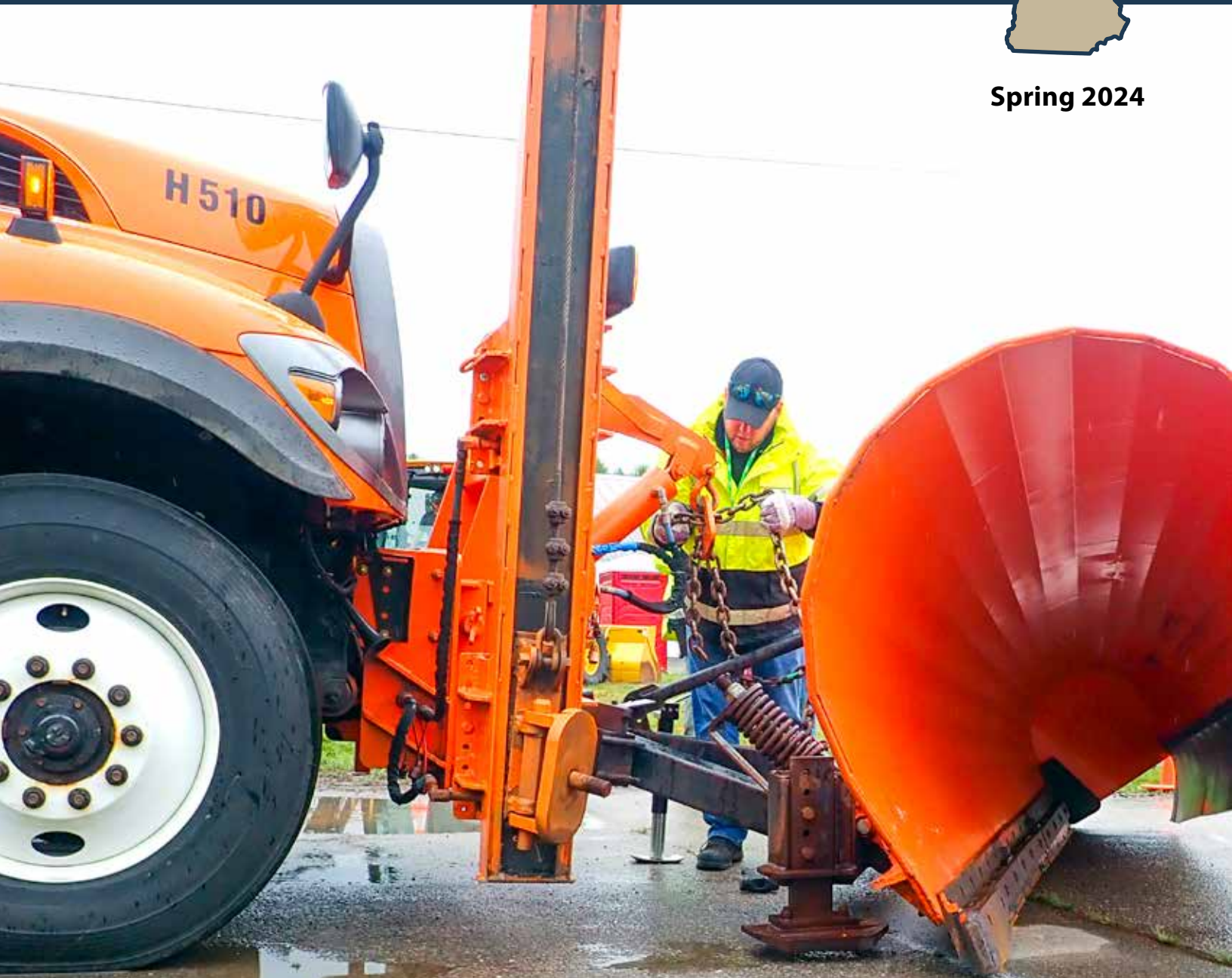


ON THE MOVE

New Hampshire Department of Transportation Newsletter



Spring 2024



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SOC Update

This opening article of the On the Move 2024 Spring issue is going to talk briefly about the new State personnel and classification system, better known by the acronym "SOC" (Standard Occupational Classification). So what is SOC? Hopefully most of you know the basics of the changes that have been implemented so far. But a few better questions might be... what parts of the personnel system aren't covered by SOC, where we are in terms of implementation, and what's coming up? But before I cover any of that, I would like to remind every employee of NHDOT of the guiding principle of the Commissioners when it comes to our advocacy for improving pay and benefits. We will always strive to do the most good for the greatest number of you at each moment. In New Hampshire, pay is collectively bargained. In other words, the only way to make across-the-board improvements in pay for all of us is through the bargaining process. But through SOC, we are trying to support that process and make it more flexible and responsive to market conditions.

In order to communicate SOC changes so far, the Commissioners have already launched a series of townhalls around the Department. These opportunities for open dialogue will continue throughout the summer and into the early fall.

So let's dive into it. Firstly, SOC is a **classification** system. That system has to do with how we classify (describe) each job in the State, and how our workforce progresses through the system in terms of seniority and greater responsibility. This classification is then translated into paybands and steps which are and have been collectively bargained with the unions which represent state employees. **Classification** and **compensation** are therefore distinct issues.

SOC does **not** encompass every personnel policy of the state, many of which are mandated by state or federal law. **SOC is not all of the personnel system, and not all of the personnel system is SOC.** This is an important distinction to

understand. Some aspects of the State personnel system that have nothing to do with SOC include: standard promotional rules (determined by State Rules & DOP policy); the time it takes for a reclassification approval (determined by available bandwidth in HR and DOP & completeness of package); and approval for hiring above minimum step (determined by DOP policy). While SOC does streamline and simplify many DOP processes, it did not and could not eliminate every frustration about HR rules from a departmental perspective.

