



Lori A. Shibanette  
Commissioner

Heather M. Moquin  
Chief Executive Officer

STATE OF NEW HAMPSHIRE  
DEPARTMENT OF HEALTH AND HUMAN SERVICES  
NEW HAMPSHIRE HOSPITAL

36 CLINTON STREET, CONCORD, NH 03301  
603-271-5300 1-800-852-3345 Ext. 5300  
Fax: 603-271-5395 TDD Access: 1-800-735-2964  
www.dhhs.nh.gov

December 21, 2021

His Excellency, Governor Christopher T. Sununu  
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), New Hampshire Hospital (NHH) to continue the fifteen percent (15%) base hourly wage enhancement for nursing staff currently paid under the Institutional Nurse (N130) pay scale for recruitment and retention purposes effective January 13, 2022 upon Governor and Executive Council approval through January 12, 2024. Source of Funds: 38% General Funds, 62% Other Funds (provider fees).

**EXPLANATION**

The demand for acute psychiatric services provided by New Hampshire Hospital (NHH) continues to exceed available staff resources. The acuity level of patients admitted to NHH has continued to rise due to a number of factors, which include increasing medical co-morbidities related to an aging general population and increasing level of dangerousness related to co-morbid use of illegal substances. NHH has continued to have extreme difficulty recruiting Nurses and Nurse Practitioners - see Table 1 & 2. New Hampshire Hospital (NHH) positions require licensure as a registered nurse and those positions are being paid from the Institutional Nurse Pay Scale (N130). A 15% enhancement to the Institutional Nurse pay scale was approved by Governor and Council on January 13, 2016 (Item #19A), continued with approval on November 22, 2017 (Item #16) and remains in effect currently with approval on December 18, 2019 (Item #27) for New Hampshire Hospital nurses. In the past, it has proven to be an effective tool for addressing the nursing shortage, with the vacancy rates remaining high for entry level RNs but insignificant for the more advanced positions as Table 1 shows. Since the enactment of the 15% enhancement, several local hospitals have increased their rates to attract additional nurse candidates. As a result, NHH lost the competitive advantage provided by the enhancement. In order for New Hampshire Hospital to attract desirable licensed candidates and retain them, the Department requests the enhancement be extended for an additional 24 months.

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December 21, 2021

**Table 1**

NHH Registered Nurse Positions		FULL TIME--CLS 010*					
		11/1/2019		11/1/2020		11/1/2021	
Classification	LG	Total Authorized Positions	Vacant	Total Authorized Positions	Vacant	Total Authorized Positions	Vacant
Lic. Practical Nurse	18	2	1	1	0	1	1
Registered Nurse I	19	4	0	7	0	5	0
Registered Nurse II	21	32	0	31	0	28	0
Registered Nurse III	23	57	15	75	33	79	40
Nurse Specialist	25	15	0	17	3	18	3
Nursing Coordinator	27	14	0	14	1	15	0
Nurse Practitioner APRN	28	4	0	6	0	6	1
Asst. Nurse Director	29	2	1	2	0	2	0
Nursing Director	34	1	0	1	0	1	0
	Total	131	17	154	37	155	45
		Vacancy Rate:	13%	Vacancy Rate:	28%	Vacancy Rate:	34%

\*INCLUDES ONE FULL TIME POSITION PAID FROM CLS 050 AS THE POSITION HAS NOT CONVERTED FROM 8T TO 5-DIGIT PERM POSITION #

**Table 2**

NHH Registered Nurse Positions		PART TIME--CLS 050					
		11/1/2019		11/1/2020		11/1/2021	
Classification	LG	Total Authorized Positions	Vacant	Total Authorized Positions	Vacant	Total Authorized Positions	Vacant
Registered Nurse I	19	1	0	1	0	0	0
Registered Nurse II	21	5	0	6	0	8	0
Registered Nurse III	23	40	35	39	32	43	39
Nursing Coordinator	27	15	3	15	4	15	4
Nurse Practitioner APRN	28	1	0	1	1	1	1
	Total	62	38	62	37	67	44
		Vacancy Rate:	61%	Vacancy Rate:	60%	Vacancy Rate:	71%

Overall Vacancy Rate	28%	34%	40%
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There are currently forty-five (45) full-time and forty-four (44) part-time nurse vacancies at New Hampshire Hospital. The vacancies have created increased stress for registered nurses who must regularly work mandatory overtime – in addition to their regular hours. This is expensive, and more troubling, it negatively affects the quality of care provided by a group of dedicated nurses who already work in a stressful, demanding and dangerous environment. The added stress related to working additional hours over a long period is taking its toll on the current workforce, whose average age is close to the national average of 50. Despite intensive efforts to recruit new nurses, NHH has been unable to fill all vacant nurse positions.

