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

Lori A. Shibanette
 Commissioner

Heather M. Moquin
 Chief Executive Officer

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November 20, 2020

His Excellency, Governor Christopher T. Sununu
 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 implement the twenty percent (20%) increase in the compensation of the Occupational Therapist II position (#8T3037) for the E & F Units, upon Governor & Council approval through February 21, 2022. Funds are available in the following account: 34% General Funds and 66% Other Funds (provider fees).

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 Authorized
SFY 2021	010-500100	Personal Services - Perm Class	94053100	\$8,190
SFY 2022	010-500100	Personal Services - Perm Class	94053100	\$6,240
			Total	\$14,430

EXPLANATION

The purpose of this request is to seek a salary enhancement for an Occupational Therapy (OT) position, to assist with the recruitment and retention of OT positions effective upon G&C approval. All other NHH, OT positions are currently approved for this enhancement. The end-date of this requested enhancement coincides with the other OT enhancements at NHH as per the Personnel Rule 904.01, which limits enhancements to 24 months.

The position requested to be added to the 20% enhancement at New Hampshire Hospital is as follows:

Position #	Title
8T3037	Occupational Therapist II

Requests for salary enhancement were approved at the G&C meetings on 6/19/2013 # 137, 8/2/2017 #8, 2/21/2018 #9 and 12/18/2019 #28. 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 NH Hospital salaries not keeping pace with labor market trends, the field of Occupational Therapy has 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.

The enhancements have been instrumental to the retention of the current Occupational Therapist IIs now onboard at NH Hospital. It is for this reason that we respectfully request that the enhancement be extended to this position, in order to retain the ability to facilitate the efficient discharge of patients to the community. Occupational Therapists are essential for discharge planning as they evaluate patients' cognitive ability to live independently for integration into the community. 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 to the State's failure to provide sufficient community mental health services. A settlement agreement reached in this matter included a component, which requires NHH Occupational Therapists to prepare patients for community living and create individual plans for patients to promote integration into the community.

The State of NH starting salary for an Occupational Therapist II at NHH without the enhancement is \$43,114.50. The maximum State salary for the Occupational Therapist II is \$60,469.50, at Step 9 that takes 15 years to reach. This compares to the mean full time salary of all occupational therapists in New Hampshire, in accordance with the Bureau of Labor Statistics August 2020 data (the most current detail available), of \$79,230; 31% above the top State of NH salary level. This information is consistent with other wage indicators such as Salary.Com, which for July 2020 shows the annual mean wage for occupational therapists to be \$91,818 in New Hampshire; 51.8% above the top State of NH salary level.

This enhancement is necessary to maintain a competitive salary for recruiting and retaining Occupational Therapist related positions. If approved, overall additional cost of this increase would be \$14,430; which would ensure the salary for this position in this classification would be increased by the authorized enhancement percentage. This request prorates the fiscal year 22 request to 16 pay periods to co-term on February 21, 2022 with the enhancements previously approved for other positions within the Hospital. There are sufficient funds in the Hospital's budget to cover this request and funds are anticipated to be available in the next biennium.

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: Statewide.

Source of Funds: 34% General Funds and 66% Other Funds (provider fees).

In the event that other funds become no longer available, General Funds will not be requested to support this contract.

Respectfully submitted,



Lori A. Shibinette
Commissioner



State of New Hampshire

Charles M. Arlinghaus
Commissioner
(603) 271-3201

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

Lorrie A. Rudis
Director
(603) 271-3261

Request for Rule Exception

NOTE: Submit this form to the Administrator, Bureau of Human Resources.

Date:	08/28/2020	Requestor Name and Title:	Laurie Spring, Assistant Administrator
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Agency:	HHS	Bureau:	New Hampshire Hospital
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Exception requested for DOP Rule #	Per 904.01, Request for Temporary Increase
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In the space below, write a justification for requesting an exception to the Rule listed above.

Position 8T3037, Occupational Therapist II, was established in August 2020 as part of an effort to create and staff two new adult units, E Unit and F Unit, in order to increase the number of patient beds available in NH Hospital. In accordance with Per 904.01, NH Hospital is seeking a salary enhancement of 20% for this newly established position. Currently all OT positions at New Hampshire Hospital receive identical enhancements due to recruitment and retention challenges in an extremely competitive healthcare labor market. If approved, this enhancement would be effective through February 21, 2022.

Supporting documentation for this request, including a full letter of explanation, wage comparisons for similar positions, and a fiscal impact statement, are attached to this request for your consideration.

