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**STATE OF NEW HAMPSHIRE
DEPARTMENT OF HEALTH AND HUMAN SERVICES
NEW HAMPSHIRE HOSPITAL**

Lori A. Shiblett
Commissioner

36 CLINTON STREET, CONCORD, NH 03301
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www.dhhs.nh.gov

Heather M. Moquin
Chief Executive Officer

January 3, 2022

His Excellency, Governor Christopher T. Sununu
and the Honorable Council
State House
Concord, NH 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 (DHHS), New Hampshire Hospital (NHH) to continue the twenty percent (20%) base hourly wage enhancement for Occupational Therapist I and II positions, Supervisor IV-OT/Rehab, and Administrator III-OT/Rehab positions currently paid under the A000 pay schedule for recruitment and retention purposes effective February 22, 2022 upon Governor and Executive Council approval through February 22, 2024. Source of Funds: 38% General Funds, 62% Other Funds (provider fees).

05-95-94-940010-87500000 HEALTH AND SOCIAL SERVICES, DEPT OF HEALTH AND HUMAN SVCS, HHS: NEW HAMPSHIRE HOSPITAL, NEW HAMPSHIRE HOSPITAL, ACUTE PSYCHIATRIC SVCS

Fiscal Year	Class/Object	Class Title	Job Number	Amount Requested
SFY2022	010-500100	Personal Services-Perm Class	94053100	37,349
SFY2023	010-500100	Personal Services-Perm Class	94053100	138,723
SFY2024	010-500100	Personal Services-Perm Class	94053100	109,998
			Total	286,070

EXPLANATION

The purpose of this request is to seek a continuation of the salary enhancement currently in place to assist with the recruitment and retention of Occupational Therapy positions and Occupational Therapy management positions effective upon G&C approval. The demand for acute psychiatric services provided by New Hampshire Hospital (NHH) continues to exceed available staff resources. The acuity level of patients admitted to NHH has continued to rise due to a number of factors, which include increasing medical co-morbidities related to an aging general population and increasing level of dangerousness related to co-morbid use of illegal substances.

The positions that currently fall under the 20% enhancement at New Hampshire Hospital are as follows:

Position	Title	Labor Grade
15899	Occupational Therapist II	21
15901	Occupational Therapist II	21
15903	Occupational Therapist II	21
15975	Occupational Therapist II	21
18630	Occupational Therapist II	21
19025	Occupational Therapist II	21
30903	Occupational Therapist II	21
40408	Occupational Therapist II	21
44744 (formerly 8T3037)	Occupational Therapist II	21
15714	Supervisor IV-OT/Rehab	25
30822	Administrator III OT/Rehab	31

Current approval of the enhancement expires on February 21, 2022. Requests for salary enhancement were approved at the G&C meetings on June 19, 2013 (Item #137), August 2, 2017 (Item #8), February 21, 2018 (Item #9), June 19, 2019 (Item #57), December 18, 2019 (Item #28), June 24, 2020 (Item #11) and December 18, 2020 (Item #12). The purpose of the salary enhancement was to assist the recruitment and retention of these positions, which had been extremely difficult in the competitive healthcare labor market from which the hospital recruits applicants. In addition, State of NH salaries have not kept pace with labor market trends and the field of Occupational Therapy has upgraded the educational requirements to require a Master's degree in order to qualify for entry-level occupational therapy positions. Consequently, graduates will be carrying more debt and will seek out positions that will enable them to repay loans. Private hospitals not only pay higher salaries but also will often assist employees with student loans payments as a recruitment tool or may provide a sign on cash bonus.

The enhancements have been instrumental to the retention of the current Occupational Therapist IIs now onboard at NH Hospital. It is for this reason that we respectfully request that the enhancement continue in order to retain the ability to facilitate the efficient discharge of patients to the community. Occupational Therapists are essential for discharge planning as they evaluate patients' cognitive ability to live independently for integration into the community. These positions are even more crucial as the US Department of Justice and the Disability Rights Center have filed suit against the NH Department of Health and Human Services alleging that persons in New Hampshire, who are suffering from mental illness, are hospitalized at higher expense and for longer periods of time due the State's failure to provide sufficient community mental health services. A settlement agreement reached in this matter included a component which requires NHH Occupational Therapists to prepare patients for community living and create individual plans for patients to promote integration into the community.

