

# ***STATE OF NEW HAMPSHIRE***

---

**Compensation Study of  
Unclassified State Officers**

**Final Report**

**December, 2001**

**HayGroup**

# *Prepared by*

---

**Neville Kenning** - National Director  
State Government Consulting Practice

**Peggy Schubert**  
Senior Consultant

**Michael Metz**  
Associate Consultant

**Elle Lalli**  
Associate Consultant

and

**Aileen Espiritu**  
Technical Associate

# *Today's Topics*

---

- Project Objectives
- Project Steps Undertaken
- Job Measurement
- Internal Equity
  - Analysis
- External Competitiveness
  - Base Salary
  - Benefits
- Project Recommendations
- Fiscal Impact
- Recommended Plan Administration
- Appendices

# *Project Objectives*

---

- A review of the classification and salary structure for Unclassified State Officers resulting in:
  - Updated job documentation.
  - Appropriate alignment of positions based on a defensible job measurement process.
  - Salary recommendations for the Unclassified positions.
  - Placement of employees into the new structure.
  - Recommendations on the basis for future salary movement.
  - Transition and implementation plan.

# *Project Steps Undertaken*

---

The steps undertaken to date include:

## **Classification and Job Measurement**

- Project Planning, initial Committee meeting and initial project communication.
- Design, distribution and completion of a Position Questionnaire.
- Evaluation of all Position Questionnaires using the Hay method of job evaluation, the most widely used method of measuring work content in the world.
- Collection of current salary data.
- Analysis of internal equity.
- Interviews with 47 job incumbents:
  - to gain an overview of position content with an Agency.
  - to further understand the content of positions.
  - to understand why internal equity (salary disparity) issues may exist.
- Further review of job evaluation rankings based on feedback of New Hampshire reviews.

# *Project Steps Undertaken (cont'd)*

---

## **Compensation and Benefits**

- Definition of market for compensation and benefits survey and data collection purposes.
- Selection of benchmark positions for survey purposes (50 positions).
- Conduct of customized survey and access of existing compensation data.
- Follow up of survey participants.
- Coding of survey responses.
- Analysis of salary and benefits data.

# *Project Steps Undertaken (cont'd)*

---

## **Development of Project Recommendations**

- Meeting with Project Oversight Committee to discuss plan component options.
- Development of a proposed grade structure.
- Development of salary structures.
- Development of steps for “transition” into the proposed plan.
- Development of assessment of fiscal impact of plan implementation.
- Preparation of preliminary project report.
- Meeting with Project Oversight Committee to discuss the preliminary report.
- Presentation of report to Project Oversight Committee.
- Preparation of Final Report.

# *Job Measurement*

---

Hay evaluated all Unclassified positions based on the Hay Guide Chart-Profile Method of Job Evaluation, which takes the following factors into account:

1. **Know-How:** The sum total of every kind of skill, however acquired, required for fully competent job performance.
  - ✓ Know-How Depth
  - ✓ Managerial Breadth
  - ✓ Human Relations Skill
2. **Problem Solving:** The original, self-starting thinking required by the job to identify, define and resolve problems.
  - ✓ Thinking Environment
  - ✓ Thinking Challenge
3. **Accountability:** The measured effect of the job on end results.
  - ✓ Freedom to Act
  - ✓ Magnitude
  - ✓ Impact of Job on End Results

## *Job Measurement (cont'd)*

---

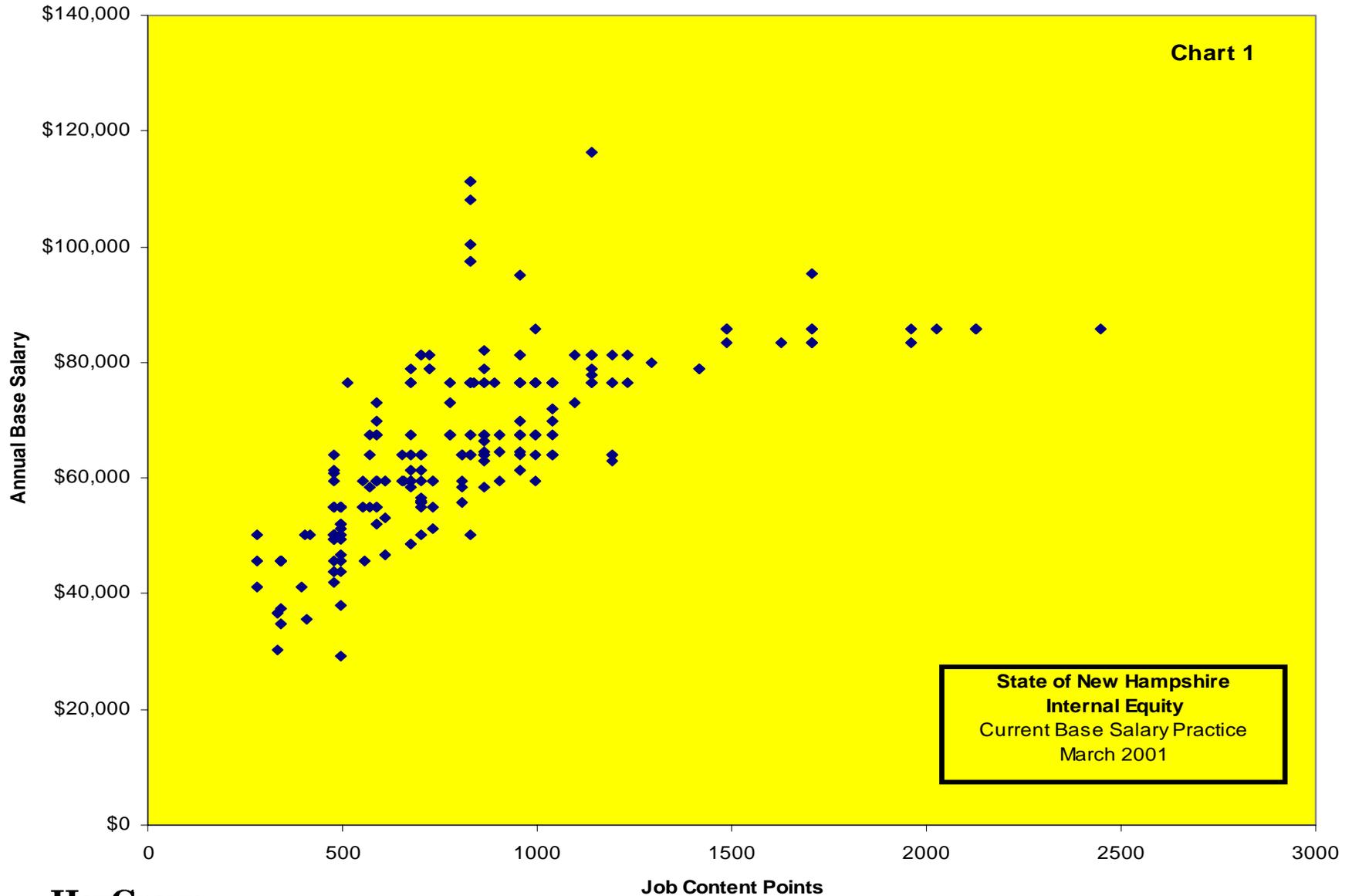
- The result of this job evaluation process is shown in the table in Appendix A. You will note that the Attorney positions in the Attorney General's office and some professional medical positions that are unclassified are not included in this table as it is proposed that there be separate plans under the umbrella of the overall Unclassified Salary Plan for these positions.

# *Internal Equity Analysis*

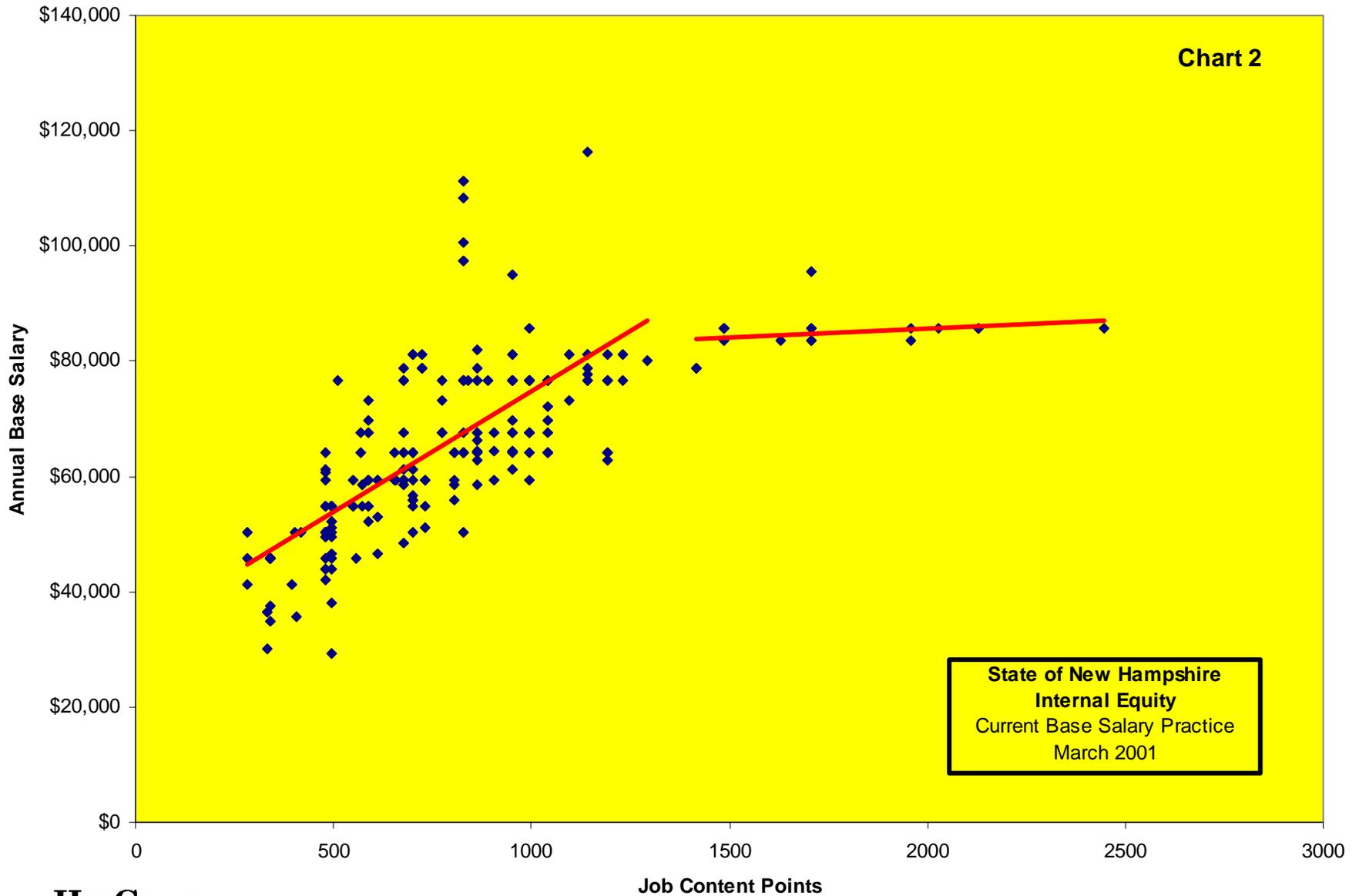
---

- Internal Equity is the analysis of how positions and employees are paid relative to each other based on the comparison of job content.
- Set out on the following four pages is an analysis of internal equity.
- Chart 1 shows a scattergram of the relationship between job content as measured by the job evaluation process and current pay for unclassified officers.
- Chart 2 shows the current salary practice for the unclassified population, based on regression analysis.
- Chart 3 shows a scattergram of the relationship between job content and the salary range maximum for each position.
- Chart 4 is the regression of the salary range maximum data.

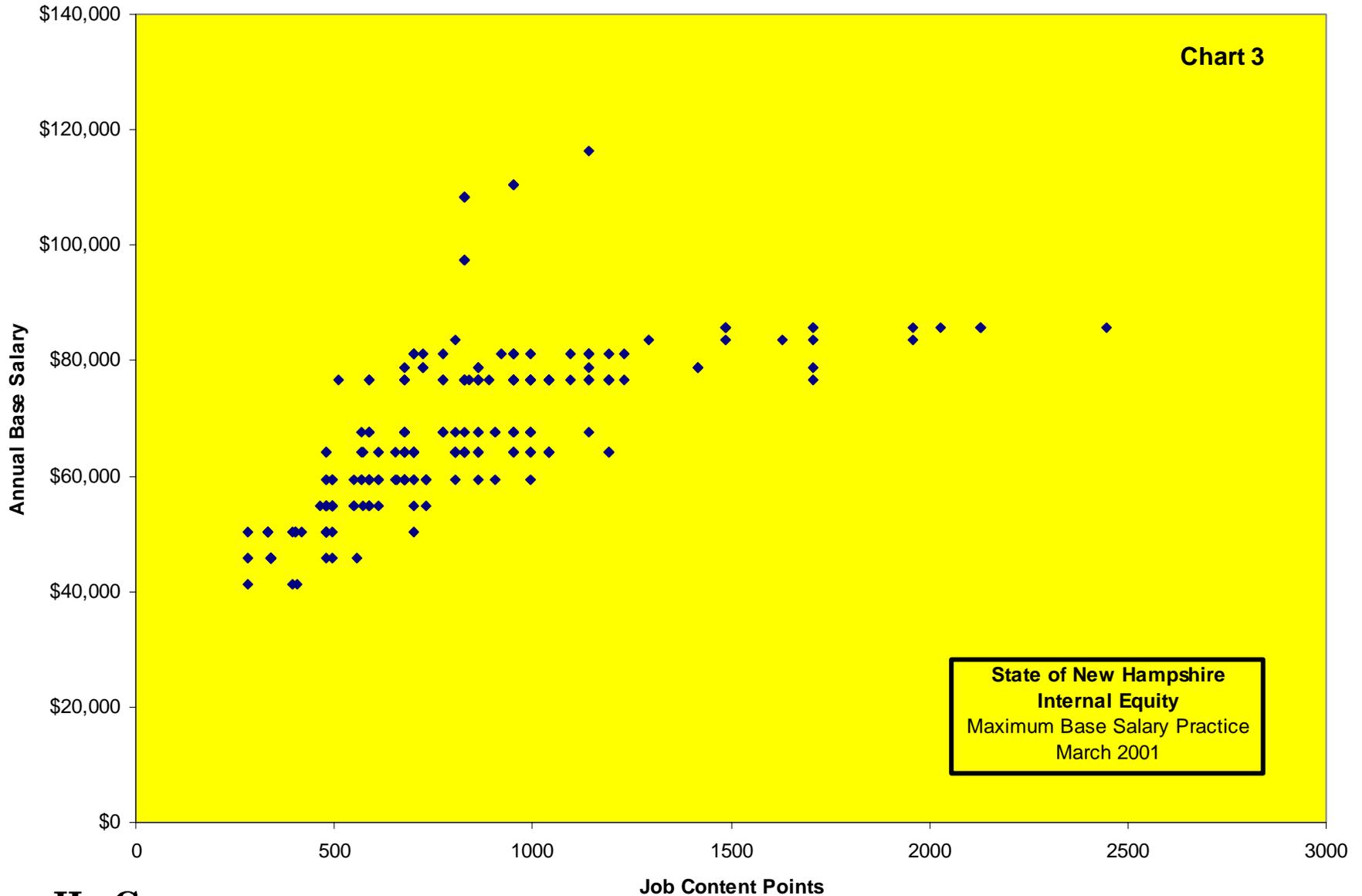
# Internal Equity Analysis (cont'd)



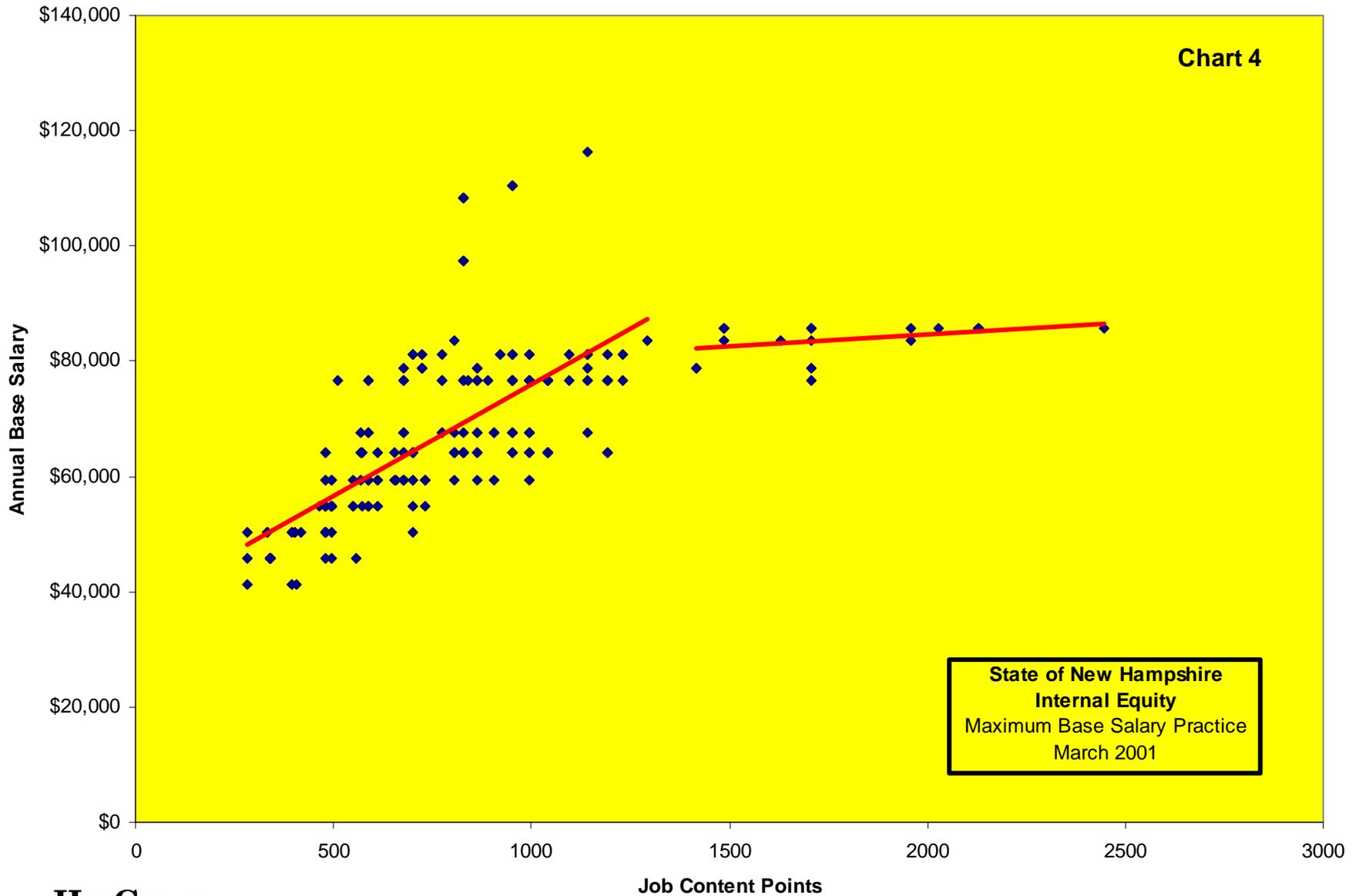
# Internal Equity Analysis (cont'd)



# Internal Equity Analysis (cont'd)



# Internal Equity Analysis (cont'd)



# *Internal Equity Analysis (cont'd)*

---

- In analyzing internal equity, we look at two key issues:
  - Horizontal dispersion - the same pay for jobs of different job content.
  - Vertical dispersion - the range of pay for jobs of the same size.
- This analysis gives us an understanding of internal equity or salary disparities that exist.
- The table titled Current Salary Compared to Practice in Appendix B shows the same information in a tabular form as shown in Chart 2. In addition, this Appendix shows a comparison of Current Salary Compared to Actual Range Maximum.
- Our analysis shows that there is a significant degree of both vertical and horizontal dispersion in the current salary practice for Unclassified officers.

# *Internal Equity Analysis (cont'd)*

---

- There are a number of reasons why a job incumbent is paid high relative to other positions of similar content. These may include:
  - tenure;
  - performance;
  - a market premium;
  - the job is currently “overvalued” relative to other positions; and
  - PIO (present incumbent only) factors.
- There are a number of reasons why a job incumbent is paid low relative to other positions of similar content. These may include:
  - tenure;
  - performance;
  - the job is currently “undervalued” relative to other positions; and
  - (you trust that there are no PIO issues as these may indicate “discriminatory” practices).

## *Internal Equity Analysis (cont'd)*

---

- In addition, internal equity is influenced by the structure of the current grade and pay ranges. It is our understanding that the current grade structure has as its genesis the 1972 Unclassified Officer Salary study.
- Research of that study indicates that the salary ranges were established based on the minimum of each range and the addition of steps above those range minimums at 5% intervals.
- Over the passage of time, the structure of these salary ranges has changed. Our analysis shows that the range width now varies significantly, with the spread from minimum to maximum being nearly 50% at the lower end grades while it is approximately 25% at a higher end range. Step differences based on percentages have been replaced by equal dollar amounts. This leads to a flattening of the structure and a lessening of the compensation reward for taking on a position of more accountability.

## *Internal Equity Analysis (cont'd)*

---

- Our research does not indicate to us the basis of the establishment of a stated comparator market or a stated level at which the State wants to pay in that market.
- Other characteristics of the current salary structure include:
  - A flat rate of pay for the Commissioners of the largest and/or most complex Departments.
  - The recognition of the need for “market driven” pay for some professional medical positions.

# *External Competitiveness*

---

- While classification and job evaluation is concerned with creating internal equity *within* the Unclassified population, external competitiveness is concerned with defining the appropriate market and setting pay ranges that will enable the State to attract and retain the caliber of employees it needs in its Unclassified positions to fulfill the mission of the State.
- To meet that objective, the following steps in this project component have been undertaken:
  - Selection of a benchmark sample of positions (50) to be used for data collection and comparative analysis.
  - Agreement with the Project Oversight Committee on the constituency of the comparator market. It was agreed that this constituency would include States contiguous to New Hampshire, including Vermont, Maine, Connecticut and Massachusetts, relevant Federal Government positions, as well as relevant public and private sector employers within the State of New Hampshire.
  - Analysis of the market data collected both in terms of actual salaries and range data.
  - Analysis of the benefits data to determine the extent to which the recommended salary ranges should be impacted by the level of competitiveness of the benefits practice.
- A summary of the analysis is set out on the following pages.

# *External Competitiveness - Base Salary*

---

- Page 19 sets out the constituency of the comparator market. As comparing range maximums is the most reliable comparative analysis when organizations have a tenure based step structure, comparisons against the 4 contiguous States were primarily done on that basis. This showed that, on average, the current range maximums for the Unclassified Salary ranges are 22-23% behind the other States. We do note, however, the small size of the comparator group and the fact that in that comparator group, there are two States that have ranges that are considerably higher than New Hampshire.
- With respect to the in-State comparisons, our analysis showed that the level of competitiveness varied by “occupational” group. The principal comparisons done were for the Attorneys and the professional medical occupations, with the current salary rates being comparable for professional medical positions and lagging for Attorney positions by between 7-15%. We also recognize the influence of the Boston market on these two groups.
- As will be seen in the section containing recommendations, Hay recognizes that State Governments do not target being the market leaders in pay. Our recommendations are based on achieving a pragmatic balance between closing the gap between current salaries and the market sufficiently that this gap does not become “dysfunctional” while recognizing both affordability and “political palatability” of public servants’ pay.

# *External Competitiveness - Benefits*

---

## **Benefit Programs Covered by the Report**

The benefit study includes an analysis in the form of a prevalence of practice report. This report documents benefit plan design details for all major benefit areas and compares the State's benefit program to the plans of the comparator group participants.

The benefit areas covered by this report are the key benefit programs listed below, not all of which are provided by the State, but are in effect at one or more of the comparator organizations.

## **Benefit Programs**

- **Death Benefits** (Basic, AD&D, Supplemental and Dependent Life Insurance Policies)
- **Disability** (Sick Leave, Salary Continuance, Long-term Disability)
- **Health Care** (Medical, Dental, Prescription Drug, Vision Care)
- **Retirement Plans** (Defined Benefit or Defined Contribution Plans)
- **Time-Off** (Holidays and Vacations)

# *External Competitiveness - Benefits (cont'd)*

The following chart summarizes the State of New Hampshire's benefit program's competitiveness in each major benefit area. There is some variation in the competitive position of the individual benefit components when compared to the median practice of the comparator groups. When all benefit components are valued and combined, the State's total benefit program's competitive position is above the median practice of the selected states and other state plans. The State's total benefit program is comparable to the median practice of the Federal Government. Healthcare, retirement and time-off benefits have the greatest impact in determining the total program's overall benefit ranking.

<b>The State of New Hampshire's <i>Benefit Program Competitive Ranking</i></b>			
	<i>vs. Selected States</i>	<i>vs. Other State Plans</i>	<i>vs. Federal Government</i>
■ Death Benefits	<b>Below Median Practice</b>	<b>Below Median Practice</b>	<b>Below Practice</b>
■ Disability Benefits	<b>Above Median Practice</b>	<b>Above Median Practice</b>	<b>Above Practice</b>
■ Healthcare Benefits	<b>Above Median Practice</b>	<b>Above Median Practice</b>	<b>Above Practice</b>
■ Retirement Benefits	<b>At Median Practice</b>	<b>Slightly Below Median Practice</b>	<b>Below Practice</b>
■ Time Off Benefits	<b>Above Median Practice</b>	<b>Above Median Practice</b>	<b>Above Practice</b>
<b>TOTAL PACKAGE</b>	<b>Above Median Practice</b>	<b>Above Median Practice</b>	<b>Median Practice</b>

# *Recommendations Overview*

---

- Currently, there is one grade and salary structure for Unclassified Officers. Our analysis shows, however, that there are three major categories of positions within this plan that, in our opinion, warrant the development of three plans to meet the variances of the nature of both internal and external factors. These three categories are:
  - Professional medical positions that are “hourly” rate positions. Grade allocation based on job evaluation points is somewhat meaningless for these positions.
  - Unclassified Attorneys for which placement into a position should be based on a combination of education, experience, complexity of work being performed, tenure and performance. Grade allocation based on job evaluation points is somewhat meaningless for this occupational group.
  - The remaining Unclassified positions, many of which are managerial in nature.
- Accordingly, the recommendations set out in this section of the report are based on the premise of having three plans within the overall umbrella of the Unclassified Salary Plan.

# *Recommended Grade Structure*

---

- For a population the size of the Unclassified Officers, ease of administration of the classification and compensation plan is enhanced if a grade structure is adopted. In addition, we recommend that the grade structure be based on the principles of job measurement that were used to measure and differentiate job content.
- Based on the above, set out in Appendix C is a proposed grade structure. Each position will be assigned to a grade based on the total evaluation points of the position.

# ***Recommended Salary Structure - Excluding Attorneys and “Hourly Rate” Medical Staff***

- In establishing a recommended salary structure, it is very important to understand two key concepts:
  - Internal equity; and
  - External competitiveness.
- A pragmatic and practical approach to the creation of a salary structure will be the appropriate balance between these two important principles.
- In addition, it is not our intention to recommend that the pay structure seek to completely close the 22-23% gap between the current structure and the comparator State market, given the constituency of that market. However, the recommended structure does seek to establish ranges that are approximately half way toward closing that gap.

# ***Recommended Salary Structure - Excluding Attorneys and “Hourly Rate” Medical Staff***

---

- In the preliminary report dated March 26, 2001, two recommended pay structure options were provided:
  - The first option has steps for all grades.
  - The second option does not have steps for grades LL and above. These grades contain positions that do not have steps in the current salary plan.
- The ranges have been developed based on the maximum and the steps are at intervals back from the maximum (i.e., 95%, 90%, 85%, 80%, and 75%).
- Following discussion with the Project Oversight Committee, it was decided that the second option is the preferred option. This is set out on the following page.
- This structure is based on a concept of a content grade and a pay grade. For the vast majority of positions, these two grades will be the same. However, the market does not pay all jobs of the same size the same salary. There are some jobs that demand a “market premium” and they will be identified by the recommended “pay grade” indicated in the column with this heading in Appendix D.

# ***Recommended Salary Structure - Excluding Attorneys and “Hourly Rate” Medical Staff***

Recommended Pay Structure

Grade	Minimum	1	2	3	4	Maximum
AA	\$40,310	\$43,000	\$45,690	\$48,380	\$51,060	\$53,750
BB	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930
CC	\$43,940	\$46,870	\$49,800	\$52,730	\$55,660	\$58,590
DD	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740
EE	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470
FF	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080
GG	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740
HH	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580
II	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380
JJ	\$69,140	\$73,740	\$78,350	\$82,960	\$87,570	\$92,180
KK	\$70,930	\$75,660	\$80,380	\$85,110	\$89,840	\$94,570
LL						\$97,370
MM						\$100,690
NN						\$104,590
OO						\$109,150
PP						\$114,600
QQ						\$121,160

# ***Recommended Salary Structure - Excluding Attorneys and “Hourly Rate” Medical Staff***

---

- While Hay has incorporated steps into the recommended salary structure at this time, we strongly recommend that the State consider doing away with steps within the next three years and moving to an open range concept. Steps tend to reinforce tenure as the most likely means of pay movement. They create a “stay another year and you will get a step increase” mindset and make it difficult to introduce and reinforce performance as the primary means for pay delivery. Increasingly, States are moving to an open range structure with pay movement being based on performance.
- Clearly, the elimination of steps should be done in conjunction with the introduction of an effective performance management process.

# *Recommended Salary Plan - Attorneys*

---

- In analysis of the Attorney positions, which was supplemented by discussions with the Attorney General, it became apparent that the current range and pay structure for Attorneys is an inhibitor to the effectiveness of the operations of the Justice Department. Having two primary levels of positions, namely Assistant AG and Senior Assistant AG, does not reflect the variance in the level of work being performed.
- Based on our experience in the development of career progression based broad band structures, it is the contention of Hay that such a structure can be effective for the Attorney job family.
- Our experience shows that there are five job families for which broad banded structures make sense and have been successfully implemented. These are characterized by a high number of professionals per the number of managers. Hence, there is a need to provide career and pay growth without “forcing” incumbents to move into a management position.

# ***Recommended Salary Plan - Attorneys (con'td)***

---

- These job families are: Nurses, Engineers, Accountants, Information Technology and *Attorneys*. The following are the reasons why broad banded structures make sense for these occupations:
  - The organization wants flexibility of utilization of its workforce, without the restriction of a defined job description.
  - The organization wants to be able to provide career progression without having to promote incumbents into management.
  - The organization wants to place less emphasis on the grade and pay structure and place more emphasis on pay delivery and career progression.
  - The organization is a “learning organization” that seeks to hire at lower levels in the family and will offer both the training and development opportunities, as well as the increased complexity of work that will cause an employee to want to remain with the organization.

