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STATE OF NEW HAMPSHIRE
DEPARTMENT OF HEALTH AND HUMAN SERVICES

GLENCLIFF HOME

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Lori A. Shibinette
Commissioner

L. Todd Bickford
Administrator

March 11, 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), Glencliff Home (GH) to use funds allocated to Glencliff Home based on a \$2500 per bed grant to pay a flat rate, time-bound, weekly enhancement for License Nursing Assistants (LNAs) currently paid under the A130 pay scale for recruitment and retention purposes effective March 25, 2022 or upon Governor and Council approval, whichever is later, for a 16 week period. Flat rate amounts of \$257.88 per week for full-time employees and \$128.94 per week for part-time employees are being requested to make the program comparable to industry norms. This is an allowable use of ARP FRF funds under Section 602 (c)(1)(A) to respond to the public health emergency or its negative economic impacts. 100% Federal Funds (American Rescue Plan Act).

EXPLANATION

Throughout the COVID-19 pandemic, long-term care facilities have struggled with the increased cost of care due to COVID-19. As a result, the State, through the Governor's Office for Emergency Relief and Recovery (GOFERR), provided grants to long-term care facilities based on \$2,500 per Medicaid bed through its COVID-19 Impact Long Term Care Program. Many long-term care facilities used these grants to maintain appropriate levels of staffing to care for their patients by offering temporary increases in wages. Glencliff Home has lost numerous staff to these programs. The Joint Fiscal Committee has approved an allocation of \$300,000, which is based on \$2,500 per bed at Glencliff Home, in line with the COVID-19 Impact Long Term Care Program. Glencliff Home is seeking authorization to use these funds in the same manner that other long-term care facilities have - to maintain its current staff.

Glencliff Home's Licensed Nursing Assistant (LNA) vacancy rate is 18% for funded positions (40% for authorized positions) causing the Department to invest heavily in high-cost travel-Nurse and travel-LNA contracts to maintain safe and effective operations, but this is not a sustainable model. Furthermore, the Department is concerned additional vacancies may occur as staff pursue employment at facilities initiating similar benefit programs to the one being proposed. Even a small change in staffing at Glencliff Home could result in a significant impact in operations, and will likely result in the facility further reducing census to ensure appropriate and safe care standards are maintained.

This requested action will allow the Department to establish a short-term, time-bound, sixteen (16) week enhancement for LNA's at Glencliff Home, stabilizing staffing through the spring. This time-bound approach is similar to programs being offered by other long-term care facilities within the state based on their grants through the COVID-19 Impact Long Term Care Program.

Positions Impacted by this Proposal			
Position Type	Labor Grade	Total full-time positions (funded)	Total part-time positions (funded)
Licensed Nursing Assistant I	9	8	2
Licensed Nursing Assistant II	11	25	11
Licensed Nursing Assistant III	14	19	2
Total		52	15

Details of Comparable Programs in New Hampshire

Program #1

Facility Name	Grafton County Home
Stipend Amount	\$300 (equivalent to \$7.50 per hour)
Stipend Frequency	Weekly
Stipend Duration	10/03/2021-04/02/2022

Program #2

Facility Name	Hillsboro County Nursing Home
Stipend Amount	\$300 (equivalent to \$7.50 per hour)
Stipend Frequency	Weekly
Stipend Duration	01/01/2022- 8/27/2022

Program #3

Facility Name	Belknap County Home
Stipend Amount	\$200 (equivalent to \$5 per hour) then \$150 (\$3.75)
Stipend Frequency	Weekly
Stipend Duration	Sept. 12, 2021 to Dec. 31, 2021, then all of 2022

05-095-940010-24650000 HEALTH AND SOCIAL SERVICES, DEPT OF HEALTH AND HUMAN SERVICES, HHS: NEW HAMPSHIRE HOSPITAL, NEW HAMPSHIRE HOSPITAL, ARPA DHHS FISCAL RECOVERY FUNDS

Fiscal Year	Class/Object	Class Title	Job Number	Amount Requested
SFY 2022	010-500100	Personal Services - Perm Class	91571130	\$230,157
SFY 2022	060-500601	Benefits	91571130	\$51,094
SFY 2023	010-500100	Personal Services – Perm Class	91571130	\$15,343
SFY 2023	060-500601	Benefits	91571130	\$3,406
			Total	\$300,000

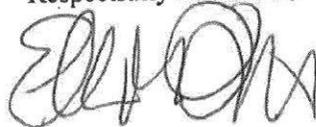
Should Governor and Council determine to deny this request, Glencliff Home will be unable to adequately recruit and retain staff, negatively affecting patient care.

Area served: Glencliff Home

Source of funds: 100% Federal Funds (American Rescue Plan Act)

In the event that federal funds become no longer available, additional general funds will not be requested to support this request.

Respectfully submitted,



CEO NHH

Lori A. Shibinette
Commissioner, DHHS