Funds are available in SFY 2022 and 2023 and anticipated to be available in SFY 2024.

**05-95-94-940010-87500000 HEALTH AND SOCIAL SERVICES, DEPT OF HEALTH AND HUMAN SVCS, HHS: NEW HAMPSHIRE HOSPITAL, NEW HAMPSHIRE HOSPITAL, ACUTE PSYCHIATRIC SVCS**

Fiscal Year	Class/Object	Class Title	Amount Requested
SFY 2022	010-500100	Personal Services - Perm Class	1,072,773.00
SFY 2023	010-500100	Personal Services - Perm Class	2,426,004.00
SFY 2024	010-500100	Personal Services - Perm Class	1,285,708.00
		TOTAL	4,784,485.00

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**05-95-094-940010-60960000 DEPARTMENT OF HEALTH AND HUMAN SERVICES, HHS: NEW HAMPSHIRE HOSPITAL, NEW HAMPSHIRE HOSPITAL, NH COMMUNITY RESIDENCE**

Fiscal Year	Class/Object	Class Title	Amount Authorized
SFY 2022	010-500100	Personal Services - Perm Class	20,796.00
SFY 2023	010-500100	Personal Services - Perm Class	46,790.00
SFY 2024	010-500100	Personal Services - Perm Class	24,618.00
		TOTAL	92,204.00

**05-95-94-940010-87500000 HEALTH AND SOCIAL SERVICES, DEPT OF HEALTH AND HUMAN SVCS, HHS: NEW HAMPSHIRE HOSPITAL, NEW HAMPSHIRE HOSPITAL, ACUTE PSYCHIATRIC SVCS**

Fiscal Year	Class/Object	Class Title	Amount Requested
SFY 2022	050-500109	Personal Services - Temp	362,621.00
SFY 2023	050-500109	Personal Services - Temp	815,896.00
SFY 2024	050-500109	Personal Services - Temp	434,352.00
		TOTAL	1,612,869.00

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**05-95-094-940010-60960000 DEPARTMENT OF HEALTH AND HUMAN SERVICES, HHS: NEW HAMPSHIRE HOSPITAL, NEW HAMPSHIRE HOSPITAL, NH COMMUNITY RESIDENCE**

Fiscal Year	Class/Object	Class Title	Amount Authorized
SFY 2022	050-500109	Personal Services - Temp	8,980.00
SFY 2023	050-500109	Personal Services - Temp	20,205.00
SFY 2024	050-500109	Personal Services - Temp	10,476.00
		TOTAL	39,661.00

**Nursing Shortage:**

Growing demand for healthcare services from an aging population, coupled with an aging nursing workforce, has created a significant nursing shortage in New Hampshire and across the United States. The American Association of Colleges of Nursing (AACN) notes that the combination of more people from the baby boomer generation living longer, the advancing age of registered nurses heading for retirement and fewer seats available in nursing school classrooms underlies the nursing shortage in the U.S. and that “employers must engage creative recruitment strategies to attract and retain qualified nurses, particularly registered nurses, where job growth is expected to rise by 12 percent from 2018 to 2028, according to the U.S. Bureau of Labor Statistics.” Older nurses who put off early retirement during the recent economic recession are now nearing their seventies and are more than ready to retire from their demanding job environments. Schools of nursing have been unable to train enough new nurses to keep pace with the growing shortage due to a lack of adequate faculty, facilities, and clinical placement sites.

Psychiatric Nursing will not fare well during this continuing crisis, because it is a specialty that is generally not preferred and one that is often feared, because of the stigma associated with mental illness. Psychiatric Nursing attracts less than 7% of nurses because it requires specialized knowledge, sophisticated communication ability, complex problem solving skills and tremendous self-confidence to work with people who are in crisis under stressful and hazardous conditions.

**Competitive Market:**

Registered nurses searching for jobs in southern New Hampshire today will find numerous opportunities. Other hospitals in the Concord area are offering basic compensation that is 21% to 26% higher for experienced nurses than pay scales afforded by the State classification system and some have hired nurse recruiters into full time positions. Hospitals are also offering sign-on bonuses and/or tuition assistance in an effort to fill and retain staffing. Such creative recruitment strategies are not available as enticements to work at NHH. As shown in Table 3, below, the state’s salary schedule is not competitive with Concord and statewide hospitals. Recruitment is particularly difficult for evening and night shifts, due to the higher shift differentials paid in other hospitals, as well.

