

CONSENT CALENDAR

January 14, 2022

HOUSE OF REPRESENTATIVES

REPORT OF COMMITTEE

The Committee on State-Federal Relations and Veterans Affairs to which was referred HB 1256-FN,

AN ACT relative to positions within the department of military affairs and veterans services. Having considered the same, report the same with the recommendation that the bill OUGHT TO PASS.

Rep. Brodie Deshaies

FOR THE COMMITTEE

COMMITTEE REPORT

Committee:	State-Federal Relations and Veterans Affairs
Bill Number:	HB 1256-FN
Title:	relative to positions within the department of military affairs and veterans services.
Date:	January 14, 2022
Consent Calendar:	CONSENT
Recommendation:	OUGHT TO PASS

STATEMENT OF INTENT

This legislation will create pay parity for employees of the State Veterans Cemetery and help our state retain workers to operate this great service for our fallen heroes.

Vote 16-0.

Rep. Brodie Deshaies
FOR THE COMMITTEE

Original: House Clerk
Cc: Committee Bill File

CONSENT CALENDAR

State-Federal Relations and Veterans Affairs

HB 1256-FN, relative to positions within the department of military affairs and veterans services.
OUGHT TO PASS.

Rep. Brodie Deshaies for State-Federal Relations and Veterans Affairs. This legislation will create pay parity for employees of the State Veterans Cemetery and help our state retain workers to operate this great service for our fallen heroes. **Vote 16-0.**

HOUSE COMMITTEE ON STATE-FEDERAL RELATIONS AND VETERANS AFFAIRS

EXECUTIVE SESSION on HB 1256-FN

BILL TITLE: relative to positions within the department of military affairs and veterans services.

DATE: January 14, 2022

LOB ROOM: 201-203

MOTIONS: **OUGHT TO PASS**

Moved by Rep. Deshaies

Seconded by Rep. Moffett

Vote: 16-0

CONSENT CALENDAR: YES

Statement of Intent: Refer to Committee Report

Respectfully submitted,

Rep Susan DeLemus, Clerk



2022 SESSION

State-Federal Relations and Veterans Affairs

Bill #: 1256-FN Motion: OTP AM #: 11/25 Exec Session Date: 1/14/22

<u>Members</u>	<u>YEAS</u>	<u>Nays</u>	<u>NV</u>
Baldasaro, Al P. Chairman	✓		
Moffett, Michael Vice Chairman	✓		
Lundgren, David C.	✓		
Katsakiores, Phyllis M.			
Rollins, Skip A.	✓		
DeLemus, Susan C. Clerk	✓		
Binford, David W.			
Foster, William S.	✓		
Deshaies, Brodie S.	✓		
Harley, Tina L.			
Leavitt, John A.			
Massimilla, Linda A.	✓		
Piedra, Israel F.	✓		
Booras, Efstathia C. <i>Perez</i>	✓		
Wilhelm, Matthew B.	✓		
Espitia, Manny	✓		
Griffith, Willis T.			
Toll, Amanda Elizabeth Elizabeth	✓		
Labranche, Tony	✓		
Laughton, Stacie-Marie	✓		
Welkowitz, Lawrence	✓		

110 0

HOUSE COMMITTEE ON STATE-FEDERAL RELATIONS AND VETERANS AFFAIRS

PUBLIC HEARING ON HB 1256-FN

BILL TITLE: relative to positions within the department of military affairs and veterans services.

DATE: January 14, 2022

LOB ROOM: 201-203 **Time Public Hearing Called to Order:** 11:04am

Time Adjourned:

Committee Members: Reps. Baldasaro, Moffett, DeLemus, Lundgren, Katsakiores, Rollins, Binford, Foster, Deshaies, Harley, Leavitt, Massimilla, Piedra, Booras, Wilhelm, Espitia, Griffith, Toll, Labranche, Laughton and Welkowitz

Bill Sponsors:

Rep. Allard

Rep. Roy

Rep. Deshaies

TESTIMONY

* Use asterisk if written testimony and/or amendments are submitted.

