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Lori A. Shibinette
Commissioner

Joseph E. Ribsam, Jr.
Director

STATE OF NEW HAMPSHIRE

DEPARTMENT OF HEALTH AND HUMAN SERVICES

DIVISION FOR CHILDREN, YOUTH & FAMILIES

129 PLEASANT STREET, CONCORD, NH 03301-3857
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January 15, 2021

His Excellency, Governor Christopher T. Sununu
and the Honorable Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

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, Division for Children, Youth and Families, Sununu Youth Services Center (SYSC) to institute a temporary fifteen percent (15%) in the base hourly rate for recruitment and retention purposes for nursing staff currently paid under the Institutional Nurse (N130) pay scale effective upon Governor & Council approval or on February 12, 2021, whichever is later, for a period of 24 months from the date of such approval. 100% General Funds.

05-95-042-421010-79150000 HEALTH AND SOCIAL SERVICES, HEALTH AND HUMAN SVCS DEPT OF, HHS: HUMAN SERVICES, SUNUNU YOUTH SERVICE CENTER, HEALTH SERVICES

Fiscal Year	Class / Account	Class Title	Job Number	Amount Requested
SFY 2021	010-500100	Personal Services - Perm Class	42151501	$29,577
SFY 2022	010-500100	Personal Services - Perm Class	42151501	$96,744
SFY 2023	010-500100	Personal Services - Perm Class	42151501	$67,346
			TOTAL	$193,667

EXPLANATION

The demand for nursing support at the state's juvenile secure treatment facility continues to exceed available staff resources. Nursing needs have increased due to the COVID-19 protocols required for all admissions. Youth are assessed for COVID-19 symptoms and tested at entry, with the addition of twice daily COVID assessments, in order to monitor asymptomatic and symptomatic youth's possible changes. SYSC has continued to have extreme difficulty recruiting for nursing positions – see Table 1. SYSC has the following positions that require licensure as a registered nurse and those positions are being paid from the N130 pay scale. A 15% enhancement was proven to be an effective tool for addressing the nursing shortage for New Hampshire Hospital nurses. Table 1 shows the nursing vacancy rate at SYSC between March 2018 and September 2020.

Table 1

There are currently three FTE Nurse vacancies at SYSC. The following positions are pending: Monday – Friday 7:00am -3:00pm; Monday – Thursday 2:30pm – 12:30am; and Friday – Sunday Baylor 7:00pm – 7:00am shifts. The vacancies have caused increased stress for all nursing positions within the facility, who are working overtime and needing to ensure coverage exists for 24/7 business operations, in addition to their regular hours. Not only is this cost prohibitive, but it also affects the quality of care provided by a dedicated group of committed medical care staff who work in an environment that can be stressful, unpredictable, and dangerous. Despite efforts to recruit new nurses at the facility, SYSC has been unable to fill all vacant nursing positions.

Competitive Market:

Registered nurses searching for jobs in Southern New Hampshire today will find numerous opportunities. As shown in Table 2 below, the state's salary schedule is not competitive with statewide Registered Nursing wages. Recruitment is particularly difficult for evening and night shifts, due to the higher shift differentials paid in other settings, as well.

Table 2

Occupation: Registered Nurses (SOC Code291141)

Period: May 2019

Area Name	Hourly mean wage	Annual mean wage(2)	Hourly median wage
New Hampshire(3300000)	35.52	73880	34.95

(2)Annual wages have been calculated by multiplying the corresponding hourly wage by 2,080 hours.

SOC code: Standard Occupational Classification code -- see http://www.bls.gov/soc/home.htm
https://data.bls.gov/oes/#/occGeo/One%20occupation%20for%20multiple%20geographical%20areas

Date extracted on : October 16, 2020

If approved, the overall additional cost of this increase would be $193,667, which would ensure the salary for each position would be increased by the authorized enhancement percentage. Funds are available in the following account in SFY 21. The 15% increase will be included in the SYSC budget for SFY 22 and 23.

Should Governor and Council determine to deny this request, SYSC would be unable to adequately recruit and retain nursing staff, which would negatively impact patient care to juveniles in the secure treatment facility.

Area served: Sununu Youth Services Center (SYSC)

Source of funds: 100% General Funds.

If you need any further information regarding this request, please feel free to contact me at 271-9017. Thank you for your consideration.

