



State of New Hampshire

DEPARTMENT OF ADMINISTRATIVE SERVICES

25 Capitol Street – Room 100
 Concord, New Hampshire 03301
 (603) 271-3201 | Office@das.nh.gov

Charles M. Arlinghaus
 Commissioner

Catherine A. Keane
 Deputy Commissioner

Sheri L. Rockburn
 Assistant Commissioner

May 31, 2023

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

REQUESTED ACTION

Pursuant to RSA 99:8, Increases for Recruitment Purposes, and in accordance with Administrative Rule Per 904.01, authorize the Department of Administrative Services, on behalf of the Department of Health and Human Services (DHHS), the Department of Corrections (DOC) and the Veterans Home (NHVH) to temporarily continue existing wage enhancements for the positions included in the table below, effective June 16, 2023 or July 1, 2023, upon Governor and Council approval, through June 30, 2024. Such increases shall expire upon passage of the State Fiscal Years 2024 and 2025 operating budget and incorporation of any such increases into base wages through adoption of the new collective bargaining agreements or by the conversion of certain classified positions to unclassified.

Agency	Positions	Enhancement	Current Enhancement End Date	G&C Approval History
DHHS	Youth Counselors - Sununu Youth Services Center	14%, 16%, & 18%	June 15, 2023	January 12, 2022, #14 September 7, 2022, #119
DHHS	Nurses - Sununu Youth Services Center	15% + 15%	June 15, 2023	February 3, 2021, #8 September 7, 2022, #119
DHHS	Nurses - Glencliff Home	15% + 15%	June 15, 2023	June 16, 2021, #28 September 7, 2022, #119
DHHS	Nurses - New Hampshire Hospital	15% + 15%	June 15, 2023	January 12, 2022, #9 September 7, 2022, #119
DHHS	Mental Health Workers - New Hampshire Hospital	20%	June 30, 2023	November 18, 2020, #13 October 4, 2022, #11A
DHHS	Licensed Nursing Assistants – Glencliff Home	30%	June 30, 2023	October 4, 2022, #11B
DHHS	Pharmaceutical Positions - Division of Medicaid Services	30%	June 30, 2023	Administrator (#30278): December 8, 2021, #6 January 18, 2023, #17

				Specialist (#12433): February 17, 2021, #7 February 22, 2023, #12
NHVVH	Nurses – Veterans Home	15% + 15%	March 9, 2024* June 15, 2023	February 16, 2022, #103 September 7, 2022, #119
NHVVH	Licensed Nursing Assistants and Licensed Medication Nursing Assistants	15% + 15%	March 9, 2024* June 15, 2023	February 16, 2022, #103 September 7, 2022, #119
NHVVH	Dietitian IIIs	15%	June 30, 2023	June 2, 2021, #104
DOC	Nurses, Assistant Nursing Director, Nursing Coordinator, Nurse Specialists and Licensed Nursing Assistants – Dept. of Corrections	15% + 15%	June 15, 2023 and June 30, 2023	September 7, 2022, #118 November 22, 2022, #61

*The original 15% base enhancement has approval through March 9, 2024; however, that enhancement would expire upon passage of the FY24-FY25 operating budget and approval of a new CBA.

EXPLANATION

This is an umbrella request by the Department of Administrative Services, on behalf of the Department of Health and Human Services (DHHS), the Department of Corrections (DOC) and the Veterans Home (NHVVH), to continue a series of existing wage enhancements until such time as the operating budget is passed for State Fiscal Years 2024 and 2025, new collective bargaining agreements (CBAs) are adopted, or certain classified positions are converted to unclassified. This will ensure there is no pay gap for groups of employees who would otherwise see their wages decline precipitously for a few paychecks and then come back to their previous level again.

As the state undergoes modernization of the personnel classification system, almost all of these exceptions or adjustments will become a standard part of the system rather than one-off changes that are accounted for manually, adjusted on varying schedules, and brought forward individually. Until that modernization can be completed later this year after a rules discussion and additional negotiation with affected unions, the Department of Administrative Services has coordinated a single item so that the Governor and Council may see all eleven of the requests together.

Commissioners and Commandants at each of the impacted agencies have submitted separate letters and supporting information as to the challenges they are facing and the specific enhancements in their various bailiwicks, which are attached to this request.

The purpose of this request is to temporarily continue wage enhancements for the positions included in the table on the previous page. If this request is not approved, employees will experience a reduction in their bi-weekly gross paycheck of approximately 14 to 30 percent, for a minimum of four weeks of wages. DAS is seeking to ensure that no employee's gross pay bounces down and then up as we allow sufficient time for the collective bargaining agreements and operating budget for the biennium ending June 30, 2025, to be finalized.

DAS anticipates the various collective bargaining agreements at the sub-unit level will address the enhancements included in this request. When those agreements are finalized and an

operating budget for the next biennium is approved, we will input the enhancement information into the State's payroll system in a manner consistent with the terms of the various agreements and the operating budget for the biennium ending June 30, 2025. The Department wants to ensure that positions currently receiving enhancements, many of which are front-line direct care staff, do not experience any temporary reduction in pay.

As stated in DHHS's letter attached, there is currently a provision included in House Bill 2 (Budget Trailer Bill) to convert two (2) Division of Medicaid Services, Pharmaceutical positions, from classified to unclassified. One of the positions has received an enhancement for sixteen years, the other for almost ten years. Per the direction of the Division of Personnel, they are being converted to unclassified through the budget process. Approval of this action will ensure that the two individuals currently occupying those positions will not receive any reduction in pay while the classified positions are converted to unclassified through the Joint Commission on Employee Classification process prescribed in RSA 94:1-d and RSA 14:14-c.

Should the Governor and Council not authorize this request, hundreds of employees would experience a 14 to 30 percent reduction in their compensation for a minimum of four weeks. The effect on morale and retention would be unquestionably negative.

Respectfully submitted,



Charles M. Arlinghaus
Commissioner

Caraway, Michelle

From: Rudis, Lorrie
Sent: Thursday, June 01, 2023 3:50 PM
To: Caraway, Michelle
Subject: RE: G&C letters for Enhancements for HHS, DOC and Veterans Home

Greetings Michelle,
The below enhancements chart is approved and recommended for G&C

Lorrie A Rudis
Lorrie A Rudis
Director, Division of Personnel
NH Department of Administrative Services
54 Regional Drive Unit #5
Concord, NH 03301

STATEMENT OF CONFIDENTIALITY

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From: Caraway, Michelle <Michelle.A.Caraway@das.nh.gov>
Sent: Thursday, June 1, 2023 1:56 PM
To: Rudis, Lorrie <Lorrie.A.Rudis@das.nh.gov>
Subject: G&C letters for Enhancements for HHS, DOC and Veterans Home
Importance: High

Director,

The table below summarizes the enhancements that DAS will present to G&C as a consolidated item on behalf of DHHS, NHVH and DOC upon your approval pursuant to RSA 99:8. Individual agency requests are attached.

