



STATE OF NEW HAMPSHIRE  
 DEPARTMENT OF CORRECTIONS  
 BUREAU OF HUMAN RESOURCES  
 P.O. BOX 1806  
 CONCORD, NH 03302-1806  
 603-271-5650 FAX: 603-223-2333  
 TDD Access: 1-800-735-2964

56 MLC

Helen Hanks  
 Commissioner

Ella Fredette  
 Human Resource  
 Administrator

September 13, 2021

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

**REQUESTED ACTION**

Pursuant to New Hampshire RSA 99:8, Increases for Recruitment Purposes and in accordance with the Rules of the Division of Personnel, Per 904.01 Request for Temporary Increase, authorize the NH Department of Corrections (NHDOC), in concurrence with the decision of the Department of Administrative Services, Deputy Director of Personnel, dated September 8, 2021, to continue a sixty-eight percent (68%) base hourly wage enhancement for positions #12997, #16290, #19553 and #19848, Pharmacist, Labor Grade 27, totaling \$392,310.00, effective upon Governor and Executive Council approval for the period from October 1, 2021 through June 30, 2023. 100% General Funds.

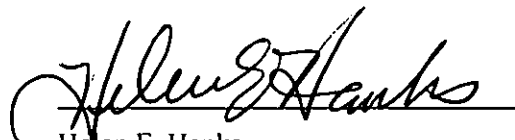
**EXPLANATION**

The salary enhancement of 68% for the Department’s pharmacist positions is for the purpose of recruitment and retention due to the competitive labor market and dramatic salary differences from the State’s classified pay scale to the industry’s level of compensation and more specifically to other State Agency’s unclassified salary structure when comparing like classification occupations.

Unclassified positions have been established and the Department has begun the appointment and confirmation process. The Department requests to extend the 68% enhancement until this process is complete.

Funds are anticipated to be available for these positions in the FY 2022-2023 Biennium Budget in the accounting unit, Pharmacy: 02-46-46-465010-8236-010-500100, Regular Officers and Employees.

Respectfully Submitted,

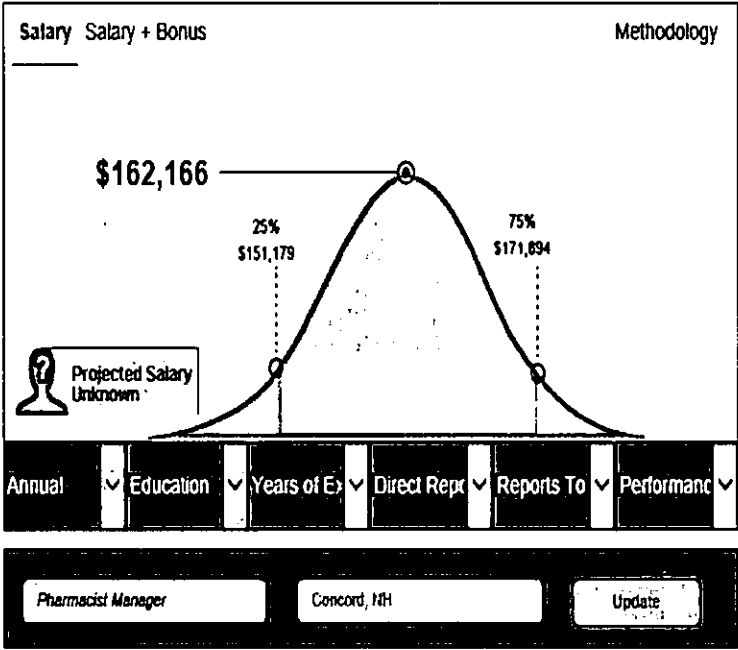
  
 Helen E. Hanks  
 Commissioner

# Pharmacist Manager Concord, NH

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Source: <https://swz.salary.com/SalaryWizard/Pharmacist-manager-Salary-Details-Concord-NH.aspx>

## Normand, Mindy

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**Subject:** FW: Pharmacist Enhancements  
**Attachments:** Pharmacy Enhancements.Pdf  
**Importance:** High