## ***Recommended Salary Plan - Attorneys (cont'd)***

---

- Based on the analysis conducted by Hay and as confirmed in discussions with the Attorney General, we have identified that there are four levels of work within the AG's office that are distinguished by the following titles:
  - Attorney;
  - Assistant Attorney General;
  - Senior Assistant Attorney General (both managerial and non-managerial); and
  - Associate Attorney General (includes the Special Associate Attorney General).
- The Attorney General and Deputy Attorney General will be administered in the Pay Plan as set out on pages 25-28.
- In order to manage the proposed Attorney pay plan effectively, it was vital that there be the creation of the criteria to distinguish these levels. These are the factors that will be used for placement of an employee into one of these levels.

# ***Recommended Salary Plan - Attorneys (cont'd)***

---

- Based on the experience of Hay in creating Job Family structures , Hay recommends that the following criteria be used:
  - Tenure and experience (it is important to note that the reference to experience must be related to progressive experience, not just time in position).
  - The nature of work being performed.
  - Increased independence of work and judgment exercised.
  - Achievement of pre-determined performance standards.
  - The acquisition and application of further education and training.
  - Demonstration of an increased frequency of undertaking the type and complexity of work normally associated with the next level in the job family.
  - Fulfilling a leadership/management role.
- These criteria were set out in the March 26, 2001 Preliminary Report. Since that date, discussions have been held with the Attorney General and Deputy Attorney General and they are in agreement that these criteria should be used. As this will be a new concept for compensation plan administration within the State of New Hampshire, both Hay and the Attorney General recognize that a review of these criteria be conducted after a period of 12-24 months to ensure their ongoing effectiveness and relevance.

## ***Recommended Salary Plan - Attorneys (cont'd)***

---

- Having established the levels, it is important to create a seamless salary band to enable employees to be placed appropriately based on the criteria and yet also not be restricted by grade and range boundaries. This allows you to “progress” or “hold back” an incumbent based on factors other than just years of experience. This is often expressed by “I now have three years experience - shouldn’t I be at the next level?” It also enables you to pay a high performing Assistant AG more than a lesser performing Senior Assistant AG.
- Accordingly, we recommend the establishment of an open range, broad band salary structure that has within it market anchors. These market anchors become reference points for each of the levels within the family structure. They aid in salary management and also when recruitment is done at a level other than the entry level.

# ***Recommended Salary Plan - Attorneys (cont'd)***

---

- Based on our analysis of market data and current pay ranges, we recommend the following band and market anchors:

– Minimum of band	\$38,000
– Attorney Market Anchor	\$46,000
– Assistant AG Market Anchor	\$63,000
– Senior Assistant AG Market Anchor	\$78,000
– Associate AG Market Anchor	\$86,000
– Maximum of band	\$92,000
  
- Following approval in concept of this approach by the Project Oversight Committee, the proposed plan has been discussed with the Attorney General to achieve the following:
  - Firm up the definition of the criteria;
  - Allocate current employees to these levels and make “transition into plan” salary determinations; and
  - Establish the mechanisms by which the plan will be administered.

# *Recommended Salary Plan - Attorneys (cont'd)*

---

- Based on feedback from the Attorney General's office, Appendix E shows the proposed allocation of employees in the Attorney General's office to the different levels based on application of the seven differentiating criteria and the fiscal impact of moving employees to the proposed salary.
- Hay recommends that the application of these criteria be used as the sole criteria for future salary movement for employees covered by the Attorney General's pay plan.

# *Recommended “Hourly Rate” Medical Employees Salary Plan*

---

- Within the current plan there are two categories of Professional Medical employees:
  - Those in fulltime positions.
  - Those who are in “hourly rate” positions - typically entitled Physicians in Charge.
- The first category are typically in a pay grade that is reflective of a market rate (e.g., Q1, R1, etc.).
- The second are paid an hourly rate that is aligned with the annualized amount paid to the first category.
- While we recommend that the fulltime employees be administered with the pay plan set out on pages 25-28, we recommend that the second category be administered on the same basis as that which currently exists.

# *Fiscal Impact*

---

- This section sets out the fiscal impact based upon adoption of the Salary plan for Unclassified Officers and those covered by the Attorneys' pay plan. It excludes Hourly Rate Medical employees.

## **General Population**

- Based on allocation of positions to grades and salary ranges, encompassing 238 employees, there will be 15 employees *above* range maximums, at an annualized salary cost of \$47,292. This represents less than 1% of the total payroll of the employees in this plan.
- There will be 32 employees *below* range minimums, at an annualized salary cost of \$95,634. This represents less than 1% of the total payroll cost of the employees in this plan. A table showing details of this analysis is set out in Appendix D.
- At a minimum, Hay recommends that employees below minimum be brought to the minimum of their salary range.

# *Fiscal Impact (cont'd)*

---

- In addition, we recommend the State consider moving Unclassified employees to at least the next highest step in the proposed range.
- Based on undertaking this action and assuming no steps in Grades LL and above (but moving these incumbents to the maximum of their respective range), the cost of implementation for this component will be \$459,030, which is approximately 2.5% of the total payroll of the employees in this plan.

## **Attorneys**

- Based on the application of the criteria set out on page 32 and the salary anchors as set out on page 34, the cost of implementation of the Attorney's Pay Plan will be \$150,131, which is 5.5 % of the total payroll of the 45 employees in this plan. A table showing details of this analysis is set out in Appendix E.

## **Overall Fiscal Impact**

- Based on:
  - Bringing employees to the minimum of their proposed salary range;
  - Moving employees who are in-range to the next highest step in the proposed salary range; and
  - Implementation of the proposed Attorney pay structure and allocations.

**The total cost of implementation on an annualized basis is \$704,795.**

# *Recommended Plan Administration*

---

The previous section set out the basis for implementation of the proposed pay plan for Unclassified Officers. Once implemented, it is important that the plan be administered in such a manner that it is both kept current and remains based on the objective principles on which it was developed. The Plan Administration Guidelines should be based on the following objectives:

- Promoting the highest possible degree of morale and performance.
- Developing a salary range structure that is externally competitive and provides both internal fairness among positions and flexibility for administering salaries that will attract, retain, and motivate competent employees.
- Administering salaries in accordance with Federal and State guidelines.
- Determining the relative value of each position to the objectives, goals and action plans of the State.
- Adjusting salary based on an objective appraisal of individual performance within a position range.
- Providing for an objective, systematized approach to the budgeting and controlling of salary expenses.

# *Recommended Plan Administration (cont'd)*

---

## **General Population**

### **1. Job Descriptions**

- Each job is described in writing by means of a job description. A job description is instrumental in letting an employee know what his/her job entails; it helps show how various jobs are related, where they overlap, how each job fits into the overall organization; it is useful in recruiting and hiring new employees; and is used for job evaluation as the basis for establishing salary grades for all jobs.
- **Revisions:** Job descriptions should be reviewed:
  - At the time of the performance review (at least annually);
  - At the time a new incumbent is placed in the job; and
  - At the time of any organization change or redistribution of accountabilities.
- Simple changes in procedures, terminology, and new equipment do not warrant the writing and evaluation of a new job. These changes can be made by the Manager/Supervisor and the new job description can be filed with the Commissioner of Administrative Services without going through the job evaluation process.

# *Recommended Plan Administration (cont'd)*

---

## **1. Job Descriptions (cont'd)**

- *New Descriptions*: In addition to a job description being required for a new job, preparation of a new description is also necessary when there are major changes in the following areas:
  - Reporting relationships;
  - Dollar impact upon; and
  - New or different principal accountabilities.
- When a new job description is written, it will be reviewed by the Commissioner of Administrative Services to determine whether the addition requires re-evaluation of the job.

# *Recommended Plan Administration (cont'd)*

---

## **2. Job Evaluation**

- The Job Description for each position is reviewed to:
  - Determine the value of each job to the State of New Hampshire.
  - Assign each job a total evaluation (point) value.
- The Hay method of job evaluation being utilized for job evaluation purposes within the State provides a set of guide charts designed specifically for the State. Using this method, jobs are evaluated against certain criteria that measure:
  - Know-How: The type and degree of knowledge and skills, however acquired, needed to do the job successfully. Know-How takes into account not only the technical and practical knowledge required, but also the managerial skills in planning and coordinating, and skills in dealing with people.
  - Problem Solving: The level and complexity of thought required by the job and how difficult the problems are. Problem solving considers how much guidance or direction is given the employees solving the problems. It also takes into account the extent to which established policies and procedures guide the employee or the degree to which original thinking is required.
  - Accountability: The degree to which the person in the job is responsible for taking actions and the effect those actions have on the State. It also takes into account the amount of supervision provided on the job.

# *Recommended Plan Administration (cont'd)*

---

## **2. Job Evaluation (cont'd)**

- Job evaluations will be forwarded to Hay for review.
- Current pay, individual performance, personality, and job title are ignored when making an evaluation of the job. The job description is read and evaluated by the use of the Hay method of job evaluation.
- ***Re-evaluating Jobs:*** Agency Heads should periodically review the content of job descriptions. Use the following checklist when making a request for re-evaluation of a job.
  - Has the job changed or is an individual over-qualified for the job, making him/her rise to the top of the salary range quickly? Promotion may be in order rather than re-evaluation of the job.
  - Is this a change in the duties or just a change in procedures?
  - Is the change significant enough to request a re-evaluation?
  - Keep in mind the three evaluation factors in evaluating jobs:
    - Know-How - does the job change require more knowledge, additional skills, or training?
    - Problem Solving - does the incumbent have a greater degree of problems to solve; are they more complex?
    - Accountability - has the incumbent been given more freedom to make decisions, or is he/she now held directly responsible for the end results of some particular aspect of the job.

# ***Recommended Plan Administration (cont'd)***

---

## **2. Job Evaluation (cont'd)**

- If an Agency Head decides that there is definitely a need for re-evaluation of a job, a new job description should be written and submitted to the Commissioner of Administrative Services along with a request for a re-evaluation. Re-evaluation will not affect the employee's salary unless the employee is below the new range (in this case, the employee's salary will be raised to the minimum) or above the range (in this case the salary will be frozen).
- *A change in job duties and a resultant change in job evaluation should be the only reason for a change in grade assignment.*

## **3. Salary Ranges**

- Every position has been placed in a salary range based on the job evaluation and market salary surveys. Each range has a minimum and maximum.
- A range of pay is used for most positions instead of a fixed dollar amount in order to provide salaries that reflect different levels of performance and experience. A salary range also offers the opportunity for the employee to progress within the position financially.

# *Recommended Plan Administration (cont'd)*

---

## **3. Salary Ranges (cont'd)**

- ***Salary Upon Transfer:*** A transfer is considered a move to a job at the same grade level as a person's existing job. When a transfer occurs, there will be no salary adjustment at the time of the transfer.
- ***Salary Upon Promotion:*** A promotion is a move from one job to another evaluated at least one grade higher than the previous position.
  - Promotional increases are calculated as follows: If an employee is promoted at the time of the normal performance review, he/she should receive a combined promotional increase and merit increase of not more than 10%. If employees are promoted at other than the usual performance review time, they should receive a promotional pay increase as well as a pro-rated merit increase based on the number of months since the last increase; this amount may not exceed 10%. The employee's salary after the promotional increase should be at or above the minimum of the new position's salary range. If it is not, the employee's salary should be set at the minimum of the range.

The recommended salary administration guidelines may be refined or additional guidelines added following further discussions with the Committee and the Commissioner of Administrative Services.

APPENDIX A

**STATE OF NEW HAMPSHIRE**  
**SUMMARY OF EVALUATIONS - GENERAL POPULATION**

(Excludes Attorneys and Hourly Employees)

AGENCY	POSITION	KH SLOT	PTS	PS SLOT	PTS	AC SLOT	PTS	Total Points	+/-
DEPARTMENT OF H&HS	COMMISSIONER	GIV3	920	G4 (66%)	608	G4P	920	2448	+3
DEPARTMENT OF SAFETY	COMMISSIONER	GIII3	800	G4 (66%)	528	G4P	800	2128	+3
DEPARTMENT OF TRANSPORTATION	COMMISSIONER	GIII3	800	G4 (66%)	528	G4P	800	2128	+3
JUSTICE DEPARTMENT	ATTORNEY GENERAL	GIII3	800	G4 (66%)	528	G4P	800	2128	+3
ADMINISTRATIVE SERVICES	COMMISSIONER	GIII3	800	G4 (66%)	528	G5C	700	2028	+2
CORRECTIONS DEPARTMENT	COMMISSIONER	GIII3	800	G4 (57%)	460	G4P	700	1960	+3
REVENUE ADMINISTRATION	COMMISSIONER	GIII3	800	G4 (57%)	460	G3P	700	1960	+3
DEPARTMENT OF EDUCATION	COMMISSIONER	GIII3	700	G4 (57%)	400	G3P	608	1708	+3
DEPARTMENT OF H&HS	DEPUTY COMMISSIONER	GIII3	700	F4 (57%)	400	F4P	608	1708	+3
DEPARTMENT OF TRANSPORTATION	ASSISTANT COMMISSIONER	FIII3	700	F4 (57%)	400	F3P	608	1708	+3
POSTSECONDARY TECH EDUCATION	COMMISSIONER	GIII3	700	G4 (57%)	400	G3P	608	1708	+3
RESOURCES & ECON DEVEL	COMMISSIONER	GIII3	700	G4 (57%)	400	G3P	608	1708	+3
DEPT ENVIRONMENTAL SERVICES	COMMISSIONER	GIII3	700	G4 (57%)	400	G3P	528	1628	+2
DEPARTMENT OF H&HS	SENIOR DIVISION DIRECTOR	GIII3	608	F4 (57%)	350	F4P	528	1486	+3
PUBLIC UTILITIES COMMISSION	CHAIRMAN	GIII3	608	G4 (57%)	350	G4S	528	1486	+3
PUBLIC UTILITIES COMMISSION	COMMISSIONER	GIII3	608	G4 (57%)	350	G4S	528	1486	+3
PUBLIC UTILITIES COMMISSION	COMMISSIONER	GIII3	608	G4 (57%)	350	G4S	528	1486	+3
DEPARTMENT OF SAFETY	ASSISTANT COMMISSIONER	FIII3	608	F4 (57%)	350	F4P	460	1418	+2
JUSTICE DEPARTMENT	DEPUTY ATTORNEY GENERAL	GIII3	608	F4 (57%)	350	F4P	460	1418	+2
DEPARTMENT OF CORRECTIONS	ASST. COMMISSIONER	FIII3	608	F4 (50%)	304	F3P	460	1372	+3
NH RETIREMENT SYSTEM	EXECUTIVE DIRECTOR, NHRS	FIII3	528	F4 (57%)	304	F4P	460	1292	+3
DIV. BEHAVIORAL HEALTH	DIR COMM SUPP & LONG TERM CARE	FIII3	528	F4 (57%)	304	F3P	400	1232	+2
STATE TREASURY	TREASURER	FIII3	528	F4 (57%)	304	F5C	400	1232	+2
ADJUTANT GENERAL	ADJUTANT GENERAL	FIII3	528	F4 (50%)	264	F3P	400	1192	+3
CORRECTIONS DEPARTMENT	DIR ADULT SERVICES-WARDEN	FIII3	528	F4 (50%)	264	F3P	400	1192	+3
DEPARTMENT OF SAFETY	DIRECTOR	FIII3	528	E4 (50%)	264	F3P	400	1192	+3
DEPT EMPLOYMENT SECURITY	COMMISSIONER	FIII3	528	F4 (50%)	264	F3P	400	1192	+3
POSTSECONDARY TECH EDUCATION	PRESIDENT, CONCORD	FIII3	528	F4 (50%)	264	F3P	400	1192	+3
POSTSECONDARY TECH EDUCATION	PRESIDENT, MANCHESTER, STRATHAM	FIII3	528	F4 (50%)	264	F3P	400	1192	+3
CORRECTIONS DEPARTMENT	WARDEN, CONCORD	FIII3	528	F4 (50%)	264	F3P	400	1192	+3
DEPARTMENT OF TRANSPORTATION	DIRECTOR OF OPERATIONS	FIII3	528	F4 (50%)	264	F3P	400	1192	+3
BANK COMMISSION	BANK COMMISSIONER	FIII3	528	F4 (50%)	264	F3P	350	1142	+2
DEPARTMENT OF EDUCATION	DEPUTY COMMISSIONER	FIII3	528	F4 (50%)	264	F3P	350	1142	+2
DEPARTMENT OF TRANSPORTATION	DIRECTOR OF PROJECT DEVELOP	FIII3	528	F4 (50%)	264	F4S	350	1142	+2

APPENDIX A

**STATE OF NEW HAMPSHIRE**  
**SUMMARY OF EVALUATIONS - GENERAL POPULATION**

(Excludes Attorneys and Hourly Employees)

AGENCY	POSITION	KH SLOT	PTS	PS SLOT	PTS	AC SLOT	PTS	Total Points	+/-
INSURANCE DEPARTMENT	INSURANCE COMMISSIONER	FIII3	528	F4 (50%)	264	F3P	350	1142	+2
JUSTICE DEPARTMENT	CHIEF MEDICAL EXAMINER	GII2	528	F4 (50%)	264	F3P	350	1142	+2
OFFICE OF HEALTH MANAGEMENT	DIRECTOR HEALTH MANAGEMENT	FIII3	528	F4 (50%)	264	F3P	350	1142	+2
SECRETARY OF STATE	SECRETARY OF STATE	FIII3	528	F4 (50%)	264	F5C	350	1142	+2
DEPARTMENT OF SAFETY	DIRECTOR, MOTOR VEHICLES	FIII3	528	F4 (50%)	264	F3P	350	1142	+2
LABOR DEPARTMENT	COMMISSIONER	FIII3	528	F4 (50%)	264	F3P	350	1142	+2
DEPT ENVIRONMENTAL SERVICES	ASSISTANT COMMISSIONER	FIII3	528	F4 (50%)	264	F3P	350	1142	+2
ADMINISTRATIVE SERVICES	ASSISTANT COMMISSIONER	FIII3	528	F4 (50%)	264	F4C	304	1096	+1
POSTSECONDARY TECH EDUCATION	DEPUTY COMMISSIONER	FIII3	528	F4 (50%)	264	F4C	304	1096	+1
CORRECTIONS DEPARTMENT	WARDEN, BERLIN	FII3	460	F4 (50%)	230	F3P	350	1040	+3
CORRECTIONS DEPARTMENT	WARDEN, LANCONIA	FII3	460	F4 (50%)	230	F3P	350	1040	+3
DEPARTMENT OF TRANSPORTATION	DIRECTOR OF PUBLIC WORKS	FII3	460	E4 (50%)	230	E3P	350	1040	+3
FISH AND GAME COMMISSION	EXECUTIVE DIRECTOR	FIII3	460	F4 (50%)	230	F3P	350	1040	+3
LIQUOR COMMISSION	CHAIRMAN	FII3	460	F4 (50%)	230	E3P	350	1040	+3
POSTSECONDARY TECH EDUCATION	PRESIDENT, BERLIN/LACONIA	FIII3	460	F4 (50%)	230	F3P	350	1040	+3
POSTSECONDARY TECH EDUCATION	PRESIDENT, NASHUA/CLARMONT	FII3	460	F4 (50%)	230	F3P	350	1040	+3
DIV OF JUVENILE JUSTICE	DIRECTOR, DIVISION FOR DJJS	FII3	460	E4 (50%)	230	E3P	304	994	+2
AGRICULTURE	COMMISSIONER	FIII3	460	F4 (50%)	230	E2P	304	994	+2
DEPARTMENT OF H&HS	CHIEF INFORMATION OFFICER	FII3	460	F4 (50%)	230	F4C	304	994	+2
DEPT ENVIRONMENTAL SERVICES	DIRECTOR	FII3	460	E4 (50%)	230	E3P	304	994	+2
DEPT ENVIRONMENTAL SERVICES	DIRECTOR	FII3	460	E4 (50%)	230	E3P	304	994	+2
DEPT ENVIRONMENTAL SERVICES	DIRECTOR	FII3	460	E4 (50%)	230	E3P	304	994	+2
DEPT. OF CULTURAL AFFAIRS	COMMISSIONER	FII3	460	F4 (50%)	230	F2P	304	994	+2
DIV. ELDERLY & ADULT SVCS	DIRECTOR OF ELDERLY SERVICES	FII3	460	F4 (50%)	230	F3P	304	994	+2
NH RETIREMENT SYSTEM	DIRECTOR OF FINANCE	FII3	460	E4 (50%)	230	E3P	304	994	+2
REVENUE ADMINISTRATION	ASSISTANT COMMISSIONER	FII3	460	E4 (50%)	230	E3P	304	994	+2
REVENUE ADMINISTRATION	DIR OF AUDIT DIVISION	FII3	460	E4 (50%)	230	E3P	304	994	+2
DIV OF DEVELOPMENTAL SERVICES	DIRECTOR OF DEVELOPMENTAL SERV	FII3	460	E4 (50%)	230	E3P	304	994	+2
N.H. HOSPITAL	SUPERINTENDENT	FII3	460	E4 (50%)	230	E3P	304	994	+2
DEPARTMENT OF SAFETY	STATE FIRE MARSHALL	FII3	460	E4 (50%)	230	F2P	304	994	+2
LABOR DEPARTMENT	DEPUTY COMMISSIONER	FII3	460	F4 (50%)	230	E3P	304	994	+2
PUBLIC UTILITIES COMMISSION	EXECUTIVE DIRECTOR	FII3	460	F4 (50%)	230	E3P	304	994	+2
ADMINISTRATIVE SERVICES	DIRECTOR (COMPTROLLER)	FIII3	460	F4 (50%)	230	F4C	264	954	+1
ADMINISTRATIVE SERVICES	DIR OF INFO TECH MANAGEMENT	FII3	460	F4 (50%)	230	F4C	264	954	+1

APPENDIX A

**STATE OF NEW HAMPSHIRE**  
**SUMMARY OF EVALUATIONS - GENERAL POPULATION**

(Excludes Attorneys and Hourly Employees)

AGENCY	POSITION	KH SLOT	PTS	PS SLOT	PTS	AC SLOT	PTS	Total Points	+/-
ADMINISTRATIVE SERVICES	DIRECTOR	FII3	460	F4 (50%)	230	F4C	264	954	+1
ADMINISTRATIVE SERVICES	FINANCIAL DATA MANAGER	FII3	460	F4 (50%)	230	F4C	264	954	+1
CORRECTIONS DEPARTMENT	UNIT DIRECTOR NON-MEDICAL	FII3	460	E4 (50%)	230	E3P	264	954	+1
DEPARTMENT OF H&HS	DIVISION DIRECTOR	FII3	460	E4 (50%)	230	E4C	264	954	+1
DEPARTMENT OF H&HS	CONTROLLER	FIII3	460	F4 (50%)	230	F4C	264	954	+1
DIV. BEHAVIORAL HEALTH	PHYSICIAN IN CHARGE	GI3	460	F4 (50%)	230	F2P	264	954	+2
INSURANCE DEPARTMENT	ACTUARY	GII2	460	F4 (50%)	230	F4C	264	954	+1
INSURANCE DEPARTMENT	ACTUARY	GII2	460	F4 (50%)	230	F4C	264	954	+1
OFFICE OF HEALTH MANAGEMENT	PHYSICIAN IN CHARGE	GI3	460	F4 (50%)	230	F2P	204	954	+1
PUBLIC UTILITIES COMMISSION	COUNSEL	FII3	460	F4 (50%)	230	F4C	264	954	+1
TRANSITIONAL ASSISTANCE	SECTION ADMINISTRATOR	FII3	460	E4 (50%)	230	E4C	264	954	+1
DEPARTMENT OF H&HS	ASSOC. COM & DIR OFFICE OF PROGRAM SU	FII3	460	F4 (50%)	230	F4C	264	954	+1
DEPARTMENT OF H&HS	DIR. OFFICE OF APPLICATION MGMT	FII3	460	F4 (50%)	230	F4C	264	954	+1
OFFICE OF HEALTH MANAGEMENT	ST EPIDEM & ADMIN HLTH DATA UN	GI3	460	F4 (50%)	230	F3C	230	920	=
LIQUOR COMMISSION	COMMISSIONER	FII3	400	E4 (50%)	200	E3P	304	904	+3
LIQUOR COMMISSION	COMMISSIONER	FII3	400	E4 (50%)	200	E3P	304	904	+3
NH VETERANS HOME	COMMANDANT	FII3	400	E4 (50%)	200	E3P	304	904	+3
INSURANCE DEPARTMENT	DEPUTY COMMISSIONER	FII3	460	E4 (43%)	200	E4C	230	890	+1
ADJUTANT GENERAL	DEPUTY ADJUTANT GENERAL	FII3	400	E4 (50%)	200	E3P	264	864	+2
DEPARTMENT OF EDUCATION	DIR CAREER TECH & ADULT LEARN	FII3	400	E4 (50%)	200	E3P	264	864	+2
DEPARTMENT OF EDUCATION	DIR STDS & CERTIFICATION	FII3	400	E4 (50%)	200	E3P	264	864	+2
DEPARTMENT OF EDUCATION	DIRECTOR OF INSTRUCTION	FII3	400	E4 (50%)	200	E3P	264	864	+2
DEPARTMENT OF H&HS	DIR ALCOHOL & DRUG ABUSE	FII3	400	E4 (50%)	200	E3P	264	864	+2
DEPARTMENT OF H&HS	DIR OF CHILD SUPPORT SERVICES	FII3	400	E4 (50%)	200	E3P	264	864	+2
DIV. BEHAVIORAL HEALTH	ASST DIR COMM SUPPORTS & LTC	FII3	400	E4 (50%)	200	E3P	264	864	+1
JUSTICE DEPARTMENT	DIRECTOR	FII3	400	F4(50%)	200	F2P	264	864	2
OFFICE OF HEALTH MANAGEMENT	SR PHYS & DIRECTOR OF MEDICAID	FII3	400	E4 (50%)	200	E2P	264	864	+2
RESOURCES & ECON DEVEL	DIRECTOR DIVISION OF PARK	FII3	400	E4 (50%)	200	F2P	264	864	+2
SWEEPSTAKES COMMISSION	EXECUTIVE DIRECTOR	FII3	400	E4 (43%)	175	E3P	264	839	+3
DEPARTMENT OF H&HS	OFFICE OF PROGRAM SUPPORT	FII3	400	E4 (50%)	200	E3P	230	830	+1
ADMINISTRATIVE SERVICES	DIRECTOR	FII3	400	E4 (50%)	200	E4C	230	830	+1
CORRECTIONS DEPARTMENT	DIR DIVISION OF ADMINISTR	FII3	400	E4 (50%)	200	E4C	230	830	+1
CORRECTIONS DEPARTMENT	PSYCHIATRIST	GI3	400	F4 (50%)	200	E2P	230	830	+1
CORRECTIONS DEPARTMENT	SENIOR PHYSICIAN	GI3	400	F4 (50%)	200	E2P	230	830	+1

APPENDIX A

**STATE OF NEW HAMPSHIRE**  
**SUMMARY OF EVALUATIONS - GENERAL POPULATION**

(Excludes Attorneys and Hourly Employees)

AGENCY	POSITION	KH SLOT	PTS	PS SLOT	PTS	AC SLOT	PTS	Total Points	+/-
DEPARTMENT OF H&HS	CHIEF LEGAL COUNSEL	FII3	400	E4 (50%)	200	E4C	230	830	+1
DEPARTMENT OF H&HS	MEDICAID DIRECTOR	FII3	400	E4 (50%)	200	E4C	230	830	+1
DEPARTMENT OF SAFETY	DIRECTOR	FII3	400	E4 (50%)	200	E4C	230	830	+1
DEPT EMPLOYMENT SECURITY	GENERAL COUNSEL	FII3	400	E4 (50%)	200	E4C	230	830	+1
DEPT. OF CULTURAL AFFAIRS	STATE LIBRARIAN	FII3	400	E4 (50%)	200	E2P	230	830	+1
N.H. HOSPITAL	SENIOR PHYSICIAN/PSYCHIATRIST II	GI3	400	F4 (50%)	200	E2P	230	830	+1
N.H. HOSPITAL	SENIOR PHYSICIAN/PSYCHIATRIST I	GI3	400	F4 (50%)	200	E2P	230	830	+1
N.H. HOSPITAL	SENIOR PHYSICIAN/PSYCHIATRIST I	GI3	400	F4 (50%)	200	E2P	230	830	+1
OFFICE OF HEALTH MANAGEMENT	STATE SENIOR PHYSICIAN	FI3	400	F4 (50%)	200	E2P	230	830	+1
RESOURCES & ECON DEVEL	DIRECTOR OF ECONOMIC DEVE	FII3	400	E4 (50%)	200	E4C	230	830	+1
STATE TREASURY	DEPUTY TREASURER	FII3	400	E4 (50%)	200	E4C	230	830	+1
STATE TREASURY	CHIEF DEPUTY TREASURER	FII3	400	E4 (50%)	200	E4C	230	830	+1
NH COMMUNITY TECH COLLEGE	DIRECTOR OF FINANCE	FII3	400	E4 (50%)	200	E4C	230	830	+1
DEPARTMENT OF SAFETY	DIRECTOR OF IT	FII3	400	E4 (50%)	200	E4C	230	830	+1
DEPARTMENT OF JUSTICE	ASST. CHIEF MEDICAL EXAMINER	FII3	400	E4 (50%)	200	E2P	230	830	+1
BANK COMMISSION	DEPUTY BANK COMMISSIONER	FII3	400	E4 (43%)	175	E2P	230	805	+2
CORRECTIONS DEPARTMENT	DIR DIVISION OF FIELD SER	FII3	400	E4 (43%)	175	E4P	230	805	+2
DEPARTMENT OF SAFETY	DIR DIV OF FIRE STDS & TRNG	FII3	400	E4 (43%)	175	E2P	230	805	+2
POLICE STDS AND TNG COUNCIL	DIRECTOR	FII3	400	E4 (43%)	175	E2P	230	805	+2
RESOURCES & ECON DEVEL	DIR OF TRAVEL & TOURISM	FII3	400	E4 (43%)	175	E3S	230	805	+2
RESOURCES & ECON DEVEL	DIRECTOR FORESTS & LANDS	FII3	400	E4 (43%)	175	E2P	230	805	+2
CHILDREN AND YOUTH	ASSISTANT DIRECTOR	FII3	400	E4 (43%)	175	E3S	200	775	+1
DEPARTMENT OF TRANSPORTATION	DIRECTOR OF ADMINISTRATION	FII3	400	E4 (43%)	175	E4C	200	775	+1
INSURANCE DEPARTMENT	DIRECTOR	FII3	400	E4 (43%)	175	E4C	200	775	+1
OFFICE OF HEALTH MANAGEMENT	DIRECTOR PROGRAM SUPPORT	FII3	400	E4 (43%)	175	E4C	200	775	+1
SECRETARY OF STATE	DEPUTY SECRETARY OF STATE	FII3	400	E4 (43%)	175	E4C	200	775	+1
SECRETARY OF STATE	SR. DEPUTY SECRETARY OF STATE	FII3	400	E4 (43%)	175	E4C	200	775	+1
CORRECTIONS DEPARTMENT	WARDEN LAKES REGION FACILITY	FII3	350	E4 (43%)	152	E3P	230	732	+3
CORRECTIONS DEPARTMENT	WARDEN NH STATE PRISON-WOMEN	FII3	350	E4 (43%)	152	E3P	230	732	+3
N H PORT AUTHORITY	DIRECTOR OF PORT AUTHORIT	EII3	350	E4 (43%)	152	E2P	230	732	+3
POSTSECONDARY TECH EDUCATION	PLANETARIUM DIRECTOR	FII3	350	E4 (43%)	132	E3P	230	732	+3
DEPARTMENT OF SAFETY	DIR. OF SAFETY SERVICES	FII3	350	E4 (43%)	152	E3S	200	732	+3
CORRECTIONS DEPARTMENT	SENIOR DENTIST	FI3	350	E4 (50%)	175	E2P	200	725	+1
CORRECTIONS DEPARTMENT	SENIOR DENTIST	FI3	350	E4 (50%)	175	E2P	200	725	+1

