

SB 199-FN - AS INTRODUCED

2025 SESSION

25-0335

11/09

SENATE BILL

***199-FN***

AN ACT                   relative to establishing a new recruitment and retention program for new New Hampshire state troopers.

SPONSORS:           Sen. Watters, Dist 4; Sen. Lang, Dist 2; Sen. Fenton, Dist 10; Sen. Avar, Dist 12; Sen. Pearl, Dist 17; Sen. Long, Dist 20; Sen. Rosenwald, Dist 13; Sen. Ricciardi, Dist 9; Sen. Perkins Kwoka, Dist 21; Sen. McGough, Dist 11; Sen. Altschiller, Dist 24; Rep. Meuse, Rock. 37; Rep. Harriott-Gathright, Hills. 10; Rep. Proulx, Hills. 15; Rep. Rhodes, Ches. 17

COMMITTEE:       Executive Departments and Administration

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ANALYSIS

      This bill creates and enumerates the parameters for a new recruitment and retention program for new New Hampshire state troopers.

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                      Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

## STATE OF NEW HAMPSHIRE

*In the Year of Our Lord Two Thousand Twenty Five*

AN ACT                    relative to establishing a new recruitment and retention program for new New Hampshire state troopers.

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

1            1 New Section; Recruitment and Retention Program. Amend RSA 21-P by inserting after  
2 section 21-P:4 the following new section:

3            21-P:4-a Recruitment and Retention Program.

4            I. The department is authorized to develop a recruitment and retention incentive program,  
5 as well as request that the joint fiscal committee transfer funds from the highway fund or other  
6 available funds for recruitment, selection, placement, and retention of qualified applicants. The  
7 program may include expenditures for recruitment and retention incentives including but not  
8 limited to:

9                    (a) Bonuses for newly hired applicants who have not been employed by the state for a  
10 period of time to be determined by the commissioner, but no less than one year, immediately  
11 preceding the date of hire; and

12                    (b) Referral fees for active employees of the state in good standing, excluding those  
13 employed in human resources jobs within their own agencies and hiring manager positions.

14            II. Any recruitment or retention incentives received by a state employee pursuant to  
15 paragraph I shall not be considered gifts under RSA 15-B.

16            III. Referral of applicants by current employees of the state for the purpose of receiving a  
17 referral fee pursuant to this paragraph shall not be considered a misuse of position.

18            IV. Any expenditure made for recruitment or retention incentives pursuant to this section  
19 shall be considered a matter of legislatively enacted public policy that is designed to benefit  
20 employees and the state, and that is confined exclusively to the public employee and shall not be  
21 subject to collective bargaining. Nothing in this section shall be construed to invalidate any portion  
22 of a collective bargaining agreement entered into by the state.

23            V. Any requested expenditure for recruitment, retention incentives, or bonuses shall require  
24 the approval of the joint fiscal committee of the general court.

25            2 Appropriation; Department of Safety.

26            The sum of \$900,000 for the biennium ending June 30, 2027 is appropriated to the department of  
27 safety for the purpose of funding recruitment incentives in accordance with RSA 21-P:4-a. The  
28 governor is authorized to draw a warrant for said sum out of any money in the treasury not  
29 otherwise appropriated.

**SB 199-FN - AS INTRODUCED**

**- Page 2 -**

1       3 Contingency. Section 2 shall take effect if it is determined that highway funds are not  
2 available to be transferred under RSA 21-P:4-a, I, as certified by the comptroller to the director of  
3 legislative services.

4       4 Effective Date.

5           I. Section 2 shall take effect as provided in section 3.

6           II. The remainder of this act shall take effect July 1, 2025.

**SB 199-FN- FISCAL NOTE  
AS INTRODUCED**

AN ACT                      relative to establishing a new recruitment and retention program for new New Hampshire state troopers.

**FISCAL IMPACT:**

| Estimated State Impact |                                                   |                                                                                       |         |         |
|------------------------|---------------------------------------------------|---------------------------------------------------------------------------------------|---------|---------|
|                        | FY 2025                                           | FY 2026                                                                               | FY 2027 | FY 2028 |
| Revenue                | \$0                                               | \$0                                                                                   | \$0     | \$0     |
| Revenue Fund(s)        | None                                              |                                                                                       |         |         |
| Expenditures*          | \$0                                               | \$900,000 for the biennium<br>(see methodology for explanation of<br>source of funds) |         | \$0     |
| Funding Source(s)      | General Fund, Highway Fund, Other Available Funds |                                                                                       |         |         |
| Appropriations*        | \$0                                               | Contingent<br>\$900,000 for the biennium<br>(see methodology)                         |         | \$0     |
| Funding Source(s)      | General Fund                                      |                                                                                       |         |         |

**\*Expenditure = Cost of bill**

**\*Appropriation = Authorized funding to cover cost of bill**

**METHODOLOGY:**

This bill creates a new recruitment and retention program for New Hampshire state troopers and provides authority for the Department of Safety to make requests of the Joint Legislative Fiscal Committee to transfer funds from the highway fund, or other available funds, for the purpose of the program. This bill also includes a contingency general fund appropriation of \$900,000, should it be certified by the state comptroller that highway funds are not available for transfer. Below is a breakdown on how the Division of State Police proposes to utilize the \$900,000 appropriation in this bill (it is unknown at this time how much may be expended in each FY 2026 or FY 2027, however it is assumed the entire appropriation would be expended during the FY 2026 - FY 2027 biennium):

| Description                                | Amount    |
|--------------------------------------------|-----------|
| Recruitment Materials/Items                | \$25,000  |
| In-State Recruitment Events                | \$50,000  |
| Out-of-State Travel and Recruitment Events | \$25,000  |
| Large Network Advertising Strategies       | \$50,000  |
| Employee Referral Incentive                | \$100,000 |
| Sign-On Bonuses*                           | \$650,000 |

|              |                  |
|--------------|------------------|
| <b>Total</b> | <b>\$900,000</b> |
|--------------|------------------|

\*Target of 65 recruits (\$10,000 sign-on bonus)

**AGENCIES CONTACTED:**

Department of Safety