

STATE OF NEW HAMPSHIRE

DEPARTMENT OF HEALTH AND HUMAN SERVICES NEW HAMPSHIRE HOSPITAL

36 CLINTON STREET, CONCORD, NH 03301 603-271-5300 1-800-852-33455英ロングの Fax: 603-271-5395 TDD Access: 1-800-735-2964 注意を受賞する www.dhhs.nh.gov

December 21, 2021

His Excellency, Governor Christopher T. Sununu and the Honorable Council State House

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.

Lori A. Shibinette Commissioner

Heather M. Moquin Chief Executive Officer

Concord, NH 03301

His Excellency, Governor Christopher T. Sununu and the Honorable Council December 21, 2021

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NULL Desistered Norse Des	itiana			FULL TIME	CLS 010*		
NHH Registered Nurse Pos	Sitions	11/1/2	019	11/1/2	2020	11/1/2	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	Ó	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%

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

<u>Table 2</u>

		PART TIMECLS 050												
NHH Registered Nurse Pos	sitions	11/1/2	019	11/1/2	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%							

34% Overall Vacancy Rate 28%

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40%

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.

Fiscal Year	Class/Object	Class Title	Amount Requested				
SFY 2022	010-500100	Personal Services - Perm Class	1,072,773.0				
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				
		PARTMENT OF HEALTH AND HUMAN SE W HAMPSHIRE HOSPITAL, NH COMMU TClass Title					
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	24,618.0				
		TOTAL	92,204.0				
SVCS, HH	S: NEW HAMPS	TH AND SOCIAL SERVICES, DEPT OF H HIRE HOSPITAL, NEW HAMPSHIRE HOS PSYCHIATRIC SVCS	SPITAL, ACUTE				
	S: NEW HAMPS	HIRE HOSPITAL, NEW HAMPSHIRE HOS PSYCHIATRIC SVCS Class Title	SPITAL, ACUTE				
SVCS, HH Fiscal Year	S: NEW HAMPS	HIRE HOSPITAL, NEW HAMPSHIRE HOS	Amount Requested 362,621.00				
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SVCS, HH	S: NEW HAMPS Class/Object 050-500109	HIRE HOSPITAL, NEW HAMPSHIRE HOS PSYCHIATRIC SVCS Class Title Personal Services - Temp	SPITAL, ACUTE				

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

His Excellency, Governor Christopher T. Sununu and the Honorable Council December 21, 2021

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
State Wage			
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%

His Excellency, Governor Christopher T. Sununu and the Honorable Council December 21, 2021

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

Lori A. Shibinette Commissioner, DHHS

Ferland, Donna

From:Caristi, JosephSent:Tuesday, December 21, 2021 8:11 AMTo:Ferland, DonnaSubject:FW: Nurses at HHSImportance:High

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

The enhancement is approved for the nurses.

