

Sen. Bradley, Dist 3
Sen. Gray, Dist 6
May 23, 2024
2024-2163s
11/06

Floor Amendment to HB 1355-FN

1 Amend the title of the bill by replacing it with the following:

2

3 AN ACT relative to the New Hampshire National Guard recruitment and reenlistment
4 incentive program, and continuing a recruitment and retention incentive program
5 and efforts within the department of transportation.
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7 Amend the bill by replacing all after section 3 with the following:

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9 4 New Section; Continuation of Recruitment and Retention. Amend RSA 228 by inserting after
10 section 21 the following new section:

11 228:21-a Continuation; Recruitment and Retention.

12 I. The general court finds that the recruitment and retention of employees within the
13 department of transportation is necessary to maintain a strong and vital workforce for
14 transportation safety services, especially winter maintenance. The intent of this act is to authorize
15 the department to continue to proactively address vacancy rates through its recruitment and
16 retention incentive program.

17 II. The department is authorized to continue the department's current winter maintenance
18 recruitment and retention incentive program, as well as request that the fiscal committee transfer
19 funds from the highway fund, turnpike fund, or other available funds for recruitment, selection,
20 placement, and retention of qualified applications in the state service. Requests by the department
21 may be for, but need not be exclusively for, the following:

22 (a) Financial incentives to current eligible employees, who provide critical winter
23 maintenance services, to retain experienced employees, reduce turnover, and maintain or increase
24 staffing levels;

25 (b) Bonuses for newly hired applicants who have not been employed by the state for the
26 past 12 months immediately preceding the date of hire; and

27 (c) Referral fees for active employees of the state in good standing, excluding those
28 employed in human resource jobs within their own agencies and hiring manager positions.

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

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

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1 V. Any expenditure made for recruitment or retention incentives pursuant to this paragraph
2 shall be considered a matter of legislatively enacted public policy that is designed to benefit
3 employees and the state, and that is confined exclusively to the public employee and shall not be
4 subject to collective bargaining. Nothing in this paragraph shall be construed to invalidate any
5 portion of collective bargaining agreement entered into by the state.

6 VI. Any requested expenditure for recruitment, retention incentives or bonuses shall require
7 the approval of the fiscal committee of the general court.

8 5 Effective Date.

9 I. Section 4 of this act shall take effect July 1, 2024.

10 II. The remainder of this act shall take effect 60 days after its passage.

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AMENDED ANALYSIS

This bill allows the New Hampshire National Guard to offer a reenlistment bonus of up to \$6,000 to members of the New Hampshire National Guard who reenlist and are not eligible for a federal reenlistment bonus, and allows the department of transportation to continue its retention and recruitment efforts, especially regarding winter maintenance.