS PROJECT MGR IV	30	\$68,993.60
ADMINISTRATIVE SERVICES DEPT	PUBLIC WORKS PROJECT MGR IV	30	\$68,993.60
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATOR IV	33	\$78,956.80
AGRICULT, MARKETS & FOOD DEPT	WORD PROC OPERATOR I	09	\$29,536.00
AGRICULT, MARKETS & FOOD DEPT	PROGRAM PLANNER III	25	\$55,640.00
BUS & ECON AFFAIRS DEPT	ACCOUNTANT II	18	\$41,704.00
BUS & ECON AFFAIRS DEPT	ACCOUNTANT II	18	\$41,704.00
BUS & ECON AFFAIRS DEPT	BUSINESS ADMINISTRATOR II	24	\$53,268.80
BUS & ECON AFFAIRS DEPT	PRINCIPAL PLANNER	24	\$53,268.80
BUS & ECON AFFAIRS DEPT	PROGRAM SPECIALIST IV	25	\$55,640.00
BUS & ECON AFFAIRS DEPT	ADMINISTRATOR II	29	\$66,019.20
BUS & ECON AFFAIRS DEPT	ADMINISTRATOR II	29	\$66,019.20
CORRECTIONS DEPT	CORREC COUNSELOR/CASE MGR	20	\$45,115.20
CORRECTIONS DEPT	PROBATION-PAROLE OFF II	22	\$48,942.40
CORRECTIONS DEPT	PROBATION-PAROLE OFF II	22	\$48,942.40
CORRECTIONS DEPT	PROBATION-PAROLE OFF II	22	\$48,942.40
CORRECTIONS DEPT	PROBATION-PAROLE OFF II	22	\$48,942.40
CORRECTIONS DEPT	PROBATION-PAROLE OFF II	22	\$48,942.40
CORRECTIONS DEPT	PROGRAM COORDINATOR HZD	26	\$58,073.60
CORRECTIONS DEPT	PROGRAM COORDINATOR HZD	26	\$58,073.60
CORRECTIONS DEPT	PROGRAM COORDINATOR HZD	26	\$58,073.60
EDUCATION DEPT	CASE TECHNICIAN TRAINEE	12	\$33,009.60
EDUCATION DEPT	DISABILITY EXAMINER TRAINEE	18	\$41,704.00
EDUCATION DEPT	DISABILITY EXAMINER TRAINEE	18	\$41,704.00
EDUCATION DEPT	TECHNICAL SUPPORT SPEC II	21	\$47,070.40
EDUCATION DEPT	PLANNING ANALYST/DATA SYSTEM	24	\$53,268.80

Agency	Classification Title*	Labor Grade	Estimated Cost (Step 1)
EDUCATION DEPT	PROGRAM SPECIALIST IV	25	\$55,640.00
EDUCATION DEPT	PROGRAM SPECIALIST IV	25	\$55,640.00
EDUCATION DEPT	Program Specialist IV	25	\$55,640.00
EDUCATION DEPT	PROGRAM SPECIALIST IV	25	\$55,640.00
EDUCATION DEPT	PROGRAM SPECIALIST IV	25	\$55,640.00
EDUCATION DEPT	PROGRAM SPECIALIST IV	25	\$55,640.00
EDUCATION DEPT	DISABILITY HEARINGS OFFICER	26	\$58,073.60
EDUCATION DEPT	ADMINISTRATOR II	29	\$66,019.20
EDUCATION DEPT	ADMINISTRATOR II	29	\$66,019.20
EDUCATION DEPT	ADMINISTRATOR IV	33	\$78,956.80
EMPLOYMENT SECURITY DEPT	PROGRAM ASSISTANT II	15	\$37,003.20
EMPLOYMENT SECURITY DEPT	EMPLOYMENT COUNSELOR SPEC	19	\$43,347.20
EMPLOYMENT SECURITY DEPT	ACCOUNTANT IV	23	\$51,064.00
EMPLOYMENT SECURITY DEPT	ATTORNEY III	30	\$68,993.60
EMPLOYMENT SECURITY DEPT	ATTORNEY III	30	\$68,993.60
EMPLOYMENT SECURITY DEPT	ATTORNEY III	30	\$68,993.60
EMPLOYMENT SECURITY DEPT	ATTORNEY III	30	\$68,993.60
ENERGY DEPT	ADMINISTRATIVE ASSISTANT II	19	\$43,347.20
ENERGY DEPT	PROGRAM PLANNER I	19	\$43,347.20
ENERGY DEPT	PROGRAM SPECIALIST I	19	\$43,347.20
ENERGY DEPT	PROGRAM SPECIALIST II	21	\$47,070.40
ENERGY DEPT	PROGRAM SPECIALIST II	21	\$47,070.40
ENERGY DEPT	GRANTS PROGRAM COORDINATOR	23	\$51,064.00
ENERGY DEPT	PROGRAM SPECIALIST III	23	\$51,064.00
ENERGY DEPT	PROGRAM SPECIALIST III	23	\$51,064.00
ENERGY DEPT	ADMINISTRATOR I	27	\$60,673.60
ENERGY DEPT	BUSINESS ADMINISTRATOR IV	29	\$66,019.20
ENVIRONMENTAL SERVICES DEPT	PROGRAM ASSISTANT II	15	\$37,003.20
ENVIRONMENTAL SERVICES DEPT	ACCOUNTANT II	18	\$41,704.00
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTALIST III	23	\$51,064.00
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTALIST III	23	\$51,064.00
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTALIST III	23	\$51,064.00
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTALIST III	23	\$51,064.00
ENVIRONMENTAL SERVICES DEPT	ACCOUNTANT IV	23	\$51,064.00
ENVIRONMENTAL SERVICES DEPT	BUSINESS ADMINISTRATOR II	24	\$53,268.80
ENVIRONMENTAL SERVICES DEPT	CIVIL ENGINEER III	24	\$53,268.80
ENVIRONMENTAL SERVICES DEPT	CIVIL ENGINEER III	24	\$53,268.80
ENVIRONMENTAL SERVICES DEPT	PROGRAM SPECIALIST IV	25	\$55,640.00
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTAL PROGRAM	27	\$60,673.60
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTALIST IV	27	\$60,673.60
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTALIST IV	27	\$60,673.60
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTALIST IV	27	\$60,673.60
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTALIST IV	27	\$60,673.60
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTALIST IV	27	\$60,673.60
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTAL PROGRAM	27	\$60,673.60
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTAL PROGRAM	27	\$60,673.60

