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STATE OF NEW HAMPSHIRE
DEPARTMENT OF HEALTH AND HUMAN SERVICES

OFFICE OF OPERATIONS SUPPORT

BUREAU OF LICENSING & CERTIFICATION

129 PLEASANT STREET, CONCORD, NH 03301-3857
603-271-9025 1-800-852-3345 Ext. 9025
FAX: 603-271-4782 TDD Access: 1-800-735-2964

Nicholas A. Toumpas
Commissioner

Mary P. Castelli
Senior Division Director

May 18, 2015

Her Excellency, Governor Margaret Wood Hassan
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), Bureau of Health Facilities to continue an increase until August 31, 2017 in hourly rate by thirty percent (30%) for recruitment and retention purposes for the Licensing & Evaluation Coordinator positions and their immediate supervisors and to establish an increase in hourly rate of fifteen percent (15%) enhancement in compensation of the unit supervisor of Licensing and Certification. The positions are currently assigned to the Health Facility Administration and Community Residence Units as initially approved by the Governor and Executive Council in July 2007 and re-approved in August 2009, October 2011 and October 2013, Item 34 and as further modified.

EXPLANATION

In July 2007, August 19, 2009, October 2011, and on October 2013, the Governor and Executive Council approved a thirty percent (30%) temporary increase for recruitment and retention purposes for twenty-five (25) positions assigned to the Bureau of Licensing and Certification Health Facilities Licensing Unit and Health Facilities Certification Units for a period of two (2) years until August 28, 2015 and this requested action would continue the enhancement until August 31, 2017.

Licensing and Evaluation Coordinators, the majority of whom registered nurses, conduct surveys of facilities caring for some of the State's most vulnerable citizens. These include nursing homes, assisted living facilities, hospitals, home health care agencies, hospice agencies, hospice homes and community residences serving individuals with developmental disabilities. In order for a survey of a certified home or provider to be valid at least one Registered Nurse must directly participate in all aspects of the survey. Moreover, a Registered Nurse must go through a Federally mandated orientation and training period lasting approximately one year before participating in a certification review as a member of the survey team. The current Supplemental Job Description

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MAY 19 2015 8:17

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Council
OOS Request for Temporary Increase
May 18, 2015
Page 2 of 2

for any newly hired Licensing and Evaluation Coordinators and their immediate supervisors require Registered Nurse credentialing. Only with the salary enhancement as originally approved by Governor and Executive Council has the Bureau of Licensing and Certification been able to retain and recruit Registered Nurses. The continuation of the 30% salary enhancement is requested in order to retain the services of registered nurses in Licensing and Evaluation Coordinator positions and remain competitive with the private sector.

Were the Bureau to be unable to maintain its staffing level of Registered Nurses, the ability of the Licensing and Certification Units to survey these facilities in a timely manner would be significantly undermined, placing vulnerable citizens at risk. The Department has an agreement with the Federal government to conduct certification surveys of facilities such as nursing homes and hospitals. The agreement includes very strict requirements regarding the quantity and timeliness of the work that must be performed by the Health Facilities Certification Unit. Failure to perform the mandatory workload will place federal funding at risk. At this time all but three Licensing and Evaluation Coordinators and one supervisor position in the Health Facility Administration Units are filled. Due to the increased staffing, both units are currently able to complete their mandated workload in a timely manner.

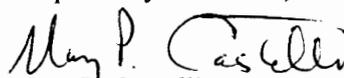
There continues to be a severe shortage of Registered Nurses in the United States generally and in New Hampshire specifically. Nurses in the private sector continue to earn far more than nurses working in State positions. Retention of Registered Nurses in Licensing and Evaluation Coordinators positions in these units is due solely to the 30% salary enhancement. The estimated salary cost difference of this enhancement is:

SFY 2016-2017 Annual Pay July 1, 2015 – June 30, 2017

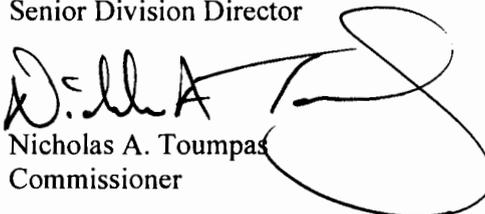
Federal: \$ 544,795.00
General: \$ 145,872.00
Other: \$ 49,300.00
Total: \$ 739,967.00

The salaries referenced above are currently funded in appropriation 05-95-95-952010-51460000-010 HEALTH AND SOCIAL SERVICES, DEPT OF HEALTH AND HUMAN SVCS, HHS: COMMISSIONER, OFFICE OF PROGRAM SUPPORT, HEALTH FACILITIES ADMINISTRATION and 05-95-95-952010-56820000-010 HEALTH AND SOCIAL SERVICES, DEPT OF HEALTH AND HUMAN SVCS, HHS: COMMISSIONER, OFFICE OF PROGRAM SUPPORT, COMMUNITY RESIDENCES.

Respectfully submitted,


Mary P. Castelli,
Senior Division Director

Approved by:


Nicholas A. Toumpas
Commissioner

Office of Operations Support
 Activity OPS952010
 Fiscal Impact: 30% Enhancement

Description	Funding	SFY 2016		SFY 2017		State\$
		Total \$	Federal \$	Total \$	Other \$	
Health Facilities Administration	05-95-95-952010-5146000-010	\$294,216	\$256,332	\$292,410	\$261,093	\$31,317
Total Health Facilities Administration		\$294,216	\$256,332	\$292,410	\$261,093	\$31,317
Grand Total		\$370,956	\$294,701	\$369,011	\$299,394	\$69,618

Business Unit	Funding	Number Staff	Enhancement	TF	FF	OT	GF
	010-095-51460000	20		\$739,967	\$544,795		
	010-095-56820000	5			\$49,300		
Total		25					\$145,872

THE STATE OF NEW HAMPSHIRE
DEPARTMENT OF HEALTH AND HUMAN SERVICES
Office of Operations Support
Intra-agency Communication

TO: Nicholas Toumpas, Commissioner

FROM: Mary Castelli,
 Senior Division Director

RE: Request for Approval of Extension of 30% Salary Enhancement

DATE: May 18, 2015

Division: Office of Operations Support – Health Facility Certification Unit
 Office of Operations Support – Health Facility Licensing Unit

Position Numbers:

Division	Position #	Title	Labor Grade	Funding Code
095	14670	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	14809	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	19612	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	15508	Licensing & Evaluation Coordinator	20	010 095 5682 010
095	14639	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	14638	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	15037	Licensing & Evaluation Coordinator	20	010 095 5682 010
095	14597	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	19613	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	14738	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	14957	Licensing & Evaluation Coordinator	20	010 095 5682 010
095	19611	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	14595	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	14701	Licensing & Evaluation Coordinator	20	010 095 5682 010
095	14610	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	14796	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	19615	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	40623	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	42995	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	40624	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	14609	Licensing & Evaluation Coordinator	20	010 095 5146 010
095	42993	Supervisor IV	25	010 095 5146 010
095	42992	Supervisor IV	25	010 095 5146 010
095	15361	Supervisor IV	25	010 095 5682 010
095	14753	Supervisor VII	28	010 095 5146 010

In accordance with RSA 99:8 and as per Personnel Rule 904.01, the Department of Health and Human Services Office of Operations Support requests approval for the renewal of a thirty percent (30%) increase in the compensation of the Licensing & Evaluation Coordinator positions and their immediate supervisors and to establish a 15% enhancement in compensation of the unit supervisor of Licensing and Certification. The positions are currently assigned to the Health Facility Licensing Unit and the Health Facility Certification Units in the positions set forth above.