Thank you.

Agency	Positions	Enhancement	Current Enhancement End Date	G&C Approval History
DHHS	Youth Counselors - Sununu Youth Services Center	14%, 16%, & 18%	June 15, 2023	January 12, 2022, #14 September 7, 2022, #119
DHHS	Nurses - Sununu Youth Services Center	15% + 15%	June 15, 2023	February 3, 2021, #8 September 7, 2022, #119
DHHS	Nurses - Glencliff Home	15% + 15%	June 15, 2023	June 16, 2021, #28 September 7, 2022, #119
DHHS	Nurses - New Hampshire Hospital	15% + 15%	June 15, 2023	January 12, 2022, #9 September 7, 2022, #119

DHHS	Mental Health Workers - New Hampshire Hospital	20%	June 30, 2023	November 18, 2020, #13 October 4, 2022, #11A
DHHS	Licensed Nursing Assistants – Glencliff Home	30%	June 30, 2023	October 4, 2022, #11B
DHHS	Pharmaceutical Positions - Division of Medicaid Services	30%	June 30, 2023	Administrator (#30278): December 8, 2021, #6 January 18, 2023, #17 Specialist (#12433): February 17, 2021, #7 February 22, 2023, #12
NHVH	Nurses – Veterans Home	15% + 15%	March 9, 2024* June 15, 2023	February 16, 2022, #103 September 7, 2022, #119
NHVH	Licensed Nursing Assistants and Licensed Medication Nursing Assistants	15% + 15%	March 9, 2024* June 15, 2023	February 16, 2022, #103 September 7, 2022, #119
NHVH	Dietitian IIIs	15%	June 30, 2023	June 2, 2021, #104
DOC	Nurses, Assistant Nursing Director, Nursing Coordinator, Nurse Specialists and Licensed Nursing Assistants – Dept. of Corrections	15% + 15%	June 15, 2023 and June 30, 2023	September 7, 2022, #118 November 22, 2022, #61

Michelle A. Caraway – State Budget Officer
 Dept. of Administrative Services - Budget Office
 State House Annex, Rm 118
 25 Capitol St., Concord, NH 03301
 Tel: 603-271-6314
michelle.a.caraway@das.nh.gov

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Lori A. Weaver
Interim Commissioner

STATE OF NEW HAMPSHIRE
DEPARTMENT OF HEALTH AND HUMAN SERVICES
OFFICE OF THE COMMISSIONER

129 PLEASANT STREET, CONCORD, NH 03301-3857
603-271-9200 1-800-852-3345 Ext. 9200
Fax: 603-271-4912 TDD Access: 1-800-735-2964 www.dhhs.nh.gov

May 30, 2023

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

REQUESTED ACTION

Pursuant to RSA 99:8, Increases for Recruitment Purposes, and in accordance with Administrative Rule Per 904.01, authorize the Department of Health and Human Services to temporarily continue existing wage enhancements for the positions included in the table below, effective June 15, 2023, upon Governor and Council approval, through June 30, 2024, or earlier if superseded by the concurrent passage of the State Fiscal Years 2024 and 2025 operating budget and adoption of a new collective bargaining agreement or by the conversion of certain classified positions to unclassified.

Row #	Positions	Enhancement	Current Enhancement End Date	G&C Approval History
1	Youth Counselors - Sununu Youth Services Center	14%, 16%, & 18%	June 15, 2023	January 12, 2022, #14 September 7, 2022, #119
2	Nurses - Sununu Youth Services Center	15% + 15%	June 15, 2023	February 3, 2021, #8 September 7, 2022, #119
3	Nurses - Glencliff Home	15% + 15%	June 15, 2023	June 16, 2021, #28 September 7, 2022, #119
4	Nurses - New Hampshire Hospital	15% + 15%	June 15, 2023	January 12, 2022, #9 September 7, 2022, #119
5	Mental Health Workers - New Hampshire Hospital	20%	June 30, 2023	November 18, 2020, #13 October 4, 2022, #11A
6	Licensed Nursing Assistants - Glencliff Home	15% + 15%	June 30, 2023	October 4, 2022, #11B
7	Pharmaceutical Positions - Division of Medicaid Services	30%	June 30, 2023	Administrator (#30278): December 8, 2021, #6 January 18, 2023, #17 Specialist (#12433): February 17, 2021, #7 February 22, 2023, #12

Funds are anticipated to be available in the following accounts for State Fiscal Year 2024.

05-95-042-421510-66430000 HEALTH AND SOCIAL SERVICES, HEALTH AND HUMAN SERVICES, HHS: HUMAN SERVICES, SUNUNU YOUTH SERVICES CENTER 100% GENERAL FUNDS

State Fiscal Year	Class / Account	Class Title	Total Amount
2024	010-500100	Personal Services-Perm	\$55,186
2024	050-500109	Personal Services-Temp	\$9,012
			\$64,198

05-95-047-470010-79370000 HEALTH AND SOCIAL SERVICES, HEALTH AND HUMAN SERVICES, DIVISION OF MEDICAID SERVICES, MEDICAID ADMINISTRATION 50% FEDERAL FUNDS, 50% GENERAL FUNDS

State Fiscal Year	Class / Account	Class Title	Total Amount
2024	010-500100	Personal Services-Perm	\$4,142
			\$4,142

05-95-091-910010-57100000 HEALTH AND SOCIAL SERVICES, HEALTH AND HUMAN SERVICES HHS: GLENCLIFF HOME, PROFESSIONAL CARE 80.79% OTHER FUNDS, 19.21% GENERAL FUNDS

State Fiscal Year	Class / Account	Class Title	Total Amount
2024	010-500100	Personal Services-Perm	\$38,096
2024	050-500109	Personal Services-Temp	\$10,630
			\$48,726

05-95-094-940010-87500000 HEALTH AND SOCIAL SERVICES, HEALTH AND HUMAN SERVICES HHS: NH HOSPITAL, ACCUE PSYCHIATRIC SERVICES 62% OTHER FUNDS, 38% GENERAL FUNDS

State Fiscal Year	Class / Account	Class Title	Total Amount
2024	010-500100	Personal Services-Perm	\$199,620
2024	050-500109	Personal Services-Temp	\$78,696
			\$278,316

05-95-094-940010-60960000 HEALTH AND SOCIAL SERVICES, HEALTH AND HUMAN SERVICES HHS: NH HOSPITAL, NH COMMUNITY RESIDENCE 62% OTHER FUNDS, 38% GENERAL FUNDS

State Fiscal Year	Class / Account	Class Title	Total Amount
2024	010-500100	Personal Services-Perm	\$3,924
2024	050-500109	Personal Services-Temp	\$1,506
			\$5,430
		TOTAL	\$400,812

EXPLANATION

The purpose of this request is to temporarily continue wage enhancements for the positions included in the table on the previous page. If this request is not approved, an estimated 425 employees will experience a reduction in their bi-weekly gross paycheck of approximately 14 to 30 percent, for a minimum of four weeks of work. The Department is seeking to ensure that no employee's gross pay is impacted to allow sufficient time for the collective bargaining agreement and operating budget for the biennium ending June 30, 2025, to be finalized, and for two positions within the Division of Medicaid Services to be converted from classified to unclassified. Without approval of this item, employees in rows one (1) through four (4) in the table above would experience a reduction in compensation beginning June 16, 2023, and employees in rows five (1) and (7) would experience a reduction in compensation beginning June 30, 2023.

