



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

Bob Mullen
Director

113
Wrenn
Mullen

May 1, 2013

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 27, 2013, in accordance to RSA 99:8, to continue a 30% salary enhancement totaling \$164,525.40 for position #19851 Chief Pharmacist, Labor Grade 30, positions #12997, #19553 and 19848, Pharmacist, Labor Grade 27 for the period from July 1, 2013 through June 30, 2015. *100% General Funds*

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 2014-2015 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 14 & 15 30% Pharmacy Enhancement
Projected Cost

Classification	Pos #	Current A000 LG/Step	Current A000 Salary	Increment Information	FY 14 Annual Enhancement Cost	SFY 14 Salary with 30% Enhancement	FY 15 Annual Enhancement Cost	SFY 15 Salary with 30% Enhancement	Cumulative FY 14 & 15 Enhancement Cost
Chief Pharmacist	#19851	LG 30 Step 8	\$ 76,186.50	Reached max	\$ 22,855.95	\$ 99,042.45	\$ 22,855.95	\$ 99,042.45	\$ 45,711.90
Pharmacist	#12997	LG 27 Step 8	\$ 66,007.50	Reached max	\$ 19,802.25	\$ 85,809.75	\$ 19,802.25	\$ 85,809.75	\$ 39,604.50
Pharmacist	#19553	LG 27 Step 8	\$ 66,007.50	Reached max	\$ 19,802.25	\$ 85,809.75	\$ 19,802.25	\$ 85,809.75	\$ 39,604.50
Pharmacist	#19848	LG 27 Step 8	\$ 66,007.50	Reached max	\$ 19,802.25	\$ 85,809.75	\$ 19,802.25	\$ 85,809.75	\$ 39,604.50
Total Cost									\$ 164,525.40

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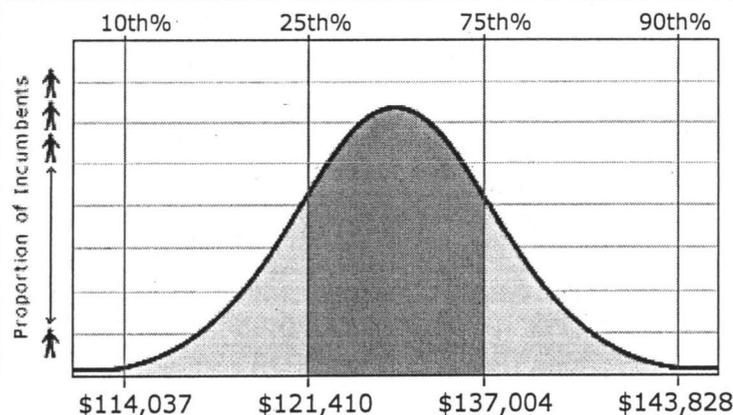
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Base Salary	Bonuses	Benefits
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Pharmacist Manager - U.S. National Averages Base pa



You're not done yet

These numbers are only an average for all **Pharmacist Manager** jobs in the United States. Many factors can affect the salary you should expect. Please try our **FREE** Advanced Salary Calculator to narrow down this range and see exactly where your salary should fall.

Begin by selecting your location:

Zip Code State/Metro

Next

The median expected salary for a typical **Pharmacist Manager** in the **United States** is **\$129,509**. This basic market pricing report was prepared using our Certified Compensation Professionals' analysis of survey data collected from thousands of HR departments at employers of all sizes, industries and geographies.

Source: HR Reported data as of March 2013

Job Description for Pharmacist Manager

[New Sea](#)

Manages a group of pharmacists who, under the direction of a physician, compound and dispense prescription 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.

US Salaries Canadian Salaries

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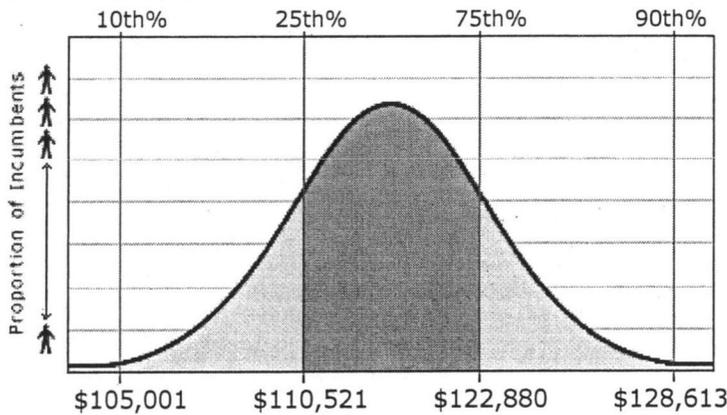
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Base Salary | Bonuses | Benefits

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Pharmacist - U.S. National Averages

Base pa



⚠ You're not done yet!

These numbers are only an average for all **Pharmacist** jobs in the United States. Many factors can affect the salary you should expect. Please use our **FREE** Advanced Salary Calculator to narrow down this range and see exactly where your salary should fall.

Begin by selecting your location:

Zip Code State/Metro

Next >

The median expected salary for a typical **Pharmacist** in the **United States** is **\$116,583**. This basic market pricing report was prepared using our Certified Compensation Professionals' analysis of survey data collected from thousands of HR departments at employers of all sizes, industries and geographies.

Source: HR Reported data as of March 2013

Job Description for Pharmacist

[New Search](#)

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



STATE OF NEW HAMPSHIRE
DEPARTMENT OF CORRECTIONS
HUMAN RESOURCES

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William L. Wrenn
Commissioner
Lisa Currier
Administrator

March 21, 2013

*Approved
KDH
3-27-13*

Karen Hutchins
Director of Personnel
NH Division of Personnel
State House Annex
Concord, NH 03301

Dear Ms. Hutchins:

Effective July 1, 2013, the salary enhancement for our Chief Pharmacist, Position #19851, LG 30, and Pharmacists, position #19848, 19553, 12997, LG 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, 2013 through June 30, 2015.

Original approval 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 recruiting and retaining our Pharmacists.

Attached are two "Base Salary Charts" from Salary.Com to demonstrate the salary ranges for Pharmacists along with a "Projected Cost Salary Chart" for the above noted positions.

Also, I have enclosed a copy of the correspondence dated April 6, 2011 requesting the 30% salary enhancement for our Chief Pharmacist and Pharmacist positions.

The total approximate cost to continue the 30% enhancement for the above noted positions through June 30, 2015 would be \$164,525.40.

We look forward to your favorable response.

Sincerely,

Lisa A. Currier
Human Resource Administrator

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RECEIVED

APR 05 2013

HUMAN RESOURCES

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