



FY 2026-2027
Senate Finance
Committee
April 21, 2025



State of New Hampshire Department of Corrections

Mission Statement

We reduce recidivism by providing safe, secure, humane supervision and evidence-based rehabilitation to enhance public safety in New Hampshire.



The New Hampshire Department of Corrections was created by statute in July 1983.

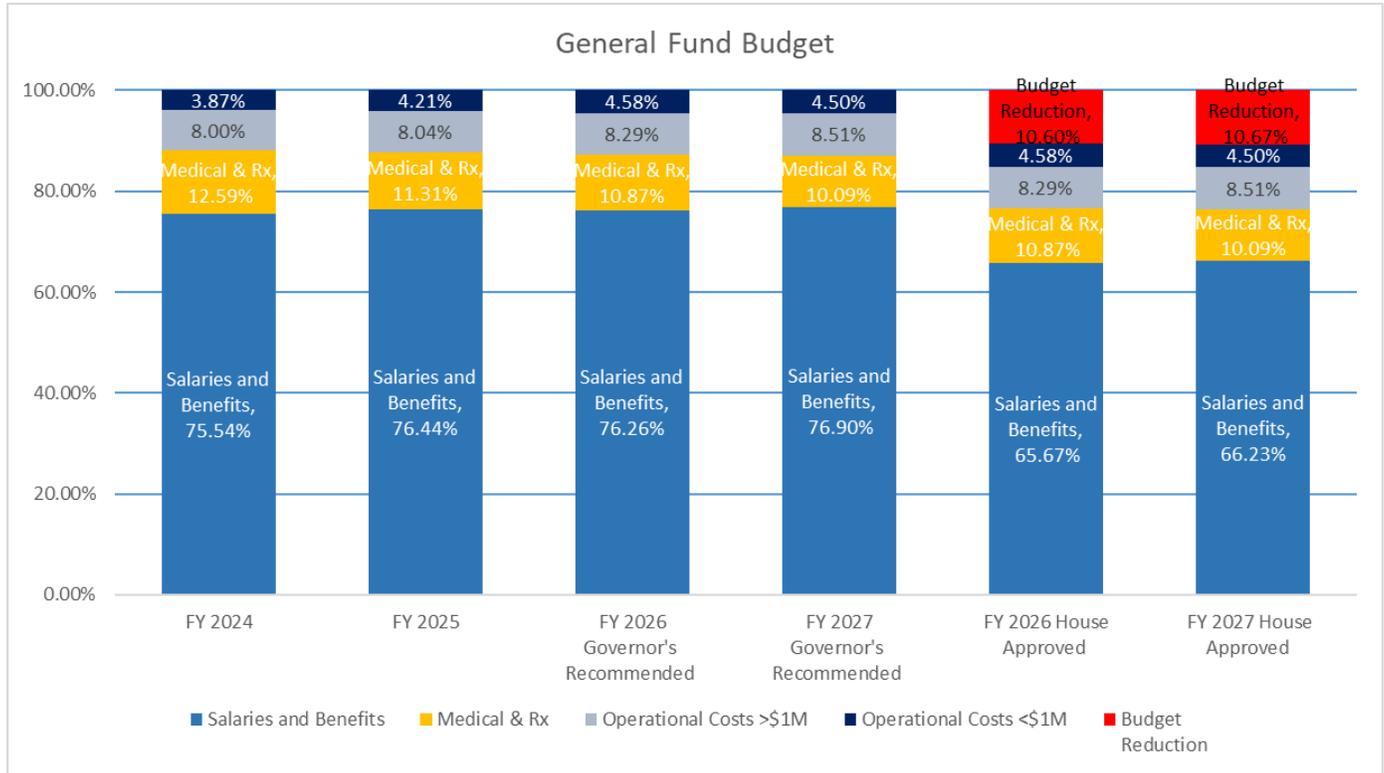
RSA Section 21-H:3 The Department of Corrections, through its officials, shall be responsible for:

- Providing for, maintaining and administering such state correctional facilities and programs as may be required for the custody, safekeeping, control, correctional treatment and rehabilitation of inmates;
- Supervising persons placed on probation and persons released on parole and administering probation and parole services;
- Acting in an advisory capacity in assisting law enforcement agencies and communities in the prevention of crime and delinquency; and
- Ensuring that victims of crime are treated in a manner consistent with RSA 21-M:8-k.



State of New Hampshire Department of Corrections

FY 2026 -2027 House Approved



| Major Expense Classes General Funds (excluding Parole Board) | FY 2024 Actual | FY 2025 Adj Auth | FY 2026 House Proposed | FY 2027 House Proposed |
|--|--------------------|---------------------|------------------------------|------------------------------|
| Salary & Benefits | 102,954,241 | 122,979,096 | 104,899,717 | 108,564,821 |
| Overtime | 25,239,082 | 7,408,421 | 2,654,360 | 2,754,579 |
| Total Personnel Services | 128,193,323 | 130,387,517 | 107,554,077 | 111,319,400 |

| | | | | |
|-------------------------------|-------------------|-------------------|-------------------|-------------------|
| Prescription Drugs | 6,755,397 | 3,501,736 | 3,501,736 | 3,501,736 |
| Medical Payments to Providers | 14,610,103 | 15,789,647 | 14,301,084 | 13,457,103 |
| Total Medical/RX | 21,365,500 | 19,291,383 | 17,802,820 | 16,958,839 |

| | | | | |
|--|-------------------|-------------------|-------------------|-------------------|
| Heat, Electricity & Water | 4,433,700 | 4,432,461 | 4,523,233 | 4,689,272 |
| OIT Expense | 4,635,009 | 4,840,655 | 4,528,289 | 5,030,276 |
| Food Institutions | 2,851,190 | 2,871,328 | 2,941,916 | 3,000,754 |
| Current Expense | 1,658,026 | 1,573,823 | 1,578,166 | 1,578,166 |
| Total Operational Costs > \$1M | 13,577,925 | 13,718,267 | 13,571,604 | 14,298,468 |

| | | | | |
|--|------------------|------------------|------------------|------------------|
| Total Operational Costs < \$1M | 6,564,631 | 7,175,486 | 7,502,985 | 7,561,591 |
|--|------------------|------------------|------------------|------------------|

| | | | | |
|----------------------------|--------------------|--------------------|--------------------|--------------------|
| Total General Funds | 169,701,379 | 170,572,653 | 146,431,486 | 150,138,297 |
|----------------------------|--------------------|--------------------|--------------------|--------------------|



State of New Hampshire Department of Corrections

| CLA | DESCRIPTION | FY 2024 Actual | FY 2025 Adj Auth | FY 2026 House Proposed | FY 2027 House Proposed |
|--|---------------------------------|--------------------|---------------------|------------------------------|------------------------------|
| 010 | Personnel Services-Permanent | 53,968,331 | 68,737,626 | 58,339,627 | 59,976,180 |
| 011 | Personnel Services-Unclassified | 2,264,010 | 2,437,561 | 2,173,520 | 2,177,520 |
| 018 | Overtime | 25,239,082 | 7,408,421 | 2,654,360 | 2,754,579 |
| 019 | Holiday Pay | 1,380,209 | 1,270,419 | 1,484,389 | 1,528,869 |
| 050 | Personal Services-Temporary | 2,809,902 | 2,038,800 | 3,662,857 | 3,662,857 |
| 060 | Benefits | 42,531,789 | 48,494,690 | 39,239,324 | 41,219,395 |
| Total Personnel Services ≈ 73.80% | | 128,193,323 | 130,387,517 | 107,554,077 | 111,319,400 |

| | | | | | |
|----------------------------------|-------------------------------|-------------------|-------------------|-------------------|-------------------|
| 100 | Prescription Drugs | 6,755,397 | 3,501,736 | 3,501,736 | 3,501,736 |
| 101 | Medical Payments to Providers | 14,610,103 | 15,789,647 | 14,301,084 | 13,457,103 |
| Total Medical/RX ≈ 11.72% | | 21,365,500 | 19,291,383 | 17,802,820 | 16,958,839 |

| | | | | | |
|--|---------------------------|-------------------|-------------------|-------------------|-------------------|
| 023 | Heat, Electricity & Water | 4,433,700 | 4,432,461 | 4,523,233 | 4,689,272 |
| 027 | OIT Expense | 4,635,009 | 4,840,655 | 4,528,289 | 5,030,276 |
| 021 | Food Institutions | 2,851,190 | 2,871,328 | 2,941,916 | 3,000,754 |
| 020 | Current Expense | 1,658,026 | 1,573,823 | 1,578,166 | 1,578,166 |
| Total Operations Expense > \$1M ≈ 9.4% | | 13,577,925 | 13,718,267 | 13,571,604 | 14,298,468 |

| | | | | | |
|---|----------------------------------|------------------|------------------|------------------|------------------|
| 022 | Rents & Leases Other than State | 589,047 | 631,210 | 778,396 | 783,967 |
| 024 | Maint, Other than Bldg/Grounds | 115,074 | 156,715 | 237,493 | 242,179 |
| 026 | Organizational Dues | 5,555 | 5,955 | 6,055 | 6,055 |
| 028 | Transfers to General Services | 336,916 | 676,310 | 355,442 | 353,021 |
| 030 | Equipment | 762,920 | 890,744 | 907,931 | 905,924 |
| 037 | Technology-Hardware | 7,930 | | | |
| 038 | Technology-Software | 132,332 | | | |
| 039 | Telecommunications | 519,330 | 521,239 | 561,015 | 561,015 |
| 047 | Own Forces Maint-Bldg/Grounds | 333,828 | 300,000 | 350,000 | 350,000 |
| 048 | Contract Maint-Bldg/Grounds | 634,123 | 539,600 | 913,480 | 913,480 |
| 049 | Transfer to Other State Agencies | 37,147 | 39,333 | 39,733 | 39,733 |
| 057 | Books Periodicals Subscript | 7,612 | 27,731 | 29,965 | 29,965 |
| 061 | Unemployment Comp | 2,406 | 10,833 | 10,833 | 10,833 |
| 062 | Workers' Comp | 869,794 | 977,358 | 680,777 | 727,568 |
| 066 | Employee Training | 149,624 | 200,000 | 222,558 | 222,558 |
| 068 | Remuneration | 856,752 | 965,185 | 943,822 | 943,821 |
| 070 | In-State Travel | 421,955 | 388,274 | 418,928 | 418,928 |
| 080 | Out-of-State Travel | 44,472 | 30,322 | 26,200 | 26,200 |
| 089 | Transfer to DAS Maintenance Fund | 24,258 | 24,258 | 20,539 | 20,539 |
| 102 | Contracts - Program Services | 161,058 | 594,958 | 331,090 | 334,045 |
| 103 | Contracts - Operational Services | 469,116 | 167,143 | 634,374 | 634,374 |
| 211 | Catastrophic Casualty Ins | 21,189 | 23,318 | 27,854 | 30,886 |
| 230 | Interpreter Service | 4,911 | 5,000 | 6,500 | 6,500 |
| 242 | Transportation of Inmates | 57,282 | - | - | - |
| Total Operations Expense < \$1M ≈ 5.08% | | 6,564,631 | 7,175,486 | 7,502,985 | 7,561,591 |

| | | | | | |
|------------------------------------|-------------|--------------------|--------------------|--------------------|--------------------|
| Total General Funds Request | 100% | 169,701,379 | 170,572,653 | 146,431,486 | 150,138,297 |
|------------------------------------|-------------|--------------------|--------------------|--------------------|--------------------|



State of New Hampshire Department of Corrections

| CLA | DESCRIPTION | FY 2026 Governor's Recommended | FY 2026 House Difference | FY 2026 House Proposed | FY 2027 Governor's Recommended | FY 2027 House Difference | FY 2027 House Proposed |
|---|---|--------------------------------------|--------------------------------|------------------------------|--------------------------------------|--------------------------------|------------------------------|
| 010 | Personnel Services-Permanent | 71,174,602 | (12,834,975) | 58,339,627 | 73,165,073 | (13,188,893) | 59,976,180 |
| 011 | Personnel Services-Unclassified | 2,323,180 | (149,660) | 2,173,520 | 2,332,220 | (154,700) | 2,177,520 |
| 018 | Overtime | 2,100 | 2,652,260 | 2,654,360 | 2,100 | 2,752,479 | 2,754,579 |
| 019 | Holiday Pay | 1,484,389 | - | 1,484,389 | 1,528,869 | - | 1,528,869 |
| 050 | Personal Services-Temporary | 3,662,857 | - | 3,662,857 | 3,662,857 | - | 3,662,857 |
| 060 | Benefits | 46,265,726 | (7,026,402) | 39,239,324 | 48,570,751 | (7,351,356) | 41,219,395 |
| | Total Personnel Services ≈ 73.80% | 124,912,854 | (17,358,777) | 107,554,077 | 129,261,870 | (17,942,470) | 111,319,400 |
| - | | | | | | | |
| 100 | Prescription Drugs | 3,501,736 | - | 3,501,736 | 3,501,736 | - | 3,501,736 |
| 101 | Medical Payments to Providers | 14,301,084 | - | 14,301,084 | 13,457,103 | - | 13,457,103 |
| | Total Medical/RX ≈ 11.72% | 17,802,820 | - | 17,802,820 | 16,958,839 | - | 16,958,839 |
| - | | | | | | | |
| 023 | Heat, Electricity & Water | 4,523,233 | - | 4,523,233 | 4,689,272 | - | 4,689,272 |
| 027 | OIT Expense | 4,528,289 | - | 4,528,289 | 5,030,276 | - | 5,030,276 |
| 021 | Food Institutions | 2,941,916 | - | 2,941,916 | 3,000,754 | - | 3,000,754 |
| 020 | Current Expense | 1,578,166 | - | 1,578,166 | 1,578,166 | - | 1,578,166 |
| | Total Operations Expense > \$1M ≈ 9.4% | 13,571,604 | - | 13,571,604 | 14,298,468 | - | 14,298,468 |
| - | | | | | | | |
| 022 | Rents & Leases Other than State | 778,396 | - | 778,396 | 783,967 | - | 783,967 |
| 024 | Maint, Other than Bldg/Grounds | 237,493 | - | 237,493 | 242,179 | - | 242,179 |
| 026 | Organizational Dues | 6,055 | - | 6,055 | 6,055 | - | 6,055 |
| 028 | Transfers to General Services | 355,442 | - | 355,442 | 353,021 | - | 353,021 |
| 030 | Equipment | 907,931 | - | 907,931 | 905,924 | - | 905,924 |
| 037 | Technology-Hardware | | - | | | - | |
| 038 | Technology-Software | | - | | | - | |
| 039 | Telecommunications | 561,015 | - | 561,015 | 561,015 | - | 561,015 |
| 047 | Own Forces Maint-Bldg/Grounds | 350,000 | - | 350,000 | 350,000 | - | 350,000 |
| 048 | Contract Maint-Bldg/Grounds | 913,480 | - | 913,480 | 913,480 | - | 913,480 |
| 049 | Transfer to Other State Agencies | 39,733 | - | 39,733 | 39,733 | - | 39,733 |
| 057 | Books Periodicals Subscript | 29,965 | - | 29,965 | 29,965 | - | 29,965 |
| 061 | Unemployment Comp | 10,833 | - | 10,833 | 10,833 | - | 10,833 |
| 062 | Workers' Comp | 680,777 | - | 680,777 | 727,568 | - | 727,568 |
| 066 | Employee Training | 222,558 | - | 222,558 | 222,558 | - | 222,558 |
| 068 | Remuneration | 943,822 | - | 943,822 | 943,821 | - | 943,821 |
| 070 | In-State Travel | 418,928 | - | 418,928 | 418,928 | - | 418,928 |
| 080 | Out-of-State Travel | 26,200 | - | 26,200 | 26,200 | - | 26,200 |
| 089 | Transfer to DAS Maintenance Fund | 20,539 | - | 20,539 | 20,539 | - | 20,539 |
| 102 | Contracts - Program Services | 331,090 | - | 331,090 | 334,045 | - | 334,045 |
| 103 | Contracts - Operational Services | 634,374 | - | 634,374 | 634,374 | - | 634,374 |
| 211 | Catastrophic Casualty Ins | 27,854 | - | 27,854 | 30,886 | - | 30,886 |
| 230 | Interpreter Service | 6,500 | - | 6,500 | 6,500 | - | 6,500 |
| 242 | Transportation of Inmates | - | - | - | - | - | - |
| | Total Operations Expense < \$1M ≈ 5.08% | 7,502,985 | - | 7,502,985 | 7,561,591 | - | 7,561,591 |
| - | | | | | | | |
| Total General Funds Request 100% | | 163,790,263 | (17,358,777) | 146,431,486 | 168,080,767 | (17,942,470) | 150,138,297 |



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The FY 2026-2027 House Approved budget reduces the Governor's Recommended general fund appropriation by

FY 2026 (\$17,358,777)

FY 2027 (\$17,942,470)

These reductions were accomplished by abolishing 149 positions. An additional 41 sworn law enforcement positions were abolished and the associated funding redirected to cover overtime costs. Of the 149 positions, 16 are sworn law enforcement and 133 are civilian, a total of 98 of these positions are filled as of 4/4/25. These reductions include, but are not limited to, recruitment/retention uniform staff, public relations staff, training staff, finance staff, human resources staff, programming staff, logistics staff, investigators, medical staff, collections staff, administrative support staff, classification staff, and client records staff. Details of positions and financial impact of each are included later in this packet.

The Department's civilian staff are an essential part of the Department's workforce. In addition to their assigned job duties, civilian staff voluntarily take on overtime shifts that would otherwise fall to our corrections officers. With a current vacancy rate of 41% (down from a high of 54%) amongst the Department's entry-level corrections officers, we are currently relying on our law enforcement staff to work mandatory overtime shifts, and our civilian staff are assisting with alleviating some of this burden for them, helping to reduce burnout and improve work-life balance.

The proposed abolishment of many civilian positions will shift their responsibilities to our corrections officers, which will only increase the Department's reliance on overtime. For example, kitchen operations will still require the same staffing levels – without civilian personnel to fill these roles, security staff will be required to fulfill those roles. Similarly, abolishing Client Records and Classification positions means that our law enforcement staff will need to assume those duties, again driving up overtime demands. Reductions in maintenance staff, who as part of their responsibilities are maintaining the crumbling infrastructure at the NH State Prison for Men, will necessitate hiring outside contractors, who must be escorted by security during all on-site work, once again, increasing the overtime burden on the Department's already overworked law enforcement staff.

Population and Staffing Correlation

The justification House Finance I provided for the proposed 190 abolished positions within the Department of Corrections (DOC) is that, ten years ago, DOC housed 800 more inmates with 150 fewer staff. However, this comparison lacks important context. In the FY 2014-2015 biennium, DOC had 65 authorized but unfunded positions, including 44 law enforcement staff. In FY 2016-2017, 35 of those positions were funded. The FY 2018-2019 budget



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authorized an additional 80 positions with staggered funding (with 17 being unfunded for the entire biennium and 30 of the positions from FY 2016-2017 remaining unfunded).