Table 3

New Hampshire Employment Security: New Hampshire Occupational Employment & Wages - 2020  
 Greater Concord Area, June 2020. <https://www.nhes.nh.gov/elmi/products/documents/wages-conc.pdf>  
 Appendix A, Wage Schedule N130-Institutional Nurses and APRNs effective July 2, 2021

Registered Nurses SIC 29-1171	Entry Level	Mean	Experienced
Concord Area	\$40.91	\$55.34	\$62.56
Statewide	\$42.30	\$54.31	\$60.32
<b>State Wage</b>			
RN Specialist LG25 Step 1	\$31.72		
RN Coordinator LG27 Step 5		41.07	
RN APRN LG28 Step 8			\$49.27
State Wage vs Concord Market	77%	74%	79%

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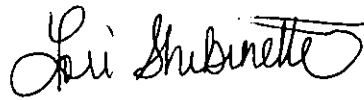
Should Governor and Council determine to deny this request, New Hampshire Hospital would be unable to adequately recruit and retain staff negatively impacting patient care.

Area served: NHH Acute Psychiatric Facility and Philbrook Adult Transitional Housing location.

Source of funds: 38% General Funds, 62% Other Funds (provider fees).

In the event that other funds become no longer available, additional general funds will not be requested to support this request.

Respectfully submitted

A handwritten signature in black ink, reading "Lori Shabinette". The signature is written in a cursive style with a large initial "L" and a decorative flourish at the end.

Lori A. Shabinette  
Commissioner, DHHS

## Ferland, Donna

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**From:** Caristi, Joseph  
**Sent:** Tuesday, December 21, 2021 8:11 AM  
**To:** Ferland, Donna  
**Subject:** FW: Nurses at HHS

**Importance:** High

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**From:** Spring, Laurie <Laurie.J.Spring@dhhs.nh.gov>  
**Sent:** Tuesday, December 21, 2021 8:01 AM  
**To:** Caristi, Joseph <Joseph.T.Caristi@dhhs.nh.gov>; Moquin, Heather <Heather.M.Moquin@dhhs.nh.gov>  
**Cc:** Weaver, Lori <Lori.A.Weaver@dhhs.nh.gov>  
**Subject:** FW: Nurses at HHS  
**Importance:** High

Please see below for DOP approval to extend the enhancement for NHH nurses.

Thank you,

Laurie Spring  
Assistant Director  
Bureau of Human Resource Management  
Brown Building Room 164  
603-271-9019

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**From:** Rudis, Lorrie <Lorrie.A.Rudis@das.nh.gov>  
**Sent:** Tuesday, December 21, 2021 7:59 AM  
**To:** Spring, Laurie <Laurie.J.Spring@dhhs.nh.gov>  
**Subject:** Nurses at HHS

The enhancement is approved for the nurses.

