



**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 Bear Project Biological Aide (Position # SNL 3020) with the current allocation being 72% Agency Income and 28% Federal 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 "Chris 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:

<b>Agency:</b>	Fish And Game Dept	
<b>Reason Code:</b>	Seasonal	
<b>Position #:</b>	SNL3020	
<b>Position Title:</b>	Bear Project Biological Aide	
<b>Anticipated Hire Date (MM/DD/YY):</b>	May 22, 2020	
<b>Labor Grade:</b>	13	
<b>Step:</b>	1	
<b>Date of Vacancy (MM/DD/YY):</b>	Seasonal	
<b>Vacancy Rate (%)</b>	N/A	
<b>Appropriation:</b>	Agency	075 Fish And Game Dept
	Department	075 Fish And Game Dept
	Bureau	7515 Wildlife Program
	Accounting Unit (XXXX)	2158 Game Management
	Class	050 Personal Service Temp Appoi
	Expense Account (500XXX):	500109 Part Time Salaries
<b>Total Annual Salary:</b>	\$	8,000
<b>Total Annual Benefits:</b>	\$	612
<b>Total Cost</b>	\$	8,612
<b>Estimated # of Pay Periods in FY:</b>		1

<b>Funding</b>	<b>% of Funding (ex: 5 = 5%)</b>	<b>Total Cost Based on Estimated Pay Periods Left in FY</b>
000 FEDERAL FUNDS	28%	93
009 AGENCY INCOME	72%	238
		-
		-
		-
		-
<b>Total</b>	<b>100%</b>	<b>331</b>

**EXPLANATION**

This position is critical to Department outreach, education and the provision of technical services relative to the approximately 1,000 bear complaints per year that the department receives and responds to. The position is largely funded by dedicated game management funds. The position provides critical support to our Wildlife and Law Enforcement staff who are otherwise forced to divert from other pressing responsibilities in order to respond to and mitigate bear conflicts. The position largely covers northern and central NH, where the majority of conflicts, many related to the tourist industry, occur. In the absence of this position, multiple professional staff, paid at far higher rates, will be diverted to this function at a significant financial/opportunity cost to F&G.

Standard Questions:

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

This position serves the general public, the agricultural community, and retail tourist businesses that contend with bear conflicts throughout the state.

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

Laws and regulations pertaining to bear management and wildlife conflict management include RSA 207:22 and 26, and Chapter Fis 300.

**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**

NA. Seasonal position

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

No, this position has been established to support and supplement existing staff.

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

Yes. This is a seasonal position, 29 hours per week.

**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.**

NA. Seasonal position

**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, this is a seasonal position.

**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):

This position is critical to our statewide efforts to responsibly manage bear / human conflicts. It is paid for with dedicated game management funds.

List of waivers previously granted:

Respectfully submitted,



Executive Director