



State of New Hampshire

MAY 29 '15 PM 1:36:03

46
SJO
mac

Hugh J. Gallen
State Office Park
Spaulding Building
95 Pleasant Street
Concord, NH 03301
603/271-3176
TDD Access: Relay NH
1-800-735-2964
FAX: 603/271-6149
<http://www.nh.gov/labor>

Department of Labor

James W. Craig
Commissioner of Labor

May 22, 2015

Kathryn J. Barger
Deputy Labor
Commissioner

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

REQUESTED ACTION

Authorization is requested by the Department of Labor to offer the 25% salary enhancement approved for a two year period as provided for under RSA 99:8-Increases for Recruitment Purposes and Administrative Rule-Department of Personnel 904:01-Request for Temporary Increases, for six (6) positions; Chief Boiler Inspector #10973 (Labor Grade 25), Boiler Inspector, position #43060; (Labor grade 23), Chief Elevator Inspector, position #43059, (Labor grade 23); and three current Elevator Inspectors, position #41306, (Labor grade 21), #10981, (Labor grade 21) and #18084 (Labor grade 21); to be effective July 1, 2015 through June 30, 2017, Governor and Council approval. These positions are budgeted in account #02-26-26-260510-61000000-010-0100, Department of Labor, Inspection Division. 100% agency income (Inspection Fees & Certificates/Licenses) (Pending Budget Approval for FY2016 & 2017).

EXPLANATION

The Department of Personnel authorized the 25% salary enhancement on May 27, 2015, (copies attached); personnel approvals are for two year periods. This enhancement has been on going since 2005. The prior authorization by Governor and Council on May 15, 2013, item #26A is therefore due to expire, June 30, 2015 and the Department respectfully requests to offer the 25% salary enhancement for Fiscal Years 2016 and 2017.

The Department of Labor had been unsuccessful in filling these positions prior to the compensation rate enhancement due to the pay scale offered. We interviewed a multitude of qualified individuals who would not even consider the positions due to the low pay even with the many benefits offered by the State of New Hampshire.

Continuing these enhancements will enable the Department of Labor to retain qualified individuals at a salary level comparable to rates paid to other Boiler and Elevator Inspectors employed by the states of Maine, Massachusetts, Rhode Island and Connecticut.

Your consideration of our request is appreciated.

Respectfully Submitted,

Kathryn J. Barger
Deputy Labor Commissioner

Attachments



State of New Hampshire

Department of Labor

Hugh J. Gallen
State Office Park
Spaulding Building
95 Pleasant Street
Concord, NH 03301
603/271-3176
TDD Access: Relay NH
1-800-735-2964
FAX: 603/271-6149
<http://www.nh.gov/labor>

James W. Craig
Commissioner of Labor

Kathryn J. Barger
Deputy Labor
Commissioner

May 22, 2015

Sara Willingham, Director
Division of Personnel
Department of Administrative Services
25 Capitol St
Concord NH 03301

RE: Salary Enhancement Request

Dear Ms. Willingham:

The Department of Labor is requesting a continuance of the 25% Salary Enhancement for the following (6) positions, in accordance with RSA 99.8 and Administrative Rule Department of Personnel 904:01 to be effective upon Governor & Council approval.

LG 25	#10973	Chief Boiler Inspector
LG 21	#10981	Elevator Inspector
LG 21	#18084	Elevator Inspector
LG 21	#41306	Elevator Inspector (Vacant)
LG 23	#43059	Chief Elevator Inspector
LG 23	#43060	Boiler Inspector


The Division of Personnel last gave authorization for a salary enhancement of 25% on May 1, 2013 to be effective until 6/30/15. This increase is therefore due to expire and we are respectfully requesting renewal. This enhancement has been ongoing since 2005.

We request your approval to maintain these position at the increased level for another (2) two year period in accordance with the statue and rule cited above. Costs to continue these positions at its current level is budgeted in account 010-026-6100-010 100% Non-General Funds.

The inspectors employed by the Department of Labor in these positions are responsible for inspections covering the entire state of New Hampshire.

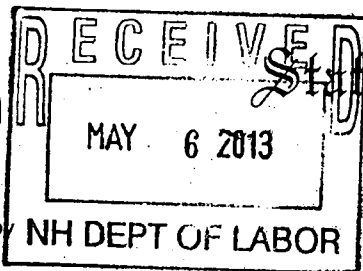
Your approval of this request would be greatly appreciated.