The starting salary, at Step 1, for an Occupational Therapist II at NHH without the enhancement is \$43,621.50. At Step 9, which takes 15 years to reach, the salary for the Occupational Therapist II is \$61,171.50. This compares to the mean full time salary of all occupational therapists within New Hampshire in accordance with the Bureau of Labor Statistics May 2020 data (the most current detail available) of \$84,380; 37% above the top salary level within the NH State system. This information is consistent with other wage indicators such as the Salary.Com which for December 2021 shows the annual mean wage for occupational therapists to be \$95,055 in New Hampshire; 55% above the top NH State salary level.

The occupational therapy management positions at NH Hospital included in the enhancement are not specific to occupational therapy. However, to remain in the positions, the staff must maintain their occupational

therapy licenses and certifications. The internal job titles and supplemental job descriptions clearly demonstrate the skills, educational and experience necessary in the field of occupational therapy/rehabilitation.

The starting salary for a Supervisor IV at NH Hospital without the enhancement is \$51,558. At Step 9, which takes 15 years to reach, the salary for the Supervisor IV is \$72,754. This compares to the mean full time salary of all occupational therapist managers in New Hampshire in accordance with the Bureau of Labor Statistics May 2020 data (most recent available) of 118,800; 63% above the top state of NH salary level. This information is consistent with other wage indicators such as the Salary.Com which for December 2021 shows the annual mean wage for occupational therapy managers to be \$106,260 in New Hampshire; 46% above the top state of NH salary level. Tasks performed by the Supervisor IV include, but are not limited to the following: assist in hiring, training and reviewing performance of staff; maintain departmental day-to-day schedules; monitor and prioritize workflow; ensure compliance to departmental policies and procedures; as a clinician, supervise staff and give clinical direction with evaluation and treatment of patients; and ensure services are in compliance with professional standards, state and federal regulatory requirements.

The starting salary for an Administrator III at NH Hospital without the enhancement is \$66,729. At Step 9, which takes 15 years to reach, the salary for the Administrator III is \$95,979. This compares to the mean full time salary of all occupational therapy/rehabilitation directors in New Hampshire in accordance with the Salary.com statistics from November 2021 of \$133,670 for a Medical and Health Services Manager and \$146,099 for an Occupational Therapy Director. This equates to 28% and 34% respectively above the top salary available to state employees under the current pay scale. Tasks performed by the Administrator III/Rehabilitation Director include, but are not limited to the following: oversee departmental staff operations, business planning and budget development; ensure services are in compliance with professional and clinical competency standards, state and federal regulatory requirements; and oversee, plan and direct the rehabilitation program including occupational therapy, speech therapy and physical therapy.

This enhancement is necessary to maintain a competitive salary for recruiting and retaining Occupational Therapist related positions. If approved, the overall additional cost of this increase would be \$286,070; which would ensure the salary for each position in this classification would be increased by the authorized enhancement percentage. There are sufficient funds in the Hospital's budget to cover this request and funds are anticipated to be available in the next biennium.

Should Governor and Council determine to deny this request, New Hampshire Hospital would be unable to adequately recruit and retain staff negatively impacting patient care.

Area served: statewide.

Source of funds: 38% General Funds, 62% Other Funds (provider fees).

In the event that other funds become no longer available, general funds will not be requested to support this contract.

Respectfully submitted,



Lori A. Shibinette
Commissioner, DHHS



Bartlett, Leslie

From: Caristi, Joseph
Sent: Monday, January 3, 2022 4:11 PM
To: Ferland, Donna; Moquin, Heather; Calise, Mary
Subject: FW: NHH Occupational Therapist Enhancement Extension Request

FYI.

Joe

From: Spring, Laurie <Laurie.J.Spring@dhhs.nh.gov>
Sent: Monday, January 3, 2022 4:04 PM
To: Rudis, Lorrie <Lorrie.A.Rudis@das.nh.gov>
Cc: Caristi, Joseph <Joseph.T.Caristi@dhhs.nh.gov>
Subject: RE: NHH Occupational Therapist Enhancement Extension Request

Thank you!