That same year, the Department opened the NH Correctional Facility for Women, expanding from a 33,000 square-foot building to a 101,000 square-foot facility. Of the 80 positions added, 75 of them were allocated to support this new facility, and many in response to legal actions addressing the lack of parity between male and female inmates.

| DOC | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | Governor's Rec | | House Approved | |
|----------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|---------|----------------|---------|
| | | | | | | | | | | | | | FY 2026 | FY 2027 | FY 2026 | FY 2027 |
| Classified Funded | 811 | 811 | 846 | 846 | 880 | 911 | 960 | 960 | 953 | 953 | 956 | 956 | 955 | 955 | 766 | 766 |
| Unclassified | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 17 | 17 | 17 | 17 | 16 | 16 |
| Total Funded | 822 | 822 | 857 | 857 | 891 | 922 | 971 | 971 | 964 | 964 | 973 | 973 | 972 | 972 | 782 | 782 |
| Classified Unfunded | 65 | 65 | 30 | 30 | 70 | 47 | - | - | 6 | 6 | - | - | 1 | 1 | 1 | 1 |
| Total Authorized DOC | 887 | 887 | 887 | 887 | 961 | 969 | 971 | 971 | 970 | 970 | 973 | 973 | 973 | 973 | 783 | 783 |
| Inmate Census July 1 | 2,643 | 2,755 | 2,710 | 2,602 | 2,576 | 2,571 | 2,502 | 2,256 | 2,000 | 1,901 | 1,902 | 1,960 | | | | |

Position counts are not dependent on the population count. For example:

- One Laundry Manager supervises inmate workers that do the laundry for the facility, ensures enough supplies are on hand at the facility and maintains the machines,
- Warehouse staff processes orders and deliveries for the facility,
- Maintenance staff maintain and repair the same sized facility regardless of the population, while the facility ages and continues to have an increasing number of issues.
- The same number of kitchen staff is needed to supervise the inmate work crews in the kitchen and provide instruction to comply with food safety protocols and cleanliness, ensure the proper amount of food is prepared for each meal, and ensure a sufficient amount of stock is maintained inside the facility
- Admissions and releases still occur that Classification and Client Records team process.
- Collections staff collects restitution for individuals in the community
- Finance staff provide analysis, process invoices and orders for the entire Department
- Human Resources and training staff provide resources to staff.
- Administrative support staff at District Offices.
- Health Services still needs to operate 24/7 at all facilities.
- When the population was at 2,700 the facilities were overcrowded, a gym was converted to a dorm, and housing units were double bunked



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Many of the positions being abolished are from our Division of Rehabilitative Services, including teachers and case managers, that help aid and foster successful rehabilitation. The Department has successfully lowered its rate of recidivism from 51.9% in 2009, to 40.2% in 2022, well below the national average. Investing in these positions that focus on reducing recidivism is fiscally advantageous, as it lowers the long-term costs of incarceration, supervision, and repeated court involvement. In addition to the fiscal benefits of reducing recidivism, achieving successful correctional outcomes greatly improves public safety – especially considering that 95% of individuals who are incarcerated will eventually be released back into the community.

In addition to the 149 abolished positions, 41 uniformed staff positions are also being abolished, with their funding redirected to overtime. Of these 41 positions, 2 are currently filled. The Department relies on a unique lateral process that allows staff to transfer laterally into vacant positions to accommodate different shifts or days off. Eliminating these vacancies poses a significant recruitment challenge, as it limits the Department's ability to post open positions and continue hiring while lateral movements are taking place fostering retention.

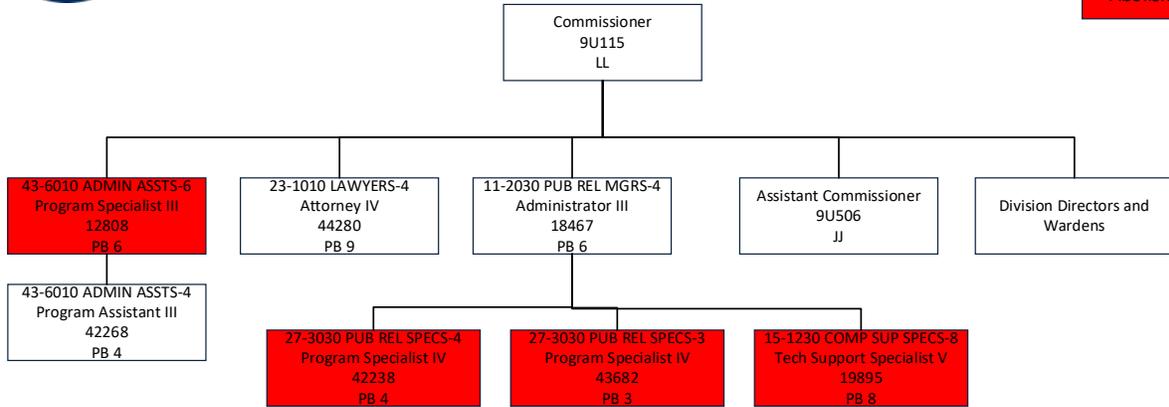


State of New Hampshire Department of Corrections



New Hampshire Department of Corrections Commissioner's Office

Abolished



7101 Commissioner's Office (page 600 of the compare report):

The mission of the Office of the Commissioner is to manage all operations of the department and administer and enforce the laws with which the Department of Corrections is charged under New Hampshire statutes.

The proposed abolished positions

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-------------------------------|--------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 7101 | 12808 | 43-6010 ADMIN ASSTS-6 | PROGRAM SPECIALIST III | Filled | 65,410 | 52,888 | 118,298 | 66,573 | 56,016 | 122,589 |
| 7101 | 19895 | 15-1230 COMPUTER SUPP SPECS-8 | TECHNICAL SUPPORT SPEC V | Filled | 87,831 | 57,536 | 145,367 | 91,629 | 61,210 | 152,839 |
| 7101 | 42238 | 27-3030 PUB RELATIONS SPECS-4 | PROGRAM SPECIALIST IV | Filled | 76,808 | 40,335 | 117,142 | 79,305 | 42,653 | 121,958 |
| 7101 | 43682 | 27-3030 PUB RELATIONS SPECS-3 | PROGRAM SPECIALIST II | Filled | 57,675 | 11,983 | 69,658 | 60,209 | 12,509 | 72,718 |
| Total | | | 4 Positions, 4 Filled | | 287,723 | 162,742 | 450,465 | 297,716 | 172,389 | 470,105 |
| Stated on House Report | | | | | (287,723) | (162,742) | (450,465) | (297,716) | (173,389) | (471,105) |
| House (over) under 7AX | | | | | (0) | 0 | 0 | (0) | (1,000) | (1,000) |

Tech Support Specialist V (Comp Sup Specs – 8): This position is the Department's Special Projects Administrator. The Special Projects Administrator manages, organizes, and evaluates data for the Department. Identifying trends and measuring outcomes is critical to the Department's ability to improve services, enhance public safety, and demonstrate accountability to stakeholders and the public. This position is additionally responsible for fulfilling the Department's obligation to produce an annual report, as required by state law. The annual report provides transparency, informs legislators and the public, and highlights the Department's operations, challenges, and achievements over the past year.



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Program Specialist IV (Pub Rel Specs – 4): This position is the Department’s Public Information Officer (PIO). The PIO serves as the primary conduit between the Department, the media, and other stakeholders. The PIO is responsible for writing and issuing press releases, handling the Department’s social media accounts, and responding to Right to Know requests.

Program Specialist IV (Pub Rel Specs-3): This position is the Department’s Community Liaison position. The role of this position is to provide a single, consistent point of contact for families and loved ones of inmates and SPU patients, and other members of the public. This position helps streamline communication across all divisions of the Department, ensuring that inquiries are addressed efficiently and accurately. Rather than pulling officers and facility staff away from their primary security and operational responsibilities, the Community Liaison manages these communications on their behalf.

Program Specialist III (Admin Assts-6): This position is the administrative assistant to the Commissioner. This position ensures the efficient and effective operation of the Commissioner’s office. This position manages complex scheduling, coordinates high-level communications, and prepares official documents and correspondence. This role is essential to maintaining organization and responsiveness at the highest level of the Department.



State of New Hampshire Department of Corrections

8338 Victims Service Coordinator (page 606 of compare report):

The Victim Services Unit (VSU) is devoted to supporting crime victims, survivors, witnesses and their families through the post-conviction process of the New Hampshire criminal justice system. VSU goals are to minimize further trauma to crime victims and their families through enhanced advocacy and responsiveness by department staff, support and encourage victim involvement in the post-conviction phase of the New Hampshire criminal justice system and integrate victim-sensitive principles and practices within the NHDOC families and district.

VSU consists of four full-time employees: one Administrator (25% general funds) who also serves as a Victim-Witness Specialist, one Victim Specialist, one PREA Advocate, and one Program Assistant (has been reclassified to a Victim Witness Specialist, 16% general funds).

The proposed abolished position:

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-----------------------|---------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 8338 | 42282 | 43-6010 ADMIN ASSTS-3 | PROGRAM ASSISTANT I | Vacant | 34,730 | 31,612 | 66,341 | 35,948 | 33,666 | 69,614 |
| Stated on House Report | | | | | (34,730) | (31,612) | (66,342) | (35,948) | (33,666) | (69,614) |
| House (over) under 7AX | | | | | (1) | (0) | (1) | 0 | (0) | (0) |

The abolished position provides victim-initiated Victim Offender Dialogue (VOD), a required part of receiving VOCA funds, to occur for interested parties, promoting Restorative Justice. The goal of VOD is to support restorative justice by facilitating dialogue between the victim/survivors and the offender. This dialogue allows the victim/survivor the opportunity to address/share the personal impacts of the crime. VOD is sought after to allow the victim/survivor to be empowered, hold the offender accountable, and express how the crime has directly and indirectly impacted them emotionally and physically. VOD also offers an opportunity for the offender to be genuinely remorseful, demonstrate accountability for the crime committed and to potentially provide answers and insight to the victim/survivor. Most VOD conversations are centered around the crime, the personal harms/impacts, the emotions involved and acknowledgment and acceptance and accountability of harm caused by the offenders acts and crime.

FY 2023 stats:

| | New Victim/Witness | Received VSU Services | Notifications Sent |
|----------------------------|--------------------|-----------------------|--------------------|
| Q1 - 07/01/2022-09/30/2022 | 58 | 746 | 1156 |
| Q2 - 10/01/2022-12/31/2022 | 82 | 751 | 1103 |
| Q3 - 01/01/2023-03/31/2023 | 129 | 563 | 464 |
| Q4 - 04/01/2023-06/30/2023 | 116 | 507 | 500 |
| TOTALS | 385 | 2567 | 3223 |

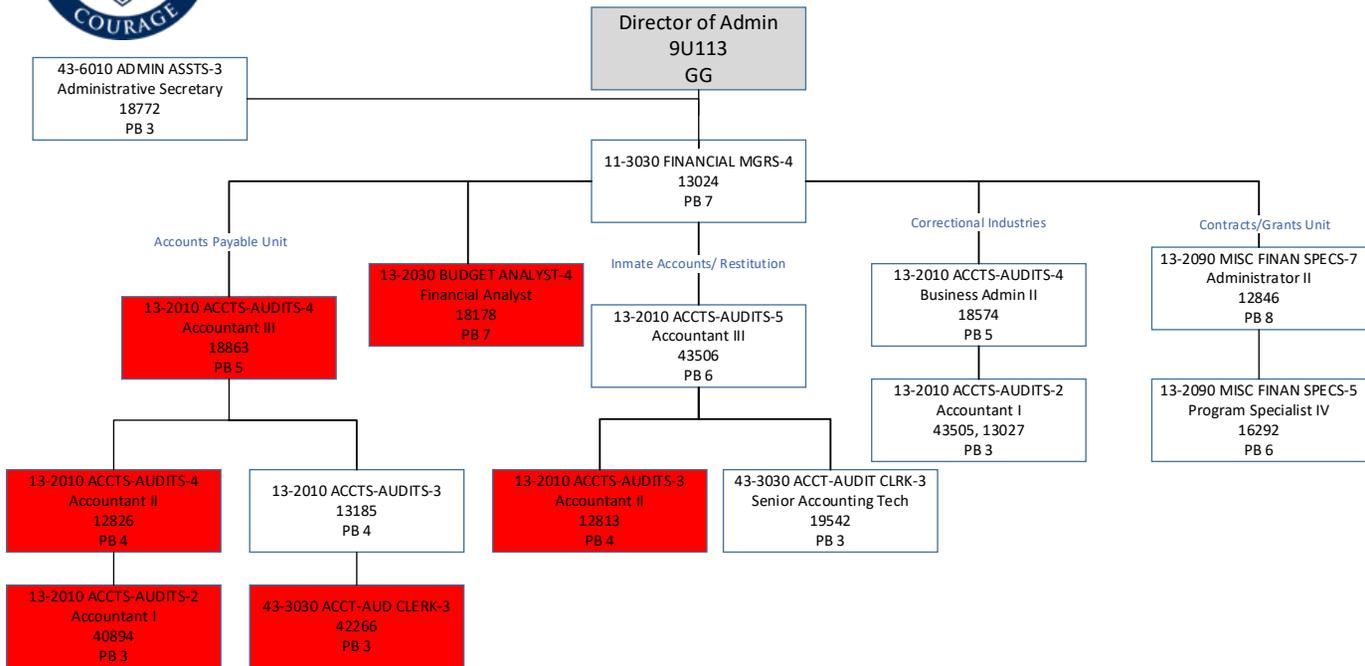


State of New Hampshire Department of Corrections



New Hampshire Department of Corrections Division of Administration Bureau of Finances and Contracts/Grants Unit

All
Abolished



Includes full-time positions only



State of New Hampshire Department of Corrections

Division of Administration

The mission of the Division of Administration is to facilitate agency operations by providing professional, quality and timely financial services and administrative logistical support. (Logistics reductions discussed on page 21)

8300 Financial Services (page 609 of compare report):

The Bureau of Financial Services is responsible for ordering and processing payments Department-wide, discounting medical claims, operating budget preparation, financial analysis, expense projections, preparing Fiscal Committee requests, posting restitution payments, processing checks to victims of crimes, performs year-end closing processes, prepares year end exhibits, asset management, dedicated fund reporting, fleet management tracking and reporting, preparing Requests for Proposals (RFPs), management of contracts and grants, and managing the inmate trust fund.

The proposed abolished positions:

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-------------------------------|-----------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 8300 | 12813 | 13-2010 ACCTS-AUDITORS-3 | ACCOUNTANT II | Filled | 60,222 | 51,813 | 112,034 | 62,144 | 55,098 | 117,241 |
| 8300 | 12826 | 13-2010 ACCTS-AUDITORS-3 | ACCOUNTANT II | Filled | 68,323 | 38,576 | 106,899 | 68,323 | 40,377 | 108,700 |
| 8300 | 18178 | 13-2030 BUDGET ANALYSTS-4 | FINANCIAL ANALYST | Filled | 61,094 | 37,077 | 98,171 | 63,719 | 39,422 | 103,141 |
| 8300 | 18863 | 13-2010 ACCTS-AUDITORS-4 | ACCOUNTANT III | Filled | 65,093 | 58,545 | 123,638 | 66,573 | 62,142 | 128,715 |
| 8300 | 40894 | 13-2010 ACCTS-AUDITORS-2 | ACCOUNTANT I | Filled | 58,539 | 51,464 | 110,003 | 58,539 | 54,351 | 112,890 |
| 8300 | 42266 | 43-3030 ACCTNG-AUDIT CLERKS-3 | ACCOUNTING TECHNICIAN | Filled | 44,876 | 22,036 | 66,913 | 45,611 | 23,106 | 68,717 |
| Total | | | | | 358,146 | 259,512 | 617,657 | 364,908 | 274,496 | 639,404 |
| Stated on House Report | | | | | (358,146) | (259,512) | (617,658) | (364,898) | (274,496) | (639,394) |
| House (over) under 7AX | | | | | (0) | (0) | (1) | 10 | 0 | 10 |

The proposed reduction leaves one staff member assigned to accounts payable for non-Correctional Industries processing and eliminates staff that place orders for the Department. It also eliminates the one full-time staff member assigned to processing restitution payments to victims. Equipment will not be inventoried, tracked, or surplus in a timely manner.

Abolishing these positions has significant impacts to the Department and will result in the lack of separation of duties to prevent the possibility of fraud. All aspects of the bureau will suffer with the slowdown of processing. Priorities change daily due to emergent needs at any of our facilities and district offices. With less staff, the emergencies will still receive top priority, but the day to day, yet still important work will fall further behind.

Department of Administration Services Rules ADM 606.06 - Invoices must be paid Net 30 DOC will not be able to process invoices in a timely manner to meet this rule. DOC will no longer have the staff to be able to process the DOC's portion of the credit card payment



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timely, resulting in violation of the contract with the vendor and jeopardizing the program and the rebate paid to the state.

Per MOP 2700 IV: DAS Manual of Procedures: Separation (Segregation) of Duties; Rules for Roles

DOC will no longer have the staff to ensure separation of duties when processing and approving invoices, accepting and depositing checks, and reconciling bank statements. Separation of duties in accounting and auditing processes ensures the integrity of financial reporting and regulatory compliance with internal policies and laws. It is paramount to help mitigate risk, enhance decision-making, safeguards against unauthorized use of resources, protects Department assets, and ensures accuracy and reliability of data for financial reporting purposes.

In addition, year-end reporting will be significantly delayed, delaying required DAS reporting, critical supply orders will be delayed, and analysis will not be completed. Analysis is crucial to assess the financial health of the Department, track trends, support budgeting and forecasting efforts, and identify efficiencies.

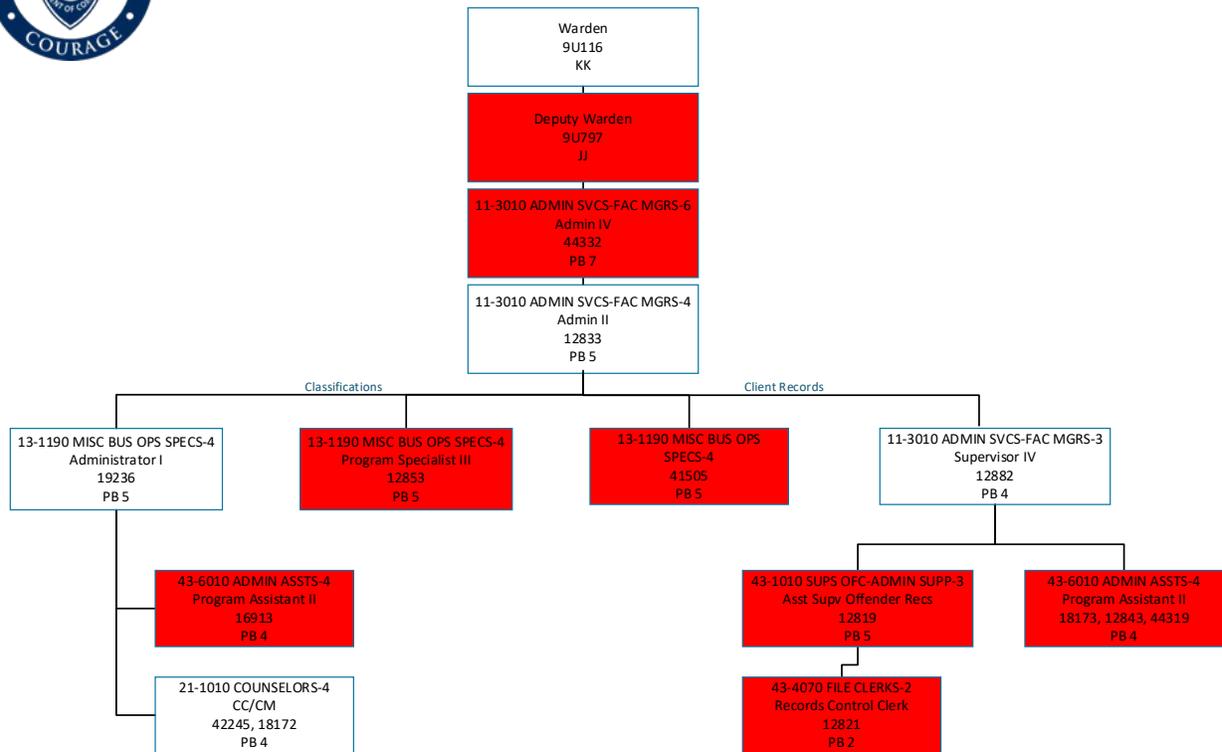


State of New Hampshire Department of Corrections



New Hampshire Department of Corrections
NH State Prison for Men
Classifications & Client Records

Abolished



State Prisons

The mission of the New Hampshire Adult Correctional Facilities is to operate safe and secure institutional environments which support meaningful program and treatment opportunities to assist inmates in becoming law abiding, productive citizens in the interest of public safety.

3372 NH State Prison for Men (page 615 of compare report):

The New Hampshire State Prison for Men (NHSP-M) is the state's oldest prison facility. The original state prison was built in 1812. A new facility was constructed in 1878. Following extensive renovations and new construction in the 1980s, this facility remains in use today. The NHSP-M is a multi-security level, male-only facility with an operational capacity of 1,408.

The majority of individuals housed at the NHSP-M are in one of the three general population housing units. The NHSP-M also includes two separate housing units for higher custody level individuals in our care and custody and the Reception and Diagnostic (R & D) area which



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houses those newly sentenced, probation or parole violators, and those in short-term protective custody review status.

