



# State of New Hampshire

## Department of Labor

David M. Wihby  
Acting Labor  
Commissioner

April 30, 2013

Hugh J. Gallen  
State Office Park  
Spaulding Building  
95 Pleasant Street  
Concord, NH 03301  
603/271-3176  
TDD Access: Relay NH  
1-800-735-2964  
FAX: 603/271-6149  
<http://www.labor.state.nh.us>

*DW*  
*26*

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

*Retroactive*

### REQUESTED ACTION

1. Authorization is requested by the Department of Labor to offer the 25% salary enhancement approved for a two year period as provided for under RSA 99:8-Increases for Recruitment Purposes and Administrative Rule-Department of Personnel 904:01-Request for Temporary Increases, for five (5) positions; Chief Boiler Inspector #10973 (Labor Grade 25), Boiler Inspector, position #43060; (Labor grade 23), Chief Elevator Inspector, position #43059, (Labor grade 23); and two current Elevator Inspectors, position #41306, (Labor grade 21), and #10981, (Labor grade 21); to be effective July 1, 2013 through June 30, 2015, Governor and Council approval. These positions are budgeted in account #02-26-26-260510-61000000-010-0100, Department of Labor, Inspection Division. 100% agency income (Inspection Fees & Certificates/Licenses) (Pending Budget Approval for FY2014 & 2015).
2. Further authorize, the Department of Labor to offer a retroactive, 25% salary enhancement from April 1, 2013 through June 30, 2015, as provided for under RSA 99:8-Increases for Recruitment Purposes and Administrative Rule-Department of Personnel 904:01-Request for Temporary Increases, for position #18084 Elevator Inspector that was recently reclassified from Labor Inspector to an Elevator Inspector, with Governor and Council approval. The retroactive amount of \$1,267.52 is owed to position #18084, and the funding for this position is budgeted in account #02-26-26-260510-61000000-010-0100, Department of Labor, Inspection Division. 100% agency income (Inspection Fees & Certificates/Licenses) (Pending Budget Approval for 2014 & 2015).

### EXPLANATION

The Department of Personnel authorized the 25% salary enhancement on May 1, 2013, (copies attached); personnel approvals are for two year periods. This enhancement has been on going since 2005. The prior authorization by Governor and Council on May 11, 2011, item #21 is therefore due to expire, June 30, 2013 and the Department respectfully request to offer the 25% salary enhancement for Fiscal Years 2014 and 2015.

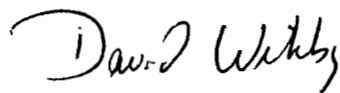
Position #18084 was recently reclassified from Labor Inspector to an Elevator Inspector and began duties as an Elevator Inspector on April 1, 2013, yet the Department did not have Governor and Council authority to offer position #18084 the 25% salary enhancement. The Department respectfully request for the salary enhancement in the amount of \$1,267.52, for position #18084, to be retroactive to April 1, 2013, as it was filled on that date.

The Department of Labor had been unsuccessful in filling these positions prior to the compensation rate enhancement due to the pay scale offered. We interviewed a multitude of qualified individuals who would not even consider the positions due to the low pay even with the many benefits offered by the State of New Hampshire.

Continuing these enhancements will enable the Department of Labor to retain qualified individuals at a salary level comparable to rates paid to other Boiler and Elevator Inspectors employed by the states of Maine, Massachusetts, Rhode Island and Connecticut.

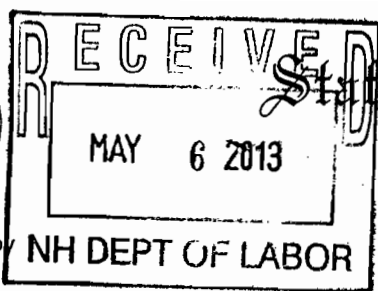
Your consideration of our request is appreciated.

Respectfully Submitted,

A handwritten signature in black ink that reads "David M. Wihby". The signature is written in a cursive style with a large, looped initial "D".

