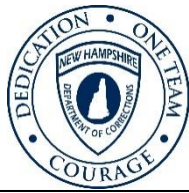


# New Hampshire Department of Corrections



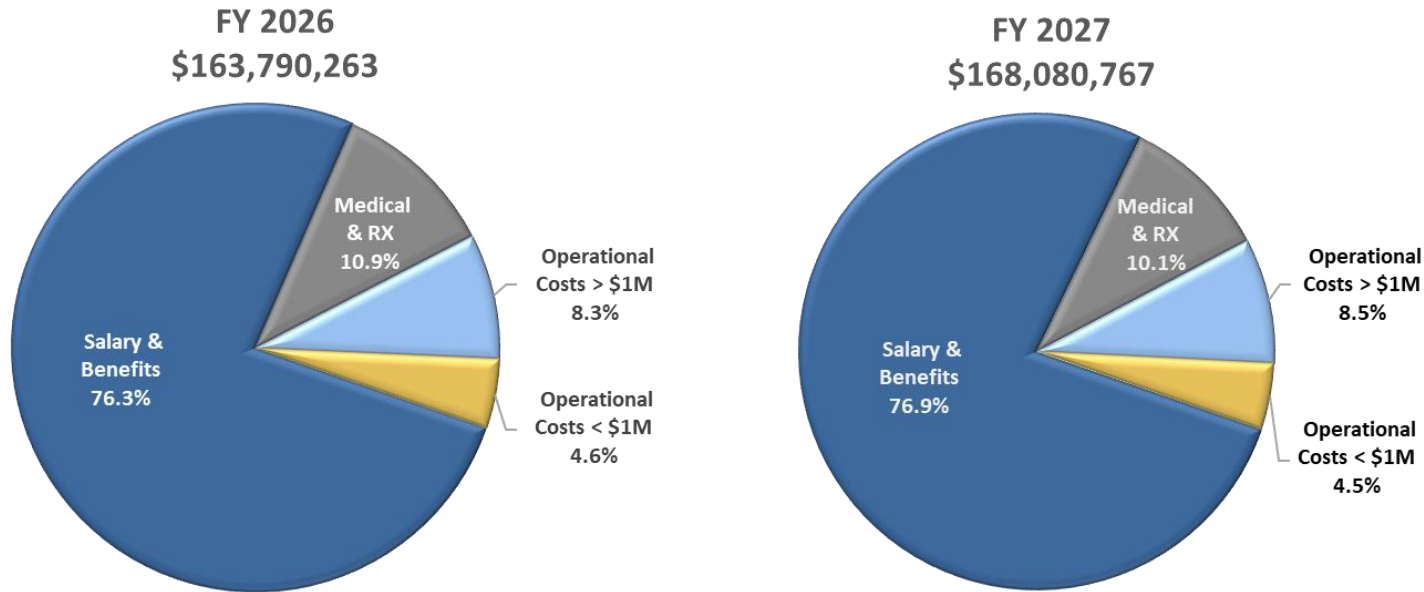
House Finance  
Division I  
February 28, 2025



# State of New Hampshire Department of Corrections

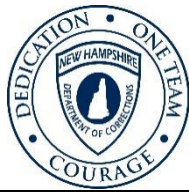
## FY 2026-2027 Governor's Recommended

The Agency has been prudent in spending the State's general funds. We have created a budget that funds statutory requirements and will allow the Agency to carry out its mission and serve the citizens of New Hampshire.



Major Expense Classes General Funds (excluding Parole Board)	FY 2024 Actual	FY 2025 Adj Auth	FY 2026 Governor's Recommended	FY 2027 Governor's Recommended
Salary & Benefits	102,954,241	122,979,096	124,910,754	129,259,770
Overtime	25,239,082	7,408,421	2,100	2,100
<b>Total Personnel Services</b>	<b>128,193,323</b>	<b>130,387,517</b>	<b>124,912,854</b>	<b>129,261,870</b>
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
<b>Total Medical/RX</b>	<b>21,365,500</b>	<b>19,291,383</b>	<b>17,802,820</b>	<b>16,958,839</b>
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
<b>Total Operational Costs &gt; \$1M</b>	<b>13,577,925</b>	<b>13,718,267</b>	<b>13,571,604</b>	<b>14,298,468</b>
<b>Total Operational Costs &lt; \$1M</b>	<b>6,564,631</b>	<b>7,175,486</b>	<b>7,502,985</b>	<b>7,561,591</b>
<b>Total General Funds</b>	<b>169,701,379</b>	<b>170,572,653</b>	<b>163,790,263</b>	<b>168,080,767</b>

\* Full FY 2026-2027 Efficiency Expenditure Request and Additional Prioritized Needs Request can be found on page 8



# State of New Hampshire Department of Corrections

## FY 2026-2027 Governor's Recommended

### FY 2024 General Fund Actual Difference Explained

In FY 2024, the Department received ARPA fund revenue for expenses incurred in FY 2023 and no revenue for FY 2024 expenses in FY 2024. This caused the FY 2024 General Fund actuals listed in the Agency Submitted and Governor's Operating Budget books to be understated. The calculation of \$169,701,379 on the previous page was used for an apples-to-apples comparison to FY 2025 Adjusted Authorized and FY 2026-2027 Governor's Recommended and was calculated as follows:

	FY 2024 Actual Expense As Stated on Page 507	Changes as Detailed Below	FY 2024 Actual Expense	FY 2025 Adjusted Authorized*	FY 2026 Governor's Recommended*	FY 2027 Governor's Recommended*
Expenditures total for Corrections Dept	175,012,086	-	175,012,086	177,265,969	170,458,131	174,711,906
Federal Funds	6,312,479	(5,673,514)	638,965	136,136	260,260	260,260
General Funds	165,001,014	4,700,365	169,701,379	170,572,653	163,790,262	168,080,768
Other Funds	3,698,593	(100,318)	3,598,275	5,734,625	5,588,856	5,532,594
Total Estimated Source of Funds for Corrections Dept	175,012,086	(1,073,467)	173,938,619	176,443,414	169,639,378	173,873,622

\*Excludes Parole Board

Description	FY 2024
General Funds (Page 507)	165,001,014
Less Parole Board (Page 506)	(830,152)
Less Correctional Industries Loss (page 479)	(243,315)
Add back ARPA Funds Received from FY 2023 Expense	6,180,518
Add back 00C Revenue from Prior ARPA Expenditures	100,318
Less Actual FY 2024 ARPA Expenditures Revenue not yet Received	(507,004)
Total General Funds	169,701,379



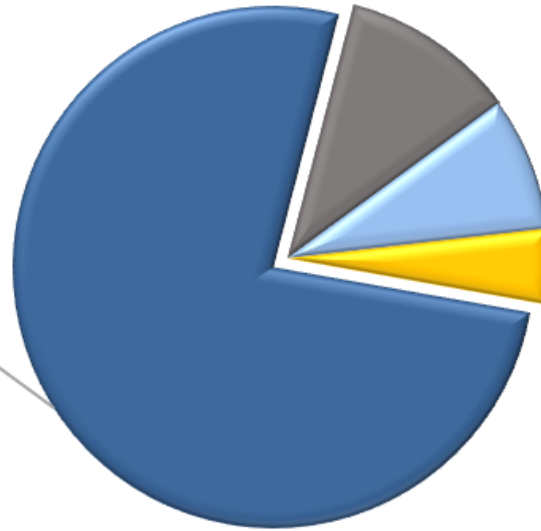
# State of New Hampshire Department of Corrections

## FY 2026-2027 Governor's Recommended

### Personnel Services

Personnel services, averaging 76.6% of the total general fund request over the biennium, includes classified, unclassified and part-time salaries, holiday pay, overtime and benefits. The positions authorized allow the Department to be successful in its mission to increase successful community reintegration.