Respectfully submitted,

Lori A. Shibinette
Commissioner

POS #	TITLE
11612	Nursing Coordinator
11672	RN III
11734	RN III
18641	Nurse Specialist
41201	RN III
11724	RN II
16570	RN III
40135	RN II
TMPPT2059	RN II

State of New Hampshire

Charles M. Arlinghaus
Commissioner
(603) 271-3201

DIVISION OF PERSONNEL
Department of Administrative Services
State House Annex — 28 School Street
Concord, New Hampshire 03301

Lorrie A. Rudis
Director
(603) 271-3261

Request for Rule Exception

NOTE: Submit this form to the Administrator, Bureau of Human Resources.

Date:	12/29/2020	Requestor Name and Title:	Laurie Spring, Assistant Administrator
Agency:	HHS-DCYF	Bureau:	Sununu Youth Services Center
Exception requested for DOP Rule #	Per 904.01 Request for Temporary Increase		

In the space below, write a justification for requesting an exception to the Rule listed above.

The Department of Health and Human Services, Division for Children, Youth and Families, Sununu Youth Services Center (SYSC) requests your approval to institute a temporary 15% base hourly wage enhancement to nursing staff currently paid under the Institutional N130 pay scale for recruitment and retention purposes. Funds are anticipated to be available in SFY 2022 and 2023. This enhancement will be effective upon Governor & Council approval or on January 15, 2021, whichever is later, through January 13, 2023 or a period of 24 months from the date of such approval, whichever is later.

The demand for nursing support at the state's juvenile secure treatment facility continues to exceed available staff resources. SYSC has continued to have extreme difficulty recruiting for nursing positions – see Table 1. SYSC has the following positions that require licensure as a registered nurse and those positions are being paid from the N130 pay scale. A 15% enhancement was proven to be an effective to ol for addressing the nursing shortage for New Hampshire Hospital nurses. Table 1 shows the nursing vacancy rate at SYSC between March 2018 and September 2020 (see attached document).

There are currently three FTE Nurse vacancies at SYSC. The following positions are pending: Monday – Friday 7:00am -3:00pm; Monday – Thursday 2:30pm – 12:30am; and Friday – Sunday Baylor 7:00pm – 7:00am shifts. The vacancies have caused increased stress for all nursing positions within the facility, who are working overtime and needing to ensure coverage exists for 24/7 business operations, in addition to their regular hours. Not only is this cost prohibitive, but it also affects the quality of care provided by a dedicated group of committed medical care staff who work in an environment that can be stressful, unpredictable, and dangerous. Despite efforts to recruit new nurses at the facility, SYSC has been unable to fill all vacant nursing positions.

Registered nurses searching for jobs in Southern New Hampshire today will find numerous opportunities. In Table 2 below is a summary of the statewide Registered Nursing wages (see attached). As outlined, the annual mean wage is $73,880.00. Table 3 below shows the nursing wages for nurses employed at SYSC. It is clear that the wage of SYSC employed nurses is far less than the wage of their counterparts employed by other healthcare employers. Recruitment is particularly difficult for evening and night shifts, due to the higher shift differentials paid in other settings, as well.

The below to be filled out by Division of Personnel

DECISION:			
Decision Date:	**Name:**	**Title:**	**Signature:**
01/11/2021	Lorrie A Rudis	Director, Division of Personne	Lorrie A Rudis Digitally signed by Lorrie A Rudis Date: 2021.01.12 09:31:49 -05'00'

SYSC
Proposal to Address Nursing Shortage
Fiscal Impact of Base Rate Enhancement
Nurse Pay Scale (N130) Effective January 13, 2020