The Department anticipates the collective bargaining agreement to address the enhancements included in this request. When that agreement is finalized and an operating budget for the next biennium is approved, the Department of Administrative Services will input the enhancement information into the State's payroll system in a manner consistent with the terms of the agreement and operating budget for the biennium ending June 30, 2025. The Department wants to ensure that positions currently receiving enhancements, many of which are front-line direct care staff, do not experience any temporary reduction in pay.

There is currently a provision included in House Bill 2 (Budget Trailer Bill) to convert two (2) Division of Medicaid Services, Pharmaceutical positions, from classified to unclassified. One of the positions has received an enhancement for sixteen years, the other for almost ten years. Per the direction of the Division of Personnel, they are being converted to unclassified through the budget process. Approval of this action will ensure that the two individuals currently occupying those positions will not receive any reduction in pay while the classified positions are converted to unclassified through the Joint Commission on Employee Classification process prescribed in RSA 94:1-d and RSA 14:14-c.

Should the Governor and Council not authorize this request, hundreds of DHHS employees would experience a 14 to 30 percent reduction in their compensation for a minimum of four or more weeks. This would have an unquantifiable impact on employee morale and long-term retention efforts.

Respectfully submitted,



Lori A. Weaver
Interim Commissioner

Capron, Kathleen

Subject: FW: DRAFT DHHS Enhancement G&C

From: Rudis, Lorrie <Lorrie.A.Rudis@das.nh.gov>
Sent: Wednesday, May 31, 2023 9:21 AM
To: Calise, Mary <Mary.E.Calise@dhhs.nh.gov>
Cc: Mavrogeorge, Matthew <Matthew.G.Mavrogeorge@das.nh.gov>
Subject: RE: DRAFT DHHS Enhancement G&C

Hi Mary,

Approved and recommended to send to Governor and Council:
RN's, LNA's, Mental Health Workers, Youth Counselors and Pharmacists.

Lorrie A Rudis

Lorrie A Rudis

Director, Division of Personnel

NH Department of Administrative Services

54 Regional Drive Unit #5

Concord, NH 03301

STATEMENT OF CONFIDENTIALITY

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From: Calise, Mary <Mary.E.Calise@dhhs.nh.gov>
Sent: Tuesday, May 30, 2023 2:34 PM
To: Mavrogeorge, Matthew <Matthew.G.Mavrogeorge@das.nh.gov>
Cc: Rudis, Lorrie <Lorrie.A.Rudis@das.nh.gov>; Demas, Peter <Peter.Demas@das.nh.gov>; Rockburn, Sheri <Sheri.L.Rockburn@das.nh.gov>; White, Nathan <Nathan.White@dhhs.nh.gov>; Gerry, James <James.P.Gerry1@nh.gov>; Alexander, Christine <Christine.A.Alexander@dhhs.nh.gov>; Spring, Laurie <Laurie.J.Spring@dhhs.nh.gov>; Cook, Allison <Allison.R.Cook@das.nh.gov>
Subject: RE: DRAFT DHHS Enhancement G&C
Importance: High

Hi Lorrie,

Attached is a clean copy of the G&C as well as the salary comparisons noted in the below request. Please let us know if you approve. Thank you!

In accordance with Per 904.01, the Department of Health and Human Services is requesting approval to extend the temporary increase to compensation for recruitment purposes for several classification titles, including Nurses, Licensed Nursing Assistants, Mental Health Workers, Youth Counselors and positions requiring the incumbent to be a licensed Pharmacist.

Market salary comparisons for positions under consideration are below, and also attached:

Registered Nurses: <https://www.onetonline.org/link/localwages/29-1141.00?st=NH>

Licensed Nursing Assistants: <https://www.onetonline.org/link/localwages/31-1131.00?st=NH>

Mental Health Workers: <https://www.onetonline.org/link/localwages/21-1023.00?st=NH>

Youth Counselors: <https://www.onetonline.org/link/localwages/21-1019.00?st=NH>

Pharmacists: <https://www.onetonline.org/link/localwages/29-1051.00?st=NH>

Mary Calise, Deputy Chief Financial Officer
NH Dept. of Health & Human Services
Mary.Calise@dhhs.nh.gov
603-271-9294



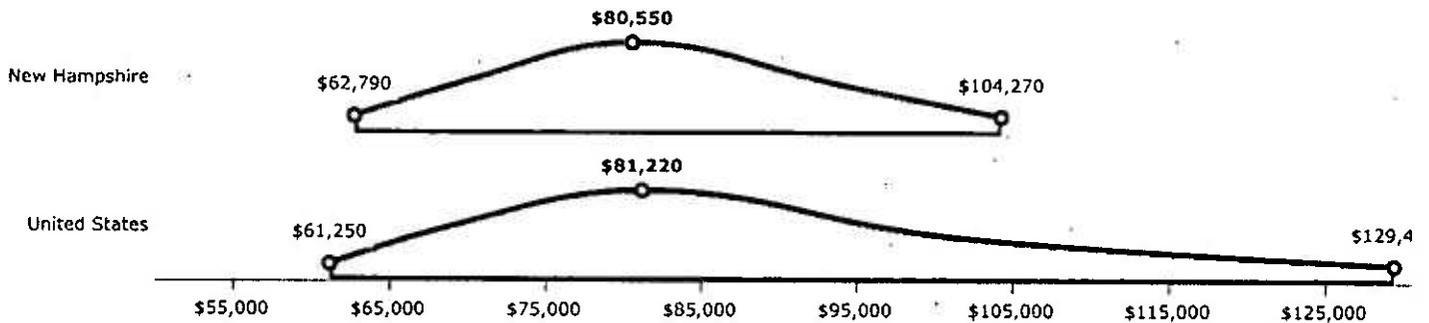
New Hampshire Wages

29-1141.00 - Registered Nurses ◊ Bright Outlook

Wages for state:	New Hampshire	Go
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Wages near ZIP Code:		Go
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Annual Wages	Hourly Wages
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In New Hampshire:

- Workers on average earn **\$80,550**.
- 10% of workers earn **\$62,790 or less**.
- 10% of workers earn **\$104,270 or more**.