Laurie Spring
Assistant Director
Bureau of Human Resource Management
Brown Building Room 164
603-271-9019

STATEMENT OF CONFIDENTIALITY: This message may contain information that is privileged and confidential and is intended for the exclusive use of the individual(s) to whom it is addressed. If you received this message in error, please contact the sender immediately and delete this electronic message and any attachments from your system. Thank you for your cooperation.

From: Rudis, Lorrie <Lorrie.A.Rudis@das.nh.gov>
Sent: Monday, January 3, 2022 4:01 PM
To: Spring, Laurie <Laurie.J.Spring@dhhs.nh.gov>
Cc: Caristi, Joseph <Joseph.T.Caristi@dhhs.nh.gov>
Subject: RE: NHH Occupational Therapist Enhancement Extension Request

Hi Laurie, your request is approved for an additional 24 months for the Occupational Therapist.

Have a wonderful day!

From: Spring, Laurie <Laurie.J.Spring@dhhs.nh.gov>
Sent: Monday, January 3, 2022 3:17 PM
To: Rudis, Lorrie <Lorrie.A.Rudis@das.nh.gov>
Cc: Caristi, Joseph <Joseph.T.Caristi@dhhs.nh.gov>
Subject: NHH Occupational Therapist Enhancement Extension Request
Importance: High

Good afternoon Lorrie,

Attached is a request to extend the current enhancement for Occupational Therapist positions and their supervisors at New Hampshire Hospital. Our Commissioner has reviewed this request with the Governor's office, and has secured approval for me to send this on for your review.

Please let me know if there are any questions or concerns.

Thank you,

Laurie Spring
Assistant Director
Bureau of Human Resource Management
Brown Building Room 164
603-271-9019

STATEMENT OF CONFIDENTIALITY: This message may contain information that is privileged and confidential and is intended for the exclusive use of the individual(s) to whom it is addressed. If you received this message in error, please contact the sender immediately and delete this electronic message and any attachments from your system. Thank you for your cooperation.

Comparative Occupational Therapist II Salary Information, December 13, 2021

U.S. Bureau of Labor and Statistics (BLS)

Job Outlook from BLS (retrieved on 12/13/21, from: <https://www.bls.gov/ooh/healthcare/occupational-therapists.htm>):

Employment of occupational therapists is projected to grow 17 percent from 2020 to 2030, much faster than the average for all occupations.

New Hampshire Area Annual Mean Wage, May 2020 Data: \$84,380

Retrieved 12/13/21 from: <https://www.bls.gov/oes/2020/may/oes291122.htm>

Area Name	Employment ⁽¹⁾	Employment (percent) relative standard error ⁽³⁾	Hourly mean wage	Annual mean wage ⁽²⁾	Hourly 75th percentile wage	Hourly median wage	Hourly 25th percentile wage	Annual median wage ⁽²⁾	Annual 75th percentile wage ⁽²⁾	Employment per 1,000 jobs	Location Quotient
General Public New Hampshire Occupational Therapist (SOC 291122)	202	14.7	45.11	93,532	23.35	45.37	43.84	94,165	93,532	2.385	3.42

(1) Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.
(2) Annual wages have been calculated by multiplying the corresponding hourly wage by 2,080 hours.
(3) The relative standard error (RSE) is a measure of the reliability of a survey statistic. The smaller the relative standard error, the more precise the estimate.

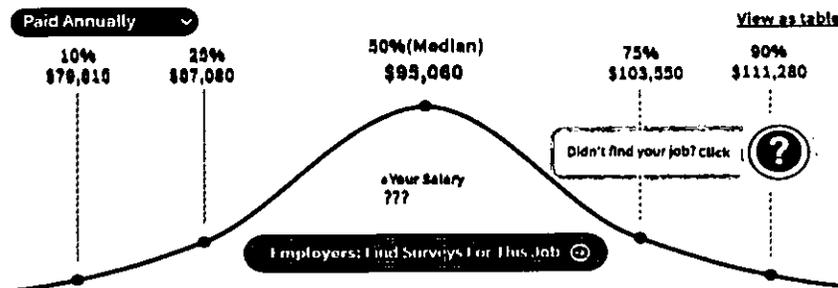
SOC codes: Standard Occupational Classification code - see <http://www.bls.gov/soc/home.htm>
Data extracted on June 13, 2021

Salary.com

Retrieved 12/13/21 from: <https://www.salary.com/research/salary/benchmark/occupational-therapist-salary/concord-nh>

How much does an Occupational Therapist make in Concord, NH? The average Occupational Therapist salary in Concord, NH is \$95,055 as of November 29, 2021, but the range typically falls between \$87,072 and \$103,546.