**Salaries & Benefits**  
FY 2026 \$124,912,854 76.3%  
FY 2027 \$129,261,870 76.9%



In FY 2026-2027:

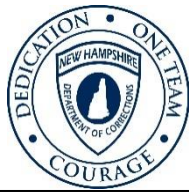
- 972 full-time positions are funded

With personnel services as budgeted for FY 2026-2027 and approval of the statutory language below, the intent is to use surplus funding as it is identified in the personnel services classes to fund overtime. As positions are and remain filled, the need to transfer funding should diminish.

*Department of Corrections; The following classes within the department of corrections shall be exempt from the transfer restrictions in RSA 9:17a, 9:17c, classes 10-personal services-perm classified, 11-personal services unclassified, 12-personal services-unclassified, 18-overtime, 19-holiday pay, 50-personal service-temp/appointed and 60-benefits. The department is authorized to transfer funding in these classes within and amongst all accounting units provided that quarterly these transfers are reported to the fiscal committee within 60 days of the end of that quarter. (Department-Wide)*

In the event that a deficit remains in Class 18 Overtime after utilizing the above footnote, the footnote below is also requested.

*In the event Class 18 overtime expenditures are more than amounts appropriated and transferred from vacant positions, the commissioner may request, with prior approval of the fiscal committee, that the governor and council authorize additional funding. Upon fiscal committee and governor and council approval, the governor is authorized to draw a warrant from any money in the treasury not otherwise appropriated.*

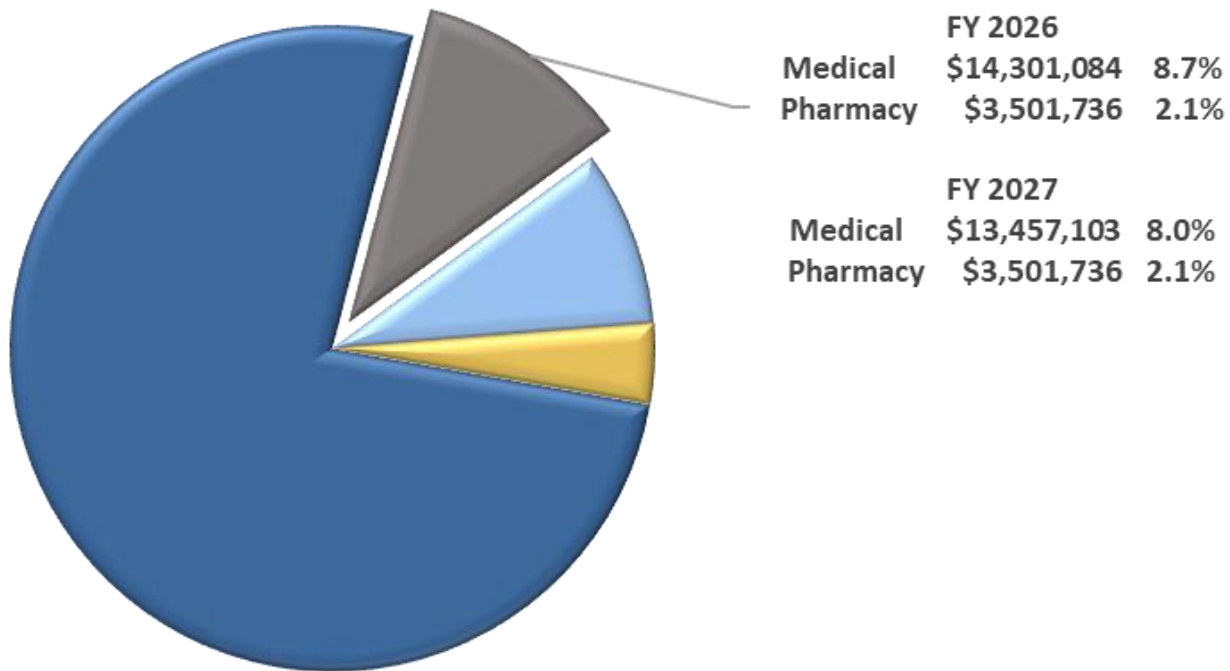


# State of New Hampshire Department of Corrections

## FY 2026-2027 Efficiency Expenditure Request

### Medical and Pharmacy

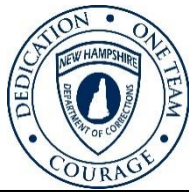
The medical and pharmacy request, averaging 10.5% of the total general fund request over the biennium, is budgeted using past expenditures. The Department has recently been granted the 1115(a) waiver with the goal to increase positive community reintegration.



To meet the budget target, a reduction of \$1,390,748 in FY 2026 and \$1,464,457 in FY 2027 was realized by eliminating contract funding for the Office of the Forensic Examiner. The Department is not statutorily required to provide this service.

The following footnote is requested to continue in the FY 2026-2027 biennium to allow the Department to provide the medical and pharmaceutical services required by law:

- This appropriation shall not lapse until June 30, 2027 (Expenditure Class 101, Accounting Units 5833, 8231 and 8234 within Activity MED465010 and Accounting Unit 6529 within Activity STR461510 and Expenditure Class 100, Accounting Unit 8236 within Activity MED465010). In the event expenditures are greater than the amounts appropriated, the Commissioner may request, with prior approval of the Fiscal Committee, that the Governor and Council authorize additional funding. Upon Fiscal Committee and Governor and Council approval, the Governor is authorized to draw a warrant from any money in the Treasury not otherwise appropriated (Expenditure Class 100, Accounting Unit 8236 within Activity MED465010 and Expenditure Class 101, Accounting Units 5833, 8231 and 8234 within Activity MED465010 and Organization 6529 within Activity STR461510).*

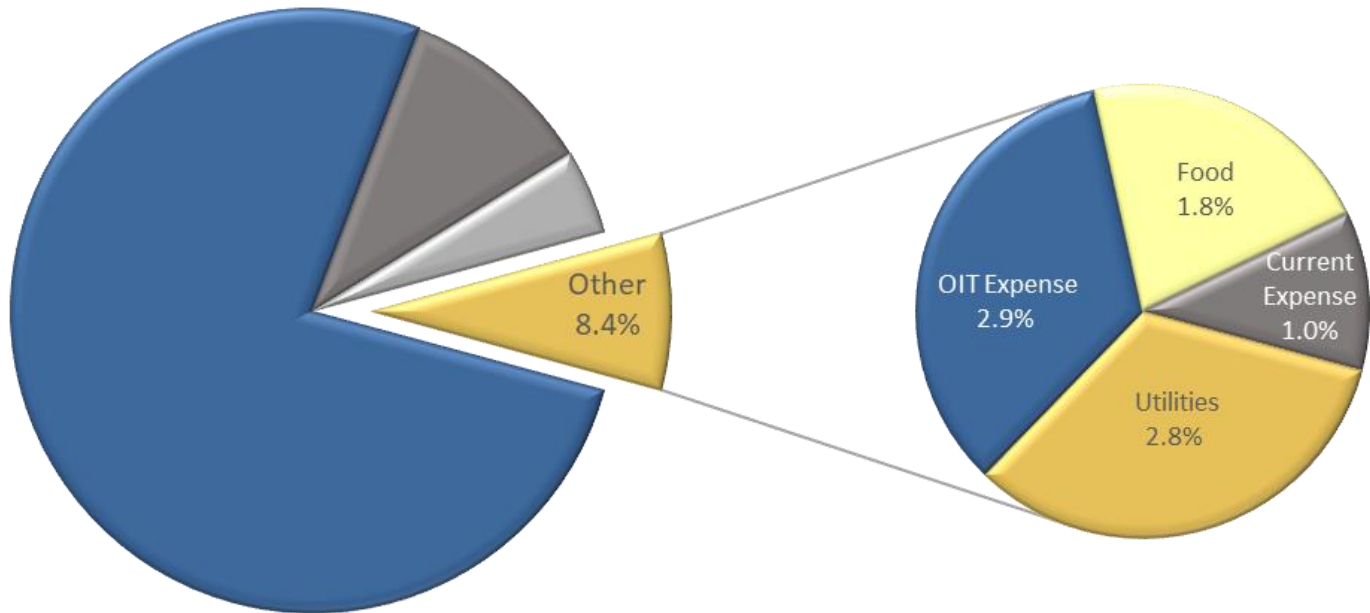


# State of New Hampshire Department of Corrections

## FY 2026-2027 Efficiency Expenditure Request

### Other Operational Costs

Operational expenses listed below are each more than \$1M and when combined represent an average of 8.4% of the total general fund request over the biennium.

