



Margaret D. LaBrecque  
Commandant

## New Hampshire Veterans Home

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October 30, 2018

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

### REQUESTED ACTION

Authorize the New Hampshire Veterans Home to accept and expend funds from the Community Health Service Network, in the amount of \$5,000 to provide workforce incentives to assist with the regional workforce crisis. Effective upon Governor and Executive Council approval through June 30, 2019.  
100% Other Funds

Funds to be budgeted as follows:

Employee Retention Incentive Plan  
05-43-43-430010-11780000

Source of Funds	Title	Amount
100% Other	Employee Retention Incentive Plan (ERIP)	\$ (5,000.00)
Class/Expense	Class Title	Amount
020-500200	Current Expense	\$ 5,000.00

### EXPLANATION

Community Health Service Network (CHSN) established a unique Employee Retention Incentive Plan (ERIP) for its partners, which in return for their investment and engagement in DSRIP activities and to potentially aid in the regional workforce crisis. The New Hampshire Veterans Home (NHVH) has the flexibility to use these incentive funds as we deem appropriate for our employees and the NHVH's uniqueness. Ways that the funding may be used include recruitment expenses, loan repayment, payment of certification or educational advancement opportunities, incentives, employee outings or events.

The NHVH will be required to report back to CHSN on how we utilized the ERIP funds on an annual basis throughout the DSRIP waiver period.

When these funds are no longer available General and/or Agency Income will not be requested to support this program.

Respectfully Submitted,

*Margaret D. LaBrecque*  
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## Congratulations on receiving your first CHSN Employee Retention Incentive Plan Payment!

CHSN established a unique Employee Retention Incentive Plan (ERIP) plan for its partners, which, in return for their investment and engagement in DSRIP activities and to potentially aid in the regional workforce crisis, CHSN will incent agencies every six months to be utilized for their own employee retention and recruitment purposes. Partners will be required to meet criteria (see table below) in order to be eligible for funding and all criteria must be met for a payout to be awarded. Organizations have the flexibility to use these incentive funds as they deem appropriate for their employees and organizational uniqueness. Examples of funding use may include recruitment expenses, loan repayment, payment of certifications or educational advancement opportunities, base pay or salary increases, incentives, merit or cash bonuses, flex time or paid time off for performance, employee outings/events, etc.

- Partners will be required to report back to CHSN on how they utilized their ERIP funds on an annual basis (3x) throughout the DSRIP waiver period.
- Payment to partners will occur every six months effective January 1, 2018 and ending December 31, 2020. CHSN will track criteria by agency. EXAMPLE: If criteria is met during a January – June timeframe, then upon CHSN receiving its performance incentive payment from DHHS for that time period, then CHSN partners will be paid within 30 days following (i.e. typically in July/Aug or Jan/Feb for the previous six-month period).
- Agencies will only receive payment if CHSN receives its FULL PAYOUT for that reporting period from DHHS.
- Only a score of Met or Not Met will apply (no partial scores will be given).
- All agencies are tiered based on their level of DSRIP involvement and are listed below.

CHSN MEMBERS	A SCORE OF MET WILL OCCUR IF:
Attendance* at monthly board meetings	5 out of 6 CHSN board meetings attended
Responsiveness to CHSN/IDN related email requests	Response received within 3 business days
Completion of surveys, forms, etc.	Deliverable received by deadline
Attendance* at quarterly network meetings	1 out of 2 network meetings attended
Participation by identified agency staff in scheduled DSRIP-related trainings	Majority (80%***) of identified staff attend scheduled event
Provide agency-specific data upon request by CHSN for DHHS/CMS (based on identified DSRIP specific outcome measures)	Data sent/received by deadline established

CHSN AFFILIATES	A SCORE OF MET WILL OCCUR IF:
Attendance* at quarterly network meetings	2 out of 2 network meetings attended
Responsiveness to CHSN/IDN related email requests	Response received within 3 business days
Completion of requested surveys, forms, etc.	Deliverable received by deadline
Participation by identified agency staff in scheduled DSRIP-related trainings	No less than 80%** of identified staff attend scheduled event
Provide agency-specific data upon request by CHSN for DHHS/CMS (based on identified DSRIP specific outcome measures)	Data sent/received by deadline established

\*Attendance: In person or via phone either by identified CHSN representative or agency delegate.

\*\*Adjustments may be made on a case-by-case basis by Executive Director for smaller agencies.

\*\*\*A signed CHSN MOU must be on file prior to any partner receiving their ERIP payment.

<b>"Integrated Healthcare" Member Agencies = \$12,500 payout per six month period</b>	
1	LRGHealthcare
2	Speare Memorial Hospital
3	Mid-State Health Center
4	HealthFirst Family Care Center
5	Genesis Behavioral Health Center
6	Horizons Counseling Center

<b>Remaining Member Agencies = \$10,000 payout per six month period</b>	
1	Lakes Region Community Services
2	Partnership for Public Health
3	Pemi-Baker Community Health
4	CAP Belknap-Merrimack Counties
5	Central NH VNA & Hospice
6	Communities for Alcohol & Drug-free Youth (CADY)
7	Franklin VNA & Hospice
8	Newfound Area Nursing Association (NANA)
9	Lakes Region Visiting Nurse Association

<b>Affiliate Agencies = \$5,000 payout per six month period</b>	
1	Ascentria
2	Belknap County
3	Bridge House
4	Community Bridges
5	Cornerbridge
6	Crotched Mountain Foundation
7	Easter Seals/Farnum North
8	Grafton County
9	Granite State Independent Living
10	HOPE for NH Recovery
11	Merrimack County
12	National Alliance on Mental Illness NH (NAMI NH)
13	Navigating Recovery of the Lakes Region
14	NH Alcohol and Drug Abuse Counselors Association
15	NH Veterans Home
16	Plymouth Area Resource Connection
17	Riverbend Community Mental Health Center

If you have any questions, please contact Audrey Goudie, CHSN Executive Director at 707-5856.

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