In the United States:

- Workers on average earn **\$81,220**.
- 10% of workers earn **\$61,250 or less**.
- 10% of workers earn **\$129,400 or more**.

Source: Bureau of Labor Statistics [2022 wage data](#) 

Full Details

Save Table:  

Location	Annual Low (10%)	Annual Q _L (25%)	Annual Median (50%)	Annual Q _U (75%)	Annual High (90%)
United States	\$61,250	\$66,680	\$81,220	\$101,100	\$129,400
New Hampshire	\$62,790	\$68,420	\$80,550	\$95,180	\$104,270
Boston-Cambridge-Nashua, MA-NH	\$74,050	\$80,880	\$99,750	\$132,580	\$159,860
Central New Hampshire nonmetropolitan area	\$62,700	\$66,170	\$79,600	\$86,820	\$98,660
Dover-Durham, NH-ME	\$63,600	\$65,860	\$77,700	\$101,730	\$101,730
Manchester, NH	\$62,680	\$64,980	\$80,560	\$95,730	\$101,580
Northern New Hampshire nonmetropolitan area	\$60,610	\$62,880	\$78,270	\$83,190	\$93,360
Portsmouth, NH-ME	\$64,330	\$67,080	\$81,400	\$101,210	\$104,110
West Central-Southwest New Hampshire nonmetropolitan area	\$65,020	\$68,420	\$83,870	\$95,010	\$104,270



O*NET OnLine

New Hampshire Wages

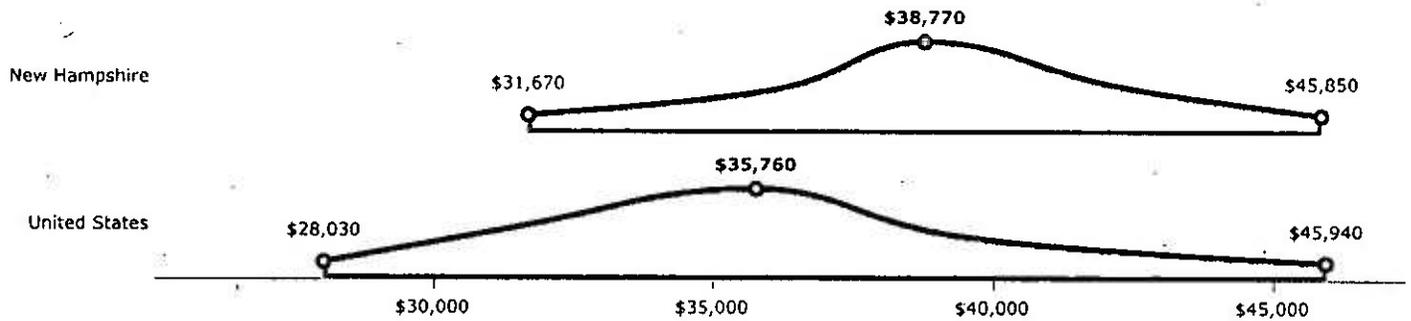
31-1131.00 - Nursing Assistants ⚙ Bright Outlook

Wages for state:

Wages near ZIP Code:

Annual Wages

Hourly Wages



In New Hampshire:

- Workers on average earn **\$38,770**.
- 10% of workers earn **\$31,670 or less**.
- 10% of workers earn **\$45,850 or more**.

In the United States:

- Workers on average earn **\$35,760**.
- 10% of workers earn **\$28,030 or less**.
- 10% of workers earn **\$45,940 or more**.

Source: Bureau of Labor Statistics [2022 wage data](#) [↗](#).

Full Details

Save Table: [XLSX](#) [CSV](#)

Location	Annual Low (10%)	Annual Q _L (25%)	Annual Median (50%)	Annual Q _U (75%)	Annual High (90%)
United States	\$28,030	\$30,770	\$35,760	\$39,260	\$45,940
New Hampshire	\$31,670	\$36,280	\$38,770	\$42,360	\$45,850
Boston-Cambridge-Nashua, MA-NH	\$36,240	\$37,870	\$40,060	\$45,090	\$50,060
Central New Hampshire nonmetropolitan area	\$32,470	\$36,790	\$38,510	\$40,890	\$44,540
Dover-Durham, NH-ME	\$31,120	\$36,330	\$37,110	\$39,160	\$45,440
Manchester, NH	\$31,720	\$33,370	\$38,070	\$42,290	\$45,850
Northern New Hampshire nonmetropolitan area	\$30,980	\$36,280	\$37,810	\$39,920	\$43,350
Portsmouth, NH-ME	\$32,490	\$37,170	\$39,600	\$43,000	\$46,110
West Central-Southwest New Hampshire nonmetropolitan area	\$33,150	\$34,740	\$39,160	\$40,750	\$44,600



O*NET OnLine

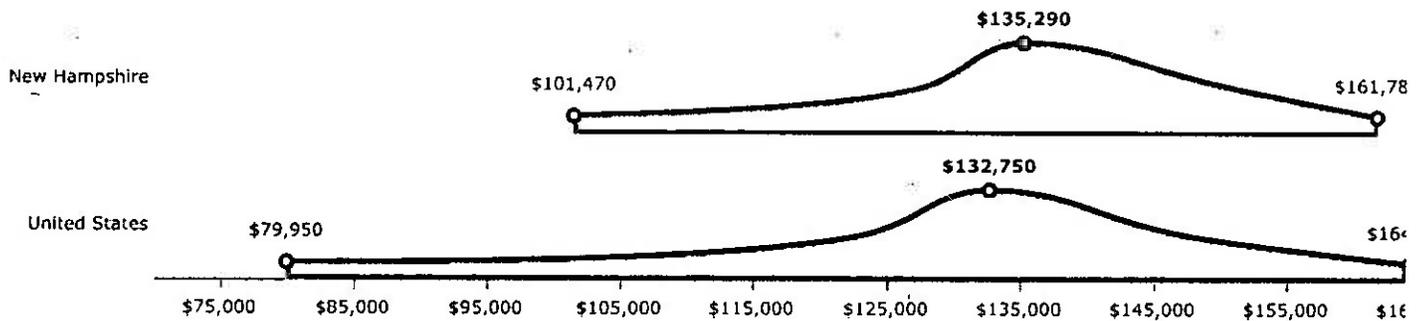
New Hampshire Wages

29-1051.00 - Pharmacists

Wages for state:

Wages near ZIP Code:

Annual Wages Hourly Wages



In New Hampshire:

- Workers on average earn **\$135,290**.
- 10% of workers earn **\$101,470 or less**.
- 10% of workers earn **\$161,780 or more**.