New Hampshire Hospital Proposed to Address Nursing Shortage Fiscal Impact of Base Rate Enhancement Nurse Pay Scale (RN13) Effective January 1, 2022																					
FY 2022 12 Pay Periods 1/1/2022-6/30/2022 59 hours x 12 pp = 708 hours																		Enhanced Pay			
# Posn	Title	LG	Step	Hourly Rate	Standard Salary	Standard Hazard Pay	Total Present Std Salary	Period Cost for # of Posns	Hourly Rate	Salary	Hazard Pay	Total Enhanced Salary	Enhanced \$ for # of Posns	Fund	App	Orgn	Cls	Hours/Wk			
1	Nurse Practitioner APRN	28	6	44.77	31,697	354	32,051	32,051	53.72	38,037	354	38,391	38,391	010	094	8750	050	29.5			
0	RN I	19	3	26.84	19,003	354	19,357	-	32.21	22,803	354	23,157	-	010	094	8750	050	29.5			
8	RN II	21	6	32.89	23,298	354	23,652	188,121	39.47	27,943	354	28,297	226,379	010	094	8750	050	29.5			
43	RN III	23	6	36.06	25,543	354	25,897	1,113,842	43.30	39,854	354	40,208	1,333,325	010	094	8750	050	29.5			
15	Nursing Coordinator	27	8	46.77	33,113	354	33,467	502,007	56.12	39,736	354	40,090	601,347	010	094	8750	050	29.5			
67							1,836,821.04						2,188,441.65								
													Difference						362,620.61		
FY 2023 27 Pay Periods 7/1/2023-6/30/2023 59 hours x 27 pp = 1593 hrs annual																		Enhanced Pay			
# Posn	Title	LG	Step	Hourly Rate	Standard Salary	Standard Hazard Pay	Total Present Std Salary	Period Cost for # of Posns	Hourly Rate	Salary	Hazard Pay	Total Enhanced Salary	Enhanced \$ for # of Posns	Fund	App	Orgn	Cls	Hours/Wk			
1	Nurse Practitioner APRN	28	6	44.77	71,318	797	72,115	72,115	53.72	85,582	797	86,379	86,379	010	094	8750	050	29.5			
0	RN I	19	3	26.84	42,756	797	43,553	-	32.21	51,307	797	52,104	-	010	094	8750	050	29.5			
8	RN II	21	6	32.89	52,394	797	53,191	425,522	39.47	62,873	797	63,670	609,352	010	094	8750	050	29.5			
43	RN III	23	6	36.06	57,475	797	58,272	2,505,693	43.30	88,971	797	89,767	2,899,982	010	094	8750	050	29.5			
15	Nursing Coordinator	27	8	46.77	74,505	797	75,301	1,129,517	56.12	89,408	797	90,202	1,353,030	010	094	8750	050	29.5			
67							4,132,847.34						4,948,743.71								
													Difference						815,896.37		
FY 2024 14 Pay Periods 7/1/2023-6/1/2024 59 hours x 14 pp = 826 hours																		Enhanced Pay			
# Posn	Title	LG	Step	Hourly Rate	Standard Salary	Standard Hazard Pay	Total Present Annual Salary	Annual for # of Posns	Hourly Rate	Annual Salary	Hazard Pay	Total Enhanced Annual Salary	Enhanced \$ for # of Posns	Fund	App	Orgn	Cls	Hours/Wk			
1	Nurse Practitioner APRN	28	6	44.77	36,990	413	37,393	37,393	53.72	44,378	413	44,789	44,789	010	094	8750	050	29.5			
0	RN I	19	3	26.84	22,170	413	22,583	-	32.21	26,804	413	27,217	-	010	094	8750	050	29.5			
8	RN II	21	6	32.89	27,167	413	27,580	270,841	39.47	32,801	413	33,214	254,108	010	094	8750	050	29.5			
43	RN III	23	7	37.87	31,113	413	31,526	1,255,722	45.20	37,338	413	37,752	1,623,315	010	094	8750	050	29.5			
15	Nursing Coordinator	27	8	46.77	38,632	413	39,045	583,675	56.12	46,936	413	47,349	701,671	010	094	8750	050	29.5			
67							2,198,431.50						2,633,783.60								
													Difference						434,352.10		
													TOTAL Increased Costs								1,612,869.08