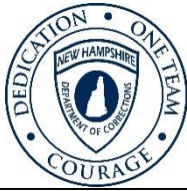


### Food

FY 2026 \$2,941,916 - FY 2027 \$3,000,754: Over 5,700 meals are served daily while meeting religious and other special dietary needs. In FY 2024, the average cost per meal was \$1.38, FY 2026 is budgeted at \$1.41 per meal and FY 2027 is budgeted at \$1.44 per meal.

### Current Expense

FY 2026 \$1,578,166 - FY 2027 \$1,578,166: This expense is for consumable supplies used by the Department to carry out its mission.



# State of New Hampshire Department of Corrections

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## FY 2026-2027 Efficiency Expenditure Request

### Other Operational Costs Continued

#### Utilities

FY 2026 \$4,523,233 - FY 2027 \$4,689,272: This expense is for utilities at all Department facilities and includes heat, electricity, water and sewer expense. The following footnote has been requested for FY 2026-2027:

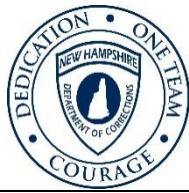
*Department of Corrections appropriations budgeted in Class 023 Heat-Electricity-Water, shall not lapse until June 30, 2027. In the event expenditures are greater than amounts appropriated, the Commissioner may request, with prior approval of the Fiscal Committee, that the Governor and Council authorize additional funding. Upon Fiscal Committee and Governor and Council approval, the Governor is authorized to draw a warrant from any money in the Treasury not otherwise appropriated (Department-wide)*

#### OIT Expense

FY 2026 \$4,528,289 - FY 2027 \$5,030,276: This expense is for shared costs with the Department of Information Technology (DoIT) and the Department's direct costs including:

- Infrastructure, including networking equipment, wiring and network services in three correctional facilities, three transitional housing units, a transitional work center, headquarters, and district offices.
- Virtualized, physical and cloud hosted servers to support enterprise applications, agency intranet resources, reporting and data warehousing.
- Document and file storage to meet mandatory record retention requirements for agency documents; medical and offender records; video and audio evidence.
- Critical enterprise system support for Electronic Health Records System and Offender Management System.
- DoIT agency software development team to support critical system integrations, agency intranet resources, and secondary systems and applications.

The remaining operational expenses are each less than \$1M and represent the remaining 4.5% of the FY 2026-2027 efficiency expenditure request.



# State of New Hampshire Department of Corrections

## General Funds

CLA	DESCRIPTION	FY 2024 Actual	FY 2025 Adj Auth	FY 2026 Governor's Recommended	FY 2027 Governor's Recommended
010	Personnel Services-Permanent	53,968,331	68,737,626	71,174,602	73,165,073
011	Personnel Services-Unclassified	2,264,010	2,437,561	2,323,180	2,332,220
018	Overtime	25,239,082	7,408,421	2,100	2,100
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	46,265,726	48,570,751
<b>Total Personnel Services ≈ 76.6%</b>		<b>128,193,323</b>	<b>130,387,517</b>	<b>124,912,854</b>	<b>129,261,870</b>

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
<b>Total Medical/RX ≈ 10.5%</b>		<b>21,365,500</b>	<b>19,291,383</b>	<b>17,802,820</b>	<b>16,958,839</b>

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
<b>Total Operations Expense &gt; \$1M ≈ 8.4%</b>		<b>13,577,925</b>	<b>13,718,267</b>	<b>13,571,604</b>	<b>14,298,468</b>

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	-	-	-
<b>Total Operations Expense &lt; \$1M ≈ 4.5%</b>		<b>6,564,631</b>	<b>7,175,486</b>	<b>7,502,985</b>	<b>7,561,591</b>

<b>Total General Funds Request</b>	<b>100%</b>	<b>169,701,379</b>	<b>170,572,653</b>	<b>163,790,263</b>	<b>168,080,767</b>
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# State of New Hampshire Department of Corrections

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## Governor's Trailer Bill

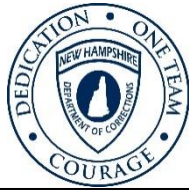
### 14. Department of Corrections Page 47 of 77

Department of Corrections; The following classes within the department of corrections shall be exempt from the transfer restrictions in RSA 9:17a, 9:17c, classes 10-personal services-perm classified, 11- personal services unclassified, 12-personal services-unclassified, 18-overtime, 19-holiday pay, 50-personal service-temp/appointed and 60-benefits. The department is authorized to transfer funding in these classes within and amongst all accounting units provided that quarterly these transfers are reported to the fiscal committee within 60 days of the end of that quarter. In the event Class 18 overtime expenditures are more than amounts appropriated and transferred from vacant positions, the commissioner may request, with prior approval of the fiscal committee, that the governor and council authorize additional funding. Upon fiscal committee and governor and council approval, the governor is authorized to draw a warrant from any money in the treasury not otherwise appropriated.

Department of Corrections; Amend RSA 21-H:7 to read as follows:

I. The commissioner, assistant commissioner, ~~director of personnel and information, director of rehabilitative services,~~ and the division directors, **deputy warden and deputy directors** of the department shall be qualified to hold such positions by reason of education and experience.

II. The salaries of the commissioner, assistant commissioner, ~~director of personnel and information, director of rehabilitative services,~~ and the division directors, **deputy warden and deputy directors** of the department shall be as specified in RSA 94:1-a.



# State of New Hampshire Department of Corrections

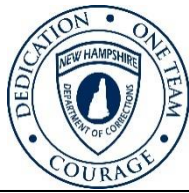
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## Governor's Trailer Bill

### 14. Department of Corrections Page 47 of 77

Department of Corrections; Amend RSA 622:26 to read as follows:

An industries inventory account shall be maintained to enable the state prisons to implement RSA 622:26- 28. ~~Except for~~ **All** permanent personnel, ~~all~~ operating expenses, materials, supplies, overtime and purchase and repair of equipment determined to be necessary for the growing or manufacture of products for resale shall be a proper charge against this account. Charges for the sale of goods and services produced by the industries program shall be sufficient to defray the expenditures charged against this account and any sums obtained therefrom shall be a credit to the account.



# State of New Hampshire Department of Corrections

## Cost of One Probation/Parole Officer

If legislation is passed to provide funding for specialty courts, i.e. Manchester Young Adult Court, additional Probation/Parole Officers will be needed. Supervising individuals in specialty courts requires significantly more time for PPOs, based on our experience and established best practice standards, such as those for drug courts. Ideally, a specialty court PPO should manage a caseload of 30.

PPO Position Cost	FY 2026	FY 2027
Class 10 Salaries	67,516.80	68,764.80
Class 60 Benefits	46,350.39	48,558.20
<b>Total Salaries and Benefits</b>	<b>113,867.19</b>	<b>117,323.00</b>

Other Expenses	FY 2026	FY 2027	
020-Current Expense	1,906.93	650.00	Collectively bargained clothing allowance \$550, uniform accessories, \$100 misc office supplies per year
022-Rents & Leases Other than State	1,200.00	1,200.00	Taser annual fee
030-Equipment	75,303.60	-	Workstation and chair, vehicle and outfitting, ballistic vest, weapon, radio
037-Technology Hardware	1,548.00	-	Laptop, docking station, accessories
039-Telecommunications	1,761.95	1,501.95	Computer charge, phone stipend, air card, VoIP phone, phone
070-In State Travel	2,632.00	2,632.00	Estimated cost for fuel based on 1,000 miles per month, misc vehicle repairs
103-Contracts - Operational Services	540.00	540.00	Body worn camera & license
<b>Total Other</b>	<b>84,892.48</b>	<b>6,523.95</b>	

<b>Grand Total</b>	<b>198,759.67</b>	<b>123,846.95</b>
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# Replacement for the NH State Prison for Men

## **\$10 Million DLR Contract History:**

- \$10 million was allocated to NHDOC for a replacement for the NH State Prison for Men in HB 2 as part of the FY 2024- FY 2025 budget.
- 07/10/2024: Governor & Council passed a \$10 million contract with the engineering firm DLR Group, Inc. for the preliminary design and site evaluation.

