

STATE OF NEW HAMPSHIRE
BOARD OF PHARMACY

121 South Fruit Street
Concord, NH 03301-2412

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October 15, 2014

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Executive Council
State House
Concord, NH 03301

Retroactive

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 Board of Pharmacy to continue to pay a straight 30% salary enhancement for another two-year period effective **retroactively** to August 14, 2014 and expiring on August 13, 2016 for the Board's 4 pharmacist positions (listed below) for retention/recruitment purposes. The Governor and Council previously approved a 30% enhancement (Item 76, July 11, 2012) for the period from August 14, 2012 through August 13, 2014. Funding to support this pay enhancement is available in appropriation 05-74-74-743510-7435 through the current biennium ending June 30, 2015 and the Board of Pharmacy has budgeted for these enhancements in its FY16 and FY17 budget. The Board of Pharmacy is a self-funded agency which complies with the 125% rule.

Position Number	Title	Salary Grade
18659	Administrator III (Executive Secretary / Director)	31
17094	Administrator II (Chief Compliance Investigator)	29
22008	Compliance Investigator	27
14337	Compliance Investigator	27

EXPLANATION

These enhancements are necessary in order to maintain the employment of current staff (4 pharmacist positions). Skilled, experienced pharmacists are desired for these challenging positions and external salaries still remain substantially higher than state pharmacist salaries, making it difficult to retain qualified, credentialed individuals. The reason for the **retroactive** request was that the Board was awaiting the completion of the reclassification of position number 18659 (the Board's Executive Secretary / Director position) by the Division of Personnel before seeking the enhancement request for all its pharmacist positions.

Respectfully submitted,

Robert J. Stout, R.Ph.
Commissioner
FOR THE BOARD

**NH Board of Pharmacy
Cost of 30% Salary Enhancements
Over 2-Year Period Enhancements Will Be In Effect**

Class 010 (Salaries) Increased Expenses					
Position Number	Title	Cost of 30% Enhancement (Year 1)	Cost of 30% Enhancement (Year 2)	Total Cost of 30% Enhancement Over 2 Year Request	
18659	Administrator III (LG 31, Step 5)	\$22,148	\$22,148	\$44,296	
17094	Administrator II (LG 29, Step 8)	\$23,195	\$23,195	\$46,390	
22008	Compliance Investigator (LG 27, Step 8)	\$21,019	\$21,019	\$42,038	
14337	Compliance Investigator (LG 27, Step 7)	\$20,118	\$21,019	\$41,137	
	Total Cost to Board →	\$86,480	\$87,381	\$173,861	

Class 060 (Benefits – Social Security (6.2%), Medicare 1.45%, & Retirement 12.5%) Increased Expenses					
Position Number	Title	Cost of 30% Enhancement (Year 1)	Cost of 30% Enhancement (Year 2)	Total Cost of 30% Enhancement Over 2 Year Request	
18659	Administrator III (LG 31, Step 5)	\$4,463	\$4,463	\$8,926	
17094	Administrator II (LG 29, Step 8)	\$4,674	\$4,674	\$9,348	
22008	Compliance Investigator (LG 27, Step 8)	\$4,235	\$4,235	\$8,470	
14337	Compliance Investigator (LG 27, Step 7)	\$4,054	\$4,235	\$8,289	
	Total Cost to Board →	\$17,426	\$17,607	\$35,033	

Grand Total Cost of Enhancements (Salary + Benefits) →		\$103,906	\$104,988	\$208,894	
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All Figures Rounded to Nearest Dollar

October 15, 2014



State of New Hampshire

DIVISION OF PERSONNEL
Department of Administrative Services
State House Annex – 28 School Street
Concord, New Hampshire 03301

LINDA M. HODGDON
Commissioner
(603) 271-3201

SARA J. WILLINGHAM
Director
(603) 271-3261

October 6, 2014

Robert J. Stout, R.Ph.
Commissioner, Board of Pharmacy
121 South Fruit Street
Concord, NH 03301-2412

Re: Request to Extend Salary Enhancements – Salary Documentation

Dear Mr. Stout,

Thank you for submitting the additional salary documentation that I requested in my September 26, 2014 letter to you. You have provided a comparison of Pharmacist Salaries by State as well as information from the US News and World Report listing the median nationwide salary for Pharmacist positions. Based on the additional information you submitted, I concur with your request to proceed to the Governor and Executive Council for authorization to continue the 30% salary enhancement for the following four positions, for a period not to exceed 24 months:

18659 – Administrator III (Executive Secretary)
17094 – Administrator II (Chief Compliance Investigator)
14337 – Compliance Investigator
22008 – Compliance Investigator

As an alternative to any future extension of this temporary salary enhancement, I would also recommend that you consider establishing these Pharmacist positions as unclassified, rather than keeping them in the classified system on the classified pay scale. As an example, The Department of Health and Human Services set up unclassified Pharmacist positions at grade level KK. The State is currently in the budget development process and this may be a change you want to consider for future budget years.

I have attached a copy of my earlier communication to you, along with printed copies of this information from the websites referenced in your submittal.

Sincerely,

Sara J. Willingham
Director

cc: Linda Hodgdon, Commissioner of Administrative Services
Matthew Newland, Manager of Employee Relations