New Hampshire Hospital Proposal to Address Nursing Shortage (Fiscal Impact of Base Rate Enhancement Nurse Pay Scale (N130) Effective January 1, 2022)																			
FY 2022 12 Pay Periods 1/1/2022-6/30/2022 80 hours x 12 pp = 960 hours																			
# Posn	Title	LG	Step	Hourly Rate	Standard Salary	Standard Hazard Pay	Total Present Std Salary	Period Cost for # of Posns	Hourly Rate	Salary	Hazard Pay	Total Enhanced Salary	Enhanced \$ for # of Posns	Fund	Agcy	Orgn	ICs	Hours/Wk	
1	Nurse Director	34	8	59.08	56,728	480	57,208	57,208	70.91	68,072	480	68,552	68,552	010	094	8750	010	40	
2	Asst. Nurse Director	29	8	51.84	49,574	480	50,054	100,109	61.87	59,499	480	59,979	119,538	010	094	8750	010	40	
6	Nurse Practitioner APRN	26	6	44.77	42,978	480	43,458	260,755	53.72	51,575	480	52,055	312,330	010	094	8750	010	40	
1	Lic. Practical Nurse II	18	2	24.73	23,741	480	24,221	24,221	29.68	28,489	480	28,969	28,969	010	094	8750	010	40	
5	RN I	19	3	28.84	25,786	480	26,266	131,232	32.21	30,820	480	31,300	156,960	010	094	8750	010	40	
27	RN II	21	6	32.89	31,574	480	32,054	865,469	39.47	37,569	480	38,049	1,035,971	010	094	8750	010	40	
78	RN III	23	6	36.08	34,837	480	35,317	2,738,110	43.30	41,964	480	42,444	3,279,444	010	094	8750	010	40	
17	Nurse Specialist	25	8	37.87	36,183	480	36,663	622,834	45.20	43,396	480	43,876	743,689	010	094	8750	010	40	
14	Nursing Coordinator	27	8	46.77	44,898	480	45,378	833,309	58.12	53,879	480	54,359	781,027	010	094	8750	010	40	
151								5,436,345.00					6,508,118.72						
													Difference						
													1,071,773.12						
FY 2023 27 Pay Periods 7/1/2023-6/30/2023 80 hours x 27 pp = 2160 hrs annual																			
# Posn	Title	LG	Step	Hourly Rate	Standard Salary	Standard Hazard Pay	Total Present Std Salary	Period Cost for # of Posns	Hourly Rate	Salary	Hazard Pay	Total Enhanced Salary	Enhanced \$ for # of Posns	Fund	Agcy	Orgn	ICs	Hours/Wk	
1	Nurse Director	34	8	59.08	127,634	1,080	128,714	128,714	70.91	153,161	1,080	154,241	154,241	010	094	8750	010	40	
2	Asst. Nurse Director	29	8	51.84	111,542	1,080	112,622	225,245	61.87	133,851	1,080	134,931	269,862	010	094	8750	010	40	
6	Nurse Practitioner APRN	26	6	44.77	96,703	1,080	97,783	586,899	53.72	118,044	1,080	119,124	702,743	010	094	8750	010	40	
1	Lic. Practical Nurse II	18	2	24.73	53,417	1,080	54,497	54,497	29.68	64,100	1,080	65,180	65,180	010	094	8750	010	40	
5	RN I	19	3	28.84	57,874	1,080	58,954	295,272	32.21	69,569	1,080	70,649	351,246	010	094	8750	010	40	
27	RN II	21	6	32.89	71,042	1,080	72,122	1,947,305	39.47	85,251	1,080	86,331	2,330,834	010	094	8750	010	40	
78	RN III	23	6	36.08	77,833	1,080	78,913	8,182,998	43.30	83,518	1,080	84,598	7,378,750	010	094	8750	010	40	
17	Nurse Specialist	25	8	39.34	84,974	1,080	86,054	1,462,825	47.21	101,969	1,080	103,049	1,751,836	010	094	8750	010	40	
14	Nursing Coordinator	27	8	46.77	101,023	1,080	102,103	1,429,445	58.12	121,228	1,080	122,308	1,712,310	010	094	8750	010	40	
151								12,283,100.00					14,719,104.00						
													Difference						
													2,436,004.00						
FY 2024 14 Pay Periods 7/1/2024-6/30/2024 80 hours x 14 pp = 1120 hours																			
# Posn	Title	LG	Step	Hourly Rate	Standard Salary	Standard Hazard Pay	Total Present Std Salary	Period Cost for # of Posns	Hourly Rate	Salary	Hazard Pay	Total Enhanced Salary	Enhanced \$ for # of Posns	Fund	Agcy	Orgn	ICs	Hours/Wk	
1	Nurse Director	34	8	59.08	96,181	560	96,741	96,741	70.91	79,417	560	79,977	79,977	010	094	8750	010	40	
2	Asst. Nurse Director	29	8	51.84	57,837	560	58,397	116,794	61.87	69,404	560	69,964	139,828	010	094	8750	010	40	
6	Nurse Practitioner APRN	26	6	44.77	50,142	560	50,702	304,214	53.72	60,171	560	60,731	364,385	010	094	8750	010	40	
1	Lic. Practical Nurse II	18	2	24.73	27,698	560	28,258	28,258	29.68	33,237	560	33,797	33,797	010	094	8750	010	40	
5	RN I	19	3	28.84	30,981	560	31,541	153,304	32.21	36,073	560	36,633	183,165	010	094	8750	010	40	
27	RN II	21	6	32.89	36,837	560	37,397	1,009,714	39.47	44,204	560	44,764	1,208,632	010	094	8750	010	40	
78	RN III	23	7	37.87	42,190	560	42,750	3,334,531	45.20	60,628	560	61,188	3,682,701	010	094	8750	010	40	
17	Nurse Specialist	25	8	39.34	44,081	560	44,641	758,554	47.21	52,873	560	53,433	808,360	010	094	8750	010	40	
14	Nursing Coordinator	27	8	46.77	62,382	560	62,942	741,184	58.12	62,859	560	63,419	887,864	010	094	8750	010	40	
151								6,813,102.40					7,796,810.88						
													Difference						
													1,285,708.48						
													TOTAL Increased Costs						
													4,784,481.60						



