

WLP
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New Hampshire Veterans Home

139 Winter Street
 Tilton, NH 03276



Margaret D. LaBrecque
 Commandant

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

October 31, 2019

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 continue a fifteen percent (15%) base hourly wage enhancement to nursing staff currently paid under the Institutional Nurse (N130) pay scale for recruitment and retention purposes. This request is projected to increase funding by \$1,362,553 over the 24 month period ending in FY 22. This enhancement would be effective from March 9, 2020 through March 9, 2022.

Funding source: 29% Federal Funds, 47% General Funds, 24% Other.

Funds are available due to vacancy savings in 05-00043-043-430010-5359-010, NH Veterans Home, Professional Services, as follows:

	<u>FY2020</u>	<u>FY2021</u>	<u>FY2022</u>	<u>Total</u>
010-500100 Regular Officers And Employees	\$206,542.08	\$671,261.76	\$484,749.36	\$1,362,553.20

EXPLANATION

The New Hampshire Veterans Home (NHVH) continues to experience intense difficulty in filling and retaining nursing positions in the current labor market. The local and state unemployment rate has remained under 2.5 percent over the past 12 months (September 2018) while at the same time occupations in the healthcare sector are projected to grow faster than other sectors. The workforce is aging as predicted and the pace of retirements of state employees has accelerated in the last year. Consequently, the vacancy rate at NHVH has risen each year even with the 15% enhance enacted in March of 2018 –see Table 1 below.

Table 1 New Hampshire Veterans Home Nurse Positions

Classified Position	Labor Grade	Authorized positions (2019)	Vacant 2018/2019	Vacant 2017	Vacant 2016	Vacant 2015	Vacant 2014
Director of Nursing	34	1	0	0	0	0	0
Asst. Director of Nursing	29	2	0	1	0	0	0
Registered Nurse I	19	3	1	1			
Registered Nurse II	21	21	8	6	3	1	1
Registered Nurse III	23	10	3	4	3	2	2
Nurse Specialist	25	5	1	0	1		
Nurse Coordinator	27	6	0	1			
Nurse Practitioner	28	2	0	1	0	1	1
Licensed Practical Nurse I	16	15	8	3	3	2	
Licensed Practical Nurse II	18	1	1	0			
Totals		66	22	17	10	6	4
Vacancy Rate			33%	25%	15%	9%	6%

Many complicated dynamics contribute to the NHVH's reduced effectiveness to fill nursing positions. The nursing shortage, the increased occupational choices for women, the archaic state hiring process and classification system to name but a few. While there have been some internal efforts to address these constraints, particularly the hiring and classification system, it will be years before anything is implemented. The most impactful and timely intervention is the continued enhancement of 15%. With this tool, the Home has been able to offer a viable wage in the current labor market (Table 2).

Table 2 NH Occupational Wages 2019			
	Entry level wage	Median wage	Experienced wage
Registered Nurse	RN I Step 1	RN II Step 4	RN III Step 4
State of NH with 15%	\$28.10	\$34.43	\$37.65
Laconia-Belmont	\$29.47	\$40.83	\$46.51
Greater Concord	\$27.50	\$34.90	\$38.59

Nurse Practitioner	LG 28/Step 1	LG 28/Step 4	LG 28/Step 8
State of NH with current 15% enhancement and direct care	\$41.00	\$46.67	\$56.00
Laconia-Belmont	Not available	Not available	Not available
Greater Concord	\$42.81	\$57.68	\$65.12
LPN	LPN I 16/Step 1	LPN I 16/Step 4	LPN I 16/Step 8
State of NH with 15%	\$24.97	\$28.10	\$33.09
Laconia-Belmont	\$20.38	\$23.98	\$25.82
Greater Concord	\$22.00	\$26.60	\$28.89

Demand will continue as population ages

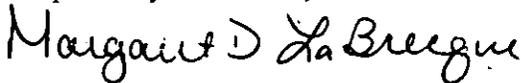
Unfortunately, the labor force continues to shrink while the Healthcare sector and occupations such as RNs continue to grow at accelerating rates. The number of openings in the nursing field is projected to exceed supply over the next decade in all geographic areas. In New Hampshire the Economic and Labor Market Information Bureau is projecting the growth rate of job openings to be 19% for registered nurses, 30% for nurse practitioners and 24% for licensed practical nurses. Private employers are adapting to the increased competition for a limited supply of applicants. There are at least 12 licensed nursing homes in the Belknap /Merrimack County areas at this time.