APPENDIX A

**STATE OF NEW HAMPSHIRE**  
**SUMMARY OF EVALUATIONS - GENERAL POPULATION**

(Excludes Attorneys and Hourly Employees)

AGENCY	POSITION	KH SLOT	PTS	PS SLOT	PTS	AC SLOT	PTS	Total Points	+/-
N.H. HOSPITAL	SENIOR DENTIST	FI3	350	E4 (50%)	175	E2P	200	725	+1
ADMINISTRATIVE SERVICES	EXEC DIR BUR EMER COMM PERS	EII3	350	E4 (43%)	152	E2P	200	702	+2
CHILDREN AND YOUTH	ADMIN BUR OF CHILD DEVELOPMENT	FII3	350	E4 (43%)	152	E2P	200	702	+2
CHILDREN AND YOUTH	JUVENILE JUSTICE ADMINISTRATOR	FII3	350	E4 (43%)	132	E2P	200	702	+2
DEPARTMENT OF SAFETY	DEPUTY DIRECTOR	FII3	350	E4 (43%)	152	E2P	200	702	+2
DEPARTMENT OF TRANSPORTATION	DIRECTOR	FII3	350	E4 (43%)	152	E2P	200	702	+2
DIV. BEHAVIORAL HEALTH	DIR OF TRANSITIONAL ASSISTANCE	FII3	350	E4 (43%)	152	E2P	200	702	+1
JUSTICE DEPARTMENT	DIR OFF OF VICTIM/WITNESS ASST	FII3	350	E4 (43%)	152	E2P	200	702	+2
N.H. HOSPITAL	ASSISTANT SUPERINTENDENT	FII3	350	E4 (43%)	152	E2P	200	702	+1
REVENUE ADMINISTRATION	ASST. DIR AUDIT DIVISION	FII3	350	E4 (43%)	152	E2P	200	702	+2
REVENUE ADMINISTRATION	DIR OF DOCUMENT PROCESSING	FII3	350	E4 (43%)	152	E2P	200	702	+2
DEPARTMENT OF SAFETY	DIRECTOR OF E.M.S.	FII3	350	E4 (43%)	152	E2P	200	702	+2
DEPARTMENT OF H&HS	DIRECTOR, OPERATIONS ANALYSIS	FII3	350	E4 (50%)	175	E4C	175	700	=
DEPARTMENT OF H&HS	DIVISION DIRECTOR	FII3	350	E4 (50%)	175	E4C	175	700	=
ADMINISTRATIVE SERVICES	MANAGER	EII3	350	E4 (43%)	152	E4C	175	677	+1
AGRICULTURE	STATE VETERINARIAN	FII2	350	E4 (43%)	152	E1P	175	677	+1
DEPARTMENT OF H&HS	DIR OF APPLICATIONS & DEVELOP	FII3	350	E4 (43%)	152	E3C	175	677	+1
DEPARTMENT OF H&HS	DIRECTOR OF ADMINISTRATION	FII3	350	E4 (43%)	152	E4C	175	677	+1
DEPARTMENT OF H&HS	DIRECTOR OF MMIS MANAGEMENT	FII3	350	E4 (43%)	152	E3C	175	677	+1
DEPARTMENT OF H&HS	DIRECTOR, SPECIAL PROJECTS	FII3	350	E4 (43%)	152	E3C	175	677	+1
DEPARTMENT OF H&HS	LEGISLATIVE DIRECTOR	FII3	350	E4 (43%)	152	E3C	175	677	+1
DEPT EMPLOYMENT SECURITY	COUNSEL	FII2	350	E4 (43%)	152	E3C	175	677	+1
DEPT EMPLOYMENT SECURITY	COUNSEL	FII2	350	E4 (43%)	152	E3C	175	677	+1
DEPT EMPLOYMENT SECURITY	COUNSEL	FII2	350	E4 (43%)	152	E3C	175	677	+1
INSURANCE DEPARTMENT	HEALTH CARE POLICY ANALYST	FII3	350	E4 (43%)	152	E3C	175	677	+1
OFFICE OF HEALTH MANAGEMENT	FORENSIC TOXICOLOGIST	FI3	350	F4 (50%)	175	E3C	152	677	-1
OFFICE OF HEALTH MANAGEMENT	MOLECULAR BIOLOGIST	FI3	350	F4 (50%)	175	E3C	152	677	+1
PUBLIC UTILITIES COMMISSION	CONSUMER ADVOCATE	FII3	350	E4 (43%)	152	E3C	175	677	+1
REVENUE ADMINISTRATION	REVENUE COUNCIL	FII2	350	E4 (43%)	152	E3C	175	677	+1
DEPARTMENT OF H&HS	ADM FINANCIAL SUPPORT SERVICES	FII2	350	E4 (43%)	152	E3C	175	677	+1
DEPARTMENT OF H&HS	SENIOR FINANCIAL MANAGER	FII2	350	E4 (43%)	152	E3C	175	677	+1
DEPARTMENT OF H&HS	SYSTEM SPECIALIST & ASST. DIRECTOR	FII3	350	E4 (43%)	152	E3C	152	677	=
DEPARTMENT OF H&HS	DIR. KNOWLEDGE MGMT & DECISIOIN SUP.	FII3	350	E4 (43%)	152	E3C	175	677	+1
DEPARTMENT OF H&HS	DIR SYS OPERATIONS, BRIDGES APPS MGM	FII2	350	E4 (43%)	152	E3C	175	677	+1

APPENDIX A

**STATE OF NEW HAMPSHIRE**  
**SUMMARY OF EVALUATIONS - GENERAL POPULATION**

(Excludes Attorneys and Hourly Employees)

AGENCY	POSITION	KH SLOT	PTS	PS SLOT	PTS	AC SLOT	PTS	Total Points	+/-
DIV OF JUVENILE JUSTICE	ASST. DIR. POLICY & ADMINISTRATION	FII3	350	E4 (43%)	152	E3C	175	677	+1
DEPARTMENT OF H&HS	DIR. MEDICAID MGMT INFO. SYSTEMS	FII2	350	E4 (43%)	152	E3C	175	677	+1
REVENUE ADMINISTRATION	DIRECTOR OF COMMUNITY SERVICES	FII3	350	E4 (43%)	152	E3C	175	677	+1
HOME FOR ELDERLY	SUPERINTENDENT	EII3	350	E3 (38%)	132	E2P	175	657	+2
DEPARTMENT OF H&HS	DIRECTOR OF SPECIAL PROJECTS	FII3	350	E4 (43%)	152	E3C	152	654	=
DEPARTMENT OF H&HS	MANAGING ANALYST	FII2	350	E4 (43%)	152	E3C	152	654	=
DIV. BEHAVIORAL HEALTH	ADM OF CHILDRENS M H SERVICES	EII3	304	E4 (43%)	132	E2P	175	611	+2
DIV. ELDERLY & ADULT SVCS	DIRECTOR OF PROGRAM OPERATIONS	EII3	304	E4 (43%)	132	E2P	175	611	+2
REVENUE ADMINISTRATION	CHIEF OF FIELD AUDIT	EII3	304	E4 (43%)	132	E2P	175	611	+2
DEPARTMENT OF H&HS	DFA ADMIN. OF FINANCE	EII2	304	E4 (43%)	132	E3C	152	588	+1
DEPARTMENT OF H&HS	MVS SYSTEMS PROGRAMMER	FII2	304	E4 (43%)	132	E3C	152	588	+1
DEPARTMENT OF H&HS	NETWORK SPECIALIST	FII2	304	E4 (43%)	132	E3C	152	588	+1
HIGHWAY SAFETY	COORDINATOR	EII3	304	E4 (43%)	132	E1P	152	588	+1
INSURANCE DEPARTMENT	ASSISTANT COMMISSIONER	FII2	304	E4 (43%)	132	E3C	152	588	+1
INSURANCE DEPARTMENT	COUNSEL	FI2	304	E4 (43%)	132	E3C	152	588	+1
N.H. HOSPITAL	COMMUNITY INTERGRATION ADMIN	EII3	304	E4 (43%)	132	E3C	152	588	+1
POSTSECONDARY EDUC COMM	EXECUTIVE DIRECTOR	EII3	304	E4 (43%)	132	E1P	152	588	+1
REVENUE ADMINISTRATION	AUDIT TEAM LEADERS	EII3	304	E4 (43%)	132	E3C	152	588	+1
SECRETARY OF STATE	STATE ARCHIVIST	FI3	304	E4 (43%)	132	E3C	152	588	+1
DEPARTMENT OF H&HS	SENIOR SYSTEMS ANALYST, DCYF	FI3	304	E4 (43%)	132	E3C	152	588	+1
DIV OF JUVENILE JUSTICE	DIRECTOR OF INSTITUTIONAL SERVICES	FI3	304	E4 (43%)	132	E3C	152	588	+1
DEPARTMENT OF H&HS	ADMIN, FACILITIES & SECUR OPER	EII3	304	E3 (38%)	115	D2P	152	571	+2
DEPARTMENT OF H&HS	MGR LICENSING & REGULATORY SVS	FI3	304	E3 (38%)	115	D2P	152	571	+2
DEPARTMENT OF H&HS	OMBUDSMAN	EII2	304	E4 (43%)	132	E3C	132	568	=
TRANSITIONAL ASSISTANCE	BUSINESS & INDUSTRY COORD	EII2	304	E4 (43%)	132	E3C	132	568	=
DEPARTMENT OF H&HS	TECHNICAL SPECIALIST	FI2	304	E4 (43%)	132	E3C	132	568	=
OFFICE OF HEALTH MANAGEMENT	PROGRAM SPECIALIST	EII3	304	E4 (43%)	132	E3C	132	568	=
DEPARTMENT OF H&HS	SENIOR FINANCIAL ANALYST	FI2	304	E4 (43%)	132	E3C	132	568	=
RESOURCES & ECON DEVEL	MOUNTAIN MANAGER	EI3	264	E3 (38%)	100	D2P	152	556	+3
N.H. HOSPITAL	DIR OF FINANCE & SUPPORT OPERA	EII3	304	E3 (38%)	115	E3C	132	551	+1
DEPARTMENT OF H&HS	MGR OF ADMINISTRATIVE HEARINGS	FI3	304	E3 (38%)	115	E3C	132	551	+1
DIV. ELDERLY & ADULT SVCS	ADMIN, BUR OF COMM SERVICES	FI3	304	E3 (38%)	115	E3C	132	551	+1
EXECUTIVE	EXECUTIVE DIRECTOR	EII3	304	E3 (38%)	115	E1P	132	551	+1
DEPARTMENT OF H&HS	DATA BASE ADMINISTRATOR	FI3	264	E4 (43%)	115	E3C	132	511	+1



APPENDIX A

**STATE OF NEW HAMPSHIRE**  
**SUMMARY OF EVALUATIONS - GENERAL POPULATION**

(Excludes Attorneys and Hourly Employees)

AGENCY	POSITION	KH SLOT	PTS	PS SLOT	PTS	AC SLOT	PTS	Total Points	+/-
N.H. HOSPITAL	INFECTION CONTROL PRACTITIONER	FI2	264	E3 (38%)	100	D1P	115	479	+1
N.H. HOSPITAL	UNIT ADMINISTRATOR	EI3	264	E3 (38%)	100	D3C	115	479	+1
RESOURCES & ECON DEVEL	DIRECTOR OF MARKETING	EI3	264	E3 (38%)	100	D3C	115	479	+1
SECRETARY OF STATE	ASST SECRETARY OF STATE	EI3	264	E3 (38%)	100	D3C	115	479	+1
SECRETARY OF STATE	ASST SECRETARY OF STATE	EI3	264	E3 (38%)	100	D3C	115	479	+1
STATE TREASURY	ASSISTANT TREASURER	EI3	264	E3 (38%)	100	D3C	115	479	+1
STATE TREASURY	ASSISTANT TREASURER	EI3	264	E3 (38%)	100	D3C	115	479	+1
DEPARTMENT OF H&HS	MANAGER OF SECURITY PROGRAMS	EI3	264	D3 (33%)	87	D1P	115	466	+2
REVENUE ADMINISTRATION	MULTI STATE TAX AUDITOR	EI3	230	E3 (38%)	87	D3C	100	417	+1
REAL ESTATE COMMISSION	EXECUTIVE DIRECTOR	EI3	230	D3 (33%)	76	D1P	100	406	+2
DEPARTMENT OF H&HS	SYSTEM ANALYST	EI2	230	E3 (38%)	87	D2C	87	404	=
DIV. ELDERLY & ADULT SVCS	LONG TERM CARE POLICY ANALYST	FI2	230	E3 (38%)	87	D2C	87	404	=
CHILDREN AND YOUTH	SERVICE SPECIALIST	EI2	230	D3 (33%)	76	D3C	87	393	+1
VETERANS COUNCIL	DIRECTOR	EI3	230	D3 (33%)	76	D1P	87	393	+1
DEPARTMENT OF H&HS	PUBLIC INFORMATION OFFICER	EI2	200	D3 (33%)	66	D2C	76	342	+1
JUSTICE DEPARTMENT	CONSUMER PROTECTION INV	EI2	200	D3 (33%)	66	D2C	76	342	+1
JUSTICE DEPARTMENT	CONSUMER PROTECTION INV	EI2	200	D3 (33%)	66	D2C	76	342	+1
JUSTICE DEPARTMENT	CONSUMER PROTECTION INV	EI2	200	D3 (33%)	66	D2C	76	342	+1
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	EI2	200	D3 (33%)	66	D2C	76	342	+1
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	EI2	200	D3 (33%)	66	D2C	76	342	+1
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	EI2	200	D3 (33%)	66	D2C	76	342	+1
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	EI2	200	D3 (33%)	66	D2C	76	342	+1
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	EI2	200	D3 (33%)	66	D2C	76	342	+1
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	EI2	200	D3 (33%)	66	D2C	76	342	+1
DEPARTMENT OF H&HS	HEALTH PLANNING ANALYST	EI2	200	D3 (33%)	66	D1C	66	332	=
DEPARTMENT OF H&HS	SERVICE SPECIALIST	EI2	200	D3 (33%)	66	D1C	66	332	=
DEPARTMENT OF H&HS	SERVICE SPECIALIST	EI2	200	D3 (33%)	66	D1C	66	332	=
CORRECTIONS DEPARTMENT	EXEC ASST TO PAROLE BOARD	DI2	175	D3 (29%)	50	D1C	57	282	+1
DEPARTMENT OF H&HS	EXECUTIVE ASSISTANT	DI2	175	D3 (29%)	50	D1C	57	282	+1
EXECUTIVE	EXECUTIVE ASSISTANT, G&C	EI2	175	D3 (29%)	50	D1C	57	282	+1

APPENDIX B (PART 1)

STATE OF NEW HAMPSHIRE					
Current Salary Compared to Practice					
AGENCY	POSITION	Eval. Points	Current Salary	Current Practice	Compa-Ratio to Practice
DEPARTMENT OF H&HS	COMMISSIONER	2448	\$85,754	\$87,107	98%
DEPARTMENT OF SAFETY	COMMISSIONER	2128	\$85,754	\$86,079	100%
DEPARTMENT OF TRANSPORTATION	COMMISSIONER	2128	\$85,754	\$86,079	100%
JUSTICE DEPARTMENT	ATTORNEY GENERAL	2128	\$85,754	\$86,079	100%
ADMINISTRATIVE SERVICES	COMMISSIONER	2028	\$85,754	\$85,758	100%
CORRECTIONS DEPARTMENT	COMMISSIONER	1960	\$83,477	\$85,540	98%
REVENUE ADMINISTRATION	COMMISSIONER	1960	\$85,754	\$85,540	100%
DEPARTMENT OF EDUCATION	COMMISSIONER	1708	\$85,754	\$84,731	101%
DEPARTMENT OF H&HS	DEPUTY COMMISSIONER	1708	\$83,477	\$84,731	99%
DEPARTMENT OF TRANSPORTATION	ASSISTANT COMMISSIONER	1708	\$83,477	\$84,731	99%
POSTSECONDARY TECH EDUCATION	COMMISSIONER	1708	\$95,481	\$84,731	113%
RESOURCES & ECON DEVEL	COMMISSIONER	1708	\$85,754	\$84,731	101%
DEPT ENVIRONMENTAL SERVICES	COMMISSIONER	1628	\$83,477	\$84,474	99%
DEPARTMENT OF H&HS	SENIOR DIVISION DIRECTOR	1486	\$83,477	\$84,018	99%
PUBLIC UTILITIES COMMISSION	CHAIRMAN	1486	\$85,754	\$84,018	102%
PUBLIC UTILITIES COMMISSION	COMMISSIONER	1486	\$85,754	\$84,018	102%
PUBLIC UTILITIES COMMISSION	COMMISSIONER	1486	\$85,754	\$84,018	102%
DEPARTMENT OF SAFETY	ASSISTANT COMMISSIONER	1418	\$78,910	\$83,799	94%
JUSTICE DEPARTMENT	DEPUTY ATTORNEY GENERAL	1418	\$78,910	\$83,799	94%
DEPT OF CORRECTIONS	ASST COMM	1372	\$61,756		#DIV/0!
NH RETIREMENT SYSTEM	EXECUTIVE DIRECTOR, NHRS	1292	\$80,045	\$87,142	92%
DIV. BEHAVIORAL HEALTH	DIR COMM SUPP & LONG TERM CARE	1232	\$81,192	\$84,616	96%
STATE TREASURY	TREASURER	1232	\$76,603	\$84,616	91%
ADJUTANT GENERAL	ADJUTANT GENERAL	1192	\$81,192	\$82,932	98%
CORRECTIONS DEPARTMENT	DIR ADULT SERVICES-WARDEN	1192	\$62,886	\$82,932	76%
DEPARTMENT OF SAFETY	DIRECTOR	1192	\$76,603	\$82,932	92%
DEPT EMPLOYMENT SECURITY	COMMISSIONER	1192	\$76,603	\$82,932	92%
POSTSECONDARY TECH EDUCATION	PRESIDENT, CONCORD	1192	\$64,036	\$82,932	77%
POSTSECONDARY TECH EDUCATION	PRESIDENT, MANCHESTER, STRATHAM	1192	\$64,036	\$82,932	77%
CORRECTIONS DEPARTMENT	WARDEN, CONCORD	1192	\$67,473	\$76,531	88%

APPENDIX B (PART 1)

STATE OF NEW HAMPSHIRE					
Current Salary Compared to Practice					
AGENCY	POSITION	EVAL. POINTS	CURRENT SALARY	CURRENT PRACTICE	COMPA-RATIO TO PRACTICE
DEPARTMENT OF TRANSPORTATION	DIRECTOR OF OPERATIONS	1192	\$69,743	\$76,531	91%
BANK COMMISSION	BANK COMMISSIONER	1142	\$81,192	\$80,826	100%
DEPARTMENT OF EDUCATION	DEPUTY COMMISSIONER	1142	\$0	\$80,826	
DEPARTMENT OF TRANSPORTATION	DIRECTOR OF PROJECT DEVELOP	1142	\$78,910	\$80,826	98%
INSURANCE DEPARTMENT	INSURANCE COMMISSIONER	1142	\$81,192	\$80,826	100%
JUSTICE DEPARTMENT	CHIEF MEDICAL EXAMINER	1142	\$116,394	\$80,826	144%
OFFICE OF HEALTH MANAGEMENT	DIRECTOR HEALTH MANAGEMENT	1142	\$77,760	\$80,826	96%
SECRETARY OF STATE	SECRETARY OF STATE	1142	\$76,603	\$80,826	95%
DEPARTMENT OF SAFETY	DIRECTOR, MOTOR VEHICLES	1142	\$76,603	\$76,531	100%
LABOR DEPARTMENT	COMMISSIONER	1142	\$64,036	\$76,531	84%
DEPT ENVIRONMENTAL SERVICES	ASSISTANT COMMISSIONER	1142	\$81,192	\$72,910	111%
ADMINISTRATIVE SERVICES	ASSISTANT COMMISSIONER	1096	\$73,172	\$78,889	93%
POSTSECONDARY TECH EDUCATION	DEPUTY COMMISSIONER	1096	\$64,036	\$72,910	88%
CORRECTIONS DEPARTMENT	WARDEN, BERLIN	1040	\$67,473	\$76,531	88%
CORRECTIONS DEPARTMENT	WARDEN, LACONIA	1040	\$67,473	\$76,531	88%
DEPARTMENT OF TRANSPORTATION	DIRECTOR OF PUBLIC WORKS	1040	\$76,603	\$76,531	100%
FISH AND GAME COMMISSION	EXECUTIVE DIRECTOR	1040	\$72,120	\$76,531	94%
LIQUOR COMMISSION	CHAIRMAN	1040	\$76,603	\$76,531	100%
POSTSECONDARY TECH EDUCATION	PRESIDENT, BERLIN/LACONIA	1040	\$64,036	\$76,531	84%
POSTSECONDARY TECH EDUCATION	PRESIDENT, NASHUA/CLAREMONT	1040	\$64,036	\$76,531	84%
DIV OF JUNEVILE JUSTICE	DIRECTOR, DIVISION FOR DJJS	994	\$76,603	\$80,826	95%
AGRICULTURE	COMMISSIONER	994	\$64,036	\$74,594	86%
DEPARTMENT OF H&HS	CHIEF INFORMATION OFFICER	994	\$85,755	\$74,594	115%
DEPT ENVIRONMENTAL SERVICES	DIRECTOR	994	\$76,603	\$74,594	103%
DEPT ENVIRONMENTAL SERVICES	DIRECTOR	994	\$76,603	\$74,594	103%
DEPT ENVIRONMENTAL SERVICES	DIRECTOR	994	\$76,603	\$74,594	103%
DEPT. OF CULTURAL AFFAIRS	COMMISSIONER	994	\$67,473	\$74,594	90%
DIV. ELDERLY & ADULT SVCS	DIRECTOR OF ELDERLY SERVICES	994	\$76,603	\$74,594	103%
NH RETIREMENT SYSTEM	DIRECTOR OF FINANCE	994	\$59,455	\$74,594	80%
REVENUE ADMINISTRATION	ASSISTANT COMMISSIONER	994	\$76,603	\$74,594	103%

APPENDIX B (PART 1)

STATE OF NEW HAMPSHIRE					
Current Salary Compared to Practice					
AGENCY	POSITION	EVAL. POINTS	CURRENT SALARY	CURRENT PRACTICE	COMPA-RATIO TO PRACTICE
REVENUE ADMINISTRATION	DIR OF AUDIT DIVISION	994	\$67,473	\$74,594	90%
DIV OF DEVELOPMENTAL SERVICES	DIRECTOR OF DEVELOPMENTAL SERV	994	\$76,603	\$69,120	111%
N.H. HOSPITAL	SUPERINTENDENT	994	\$78,910	\$69,120	114%
DEPARTMENT OF SAFETY	STATE FIRE MARSHALL	994	\$64,036	\$66,636	96%
LABOR DEPARTMENT	DEPUTY COMMISSIONER	994	\$55,963	\$62,299	90%
PUBLIC UTILITIES COMMISSION	EXECUTIVE DIRECTOR	994	\$61,756	\$74,594	83%
DEPARTMENT OF H&HS	CONTROLLER	954	\$81,192	\$72,910	111%
ADMINISTRATIVE SERVICES	DIRECTOR (COMPTROLLER)	954	\$67,473	\$72,910	93%
ADMINISTRATIVE SERVICES	DIR OF INFO TECH MANAGEMENT	954	\$76,603	\$72,910	105%
ADMINISTRATIVE SERVICES	DIRECTOR	954	\$69,743	\$72,910	96%
ADMINISTRATIVE SERVICES	FINANCIAL DATA MANAGER	954	\$76,603	\$72,910	105%
CORRECTIONS DEPARTMENT	UNIT DIRECTOR NON-MEDICAL	954	\$61,295	\$72,910	84%
DEPARTMENT OF H&HS	DIVISION DIRECTOR	954	\$0	\$72,910	
DIV. BEHAVIORAL HEALTH	PHYSICIAN IN CHARGE	954	\$0	\$72,910	
INSURANCE DEPARTMENT	ACTUARY	954	\$76,603	\$72,910	105%
INSURANCE DEPARTMENT	ACTUARY	954	\$76,603	\$72,910	105%
OFFICE OF HEALTH MANAGEMENT	PHYSICIAN IN CHARGE	954	\$95,018	\$72,910	130%
PUBLIC UTILITIES COMMISSION	COUNSEL	954	\$67,473	\$72,910	93%
TRANSITIONAL ASSISTANCE	SECTION ADMINISTRATOR	954	\$64,502	\$72,910	88%
DEPARTMENT OF H&HS	ASSOC. COMM AND DIR, OFFICE OF PROGRA	954	\$76,603	\$66,636	115%
DEPARTMENT OF H&HS	DIRECTOR, OFFICE OF APP MGMT	954	\$67,474	\$65,373	103%
OFFICE OF HEALTH MANAGEMENT	ST EPIDEM & ADMIN HLTH DATA UN	920	\$77,760	\$71,478	109%
LIQUOR COMMISSION	COMMISSIONER	904	\$67,473	\$70,805	95%
LIQUOR COMMISSION	COMMISSIONER	904	\$64,502	\$70,805	91%
NH VETERANS HOME	COMMANDANT	904	\$59,455	\$70,805	84%
INSURANCE DEPARTMENT	DEPUTY COMMISSIONER	890	\$76,603	\$70,215	109%
ADJUTANT GENERAL	DEPUTY ADJUTANT GENERAL	864	\$66,314	\$69,120	96%
DEPARTMENT OF EDUCATION	DIR CAREER TECH & ADULT LEARN	864	\$64,036	\$69,120	93%
DEPARTMENT OF EDUCATION	DIR STDS & CERTIFICATION	864	\$67,473	\$69,120	98%
DEPARTMENT OF EDUCATION	DIRECTOR OF INSTRUCTION	864	\$58,552	\$69,120	85%

APPENDIX B (PART 1)

STATE OF NEW HAMPSHIRE					
Current Salary Compared to Practice					
AGENCY	POSITION	EVAL. POINTS	CURRENT SALARY	CURRENT PRACTICE	COMPA-RATIO TO PRACTICE
DEPARTMENT OF H&HS	DIR ALCOHOL & DRUG ABUSE	864	\$64,502	\$69,120	93%
DEPARTMENT OF H&HS	DIR OF CHILD SUPPORT SERVICES	864	\$76,603	\$69,120	111%
DIV. BEHAVIORAL HEALTH	ASST DIR COMM SUPPORTS & LTC	864	\$62,886	\$69,120	91%
JUSTICE DEPARTMENT	DIRECTOR	864	\$67,473	\$69,120	98%
OFFICE OF HEALTH MANAGEMENT	SR PHYS & DIRECTOR OF MEDICAID	864	\$82,000	\$69,120	119%
RESOURCES & ECON DEVEL	DIRECTOR DIVISION OF PARK	864	\$64,036	\$69,120	93%
SWEEPSTAKES COMMISSION	EXECUTIVE DIRECTOR	839	\$76,603	\$68,068	113%
DEPARTMENT OF H&HS	OFFICE OF PROGRAM SUPPORT	830	\$76,603	\$67,689	113%
ADMINISTRATIVE SERVICES	DIRECTOR	830	\$67,473	\$67,689	100%
CORRECTIONS DEPARTMENT	DIR DIVISION OF ADMINISTR	830	\$76,603	\$67,689	113%
CORRECTIONS DEPARTMENT	PSYCHIATRIST	830	\$111,324	\$67,689	164%
CORRECTIONS DEPARTMENT	SENIOR PHYSICIAN	830	\$108,234	\$67,689	160%
DEPARTMENT OF H&HS	CHIEF LEGAL COUNSEL	830	\$64,036	\$67,689	95%
DEPARTMENT OF H&HS	MEDICAID DIRECTOR	830	\$76,603	\$67,689	113%
DEPARTMENT OF SAFETY	DIRECTOR	830	\$76,603	\$67,689	113%
DEPT EMPLOYMENT SECURITY	GENERAL COUNSEL	830	\$64,036	\$67,689	95%
DEPT. OF CULTURAL AFFAIRS	STATE LIBRARIAN	830	\$64,036	\$67,689	95%
N.H. HOSPITAL	SENIOR PHYSICIAN/PSYCHIATRIST II	830	\$111,324	\$67,689	164%
N.H. HOSPITAL	SENIOR PHYSICIAN/PSYCHIATRIST I	830	\$97,444	\$67,689	144%
N.H. HOSPITAL	SENIOR PHYSICIAN/PSYCHIATRIST I	830	\$97,444	\$67,689	144%
OFFICE OF HEALTH MANAGEMENT	STATE SENIOR PHYSICIAN	830	\$100,534	\$67,689	149%
RESOURCES & ECON DEVEL	DIRECTOR OF ECONOMIC DEVE	830	\$64,036	\$67,689	95%
STATE TREASURY	DEPUTY TREASURER	830	\$50,324	\$67,689	74%
STATE TREASURY	CHIEF DEPUTY TREASURER	830	\$55,810	\$62,299	90%
POSTSECONDARY EDUC COMM	DIR OF FINANCE	830	\$59,454	\$67,689	88%
DEPT OF SAFETY	DIR OF IT	830	\$69,743	\$67,689	103%
DEPT OF JUSTICE	ASST CHIEF MEDICAL EXAMINER	830	\$99,727	\$67,689	147%
BANK COMMISSION	DEPUTY BANK COMMISSIONER	805	\$52,611	\$66,636	79%
CORRECTIONS DEPARTMENT	DIR DIVISION OF FIELD SER	805	\$58,552	\$66,636	88%
DEPARTMENT OF SAFETY	DIR DIV OF FIRE STDS & TRNG	805	\$64,036	\$66,636	96%

APPENDIX B (PART 1)