The NHSP-M also houses our classifications and client records office for the entire department. This unit is responsible for sentence entry, judicial correspondence, and release reports.

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-------------------------------|-----------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 3372 | 12819 | 43-1010 SUPS OFC-ADMIN SUPP-3 | ASST SUPV OF OFFENDER RECORDS | Filled | 59,843 | 51,734 | 111,577 | 59,939 | 54,641 | 114,580 |
| 3372 | 12821 | 43-4070 FILE CLERKS-2 | RECORDS CONTROL CLERK | Vacant | 36,632 | 46,923 | 83,555 | 38,101 | 50,114 | 88,215 |
| 3372 | 12843 | 43-6010 ADMIN ASSTS-4 | PROGRAM ASSISTANT II | Filled | 56,043 | 23,864 | 79,907 | 56,139 | 24,785 | 80,924 |
| 3372 | 12853 | 13-1190 MISC BUS OPS SPECS-4 | SUPERVISOR II HZD | Filled | 63,529 | 45,129 | 108,658 | 65,734 | 47,649 | 113,383 |
| 3372 | 16320 | 11-1020 GENERAL-OPS MGRS-6 | ADMINISTRATOR IV HZD | Vacant | 80,925 | 41,188 | 122,113 | 84,488 | 43,728 | 128,215 |
| 3372 | 16833 | 39-1010 SUPS OF RECR WKRS-5 | SUPERVISOR II HZD | Filled | 72,069 | 62,831 | 134,900 | 73,509 | 66,187 | 139,696 |
| 3372 | 16888 | 33-1011 SUPS CORR OFFICERS-C1 | CORRECTIONS SERGEANT | Filled | 70,907 | 36,985 | 107,892 | 73,707 | 38,825 | 112,532 |
| 3372 | 16913 | 43-6010 ADMIN ASSTS-4 | PROGRAM ASSISTANT II | Filled | 58,539 | 36,548 | 95,087 | 58,889 | 38,421 | 97,310 |
| 3372 | 18173 | 43-6010 ADMIN ASSTS-4 | PROGRAM ASSISTANT II | Filled | 53,723 | 23,383 | 77,105 | 54,080 | 24,358 | 78,438 |
| 3372 | 18837 | 51-1010 SUPS OF PROD WKRS-3 | PRISON SHOP MANAGER I | Filled | 61,339 | 59,332 | 120,671 | 63,080 | 62,786 | 125,866 |
| 3372 | 40200 | 33-1011 SUPS CORR OFFICERS-C1 | CORRECTIONS SERGEANT | Vacant | 87,594 | 40,810 | 128,404 | 91,146 | 42,870 | 134,016 |
| 3372 | 41505 | 13-1190 MISC BUS OPS SPECS-4 | SUPERVISOR II HZD | Filled | 78,718 | 50,082 | 128,800 | 78,620 | 51,851 | 130,471 |
| 3372 | 44309 | 33-1011 SUPS CORR OFFICERS-C1 | CORRECTIONS SERGEANT | Filled | 70,907 | 36,985 | 107,892 | 73,707 | 38,825 | 112,532 |
| 3372 | 44319 | 43-6010 ADMIN ASSTS-4 | PROGRAM ASSISTANT II | Vacant | 38,922 | 32,481 | 71,403 | 40,497 | 34,608 | 75,105 |
| 3372 | 44332 | 11-3010 ADMIN SVCS-FAC MGRS-6 | ADMINISTRATOR IV | Filled | 96,899 | 44,500 | 141,398 | 101,379 | 47,229 | 148,608 |
| Total | | | 15 Positions, 4 Vacant, 11 Filled | | 986,587 | 632,774 | 1,619,361 | 1,013,013 | 666,878 | 1,679,891 |
| Stated on House Report | | | | | (986,588) | (633,424) | (1,620,012) | (1,036,040) | (697,321) | (1,733,361) |
| House (over) under 7AX | | | | | (1) | (650) | (651) | (23,027) | (30,443) | (53,470) |

The proposed elimination of positions within the Client Records and Classifications bureaus would significantly compromise the Department of Corrections' ability to carry out core legal and operational responsibilities. These bureaus manage essential functions such as sentence calculations, release processing, detainer management, classification reviews, and compliance with court orders and PREA requirements. They are central to ensuring that individuals are lawfully incarcerated, properly classified, and released at the appropriate time.

Client Records serves as the administrative backbone of each inmate's case, maintaining sentencing structures, processing judicial correspondence, and ensuring accurate and timely release documentation. Classifications staff determine custody levels, conduct risk assessments, and facilitate inmate movement and housing in accordance with law and policy. The removal of these positions will lead to backlogs, delays, and increased risk of serious administrative errors.

These functions are not discretionary—they are mandated by law and critical to public safety. Without sufficient staffing, the Department faces a heightened risk of premature or unlawful releases, as well as legal exposure for failing to comply with sentencing or classification statutes. The resulting strain on remaining staff would further erode the Department's ability to maintain compliance and operate efficiently across all facilities.



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3373 Northern NH Correctional Facility (page 617 of compare report)

The Northern New Hampshire Correctional Facility, often abbreviated to NNHCF or NCF, opened in the year 2000. NCF is host to two Focus Program housing units that integrate evidence-based practices to increase access to and retention in substance use disorder treatment, and increase positive family relationships.

Abolished positions:

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-------------------------------|---------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 3373 | 41326 | 33-1011 SUPS CORR OFFICERS-C1 | CORRECTIONS SERGEANT | Vacant | 87,968 | 68,015 | 155,983 | 91,908 | 72,187 | 164,094 |
| 3373 | 41327 | 33-1011 SUPS CORR OFFICERS-C1 | CORRECTIONS SERGEANT | Filled | 92,142 | 69,376 | 161,518 | 95,694 | 73,421 | 169,115 |
| 3373 | 41503 | 43-9050 MAIL CLERKS-2 | MAIL CLERK II | Vacant | 36,401 | 31,958 | 68,360 | 37,882 | 34,066 | 71,948 |
| 3373 | 41511 | 39-1010 SUPS OF RECR WKRS-5 | SUPERVISOR II HZD | Filled | 74,109 | 63,496 | 137,605 | 75,189 | 66,735 | 141,924 |
| Total | | | 4 Positions, 2 Vacant, 2 Filled | | 290,620 | 232,846 | 523,466 | 300,672 | 246,409 | 547,081 |
| Stated on House Report | | | | | (290,620) | (233,595) | (524,215) | (300,673) | (247,248) | (547,921) |
| House (over) under TAX | | | | | (0) | (749) | (749) | (1) | (839) | (840) |

The mail clerk position is crucial to the daily operations of the mailroom at NCF. This position assists in processing daily mail and packages that come in and out of the facility. This includes reading, inspecting, and searching of all the mail, pictures and packages to ensure that no contraband enters this facility and keep staff and inmates safe. This position works hand in hand with the mailroom corporal to ensure the daily tasks are completed in a timely manner.



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3374 NH Correctional Facility of Women (page 619 of compare report):

The NH Correctional Facility for Women (NHCF-W) is located in Concord and is the newest state prison, opening in 2018, and is three times the size of the previous facility in Goffstown. It is designed to accommodate up to 224 inmates, providing a range of programs and treatment opportunities to support inmates in their transition to the community. The facility includes a full-service health services unit, a large educational area, expanded Correctional Industries space, and a Family Connections Center.

Abolished position

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-----------------------------|-------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 3374 | 44310 | 39-1010 SUPS OF RECR WKRS-5 | SUPERVISOR II HZD | Filled | 51,090 | 35,003 | 86,093 | 52,984 | 37,197 | 90,181 |
| Stated on House Report | | | | | (51,090) | (35,003) | (86,093) | (52,984) | (37,197) | (90,181) |
| House (over) under 7AX | | | | | - | 0 | 0 | (0) | 0 | (0) |

Recreation was also cut from the NH State Prison for Men and the Northern NH Correctional Facility

Recreation plays a critical role in maintaining the overall security and stability of correctional facilities. When inmates have access to regular, structured recreational activities, it reduces idle time, which is a key contributor to behavioral issues and facility disruptions. Recreation provides a constructive outlet for stress, frustration, and energy—helping to prevent conflicts and lowering the risk of violence.

Recreation staff are trained not only to coordinate sports and leisure activities, but also to observe and monitor inmate behavior in a less formal setting, often identifying concerns before they escalate. Their presence and engagement act as an additional layer of supervision, contributing directly to situational awareness and incident prevention.

Moreover, recreation fosters a more positive facility culture. When inmates are given productive ways to spend their time, they are more likely to follow rules, engage in programming, and invest in their own rehabilitation. Cutting these staff and programs would eliminate a critical tool for managing behavior, increasing the likelihood of unrest, disciplinary issues, institutional violence, and staff burnout—placing the safety of everyone in the facility at risk.



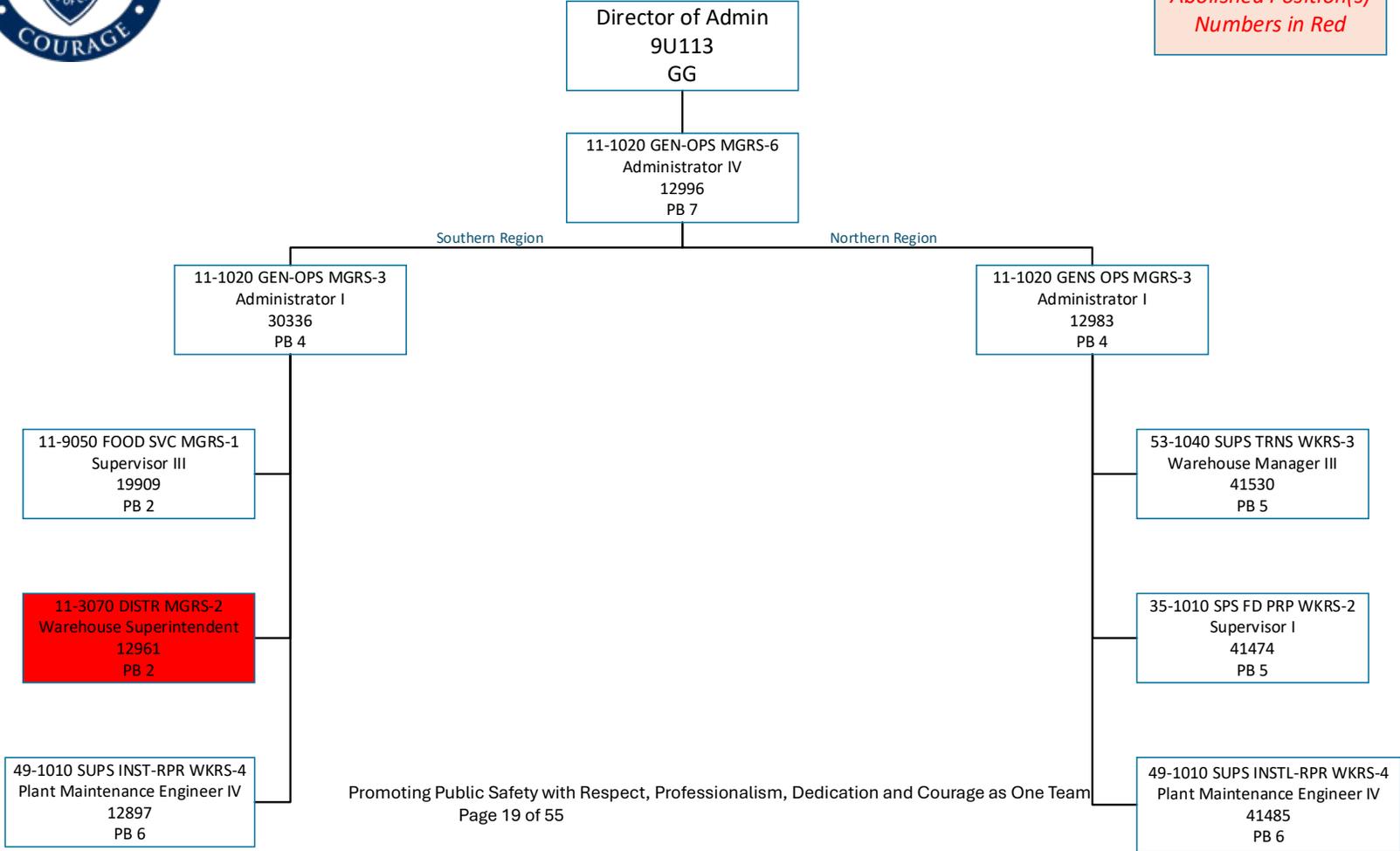
State of New Hampshire Department of Corrections



New Hampshire Department of Corrections
Division of Administration
Bureau of Logistics and Services – Managerial staff

All Abolished

*Abolished Position(s)
Numbers in Red*





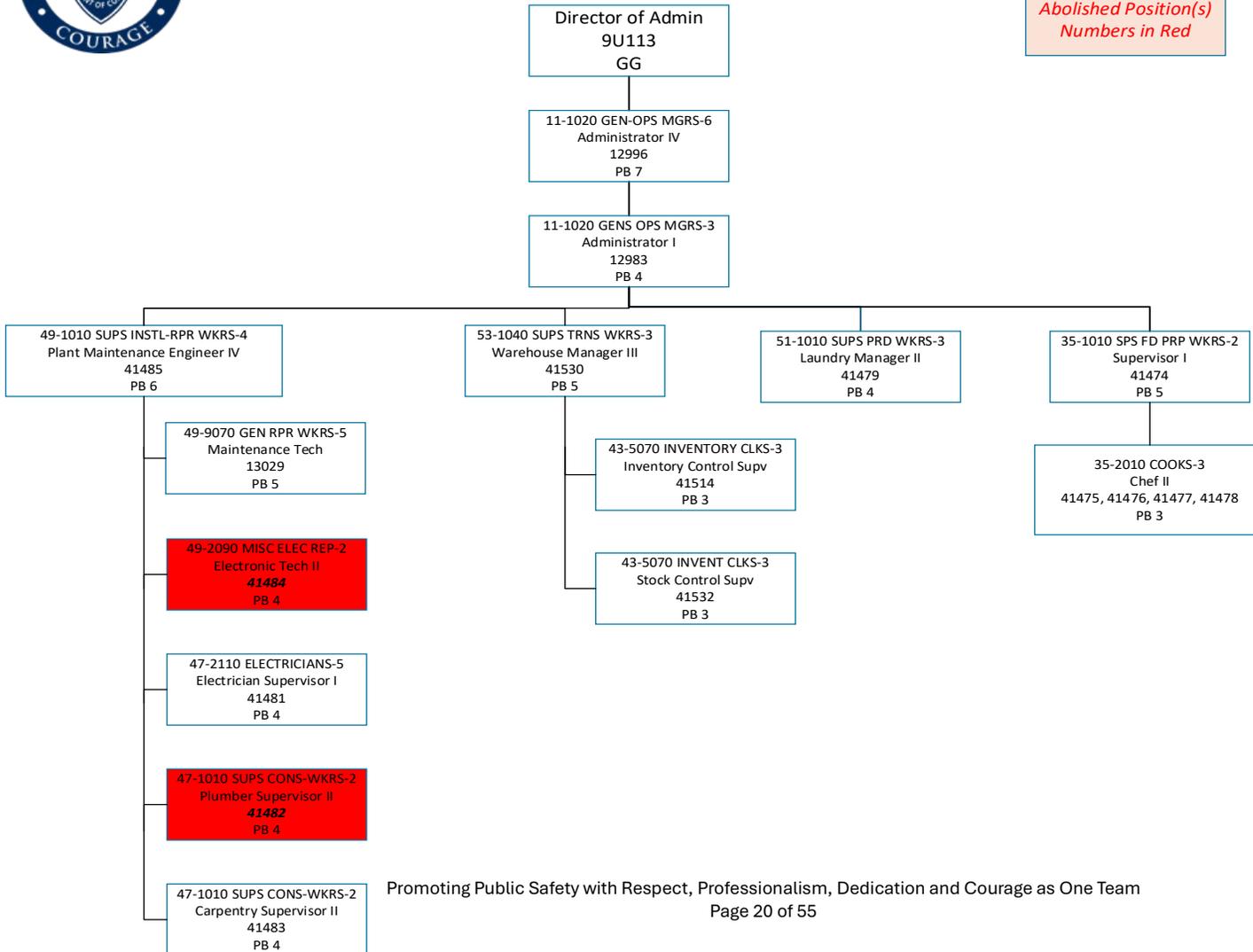
State of New Hampshire Department of Corrections



New Hampshire Department of Corrections Division of Administration Bureau of Logistics and Services – Northern staff

All Abolished

*Abolished Position(s)
Numbers in Red*





State of New Hampshire Department of Corrections



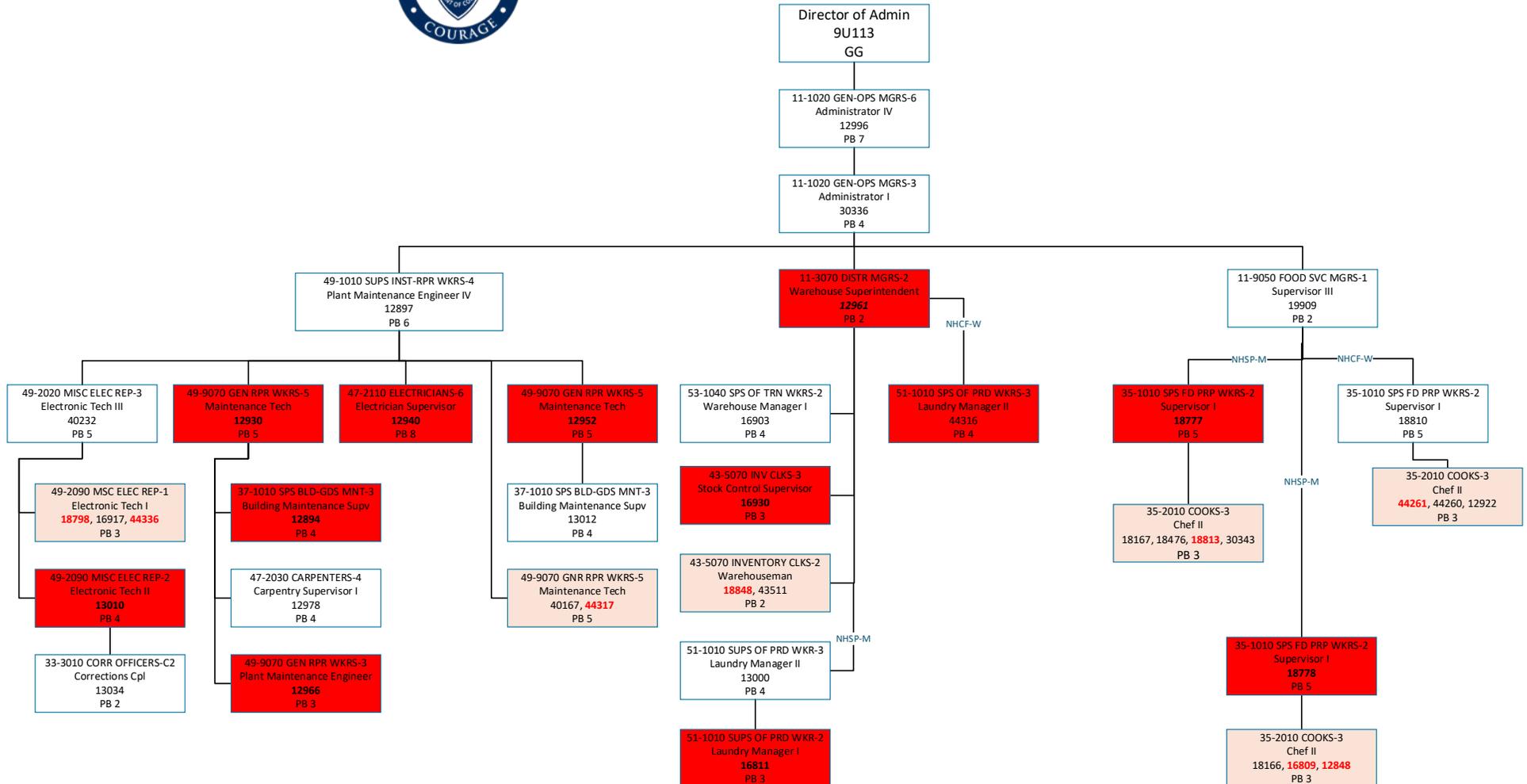
New Hampshire Department of Corrections

Division of Administration

Bureau of Logistics and Services – Southern staff

All Abolished

Abolished Position(s)
Numbers in Red





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Division of Administration

The mission of the Division of Administration is to facilitate agency operations by providing professional, quality, and timely financial services and administrative logistical support.