Sincerely,


Kathryn J. Barger
Deputy Labor Commissioner

KJB/bls

Attachments



State of New Hampshire
Department of Labor

Hugh J. Gallen
State Office Park
Spaulding Building
95 Pleasant Street
Concord, NH 03301
603/271-3176
TDD Access: Relay NH
1-800-735-2964
FAX: 603/271-6149
http://www.labor.state.nh.us

David M. Wihby
Acting Labor
Commissioner

April 30, 2013

Karen D. Hutchins, Director
Division of Personnel
Department of Administrative Services
25 Capitol St
Concord NH 03301

*Approved
KDH
5-1-13*

RE: Salary Enhancement Request

Dear Ms. Hutchins:

The Department of Labor is requesting a continuance of the 25% Salary Enhancement for the following (6) positions, in accordance with RSA 99.8 and Administrative Rule Department of Personnel 904:01 to be effective upon Governor & Council approval.

LG 25	#10973	Chief Boiler Inspector
LG 21	#10981	Elevator Inspector
*LG 21	#18084	Elevator Inspector
LG 21	#41306	Elevator Inspector (Vacant)
LG 23	#43059	Chief Elevator Inspector
LG 23	#43060	Boiler Inspector

The Division of Personnel last gave authorization for a salary enhancement of 25% on April 13, 2011 to be effective until 6/30/13. This increase is therefore due to expire and we are respectfully requesting renewal. This enhancement has been ongoing since 2005.

*Position #18084 was recently reclassified from Labor Inspector to an Elevator Inspector. We would ask for the salary enhancement of that position to be retroactive to April 1, 2013 as it was filled on that date.

We request your approval to maintain these position at the increased level for another (2) two year period in accordance with the statute and rule cited above. Costs to continue these positions at its current level is budgeted in account 010-026-6100-010 100% Non-General Funds.

The inspectors employed by the Department of Labor in these positions are responsible for inspections covering the entire state of New Hampshire.

Your approval of this request would be greatly appreciated.

Sincerely,

David M. Wihby
Acting Commissioner of Labor

APR 30 13 PM 4:22

DMW/sh

Attachments

Sweatt, Bonnie

From: Willingham, Sara J.
Sent: Wednesday, May 27, 2015 9:47 AM
To: Sweatt, Bonnie
Cc: Theberge, Angela; Elberfeld, Jennifer; Shoemaker, Joseph
Subject: RE: Salary Enhancement Boiler & Elevator Inspectors
Attachments: SALARY ENHANCEMENT REQUEST 2015.pdf

Thank you for submitting your justification letter and supporting wage documentation to continue the 25% enhancement for the following positions:

#10973 – Chief Boiler Inspector
#10981 – Elevator Inspector
#18084– Elevator Inspector
#41306– Elevator Inspector
#43059 – Chief Elevator Inspector
#43060 – Boiler Inspector

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 elevator inspector and boiler inspector 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 25% 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*

CONFIDENTIALITY NOTICE: This email message and any attachments may contain confidential and proprietary information. If you are not the intended recipient, please be informed that you have received this message in error. Please notify the sender immediately via the contact information listed above, and delete the message and all attachments from your files. Thank you for your cooperation.

From: Sweatt, Bonnie
Sent: Friday, May 22, 2015 4:28 PM
To: Willingham, Sara J.
Cc: Theberge, Angela; Elberfeld, Jennifer
Subject: Salary Enhancement Boiler & Elevator Inspectors

Good afternoon Happy Friday Sara,

Dept. of Labor has submitted electronically Reallocation in the NH First system via the "Change Position Update" which has been routed through to the classification section. Being as the fiscal year is coming to an end soon and the 25% enhancement will expire on June 30, 2015. I am requesting approval to continue the enhancement.

See attached.

Boiler Inspector salaries from other states

State of Mass.

Chief Inspector	\$90,000
Inspector	\$62,000 – \$85,000

State of Maine

Chief Inspector	\$87,000
Inspector	\$56,000

State of Conn.

Chief Inspector	\$81,500 (currently vacant)
Inspector	\$46,360 - 56,841

State of NY

Chief Inspector	\$75,243.00 – \$94,834.00
Inspector	\$61,022.00 - \$77,376.00

State of Vermont

All Boiler and Pressure Vessel Inspections are completed by insurance inspectors and report to the Vermont Fire Marshall.

