



STATE OF NEW HAMPSHIRE  
DEPARTMENT OF CORRECTIONS  
DIVISION OF ADMINISTRATION

P.O. BOX 1806  
CONCORD, NH 03302-1806

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TDD Access: 1-800-735-2964

William L. Wrenn  
Commissioner

Doreen Wittenberg  
Director

APR 16 '15 PM 12:39 DAS

37

*[Handwritten initials]*

April 14, 2015

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

**REQUESTED ACTION**

Authorize the NH Department of Corrections request in concurrence with the decision of the Department of Administrative Services Director of Personnel, dated March 26, 2015, in accordance to RSA 99:8, to continue a 30% salary enhancement totaling \$174,634.20 for position #19851 Chief Pharmacist, Labor Grade 30, positions #12997, #19553 and 19848, Pharmacist, Labor Grade 27 for the period from July 1, 2015 through June 30, 2017.

**EXPLANATION**

The NH Department of Corrections requests authorization by the Governor and Executive Council to continue the salary enhancement of 30% for its Pharmacists for the purpose of retention due to the competitive labor market and dramatic differences in salaries and trends that impact this profession. The labor market has not changed and the salary trends that impact this profession require continuation of the salary enhancement.

This competitive labor market continues to be limited and ultimately affects the State of New Hampshire and the Department of Corrections' ability to hire and retain qualified individuals. The Department requests this action to continue the salary enhancement to not only remain competitive with the outside labor market, but also to remain competitive with other State agencies (Department of Health and Human Services, New Hampshire Hospital).

The funding for the salary enhancements for these positions is budgeted in the SFY 2016-2017 State operating budget appropriation in the accounting unit, Department of Corrections: 02-46-46-465010-8236-010-500100, Regular Officers and Employees.

Respectfully Submitted,

William L. Wrenn  
Commissioner

FY 16 & 17 30% Pharmacy Enhancement  
Projected Cost

Classification	Pos #	Current A000 LG/Step	Current A000 Salary	Increment Information	FY 16 Annual Enhancement Cost	SFY 16 Salary with 30% Enhancement	FY 17 Annual Enhancement Cost	SFY 17 Salary with 30% Enhancement	Cumulative FY 16 & 17 Enhancement Cost
Chief Pharmacist	#19851	LG 30 Step 8	\$ 80,866.50	Reached max	\$ 24,259.95	\$ 105,126.45	\$ 24,259.95	\$ 105,126.45	\$ 48,519.90
Pharmacist	#12997	LG 27 Step 8	\$ 70,063.50	Reached max	\$ 21,019.05	\$ 91,082.55	\$ 21,019.05	\$ 91,082.55	\$ 42,038.10
Pharmacist	#19553	LG 27 Step 8	\$ 70,063.50	Reached max	\$ 21,019.05	\$ 91,082.55	\$ 21,019.05	\$ 91,082.55	\$ 42,038.10
Pharmacist	#19848	LG 27 Step 8	\$ 70,063.50	Reached max	\$ 21,019.05	\$ 91,082.55	\$ 21,019.05	\$ 91,082.55	\$ 42,038.10
<b>Total Cost</b>									<b>\$ 174,634.20</b>

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## Pharmacist Manager Salaries

View Pharmacist Manager Hourly Wages

Alternate Job Titles: Pharmacy Manager, Manager Pharmacist, Pharmacist Manager

What is the average annual salary for Pharmacist Manager?

The annual salary for someone with the job title Pharmacist Manager may vary depending on a number of factors including industry, company size, location, years of experience and level of education. Our team of Certified Compensation Professionals has analyzed survey data collected from thousands of HR departments at companies of all sizes and industries to present this range of annual salaries for people with the job title Pharmacist Manager in the United States.

This chart describes the expected percentage of people who perform the job of Pharmacist Manager in the United States that make less than that annual salary. For example the median expected annual pay for a typical Pharmacist Manager in the United States is \$136,602 so 50% of the people who perform the job of Pharmacist Manager in the United States are expected to make less than \$136,602.

Source: HR Reported data as of March 2015

Salary	Salary + Bonus	Benefits	Purchase Full Report
Annual	Median \$136,602		
10%	25%	75%	90%
\$122,207	\$129,087	\$143,310	\$149,417

This is NATIONAL SALARY DATA  
Get more specific data by entering your city, state or zip code here.

