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**State of New Hampshire**  
**Department of Health and Human Services**

**NEW HAMPSHIRE HOSPITAL**

Nicholas A. Toumpas  
Commissioner

Robert J. MacLeod  
Chief Executive Officer

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May 9, 2013

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

**REQUESTED ACTION**

Pursuant to RSA 99:8, Increases for Recruitment Purposes, and in accordance with Personnel Rule 904.01, authorize the Department of Health and Human Services, New Hampshire Hospital, to renew the twenty percent (20%) increase in the compensation of the Occupational Therapist II positions currently assigned to the Rehabilitation Department for the period of July 1, 2013 or date of Governor and Council, whichever is later though June 30, 2016. Funds are available in the following account:

**05-95-94-940010-8750 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	Job Number	Amount
SFY 2014	010-500100	Personal Services - Perm Class	94053100	\$56,682.60
SFY 2015	010-500100	Personal Services - Perm Class	94053100	\$56,682.60

**EXPLANATION**

The positions that currently fall under the 20% enhancement are as follows:

Division	Position #	Title	Labor Grade
New Hampshire Hospital	15899	Occupational Therapist II	21
	15901	Occupational Therapist II	21
	15975	Occupational Therapist II	21
	18630	Occupational Therapist II	21
	19025	Occupational Therapist II	21
	30903	Occupational Therapist II	21

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The initial request for a 13.5% salary enhancement was approved in February 2006 and was subsequently increased to 20% and approved in April 2009. The purpose of the salary enhancement was to assist the recruitment and retention of these positions, which had been extremely difficult in the competitive healthcare labor market from which the hospital recruits applicants. In addition to the NHH salaries not keeping pace with labor market trends, the field of Occupational Therapy has also upgraded the educational requirements to require a Master's degree in order to qualify for entry-level occupational therapy positions. Consequently, graduates will be carrying more debt and will seek out positions that will enable them to repay loans. Private hospitals not only pay higher salaries but also will often assist employees with student loans payments as a recruitment tool or may provide a sign on cash bonus.

It is without a doubt that the past enhancements have been key to the retention of the current OT IIs now onboard at NHH. It is for this reason that we respectfully request that the enhancement continue to retain the ability to facilitate the efficient discharge of patients to the community. OTs are essential for discharge planning as they evaluate patients' cognitive ability to live independently. These positions are even more crucial as the US Department of Justice and the Disability Rights Center have filed suit against the NH Department of Health and Human Services alleging that persons in New Hampshire, who are suffering from mental illness, are hospitalized at higher expense and for longer periods of time due the State's failure to provide sufficient community mental health services.

Furthermore, the hospital has been withholding the recruitment of an additional OT II until the enhancement is requested and hopefully approved, as it would be fruitless to post the position with the new requirement of the Master's degree at the non-enhanced salary.

The most recent salary information for 2012 by state from the American Occupational Therapy Association is as follows:

**AVERAGE FULL-TIME OT SALARIES BY STATE**

(For the sake of representative averages, we removed all salaries above \$750K)

State	Salary	#	State	Salary	#	State	Salary	#
National Average	\$71,506	2120	Kentucky	\$67,924	41	Ohio	\$68,686	83
Alabama	\$64,072	13	Louisiana	\$72,391	25	Oklahoma	\$75,719	8
Alaska	\$113,732	3	Maine	\$58,460	13	Oregon	\$67,465	25
Arizona	\$81,247	35	Maryland	\$76,461	44	Pennsylvania	\$68,605	145
Arkansas	\$73,395	10	Massachusetts	\$66,408	78	Rhode Island	\$73,797	10
California	\$88,577	135	Michigan	\$60,322	73	South Carolina	\$73,023	29
Colorado	\$63,122	41	Minnesota	\$63,650	28	South Dakota	\$57,240	10
Connecticut	\$73,908	32	Mississippi	\$73,339	18	Tennessee	\$74,479	35
Delaware	\$78,816	7	Missouri	\$66,442	32	Texas	\$77,098	121
District of Columbia	\$65,143	9	Montana	\$54,927	3	Utah	\$68,870	10
Florida	\$71,649	99	Nebraska	\$71,837	15	Vermont	\$58,014	5
Georgia	\$70,523	44	Nevada	\$80,371	13	Virginia	\$73,065	43
Hawaii	\$67,944	5	New Hampshire	\$60,567	28	Washington	\$72,306	30
Idaho	\$65,602	7	New Jersey	\$75,353	89	West Virginia	\$72,313	13
Illinois	\$72,968	95	New Mexico	\$72,592	10	Wisconsin	\$61,976	53
Indiana	\$70,548	48	New York	\$69,901	222	Wyoming	\$71,056	4
Iowa	\$67,877	26	North Carolina	\$70,207	78			
Kansas	\$69,249	22	North Dakota	\$54,999	7			