But what is SOC specifically? It is the classification system used by the Federal government and now (in a customized form) by the State of New Hampshire. The Federal Department of Labor maintains data using this classification system. Other industries use SOC as well, which provides many advantages for 'across-the-board' alignment with other government and private sector bodies. Its main features include:

- **Incorporates data from many industries**
- **Easy to compare other regions, states or private industry**
- **DOL's Bureau of Labor Statistics (BLS) and Census data allow emerging fields to be more quickly categorized**
- **Easier to create career paths/ladders**
- **Facilitates labor market analysis:** From a compensation standpoint, SOC allows us to compare our positions to similar positions across the country to ensure we're paying in-line with the market. This would be an employee benefit and this information is online that anyone can view.
- **O*net Salary Comparisons:** The BLS website where this data 'lives'.
- **Publicly available and accessible:** Anyone can view this data on the Internet, allowing for maximum transparency.

(continued on back page)

SAFETY CORNER – 100 Safest Deadliest Days Coming to New Hampshire this Summer



The period between Memorial Day weekend and Labor Day, generally about one hundred calendar days, is sometimes described in highway safety terms as the “100 deadliest days” due to the increase in fatal and serious injury crashes over the summer months. This is especially true for younger/teen drivers who may be experiencing their first taste of independence behind the wheel. For example, in 2022, there were 54 fatal crashes in New Hampshire during this period, representing 37% of the fatal crashes for year (in 28% of the calendar days). There are many factors that contribute to this increase, most involve one or more driver errors. The traditional approach to address poor driving behavior and/or driver decision-making is through enforcement, also known as “the stick”. If we are to truly drive the number of fatal and serious injury crashes “toward zero”, we need to find a new approach, namely incentivising safe driving behavior, a.k.a. “the carrot”.

This summer a new campaign designed to make young drivers safer is being launched on a national scale. The 100 Safest Days Challenge is a collaboration between the Family, Career and Community Leaders of America (FCCLA), one of America’s largest student organizations and the Safe Roads Challenge team, a technology-based organization dedicated to changing driver behavior through an innovative approach using incentives and competition. The challenge will be running nationally from May 25 (Memorial Day weekend) to September 2 (Labor Day weekend), corresponding with the period generally known as the 100 Deadliest Days.