## **What is included?**

1. A detailed site evaluation of NHDOC owned property behind the NH Correctional Facility for Women (NHCFW).
2. A detailed analysis of our existing utilities and recommendations for supplemental utility infrastructure.
3. A site analysis and complete programming and preliminary design layout of a replacement 1,500-bed Men's Correctional Facility.
4. A detailed masterplan document for the 300+ acres of NHDOC land.

## **Current Status & Progress Made:**

- The project programming and site evaluation process is underway:
  - Wetlands delineation is complete
  - Preliminary traffic study is complete
  - Geotech is completed
  - Borings and test pits are completed
  - Phase I Environmental Site Assessment (ESA) site evaluations complete, and DLR has connected with all local utility companies, as well as the City of Concord, with no capacity/service concerns.
- Facility and program visioning sessions with NHDOC team members have been completed, along with DLR visits to existing facilities.
- DLR is currently working on the final site design and development to provide final and proposed posts/positions to NHDOC for budget and operational analysis. Site fit diagrams indicating the potential location of driveways, parking, building and other primary components is expected to be completed in May of 2025.



## Replacement for the NH State Prison for Men

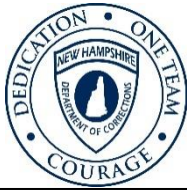
### **\$40 Million DLR Contract History:**

In 2024, under HB 2024, the State Treasurer was granted \$40 million in bonding authority for the New Hampshire State Prison Fund.

### **What is included?**

This project encompasses full architectural and engineering services, covering all design phases (Schematic Design, Design Development, and Construction Documents), as well as bid support and construction administration for a 1,500-bed, multi-classification correctional facility accommodating custody levels from maximum to minimum security. It will include comprehensive architectural, engineering, programming, and design and construction documents for the replacement of the existing New Hampshire State Prison for Men. The design will build upon extensive pre-design data, including a thorough site analysis, complete programming, and conceptual layouts developed as part of the ongoing \$10 million project initiated in September 2024.

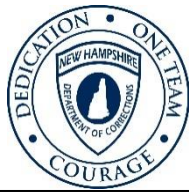




# State of New Hampshire Department of Corrections

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The following include informational items  
as provided in the presentation on 2/5/25



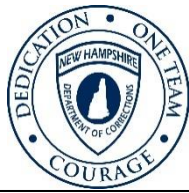
# State of New Hampshire Department of Corrections

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**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

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## Mission Statement

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

## Vision Statement

A fully staffed workforce where everyone is professionally developed, where every individual is engaged in progressive rehabilitation, in state-of-the-art facilities.

## Core Values

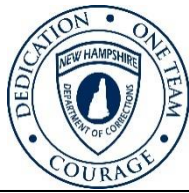
The New Hampshire Department of Corrections is committed to fulfilling its mission by upholding the following values in order to achieve our common vision:

**Dedication** – We commit every day to doing difficult work, in a challenging environment, while maintaining professionalism and respect.

**One Team** – We achieve our best results while working together, and as part of cross-division efforts, in pursuit of our mission.

**Courage** – In the face of daily adversity, we demonstrate the physical and moral fortitude to use our authority appropriately and honestly.





# State of New Hampshire Department of Corrections

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## Three Correctional Facilities



NH State Prison for Men  
281 North State St, Concord  
Population: 1,043



NH Correctional Facility for Women  
42 Perimeter Rd, Concord  
Population: 107



Northern NH Correctional Facility  
138 East Milan Rd, Berlin  
Population: 559

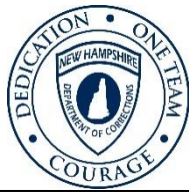
## One Secure Psychiatric Unit and the Residential Treatment Unit



Secure Psychiatric Unit  
281 North State St, Concord  
Civilly Committed: 30  
Sentenced Population: 14  
Total in SPU: 44

Residential Treatment Unit  
Sentenced Population: 29

Population on 1/30/25



# State of New Hampshire Department of Corrections

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## One Transitional Work Center



Concord Transitional Work Center  
275 North State St, Concord  
Houses males  
Population: 70

## Three Transitional Housing Units



Calumet Transitional Housing Unit  
126 Lowell St, Manchester  
Houses males  
Population: 55



North End Transitional Housing Unit  
1 Perimeter Rd, Concord  
Houses males  
Population: 39



Shea Farm Transitional Housing Unit  
60 Iron Works Rd, Concord  
Houses females  
Population: 18

# DATA ELEMENTS OF INTEREST

## RESIDENT POPULATION DATA



TOTAL POPULATION as of JANUARY 1, 2025	TOTAL	PERCENTAGE
TOTAL NH <u>IN</u> FACILITY*	1,925	92%
ESCAPE STATUS	8	0%
TOTAL NH <u>OUT</u> OF FACILITY **	166	8%
<b>TOTAL</b>	<b>2,099</b>	<b>100%</b>

\*Total NH in Facility represents the total number of NH sentenced residents, residents housed for other jurisdictions or residents of SPU who are on involuntary committal.

\*\* Total NH out of Facility represents the total number of NH sentenced residents serving time in other jurisdictions.

POPULATION BY MINIMUM SENTENCE as of JANUARY 1, 2025	NUMBER	PERCENTAGE
LESS THAN 1 YEAR	46	2%
BETWEEN 1 AND 3 YEARS	814	39%
BETWEEN 3 AND 5 YEARS	220	11%
BETWEEN 5 AND 10 YEARS	617	29%
BETWEEN 10 AND 20 YEARS	102	5%
20 YEARS OR MORE	232	11%
UNKNOWN*	68	3%
<b>TOTAL</b>	<b>2,099</b>	<b>100%</b>

POPULATION BY MAXIMUM SENTENCE as of JANUARY 1, 2025	NUMBER	PERCENTAGE
LESS THAN 1 YEAR	29	2%
BETWEEN 1 AND 3 YEARS	84	4%
BETWEEN 3 AND 5 YEARS	257	12%
BETWEEN 5 AND 10 YEARS	608	29%
BETWEEN 10 AND 20 YEARS	608	29%
20 YEARS OR MORE	445	21%
UNKNOWN*	68	3%
<b>TOTAL</b>	<b>2,099</b>	<b>100%</b>

\* Unknowns are residents housed for other jurisdictions or residents of SPU who are on involuntary committal.

Note: These totals do not calculate consecutive sentences because the start of those sentences cannot be predicted.

# DATA ELEMENTS OF INTEREST

## RESIDENT POPULATION DATA



POPULATION BY AGE JANUARY 1, 2025	NUMBER	PERCENTAGE
UNDER 17	0	0%
17-30	331	15%
31-40	682	32%
41-50	490	23%
51-60	344	16%
60 AND OVER	292	14%
<b>TOTAL</b>	<b>2,139</b>	<b>100%</b>

POPULATION BY RACE as of JANUARY 1, 2025	NUMBER	PERCENTAGE
WHITE	1,698	80%
BLACK OR AFRICAN AMERICAN	174	8%
NATIVE AMERICAN	10	0%
ASIAN	6	0%
HISPANIC	181	9%
OTHER/UNREPORTED	70	3%
<b>TOTAL</b>	<b>2,139</b>	<b>100%</b>

POPULATION BY CRIME TYPE as of JANUARY 1, 2025	NUMBER	PERCENTAGE
CRIMES AGAINST PERSONS	1,367	65%
CRIMES AGAINST PROPERTY	261	13%
DRUGS/ALCOHOL	254	12%
OTHER*	149	7%
UNREPORTED**	68	3%
<b>TOTAL</b>	<b>2,099</b>	<b>100%</b>

\* This category refers to crimes that fall outside of the first three categories, including Public Order Crimes and Motor Vehicle offenses.