Agency	Classification Title*	Labor Grade	Estimated Cost (Step 1)
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTAL PROGRAM	27	\$60,673.60
ENVIRONMENTAL SERVICES DEPT	BUSINESS SYSTEMS ANALYST II	30	\$68,993.60
ENVIRONMENTAL SERVICES DEPT	CIVIL ENGINEER V	30	\$68,993.60
ENVIRONMENTAL SERVICES DEPT	CIVIL ENGINEER V	30	\$68,993.60
ENVIRONMENTAL SERVICES DEPT	SANITARY ENGINEER III	31	\$72,009.60
FISH AND GAME DEPT	SUPV OF VOLUNTEER ACTIVITIES	19	\$43,347.20
FISH AND GAME DEPT	BIOLOGIST I	21	\$47,070.40
FISH AND GAME DEPT	PROGRAM PLANNER II	21	\$47,070.40
FISH AND GAME DEPT	BIOLOGIST II	23	\$51,064.00
FISH AND GAME DEPT	BIOLOGIST II	23	\$51,064.00
HHS: BEHAVIORAL HEALTH DIV	PROGRAM SPECIALIST II	21	\$47,070.40
HHS: BEHAVIORAL HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: BEHAVIORAL HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: BEHAVIORAL HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: COMMISSIONER'S OFFICE	LEGAL ASSISTANT	19	\$43,347.20
HHS: COMMISSIONER'S OFFICE	LEGAL ASSISTANT	19	\$43,347.20
HHS: COMMISSIONER'S OFFICE	LEGAL ASSISTANT	19	\$43,347.20
HHS: COMMISSIONER'S OFFICE	LEGAL ASSISTANT	19	\$43,347.20
HHS: COMMISSIONER'S OFFICE	PROGRAM SPECIALIST II	21	\$47,070.40
HHS: COMMISSIONER'S OFFICE	PROGRAM SPECIALIST II	21	\$47,070.40
HHS: COMMISSIONER'S OFFICE	PROGRAM SPECIALIST II	21	\$47,070.40
HHS: COMMISSIONER'S OFFICE	PROGRAM SPECIALIST II	21	\$47,070.40
HHS: COMMISSIONER'S OFFICE	PROGRAM SPECIALIST II	21	\$47,070.40
HHS: COMMISSIONER'S OFFICE	PROGRAM SPECIALIST II	21	\$47,070.40
HHS: COMMISSIONER'S OFFICE	PROGRAM SPECIALIST II	21	\$47,070.40
HHS: COMMISSIONER'S OFFICE	PROGRAM SPECIALIST II	21	\$47,070.40
HHS: COMMISSIONER'S OFFICE	PLANNING ANALYST/DATA SYSTEM	24	\$53,268.80
HHS: COMMISSIONER'S OFFICE	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: COMMISSIONER'S OFFICE	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: COMMISSIONER'S OFFICE	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: COMMISSIONER'S OFFICE	ADMINISTRATOR I	27	\$60,673.60
HHS: COMMISSIONER'S OFFICE	ATTORNEY II	28	\$63,273.60
HHS: COMMISSIONER'S OFFICE	ATTORNEY II	28	\$63,273.60
HHS: COMMISSIONER'S OFFICE	ADMINISTRATOR III	31	\$72,009.60
HHS: HAMPSTEAD HOSPITAL	MEDICAL RECORDS TECHNICIAN	13	\$34,216.00
HHS: HAMPSTEAD HOSPITAL	MEDICAL RECORDS TECHNICIAN	13	\$34,216.00
HHS: HAMPSTEAD HOSPITAL	ACCOUNTANT I	16	\$38,542.40
HHS: HAMPSTEAD HOSPITAL	MEDICAL CODING TECHNICIAN	17	\$40,102.40
HHS: HAMPSTEAD HOSPITAL	ACCOUNTANT II	18	\$41,704.00
HHS: HAMPSTEAD HOSPITAL	FINANCIAL AGENT I	20	\$45,115.20
HHS: HAMPSTEAD HOSPITAL	FINANCIAL AGENT I	20	\$45,115.20
HHS: HAMPSTEAD HOSPITAL	FINANCIAL AGENT I	20	\$45,115.20

Agency	Classification Title*	Labor Grade	Estimated Cost (Step 1)
HHS: HAMPSTEAD HOSPITAL	MAINTENANCE TECHNICIAN	21	\$47,070.40
HHS: HAMPSTEAD HOSPITAL	BUSINESS ADMINISTRATOR I	21	\$47,070.40
HHS: HAMPSTEAD HOSPITAL	FINANCIAL AGENT II	24	\$53,268.80
HHS: HAMPSTEAD HOSPITAL	SENIOR PSYCHIATRIC SOCIAL WKR	26	\$58,073.60
HHS: HAMPSTEAD HOSPITAL	SENIOR PSYCHIATRIC SOCIAL WKR	26	\$58,073.60
HHS: HAMPSTEAD HOSPITAL	SENIOR PSYCHIATRIC SOCIAL WKR	26	\$58,073.60
HHS: HAMPSTEAD HOSPITAL	BUSINESS ADMINISTRATOR III	27	\$60,673.60
HHS: HAMPSTEAD HOSPITAL	ASSISTANT ADMINISTRATOR	29	\$66,019.20
HHS: HAMPSTEAD HOSPITAL	BUSINESS SYSTEMS ANALYST II	30	\$68,993.60
HHS: HAMPSTEAD HOSPITAL	SYSTEMS DEVELOPMENT SPEC VI	30	\$68,993.60
HHS: HAMPSTEAD HOSPITAL	ADMINISTRATOR III	31	\$72,009.60
HHS: HAMPSTEAD HOSPITAL	ADMINISTRATOR III	31	\$72,009.60
HHS: HAMPSTEAD HOSPITAL	ADMINISTRATOR III	31	\$72,009.60
HHS: HAMPSTEAD HOSPITAL	ADMINISTRATOR III	31	\$72,009.60
HHS: HAMPSTEAD HOSPITAL	INFORMATION TECHNOLOGY MGR V	34	\$82,534.40
HHS: HUMAN SERVICES DIV	PROGRAM SPECIALIST I	19	\$43,347.20
HHS: HUMAN SERVICES DIV	SUPERVISOR III DRC	23	\$51,064.00
HHS: HUMAN SERVICES DIV	SUPERVISOR III DRC	23	\$51,064.00
HHS: HUMAN SERVICES DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: MEDICAID & BUS POLICY	BUSINESS ADMINISTRATOR II	24	\$53,268.80
HHS: NH HOSPITAL	FOOD SERVICE WORKER II	05	\$25,916.80
HHS: NH HOSPITAL	FOOD SERVICE WORKER II	05	\$25,916.80
HHS: NH HOSPITAL	FOOD SERVICE WORKER II	05	\$25,916.80
HHS: NH HOSPITAL	FOOD SERVICE WORKER II	05	\$25,916.80
HHS: NH HOSPITAL	LAUNDRY WORKER III	07	\$27,414.40
HHS: NH HOSPITAL	HEALTH FACILITIES CLEANER III	08	\$28,371.20
HHS: NH HOSPITAL	HEALTH FACILITIES CLEANER III	08	\$28,371.20
HHS: NH HOSPITAL	HEALTH FACILITIES CLEANER III	08	\$28,371.20
HHS: NH HOSPITAL	HEALTH FACILITIES CLEANER III	08	\$28,371.20
HHS: NH HOSPITAL	WAREHOUSEMAN	10	\$30,638.40
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20

Agency	Classification Title*	Labor Grade	Estimated Cost (Step 1)
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$37,003.20
HHS: NH HOSPITAL	ELECTRICAL/ELECTRONIC SPEC	17	\$40,102.40
HHS: NH HOSPITAL	ADMINISTRATIVE ASSISTANT II	19	\$43,347.20
HHS: NH HOSPITAL	FINANCIAL AGENT I	20	\$45,115.20
HHS: NH HOSPITAL	UTILIZATION REVIEW COORDINATOR	20	\$45,115.20
HHS: NH HOSPITAL	PROGRAM PLANNER II	21	\$47,070.40
HHS: NH HOSPITAL	PROGRAM PLANNER II	21	\$47,070.40
HHS: NH HOSPITAL	PROGRAM PLANNER II	21	\$47,070.40
HHS: NH HOSPITAL	PROGRAM PLANNER II	21	\$47,070.40
HHS: NH HOSPITAL	OCCUPATIONAL THERAPIST II	21	\$47,070.40
HHS: NH HOSPITAL	PROGRAM SPECIALIST II	21	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	CLINICAL MENTAL HEALTH COUNS	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	CLINICAL MENTAL HEALTH COUNS	23	\$51,064.00
HHS: NH HOSPITAL	CLINICAL MENTAL HEALTH COUNS	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	PSYCHIATRIC SOCIAL WORKER DRC	23	\$51,064.00
HHS: NH HOSPITAL	PSYCHIATRIC SOCIAL WORKER DRC	23	\$51,064.00
HHS: NH HOSPITAL	PSYCHIATRIC SOCIAL WORKER DRC	23	\$51,064.00
HHS: NH HOSPITAL	NURSE SPECIALIST NRS DRC	25	\$55,640.00
HHS: NH HOSPITAL	NURSE SPECIALIST NRS DRC	25	\$55,640.00
HHS: NH HOSPITAL	NURSE PRACTITIONER (APRN)	28	\$63,273.60
HHS: NH HOSPITAL	NURSE PRACTITIONER (APRN)	28	\$63,273.60
HHS: NH HOSPITAL	PSYCHOLOGIST	29	\$66,019.20
HHS: NH HOSPITAL	ADMINISTRATOR III	31	\$72,009.60
HHS: PUBLIC HEALTH DIV	PROGRAM ASSISTANT I	12	\$33,009.60