The initial request for a 30% salary enhancement was submitted and approved in 2007. The purpose of the salary enhancement was to enable recruitment and retention of these positions. DHHS is requesting to add one position to the list. Position 14753 is the nurse supervisor of both the licensing and certification units and DHHS is requesting that position have a 15% salary enhancement. In 2007 the Health Facility Licensing Unit and the Health Facility Certification Units were significantly understaffed and had been so for a considerable period of time. This was particularly true of the positions that require the employee to be a Registered Nurse (RN). The salary for these positions was not competitive with the private sector. Registered Nurses in the private sector earned considerably more than the salary paid to a Registered Nurse in the position of Licensing & Evaluation Coordinator. Despite ongoing efforts to recruit qualified candidates, the Department was unable to do so. Many of these positions had been vacant for more than a year. Although qualified individuals expressed interest in the position they would decline to come in for an interview once the salary of the position was known. Every year Licensing & Evaluation Coordinators resign to accept higher paying jobs elsewhere.

Licensing and Evaluation Coordinators conduct required health care surveys of facilities housing some of the State's most vulnerable citizens. These health care providers include nursing homes, assisted living facilities, home health care services and hospitals. The Department's low staffing levels greatly undermine the ability of the Licensing and Certification Units to survey these facilities in a timely manner. This places these vulnerable citizens at risk and potentially puts the Department at risk for penalties against the federal grant award. The Department has an agreement with the Federal government, Centers for Medicare and Medicaid Services (CMS) to conduct certification surveys of facilities such as nursing homes and hospitals. This agreement includes very strict requirements regarding the work that must be performed by the Health Facilities Certification Unit, how that work must be prioritized and the timeframes in which the work must be completed. Failure to perform the mandatory workload within the timeframes set by CMS would have had significant financial ramifications for the Department. As of 2007 the Health Facility Certification Unit did not have the number of staff necessary to complete the minimum amount of work required by CMS.

It is important to note that in order for a certification survey to be valid a Registered Nurse must directly participate in all aspects of the survey. A Registered Nurse must go through a federally mandated orientation and training period that typically lasts a year before he or she can participate in a certification review as a member of the survey team. Consequently, even if the Department had been able to recruit qualified applicants, the problem would have persisted for many months to come.

In an effort to address the staffing shortage the Office of Operations Support sought a 30% salary enhancement for the Licensing and Evaluation Coordinators in the Health Facility Licensing Unit and the Health Facility Certification Unit. The request included both RN and non-RN Licensing and Evaluation Coordinators. The decision was made to include both RN and non-RN Licensing and Evaluation Coordinators as they frequently work as teams and they do essentially the same tasks during the course of an inspection. In addition, CMS requires that the Health Facility Certification Unit utilize multi-disciplinary teams that include nurses and other professionals, such as physical therapists.

The request for a 30% salary enhancement was approved effective July 18, 2007. The enhancement achieved the desired outcome. Almost immediately the Department began successfully recruiting and hiring Registered Nurses qualified to do the job. The Certification Unit was able to rehire a Licensing and Evaluation Coordinator who had resigned. Another Licensing and Evaluation Coordinator withdrew their resignation choosing to remain with the Certification Unit. This was extremely important as these individuals had completed the federally mandated orientation and training period and could participate in surveys as the Registered Nurse on the survey team. In addition, both the Licensing and the Certification Units were able to hire other qualified Registered Nurses.

It continues to be essential to have the 30% enhancement in place. This increases the Department's ability to retain trained staff. Recently two Licensing and Evaluation Coordinators, one an RN the other a physical therapist, resigned from their positions to take higher paying positions in the private sector. At exit interviews before they left both cited pay as the reason for their departure. Even with the enhancement they could make significantly more money in the private sector. Were the 30% enhancement to lapse it is certain that several Licensing and Evaluation Coordinators would leave for higher paying jobs elsewhere. Several more would likely retire rather than experience a 30% reduction in pay.

The estimated salary cost difference of this enhancement is:

SFY 2016-2017 Annual Pay July 1, 2015 – June 30, 2017

Federal: \$ 544,795

General: \$ 145,872

Other: \$ 49,300

Total: \$ 739,967

Enclosed, please find the following information:

- A comparison of salaries for comparable positions in the industry in Concord, NH and surrounding area(s).
- A comparison of benefits as a percentage of salary for each salary quote.
- Fiscal impact sheet for all affected positions

This increase is necessary to maintain a competitive salary for recruiting and retaining our Licensing & Evaluation Coordinator positions. If approved the overall cost of this increase would be \$145,872 in general funds and we would ensure that the salary for each position in this classification would be increased by the authorized enhancement percentage. There are sufficient funds in the Department's affected Division's budget to cover this request.

I am available to answer questions you may have related to this reclassification request. I appreciate your attention to this matter.

Requested By:

Mary P. Castelli
Mary Castelli, Senior Division Director

5/18/15
Date

Approved

Not Approved

Nicholas A. Toumpas
Nicholas Toumpas, Commissioner

5/19/15
Date



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

Nicholas A. Toumpas
 Commissioner

Mark Bussiere
 Director

129 PLEASANT STREET, CONCORD, NH 03301-3857
 603-271-9344 1-800-852-3345 Ext. 9344
 Fax: 603-271-4810 TDD Access: 1-800-735-2964

May 18, 2015

Sara J. Willingham, Director
 Division of Personnel
 State House Annex – 25 Capitol Street
 Concord, NH 03301

Re: Request for Renewal of Temporary Increase – Department of Health and Human Services

Dear Ms. Willingham:

In accordance with RSA 99:8 and as per Personnel Rule 904.01, the Department of Health and Human Services (DHHS) requests your approval of the renewal for a thirty percent (30%) enhancement in the compensation of the Licensing & Evaluation Coordinator positions and their immediate supervisors and to establish a 15% enhancement in compensation of the unit supervisor of Licensing and Certification. The positions are currently assigned to the Health Facility Licensing Unit and the Health Facility Certification Units. The positions that fall under the enhancement are as follows:

095	14670	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	14809	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	19612	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	15508	Licensing & Evaluation Coordinator	20	010	095	5682	010
095	14639	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	14638	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	15037	Licensing & Evaluation Coordinator	20	010	095	5682	010
095	14597	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	19613	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	14738	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	14957	Licensing & Evaluation Coordinator	20	010	095	5682	010
095	19611	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	14595	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	14701	Licensing & Evaluation Coordinator	20	010	095	5682	010
095	14610	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	14796	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	19615	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	40623	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	42995	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	40624	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	14609	Licensing & Evaluation Coordinator	20	010	095	5146	010
095	42993	Supervisor IV	25	010	095	5146	010
095	42992	Supervisor IV	25	010	095	5146	010
095	15361	Supervisor IV	25	010	095	5682	010
095	14753	Supervisor VII	28	010	095	5146	010

The initial request for a 30% salary enhancement was submitted and approved in 2007. The purpose of the salary enhancement was to enable recruitment and retention of these positions. DHHS is requesting to add one position to the list. Position 14753 is the nurse supervisor of both the licensing and certification units and DHHS is requesting that position have a 15% salary enhancement. In 2007 the Health Facility Licensing Unit and the Health Facility Certification Units were significantly understaffed and had been so for a considerable period of time. This was particularly true of the positions that require the employee to be a Registered Nurse (RN). The salary for these positions was not competitive with the private sector. Registered Nurses in the private sector earned considerably more than the salary paid to a Registered Nurse in the position of Licensing & Evaluation Coordinator. Despite ongoing efforts to recruit qualified candidates, the Department was unable to do so. Many of these positions had been vacant for more than a year. Although qualified individuals expressed interest in the position they would decline to come in for an interview once the salary of the position was known. Every year Licensing & Evaluation Coordinators resign to accept higher paying jobs elsewhere.