In the United States:

- Workers on average earn **\$132,750**.
- 10% of workers earn **\$79,950 or less**.
- 10% of workers earn **\$164,230 or more**.

Source: Bureau of Labor Statistics [2022 wage data](#) [↗](#).

Full Details

Save Table: [XLSX](#) [CSV](#)

Location	Annual Low (10%)	Annual Q _L (25%)	Annual Median (50%)	Annual Q _U (75%)	Annual High (90%)
United States	\$79,950	\$123,020	\$132,750	\$147,750	\$164,230
New Hampshire	\$101,470	\$127,330	\$135,290	\$151,390	\$161,780
Boston-Cambridge-Nashua, MA-NH	\$49,400	\$122,890	\$132,250	\$141,510	\$158,420
Central New Hampshire nonmetropolitan area	\$100,860	\$126,670	\$134,790	\$138,360	\$152,800
Dover-Durham, NH-ME	\$90,940	\$122,900	\$129,330	\$147,110	\$152,710
Manchester, NH	\$69,090	\$122,450	\$129,750	\$150,900	\$155,590
Northern New Hampshire nonmetropolitan area	\$99,700	\$126,700	\$133,870	\$152,190	\$165,260
Portsmouth, NH-ME	\$103,050	\$126,780	\$136,600	\$151,780	\$161,620
West Central-Southwest New Hampshire nonmetropolitan area	\$110,910	\$129,780	\$141,760	\$141,760	\$153,110



O*NET OnLine

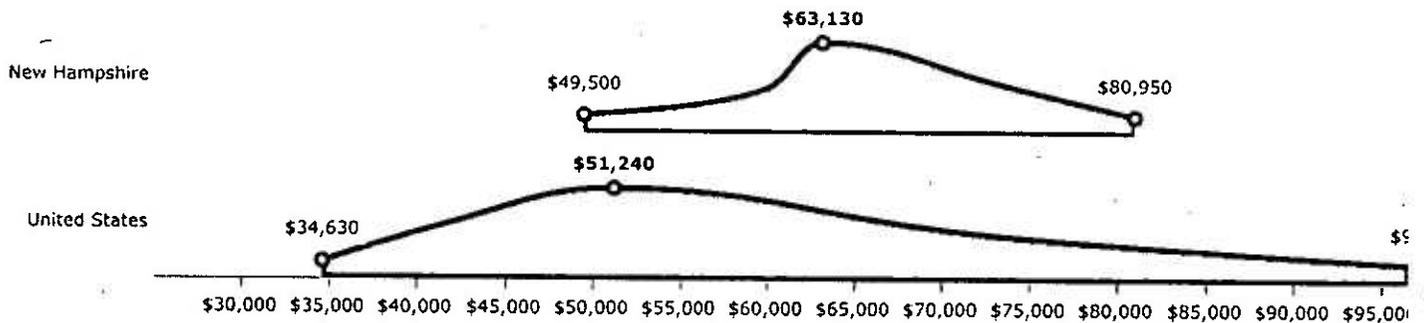
New Hampshire Wages

21-1023.00 - Mental Health and Substance Abuse Social Workers ◊ Bright Outlook

Wages for state:	New Hampshire	Go
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Wages near ZIP Code:		Go
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Annual Wages	Hourly Wages
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In New Hampshire:

- Workers on average earn **\$63,130**.
- 10% of workers earn **\$49,500 or less**.
- 10% of workers earn **\$80,950 or more**.

In the United States:

- Workers on average earn **\$51,240**.
- 10% of workers earn **\$34,630 or less**.
- 10% of workers earn **\$97,660 or more**.

Source: Bureau of Labor Statistics [2022 wage data](#) [↗](#).

Full Details

Save Table: [XLSX](#) [CSV](#)

Location	Annual Low (10%)	Annual Q _L (25%)	Annual Median (50%)	Annual Q _U (75%)	Annual High (90%)
United States	\$34,630	\$39,730	\$51,240	\$73,050	\$97,660
New Hampshire	\$49,500	\$60,020	\$63,130	\$74,290	\$80,950
Boston-Cambridge-Nashua, MA-NH	\$34,620	\$40,130	\$57,760	\$76,720	\$93,600
Central New Hampshire nonmetropolitan area	\$50,880	\$60,600	\$64,620	\$74,290	\$80,760
Manchester, NH	\$41,960	\$49,920	\$63,050	\$63,300	\$94,990
Northern New Hampshire nonmetropolitan area	\$49,500	\$60,820	\$60,820	\$65,950	\$96,100
West Central-Southwest New Hampshire nonmetropolitan area	\$49,500	\$49,500	\$59,060	\$69,580	\$84,540

Mental Health Work Equivalency
Salary Information, June 5, 2020

State of New Hampshire MHW (I-III) range:	USD 28,828.80 – 45,988.80	@ USD 13.86 – 22.11
State of New Hampshire MHW (I-III) mean wage:	USD 37,408.80	@ USD 17.99
Massachusetts MHW mean wage	USD 46,900	@ USD 22.55
Vermont MHW mean wage	USD 45,260	@ USD 21.76
Maine MHW mean wage	USD 59,340	@ USD 28.53
National Estimates for MHW at Psychiatric Hospitals U.S. Bureau of Labor Statistics/mean wage estimates	USD 54,560	@ USD 26.23

State of New Hampshire MHW, 2019

- MHWI: To perform work associated with the care of patients/residents/clients, including maintaining house/ward areas, assisting individuals and groups of patients/residents/clients in meeting basic daily needs, and providing for a safe, clean and orderly living.
- MHWII: To supervise and provide specialized services in the care of patients/residents, including monitoring living areas and acting as a group leader for patients/residents with moderately difficult problems.
- MHWIII: To supervise and provide specialized services in the care of patients/residents, including monitoring living areas and acting as a group leader for patients/residents with the most difficult problems.

Source: <https://apps.das.nh.gov/HRJobClassifications/ClassSpecifications.aspx/ClassSpecifications.aspx>

U.S. Bureau of Labor Statistics MHW, 2019

- Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.

Source: <https://www.bls.gov/oes/current/oes211023.htm#st> – just scroll down to the categories showing the specific state data.