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FY 2024	14 Pay Partods 7/1/2023-01/11/2024			·	Standard	Shodard	Train Desiries	t Period Cost for		1	ţ-	Tetal Enhanced	Enhanced \$ to	-	-1	1	1	1
	80 hours x 14 pp = 1120 hours						1 Std Selery		Hourty Rate	Satary	Hazard Pev		# of Posts		diam	Oran	iCh.	HoursWik
# Pom														2 1 2 2				1 4
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1 2 6 1	Narae Director Asst. Narae Director Narae Practitioner APRM U.c. Practical Narae II		14 6 79 8 28 6 18 2	59.09 51.64 44.77 24.73	00,181 57,837 50,142 27,898	560 560 2 580 3 580	68,741 58,317 50,702 1 28,25	06,741 7 116,704 2 304,214 8 28,258	70.91 61.97 53.72 1 29.63	79,417 69,404 60,171 33,237	580 560 580 580	79,977 69,954 60,731 33,797 56,633	79,977 139,922 364,385 33,707 	010 010 010 010	094	8750 8750 8750 8750	010 010 1010 1010	4
1 2 6 1 5	Harse Director Aast, Hurse Director Harse Practitioner APRN Liz, Practical Marse II RN		M 6 29 8 28 6 18 2 19 3	59.09 51.64 44.77 24.73 26.64	00,181 57,837 50,142 27,696 30,061	560 500 500 500 500 500 500 500 500	68,741 58,317 30,702 1,28,254 30,62	1 06,741 7 116,784 2 304,214 5 28,258 1 153,104	70.91 61.97 53.72 29.58 32.21	79,417 63,404 60,171 33,237 36,073	580 580 580 580	79,977 69,954 60,731 33,797 56,633	79,977 139,922 364,385 33,797 	010 010 010 010	094	8750 8750 8750 8750	010 010 1010	4
1 2 6 1 5 27	Harse Director Asst. Hurse Director Hurse Practices Like Practical Hurse II RN I RN I		M 6 29 8 25 6 18 2 19 3 21 6	59.09 51.64 44.77 24.73 26.64 52.61	66,181 57,837 50,142 27,898 30,081 36,631	1 580 7 580 2 580 1 580 1 580 7 580	68,741 58,397 50,702 28,258 50,50,621 50,50,621	06,741 7 116,714 2 304,214 6 28,258 1 153,104 7 1,009,714	70.91 61.97 53.72 29.68 32.21 53.47	79,417 89,404 80,171 33,237 36,073 44,204	550 560 560 560 560	79,977 69,954 60,731 33,757 56,633 44,784	79,977 139,922 354,382 33,707 183,107 1,208,63	010 010 010 010 010 010	094	6750 8750 8750 8750 8750 8750	010 010 1010 1010	
1 2 6 1 5 27 78	Harse Director Aast, Nurse Director Nurse Practice Norse II (Liz, Practical Norse II Rivi I. Rivi I. Rivi I. Rivi I. Rivi I.		14 6 29 8 28 6 18 2 19 3 21 6 22 7	59.09 51.64 44.77 24.73 76.64 52.65 37.67	06,181 57,837 50,142 27,596 30,081 36,637 42,190	7 580 7 580 2 580 1 580 7 580 7 580 7 580	60,741 58,397 50,702 28,258 50,822 50,822 50,822 50,822 50,822 50,822 50,822 50,822 50,822 50,822 50,822 50,741 50,702 50	66,741 7 118,794 2 304,214 5 28,258 1 153,704 7 1,009,714 0 3,334,531	70.91 61.97 29.68 32.21 33.47 1 39.47	79,417 69,404 60,171 33,237 36,073 44,204 50,528	580 560 580 580 580 580 580	79,977 69,954 60,731 33,797 - 36,633 - 44,754 - 51,165	79,977 139,922 364,385 33,707 .183,105 1,208,637 3,982,70	010 010 010 010 010 010 010		6750 6750 6750 6750 6750 6750 6750 6750	010 010 1010 1010 1010 1010	
1 2 6 1 5 27	Narse Director Aast, Nurse Director Murse Practitioner APRN UL: Practitioner APRN UL: Practical Norse II RDI I RDI I RDI I RDI I Kana Specialitat		14 6 29 8 28 6 18 2 19 3 21 6 22 7 25 6	59.09 51.64 44.77 24.73 28.64 32.61 37.67 39.34	06,181 57,537 50,142 27,598 30,081 36,037 42,190	560 7 560 2 560 3 3500 4 560 5 560 6 560 7 560 0 560 1 560 1 560 1 560 1 560 1 560	68,741 58,297 30,702 28,258 30,622 37,307 42,730 44,62	90,741 7 118,794 2 304,214 6 28,258 1 153,704 7 1,009,714 0 3,334,531 1 758,554	70.91 61.97 53.72 29.68 32.21 39.47 45.20 4 47.21	79,417 83,404 80,171 33,237 36,073 44,204 80,525 52,873	580 580 580 580 580 580 580 580	79,977 69,954 60,731 33,757 36,633 44,754 51,185 53,433	79,977 139,522 364,385 33,707 .183,105 1,208,637 3,982,70 909,30	010 010 010 010 010 010 010 010		6756 6750 6750 6750 6750 6750 1 6750 1 6750 1 6750	010 010 1010 1010 1010 010 010	
1 2 6 1 5 27 78	Harse Director Aast, Nurse Director Nurse Practice Norse APRN Liz, Practical Norse II. Rol I. Rol II. Rol II.		14 6 29 8 28 6 18 2 19 3 21 6 22 7	59.09 51.64 44.77 24.73 76.64 52.65 37.67	00,101 57,537 50,142 27,590 30,001 30,001 30,001 42,190 44,001	560 7 560 2 560 3 3500 4 560 5 560 6 560 7 560 0 560 1 560 1 560 1 560 1 560 1 560	68,741 58,517 30,703 28,251 30,827 30,827 31,7307 42,730 44,621	90,741 7 118,794 2 304,214 6 28,258 1 153,704 7 1,009,714 0 3,334,531 1 758,554	70.91 61.97 53.72 29.68 32.21 39.47 45.20 4 47.21	79,417 83,404 80,171 33,237 36,073 44,204 80,525 52,873	580 580 580 580 580 580 580 580	79,977 68,954 60,731 33,797 36,633 44,754 51,185 53,433	79,977 139,522 364,385 33,707 .183,105 1,208,637 3,982,70 909,30	010 010 010 010 010 010 010 010		6750 6750 6750 6750 6750 6750 6750 6750	010 010 1010 1010 1010 1010	