New Hampshire Hospital																				
Proposed to Address Nursing Shortage																				
Fiscal Impact of Base Rate Enhancement																				
Nurse Pay Scale (RN130) Effective January 1, 2022																				
FY 2022 12 Pay Periods 1/13/2022-6/30/2022																				
80 hours x 12 pp = 960 hours																				
# Posn	Title	LG	Step	Hourly Rate	Standard Salary	Standard Hazard Pay	Total Present Std Salary	Period Costs for # of Posns	Hourly Rate	Enhanced Pay Salary	Hazard Pay	Total Enhanced Salary	Enhanced \$ for # of Posns	Fund	Agcy	Orgn	Cts	Hours/Wk		
1	RN II	21	7	34.58	33,178	480	33,658	33,658	41.47	39,813	480	40,293	40,293	010	094	6098	010	40		
1	RN III	23	6	36.08	34,537	480	35,117	35,117	43.30	41,964	480	42,044	42,044	010	094	6098	010	40		
1	Nurse Specialist	25	5	37.67	36,163	480	36,643	36,643	45.20	43,598	480	43,878	43,878	010	094	6098	010	40		
3							105,417.60						126,219.12							
													Difference						20,799.52	
FY 2023 27 Pay Periods 7/1/2023-6/30/2023																				
80 hours x 27 pp = 2160 hrs annual																				
# Posn	Title	LG	Step	Hourly Rate	Annual Salary	Annual Hazard Pay	Total Present Annual Salary	Annual for # of Posns	Hourly Rate	Annual Salary	Hazard Pay	Total Enhanced Annual Salary	Enhanced \$ for # of Posns	Fund	Agcy	Orgn	Cts	Hours/Wk		
1	RN II	21	7	32.89	71,042	1,080	72,122	72,122	39.47	85,251	1,080	86,331	86,331	010	094	6098	010	40		
1	RN III	23	6	36.08	77,933	1,080	79,013	79,013	43.30	93,519	1,080	94,599	94,599	010	094	6098	010	40		
1	Nurse Specialist	25	5	39.34	84,874	1,080	86,054	86,054	47.21	101,969	1,080	103,049	103,049	010	094	6098	010	40		
3							237,189.60						283,979.52							
													Difference						46,789.92	
FY 2024 14 Pay Periods 7/1/2024-6/30/2024																				
80 hours x 14 pp = 1120 hours																				
# Posn	Title	LG	Step	Hourly Rate	Salary	Hazard Pay	Total Present Annual Salary	Annual for # of Posns	Hourly Rate	Annual Salary	Hazard Pay	Total Enhanced Annual Salary	Enhanced \$ for # of Posns	Fund	Agcy	Orgn	Cts	Hours/Wk		
1	RN II	21	7	32.89	36,637	560	37,397	37,397	39.47	44,204	560	44,764	44,764	010	094	6098	010	40		
1	RN III	23	6	37.67	42,180	560	42,740	42,740	45.20	50,628	560	51,188	51,188	010	094	6098	010	40		
1	Nurse Specialist	25	5	39.34	44,061	560	44,621	44,621	47.21	52,673	560	53,433	53,433	010	094	6098	010	40		
3							124,768.00						149,385.00							
													Difference						24,617.00	
																			TOTAL Increased Costs	92,206.04

New Hampshire Hospital Proposed to Address Nursing Shortage Fiscal Impact of Base Rate Enhancement Nurse Pay Scale (N138) Effective January 1, 2022																			
FY 2022 12 Pay Periods 1/13/2022-6/06/2022 80 hours x 12 pp = 960 hours																			
# Posn	Title	LG	Step	Hourly Rate	Standard Salary	Standard Hazard Pay	Total Present Std Salary	Period Costs for # of Posns	Hourly Rate	Enhanced Pay Salary	Hazard Pay	Total Enhanced Annual Salary	Enhanced \$ for # of Posns	Fund	Agcy	Orgn	Cls	Hours/Wk	
1	Nursing Coordinator		27	8	46.77	44,888	480	45,378	45,379.20	56.12	53,879	480	54,359.04	54,359	010	094	6096	050	40
													Difference						8,979.84
FY 2023 27 Pay Periods 7/1/2023-6/06/2023 80 hours x 27 pp = 2160 hrs annual																			
1	Nursing Coordinator		27	8	46.77	101,023	1,080	102,103	102,103.20	56.12	121,228	1,080	122,308.04	122,308	010	094	6096	050	40
													Difference						20,204.84
FY 2024 14 Pay Periods 7/1/2023-6/11/2024 80 hours x 14 pp = 1120 hours																			
1	Nursing Coordinator		27	8	46.77	52,382	560	52,942	52,942.40	56.12	62,658	560	63,418.88	63,419	010	094	6096	050	40
													Difference						10,476.48
													TOTAL Increased Costs						39,661.96