Licensing and Evaluation Coordinators conduct required health care surveys of facilities housing some of the State's most vulnerable citizens. These health care providers include nursing homes, assisted living facilities, home health care services and hospitals. The Department's low staffing levels greatly undermine the ability of the Licensing and Certification Units to survey these facilities in a timely manner. This places these vulnerable citizens at risk and potentially puts the Department at risk for penalties against the federal grant award. The Department has an agreement with the Federal government, Centers for Medicare and Medicaid Services (CMS) to conduct certification surveys of facilities such as nursing homes and hospitals. This agreement includes very strict requirements regarding the work that must be performed by the Health Facilities Certification Unit, how that work must be prioritized and the timeframes in which the work must be completed. Failure to perform the mandatory workload within the timeframes set by CMS would have had significant financial ramifications for the Department. As of 2007 the Health Facility Certification Unit did not have the number of staff necessary to complete the minimum amount of work required by CMS.

It is important to note that in order for a certification survey to be valid a Registered Nurse must directly participate in all aspects of the survey. A Registered Nurse must go through a federally mandated orientation and training period that typically lasts a year before he or she can participate in a certification review as a member of the survey team. Consequently, even if the Department had been able to recruit qualified applicants, the problem would have persisted for many months to come.

In an effort to address the staffing shortage the Office of Operations Support sought a 30% salary enhancement for the Licensing and Evaluation Coordinators in the Health Facility Licensing Unit and the Health Facility Certification Unit. The request included both RN and non-RN Licensing and Evaluation Coordinators. The decision was made to include both RN and non-RN Licensing and Evaluation Coordinators as they frequently work as teams and they do essentially the same tasks during the course of an inspection. In addition, CMS requires that the Health Facility Certification Unit utilize multi-disciplinary teams that include nurses and other professionals, such as physical therapists.

The request for a 30% salary enhancement was approved effective July 18, 2007. The enhancement achieved the desired outcome. Almost immediately the Department began successfully recruiting and hiring Registered Nurses qualified to do the job. The Certification

Unit was able to rehire a Licensing and Evaluation Coordinator who had resigned. Another Licensing and Evaluation Coordinator withdrew their resignation choosing to remain with the Certification Unit. This was extremely important as these individuals had completed the federally mandated orientation and training period and could participate in surveys as the Registered Nurse on the survey team. In addition, both the Licensing and the Certification Units were able to hire other qualified Registered Nurses.

It continues to be essential to have the 30% enhancement in place. This increases the Department's ability to retain trained staff. Recently two Licensing and Evaluation Coordinators, one an RN the other a physical therapist, resigned from their positions to take higher paying positions in the private sector. At exit interviews before they left both cited pay as the reason for their departure. Even with the enhancement they could make significantly more money in the private sector. Were the 30% enhancement to lapse it is certain that several Licensing and Evaluation Coordinators would leave for higher paying jobs elsewhere. Several more would likely retire rather than experience a 30% reduction in pay.

Enclosed with this request is a fiscal impact sheet for all affected positions.

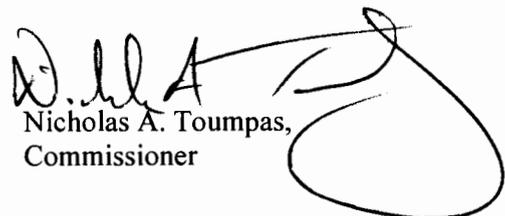
If approved the overall cost of this increase would be \$739,967 and would ensure that the salary for each position in this classification would be increased by the authorized enhancement percentage. There are sufficient funds in each of the Departments' affected Divisions' budgets to cover this request.

I am available to answer questions you may have related to this reclassification request. I appreciate your attention to this matter.

Sincerely,


Mark C. Bussiere,
Director of Human Resources

Approved by:


Nicholas A. Toumpas,
Commissioner

Enclosures

cc: Mary P. Castelli, Director
Sheri Rockburn, Chief Financial Officer
Karen Irwin, Financial Manager
John B. Martin, Manager

Vaillancourt, Tammy

From: Willingham, Sara J.
Sent: Monday, June 01, 2015 1:45 PM
To: Vaillancourt, Tammy
Subject: FW: Salary Enhancement Extension - Licensing & Evaluation Coordinator
Attachments: Enhancement Extension.DHHS.Licensing & Eval Coordinator.pdf

FYI

From: Willingham, Sara J.
Sent: Thursday, May 28, 2015 12:44 PM
To: 'Mark.Bussiere@dhhs.state.nh.us' (Mark.Bussiere@dhhs.state.nh.us)
Cc: Elberfeld, Jennifer; Shoemaker, Joseph
Subject: Salary Enhancement Extension - Licensing & Evaluation Coordinator

Thank you for submitting your justification letter and supporting wage documentation to continue the 30% enhancement for the Licensing & Evaluation Coordinator positions and the their immediate supervisors, and to establish a 15% enhancement for the unit supervisor of Licensing & Certification. I have attached the complete listing of the affected positions as well as your rationale and supporting documentation.

Under Personnel Rule 904.01(a), an appointing authority may request a temporary increase in the compensation of a class by submitting a comparison of salaries in the appropriate industry and geographic location, including occupations which are comparable to the state classification for which the increase is sought.

I have reviewed the wage and compensation materials you submitted for positions in similar occupations, and find you have met the documentation requirements of the Personnel Rules. Therefore you may proceed to Governor and Council with your request to extend this 30% enhancement for the Licensing & Evaluation Coordinators and their immediate supervisors, and to establish a new 15% enhancement for the unit supervisor of Licensing & Certification, for a period not to exceed 24 months. It's important to note that the Division of Personnel is carefully considering requests for any new enhancements at this time, but given the reporting relationship and supervision over other positions currently receiving enhancements, I agree that the compensation for the unit supervisor of Licensing & Certification should be included as part of your overall request to the Governor and Executive Council.