Based on HR-reported data: a national average with a geographic differential ⓘ

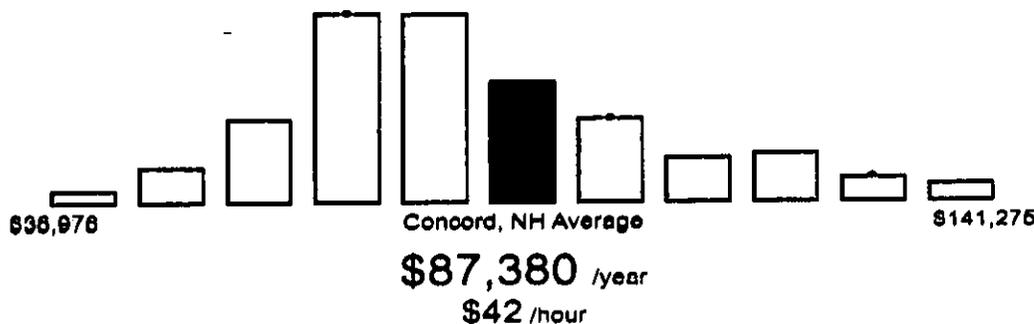


Ziprecruiter.com

Retrieved 12/13/21 from: <https://www.ziprecruiter.com/Salaries/Occupational-Therapist-Salary-in-Concord,NH>

Occupational Therapist Salary in Concord, NH

Yearly Monthly Weekly Hourly Table View



DHHS - NEW HAMPSHIRE HOSPITAL
Occupational Therapist Enhancement Request
Fiscal Impact

FY 2022

Position #	Title	LG	Step	Hourly Rate	20% Enhanced Pay			Total Enhanced			Fund	Agy	Orgn	Cts	Hours/Wk	
					Annual Salary	Annual Hazard Pay	Total Present Annual Salary	Annual Salary	Hazard Pay	Annual Salary						
15899	Occupational Therapist II	21	9	31.37	61,171.50	260.00	61,431.50	37.64	73,405.80	260.00	73,665.80	010	094	8750	010	37.5
15901	Occupational Therapist II	21	7	28.83	56,218.50	260.00	56,478.50	34.60	67,462.20	260.00	67,722.20	010	094	8750	010	37.5
15903	Occupational Therapist II	21	7	28.83	56,218.50	260.00	56,478.50	34.60	67,462.20	260.00	67,722.20	010	094	8750	010	37.5
15975	Occupational Therapist II	21	9	31.37	61,171.50	260.00	61,431.50	37.64	73,405.80	260.00	73,665.80	010	094	8750	010	37.5
18630	Occupational Therapist II	21	9	31.37	61,171.50	260.00	61,431.50	37.64	73,405.80	260.00	73,665.80	010	094	8750	010	37.5
19025	Occupational Therapist II	21	9	31.37	61,171.50	260.00	61,431.50	37.64	73,405.80	260.00	73,665.80	010	094	8750	010	37.5
30903	Occupational Therapist II	21	9	31.37	61,171.50	260.00	61,431.50	37.64	73,405.80	260.00	73,665.80	010	094	8750	010	37.5
40406	Occupational Therapist II	21	7	28.83	56,218.50	260.00	56,478.50	34.60	67,462.20	260.00	67,722.20	010	094	8750	010	37.5
44744	Occupational Therapist II	21	8	30.07	58,636.50	260.00	58,896.50	36.08	70,363.80	260.00	70,623.80	010	094	8750	010	37.5
15714	Supervisor IV - OT/Rehab	25	9	37.31	72,754.50	260.00	73,014.50	44.77	87,305.40	260.00	87,565.40	010	094	8750	010	37.5
30822	Administrator III - OT/Rehab	31	7	44.98	87,711.00	-	87,711.00	53.98	105,253.20	-	105,253.20	010	094	8750	010	37.5
					<u>696,215.00</u>			<u>834,838.00</u>								