1 2 6 1 5 27 78 17	Narse Director Asst. Nurse Director Murse Practitioner APRN UL: Practitioner APRN UL: Practicel Norse II RDI I RDI I RDI I RDI I Kana Specialitat		14 6 29 8 28 6 18 2 19 3 21 6 22 7 25 6	59.09 51.64 44.77 24.73 28.64 32.61 37.67 39.34	06,181 57,537 50,142 27,598 30,081 36,037 42,190	560 7 560 2 560 3 3500 4 560 5 560 6 560 7 560 0 560 1 560 1 560 1 560 1 560 1 560	68,741 58,297 30,702 28,258 30,622 37,307 42,730 44,62	06,741 7 118,784 2 304,214 8 28,258 1 153,104 7 1,009,714 0 3,334,531 1 758,556 2 741,194	70.91 61.97 53.72 529.65 529.75 529.75 529.55 5	79,417 83,404 80,171 33,237 36,073 44,204 80,525 52,873	580 580 580 580 580 580 580 580	79,977 69,954 60,731 33,757 36,633 44,754 51,185 53,433	79,977 139,822 364,382 33,767 183,162 1,208,632 3,982,707 906,360 867,60	010 010 010 010 010 010 010 010 010		6756 6750 6750 6750 6750 1 6750 1 6750 1 6750	010 010 1010 1010 1010 010 010	
1 2 6 1 5 77 77 17 14	Narse Director Asst. Nurse Director Murse Practitioner APRN UL: Practitioner APRN UL: Practicel Norse II RDI I RDI I RDI I RDI I Kana Specialitat		14 6 29 8 28 6 18 2 19 3 21 6 22 7 25 6	59.09 51.64 44.77 24.73 28.64 32.61 37.67 39.34	06,181 57,537 50,142 27,598 30,081 36,037 42,190	560 7 560 2 560 3 3500 4 560 5 560 6 560 7 560 0 560 1 560 1 560 1 560 1 560 1 560	68,741 58,297 30,702 28,258 30,622 37,307 42,730 44,62	90,741 7 118,794 2 304,214 6 28,258 1 153,704 7 1,009,714 0 3,334,531 1 758,554	70.91 61.97 53.72 529.65 529.75 529.75 529.55 5	79,417 83,404 80,171 33,237 36,073 44,204 80,525 52,873	580 580 580 580 580 580 580 580	79,977 69,954 60,731 33,757 36,633 44,754 51,185 53,433	79,977 139,522 364,385 33,707 .183,105 1,208,637 3,982,70 909,30	010 010 010 010 010 010 010 010 010		6756 6750 6750 6750 6750 1 6750 1 6750 1 6750	010 010 1010 1010 1010 010 010	
1 2 6 1 5 27 78 17	Narse Director Asst. Nurse Director Murse Practitioner APRN UL: Practitioner APRN UL: Practicel Norse II RDI I RDI I RDI I RDI I Kana Specialitat		14 6 29 8 28 6 18 2 19 3 21 6 22 7 25 6	59.09 51.64 44.77 24.73 28.64 32.61 37.67 39.34	06,181 57,537 50,142 27,598 30,081 36,037 42,190	560 7 560 2 560 3 3500 4 560 5 560 6 560 7 560 0 560 1 560 1 560 1 560 1 560 1 560	68,741 58,297 30,702 28,258 30,622 37,307 42,730 44,62	06,741 7 118,784 2 304,214 8 28,258 1 153,104 7 1,009,714 0 3,334,531 1 758,556 2 741,194	70.91 61.97 53.72 529.65 529.75 529.75 529.55 5	79,417 83,404 80,171 33,237 36,073 44,204 80,525 52,873	580 580 580 580 580 580 580 580	79,977 69,954 60,731 33,757 36,633 44,754 51,185 53,433	79,977 139,822 364,382 33,767 183,162 1,208,632 3,982,707 906,360 867,60	010 010 010 010 010 010 010 010 010		6756 6750 6750 6750 6750 1 6750 1 6750 1 6750	010 010 1010 1010 1010 010 010	
1 2 6 1 5 77 77 17 14	Narse Director Asst. Nurse Director Murse Practitioner APRN UL: Practitioner APRN UL: Practicel Norse II RDI I RDI I RDI I RDI I Kana Specialitat		14 6 29 8 28 6 18 2 19 3 21 6 22 7 25 6	59.09 51.64 44.77 24.73 28.64 32.61 37.67 39.34	06,181 57,537 50,142 27,598 30,081 36,037 42,190	560 7 560 2 560 3 3500 4 560 5 560 6 560 7 560 0 560 1 560 1 560 1 560 1 560 1 560	68,741 58,297 30,702 28,258 30,622 37,307 42,730 44,62	06,741 7 118,784 2 304,214 8 28,258 1 153,104 7 1,009,714 0 3,334,531 1 758,556 2 741,194	70.91 61.97 53.72 529.65 529.75 529.75 529.55 5	79,417 83,404 80,171 33,237 36,073 44,204 80,525 52,873	580 580 580 580 580 580 580 580	79,977 69,954 60,731 33,757 36,633 44,754 51,185 53,433	79,977 139,922 364,382 33,767 1,203,633 3,982,70 908,390 887,99 7,796,810,8	010 010 010 010 010 010 010 010 010		6756 6750 6750 6750 6750 1 6750 1 6750 1 6750	010 010 1010 1010 1010 010 010	
1 2 6 1 5 77 77 17 14	Narse Director Asst. Nurse Director Murse Practitioner APRN UL: Practitioner APRN UL: Practicel Norse II RDI I RDI I RDI I RDI I Kana Specialitat		14 6 29 8 28 6 18 2 19 3 21 6 22 7 25 6	59.09 51.64 44.77 24.73 28.64 32.61 37.67 39.34	06,181 57,537 50,142 27,598 30,081 36,037 42,190	560 7 560 2 560 3 3500 4 560 5 560 6 560 7 560 0 560 1 560 1 560 1 560 1 560 1 560	68,741 58,297 30,702 28,258 30,622 37,307 42,730 44,62	06,741 7 118,784 2 304,214 8 28,258 1 153,104 7 1,009,714 0 3,334,531 1 758,556 2 741,194	70.91 61.97 53.72 529.65 529.75 529.75 529.55 5	79,417 83,404 80,171 33,237 36,073 44,204 80,525 52,873	580 580 580 580 580 580 580 580	70,977 69,964 60,731 33,797 36,633 44,704 51,183 53,433 63,411	79,977 139,822 364,382 33,767 183,162 1,208,632 3,982,707 906,360 867,60	010 010 010 010 010 010 010 010 010		6756 6750 6750 6750 6750 6750 1 6750 1 6750 1 6750	010 010 1010 1010 1010 010 010	