*Sara J. Willingham, Director of Personnel
NH Division of Personnel
28 School Street
Concord, NH 03301
(603) 271-3359 FAX (603) 271-1422
sara.willingham@nh.gov*

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About the job

Salary	Salary + Bonus	Benefits	Similar Jobs	Statistics	Job Openings
Staff Nurse - RN Methodology 03101, Manchester, NH					
Median <input type="checkbox"/> Annual <input checked="" type="checkbox"/> \$73,547	10% \$56,878	25% \$65,668		75% \$81,806	90% \$89,328
Projected Salary Unknown					

Job Title: Staff Nurse - RN
 Location: 03101, Manchester, NH
 Company Size: # of employees
 Industry: type of business

About You

Education
 Degree
 Reputation
 Relevance

Years of Experience
 Not Selected

Direct Reports
 0

Reports To
 your boss

Performance
 last rating

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About the job

Staff Nurse - RN - Occupational Health [Methodology](#)
 03101, Manchester, NH

Median **\$82,026**

10%	25%	75%	90%
\$65,474	\$73,362	\$91,079	\$99,322

Projected Salary Unknown

About You

Education
 Degree
 Reputation
 Relevance

Years of Experience
 Not Selected

Direct Reports
 0

Reports To
 your boss

Performance
 last rating

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About the job

Job Title
 Charge Nurse

Location
 03101, Manchester, NH

Company Size
 # of employees

Industry
 type of business

- Salary
- Salary + Bonus
- Benefits
- Similar Jobs
- Statistics
- Job Openings

Charge Nurse
 03101, Manchester, NH

Median Annual **\$82,178**

	10%	25%	75%	90%
Salary	\$66,444	\$75,513	\$81,612	\$100,201

Projected Salary Unknown

About You

Education
 Degree
 Reputation
 Relevance

Years of Experience
 Not Selected

Direct Reports
 0

Reports To
 your boss

Performance
 last rating

Ad by Google related to: Charge Nurse

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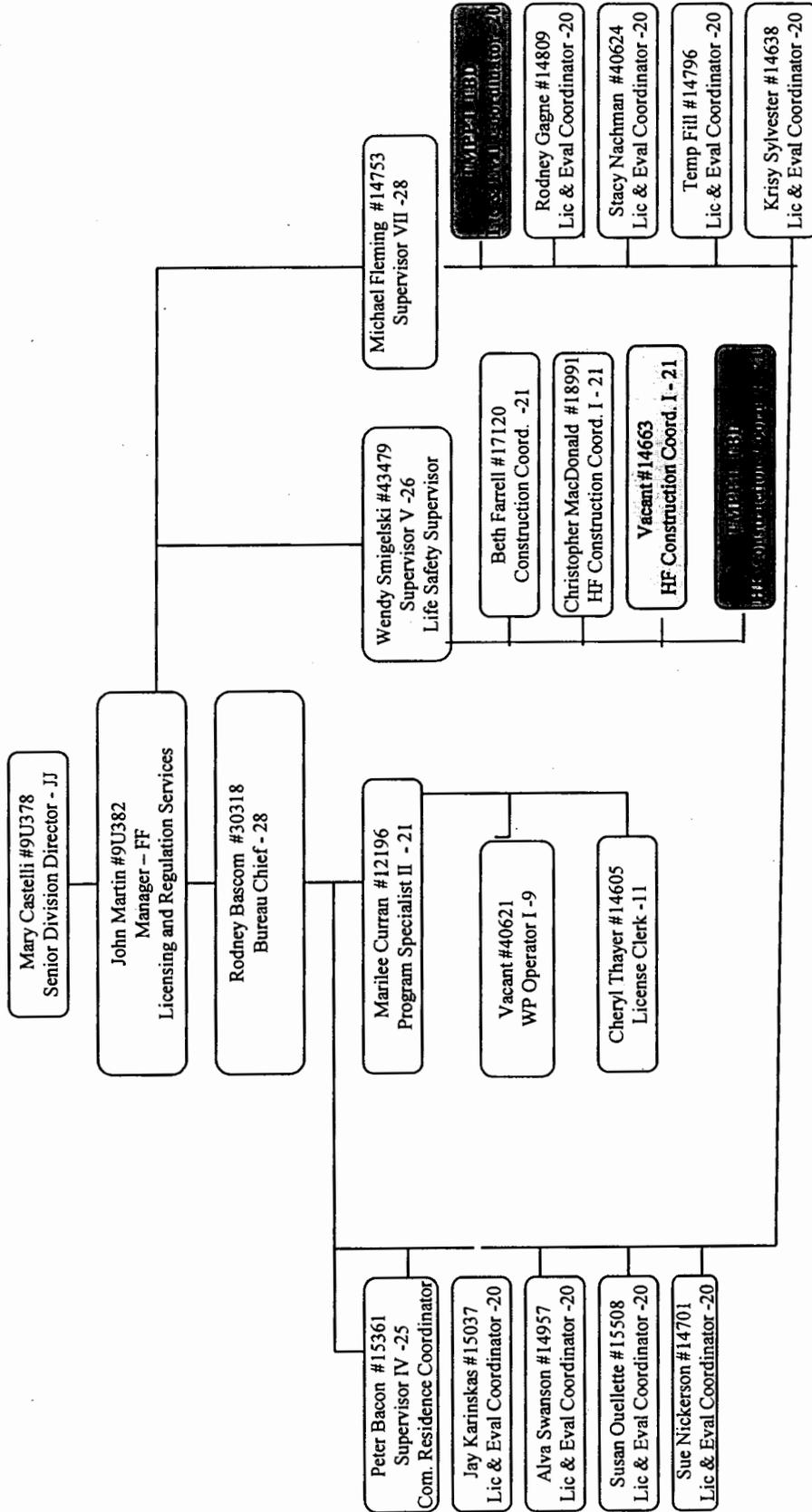
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- Charge Capture Specialist
- Certified Nurse Anesthetist
- Certified Nurse Midwife
- Chief Nurse Anesthetist
- Clinical Nurse Specialist
- Clinical Nurse Specialist - Home Care
- Head Nurse
- Head Nurse - CCU
- Head Nurse - Emergency Room
- Head Nurse - Intensive Care Unit
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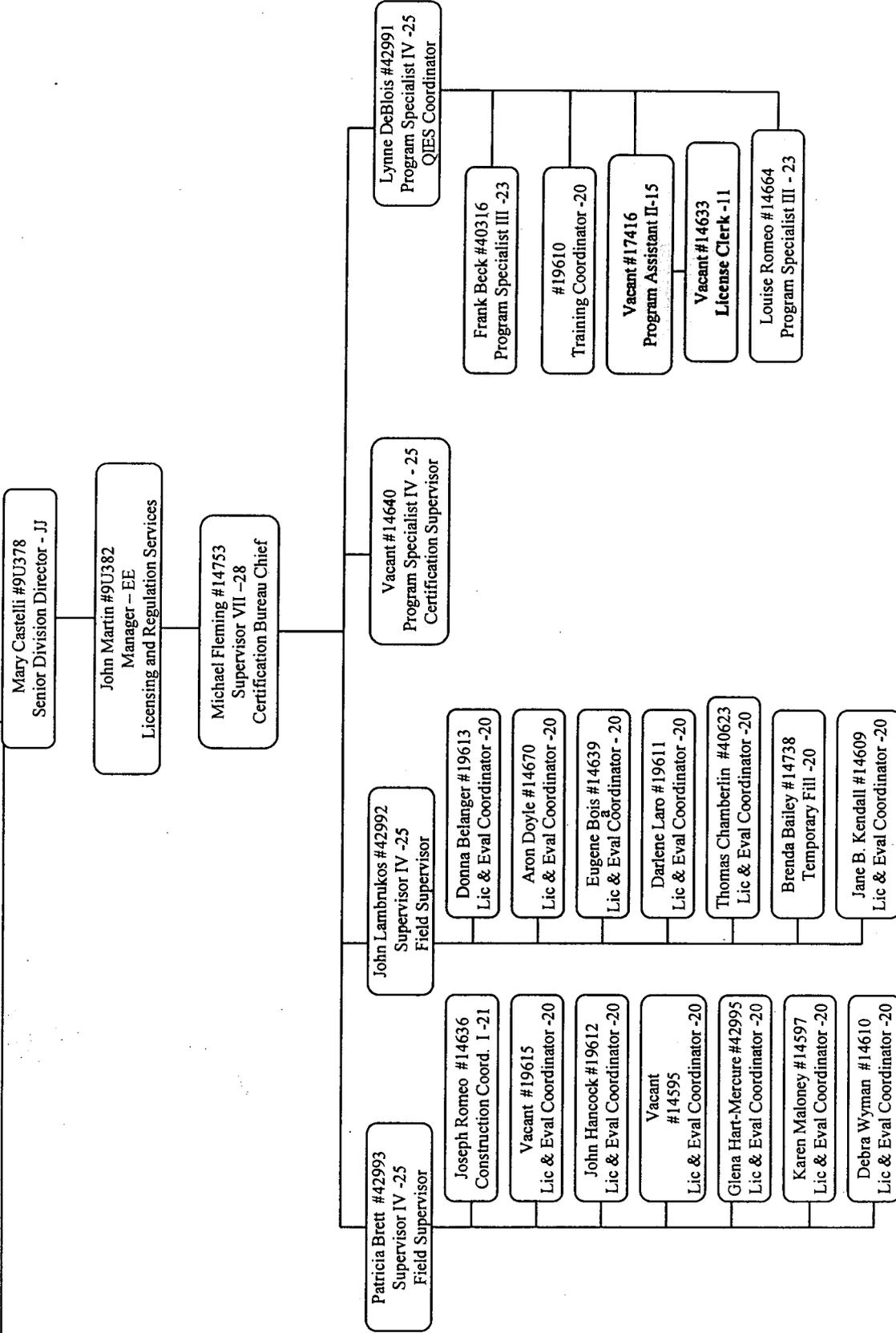
Health Facility Licensing and Evaluation Coordinators and Supervisors
30% Salary Enhancement