The mission of the Bureau of Facility Logistical Services is to provide efficient and fiscally responsible support to the operational and administrative units within the Department of Corrections.

Facility Logistical Services consists of Maintenance, Laundry, Food Services and Warehouse operations in support of the facilities' daily functions while operating in a correctional environment.

6632 Maintenance (page 620 of compare report):

Maintenance staff includes HVAC technicians, electricians, electronic techs, locksmiths, plumbers and maintenance techs. They respond to over 3,700 work orders per year in addition to emergency repairs. They maintain and repair three correctional facilities, three transitional housing units, one transitional work center, one secure psychiatric unit, one district office, the farm, and the retail store. In addition, they supervise and teach inmate work crews and coordinate the services of contracted employees and services performed by vendors.

Proposed abolished positions:

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------|-------|-------------------------------|----------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 6632 | 12894 | 37-1010 SUPS BLD-GNDS MAINT-3 | BLDG MAINTENANCE SUPERVISOR HZ | Vacant | 43,077 | 33,342 | 76,419 | 44,757 | 35,492 | 80,248 |
| 6632 | 12930 | 49-9070 GENERAL RPR WKRS-5 | MAINTENANCE TECHNICIAN HZD | Filled | 62,158 | 59,599 | 121,757 | 64,840 | 63,360 | 128,200 |
| 6632 | 12940 | 47-2110 ELECTRICIANS-2 | ELECTRICIAN SUPERVISOR II HZD | Vacant | 41,517 | 33,019 | 74,536 | 43,197 | 35,168 | 78,365 |
| 6632 | 12952 | 49-9070 GENERAL RPR WKRS-5 | MAINTENANCE TECHNICIAN HZD | Filled | 62,773 | 59,799 | 122,572 | 65,469 | 63,565 | 129,034 |
| 6632 | 12966 | 49-9070 GENERAL RPR WKRS-3 | PLANT MAINTENANCE ENGINEER I H | Filled | 43,077 | 33,342 | 76,419 | 44,757 | 35,492 | 80,248 |
| 6632 | 13010 | 49-2090 MISC ELEC REPAIRERS-2 | ELECTRONIC TECHNICIAN II HZD | Filled | 77,050 | 37,372 | 114,421 | 77,050 | 38,273 | 115,323 |
| 6632 | 18798 | 49-2090 MISC ELEC REPAIRERS-1 | ELECTRONIC TECHNICIAN I HZD | Filled | 64,352 | 33,231 | 97,583 | 64,352 | 34,132 | 98,484 |
| 6632 | 41482 | 47-1010 SUPS CONSTRUCT WKRS-2 | PLUMBER SUPERVISOR II HZD | Vacant | 43,077 | 33,342 | 76,419 | 44,757 | 35,492 | 80,248 |
| 6632 | 41484 | 49-2090 MISC ELEC REPAIRERS-2 | ELECTRONIC TECHNICIAN II HZD | Filled | 73,971 | 48,534 | 122,506 | 73,971 | 50,335 | 124,307 |
| 6632 | 44317 | 49-9070 GENERAL RPR WKRS-5 | MAINTENANCE TECHNICIAN HZD | Filled | 60,768 | 59,145 | 119,913 | 63,387 | 62,886 | 126,273 |
| 6632 | 44336 | 49-2090 MISC ELEC REPAIRERS-1 | ELECTRONIC TECHNICIAN I HZD | Vacant | 61,339 | 32,249 | 93,588 | 62,056 | 33,384 | 95,440 |
| | | Total | 11 Positions, 4 Vacant, 7 Filled | | 633,158 | 462,975 | 1,096,133 | 648,592 | 487,579 | 1,136,171 |
| | | Stated on House Report | | | (660,006) | (457,085) | (1,117,091) | (675,557) | (480,668) | (1,156,225) |
| | | House (over) under 7AX | | | (26,848) | 5,890 | (20,958) | (26,965) | 6,911 | (20,054) |

Impact:

The proposed elimination of critical maintenance positions within the Department of Corrections would have an immediate and destabilizing impact on facility operations and safety. These positions are responsible for maintaining essential infrastructure across more than 623,000 square feet of correctional space, including electrical, plumbing, HVAC, boiler



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systems, security technology, and emergency generators. Their work ensures that the prisons remain operational, secure, and compliant with legal and safety standards.

The cuts would eliminate 100% of the Department's licensed gasfitters—leaving no one qualified to operate the boiler house at the New Hampshire State Prison for Men. Without the boiler house, the facility would be without heat and hot water. Contractors—unless engaged through a full-time privatized maintenance contract—cannot replace the staff holding gas fitters' licenses who maintain and repair the boilers.

It also cuts all licensed plumbers, and nearly all staff trained to work on both new and aging heating systems, some of which date back decades. The electrical shop, HVAC coverage, and most of the electronic security systems team would be eliminated, and the lock shop—already under-resourced—would be reduced to just one officer covering the entire state.

This reduction in the lock shop, leaves the Department unable to maintain the hundreds of corrections-grade locks or manage the cataloging and tracking of facility keys. As a result, the Department would need to contract emergency on-call services for instances when a cell door malfunctions and staff are unable to gain entry. This presents significant safety risks, particularly in situations involving medical emergencies or active assaults. Additionally, it places control of the prison key systems in the hands of external vendors.

Industry standards recommend one maintenance staff member per 25,000 square feet; even before these cuts, the Department was already nine positions short. Further reductions would push remaining staff beyond capacity, likely resulting in attrition, worsened facility conditions, and delays in emergency repairs such as sewer backups, which already occur weekly. These risks not only endanger the health and safety of inmates and staff but open the state to legal liability for unsanitary and inhumane conditions.

These positions are not optional—they are essential to maintaining constitutional conditions of confinement. Without them, the Department cannot safely operate its facilities.

Abolishing the above positions will force the Department to rely on contractors to perform the same work, at two to three times the hourly cost. In addition to the higher hourly rate, security staff will have to provide a security escort the entire time resulting in an increase in overtime. Preventive maintenance will no longer be performed, and only emergency repairs will be able to be completed.

Maintenance staff are also responsible for snow removal across our facilities. With this reduction, the Department would need to contract these services, as the remaining maintenance personnel would be insufficient to both maintain the facilities and manage plowing.



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6633 Laundry (page 621 of compare report):

Laundry is performed at three correctional facilities, over 400 loads of laundry are processed each week.

Abolished positions:

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-----------------------------|---------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 6633 | 16811 | 51-1010 SUPS OF PROD WKRS-2 | LAUNDRY MANAGER I HZD | Vacant | 38,605 | 32,415 | 71,020 | 39,905 | 34,486 | 74,391 |
| 6633 | 44316 | 51-1010 SUPS OF PROD WKRS-3 | LAUNDRY MANAGER II HZD | Filled | 58,408 | 19,074 | 77,482 | 58,864 | 19,223 | 78,087 |
| | | Total | 2 Positions, 1 Vacant, 1 Filled | | 97,013 | 51,489 | 148,502 | 98,769 | 53,709 | 152,478 |
| Stated on House Report | | | | | (97,013) | (51,489) | (148,502) | (117,387) | (53,709) | (171,096) |
| House (over) under TAX | | | | | (0) | 0 | 0 | (18,618) | (0) | (18,618) |

The laundry manager is responsible for maintaining the equipment, ensuring enough supplies are on hand and supervising an inmate work crew.

The House budget proposal eliminates the only staff member in laundry at the NH Correctional Facility for Women, making it impossible to continue to run the laundry operation at that facility. Staff supervision of inmates while they work in laundry is paramount. Inmate laundry workers can exploit access to the laundry operation to introduce or move contraband within a facility. The nature of the laundry system—handling clothing, linens, and other personal items from multiple housing units—creates opportunities to conceal items like drugs, cell phones, or weapons in bundles of laundry. These items can be hidden in pockets, sewn into garments, or wrapped in linens, making them difficult to detect without proper supervision. Inmates may also use their position in the laundry to pass messages or contraband to others by intentionally misrouting items to different housing areas. Without staff supervising the laundry, this responsibility will be passed along to our corrections officers, resulting in additional overtime.

6634 Kitchen (page 622 of compare report):

Kitchen staff are ServSafe certified and manage kitchens in three correctional facilities in accordance with state requirement set forth by the Division of Public Health. Over 5,700 meals are prepared daily, including special medical and religious diets, with a 14-hour daily operation. Correctional facilities are required by the federal Religious Land Use and Institutionalized Persons Act (RLUIPA) to accommodate inmates' religious diet requirements.

Kitchen supervisors oversee the everyday operations of the kitchen, to include ordering deliveries from the warehouse to ensure that correct amount of inventory is kept at each facility in accordance with policy. They also order milk, bread, and produce for the facility. The supervisors also make sure special-order items are used efficiently.

Abolished positions:



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| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-------------------------------|---------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 6634 | 12848 | 35-2010 COOKS-3 | CHEF II HZD | Vacant | 38,605 | 32,415 | 71,020 | 39,905 | 34,486 | 74,391 |
| 6634 | 16809 | 35-2010 COOKS-3 | CHEF II HZD | Filled | 50,211 | 55,703 | 105,914 | 51,047 | 58,862 | 109,909 |
| 6634 | 18777 | 35-1010 SUPS FOOD PREP WKRS-2 | SUPERVISOR I HZD | Filled | 67,622 | 34,298 | 101,920 | 69,638 | 35,856 | 105,495 |
| 6634 | 18778 | 35-1010 SUPS FOOD PREP WKRS-2 | SUPERVISOR I HZD | Filled | 74,321 | 48,649 | 122,970 | 74,321 | 50,450 | 124,771 |
| 6634 | 18813 | 35-2010 COOKS-3 | CHEF II HZD | Vacant | 38,605 | 32,415 | 71,020 | 39,905 | 34,486 | 74,391 |
| 6634 | 44261 | 35-2010 COOKS-3 | CHEF II HZD | Vacant | 38,605 | 32,415 | 71,020 | 39,905 | 34,486 | 74,391 |
| Total | | | 6 Positions, 3 Vacant, 3 Filled | | 307,969 | 235,895 | 543,864 | 314,721 | 248,625 | 563,347 |
| Stated on House Report | | | | | (304,970) | (235,895) | (540,865) | (314,722) | (248,625) | (563,347) |
| House (over) under 7AX | | | | | 2,999 | (0) | 2,999 | (1) | 0 | (0) |

Impact:

The Department will no longer be able to meet the requirements set by Public Health, and ensure that meals are prepared and kitchens are maintained in accordance with ServSafe requirements. Uniformed staff will have to fill in for these positions, resulting in an increase in overtime.

Two chefs are required to work each shift, one per line at NHSP-M with two shifts per day. This requires a total of 28 shifts in one week. If we cut down work staff to four chefs in total, that would only be 20 shifts per week instead of the 28 needed. It would leave two days per week with no coverage before accounting for relief factors for annual leave and sick leave, allowing for no time to clean the kitchen following meals, and does not allow for any supervision of inmate cooks during serving time on the lower level of the kitchen.

If a chef is not assigned to the serving lines, there is a risk that someone not properly trained in special diets would be assigned. Allergies are a big concern. Untrained staff on the serving line may not know all ingredients included in a product and serve those foods to someone that should not have it. There are a considerable number of religious diets served in prisons, where specific items cannot be served. For example, inmates on no pork cannot be served items such as imitation crab meat or Rice Krispie treats. Errors with special diets can also lead to lawsuits.

6635 Warehouse (page 635 of compare report):

The Department has two warehouses, a central warehouse for all southern region facilities and one that serves NCF. The Warehouse is the central point for the receipt of packages, supplies, and equipment as well as the distribution of the same for that region. Staff supervise workers in all aspects of the Warehouse operation, training them in the safe operation of the equipment used to receive product as well as pulling orders for the facility. Warehouse staff are one of the first lines of defense against contraband introduction into the facility. Staff must also make sure that policies are followed when receiving sensitive items such as tools and chemicals.



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Abolished positions:

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-----------------------------|---------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 6635 | 12961 | 11-3070 DISTRIBUTION MGRS-2 | WAREHOUSE SUPERINTENDENT HZD | Vacant | 67,510 | 61,344 | 128,854 | 69,638 | 64,925 | 134,563 |
| 6635 | 16930 | 43-5070 INVENTORY CLERKS-3 | STOCK CONTROL SUPERVISOR HZD | Filled | 57,543 | 31,011 | 88,553 | 57,543 | 31,912 | 89,455 |
| 6635 | 18848 | 43-5070 INVENTORY CLERKS-2 | WAREHOUSEMAN HZD | Vacant | 34,694 | 31,605 | 66,299 | 35,894 | 33,654 | 69,549 |
| Total | | | 3 Positions, 2 Vacant, 1 Filled | | 159,748 | 123,959 | 283,707 | 163,076 | 130,491 | 293,567 |
| Stated on House Report | | | | | (159,747) | (124,242) | (283,989) | (163,075) | (130,789) | (293,864) |
| House (over) under 7AX | | | | | 1 | (283) | (282) | 1 | (298) | (297) |

Impacts:

The proposed cuts would leave only two full-time staff and the part-time secretary remaining. As a result, we will be forced to:

- Close down the second floor of the warehouse, as we could no longer have inmate workers up there because they would be unsupervised.
- Discontinue stamping inmate clothing; this would need to be outsourced.
- Restrict deliveries of goods/supplies to the facilities, which currently occurs daily; the one remaining Warehouseman who performs this function would be needed at the warehouse to unload trucks daily, which prevents him from being available to make deliveries.
- Shut the warehouse down entirely if someone is out sick or on vacation. This will prevent delivery of critical or emergency goods and supplies such as food and medications.

In addition, due to the inability to properly supervise the inmate workers:

- Inmate theft would increase substantially.
- Inmate introduction of contraband into the facilities would increase, as staff would not be able to inspect all deliveries as they do now.
- Inmate injuries would increase, as staff would have little to no time to properly train or supervise them as they operate warehouse equipment.
- The risk to the safety and security of staff and inmates would increase. If there is an argument between inmates, there is insufficient staff to control or mitigate the situation from escalating to violence, and the inmate workers would outnumber the staff by a minimum of 6:1.



State of New Hampshire Department of Corrections

Division of Field Services

District Offices 8302 (page 625 of compare report):

The Division of Field Services provides supervision to individuals placed on probation, parole, administrative home confinement as well as conducts pre-sentencing investigations, annulments and is responsible for the collection of fines, fees and restitution.

Abolished Positions

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-------------------------------|----------------------|---------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 8302 | 19568 | 43-6010 ADMIN ASSTS-4 | PROGRAM ASSISTANT II | Vacant | 47,543 | 37,844 | 85,387 | 49,530 | 40,309 | 89,839 |
| 8302 | 19914 | 13-1040 COMPLIANCE OFFICERS-3 | FINANCIAL AGENT I | Filled | 63,054 | 52,400 | 115,453 | 64,524 | 55,591 | 120,115 |
| 8302 | 19921 | 13-1040 COMPLIANCE OFFICERS-3 | FINANCIAL AGENT I | Filled | 40,934 | 47,814 | 88,748 | 42,570 | 51,040 | 93,610 |
| 8302 | 30363 | 43-6010 ADMIN ASSTS-4 | PROGRAM ASSISTANT II | Filled | 50,930 | 34,970 | 85,900 | 51,763 | 36,944 | 88,707 |
| Total | | | | 4 Positions, 1 Vacant, 3 Filled | 202,460 | 173,029 | 375,488 | 208,387 | 183,885 | 392,272 |
| Stated on House Report | | | | | (202,460) | (173,029) | (375,489) | (208,387) | (183,885) | (392,272) |
| House (over) under 7AX | | | | | (1) | (0) | (1) | (0) | 0 | (0) |

Impacts:

This reduction abolishes two out of three full-time Financial Agents. These positions collect restitution for victims (RSA mandated), fines and fees and requires court appearances, filings, investigations, and payment contracts. Currently these positions manage over 16,000 cases owing more than \$108,000,000. When monies are collected, the associated fees contribute to the victim fund, DOC, and the general fund.

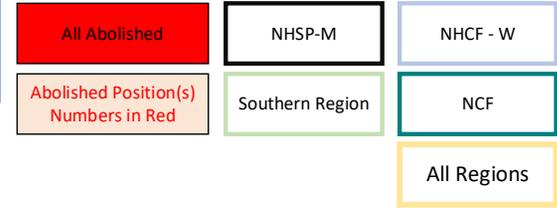
This also eliminates two administrative staff at district offices. Each office has one administrative staff person assigned to it. These positions are the hub of every district office. They manage the day-to-day workload, incoming/outgoing emails/phones/mail /faxes & office visitors. They receive, create and maintain case files for probationers, parolees, AHC, ICOTS and NGRI cases. Additionally, they serve as the liaison to courts, lawyers, probationers, parolees, AHC, ICOTS, NGRI and their associated family members, service providers, landlords, etc. Honestly, each office would crumble without these positions. The paperwork they handle is endless.