Refine by: Location  Education  Years of Exp.  Direct Reports  Performance

Other  Change Search Criteria

If you would like more details about compensation for this position including benefits and how other factors may influence your pay try our [Salary Wizard](#). If you are planning to negotiate a salary you may want to purchase a [Personal Salary Report](#). If you are an employer looking to price this position you may want to purchase a [Job Valuation Report](#) or [Salary Wizard Professional Edition](#).

### Job Description for Pharmacist Manager

Manages a group of pharmacists who, under the direction of a physician, compound and dispense prescribed drugs in a retail or healthcare facility environment. Oversees pharmacists transferring prescriptions, handling incoming physician calls, logging data into the computer, and conducting drug utilization review. Requires a bachelor's degree and/or an advanced degree in pharmacy with at least 4 years of experience and is licensed to practice. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and initiative is expected. Typically reports to a head of a unit/department. [View Pharmacist Manager Job Description](#)

View Pharmaceuticals Jobs by Salary Range: <\$30K \$30K-\$50K \$50K-\$80K \$80K-\$100K >\$100K

Categories: [Pharmaceuticals](#) [Biotechnology](#) [Healthcare -- Practitioners](#)

Industries: [Edu, Gov't & Nonprofit](#) [Healthcare](#) [Insurance](#) [Pharmaceuticals](#) [Retail & Wholesale](#)

Similar Job Titles: [Pharmacist](#) [Clinical Pharmacist](#) [IS Security Manager](#) [Network Operations Manager](#) [Customer Information Center Manager](#) [Operatic Systems Programming Manager](#) [Systems Consultant/Engineering Manager](#) [Online Pharmacist](#) [Nuclear Pharmacist](#)

### Pharmacist Manager Salaries by State

Alabama Alaska Arizona Arkansas California  
Colorado Connecticut Delaware District of Columbia Florida

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**About the Job**

Job Title:  [Methodology](#)

Location:

Company Size:

Industry:

Salary	Salary + Bonus	Benefits	Similar Jobs	Statistics	Job Coexist
Pharmacist Manager Concord, NH					
Median Annual <input type="text" value="\$144,073"/>					
	10%	25%		75%	90%
	\$125,894	\$138,128		\$151,147	\$187,588

**Projected Salary Unknown**

[View more Pharmacist Manager in Concord, NH](#)

**About You**

Education

Years of Experience

Direct Reports

Reports To

Performance

- [Clinical Pharmacist](#)
- [Nuclear Pharmacist](#)
- [Online Pharmacist](#)
- [Pharmacist](#)
- [Pharmacist - Home Care](#)
- [Pharmacist - Retail](#)
- [Account Management Manager](#)
- [Accounting Manager](#)
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## Pharmacist Salaries

[View Pharmacist Hourly Wages](#)

Alternate Job Titles: [Pharmacist](#), [Druggist](#)

What is the average annual salary for Pharmacist?

The annual salary for someone with the job title Pharmacist may vary depending on a number of factors including industry, company size, location, years of experience and level of education. Our team of Certified Compensation Professionals has analyzed survey data collected from thousands of HR departments at companies of all sizes and industries to present this range of annual salaries for people with the job title Pharmacist in the United States.

This chart describes the expected percentage of people who perform the job of Pharmacist in the United States that make less than that annual salary. For example the median expected annual pay for a typical Pharmacist in the United States is \$122,499 so 50% of the people who perform the job of Pharmacist in the United States are expected to make less than \$122,499.

Source: HR Reported data as of March 2015

Salary	Salary + Bonus	Benefits	Purchase Full Report
Annual	Median \$122,499		
10%	25%	75%	90%
\$109,293	\$115,953	\$129,020	\$134,958

This is NATIONAL SALARY DATA  
 Get more specific data by entering your city, state or zip code here.

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Enter a job title  Enter a city or postal code  [SEARCH](#)

If you would like more details about compensation for this position including benefits and how other factors may influence your pay try our [Salary Wizard](#). If you are planning to negotiate a salary you may want to purchase a [Personal Salary Report](#). If you are an employer looking to price this position you may want to purchase a [Job Valuation Report](#) or [Salary Wizard Professional Edition](#).