Position#	Position Title	Name	BUDGET			PROJECTED			W/O 30% Enhancement			30% Enhancement		
			SFY 2017 Salary Totals	SFY 2017 Benefits Totals	30% Enhancement Salary	W/O Enhancement	Federal	General	Federal	General	SFY 2017 Salary Federal	SFY 2017 Salary Gen\$	SFY 2017 Benefits Federal	SFY 2017 Benefits Gen\$
1	LICENSING & EVAL COORD	NICKERSON, SUE	\$60,099	\$29,886	\$60,099	\$46,230	\$23,115	\$23,115	\$6,935	\$6,935	\$30,050	\$14,943	\$14,943	\$14,943
2	LICENSING & EVAL COORD	SWANSON, ALVA	\$62,934	\$41,378	\$62,934	\$48,411	\$24,205	\$24,205	\$7,262	\$7,262	\$31,467	\$20,689	\$20,689	\$20,689
3	LICENSING & EVAL COORD	KURINSKAS, JAY	\$66,413	\$42,079	\$66,413	\$51,087	\$25,543	\$25,543	\$7,663	\$7,663	\$33,206	\$21,039	\$21,039	\$21,039
4	SUPERVISOR IV	BACON, PETER	\$75,180	\$32,925	\$75,180	\$57,831	\$28,915	\$28,915	\$8,679	\$8,679	\$37,990	\$16,462	\$16,462	\$16,462
5	LICENSING & EVAL COORD	OUELLETTE, SUSAN	\$67,913	\$23,917	\$67,913	\$52,240	\$26,120	\$26,120	\$7,836	\$7,836	\$33,956	\$11,959	\$11,959	\$11,959
1	LICENSING & EVAL COORD	HOLTZ, KRISTIE	\$52,221	\$28,299	\$52,221	\$40,170	\$36,053	\$36,053	\$4,117	\$4,117	\$46,868	\$5,353	\$5,353	\$5,353
2	LICENSING & EVAL COORD	MALONEY, KAREN	\$57,681	\$38,605	\$57,681	\$44,370	\$39,822	\$39,822	\$4,548	\$4,548	\$51,769	\$5,912	\$5,912	\$5,912
3	LICENSING & EVAL COORD	KENDALL, JANE	\$66,113	\$42,018	\$66,113	\$50,856	\$45,643	\$45,643	\$5,213	\$5,213	\$59,336	\$6,777	\$6,777	\$6,777
4	LICENSING & EVAL COORD	WYMAN, DEBORA	\$66,413	\$42,079	\$66,413	\$51,087	\$45,850	\$45,850	\$5,236	\$5,236	\$59,605	\$6,807	\$6,807	\$6,807
5	LICENSING & EVAL COORD	SYLVESTER, KIRSTIN	\$60,099	\$40,806	\$60,099	\$46,230	\$23,115	\$23,115	\$0	\$0	\$30,050	\$0	\$0	\$40,806
6	LICENSING & EVAL COORD	BOIS, EUGENE	\$52,221	\$28,299	\$52,221	\$40,170	\$36,053	\$36,053	\$4,117	\$4,117	\$46,868	\$5,353	\$5,353	\$5,353
7	LICENSING & EVAL COORD	DOYLE, AARON	\$52,221	\$28,299	\$52,221	\$40,170	\$36,053	\$36,053	\$4,117	\$4,117	\$46,868	\$5,353	\$5,353	\$5,353
8	LICENSING & EVAL COORD	VACANT	\$66,413	\$42,079	\$66,413	\$51,087	\$45,850	\$45,850	\$5,236	\$5,236	\$59,605	\$6,807	\$6,807	\$6,807
9	LICENSING & EVAL COORD	VACANT	\$57,681	\$20,540	\$57,681	\$44,370	\$0	\$0	\$13,311	\$13,311	\$0	\$0	\$0	\$20,540
10	LICENSING & EVAL COORD	LARO, DARLENE E	\$57,981	\$21,916	\$57,981	\$44,601	\$40,029	\$40,029	\$4,572	\$4,572	\$52,038	\$5,943	\$5,943	\$19,670
11	LICENSING & EVAL COORD	HANCOCK, JOHN S	\$67,613	\$30,332	\$67,613	\$52,010	\$46,679	\$46,679	\$5,331	\$5,331	\$60,682	\$6,930	\$6,930	\$27,223
12	LICENSING & EVAL COORD	BELANGER, DONNA	\$66,113	\$31,098	\$66,113	\$50,856	\$45,643	\$45,643	\$5,213	\$5,213	\$59,336	\$6,777	\$6,777	\$27,910
13	LICENSING & EVAL COORD	VACANT	\$66,413	\$42,079	\$66,413	\$51,087	\$45,850	\$45,850	\$5,236	\$5,236	\$59,605	\$6,807	\$6,807	\$6,807
14	LICENSING & EVAL COORD	GAGNE, RODNEY	\$67,013	\$22,420	\$67,013	\$51,548	\$0	\$0	\$7,732	\$7,732	\$0	\$0	\$0	\$22,420
15	SUPERVISOR VII	FLEMING, MICHAEL	\$74,127	\$32,713	\$85,246	\$65,574	\$58,853	\$58,853	\$6,721	\$6,721	\$76,508	\$8,738	\$29,360	\$3,353
16	LICENSING & EVAL COORD	CHAMBERLIN, THOMAS	\$66,113	\$22,239	\$66,113	\$50,856	\$45,643	\$45,643	\$5,213	\$5,213	\$59,336	\$6,777	\$19,959	\$2,279
17	LICENSING & EVAL COORD	NACHMAN, STACEY	\$57,681	\$11,634	\$57,681	\$44,370	\$0	\$0	\$2,185	\$2,185	\$0	\$0	\$0	\$11,634
18	LICENSING & EVAL COORD	LAMBRUKOS, JOHN	\$82,905	\$49,493	\$82,905	\$63,312	\$56,822	\$56,822	\$6,489	\$6,489	\$73,869	\$8,436	\$44,420	\$5,073
19	SUPERVISOR IV	VACANT	\$75,180	\$43,845	\$75,180	\$57,831	\$51,903	\$51,903	\$5,928	\$5,928	\$67,474	\$7,706	\$39,351	\$4,494
20	LICENSING & EVAL COORD	HART-MERCURE, GLENNIA	\$52,221	\$28,299	\$52,221	\$40,170	\$36,053	\$36,053	\$4,117	\$4,117	\$46,868	\$5,353	\$25,398	\$2,901
Totals			\$1,263,819	\$647,089	\$1,607,476	\$1,236,820	\$1,109,777	\$1,109,777	\$252,209	\$252,209	\$1,092,906	\$422,174	\$580,233	\$237,040
						-\$370,956			\$349,634					