1 2 6 1 5 77 77 17 14	Narse Director Asst. Nurse Director Murse Practitioner APRN UL: Practitioner APRN UL: Practicel Norse II RDI I RDI I RDI I RDI I Kana Specialitat		14 6 29 8 28 6 18 2 19 3 21 6 22 7 25 6	59.09 51.64 44.77 24.73 28.64 32.61 37.67 39.34	06,181 57,537 50,142 27,598 30,081 36,037 42,190	560 7 560 2 560 3 3500 4 560 5 560 6 560 7 560 0 560 1 560 1 560 1 560 1 560 1 560	68,741 58,297 30,702 28,258 30,622 37,307 42,730 44,62	06,741 7 118,784 2 304,214 8 28,258 1 153,104 7 1,009,714 0 3,334,531 1 758,556 2 741,194	70.91 61.97 53.72 529.65 529.75 529.75 529.55 5	79,417 83,404 80,171 33,237 36,073 44,204 80,525 52,873	580 580 580 580 580 580 580 580	70,977 69,964 60,731 33,797 36,633 44,704 51,183 53,433 63,411	79,977 139,922 364,382 33,767 1,203,633 3,982,70 908,390 887,99 7,796,810,8	010 010 010 010 010 010 010 010 010		6756 6750 6750 6750 6750 6750 1 6750 1 6750 1 6750	010 010 1010 1010 1010 010 010	
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1 2 6 1 5 77 77 17 14	Narse Director Asst. Nurse Director Murse Practitioner APRN UL: Practitioner APRN UL: Practicel Norse II RDI I RDI I RDI I RDI I Kana Specialitat		14 6 29 8 28 6 18 2 19 3 21 6 22 7 25 6	59.09 51.64 44.77 24.73 28.64 32.61 37.67 39.34	06,181 57,537 50,142 27,598 30,081 36,037 42,190	560 7 560 2 560 3 3500 4 560 5 560 6 560 7 560 0 560 1 560 1 560 1 560 1 560 1 560	68,741 58,297 30,702 28,258 30,622 37,307 42,730 44,62	06,741 7 118,784 2 304,214 8 28,258 1 153,104 7 1,009,714 0 3,334,531 1 758,556 2 741,194	70.91 61.97 53.72 529.65 529.75 529.75 529.55 5	79,417 83,404 80,171 33,237 36,073 44,204 80,525 52,873	990 560 560 560 560 560 560	76,977 65,964 60,731 33,797 33,797 35,633 44,704 51,185 53,433 63,411	79,977 139,922 364,382 130,927 1208,933 1,208,933 3,982,707 903,980 887,999 7,796,810,82 7,796,810,82			6756 6750 6750 6750 6750 6750 1 6750 1 6750 1 6750	010 010 1010 1010 1010 010 010	
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- 1	Demonst to Address Methods Shortson	Î		_														
	Flocal Impact of time Rate Enforcement	1				1					·							
	Nurse Pay Scale (N130) Effective Jacoury 1, 2022	1	<u>i </u>					l				Į			⊢		<u> </u>	
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FY 2022	12 Per Periods 1/13/2022-6/30/2022	İ	<u>i </u>							Enhanced Pay 1				<u> </u>	\vdash		<u> </u>	
	80 hours x 12ma = 950 hours /	1.1			Standard	Standard .		Period Cests for		1		Total Enhanced					 	
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	Nutae Brechtel		5 5	37.67	36,163	450	35,643	36,543	45.20	43,295	480	43,676	43,876	010	1094	6090	010	40
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FY 2123	27 Pay Parlods 7/1/2022-4/30(2023	<u>+</u>		J	<u> </u>		Total Descent	Annual for #				Total Falmer	Entranced \$ for	t	1-1		1	t
	60 hours x 27 gp = 2160 hrs annuel	1		<u> </u>	Annual	Annual			Hourly Rate		Hazard Pay		# of Poens		i	Orat	1Ch	Hours/Wit
# Pass) Tillin			Hourty Rate		Hazard Pay						85,331				6096	1010	Ī 4
	IRN II		1 7	-12.81			72,122					94,599	94,599			6095	1010	
1		1 2		26.08	77,933					93,519	1,080		103,049				1010	1
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	60 hours x 14 pp = 1120 hours			·	4	1			Hourly Rate		Hazard Pag				Agy	Отря	ICh.	1 Hours Mile
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	Full-Time Positions
	EMPLOYEE TITLE
	NURSE SPECIALIST
44715	RN 1-III
	NURSING COORDINATOR
	RN I-III
15720	RN I-III BAYLOR WEEKDAY
	ASSISTANT NURSING DIRECTOR
	NURSING COORDINATOR
15747	NURSE SPECIALIST
	NURSE SPECIALIST
15806	NURSING COORDINATOR-INFECTION CONTROL
15811	
	RN I-III DIR OF NURSING
	RN HII BAYLOR WEEKDAY
	RN III
	RN I-III
	NURSE SPECIALIST RN III BAYLOR WEEKDAY
	NURSING COORDINATOR
·	RN HII BAYLOR WEEKDAY
15870	RN II NURSING COORDINATOR
	RN III
15889	
	NURSE PRACTITIONER (APRN)
	RN I-III BAYLOR WEEKDAY RN III BAYLOR WEEKDAY
	RN II BAYLOR WEEKDAY
	RN I-III BAYLOR WEEKDAY
	RN III
	NURSING COORDINATOR
	RN III ASSISTANT NURSING DIRECTOR
15982	NURSING COORDINATOR
	RN III
	RN III RN I-III BAYLOR WEEKDAY
	RN I BAYLOR WEEKDAY
	NURSING COORDINATOR
	RN III
16010	
	RN I-III BAYLOR WEEKDAY NURSE SPECIALIST
	RN III BAYLOR WEEKEND
16041	
	NURSE PRACTITIONER (APRN)
16059	
	RN HII RN III BAYLOR WEEKDAY
	NURSE SPECIALIST
	NURSING COORDINATOR
16074	
	RN I-III BAYLOR WEEKDAY
	NURSING COORDINATOR
16119	RN III
	NURSE SPECIALIST
	RN III RN HII BAYLOR WEEKDAY
	LNA HII
16183	RN III BAYLOR WEEKDAY
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16195 16198 16199	
16198 16199 16200	RN I
16198 16199 16200 16206	RN II
16198 16199 16200 16206 16208	RN I RN II RN III NURSE SPECIALIST
16198 16199 16200 16208 16208 16209	RN II

