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STATE OF NEW HAMPSHIRE  
DEPARTMENT OF HEALTH AND HUMAN SERVICES  
OFFICE OF MEDICAID BUSINESS AND POLICY

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January 28, 2014

Her Excellency, Governor Margaret Wood Hassan  
and the Honorable Council  
State House  
Concord, NH 03301

REQUESTED ACTION

50% General funds  
50% Federal funds

Pursuant to New Hampshire RSA 99:8, Increases for Recruitment Purposes, and in accordance with Per 904.01 of the Rules of the Division of Personnel, Request for Temporary Increase, authorize the Department of Health and Human Services (DHHS), Office of Medicaid Business & Policy (OMBP) to increase the salary of position # 30278, Administrator IV, by thirty percent (30%).

EXPLANATION

The Office of Medicaid Business & Policy (OMBP) has requested the transfer and reclassification of position #30278, from Secretary II to an Administrator IV, for the purposes of serving as the Medicaid Pharmacy Director. Due to the critical need for this position, we are submitting this request concurrently with the Division of Personnel's request for reclassification in order to promptly recruit for a qualified candidate. The temporary enhancement will allow for recruitment of a qualified candidate until a more permanent solution is sought.

The staffing for the Medicaid program requires the knowledge and expertise of a registered pharmacist to manage DHHS objectives by authorizing and directing statewide Medicaid pharmacy services policies and procedures. The Pharmacy Services Administrator directs the Pharmacy Services Unit for the Department from within the Office of Medicaid Business and Policy (OMBP); monitors and implements state and federal pharmacy policies; provides clinical oversight to the Drug Utilization Review Committee; collaborates with the Medicaid Medical Director to provide clinical and financial oversight to the Medicaid Care Management program pharmacy services; directs the clinical and service utilization components of the vendor contract for the fee-for-service pharmacy benefit management; provides leadership in OMBP's pharmacy related new initiatives; works in collaboration with the other DHHS departments to address routine needs and the needs of special Medicaid populations and services; and responds to legislative and other external stakeholder issues and concerns. Additionally, the Medicaid Pharmacy Services Administrator will analyze data on financial and utilization trends, participate in budget monitoring and development, recommend and implement new cost saving strategies, and assure the appropriate use of Medicaid funding.

The State pay scale for the Administrator IV position at labor grade 33 does not provide a compensation level sufficient to recruit and retain an individual with the necessary skills. As noted in the following tables, the State pay scale is approximately 60% of what pharmacists earn in New Hampshire. It is believed that the 30% enhancement being requested, an enhancement that has been requested and applied to all state pharmacist positions for over a decade, along with the State health insurance benefit will allow the Department to attract and retain a qualified candidate.

Table 1		Table 2	
New Hampshire Employment Security Statewide Average Hourly Salary Range. Pharmacists 29-1051		State LG 33 Hourly Salary Range.	
Entry	\$49.14	Step 1	32.58
Mean	\$59.32	Step 2	34.06
Median	\$60.70	Step 3	35.67
Experienced	\$64.42	Step 4	37.36
		Step 5	39.07
		Step 6	40.91
		Step 7	42.76
		Step 8	44.61

Reference: New Hampshire Occupational Employment & Wages, pg 8, published by the New Hampshire Department of Employment Security, September, 2013

The above request would have the following financial impact:

	<u>SFY14</u>	<u>SFY15</u>
	26 Weeks	52 Weeks
State Salary Step 1	\$31,765.50	\$63,531.00
30% Enhancement	\$ 9,529.65	\$19,059.30
General Funds 50%	\$20,647.58	\$41,395.15

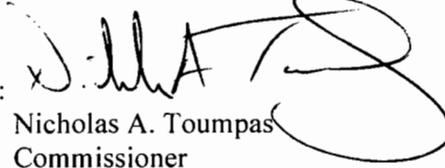
Funding for this enhancement is available accounting unit 05-95-47-470010-7937 Medicaid Administration.

Respectfully submitted,



Kathleen A. Dunn, MPH  
 Associate Commissioner

Approved by:



Nicholas A. Toumpas  
 Commissioner