NH DHHS
Office of Operations Support
Bureau of Health Facilities Licensure --
Revised 05/18/15



**NH DHHS
Office of Operations Support –
5/18/15 Bureau of Health Facilities
Certification**



Approved G:C
Item # 34
10/2/13



STATE OF NEW HAMPSHIRE

DEPARTMENT OF HEALTH AND HUMAN SERVICES

OFFICE OF OPERATIONS SUPPORT

BUREAU OF LICENSING & CERTIFICATION

129 PLEASANT STREET, CONCORD, NH 03301-3857
603-271-9025 1-800-852-3345 Ext. 9025
FAX: 603-271-4782 TDD Access: 1-800-735-2964

Nicholas A. Toumpas
Commissioner

Mary P. Castelli
Senior Division Director

September 16, 2013

Her Excellency, Governor Margaret Wood Hassan
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), Bureau of Health Facilities to retroactively continue an increase until August 28, 2015 in hourly rate by thirty percent (30%) for recruitment and retention purposes for the Licensing & Evaluation Coordinator positions and their immediate supervisors currently assigned to the Health Facility Administration and Community Residence Units as initially approved by the Governor and Executive Council in July 2007 and re-approved in August 2009 and October 26, 2011, Item #41.

EXPLANATION

In July 2007, August 19, 2009, and October 2011, the Governor and Executive Council approved a thirty percent (30%) temporary increase for recruitment and retention purposes for twenty-five (25) positions assigned to the Bureau of Licensing and Certification, Health Facilities Administration and Community Residence Units for a period of two (2) years until August 9, 2013 and this requested action would continue the enhancement until August 28, 2015.

Licensing and Evaluation Coordinators, the majority of whom are registered nurses, conduct surveys of facilities caring for some of the State's most vulnerable citizens. These include nursing homes, assisted living facilities, hospitals, home health care agencies, hospice agencies, hospice homes and community residences serving individuals with developmental disabilities. In order for a survey of a certified home or provider to be valid at least one Registered Nurse must directly participate in all aspects of the survey. Moreover, a Registered Nurse must go through a Federally mandated orientation and training period lasting approximately one year before participating in a certification review as a member of the survey team. The current Supplemental Job Description for newly hired Licensing and Evaluation Coordinators and their immediate supervisors require Registered Nurse credentialing. The salary enhancement as originally approved by Governor and Executive Council has allowed the Bureau of Licensing and Certification to be able to recruit and retain Registered Nurses. The continuation of the 30% salary enhancement is requested in order to retain the services of registered nurses in Licensing and Evaluation Coordinator positions and remain competitive with the private sector.

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Executive Council
OOS Request for Temporary Increase
September 16, 2013
Page 2 of 2

Were the Bureau to be unable to maintain its staffing level of Registered Nurses, the ability of the Licensing and Certification Units to survey these facilities in a timely manner would be significantly undermined, placing vulnerable citizens at risk. The Department has an agreement with the Federal government to conduct certification surveys of facilities such as nursing homes and hospitals. The agreement includes very strict requirements regarding the quantity and timeliness of the work that must be performed by the Health Facilities Certification Unit. Failure to perform the mandatory workload will place federal funding at risk. At this time all but three Licensing and Evaluation Coordinator positions in the Health Facility Administration Units are filled. Due to the increased staffing, all units are currently able to complete their mandated workload in a timely manner.

There continues to be a severe shortage of Registered Nurses in the United States generally and in New Hampshire specifically. Nurses in the private sector continue to earn far more than nurses working in State positions. Retention of Registered Nurses in Licensing and Evaluation Coordinators positions in these units is due solely to the 30% salary enhancement. The estimated salary cost difference of this enhancement is:

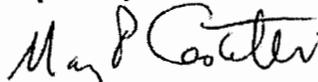
SFY 2014-2015 Annual Pay July 1, 2013 – June 30, 2015

Federal: \$ 487,142.00
General: \$ 154,018.00
Other: \$ 65,068.00
Total: \$ 706,229.00

The salaries referenced above are currently funded in appropriation 05-95-95-952010-51460000-010 HEALTH AND SOCIAL SERVICES, DEPT OF HEALTH AND HUMAN SVCS, HHS: COMMISSIONER, OFFICE OF PROGRAM SUPPORT, HEALTH FACILITIES ADMINISTRATION and 05-95-95-952010-56820000-010 HEALTH AND SOCIAL SERVICES, DEPT OF HEALTH AND HUMAN SVCS, HHS: COMMISSIONER, OFFICE OF PROGRAM SUPPORT, COMMUNITY RESIDENCES.

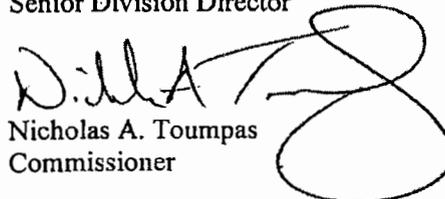
Enclosed is Governor and Council Item #41 approved on October 26, 2011, approval of the Director of the Division of Personnel and a fiscal impact summary, which is also enclosed.