The Challenge is being supported by many government organizations throughout North America, along with community-based corporate partners. Bill Lambert, the NHDOT “Highway Safety Czar”, wants to bring this program to New Hampshire, “the 100 Safest Days is important in New Hampshire because we want all our citizens and the thousands of visitors that flock to our beautiful state to enjoy their time going from one place to the next, and back, safely. If we can make our streets and highways safer for our least experienced drivers, they will then be safer for all road users, regardless of mode.”

Helping young drivers become safer takes a community effort and everyone working together to promote the challenge, support and reward safe driving and use risk data to create better infrastructure and messaging in traffic safety. “Everyone has a part to play in making our community roads safer and we feel that there is a true win-win for everyone involved in the Safe Roads Challenge, the most important win is reducing vehicle collisions and the terrible impact they have on families and communities”, says Bill Bland, founder of the Safe Roads Challenge program.

All drivers can get involved by simply downloading the free “TrypScore” app on Google Play or the Apple App Store.

The app gives the driver the ability to “level up” in the game with safe driving scores, compete against family and friends for top weekly scores and earn entries into contests for gift cards from popular reward partners, including Target, Walmart, and AutoZone. Once on the app, users will be invited to join the 100 Safest Days Challenge on May 25 with more opportunities to improve their driving and compete in exclusive challenges for great prizes including a chance to win \$100,000 in the \$100K Prize Vault Challenge.

If you would like to get involved in supporting young drivers through sponsorship of special safety zones, getting your family and friends involved in the challenge or just learning more, please contact Bill Bland at bill@saferoadschallenge.com.





The 45th NHDOT Plow Rally was held on Thursday, May 16, 2024 at the Cheshire Fair Grounds and despite a rainy start, there was a great turn out with 260+ attendees – Retired and Full-time employees and their families. All Highway Maintenance Bureaus/Districts and Turnpikes were represented by teams they sent to the competition.



The 1st Place Trophy belongs to District 6! Congratulations to Tim Libby (Driver) Shed 601, and Brad Bartlett (Assistant) Shed 606.

OVERALL WINNING TEAMS

| | | |
|-----------------|----------------------------------|---------------------------------------|
| 1st Place | Tim Libby – Driver – Shed 601 | Brad Bartlett – Assistant – Shed 606 |
| 2nd Place | Nick Comeau – Driver – Shed 206 | Jack Gosson – Assistant – Shed 206 |
| 3rd Place | John Kenney – Driver – Shed 403 | Zack Parenteau – Assistant – Shed 408 |
| Safety Quiz | Tim Libby – Driver – Shed 601 | Brad Bartlett – Assistant – Shed 606 |
| Defective Truck | Nick Comeau – Driver – Shed 206 | Jack Gosson – Assistant – Shed 206 |
| Plow Mount | Justin Smith – Driver – Shed 202 | Cody Smith – Assistant – Shed 202 |
| Wing Slalom | Tim Libby – Driver – Shed 601 | Brad Bartlett – Assistant – Shed 606 |
| Texas Roll | Nick Comeau – Driver – Shed 206 | Jack Gosson – Assistant – Shed 206 |



Innovations

From Scraps to Super Solutions!

There were two innovations at the Rally and both were pretty smart ideas. They were creative and demonstrated their welding skills. Best of all - they both solved different problems.

1st Place - Delineator Pounder - Designed by Eric Costello and Glen Levesque. Fabricated by Eric Costello and used by 512 Shed. Eric Costello and Glen Levesque, District 5, Shed 512, Foreman and Assistant Foreman added to their already customized truck bed attachment to solve a different problem: Pounding in attenuators. Glen fractured his elbow using the manual attenuator driver last year. Eric stated that "With fewer guys in the sheds we all need to stay healthy!" The rope connects to a pulley and a heavy steel rod. Pull it up and let drop and pound in the attenuator - no stress on arms and shoulders.



