



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

Lori A. Shibillette
 Commissioner

Lori A. Weaver
 Deputy Commissioner

129 PLEASANT STREET, CONCORD, NH 03301-3857
 603-271-9200 1-800-852-3345 Ext. 9200
 Fax: 603-271-4912 TDD Access: 1-800-735-2964 www.dhhs.nh.gov

May 31, 2022

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 and 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 \$173,599.00 - \$216,000.00, for the position of State Epidemiologist, Division of Public Health Services, (position 9U438), from the current salary of \$150,956.00, effective upon Governor and Council approval.

EXPLANATION

The State Epidemiologist is a unique leadership position that provides epidemiology and medical support and leadership to the New Hampshire Department of Health and Human Services' (DHHS) Division of Public Health Services (DPHS). The State Epidemiologist provides data and epidemiology expertise, infectious diseases expertise, and serves as medical director for DPHS. The State Epidemiologist is also responsible for creating and communicating recommendations to the public, healthcare providers, and other public health partners; leading quality improvement activities to improve public health practice; building partnerships and collaborations with external stakeholders to improve population health; and providing direct guidance and recommendations to the Governor, the Commissioner of DHHS, the Director of DPHS, and other policy makers.

As the public face of population health issues in New Hampshire, the sphere of influence and impact of the State Epidemiologist position is significant and state-wide. The position integrates responsibility for providing complex scientific, technical, and medical expertise and leadership in infectious diseases, epidemiology, and quality improvement and evaluation, with accountability for operational oversight of public health work, emergency response to new or emerging infectious disease threats or other health issues, and developing and implementing public health strategic vision and direction. The State Epidemiologist is responsible for advancing the public health mission and initiatives of the Department; promoting optimal health and well-being for all individuals in New Hampshire by delivering responsive, high-quality, evidence-based information, resources, and services; and developing, facilitating, and sustaining partnerships that enhance the ability of the Department to achieve population health goals in an ever-changing health and human services environment.

As part of the effort to address the critical importance of a strong and effective recruitment and retention strategy for the State Epidemiologist position (9U438), and in accordance with RSA 94:1-f Health and Human Services Review; Certain Unclassified Employees, the Department submitted a request, dated January 4, 2022, to the Department of Administrative Services for salary adjustment from letter grade NN to letter grade QQ. The Korn Ferry/HayGroup evaluated the Department's request and recommended the State Epidemiologist position presented more of a market pricing issue rather than a job content issue, and the position should be, with the Department of Administrative Services' (DAS) agreement, adjusted from NN to QQ to allow the State to continue to compensate this role competitively based on market comparison.

In further consideration of the importance of allowing for incremental salary growth within the position, and to support retention and future recruitment should it become necessary, the Department requested that the Joint Commission on Employee Classification increase the salary range of the position.

On May 20, 2022, the Joint Commission on Employee Classification voted to approve a new salary range for the State Epidemiologist, Department of Health and Human Services, Division of Public Health Services, of \$173,599.00 - \$216,000.00. The Department of Health and Human Services will start the current incumbent, Dr. Benjamin Chan, at the beginning of the salary range - \$173,599.00.

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

Respectfully Submitted,



Lori A. Shibinette
Commissioner

Attachment