



State of New Hampshire

DEPARTMENT OF HEALTH AND HUMAN SERVICES

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JEFFREY A. MEYERS
COMMISSIONER

October 3, 2017

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

REQUESTED ACTION

Pursuant to RSA 94:3-b; Salary Adjustment for Recruitment or Retention, authorization is requested by the Department of Health and Human Services for the confirmation of the Joint Committee on Employee Classification's approval and recommendation of the establishment of a new salary range of \$93,759.12 to \$124,606.04, for the position of the Chief Operating Officer at New Hampshire Hospital (position 9U408), from the current salary of \$82,027.92 to \$108,961.32 (Labor Grade HH), effective upon the approval of the Governor and Executive Council.

EXPLANATION

The Chief Operating Officer at New Hampshire Hospital provides day to day operational leadership, strategic management and planning for all departments of New Hampshire Hospital. This position reports to the Chief Executive Officer and is responsible for the operational controls, administrative and reporting procedures, and financial and resource management to ensure the effective, efficient and compliant operation of the hospital.

In June 2017, at the Department's request, the Commissioner of Administrative Services asked the Joint Committee on Employee Classification to authorize a review of the Chief Operating Officer position. In an effort to recruit a Chief Operating Officer the Department became aware that the current salary structure was insufficient to attract qualified applicants. New Hampshire has twenty three nonprofit hospitals operating in the state. Our hospitals range from small critical access hospitals to large complex health systems. New Hampshire Hospital falls in the middle of that group, both in size and complexity of services. Executive salaries in our community hospitals also varies, with the larger systems paying executives over \$500,000 and most of the smaller hospitals paying executives between the \$200,000-\$300,000 range. The salary structure of typical hospital executives in community hospitals vary depending on base salary, incentive bonuses and fringe benefits.

The study, conducted by the Korn Ferry/Hay group resulted in a recommendation of Labor Grade HH for the Chief Operating Officer at New Hampshire Hospital. The report acknowledged that the recommendations are based solely on job content alone and the State "may have to supplement the salary based on supply and demand in the marketplace and the fact that this is a market-driven position because of the skill set required."

His Excellency, Governor Christopher T. Sununu
October 3, 2017
Page 2 of 2

Pursuant to RSA 94:3-b, the Department submitted a request to the Joint Committee on Employee Classification to increase the salary range of this position in order to recruit and retain a qualified applicant. The Joint Committee on Employee Classification voted to approve a new salary range for the Chief Operating Officer of New Hampshire Hospital of \$93,759.12 to \$124,606.04 at their meeting held on Thursday, September 28, 2017.

Thank you for considering this request. Please let me know if you have further questions.

Respectfully Submitted,



Jeffrey A. Meyers
Commissioner

Attachment

TITLE VI PUBLIC OFFICERS AND EMPLOYEES

CHAPTER 94 COMPENSATION OF CERTAIN STATE OFFICERS

Section 94:3-b

94:3-b Salary Adjustment for Recruitment or Retention. – Notwithstanding any other provisions of law to the contrary, upon the request of an appointing authority submitted to the commissioner of administrative services for review and evaluation and upon approval by the joint committee on employee classification, the governor and council is hereby authorized and empowered upon a finding by them that it is in the best interests of the state and is necessary in order to recruit and retain or recruit or retain qualified personnel to increase the salary ranges of unclassified positions.

Source. 1969, 500:15. 1970, 14:8. 2001, 158:105. 2006, 290:19, eff. June 15, 2006.