REp. Brodie Deshaies

- Read intro
- Supports bill

Kevin Grady

- State Veterans Advisory Committee
- Supports bill

*Warren Perry

- DMAUS System not nimble
- See written testimony
- Rep. Baldasaro: salary FN \$48,000. pay off increase in salary and in FY 23

Respectfully submitted,

Rep. Scott Wallace

House Remote Testify

State-Federal Relations and Veterans Affairs Committee Testify List for Bill HB1256 on 2022-01-14

Support: 0 Oppose: 0 Neutral: 0 Total to Testify: 0

[Export to Excel](#)

**DEPARTMENT OF MILITARY AFFAIRS AND VETERANS SERVICES WRITTEN
TESTIMONY TO THE HOUSE STATE AND FEDERAL RELATIONS AND
VETERANS AFFAIRS COMMITTEE ON HB1256-FN AN ACT RELATIVE TO
POSITIONS WITHIN THE DEPARTMENT OF MILITARY AFFAIRS AND
VETERANS SERVICES**

For Committee Hearing, January 14, 2022
Warren Perry, Deputy Adjutant General

Members of the Honorable State and Federal Relations and Veterans Affairs Committee,

The Department of Military Affairs and Veterans Services supports HB 1256 that seeks to rename the position of cemetery superintendent to cemetery director and the position of administrator of the division of community based military programs to director of the division of community based military programs and establish the salary classification for those offices.

In 2019, RSA 110-B was amended to create the Department of Military Affairs and Veterans Services. The change added the Division of Veterans Services (DVS) and the Division of Community Based Military Programs (DCBMP). As a result, the Department now has three major divisions: DVS, DCBMP the NH State Veterans Cemetery. All three divisions are authorized in existing statute. Currently an unclassified director leads the Division of Veterans Services.

In the past 4 years, the duties and responsibilities of these two positions evolved significantly in both scope and responsibility making the current paradigm outdated, inefficient, and an impediment to mission accomplishment.

The Veterans Bill of Rights added significant responsibilities to the DCBMP including administering a military skills test waiver program, enabling the acceptance of military training and experience in professional licensing and establishing a program to end veteran homelessness. The scope of the cemetery superintendent's duties now include, planning, budgeting for and coordinating multimillion dollar expansion projects and coordinating directly with the U.S. Department of Veterans Affairs for funding and policy. In recent years, the Veterans Cemetery has seen exponential growth. The number of graves has doubled since 2015. We also executed three expansions in the last eight years with the next expansion scheduled for FY 24.

Classified employees currently lead the Veterans Cemetery and DCBMP. The incumbents in these positions work a fixed schedule but their duties often require them to work extra hours or off schedule days. When passed, this bill will allow work hour flexibility for the cemetery superintendent and DCBMP administrator. Additionally it will create parity among the employees who lead the three major subdivisions of the department.

Moving these positions to the unclassified system will enable the department to address the leadership and managerial burdens associated with the evolution of our mission.

The department respectfully asks that the committee favorably consider HB 1256.

HB 1256-FN - AS INTRODUCED

2022 SESSION

22-2302
07/08

HOUSE BILL ***1256-FN***

AN ACT relative to positions within the department of military affairs and veterans services.

SPONSORS: Rep. Allard, Merr. 21; Rep. Roy, Rock. 32; Rep. Deshaies, Carr. 6

COMMITTEE: State-Federal Relations and Veterans Affairs

ANALYSIS

This bill:

I. Renames the position of cemetery superintendent to cemetery director and establishes duties and salary classifications for that office.

II. Alters the list of positions the adjutant general nominates for appointment.

III. Renames the position of administrator of the division of community based military programs to director of the division of community based military programs and establishes the salary classification for that office.

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 Two

AN ACT relative to positions within the department of military affairs and veterans services.

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

1 1 Department of Military Affairs and Veterans Services; New Hampshire State Veterans
2 Cemetery; Operations and Maintenance. Amend RSA 110-B:74 to read as follows:

3 110-B:74 Operation and Maintenance. The adjutant general shall administer the operation and
4 maintenance of the New Hampshire state veterans cemetery which shall be located in Boscawen,
5 New Hampshire. ***The state veterans cemetery, which shall be under the direction of an
6 unclassified director of the state veterans cemetery who shall be qualified to hold that
7 position by reason of education and experience and shall perform duties as the
8 commissioner from time to time may authorize. The director of the state veterans cemetery
9 shall be responsible for the following functions in accordance with applicable law.***

10 2 Department of Military Affairs and Veterans Services; New Hampshire State Veterans
11 Cemetery; Cemetery Director. Amend RSA 110-B:76 to read as follows:

12 110-B:76 Cemetery [~~Superintendent~~] ***Director***. The adjutant general shall designate a
13 cemetery [~~superintendent~~] ***director*** who shall arrange for personnel, material, and equipment
14 within the limits of appropriated funds and in accordance with the regulations and procedures
15 adopted in accordance with RSA 110-B:8-a, and approved by the governor and council. ***The
16 cemetery director shall:***

17 ***I. Serve as chief coordinator for all interment operations of the New Hampshire
18 state veterans cemetery. Utilizes knowledge of cemetery operations and interpersonal
19 skills to implement procedures to ensure dignity and professionalism of executing burial
20 activities.***