Pay Periods: Mar 10, 2022 - June 2, 2022

SFY 22 Difference **138,723.00**
Prorated for 12 of 26 pay periods 0.27
SFY22 Pro-Rated **37,349.00**

FY 2023

Position #	Title	LG	Step	Hourly Rate	20% Enhanced Pay			Total Enhanced			Fund	Agy	Orgn	Cts	Hours/Wk	
					Annual Salary	Annual Hazard Pay	Total Present Annual Salary	Annual Salary	Hazard Pay	Annual Salary						
15899	Occupational Therapist II	21	9	31.37	61,171.50	260.00	61,431.50	37.64	73,405.80	260.00	73,665.80	010	094	8750	010	37.5
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30822	Administrator III - OT/Rehab	31	7	44.98	87,711.00	-	87,711.00	53.98	105,253.20	-	105,253.20	010	094	8750	010	37.5
					<u>696,215.00</u>			<u>834,838.00</u>								

SFY 23 Difference **138,723.00**

FY 2024

Position #	Title	LG	Step	Hourly Rate	20% Enhanced Pay			Total Enhanced			Fund	Agy	Orgn	Cts	Hours/Wk	
					Annual Salary	Annual Hazard Pay	Total Present Annual Salary	Annual Salary	Hazard Pay	Annual Salary						
15899	Occupational Therapist II	21	9	31.37	61,171.50	260.00	61,431.50	37.64	73,405.80	260.00	73,665.80	010	094	8750	010	37.5
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30822	Administrator III - OT/Rehab	31	7	44.98	87,711.00	-	87,711.00	53.98	105,253.20	-	105,253.20	010	094	8750	010	37.5
					<u>717,587.00</u>			<u>800,584.40</u>								

Pay Periods: July 1, 2023 - Feb 22, 2024

Prorated for 20 of 26 pay periods 0.77
SFY 24 Difference **109,998.00**

Rehabilitation Director, Administrator III Position Comparison: Salary Information, December 21, 2021

U.S. Bureau of Labor and Statistics (BLS)

Job Outlook from BLS (retrieved on 12/21/21, from [Medical and Health Services Managers \(bls.gov\)](#)):

Employment estimate and mean wage estimates for Medical and Health Services Managers:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
402,540	0.7 %	\$ 57.12	\$ 118,800	0.4 %

U.S. Bureau of Labor and Statistics May 2020 Data:

Retrieved 12/21/21 from: <https://www.bls.gov/oes/current/oes119111.htm>

Medical and Health Service Managers

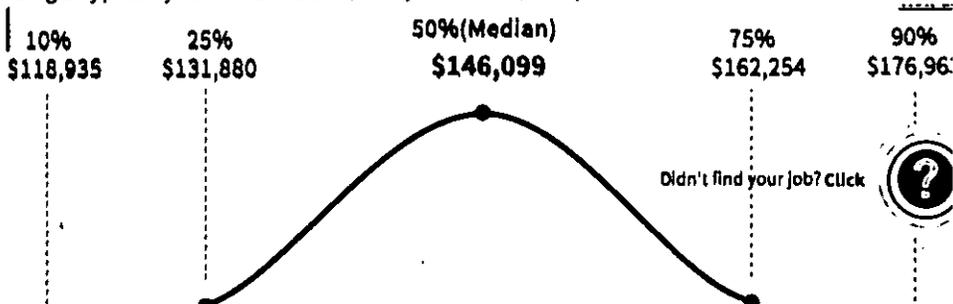
Occupation: Medical and Health Services Managers (SOC Code 119111) Period: May 2020						
Area Name	Employment ⁽¹⁾	Hourly mean wage	Annual mean wage ⁽²⁾	Wage percent relative standard error ⁽³⁾	Employment per 1,000 jobs	Location Quotient
West Central-Southwest New Hampshire nonmetropolitan area (3300005)	440	64.27	133670	7.3	4.452	1.54

Salary.com

Retrieved 12/22/21 from: <https://www.salary.com/research/salary/benchmark/rehabilitation-director-salary/concord-nh>

Rehabilitation Director Salary in Concord, New Hampshire

The average Rehabilitation Director salary in Concord, NH is **\$146,099** as of November 29, 2021, but the range typically falls between **\$131,880** and **\$162,254**.