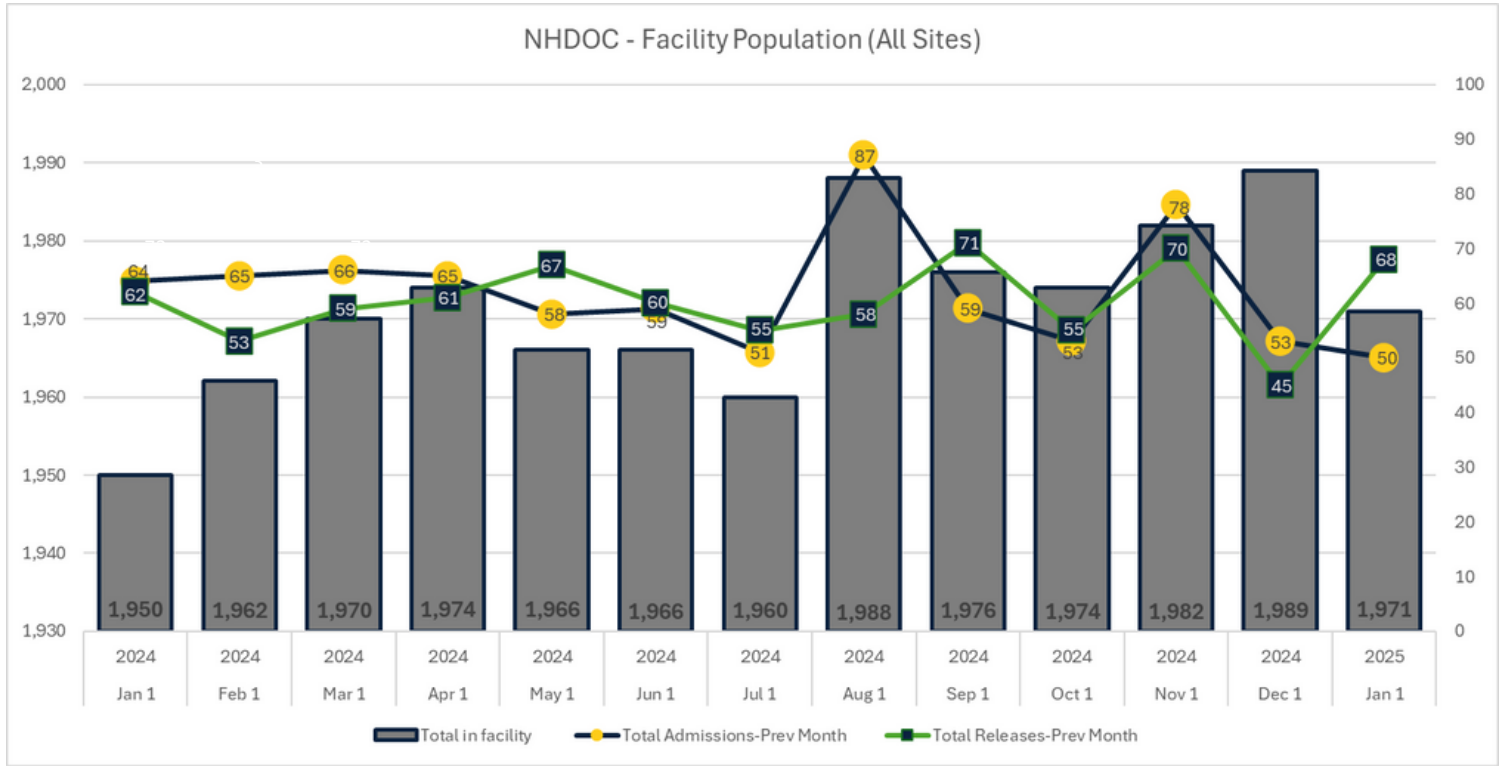
\*\* This category includes inmates housed for other jurisdictions or residents of SPU who are on involuntary committal.



# NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS

## DATA ELEMENTS OF INTEREST

### RESIDENT POPULATION DATA



#### NHDOC - All Sites

NHDOC - All Sites	Feb - 24	Mar - 24	Apr - 24	May - 24	Jun - 24	Jul - 24	Aug - 24	Sep - 24	Oct - 24	Nov - 24	Dec - 24	Jan - 25	
<b>Total in facility</b>	1,962	1,970	1,974	1,966	1,966	1,960	1,988	1,976	1,974	1,982	1,989	1,971	<b>Average: 1,973</b>
<b>Total Admissions-Prev Month</b>	65	66	65	58	59	51	87	59	53	78	53	50	<b>Sum: 744</b>
<b>Total Releases-Prev Month</b>	53	59	61	67	60	55	58	71	55	70	45	68	<b>Sum: 722</b>

#### NHDOC - Breakdown Males/Females

NHDOC - Males Only	Feb - 24	Mar - 24	Apr - 24	May - 24	Jun - 24	Jul - 24	Aug - 24	Sep - 24	Oct - 24	Nov - 24	Dec - 24	Jan - 25	
<b>Total in facility</b>	1,825	1,831	1,840	1,837	1,838	1,830	1,855	1,839	1,843	1,853	1,860	1,842	<b>Average: 1,841</b>
<b>Total Admissions-Prev Month</b>	76	53	58	79	59	76	59	58	63	72	53	66	<b>Sum: 772</b>
<b>Total Releases-Prev Month</b>	63	81	66	72	75	49	64	64	47	61	66	54	<b>Sum: 762</b>

NHDOC - Females Only	Feb - 24	Mar - 24	Apr - 24	May - 24	Jun - 24	Jul - 24	Aug - 24	Sep - 24	Oct - 24	Nov - 24	Dec - 24	Jan - 25	
<b>Total in facility</b>	137	139	132	127	126	128	131	135	129	127	127	127	<b>Average: 130</b>
<b>Total Admissions-Prev Month</b>	12	8	2	3	8	5	5	9	4	5	4	5	<b>Sum: 70</b>
<b>Total Releases-Prev Month</b>	4	6	6	8	9	3	2	5	10	7	4	5	<b>Sum: 69</b>



**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

**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)

**2020**

**MALES**  
42.9%

**FEMALES**  
30.1%

**ALL**  
41.3%

**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

**2021**

**FEMALES**  
35.9%

**MALES**  
41.4%

**ALL**  
40.8%

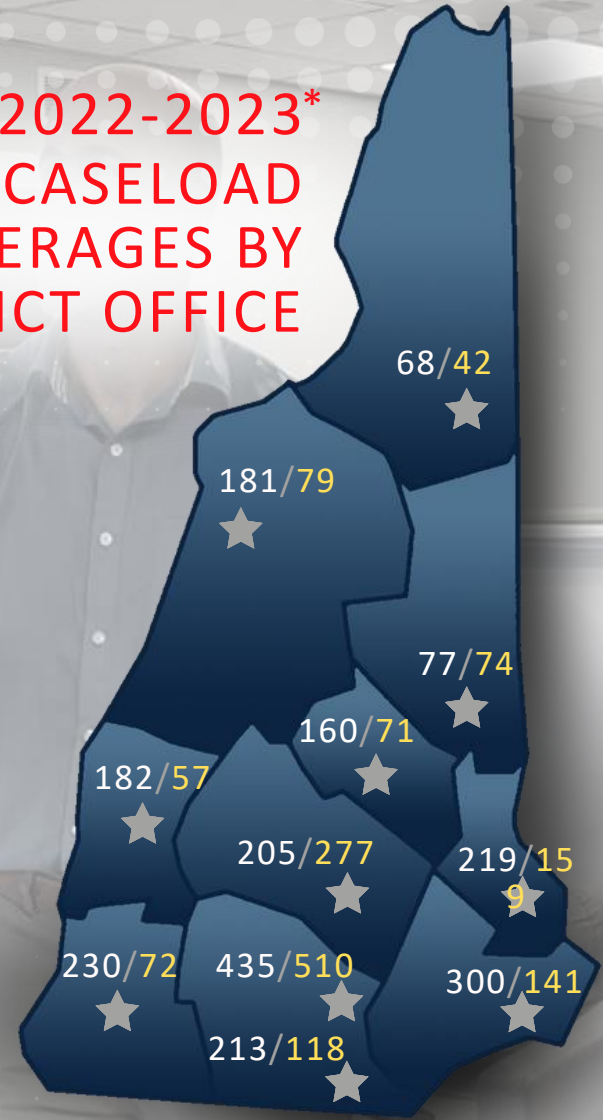
# PROBATION & PAROLE

What is the difference between Probation and Parole?