2nd Place - Tool Holder - Designed and fabricated by Andrew Barrette and used by Patrol Sheds in District 3. Andrew from New Hampton Shed 324 added a tool holder that keeps shovels and brooms within easy reach. "There's really no good spot to keep these on the truck". Customizing or Welding something to the truck is forbidden so he attached his idea to the wing slide mount. He recommends getting a little help when bolting it to the truck.

Thanks to all that were involved before, during and after the Rally.



Personnel Updates

New Hires: January - March 2024

Jakob M. Heath - District 2, Crew 3
Karisma J. Remick - District 2, Crew 12
Nicholas R. Lee - Construction
Christopher P. Bienvenu - Construction
Scot A. Brown - District 2, Crew 1
Wesley W. Fillion - Bridge Maint-Lancaster
Gregory H. Naigles - Material & Research
Andrew M. Pearson - District 3, Crew 14
Jamie R. Peterson - District 5, Crew 27
Ashley M. Phillips - Planning & System Dev
Heidi E. Karajcic - Commissioners Office
Cherie M. Sirrianna - Finance And Contracts
James W. Stimpson - Tpk-Hooksett Maintenance
Harrison R. Gates - District 1, Crew 22
Logan J. Lewis - Mechanical Div-Ossipee
Anthony M. Smart - District 3, Crew 11
Nelson J. Moffett - District 3, Crew 11
Andrew D. Stockwell - Mechanical Div-Concord
Hunter D. Daggett - District 3, Crew 2
Kaden R. Farrell - Bridge Maint-Portsmouth
Nikolas J. Bray - District 2, Crew 6
Jeremy M. Treamer - District 1, Crew 7
Ryan T. Cloutier - TSMO Dispatch Operations
Damien B. Belanger - Mechanical Div-Concord
Anil Kumar Kotte - Construction
Donald R. Belanger - District 3, Crew 15
Riley A. Clement - District 3, Crew 25
Jon E. Cyr - District 1, Crew 2
Earl D. Thibodeau - District 3, Crew 13
Kevin D. O'Roak - District 1, Crew 1
Brian A. Harwell - Construction
Jacob A. Walker - District 2, Crew 14
Jaxson R. Conway - Traffic Signal Crews
Zachary M. Jacques - Finance and Contracts
Michele L. Trehern - Mechanical Div-Concord
Brandon T. Rainey - Mechanical Div-Swanzey
Patricia M. Bouley - Finance and Contracts

Rachel D. Tieman - Turnpikes-Hooksett
Jacob T. Niquette - Mechanical Div-Concord
Cory A. Plummer - District 4, Crew 7
Candace A. Comer - Construction
Christopher D. Leblanc - District 3, Crew 5
Kelly A. Greenberg - Turnpikes-Hooksett
Joel D. Runnals - Right Of Way
Gauge C. Bordonaro - District 2, Crew 3
Jason G. Blanco - TSMO Dispatch Operations
William B. Reed - Right Of Way
Devon R. Normandin - District 3, Crew 24
Keith A. Atkins - District 4, Crew 10
Shawn T. Byron - Human Resources

Promotions: January - March 2024

Russell Lebaron - Sups Construct, District 5
Todd Van Aken - Highway Maint, District 6
Douglas Smith - Sups Construct, District 5
Luke Marsters - Highway Maint, Turnpikes
Jason Hammond - Highway Maint, Turnpikes
Michael Hughes - Sups Construct, District 1
Michael Verville - Sups Construct, Bridge Maint
James Lavrentios - Carpenters, Bridge Maint
Patrick Locke - Sups Construct, District 5
Thomas Morehouse - Carpenters, Bridge Maint
Carl Petersen - Engineering Tech, M&R
Vincent Hurd - Sups Construct, Traffic
Tyler Cushman - Sups Construct, Traffic
Martin Culver - Sups Construct, District 1
Anthony Talamini - Highway Maint, District 3
Robert Siecinski - Highway Maint, District 6
Michael Smith - Eng Tech, Construction/Eng Audit
Mark Hamilton - Sups Construct, District 6
Oltjon Gaxhi - Accts-Auditors, Finance
Jared Fournier - Sups Construct, District 5
Rodney Anderson - Highway Maint, Turnpikes
Fred Greenwood - Highway Maint, District 2
Cassandra Burns - Civil Engineers, Hwy Design