### Job Description for Pharmacist

Compounds and dispenses prescribed drugs in a healthcare facility environment. Also responsible for transferring prescriptions, handling incoming physician calls, logging data into the computer, and Drug Utilization Review. Requires a bachelor's degree and/or an advanced degree in pharmacy and is licensed to practice. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required. Typically reports to a manager. [View Pharmacist job description](#)

View Pharmaceuticals Jobs by Salary Range: [<\\$30K](#), [\\$30K-350K](#), [\\$50K-990K](#), [\\$90K-1100K](#), [>\\$100K](#)

Categories: [Pharmaceuticals](#), [Biotechnology](#), [Healthcare - Practitioners](#)

Industries: [Business Services](#), [Edu., Gov't & Nonprofit](#), [Energy & Utilities](#), [Financial Services](#), [Healthcare](#), [Insurance](#), [Pharmaceuticals](#), [Retail & Wholesale](#)

Similar Job Titles: [Pharmacist Manager](#), [Clinical Pharmacist](#), [Online Pharmacist](#), [Nuclear Pharmacist](#), [Pharmacist - Home Care](#), [Pharmacist - Retail](#), [Pharmacy Technician I](#), [Pharmacy Technician II](#)

### Pharmacist Salaries by State

<a href="#">Alabama</a>	<a href="#">Alaska</a>	<a href="#">Arizona</a>	<a href="#">Arkansas</a>	<a href="#">California</a>
<a href="#">Colorado</a>	<a href="#">Connecticut</a>	<a href="#">Delaware</a>	<a href="#">District of Columbia</a>	<a href="#">Florida</a>
<a href="#">Georgia</a>	<a href="#">Hawaii</a>	<a href="#">Idaho</a>	<a href="#">Illinois</a>	<a href="#">Indiana</a>

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About the job

Job Title:

Location:

Company Size:

Industry:

Salary:  Median Annual

10%	25%	75%	90%
\$116,012	\$122,297	\$136,079	\$142,343

Projected Salary Unknown

[Methodology](#)

[View more Pharmacist in Concord, NH](#)

About You

Education:

Reputation:

Years of Experience:

Direct Reports:

Reports To:

Performance:

- [Pharmacist - Home Care](#)
- [Pharmacist - Retail](#)
- [Pharmacist Manager](#)
- [Clinical Pharmacist](#)
- [Nuclear Pharmacist](#)
- [Online Pharmacist](#)
- [Assistant Pharmacy Director](#)
- [Pharmacy Technician I](#)
- [Pharmacy Technician II](#)



STATE OF NEW HAMPSHIRE  
DEPARTMENT OF CORRECTIONS  
HUMAN RESOURCES

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William L. Wrenn  
Commissioner  
Lisa Currier  
Administrator

March 26, 2015

Sara Willingham  
Director of Personnel  
NH Division of Personnel  
28 School Street  
Concord, NH 03301

Dear Ms. Willingham:

Effective July 1, 2015, the salary enhancement for our Chief Pharmacist, Position #19851, Labor Grade 30, and Pharmacist positions #19848, 19553, 12997, Labor Grade 27, will expire. The NH Department of Corrections submits this request in accordance with New Hampshire Code of Administrative Rules Per 904.01, to seek your continued approval to extend the 30% salary enhancement authorized for these positions for an additional 24 month period to be effective July 1, 2015 through June 30, 2017.

The original enhancement request was granted for retention purposes for our Pharmacists due to the competitive labor market and the dramatic differences in salaries and trends that impact this profession. The labor market has not changed and salary trends appear to continue to be on the rise. However, we are only seeking to maintain the current 30% salary enhancement for retention purposes. This enhancement is necessary to maintain a competitive salary for retaining and recruiting our Pharmacists.

Attached are two "Base Salary Charts" from Salary.Com to demonstrate the salary ranges for Pharmacists along with our "Projected Cost Salary Chart" for the above noted positions. I have enclosed a copy of our correspondence dated March 21, 2013 requesting the 30% salary enhancement for our Chief Pharmacist and Pharmacist positions.

Also, we examined the possibility to move the pharmacist positions from classified to unclassified positions. However, this change would increase the salary cost to the Department of Corrections' budget by an additional amount of \$113,000 per year. Due to that substantial increase, we are submitting this request to remain at the 30% salary enhancement. The Department will re-examine the feasibility as to whether these positions could be moved from classified to unclassified for the FY 18-19 budget.

