



Lori A. Shibanette
Commissioner

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STATE OF NEW HAMPSHIRE
DEPARTMENT OF HEALTH AND HUMAN SERVICES
OFFICE OF THE COMMISSIONER

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March 5, 2020

His Excellency, Governor Christopher T. Sununu
and the Honorable Council
State House
Concord, NH 03301

REQUESTED ACTION

In accordance with RSA 94:6, New Appointments, the Department of Health and Human Services (DHHS) respectfully requests to place Ms. Ellen Lapointe at step 7 for the position of Chief Operating Officer, New Hampshire Hospital (#9U408), unclassified salary grade HH, earning \$134,729.40 annually, effective upon G&C approval. Funding is 58% Federal Funds and 42% General Funds.

Pursuant to RSA 94:3-b, on September 28, 2017, the Department submitted to the Joint Committee on Employee Classification to increase the salary range of this position from HH to KK in order to recruit and retain a qualified applicant. The Joint Committee on Employee Classification approved the new salary range on Wednesday, October 11, 2017 then subsequently approved by G&C.

EXPLANATION

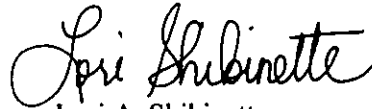
New Hampshire Hospital is a 168 bed hospital providing acute, inpatient psychiatric services. The hospital employs approximately 600 staff and includes physicians, nurses, administrative staff and numerous support personnel. NHH is unique among all of the programs within the Department of Health and Human Services in its staffing model, direct provision of healthcare and regulatory requirements. The role of the Chief Operating Officer is critical in daily operational leadership including managing and supervising staff, core functions and services, initiatives and activities of the NHH. This position also ensures all operations, business practices, and systems are in compliance with federal and state regulations and DHHS' commitment to quality and requires a high level of operational and administrative knowledge and experience.

Ms. Lapointe is coming to the Department with over 14 years' experience working in and leading healthcare programs. She has a Bachelor's Degree in Business Management and most recently worked as the Executive Director of a 175 bed healthcare facility. Ms. Lapointe has led multiple teams in quality improvement and excellence. She has a demonstrated record of being able to work with diverse teams and increase both staff engagement and clinical outcomes. This experience will be highly valuable to the division and will make her a tremendous asset to New Hampshire Hospital. Ms. Lapointe's current salary is \$137,500.00 in her current role and the scope of this new position is greater, thus warranting the Step 7

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offer. In this competitive environment for skilled and experienced management along with the complexities of the integration of NHH, I request Ms. Lapointe to be placed in the Chief Operating Officer, NHH position, unclassified salary grade KK, at step 7.

Sincerely,

A handwritten signature in black ink that reads "Lori Shibinette". The signature is written in a cursive style with a large initial "L".

Lori A. Shibinette
Commissioner