Agency	Classification Title*	Labor Grade	Estimated Cost (Step 1)
HHS: PUBLIC HEALTH DIV	PROGRAM ASSISTANT I	12	\$33,009.60
HHS: PUBLIC HEALTH DIV	LABORATORY SCIENTIST I	16	\$38,542.40
HHS: PUBLIC HEALTH DIV	PROGRAM PLANNER II	21	\$47,070.40
HHS: PUBLIC HEALTH DIV	SYSTEMS DEVELOPMENT SPECIALIST	23	\$51,064.00
HHS: PUBLIC HEALTH DIV	SYSTEMS DEVELOPMENT SPECIALIST	23	\$51,064.00
HHS: PUBLIC HEALTH DIV	SYSTEMS DEVELOPMENT SPEC III	23	\$51,064.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST III	23	\$51,064.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST III	23	\$51,064.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST III	23	\$51,064.00
HHS: PUBLIC HEALTH DIV	SYSTEMS DEVELOPMENT SPEC III	23	\$51,064.00
HHS: PUBLIC HEALTH DIV	SYSTEMS DEVELOPMENT SPEC III	23	\$51,064.00
HHS: PUBLIC HEALTH DIV	BUSINESS ADMINISTRATOR II	24	\$53,268.80
HHS: PUBLIC HEALTH DIV	PROGRAM PLANNER III	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM PLANNER III	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	PROGRAM SPECIALIST IV	25	\$55,640.00
HHS: PUBLIC HEALTH DIV	SYSTEMS DEVELOPMENT SPEC IV	26	\$58,073.60
HHS: PUBLIC HEALTH DIV	SYSTEMS DEVELOPMENT SPEC	26	\$58,073.60
HHS: PUBLIC HEALTH DIV	SYSTEMS DEVELOPMENT SPEC	26	\$58,073.60
HHS: PUBLIC HEALTH DIV	SYSTEMS DEVELOPMENT SPEC	26	\$58,073.60
HHS: PUBLIC HEALTH DIV	PUBLIC HEALTH PROGRAM	26	\$58,073.60
HHS: PUBLIC HEALTH DIV	SYSTEMS DEVELOPMENT SPEC IV	26	\$58,073.60
HHS: PUBLIC HEALTH DIV	SYSTEMS DEVELOPMENT SPEC IV	26	\$58,073.60
HHS: PUBLIC HEALTH DIV	ADMINISTRATOR IV	33	\$78,956.80
HHS: TRANSITIONAL ASSIST DIV	PROGRAM SPECIALIST III	23	\$51,064.00
HOUSING APPEALS BOARD	CLERK III	08	\$28,371.20
INFORMATION TECHNOLOGY DEPT	INFORMATION TECHNOLOGY MGR III	31	\$72,009.60
INFORMATION TECHNOLOGY DEPT	INFORMATION TECHNOLOGY MGR V	34	\$82,534.40
JUSTICE DEPT	LEGAL ASSISTANT	19	\$43,347.20
JUSTICE DEPT	PARALEGAL II	19	\$43,347.20
JUSTICE DEPT	PARALEGAL II	19	\$43,347.20
JUSTICE DEPT	PLANNING ANALYST/DATA SYSTEM	24	\$53,268.80
JUSTICE DEPT	PROGRAM SPECIALIST IV	25	\$55,640.00

Agency	Classification Title*	Labor Grade	Estimated Cost (Step 1)
LOTTERY COMMISSION	PROGRAM ASSISTANT II	15	\$37,003.20
LOTTERY COMMISSION	Program Assistant II	15	\$37,003.20
LOTTERY COMMISSION	Program Assistant II	15	\$37,003.20
LOTTERY COMMISSION	PROGRAM ASSISTANT II	15	\$37,003.20
LOTTERY COMMISSION	FIELD AUDITOR	22	\$48,942.40
LOTTERY COMMISSION	FIELD AUDITOR	22	\$48,942.40
LOTTERY COMMISSION	FIELD AUDITOR	22	\$48,942.40
LOTTERY COMMISSION	Agency Audit Manager	25	\$55,640.00
LOTTERY COMMISSION	Agency Audit Manager	25	\$55,640.00
MILITARY AFFRS & VET SVCS DEPT	MAINTENANCE MECHANIC II	12	\$33,009.60
MILITARY AFFRS & VET SVCS DEPT	ACCOUNTANT II	18	\$41,704.00
MILITARY AFFRS & VET SVCS DEPT	TECHNICAL SUPPORT SPEC II	21	\$47,070.40
MILITARY AFFRS & VET SVCS DEPT	Program Specialist II	21	\$47,070.40
MILITARY AFFRS & VET SVCS DEPT	Program Specialist II	21	\$47,070.40
MILITARY AFFRS & VET SVCS DEPT	Grants Program Coordinator	23	\$51,064.00
MILITARY AFFRS & VET SVCS DEPT	CLERK OF THE WORKS II	24	\$53,268.80
NATURAL & CULT RESOURCES DEPT	RETAIL STORE CLERK II	12	\$33,009.60
NATURAL & CULT RESOURCES DEPT	PARK ATTENDANT III	13	\$34,216.00
NATURAL & CULT RESOURCES DEPT	PARK ATTENDANT III	13	\$34,216.00
NATURAL & CULT RESOURCES DEPT	MAINTENANCE MECHANIC III	14	\$35,630.40
NATURAL & CULT RESOURCES DEPT	ASST SKI PTL	14	\$35,630.40
NATURAL & CULT RESOURCES DEPT	PARK MANAGER III	15	\$37,003.20
NATURAL & CULT RESOURCES DEPT	PARK MANAGER III	15	\$37,003.20
NATURAL & CULT RESOURCES DEPT	GRANTS	15	\$37,003.20
NATURAL & CULT RESOURCES DEPT	PROGRAM SPECIALIST II	21	\$47,070.40
NATURAL & CULT RESOURCES DEPT	PROGRAM SPECIALIST II	21	\$47,070.40
NATURAL & CULT RESOURCES DEPT	SUPERVISOR III	23	\$51,064.00
NATURAL & CULT RESOURCES DEPT	ENVIRONMENTALIST III	23	\$51,064.00
NATURAL & CULT RESOURCES DEPT	PUBLIC WORKS PROJECT MGR II	24	\$53,268.80
NATURAL & CULT RESOURCES DEPT	HISTORIAN	24	\$53,268.80
OFFICE OF CHILD ADVOCATE	LEGAL AIDE	15	\$37,003.20
POLICE STDS & TRAINING	SUPERVISOR I	19	\$43,347.20
POLICE STDS & TRAINING	PROGRAM SPECIALIST III	23	\$51,064.00
POLICE STDS & TRAINING	Training Development Manager	24	\$53,268.80
POLICE STDS & TRAINING	LAW ENF TRAINING SPEC I	25	\$55,640.00
POLICE STDS & TRAINING	LAW ENFORCEMENT TRAINING	25	\$55,640.00
PROF LICENSURE & CERT OFFICE	LICENSE CLERK	11	\$31,844.80
PROF LICENSURE & CERT OFFICE	LICENSE CLERK	11	\$31,844.80
PROF LICENSURE & CERT OFFICE	LICENSE CLERK	11	\$31,844.80
PROF LICENSURE & CERT OFFICE	LICENSE CLERK	11	\$31,844.80
PROF LICENSURE & CERT OFFICE	LICENSE CLERK	11	\$31,844.80
PROF LICENSURE & CERT OFFICE	ACCOUNTANT IV	23	\$51,064.00
PROF LICENSURE & CERT OFFICE	ADMINISTRATOR I	27	\$60,673.60
PROF LICENSURE & CERT OFFICE	BUSINESS SYSTEMS ANALYST I	28	\$63,273.60
PROF LICENSURE & CERT OFFICE	BUSINESS SYSTEMS ANALYST I	28	\$63,273.60

