



State of New Hampshire

DEPARTMENT OF ADMINISTRATIVE SERVICES
OFFICE OF THE COMMISSIONER
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Concord, New Hampshire 03301

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December 21, 2015

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

REQUESTED ACTION

Pursuant to RSA 99-E: 7, Suggestion and Extraordinary Service Award Program, the State Suggestion and Extraordinary Service Award Evaluation Committee respectfully requests approval to award a net sum of \$250.00 to John Avlas from the Department of Health and Human Services, effective upon Governor and Council approval.

EXPLANATION

The Suggestion and Extraordinary Service Award Program provides for monetary and non-monetary recognition to classified executive branch employees who perform extraordinary services or who provide original suggestions of substantial value to the State. RSA 99-E integrates each Department into the process of reviewing employee suggestions and services by incorporating the input of Departmental award evaluation committees who are authorized to forward suggestions to the State Committee.

The State Committee received a written submission from the Department of Health and Human Services nominating John Avlas, Senior Management Analyst, for monetary recognition. The USDA Food and Nutrition Services posted the fiscal year 2014 error rate for New Hampshire as 4.81% putting New Hampshire in first year liability. Mr. Avlas questioned the rate and took the initiative to find out if the error percent was correct. Mr. Avlas went outside the scope of his standard job function to collect all of the pertinent information, fully analyze the process and the data involved and then recalculated the rate himself. The number Mr. Avlas calculated reduced the State error rate from 4.81% down to 4.72% eliminating the Department of Health & Human Services first year liability. This has ensured that the Department of Health & Human Services will not be in second year sanction for FY 2015 which would have caused a financial penalty. In July, 2015 the USDA acknowledged by letter to the Honorable Maggie Hassan that a mistake was made in the calculation of New Hampshire's error rate and liability status for FY 2014.

Under RSA 99-E, a fund of \$10,000 has been established in the Governor's Office for the implementation of this program. Maximum award amounts and a suggested table of monetary awards appear in the statute at RSA 99-E: 7. In this case, the Committee has decided to recommend an award of a net sum of \$250.00 to Mr. Avlas for his statistical knowledge in providing service above and beyond any expected standard of work performance for ensuring cost savings to the State of New Hampshire.

Whether or not to issue any monetary award is a matter that is solely in the discretion of the Governor and Council. The Committee believes that this nomination presents an example of the type of extraordinary service that merits recognition under RSA 99-E. It therefore respectfully requests approval of the award contemplated herein.

Respectfully submitted,



Vicki V. Quiram
Commissioner



Sara J. Willingham,
Director of Personnel
Committee Chair