**PROBATION** - An individual has been convicted of a misdemeanor or felony and is released by the Courts into the community instead of incarceration in a correctional facility.

**PAROLE** - Works in conjunction with the Adult Parole Board. A resident may be permitted to community release from a correctional facility should they agree to and abide by certain conditions, be at or over their minimum sentence, and is granted by the Adult Parole Board.

## 2022-2023\* CASELOAD AVERAGES BY DISTRICT OFFICE



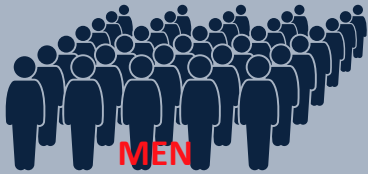
### THE GOAL OF PROBATION OR PAROLE

Rehabilitation through supervision to monitor progress, respond to high-risk behavior and to utilize appropriate incentives and sanctions to facilitate successful reintegration, enhanced public safety and reduced victimization.

2023 - 2024 AVERAGE  
PROBATION & PAROLE SUPERVISED

1,870 / 1,635

605 / 202



TOTAL AVERAGE SUPERVISED: PROBATION: 2,475  
PAROLE: 1,837

## DID YOU KNOW?

### THERE ARE 11 DISTRICT OFFICES

Berlin, Central District, Concord, Dover, Exeter, Haverhill, Keene, Laconia, Manchester, Nashua, Newport and Wolfeboro

### 77 PROBATION & PAROLE OFFICERS

\*Oversee both probation and parole caseloads.

### 5 LEVELS OF SUPERVISION

**Intensive Supervision** - Min 4 face to face contacts per month, at least 2 in the field

**Maximum** - Min 2 face to face contacts per month, at least 1 in the field

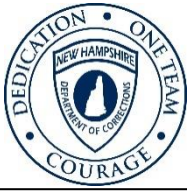
**Medium** - Min 1 face to face contact per month

**Minimum** - Min 1 face to face contact every 6 months

**Administrative** - Reports annually

● PROBATION ● PAROLE

\*July 2022-June 2023



# State of New Hampshire Department of Corrections

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## Eleven Probation and Parole District Offices

- Exeter (Rockingham) – 8A Continental Drive, Exeter  
with a sub office located in Salem – 35 Geremonty Dr      Supervision Cases: 474
- Manchester (Hillsborough North) – 60 Rogers St, Manchester      Supervision Cases: 938
- Concord (Merrimack) – 314 North State St, Concord      Supervision Cases: 491
- Berlin (Coos) – 138 East Milan Road, Berlin      Supervision Cases: 123
- N. Haverhill (Grafton) – 3785 Dartmouth College Hwy, N. Haverhill  
sub office located in Lebanon – 36 Poverty Ln      Supervision Cases: 267
- Dover (Strafford) – 259 County Farm Rd, Dover      Supervision Cases: 327
- Laconia – Superior Court Bldg., 64 Court St, Laconia      Supervision Cases: 265
- Keene (Cheshire) – 28 Mechanic St., Keene      Supervision Cases: 292
- Newport (Sullivan) – 17 Main St, Newport      Supervision Cases: 216
- Wolfeboro (Carroll) – 10 Center St, Wolfeboro Falls  
sub office located in North Conway – Plaza Bldg., 24 Reporter Ct      Supervision Cases: 119
- Nashua (Hillsborough South) – 3 Pine St Ext, Nashua      Supervision Cases: 400

## Other Facilities

Headquarters – 64 South St, Concord

Warehouse – (directly across from NHSP-M) 3 McGuire St, Concord

Correctional Industries Retail Store – 312 North State St, Concord



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS  
**DIVISION OF FIELD SERVICES**

**Field Services Caseload Trending**

DISTRICT OFFICE	TOTAL CASELOAD	PPO: SUPERVISEE	TOTAL CASELOAD	PPO: SUPERVISEE	TOTAL CASELOAD	PPO: SUPERVISEE
	FY 2024	FY 2024	FY 2023	FY 2023	FY 2017	FY 2017
BERLIN	118	1:39	121	1:40	184	1:61
CONCORD	485	1:49	535	1:53	851	1:95
DOVER	358	1:45	286	1:36	676	1:97
EXETER	487	1:49	417	1:42	1169	1:117
N. HAVERHILL	274	1:46	277	1:46	338	1:67
KEENE	300	1:60	314	1:63	427	1:106
LACONIA	253	1:63	283	1:71	300	1:75
MANCHESTER	982	1:76	1121	1:86	1430	1:110
NEWPORT	232	1:58	301	1:75	342	1:86
NASHUA	410	1:68	336	1:56	513	1:86
WOLFEBORO	126	1:42	151	1:50	167	1:56
<b>TOTAL</b>	<b>4025</b>	<b>1:54</b>	<b>4142</b>	<b>1:55</b>	<b>6397</b>	<b>1:94</b>

**Field Services Vehicle Trending**

DISTRICT OFFICE	VEHICLES IN 2025	VEHICLES IN 2017
BERLIN	1	1
CONCORD	3	2
DOVER	2	2
EXETER	3	3
N. HAVERHILL	2	2
KEENE	2	1
LACONIA	2	1
MANCHESTER	4*	3
NEWPORT	2	1
NASHUA	2	2
WOLFEBORO	2	1
<b>TOTAL</b>	<b>25</b>	<b>19</b>

**\*NHDOC has increased its vehicle fleet for Field Services by 6 vehicles since FY 2017.**

**The Manchester District Office received a new vehicle in FY 2024 which was unfortunately totaled, and the department is actively working on a plan to replace this vehicle.**



# NHDOC INCREASE IN STAFFING COSTS

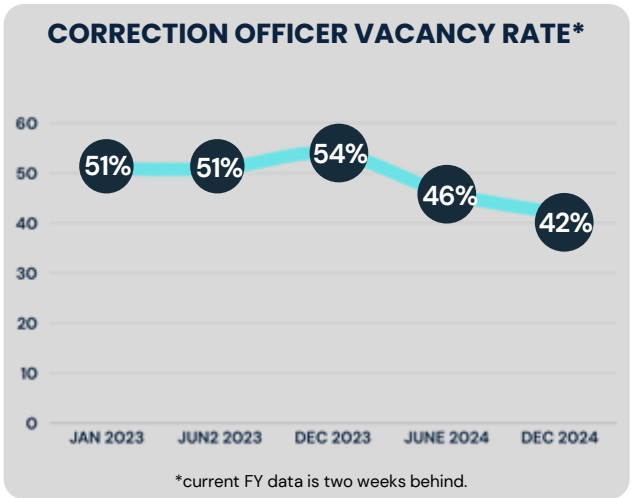
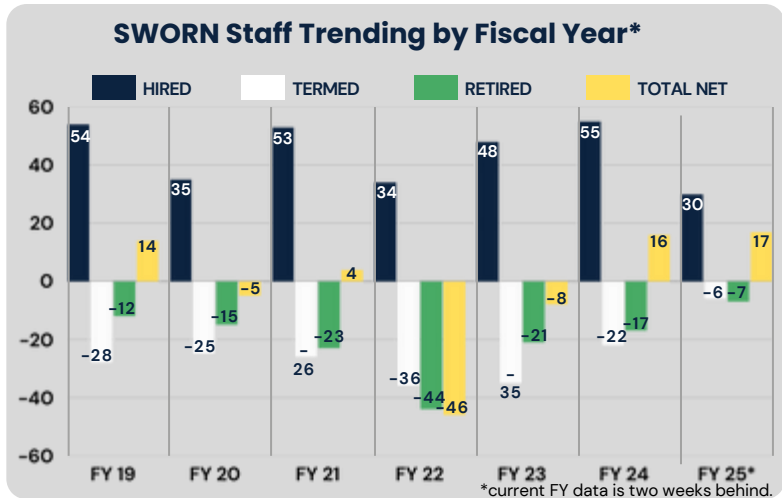