21 ***II. Coordinate with funeral directors, members of the clergy and family members to
22 schedule and ensure proper funeral arrangements.***

23 ***III. Establish and implement New Hampshire state veterans cemetery policies and
24 procedures and exercises decision making authority over operational functions.***

25 ***IV. Manage all facilities, utilities and equipment in support of cemetery operations.***

26 ***V. Manage and supervise personnel to assure compliance in the implementation of
27 standard operating procedures for the New Hampshire state veterans cemetery.***

28 ***VI. Compile, analyze and manage the preparation of federal grants (generating
29 revenue to the state); ensuring departmental compliance of federal guidelines on an
30 ongoing basis.***

1 ***VII. Interact with senior officials of the New Hampshire department of military***
2 ***affairs and veterans services, United States Department of Veterans Affairs, architects,***
3 ***federal officials, and representatives of other state agencies in coordinating the***
4 ***preparation of cemetery work programs, budgets, and purchasing to further the financial,***
5 ***operational, and ceremonial functions of the cemetery.***

6 ***VIII. Compile, analyze and manage the preparation of periodic reports to provide***
7 ***information concerning cemetery activities to the administrator III, deputy adjutant***
8 ***general and adjutant general.***

9 ***IX. Serves as liaison to the New Hampshire Veterans Cemetery Association, Inc. and***
10 ***various committees and boards; interacts with senior legislators and heads of state***
11 ***veterans organizations.***

12 ***X. Participates in community “outreach” by attending various military and veteran***
13 ***related functions and/or meetings around the state.***

14 3 New Section; Director of the State Veterans Cemetery; Salary. Amend RSA 110-B by
15 inserting after section 110-B:76 the following new section:

16 110-B:76-a Director of the State Veterans Cemetery; Salary.

17 I. The salary of the director of the state veterans cemetery shall be determined after
18 assessment and review of the appropriate temporary letter grade allocation in RSA 94:1-a, I(b) for
19 the position which shall be conducted pursuant to RSA 94:1-d and RSA 14:14-c. Upon completion of
20 this action and appointment of the director of the state veterans cemetery, position number 19892
21 shall be abolished to allow for the transition of this classified position with its available
22 appropriations into the un classified position of director of the state veterans cemetery. Funding
23 shall be transferred into a new expenditure class number 011, within accounting unit 02-12-12-
24 121010-2260. The incumbent in the abolished classified position shall be offered the opportunity to
25 seek the adjutant general’s nomination for the unclassified position of director of the state veterans
26 cemetery.

27 II. The amendment to RSA 110-B-74 shall take effect upon the abolition of position number
28 19892 under paragraph I, as certified by the commissioner of administrative services to the secretary
29 of state and the director of legislative services.

30 4 Department of Military Affairs and Veterans Services; Composition of Veterans Services;
31 Nominations by Adjutant General. Amend RSA 110-B:83 to read as follows:

32 110-B:83 Composition of Veterans Services.

33 I. Veterans services shall be divided into 3 classes, namely the division of veterans services,
34 the state veterans cemetery, and the division of community based military programs. Additionally
35 there will be 2 advisory bodies, namely the veterans council and the military leadership team.

1 II. The division of veterans services shall assist veterans who are residents of this state or
2 their dependents to secure all benefits or preferences to which they may be entitled under any state
3 or federal laws or regulations.

4 III. The state veterans cemetery shall provide and maintain a dignified final-resting place to
5 honor all veterans and eligible dependents which expresses the state's gratitude for their service to
6 the country.

7 IV. The division of community based military programs shall collaborate, coordinate, and
8 communicate with military and civilian provider groups in the delivery of services to New
9 Hampshire veterans, service members, and their families.

10 V. The military leadership team and veterans council shall serve as advisory bodies and
11 shall provide advice and guidance to the adjutant general regarding the delivery of services to
12 veterans and military service members and their families.

13 ***VI. The adjutant general shall nominate for appointment by the governor, with the***
14 ***consent of the council, the deputy adjutant general, the director of the division of veterans***
15 ***services, the director of the division of community based military programs, and the***
16 ***director of the state veterans cemetery.***

17 5 Department of Military Affairs and Veterans Services; Division of Community Based Military
18 Programs. Amend RSA 110-B:88 to read as follows:

19 110-B:88 Division of Community Based Military Programs.