**From:** Rudis, Lorrie <[Lorrie.A.Rudis@das.nh.gov](mailto:Lorrie.A.Rudis@das.nh.gov)>  
**Sent:** Wednesday, September 08, 2021 7:39 AM  
**To:** Fredette, Ella <[Ella.M.Fredette@doc.nh.gov](mailto:Ella.M.Fredette@doc.nh.gov)>; Lydick, Joanne (Mottola) <[Joanne.L.Lydick@das.nh.gov](mailto:Joanne.L.Lydick@das.nh.gov)>  
**Subject:** FW: Pharmacist Enhancements

**Approved**

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**From:** Moranti, Michael <[Michael.J.Moranti@das.nh.gov](mailto:Michael.J.Moranti@das.nh.gov)>  
**Sent:** Thursday, September 2, 2021 7:51 AM  
**To:** Rudis, Lorrie <[Lorrie.A.Rudis@das.nh.gov](mailto:Lorrie.A.Rudis@das.nh.gov)>; Mavrogeorge, Matthew <[Matthew.G.Mavrogeorge@das.nh.gov](mailto:Matthew.G.Mavrogeorge@das.nh.gov)>; Lydick, Joanne (Mottola) <[Joanne.L.Lydick@das.nh.gov](mailto:Joanne.L.Lydick@das.nh.gov)>  
**Subject:** FW: Pharmacist Enhancements

See below, they need an extension for the request.

Michael Moranti  
[Michael.moranti@das.nh.gov](mailto:Michael.moranti@das.nh.gov)  
HR Specialist  
Department of Administrative Services  
State of New Hampshire  
54 Regional Drive, Suite 5  
Concord NH

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**From:** Normand, Mindy <[Mindy.N.Normand@doc.nh.gov](mailto:Mindy.N.Normand@doc.nh.gov)>  
**Sent:** Thursday, September 2, 2021 7:09 AM  
**To:** Moranti, Michael <[Michael.J.Moranti@das.nh.gov](mailto:Michael.J.Moranti@das.nh.gov)>  
**Subject:** FW: Pharmacist Enhancements

Good Morning Mike,

Ella is off for the next several days and the Commissioner is requesting that the salary enhancements for the DOC Pharmacists be extended as she writes below.

Mindy Normand  
Human Resources Coordinator  
NH Department of Corrections  
DOC Headquarters Tel: 603-271-7063  
Fax: 603-223-2333



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**From:** Stone, Lisa <[lisa.m.stone@doc.nh.gov](mailto:lisa.m.stone@doc.nh.gov)>  
**Sent:** Wednesday, September 1, 2021 3:25 PM  
**To:** Fredette, Ella <[Ella.M.Fredette@doc.nh.gov](mailto:Ella.M.Fredette@doc.nh.gov)>; Normand, Mindy <[Mindy.N.Normand@doc.nh.gov](mailto:Mindy.N.Normand@doc.nh.gov)>  
**Subject:** FW: Pharmacist Enhancements

Ella,

The Commissioner wants the enhancements extended through June 30, 2023. The attached letter only provides approval through September 30<sup>th</sup>. Can you request permission from DOP to extend?

Thanks,  
Lisa Stone  
Financial Services  
(603) 271-5613

# TITLE VI PUBLIC OFFICERS AND EMPLOYEES

## CHAPTER 99 ADJUSTMENT OF SALARIES OF STATE EMPLOYEES

### Section 99:8

**99:8 Increases for Recruitment Purposes.** – Upon request of the appointing authority, the governor and council are hereby authorized and empowered, notwithstanding any other provisions of the law to the contrary, upon a finding by them and a recommendation from the director of personnel that a substantial number of vacancies exist in any class of authorized positions which vacancies require an increase in salaries for recruitment of qualified personnel therefor, to increase salaries of such classified positions, any such increases to be a charge against the salary adjustment fund.

**Source.** 1967, 353:6. 1974, 52:6. 1986, 12:4, 1, eff. Mar. 27, 1986.