**AVERAGE FULL TIME OTA SALARIES BY STATE**

State	Salary	#	State	Salary	#	State	Salary	#
National Average	\$51,650	701	Kentucky	\$52,148	7	Ohio	\$47,002	42
Alabama	\$48,453	6	Louisiana	\$65,419	5	Oklahoma	\$56,867	3
Alaska	\$41,600	1	Maine	\$39,125	4	Oregon	\$48,500	3
Arizona	\$63,416	4	Maryland	\$55,802	5	Pennsylvania	\$47,072	47
Arkansas	\$51,337	4	Massachusetts	\$49,336	36	Rhode Island	\$49,188	9
California	\$53,782	18	Michigan	\$45,789	26	South Carolina	\$55,043	14
Colorado	\$48,979	8	Minnesota	\$36,908	8	South Dakota	\$37,244	4
Connecticut	\$51,038	14	Mississippi	\$63,224	5	Tennessee	\$51,972	19
Delaware	\$45,000	2	Missouri	\$51,265	14	Texas	\$61,479	67
District of Columbia	No replies		Montana	No replies		Utah	\$46,800	1
Florida	\$53,579	52	Nebraska	\$53,082	2	Vermont	\$41,261	5
Georgia	\$54,597	6	Nevada	\$45,271	2	Virginia	\$51,001	17
Hawaii	No replies		New Hampshire	\$43,166	5	Washington	\$50,939	11
Idaho	\$39,250	1	New Jersey	\$62,113	25	West Virginia	No replies	
Illinois	\$51,137	35	New Mexico	\$48,432	5	Wisconsin	\$41,827	21
Indiana	\$47,892	25	New York	\$46,110	54	Wyoming	\$44,747	1
Iowa	\$46,654	1	North Carolina	\$49,610	34			
Kansas	\$41,527	6	North Dakota	\$46,113	5			

The starting salary for an Occupational Therapist at NHH without the enhancement is \$37,849.50. At step 8, which takes 12 years to reach, the salary for the Occupational Therapist II is \$50,914.50. Compared to the average full time salary of all occupational therapists in the state of New Hampshire, which is \$60,597.00, an OT II at a step 8 is earning 16% less than their colleagues in other facilities with no opportunity for additional step increases. This information is consistent with other wage indicators such as the Bureau of Labor Statistics which for May 2011 shows the annual mean wage for occupational therapists to be \$63,600 in New Hampshire.

This enhancement is necessary to maintain a competitive salary for recruiting and retaining Occupational Therapist II positions. The hospital is under constant scrutiny to facilitate discharges and without these positions would be unable to confidently discharge patients into the community. If approved, overall annual cost of this increase would be approximately \$56,682.60 and we would ensure that the salary for each position in this classification would be increased by the authorized enhancement percentage. There are sufficient funds in the Hospital's budget to cover this request.

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.

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Area served: statewide.

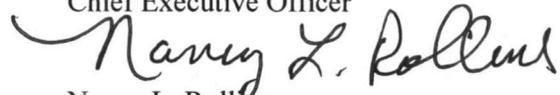
Source of funds: 69% general funds and 31% federal funds.

In the event that federal funds become no longer available, general funds will not be requested to support this contract.

Respectfully submitted,

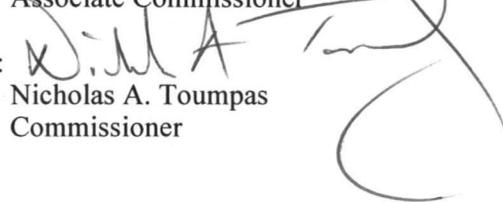


Robert J. MacLeod, DHA, FACHE  
Chief Executive Officer



Nancy L. Rollins  
Associate Commissioner

Approved by:



Nicholas A. Toumpas  
Commissioner

Occupational Therapist II													
Fiscal Impact													
FY 2014													
Position #	Title	Employee Name	LG Step	Hourly Rate	Annual Salary	Annual Hazard Pay	Total Present Annual Salary	Hourly Rate	Annual Salary	Annual Hazard Pay	Total Enhanced Annual Salary	Hours/Wk	
15899	Occupational Therapist II	Macrae, Barbara	21 8	26.11	50,914.50	260.00	51,174.50	31.33	61,097.40	260.00	61,357.40	010	37.5
15901	Occupational Therapist II	Nagy, Laura	21 8	26.11	50,914.50	260.00	51,174.50	31.33	61,097.40	260.00	61,357.40	010	37.5
15975	Occupational Therapist II	Vacant	21 1	19.41	37,849.50	260.00	38,109.50	23.29	45,419.40	260.00	45,679.40	010	37.5
18630	Occupational Therapist II	Mauzerall, Katherine	21 8	26.11	50,914.50	260.00	51,174.50	31.33	61,097.40	260.00	61,357.40	010	37.5
19025	Occupational Therapist II	Boelig, Lori	21 6	23.80	46,410.00	260.00	46,670.00	28.56	55,892.00	260.00	55,952.00	010	37.5
30903	Occupational Therapist II	Sturtevant, Catherine	21 6	23.80	46,410.00	260.00	46,670.00	28.56	55,892.00	260.00	55,952.00	010	37.5
							284,973.00				341,655.60		
										Difference	56,682.60		
FY 2015													
Position #	Title	Employee Name	LG Step	Hourly Rate	Annual Salary	Annual Hazard Pay	Total Present Annual Salary	Hourly Rate	Annual Salary	Annual Hazard Pay	Total Enhanced Annual Salary	Hours/Wk	
15899	Occupational Therapist II	Macrae, Barbara	21 8	26.11	50,914.50	260.00	51,174.50	31.33	61,097.40	260.00	61,357.40	010	37.5
15901	Occupational Therapist II	Nagy, Laura	21 8	26.11	50,914.50	260.00	51,174.50	31.33	61,097.40	260.00	61,357.40	010	37.5
15975	Occupational Therapist II	Vacant	21 2	20.20	39,390.00	260.00	39,650.00	24.24	47,268.00	260.00	47,528.00	010	37.5
18630	Occupational Therapist II	Mauzerall, Katherine	21 8	26.11	50,914.50	260.00	51,174.50	31.33	61,097.40	260.00	61,357.40	010	37.5
19025	Occupational Therapist II	Boelig, Lori	21 7	25.01	48,769.50	260.00	49,029.50	30.01	58,523.40	260.00	58,783.40	010	37.5
30903	Occupational Therapist II	Sturtevant, Catherine	21 7	25.01	48,759.50	260.00	49,019.50	30.01	58,511.40	260.00	58,771.40	010	37.5
							291,222.50				349,155.00		
										Difference	57,932.50		