STATE OF NEW HAMPSHIRE					
Current Salary Compared to Practice					
AGENCY	POSITION	EVAL. POINTS	CURRENT SALARY	CURRENT PRACTICE	COMPA-RATIO TO PRACTICE
POLICE STDS AND TNG COUNCIL	DIRECTOR	805	\$59,455	\$66,636	89%
RESOURCES & ECON DEVEL	DIR OF TRAVEL & TOURISM	805	\$55,810	\$66,636	84%
RESOURCES & ECON DEVEL	DIRECTOR FORESTS & LANDS	805	\$64,036	\$66,636	96%
CHILDREN AND YOUTH	ASSISTANT DIRECTOR	775	\$67,473	\$65,373	103%
DEPARTMENT OF TRANSPORTATION	DIRECTOR OF ADMINISTRATION	775	\$76,603	\$65,373	117%
INSURANCE DEPARTMENT	DIRECTOR	775	\$67,473	\$65,373	103%
OFFICE OF HEALTH MANAGEMENT	DIRECTOR PROGRAM SUPPORT	775	\$73,172	\$65,373	112%
SECRETARY OF STATE	DEPUTY SECRETARY OF STATE	775	\$67,473	\$65,373	103%
SECRETARY OF STATE	SR DEPUTY SECRETARY OF STATE	775		\$65,373	0%
CORRECTIONS DEPARTMENT	WARDEN LAKES REGION FACILITY	732	\$59,455	\$63,562	94%
CORRECTIONS DEPARTMENT	WARDEN NH STATE PRISON-WOMEN	732	\$51,226	\$63,562	81%
N H PORT AUTHORITY	DIRECTOR OF PORT AUTHORIT	732	\$54,886	\$63,562	86%
POSTSECONDARY TECH EDUCATION	PLANETARIUM DIRECTOR	732	\$59,455	\$63,562	94%
DEPT OF SAFETY	DIRECTOR OF SAFETY SVCS	732	\$64,036	\$63,562	101%
CORRECTIONS DEPARTMENT	SENIOR DENTIST	725	\$78,910	\$63,267	125%
CORRECTIONS DEPARTMENT	SENIOR DENTIST	725	\$72,049	\$63,267	114%
N.H. HOSPITAL	SENIOR DENTIST	725	\$81,192	\$63,267	128%
ADMINISTRATIVE SERVICES	EXEC DIR BUR EMER COMM PERS	702	\$64,036	\$62,299	103%
CHILDREN AND YOUTH	ADMIN BUR OF CHILD DEVELOPMENT	702	\$61,295	\$62,299	98%
CHILDREN AND YOUTH	JUVENILE JUSTICE ADMINISTRATOR	702	\$54,887	\$62,299	88%
DEPARTMENT OF SAFETY	DEPUTY DIRECTOR	702	\$55,810	\$62,299	90%
DEPARTMENT OF TRANSPORTATION	DIRECTOR	702	\$56,712	\$62,299	91%
DIV. BEHAVIORAL HEALTH	DIR OF TRANSITIONAL ASSISTANCE	702	\$50,324	\$62,299	81%
JUSTICE DEPARTMENT	DIR OFF OF VICTIM/WITNESS ASST	702	\$59,455	\$62,299	95%
N.H. HOSPITAL	ASSISTANT SUPERINTENDENT	702	\$64,036	\$62,299	103%
REVENUE ADMINISTRATION	ASST. DIR AUDIT DIVISION	702	\$64,036	\$62,299	103%
REVENUE ADMINISTRATION	DIR OF DOCUMENT PROCESSING	702	\$64,036	\$62,299	103%
DEPARTMENT OF SAFETY	DIRECTOR OF E.M.S.	702	\$53,067	\$58,467	91%
DEPARTMENT OF H&HS	DIRECTOR, OPERATIONS ANALYSIS	700	\$81,192	\$62,215	131%
DEPARTMENT OF H&HS	DIVISION DIRECTOR	700	\$81,192	\$62,215	131%

APPENDIX B (PART 1)

STATE OF NEW HAMPSHIRE					
Current Salary Compared to Practice					
AGENCY	POSITION	Eval. Points	Current Salary	Current Practice	Compa-Ratio to Practice
ADMINISTRATIVE SERVICES	MANAGER	677	\$58,552	\$61,246	96%
AGRICULTURE	STATE VETERINARIAN	677	\$59,455	\$61,246	97%
DEPARTMENT OF H&HS	DIR OF APPLICATIONS & DEVELOP	677	\$67,473	\$61,246	110%
DEPARTMENT OF H&HS	DIRECTOR OF ADMINISTRATION	677	\$76,603	\$61,246	125%
DEPARTMENT OF H&HS	DIRECTOR OF MMIS MANAGEMENT	677	\$78,910	\$61,246	129%
DEPARTMENT OF H&HS	DIRECTOR, SPECIAL PROJECTS	677	\$76,603	\$61,246	125%
DEPARTMENT OF H&HS	LEGISLATIVE DIRECTOR	677	\$59,455	\$61,246	97%
DEPT EMPLOYMENT SECURITY	COUNSEL	677	\$59,455	\$61,246	97%
DEPT EMPLOYMENT SECURITY	COUNSEL	677	\$59,455	\$61,246	97%
DEPT EMPLOYMENT SECURITY	COUNSEL	677	\$59,455	\$61,246	97%
INSURANCE DEPARTMENT	HEALTH CARE POLICY ANALYST	677	\$0	\$61,246	
OFFICE OF HEALTH MANAGEMENT	FORENSIC TOXICOLOGIST	677	\$64,036	\$61,246	105%
OFFICE OF HEALTH MANAGEMENT	MOLECULAR BIOLOGIST	677	\$61,295	\$61,246	100%
PUBLIC UTILITIES COMMISSION	CONSUMER ADVOCATE	677	\$64,036	\$61,246	105%
REVENUE ADMINISTRATION	REVENUE COUNCIL	677	\$48,483	\$61,246	79%
DEPARTMENT OF H&HS	ADM FINANCIAL SUPPORT SERVICES	677	\$67,473	\$57,499	117%
DEPARTMENT OF H&HS	SENIOR FINANCIAL MANAGER	677	\$67,473	\$57,499	117%
DEPARTMENT OF H&HS	SYSTEM SPECIALIST	677	\$52,144	\$57,499	91%
DEPARTMENT OF H&HS	DIR KNOWLEDGE MGMT & DECISION SUP	677	\$61,295	\$52,909	116%
DIV OF JUVENILE JUSTICE	ASST DIR POLICY AND ADMIN	677	\$66,314	\$61,246	108%
DEPARTMENT OF H&HS	DIR MEDICAID MGMT INFORMATION SYS	677	\$52,560	\$61,246	86%
REVENUE ADMINISTRATION	DIR OF COMMUNITY SVCS	677	\$59,454	\$61,246	97%
DEPARTMENT OF H&HS	DIR SYS OPS-BRIDGES APP MGMT	677	\$64,036	\$61,246	105%
HOME FOR ELDERLY	SUPERINTENDENT	657	\$59,455	\$60,404	98%
DEPARTMENT OF H&HS	MANAGING ANALYST	654	\$67,473	\$56,657	119%
DIV. BEHAVIORAL HEALTH	ADM OF CHILDRENS M H SERVICES	611	\$59,455	\$58,467	102%
DIV. ELDERLY & ADULT SVCS	DIRECTOR OF PROGRAM OPERATIONS	611	\$46,658	\$58,467	80%
REVENUE ADMINISTRATION	CHIEF OF FIELD AUDIT	611	\$59,455	\$58,467	102%
DEPARTMENT OF H&HS	DFA ADMIN. OF FINANCE	588	\$65,470	\$57,499	114%
DEPARTMENT OF H&HS	MVS SYSTEMS PROGRAMMER	588	\$73,172	\$57,499	127%

APPENDIX B (PART 1)

STATE OF NEW HAMPSHIRE					
Current Salary Compared to Practice					
AGENCY	POSITION	EVAL. POINTS	CURRENT SALARY	CURRENT PRACTICE	COMPA-RATIO TO PRACTICE
DEPARTMENT OF H&HS	NETWORK SPECIALIST	588	\$69,743	\$57,499	121%
HIGHWAY SAFETY	COORDINATOR	588	\$54,887	\$57,499	95%
INSURANCE DEPARTMENT	ASSISTANT COMMISSIONER	588	\$59,454	\$57,499	103%
INSURANCE DEPARTMENT	COUNSEL	588	\$59,455	\$57,499	103%
N.H. HOSPITAL	COMMUNITY INTERGRATION ADMIN	588	\$59,455	\$57,499	103%
POSTSECONDARY EDUC COMM	EXECUTIVE DIRECTOR	588	\$54,887	\$57,499	95%
REVENUE ADMINISTRATION	AUDIT TEAM LEADERS	588	\$59,455	\$57,499	103%
SECRETARY OF STATE	STATE ARCHIVIST	588	\$59,455	\$57,499	103%
DIV OF JUVENILE JUSTICE	DIR INSTITUTIONAL SVCS	588	\$56,712	\$57,499	99%
DEPARTMENT OF H&HS	ADMIN, FACILITIES & SECUR OPER	571	\$58,552	\$56,783	103%
DEPARTMENT OF H&HS	MGR LICENSING & REGULATORY SVS	571	\$58,442	\$53,625	109%
DEPARTMENT OF H&HS	OMBUDSMAN	568	\$64,036	\$60,278	106%
TRANSITIONAL ASSISTANCE	BUSINESS & INDUSTRY COORD	568	\$59,455	\$60,278	99%
DEPARTMENT OF H&HS	TECHNICAL SPECIALIST	568	\$64,036	\$56,657	113%
OFFICE OF HEALTH MANAGEMENT	PROGRAM SPECIALIST	568	\$49,100	\$56,657	87%
DEPARTMENT OF H&HS	SENIOR FINANCIAL ANALYST	568	\$64,036	\$52,909	121%
RESOURCES & ECON DEVEL	MOUNTAIN MANAGER	556	\$45,735	\$56,151	81%
N.H. HOSPITAL	DIR OF FINANCE & SUPPORT OPERA	551	\$59,455	\$61,246	97%
DEPARTMENT OF H&HS	MGR OF ADMINISTRATIVE HEARINGS	551	\$59,455	\$55,941	106%
DIV. ELDERLY & ADULT SVCS	ADMIN, BUR OF COMM SERVICES	551	\$54,887	\$55,941	98%
EXECUTIVE	EXECUTIVE DIRECTOR	551	\$54,887	\$55,941	98%
DEPARTMENT OF H&HS	DATA BASE ADMINISTRATOR	511	\$76,603	\$54,256	141%
CHILDREN AND YOUTH	HEAD START COORDINATOR	496	\$54,887	\$56,783	97%
AGRICULTURE	DIRECTOR	496	\$50,321	\$53,625	94%
JUSTICE DEPARTMENT	CHIEF COUNSEL JUSTICE INVEST	496	\$45,735	\$53,625	85%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	496	\$54,887	\$53,625	102%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	496	\$54,887	\$53,625	102%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	496	\$54,887	\$53,625	102%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	496	\$54,887	\$53,625	102%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	496	\$54,887	\$53,625	102%

APPENDIX B (PART 1)

STATE OF NEW HAMPSHIRE					
Current Salary Compared to Practice					
AGENCY	POSITION	Eval. Points	Current Salary	Current Practice	Compa-ratio to Practice
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	496	\$54,887	\$53,625	102%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	496	\$54,887	\$53,625	102%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	496	\$54,887	\$53,625	102%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	496	\$54,887	\$53,625	102%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	496	\$52,144	\$53,625	97%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	496	\$49,401	\$53,625	92%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	496	\$46,658	\$53,625	87%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	496	\$43,915	\$53,625	82%
REVENUE ADMINISTRATION	MANAGER	496	\$52,144	\$53,625	97%
DEPARTMENT OF H&HS	LEGAL SERVICES DIRECTOR	494	\$41,172	\$53,541	77%
DEPARTMENT OF H&HS	MANAGING ANALYST	494	\$51,226	\$53,541	96%
DEPARTMENT OF H&HS	SYSTEM SPECIALIST	494	\$29,273	\$53,541	55%
INSURANCE DEPARTMENT	HEALTH CARE STATISTICIAN	494	\$36,578	\$53,541	68%
ADMINISTRATIVE SERVICES	EDUC & TRAINING OFFICER	479	\$50,321	\$52,909	95%
BOARD OF TAX & LAND APPEALS	BOARD MEMBER	479	\$54,887	\$52,909	104%
BOARD OF TAX & LAND APPEALS	BOARD MEMBER	479	\$54,887	\$52,909	104%
BOARD OF TAX & LAND APPEALS	BOARD MEMBER	479	\$43,915	\$52,909	83%
BOARD OF TAX & LAND APPEALS	CHAIRMAN	479	\$54,887	\$52,909	104%
CHILDREN AND YOUTH	SYS ANALYST, DJJS	479	\$50,321	\$52,909	95%
DEPARTMENT OF H&HS	SR SYS ANALYST, DCYF	479	\$0	\$52,909	
DEPARTMENT OF H&HS	SENIOR HEALTH POLICY ANALYST	479	\$59,455	\$52,909	112%
DEPARTMENT OF H&HS	SYSTEM SPECIALIST	479	\$49,401	\$52,909	93%
DEPARTMENT OF H&HS	SYSTEM SPECIALIST	479	\$43,915	\$52,909	83%
DEPARTMENT OF H&HS	SR SYS ANALYST, DJJS	479	\$49,401	\$52,909	93%
DEPT. OF CULTURAL AFFAIRS	DIRECTOR	479	\$50,321	\$52,909	95%
DEPT. OF CULTURAL AFFAIRS	EXECUTIVE DIRECTOR	479	\$50,321	\$52,909	95%
DIV OF DEVELOPMENTAL SERVICES	DEV SERV BEHAVIORAL SPECIALIST	479	\$49,401	\$52,909	93%
N.H. HOSPITAL	INFECTION CONTROL PRACTITIONER	479	\$54,887	\$52,909	104%
N.H. HOSPITAL	UNIT ADMINISTRATOR	479	\$54,887	\$52,909	104%
RESOURCES & ECON DEVEL	DIRECTOR OF MARKETING	479	\$45,735	\$52,909	86%

APPENDIX B (PART 1)

STATE OF NEW HAMPSHIRE					
Current Salary Compared to Practice					
AGENCY	POSITION	Eval. Points	Current Salary	Current Practice	Compa-Ratio to Practice
SECRETARY OF STATE	ASST SECRETARY OF STATE	479	\$60,724	\$52,909	115%
SECRETARY OF STATE	ASST SECRETARY OF STATE	479	\$50,321	\$52,909	95%
STATE TREASURY	ASSISTANT TREASURER	479	\$50,321	\$52,909	95%
STATE TREASURY	ASSISTANT TREASURER	479	\$42,074	\$52,909	80%
DIV OF JUVENILE JUSTICE	MANAGER OF COMMUNITY PROGRAMS DJJS	466	\$54,886	\$52,362	105%
REVENUE ADMINISTRATION	MULTI STATE TAX AUDITOR	417	\$50,321	\$50,298	100%
REAL ESTATE COMMISSION	EXECUTIVE DIRECTOR	406	\$35,684	\$49,835	72%
DEPARTMENT OF H&HS	SYSTEM ANALYST	404	\$36,578	\$49,751	74%
DIV. ELDERLY & ADULT SVCS	LONG TERM CARE POLICY ANALYST	404	\$50,321	\$49,751	101%
CHILDREN AND YOUTH	SERVICE SPECIALIST	393	\$0	\$49,288	
VETERANS COUNCIL	DIRECTOR	393	\$41,168	\$49,288	84%
DEPARTMENT OF H&HS	PUBLIC INFORMATION OFFICER	342	\$39,301	\$47,140	83%
JUSTICE DEPARTMENT	CONSUMER PROTECTION INV	342	\$45,735	\$47,140	97%
JUSTICE DEPARTMENT	CONSUMER PROTECTION INV	342	\$45,735	\$47,140	97%
JUSTICE DEPARTMENT	CONSUMER PROTECTION INV	342	\$45,735	\$47,140	97%
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	342	\$45,735	\$47,140	97%
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	342	\$45,735	\$47,140	97%
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	342	\$45,735	\$47,140	97%
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	342	\$45,735	\$47,140	97%
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	342	\$45,735	\$47,140	97%
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	342	\$37,507	\$47,140	80%
DEPARTMENT OF H&HS	HEALTH PLANNING ANALYST	332	\$39,432	\$46,719	84%
DEPARTMENT OF H&HS	SERVICE SPECIALIST	332	\$38,798	\$46,719	83%
DEPARTMENT OF H&HS	SERVICE SPECIALIST	332	\$38,798	\$46,719	83%
CORRECTIONS DEPARTMENT	EXEC ASST TO PAROLE BOARD	282	\$45,735	\$44,614	103%
DEPARTMENT OF H&HS	EXECUTIVE ASSISTANT	282	\$50,321	\$44,614	113%
EXECUTIVE	EXECUTIVE ASSISTANT, G&C	282	\$41,168	\$44,614	92%
				<b>Average</b>	<b>100%</b>

<b>STATE OF NEW HAMPSHIRE</b>				
<b>Current Salary Compared to Actual Range Maximum</b>				
<b>AGENCY</b>	<b>POSITION</b>	<b>CURRENT SALARY</b>	<b>CURRENT RANGE MAXIMUM</b>	<b>COMPA-RATIO TO MAXIMUM</b>
DEPARTMENT OF H&HS	COMMISSIONER	\$85,754	\$85,753	100%
DEPARTMENT OF SAFETY	COMMISSIONER	\$85,754	\$85,753	100%
DEPARTMENT OF TRANSPORTATION	COMMISSIONER	\$85,754	\$85,753	100%
JUSTICE DEPARTMENT	ATTORNEY GENERAL	\$85,754	\$85,753	100%
ADMINISTRATIVE SERVICES	COMMISSIONER	\$85,754	\$85,753	100%
CORRECTIONS DEPARTMENT	COMMISSIONER	\$83,477	\$83,477	100%
REVENUE ADMINISTRATION	COMMISSIONER	\$85,754	\$85,753	100%
DEPARTMENT OF EDUCATION	COMMISSIONER	\$85,754	\$85,753	100%
DEPARTMENT OF H&HS	DEPUTY COMMISSIONER	\$83,477	\$78,910	106%
DEPARTMENT OF TRANSPORTATION	ASSISTANT COMMISSIONER	\$83,477	\$83,477	100%
POSTSECONDARY TECH EDUCATION	COMMISSIONER	\$95,481	\$76,603	125%
RESOURCES & ECON DEVEL	COMMISSIONER	\$85,754	\$85,753	100%
DEPT ENVIRONMENTAL SERVICES	COMMISSIONER	\$83,477	\$83,477	100%
DEPARTMENT OF H&HS	SENIOR DIVISION DIRECTOR	\$83,477	\$83,477	100%
PUBLIC UTILITIES COMMISSION	CHAIRMAN	\$85,754	\$85,753	100%
PUBLIC UTILITIES COMMISSION	COMMISSIONER	\$85,754	\$85,753	100%
PUBLIC UTILITIES COMMISSION	COMMISSIONER	\$85,754	\$85,753	100%
DEPARTMENT OF SAFETY	ASSISTANT COMMISSIONER	\$78,910	\$78,910	100%
JUSTICE DEPARTMENT	DEPUTY ATTORNEY GENERAL	\$78,910	\$78,910	100%
DEPT OF CORRECTIONS	ASST COMM	\$61,756	\$61,756	100%
NH RETIREMENT SYSTEM	EXECUTIVE DIRECTOR, NHRS	\$80,045	\$83,477	96%
DIV. BEHAVIORAL HEALTH	DIR COMM SUPP & LONG TERM CARE	\$81,192	\$81,191	100%
STATE TREASURY	TREASURER	\$76,603	\$76,603	100%
ADJUTANT GENERAL	ADJUTANT GENERAL	\$81,192	\$81,191	100%
CORRECTIONS DEPARTMENT	DIR ADULT SERVICES-WARDEN	\$62,886	\$76,603	82%
DEPARTMENT OF SAFETY	DIRECTOR	\$76,603	\$76,603	100%
DEPT EMPLOYMENT SECURITY	COMMISSIONER	\$76,603	\$76,603	100%
POSTSECONDARY TECH EDUCATION	PRESIDENT, CONCORD	\$64,036	\$64,036	100%
POSTSECONDARY TECH EDUCATION	PRESIDENT, MANCHESTER, STRATHAM	\$64,036	\$64,036	100%
CORRECTIONS DEPARTMENT	WARDEN, CONCORD	\$67,473	\$64,036	105%

<b>STATE OF NEW HAMPSHIRE</b>				
<b>Current Salary Compared to Actual Range Maximum</b>				
<b>AGENCY</b>	<b>POSITION</b>	<b>CURRENT SALARY</b>	<b>CURRENT RANGE MAXIMUM</b>	<b>COMPA-RATIO TO MAXIMUM</b>
DEPARTMENT OF TRANSPORTATION	DIRECTOR OF OPERATIONS	\$69,743	\$76,603	91%
BANK COMMISSION	BANK COMMISSIONER	\$81,192	\$81,191	100%
DEPARTMENT OF EDUCATION	DEPUTY COMMISSIONER	\$0	\$76,603	
DEPARTMENT OF TRANSPORTATION	DIRECTOR OF PROJECT DEVELOP	\$78,910	\$78,910	100%
INSURANCE DEPARTMENT	INSURANCE COMMISSIONER	\$81,192	\$81,191	100%
JUSTICE DEPARTMENT	CHIEF MEDICAL EXAMINER	\$116,394	\$116,394	100%
OFFICE OF HEALTH MANAGEMENT	DIRECTOR HEALTH MANAGEMENT	\$77,760	\$81,191	96%
SECRETARY OF STATE	SECRETARY OF STATE	\$76,603	\$76,603	100%
DEPARTMENT OF SAFETY	DIRECTOR, MOTOR VEHICLES	\$76,603	\$76,603	100%
LABOR DEPARTMENT	COMMISSIONER	\$64,036	\$64,036	100%
DEPT ENVIRONMENTAL SERVICES	ASSISTANT COMMISSIONER	\$81,192	\$81,191	100%
ADMINISTRATIVE SERVICES	ASSISTANT COMMISSIONER	\$73,172	\$76,603	96%
POSTSECONDARY TECH EDUCATION	DEPUTY COMMISSIONER	\$64,036	\$64,036	100%
CORRECTIONS DEPARTMENT	WARDEN, BERLIN	\$67,473	\$64,036	105%
CORRECTIONS DEPARTMENT	WARDEN, LACONIA	\$67,473	\$64,036	105%
DEPARTMENT OF TRANSPORTATION	DIRECTOR OF PUBLIC WORKS	\$76,603	\$76,603	100%
FISH AND GAME COMMISSION	EXECUTIVE DIRECTOR	\$72,120	\$64,036	113%
LIQUOR COMMISSION	CHAIRMAN	\$76,603	\$76,603	100%
POSTSECONDARY TECH EDUCATION	PRESIDENT, BERLIN/LACONIA	\$64,036	\$64,036	100%
POSTSECONDARY TECH EDUCATION	PRESIDENT, NASHUA/CLAREMONT	\$64,036	\$64,036	100%
DIV OF JUNEVILE JUSTICE	DIRECTOR, DIVISION FOR DJJS	\$76,603	\$67,473	114%
AGRICULTURE	COMMISSIONER	\$64,036	\$64,036	100%
DEPARTMENT OF H&HS	CHIEF INFORMATION OFFICER	\$85,755	\$81,191	106%
DEPT ENVIRONMENTAL SERVICES	DIRECTOR	\$76,603	\$76,603	100%
DEPT ENVIRONMENTAL SERVICES	DIRECTOR	\$76,603	\$64,036	120%
DEPT ENVIRONMENTAL SERVICES	DIRECTOR	\$76,603	\$76,603	100%
DEPT. OF CULTURAL AFFAIRS	COMMISSIONER	\$67,473	\$67,473	100%
DIV. ELDERLY & ADULT SVCS	DIRECTOR OF ELDERLY SERVICES	\$76,603	\$76,603	100%
NH RETIREMENT SYSTEM	DIRECTOR OF FINANCE	\$59,455	\$59,454	100%
REVENUE ADMINISTRATION	ASSISTANT COMMISSIONER	\$76,603	\$76,603	100%

<b>STATE OF NEW HAMPSHIRE</b>				
<b>Current Salary Compared to Actual Range Maximum</b>				
<b>AGENCY</b>	<b>POSITION</b>	<b>CURRENT SALARY</b>	<b>CURRENT RANGE MAXIMUM</b>	<b>COMPA-RATIO TO MAXIMUM</b>
REVENUE ADMINISTRATION	DIR OF AUDIT DIVISION	\$67,473	\$67,473	100%
DIV OF DEVELOPMENTAL SERVICES	DIRECTOR OF DEVELOPMENTAL SERV	\$76,603	\$76,603	100%
N.H. HOSPITAL	SUPERINTENDENT	\$78,910	\$78,910	100%
DEPARTMENT OF SAFETY	STATE FIRE MARSHALL	\$64,036	\$64,036	100%
LABOR DEPARTMENT	DEPUTY COMMISSIONER	\$55,963	\$50,320	111%
PUBLIC UTILITIES COMMISSION	EXECUTIVE DIRECTOR	\$61,756	\$61,756	100%
DEPARTMENT OF H&HS	CONTROLLER	\$81,192	\$81,191	100%
ADMINISTRATIVE SERVICES	DIRECTOR (COMPTROLLER)	\$67,473	\$67,473	100%
ADMINISTRATIVE SERVICES	DIR OF INFO TECH MANAGEMENT	\$76,603	\$76,603	100%
ADMINISTRATIVE SERVICES	DIRECTOR	\$69,743	\$76,603	91%
ADMINISTRATIVE SERVICES	FINANCIAL DATA MANAGER	\$76,603	\$76,603	100%
CORRECTIONS DEPARTMENT	UNIT DIRECTOR NON-MEDICAL	\$61,295	\$64,036	96%
DEPARTMENT OF H&HS	DIVISION DIRECTOR	\$0	\$81,191	
DIV. BEHAVIORAL HEALTH	PHYSICIAN IN CHARGE	\$0	\$110,519	
INSURANCE DEPARTMENT	ACTUARY	\$76,603	\$76,603	100%
INSURANCE DEPARTMENT	ACTUARY	\$76,603	\$76,603	100%
OFFICE OF HEALTH MANAGEMENT	PHYSICIAN IN CHARGE	\$95,018	\$110,519	86%
PUBLIC UTILITIES COMMISSION	COUNSEL	\$67,473	\$67,473	100%
TRANSITIONAL ASSISTANCE	SECTION ADMINISTRATOR	\$64,502	\$67,473	96%
DEPARTMENT OF H&HS	ASSOC. COMM AND DIR, OFFICE OF PROGRA	\$76,603	\$83,477	92%
DEPARTMENT OF H&HS	DIRECTOR, OFFICE OF APP MGMT	\$67,474	\$81,191	83%
OFFICE OF HEALTH MANAGEMENT	ST EPIDEM & ADMIN HLTH DATA UN	\$77,760	\$81,191	96%
LIQUOR COMMISSION	COMMISSIONER	\$67,473	\$67,473	100%
LIQUOR COMMISSION	COMMISSIONER	\$64,502	\$67,473	96%
NH VETERANS HOME	COMMANDANT	\$59,455	\$59,454	100%
INSURANCE DEPARTMENT	DEPUTY COMMISSIONER	\$76,603	\$76,603	100%
ADJUTANT GENERAL	DEPUTY ADJUTANT GENERAL	\$66,314	\$76,603	87%
DEPARTMENT OF EDUCATION	DIR CAREER TECH & ADULT LEARN	\$64,036	\$64,036	100%
DEPARTMENT OF EDUCATION	DIR STDS & CERTIFICATION	\$67,473	\$67,473	100%
DEPARTMENT OF EDUCATION	DIRECTOR OF INSTRUCTION	\$58,552	\$64,036	91%

<b>STATE OF NEW HAMPSHIRE</b>				
<b>Current Salary Compared to Actual Range Maximum</b>				
<b>AGENCY</b>	<b>POSITION</b>	<b>CURRENT SALARY</b>	<b>CURRENT RANGE MAXIMUM</b>	<b>COMPA-RATIO TO MAXIMUM</b>
DEPARTMENT OF H&HS	DIR ALCOHOL & DRUG ABUSE	\$64,502	\$67,473	96%
DEPARTMENT OF H&HS	DIR OF CHILD SUPPORT SERVICES	\$76,603	\$76,603	100%
DIV. BEHAVIORAL HEALTH	ASST DIR COMM SUPPORTS & LTC	\$62,886	\$76,603	82%
JUSTICE DEPARTMENT	DIRECTOR	\$67,473	\$59,454	113%
OFFICE OF HEALTH MANAGEMENT	SR PHYS & DIRECTOR OF MEDICAID	\$82,000	\$78,910	104%
RESOURCES & ECON DEVEL	DIRECTOR DIVISION OF PARK	\$64,036	\$64,036	100%
SWEEPSTAKES COMMISSION	EXECUTIVE DIRECTOR	\$76,603	\$76,603	100%
DEPARTMENT OF H&HS	OFFICE OF PROGRAM SUPPORT	\$76,603	\$76,603	100%
ADMINISTRATIVE SERVICES	DIRECTOR	\$67,473	\$67,473	100%
CORRECTIONS DEPARTMENT	DIR DIVISION OF ADMINSTR	\$76,603	\$76,603	100%
CORRECTIONS DEPARTMENT	PSYCHIATRIST	\$111,324	\$108,234	103%
CORRECTIONS DEPARTMENT	SENIOR PHYSICIAN	\$108,234	\$108,234	100%
DEPARTMENT OF H&HS	CHIEF LEGAL COUNSEL	\$64,036	\$64,036	100%
DEPARTMENT OF H&HS	MEDICAID DIRECTOR	\$76,603	\$76,603	100%
DEPARTMENT OF SAFETY	DIRECTOR	\$76,603	\$76,603	100%
DEPT EMPLOYMENT SECURITY	GENERAL COUNSEL	\$64,036	\$64,036	100%
DEPT. OF CULTURAL AFFAIRS	STATE LIBRARIAN	\$64,036	\$64,036	100%
N.H. HOSPITAL	SENIOR PHYSICIAN/PSYCHIATRIST II	\$111,324	\$108,234	103%
N.H. HOSPITAL	SENIOR PHYSICIAN/PSYCHIATRIST I	\$97,444	\$97,444	100%
N.H. HOSPITAL	SENIOR PHYSICIAN/PSYCHIATRIST I	\$97,444	\$97,444	100%
OFFICE OF HEALTH MANAGEMENT	STATE SENIOR PHYSICIAN	\$100,534	\$97,444	103%
RESOURCES & ECON DEVEL	DIRECTOR OF ECONOMIC DEVE	\$64,036	\$64,036	100%
STATE TREASURY	DEPUTY TREASURER	\$50,324	\$64,036	79%
STATE TREASURY	CHIEF DEPUTY TREASURER	\$55,810	\$64,036	87%
POSTSECONDARY EDUC COMM	DIR OF FINANCE	\$59,454	\$59,454	100%
DEPT OF SAFETY	DIR OF IT	\$69,743	\$69,743	100%
DEPT OF JUSTICE	ASST CHIEF MEDICAL EXAMINER	\$99,727		
BANK COMMISSION	DEPUTY BANK COMMISSIONER	\$52,611	\$67,473	78%
CORRECTIONS DEPARTMENT	DIR DIVISION OF FIELD SER	\$58,552	\$64,036	91%
DEPARTMENT OF SAFETY	DIR DIV OF FIRE STDS & TRNG	\$64,036	\$64,036	100%