## Full-Time Positions

POSITION #	EMPLOYEE TITLE
15848	NURSE SPECIALIST
44715	RN I-III
44719	RN II
8T3044	NURSING COORDINATOR
15708	RN I-III
15720	RN I-III BAYLOR WEEKDAY
15725	ASSISTANT NURSING DIRECTOR
15740	NURSING COORDINATOR
15747	RN III
15782	NURSE SPECIALIST
15784	RN I-III BAYLOR WEEKDAY
15788	NURSE SPECIALIST
15806	NURSING COORDINATOR-INFECTION CONTROL
15811	RN III
15814	RN I-III
15825	DIR OF NURSING
15833	RN I-III BAYLOR WEEKDAY
15838	RN III
15840	RN I-III
15847	NURSING COORDINATOR
15850	NURSE SPECIALIST
15852	RN III BAYLOR WEEKDAY
15855	NURSE SPECIALIST
15859	NURSING COORDINATOR
15860	RN I-III BAYLOR WEEKDAY
15870	RN II
15884	NURSING COORDINATOR
15888	RN III
15889	RN II
15895	NURSE PRACTITIONER (APRN)
15910	RN III INFECTION PREVENTION
15911	RN I-III BAYLOR WEEKDAY
15923	RN III BAYLOR WEEKDAY
15925	RN II BAYLOR WEEKDAY
15928	RN I-III BAYLOR WEEKDAY
15932	RN III
15941	NURSING COORDINATOR
15962	RN III
15964	ASSISTANT NURSING DIRECTOR
15968	RN I-III BAYLOR WEEKDAY
15982	NURSING COORDINATOR
15985	RN III
15989	RN III
15997	RN I-III BAYLOR WEEKDAY
16004	RN I BAYLOR WEEKDAY
16005	NURSING COORDINATOR
16007	RN III
16010	RN I
16016	RN I-III BAYLOR WEEKDAY
16019	NURSE SPECIALIST
16027	RN III BAYLOR WEEKEND
16038	RN III BAYLOR WEEKDAY
16041	RN II
16047	NURSE PRACTITIONER (APRN)
16059	RN II
16061	RN I-III
16068	RN III BAYLOR WEEKDAY
16069	NURSE SPECIALIST
16070	NURSING COORDINATOR
16074	RN II
16075	RN I-III BAYLOR WEEKDAY
16077	RN I-III BAYLOR WEEKDAY
16098	NURSING COORDINATOR
16102	NURSING COORDINATOR
16104	NURSING COORDINATOR
16119	RN III
16124	NURSE SPECIALIST
16137	RN III
16139	RN I-III BAYLOR WEEKDAY
16157	LNA I-III
16183	RN III BAYLOR WEEKDAY
16185	RN II BAYLOR WEEKDAY
16186	RN I-III BAYLOR WEEKDAY
16195	RN I-III BAYLOR WEEKDAY
16198	RN II
16199	RN I
16200	RN II
16208	RN III
16208	NURSE SPECIALIST
16209	RN III BAYLOR WEEKDAY
16211	LNA I-III