David M. Wihby  
Acting Labor Commissioner

Attachments



State of New Hampshire

Department of Labor

David M. Wihby  
Acting Labor  
Commissioner

Hugh J. Gallen  
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Spaulding Building  
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Concord, NH 03301  
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<http://www.labor.state.nh.us>

April 30, 2013

*Approved*  
*KD Hutchins*  
*5-1-13*

Karen D. Hutchins, Director  
Division of Personnel  
Department of Administrative Services  
25 Capitol St  
Concord NH 03301

RE: Salary Enhancement Request

Dear Ms. Hutchins:

The Department of Labor is requesting a continuance of the 25% Salary Enhancement for the following (6) positions, in accordance with RSA 99.8 and Administrative Rule Department of Personnel 904:01 to be effective upon Governor & Council approval.

LG 25	#10973	Chief Boiler Inspector
LG 21	#10981	Elevator Inspector
*LG 21	#18084	Elevator Inspector
LG 21	#41306	Elevator Inspector (Vacant)
LG 23	#43059	Chief Elevator Inspector
LG 23	#43060	Boiler Inspector

The Division of Personnel last gave authorization for a salary enhancement of 25% on April 13, 2011 to be effective until 6/30/13. This increase is therefore due to expire and we are respectfully requesting renewal. This enhancement has been ongoing since 2005.

\*Position #18084 was recently reclassified from Labor Inspector to an Elevator Inspector. We would ask for the salary enhancement of that position to be retroactive to April 1, 2013 as it was filled on that date.

We request your approval to maintain these position at the increased level for another (2) two year period in accordance with the statute and rule cited above. Costs to continue these positions at its current level is budgeted in account 010-026-6100-010 100% Non-General Funds.

The inspectors employed by the Department of Labor in these positions are responsible for inspections covering the entire state of New Hampshire.

Your approval of this request would be greatly appreciated.

Sincerely,

David M. Wihby  
Acting Commissioner of Labor

DMW/sh

Attachments

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## Boiler Inspector Median Salaries from neighboring states

### State of Mass.

Chief Inspector	\$90,000
Inspector	\$76,000

### State of Maine

Chief Inspector	\$74,000
Inspector	\$56,000

### State of RI

Chief Inspector	\$81,500
Inspector	\$46,500

Private boiler inspectors working for insurance companies \$60,500 - \$85,000

ELEVATOR INSPECTOR SALARIES FROM OTHER STATES  
AND PRIVATE NH COMPANIES

Massachusetts

Chief Inspector \$84,000  
Elevators Inspector \$55,094 – \$74,932

Maine

Chief Inspector \$53,000 - \$74,000  
Inspector \$35,000 - \$50,000

Rhode Island

Chief Inspector \$74,000  
Inspector \$47,000

State of Connecticut

Chief Inspector \$60,593 - \$78,332  
Inspector \$56,307 - \$71,108

Stanley Elevator Co.

Elevator Inspector \$82,250

Otis Elevator Co.

Elevator Inspector \$87,240

Pine State Elevator

Elevator Inspector \$80,000



# State of New Hampshire

## Department of Labor

Fugh J. Gallen  
State Office Park  
Scaffolding Building  
95 Pleasant Street  
Concord, NH 03301  
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<http://www.labor.state.nh.us>

George N. Copadis  
Commissioner of Labor

David M. Wihby  
Deputy Labor  
Commissioner

April 4, 2011

*Approved  
Karen D. Hutchins  
4-13-11*

Karen D. Hutchins, Director  
Division of Personnel  
Department of Administrative Services  
25 Capitol Street  
Concord, NH 03301

Re: Salary Enhancement Request

Dear Ms. Hutchins:

The Department of Labor is requesting a continuance of the 25% Salary Enhancement for the following (5) positions, in accordance with RSA 99.8 and Administrative Rule Department of Personnel 904:01 to be effective upon Governor and Council approval.