<b>STATE OF NEW HAMPSHIRE</b>				
<b>Current Salary Compared to Actual Range Maximum</b>				
<b>AGENCY</b>	<b>POSITION</b>	<b>CURRENT SALARY</b>	<b>CURRENT RANGE MAXIMUM</b>	<b>COMPA-RATIO TO MAXIMUM</b>
POLICE STDS AND TNG COUNCIL	DIRECTOR	\$59,455	\$59,454	100%
RESOURCES & ECON DEVEL	DIR OF TRAVEL & TOURISM	\$55,810	\$64,036	87%
RESOURCES & ECON DEVEL	DIRECTOR FORESTS & LANDS	\$64,036	\$64,036	100%
CHILDREN AND YOUTH	ASSISTANT DIRECTOR	\$67,473	\$67,473	100%
DEPARTMENT OF TRANSPORTATION	DIRECTOR OF ADMINISTRATION	\$76,603	\$76,603	100%
INSURANCE DEPARTMENT	DIRECTOR	\$67,473	\$67,473	100%
OFFICE OF HEALTH MANAGEMENT	DIRECTOR PROGRAM SUPPORT	\$73,172	\$76,603	96%
SECRETARY OF STATE	DEPUTY SECRETARY OF STATE	\$67,473	\$67,473	100%
SECRETARY OF STATE	SR DEPUTY SECRETARY OF STATE			
CORRECTIONS DEPARTMENT	WARDEN LAKES REGION FACILITY	\$59,455	\$59,454	100%
CORRECTIONS DEPARTMENT	WARDEN NH STATE PRISON-WOMEN	\$51,226	\$59,454	86%
N H PORT AUTHORITY	DIRECTOR OF PORT AUTHORIT	\$54,886	\$54,886	100%
POSTSECONDARY TECH EDUCATION	PLANETARIUM DIRECTOR	\$59,455	\$59,454	100%
DEPT OF SAFETY	DIRECTOR OF SAFETY SVCS	\$64,036		
CORRECTIONS DEPARTMENT	SENIOR DENTIST	\$78,910	\$78,910	100%
CORRECTIONS DEPARTMENT	SENIOR DENTIST	\$72,049	\$78,910	91%
N.H. HOSPITAL	SENIOR DENTIST	\$81,192	\$81,191	100%
ADMINISTRATIVE SERVICES	EXEC DIR BUR EMER COMM PERS	\$64,036	\$64,036	100%
CHILDREN AND YOUTH	ADMIN BUR OF CHILD DEVELOPMENT	\$61,295	\$64,036	96%
CHILDREN AND YOUTH	JUVENILE JUSTICE ADMINISTRATOR	\$54,887	\$54,886	100%
DEPARTMENT OF SAFETY	DEPUTY DIRECTOR	\$55,810	\$64,036	87%
DEPARTMENT OF TRANSPORTATION	DIRECTOR	\$56,712	\$59,454	95%
DIV. BEHAVIORAL HEALTH	DIR OF TRANSITIONAL ASSISTANCE	\$50,324	\$64,036	79%
JUSTICE DEPARTMENT	DIR OFF OF VICTIM/WITNESS ASST	\$59,455	\$59,454	100%
N.H. HOSPITAL	ASSISTANT SUPERINTENDENT	\$64,036	\$64,036	100%
REVENUE ADMINISTRATION	ASST. DIR AUDIT DIVISION	\$64,036	\$64,036	100%
REVENUE ADMINISTRATION	DIR OF DOCUMENT PROCESSING	\$64,036	\$64,036	100%
DEPARTMENT OF SAFETY	DIRECTOR OF E.M.S.	\$53,067	\$64,036	83%
DEPARTMENT OF H&HS	DIRECTOR, OPERATIONS ANALYSIS	\$81,192	\$81,191	100%
DEPARTMENT OF H&HS	DIVISION DIRECTOR	\$81,192	\$81,191	100%

<b>STATE OF NEW HAMPSHIRE</b>				
<b>Current Salary Compared to Actual Range Maximum</b>				
<b>AGENCY</b>	<b>POSITION</b>	<b>CURRENT SALARY</b>	<b>CURRENT RANGE MAXIMUM</b>	<b>COMPA-RATIO TO MAXIMUM</b>
ADMINISTRATIVE SERVICES	MANAGER	\$58,552	\$64,036	91%
AGRICULTURE	STATE VETERINARIAN	\$59,455	\$59,454	100%
DEPARTMENT OF H&HS	DIR OF APPLICATIONS & DEVELOP	\$67,473	\$67,473	100%
DEPARTMENT OF H&HS	DIRECTOR OF ADMINISTRATION	\$76,603	\$76,603	100%
DEPARTMENT OF H&HS	DIRECTOR OF MMIS MANAGEMENT	\$78,910	\$78,910	100%
DEPARTMENT OF H&HS	DIRECTOR, SPECIAL PROJECTS	\$76,603	\$76,603	100%
DEPARTMENT OF H&HS	LEGISLATIVE DIRECTOR	\$59,455	\$59,454	100%
DEPT EMPLOYMENT SECURITY	COUNSEL	\$59,455	\$59,454	100%
DEPT EMPLOYMENT SECURITY	COUNSEL	\$59,455	\$59,454	100%
DEPT EMPLOYMENT SECURITY	COUNSEL	\$59,455	\$59,454	100%
INSURANCE DEPARTMENT	HEALTH CARE POLICY ANALYST	\$0	\$67,473	
OFFICE OF HEALTH MANAGEMENT	FORENSIC TOXICOLOGIST	\$64,036	\$64,036	100%
OFFICE OF HEALTH MANAGEMENT	MOLECULAR BIOLOGIST	\$61,295	\$67,473	91%
PUBLIC UTILITIES COMMISSION	CONSUMER ADVOCATE	\$64,036	\$64,036	100%
REVENUE ADMINISTRATION	REVENUE COUNCIL	\$48,483	\$59,454	82%
DEPARTMENT OF H&HS	ADM FINANCIAL SUPPORT SERVICES	\$67,473	\$67,473	100%
DEPARTMENT OF H&HS	SENIOR FINANCIAL MANAGER	\$67,473	\$67,473	100%
DEPARTMENT OF H&HS	SYSTEM SPECIALIST	\$52,144	\$54,886	95%
DEPARTMENT OF H&HS	DIR KNOWLEDGE MGMT & DECISION SUP	\$61,295	\$64,036	96%
DIV OF JUVENILE JUSTICE	ASST DIR POLICY AND ADMIN	\$66,314	\$66,314	100%
DEPARTMENT OF H&HS	DIR MEDICAID MGMT INFORMATION SYS	\$52,560		
REVENUE ADMINISTRATION	DIR OF COMMUNITY SVCS	\$59,454	\$59,454	100%
DEPARTMENT OF H&HS	DIR SYS OPS-BRIDGES APP MGMT	\$64,036	\$64,036	100%
HOME FOR ELDERLY	SUPERINTENDENT	\$59,455	\$59,454	100%
DEPARTMENT OF H&HS	MANAGING ANALYST	\$67,473	\$67,473	100%
DIV. BEHAVIORAL HEALTH	ADM OF CHILDRENS M H SERVICES	\$59,455	\$59,454	100%
DIV. ELDERLY & ADULT SVCS	DIRECTOR OF PROGRAM OPERATIONS	\$46,658	\$54,886	85%
REVENUE ADMINISTRATION	CHIEF OF FIELD AUDIT	\$59,455	\$59,454	100%
DEPARTMENT OF H&HS	DFA ADMIN. OF FINANCE	\$65,470	\$67,473	97%
DEPARTMENT OF H&HS	MVS SYSTEMS PROGRAMMER	\$73,172	\$76,603	96%

<b>STATE OF NEW HAMPSHIRE</b>				
<b>Current Salary Compared to Actual Range Maximum</b>				
<b>AGENCY</b>	<b>POSITION</b>	<b>CURRENT SALARY</b>	<b>CURRENT RANGE MAXIMUM</b>	<b>COMPA-RATIO TO MAXIMUM</b>
DEPARTMENT OF H&HS	NETWORK SPECIALIST	\$69,743	\$76,603	91%
HIGHWAY SAFETY	COORDINATOR	\$54,887	\$54,886	100%
INSURANCE DEPARTMENT	ASSISTANT COMMISSIONER	\$59,454	\$59,454	100%
INSURANCE DEPARTMENT	COUNSEL	\$59,455	\$59,454	100%
N.H. HOSPITAL	COMMUNITY INTERGRATION ADMIN	\$59,455	\$59,454	100%
POSTSECONDARY EDUC COMM	EXECUTIVE DIRECTOR	\$54,887	\$54,886	100%
REVENUE ADMINISTRATION	AUDIT TEAM LEADERS	\$59,455	\$59,454	100%
SECRETARY OF STATE	STATE ARCHIVIST	\$59,455	\$59,454	100%
DIV OF JUVENILE JUSTICE	DIR INSTITUTIONAL SVCS	\$56,712	\$56,712	100%
DEPARTMENT OF H&HS	ADMIN, FACILITIES & SECUR OPER	\$58,552	\$64,036	91%
DEPARTMENT OF H&HS	MGR LICENSING & REGULATORY SVS	\$58,442	\$59,454	98%
DEPARTMENT OF H&HS	OMBUDSMAN	\$64,036	\$64,036	100%
TRANSITIONAL ASSISTANCE	BUSINESS & INDUSTRY COORD	\$59,455	\$59,454	100%
DEPARTMENT OF H&HS	TECHNICAL SPECIALIST	\$64,036	\$64,036	100%
OFFICE OF HEALTH MANAGEMENT	PROGRAM SPECIALIST	\$49,100	\$59,454	83%
DEPARTMENT OF H&HS	SENIOR FINANCIAL ANALYST	\$64,036	\$64,036	100%
RESOURCES & ECON DEVEL	MOUNTAIN MANAGER	\$45,735	\$45,735	100%
N.H. HOSPITAL	DIR OF FINANCE & SUPPORT OPERA	\$59,455	\$59,454	100%
DEPARTMENT OF H&HS	MGR OF ADMINISTRATIVE HEARINGS	\$59,455	\$59,454	100%
DIV. ELDERLY & ADULT SVCS	ADMIN, BUR OF COMM SERVICES	\$54,887	\$54,886	100%
EXECUTIVE	EXECUTIVE DIRECTOR	\$54,887	\$54,886	100%
DEPARTMENT OF H&HS	DATA BASE ADMINISTRATOR	\$76,603	\$76,603	100%
CHILDREN AND YOUTH	HEAD START COORDINATOR	\$54,887	\$54,886	100%
AGRICULTURE	DIRECTOR	\$50,321	\$50,320	100%
JUSTICE DEPARTMENT	CHIEF COUNSEL JUSTICE INVEST	\$45,735	\$45,735	100%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	\$54,887	\$54,886	100%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	\$54,887	\$54,886	100%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	\$54,887	\$54,886	100%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	\$54,887	\$54,886	100%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	\$54,887	\$54,886	100%

<b>STATE OF NEW HAMPSHIRE</b>				
<b>Current Salary Compared to Actual Range Maximum</b>				
<b>AGENCY</b>	<b>POSITION</b>	<b>CURRENT SALARY</b>	<b>CURRENT RANGE MAXIMUM</b>	<b>COMPA-RATIO TO MAXIMUM</b>
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	\$54,887	\$54,886	100%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	\$54,887	\$54,886	100%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	\$54,887	\$54,886	100%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	\$54,887	\$54,886	100%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	\$52,144	\$54,886	95%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	\$49,401	\$54,886	90%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	\$46,658	\$54,886	85%
REVENUE ADMINISTRATION	FIELD AUDIT LEADER	\$43,915	\$54,886	80%
REVENUE ADMINISTRATION	MANAGER	\$52,144	\$54,886	95%
DEPARTMENT OF H&HS	LEGAL SERVICES DIRECTOR	\$41,172	\$54,886	75%
DEPARTMENT OF H&HS	MANAGING ANALYST	\$51,226	\$59,454	86%
DEPARTMENT OF H&HS	SYSTEM SPECIALIST	\$29,273	\$54,886	53%
INSURANCE DEPARTMENT	HEALTH CARE STATISTICIAN	\$36,578	\$59,454	62%
ADMINISTRATIVE SERVICES	EDUC & TRAINING OFFICER	\$50,321	\$50,320	100%
BOARD OF TAX & LAND APPEALS	BOARD MEMBER	\$54,887	\$54,886	100%
BOARD OF TAX & LAND APPEALS	BOARD MEMBER	\$54,887	\$54,886	100%
BOARD OF TAX & LAND APPEALS	BOARD MEMBER	\$43,915	\$54,886	80%
BOARD OF TAX & LAND APPEALS	CHAIRMAN	\$54,887	\$54,886	100%
CHILDREN AND YOUTH	SYS ANALYST, DJJS	\$50,321	\$50,320	100%
DEPARTMENT OF H&HS	SR SYS ANALYST, DCYF	\$0	\$59,454	
DEPARTMENT OF H&HS	SENIOR HEALTH POLICY ANALYST	\$59,455	\$59,454	100%
DEPARTMENT OF H&HS	SYSTEM SPECIALIST	\$49,401	\$54,886	90%
DEPARTMENT OF H&HS	SYSTEM SPECIALIST	\$43,915	\$54,886	80%
DEPARTMENT OF H&HS	SR SYS ANALYST, DJJS	\$49,401	\$54,886	90%
DEPT. OF CULTURAL AFFAIRS	DIRECTOR	\$50,321	\$50,320	100%
DEPT. OF CULTURAL AFFAIRS	EXECUTIVE DIRECTOR	\$50,321	\$50,320	100%
DIV OF DEVELOPMENTAL SERVICES	DEV SERV BEHAVIORAL SPECIALIST	\$49,401	\$54,886	90%
N.H. HOSPITAL	INFECTION CONTROL PRACTITIONER	\$54,887	\$54,886	100%
N.H. HOSPITAL	UNIT ADMINISTRATOR	\$54,887	\$54,886	100%
RESOURCES & ECON DEVEL	DIRECTOR OF MARKETING	\$45,735	\$45,735	100%

STATE OF NEW HAMPSHIRE				
Current Salary Compared to Actual Range Maximum				
AGENCY	POSITION	CURRENT SALARY	CURRENT RANGE MAXIMUM	COMPA-RATIO TO MAXIMUM
SECRETARY OF STATE	ASST SECRETARY OF STATE	\$60,724	\$50,320	121%
SECRETARY OF STATE	ASST SECRETARY OF STATE	\$50,321	\$50,320	100%
STATE TREASURY	ASSISTANT TREASURER	\$50,321	\$50,320	100%
STATE TREASURY	ASSISTANT TREASURER	\$42,074	\$50,320	84%
DIV OF JUVENILE JUSTICE	MANAGER OF COMMUNITY PROGRAMS DJJS	\$54,886	\$54,886	100%
REVENUE ADMINISTRATION	MULTI STATE TAX AUDITOR	\$50,321	\$50,320	100%
REAL ESTATE COMMISSION	EXECUTIVE DIRECTOR	\$35,684	\$41,168	87%
DEPARTMENT OF H&HS	SYSTEM ANALYST	\$36,578	\$50,320	73%
DIV. ELDERLY & ADULT SVCS	LONG TERM CARE POLICY ANALYST	\$50,321	\$50,320	100%
CHILDREN AND YOUTH	SERVICE SPECIALIST	\$0	\$50,320	
VETERANS COUNCIL	DIRECTOR	\$41,168	\$41,168	100%
DEPARTMENT OF H&HS	PUBLIC INFORMATION OFFICER	\$39,301	\$45,735	86%
JUSTICE DEPARTMENT	CONSUMER PROTECTION INV	\$45,735	\$45,735	100%
JUSTICE DEPARTMENT	CONSUMER PROTECTION INV	\$45,735	\$45,735	100%
JUSTICE DEPARTMENT	CONSUMER PROTECTION INV	\$45,735	\$45,735	100%
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	\$45,735	\$45,735	100%
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	\$45,735	\$45,735	100%
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	\$45,735	\$45,735	100%
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	\$45,735	\$45,735	100%
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	\$45,735	\$45,735	100%
JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	\$37,507	\$45,735	82%
DEPARTMENT OF H&HS	HEALTH PLANNING ANALYST	\$39,432	\$50,320	78%
DEPARTMENT OF H&HS	SERVICE SPECIALIST	\$38,798	\$50,320	77%
DEPARTMENT OF H&HS	SERVICE SPECIALIST	\$38,798	\$50,320	77%
CORRECTIONS DEPARTMENT	EXEC ASST TO PAROLE BOARD	\$45,735	\$45,735	100%
DEPARTMENT OF H&HS	EXECUTIVE ASSISTANT	\$50,321	\$50,320	100%
EXECUTIVE	EXECUTIVE ASSISTANT, G&C	\$41,168	\$41,168	100%
			<b>Average</b>	<b>97%</b>

APPENDIX C

STATE OF NEW HAMPSHIRE Proposed Grade Structure (Excludes Attorneys and Hourly Employees)				
PROP. GRADE	AGENCY	POSITION	KH SLOT	Total Points
MM	DEPARTMENT OF H&HS	COMMISSIONER	920	2448
LL	DEPARTMENT OF SAFETY	COMMISSIONER	800	2128
LL	DEPARTMENT OF TRANSPORTATION	COMMISSIONER	800	2128
LL	JUSTICE DEPARTMENT	ATTORNEY GENERAL	800	2128
LL	ADMINISTRATIVE SERVICES	COMMISSIONER	800	2028
LL	CORRECTIONS DEPARTMENT	COMMISSIONER	800	1960
LL	REVENUE ADMINISTRATION	COMMISSIONER	800	1960
KK	DEPARTMENT OF EDUCATION	COMMISSIONER	700	1708
KK	DEPARTMENT OF H&HS	DEPUTY COMMISSIONER	700	1708
KK	DEPARTMENT OF TRANSPORTATION	ASSISTANT COMMISSIONER	700	1708
KK	POSTSECONDARY TECH EDUCATION	COMMISSIONER	700	1708
KK	RESOURCES & ECON DEVEL	COMMISSIONER	700	1708
KK	DEPT ENVIRONMENTAL SERVICES	COMMISSIONER	700	1628
JJ	DEPARTMENT OF H&HS	SENIOR DIVISION DIRECTOR	608	1486
JJ	PUBLIC UTILITIES COMMISSION	CHAIRMAN	608	1486
JJ	PUBLIC UTILITIES COMMISSION	COMMISSIONER	608	1486
JJ	PUBLIC UTILITIES COMMISSION	COMMISSIONER	608	1486
JJ	DEPARTMENT OF SAFETY	ASSISTANT COMMISSIONER	608	1418
JJ	JUSTICE DEPARTMENT	DEPUTY ATTORNEY GENERAL	608	1418
JJ	DEPARTMENT OF CORRECTIONS	ASST. COMMISSIONER	608	1372
II	NH RETIREMENT SYSTEM	EXECUTIVE DIRECTOR, NHRS	528	1292
II	DIV. BEHAVIORAL HEALTH	DIR COMM SUPP & LONG TERM CARE	528	1232
II	STATE TREASURY	TREASURER	528	1232
II	ADJUTANT GENERAL	ADJUTANT GENERAL	528	1192
II	CORRECTIONS DEPARTMENT	DIR ADULT SERVICES-WARDEN	528	1192
II	DEPARTMENT OF SAFETY	DIRECTOR	528	1192
II	DEPT EMPLOYMENT SECURITY	COMMISSIONER	528	1192
II	POSTSECONDARY TECH EDUCATION	PRESIDENT, CONCORD	528	1192
II	POSTSECONDARY TECH EDUCATION	PRESIDENT, MANCHESTER, STRATHAM	528	1192
II	CORRECTIONS DEPARTMENT	WARDEN, CONCORD	528	1192

**APPENDIX C**

PROP. GRADE	AGENCY	POSITION	KH SLOT	Total Points
II	DEPARTMENT OF TRANSPORTATION	DIRECTOR OF OPERATONS	528	1192
II	BANK COMMISSION	BANK COMMISSIONER	528	1142
II	DEPARTMENT OF EDUCATION	DEPUTY COMMISSIONER	528	1142
II	DEPARTMENT OF TRANSPORTATION	DIRECTOR OF PROJECT DEVELOP	528	1142
II	INSURANCE DEPARTMENT	INSURANCE COMMISSIONER	528	1142
II	JUSTICE DEPARTMENT	CHIEF MEDICAL EXAMINER	528	1142
II	OFFICE OF HEALTH MANAGEMENT	DIRECTOR HEALTH MANAGEMENT	528	1142
II	SECRETARY OF STATE	SECRETARY OF STATE	528	1142
II	DEPARTMENT OF SAFETY	DIRECTOR, MOTOR VEHICLES	528	1142
II	LABOR DEPARTMENT	COMMISSIONER	528	1142
II	DEPT ENVIRONMENTAL SERVICES	ASSISTANT COMMISSIONER	528	1142
II	ADMINISTRATIVE SERVICES	ASSISTANT COMMISSIONER	528	1096
II	POSTSECONDARY TECH EDUCATION	DEPUTY COMMISSIONER	528	1096
HH	CORRECTIONS DEPARTMENT	WARDEN, BERLIN	460	1040
HH	CORRECTIONS DEPARTMENT	WARDEN, LANCONIA	460	1040
HH	DEPARTMENT OF TRANSPORTATION	DIRECTOR OF PUBLIC WORKS	460	1040
HH	FISH AND GAME COMMISSION	EXECUTIVE DIRECTOR	460	1040
HH	LIQUOR COMMISSION	CHAIRMAN	460	1040
HH	POSTSECONDARY TECH EDUCATION	PRESIDENT, BERLIN/LACONIA	460	1040
HH	POSTSECONDARY TECH EDUCATION	PRESIDENT, NASHUA/CLARMONT	460	1040
HH	DIV OF JUVENILE JUSTICE	DIRECTOR, DIVISION FOR DJJS	460	994
HH	AGRICULTURE	COMMISSIONER	460	994
HH	DEPARTMENT OF H&HS	CHIEF INFORMATION OFFICER	460	994
HH	DEPT ENVIRONMENTAL SERVICES	DIRECTOR	460	994
HH	DEPT ENVIRONMENTAL SERVICES	DIRECTOR	460	994
HH	DEPT ENVIRONMENTAL SERVICES	DIRECTOR	460	994
HH	DEPT. OF CULTURAL AFFAIRS	COMMISSIONER	460	994
HH	DIV. ELDERLY & ADULT SVCS	DIRECTOR OF ELDERLY SERVICES	460	994
HH	NH RETIREMENT SYSTEM	DIRECTOR OF FINANCE	460	994
HH	REVENUE ADMINISTRATION	ASSISTANT COMMISSIONER	460	994
HH	REVENUE ADMINISTRATION	DIR OF AUDIT DIVISION	460	994
HH	DIV OF DEVELOPMENTAL SERVICES	DIRECTOR OF DEVELOPMENTAL SERV	460	994
HH	N.H. HOSPITAL	SUPERINTENDENT	460	994
HH	DEPARTMENT OF SAFETY	STATE FIRE MARSHALL	460	994
HH	LABOR DEPARTMENT	DEPUTY COMMISSIONER	460	994
HH	PUBLIC UTILITIES COMMISSION	EXECUTIVE DIRECTOR	460	994
HH	ADMINISTRATIVE SERVICES	DIRECTOR (COMPTROLLER)	460	954

**APPENDIX C**

PROP. GRADE	AGENCY	POSITION	KH SLOT	Total Points
HH	ADMINISTRATIVE SERVICES	DIR OF INFO TECH MANAGEMENT	460	954
HH	ADMINISTRATIVE SERVICES	DIRECTOR	460	954
HH	ADMINISTRATIVE SERVICES	FINANCIAL DATA MANAGER	460	954
HH	CORRECTIONS DEPARTMENT	UNIT DIRECTOR NON-MEDICAL	460	954
HH	DEPARTMENT OF H&HS	DIVISION DIRECTOR	460	954
HH	DEPARTMENT OF H&HS	CONTROLLER	460	954
HH	DIV. BEHAVIORAL HEALTH	PHYSICIAN IN CHARGE	460	954
HH	INSURANCE DEPARTMENT	ACTUARY	460	954
HH	INSURANCE DEPARTMENT	ACTUARY	460	954
HH	OFFICE OF HEALTH MANAGEMENT	PHYSICIAN IN CHARGE	460	954
HH	PUBLIC UTILITIES COMMISSION	COUNSEL	460	954
HH	TRANSITIONAL ASSISTANCE	SECTION ADMINISTRATOR	460	954
HH	DEPARTMENT OF H&HS	ASSOC. COM & DIR OFFICE OF PROGRAM SU	460	954
HH	DEPARTMENT OF H&HS	DIR. OFFICE OF APPLICATION MGMT	460	954
HH	OFFICE OF HEALTH MANAGEMENT	ST EPIDEM & ADMIN HLTH DATA UN	460	920
HH	INSURANCE DEPARTMENT	DEPUTY COMMISSIONER	460	890
GG	LIQUOR COMMISSION	COMMISSIONER	400	904
GG	LIQUOR COMMISSION	COMMISSIONER	400	904
GG	NH VETERANS HOME	COMMANDANT	400	904
GG	ADJUTANT GENERAL	DEPUTY ADJUTANT GENERAL	400	864
GG	DEPARTMENT OF EDUCATION	DIR CAREER TECH & ADULT LEARN	400	864
GG	DEPARTMENT OF EDUCATION	DIR STDS & CERTIFICATION	400	864
GG	DEPARTMENT OF EDUCATION	DIRECTOR OF INSTRUCTION	400	864
GG	DEPARTMENT OF H&HS	DIR ALCOHOL & DRUG ABUSE	400	864
GG	DEPARTMENT OF H&HS	DIR OF CHILD SUPPORT SERVICES	400	864
GG	DIV. BEHAVIORAL HEALTH	ASST DIR COMM SUPPORTS & LTC	400	864
GG	JUSTICE DEPARTMENT	DIRECTOR	400	864
GG	OFFICE OF HEALTH MANAGEMENT	SR PHYS & DIRECTOR OF MEDICAID	400	864
GG	RESOURCES & ECON DEVEL	DIRECTOR DIVISION OF PARK	400	864
GG	SWEEPSTAKES COMMISSION	EXECUTIVE DIRECTOR	400	839
GG	DEPARTMENT OF H&HS	OFFICE OF PROGRAM SUPPORT	400	830
GG	ADMINISTRATIVE SERVICES	DIRECTOR	400	830
GG	CORRECTIONS DEPARTMENT	DIR DIVISION OF ADMINISTR	400	830
GG	CORRECTIONS DEPARTMENT	PSYCHIATRIST	400	830
GG	CORRECTIONS DEPARTMENT	SENIOR PHYSICIAN	400	830
GG	DEPARTMENT OF H&HS	CHIEF LEGAL COUNSEL	400	830
GG	DEPARTMENT OF H&HS	MEDICAID DIRECTOR	400	830

**APPENDIX C**

PROP. GRADE	AGENCY	POSITION	KH SLOT	Total Points
GG	DEPARTMENT OF SAFETY	DIRECTOR	400	830
GG	DEPT EMPLOYMENT SECURITY	GENERAL COUNSEL	400	830
GG	DEPT. OF CULTURAL AFFAIRS	STATE LIBRARIAN	400	830
GG	N.H. HOSPITAL	SENIOR PHYSICIAN/PSYCHIATRIST II	400	830
GG	N.H. HOSPITAL	SENIOR PHYSICIAN/PSYCHIATRIST I	400	830
GG	N.H. HOSPITAL	SENIOR PHYSICIAN/PSYCHIATRIST I	400	830
GG	OFFICE OF HEALTH MANAGEMENT	STATE SENIOR PHYSICIAN	400	830
GG	RESOURCES & ECON DEVEL	DIRECTOR OF ECONOMIC DEVE	400	830
GG	STATE TREASURY	DEPUTY TREASURER	400	830
GG	STATE TREASURY	CHIEF DEPUTY TREASURER	400	830
GG	NH COMMUNITY TECH COLLEGE	DIRECTOR OF FINANCE	400	830
GG	DEPARTMENT OF SAFETY	DIRECTOR OF IT	400	830
GG	DEPARTMENT OF JUSTICE	ASST. CHIEF MEDICAL EXAMINER	400	830
GG	BANK COMMISSION	DEPUTY BANK COMMISSIONER	400	805
GG	CORRECTIONS DEPARTMENT	DIR DIVISION OF FIELD SER	400	805
GG	DEPARTMENT OF SAFETY	DIR DIV OF FIRE STDS & TRNG	400	805
GG	POLICE STDS AND TNG COUNCIL	DIRECTOR	400	805
GG	RESOURCES & ECON DEVEL	DIR OF TRAVEL & TOURISM	400	805
GG	RESOURCES & ECON DEVEL	DIRECTOR FORESTS & LANDS	400	805
GG	CHILDREN AND YOUTH	ASSISTANT DIRECTOR	400	775
GG	DEPARTMENT OF TRANSPORTATION	DIRECTOR OF ADMINISTRATION	400	775
GG	INSURANCE DEPARTMENT	DIRECTOR	400	775
GG	OFFICE OF HEALTH MANAGEMENT	DIRECTOR PROGRAM SUPPORT	400	775
GG	SECRETARY OF STATE	DEPUTY SECRETARY OF STATE	400	775
GG	SECRETARY OF STATE	SR. DEPUTY SECRETARY OF STATE	400	775
FF	CORRECTIONS DEPARTMENT	WARDEN LAKES REGION FACILITY	350	732
FF	CORRECTIONS DEPARTMENT	WARDEN NH STATE PRISON-WOMEN	350	732
FF	N H PORT AUTHORITY	DIRECTOR OF PORT AUTHORIT	350	732
FF	POSTSECONDARY TECH EDUCATION	PLANETARIUM DIRECTOR	350	732
FF	DEPARTMENT OF SAFETY	DIR. OF SAFETY SERVICES	350	732
FF	CORRECTIONS DEPARTMENT	SENIOR DENTIST	350	725
FF	CORRECTIONS DEPARTMENT	SENIOR DENTIST	350	725
FF	N.H. HOSPITAL	SENIOR DENTIST	350	725
FF	ADMINISTRATIVE SERVICES	EXEC DIR BUR EMER COMM PERS	350	702
FF	CHILDREN AND YOUTH	ADMIN BUR OF CHILD DEVELOPMENT	350	702
FF	CHILDREN AND YOUTH	JUVENILE JUSTICE ADMINISTRATOR	350	702
FF	DEPARTMENT OF SAFETY	DEPUTY DIRECTOR	350	702