State of New Hampshire Department of Corrections



New Hampshire Department of Corrections Division of Rehabilitative Services Corrections Special School District / Granite State High School



Director of RS
9U551
HH

Deputy Director of RS
9U796
GG

25-1190 MISC SEC TCHRS-4
(Assistant Education Director)
12959
PB 6

11-9030 EDUC ADMINS-1
(Education Director)
12875
PB 3

25-2030 SEC SCH TEACHERS- 1,2,3
(Science/Health) 42252
PB 3, 4, 5

25-2030 SEC SCH TEACHERS- 1,2,3
(Graphic Design) 44330
PB 3, 4, 5

25-2030 SEC SCH TEACHERS- 1,2,3
(Guidance Coordinator) 41314
PB 3, 4, 5

25-4030 LIBRARY TECHS-4
12859
PB 3

25-1190 MISC SEC TCHRS-4
(Business Computers) 42263
PB 4, 5, 6

25-1190 MISC SEC TCHRS-4
(Cosmetology/Barbering) 40234
PB 4, 5, 6

25-2030 SEC SCH TEACHERS- 1,2,3
(English & ESOL)
12873, 16924
PB 3, 4, 5

25-2030 SEC SCH TEACHERS- 1,2,3
(Math) 40233, 44331
PB 3, 4, 5

21-1010 COUNSELORS-4
(Guidance Case Manager) 42249
PB 4

25-4030 LIBRARY TECHS-3
44318
PB 3

25-1190 MISC SEC TCHRS-4
(IWP/Technology) 12901, 44335
PB 4, 5, 6

25-1190 MISC SEC TCHRS-4
(Cosmetology/Barbering) 42248
PB 3, 4, 5

25-2030 SEC SCH TEACHERS- 1,2,3
(Social Studies) 18855
PB 3, 4, 5

25-2030 SEC SCH TEACHERS- 1,2,3
(Culinary Arts) 16922, 44329
PB 4, 5, 6

21-1010 COUNSELORS-4
(Guidance Case Manager) 42247
PB 4

25-4030 LIBRARY TECHS-3
41531
PB 3

25-1190 MISC SEC TCHRS-4
(Business Computers)
18854, 18781, 44334
PB 4, 5, 6

25-2030 SEC SCH TEACHERS- 1,2,3
(Math) 19905
PB 3, 4, 5

25-2030 SEC SCH TEACHERS- 1,2,3
(Building Trades) 18857
PB 4, 5, 6

43-4070 FILE CLERK-2
Record Control Clerk 41315
PB 2

25-1190 SEC SCH TEACHERS- 1,2,3
(Post Secondary Coordinator)
42250
PB 3, 4, 5

25-2030 SEC SCH TEACHERS- 1,2,3
(English) 41454
PB 3, 4, 5

25-2030 SEC SCH TEACHERS- 1,2,3
(Automotive) 12937, 12949
PB 4, 5, 6

25-2030 SEC SCH TEACHERS- 1,2,3
(Special Education Coordinator)
42246
PB 3, 4, 5

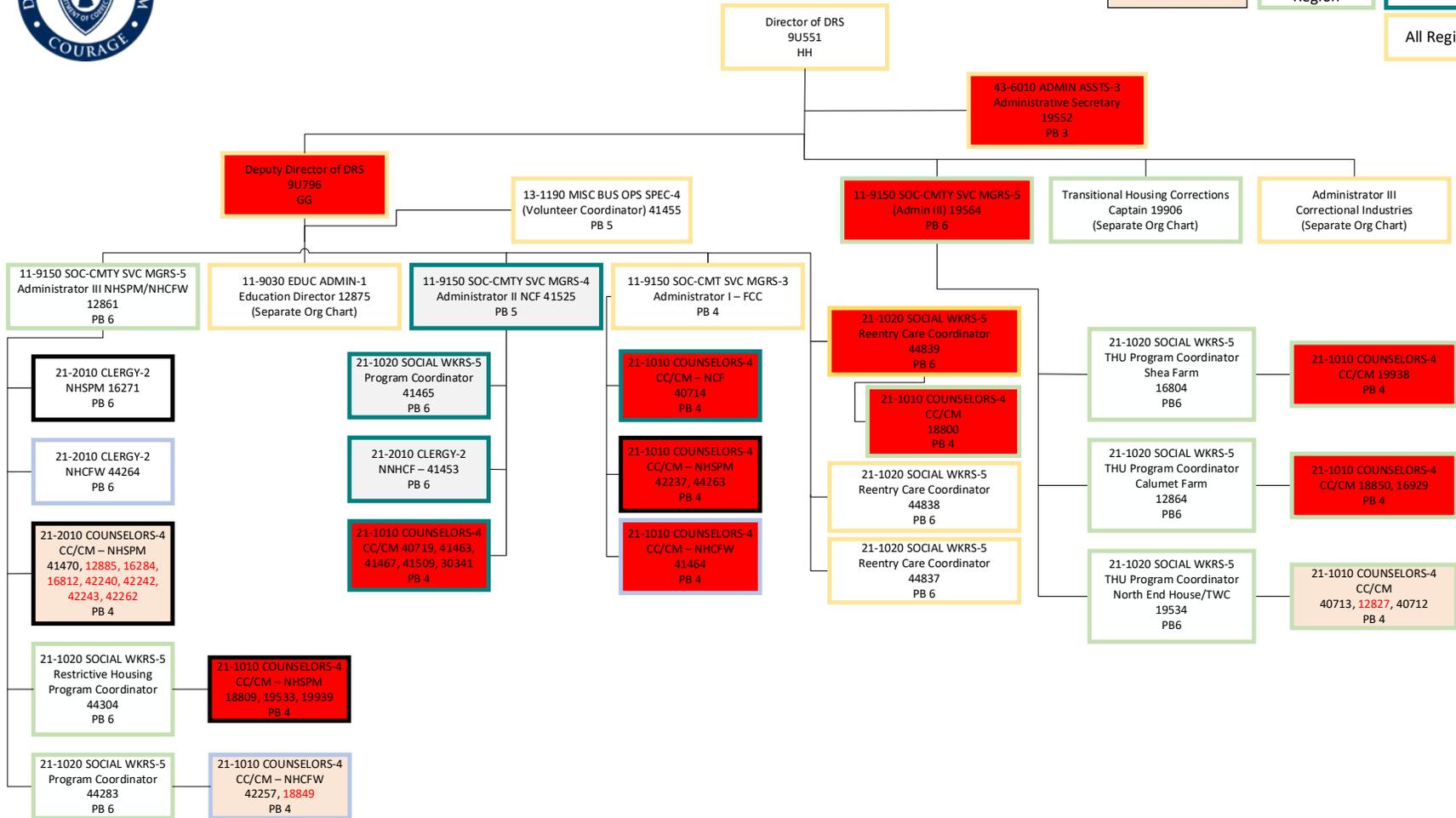


State of New Hampshire Department of Corrections



New Hampshire Department of Corrections Division of Rehabilitative Services

| | | |
|---|--------------------|-------------|
| All Abolished | NHSP-M | NHCF - W |
| Abolished Position(s) Numbers in Red | Southern Region | NCF |
| | | All Regions |





State of New Hampshire Department of Corrections

Division of Rehabilitative Services

The Division of Rehabilitative Services provides education, training, skills, spirituality, and personal development opportunities, which encourage positive work habits, promote pro-social behaviors and prepare inmates for re-entry into the community. The Division of Rehabilitative Services encompasses the oversight of three transitional housing units (THUs) Shea Farm, Calumet, and North End, a transitional work center, case management in all departmental facilities, and two probation parole district offices and Correctional Industries. The Division of Rehabilitative Services also oversees the management of the State Targeted Response (STR) Grant, the Granite State High School, Career and Technology Center, Correctional Industries, religious services, the Family Connections Center (FCC), and volunteer services.

4106 Concord Transitional Work Center (page 627 of compare report):

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------|-------|------------------------|---------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 4106 | 12827 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Vacant | 66,307 | 60,952 | 127,259 | 66,726 | 63,975 | 130,702 |
| | | Stated on House Report | | | (63,307) | (61,240) | (124,547) | (66,726) | (64,302) | (131,028) |
| | | House (over) under 7AX | | | 3,000 | (288) | 2,712 | 0 | (327) | (326) |

5172 Shea Farm (page 628 of compare report):

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------|-------|------------------------|---------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 5172 | 19938 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 73,271 | 63,223 | 136,494 | 73,725 | 66,257 | 139,983 |
| | | Stated on House Report | | | (73,271) | (66,223) | (139,494) | (73,725) | (66,257) | (139,982) |
| | | House (over) under 7AX | | | 0 | (3,000) | (3,000) | 0 | 0 | 1 |

7874 Calumet House (page 630 of compare report):

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------|-------|------------------------|---------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 7874 | 16929 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 64,002 | 33,117 | 97,119 | 65,364 | 34,463 | 99,827 |
| 7874 | 18800 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 73,271 | 63,223 | 136,494 | 73,271 | 66,109 | 139,381 |
| 7874 | 18850 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 73,621 | 48,420 | 122,042 | 73,621 | 50,221 | 123,843 |
| | | Total | 3 Positions, 3 Filled | | 210,894 | 144,760 | 355,654 | 212,256 | 150,793 | 363,050 |
| | | Stated on House Report | | | (210,894) | (144,760) | (355,654) | (212,256) | (150,793) | (363,049) |
| | | House (over) under 7AX | | | - | (0) | (0) | 0 | 0 | 1 |



State of New Hampshire Department of Corrections

6820 Programs (page 631 of compare report):

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------|-------|-------------------------------|------------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 6820 | 12885 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 75,650 | 36,915 | 112,565 | 76,000 | 37,931 | 113,930 |
| 6820 | 12901 | 25-1190 MISC POSTSEC TCHRS-4 | TI/COLLEGE PROFESSOR HZD | Vacant | 57,603 | 36,354 | 93,957 | 60,003 | 38,652 | 98,655 |
| 6820 | 12937 | 25-1190 MISC POSTSEC TCHRS-2 | TI/COLLEGE ASSISTANT PROFESSOR | Vacant | 45,435 | 33,831 | 79,266 | 47,104 | 35,978 | 83,082 |
| 6820 | 16284 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 64,002 | 60,200 | 124,201 | 66,726 | 63,975 | 130,702 |
| 6820 | 16812 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 72,571 | 68,717 | 141,288 | 72,571 | 72,007 | 144,578 |
| 6820 | 18781 | 25-1190 MISC POSTSEC TCHRS-4 | TI/COLLEGE PROFESSOR HZD | Vacant | 72,099 | 47,924 | 120,023 | 74,139 | 50,390 | 124,529 |
| 6820 | 18809 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Vacant | 64,002 | 33,117 | 97,119 | 66,307 | 34,770 | 101,077 |
| 6820 | 18849 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 73,271 | 36,140 | 109,411 | 73,621 | 37,155 | 110,776 |
| 6820 | 18854 | 25-1190 MISC POSTSEC TCHRS-4 | TI/COLLEGE PROFESSOR HZD | Filled | 85,330 | 41,860 | 127,190 | 85,906 | 43,075 | 128,981 |
| 6820 | 19533 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 61,339 | 20,569 | 81,908 | 62,875 | 21,088 | 83,963 |
| 6820 | 19552 | 43-6010 ADMIN ASSTS-3 | ADMINISTRATIVE SECRETARY | Vacant | 51,500 | 35,088 | 86,588 | 51,500 | 36,889 | 88,389 |
| 6820 | 19564 | 11-9150 SOC-CMTY SVC MGRS-5 | ADMINISTRATOR III | Vacant | 74,139 | 39,781 | 113,920 | 77,195 | 42,216 | 119,411 |
| 6820 | 19939 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 54,634 | 23,572 | 78,206 | 56,870 | 24,937 | 81,807 |
| 6820 | 19953 | 11-9150 SOC-CMTY SVC MGRS-6 | ADMINISTRATOR IV | Vacant | 106,062 | 46,399 | 152,461 | 108,966 | 48,802 | 157,768 |
| 6820 | 30341 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 61,442 | 32,282 | 93,724 | 64,002 | 34,018 | 98,020 |
| 6820 | 40234 | 25-1190 MISC POSTSEC TCHRS-4 | TI/COLLEGE PROFESSOR HZD | Filled | 74,139 | 63,506 | 137,645 | 74,995 | 66,671 | 141,666 |
| 6820 | 40717 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 60,387 | 31,938 | 92,325 | 61,339 | 33,150 | 94,489 |
| 6820 | 40719 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Vacant | 69,864 | 62,112 | 131,976 | 72,571 | 65,881 | 138,452 |
| 6820 | 41315 | 43-4070 FILE CLERKS-2 | RECORDS CONTROL CLERK HZD | Vacant | 48,921 | 28,199 | 77,119 | 48,921 | 29,100 | 78,021 |
| 6820 | 41463 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Vacant | 69,204 | 61,896 | 131,101 | 69,988 | 65,039 | 135,027 |
| 6820 | 41464 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 59,435 | 58,711 | 118,146 | 61,339 | 62,218 | 123,558 |
| 6820 | 41467 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 69,638 | 62,038 | 131,676 | 71,680 | 65,591 | 137,271 |
| 6820 | 41509 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 57,770 | 58,168 | 115,937 | 60,197 | 61,846 | 122,043 |
| 6820 | 42237 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 72,571 | 62,994 | 135,566 | 72,921 | 65,995 | 138,916 |
| 6820 | 42240 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Vacant | 66,726 | 46,172 | 112,898 | 67,846 | 48,338 | 116,185 |
| 6820 | 42242 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 72,571 | 62,197 | 134,768 | 72,571 | 65,059 | 137,630 |
| 6820 | 42243 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 72,921 | 48,192 | 121,113 | 72,921 | 49,993 | 122,914 |
| 6820 | 42250 | 25-2030 SEC SCHOOL TEACHERS-3 | TEACHER III HZD | Vacant | 51,090 | 35,003 | 86,093 | 52,984 | 37,197 | 90,181 |
| 6820 | 42262 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Vacant | 66,726 | 34,005 | 100,732 | 68,966 | 35,637 | 104,604 |
| 6820 | 42263 | 25-1190 MISC POSTSEC TCHRS-4 | TI/COLLEGE PROFESSOR HZD | Vacant | 57,603 | 36,354 | 93,957 | 60,003 | 38,652 | 98,655 |
| 6820 | 44263 | 21-1010 COUNSELORS-4 | CORREC COUNSELOR/CASE MGR | Filled | 73,025 | 36,060 | 109,085 | 73,271 | 37,041 | 110,312 |
| 6820 | 44329 | 25-1190 MISC POSTSEC TCHRS-3 | TI/COLLEGE ASSOCIATE PROFESSOR | Vacant | 51,090 | 35,003 | 86,093 | 52,984 | 37,197 | 90,181 |
| 6820 | 44331 | 25-2030 SEC SCHOOL TEACHERS-1 | TEACHER I HZD | Vacant | 42,120 | 33,144 | 75,264 | 43,676 | 35,268 | 78,944 |
| 6820 | 44334 | 25-1190 MISC POSTSEC TCHRS-3 | TI/COLLEGE ASSOCIATE PROFESSOR | Vacant | 51,090 | 35,003 | 86,093 | 52,984 | 37,197 | 90,181 |
| 6820 | 44839 | 21-1020 SOCIAL WKRS-5 | PROGRAM COORDINATOR HZD | Filled | 72,579 | 23,695 | 96,274 | 74,139 | 24,204 | 98,343 |
| | | Total | 35 Positions, 17 Vacant, 18 Filled | | 2,278,550 | 1,507,140 | 3,785,690 | 2,330,083 | 1,583,160 | 3,913,243 |
| | | Stated on House Report | | | (2,278,550) | (1,507,684) | (3,786,234) | (2,331,483) | (1,583,754) | (3,915,237) |
| | | House (over) under 7AX | | | (0) | (544) | (544) | (1,400) | (594) | (1,994) |

The proposed budget cuts in HB 1 would significantly reduce the New Hampshire Department of Corrections' ability to deliver critical rehabilitative, educational, and reentry services. These reductions eliminate key positions that support daily operations and long-term outcomes across all facilities, from case management and education to administrative coordination and family support.

Case managers—who provide essential reentry planning, assessments, and rehabilitative programming—would be reduced from 27 to just 6 across the entire system, serving more than 2,000 individuals. This would severely limit access to services that address housing, employment, treatment, and community reintegration, increasing the risk of recidivism and weakening public safety.

The elimination of Family Connections Center (FCC) staff would result in the closure of all FCC sites, ending programs that strengthen family bonds, support incarcerated parents, and



State of New Hampshire Department of Corrections

improve outcomes for children affected by incarceration. These losses would be felt not just by individuals in custody, but by families and communities statewide.

Educational and vocational programs—including barbering, culinary arts, digital literacy, and business—would be shuttered or scaled back due to staff reductions, eliminating pathways to career readiness and successful reentry. Support positions that manage college and apprenticeship programs, special education services, and student records would also be cut, further disrupting the Department’s ability to deliver legally required education.

Administrative support roles—including the sole secretary for the Division of Rehabilitative Services—would be lost, hindering coordination, communication, and compliance efforts across multiple program areas and facilities. Without these positions, daily operations and inter-agency collaboration will suffer, creating delays and inefficiencies that affect both staff and inmates.

In total, these proposed cuts would cripple core services that help individuals succeed post-release, reduce long-term costs to the state, and improve public safety. The Department’s ability to meet statutory obligations and uphold its rehabilitative mission would be significantly compromised.



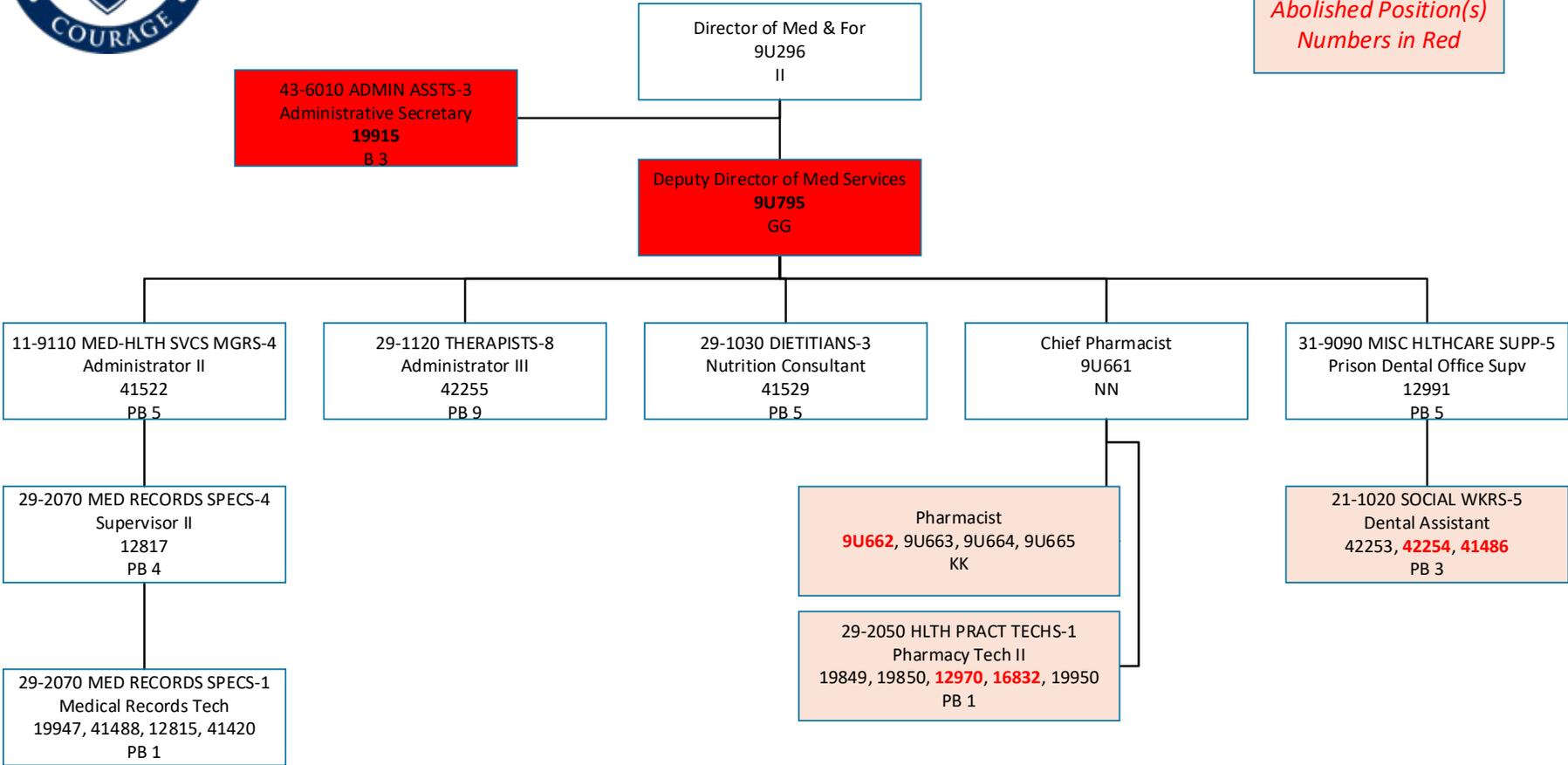
State of New Hampshire Department of Corrections



New Hampshire Department of Corrections Division of Medical & Forensics Bureau of Allied Health Services