Mason Trubey - Civil Engineers, Constr/Eng Audit
Charles Jorgensen - Sups Construct, Bridge Maint
Jonathan Watton - Civil Eng, Constr/Eng Audit
Fred Greenwood - Highway Maint, District 2
Stephen Morrill - Carpenters, Bridge Maintenance
Carter Lee - Civil Engineers, Construction/Eng Audit
Zachary Corban - Highway Maint, District 4
Ross Spinelli - Highway Maint, Traffic
Christopher Fonda - Property Appraisers, ROW
Ronald Connell - Highway Maint, District 5
Haley Brownell - Highway Maint, District 3
Devon Normandin - Highway Maint, District 3

Services Awards: April - June 2024

5 Years:

Zackery A. Martin - District 1
Loretta G. Doughty - Highway Design
Jason M. Ayotte - Highway Design
Zachary M. Smith - Construction/Eng Audit
Jeffery N. Berry - District 1
Abraham U. Demaio - Bridge Design
Todd G. Maloney - Traffic
Joyce A. Poirier - Commissioner's Office
Melissa A. Willis - Construction/Engineering Audit

10 Years:

Charles A. Jorgensen - Bridge Maintenance
George E. Poulin - Finance
Craig L. Richardson - District 1
Corey C. Engel - Traffic
Richard A. Smith - District 4
Christopher L. Turgeon - District 2
Christopher M. Parece - Turnpikes
Jacob C. Belanger - District 5
David Kammer - Environment
Brian J. Schipmann - District 6
Warren E. Merrill - District 3
Shauna M. Chamberlain - District 4

Personnel Updates (cont.)

15 Years:

Kevin D. Magoon - District 4
Brian R. Wilmot - Construction/Engineering Audit
Tyler P. Reisdorf - Construction/Engineering Audit
Leah M. Savage - Planning & Community Assist
Jeffery E. Potter - Construction/Engineering Audit
Timothy W. Mineau - Traffic
Ian M. Wong - Traffic
Celeste E. Soucy - Turnpikes
Ryan W. Schleyer - Turnpikes
Thomas J. Libbey - District 1
Frederick W. Fielder Jr - District 2
Vincent C. Hurd - Traffic
Benjamin T. Hall - Construction/Eng Audit

20 Years:

Pamela M. Mack - Finance
Merideth A. Wilson - Commissioners Office
Donald E. Burnham Jr - District 3
Timothy S. Libby - District 6

25 Years:

Joseph R. Blair - Materials & Research
Timothy M. Boodey - Bridge Maintenance
Murray E. Howlett - Mechanical Services
Joseph A. Derochemont - Bridge Maintenance
Brian S. Thompson - District 1

30 Years:

Brian R. Easler - Aeronautics

35 Years:

Robert C. Kibbie - District 2
Kristine M. Havey - Traffic
Terry G. Place - Highway Design
Mark J. Commerford - Construction/Eng Audit
Dean H. Wilson - Construction/Engineering Audit
Timothy E. Mackenzie - Right-Of-Way
Conrad C. Skov - Construction/Engineering Audit
Shawn E. Chretien - Materials & Research
David G. Parker - Bridge Maintenance
Steven J. Cavadini - Right of Way
Karen C. Cummings - Turnpikes
David E. Nysten - Traffic

40 Years:

Paul E. Metcalf - Construction/Engineering Audit
Stephen E. Lebaron - Highway Design
Kenneth L. Morrison - Bridge Design
William S. Caswell - Highway Design
Wayne P. Brooks - Highway Design
Robert A. Juliano - Bridge Design
Timothy C. Chapman - Construction/Eng Audit