**APPENDIX C**

PROP. GRADE	AGENCY	POSITION	KH SLOT	Total Points
FF	DEPARTMENT OF TRANSPORTATION	DIRECTOR	350	702
FF	DIV. BEHAVIORAL HEALTH	DIR OF TRANSITIONAL ASSISTANCE	350	702
FF	JUSTICE DEPARTMENT	DIR OFF OF VICTIM/WITNESS ASST	350	702
FF	N.H. HOSPITAL	ASSISTANT SUPERINTENDENT	350	702
FF	REVENUE ADMINISTRATION	ASST. DIR AUDIT DIVISION	350	702
FF	REVENUE ADMINISTRATION	DIR OF DOCUMENT PROCESSING	350	702
FF	DEPARTMENT OF SAFETY	DIRECTOR OF E.M.S.	350	702
FF	DEPARTMENT OF H&HS	DIRECTOR, OPERATIONS ANALYSIS	350	700
FF	DEPARTMENT OF H&HS	DIVISION DIRECTOR	350	700
FF	ADMINISTRATIVE SERVICES	MANAGER	350	677
FF	AGRICULTURE	STATE VETERINARIAN	350	677
FF	DEPARTMENT OF H&HS	DIR OF APPLICATIONS & DEVELOP	350	677
FF	DEPARTMENT OF H&HS	DIRECTOR OF ADMINISTRATION	350	677
FF	DEPARTMENT OF H&HS	DIRECTOR OF MMIS MANAGEMENT	350	677
FF	DEPARTMENT OF H&HS	DIRECTOR, SPECIAL PROJECTS	350	677
FF	DEPARTMENT OF H&HS	LEGISLATIVE DIRECTOR	350	677
FF	DEPT EMPLOYMENT SECURITY	COUNSEL	350	677
FF	DEPT EMPLOYMENT SECURITY	COUNSEL	350	677
FF	DEPT EMPLOYMENT SECURITY	COUNSEL	350	677
FF	INSURANCE DEPARTMENT	HEALTH CARE POLICY ANALYST	350	677
FF	OFFICE OF HEALTH MANAGEMENT	FORENSIC TOXICOLOGIST	350	677
FF	OFFICE OF HEALTH MANAGEMENT	MOLECULAR BIOLOGIST	350	677
FF	PUBLIC UTILITIES COMMISSION	CONSUMER ADVOCATE	350	677
FF	REVENUE ADMINISTRATION	REVENUE COUNCIL	350	677
FF	DEPARTMENT OF H&HS	ADM FINANCIAL SUPPORT SERVICES	350	677
FF	DEPARTMENT OF H&HS	SENIOR FINANCIAL MANAGER	350	677
FF	DEPARTMENT OF H&HS	SYSTEM SPECIALIST & ASST. DIRECTOR	350	677
FF	DEPARTMENT OF H&HS	DIR. KNOWLEDGE MGMT & DECISIOIN SUP.	350	677
FF	DEPARTMENT OF H&HS	DIR SYS OPERATIONS, BRIDGES APPS MGM	350	677
FF	DIV OF JUVENILE JUSTICE	ASST. DIR. POLICY & ADMINISTRATION	350	677
FF	DEPARTMENT OF H&HS	DIR. MEDICAID MGMT INFO. SYSTEMS	350	677
FF	REVENUE ADMINISTRATION	DIRECTOR OF COMMUNITY SERVICES	350	677
FF	HOME FOR ELDERLY	SUPERINTENDENT	350	657
FF	DEPARTMENT OF H&HS	DIRECTOR OF SPECIAL PROJECTS	350	654
FF	DEPARTMENT OF H&HS	MANAGING ANALYST	350	654
EE	DIV. BEHAVIORAL HEALTH	ADM OF CHILDRENS M H SERVICES	304	611
EE	DIV. ELDERLY & ADULT SVCS	DIRECTOR OF PROGRAM OPERATIONS	304	611

**APPENDIX C**

PROP. GRADE	AGENCY	POSITION	KH SLOT	Total Points
EE	REVENUE ADMINISTRATION	CHIEF OF FIELD AUDIT	304	611
EE	DEPARTMENT OF H&HS	DFA ADMIN. OF FINANCE	304	588
EE	DEPARTMENT OF H&HS	MVS SYSTEMS PROGRAMMER	304	588
EE	DEPARTMENT OF H&HS	NETWORK SPECIALIST	304	588
EE	HIGHWAY SAFETY	COORDINATOR	304	588
EE	INSURANCE DEPARTMENT	ASSISTANT COMMISSIONER	304	588
EE	INSURANCE DEPARTMENT	COUNSEL	304	588
EE	N.H. HOSPITAL	COMMUNITY INTERGRATION ADMIN	304	588
EE	POSTSECONDARY EDUC COMM	EXECUTIVE DIRECTOR	304	588
EE	REVENUE ADMINISTRATION	AUDIT TEAM LEADERS	304	588
EE	SECRETARY OF STATE	STATE ARCHIVIST	304	588
EE	DEPARTMENT OF H&HS	SENIOR SYSTEMS ANALYST, DCYF	304	588
EE	DIV OF JUVENILE JUSTICE	DIRECTOR OF INSTITUTIONAL SERVICES	304	588
EE	DEPARTMENT OF H&HS	ADMIN, FACILITIES & SECUR OPER	304	571
EE	DEPARTMENT OF H&HS	MGR LICENSING & REGULATORY SVS	304	571
EE	DEPARTMENT OF H&HS	OMBUDSMAN	304	568
EE	TRANSITIONAL ASSISTANCE	BUSINESS & INDUSTRY COORD	304	568
EE	DEPARTMENT OF H&HS	TECHNICAL SPECIALIST	304	568
EE	OFFICE OF HEALTH MANAGEMENT	PROGRAM SPECIALIST	304	568
EE	DEPARTMENT OF H&HS	SENIOR FINANCIAL ANALYST	304	568
EE	N.H. HOSPITAL	DIR OF FINANCE & SUPPORT OPERA	304	551
EE	DEPARTMENT OF H&HS	MGR OF ADMINISTRATIVE HEARINGS	304	551
EE	DIV. ELDERLY & ADULT SVCS	ADMIN, BUR OF COMM SERVICES	304	551
EE	EXECUTIVE	EXECUTIVE DIRECTOR	304	551
DD	RESOURCES & ECON DEVEL	MOUNTAIN MANAGER	264	556
DD	DEPARTMENT OF H&HS	DATA BASE ADMINISTRATOR	264	511
DD	CHILDREN AND YOUTH	HEAD START COORDINATOR	264	496
DD	AGRICULTURE	DIRECTOR	264	496
DD	JUSTICE DEPARTMENT	CHIEF COUNSEL JUSTICE INVEST	264	496
DD	REVENUE ADMINISTRATION	FIELD AUDIT LEADER	264	496
DD	REVENUE ADMINISTRATION	FIELD AUDIT LEADER	264	496
DD	REVENUE ADMINISTRATION	FIELD AUDIT LEADER	264	496
DD	REVENUE ADMINISTRATION	FIELD AUDIT LEADER	264	496
DD	REVENUE ADMINISTRATION	FIELD AUDIT LEADER	264	496
DD	REVENUE ADMINISTRATION	FIELD AUDIT LEADER	264	496
DD	REVENUE ADMINISTRATION	FIELD AUDIT LEADER	264	496
DD	REVENUE ADMINISTRATION	FIELD AUDIT LEADER	264	496

**APPENDIX C**

PROP. GRADE	AGENCY	POSITION	KH SLOT	Total Points
DD	REVENUE ADMINISTRATION	FIELD AUDIT LEADER	264	496
DD	REVENUE ADMINISTRATION	FIELD AUDIT LEADER	264	496
DD	REVENUE ADMINISTRATION	FIELD AUDIT LEADER	264	496
DD	REVENUE ADMINISTRATION	FIELD AUDIT LEADER	264	496
DD	REVENUE ADMINISTRATION	FIELD AUDIT LEADER	264	496
DD	REVENUE ADMINISTRATION	MANAGER	264	496
DD	DEPARTMENT OF H&HS	LEGAL SERVICES DIRECTOR	264	494
DD	DEPARTMENT OF H&HS	MANAGING ANALYST	264	494
DD	DEPARTMENT OF H&HS	SYSTEM SPECIALIST	264	494
DD	INSURANCE DEPARTMENT	HEALTH CARE STATISTICIAN	264	494
DD	ADMINISTRATIVE SERVICES	EDUC & TRAINING OFFICER	264	479
DD	BOARD OF TAX & LAND APPEALS	BOARD MEMBER	264	479
DD	BOARD OF TAX & LAND APPEALS	BOARD MEMBER	264	479
DD	BOARD OF TAX & LAND APPEALS	BOARD MEMBER	264	479
DD	BOARD OF TAX & LAND APPEALS	CHAIRMAN	264	479
DD	CHILDREN AND YOUTH	SYSTEMS ANALYST, DJJS	264	479
DD	DEPARTMENT OF H&HS	SENIOR HEALTH POLICY ANALYST	264	479
DD	DEPARTMENT OF H&HS	SYSTEM SPECIALIST	264	479
DD	DEPARTMENT OF H&HS	SYSTEM SPECIALIST	264	479
DD	DEPARTMENT OF H&HS	SENIOR SYSTEMS ANALYST, DJJS	264	479
DD	DEPT. OF CULTURAL AFFAIRS	DIRECTOR	264	479
DD	DEPT. OF CULTURAL AFFAIRS	EXECUTIVE DIRECTOR	264	479
DD	DIV OF DEVELOPMENTAL SERVICES	DEV SERV BEHAVIORAL SPECIALIST	264	479
DD	N.H. HOSPITAL	INFECTION CONTROL PRACTITIONER	264	479
DD	N.H. HOSPITAL	UNIT ADMINISTRATOR	264	479
DD	RESOURCES & ECON DEVEL	DIRECTOR OF MARKETING	264	479
DD	SECRETARY OF STATE	ASST SECRETARY OF STATE	264	479
DD	SECRETARY OF STATE	ASST SECRETARY OF STATE	264	479
DD	STATE TREASURY	ASSISTANT TREASURER	264	479
DD	STATE TREASURY	ASSISTANT TREASURER	264	479
DD	DEPARTMENT OF H&HS	MANAGER OF SECURITY PROGRAMS	264	466
CC	REVENUE ADMINISTRATION	MULTI STATE TAX AUDITOR	230	417
CC	REAL ESTATE COMMISSION	EXECUTIVE DIRECTOR	230	406
CC	DEPARTMENT OF H&HS	SYSTEM ANALYST	230	404
CC	DIV. ELDERLY & ADULT SVCS	LONG TERM CARE POLICY ANALYST	230	404
CC	CHILDREN AND YOUTH	SERVICE SPECIALIST	230	393
CC	VETERANS COUNCIL	DIRECTOR	230	393

**APPENDIX C**

PROP. GRADE	AGENCY	POSITION	KH SLOT	Total Points
BB	DEPARTMENT OF H&HS	PUBLIC INFORMATION OFFICER	200	342
BB	JUSTICE DEPARTMENT	CONSUMER PROTECTION INV	200	342
BB	JUSTICE DEPARTMENT	CONSUMER PROTECTION INV	200	342
BB	JUSTICE DEPARTMENT	CONSUMER PROTECTION INV	200	342
BB	JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	200	342
BB	JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	200	342
BB	JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	200	342
BB	JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	200	342
BB	JUSTICE DEPARTMENT	CRIMINAL JUSTICE INVEST	200	342
BB	DEPARTMENT OF H&HS	HEALTH PLANNING ANALYST	200	332
BB	DEPARTMENT OF H&HS	SERVICE SPECIALIST	200	332
BB	DEPARTMENT OF H&HS	SERVICE SPECIALIST	200	332
AA	CORRECTIONS DEPARTMENT	EXEC ASST TO PAROLE BOARD	175	282
AA	DEPARTMENT OF H&HS	EXECUTIVE ASSISTANT	175	282
AA	EXECUTIVE	EXECUTIVE ASSISTANT, G&C	175	282

# STATE OF NEW HAMPSHIRE

## Impact analysis of Proposed Grade Structure and Salary Structure

Position	Agency	Content Grade	Pay Grade	Current Salary	Current Min.	Current Max.	Prop. Min.	Prop. Max.	Below Min.	Above Max.	CR to Max.
COMMISSIONER	DEPARTMENT OF H&HS	MM		\$85,754	\$0	\$85,753	\$0	\$100,690			85%
COMMISSIONER	DEPARTMENT OF SAFETY	LL		\$85,754	\$0	\$85,753	\$0	\$97,370			88%
COMMISSIONER	DEPARTMENT OF TRANSPORTATION	LL		\$85,754	\$0	\$85,753	\$0	\$97,370			88%
ATTORNEY GENERAL	JUSTICE DEPARTMENT	LL		\$85,754	\$0	\$85,753	\$0	\$97,370			88%
COMMISSIONER	ADMINISTRATIVE SERVICES	LL		\$85,754	\$0	\$85,753	\$0	\$97,370			88%
COMMISSIONER	CORRECTIONS DEPARTMENT	LL		\$83,477	\$66,325	\$83,477	\$0	\$97,370			86%
COMMISSIONER	REVENUE ADMINISTRATION	LL		\$85,754	\$0	\$85,753	\$0	\$97,370			88%
COMMISSIONER	DEPARTMENT OF EDUCATION	KK		\$85,754	\$0	\$85,753	\$70,930	\$94,570			91%
DEPUTY COMMISSIONER	DEPARTMENT OF H&HS	KK		\$83,477	\$61,756	\$78,910	\$70,930	\$94,570			88%
ASSISTANT COMMISSIONER	DEPARTMENT OF TRANSPORTATION	KK		\$83,477	\$66,325	\$83,477	\$70,930	\$94,570			88%
COMMISSIONER	POSTSECONDARY TECH EDUCATION	KK		\$95,481	\$59,456	\$76,603	\$70,930	\$94,570		\$911	101%
COMMISSIONER	RESOURCES & ECON DEVEL	KK		\$85,754	\$0	\$85,753	\$70,930	\$94,570			91%
COMMISSIONER	DEPT ENVIRONMENTAL SERVICES	KK		\$83,477	\$66,325	\$83,477	\$70,930	\$94,570			88%
SENIOR DIVISION DIRECTOR	DEPARTMENT OF H&HS	JJ		\$83,477	\$66,325	\$83,477	\$69,140	\$92,180			91%
CHAIRMAN	PUBLIC UTILITIES COMMISSION	JJ		\$85,754	\$0	\$85,753	\$69,140	\$92,180			93%
COMMISSIONER	PUBLIC UTILITIES COMMISSION	JJ		\$85,754	\$0	\$85,753	\$69,140	\$92,180			93%
COMMISSIONER	PUBLIC UTILITIES COMMISSION	JJ		\$85,754	\$0	\$85,753	\$69,140	\$92,180			93%
ASSISTANT COMMISSIONER	DEPARTMENT OF SAFETY	JJ		\$78,910	\$61,756	\$78,910	\$69,140	\$92,180			86%
DEPUTY ATTORNEY GENERAL	JUSTICE DEPARTMENT	JJ		\$78,910	\$61,756	\$78,910	\$69,140	\$92,180			86%
ASST COMM	DEPT OF CORRECTIONS	JJ		\$61,756			\$69,140	\$92,180	\$7,384		67%
CHIEF MEDICAL EXAMINER	JUSTICE DEPARTMENT	II	QQ	\$116,394	\$0	\$116,394	\$0	\$121,160			96%
EXECUTIVE DIRECTOR, NHRS	NH RETIREMENT SYSTEM	II		\$80,045	\$66,325	\$83,477	\$65,540	\$87,380			92%
DIR COMM SUPP & LONG TERM CARE	DIV. BEHAVIORAL HEALTH	II		\$81,192	\$64,040	\$81,191	\$65,540	\$87,380			93%
TREASURER	STATE TREASURY	II		\$76,603	\$59,456	\$76,603	\$65,540	\$87,380			88%
ADJUTANT GENERAL	ADJUTANT GENERAL	II		\$81,192	\$64,040	\$81,191	\$65,540	\$87,380			93%
WARDEN, NH STATE PRISON, MEN	CORRECTIONS DEPARTMENT	II		\$62,886	\$59,456	\$76,603	\$65,540	\$87,380	\$2,654		72%
DIRECTOR	DEPARTMENT OF SAFETY	II		\$76,603	\$59,456	\$76,603	\$65,540	\$87,380			88%
COMMISSIONER	DEPT EMPLOYMENT SECURITY	II		\$76,603	\$59,456	\$76,603	\$65,540	\$87,380			88%
PRESIDENT, CONCORD	POSTSECONDARY TECH EDUCATION	II		\$64,036	\$50,323	\$64,036	\$65,540	\$87,380	\$1,504		73%
PRESIDENT, MANCHSTER	POSTSECONDARY TECH EDUCATION	II		\$64,036	\$50,323	\$64,036	\$65,540	\$87,380	\$1,504		73%
BANK COMMISSIONER	BANK COMMISSION	II		\$81,192	\$64,040	\$81,191	\$65,540	\$87,380			93%
DEPUTY COMMISSIONER	DEPARTMENT OF EDUCATION	II		\$73,172	\$59,456	\$76,603	\$65,540	\$87,380			84%
DIRECTOR OF PROJECT DEVELOP	DEPARTMENT OF TRANSPORTATION	II		\$78,910	\$61,756	\$78,910	\$65,540	\$87,380			90%
INSURANCE COMMISSIONER	INSURANCE DEPARTMENT	II		\$81,192	\$64,040	\$81,191	\$65,540	\$87,380			93%
DIRECTOR HEALTH MANAGEMENT	OFFICE OF HEALTH MANAGEMENT	II		\$77,760	\$64,040	\$81,191	\$65,540	\$87,380			89%
SECRETARY OF STATE	SECRETARY OF STATE	II		\$76,603	\$59,456	\$76,603	\$65,540	\$87,380			88%
ASSISTANT COMMISSIONER	ADMINISTRATIVE SERVICES	II		\$73,172	\$59,456	\$76,603	\$65,540	\$87,380			84%
DIRECTOR, MOTOR VEHICLES	DEPARTMENT OF SAFETY	II		\$76,603	\$59,456	\$76,603	\$65,540	\$87,380			88%
COMMISSIONER	LABOR DEPARTMENT	II		\$64,036	\$50,323	\$64,036	\$65,540	\$87,380	\$1,504		73%
ASSISTANT COMMISSIONER	DEPT ENVIRONMENTAL SERVICES	II		\$81,192	\$64,040	\$81,191	\$65,540	\$87,380			93%
DEPUTY COMMISSIONER	POSTSECONDARY TECH EDUCATION	II		\$64,036	\$50,323	\$64,036	\$65,540	\$87,380	\$1,504		73%
DIRECTOR OF OPERATIONS	DEPARTMENT OF TRANSPORTATION	II		\$69,743	\$59,456	\$76,603	\$61,940	\$82,580			84%
PHYSICIAN IN CHARGE	OFFICE OF HEALTH MANAGEMENT	HH	PP	\$95,018	\$64,040	\$110,519	\$0	\$114,600			83%
ST EPIDEM & ADMIN HLTH DATA UN	OFFICE OF HEALTH MANAGEMENT	HH	PP	\$77,760	\$64,040	\$81,191	\$0	\$114,600			
PHYSICIAN IN CHARGE	DIV. BEHAVIORAL HEALTH	HH	PP		\$64,040	\$110,519	\$61,940	\$82,580			
DIRECTOR, DIVISION FOR DJJS	DIV JUVENILE JUSTICE	HH		\$76,603	\$52,611	\$67,473	\$61,940	\$82,580			93%
CONTROLLER	DEPARTMENT OF H&HS	HH		\$81,192	\$64,040	\$81,191	\$61,940	\$82,580			93%
WARDEN, NORTHERN NH CORRECTIONS FAC	CORRECTIONS DEPARTMENT	HH		\$67,473	\$50,323	\$64,036	\$61,940	\$82,580			82%
DIRECTOR OF PUBLIC WORKS	DEPARTMENT OF TRANSPORTATION	HH		\$76,603	\$59,456	\$76,603	\$61,940	\$82,580			93%
EXECUTIVE DIRECTOR	FISH AND GAME COMMISSION	HH		\$72,120	\$50,323	\$64,036	\$61,940	\$82,580			87%
CHAIRMAN	LIQUOR COMMISSION	HH		\$76,603	\$59,456	\$76,603	\$61,940	\$82,580			93%
PRESIDENT, BERLIN/LACONIA	POSTSECONDARY TECH EDUCATION	HH		\$64,036	\$50,323	\$64,036	\$61,940	\$82,580			78%
PRESIDENT, NASHUA/CLAREMONT	POSTSECONDARY TECH EDUCATION	HH		\$64,036	\$50,323	\$64,036	\$61,940	\$82,580			78%
COMMISSIONER	AGRICULTURE	HH		\$64,036	\$50,323	\$64,036	\$61,940	\$82,580			78%

## Impact analysis of Proposed Grade Structure and Salary Structure

Position	Agency	Content Grade	Pay Grade	Current Salary	Current Min.	Current Max.	Prop. Min.	Prop. Max.	Below Min.	Above Max.	CR to Max.
CHIEF INFORMATION OFFICER	DEPARTMENT OF H&HS	HH		\$85,755	\$64,040	\$81,191	\$61,940	\$82,580		\$3,175	104%
DIRECTOR	DEPT ENVIRONMENTAL SERVICES	HH		\$76,603	\$59,456	\$76,603	\$61,940	\$82,580			93%
DIRECTOR	DEPT ENVIRONMENTAL SERVICES	HH		\$76,603	\$50,323	\$64,036	\$61,940	\$82,580			93%
DIRECTOR	DEPT ENVIRONMENTAL SERVICES	HH		\$76,603	\$59,456	\$76,603	\$61,940	\$82,580			93%
COMMISSIONER	DEPT. OF CULTURAL AFFAIRS	HH		\$67,473	\$52,611	\$67,473	\$61,940	\$82,580			82%
DIRECTOR OF ELDERLY SERVICES	DIV. ELDERLY & ADULT SVCS	HH		\$76,603	\$59,456	\$76,603	\$61,940	\$82,580			93%
DIRECTOR OF FINANCE	NH RETIREMENT SYSTEM	HH		\$59,455	\$45,740	\$59,454	\$61,940	\$82,580	\$2,485		72%
ASSISTANT COMMISSIONER	REVENUE ADMINISTRATION	HH		\$76,603	\$59,456	\$76,603	\$61,940	\$82,580			93%
DIR OF AUDIT DIVISION	REVENUE ADMINISTRATION	HH		\$67,473	\$52,611	\$67,473	\$61,940	\$82,580			82%
DIRECTOR (COMPTROLLER)	ADMINISTRATIVE SERVICES	HH		\$67,473	\$52,611	\$67,473	\$61,940	\$82,580			82%
DIR OF INFO TECH MANAGEMENT	ADMINISTRATIVE SERVICES	HH		\$76,603	\$59,456	\$76,603	\$61,940	\$82,580			93%
DIRECTOR	ADMINISTRATIVE SERVICES	HH		\$67,473	\$59,456	\$76,603	\$61,940	\$82,580			82%
FINANCIAL DATA MANAGER	ADMINISTRATIVE SERVICES	HH		\$76,603	\$59,456	\$76,603	\$61,940	\$82,580			93%
UNIT DIRECTOR NON-MEDICAL	CORRECTIONS DEPARTMENT	HH		\$61,295	\$50,323	\$64,036	\$61,940	\$82,580	\$645		74%
DIRECTOR, OFFICE OF APP MGMT	DEPARTMENT OF H&HS	HH		\$67,474	\$64,040	\$81,191	\$61,940	\$82,580			
ACTUARY	INSURANCE DEPARTMENT	HH		\$76,603	\$59,456	\$76,603	\$61,940	\$82,580			93%
ACTUARY	INSURANCE DEPARTMENT	HH		\$76,603	\$59,456	\$76,603	\$61,940	\$82,580			93%
COUNSEL	PUBLIC UTILITIES COMMISSION	HH		\$67,473	\$52,611	\$67,473	\$61,940	\$82,580			82%
SECTION ADMINISTRATOR	TRANSITIONAL ASSISTANCE	HH		\$64,502	\$52,611	\$67,473	\$61,940	\$82,580			78%
DEPUTY COMMISSIONER	INSURANCE DEPARTMENT	HH		\$76,603	\$59,456	\$76,603	\$61,940	\$82,580			93%
EXECUTIVE DIRECTOR	PUBLIC UTILITIES COMMISSION	HH		\$61,756			\$61,940	\$82,580	\$184		75%
DIRECTOR OF DEVELOPMENTAL SERV	DIV OF DEVELOPMENTAL SERVICES	HH		\$76,603	\$59,456	\$76,603	\$61,940	\$82,580			93%
SUPERINTENDENT	N.H. HOSPITAL	HH		\$78,910	\$61,756	\$78,910	\$61,940	\$82,580			96%
ASSOC COMM AND DIR, OFFICE OF PROGRA	DEPARTMENT OF H&HS	HH		\$76,603	\$59,456	\$76,603	\$61,940	\$82,580			93%
STATE FIRE MARSHALL	DEPARTMENT OF SAFETY	HH		\$64,036	\$50,323	\$64,036	\$61,940	\$82,580			78%
DEPUTY COMMISSIONER	LABOR DEPARTMENT	HH		\$55,963	\$36,574	\$50,320	\$61,940	\$82,580	\$5,977		68%
WARDEN LAKES REGION FACILITY	CORRECTIONS DEPARTMENT	HH		\$59,455	\$45,740	\$59,454	\$52,560	\$70,080			85%
PSYCHIATRIST	CORRECTIONS DEPARTMENT	GG	PP	\$111,324	\$61,756	\$108,234	\$0	\$114,600			97%
SENIOR PHYSICIAN	CORRECTIONS DEPARTMENT	GG	PP	\$108,234	\$61,756	\$108,234	\$0	\$114,600			94%
STATE SENIOR PHYSICIAN	OFFICE OF HEALTH MANAGEMENT	GG	PP	\$100,534	\$61,756	\$97,444	\$0	\$114,600			88%
SENIOR PHYSICIAN/PSYCHIATRIST II	N.H. HOSPITAL	GG	OO	\$111,324	\$61,756	\$108,234	\$0	\$109,150		\$2,174	102%
ASST CHIEF MEDICAL EXAMINER	DEPT OF JUSTICE	GG	NN	\$99,727			\$0	\$104,590			
SENIOR PHYSICIAN/PSYCHIATRIST I	N.H. HOSPITAL	GG	NN	\$97,444	\$61,756	\$97,444	\$0	\$104,590			93%
SENIOR PHYSICIAN/PSYCHIATRIST I	N.H. HOSPITAL	GG	NN	\$97,444	\$61,756	\$97,444	\$0	\$104,590			93%
SR PHYS & DIRECTOR OF MEDICAID	OFFICE OF HEALTH MANAGEMENT	GG	II	\$82,000	\$61,756	\$78,910	\$65,540	\$87,380			94%
COMMISSIONER	LIQUOR COMMISSION	GG		\$67,473	\$52,611	\$67,473	\$56,810	\$75,740			89%
COMMISSIONER	LIQUOR COMMISSION	GG		\$67,473	\$52,611	\$67,473	\$56,810	\$75,740			89%
DIR OF FINANCE	POSTSECONDARY TECH EDUCATION	GG		\$59,454			\$56,810	\$75,740			78%
COMMANDANT	NH VETERANS HOME	GG		\$59,455	\$45,740	\$59,454	\$56,810	\$75,740			78%
DEPUTY ADJUTANT GENERAL	ADJUTANT GENERAL	GG		\$66,314	\$59,456	\$76,603	\$56,810	\$75,740			88%
DIR CAREER TECH & ADULT LEARN	DEPARTMENT OF EDUCATION	GG		\$64,036	\$50,323	\$64,036	\$56,810	\$75,740			85%
DIR STDS & CERTIFICATION	DEPARTMENT OF EDUCATION	GG		\$67,473	\$52,611	\$67,473	\$56,810	\$75,740			89%
DIRECTOR OF INSTRUCTION	DEPARTMENT OF EDUCATION	GG		\$58,552	\$50,323	\$64,036	\$56,810	\$75,740			77%
DIR ALCOHOL & DRUG ABUSE	DEPARTMENT OF H&HS	GG		\$64,502	\$52,611	\$67,473	\$56,810	\$75,740			85%
DIR OF CHILD SUPPORT SERVICES	DEPARTMENT OF H&HS	GG		\$76,603	\$59,456	\$76,603	\$56,810	\$75,740		\$863	101%
ASST DIR COMM SUPPORTS & LTC	DIV. BEHAVIORAL HEALTH	GG		\$62,886	\$59,456	\$76,603	\$56,810	\$75,740			83%
DIRECTOR	JUSTICE DEPARTMENT	GG		\$67,473	\$45,740	\$59,454	\$56,810	\$75,740			89%
DIRECTOR DIVISION OF PARK	RESOURCES & ECON DEVEL	GG		\$64,036	\$50,323	\$64,036	\$56,810	\$75,740			85%
EXECUTIVE DIRECTOR	SWEEPSTAKES COMMISSION	GG		\$76,603	\$59,456	\$76,603	\$56,810	\$75,740		\$863	101%
DIRECTOR	ADMINISTRATIVE SERVICES	GG		\$67,473	\$52,611	\$67,473	\$56,810	\$75,740			89%
DIR DIVISION OF ADMINISTR	CORRECTIONS DEPARTMENT	GG		\$76,603	\$59,456	\$76,603	\$56,810	\$75,740		\$863	101%
CHIEF LEGAL COUNSEL	DEPARTMENT OF H&HS	GG		\$64,036	\$50,323	\$64,036	\$56,810	\$75,740			85%
MEDICAID DIRECTOR	DEPARTMENT OF H&HS	GG		\$76,603	\$59,456	\$76,603	\$56,810	\$75,740		\$863	101%
DIRECTOR	DEPARTMENT OF SAFETY	GG		\$76,603	\$59,456	\$76,603	\$56,810	\$75,740		\$863	101%
GENERAL COUNSEL	DEPT EMPLOYMENT SECURITY	GG		\$64,036	\$50,323	\$64,036	\$56,810	\$75,740			85%
STATE LIBRARIAN	DEPT. OF CULTURAL AFFAIRS	GG		\$64,036	\$50,323	\$64,036	\$56,810	\$75,740			85%