All Abolished

Abolished Position(s)
Numbers in Red





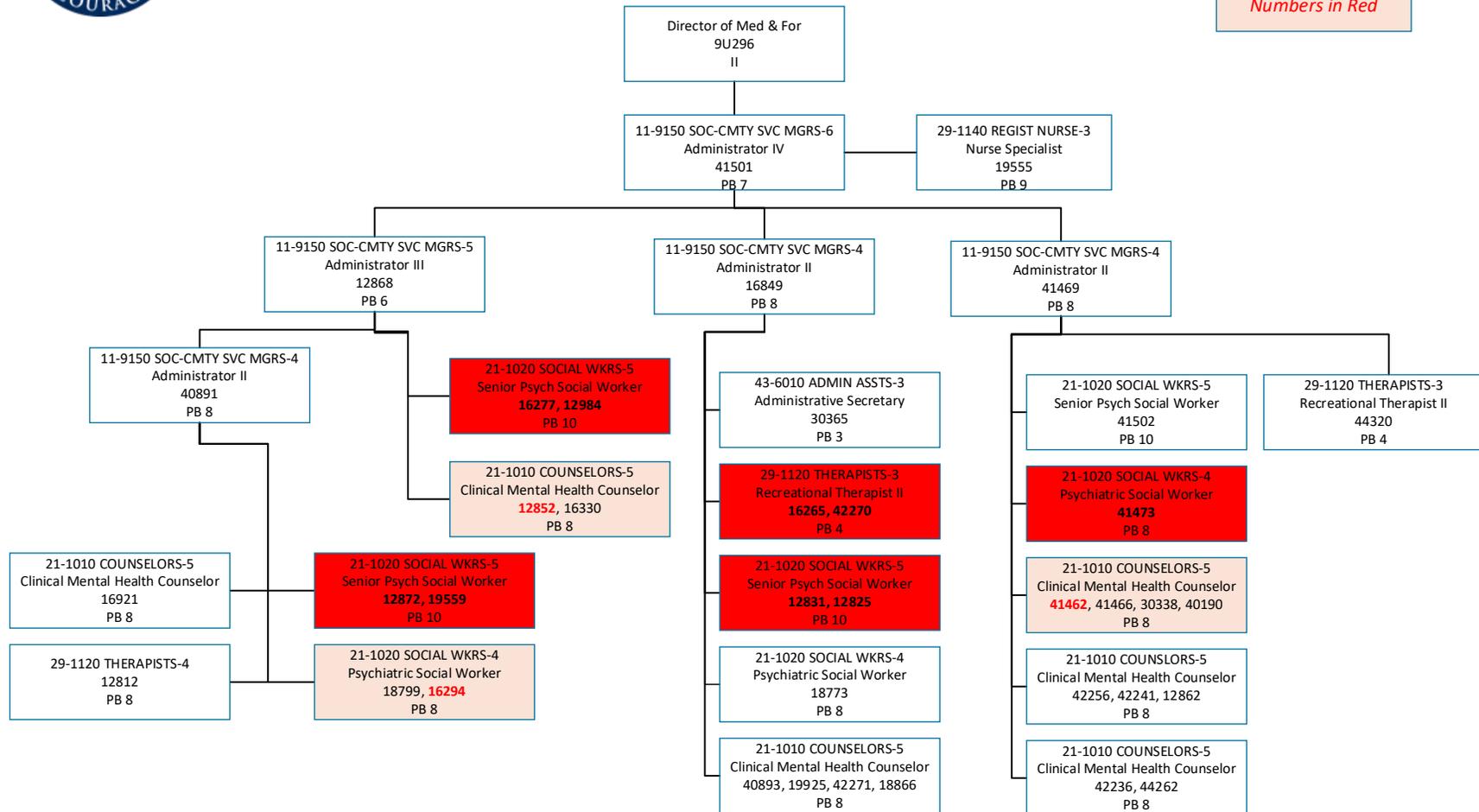
State of New Hampshire Department of Corrections



New Hampshire Department of Corrections Division of Medical & Forensics Bureau of Behavioral Health

All Abolished

Abolished Position(s)
Numbers in Red





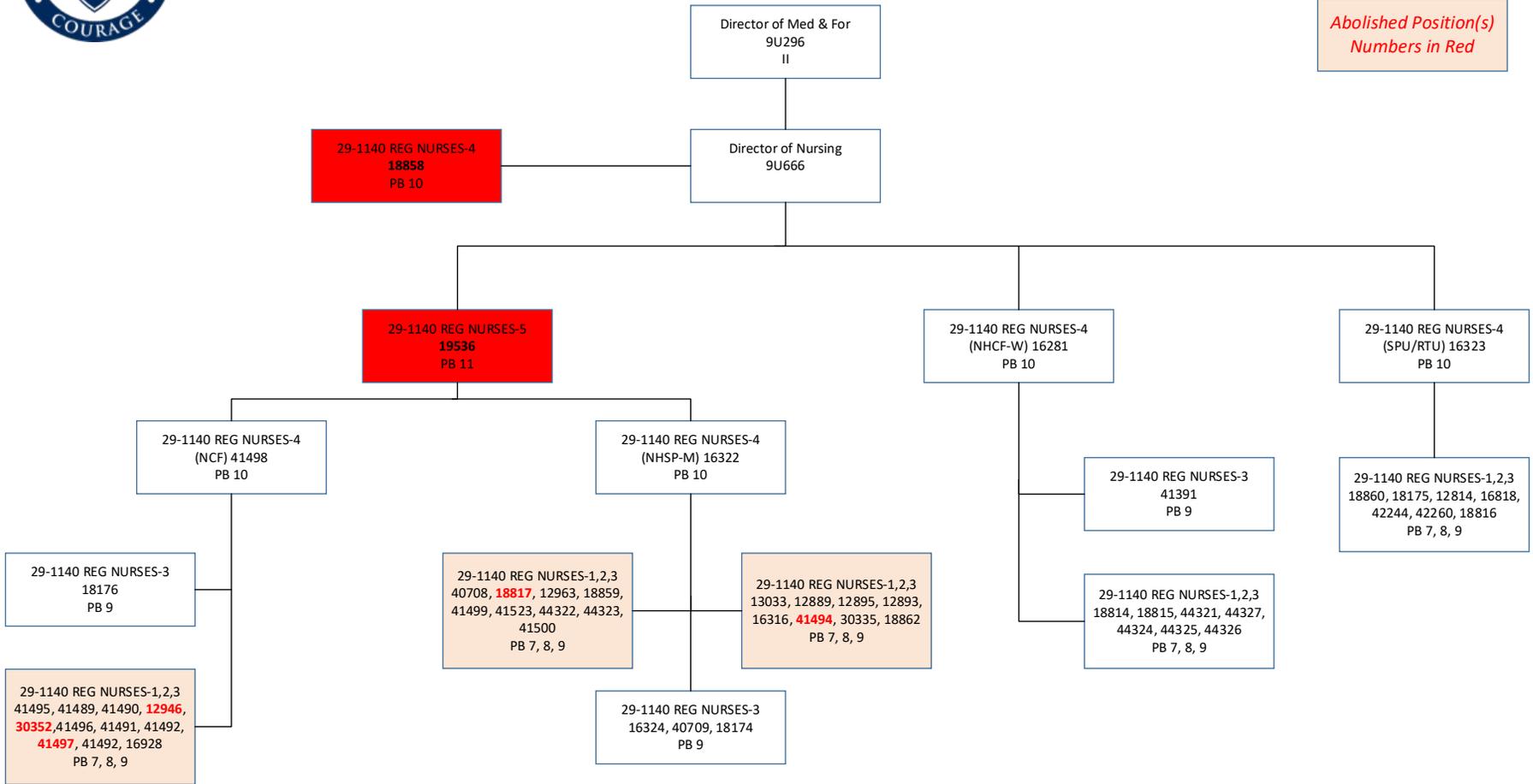
State of New Hampshire Department of Corrections



New Hampshire Department of Corrections Division of Medical & Forensics Nursing Services

All Abolished

Abolished Position(s)
Numbers in Red





State of New Hampshire Department of Corrections

Division of Medical and Forensics

The Division of Medical and Forensic Services is the entity charged with providing health care (medical, dental, and behavioral health) to those in the care and custody of the New Hampshire Department of Corrections. In collaboration with community partners, our approach to health care is to improve the overall health of the population we serve, promote a positive patient experience, and reduce the per capita cost of care.

Our health care delivery system is designed to meet the needs of those incarcerated in our facilities, for both chronic and acute conditions. This is achieved by the availability of outpatient-style services, residential services, and infirmary-level inpatient care for both medical and psychiatric services. The hospital level of care for medical needs is accomplished through partnerships with various community hospitals. The Secure Psychiatric Unit provides safe and secure levels of care for acute psychiatric issues per NH Statutes.

Medical services offered include individual appointments for chronic and acute conditions, sick call, and infirmary-level of care for the intensive observation that does not require hospitalization. Dental services include preventive interventions, remediation of acute conditions, and provision of dental appliances. Behavioral health services offered are outpatient services for mental health conditions, substance use disorder, and treatment to address deviant sexual behaviors. In addition, there are specialized housing units designed as modified therapeutic communities to address co-occurring disorders, substance use disorders, and other mental health disorders (e.g., Wellness, Focus, Intensive Sexual Offender Program, and Residential Treatment Unit).

Patient education is integral to helping keep inmates healthy and informed about their conditions. To that end, Division employees offer individual education, and we utilize electronic mailings to provide education on a wide variety of healthcare topics delivered through the inmate tablet technology.



State of New Hampshire Department of Corrections

5833 Secure Psychiatric Unit (page 633 of compare report):

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-----------------------|-------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 5833 | 12825 | 21-1020 SOCIAL WKRS-5 | SENIOR PSYCHIATRIC SOCIAL WKR | Filled | 125,675 | 80,311 | 205,986 | 126,025 | 83,312 | 209,337 |
| 5833 | 12831 | 21-1020 SOCIAL WKRS-5 | SENIOR PSYCHIATRIC SOCIAL WKR | Filled | 124,625 | 65,053 | 189,677 | 124,625 | 66,854 | 191,478 |
| Total | | | 2 Positions, 2 Filled | | 250,299 | 145,364 | 395,663 | 250,649 | 150,166 | 400,815 |
| Stated on House Report | | | | | (250,299) | (145,364) | (395,663) | (250,649) | (150,066) | (400,715) |
| House (over) under 7AX | | | | | - | (0) | (0) | - | 100 | 100 |

8231 Mental Health (page 635 of compare report):

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-----------------------|---------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 8231 | 12852 | 21-1010 COUNSELORS-5 | CLINICAL MENTAL HEALTH COUNS | Filled | 105,807 | 46,750 | 152,557 | 105,807 | 47,651 | 153,458 |
| 8231 | 12872 | 21-1020 SOCIAL WKRS-5 | SENIOR PSYCHIATRIC SOCIAL WKR | Filled | 80,925 | 41,188 | 122,113 | 84,488 | 43,728 | 128,215 |
| 8231 | 12984 | 21-1020 SOCIAL WKRS-5 | SENIOR PSYCHIATRIC SOCIAL WKR | Filled | 124,625 | 53,374 | 177,998 | 124,625 | 54,291 | 178,916 |
| 8231 | 16277 | 21-1020 SOCIAL WKRS-5 | SENIOR PSYCHIATRIC SOCIAL WKR | Vacant | 80,925 | 41,188 | 122,113 | 84,488 | 43,728 | 128,215 |
| 8231 | 16294 | 21-1020 SOCIAL WKRS-4 | PSYCHIATRIC SOCIAL WORKER HZD | Vacant | 88,374 | 41,065 | 129,439 | 92,172 | 43,205 | 135,377 |
| 8231 | 19559 | 21-1020 SOCIAL WKRS-5 | SENIOR PSYCHIATRIC SOCIAL WKR | Vacant | 80,925 | 41,188 | 122,113 | 84,488 | 43,728 | 128,215 |
| 8231 | 41462 | 21-1010 COUNSELORS-5 | CLINICAL MENTAL HEALTH COUNS | Vacant | 68,133 | 38,536 | 106,669 | 70,908 | 40,913 | 111,821 |
| 8231 | 42270 | 29-1120 THERAPISTS-3 | RECREATIONAL THERAPIST II HZD | Filled | 67,922 | 36,183 | 104,105 | 68,133 | 37,279 | 105,412 |
| 8231 | 41473 | 21-1020 SOCIAL WKRS-4 | PSYCHIATRIC SOCIAL WORKER HZD | Filled | 105,807 | 46,750 | 152,557 | 105,807 | 47,651 | 153,458 |
| Total | | | 9 Positions, 4 Vacant, 5 Filled | | 803,442 | 386,222 | 1,189,664 | 820,914 | 402,173 | 1,223,087 |
| Stated on House Report | | | | | (813,342) | (386,222) | (1,199,564) | (820,914) | (402,173) | (1,223,087) |
| House (over) under 7AX | | | | | (9,900) | (0) | (9,900) | - | 0 | 0 |

8234 Medical-Dental (page 637 of compare report):

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|--------------------------------|----------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 8234 | 12849 | 11-9110 MED-HLTH SVCS MGRS-6 | ADMINISTRATOR IV | Filled | 123,065 | 49,924 | 172,988 | 123,065 | 51,725 | 174,789 |
| 8234 | 12893 | 29-1140 REGISTERED NURSES-2 | REGISTERED NURSE II HZD | Filled | 105,277 | 73,660 | 178,936 | 109,239 | 77,839 | 187,078 |
| 8234 | 12946 | 29-1140 REGISTERED NURSES-2 | REGISTERED NURSE II HZD | Filled | 117,208 | 62,634 | 179,842 | 117,208 | 64,435 | 181,643 |
| 8234 | 18817 | 29-1140 REGISTERED NURSES-2 | REGISTERED NURSE II HZD | Filled | 77,501 | 40,478 | 117,979 | 80,481 | 42,897 | 123,378 |
| 8234 | 18858 | 29-1140 REGISTERED NURSES-3 | REGISTERED NURSE III HZD | Filled | 90,938 | 43,264 | 134,201 | 94,658 | 45,836 | 140,494 |
| 8234 | 19536 | 29-1140 REGISTERED NURSES-5 | ASSISTANT NURSING DIRECTOR | Vacant | 165,651 | 73,668 | 239,320 | 172,018 | 77,875 | 249,894 |
| 8234 | 19915 | 43-6010 ADMIN ASSTS-3 | ADMINISTRATIVE SECRETARY | Filled | 49,530 | 34,680 | 84,210 | 49,757 | 36,528 | 86,285 |
| 8234 | 30352 | 29-1140 REGISTERED NURSES-3 | REGISTERED NURSE III HZD | Vacant | 122,084 | 79,141 | 201,225 | 122,675 | 82,220 | 204,895 |
| 8234 | 41486 | 31-9090 MISC HLTHCARE SUPP-3 | DENTAL ASSISTANT | Filled | 41,964 | 33,112 | 75,076 | 43,408 | 35,212 | 78,620 |
| 8234 | 41494 | 29-1140 REGISTERED NURSES-BW-2 | REGISTERED NURSE II HZD | Filled | 127,376 | 53,783 | 181,159 | 130,558 | 55,722 | 186,280 |
| 8234 | 41497 | 29-1140 REGISTERED NURSES-BD-3 | REGISTERED NURSE III HZD | Vacant | 77,501 | 40,478 | 117,979 | 80,481 | 42,897 | 123,378 |
| 8234 | 42254 | 31-9090 MISC HLTHCARE SUPP-3 | DENTAL ASSISTANT | Vacant | 52,882 | 56,574 | 109,456 | 54,487 | 59,984 | 114,471 |
| Total | | | 12 Positions, 4 Vacant, 8 Filled | | 1,150,976 | 641,395 | 1,792,372 | 1,178,034 | 673,170 | 1,851,204 |
| Stated on House Report | | | | | (1,150,883) | (641,395) | (1,792,278) | (1,175,750) | (672,751) | (1,848,501) |
| House (over) under 7AX | | | | | 93 | 0 | 94 | 2,284 | 419 | 2,703 |

8235 Residential Treatment Unit (page 639 of compare report):

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|----------------------|-------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 8235 | 16265 | 29-1120 THERAPISTS-3 | RECREATIONAL THERAPIST II HZD | Filled | 72,929 | 23,809 | 96,738 | 74,489 | 24,318 | 98,807 |
| Stated on House Report | | | | | (72,929) | (23,809) | (96,738) | (74,489) | (24,318) | (98,807) |
| House (over) under 7AX | | | | | - | 0 | 0 | - | 0 | 0 |



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8236 Pharmacy (page 639 of compare report):

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|----------------------------|----------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 8236 | 12970 | 29-2050 HLTH PRACT TECHS-1 | PHARMACY TECHNICIAN II HZD | Filled | 49,659 | 22,540 | 72,199 | 51,090 | 23,738 | 74,828 |
| 8236 | 16832 | 29-2050 HLTH PRACT TECHS-1 | PHARMACY TECHNICIAN II HZD | Filled | 51,090 | 49,920 | 101,010 | 51,166 | 52,822 | 103,988 |
| 8236 | 9U662 | PHARMACIST (DOC) | PHARMACIST (DOC) | Filled | 149,660 | 55,427 | 205,087 | 154,700 | 58,272 | 212,972 |
| Total | | | 3 Positions, 3 Filled | | 250,409 | 127,887 | 378,296 | 256,956 | 134,833 | 391,789 |
| Stated on House Report | | | | | (250,409) | (127,887) | (378,296) | (256,956) | (134,833) | (391,789) |
| House (over) under 7AX | | | | | - | (0) | (0) | (0) | (0) | (0) |

Impacts:

Pharmacy:

Cutting one pharmacist from the New Hampshire Department of Corrections will have significant impacts on both patient care and the facility's operations.

Medication waste will increase as the ability to track proper administration diminishes. Without sufficient oversight, expired or improperly stored medications may be used, adding unnecessary costs. The reduction in staff will also compromise patient safety, with a higher risk of errors due to rushed technicians and a lack of proper verification.

Delays in care are another concern, as longer medication order wait times could result in non-compliance with policies and place additional stress on security and medical staff. Clinical programs, such as antibiotic stewardship and medication reviews, will also suffer, impacting the facility's ability to manage care effectively and efficiently.

The department's participation in the 340B program, which provides discounted medications, will be jeopardized without adequate staffing, and failure to comply with program requirements could result in lost savings. Increased scrutiny from the New Hampshire Board of Pharmacy is likely, which could lead to corrective actions or legal consequences due to failure to meet medication safety standards.

Reliance on staffing agencies to fill the gap will be more expensive and less effective, further increasing operational costs.

In summary, these budget cuts will lead to higher costs, delays in care, and decreased patient safety, ultimately outweighing any potential savings and creating significant challenges for the department.

Dental:

The intended cuts would create a 66% vacancy rate of the dental assistants that the NHDOC employes. For the NNHCF there is only one dental assistant position. It would remove the ability to provide adequate and safe dental services.

- Worsening Health Outcomes.



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- Poor oral health is linked to chronic diseases such as heart disease and diabetes, which are common among incarcerated populations
- Dental infection left untreated can lead to systemic infections which may increase hospitalization and emergency transports.
- Operation strain
 - Remaining staff will become over worked.
 - Travel times to provide any services in Berlin require a 5 hour round trip.
 - Transport team logistical challenges managing increased number of transports for dental issues.
- Legal and Ethical Implications
 - Constitutional Obligations – Eighth Amendment
 - Increase in class action suits and/or consent decrees
- Institutional Impact
 - Inadequate dental care can lead to disruption if inmates feel their health needs are being ignored.

Nursing:

- Direct Care Nursing positions do not currently offer any replacement factor for time off or vacancy to maintain safe patient to nurse ratios in a correctional setting. With a reduction in DOC nursing positions there would be:
 - Increase in nursing overtime would result
 - Increase in temporary nursing services would result
- Sick call access for inmates would be reduced
- Medication administration times would be more limited
- Medical emergency response resources would be stretched
 - Increasing ER send out and hospital admissions
 - Longer hospital stays due to limited resources available to accept patients back to the infirmary outside of daytime hours
 - Strain on community EMS resources and ERs
- Intake assessment at NHSPM could not be guaranteed to occur on the day of arrival
 - Risk for missed medications
 - Risk for missed withdrawal intervention
- Nurse Coordinator Infection control
 - Continuing education offerings and trainings would be limited
 - Tracking of credentials and licensure would not be maintained
 - Public Health partnership would not have dedicated resources that it needs
 - Vaccine tracking, ordering and administering would be more limited
 - Public health reporting and tracking would be compromised
- Safety Concerns
 - Nurses would be faced with inadequate staffing



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- Increased burnout
- Employee injuries (physical demands)
- Risk of increased medication errors resulting from rushing and not following the 5 rights of medication administration
- Complete EMAR documentation takes time
- Inmate frustrations could increase
- Mental health interventions delayed

Mental Health

The impact that the proposed budget cuts and positions, would have on the behavioral health services would be atrocious and negligent. In 2006 the state department of corrections entered a court order requiring at least 8 full time clinicians at the NHSP-M per the settlement agreement in 1990. This court order was put in place to ensure that inmates received individual and group services in outpatient/general population, and higher secured housing areas. We also agreed to provide behavioral health check for all inmates that are listed as a C5. In March, 2025 there were 73 inmates living in SHU who were prescribed psychiatric medication. Of those 73 inmates, 5 were classified as severely and persistently mentally ill (SPMI). Over the course of the month, there was the potential for 116 potential total contacts for these individuals as it pertains to conducting the required SHU 14 day clinical appointments.

The agreement also included providing a residential treatment unit, for inmates who struggle in general population due to a diagnosed mental health condition. This unit is also a step down from the secured psychiatric unit, ensuring that inmates transition into the general population without incident. The RTU provides intensive, structured interventions, helping inmates develop coping, communication, and problem-solving skills to transition into a lessor restrictive environment. Recreation therapy improves physical, cognitive and emotional wellbeing. These therapists plan and implement treatment programs that address specific needs, such as developing social skills, confidence and reducing stress.