Agency	Classification Title*	Labor Grade	Estimated Cost (Step 1)
PROF LICENSURE & CERT OFFICE	ATTORNEY II	28	\$63,273.60
PROF LICENSURE & CERT OFFICE	ADMINISTRATOR III	31	\$72,009.60
PROF LICENSURE & CERT OFFICE	HEARINGS EXAMINER	31	\$72,009.60
PROF LICENSURE & CERT OFFICE	ATTORNEY IV	32	\$75,441.60
PUBLIC UTILITIES COMMISSION	INFORMATION TECHNOLOGY MGR V	34	\$82,534.40
SAFETY DEPT	PROGRAM ASSISTANT II	15	\$37,003.20
SAFETY DEPT	PROGRAM ASSISTANT II	15	\$37,003.20
SAFETY DEPT	PROGRAM ASSISTANT II	15	\$37,003.20
SAFETY DEPT	PROGRAM ASSISTANT II	15	\$37,003.20
SAFETY DEPT	PROGRAM ASSISTANT II	15	\$37,003.20
SAFETY DEPT	PROGRAM ASSISTANT II	15	\$37,003.20
SAFETY DEPT	LICENSING EXAMINER II	16	\$38,542.40
SAFETY DEPT	LICENSING EXAMINER II	16	\$38,542.40
SAFETY DEPT	LICENSING EXAMINER II	16	\$38,542.40
SAFETY DEPT	LICENSING EXAMINER II	16	\$38,542.40
SAFETY DEPT	SUPERVISOR I	19	\$43,347.20
SAFETY DEPT	PROGRAM PLANNER I	19	\$43,347.20
SAFETY DEPT	PROGRAM PLANNER I	19	\$43,347.20
SAFETY DEPT	PROGRAM PLANNER I	19	\$43,347.20
SAFETY DEPT	PROGRAM PLANNER I	19	\$43,347.20
SAFETY DEPT	PROGRAM PLANNER I	19	\$43,347.20
SAFETY DEPT	PROGRAM PLANNER I	19	\$43,347.20
SAFETY DEPT	PROGRAM SPECIALIST I	19	\$43,347.20
SAFETY DEPT	BUSINESS ADMINISTRATOR I	21	\$47,070.40
SAFETY DEPT	INFORMATIONAL REP II	21	\$47,070.40
SAFETY DEPT	PROGRAM PLANNER II	21	\$47,070.40
SAFETY DEPT	MARINE PATROL OFFICER II	21	\$47,070.40
SAFETY DEPT	MARINE PATROL OFFICER II	21	\$47,070.40
SAFETY DEPT	PROGRAM PLANNER II	21	\$47,070.40
SAFETY DEPT	PROGRAM PLANNER II	21	\$47,070.40
SAFETY DEPT	PROGRAM SPECIALIST III	23	\$51,064.00
SAFETY DEPT	ASST CHIEF EMER MGMT SPEC	23	\$51,064.00
SAFETY DEPT	PROGRAM SPECIALIST III	23	\$51,064.00
SAFETY DEPT	HIGHWAY SAFETY FIELD REP	24	\$53,268.80
SAFETY DEPT	ADMINISTRATOR I	27	\$60,673.60
SAFETY DEPT	ATTORNEY III	30	\$68,993.60
TRANSPORTATION DEPT	RIGHT OF WAY AGENT III	22	\$48,942.40
TRANSPORTATION DEPT	ENGINEERING TECHNICIAN V	22	\$48,942.40
TRANSPORTATION DEPT	ENGINEERING TECHNICIAN V	22	\$48,942.40
TRANSPORTATION DEPT	PROGRAM SPECIALIST III	23	\$51,064.00
TRANSPORTATION DEPT	CIVIL ENGINEER III	24	\$53,268.80
TRANSPORTATION DEPT	CIVIL ENGINEER III	24	\$53,268.80
TRANSPORTATION DEPT	CIVIL ENGINEER III	24	\$53,268.80
TRANSPORTATION DEPT	CIVIL ENGINEER IV	27	\$60,673.60
TRANSPORTATION DEPT	CIVIL ENGINEER IV	27	\$60,673.60
TRANSPORTATION DEPT	RIGHT OF WAY APPRAISER IV	27	\$60,673.60

Agency	Classification Title*	Labor Grade	Estimated Cost (Step 1)
TRANSPORTATION DEPT	CIVIL ENGINEER IV	27	\$60,673.60
TRANSPORTATION DEPT	CIVIL ENGINEER IV	27	\$60,673.60
TRANSPORTATION DEPT	BUSINESS ADMINISTRATOR IV	29	\$66,019.20
TRANSPORTATION DEPT	CIVIL ENGINEER V	30	\$68,993.60
TRANSPORTATION DEPT	CIVIL ENGINEER V	30	\$68,993.60
TRANSPORTATION DEPT	CIVIL ENGINEER V	30	\$68,993.60
TRANSPORTATION DEPT	CIVIL ENGINEER V	30	\$68,993.60
TRANSPORTATION DEPT	CIVIL ENGINEER VI	32	\$75,441.60
TRANSPORTATION DEPT	CIVIL ENGINEER VI	32	\$75,441.60
TRANSPORTATION DEPT	CIVIL ENGINEER VI	32	\$75,441.60
VETERANS HOME	EXECUTIVE AGENCY MANAGER	35	\$86,444.80
TOTAL	363 positions		\$ 18,532,675.20
* Includes only permanent classified, full-time, and temporary classified full-time positions expected to last more than 6 months established between 7/1/2021 and 6/30/2022.			

POSITIONS ABOLISHED

Fiscal Year 2022

Agency	Classification Title*	Labor Grade	Estimated Cost** (Step 1)
ADJUDICATIVE COMMISSIONERS-PUC	UTILITY ANALYST IV	30	\$24,297.00
ADMINISTRATIVE SERVICES DEPT	CLERK OF THE WORKS II	24	\$24,297.00
ADMINISTRATIVE SERVICES DEPT	CLERK OF THE WORKS II	24	\$24,297.00
ADMINISTRATIVE SERVICES DEPT	CLERK OF THE WORKS II	24	\$24,297.00
ADMINISTRATIVE SERVICES DEPT	FINANCIAL DATA ADMIN II	32	\$24,297.00
ADMINISTRATIVE SERVICES DEPT	PUBLIC WORKS PROJECT MGR V	32	\$24,297.00
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATOR IV	33	\$24,297.00
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATOR IV	33	\$24,297.00
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATOR IV	33	\$24,297.00
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATOR IV	33	\$24,297.00
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATOR IV	33	\$24,297.00
ADMINISTRATIVE SERVICES DEPT	ADMINISTRATOR III	33	\$25,018.50
ADMINISTRATIVE SERVICES DEPT	ADMIN PLANT AND PROPERTY MGMT	35	\$25,701.00
ADMINISTRATIVE SERVICES DEPT	BUSINESS ADMIN OF DAS	35	\$25,701.00
ADMINISTRATIVE SERVICES DEPT	EXECUTIVE AGENCY MANAGER	35	\$25,701.00
ADMINISTRATIVE SERVICES DEPT	EXECUTIVE AGENCY MANAGER	35	\$25,701.00
BANKING DEPT	PROGRAM SPECIALIST I	19	\$25,701.00
BANKING DEPT	FINANCIAL EXAMINER I	21	\$26,598.00
BUS & ECON AFFAIRS DEPT	INDUSTRIAL AGENT-AT-LARGE I	25	\$26,598.00
BUS & ECON AFFAIRS DEPT	ADMINISTRATOR II	29	\$26,598.00
CORRECTIONS DEPT	CORREC COUNSELOR/CASE MGR	20	\$26,598.00
CORRECTIONS DEPT	PROBATION-PAROLE OFF II	22	\$26,598.00
CORRECTIONS DEPT	PROBATION-PAROLE OFF II	22	\$26,598.00
CORRECTIONS DEPT	PROBATION-PAROLE OFF II	22	\$26,598.00
CORRECTIONS DEPT	PROBATION-PAROLE OFF II	22	\$27,690.00
CORRECTIONS DEPT	PROBATION-PAROLE OFF II	22	\$27,690.00
CORRECTIONS DEPT	PROBATION-PAROLE OFF II	22	\$27,690.00
CORRECTIONS DEPT	GRANTS PROGRAM COORDINATOR	23	\$28,723.50
CORRECTIONS DEPT	ADVERTISING SPECIALIST	25	\$28,723.50
CORRECTIONS DEPT	PROGRAM COORDINATOR HZD	26	\$28,723.50
CORRECTIONS DEPT	PROGRAM COORDINATOR HZD	26	\$28,723.50
CORRECTIONS DEPT	PROGRAM COORDINATOR HZD	26	\$28,723.50
CORRECTIONS DEPT	ADMINISTRATOR I	27	\$28,723.50
CORRECTIONS DEPT	PHARMACIST	27	\$28,723.50
CORRECTIONS DEPT	PHARMACIST	27	\$28,723.50
CORRECTIONS DEPT	PHARMACIST	27	\$28,723.50
CORRECTIONS DEPT	PHARMACIST	27	\$28,723.50
CORRECTIONS DEPT	CHIEF PHARMACIST	30	\$29,854.50
CORRECTIONS DEPT	DIR OF NURSING	34	\$29,854.50
DIVISION OF MEDICAID SERVICES	BUSINESS ADMINISTRATOR II	24	\$29,854.50
EDUCATION DEPT	ACCOUNTING TECHNICIAN	12	\$29,854.50
EDUCATION DEPT	REHABILITATION COUNSELOR I	19	\$29,854.50
EDUCATION DEPT	EDUCATION CONSULTANT I	26	\$29,854.50
EDUCATION DEPT	ADMINISTRATOR III	31	\$29,854.50
EMPLOYMENT SECURITY DEPT	LABOR MARKET ANALYST II	20	\$29,854.50
EMPLOYMENT SECURITY DEPT	PROGRAM SPECIALIST II	21	\$29,854.50
EMPLOYMENT SECURITY DEPT	PROGRAM SPECIALIST II	21	\$29,854.50
ENVIRONMENTAL SERVICES DEPT	WATER POLL SANITARIAN I	17	\$29,854.50
ENVIRONMENTAL SERVICES DEPT	SOILS ENGINEER II	21	\$29,854.50
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTALIST III	23	\$29,854.50
ENVIRONMENTAL SERVICES DEPT	AIR POLLUTION CONTROL ENG IV	26	\$30,946.50