LG 23	#43060	Boiler Inspector (Vacant)
LG 23	#43059	Chief Elevator Inspector
LG 21	#10981	Elevator Inspector
LG 21	#41306	Elevator Inspector (Vacant)
LG 25	#10973	Chief Boiler Inspector

The Division of Personnel gave authorization for a temporary salary increase of 25% on April 16, 2009 (copy attached) for a two (2) year period. This increase is therefore due to expire, and we are respectfully requesting renewal.

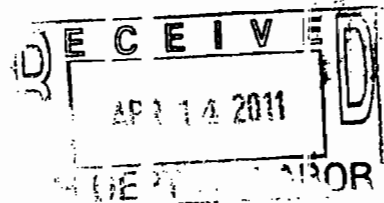
We request your approval to maintain these positions at the increased level for another two (2) year period in accordance with the statute and rule cited above. Costs to continue these positions at its current level is budgeted in account 010-026-6100-010 100% General Funds.

The inspectors employed by the Department of Labor in these positions are responsible for inspections covering the entire state of New Hampshire.

Your approval of this request would be greatly appreciated.

Yours truly,

*George N. Copadis*  
George N. Copadis,  
Commissioner of Labor



Attachments

DMP APPROFIT 9:40



# State of New Hampshire

## Department of Labor

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State Office Park  
Spaulding Building  
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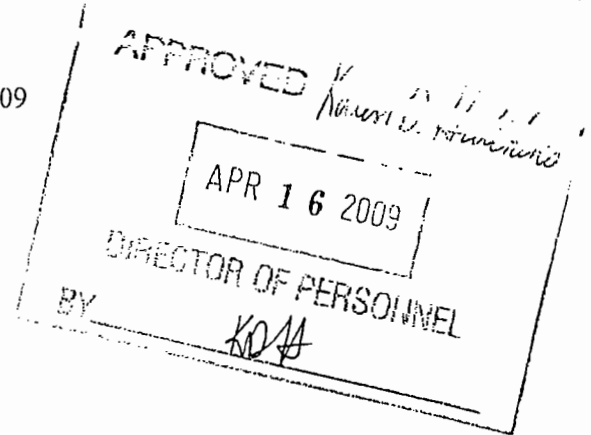
George N. Copadis  
Commissioner of Labor

David M. Wihby  
Deputy Labor  
Commissioner

April 13, 2009

Karen D. Hutchins, Director  
Division of Personnel  
Department of Administrative Services  
25 Capitol Street  
Concord, NH 03301

Re: Salary Enhancement Request



Dear Ms. Hutchins:

The Department of Labor is requesting a continuance of the 25% Salary Enhancement for the following (5) positions, in accordance with RSA 99.8 and Administrative Rule Department of Personnel 904:01 to be effective upon Governor and Council approval.

- LG 23 #43060 Boiler Inspector
- LG 23 #43059 Chief Elevator Inspector
- LG 21 #10981 Elevator Inspector
- LG 21 #41306 Elevator Inspector (Vacant)
- LG 25 #10973 Chief Boiler Inspector

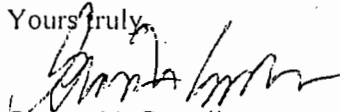
The Division of Personnel gave authorization for a temporary salary increase of 25% on April 10, 2007 (copy attached) for a two (2) year period. This increase is therefore due to expire, and we are respectfully requesting renewal.

Authorization for a temporary salary increase of 25% was given By Director of Personnel Karen A. Levchuk on November 21, 2005 (copy attached) for a two (2) year period in accordance with RSA 99:A and Department of Personnel Administrative Rule 904:1. Governor and Council approval was given December 7, 2005.

We request your approval to maintain these positions at the increased level for another two (2) year period in accordance with the statute and rule cited above. Costs to continue these positions at its current level is budgeted in account 010-026-6100-010.

Your approval of this request would be greatly appreciated. The inspectors employed by the Department of Labor in these positions are responsible for inspections covering the entire state of New Hampshire.