All inmates receiving behavioral health services are required to work with a clinician and develop an individualized treatment plan. Clinical staff are also required to document on all interactions and sessions. The clinical team provides and follows all inmates that score high risk as a predator or possible victim following the prison rape elimination act. Inmates are provided an intake within 14 days of admission into the facility and provided individual and group services based on need. Addiction clinicians complete a full LADC assessment and deliver services based on need and level of care determined. Many residents would not be able to complete community treatment due to their criminogenic behaviors and therefor are offered intensive treatment in our Focus program. The program assists with not only their addiction but targets behaviors and underlined mental health conditions.



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The Consequences of Cutting Behavioral Health Staff

Eliminating behavioral health professionals from NHDOC is not just a budgetary staffing decision; this is a public safety issue. These professionals:

- Provide mental health services to inmates, many of whom have untreated or under-treated conditions.
- Administer evidence-based rehabilitation programs that reduce criminal behavior.
- Help individuals develop the skills necessary to reintegrate and become productive members of society.
- Clinical noncompliance. If the state reduces our staffing, we will no longer be following the court orders.
- We will need to request the use of temporary services at a higher cost per hour to assist with emergencies.
- We will need to create a reactive plan to inmate suicide and prison rape in place of proactive prevention intervention.
- All behavioral health programs will be impacted.
- There will be no clinicians at NCF, no oversight of mental health needs for over 500 inmates.
- There will be one clinician to run the SOT program, a third of the prison population have a sex offense, or related sex offense. This will cause an impact in meeting policy requirements
- The LADC substance program will be impacted and cause longer waitlist that will cause an impact in meeting policy requirements and inmates leaving after min sentence.
- By abolishing the recreational therapists & Senior psychiatric social workers in RTU/SPU/BH, we will be in noncompliance with the Holliday court order & Laman decree.
- For SPU, most of our patients reintegrate back into the community shortly after their treatment in the SPU. By taking these positions away, you are directly reducing the ability to shorten length of stay for patients (keeping them in a more restrictive setting longer) due to the lack of the ability to provide services to get the patients back out to the community. This also equates to higher costs to have them reside in this facility for longer periods, and also lawsuits that could arise for untimely treatment being offered due to it being impossible to deliver to all patients with reduced staffing
- By removing senior psychiatric positions, you are taking away expertise who understand how to clinically intervene. Further by removing them, they will no longer be able to provide supervision/oversight, which then will reduce the CMHC positions because they need supervision to practice. This will also no longer allow students to complete their internship requirements as they are required to be supervised by licensed staff.



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- Self-injury & violence will increase, resulting in more and patient injuries, which then results in more funds (workers comp, lawsuits, OT needed by the remaining staff)
- The SPU/RTU will be just about reduced by 50% in clinical staff that are trained in de-escalation skills and clinical interventions. These are the two highest acuity units in the entire prisons system from NH for mental health. To reduce this staffing, you are putting not only staff/patients at risk in the unit but across the entire facility.

According to NIH, data shows that 40.9% of men in state prisons have mental health problems. By abolishing these positions, we are directly making it nearly impossible to give appropriate, ethical care to the population that is more in line with those incarcerated today.

Individuals with mental health diagnoses are overrepresented in the prison system. Data has shown that prisons are the number one mental health providers throughout the entire US. By removing mental health staff from NH DOC, you are making it nearly impossible to serve and stabilize these incarcerated individuals, resulting in higher risk (imminent risk in the prison for staff/patients, and community risk). Security will be a greater risk for incidents with reduction of these staff, due to lack of skilled de-escalation, mental treatment. Despite the new forensic hospital being built, we will be able to get the inmates on our waitlist under RSA 623.1 in faster to get services. By removing mental health staff/rec therapists in the SPU/RTU, you are reducing the ability to achieve this.

Removing these supports means that more individuals will reenter society underprepared, raising the risk of re-offense, straining law enforcement and judicial systems, and increasing long-term costs to taxpayers.

New Hampshire's improving recidivism rates are not the result of chance or fewer inmates, they are a result of targeted evidence-based practices led by behavioral health and programmatic staff. Cutting these positions undercuts public safety. We urge lawmakers to reconsider any cuts that affect behavioral health staffing in the Department of Corrections. The evidence is overwhelming: these professionals are essential to reducing recidivism, improving inmate outcomes, and making New Hampshire communities safer. Instead of weakening this progress, we should double-down on what works.

Current Staffing and Recidivism Trends

According to the NHDOC, in 2009, the department had 892 filled positions and 1085 authorized, while in 2025, the department has 747 filled positions and only 973 authorized. Simultaneously, recidivism rates have improved, from 52% in 2009 to 40% in 2025. While staffing has decreased proportionally, outcomes have improved. This is not a coincidence. The improvement is due, in large part, to the integration of behavioral health professionals and evidence-based programmatic interventions. Cutting these staff



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members risks reversing decades of progress and will result in increased costs not decreased costs.

The Research: What Works in Corrections

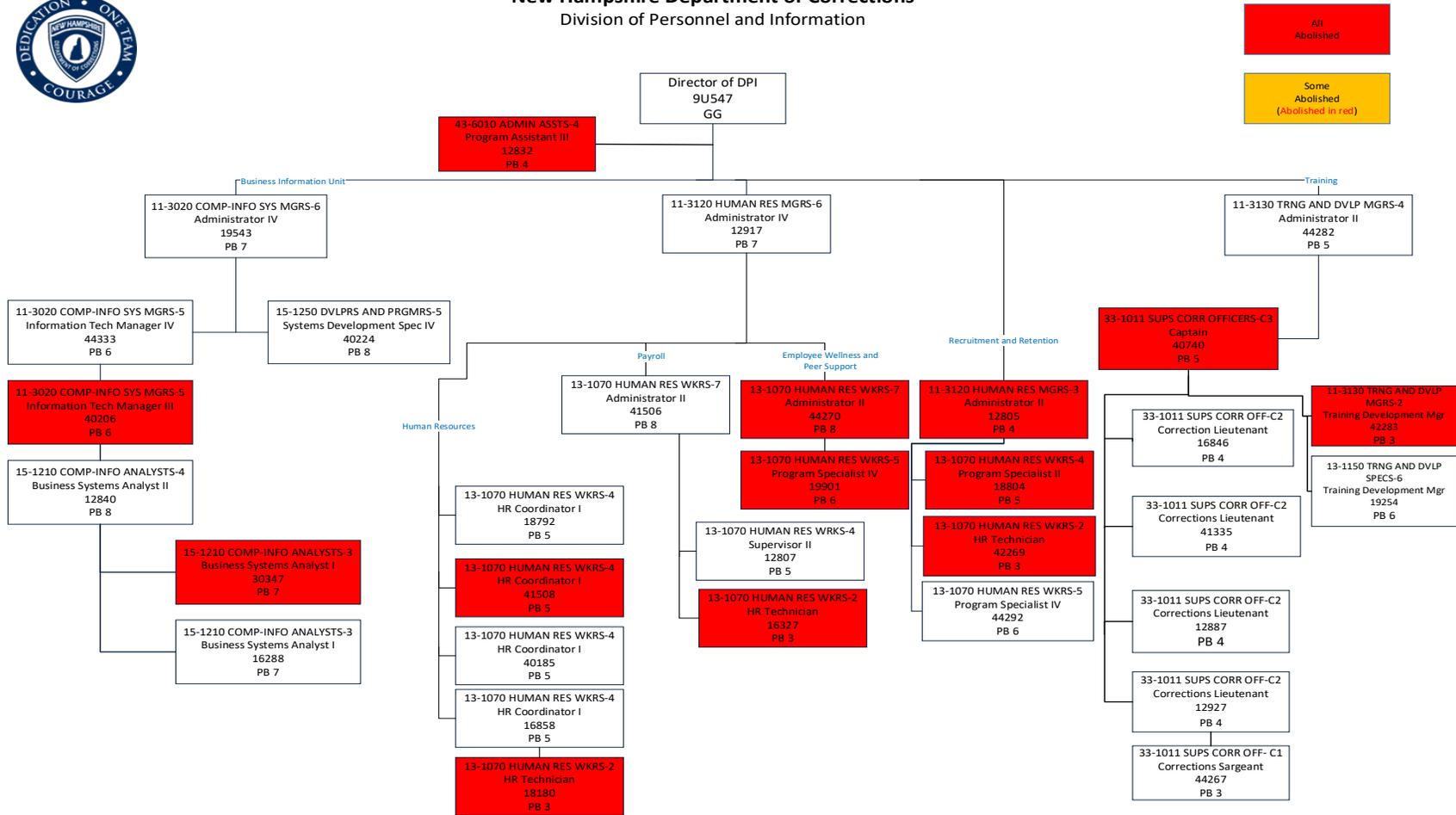
Numerous studies have shown that correctional officers, while critical for institutional order and safety, have a minimal direct impact on reducing re-arrest rates (Robinson et al, 2012). In contrast, behavioral health and programmatic staff have a demonstrated impact on outcomes. Lamberti (2016) identified that mental health collaborations within corrections significantly reduced re-offending, particularly among those with serious mental illness, a population that represents a disproportionate share of incarcerated individuals. Duwe (2017) further showed that participation in correctional programming, including vocational training and educational courses, resulted in measurable reductions in recidivism.



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New Hampshire Department of Corrections Division of Personnel and Information



All Abolished

Some Abolished (Abolished in red)



State of New Hampshire Department of Corrections

Division of Personnel and Information

The Division of Personnel and Information consists of three bureaus.

6528 Employee Development (page 643 of compare report):

Training & Employee Development consists of a team of sworn and civilian staff who provide initial and ongoing training, as well as professional development, to all NHDOC employees using the most current rules, laws, regulations, and best practices for corrections.

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-------------------------------|------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 6528 | 40740 | 33-1011 SUPS CORR OFFICERS-C3 | CORRECTIONS CAPTAIN | Filled | 109,106 | 74,908 | 184,014 | 113,836 | 79,338 | 193,174 |
| 6528 | 42283 | 11-3130 TRNG AND DVLP MGRS-2 | TRAINING DEVELOPMENT MANAGER | Filled | 72,579 | 27,292 | 99,871 | 75,024 | 28,700 | 103,724 |
| Total | | | 2 Positions, 2 Filled | | 181,685 | 102,200 | 283,885 | 188,860 | 108,038 | 296,898 |
| Stated on House Report | | | | | (181,685) | (102,200) | (283,885) | (188,860) | (108,008) | (296,868) |
| House (over) under 7AX | | | | | - | (0) | (0) | - | 30 | 30 |

Impacts:

The proposed elimination of the Training Captain and Training Manager positions within the Training and Employee Development Unit would seriously undermine the Department of Corrections' ability to maintain a safe, lawful, and professional workforce. These roles are mission-critical—not optional—and are central to staff readiness, legal compliance, and operational consistency.

The Training Captain, the Department's senior law enforcement trainer, ensures all training aligns with state laws and policies, delivers instruction on use of force, safety, and de-escalation, and supports the Corrections Academy. Eliminating this position would weaken law enforcement training and increase liability risks.

The Training Manager develops and delivers essential training for all staff, reinforcing policy, improving service delivery, and supporting morale and retention. Without this role, the Department would lose key capacity to maintain a trained and policy-compliant workforce.

Cutting these positions may offer short-term savings but will result in long-term costs through increased safety risks, compliance failures, and diminished institutional knowledge. Preserving these roles is essential to the Department's stability, effectiveness, and legal obligations.



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6529 Human Resources (page 644 of compare report):

Employee Services is responsible for the personnel and payroll functions of the Department in compliance with state and federal law. Other major functions include onboarding, selection, retention, promotion, worker's compensation claims processing, Family Medical Leave Act, benefits administration, and labor relations.

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-------------------------------|-------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 6529 | 12805 | 11-2030 PUBL RELATIONS MGRS-3 | ADMINISTRATOR II | Vacant | 85,416 | 57,036 | 142,452 | 87,864 | 60,430 | 148,294 |
| 6529 | 12832 | 43-6010 ADMIN ASSTS-4 | PROGRAM ASSISTANT III | Filled | 38,922 | 32,481 | 71,403 | 40,497 | 34,609 | 75,106 |
| 6529 | 13028 | 33-3020 DETECTIVES-C1 | CORRECTIONS INVESTIGATOR I | Vacant | 50,742 | 49,848 | 100,590 | 51,500 | 52,892 | 104,391 |
| 6529 | 16327 | 13-1070 HUMAN RES WKRS-2 | HUMAN RESOURCES TECHNICIAN | Vacant | 51,424 | 11,226 | 62,650 | 51,500 | 11,260 | 62,759 |
| 6529 | 18180 | 13-1070 HUMAN RES WKRS-2 | HUMAN RESOURCES TECHNICIAN | Vacant | 58,539 | 24,381 | 82,920 | 58,539 | 25,283 | 83,822 |
| 6529 | 18804 | 13-1070 HUMAN RES WKRS-4 | PROGRAM SPECIALIST II | Vacant | 59,718 | 36,792 | 96,510 | 62,354 | 39,139 | 101,493 |
| 6529 | 19901 | 13-1070 HUMAN RES WKRS-5 | PROGRAM SPECIALIST IV | Vacant | 65,304 | 25,784 | 91,088 | 68,127 | 27,270 | 95,397 |
| 6529 | 41508 | 13-1070 HUMAN RES WKRS-4 | HUMAN RESOURCES COORDINATOR I | Filled | 64,035 | 37,687 | 101,722 | 66,573 | 40,014 | 106,587 |
| 6529 | 42269 | 13-1070 HUMAN RES WKRS-2 | HUMAN RESOURCES TECHNICIAN | Vacant | 58,539 | 51,464 | 110,003 | 58,539 | 54,351 | 112,890 |
| 6529 | 44270 | 13-1070 HUMAN RES WKRS-7 | ADMINISTRATOR II | Filled | 105,647 | 46,313 | 151,960 | 105,647 | 48,114 | 153,761 |
| Total | | | | | 638,286 | 373,011 | 1,011,297 | 651,139 | 393,361 | 1,044,499 |
| Stated on House Report | | | | | (638,286) | (374,869) | (1,013,155) | (651,140) | (359,392) | (1,010,532) |
| House (over) under 7AX | | | | | (0) | (1,858) | (1,858) | (2) | 33,969 | 33,967 |

Impacts:

6531 Business Information Unit (page 646 of compare report):

The Business Information Unit was established to increase the focus on using technology to accomplish a wide range of objectives. The Unit is a joint effort with the Department of Information Technology (DoIT) to facilitate a smooth transition between the business side and project management, reporting, application support, data analysis, and prioritization of projects through the technical side with network support, server operations, desktop support, and application development.

The two positions proposed for elimination within the Business and Information Unit of the Division of Personnel and Information are vital to the New Hampshire Department of Corrections' ability to operate efficiently, manage risk, and deliver on its mission. These roles are central to overseeing technology projects, improving internal processes, and maintaining systems that directly support inmate programs and staff functions. Removing them would severely limit the Department's capacity to advance innovation, respond to evolving operational needs, and ensure continuity of services.

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|------------------------------|--------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 6531 | 30347 | 15-1210 COMP-INFO ANALYSTS-3 | BUSINESS SYSTEMS ANALYST I | Vacant | 77,423 | 40,462 | 117,885 | 79,365 | 42,666 | 122,031 |
| 6531 | 40206 | 11-3020 COMP-INFO SYS MGRS-5 | INFORMATION TECHNOLOGY MGR III | Filled | 100,645 | 45,276 | 145,921 | 104,947 | 47,969 | 152,916 |
| Total | | | | | 178,068 | 85,738 | 263,806 | 184,312 | 90,635 | 274,947 |
| Stated on House Report | | | | | (178,068) | (85,738) | (263,806) | (184,312) | (90,635) | (274,947) |
| House (over) under 7AX | | | | | (1) | 0 | (0) | - | (0) | (0) |



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These positions lead the planning and execution of major technology initiatives, including system upgrades and multi-agency integrations, helping prevent delays, cost overruns, and failures. They oversee systems essential to inmate education, recreation, and reentry programming—key components in reducing recidivism. They also spearhead LEAN and continuous improvement efforts that have saved taxpayer dollars and improved departmental efficiency.

In addition, these roles establish standards for business analysis, system compliance, and user accountability, and they serve as key liaisons between internal staff, IT teams, and external partners. Without them, the Department would face serious challenges in aligning system development with strategic priorities, resulting in reduced service quality, coordination breakdowns, and long-term inefficiencies.

Retaining these positions is not only operationally necessary—it is fiscally responsible. Their contributions ensure the Department remains adaptable, efficient, and able to meet its obligations to staff, inmates and the public.



State of New Hampshire Department of Corrections



New Hampshire Department of Corrections Division of Professional Standards

Director of PS
9U548
GG

All Abolished

Abolished Position
Numbers in Red

33-1012 SUPS DETECTIVES-C2
Chief of Investigations
13030
PB 6

11-9190 MISC MGRS-6
Administrator III
12899
PB 6

33-1012 SUPS DETECTIVES-C1
Deputy Chief of Investigations
(Northern Unit)
PB 5

33-1012 SUPS DETECTIVES-C1
Deputy Chief of Investigations
(Southern Unit)
PB 5

43-6010 ADMIN ASSTS-5
16334
PB 5

11-1020 GENERAL-OPS MGRS-4
Administrator II
12863
PB 5

13-1040 COMP OFF – 5
Program Specialist IV
PB 6

13-1040 COMP OFF – 5
Program Specialist IV
12934
PB 6

33-3020 DETECTIVES- C1, C2
Corrections Investigators
41358, 41443, 41330
PB 3, 4

33-3020 DETECTIVES- C1, C2
Corrections Investigators
12921, 16899, 13031, 18520, 41447, 12965,
44298, 13028, 16863
PB 3, 4

33-3020 DETECTIVES- C1, C2
Corrections Investigators
(Canine Unit)
18818, 44315
PB 3, 4



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Division of Professional Standards

The Division of Professional Standards conducts criminal and administrative investigations, internal affairs (accounting for less than 2% of their overall responsibilities), and audits relating to all aspects of operations and programs of the department, including complaints and grievances. The Division, likewise, coordinates, drafts and recommends policies and rules designed to promote efficiencies, economies, and effectiveness in the operations of the department. Finally, the division handles the inmate disciplinary process, which maintains order and safety in the Department’s facilities.

5929 Professional Standards (page 648 of compare report):

| A/U | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------|-------------------------------|--------------------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 5929 | 12921 | 33-3020 DETECTIVES-C2 | CORRECTIONS INVESTIGATOR III | Filled | 103,994 | 73,241 | 177,235 | 104,488 | 76,289 | 180,778 |
| 5929 | 12965 | 33-3020 DETECTIVES-C1 | CORRECTIONS INVESTIGATOR II | Filled | 88,186 | 68,086 | 156,272 | 94,994 | 73,193 | 168,187 |
| 5929 | 13031 | 33-3020 DETECTIVES-C2 | CORRECTIONS INVESTIGATOR III | Filled | 99,504 | 71,777 | 171,281 | 100,822 | 75,094 | 175,916 |
| 5929 | 16835 | 33-1012 SUPS DETECTIVES-C1 | DEPUTY CHIEF OF INVESTIGATIONS | Filled | 125,202 | 80,157 | 205,359 | 129,234 | 84,359 | 213,592 |
| 5929 | 16863 | 33-3020 DETECTIVES-C1 | CORRECTIONS INVESTIGATOR II | Filled | 84,072 | 39,662 | 123,734 | 87,594 | 41,712 | 129,305 |
| 5929 | 16915 | 33-1012 SUPS DETECTIVES-C1 | CORRECTIONS INVES-DEPUTY CHIEF | Filled | 117,891 | 77,773 | 195,664 | 120,890 | 81,638 | 202,527 |
| 5929 | 18520 | 33-3020 DETECTIVES-C1 | CORRECTIONS INVESTIGATOR I | Filled | 97,554 | 71,141 | 168,695 | 99,154 | 74,550 | 173,703 |
| 5929 | 41358 | 33-3020 DETECTIVES-C2 | CORRECTIONS INVESTIGATOR III | Filled | 109,278 | 74,965 | 184,243 | 109,456 | 77,909 | 187,365 |
| 5929 | 41447 | 33-3020 DETECTIVES-C1 | CORRECTIONS INVESTIGATOR II | Filled | 78,132 | 37,725 | 115,857 | 81,491 | 39,722 | 121,213 |
| 5929 | 41524 | 13-1040 COMPLIANCE OFFICERS-5 | PROGRAM SPECIALIST IV | Filled | 56,043 | 36,030 | 92,073 | 58,443 | 38,329 | 96,772 |
| 5929 | 44298 | 33-3020 DETECTIVES-C1 | CORRECTIONS INVESTIGATOR I | Filled | 91,146 | 41,969 | 133,114 | 91,886 | 43,111 | 134,997 |
| Total | | | 11 Positions, 11 Filled | | 1,051,000 | 672,526 | 1,723,526 | 1,078,450 | 705,905 | 1,784,355 |
| Stated on House Report | | | | | (1,051,000) | (672,526) | (1,723,526) | (1,078,450) | (667,105) | (1,745,555) |
| House (over) under TAX | | | | | 0 | 0 | 0 | 0 | 38,800 | 38,800 |

Impacts

The New Hampshire Department of Corrections’ Investigations Bureau, housed within the Division of Professional Standards, is composed of two units: the South Unit, based at the New Hampshire State Prison for Men in Concord, and the North Unit, located at the Northern New Hampshire Correctional Facility in Berlin. The South Unit is responsible for investigative services at the State Prison for Men, the Correctional Facility for Women, and all Transitional Housing Units. The North Unit supports the Northern NH Correctional Facility in Berlin. The Bureau conducts investigations into suspected or confirmed criminal activity—including assaults, escapes, and the introduction of contraband—as well as internal affairs matters as needed. K-9 teams are also utilized to support contraband interdiction efforts across the Department’s facilities.