Private Sector Insurance Risk Engineers (covers ME, VT, MA and NH)

Sr. Risk Eng. Spc.	\$87,000 - \$130,000 (Zurich Insurance North America)
Risk Eng. Spc.	\$ 76,000 - 98,000 (Liberty Mutual Insurance)

(



State of New Hampshire

Department of Labor

George N. Copadis
Commissioner of Labor

David M. Wihby
Deputy Labor
Commissioner

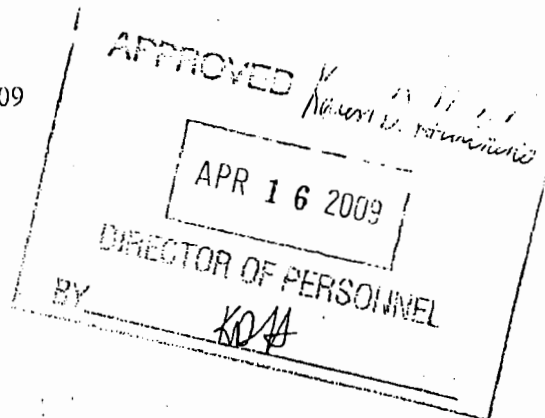
Hugh J. Gallen
State Office Park
Spaulding Building
95 Pleasant Street
Concord, NH 03301
603/271-3176
TDD Access: Relay NH
1-800-735-2964
FAX: 603/271-6149
<http://www.labor.state.nh.us>

April 13, 2009

Karen D. Hutchins, Director
Division of Personnel
Department of Administrative Services
25 Capitol Street
Concord, NH 03301

Re: Salary Enhancement Request

Dear Ms. Hutchins:



The Department of Labor is requesting a continuance of the 25% Salary Enhancement for the following (5) positions, in accordance with RSA 99.8 and Administrative Rule Department of Personnel 904:01 to be effective upon Governor and Council approval.

- LG 23 #43060 Boiler Inspector
- LG 23 #43059 Chief Elevator Inspector
- LG 21 #10981 Elevator Inspector
- LG 21 #41306 Elevator Inspector (Vacant)
- LG 25 #10973 Chief Boiler Inspector

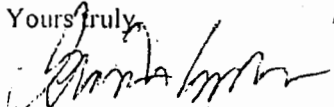
The Division of Personnel gave authorization for a temporary salary increase of 25% on April 10, 2007 (copy attached) for a two (2) year period. This increase is therefore due to expire, and we are respectfully requesting renewal.

Authorization for a temporary salary increase of 25% was given By Director of Personnel Karen A. Levchuk on November 21, 2005 (copy attached) for a two (2) year period in accordance with RSA 99:A and Department of Personnel Administrative Rule 904:1. Governor and Council approval was given December 7, 2005.

We request your approval to maintain these positions at the increased level for another two (2) year period in accordance with the statute and rule cited above. Costs to continue these positions at its current level is budgeted in account 010-026-6100-010.

Your approval of this request would be greatly appreciated. The inspectors employed by the Department of Labor in these positions are responsible for inspections covering the entire state of New Hampshire.

Yours truly,


George N. Copadis,
Commissioner of Labor

Elevator Inspector annual salaries from other states

State of Mass.

Chief Inspector \$93,000
Inspector \$63,501 - \$82,799

State of Maine

Chief Inspector \$53,000 - \$74,000 (Currently in the process of reclassifying for upgrade)
Inspector \$52,244 - \$64,321 “ “ “ “ “ “ “ “

State of Conn

Chief Inspector \$74,148 - \$95,363
Inspector \$59,737 - \$75,440

National Average (Source- Salery.com)

Inspector \$61,010

U.S Dept of Labor

Employment Standards Administration

Register of Wage Determination, under the service contract

Private “Unionized” Elevator companies for the New England area:
(Union contracts are consistent)

Elevator Mechanic/Inspectors - \$108,825.60 salary

Inspector's Annual Salary

Position #	Position Title	Labor Grd/Step	Base Annual Salary	Continued 25% Enhancement	Current Salary
10973	Chief Boiler Insp.	25-3	55,224.00	13,811.00	69,035.00
10981	Elevator Insp.	21-8	57,637.00	12,667.00	70,304.00
18084	Elevator Insp.	21-3	46,509.00	11,627.00	58,136.00
43060	Boiler Insp.	23-3	50,669.00	12,667.00	63,336.00
43059	Chief Elevator Insp.	23-8	62,837.00	15,725.00	78,562.00
41306	Elevator Insp. (Vacant)	21-1	42,848.00	10,712.00	53,560.00