Yours truly,

  
George N. Copadis,  
Commissioner of Labor



# State of New Hampshire

## Department of Labor

NH Department of Labor  
Spaulding Building  
PO Box 2076  
Concord, NH 03302-2076  
603/271-3176  
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FAX: 603/271-2668  
<http://www.labor.state.nh.us>

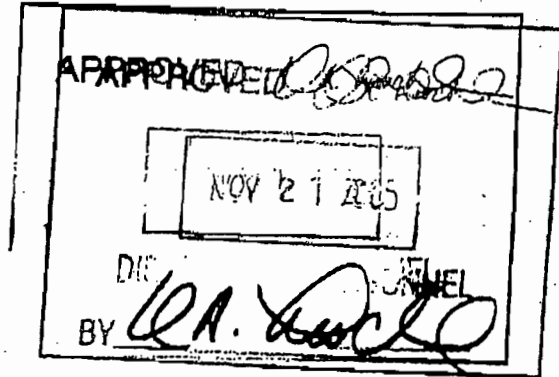
George N. Copadis  
Commissioner of Labor

David M. Wihby  
Deputy Labor  
Commissioner

November 17, 2005

Karen A. Levchuk  
Director Division of Personnel  
State of New Hampshire  
25 Capitol Street - Room 1  
Concord, NH 03301-6312

Re: Salary Enhancement Request



Dear Karen,

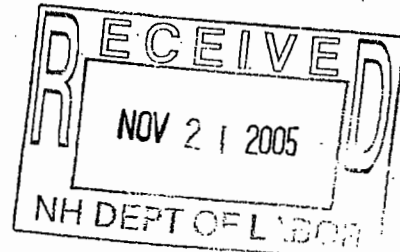
We are requesting a temporary 25% Salary Enhancement for the following (5) positions, in accordance with RSA 99.8 and Administrative Rule-Department of Personnel 904:01 to be effective upon Governor and Council approval.

- LG 23 #43060 New Boiler Inspector
- LG 23 #43059 Chief Elevator Inspector
- LG 21 #10981 New Elevator Inspector
- LG 21 #41306 New Elevator Inspector
- LG 23 #10973 (Note): Current Boiler Inspector is currently @ the 25% Enhancement and needs a continuance (see enclosures).

We are asking for these salary enhancements because we have been trying to fill these positions since June 2005, and have had no success due to the present pay scale. We have interviewed a multitude of qualified individuals who would not even consider the positions due to the low pay even though we discussed the many benefits offered by the State of New Hampshire.

Enclosed is a copy of what the private sector companies and surrounding states are paying their licensed boiler and elevator inspectors, which probably explains why we are having problems filling these positions. In the attachment you will see the private sector elevator companies average \$80,000+ for their Elevator Inspectors.

- more -



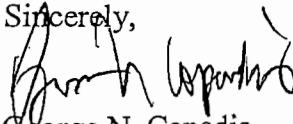


Page 2 of 2  
Salary Enhancement Request

In regard to the Boiler Inspector, you will see on the attachment that there are openings in every state surrounding us so we need to increase the salary so we may be able to compete. Private companies are averaging over \$70,000.

We believe at the present time we have three qualified candidates to fill our open positions only if the 25% enhancement is granted.

Sincerely,



George N. Copadis  
Commissioner Department of Labor

CAF/bbj  
Enclosures



Inspector's Annual Salary

Position #	Position Title	Labor Grd/Step	Base Annual Salary	Continued 25% Enhancement	Current Salary
10973	Chief Boiler Insp.	25-1	47,736.00	11,934.00	59,670.00
43060	Boiler Insp.	23-2	45,697.00	11,424.00	57,121.00
43059	Chief Elevator Insp.	23-7	56,680.00	14,170.00	70,850.00
41306	Elevator Insp.	21-1	40,372.00	10,093.00	50,465.00
10981	Elevator Insp.	21-8	54,308.00	13,577.00	67,885.00

Position #	Position Title	Labor Gird/Step	Base Annual Salary	Continued 25% Enhancement	4/1/2013 Adjusted with this request Annual Salary
18084	Elevator Insp.	21-1	40,372.00	10,093.00	50,465.00