The total approximate cost to continue the 30% enhancement for the above noted positions through June 30, 2017 would be \$174,634.

We look forward to your favorable response.

Sincerely,

Lisa A. Currier  
HR Administrator

lc  
encls

## Currier, Lisa

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**From:** Willingham, Sara J. <Sara.Willingham@NH.Gov>  
**Sent:** Friday, March 27, 2015 3:49 PM  
**To:** Currier, Lisa  
**Cc:** Elberfeld, Jennifer; Shoemaker, Joseph  
**Subject:** RE: Pharmacists enhancement  
**Attachments:** Pharmacists enhancement from 2015-2017.pdf

Thank you for submitting your justification letter and supporting wage documentation to continue the 30% enhancement for position #19851, Chief Pharmacist, labor grade 30 and Pharmacist positions #19848, 19553 and 12997, labor grade 27. Under Personnel Rule 904.01(a), an appointing authority may request a temporary increase in the compensation of a class by submitting a comparison of salaries in the appropriate industry and geographic location, including occupations which are comparable to the state classification for which the increase is sought.

I have reviewed the wage and compensation materials you submitted for pharmacy-related occupations, and find you have met the documentation requirements of the Personnel Rules. Therefore you may proceed to Governor and Council with your request to extend this 30% enhancement, for a period not to exceed 24 months.

*Sara J. Willingham, Director of Personnel*  
*NH Division of Personnel*  
*28 School Street*  
*Concord, NH 03301*  
*(603) 271-3359 FAX (603) 271-1422*  
*[sara.willingham@nh.gov](mailto:sara.willingham@nh.gov)*

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**From:** Currier, Lisa [<mailto:Lisa.Currier@doc.nh.gov>]  
**Sent:** Thursday, March 26, 2015 2:53 PM  
**To:** Willingham, Sara J.  
**Subject:** FW: Pharmacists enhancement

Sara,

Attached is a formal request to continue the Chief Pharmacist and (3) Pharmacist positions' 30% salary enhancements for another two year period as the previous approval will expire June 30, 2015.

Please review and advise.

Thank you.

*Lisa A. Currier*  
HR Administrator  
NH Department of Corrections  
(603)271-5640

# TITLE VI

## PUBLIC OFFICERS AND EMPLOYEES

### CHAPTER 99

#### ADJUSTMENT OF SALARIES OF STATE EMPLOYEES

##### Section 99:9

###### **99:9 Classified Employees. –**

I. Employees whose positions were lowered as a result of the 1961 reorganization acts shall receive increases based upon their classifications as of June 30, 1961.

II. Employees whose positions were lowered as a result of reevaluation since June 30, 1965 shall receive increases based upon their classifications as of June 30, 1965.

III. An employee whose position is reclassified or reallocated to a lower level as a result of the 1995 department of health and human services reorganization act shall be paid at the same level as such employee was paid prior to the reallocation or reclassification until the pay in the lower level exceeds the pay the employee was receiving at the time of the reallocation or reclassification.

IV. No employee whose employment is terminated as a result of the 1995 Department of Health and Human Services Reorganization Act or as a result of budget reductions within the department may exercise the privilege of bumping any other employee notwithstanding any law or administrative rule. This provision shall terminate on December 31, 1998.

V. Any full-time state employee who was laid off pursuant to the 1995 department of health and human services reorganization act or as a result of budget reductions within the department of health and human services who before the layoff was receiving state-paid medical benefits under the provisions of RSA 21-I:26-36, who is not eligible to retire and receive post-retirement medical benefits under the provisions of RSA 21-I:26-36 or RSA 100-A:52-55, and who is not eligible for employer paid medical or health care coverage under the plan of any other employer, or as the spouse of a person covered under the plan of any other employer, or under the state plan as the spouse of a state employee, shall continue to receive state-paid medical and dental benefits, as if continuing in active employment, for a period not to exceed 3 months after the date of termination of state employment. This 3-month period shall be included in the calculation of the entitlements required under the consolidated Omnibus Reconciliation Act of 1986 and any amendments thereto. This provision shall expire on December 31, 1998.

**Source.** 1967, 353:6. 1995, 310:60, eff. Nov. 1, 1995.