20 The division of community based military programs, under the supervision of an ~~administrator~~
21 ***unclassified director of the division*** of community based military programs ***who shall be***
22 ***qualified to hold that position by reason of education and experience and shall perform***
23 ***duties as the commission from time to time may authorize. The director*** shall facilitate
24 military and civilian partnerships by collaborating, coordinating, and communicating with military
25 and civilian provider groups in the delivery of services to New Hampshire veterans, service
26 members, and their families. The ~~administrator~~ ***director*** shall ***be responsible for the following***
27 ***functions in accordance with applicable law:***

28 I. Develop and implement innovative, effective, and sustainable provider engagement
29 projects to increase education, outreach, and engagement with military-access resources.

30 II. Integrate military and civilian community and coalition networks and strengthen
31 military-civilian community supports by integrating those supports into civilian structures.

32 III. Advocate for federal and state funding to target system changes to improve services.

33 IV. Ensure cost efficiency through decreased overlap, service redundancy and increased
34 service fidelity.

35 V. Co-develop and provide oversight for New Hampshire's care coordination, including
36 services and supports addressing substance misuse, homelessness, suicide prevention, mental
37 health, sexual military trauma, unemployment, domestic violence, education, and legal support.

HB 1256-FN - AS INTRODUCED

- Page 4 -

1 VI. Authorize, evaluate, and monitor the administration of federal and state grants.

2 VII. Initiate and facilitate state planning processes to improve access, navigation, and
3 coordination of military-civilian services and support.

4 VIII. Compile and analyze program statistics and metrics to evaluate the effectiveness of the
5 system of care, initiatives and special projects, including the efforts of legislative, statewide, and
6 community coalitions across the state.

7 6 New Section; Division of Community Based Military Programs; Director; Salary. Amend RSA
8 110-B by inserting after section 110-B:88 the following new section:

9 110-B:88-a Division of Community Based Military Programs; Director; Salary.

10 I. The salary of the director of the division of community based military programs shall be
11 determined after assessment and review of the appropriate temporary letter grade allocation in RSA
12 94:1-a, I(b) for the position which shall be conducted pursuant to RSA 94:1-d and RSA 14:14-c. Upon
13 completion of this action and appointment of the director of the state division of community based
14 military programs, position number 41032 shall be abolished to allow for the transition of this
15 classified position with its available appropriations into the unclassified position of director of the
16 division of community based military programs. Funding shall be transferred into a new
17 expenditure class number 011, within accounting unit 02-12-12-121010-1015. The incumbent in the
18 abolished classified position shall be offered the opportunity to seek the adjutant general's
19 nomination for the unclassified position of director of the division of community based military
20 programs.

21 II. The amendment to RSA 110-B-74 shall take effect upon the abolition of position number
22 41032 under paragraph I, as certified by the commissioner of administrative services to the secretary
23 of state and the director of legislative services.

24 7 Effective Date. This act shall take effect 60 days after its passage.

**HB 1256-FN- FISCAL NOTE
AS INTRODUCED**

AN ACT relative to positions within the department of military affairs and veterans services.

FISCAL IMPACT: State County Local None

STATE:	Estimated Increase / (Decrease)			
	FY 2022	FY 2023	FY 2024	FY 2025
Appropriation	\$0	\$0	\$0	\$0
Revenue	\$0	\$0	\$0	\$0
Expenditures	\$0	\$48,000	\$17,000	\$17,600
Funding Source:	<input checked="" type="checkbox"/> General <input type="checkbox"/> Education <input type="checkbox"/> Highway <input checked="" type="checkbox"/> Other - Agency Income and Federal Funds			

METHODOLOGY:

This bill renames the position of cemetery superintendent to cemetery director and establishes duties and salary classifications for that office. The bill also renames the position of administrator of the division of community based military programs to director of the division of community based military programs and establishes the salary classification for that office.

The Department of Military Affairs and Veterans Services was re-organized in 2019 and assumed control of the Division of Veterans Services (DVS) and the Division of Community Based Military Programs (DCBMP). As a result, the Department now has three major subordinate units: DVS, DCBMP the NH State Veterans Cemetery. Currently the Division of Veterans Services is led by an unclassified director and the other two divisions are led by classified employees. The DCBMP has an administrator and the State Veterans Cemetery has a superintendent. This legislation will make the cemetery superintendent and the DCBMP administrator unclassified employees. The bill will allow work hour flexibility for the cemetery superintendent and DCBMP administrator. Currently they work a fixed schedule and their duties often require them to work extra hours or off schedule days.

The fiscal impact was calculated by subtracting the current pay for both positions in the classified system from the current pay for an unclassified CC step 3. The incremental cost of benefits was included in the calculations. The amount for FY 2023 includes required payouts resulting from the conversion.

It is assumed that any fiscal impact would occur after FY 2022.

AGENCIES CONTACTED:

Department of Military Affairs and Veterans Services