Rehabilitation Services Director in Concord, New Hampshire

+ New End



Base Salary Bonus Total Compensation

Salary Estimate
\$119,971 (USD)
Annual Bonus: \$5,002 (USD)
Total Compensation: \$127,973 (USD)

	Base Salary	Bonus	Total Compensation
Current Rate	[REDACTED]	[REDACTED]	\$101,973
Market Rate	[REDACTED]	[REDACTED]	\$119,971
National Average	[REDACTED]	[REDACTED]	\$121,414

Mean
Yearly

Median
Hourly



Supervisor IV, Occupational Therapy Manager Position, Comparison: Salary Information, December 21, 2021

U.S. Bureau of Labor and Statistics (BLS)

Job Outlook from BLS (retrieved on 12/21/21, from [Medical and Health Services Managers \(bls.gov\)](https://www.bls.gov)):

Employment estimate and mean wage estimates for Medical and Health Services Managers:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
402,540	0.7 %	\$ 57.12	\$ 118,800	0.4 %

Salary.com

Retrieved 12/21/21 from: [Salary.com Salary Wizard- Do you know what you're worth? | Salary-Calculator | Salary.com](#)

How much does an Occupational Therapy Supervisor make in Concord, NH? The average Occupational Therapist salary in Concord, NH is \$106,260 as of December 21, 2021, but the range typically falls between \$90,338 and \$122,360.

Occupational Therapy Supervisor in Concord, New Hampshire

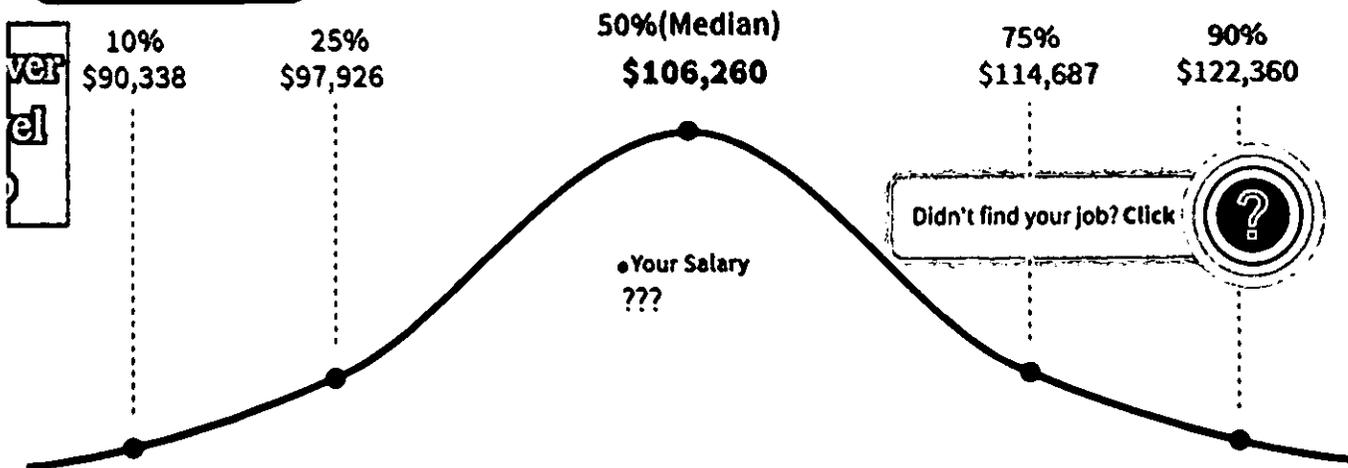
-  Salary
-  Benefits
-  Job Description
-  Compare Jobs
-  Similar

- Salary
- Salary + Bonus
- Benefits
- How To Become

Based on HR-reported data: a national average with a geographic differential ⓘ

Paid Annually ▼

[View as table](#)



Occupational Therapy Supervisor in Concord, New Hampshire



Salary Estimate
\$94,912 (USD)

Annual Bonus: **\$1,765 (USD)**

Total Compensation: **\$96,677 (USD)**

Mean

Median

Yearly

Hourly

	Base Salary	Bonus	Total Compensation
Current Rate			\$94,000
Market Rate			\$94,912
National Average			\$96,867