**10% RAISE**  
FY 2024: 10% Raise for all state employees including unclassified.

**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**

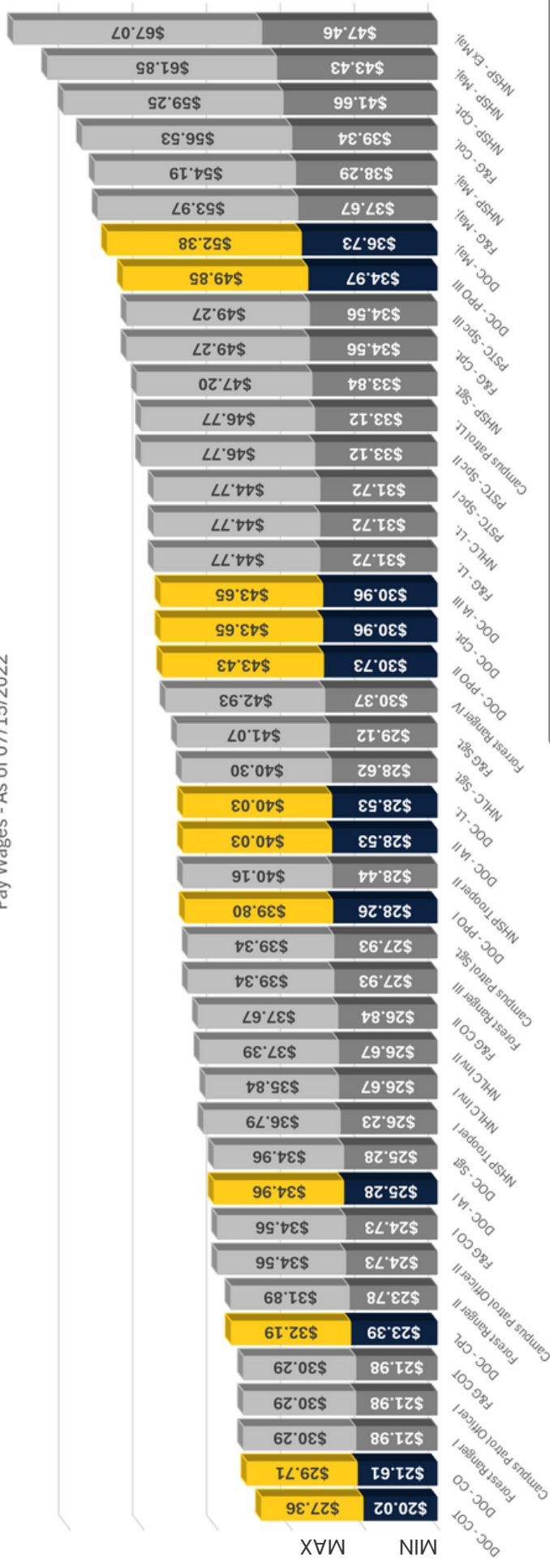
In FY 2024, double time for overtime was negotiated into the contract for Corrections Officers, Corporals (Teamsters) and Sergeants, Lieutenants, and Captains (SEA). The Fiscal Year Overtime Expense graph reflects legislatively supported reallocation for law enforcement officers, state negotiated double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



## ADVOCATING FOR REALLOCATION FOR ALL CORRECTIONS OFFICER RANKS

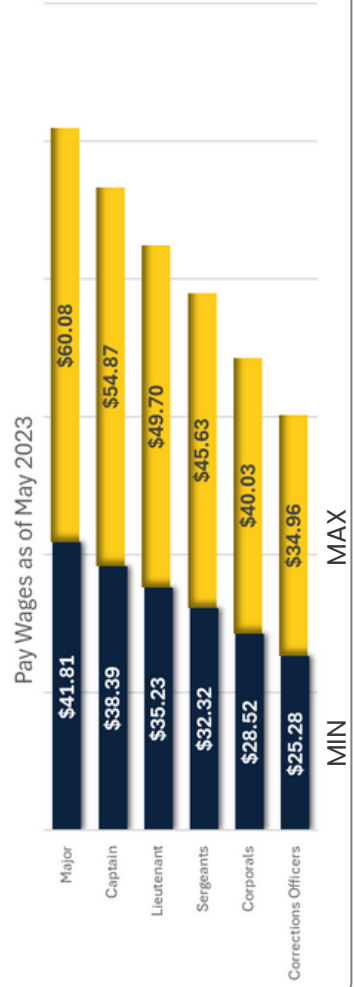
Effective May 2023, NHDOC advocated for the reallocation for all CO ranks to remain competitive with the salaries offered by other state agencies. The below chart shows the starting hourly wage as well as the max hourly wage for each rank.

Pay Wages - As of 07/15/2022



## 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
<b>Corrections Officer</b>	\$26.17	\$39.54
<b>COMPARATIVES</b>		
<b>Forest Ranger I</b>	\$25.96	\$39.26
<b>Campus Patrol Officer I</b>	\$23.93	\$35.85
<b>F&amp;G Officer I</b>	\$25.96	\$39.26
<b>NHSP Trooper I</b>	\$31.03	\$40.02



CY2022/2023/2024

# NH



# DOCC

## NHDOC Recruiting and Retention Mapping/Plan

### Recruitment Initiatives

- Social Media Presence
- Increased Marketing Tools & Rebranding
- Defining presence at job/career fairs/events
- Pilot Initiative to Creation of Recruitment/Retention Sgt. (North/South)
- SCORE Program: Teaching Corrections in High School Berlin, NH and Milan, NH.
- Review of Corrections Academy Curriculum & Approval of changes through PSTC
- ARPA funding for 10K Sign on for new Officers
- Development of the Talent Acquisition Team
- Utilization of the Personnel Rules associated with challenges in recruitment – seek waivers as appropriate
- Utilize a connected model with interested candidates, borrowed/adapted from military services approach
- Self-Audit/Alignment to Pol for law enforcement hiring rules – Background Investigations
- Creation of Per Diem Relief Positions
- Maintain dual certification in position transitions for those certified as corrections officers
- Purchase of Digital Billboard for March 2024
- Creation of Full-time Recruitment/Retention Sgts North and 2 for Southern
- Connecting new hires to mentors through the hiring process to answer questions and keep candidates engaged.
- PSTC Physical Training Standards Temporary Adjustment & Rolling Academies

### Retention Mapping

- Recruitment & Retention Committee (North/South)
- CLA Recruitment & Retention Committee Nationally
- Shout Outs – Employees submit positive events to share with the whole department on our Intranet
- Creation of Employee Wellness Spaces – All main prisons
- T.H.R.I.V.E. became CORP – Employee Wellness Program
- Increased Internship Programs
- Comfort Dog Program
- Peer-to-Peer Policy and implementation in progress
- Dedicated licensed psychologist for NHDOC staff
- Increased investment in Training & Employee Development
  - Taser upgrade
  - Weapons Upgrade (Lights/Optics)
  - Benchmark Software
  - Budget Increase
  - Range development plan
  - Increased staff allocated to training/employee development
  - Leadership academy in development
- Increased Technology Resources
  - Body Worn Cameras
  - RFID
- Advocating to replace NHSP-Men (50M in funding)
- Fleet upgrades
- New Hire Onboarding Updates to keep existing staff informed
- Field Training Officer Policy Updates/Progress
- Training Policy Updates in Progress
- Career Path Progression opportunities
- Reallocation of Security Positions - Wages
- House Bill 2 Funding of Reallocations & Incentives approved
- Updates to Employee Recognition Policy
- Handwritten Birthday Cards to All Staff
- Updated Employee Recognition Policy
- Increased training and access to overtime relief for other NHDOC Staff (Non-armed Control Room & Observations)

# NH DEPARTMENT OF CORRECTIONS RECRUITMENT & RETENTION UPDATES

The Department continues to advance internal systems with a focus on retention without losing traction on recruitment. We continue to focus on improving our onboarding process, offboarding process, employee recognition, staff training, employee enhancement and internal communication efforts.