Overview

The BLS job description is fairly generic in nature and often includes a wide range of associated occupations. The BLS points out, "... the Bureau's job descriptions may differ significantly from those in use in individual establishments" (para 1,



O*NET OnLine

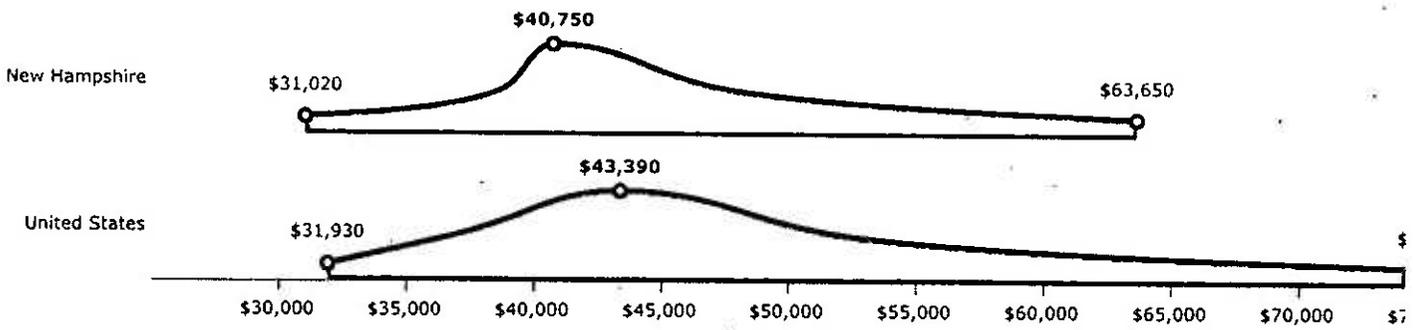
New Hampshire Wages

21-1019.00 - Counselors, All Other ⚙ Bright Outlook

Wages for state:

Wages near ZIP Code:

Annual Wages Hourly Wages



In New Hampshire:

- Workers on average earn **\$40,750**.
- 10% of workers earn **\$31,020 or less**.
- 10% of workers earn **\$63,650 or more**.

In the United States:

- Workers on average earn **\$43,390**.
- 10% of workers earn **\$31,930 or less**.
- 10% of workers earn **\$75,340 or more**.

Source: Bureau of Labor Statistics [2022 wage data](#) [↗](#).

Full Details

Save Table: [XLSX](#) [CSV](#)

Location	Annual Low (10%)	Annual Q _L (25%)	Annual Median (50%)	Annual Q _U (75%)	Annual High (90%)
United States	\$31,930	\$36,730	\$43,390	\$52,770	\$75,340
New Hampshire	\$31,020	\$38,730	\$40,750	\$47,750	\$63,650
Boston-Cambridge-Nashua, MA-NH	\$41,130	\$50,940	\$61,290	\$67,460	\$85,810

Plus Direct Care \$.133/hr, 2nd Shift Differential \$.60/hr and rotating shift, & \$.75/hr 3rd shift differential and Weekend \$1.00/hr

Wage schedule – A-130, effective July 02, 2021

Competitive Market:

Potential applicants searching for jobs in New Hampshire today will find numerous opportunities, with even entry level retail and delivery positions being advertised at comparable or greater wages. In Table 3 below is the wage of the Mental Health Worker (MHW) at New Hampshire Hospital. Similar to the YC, the MHW is responsible for providing direct care services including admissions, searching for contraband, and monitoring and providing a safe environment. However, unlike the YC position, the minimum qualifications for a MHW Trainee is a high school diploma, or equivalent, and no experience. Also unlike the YC position, the MHW positions currently posted on NH.Gov offer a 20% salary enhancement – See Table 3.

Table 3

POSITION/TITLE	LG	Salary
Mental Health Worker Trainee	LG 7	\$27,081.60 - \$36,566.40 (\$32,497.92 - \$43,879.68 inc. 20% enhancement)
Mental Health Worker I	LG 9	\$29,182.40 - \$39,436.80 (\$35,018.88 - \$47,324.16 inc. 20% enhancement)
Mental Health Worker II	LG 11	\$31,470.40 - \$42,848.00 (\$37,764.48 - \$51,417.60 inc. 20% enhancement)

2nd shift differential \$.60/hr, 3rd shift differential \$.75/hr. Plus, Direct Care \$5.00 Per Week. Plus a 20% Enhancement of base pay.

Wage schedule – A-130, effective July 02, 2021

Source: NH.Gov 11/18/2021

Another similar position to the YC is the Corrections Officer Trainee (CO) position at the NH State Prison for Men – Concord. The salary range for this position is shown in Table 4 below. Like the YC position, the CO position is responsible for safety and security, including supervising operations of a housing unit and maintaining order. Unlike the YC position, the CO position requires only a High School Diploma, or equivalent, and no work experience.

Table 4

POSITION/TITLE	LG	Salary
Corrections Officer Trainee	LG 12	\$41,163.20 - \$56,243.20

Additional \$1560.00 paid for Hazard Duty.

Source: NH.Gov 11/18/2021

MLC



New Hampshire Veterans Home

139 Winter Street
Tilton, NH 03276



Kimberly M. MacKay
Commandant

Telephone: (603) 527-4400
Fax : (603) 286-4242

May 31, 2023

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 New Hampshire Veterans Home to temporarily continue existing wage enhancements of 15% plus 15% that totals thirty percent (30%) of the base hourly wage incentive to nursing staff currently paid under the Institutional Nurse (N130) pay scale for recruitment and retention purposes. Additionally, we request to continue the recruitment incentive that totals thirty percent (30%) for Licensed Nursing Assistants and Licensed Medication Nursing Assistants paid under the A130 40 Hour Wage Schedule.

We request the temporary increase to be effective June 15, 2023, upon Governor and Council approval, through June 30, 2024, or earlier if superseded by the concurrent passage of the State Fiscal Years 2024 and 2025 operating budget and adoption of a new collective bargaining agreement.

Both requests are projected to increase funding by an additional \$296,790.72 for this 4-week period.
Funding source: 39% Federal Funds, 29% General Funds, 32% Other.

Funds are available due to vacancy savings in 05-00043-043-430010-53590000-010, NH Veterans Home, Professional Services, as follows:

	<u>FY2023</u>	<u>FY2024</u>	<u>Total</u>
010-500100 Regular Officers and Employees	\$148,395.36	\$148,395.36	\$296,790.72

EXPLANATION

The purpose of this request is to temporarily continue wage enhancements for the nursing positions. If this request is not approved, an estimated 228 will experience a reduction in their bi-weekly gross paycheck of 15% plus 15% totaling 30% percent, for a minimum of four weeks of work. The New Hampshire Veterans Home is seeking to ensure that no employee's gross pay is impacted to allow sufficient time for the collective bargaining agreement and operating budget for the biennium ending June 30, 2025, to be finalized.

The New Hampshire Veterans Home anticipates the collective bargaining agreement to address the enhancements included in this request. When that agreement is finalized and an operating budget for the next biennium is approved,

the Department of Administrative Services will input the enhancement information into the State's payroll system in a manner consistent with the terms of the agreement and operating budget for the biennium ending June 30, 2025. The Department wants to ensure that positions currently receiving enhancements, many of which are front-line direct care staff, do not experience any temporary reduction in pay.