Respectfully submitted,



Mary P. Castelli,
Senior Division Director

Approved by:



Nicholas A. Toumpas
Commissioner

Went to GRC 10/26/11, Item #41



Nicholas A. Toumpas
Commissioner

Mary P. Castelli
Senior Division Director

STATE OF NEW HAMPSHIRE
DEPARTMENT OF HEALTH AND HUMAN SERVICES
OFFICE OF OPERATIONS SUPPORT
BUREAU OF LICENSING & CERTIFICATION

129 PLEASANT STREET, CONCORD, NH 03301-8857
603-271-4592 1-800-852-8345 Ext. 4592
FAX: 603-271-4968 TDD Access: 1-800-735-2964

DHHS
Received
OCT 13 2011
Human Resources

October 3, 2011

His Excellency, Governor John H. Lynch
and the Honorable Executive Council
State House
Concord, NH 03301

REQUESTED ACTION

1. 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), Bureau of Health Facilities to retroactively continue an increase in hourly rate by thirty percent (30%) for recruitment and retention purposes for the Licensing & Evaluation Coordinator positions and their immediate supervisors currently assigned to the Health Facility Licensing Unit and Health Facility Certification Unit as approved by the Governor and Executive Council on August 19, 2009, Item #116 to be effective from June 29, 2011, through the date of Governor and Council approval of Item 2 below.

2. 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, Bureau of Health Facilities to continue an increase in hourly rate by thirty percent (30%) for recruitment and retention purposes for the Licensing & Evaluation Coordinator positions and their immediate supervisors, as approved by Governor and Executive Council on August 19, 2009, Item #116 to be effective from the date of Governor and Council approval through August 9, 2013, which is two years from the date of Division of Personnel approval.

EXPLANATION

On July 18, 2007, Item #127, Governor and Executive Council approved 28 positions assigned to the Bureau of Health Facilities-Certification for a period of 2 years for a 30% temporary increase in hourly rate for recruitment and retention purposes. On August 19, 2009, Item #116, Governor and Executive Council approved 26 of the positions through June 29, 2011. The Bureau intended to request a continuation of the increase for 25 positions prior to June 29, 2011. However, due to an administrative oversight the timely submission of this request was delayed. Therefore, this request to retroactively continue the 30% temporary increase is submitted of approval.

Licensing and Evaluation Coordinators, the majority of whom are registered nurses, conduct surveys of facilities housing some of the State's most vulnerable citizens. These include nursing homes, assisted living facilities, hospitals and community residences serving individuals with developmental disabilities. In order for a certification survey to be valid a Registered Nurse must directly participate in the survey. Moreover, a Registered Nurse must go through an eight to twelve month Federally mandated orientation and training period before participating in a certification review as a member of the survey team. The current Supplemental Job Descriptions for any newly hired Licensing and Evaluation Coordinators and their immediate supervisors require Registered Nurse credentialing. Only with the salary enhancement as originally approved by Governor and Executive Council has the Bureau able to retain and recruit Registered Nurses in these positions. Continuation of

His Excellency, Governor John H. Lynch
and the Honorable Executive Council
October 3, 2011
Page 2

the 30% salary enhancement is requested in order to retain the services of registered nurses in Licensing and Evaluation Coordinator positions and remain competitive with the private sector.

Were the Bureau unable to maintain its staffing level of Registered Nurses, the ability of the Licensing and Certification Units to survey these facilities in a timely manner would be undermined, placing vulnerable citizens at risk. The Department has an agreement with the Federal government to conduct certification surveys of facilities such as nursing homes and hospitals. The agreement includes very strict requirements regarding the quantity and timeliness of the work that must be performed by the Health Facilities Certification Unit. Failure to perform the mandatory workload will place federal funding at risk. At this time all Licensing and Evaluation Coordinator positions in the Health Facility Licensing Unit are filled. Due to the increased staffing, both units are currently able to complete their mandated workload in a timely manner.

There continues to be a severe shortage of Registered Nurses in the United States generally and in New Hampshire specifically. Nurses in the private sector continue to earn far more than nurses working in State positions. Retention of Registered Nurses in Licensing and Evaluation Coordinators positions in these units is due solely to the 30% salary enhancement.

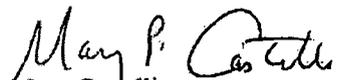
On August 9, 2011, the Division of Personnel approved a 30% salary enhancement for the Licensing & Evaluation Coordinator positions and their immediate supervisors. The estimated salary cost difference of this enhancement is:

SFY 2012	SFY 2013
Federal: \$260,770.00	Federal: \$251,089.00
General: \$115,570.00	General: \$111,851.00
Other: \$ 0.00	Other: \$ 0.00
Total: \$376,340.00	Total: \$362,940.00

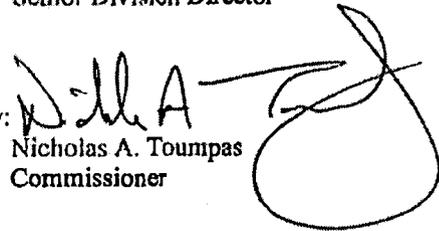
These salaries are currently funded in appropriation 05-95-95-952010-5146-010 HEALTH AND SOCIAL SERVICES, DEPT OF HEALTH AND HUMAN SVCS, HHS: COMMISSIONER, OFFICE OF PROGRAM SUPPORT, HEALTH FACILITIES ADMINISTRATION

Enclosed are Governor and Council Item 116 approved on August 19, 2009, approval by the Director of the Division of Personnel and a fiscal impact summary. Please note that the approval by the Director of the Division of Personnel lists twenty-five (25) distinct positions. One position was listed twice.

Respectfully submitted,


Mary Castelli,
Senior Division Director

Approved by:


Nicholas A. Toumpas
Commissioner



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

John A. Stephen
 Commissioner

Karen D. Hutchins
 Bureau Chief

129 PLEASANT STREET, CONCORD, NH 03301-3657
 603-271-4286 1-800-852-8845 Ext. 4286
 Fax: 603-271-4810 TDD Access: 1-800-785-2964

*Approved
 Karen D. Hutchins
 8-9-11*

August 3, 2011

Karen Hutchins, Director
 Division of Personnel
 State House Annex - 25 Capitol Street
 Concord, NH 03301

Re. Request for Renewal of Temporary Increase - Department of Health and Human Services

Dear Ms. Hutchins:

In accordance with RSA 99:8 and as per Personnel Rule 904.01, The Department of Health and Human Services requests your approval for the renewal of a thirty percent (30%) increase in the compensation of the Licensing & Evaluation Coordinator positions and their immediate supervisors currently assigned to the Health Facility Licensing Unit and the Health Facility Certification Unit. The positions that currently fall under the 30% enhancement are as follows:

Division	Position #	Title	Labor Grade	Funding Code
095	14670	Licensing & Evaluation Coordinator	20	0100955146010
095	14809	Licensing & Evaluation Coordinator	20	0100955146010
095	19612	Licensing & Evaluation Coordinator	20	0100955146010
095	15508	Licensing & Evaluation Coordinator	20	0100955682010
095	14639	Licensing & Evaluation Coordinator	20	0100955146010
095	14638	Licensing & Evaluation Coordinator	20	0100955146010
095	15037	Licensing & Evaluation Coordinator	20	0100955682010
095	14597	Licensing & Evaluation Coordinator	20	0100955146010
095	19613	Licensing & Evaluation Coordinator	20	0100955146010
095	14738	Licensing & Evaluation Coordinator	20	0100955146010
095	14639	Licensing & Evaluation Coordinator	20	0100955146010
095	14957	Licensing & Evaluation Coordinator	20	0100955682010
095	19611	Licensing & Evaluation Coordinator	20	0100955146010
095	14595	Licensing & Evaluation Coordinator	20	0100955146010
095	14701	Licensing & Evaluation Coordinator	20	0100955146010
095	14610	Licensing & Evaluation Coordinator	20	0100955146010
095	14796	Licensing & Evaluation Coordinator	20	0100955146010
095	19615	Licensing & Evaluation Coordinator	20	0100955146010
095	40623	Licensing & Evaluation Coordinator	20	0100955146010

095	42995	Licensing & Evaluation Coordinator	20	0100955146010
095	40624	Licensing & Evaluation Coordinator	20	0100955146010
095	42993	Supervisor III	23	0100955146010
095	42992	Supervisor III	23	0100955146010
095	14609	Program Specialist III	23	0100955146010
095	15361	Supervisor IV	24	0100955146010
095	40622	Supervisor IV	24	0100955146010

The initial request for a 30% salary enhancement was filed in 2007. The purpose of the salary increase was to spark an interest in recruitment and retention of these positions. At that time the Health Facility Licensing Unit and the Health Facility Certification Unit were significantly understaffed and had been so for a considerable period of time. This was particularly true of the positions that require the employee to be a Registered Nurse. The salary for these positions was not anywhere near competitive with the private sector. Registered Nurses in the private sector earned far more than the salary paid to a Registered Nurse in the position of Licensing & Evaluation Coordinator. Despite ongoing efforts to recruit qualified candidates, the Department was unable to do so. Many of these positions had been vacant for more than a year. A couple of qualified individuals expressed interest in the position only to decline to come in for an interview once they learned what they would be earning in the position. One Licensing & Evaluation Coordinator resigned to accept a higher paying job elsewhere. That individual stated that he loved the work, but he could not justify remaining in the position to himself or his family when he could easily get a job elsewhere earning far more. One other Licensing & Evaluation Coordinator had submitted his resignation. Others expressed that they too would be forced to leave if their salary did not increase.

Licensing and Evaluation Coordinators conduct surveys of facilities housing some of the State's most vulnerable citizens. These include nursing homes, assisted living facilities and hospitals. The low staffing levels greatly undermined the ability of the Licensing and Certification Units to survey these facilities in a timely manner. That placed these vulnerable citizens at risk. Moreover, the Department has an agreement with the Federal government to conduct certification surveys of facilities such as nursing homes and hospitals. This agreement includes very strict requirements regarding the work that must be performed by the Health Facilities Certification Unit. Failure to perform the mandatory workload would have had significant financial ramifications for the Department. As of 2007 the Certification Unit did not have the number of staff necessary to complete the minimum amount of work required by the Federal government. That could have resulted in the determination by CMS that the Department had decided to withdraw from the program. This again would have had significant financial ramifications for the Department and the State of New Hampshire as a whole.

It is important to note that in order for a certification survey to be valid a Registered Nurse must directly participate in the survey. Moreover, a Registered Nurse must go through an eight to twelve month Federally mandated orientation and training period before he or she can participate in a certification review as a member of the survey team. Consequently, even if the Department was able to recruit qualified applicants, the problem would have persisted for many months to come.

Fortunately, the request for a 30% salary enhancement was granted effective July 18, 2007. The enhancement very much had the desired effect. Almost immediately the Department began successfully recruiting and hiring Registered Nurses qualified to do the job. Most significantly the Certification Unit was able to lure back the Licensing and Evaluation Coordinator who had resigned. In addition, the other Licensing and Evaluation Coordinator who had submitted his resignation withdrew that resignation and decided to remain with the Certification Unit. This was extremely

important, as these individuals had completed the Federally mandated orientation and training period and could participate in surveys. In addition, both the Licensing and the Certification Units were able to hire other qualified Registered Nurses. Consequently, at this time all Licensing and Evaluation Coordinator positions in the Health Facility Licensing Unit are filled, and all but one such position in the Health Facility Certification Unit are filled. Due to the increased staffing, both units are currently able to complete their mandated workload in a timely manner.

There continues to be a shortage of Registered Nurses in the United States generally and in New Hampshire specifically. Nurses in the private sector continue to earn far more than nurses working in State positions. The exception is the Health Facility Licensing and Certification Units where there is near parity due solely to the 30% salary enhancement. Hence, the only reason we are able to retain Licensing and Evaluation Coordinators in these units is because the 30% enhancement is in effect. Were the 30% enhancement to lapse it is certain that several Licensing and Evaluation Coordinators would promptly leave for higher paying jobs elsewhere. Several more would likely retire rather than experience a 30% reduction in pay.

Enclosed with this request is a fiscal impact sheet for all affected positions.

This increase is necessary to maintain a competitive salary for recruiting and retaining our Licensing & Evaluation Coordinator positions. If approved overall cost of this increase would be \$260,382.73 and we would ensure that the salary for each position in this classification would be increased by the authorized enhancement percentage. There are sufficient funds in each of the Departments' affected Divisions' budgets to cover this request.

I am available to answer questions you may have related to this reclassification request. I appreciate your attention to this matter.

Sincerely,

Mark C. Bussiere

Mark C. Bussiere, *for*
Director of Human Resources

Enclosures

cc: Mary Castelli, Director
James P. Fredyma, Controller
Grant Beckman, Financial Manager
John B. Martin, Manager



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About the job

Job Title
Staff Nurse - RN

Location
Concord, NH

Company Size
10-49 employees

Industry
Healthcare

Salary	Salary + Bonus	Hourly	Annual Salary	Surveys	Job Outlook
Staff Nurse - RN Concord, NH Median Salary \$67,979					
	10%	25%	75%	90%	
	\$56,198	\$81,812	\$74,810	\$81,020	

Projected Salary
Unknown

Next Steps >>>

About You

Education
Degree
Graduation
Experience

Years of Experience

How Often

Direct Reports

Reports To
Senior Admin

Job Performance
Fast rising

Staff Nurse - RN - Home Care

Staff Nurse - RN - Hospital

Staff Nurse - RN - Infection Control

Staff Nurse - RN - Intensive Care Unit

Staff Nurse - RN - Long-Term Care

Staff Nurse - RN - Medical Home

Case Manager

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About the job

Staff Nurse - RN
Manchester, NH

Job Title
Staff Nurse - RN

Location
Manchester, NH

Company Size
of employees

Industry
Type of business

Median Salary
\$68,110

10%	25%	75%	90%
\$55,306	\$61,031	\$74,954	\$81,185

Projected Salary
Unknown

Next Steps >>>

About You

Education
Degree

Experience
Years of Experience

Direct Reports

Reports To
Your Boss

Job Performance
Your Salary

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- Staff Nurse - RN - Medical Home
- Case Manager
- Case Manager -