At the same time, the top seven areas of concentration for current and recent nursing students are legal nurse consultant, nurse midwife, nurse anesthetist, travel nurse, holistic nursing, informatics nurse specialist and surgical nursing. Geriatrics nursing does not attract students as successfully as other areas of concentration, primarily due to lower wages.

The Veterans Home's approach to the staffing crisis is multi leveled and comprehensive. In addition to the 15% enhancement, the Home has contracted with a Travel Nursing agency to fill gaps, has expanded scheduling options for existing staff, and is developing training opportunities internally and externally to develop and retain nursing staff. Recruitment and outreach efforts are collaborative with the best results coming from employee referrals.

Your favorable action on this request would be appreciated.

Respectfully Submitted,



Margaret D. LaBrecque
Commandant

Plourde, Armand

From: Leeming, Alice
Sent: Thursday, October 31, 2019 12:51 PM
To: LaBrecque, Margaret; Plourde, Armand
Subject: FW: Nursing Enhancement

From: Rudis, Lorrie <Lorrie.Rudis@das.nh.gov>
Sent: Thursday, October 31, 2019 8:14 AM
To: Leeming, Alice <Alice.Leeming@nhvh.nh.gov>
Subject: Nursing Enhancement

Greetings Alice

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 the positions below, 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 15% enhancement, for a period not to exceed 24 months.

- Director of Nursing
- Asst. Director of Nursing
- Registered Nurse I
- Registered Nurse II
- Registered Nurse III
- Nurse Specialist
- Nurse Coordinator
- Nurse Practitioner
- Licensed Practical Nurse I
- Licensed Practical Nurse II

Lorrie A. Rudis
Director of Personnel
NH Department of Administrative Services
28 School Street
Concord, NH 03301

New Hampshire Veterans Home
 Proposal to Address Nursing Shortage
 Fiscal Impact of 15% Base Rate Enhancement
 Nurse Pay Scale (N130) Effective January 4, 2019
 10/31/2019

FY 2020

# Positions	Title	LG	Step	Hourly Rate	Annual Salary	Annual for # of Positions	15% Enhanced Pay			Fund	Agency	Orgn	Cls	Hours Wk
							New Hourly rate	Annual Salary	Enhanced \$ for # of Positions					
1	Director of Nursing	34	5	\$55.88	\$116,230.40	\$116,230.40	\$64.26	\$133,664.96	\$133,664.96	10	43	5359	10	40
2	Asst. Director of Nursing	29	5	\$44.25	\$92,040.00	\$184,080.00	\$50.89	\$105,846.00	\$211,692.00	10	43	5359	10	40
3	Registered Nurse I	19	5	\$28.78	\$59,862.40	\$179,587.20	\$33.10	\$68,841.76	\$206,525.28	10	43	5359	10	40
21	Registered Nurse II	21	5	\$31.21	\$64,916.80	\$1,363,252.80	\$35.89	\$74,654.32	\$1,567,740.72	10	43	5359	10	40
10	Registered Nurse III	23	5	\$34.16	\$71,052.80	\$710,528.00	\$39.28	\$81,710.72	\$817,107.20	10	43	5359	10	40
5	Nurse Specialist	25	5	\$37.23	\$77,438.40	\$387,192.00	\$42.81	\$89,054.16	\$445,270.80	10	43	5359	10	40
6	Nurse Coordinator	27	5	\$40.59	\$84,427.20	\$506,563.20	\$46.68	\$97,091.28	\$582,547.68	10	43	5359	10	40
2	Nurse Practitioner	28	5	\$42.43	\$88,254.40	\$176,508.80	\$48.79	\$101,492.56	\$202,985.12	10	43	5359	10	40
15	Licensed Practical Nurse I	16	5	\$25.44	\$52,915.20	\$793,728.00	\$29.26	\$60,852.48	\$912,787.20	10	43	5359	10	40
1	Licensed Practical Nurse II	18	5	\$27.60	\$57,408.00	\$57,408.00	\$31.74	\$66,019.20	\$66,019.20	10	43	5359	10	40