The proposed elimination of eight Investigator positions and two regional Deputy Chief Investigators would severely impair the Bureau’s ability to function, leaving only 4 to cover all eight correctional facilities across the state. This drastic reduction would erode a vital layer of institutional security, significantly increasing the risk of contraband—such as drugs, weapons, and unauthorized communication devices, such as cell phones—entering both prisons and transitional housing units. Without adequate investigative staffing, the



State of New Hampshire Department of Corrections

Department cannot effectively monitor, respond to, or deter threats, undermining the overall safety of staff, inmates, and the public.

41 Uniformed positions abolished and funding moved to OT

The abolishment of 41 Corrections Officers is a permanent reduction in our law enforcement ranks. This action is a morale killer for an already overworked and understaffed law enforcement team. While these positions may currently be vacant, they represented the hope of future relief for the Department's security staff who are working many mandatory overtime shifts, missed family time, and the physical and mental toll of chronic short staffing. The elimination of these roles sends a damaging message that a fully staffed workforce is no longer the goal.

This is a budget neutral change to the Department's budget submission. The Department respectfully requests that these positions be funded with the funds that were transferred to Class 18 and Class 60. As has been the practice in past bienniums, the Department requested transfer language to move the funding from vacant positions to overtime. If these 41 position remain vacant, the Department would utilize the footnote to transfer the funds to Class 18 as needed.



State of New Hampshire Department of Corrections

| ORGN | ORGN NAME | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------------------------|-------|--------------------------|----------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 3372 | NH STATE PRISON FOR MEN | 12904 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 12928 | 33-3010 CORR OFFICERS-C2 | CORRECTIONS CORPORAL | Vacant | 62,920 | 34,380 | 97,300 | 65,320 | 36,090 | 101,410 |
| 3372 | NH STATE PRISON FOR MEN | 12938 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 12957 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 12975 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 12988 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 13014 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 13021 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 13023 | 33-3010 CORR OFFICERS-C2 | CORRECTIONS CORPORAL | Vacant | 62,920 | 34,380 | 97,300 | 65,320 | 36,090 | 101,410 |
| 3372 | NH STATE PRISON FOR MEN | 16274 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 16847 | 33-3010 CORR OFFICERS-C2 | CORRECTIONS CORPORAL | Vacant | 62,920 | 34,380 | 97,300 | 65,320 | 36,090 | 101,410 |
| 3372 | NH STATE PRISON FOR MEN | 19537 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 19546 | 33-3010 CORR OFFICERS-C2 | CORRECTIONS CORPORAL | Vacant | 62,920 | 34,380 | 97,300 | 65,320 | 36,090 | 101,410 |
| 3372 | NH STATE PRISON FOR MEN | 30333 | 33-3010 CORR OFFICERS-C2 | CORRECTIONS CORPORAL | Vacant | 62,920 | 34,380 | 97,300 | 65,320 | 36,090 | 101,410 |
| 3372 | NH STATE PRISON FOR MEN | 40169 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 40174 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 40175 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 40178 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Filled | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 40201 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 40213 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3372 | NH STATE PRISON FOR MEN | 40215 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Filled | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| Total | | | | | 21 Positions | 1,212,827 | 686,608 | 1,899,435 | 1,258,747 | 721,042 | 1,979,790 |
| Stated on House Report | | | | | | (1,228,827) | (686,608) | (1,915,435) | (1,258,747) | (721,042) | (1,979,789) |
| House (over) under 7AX | | | | | | (16,000) | 0 | (16,000) | 0 | 0 | 1 |

| ORGN | ORGN NAME | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|--------------------------------|-------|--------------------------|---------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 3373 | NORTHERN NH CORRECTIONAL FCLTY | 41338 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3373 | NORTHERN NH CORRECTIONAL FCLTY | 41406 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3373 | NORTHERN NH CORRECTIONAL FCLTY | 41408 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3373 | NORTHERN NH CORRECTIONAL FCLTY | 41415 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3373 | NORTHERN NH CORRECTIONAL FCLTY | 41425 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3373 | NORTHERN NH CORRECTIONAL FCLTY | 41427 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3373 | NORTHERN NH CORRECTIONAL FCLTY | 41431 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3373 | NORTHERN NH CORRECTIONAL FCLTY | 41435 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3373 | NORTHERN NH CORRECTIONAL FCLTY | 41437 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3373 | NORTHERN NH CORRECTIONAL FCLTY | 41451 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| Total | | | | | 10 Positions | 561,392 | 321,692 | 883,084 | 582,592 | 337,871 | 920,463 |
| Stated on House Report | | | | | | (561,392) | (321,692) | (883,084) | (582,592) | (337,871) | (920,463) |
| House (over) under 7AX | | | | | | - | (0) | (0) | - | 0 | 0 |

| ORGN | ORGN NAME | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|--------------------------------|-------|--------------------------|---------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 3374 | NH CORRECTIONAL FACILITY/WOMEN | 18808 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3374 | NH CORRECTIONAL FACILITY/WOMEN | 18831 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3374 | NH CORRECTIONAL FACILITY/WOMEN | 44271 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3374 | NH CORRECTIONAL FACILITY/WOMEN | 44281 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3374 | NH CORRECTIONAL FACILITY/WOMEN | 44301 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 3374 | NH CORRECTIONAL FACILITY/WOMEN | 44306 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| Total | | | | | 6 Positions | 336,835 | 193,015 | 529,850 | 349,555 | 202,723 | 552,278 |
| Stated on House Report | | | | | | (336,835) | (193,015) | (529,850) | (349,555) | (202,723) | (552,278) |
| House (over) under 7AX | | | | | | 0 | (0) | 0 | 0 | (0) | (0) |

| ORGN | ORGN NAME | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-----------|-------|--------------------------|---------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 5172 | SHEA FARM | 16851 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| Stated on House Report | | | | | | (56,139) | (32,169) | (88,308) | (58,259) | (33,787) | (92,046) |
| House (over) under 7AX | | | | | | 0 | 0 | 0 | 0 | 0 | 0 |

| ORGN | ORGN NAME | POS | SOC Title | Position Title | Position Status as of 4/4/25 | FY 2026 SALARY | FY 2026 BENEFITS | FY 2026 TOTAL | FY 2027 SALARY | FY 2027 BENEFITS | FY 2027 TOTAL |
|------------------------|-------------------------|-------|--------------------------|---------------------|------------------------------|----------------|------------------|---------------|----------------|------------------|---------------|
| 5833 | SECURE PSYCHIATRIC UNIT | 16282 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 5833 | SECURE PSYCHIATRIC UNIT | 16303 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| 5833 | SECURE PSYCHIATRIC UNIT | 19267 | 33-3010 CORR OFFICERS-C1 | CORRECTIONS OFFICER | Vacant | 56,139 | 32,169 | 88,308 | 58,259 | 33,787 | 92,046 |
| Total | | | | | 3 Positions | 168,418 | 96,507 | 264,925 | 174,778 | 101,361 | 276,139 |
| Stated on House Report | | | | | | (168,418) | (96,507) | (264,925) | (174,778) | (101,361) | (276,139) |
| House (over) under 7AX | | | | | | (0) | 0 | 0 | (0) | 0 | 0 |

| | | | | | | | | | | | |
|------------------------|--|--|--|--|--------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Grand Total | | | | | 41 Positions | 2,335,611 | 1,329,991 | 3,665,603 | 2,423,931 | 1,396,785 | 3,820,716 |
| Stated on House Report | | | | | | (2,351,611) | (1,329,991) | (3,681,602) | (2,423,931) | (1,396,784) | (3,820,715) |
| House (over) under 7AX | | | | | | (16,000) | 0 | (15,999) | 0 | 1 | 1 |



State of New Hampshire Department of Corrections

Conclusion:

In closing, the budget passed by the New Hampshire House of Representatives is not just a reduction in funding—it is a fundamental threat to the Department of Corrections' ability to operate legally, safely, and responsibly. These cuts severely inhibit our compliance with the state's administrative rules and make it virtually impossible for us to meet the requirements of the Laaman Decree and the Holliday, Woods, Lepine, and Fiandaca court decisions. These are binding legal mandates rooted in constitutional rights, not optional goals.

The proposed reductions also dismantle critical rehabilitation and reentry programs that reduce recidivism and promote long-term public safety. The RAND Corporation found that incarcerated individuals who participate in educational programs are 43% less likely to return to prison. Eliminating these programs strips individuals of the opportunity to succeed upon release and ensures higher long-term costs for the State of New Hampshire.

The gutting of the Department's Bureau of Investigations poses a direct threat to the safety and security of our correctional facilities. Investigators play a critical role in preventing and addressing the introduction of drugs, contraband, and gang-related activity within the walls. Without a dedicated investigative team to proactively gather intelligence, conduct targeted searches, and pursue criminal charges against those introducing illegal substances and weapons, these threats will grow unchecked. The absence of investigative oversight will allow organized criminal networks and gang influence to expand inside our facilities, endangering staff, residents, and the public. Reducing or eliminating this vital function undermines the Department's ability to maintain order, enforce accountability, and protect the integrity of the correctional environment.

Equally concerning is the elimination of civilian positions responsible for classifications, maintenance, laundry, kitchen operations, recreation, mental health, and programming. Removing these vital roles does not eliminate the work—they simply shift that burden onto an already overworked corrections officer workforce. Officers will be forced to pick up non-custodial responsibilities, diverting their focus from security and safety. This not only endangers staff and inmates, but it will almost certainly lead to a significant increase in mandatory overtime—further compounding the Department's staffing crisis and driving up long-term costs.

The result is a correctional system that is under-resourced, overburdened, and increasingly out of legal compliance. These cuts may appear to offer short-term savings, but they guarantee higher long-term costs through litigation, increased recidivism, staff burnout, and public safety risks. We respectfully ask the Senate to restore critical funding so that the Department can meet its legal obligations, reduce long-term taxpayer costs, and fulfill its mission to protect the public and rehabilitate those in our custody.



ROAD TO REDUCING RECIDIVISM
PROGRAMS INTRODUCED

NHDOC INITIATED PROGRAMS

- Voluntary Harm Reduction - Naloxone
- Focus Unit - NNHCF
- Increased Medication Assisted Tx
- Re-entry Care Coordination for Women and OUD exiting prisons
- Certified Peer Recovery and Program

2018

MALES
48.7%

FEMALES
41.9%

ALL
47.8%

2019

FEMALES
44.0%

MALES
44.3%

ALL
44.2%

NHDOC INITIATED PROGRAMS

- Voluntary Harm Reduction - Naloxone
- Focus Unit - NNHCF
- Increased Medication Assisted Tx
- Re-entry Care Coordination for Women and Men with OUD exiting prisons
- Certified Peer Recovery and Program
- Work Ready NH started at Transitional Work Center

2020

MALES
42.9%

FEMALES
30.1%

ALL
41.3%

NHDOC INITIATED PROGRAMS

- Voluntary Harm Reduction - Naloxone
- Focus Unit - NNHCF
- Increased Medication Assisted Tx
- Cosmetology Program started at NHCF.W
- Moral Reconciliation Therapy Program at Transitional Housing Units
- Re-entry Care Coordination for Women and Men with OUD exiting prisons
- Certified Peer Recovery and Program
- Opened Focus Unit at NHSPM
- Family Ties Inside Out Program started (FCC)
- Journaling Program Core Skills (All Locations)
- Journaling Program Responsible Thinking (All Locations)

2021

FEMALES
35.9%

MALES
41.4%

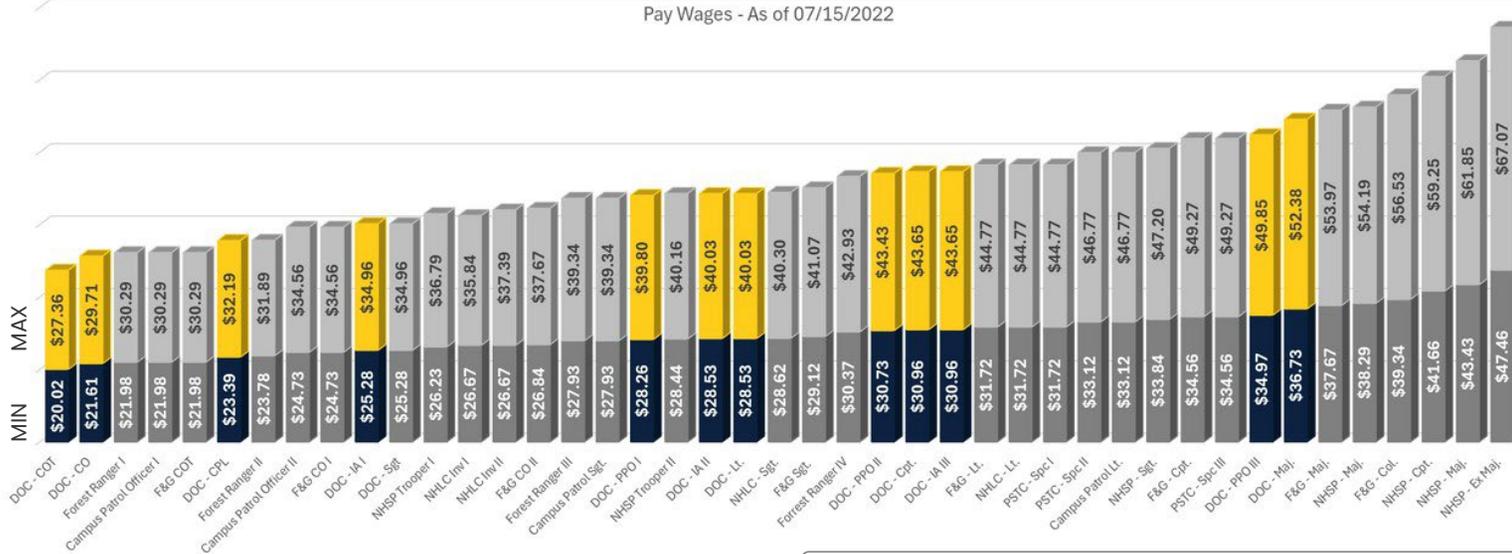
ALL
40.8%

NHDOC INITIATED PROGRAMS

- Voluntary Harm Reduction - Naloxone
- Focus Unit - NNHCF
- Increased Medication Assisted Tx
- Transferred NHSPM Focus to NCF to increase to 2 units
 - Choose Love (NHCFW)
 - Moral Reconciliation Therapy Program (NCF)
- Re-entry Care Coordination for Women and Men with OUD exiting prisons
- Certified Peer Recovery and Program
- NHDOC Clinical Joined the Justice Community Opioid Innovation Network
- Joined the TARA ECHO Project
- Restrictive Housing Programs started (Secured Housing Unit)
 - Social Values, Criminal Lifestyle, Responsible Thinking, Violence Prevention

ADVOCATING FOR REALLOCATION FOR ALL CORRECTIONS OFFICER RANKS

Effective May 2023, NHDOC advocated for the reallocation for all CO ranks to remain competitive with the salaries offered by other state agencies. The below chart shows the starting hourly wage as well as the max hourly wage for each rank.



SALARIES AS OF MAY 2023

Pay wages reflected as of May 2023, before the implementation of the 10% and 2% increases.

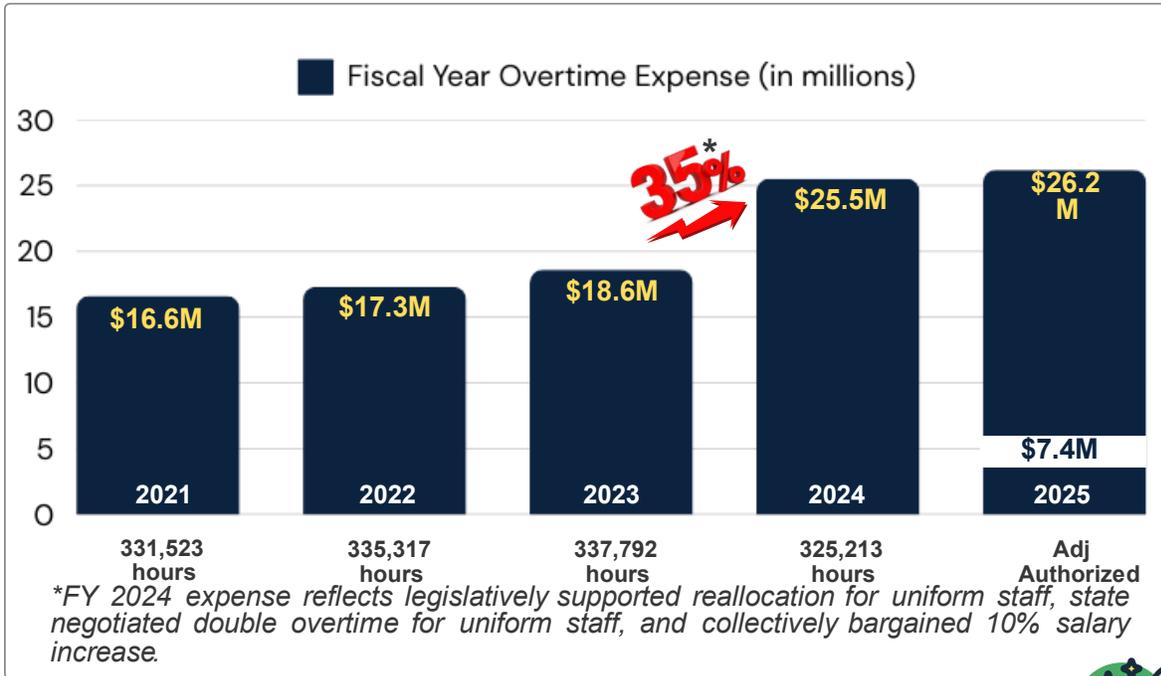


SALARIES AS OF JANUARY 2025

| | MIN | MAX |
|--------------------------------|---------|---------|
| Corrections Officer | \$26.17 | \$39.54 |
| COMPARATIVES | | |
| Forest Ranger I | \$25.96 | \$39.26 |
| Campus Patrol Officer I | \$23.93 | \$35.85 |
| F&G Officer I | \$25.96 | \$39.26 |
| NHSP Trooper I | \$31.03 | \$40.02 |



NHDOC INCREASE IN STAFFING COSTS



10% RAISE
 FY 2024: 10% Raise for all state employees including unclassified.

15% RAISE FOR NURSES
 FY 2023: 15% pay increase for nurses (ARPA funded until FY 2024 when it was negotiated into the contract)

FY 2024: DOUBLE TIME FOR OVERTIME

In FY 2024, double time for overtime was negotiated into the contract for Corrections Officers, Corporals (Teamsters) and Sergeants, Lieutenants, and Captains (SEA). The Fiscal Year Overtime Expense graph reflects legislatively supported reallocation for law enforcement officers, state negotiated double overtime and collectively bargained 10% salary increase.