New Hampshire Veterans Home
 Proposal to Address Nursing Shortage
 Fiscal Impact of 30% Base Rate Enhancement
 Nurse Pay Scale (N130) Effective July 1, 2022
 5/26/2023

FY 2023							30% Enhanced Pay								
# Positions	Title	LG	Step	Hourly Rate	Annual Salary	Annual for # of Positions	New Hourly rate	Annual Salary	Enhanced \$ for # of Positions	Fund	Agency	Orgn	Cl#	Hours Wk	
1	Director of Nursing	34	6	\$59.78	\$124,342.40	\$124,342.40	\$77.71	\$161,645.12	\$161,645.12	10	43	5359	10	40	
2	Asst. Director of Nursing	29	6	\$47.32	\$98,425.60	\$196,851.20	\$61.52	\$127,953.28	\$255,906.56	10	43	5359	10	40	
1	Registered Nurse I	19	6	\$30.65	\$63,752.00	\$63,752.00	\$39.85	\$82,877.60	\$82,877.60	10	43	5359	10	40	
23	Registered Nurse II	21	6	\$33.28	\$69,222.40	\$1,592,115.20	\$43.26	\$89,989.12	\$2,069,749.76	10	43	5359	10	40	
10	Registered Nurse III	23	6	\$33.15	\$68,952.00	\$689,520.00	\$43.10	\$89,637.60	\$896,376.00	10	43	5359	10	40	
6	Nurse Specialist	25	6	\$39.80	\$82,784.00	\$496,704.00	\$51.74	\$107,619.20	\$645,715.20	10	43	5359	10	40	
7	Nurse Coordinator	27	6	\$39.39	\$81,931.20	\$573,518.40	\$51.21	\$106,510.56	\$745,573.92	10	43	5359	10	40	
2	Nurse Practitioner	28	6	\$43.43	\$90,334.40	\$180,668.80	\$56.46	\$117,434.72	\$234,869.44	10	43	5359	10	40	
12	Licensed Nursing Assitant I	9	6	\$20.56	\$42,764.80	\$513,177.60	\$26.73	\$55,594.24	\$667,130.88	10	43	5359	10	40	
42	Licensed Nursing Assitant II	11	6	\$22.17	\$46,113.60	\$1,936,771.20	\$28.82	\$59,947.68	\$2,517,802.56	10	43	5359	10	40	
96	Licensed Nursing Assitant III	14	6	\$25.02	\$52,041.60	\$4,995,993.60	\$32.53	\$67,654.08	\$6,494,791.68	10	43	5359	10	40	
20	Licensed Practical Nurse I	16	6	\$27.16	\$56,492.80	\$1,129,856.00	\$35.31	\$73,440.64	\$1,468,812.80	10	43	5359	10	40	
6	Licensed Practical Nurse II	18	6	\$29.46	\$61,276.80	\$367,660.80	\$38.30	\$79,659.84	\$477,959.04	10	43	5359	10	40	
					228				\$12,860,931.20					\$16,719,210.56	
Enhancement cost									\$3,858,279.36						\$148,395.36 Balance FY23

1 Pay period

FY 2024							30% Enhanced Pay								
# Positions	Title	LG	Step	Hourly Rate	Annual Salary	Annual for # of Positions	New Hourly rate	Annual Salary	Enhanced \$ for # of Positions	Fund	Agency	Orgn	Cl#	Hours Wk	
1	Director of Nursing	34	6	\$59.78	\$124,342.40	\$124,342.40	\$77.71	\$161,645.12	\$161,645.12	10	43	5359	10	40	
2	Asst. Director of Nursing	29	6	\$47.32	\$98,425.60	\$196,851.20	\$61.52	\$127,953.28	\$255,906.56	10	43	5359	10	40	
1	Registered Nurse I	19	6	\$30.65	\$63,752.00	\$63,752.00	\$39.85	\$82,877.60	\$82,877.60	10	43	5359	10	40	
23	Registered Nurse II	21	6	\$33.28	\$69,222.40	\$1,592,115.20	\$43.26	\$89,989.12	\$2,069,749.76	10	43	5359	10	40	
10	Registered Nurse III	23	6	\$33.15	\$68,952.00	\$689,520.00	\$43.10	\$89,637.60	\$896,376.00	10	43	5359	10	40	
6	Nurse Specialist	25	6	\$39.80	\$82,784.00	\$496,704.00	\$51.74	\$107,619.20	\$645,715.20	10	43	5359	10	40	
7	Nurse Coordinator	27	6	\$39.39	\$81,931.20	\$573,518.40	\$51.21	\$106,510.56	\$745,573.92	10	43	5359	10	40	
2	Nurse Practitioner	28	6	\$43.43	\$90,334.40	\$180,668.80	\$56.46	\$117,434.72	\$234,869.44	10	43	5359	10	40	
12	Licensed Nursing Assitant I	9	6	\$20.56	\$42,764.80	\$513,177.60	\$26.73	\$55,594.24	\$667,130.88	10	43	5359	10	40	
42	Licensed Nursing Assitant II	11	6	\$22.17	\$46,113.60	\$1,936,771.20	\$28.82	\$59,947.68	\$2,517,802.56	10	43	5359	10	40	
96	Licensed Nursing Assitant III	14	6	\$25.02	\$52,041.60	\$4,995,993.60	\$32.53	\$67,654.08	\$6,494,791.68	10	43	5359	10	40	
20	Licensed Practical Nurse I	16	6	\$27.16	\$56,492.80	\$1,129,856.00	\$35.31	\$73,440.64	\$1,468,812.80	10	43	5359	10	40	
6	Licensed Practical Nurse II	18	6	\$29.46	\$61,276.80	\$367,660.80	\$38.30	\$79,659.84	\$477,959.04	10	43	5359	10	40	
					228				\$12,860,931.20					\$16,719,210.56	
Enhancement cost									\$3,858,279.36						\$148,395.36 Balance FY24

Your favorable action on this request would be appreciated.

Respectfully Submitted,

Kimberly MacKay
 Kimberly MacKay
 Commandant

mlc



Kimberly M. MacKay
Commandant

New Hampshire Veterans Home

139 Winter Street
Tilton, NH 03276



Telephone: (603) 527-4400
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May 31, 2023

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 New Hampshire Veterans Home (NHVH) to request the fifteen percent (15%) base hourly wage recruitment incentive to the position of **Dietitian III** currently paid under the A 130 pay scale for recruitment and retention purposes. We request the temporary increase to be effective June 30, 2023, upon Governor and Council approval, through June 30, 2024, or earlier if superseded by the concurrent passage of the State Fiscal Years 2024 and 2025 operating budget and adoption of a new collective bargaining agreement.