FY 2021	8 Pay Periods 2/12/21-6/30/2021									Enhanced Pay								
# Posns	Title	LG	Step	N130 Hourly Rate	Annual Salary	Annual Hazard Pay	Total Present Annual Salary	Annual for # of Posns	N130 Hourly Rate	Annual Salary	Hazard Pay	Total Enhanced Annual Salary	Enhanced $ for # of Posns	Fund	Agy	Orgn	Cls	Hours/Wk
1	Nursing Coordinator	27	7	44.25	92,040	1,040	93,080	93,080	44.25	105,846	1,040	106,886	106,886	010	042	7915	010	40
1	Nurse Specialist	25	8	42.43	88,254	1,040	89,294	89,294	42.43	101,493	1,040	102,533	102,533	010	042	7915	010	40
2	RN III	23	9	40.59	84,427	1,040	85,467	170,934	40.59	97,091	1,040	98,131	196,263	010	042	7915	010	40
1	RN III	23	8	38.88	80,870	1,040	81,910	81,910	38.88	93,001	1,040	94,041	94,041	010	042	7915	010	40
1	RN III (VACANT)	23	1	28.73	59,758	1,040	60,798	60,798	28.73	68,722	1,040	69,762	69,762	010	042	7915	010	40
2	RN II (VACANT)	21	1	26.53	55,182	1,040	56,222	112,445	26.53	63,460	1,040	64,500	129,000	010	042	7915	010	40
1	RN II (TEMP - VACANT)	21	1	26.53	40,697	1,040	41,737	41,737	26.53	46,802	1,040	47,842	47,842	010	042	7915	050	29.5
9								650,199.42					746,325.33					
												Difference	96,125.91			$29,577.20	(Bal FY 21)	

FY 2022	26 Pay Periods 7/1/21-6/30/2022									Enhanced Pay								
# Posn	Title	LG	Step	N130 Hourly Rate	Annual Salary	Annual Hazard Pay	Total Present Annual Salary	Annual for # of Posns	N130 Hourly Rate	Annual Salary	Hazard Pay	Total Enhanced Annual Salary	Enhanced $ for # of Posns	Fund	Agy	Orgn	Cls	Hours/Wk
1	Nursing Coordinator	27	8	46.23	96,158	1,040	97,198	97,198	46.23	110,582	1,040	111,622	111,622	010	042	7915	010	40
1	Nurse Specialist	25	8	42.43	88,254	1,040	89,294	89,294	42.43	101,493	1,040	102,533	102,533	010	042	7915	010	40
2	RN III	23	9	40.59	84,427	1,040	85,467	170,934	40.59	97,091	1,040	98,131	196,263	010	042	7915	010	40
1	RN III	23	8	38.88	80,870	1,040	81,910	81,910	38.88	93,001	1,040	94,041	94,041	010	042	7915	010	40
1	RN III (VACANT)	23	1	28.73	59,758	1,040	60,798	60,798	28.73	68,722	1,040	69,762	69,762	010	042	7915	010	40
2	RN II (VACANT)	21	1	26.53	55,182	1,040	56,222	112,445	26.53	63,460	1,040	64,500	129,000	010	042	7915	010	40
1	RN II (TEMP - VACANT)	21	1	26.53	40,697	1,040	41,737	41,737	26.53	46,802	1,040	47,842	47,842	010	042	7915	050	29.5
9								654,317.82					751,061.49					
												Difference	96,743.67	FY 22				

FY 2023	18 Pay Periods 7/1/22-2/9/2023									Enhanced Pay								
# Posn	Title	LG	Step	N130 Hourly Rate	Annual Salary	Annual Hazard Pay	Total Present Annual Salary	Annual for # of Posns	N130 Hourly Rate	Annual Salary	Hazard Pay	Total Enhanced Annual Salary	Enhanced $ for # of Posns	Fund	Agy	Orgn	Cls	Hours/Wk
1	Nursing Coordinator	27	8	46.23	96,158	1,040	97,198	97,198	46.23	110,582	1,040	111,622	111,622	010	042	7915	010	40
1	Nurse Specialist	25	8	42.43	88,254	1,040	89,294	89,294	42.43	101,493	1,040	102,533	102,533	010	042	7915	010	40
3	RN III	23	9	40.59	84,427	1,040	85,467	256,402	40.59	97,091	1,040	98,131	294,394	010	042	7915	010	40
1	RN III (VACANT)	23	1	28.73	59,758	1,040	60,798	60,798	28.73	68,722	1,040	69,762	69,762	010	042	7915	010	40
2	RN II (VACANT)	21	1	26.53	55,182	1,040	56,222	112,445	26.53	63,460	1,040	64,500	129,000	010	042	7915	010	40
1	RN II (TEMP - VACANT)	21	1	26.53	40,697	1,040	41,737	41,737	26.53	46,802	1,040	47,842	47,842	010	042	7915	050	29.5
9								657,874.62					755,151.81					
												Difference	97,277.19			$67,345.75	(Bal FY 23)	
												TOTAL Increased Costs				193,666.63		