Agency	Classification Title*	Labor Grade	Estimated Cost** (Step 1)
ENVIRONMENTAL SERVICES DEPT	CIVIL ENGINEER IV	27	\$30,946.50
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTAL PROGRAM MANAGER	27	\$30,946.50
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTAL PROGRAM MANAGER	27	\$30,946.50
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTAL PROGRAM MANAGER	27	\$30,946.50
ENVIRONMENTAL SERVICES DEPT	ENVIRONMENTALIST IV	27	\$30,946.50
ENVIRONMENTAL SERVICES DEPT	AIR POLLUTION CONTROL ENG V	28	\$30,946.50
EXECUTIVE DEPT	ADMINISTRATIVE ASSISTANT I	16	\$30,946.50
HHS: BEHAVIORAL HEALTH DIV	PROGRAM SPECIALIST IV	25	\$30,946.50
HHS: BEHAVIORAL HEALTH DIV	PROGRAM SPECIALIST IV	25	\$32,077.50
HHS: BEHAVIORAL HEALTH DIV	PROGRAM SPECIALIST IV	25	\$33,403.50
HHS: BEHAVIORAL HEALTH DIV	PROGRAM SPECIALIST IV	25	\$33,403.50
HHS: COMMISSIONER'S OFFICE	LEGAL ASSISTANT	19	\$33,403.50
HHS: COMMISSIONER'S OFFICE	PROGRAM SPECIALIST I	19	\$33,403.50
HHS: COMMISSIONER'S OFFICE	BUSINESS ADMINISTRATOR II	24	\$33,403.50
HHS: DEVELOPMENTAL SVCS DIV	PROGRAM SPECIALIST III	23	\$33,403.50
HHS: DIV JUVENILE JUSTICE SVCS	YOUTH COUNSELOR I DRC	11	\$33,403.50
HHS: DIV JUVENILE JUSTICE SVCS	YOUTH COUNSELOR III DRC	16	\$33,403.50
HHS: DIV JUVENILE JUSTICE SVCS	YOUTH COUNSELOR III DRC	16	\$33,403.50
HHS: HAMPSTEAD HOSPITAL	ACCOUNTANT I	16	\$33,403.50
HHS: HAMPSTEAD HOSPITAL	FINANCIAL AGENT I	20	\$33,403.50
HHS: HUMAN SERVICES DIV	TEACHER I DRC	05	\$33,403.50
HHS: HUMAN SERVICES DIV	TEACHER I DRC	05	\$33,403.50
HHS: HUMAN SERVICES DIV	SUBSTANCE ABUSE COUNSELOR	05	\$33,403.50
HHS: HUMAN SERVICES DIV	CHAUFFEUR	07	\$33,403.50
HHS: HUMAN SERVICES DIV	CHAUFFEUR	07	\$33,403.50
HHS: HUMAN SERVICES DIV	SWITCHBOARD OPERATOR I	08	\$33,403.50
HHS: HUMAN SERVICES DIV	SWITCHBOARD OPERATOR I	08	\$33,403.50
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR I DRC	11	\$33,403.50
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR I DRC	11	\$33,403.50
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR I	11	\$33,403.50
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR I DRC	11	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR I DRC	11	\$37,003.20
HHS: HUMAN SERVICES DIV	STOCK CLERK III	11	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR II DRC	14	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR II DRC	14	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR II DRC	14	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR II DRC	14	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR II DRC	14	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR III DRC	16	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR III DRC	16	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR III DRC	16	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR III DRC	16	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR III DRC	16	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR III DRC	16	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR III DRC	16	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR III DRC	16	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR III DRC	16	\$37,003.20
HHS: HUMAN SERVICES DIV	YOUTH COUNSELOR III DRC	16	\$37,003.20
HHS: HUMAN SERVICES DIV	CHILD PROTECTIVE SVC WKR I	18	\$37,003.20
HHS: HUMAN SERVICES DIV	REGISTERED NURSE II NRS	21	\$37,003.20
HHS: HUMAN SERVICES DIV	REGISTERED NURSE II NRS	21	\$37,003.20
HHS: HUMAN SERVICES DIV	REGISTERED NURSE II NRS	21	\$37,003.20
HHS: HUMAN SERVICES DIV	JUV PROBATION	22	\$37,003.20

Agency	Classification Title*	Labor Grade	Estimated Cost** (Step 1)
HHS: NH HOSPITAL	MENTAL HEALTH WORKER IV	15	\$43,347.20
HHS: NH HOSPITAL	ELECTRICAL/ELECTRONIC SPEC	17	\$43,347.20
HHS: NH HOSPITAL	REGISTERED NURSE I NRS DRC	19	\$43,347.20
HHS: NH HOSPITAL	REGISTERED NURSE I NRS DRC	19	\$43,347.20
HHS: NH HOSPITAL	REGISTERED NURSE I NRS DRC	19	\$43,347.20
HHS: NH HOSPITAL	REGISTERED NURSE I NRS DRC	19	\$45,115.20
HHS: NH HOSPITAL	ADMINISTRATIVE ASSISTANT II	19	\$45,115.20
HHS: NH HOSPITAL	PSYCHIATRIC SOCIAL WORKER	20	\$45,115.20
HHS: NH HOSPITAL	PROGRAM PLANNER II	21	\$45,115.20
HHS: NH HOSPITAL	REGISTERED NURSE II NRS DRC	21	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE II NRS DRC	21	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE II NRS DRC	21	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE II NRS DRC	21	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE II NRS DRC	21	\$47,070.40
HHS: NH HOSPITAL	OCCUPATIONAL THERAPIST II	21	\$47,070.40
HHS: NH HOSPITAL	PROGRAM PLANNER II	21	\$47,070.40
HHS: NH HOSPITAL	PROGRAM PLANNER II	21	\$47,070.40
HHS: NH HOSPITAL	PROGRAM PLANNER II	21	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE II	21	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE II NRS DRC	21	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III	23	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III	23	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III	23	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III	23	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III	23	\$47,070.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$48,942.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$48,942.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$48,942.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$48,942.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$48,942.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$48,942.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$48,942.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$48,942.40
HHS: NH HOSPITAL	PSYCHIATRIC SOCIAL WORKER	23	\$48,942.40
HHS: NH HOSPITAL	PSYCHIATRIC SOCIAL WORKER	23	\$48,942.40
HHS: NH HOSPITAL	CLINICAL MENTAL HEALTH COUNS	23	\$48,942.40
HHS: NH HOSPITAL	CLINICAL MENTAL HEALTH COUNS	23	\$48,942.40
HHS: NH HOSPITAL	CLINICAL MENTAL HEALTH COUNS	23	\$48,942.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$48,942.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$48,942.40
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00
HHS: NH HOSPITAL	REGISTERED NURSE III NRS DRC	23	\$51,064.00