	Full-Time Positions
	EMPLOYEE TITLE
	RN HII BAYLOR WEEKDAY
16218	RN I-III BAYLOR WEEKDAY
16237	RN I-III BAYLOR WEEKDAY
	RN I-III BAYLOR WEEKDAY
16252	
	RN II BAYLOR WEEKDAY
16473	LNA I-III
16477	LNA 1-10
16539	RN III BAYLOR WEEKEND
16558	
	NURSING COORDINATOR
16567	NURSING COORDINATOR
18620	NURSE SPECIALIST
	NURSE PRACTITIONER (APRN)
18632	RN II
18633	LICENSED PRACTICAL NURSE II
18634	RN 1-III BAYLOR WEEKDAY
	RN I-III BAYLOR WEEKDAY
	RN III BAYLOR WEEKDAY
30813	RN III BAYLOR WEEKDAY
30817	RN III
30820	RN I-III BAYLOR WEEKDAY
30827	
	NURSE SPECIALIST
30834	
	NURSE SPECIALIST
30845	RN III BAYLOR WEEKDAY
30847	RN I-III BAYLOR WEEKDAY
30858	
	RN I-III BAYLOR WEEKDAY
	RN III
30907	RN II
30920	LNA I-III
30930	NURSE PRACTITIONER (APRN)
	RN III_INFECTION PREVENTION
	RN I-III BAYLOR WEEKDAY
40407	RN I-III
40435	NURSE SPECIALIST
40436	NURSE SPECIALIST
40437	RN I-IU
	RN II BAYLOR WEEKDAY
40439	RN II BAYLOR WEEKDAY
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Full-Time Positions

