

CHAPTER 101
SB 201-FN - FINAL VERSION

02/13/2025 0293s

2025 SESSION

25-1086
06/08

SENATE BILL

201-FN

AN ACT relative to classified and unclassified positions.

SPONSORS: Sen. Innis, Dist 7

COMMITTEE: Executive Departments and Administration

ANALYSIS

This bill authorizes the conversion of certain state positions to classified exempt salary positions, expands the rulemaking authority of the commissioner of the department of administrative services, amends the premium payment structure for state health care coverage, and allows temporary salary classifications for newly authorized unclassified positions.

This bill is a request by the department of administrative services.

Explanation: Matter added to current law appears in ***bold italics***.
Matter removed from current law appears ~~[in brackets and struck through.]~~
Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

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STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Twenty Five

AN ACT relative to classified and unclassified positions.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 101:1 New Section; Conversion to Classified Exempt Salary Positions. Amend RSA 99 by inserting
2 after section 9 the following new section:

3 99:9-a Conversion to Classified Exempt Salary Positions.

4 I. The department of administrative services, through its division of personnel, is authorized to
5 convert non-term unclassified positions or qualifying classified positions to classified exempt salary
6 positions.

7 (a) Such conversions are only applicable to positions that meet the requirements and
8 definitions of exempt under the Fair Labor Standards Act (FLSA) and the personnel rules.

9 (b) All conversions shall be voluntary for employees in qualifying filled positions or may occur
10 when a qualifying position becomes vacant.

11 II. The appointing authority at each executive department and executive agency may request that
12 the director of personnel convert any unclassified position that serves at the pleasure of that appointing
13 authority or any qualifying classified position to an exempt salary position in the classified system.

14 (a) Upon receipt of a request under paragraph II, the director of personnel shall convert a
15 non-term unclassified position or qualifying classified position to an exempt salary position, if the
16 requirements of paragraph I(a) and (b) are met.

17 (b) Any position converted to an exempt salary position under paragraph II(a) shall be placed
18 in the appropriate standard occupational classification group based on its duties and responsibilities.

19 (c) Any unclassified incumbent in a position that gets converted shall be placed at the step
20 with a pay rate closest to the pay rate of the step they were at in the unclassified position, ensuring no
21 reduction in pay.

22 (d) Any classified incumbent in a position that gets converted shall be placed at the step with
23 a pay rate closest to the pay rate of the step they were at, ensuring no reduction in pay.

24 101:2 Expansion of Rulemaking Authority. Amend RSA 21-I:14, XVIII(c) through (d) to read as
25 follows:

26 (c) Transfers between positions within the executive branch and across branches of state
27 government; ~~and~~

28 (d) Termination and payouts upon termination of employment[-];

29 ***(e) Unpaid medical leave; and***

30 ***(f) Employee discipline.***

31 101:3 Medical and Surgical Benefits. RSA 21-I:30, I is repealed and reenacted to read as follows:

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1 I. The state shall pay a partial premium for health care coverage for its employees and eligible
2 family members, reflecting the premium contributions paid by employees as per collective bargaining
3 agreements.

4 101:4 New Paragraph; Salaries Established. Amend RSA 94:1-a by inserting after paragraph V the
5 following new paragraph:

6 VI. The commissioner of the department of administrative services is authorized to establish a
7 temporary salary grade and step for an employee in a newly legislatively authorized unclassified position.
8 This temporary classification remains in effect until the final position classification ranking by the state's
9 contractor is determined and approved by the joint committee on employment compensation (JCEC).

10 101:5 Effective Date. This act shall take effect 60 days after its passage.

Approved: June 17, 2025
Effective Date: August 16, 2025