## Impact analysis of Proposed Grade Structure and Salary Structure

Position	Agency	Content Grade	Pay Grade	Current Salary	Current Min.	Current Max.	Prop. Min.	Prop. Max.	Below Min.	Above Max.	CR to Max.
DIRECTOR OF ECONOMIC DEVE	RESOURCES & ECON DEVEL	GG		\$64,036	\$50,323	\$64,036	\$56,810	\$75,740			85%
DEPUTY TREASURER	STATE TREASURY	GG		\$50,324	\$50,323	\$64,036	\$56,810	\$75,740	\$6,486		66%
DEPUTY BANK COMMISSIONER	BANK COMMISSION	GG		\$52,611	\$52,611	\$67,473	\$56,810	\$75,740			
DIR DIVISION OF FIELD SER	CORRECTIONS DEPARTMENT	GG		\$58,552	\$50,323	\$64,036	\$56,810	\$75,740			77%
DIR DIV OF FIRE STDS & TRNG	DEPARTMENT OF SAFETY	GG		\$64,036	\$50,323	\$64,036	\$56,810	\$75,740			85%
DIRECTOR	POLICE STDS AND TNG COUNCIL	GG		\$59,455	\$45,740	\$59,454	\$56,810	\$75,740			78%
DIR OF TRAVEL & TOURISM	RESOURCES & ECON DEVEL	GG		\$55,810	\$50,323	\$64,036	\$56,810	\$75,740	\$1,000		74%
DIRECTOR FORESTS & LANDS	RESOURCES & ECON DEVEL	GG		\$64,036	\$50,323	\$64,036	\$56,810	\$75,740			85%
ASSISTANT DIRECTOR	CHILDREN AND YOUTH	GG		\$67,473	\$52,611	\$67,473	\$56,810	\$75,740			89%
DIRECTOR OF ADMINISTRATION	DEPARTMENT OF TRANSPORTATION	GG		\$76,603	\$59,456	\$76,603	\$56,810	\$75,740		\$863	101%
DIRECTOR	INSURANCE DEPARTMENT	GG		\$67,473	\$52,611	\$67,473	\$56,810	\$75,740			89%
DIRECTOR PROGRAM SUPPORT	OFFICE OF HEALTH MANAGEMENT	GG		\$73,172	\$59,456	\$76,603	\$56,810	\$75,740			97%
DEPUTY SECRETARY OF STATE	SECRETARY OF STATE	GG		\$67,473	\$52,611	\$67,473	\$56,810	\$75,740			89%
SR DEPUTY SECRETARY OF STATE	SECRETARY OF STATE	GG		\$67,473	\$52,611	\$67,473	\$56,810	\$75,740			
DIR OF IT	DEPT OF SAFETY	GG		\$69,743			\$56,810	\$75,740			92%
CHIEF DEPUTY TREASURER	STATE TREASURY	GG		\$55,810	\$50,323	\$64,036	\$56,810	\$75,740	\$1,000		74%
SENIOR DENTIST	CORRECTIONS DEPARTMENT	FF	II	\$78,910	\$61,756	\$78,910	\$65,540	\$87,380			90%
SENIOR DENTIST	CORRECTIONS DEPARTMENT	FF	II	\$72,049	\$61,756	\$78,910	\$65,540	\$87,380			90%
SENIOR DENTIST	N.H. HOSPITAL	FF	II	\$81,192	\$64,040	\$81,191	\$65,540	\$87,380			93%
DIRECTOR OF OPERATIONS	DEPARTMENT OF H&HS	FF	II	\$81,192	\$64,040	\$81,191	\$65,540	\$87,380			93%
DIRECTOR OF SAFETY SVCS	DEPT OF SAFETY	FF		\$64,036			\$52,560	\$70,080			
WARDEN NH STATE PRISON-WOMEN	CORRECTIONS DEPARTMENT	FF		\$51,226	\$45,740	\$59,454	\$52,560	\$70,080	\$1,334		73%
DIR OF COMMUNITY SVCS	REVENUE ADMINISTRATION	FF		\$59,454			\$52,560	\$70,080			85%
DIRECTOR OF PORT AUTHORIT	N H PORT AUTHORITY	FF		\$54,886	\$41,172	\$54,886	\$52,560	\$70,080			78%
PLANETARIUM DIRECTOR	POSTSECONDARY TECH EDUCATION	FF		\$59,455	\$45,740	\$59,454	\$52,560	\$70,080			85%
EXEC DIR BUR EMER COMM PERS	ADMINISTRATIVE SERVICES	FF		\$64,036	\$50,323	\$64,036	\$52,560	\$70,080			91%
ADMIN BUR OF CHILD DEVELOPMENT	CHILDREN AND YOUTH	FF		\$61,295	\$50,323	\$64,036	\$52,560	\$70,080			87%
JUVENILE JUSTICE ADMINISTRATOR	CHILDREN AND YOUTH	FF		\$54,887	\$41,172	\$54,886	\$52,560	\$70,080			78%
DEPUTY DIRECTOR	DEPARTMENT OF SAFETY	FF		\$55,810	\$50,323	\$64,036	\$52,560	\$70,080			80%
DIRECTOR	DEPARTMENT OF TRANSPORTATION	FF		\$56,712	\$45,740	\$59,454	\$52,560	\$70,080			81%
DIR OF TRANSITIONAL ASSISTANCE	DIV. BEHAVIORAL HEALTH	FF		\$50,324	\$50,323	\$64,036	\$52,560	\$70,080	\$2,236		72%
DIR OFF OF VICTIM/WITNESS ASST	JUSTICE DEPARTMENT	FF		\$59,455	\$45,740	\$59,454	\$52,560	\$70,080			85%
ASSISTANT SUPERINTENDENT	N.H. HOSPITAL	FF		\$64,036	\$50,323	\$64,036	\$52,560	\$70,080			91%
ASST. DIR AUDIT DIVISION	REVENUE ADMINISTRATION	FF		\$64,036	\$50,323	\$64,036	\$52,560	\$70,080			91%
DIR OF DOCUMENT PROCESSING	REVENUE ADMINISTRATION	FF		\$64,036	\$50,323	\$64,036	\$52,560	\$70,080			91%
DIVISION DIRECTOR	DEPARTMENT OF H&HS	FF		\$81,192	\$64,040	\$81,191	\$52,560	\$70,080		\$11,112	116%
MANAGER	ADMINISTRATIVE SERVICES	FF		\$58,552	\$50,323	\$64,036	\$52,560	\$70,080			84%
STATE VETERINARIAN	AGRICULTURE	FF		\$59,455	\$45,740	\$59,454	\$52,560	\$70,080			85%
DIR OF APPLICATIONS & DEVELOP	DEPARTMENT OF H&HS	FF		\$67,473	\$52,611	\$67,473	\$52,560	\$70,080			96%
DIRECTOR OF ADMINISTRATION	DEPARTMENT OF H&HS	FF		\$76,603	\$59,456	\$76,603	\$52,560	\$70,080		\$6,523	109%
DIRECTOR OF MMIS MANAGEMENT	DEPARTMENT OF H&HS	FF		\$78,910	\$61,756	\$78,910	\$52,560	\$70,080		\$8,830	113%
DIRECTOR, SPECIAL PROJECTS	DEPARTMENT OF H&HS	FF		\$76,603	\$59,456	\$76,603	\$52,560	\$70,080		\$6,523	109%
LEGISLATIVE DIRECTOR	DEPARTMENT OF H&HS	FF		\$59,455	\$45,740	\$59,454	\$52,560	\$70,080			85%
COUNSEL	DEPT EMPLOYMENT SECURITY	FF		\$59,455	\$45,740	\$59,454	\$52,560	\$70,080			85%
COUNSEL	DEPT EMPLOYMENT SECURITY	FF		\$59,455	\$45,740	\$59,454	\$52,560	\$70,080			85%
COUNSEL	DEPT EMPLOYMENT SECURITY	FF		\$59,455	\$45,740	\$59,454	\$52,560	\$70,080			85%
HEALTH CARE POLICY ANALYST	INSURANCE DEPARTMENT	FF		\$67,473	\$52,611	\$67,473	\$52,560	\$70,080			96%
FORENSIC TOXICOLOGIST	OFFICE OF HEALTH MANAGEMENT	FF		\$64,036	\$50,323	\$64,036	\$52,560	\$70,080			91%
MOLECULAR BIOLOGIST	OFFICE OF HEALTH MANAGEMENT	FF		\$61,295	\$52,611	\$67,473	\$52,560	\$70,080			87%
CONSUMER ADVOCATE	PUBLIC UTILITIES COMMISSION	FF		\$64,036	\$50,323	\$64,036	\$52,560	\$70,080			91%
REVENUE COUNCIL	REVENUE ADMINISTRATION	FF		\$51,226	\$45,740	\$59,454	\$52,560	\$70,080	\$1,334		73%
SUPERINTENDENT	HOME FOR ELDERLY	FF		\$59,455	\$45,740	\$59,454	\$52,560	\$70,080			85%
DIR SYS OPS-BRIDGES APP MGMT	DEPARTMENT OF H&HS	FF		\$64,036			\$52,560	\$70,080			91%
ASST DIR POLICY AND ADMIN	DIV OF JUVENILE JUSTICE	FF		\$66,314			\$52,560	\$70,080			95%
DIR MEDICAID MGMT INFORMATION SYS	DEPARTMENT OF H&HS	FF		\$52,560			\$52,560	\$70,080			
DIRECTOR OF E.M.S.	DEPARTMENT OF SAFETY	FF		\$53,067	\$50,323	\$64,036	\$52,560	\$70,080			76%

## Impact analysis of Proposed Grade Structure and Salary Structure

Position	Agency	Content Grade	Pay Grade	Current Salary	Current Min.	Current Max.	Prop. Min.	Prop. Max.	Below Min.	Above Max.	CR to Max.
ADM FINANCIAL SUPPORT SERVICES	DEPARTMENT OF H&HS	FF		\$67,473	\$52,611	\$67,473	\$52,560	\$70,080			96%
SENIOR FINANCIAL MANAGER	DEPARTMENT OF H&HS	FF		\$67,473	\$52,611	\$67,473	\$52,560	\$70,080			96%
SYSTEM SPECIALIST AND ASST	DEPARTMENT OF H&HS	FF		\$52,144	\$41,172	\$54,886	\$52,560	\$70,080	\$416		74%
MANAGING ANALYST	DEPARTMENT OF H&HS	FF		\$67,473	\$52,611	\$67,473	\$52,560	\$70,080			96%
DIRECTOR KNOWLEDGE MANAGEMENT AND	DEPARTMENT OF H&HS	FF		\$61,295	\$50,323	\$64,036	\$52,560	\$70,080			87%
MVS SYSTEMS PROGRAMMER	DEPARTMENT OF H&HS	EE		\$73,172	\$59,456	\$76,603	\$56,810	\$75,740			97%
NETWORK SPECIALIST	DEPARTMENT OF H&HS	EE		\$69,743	\$59,456	\$76,603	\$56,810	\$75,740			92%
DIR OF FINANCE & SUPPORT OPERA	N.H. HOSPITAL	EE		\$59,455	\$45,740	\$59,454	\$49,100	\$65,470			91%
OMBUDSMAN	DEPARTMENT OF H&HS	EE		\$64,036	\$50,323	\$64,036	\$49,100	\$65,470			98%
BUSINESS & INDUSTRY COORD	TRANSITIONAL ASSISTANCE	EE		\$59,455	\$45,740	\$59,454	\$49,100	\$65,470			91%
ADM OF CHILDRENS M H SERVICES	DIV. BEHAVIORAL HEALTH	EE		\$59,455	\$45,740	\$59,454	\$49,100	\$65,470			91%
DIRECTOR OF PROGRAM OPERATIONS	DIV. ELDERLY & ADULT SVCS	EE		\$46,658	\$41,172	\$54,886	\$49,100	\$65,470	\$2,442		71%
CHIEF OF FIELD AUDIT	REVENUE ADMINISTRATION	EE		\$59,455	\$45,740	\$59,454	\$49,100	\$65,470			91%
DIR INSTITUTIONAL SVCS	DIV OF JUVENILE JUSTICE	EE		\$56,712	\$45,740	\$59,454	\$49,100	\$65,470			87%
DFA ADMIN. OF FINANCE	DEPARTMENT OF H&HS	EE		\$65,470	\$52,611	\$67,473	\$49,100	\$65,470			
COORDINATOR	HIGHWAY SAFETY	EE		\$54,887	\$41,172	\$54,886	\$49,100	\$65,470			84%
ASSISTANT COMMISSIONER	INSURANCE DEPARTMENT	EE		\$67,473	\$45,740	\$59,454	\$49,100	\$65,470		\$2,003	103%
COUNSEL	INSURANCE DEPARTMENT	EE		\$59,455	\$45,740	\$59,454	\$49,100	\$65,470			91%
COMMUNITY INTERGRATION ADMIN	N.H. HOSPITAL	EE		\$59,455	\$45,740	\$59,454	\$49,100	\$65,470			91%
EXECUTIVE DIRECTOR	POSTSECONDARY EDUC COMM	EE		\$54,887	\$41,172	\$54,886	\$49,100	\$65,470			84%
AUDIT TEAM LEADERS	REVENUE ADMINISTRATION	EE		\$59,455	\$45,740	\$59,454	\$49,100	\$65,470			91%
STATE ARCHIVIST	SECRETARY OF STATE	EE		\$59,455	\$45,740	\$59,454	\$49,100	\$65,470			91%
ADMIN, FACILITIES & SECUR OPER	DEPARTMENT OF H&HS	EE		\$58,552	\$50,323	\$64,036	\$49,100	\$65,470			89%
DIRECTOR	DEPARTMENT OF H&HS	EE		\$49,100	\$45,740	\$59,454	\$49,100	\$65,470			
TECHNICAL SPECIALIST	DEPARTMENT OF H&HS	EE		\$64,036	\$50,323	\$64,036	\$49,100	\$65,470			98%
PROGRAM SPECIALIST	OFFICE OF HEALTH MANAGEMENT	EE		\$49,100	\$45,740	\$59,454	\$49,100	\$65,470			
MGR OF ADMINISTRATIVE HEARINGS	DEPARTMENT OF H&HS	EE		\$59,455	\$45,740	\$59,454	\$49,100	\$65,470			91%
ADMIN, BUR OF COMM SERVICES	DIV. ELDERLY & ADULT SVCS	EE		\$54,887	\$41,172	\$54,886	\$49,100	\$65,470			84%
EXECUTIVE DIRECTOR	EXECUTIVE	EE		\$54,887	\$41,172	\$54,886	\$49,100	\$65,470			84%
MGR LICENSING & REGULATORY SVS	DEPARTMENT OF H&HS	EE		\$58,442	\$45,740	\$59,454	\$49,100	\$65,470			89%
SR SYS ANALYST, DCYF	DEPARTMENT OF H&HS	EE		\$45,740	\$45,740	\$59,454	\$49,100	\$65,470			
SENIOR FINANCIAL ANALYST	DEPARTMENT OF H&HS	EE		\$64,036	\$50,323	\$64,036	\$49,100	\$65,470			98%
SR SYS ANALYST, DJJS	DEPARTMENT OF H&HS	EE		\$49,401	\$41,172	\$54,886	\$46,310	\$61,740			80%
DATA BASE ADMINISTRATOR	DEPARTMENT OF H&HS	DD		\$76,603	\$59,456	\$76,603	\$56,810	\$75,740		\$863	101%
HEAD START COORDINATOR	CHILDREN AND YOUTH	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
MOUNTAIN MANAGER	RESOURCES & ECON DEVEL	DD		\$45,735	\$32,021	\$45,735	\$46,310	\$61,740	\$575		74%
DIRECTOR	AGRICULTURE	DD		\$50,321	\$36,578	\$50,320	\$46,310	\$61,740			82%
CHIEF COUNSEL JUSTICE INVEST	JUSTICE DEPARTMENT	DD		\$45,735	\$32,021	\$45,735	\$46,310	\$61,740	\$575		74%
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	DD		\$52,144	\$41,172	\$54,886	\$46,310	\$61,740			84%
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	DD		\$49,401	\$41,172	\$54,886	\$46,310	\$61,740			80%
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	DD		\$46,658	\$41,172	\$54,886	\$46,310	\$61,740			76%
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	DD		\$43,915	\$41,172	\$54,886	\$46,310	\$61,740	\$2,395		71%
MANAGER	REVENUE ADMINISTRATION	DD		\$52,144	\$41,172	\$54,886	\$46,310	\$61,740			84%
LEGAL SERVICES DIRECTOR	DEPARTMENT OF H&HS	DD		\$41,172	\$41,172	\$54,886	\$46,310	\$61,740			
MANAGING ANALYST	DEPARTMENT OF H&HS	DD		\$51,226	\$45,740	\$59,454	\$46,310	\$61,740			83%
SYSTEM SPECIALIST	DEPARTMENT OF H&HS	DD		\$54,893	\$41,172	\$54,886	\$46,310	\$61,740			89%
HEALTH CARE STATISTICIAN	INSURANCE DEPARTMENT	DD		\$36,578	\$45,740	\$59,454	\$46,310	\$61,740			

## Impact analysis of Proposed Grade Structure and Salary Structure

Position	Agency	Content Grade	Pay Grade	Current Salary	Current Min.	Current Max.	Prop. Min.	Prop. Max.	Below Min.	Above Max.	CR to Max.
EDUC & TRAINING OFFICER	ADMINISTRATIVE SERVICES	DD		\$50,321	\$36,578	\$50,320	\$46,310	\$61,740			82%
BOARD MEMBER	BOARD OF TAX & LAND APPEALS	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
BOARD MEMBER	BOARD OF TAX & LAND APPEALS	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
BOARD MEMBER	BOARD OF TAX & LAND APPEALS	DD		\$43,915	\$41,172	\$54,886	\$46,310	\$61,740	\$2,395		71%
CHAIRMAN	BOARD OF TAX & LAND APPEALS	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
SERVICE SPECIALIST	CHILDREN AND YOUTH	DD		\$50,321	\$36,578	\$50,320	\$46,310	\$61,740			82%
SENIOR HEALTH POLICY ANALYST	DEPARTMENT OF H&HS	DD		\$59,455	\$45,740	\$59,454	\$46,310	\$61,740			96%
SYSTEM SPECIALIST	DEPARTMENT OF H&HS	DD		\$49,401	\$41,172	\$54,886	\$46,310	\$61,740			80%
SYSTEM SPECIALIST	DEPARTMENT OF H&HS	DD		\$43,915	\$41,172	\$54,886	\$46,310	\$61,740	\$2,395		71%
DIRECTOR	DEPT. OF CULTURAL AFFAIRS	DD		\$50,321	\$36,578	\$50,320	\$46,310	\$61,740			82%
EXECUTIVE DIRECTOR	DEPT. OF CULTURAL AFFAIRS	DD		\$50,321	\$36,578	\$50,320	\$46,310	\$61,740			82%
DEV SERV BEHAVIORAL SPECIALIST	DIV OF DEVELOPMENTAL SERVICES	DD		\$49,401	\$41,172	\$54,886	\$46,310	\$61,740			80%
INFECTION CONTROL PRACTITIONER	N.H. HOSPITAL	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
UNIT ADMINISTRATOR	N.H. HOSPITAL	DD		\$54,887	\$41,172	\$54,886	\$46,310	\$61,740			89%
DIRECTOR OF MARKETING	RESOURCES & ECON DEVEL	DD		\$45,735	\$32,021	\$45,735	\$46,310	\$61,740	\$575		74%
ASST SECRETARY OF STATE	SECRETARY OF STATE	DD		\$60,724	\$36,578	\$50,320	\$46,310	\$61,740			98%
ASST SECRETARY OF STATE	SECRETARY OF STATE	DD		\$50,321	\$36,578	\$50,320	\$46,310	\$61,740			82%
ASSISTANT TREASURER	STATE TREASURY	DD		\$50,321	\$36,578	\$50,320	\$46,310	\$61,740			82%
ASSISTANT TREASURER	STATE TREASURY	DD		\$44,822	\$36,578	\$50,320	\$46,310	\$61,740	\$1,488		73%
MANAGER OF COMMUNITY PROGRAMS DJJS	DIV JUVEMILE JUSTICE	DD		\$54,886	\$41,172	\$54,886	\$46,310	\$61,740			
SYSTEM ANALYST	DEPARTMENT OF H&HS	DD		\$36,578	\$36,578	\$50,320	\$43,940	\$58,590			
SYS ANALYST, DJJS	CHILDREN AND YOUTH	DD									
MULTI STATE TAX AUDITOR	REVENUE ADMINISTRATION	CC		\$50,321	\$36,578	\$50,320	\$43,940	\$58,590			86%
EXECUTIVE DIRECTOR	REAL ESTATE COMMISSION	CC		\$35,684	\$27,461	\$41,168	\$43,940	\$58,590	\$8,256		61%
LONG TERM CARE POLICY ANALYST	DIV. ELDERLY & ADULT SVCS	CC		\$50,321	\$36,578	\$50,320	\$43,940	\$58,590			86%
DIRECTOR	VETERANS COUNCIL	CC		\$41,168	\$27,461	\$41,168	\$43,940	\$58,590	\$2,772		70%
PUBLIC INFORMATION OFFICER	DEPARTMENT OF H&HS	BB		\$39,301	\$32,021	\$45,735	\$41,950	\$55,930	\$7,185		62%
CONSUMER PROTECTION INV	JUSTICE DEPARTMENT	BB		\$45,735	\$32,021	\$45,735	\$41,950	\$55,930			82%
CONSUMER PROTECTION INV	JUSTICE DEPARTMENT	BB		\$45,735	\$32,021	\$45,735	\$41,950	\$55,930			82%
CONSUMER PROTECTION INV	JUSTICE DEPARTMENT	BB		\$45,735	\$32,021	\$45,735	\$41,950	\$55,930			82%
CRIMINAL JUSTICE INVEST	JUSTICE DEPARTMENT	BB		\$45,735	\$32,021	\$45,735	\$41,950	\$55,930			82%
CRIMINAL JUSTICE INVEST	JUSTICE DEPARTMENT	BB		\$45,735	\$32,021	\$45,735	\$41,950	\$55,930			82%
CRIMINAL JUSTICE INVEST	JUSTICE DEPARTMENT	BB		\$45,735	\$32,021	\$45,735	\$41,950	\$55,930			82%
CRIMINAL JUSTICE INVEST	JUSTICE DEPARTMENT	BB		\$45,735	\$32,021	\$45,735	\$41,950	\$55,930			82%
CRIMINAL JUSTICE INVEST	JUSTICE DEPARTMENT	BB		\$37,507	\$32,021	\$45,735	\$41,950	\$55,930	\$4,443		67%
HEALTH PLANNING ANALYST	DEPARTMENT OF H&HS	BB		\$39,432	\$36,578	\$50,320	\$41,950	\$55,930	\$11,747		54%
SERVICE SPECIALIST	DEPARTMENT OF H&HS	BB		\$38,798	\$36,578	\$50,320	\$41,950	\$55,930	\$5,372		65%
SERVICE SPECIALIST	DEPARTMENT OF H&HS	BB		\$38,798	\$36,578	\$50,320	\$41,950	\$55,930	\$5,372		65%
EXEC ASST TO PAROLE BOARD	CORRECTIONS DEPARTMENT	AA		\$45,735	\$32,021	\$45,735	\$40,310	\$53,750			85%
EXECUTIVE ASSISTANT	DEPARTMENT OF H&HS	AA		\$50,321	\$36,578	\$50,320	\$40,310	\$53,750			94%
EXECUTIVE ASSISTANT, G&C	EXECUTIVE	AA		\$39,438	\$27,461	\$41,168	\$40,310	\$53,750			77%

**State of New Hampshire**  
**Impact Analysis of Moving Incumbents to the Next Step in Their Range**

Position	Agency	Current Salary	Content Grade	Pay Grade	Curr. Step	Prop Step	Min.	Step 1	Step 2	Step 3	Step 4	Max.	Next Step Value	\$ Inc. to Reach Next Step
COMMISSIONER	DEPARTMENT OF H&HS	\$85,754	MM									\$100,690	\$100,690	\$14,936
COMMISSIONER	DEPARTMENT OF SAFETY	\$85,754	LL									\$97,370	\$97,370	\$11,616
COMMISSIONER	DEPARTMENT OF TRANSPORTATION	\$85,754	LL									\$97,370	\$97,370	\$11,616
ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$85,754	LL									\$97,370	\$97,370	\$11,616
COMMISSIONER	ADMINISTRATIVE SERVICES	\$85,754	LL									\$97,370	\$97,370	\$11,616
COMMISSIONER	CORRECTIONS DEPARTMENT	\$83,477	LL									\$97,370	\$97,370	\$13,893
COMMISSIONER	REVENUE ADMINISTRATION	\$85,754	LL									\$97,370	\$97,370	\$11,616
COMMISSIONER	DEPARTMENT OF EDUCATION	\$85,754	KK		3	4	\$70,930	\$75,660	\$80,380	\$85,110	\$89,840	\$94,570	\$89,840	\$4,086
DEPUTY COMMISSIONER	DEPARTMENT OF H&HS	\$83,477	KK		2	3	\$70,930	\$75,660	\$80,380	\$85,110	\$89,840	\$94,570	\$85,110	\$1,633
ASSISTANT COMMISSIONER	DEPARTMENT OF TRANSPORTATION	\$83,477	KK		2	3	\$70,930	\$75,660	\$80,380	\$85,110	\$89,840	\$94,570	\$85,110	\$1,633
COMMISSIONER	POSTSECONDARY TECH EDUCATION	\$95,481	KK		5	5	\$70,930	\$75,660	\$80,380	\$85,110	\$89,840	\$94,570		
COMMISSIONER	RESOURCES & ECON DEVEL	\$85,754	KK		3	4	\$70,930	\$75,660	\$80,380	\$85,110	\$89,840	\$94,570	\$89,840	\$4,086
COMMISSIONER	DEPT ENVIRONMENTAL SERVICES	\$83,477	KK		2	3	\$70,930	\$75,660	\$80,380	\$85,110	\$89,840	\$94,570	\$85,110	\$1,633
SENIOR DIVISION DIRECTOR	DEPARTMENT OF H&HS	\$83,477	JJ		3	4	\$69,140	\$73,740	\$78,350	\$82,960	\$87,570	\$92,180	\$87,570	\$4,093
CHAIRMAN	PUBLIC UTILITIES COMMISSION	\$85,754	JJ		3	4	\$69,140	\$73,740	\$78,350	\$82,960	\$87,570	\$92,180	\$87,570	\$1,816
COMMISSIONER	PUBLIC UTILITIES COMMISSION	\$85,754	JJ		3	4	\$69,140	\$73,740	\$78,350	\$82,960	\$87,570	\$92,180	\$87,570	\$1,816
COMMISSIONER	PUBLIC UTILITIES COMMISSION	\$85,754	JJ		3	4	\$69,140	\$73,740	\$78,350	\$82,960	\$87,570	\$92,180	\$87,570	\$1,816
ASSISTANT COMMISSIONER	DEPARTMENT OF SAFETY	\$78,910	JJ		2	3	\$69,140	\$73,740	\$78,350	\$82,960	\$87,570	\$92,180	\$82,960	\$4,050
DEPUTY ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$78,910	JJ		2	3	\$69,140	\$73,740	\$78,350	\$82,960	\$87,570	\$92,180	\$82,960	\$4,050
ASST COMM	DEPT OF CORRECTIONS	\$61,756	JJ		-1	0	\$69,140	\$73,740	\$78,350	\$82,960	\$87,570	\$92,180	\$69,140	\$7,384
CHIEF MEDICAL EXAMINER	JUSTICE DEPARTMENT	\$116,394	II	QQ								\$121,160	\$121,160	\$4,766
EXECUTIVE DIRECTOR, NHRS	NH RETIREMENT SYSTEM	\$80,045	II		3	4	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$83,010	\$2,965
DIR COMM SUPP & LONG TERM CARE	DIV. BEHAVIORAL HEALTH	\$81,192	II		3	4	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$83,010	\$1,818
TREASURER	STATE TREASURY	\$76,603	II		2	3	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$78,640	\$2,037
ADJUTANT GENERAL	ADJUTANT GENERAL	\$81,192	II		3	4	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$83,010	\$1,818
WARDEN, NH STATE PRISON, MEN	CORRECTIONS DEPARTMENT	\$62,886	II		-1	0	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$65,540	\$2,654
DIRECTOR	DEPARTMENT OF SAFETY	\$76,603	II		2	3	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$78,640	\$2,037
COMMISSIONER	DEPT EMPLOYMENT SECURITY	\$76,603	II		2	3	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$78,640	\$2,037
PRESIDENT, CONCORD	POSTSECONDARY TECH EDUCATION	\$64,036	II		-1	0	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$65,540	\$1,504
PRESIDENT, MANCHSTER, STRATHAM	POSTSECONDARY TECH EDUCATION	\$64,036	II		-1	0	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$65,540	\$1,504
BANK COMMISSIONER	BANK COMMISSION	\$81,192	II		3	4	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$83,010	\$1,818
DEPUTY COMMISSIONER	DEPARTMENT OF EDUCATION	\$73,172	II		1	2	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$74,270	\$1,098
DIRECTOR OF PROJECT DEVELOP	DEPARTMENT OF TRANSPORTATION	\$78,910	II		3	4	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$83,010	\$4,100
INSURANCE COMMISSIONER	INSURANCE DEPARTMENT	\$81,192	II		3	4	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$83,010	\$1,818
DIRECTOR HEALTH MANAGEMENT	OFFICE OF HEALTH MANAGEMENT	\$77,760	II		2	3	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$78,640	\$880
SECRETARY OF STATE	SECRETARY OF STATE	\$76,603	II		2	3	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$78,640	\$2,037
ASSISTANT COMMISSIONER	ADMINISTRATIVE SERVICES	\$73,172	II		1	2	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$74,270	\$1,098
DIRECTOR, MOTOR VEHICLES	DEPARTMENT OF SAFETY	\$76,603	II		2	3	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$78,640	\$2,037
COMMISSIONER	LABOR DEPARTMENT	\$64,036	II		-1	0	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$65,540	\$1,504
ASSISTANT COMMISSIONER	DEPT ENVIRONMENTAL SERVICES	\$81,192	II		3	4	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$83,010	\$1,818
DEPUTY COMMISSIONER	POSTSECONDARY TECH EDUCATION	\$64,036	II		-1	0	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$65,540	\$1,504
DIRECTOR OF OPERATIONS	DEPARTMENT OF TRANSPORTATION	\$69,743	II		1	2	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$70,190	\$447
PHYSICIAN IN CHARGE	OFFICE OF HEALTH MANAGEMENT	\$95,018	HH	PP								\$114,600	\$114,600	\$19,583
ST EPIDEM & ADMIN HLTH DATA UN	OFFICE OF HEALTH MANAGEMENT	\$77,760	HH	PP								\$114,600		
PHYSICIAN IN CHARGE	DIV. BEHAVIORAL HEALTH		HH	PP			\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580		
DIRECTOR, DIVISION FOR DJJS	DIV JUVENILE JUSTICE	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
CONTROLLER	DEPARTMENT OF H&HS	\$81,192	HH		4	5	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$82,580	\$1,388
WARDEN, NORTHERN NH CORRECTION	CORRECTIONS DEPARTMENT	\$67,473	HH		1	2	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$70,190	\$2,717
DIRECTOR OF PUBLIC WORKS	DEPARTMENT OF TRANSPORTATION	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847