Temporary Po	
	EMPLOYEE TITLE
TMPPT4103	NURSE COORDINATOR
TMPPT4104	NURSE COORDINATOR
TMPPT4105	NURSE COORDINATOR
TMPPT4106 TMPPT4107	NURSE COORDINATOR
TMPP14107	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	RNI
TMPPT4139	RN II
TMPPT4143 TMPPT4119	RN I
TMPPT4120	RN II
TMPPT4125	RNII
TMPPT4127	RN II
TMPPT4136	RNII
TMPPT4142	RNII
TMPPT4144	RN II
TMPPT4795 TMPPT4129	RN II RN III
TMPPT4145	RN III
TMPPT4152	RN III
TMPPT4118	RN 1-131
TMPPT4121	RN I-III
TMPPT4122	RN I-III
TMPPT4124	RN (-III
TMPPT4126 TMPPT4128	RN I-III RN I-III
TMPPT4120	RN I-01
TMPPT4134	RN I-III
TMPPT4135	RN I-UI
TMPPT4137	RN I-til
TMPPT4138	RN I-III
TMPPT4140	RN HII
TMPPT4141	RN HII
TMPPT4790 TMPPT4791	RN HII RN HII
TMPPT4792	RN 1-111 -
TMPPT4792	RN HU
TMPPT4794	RN 1-11
TMPPT4796	RN 1-11
TMPPT4797	RN HII
TMPPT4798	RN 1-111
TMPPT4799	RN HU
TMPPT4800	RN 1-11
TMPPT4801	RN 1-111
TMPPT4802	RN HII
TMPPT4803 TMPPT4804	RN HII
TMPPT4804	RN 1-111 RN 1-111
TMPPT4805	RN HII
TMPPT4807	BN HU
TMPPT4808	RN 1-30
TMPPT4809	RN I-III
TMPPT4810	RN I-III
TMPPT4811	RN I-III
TMPPT4812	RN I-III
TMPPT4813	RN I-III
TRADOTADSA	RN I-III
TMPPT4814	

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