Funding source: 39% Federal Funds, 29% General Funds, 32% Other.

Funds are available due to vacancy savings in 05-00043-043-430010-53590000-010, NH Veterans Home, Professional Services, as follows:

	<u>FY2024</u>	<u>Total</u>
010-500100 Regular Officers and Employees	\$1,400.16	\$1,400.16

EXPLANATION

The purpose of this request is to temporarily continue wage enhancements for the Dietician positions. If this request is not approved, our two dieticians will experience a reduction in their bi-weekly gross paycheck of 15% percent, for a minimum of two weeks of work. The New Hampshire Veterans Home is seeking to ensure that no employee's gross pay is impacted to allow sufficient time for the collective bargaining agreement and operating budget for the biennium ending June 30, 2025, to be finalized.

The New Hampshire Veterans Home anticipates the collective bargaining agreement to address the enhancements included in this request. When that agreement is finalized and an operating budget for the next biennium is approved, the Department of Administrative Services will input the enhancement information into the State's payroll system in a manner consistent with the terms of the agreement and operating budget for the biennium



STATE OF NEW HAMPSHIRE
DEPARTMENT OF CORRECTIONS
OFFICE OF THE COMMISSIONER

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HELEN E. HANKS
COMMISSIONER

PAUL D. RAYMOND, JR.
ASSISTANT
COMMISSIONER

May 31, 2023

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 New Hampshire Department of Corrections to temporarily continue existing wage enhancements of 15% plus 15% that totals thirty percent (30% - half through general funds and half through ARPA funds) of the base hourly wage incentive to nursing staff currently paid under the Institutional Nurse (N130) pay scale for recruitment and retention purposes.

We request the temporary increase to be effective June 15, 2023, upon Governor and Council approval, through June 30, 2024, or earlier if superseded by the concurrent passage of the State Fiscal Years 2024 and 2025 operating budget and adoption of a new collective bargaining agreement.

This request is projected to increase funding by an additional \$125,291 for this 4-week period.

EXPLANATION

The purpose of this request is to temporarily continue wage enhancements for the nursing positions. If this request is not approved, an estimated 56 state nursing employees will experience a reduction in their bi-weekly gross paycheck of 15% plus 15% totaling 30% percent, for a minimum of four weeks of work. The New Hampshire Department of Corrections is seeking to ensure that no employee's gross pay is impacted to allow sufficient time for the collective bargaining agreement and operating budget for the biennium ending June 30, 2025, to be finalized.

The New Hampshire Department of Corrections anticipates the collective bargaining agreement to address the enhancements included in this request. When that agreement is finalized and an operating budget for the next biennium is approved, the Department of Administrative Services will input the enhancement information into the State's payroll system in a manner consistent

with the terms of the agreement and operating budget for the biennium ending June 30, 2025. The Department wants to ensure that positions currently receiving enhancements, many of which are front-line direct care staff, do not experience any temporary reduction in pay.

# of Positions	Title	LG	Step	Hourly Rate	Enhanced Annual Salary Effective	Annual Salary for # of Positions	Enhanced Hourly Rate (30%)	Enhanced Annual Salary	Annual Salary for # of Positions
1	ASSISTANT NURSING DIRECTOR	29	7	49.85	97,208	97,208	64.81	126,370	126,370
2	LICENSED NURSING ASSISTANT III	14	5	19.96	41,517	83,034	25.95	53,972	107,944
1	NURSE SPECIALIST	25	3	34.97	72,738	72,738	45.46	94,559	94,559
2	NURSE SPECIALIST	25	4	36.50	75,920	151,840	47.45	98,696	197,392
1	NURSE SPECIALIST	25	5	38.11	79,269	79,269	49.54	103,049	103,049
1	NURSE SPECIALIST	25	6	39.80	82,784	82,784	51.74	107,619	107,619
1	NURSE SPECIALIST	25	8	43.43	90,334	90,334	56.46	117,435	117,435
1	NURSING COORDINATOR	27	6	43.43	90,334	90,334	56.46	117,435	117,435
2	NURSING COORDINATOR	27	7	45.29	94,203	188,406	58.88	122,464	244,928
1	NURSING COORDINATOR	27	8	47.32	98,426	98,426	61.52	127,953	127,953
6	REGISTERED NURSE II	21	1	27.16	56,493	338,957	35.31	73,441	440,644
2	REGISTERED NURSE II	21	3	29.46	61,277	122,554	38.30	79,660	159,320
2	REGISTERED NURSE II	21	5	31.95	66,456	132,912	41.54	86,393	172,786
3	REGISTERED NURSE II	21	6	33.28	69,222	207,667	43.26	89,989	269,967
5	REGISTERED NURSE II	21	7	34.97	72,738	363,688	45.46	94,559	472,794
3	REGISTERED NURSE II	21	8	36.50	75,920	227,760	47.45	98,696	296,088
3	REGISTERED NURSE III	23	1	29.46	61,277	183,830	38.30	79,660	238,980
5	REGISTERED NURSE III	23	5	34.97	72,738	363,688	45.46	94,559	472,794
3	REGISTERED NURSE III	23	6	36.50	75,920	227,760	47.45	98,696	296,088
5	REGISTERED NURSE III	23	7	38.11	79,269	396,344	49.54	103,049	515,247
1	REGISTERED NURSE III	23	8	39.80	82,784	82,784	51.74	107,619	107,619
4	REGISTERED NURSE III	23	9	41.55	86,424	345,696	54.02	112,351	449,405
1	LICENSED PRACTICAL NURSE II	18	9	33.28	69,222	69,222	43.26	89,989	89,989
56						4,097,235			5,326,405

FY 2023 Salary Difference	1,229,170
Pay Periods	1
FY 2023 Class 10 Salaries	47,276
Additional Retirement 33.88%	14,370
Additional Retirement 14.53%	706
Additional Social Security 6.2%	301
Additional Medicare 1.45%	301
FY 2023 Class 60 Benefits	15,679
Grand Total	62,955

FY 2024 Salary Difference	1,229,170
Pay Periods	1
FY 2024 Class 10 Salaries	47,276
Additional Retirement 31.28%	13,268
Additional Retirement 13.85%	706
Additional Social Security 6.2%	301
Additional Medicare 1.45% and Family Leave .21%	785
FY 2024 Class 60 Benefits	15,060
Grand Total	62,336

Therefore, the NH Department of Corrections seeks your consideration to approve the continued 15% general funded and 15% ARPA funded retention incentives for the nursing positions for the Department under the previously authorized request dated October 31, 2022.

Your favorable action on this request would be appreciated.

Respectfully Submitted,



Helen E. Hanks
Commissioner