Agency	Classification Title*	Labor Grade	Estimated Cost** (Step 1)
HHS: TRANSITIONAL ASSIST DIV	FAMILY SERVICES SPECIALIST II	19	\$53,268.80
HHS: TRANSITIONAL ASSIST DIV	FAMILY SERVICES SPECIALIST II	19	\$53,268.80
HHS: TRANSITIONAL ASSIST DIV	FAMILY SERVICES SPECIALIST II	19	\$53,268.80
HHS: TRANSITIONAL ASSIST DIV	FAMILY SERVICES SPECIALIST II	19	\$53,268.80
HHS: TRANSITIONAL ASSIST DIV	TRAINING COORDINATOR	21	\$53,268.80
HHS: TRANSITIONAL ASSIST DIV	TRAINING COORDINATOR	21	\$53,268.80
HHS: TRANSITIONAL ASSIST DIV	PROGRAM SPECIALIST III	23	\$55,640.00
HHS: TRANSITIONAL ASSIST DIV	SUPERVISOR III	23	\$55,640.00
HHS: TRANSITIONAL ASSIST DIV	SUPERVISOR III	23	\$55,640.00
HHS: TRANSITIONAL ASSIST DIV	SENIOR MANAGEMENT ANALYST	26	\$55,640.00
JUSTICE DEPT	VICTIM/WITNESS SPECIALIST	26	\$55,640.00
JUSTICE DEPT	VICTIM/WITNESS SPECIALIST	26	\$55,640.00
JUSTICE DEPT	VICTIM/WITNESS SPECIALIST	26	\$55,640.00
JUSTICE DEPT	VICTIM/WITNESS SPECIALIST	26	\$55,640.00
JUSTICE DEPT	ATTORNEY II	28	\$55,640.00
JUSTICE DEPT	ADMINISTRATOR II	29	\$55,640.00
LABOR DEPT	DATA CONTROL CLERK I	07	\$58,073.60
LABOR DEPT	LABOR INSPECTOR	22	\$58,073.60
LABOR DEPT	LABOR INSPECTOR	22	\$58,073.60
LIQUOR COMMISSION	ADMINISTRATIVE SUPERVISOR	17	\$58,073.60
LIQUOR COMMISSION	ADMINISTRATOR III	31	\$58,073.60
MILITARY AFFRS & VET SVCS DEPT	MAIL CLERK II	09	\$58,073.60
MILITARY AFFRS & VET SVCS DEPT	STATE FIRE FIGHTER TRAINEE	12	\$58,073.60
MILITARY AFFRS & VET SVCS DEPT	STATE FIRE FIGHTER SUPERVISOR	22	\$58,073.60
MILITARY AFFRS & VET SVCS DEPT	STATE DEPUTY FIRE CHIEF	23	\$58,073.60
NATURAL & CULT RESOURCES DEPT	LIBRARY DELIVERY DRIVER	08	\$58,073.60
NATURAL & CULT RESOURCES DEPT	ACCOUNT CLERK III	09	\$58,073.60
NATURAL & CULT RESOURCES DEPT	FOREST TECHNICIAN I	10	\$58,073.60
NATURAL & CULT RESOURCES DEPT	FOREST TECHNICIAN I	10	\$58,073.60
NATURAL & CULT RESOURCES DEPT	RETAIL STORE CLERK II	12	\$60,673.60
NATURAL & CULT RESOURCES DEPT	PARK MANAGER II	12	\$60,673.60
NATURAL & CULT RESOURCES DEPT	SKI PATROLLER II	13	\$60,673.60
NATURAL & CULT RESOURCES DEPT	MAINTENANCE MECHANIC III	14	\$60,673.60
NATURAL & CULT RESOURCES DEPT	LIBRARY ASSOCIATE I	14	\$60,673.60
NATURAL & CULT RESOURCES DEPT	LIBRARY ASSOCIATE I	14	\$60,673.60
NATURAL & CULT RESOURCES DEPT	PROGRAM ASSISTANT II	15	\$60,673.60
NATURAL & CULT RESOURCES DEPT	GRANTS AND CONTRACTS TECHNICIAN	15	\$60,673.60
NATURAL & CULT RESOURCES DEPT	PARK SUPERVISOR II	19	\$60,673.60

NATURAL & CULT RESOURCES DEPT	PARK SUPERVISOR II	19	\$60,673.60
NATURAL & CULT RESOURCES DEPT	ADMINISTRATOR II	29	\$63,273.60
PEASE DEVELOPMENT AUTHORITY	PORTS	28	\$63,273.60
PUBLIC UTILITIES COMMISSION	ATTORNEY I	26	\$63,273.60
REVENUE ADMINISTRATION DEPT	TAX EXAMINER II	12	\$63,273.60
SAFETY DEPT	EXECUTIVE SECRETARY	11	\$63,273.60
SAFETY DEPT	EXECUTIVE SECRETARY	11	\$63,273.60
SAFETY DEPT	FIRE INSPECTOR	14	\$63,273.60
SAFETY DEPT	FIRE INSPECTOR	14	\$66,019.20
SAFETY DEPT	FIRE INSPECTOR	14	\$66,019.20
SAFETY DEPT	FIRE INSPECTOR	14	\$66,019.20
SAFETY DEPT	FIRE INSPECTOR	14	\$66,019.20
SAFETY DEPT	FIRE INSPECTOR	14	\$66,019.20
SAFETY DEPT	FIRE INSPECTOR	14	\$66,019.20
SAFETY DEPT	FIRE INSPECTOR	14	\$68,993.60
SAFETY DEPT	FIRE INSPECTOR	14	\$68,993.60
SAFETY DEPT	FIRE INSPECTOR	14	\$72,009.60
SAFETY DEPT	PROGRAM ASSISTANT II	15	\$72,009.60
SAFETY DEPT	PUBLIC REL REP	21	\$72,009.60
SAFETY DEPT	PROGRAM SPECIALIST II	21	\$75,441.60
SAFETY DEPT	FIRE INVESTIGATOR	22	\$75,441.60
SAFETY DEPT	FIRE INVESTIGATOR	22	\$78,956.80
SAFETY DEPT	PROGRAM SPECIALIST IV	25	\$78,956.80
STATE DEPT	DATA ENTRY OPERATOR II	06	\$78,956.80
STATE DEPT	RECORDS CONTROL CLERK	10	\$78,956.80
STATE DEPT	RECORDS CONTROL CLERK	10	\$78,956.80
STATE DEPT	WORD PROC OPERATOR II	12	\$78,956.80
STATE DEPT	ADMINISTRATIVE ASSISTANT I	16	\$78,956.80
STATE DEPT	SECURITIES	17	\$82,534.40
STATE DEPT	INFORMATION TECHNOLOGY MGR I	28	\$86,444.80
STATE DEPT	BUSINESS ADMINISTRATOR IV	29	\$86,444.80
TRANSPORTATION DEPT	LABORER	05	\$86,444.80
VETERANS HOME	ADMINISTRATOR IV	33	\$86,444.80
VETERANS HOME	EXECUTIVE AGENCY MANAGER	35	\$86,444.80
	Total (315 positions)		\$14,291,616.30

BUREAU OF EMPLOYEE RELATIONS

The Bureau of Employee Relations provides professional support and assistance to the Governor and represents the State in the conduct of negotiations with representatives of classified state employees. Negotiations cover all cost items and terms of employment, including wages, benefits, hours, and other conditions.

Additionally, the Bureau:

- Administers the collective bargaining agreements;
- Represents the State, in cooperation with the Attorney General, in all grievance actions before the Public Employee Labor Relations Board;
- Investigates, prepares and represents the State in grievance, mediation, and settlement negotiations; and,
- Provides technical advice and contract interpretations to all state agencies to ensure consistent policies and practices are followed in compliance with the State's collective bargaining agreements.

COLLECTIVE BARGAINING

As of June 30, 2021, the following 13 unions represent state employees:

- **State Employees' Association (SEA)**

The State Employees' Association of New Hampshire Inc., SEIU Local 1984, is the exclusive bargaining representative of the majority of classified employees in the state system.

Certified bargaining units represented by State Employees' Association include:

Administrative Services Department

Agriculture Department

Banking Department

Business and Economic Affairs Department

Commission for Human Rights

Corrections Department (*except Probation Parole Officers I-III, Corrections Officer, and Corrections Officer Corporals; Corrections Officer Sergeants, Corrections Officer Lieutenants, and Corrections Officer Captains*)

Education Department

Employment Security

Environmental Services Department

Fish and Game Department (*except all Conservation Officers*)

Health and Human Services Department

Information Technology Department

Insurance Department

Labor Department

Liquor Commission (*except Liquor Investigators, Liquor Investigator Sergeants, and Liquor Investigator Lieutenants*)

Lottery Commission

Military Affairs and Veterans Services

Natural and Cultural Resources Department

Postsecondary Education Commission

Professional Licensure & Certification, Office of

Revenue Administration Department

Safety Department (*except for State Police Troopers, State Police Sergeants, State Police Command Staff, Deputy Fire Marshals I & II, State Office Complex Lieutenant & Sergeant, Fire Investigators, and State Office Complex Patrol Officers*)

Supervisory Unit

Transportation Department

Treasury Department

Veterans Home

- **State Employees' Association – Corrections Supervisors**

The State Employees' Association of New Hampshire Inc., SEIU Local 1984, State Corrections Supervisors, is the exclusive bargaining representative of Corrections Officer Sergeants, Corrections Officer Lieutenants, and Corrections Officer Captains at the Department of Corrections. The bargaining unit was certified by the Public Employee Labor Relations Board (PELRB) on November 10, 2020.