Retirees:

Peter Jaskal - District 5 (23)
Michael Heath - Materials & Research (22)
Mark Kirouac - Highway Maintenance (22)
Dawn Pulica - Planning & Community Assist (27)
William Smith - District 6 (35)
Lennart Suther - Highway Design (31)
Carl Ouellette - Bridge Maintenance (30)
Michael Strozewski - Construction/Eng Audit (16)
James Craver - Commissioners Office (8)

Sixty-Six Years!

We need to check the record books...

After 16 years at the Traffic Bureau, and 21 as a Maintenance Supervisor in District 4, Mike Ball retired in 1993. But then he came back to work as a seasonal dispatcher and recently retired again. After 66 years of work (or 67?) you might think he's slowing down. Nope - Mike said he golfs three days a week and enjoys life in Hillsborough County. When asked about his long career at the NHDOT he stated "The pay is low but the benefits are great."

Thanks Mike!



Committed to
Excellence, Safety,
Innovation, and
the Future...

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Bill Cass

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Richard Arcand

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L.J. Place



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SOC Update *(continued from page 1)*

There are a variety of reasons why the State and unions cooperated to redesign the old SoNH classification system. These reasons included:

- **Built in the 1950:** The system was outdated and didn't align to national industry standards.
- **Technology and Job Market Changes not captured:** As industry and job markets evolve, our unique system made it tough for us to compare 'like positions' across the job market.
- **This system was cumbersome and too difficult to understand:** With too many generic titles and inconsistent classifications across the state agencies, this system was difficult to navigate and explain.
- **Too many position titles, 1,400:** This made the old system difficult to navigate and maintain.
- **Individual agencies had to initiate change, leading to inequities:** Similar to the last point, there were inconsistencies among agencies for 'like positions' in our old system.
- **Too many positions in 'generic titles':** For example, an "Administrator I" could be a position with any number of functions. There was a lack of consistency as to how these titles were applied across the state.
- **Too Large to Conduct Total Market Survey:** This was the key weakness of the old system, making it difficult to conduct compensation analysis in career fields.

So over the last half of 2023 and early 2024, the State and the unions agreed to implement the new SOC classification system and the entirety of the State's workforce is now in SOC titles (major, minor, and broad group) and in SOC paybands/steps. Some NHDOT employees have already received "In Band Advancements" (IBAs) as a result of this alignment. While the final rules with regard to IBAs are still being finalized, this is a powerful tool that allows us to recognize licenses, certifications, and special skills... as well as to deconflict supervisors and subordinates within pay bands when necessary. Combined with the new "Trainee" entry-level step, SOC has dramatically improved the flexibility of our personnel system. All of this transition that we just completed is broadly termed "Phase II of SOC." When all was said and done, Phase II resulted in ZERO NHDOT employees losing pay, and over 400 of you gaining hourly pay.

What's next? NHDOT, DAS' Division of Personnel, and the unions are now working on what is called "Phase III" of SOC. Phase III will incorporate processes, policies, and procedures to implement market-based wage enhancements. As you can imagine, this is a huge task. Because of the lengthy final negotiation of Phase II for most of the State workforce which only completed in March of this year (we at NHDOT transitioned much earlier in the fall of 2023), we still have a ways to go in designing this new system. But we are working hard through the state-wide stakeholders group (which I chair) and a union-led taskforce to move it forward as quickly as we can.

Any time a change this large happens in state government, the transition can be bumpy and information flow can be imperfect. Along the way, every State agency...and NHDOT in particular...made focused efforts to communicate and brief upcoming changes to our employees. But the other Commissioners and I know that ultimately it is improved pay and benefits that matter most to you. I assure you that we support this goal. SOC is a giant step in that direction. I look forward to answering your questions in upcoming townhalls.

Cover Photo: *Plow Mount Competition*