



**STATE OF NEW HAMPSHIRE
OFFICE OF THE GOVERNOR**

CHRISTOPHER T. SUNUNU
Governor

May 28, 2020

Glenn Normandeau
Executive Director
11 Hazen Drive
Concord, N.H. 03302

Dear Director Normandeau,

Pursuant to my authority under Executive Order 2020-04, as extended by Executive Orders 2020-05, 2020-08, and 2020-09 and Emergency Order #37 I have approved your written request, in attachment, to take the following actions related to Executive Branch hiring:

1. Hiring of a Piping Plovers and Upland Sandpipers (Position # SNL 2543) with the current allocation being 90% Federal Funds and 10% Private Local Funds.

The Department of Administrative Services is authorized to take the actions necessary to effectuate this authorization.

Sincerely,

A handwritten signature in blue ink that reads "Christopher T. Sununu".

Christopher T. Sununu
Governor

CC Charles Arlinghaus, Commissioner, Department of Administrative Services

POSITION WAIVER

NEW HAMPSHIRE FISH AND GAME DEPARTMENT

May 14, 2020

His Excellency, Governor Christopher T. Sununu
 State House
 Concord, NH 03301

Dear Governor Christopher T. Sununu:

REQUESTED ACTION

Approval is requested for a waiver of Emergency Order # 37 in order to fill the following position within the:

Agency:	Fish And Game Dept	
Reason Code:	Seasonal	
Position #:	SNL 2543	
Position Title:	Piping Plovers and Upland Sandpipers	
Anticipated Hire Date (MM/DD/YY):	May 22, 2020	
Labor Grade:	13	
Step:	1	
Date of Vacancy (MM/DD/YY):	Seasonal	
Vacancy Rate (%):	N/A	
Appropriation:	Agency	075 Fish And Game Dept
	Department	075 Fish And Game Dept
	Bureau	7515 Wildlife Program
	Accounting Unit (XXXX)	2125 Non-Game Species Management
	Class	050 Personal Service Temp Appoi
	Expense Account (500XXX):	500109 Part Time Salaries
Total Annual Salary:	\$	7,585
Total Annual Benefits:	\$	580
Total Cost	\$	8,165
Estimated # of Pay Periods in FY:		1

Funding	% of Funding (ex: 5 = 5%)	Total Cost Based on Estimated Pay Periods Left in FY
005 PRIVATE LOCAL FUNDS	10%	31
000 FEDERAL FUNDS	90%	283
		-
		-
		-
		-
Total	100%	314

EXPLANATION

The Piping Plover and Upland Sandpiper Biological Aide is a seasonal part-time position (29.5 hrs/week) that we hire annually to assist with two endangered species conservation projects. Work includes monitoring coastal beaches for nesting piping plovers, setting up protective exclosures around nests, and educating people to ensure the safety of the birds. Also includes identifying state endangered upland sandpiper nests on Pease airport base so that regular mowing can occur for airport safety and not impact endangered species. Funding for position is a combination of dedicated accounts and federal revenue.

Standard Questions:

1. What services or constituency group will be affected if this position is not filled?

Work under this project is in cooperation with the USFWS in implementing necessary federal recovery plan actions for Piping Plovers. Monitoring and protecting nests is a requirement under federal ESA. If NHFG didn't do this work, NH State Parks and Towns would be required to conduct work in compliance with USFWS ESA. Pease airport base depends on our monitoring efforts for upland sandpipers so that they can maintain airport safety by mowing fields while not impacting state protected endangered species.

2. Are the services/duties performed by this position required by law, rule, court order or some other mandate? If yes, explain.

RSA 212-A gives authority and responsibility for endangered species recovery to NH Fish and Game. Duties performed by this position also implements federal Endangered Species Act recovery plan actions and agreements with State Parks and Pease Airport Base. Section 6 of the USFWS ESA requires collaboration with state wildlife agencies and provides the necessary federal funds for this position.

3. Did the position become vacant because of a promotion or personnel action within the organization, or did the incumbent move to another state position? Define

This is a seasonal part-time (29.5 hrs/week) position. The position has been filled seasonally in previous years and was scheduled to begin April 10, 2020.

4. Can other personnel within the department cover the duties of this position? Explain in detail

No. Even when this position is filled, work duties have required participation of a full time biologist that coordinates activities. Monitoring requires regular presence that other Department staff don't have capacity for. Because duties require 7 days/week coverage at times, multiple staff are needed to cover during critical times.

5. Can the duties be completed by a part-time position? Explain in detail

Yes - this is a part-time position

6. If this position has been vacant for a period of time, explain how the work previously done by this position has been allocated to, or covered by others during this vacancy period.

This position is vacant during the winter annually. Work duties for this position begin during spring each year.

7. Has this position been reclassified or established with the passage of the FY '20-21 budget or after?

No

8. Do you anticipate filling this position with an internal candidate? Explain

No. Position was advertised and candidates were interviewed prior to the hiring freeze.

9. If you are hiring at a step beyond 1, please provide justification.

N/A

List of currently pending submitted waivers with the priority ranking (#1 = top ranking):

List of waivers previously granted:

Respectfully submitted,



Executive Director