JANUARY 1, 2023 - JANUARY 23, 2025

## RECRUITMENT & RETENTION STAFF

Building off the success of the temporary duty assignments of 2 Corrections Sergeants to manage the recruitment and retention programs for the department, we have reallocated 3 permanent positions to continue this work.

## OUTREACH

### SOCIAL MEDIA



Our social media presence has had a notable change over the past year. Our increased content and improved branding has greatly impacted our initiatives. Our goal is to advertise current employment opportunities as well as inform the public about the various areas of the Department.

108 Career Fairs

36 Classroom Talks

35 Community Events

37 College/High School Tours

### FACEBOOK

Facebook Outreach - 290.7K  
Facebook Interactions - 66.1K  
Facebook Visits - 202K

Audience:  
62.7% Women - 37.3% Men



## RECRUITMENT INITIATIVES

### \$10,000 Sign on Bonus

105 Correctional Officers received the \$10,000 sign on bonus from 1/23 - 11/2024. The bonus requires a 1 year commitment and is paid in the employees first paycheck.

### Corrections Officer Trainee - PT Preparation

The Department hosted physical training preparation events for COT's Academy 125 to ensure success in the academy and build important relationships with each other.

### Berlin Correctional School Program

NHDOC, in partnership with Berlin High School offers a credit-approved Correctional Law Enforcement Class.

### Interstate 93 Billboard - March/April 2024



## RETENTION ACTIVITIES

### Family Support Organization (FSO)

A voluntary initiative of the DOC and employee families to keep staff and their significant others/family members informed and supported. The FSO is a communication bridge between DOC leadership and families of employees.

### Comfort Dogs

The Department has three Comfort Dogs, Reilly, Loki and Zoey. All visit staff at facilities to provide support and comfort during critical incidents and high stress situations.



### Employee Wellness Areas

Employee wellness areas have been established and/or renovated at facilities to include a gym and break area. The department is rolling out vending machines for staff with fresh food on site across the department.

### FSO & CORP Events

A number of staff retention events were held throughout the year including Trunk or Treat, Photos with Santa and Mrs. Claus.



125th Academy COT PT Preparation Day



National Night Out Epping



NHDOC Participated in the Special Olympics - Hero's Cup



National Night Out Berlin

# NH DEPARTMENT OF CORRECTIONS RECRUITMENT & RETENTION STATS



CORRECTIONS OFFICER RECRUITMENT STATISTICS AS OF 01/23/2025

S - Southern Team  
N - Northern Team

# NH DEPARTMENT OF CORRECTIONS RECRUITMENT & RETENTION STATS



CORRECTIONS OFFICER RECRUITMENT STATISTICS AS OF 01/23/2025

S - Southern Team  
N - Northern Team

## TO BE HIRED

<b>71</b>	<b>HIRED - COMPLETED (S-56/N-15)</b> <i>Hired &amp; Completed Academy</i>
<b>01</b>	<b>HIRED - IN ACADEMY (S-01/N-0)</b> <i>No Current Academy in Session</i>
<b>22</b>	<b>HIRED- NEED ACADEMY (S-17/N-5)</b> <i>To attend 125th or 126th Academy</i>
<b>05</b>	<b>APPROVED TO HIRE (S-5/N-0)</b> <i>Waiting for start of next pay period</i>
<b>02</b>	<b>FINAL CLEARANCE (S-2/N-0)</b> <i>Final Interview and completing all paperwork</i>

## IN RECRUITMENT PROCESS

<b>08</b>	<b>BACKGROUND (S-6/N-2)</b> <i>In midst of background investigation</i>
<b>06</b>	<b>ONBOARDING (S-5/N-1)</b> <i>Completed PT/LEAL Need ODT, Medical Exam</i>
<b>20</b>	<b>SCHEDULED PT/LEAL (S-16/N-4)</b> <i>Appointments scheduled</i>

## OUTREACH

<b>49</b>	<b>IN CONTACT (S-35/N-14)</b> <i>Actively in communication</i>
<b>115</b>	<b>HOLD REQUESTED (S-102/N-13)</b> <i>Applicant requested a hold</i>
<b>27</b>	<b>WAITING ON RESPONSE (S-25/N-2)</b> <i>Attempted contact, waiting on response</i>

**1,492** TOTAL CONTACTS  
(S-1269/N- 223)

## REMOVED FROM PROCESS

<b>1166</b>	<b>REMOVED (S-999/N-167)</b> <i>No response, No Show PT, Withrew, Not Hired, Termined in 1st year</i>
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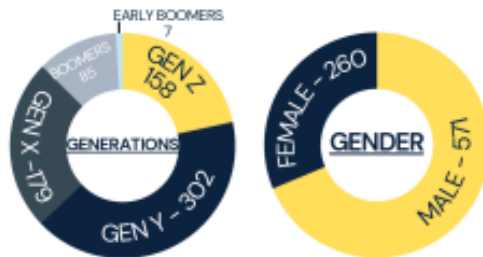
## EMPLOYEE DEMOGRAPHICS

**979** TOTAL BUDGETED POSITIONS  
*\*6 Adult Parole Board Members*

**326** TOTAL FULL TIME VACANCIES

**43.00** AVERAGE EMPLOYEE AGE

**8.13** AVERAGE YEARS OF SERVICE



**102** PER DIEM - HIRED (S-79/N- 23)  
*Civilian Correctional Support Positions*

**116** ELIGIBLE FOR RETIREMENT (15%)

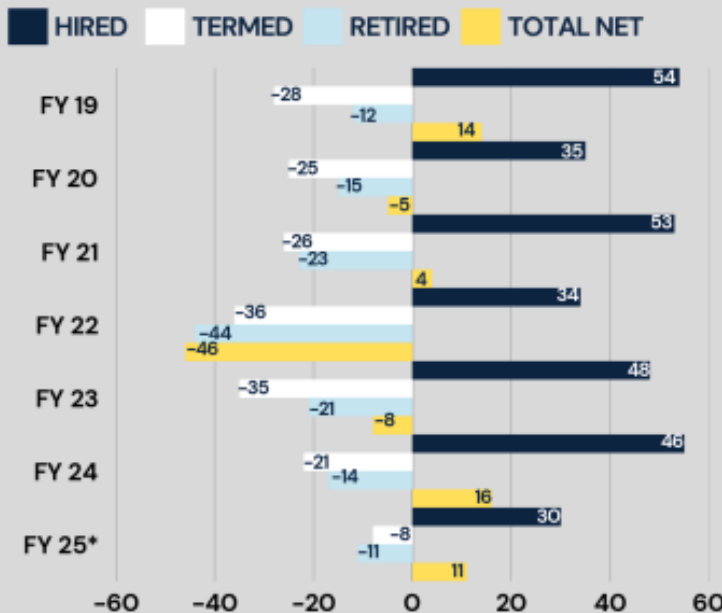
**35** GROUP I STAFF

**51** GROUP II SWORN

**30** GROUP II CIVILIAN

## HIRED, TERMED AND RETIRED STAFF TRENDS

**NHDOC Security Staff Trending by Fiscal Year**



**NHDOC Civilian Staff Trending by Fiscal Year**