**State of New Hampshire**  
**Impact Analysis of Moving Incumbents to the Next Step in Their Range**

Position	Agency	Current Salary	Content Grade	Pay Grade	Curr. Step	Prop Step	Min.	Step 1	Step 2	Step 3	Step 4	Max.	Next Step Value	\$ Inc. to Reach Next Step
EXECUTIVE DIRECTOR	FISH AND GAME COMMISSION	\$72,120	HH		2	3	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$74,320	\$2,200
CHAIRMAN	LIQUOR COMMISSION	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
PRESIDENT, BERLIN/LACONIA	POSTSECONDARY TECH EDUCATION	\$64,036	HH		0	1	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$66,060	\$2,024
PRESIDENT, NASHUA/CLAREMONT	POSTSECONDARY TECH EDUCATION	\$64,036	HH		0	1	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$66,060	\$2,024
COMMISSIONER	AGRICULTURE	\$64,036	HH		0	1	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$66,060	\$2,024
CHIEF INFORMATION OFFICER	DEPARTMENT OF H&HS	\$85,755	HH		5	5	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580		
DIRECTOR	DEPT ENVIRONMENTAL SERVICES	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
DIRECTOR	DEPT ENVIRONMENTAL SERVICES	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
DIRECTOR	DEPT ENVIRONMENTAL SERVICES	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
COMMISSIONER	DEPT. OF CULTURAL AFFAIRS	\$67,473	HH		1	2	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$70,190	\$2,717
DIRECTOR OF ELDERLY SERVICES	DIV. ELDERLY & ADULT SVCS	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
DIRECTOR OF FINANCE	NH RETIREMENT SYSTEM	\$59,455	HH		-1	0	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$61,940	\$2,485
ASSISTANT COMMISSIONER	REVENUE ADMINISTRATION	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
DIR OF AUDIT DIVISION	REVENUE ADMINISTRATION	\$67,473	HH		1	2	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$70,190	\$2,717
DIRECTOR (COMPTROLLER)	ADMINISTRATIVE SERVICES	\$67,473	HH		1	2	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$70,190	\$2,717
DIR OF INFO TECH MANAGEMENT	ADMINISTRATIVE SERVICES	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
DIRECTOR	ADMINISTRATIVE SERVICES	\$67,473	HH		1	2	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$70,190	\$2,717
FINANCIAL DATA MANAGER	ADMINISTRATIVE SERVICES	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
UNIT DIRECTOR NON-MEDICAL	CORRECTIONS DEPARTMENT	\$61,295	HH		-1	0	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$61,940	\$645
DIRECTOR, OFFICE OF APP MGMT	DEPARTMENT OF H&HS	\$67,474	HH				\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580		
ACTUARY	INSURANCE DEPARTMENT	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
ACTUARY	INSURANCE DEPARTMENT	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
COUNSEL	PUBLIC UTILITIES COMMISSION	\$67,473	HH		1	2	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$70,190	\$2,717
SECTION ADMINISTRATOR	TRANSITIONAL ASSISTANCE	\$64,502	HH		0	1	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$66,060	\$1,558
DEPUTY COMMISSIONER	INSURANCE DEPARTMENT	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
EXECUTIVE DIRECTOR	PUBLIC UTILITIES COMMISSION	\$61,756	HH		-1	0	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$61,940	\$184
DIRECTOR OF DEVELOPMENTAL SERV	DIV OF DEVELOPMENTAL SERVICES	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
SUPERINTENDENT	N.H. HOSPITAL	\$78,910	HH		4	5	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$82,580	\$3,670
ASSOC. COMM AND DIR, OFFICE OF PR	DEPARTMENT OF H&HS	\$76,603	HH		3	4	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$78,450	\$1,847
STATE FIRE MARSHALL	DEPARTMENT OF SAFETY	\$64,036	HH		0	1	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$66,060	\$2,024
DEPUTY COMMISSIONER	LABOR DEPARTMENT	\$55,963	HH		-1	0	\$61,940	\$66,060	\$70,190	\$74,320	\$78,450	\$82,580	\$61,940	\$5,977
WARDEN LAKES REGION FACILITY	CORRECTIONS DEPARTMENT	\$59,455	HH		1	2	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$59,570	\$115
PSYCHIATRIST	CORRECTIONS DEPARTMENT	\$111,324	GG	PP								\$114,600	\$114,600	\$3,276
SENIOR PHYSICIAN	CORRECTIONS DEPARTMENT	\$108,234	GG	PP								\$114,600	\$114,600	\$6,366
STATE SENIOR PHYSICIAN	OFFICE OF HEALTH MANAGEMENT	\$100,534	GG	PP								\$114,600	\$114,600	\$14,066
SENIOR PHYSICIAN/PSYCHIATRIST II	N.H. HOSPITAL	\$111,324	GG	OO								\$109,150	\$109,150	-\$2,174
ASST CHIEF MEDICAL EXAMINER	DEPT OF JUSTICE	\$99,727	GG	NN								\$104,590	\$104,590	
SENIOR PHYSICIAN/PSYCHIATRIST I	N.H. HOSPITAL	\$97,444	GG	NN								\$104,590	\$104,590	\$7,146
SENIOR PHYSICIAN/PSYCHIATRIST I	N.H. HOSPITAL	\$97,444	GG	NN								\$104,590	\$104,590	\$7,146
SR PHYS & DIRECTOR OF MEDICAID	OFFICE OF HEALTH MANAGEMENT	\$82,000	GG	II	3	4	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$83,010	\$1,010
COMMISSIONER	LIQUOR COMMISSION	\$67,473	GG		2	3	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$68,170	\$697
COMMISSIONER	LIQUOR COMMISSION	\$67,473	GG		2	3	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$68,170	\$697
DIR OF FINANCE	POSTSECONDARY TECH EDUCATION	\$59,454	GG		0	1	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$60,590	\$1,136
COMMANDANT	NH VETERANS HOME	\$59,455	GG		0	1	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$60,590	\$1,135
DEPUTY ADJUTANT GENERAL	ADJUTANT GENERAL	\$66,314	GG		2	3	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$68,170	\$1,856
DIR CAREER TECH & ADULT LEARN	DEPARTMENT OF EDUCATION	\$64,036	GG		1	2	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$64,380	\$344
DIR STDS & CERTIFICATION	DEPARTMENT OF EDUCATION	\$67,473	GG		2	3	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$68,170	\$697
DIRECTOR OF INSTRUCTION	DEPARTMENT OF EDUCATION	\$58,552	GG		0	1	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$60,590	\$2,038
DIR ALCOHOL & DRUG ABUSE	DEPARTMENT OF H&HS	\$64,502	GG		2	3	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$68,170	\$3,668
DIR OF CHILD SUPPORT SERVICES	DEPARTMENT OF H&HS	\$76,603	GG		5	5	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740		

**State of New Hampshire**  
**Impact Analysis of Moving Incumbents to the Next Step in Their Range**

Position	Agency	Current Salary	Content Grade	Pay Grade	Curr. Step	Prop Step	Min.	Step 1	Step 2	Step 3	Step 4	Max.	Next Step Value	\$ Inc. to Reach Next Step
ASST DIR COMM SUPPORTS & LTC	DIV. BEHAVIORAL HEALTH	\$62,886	GG		1	2	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$64,380	\$1,494
DIRECTOR	JUSTICE DEPARTMENT	\$67,473	GG		2	3	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$68,170	\$697
DIRECTOR DIVISION OF PARK	RESOURCES & ECON DEVEL	\$64,036	GG		1	2	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$64,380	\$344
EXECUTIVE DIRECTOR	SWEEPSTAKES COMMISSION	\$76,603	GG		5	5	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740		
DIRECTOR	ADMINISTRATIVE SERVICES	\$67,473	GG		2	3	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$68,170	\$697
DIR DIVISION OF ADMINISTR	CORRECTIONS DEPARTMENT	\$76,603	GG		5	5	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740		
CHIEF LEGAL COUNSEL	DEPARTMENT OF H&HS	\$64,036	GG		1	2	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$64,380	\$344
MEDICAID DIRECTOR	DEPARTMENT OF H&HS	\$76,603	GG		5	5	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740		
DIRECTOR	DEPARTMENT OF SAFETY	\$76,603	GG		5	5	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740		
GENERAL COUNSEL	DEPT EMPLOYMENT SECURITY	\$64,036	GG		1	2	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$64,380	\$344
STATE LIBRARIAN	DEPT. OF CULTURAL AFFAIRS	\$64,036	GG		1	2	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$64,380	\$344
DIRECTOR OF ECONOMIC DEVE	RESOURCES & ECON DEVEL	\$64,036	GG		1	2	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$64,380	\$344
DEPUTY TREASURER	STATE TREASURY	\$50,324	GG		-1	0	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$56,810	\$6,486
DEPUTY BANK COMMISSIONER	BANK COMMISSION	\$52,611	GG				\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740		
DIR DIVISION OF FIELD SER	CORRECTIONS DEPARTMENT	\$58,552	GG		0	1	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$60,590	\$2,038
DIR DIV OF FIRE STDS & TRNG	DEPARTMENT OF SAFETY	\$64,036	GG		1	2	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$64,380	\$344
DIRECTOR	POLICE STDS AND TNG COUNCIL	\$59,455	GG		0	1	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$60,590	\$1,135
DIR OF TRAVEL & TOURISM	RESOURCES & ECON DEVEL	\$55,810	GG		-1	0	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$56,810	\$1,000
DIRECTOR FORESTS & LANDS	RESOURCES & ECON DEVEL	\$64,036	GG		1	2	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$64,380	\$344
ASSISTANT DIRECTOR	CHILDREN AND YOUTH	\$67,473	GG		2	3	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$68,170	\$697
DIRECTOR OF ADMINISTRATION	DEPARTMENT OF TRANSPORTATION	\$76,603	GG		5	5	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740		
DIRECTOR	INSURANCE DEPARTMENT	\$67,473	GG		2	3	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$68,170	\$697
DIRECTOR PROGRAM SUPPORT	OFFICE OF HEALTH MANAGEMENT	\$73,172	GG		4	5	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$75,740	\$2,568
DEPUTY SECRETARY OF STATE	SECRETARY OF STATE	\$67,473	GG		2	3	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$68,170	\$697
SR DEPUTY SECRETARY OF STATE	SECRETARY OF STATE	\$67,473	GG				\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740		
DIR OF IT	DEPT OF SAFETY	\$69,743	GG		3	4	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$71,950	\$2,207
CHIEF DEPUTY TREASURER	STATE TREASURY	\$55,810	GG		-1	0	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$56,810	\$1,000
SENIOR DENTIST	CORRECTIONS DEPARTMENT	\$78,910	FF	II	3	4	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$83,010	\$4,100
SENIOR DENTIST	CORRECTIONS DEPARTMENT	\$72,049	FF	II	3	4	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$83,010	\$4,100
SENIOR DENTIST	N.H. HOSPITAL	\$81,192	FF	II	3	4	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$83,010	\$1,818
DIRECTOR OF OPERATIONS	DEPARTMENT OF H&HS	\$81,192	FF	II	3	4	\$65,540	\$69,900	\$74,270	\$78,640	\$83,010	\$87,380	\$83,010	\$1,818
DIRECTOR OF SAFETY SVCS	DEPT OF SAFETY	\$64,036	FF				\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080		
WARDEN NH STATE PRISON-WOMEN	CORRECTIONS DEPARTMENT	\$51,226	FF		-1	0	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$52,560	\$1,334
DIR OF COMMUNITY SVCS	REVENUE ADMINISTRATION	\$59,454	FF		1	2	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$59,570	\$116
DIRECTOR OF PORT AUTHORIT	N H PORT AUTHORITY	\$54,886	FF		0	1	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$56,060	\$1,174
PLANETARIUM DIRECTOR	POSTSECONDARY TECH EDUCATION	\$59,455	FF		1	2	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$59,570	\$115
EXEC DIR BUR EMER COMM PERS	ADMINISTRATIVE SERVICES	\$64,036	FF		3	4	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$66,580	\$2,544
ADMIN BUR OF CHILD DEVELOPMENT	CHILDREN AND YOUTH	\$61,295	FF		2	3	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$63,070	\$1,775
JUVENILE JUSTICE ADMINISTRATOR	CHILDREN AND YOUTH	\$54,887	FF		0	1	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$56,060	\$1,173
DEPUTY DIRECTOR	DEPARTMENT OF SAFETY	\$55,810	FF		0	1	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$56,060	\$250
DIRECTOR	DEPARTMENT OF TRANSPORTATION	\$56,712	FF		1	2	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$59,570	\$2,858
DIR OF TRANSITIONAL ASSISTANCE	DIV. BEHAVIORAL HEALTH	\$50,324	FF		-1	0	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$52,560	\$2,236
DIR OFF OF VICTIM/WITNESS ASST	JUSTICE DEPARTMENT	\$59,455	FF		1	2	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$59,570	\$115
ASSISTANT SUPERINTENDENT	N.H. HOSPITAL	\$64,036	FF		3	4	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$66,580	\$2,544
ASST. DIR AUDIT DIVISION	REVENUE ADMINISTRATION	\$64,036	FF		3	4	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$66,580	\$2,544
DIR OF DOCUMENT PROCESSING	REVENUE ADMINISTRATION	\$64,036	FF		3	4	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$66,580	\$2,544
DIVISION DIRECTOR	DEPARTMENT OF H&HS	\$81,192	FF		5	5	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080		
MANAGER	ADMINISTRATIVE SERVICES	\$58,552	FF		1	2	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$59,570	\$1,018
STATE VETERINARIAN	AGRICULTURE	\$59,455	FF		1	2	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$59,570	\$115
DIR OF APPLICATIONS & DEVELOP	DEPARTMENT OF H&HS	\$67,473	FF		4	5	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$70,080	\$2,607

**State of New Hampshire**  
**Impact Analysis of Moving Incumbents to the Next Step in Their Range**

Position	Agency	Current Salary	Content Grade	Pay Grade	Curr. Step	Prop Step	Min.	Step 1	Step 2	Step 3	Step 4	Max.	Next Step Value	\$ Inc. to Reach Next Step
DIRECTOR OF ADMINISTRATION	DEPARTMENT OF H&HS	\$76,603	FF		5	5	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080		
DIRECTOR OF MMIS MANAGEMENT	DEPARTMENT OF H&HS	\$78,910	FF		5	5	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080		
DIRECTOR, SPECIAL PROJECTS	DEPARTMENT OF H&HS	\$76,603	FF		5	5	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080		
LEGISLATIVE DIRECTOR	DEPARTMENT OF H&HS	\$59,455	FF		1	2	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$59,570	\$115
COUNSEL	DEPT EMPLOYMENT SECURITY	\$59,455	FF		1	2	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$59,570	\$115
COUNSEL	DEPT EMPLOYMENT SECURITY	\$59,455	FF		1	2	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$59,570	\$115
COUNSEL	DEPT EMPLOYMENT SECURITY	\$59,455	FF		1	2	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$59,570	\$115
HEALTH CARE POLICY ANALYST	INSURANCE DEPARTMENT	\$67,473	FF		4	5	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$70,080	\$2,607
FORENSIC TOXICOLOGIST	OFFICE OF HEALTH MANAGEMENT	\$64,036	FF		3	4	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$66,580	\$2,544
MOLECULAR BIOLOGIST	OFFICE OF HEALTH MANAGEMENT	\$61,295	FF		2	3	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$63,070	\$1,775
CONSUMER ADVOCATE	PUBLIC UTILITIES COMMISSION	\$64,036	FF		3	4	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$66,580	\$2,544
REVENUE COUNCIL	REVENUE ADMINISTRATION	\$51,226	FF		-1	0	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$52,560	\$1,334
SUPERINTENDENT	HOME FOR ELDERLY	\$59,455	FF		1	2	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$59,570	\$115
DIR SYS OPS-BRIDGES APP MGMT	DEPARTMENT OF H&HS	\$64,036	FF		3	4	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$66,580	\$2,544
ASST DIR POLICY AND ADMIN	DIV OF JUVENILE JUSTICE	\$66,314	FF		3	4	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$66,580	\$266
DIR MEDICAID MGMT INFORMATION SY	DEPARTMENT OF H&HS	\$52,560	FF				\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080		
DIRECTOR OF E.M.S.	DEPARTMENT OF SAFETY	\$53,067	FF		0	1	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$56,060	\$2,993
ADM FINANCIAL SUPPORT SERVICES	DEPARTMENT OF H&HS	\$67,473	FF		4	5	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$70,080	\$2,607
SENIOR FINANCIAL MANAGER	DEPARTMENT OF H&HS	\$67,473	FF		4	5	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$70,080	\$2,607
SYSTEM SPECIALIST AND ASST	DEPARTMENT OF H&HS	\$52,144	FF		-1	0	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$52,560	\$416
MANAGING ANALYST	DEPARTMENT OF H&HS	\$67,473	FF		4	5	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$70,080	\$2,607
DIRECTOR KNOWLEDGE MANAGEMENT	DEPARTMENT OF H&HS	\$61,295	FF		2	3	\$52,560	\$56,060	\$59,570	\$63,070	\$66,580	\$70,080	\$63,070	\$1,775
MVS SYSTEMS PROGRAMMER	DEPARTMENT OF H&HS	\$73,172	EE		4	5	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$75,740	\$2,568
NETWORK SPECIALIST	DEPARTMENT OF H&HS	\$69,743	EE		3	4	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740	\$71,950	\$2,207
DIR OF FINANCE & SUPPORT OPERA	N.H. HOSPITAL	\$59,455	EE		3	4	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$62,200	\$2,745
OMBUDSMAN	DEPARTMENT OF H&HS	\$64,036	EE		4	5	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$65,470	\$1,434
BUSINESS & INDUSTRY COORD	TRANSITIONAL ASSISTANCE	\$59,455	EE		3	4	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$62,200	\$2,745
ADM OF CHILDRENS M H SERVICES	DIV. BEHAVIORAL HEALTH	\$59,455	EE		3	4	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$62,200	\$2,745
DIRECTOR OF PROGRAM OPERATIONS	DIV. ELDERLY & ADULT SVCS	\$46,658	EE		-1	0	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$49,100	\$2,442
CHIEF OF FIELD AUDIT	REVENUE ADMINISTRATION	\$59,455	EE		3	4	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$62,200	\$2,745
DIR INSTITUTIONAL SVCS	DIV OF JUVENILE JUSTICE	\$56,712	EE		2	3	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$58,920	\$2,208
DFA ADMIN. OF FINANCE	DEPARTMENT OF H&HS	\$65,470	EE				\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470		
COORDINATOR	HIGHWAY SAFETY	\$54,887	EE		1	2	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$55,650	\$763
ASSISTANT COMMISSIONER	INSURANCE DEPARTMENT	\$67,473	EE		5	5	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470		
COUNSEL	INSURANCE DEPARTMENT	\$59,455	EE		3	4	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470		\$2,745
COMMUNITY INTERGRATION ADMIN	N.H. HOSPITAL	\$59,455	EE		3	4	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$62,200	\$2,745
EXECUTIVE DIRECTOR	POSTSECONDARY EDUC COMM	\$54,887	EE		1	2	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$55,650	\$763
AUDIT TEAM LEADERS	REVENUE ADMINISTRATION	\$59,455	EE		3	4	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$62,200	\$2,745
STATE ARCHIVIST	SECRETARY OF STATE	\$59,455	EE		3	4	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$62,200	\$2,745
ADMIN, FACILITIES & SECUR OPER	DEPARTMENT OF H&HS	\$58,552	EE		2	3	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$58,920	\$368
DIRECTOR	DEPARTMENT OF H&HS	\$49,100	EE				\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470		
TECHNICAL SPECIALIST	DEPARTMENT OF H&HS	\$64,036	EE		4	5	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$65,470	\$1,434
PROGRAM SPECIALIST	OFFICE OF HEALTH MANAGEMENT	\$49,100	EE				\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470		
MGR OF ADMINISTRATIVE HEARINGS	DEPARTMENT OF H&HS	\$59,455	EE		3	4	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$62,200	\$2,745
ADMIN, BUR OF COMM SERVICES	DIV. ELDERLY & ADULT SVCS	\$54,887	EE		1	2	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$55,650	\$763
EXECUTIVE DIRECTOR	EXECUTIVE	\$54,887	EE		1	2	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$55,650	\$763
MGR LICENSING & REGULATORY SVS	DEPARTMENT OF H&HS	\$58,442	EE		2	3	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$58,920	\$479
SR SYS ANALYST, DCYF	DEPARTMENT OF H&HS		EE				\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470		
SENIOR FINANCIAL ANALYST	DEPARTMENT OF H&HS	\$64,036	EE		4	5	\$49,100	\$52,380	\$55,650	\$58,920	\$62,200	\$65,470	\$65,470	\$1,434
SR SYS ANALYST, DJJS	DEPARTMENT OF H&HS	\$49,401	EE		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$3,079

**State of New Hampshire**  
**Impact Analysis of Moving Incumbents to the Next Step in Their Range**

Position	Agency	Current Salary	Content Grade	Pay Grade	Curr. Step	Prop Step	Min.	Step 1	Step 2	Step 3	Step 4	Max.	Next Step Value	\$ Inc. to Reach Next Step
DATA BASE ADMINISTRATOR	DEPARTMENT OF H&HS	\$76,603	DD		5	5	\$56,810	\$60,590	\$64,380	\$68,170	\$71,950	\$75,740		
HEAD START COORDINATOR	CHILDREN AND YOUTH	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
MOUNTAIN MANAGER	RESOURCES & ECON DEVEL	\$45,735	DD		-1	0	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$46,310	\$575
DIRECTOR	AGRICULTURE	\$50,321	DD		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$2,159
CHIEF COUNSEL JUSTICE INVEST	JUSTICE DEPARTMENT	\$45,735	DD		-1	0	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$46,310	\$575
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	\$52,144	DD		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$336
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	\$49,401	DD		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$3,079
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	\$46,658	DD		0	1	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$49,390	\$2,732
FIELD AUDIT LEADER	REVENUE ADMINISTRATION	\$43,915	DD		-1	0	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$46,310	\$2,395
MANAGER	REVENUE ADMINISTRATION	\$52,144	DD		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$336
LEGAL SERVICES DIRECTOR	DEPARTMENT OF H&HS	\$41,172	DD				\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740		
MANAGING ANALYST	DEPARTMENT OF H&HS	\$51,226	DD		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$1,254
SYSTEM SPECIALIST	DEPARTMENT OF H&HS	\$54,893	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$678
HEALTH CARE STATISTICIAN	INSURANCE DEPARTMENT	\$36,578	DD				\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740		
EDUC & TRAINING OFFICER	ADMINISTRATIVE SERVICES	\$50,321	DD		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$2,159
BOARD MEMBER	BOARD OF TAX & LAND APPEALS	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
BOARD MEMBER	BOARD OF TAX & LAND APPEALS	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
BOARD MEMBER	BOARD OF TAX & LAND APPEALS	\$43,915	DD		-1	0	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$46,310	\$2,395
CHAIRMAN	BOARD OF TAX & LAND APPEALS	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
SERVICE SPECIALIST	CHILDREN AND YOUTH	\$50,321	DD		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$2,159
SENIOR HEALTH POLICY ANALYST	DEPARTMENT OF H&HS	\$59,455	DD		4	5	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$61,740	\$2,285
SYSTEM SPECIALIST	DEPARTMENT OF H&HS	\$49,401	DD		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$3,079
SYSTEM SPECIALIST	DEPARTMENT OF H&HS	\$43,915	DD		-1	0	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$46,310	\$2,395
DIRECTOR	DEPT. OF CULTURAL AFFAIRS	\$50,321	DD		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$2,159
EXECUTIVE DIRECTOR	DEPT. OF CULTURAL AFFAIRS	\$50,321	DD		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$2,159
DEV SERV BEHAVIORAL SPECIALIST	DIV OF DEVELOPMENTAL SERVICES	\$49,401	DD		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$3,079
INFECTION CONTROL PRACTITIONER	N.H. HOSPITAL	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
UNIT ADMINISTRATOR	N.H. HOSPITAL	\$54,887	DD		2	3	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$55,570	\$683
DIRECTOR OF MARKETING	RESOURCES & ECON DEVEL	\$45,735	DD		-1	0	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$46,310	\$575
ASST SECRETARY OF STATE	SECRETARY OF STATE	\$60,724	DD		4	5	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$61,740	\$1,016
ASST SECRETARY OF STATE	SECRETARY OF STATE	\$50,321	DD		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$2,159
ASSISTANT TREASURER	STATE TREASURY	\$50,321	DD		1	2	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$52,480	\$2,159
ASSISTANT TREASURER	STATE TREASURY	\$44,822	DD		-1	0	\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740	\$46,310	\$1,488
MANAGER OF COMMUNITY PROGRAMS	DIV JUVEMILE JUSTICE	\$54,886	DD				\$46,310	\$49,390	\$52,480	\$55,570	\$58,650	\$61,740		
SYSTEM ANALYST	DEPARTMENT OF H&HS	\$36,578	DD				\$43,940	\$46,870	\$49,800	\$52,730	\$55,660	\$58,590		
SYS ANALYST, DJJS	CHILDREN AND YOUTH		DD											
MULTI STATE TAX AUDITOR	REVENUE ADMINISTRATION	\$50,321	CC		2	3	\$43,940	\$46,870	\$49,800	\$52,730	\$55,660	\$58,590	\$52,730	\$2,409
EXECUTIVE DIRECTOR	REAL ESTATE COMMISSION	\$35,684	CC		-1	0	\$43,940	\$46,870	\$49,800	\$52,730	\$55,660	\$58,590	\$43,940	\$8,256
LONG TERM CARE POLICY ANALYST	DIV. ELDERLY & ADULT SVCS	\$50,321	CC		2	3	\$43,940	\$46,870	\$49,800	\$52,730	\$55,660	\$58,590	\$52,730	\$2,409
DIRECTOR	VETERANS COUNCIL	\$41,168	CC		-1	0	\$43,940	\$46,870	\$49,800	\$52,730	\$55,660	\$58,590	\$43,940	\$2,772
PUBLIC INFORMATION OFFICER	DEPARTMENT OF H&HS	\$39,301	BB		-1	0	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930	\$41,950	\$7,185

**State of New Hampshire  
Impact Analysis of Moving Incumbents to the Next Step in Their Range**

Position	Agency	Current Salary	Content Grade	Pay Grade	Curr. Step	Prop Step	Min.	Step 1	Step 2	Step 3	Step 4	Max.	Next Step Value	\$ Inc. to Reach Next Step
CONSUMER PROTECTION INV	JUSTICE DEPARTMENT	\$45,735	BB		1	2	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930	\$47,540	\$1,805
CONSUMER PROTECTION INV	JUSTICE DEPARTMENT	\$45,735	BB		1	2	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930	\$47,540	\$1,805
CONSUMER PROTECTION INV	JUSTICE DEPARTMENT	\$45,735	BB		1	2	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930	\$47,540	\$1,805
CRIMINAL JUSTICE INVEST	JUSTICE DEPARTMENT	\$45,735	BB		1	2	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930	\$47,540	\$1,805
CRIMINAL JUSTICE INVEST	JUSTICE DEPARTMENT	\$45,735	BB		1	2	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930	\$47,540	\$1,805
CRIMINAL JUSTICE INVEST	JUSTICE DEPARTMENT	\$45,735	BB		1	2	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930	\$47,540	\$1,805
CRIMINAL JUSTICE INVEST	JUSTICE DEPARTMENT	\$45,735	BB		1	2	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930	\$47,540	\$1,805
CRIMINAL JUSTICE INVEST	JUSTICE DEPARTMENT	\$45,735	BB		1	2	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930	\$47,540	\$1,805
CRIMINAL JUSTICE INVEST	JUSTICE DEPARTMENT	\$37,507	BB		-1	0	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930	\$41,950	\$4,443
HEALTH PLANNING ANALYST	DEPARTMENT OF H&HS	\$39,432	BB		-1	0	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930	\$41,950	\$2,518
SERVICE SPECIALIST	DEPARTMENT OF H&HS	\$38,798	BB		-1	0	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930	\$41,950	\$5,372
SERVICE SPECIALIST	DEPARTMENT OF H&HS	\$38,798	BB		-1	0	\$41,950	\$44,740	\$47,540	\$50,340	\$53,130	\$55,930	\$41,950	\$5,372
EXEC ASST TO PAROLE BOARD	CORRECTIONS DEPARTMENT	\$45,735	AA		2	3	\$40,310	\$43,000	\$45,690	\$48,380	\$51,060	\$53,750	\$48,380	\$2,645
EXECUTIVE ASSISTANT	DEPARTMENT OF H&HS	\$50,321	AA		3	4	\$40,310	\$43,000	\$45,690	\$48,380	\$51,060	\$53,750	\$51,060	\$739
EXECUTIVE ASSISTANT, G&C	EXECUTIVE	\$41,168	AA		0	1	\$40,310	\$43,000	\$45,690	\$48,380	\$51,060	\$53,750	\$43,000	\$1,832
		\$16,137,639					<b>Total Payroll</b>						<b>Total Increase % of Payroll</b>	
														<b>\$554,664 3%</b>

**APPENDIX E**

<b>State of New Hampshire Attorney Market Anchor</b>					
Position	Agency	Current Salary	Market Anchor	Proposed Salary	\$ Change to Proposed
ATTORNEY	JUSTICE DEPARTMENT	\$52,845	\$46,000	\$53,923	\$1,078
ATTORNEY	JUSTICE DEPARTMENT	\$42,159	\$46,000	\$43,080	\$921
ATTORNEY	JUSTICE DEPARTMENT	\$42,159	\$46,000	\$44,080	\$1,921
ATTORNEY	JUSTICE DEPARTMENT	\$42,159	\$46,000	\$43,080	\$921
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$59,454	\$63,000	\$60,727	\$1,273
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$56,712	\$63,000	\$57,856	\$1,144
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$59,454	\$63,000	\$61,227	\$1,773
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$59,454	\$63,000	\$61,227	\$1,773
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$59,454	\$63,000	\$60,727	\$1,273
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$53,969	\$63,000	\$56,985	\$3,016
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$51,226	\$63,000	\$54,113	\$2,887
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$55,263	\$63,000	\$56,632	\$1,369
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$48,483	\$63,000	\$49,742	\$1,259
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$59,454	\$63,000	\$61,227	\$1,773
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$59,454	\$63,000	\$61,227	\$1,773
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$51,226	\$63,000	\$54,113	\$2,887
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$51,226	\$63,000	\$54,113	\$2,887
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$59,454	\$63,000	\$61,227	\$1,773
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$56,712	\$63,000	\$58,356	\$1,644
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$53,969	\$63,000	\$55,485	\$1,516
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$59,454	\$63,000	\$60,727	\$1,273
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$56,712	\$63,000	\$59,856	\$3,144
ASSISTANT ATTORNEY GENERAL	JUSTICE DEPARTMENT	\$59,464	\$63,000	\$61,232	\$1,768
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$67,473	\$78,000	\$70,737	\$3,264
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$61,527	\$78,000	\$69,764	\$8,237
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$61,527	\$78,000	\$66,764	\$5,237
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$67,473	\$78,000	\$69,237	\$1,764
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$55,583	\$78,000	\$65,292	\$9,709
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$67,473	\$78,000	\$72,737	\$5,264
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$64,499	\$78,000	\$68,750	\$4,251
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$64,499	\$78,000	\$69,250	\$4,751
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$67,473	\$78,000	\$69,237	\$1,764
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$67,473	\$78,000	\$72,737	\$5,264
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$55,583	\$78,000	\$63,292	\$7,709
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$67,473	\$78,000	\$70,737	\$3,264
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$67,473	\$78,000	\$72,737	\$5,264

APPENDIX E

State of New Hampshire Attorney Market Anchor					
Position	Agency	Current Salary	Market Anchor	Proposed Salary	\$ Change to Proposed
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$67,473	\$78,000	\$72,737	\$5,264
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$64,499	\$78,000	\$67,750	\$3,251
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$67,473	\$78,000	\$70,737	\$3,264
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$64,499	\$78,000	\$71,250	\$6,751
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$67,473	\$78,000	\$72,737	\$5,264
SENIOR ASSISTANT AG	JUSTICE DEPARTMENT	\$64,498	\$78,000	\$67,249	\$2,751
ASSOCIATE AG	JUSTICE DEPARTMENT	\$76,603	\$86,000	\$82,802	\$6,199
ASSOCIATE AG	JUSTICE DEPARTMENT	\$73,172	\$86,000	\$77,586	\$4,414
ASSOCIATE AG	JUSTICE DEPARTMENT	\$76,603	\$86,000	\$82,802	\$6,199
		<b>\$2,707,738</b>			<b>\$150,131</b>