## Full-Time Positions

POSITION	EMPLOYEE TITLE
16215	RN I-III BAYLOR WEEKDAY
16218	RN I-III BAYLOR WEEKDAY
16237	RN I-III BAYLOR WEEKDAY
16241	RN I-III BAYLOR WEEKDAY
16252	RN III
16317	RN II BAYLOR WEEKDAY
16473	LNA I-III
16477	LNA I-III
16539	RN III BAYLOR WEEKEND
16558	RN II
16561	NURSING COORDINATOR
16567	NURSING COORDINATOR
18620	NURSE SPECIALIST
18629	NURSE PRACTITIONER (APRN)
18632	RN II
18633	LICENSED PRACTICAL NURSE II
18634	RN I-III BAYLOR WEEKDAY
19455	RN I-III BAYLOR WEEKDAY
30809	RN III BAYLOR WEEKDAY
30813	RN III BAYLOR WEEKDAY
30817	RN III
30820	RN I-III BAYLOR WEEKDAY
30827	RN III
30828	NURSE SPECIALIST
30834	RN III
30844	NURSE SPECIALIST
30845	RN III BAYLOR WEEKDAY
30847	RN I-III BAYLOR WEEKDAY
30858	RN II
30893	RN I-III BAYLOR WEEKDAY
30904	RN III
30907	RN II
30920	LNA I-III
30930	NURSE PRACTITIONER (APRN)
30937	RN III INFECTION PREVENTION
40383	RN I-III BAYLOR WEEKDAY
40407	RN I-III
40435	NURSE SPECIALIST
40438	NURSE SPECIALIST
40437	RN I-III
40438	RN II BAYLOR WEEKDAY
40438	RN II BAYLOR WEEKDAY
40441	RN III
40582	RN I-III BAYLOR WEEKDAY
44072	NURSE SPECIALIST
44073	NURSE SPECIALIST
44074	RN III BAYLOR WEEKDAY
44075	RN III
44076	RN III
44077	RN II
44078	RN II
44079	RN II
44080	RN III
44081	RN II
44082	RN III BAYLOR WEEKDAY
44497	RN I-III
44498	RN I BAYLOR WEEKDAY
44499	RN I-III BAYLOR WEEKDAY
44500	RN III
44518	RN I-III
44691	NURSE PRACTITIONER (APRN)
44711	RN II
44740	NURSE PRACTITIONER (APRN)
44745	RN II
44748	RN I
44749	RN I-III BAYLOR WEEKDAY
44751	RN I-III BAYLOR WEEKDAY
44753	RN I-III BAYLOR WEEKDAY
44755	RN II BAYLOR WEEKDAY
44757	RN I
44759	RN III
44761	RN III
44763	RN II
44764	RN I
44765	RN I-III BAYLOR WEEKDAY
44766	RN I-III BAYLOR WEEKDAY
44767	RN I-III BAYLOR WEEKDAY
44768	NURSE SPECIALIST
44769	NURSE SPECIALIST

## Temporary Positions

POSITION #	EMPLOYEE TITLE
TMPPT4103	NURSE COORDINATOR
TMPPT4104	NURSE COORDINATOR
TMPPT4105	NURSE COORDINATOR
TMPPT4106	NURSE COORDINATOR
TMPPT4107	NURSE COORDINATOR
TMPPT4108	NURSE COORDINATOR
TMPPT4109	NURSE COORDINATOR
TMPPT4110	NURSE COORDINATOR
TMPPT4111	NURSE COORDINATOR
TMPPT4112	NURSE COORDINATOR
TMPPT4113	NURSE COORDINATOR
TMPPT4114	NURSE COORDINATOR
TMPPT4115	NURSE COORDINATOR
TMPPT4116	NURSE COORDINATOR
TMPPT4117	NURSE COORDINATOR
TMPPT5633	NURSE PRACTITIONER APRN
TMPPT4123	RN I
TMPPT4139	RN II
TMPPT4143	RN I
TMPPT4119	RN II
TMPPT4120	RN II
TMPPT4125	RN II
TMPPT4127	RN II
TMPPT4136	RN II
TMPPT4142	RN II
TMPPT4144	RN II
TMPPT4795	RN II
TMPPT4129	RN III
TMPPT4145	RN III
TMPPT4152	RN III
TMPPT4118	RN I-III
TMPPT4121	RN I-III
TMPPT4122	RN I-III
TMPPT4124	RN I-III
TMPPT4126	RN I-III
TMPPT4128	RN I-III
TMPPT4131	RN I-III
TMPPT4134	RN I-III
TMPPT4135	RN I-III
TMPPT4137	RN I-III
TMPPT4138	RN I-III
TMPPT4140	RN I-III
TMPPT4141	RN I-III
TMPPT4790	RN I-III
TMPPT4791	RN I-III
TMPPT4792	RN I-III
TMPPT4793	RN I-III
TMPPT4794	RN I-III
TMPPT4796	RN I-III
TMPPT4797	RN I-III
TMPPT4798	RN I-III
TMPPT4799	RN I-III
TMPPT4800	RN I-III
TMPPT4801	RN I-III
TMPPT4802	RN I-III
TMPPT4803	RN I-III
TMPPT4804	RN I-III
TMPPT4805	RN I-III
TMPPT4806	RN I-III
TMPPT4807	RN I-III
TMPPT4808	RN I-III
TMPPT4809	RN I-III
TMPPT4810	RN I-III
TMPPT4811	RN I-III
TMPPT4812	RN I-III
TMPPT4813	RN I-III
TMPPT4814	RN I-III