The below to be filled out by Division of Personnel

DECISION:	Approved by Lorrie Rudis, Director of Personnel
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Decision Date:	Name:	Title:	Signature:
09/24/2020	Michael Moranti	Deputy Director of Personnel	Michael Moranti

Digitally signed by Michael Moranti
Date: 2020.09.24 08:54:30 -0400

Comparative Occupational Therapist II Salary Information, August 11, 2020

U.S. Bureau of Labor and Statistics (BLS)

Job Outlook from BLS (retrieved on 8/11/20, from: <https://www.bls.gov/ooh/healthcare/occupational-therapists.htm>)
Employment of occupational therapists is projected to grow 18 percent from 2018 to 2028, much faster than the average for all occupations.

New Hampshire, Non-metropolitan West Central, Southwest Area Mean Wage, August 2020 Data
Retrieved 8/11/20 from: https://www.bls.gov/oes/current/oes_3300006.htm

Occupation code	Occupation title	Employment	Employment per 1,000 jobs	Location quotient	Mean hourly wage	Annual mean wage
29-1122	<u>Occupational Therapists</u>	150	1.454	1.60	\$38.09	\$79,230

Salary.com

Retrieved 8/11/20 from: <https://www1.salary.com/NH/Concord/Occupational-Therapist-Salary.html#experienceyear>

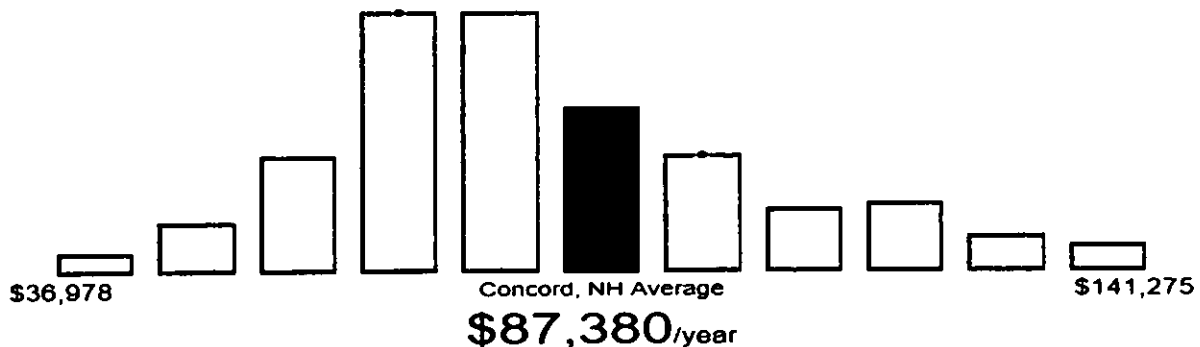
How much does an Occupational Therapy make in Concord, NH? The average Occupational Therapy salary in Concord, NH is \$91,818 as of July 27, 2020, but the range typically falls between \$84,105 to \$100,035.



Ziprecruiter.com

Retrieved 8/11/20 from: <https://www.ziprecruiter.com/Salaries/How-Much-Does-a-occupational-therapist-Make-a-Year-in-Concord,NH>

Occupational Therapist Salary in Concord New Hampshire



DHHS - NEW HAMPSHIRE HOSPITAL
Occupational Therapist Enhancement Request
Fiscal Impact

FY 2021

Position #	Title	LG	Step	Hourly Rate	Annual Salary	Annual Hazard Pay	Total Present Annual Salary	20% Enhanced Pay			Fund	Agy	Orgn	Cls	Hours/Wk		
								Hourly Rate	Annual Salary	Hazard Pay						Total Enhanced Annual Salary	
8T3037	Occupational Therapist II	21	5	26.00	50,700.00	260.00	50,960.00	31.20	60,840.00	260.00	61,100.00	010	094	8750	010	37.5	
							<u>50,960.00</u>				<u>61,100.00</u>						
											SFY 21 Difference		<u>10,140.00</u>				
											Prorated for 21 of 26 pay periods		0.81				
											SFY21 Pro-Rated		<u>8,190.00</u>				

FY 2022

Position #	Title	LG	Step	Hourly Rate	Annual Salary	Annual Hazard Pay	Total Present Annual Salary	20% Enhanced Pay			Fund	Agy	Orgn	Cls	Hours/Wk		
								Hourly Rate	Annual Salary	Hazard Pay						Total Enhanced Annual Salary	
8T3037	Occupational Therapist II	21	5	26.00	50,700.00	260.00	50,960.00	31.20	60,840.00	260.00	61,100.00	010	094	8750	010	37.5	
							<u>50,960.00</u>				<u>61,100.00</u>						
											SFY 22 Difference		<u>10,140.00</u>				
											Prorated for 16 of 26 pay periods		0.62				
											SFY22 Pro-Rated		<u>6,240.00</u>				

SUM OF ENHANCMENT REQUEST 14,430.00