- **New Hampshire Troopers Association (NHTA)**

The sworn non-commissioned employees of the Division of State Police have been represented by the New Hampshire Troopers Association since 1990. This bargaining unit includes the State Police Troopers and State Police Sergeants.

- **New Hampshire State Police Command Staff – New Hampshire Troopers Association**

The New Hampshire State Police Command Staff are affiliated with the New Hampshire Troopers Association (NHTA). This bargaining unit includes State Police Captains, State Police Lieutenants, and State Police Majors other than Executive Majors and Administrative Majors. The bargaining unit was certified by the PELRB on March 26, 2018.

- **New England Police Benevolent Association (NEPBA), Local 40, NH Fish & Game Conservation Officers**

The New England Police Benevolent Association, Local 40, was certified by the PELRB on October 31, 2006 as the exclusive bargaining representative for Conservation Officers I & II employed by the Department of Fish & Game.

- **New England Police Benevolent Association (NEPBA), Local 45, NH Fish & Game Supervisory Officers**

The New England Police Benevolent Association, Local 45, was certified by the PELRB on October 31, 2006 as the exclusive bargaining representative for the following employees of the Department of Fish & Game: Conservation Officer Colonels, Conservation Officer Majors, Conservation Officer Captains, Conservation Officer Lieutenants, Conservation Officer Administrative Lieutenants, and Conservation Officer Sergeants.

- **New England Police Benevolent Association (NEPBA), Local 260, IUPA, AFL-CIO**

The New England Police Benevolent Association, Local 260, was certified by the PELRB on December 10, 2009 as the exclusive bargaining representative for Liquor Investigators I & II and Sergeants employed by the Division of Enforcement (aka Bureau of Enforcement and Licensing) at the New Hampshire Liquor Commission.

- **New England Police Benevolent Association (NEPBA), NH State Law Enforcement Officers' Union (NHSLEOU, aka Local 218)**

The NEPBA, NH State Law Enforcement Officers' Union, was certified by the PELRB on January 21, 2020 as the exclusive bargaining representative for Fire Investigators and State Office Complex Patrol Officers employed by the Department Safety.

- **New England Police Benevolent Association (NEPBA), NH State Law Enforcement Supervisors Union (NHSLESU, aka Local 219)**

The NEPBA, NH State Law Enforcement Officers' Union, was certified by the PELRB on January 29, 2020 as the exclusive bargaining representative for Lieutenants in the Division of Enforcement of the New Hampshire Liquor Commission, as well as Deputy Fire Marshal I & II, State Office Complex Lieutenants, and State Office Complex Sergeants employed by the Department of Safety.

- **New Hampshire Probation and Parole Officers Association (NHPPOA)**

The New Hampshire Probation and Parole Officers Association was certified by the PELRB on 12/13/2019 as the exclusive bargaining representative of Probation and Parole Officers I & II employed by the Department of Corrections.

- **New Hampshire Probation and Parole Command Staff (NHPPCSA)**

The New Hampshire Probation and Parole Command Staff Association was certified by the PELRB on December 13, 2019 as the exclusive bargaining representative of Probation and Parole Officers I & II employed by the Department of Corrections

- **Teamsters Local 633**

Teamsters Local 633 was certified by the PELRB on October 4, 2012 as the exclusive bargaining representative of Corrections Officers and Corrections Officer Corporals employed by the Department of Corrections.

- **Internal Affairs Association of New Hampshire, Affiliated with Teamsters Local 633**

The Internal Affairs Association of New Hampshire was certified by the PELRB on November 18, 2020 as the exclusive bargaining representative of Internal Affairs Investigators I, II & III, and Internal Affairs Administrative Secretaries employed by the Department of Corrections.

Employees by Union Representation*
Fiscal Year 2022

Union	# of Represented Employees
Internal Affairs Association of New Hampshire	15
New England Police Benevolent Association Local 40	26
New England Police Benevolent Association Local 45	16
New England Police Benevolent Association Local 260	15
New Hampshire State Law Enforcement Officers	9
New Hampshire State Law Enforcement Supervisors	10
New Hampshire Probation and Parole Officers I & II	64
New Hampshire Probation and Parole Officers III Command	11
New Hampshire Troopers Association	263
New Hampshire Troopers Association-Command Staff	23
The State Employees' Association of NH, SEIU Local 1984	8,186
New Hampshire Corrections Supervisors	77
Teamsters Local 633	238
Total	8,524
<p>* Includes classified full-time permanent and full-time temporary employees, as well as part-time represented employees of the Liquor Commission. Part-time liquor retail store employees who work 26 weeks or more in one year and who average 10 hours per week are considered part of the bargaining unit.</p> <p>* Confidential employees are excluded.</p>	

Report Generated 6/30/2022 by Employee Matrix Version V6.4

Positions by Union Representation*

Fiscal Year 2022

Union	# Positions
Internal Affairs Association of New Hampshire	15
New England Police Benevolent Association Local 40	28
New England Police Benevolent Association Local 45	16
New England Police Benevolent Association Local 260	17
New Hampshire State Law Enforcement Officers	13
New Hampshire State Law Enforcement Supervisors	10
New Hampshire Probation and Parole Officers I & II	65
New Hampshire Probation and Parole Officers III Command	11
New Hampshire Troopers Association	331
New Hampshire Troopers Association-Command Staff	25
The State Employees' Association of NH, SEIU Local 1984	9,003
Teamsters Local 633	404
New Hampshire Corrections Supervisors	89
Total	10,027

*Includes classified full-time permanent and full-time temporary positions expected to last for more than 6 months as well as part-time represented positions of the Liquor Commission.

*This report does not contain 13 positions found in error.

Report Generated 6/30/2022 by Position Matrix V6.2

MASTER NEGOTIATIONS

Collective bargaining agreements between the State and the following unions representing state employees became effective upon execution of their respective agreements through June 30, 2021.

- State Employees' Association (SEA)
- New England Police Benevolent Association (NEPBA Locals: 40, 45, 260, 265 and 270)
- NH Troopers Association
- NHTA – Command Staff

Teamsters Local 633 CHANGES TO 2017-2020 CBA BETWEEN STATE AND ITS UNIONS

On June 30, 2021, the State and the unions were still bargaining. The collective bargaining agreements entered 'evergreen' on July 1, 2021. The complete text of the 2017-2020 collective bargaining agreements with the State Employees' Association, the NH Troopers Association, New England Police Benevolent Association, and the Teamsters can be found on the Division of Personnel's website under Employee Relations, at the following link:

https://das.nh.gov/hr/labor_rel/labor_relations.aspx

The 2017-2019 Collective Bargaining Agreements remain in evergreen except with respect to the Teamsters and the NEPBA Liquor Investigators, Local 260, who negotiated changes in the terms of their respective Collective Bargaining Agreements prior to those agreements expiring on June 30, 2019. On October 15, 2021, the state and unions began negotiations for the 2022-2023 Collective Bargaining Agreements.

NEGOTIATED STATE BENEFITS

The Bureau of Employee Relations negotiates on behalf of the State of New Hampshire benefits for Executive Branch employees. Additionally, it is the responsibility of the Bureau to ensure that all of these benefits are implemented in compliance with the respective Collective Bargaining Agreements.

These benefits include, but are not limited to:

- Wages
- Overtime and Compensatory Time
- Health Insurance
- Prescription Drug Plan
- Wellness & Health Promotion
- Dental Insurance
- Life Insurance
- Short Term Disability Income Protection
- Basic Work Week
- Schedules – Flexible or Alternative
- Meal Periods and Breaks
- Holidays
- Annual Leave
- Sick Leave
- Civil Leave
- Safety and Health Protection
- Travel Reimbursement

BUREAU OF EDUCATION AND TRAINING

The Division of Personnel's Bureau of Education and Training (BET) provides education, training, and resources that enhance the skills, knowledge, and abilities of government employees who serve the citizens of New Hampshire, as directed under RSA 21-I:42, XIV-XVII. To fulfill this mission, the BET is committed to the following guiding principles:

- Deliver cost-effective quality training, using skilled and knowledgeable trainers, facilitators, teachers, and eLearning tools;
- Offer a variety of training opportunities designed for adult learners;
- Provide training resources and consulting services to state agencies; and
- Provide training specified by RSA 21-I:42.