66 \$4,475,078.40 \$5,146,340.16

Enhancement cost \$671,261.76

\$206,542.08 Balance FY20
 03/31/2019 pay periods remaining

FY 2021

# Positions	Title	LG	Step	Hourly Rate	Annual Salary	Annual for # of Positions	15% Enhanced Pay			Fund	Agency	Orgn	Cls	Hours Wk
							New Hourly rate	Annual Salary	Enhanced \$ for # of Positions					
1	Director of Nursing	34	5	\$55.88	\$116,230.40	\$116,230.40	\$64.26	\$133,664.96	\$133,664.96	10	43	5359	10	40
2	Asst. Director of Nursing	29	5	\$44.25	\$92,040.00	\$184,080.00	\$50.89	\$105,846.00	\$211,692.00	10	43	5359	10	40
3	Registered Nurse I	19	5	\$28.78	\$59,862.40	\$179,587.20	\$33.10	\$68,841.76	\$206,525.28	10	43	5359	10	40
21	Registered Nurse II	21	5	\$31.21	\$64,916.80	\$1,363,252.80	\$35.89	\$74,654.32	\$1,567,740.72	10	43	5359	10	40
10	Registered Nurse III	23	5	\$34.16	\$71,052.80	\$710,528.00	\$39.28	\$81,710.72	\$817,107.20	10	43	5359	10	40
5	Nurse Specialist	25	5	\$37.23	\$77,438.40	\$387,192.00	\$42.81	\$89,054.16	\$445,270.80	10	43	5359	10	40
6	Nurse Coordinator	27	5	\$40.59	\$84,427.20	\$506,563.20	\$46.68	\$97,091.28	\$582,547.68	10	43	5359	10	40
2	Nurse Practitioner	28	5	\$42.43	\$88,254.40	\$176,508.80	\$48.79	\$101,492.56	\$202,985.12	10	43	5359	10	40
15	Licensed Practical Nurse I	16	5	\$25.44	\$52,915.20	\$793,728.00	\$29.26	\$60,852.48	\$912,787.20	10	43	5359	10	40
1	Licensed Practical Nurse II	18	5	\$27.60	\$57,408.00	\$57,408.00	\$31.74	\$66,019.20	\$66,019.20	10	43	5359	10	40

66 \$4,475,078.40 \$5,146,340.16

Enhancement cost \$671,261.76

FY 2022

# Positions	Title	LG	Step	Hourly Rate	Annual Salary	Annual for # of Positions	15% Enhanced Pay			Fund	Agency	Orgn	Cls	Hours Wk
							New Hourly rate	Annual Salary	Enhanced \$ for # of Positions					
1	Director of Nursing	34	6	\$58.41	\$121,492.80	\$121,492.80	\$67.17	\$139,716.72	\$139,716.72	10	43	5359	10	40
2	Asst. Director of Nursing	29	6	\$46.23	\$96,158.40	\$192,316.80	\$53.16	\$110,582.16	\$221,164.32	10	43	5359	10	40
3	Registered Nurse I	19	6	\$29.94	\$62,275.20	\$186,825.60	\$34.43	\$71,616.48	\$214,849.44	10	43	5359	10	40
21	Registered Nurse II	21	6	\$32.51	\$67,620.80	\$1,420,036.80	\$37.39	\$77,763.92	\$1,633,042.32	10	43	5359	10	40
10	Registered Nurse III	23	6	\$35.66	\$74,172.80	\$741,728.00	\$41.01	\$85,298.72	\$852,987.20	10	43	5359	10	40
5	Nurse Specialist	25	6	\$38.88	\$80,870.40	\$404,352.00	\$44.71	\$93,000.96	\$465,004.80	10	43	5359	10	40
6	Nurse Coordinator	27	6	\$42.43	\$88,254.40	\$529,526.40	\$48.79	\$101,492.56	\$608,955.36	10	43	5359	10	40
2	Nurse Practitioner	28	6	\$44.25	\$92,040.00	\$184,080.00	\$50.89	\$105,846.00	\$211,692.00	10	43	5359	10	40
15	Licensed Practical Nurse I	16	6	\$26.53	\$55,182.40	\$827,736.00	\$30.51	\$63,459.76	\$951,896.40	10	43	5359	10	40
1	Licensed Practical Nurse II	18	6	\$28.78	\$59,862.40	\$59,862.40	\$33.10	\$68,841.76	\$68,841.76	10	43	5359	10	40

66 \$4,667,956.80 \$5,368,150.32

Enhancement cost \$700,193.52

\$184,749.96 Balance FY22
 03/31/22 pay periods remaining

TOTAL ACTUAL FINANCIAL IMPACT FY 2021 & 22. \$1,362,553.20

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