The BET delivered the following programs in FY 2022:

- Certified Public Manager (CPM) (Online & In-Person Hybrid)
- Supervisory Academy (SA) (Pre-requisite for CPM) (Online)
- Lean Process Improvement – White Belt (Online)
- Lean Process Improvement – Yellow Belt (In-Person)
- Lean Process Improvement – Green Belt (In-Person)
- Lean Process Improvement – Black Belt (Online & In-Person Hybrid)
- Sexual Harassment Training (Online)
- State of NH – Park Manager University (Online)
- Respect and Civility in the Workplace Training (Online)
- State of New Hampshire Trainer Certification Program (In-Person)
- Statewide Computer Usage Policy Training (Online)
- NH FIRST Workforce Management Training (Online)
- Administrative Law Web Series (Online)

The BET's revenues were 284,720 for FY 22. Revenue increased by just under \$100,000 from typical revenues in prior years. The total number of students enrolled also increased in FY 22 to **908** students. The increase in revenues and the number of students was primarily due to not many classes being cancelled and efforts to continue to improve course offerings.

The BET's ability to adapt and make available many of its training programs online was a significant accomplishment. Continuing to make educational and training opportunities available via this platform encouraged a great number of students to take advantage of the BET's offerings.

The BET plans to evaluate its pricing, and expected revenue and costs in FY 23-24, to ensure that pricing is appropriate and cost effective for customers/clients to ensure maximum participation in class enrollments while fully covering the BET's costs.

In an effort to maintain revenues in FY 22, despite an anticipated reduced demand for training from state agencies, the BET moved to online instruction which allowed it to continue serving NH public employees during the pandemic, and beyond, with greater flexibility for students (inside and outside of state government).

The BET's online/eLearning presence and demand for support from other state agencies continued to grow in FY 22.

The BET began to address staffing concerns in FY 22 by appointing a full-time Education and Training Officer and initiating steps to secure new and relevant contractors. The BET has maximized the capacity of its part-time instructors and still needs to expand the instructor and/or contractor pool to continue to offer a full suite of professional development and public management courses, along with specialized trainings for individual audiences and programs

New Hampshire Certified Public Manager Program

Since FY 1996, the BET has offered a Certified Public Manager (CPM) program for New Hampshire state, county, municipal, and school district employees as required by statute (RSA 21-I:42, XVII(a)(3)). The aim of the NH CPM program is to elevate the standard of practice in public management of state and local governments. The program uses a system of competency-based training to measure and develop participants' professional competencies in the field of public management.

- The Level I program (Supervisory Academy) is available to supervisors and individuals who plan to enter a supervisory role. The Level I program takes students nine weeks to complete with over 80 hours of core course work. Successful completion of the program earns participants the designation of Certified Public Supervisor (CPS).
- The Level II program is available to supervisors and managers who have successfully completed Legacy CPM Level I programs from 2010 to present or the Supervisory Academy. Level II requires an additional 160 hours of core course work as well as participation in a team project that requires 60 hours of time. Students that complete the program earn the Certified Public Manager® (CPM) designation. The CPM designation is a registered service mark of the National Certified Public Manager Consortium. The BET Certified Public Manager® program is nationally accredited.
- In Fiscal Year 2022, there were **142** graduates from the Level I Supervisory Academy program and **38** graduates from Level II.

In FY22, the BET initiated planning to revise the structure of its CPM program in conjunction with offering an improved program for Supervisory Training. Under the new format, supervisors will engage in an 8-week, 80 hour program (described more fully later in this section), which also serves as a prerequisite for entering a 12-month CPM program. This new structure shortens the overall timeframe for students to complete their CPM program and provides for enhanced training to supervisors.

Professional Development Classes

In addition to the CPM program, the BET continues to offer a full suite of professional development courses and applied learning classes. In FY 22, the BET delivered **36** professional development classes to **814** state and **94** local and county employees. A list of classes offered and the number of students in each is provided at the end of this section.

FY 2020 Professional Development Classes	Non-State Students	State Employee Students	Total # Students
Advanced Lean Black Belt	4	0	4
Business Etiquette	17	0	17
Business Writing	26	2	28
Certified Public Manager	24	7	31
Communication Skills	9	3	12
Conducting Public Meetings	5	0	5
Conflict Competence (SA)	3	0	3
Creating Customer Experience	27	0	27
Dealing with Strong Emotions	5	0	5
Diversity, Equity & Inclusion	10	0	10
Effective Communication (SA)	5	0	5
Effective Meetings	29	1	30
Excel I	71	4	75
Excel II	62	3	65
Excel III	33	2	35
Individual Development Plan	3	0	3
Leading and Navigating Change	7	0	7
Lean Black Belt	3	0	3
Lean Green Belt	12	1	13
Lean White Belt-Online	211	28	239
Lean Yellow Belt	24	11	35
Managing Across Generation	4	0	4
Managing-Union Environment	6	0	6
NH Supervisory Academy	113	29	142
Org'l Dev- On/Off Site	1	0	1
Outlook	17	0	17
Performance Mgmt.(SA)	2	0	2
PowerPoint I	4	0	4
Preparing For Diff Discussions	8	0	8
Project Management	5	0	5
Strategic Planning Basics	5	0	5
Time Management	12	0	12
Trainer Certification Program	21	3	24
Training Development Support	1	0	1
Word Boot camp	24	0	24
Work Management (SA)	1	0	1
Grand Total	814	94	908

E-Learning

In FY 2022, the BET continued to make significant progress in developing the statewide online learning management system (LMS), aka Moodle, and solidifying the BET as the best option to provide centralized online learning management resources for state employees. During FY 22, the BET accomplished the following:

- Facilitated the state Moodle Oversight Team (MOT) and participated in testing with the Department of Information Technology (DoIT);
- Developed strategic partnerships with agencies throughout the state regarding online learning and provided for-fee training and technical services to several agencies (Business and Economic Affairs, Department of Transportation, Police Standards and Training Council, Department of Environmental Services, Department of Health and Human Services, Department of Justice, Office of Professional Licensure and Certification, Department of Natural and Cultural Resources, and the Department of Administrative Services.);
- Provided Moodle helpdesk ticket support and enhancements to reporting capabilities;
- Administered a new externally-facing instance of Moodle to enable state employees and non-state individuals to access the BET trainings and other required trainings (e.g., Sexual Harassment, Computer Use Policy, and Respect Trainings, Certificate Programs and Professional Development Courses) without needing access to the State network;
- Completed a full round of revision to all core curriculum;
- Fully migrated the State of New Hampshire Supervisory Academy to an online program and;
- Continued to provide monthly compliance reporting to participating agencies tracking their employees completion of required material, including working to resolve reporting issues with the FDM.

Significant Training Initiatives

During FY 2022, the BET successfully graduated footprint to date.

NEW State of New Hampshire Supervisory Academy

During FY 22, the BET improved the existing “Foundations of State Supervision/Foundations of Supervision” class in an effort to provide a more robust learning experience to supervisors and managers in the State and in the many counties and municipalities it serves. The BET increased the depth and scope of the offering by building upon existing course work and incorporating components from the former CPM Level 1 program. The BET also reduced the price point to make the Supervisory Academy more accessible to the workforce. (Allocating funds for training appears to be a hardship depending on the agency. Opportunity for professional development is not equitable across the state footprint.)

The **new** NH Supervisory Academy (NHSA) is an 8-week training program designed for entry-level managers and supervisors to enhance their knowledge and skills for success in their new role. Through weekly 90-minute group online sessions and self-paced work via a Moodle classroom, participants cultivate the critical supervisory skills needed to maximize individual and team performance, manage conflict, balance workloads, maintain a civil and respectful work environment, develop individual staff, and make decisions. Students will learn material, participate in solo and group class activities, and reflect on the application of new skills in their real-life work environment. The NHSA counts as 9-months of supervisory experience for classified positions within the Executive Branch. Successful completion of the Supervisory Academy is a pre-requisite for the new 12-month CPM program starting in summer 2022 **NEW**

Customized Training Support

In FY 21, the BET started offering customized training support via inter-agency service agreements. During FY 21, the BET signed service agreements with Police Standards and Training Council, Department of Health and Human Services, Office of Professional Licensure, and the Department of Justice. The BET continues to promote and explore new and relevant ways to support the state's changing workforce.