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STATE OF NEW HAMPSHIRE
DEPARTMENT OF CORRECTIONS
DIVISION OF ADMINISTRATION

P.O. BOX 1806
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William L. Wrenn
Commissioner

Robin H. Maddaus
Director

April 10, 2017

His Excellency, Governor Christopher T. Sununu
and the Honorable Executive Council
State House
Concord, NH 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 17, 2017, in accordance to RSA 99:8, to continue a 30% salary enhancement totaling \$181,724.40 for position #19851, Chief Pharmacist, Labor Grade 30 and positions #12997, #19553 and #19848, Pharmacist, Labor Grade 27, for the period from July 1, 2017 through June 30, 2019.

EXPLANATION

The NH Department of Correction's 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 2018-2019 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



About the job

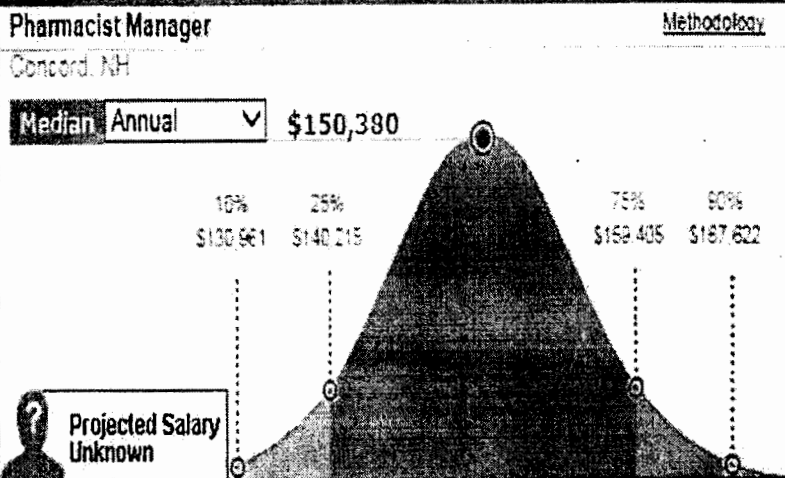
Job Title
Pharmacist Manager
[change](#)

Location
Concord, NH
[change](#)

Company Size
of employees

Industry
Type of business

- Salary
- Salary + Bonus
- Benefits
- Similar Jobs
- Statistics
- Job Openings



About You

Ads by Google related to: Pharmacist Manager



About the job

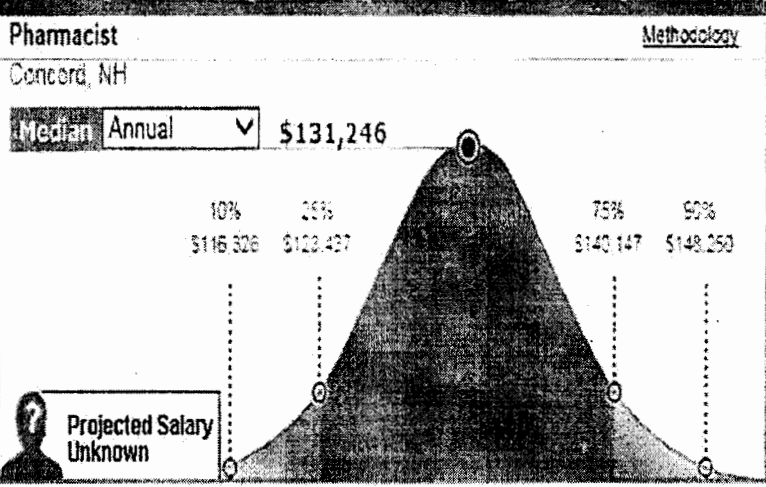
Job Title
Pharmacist

Location
Concord, NH

Company Size
of employees

Industry
type of business

Salary | Salary + Bonus | Benefits | Similar Jobs | Statistics | Job Openings



About You

Ads by Google related to: Pharmacist

From: Willingham, Sara J. [mailto:Sara.Willingham@NH.Gov]
Sent: Friday, March 17, 2017 10:31 AM
To: Fredette, Ella M
Cc: Elberfeld, Jennifer; Jerry, Carol B; Lydick, Joanne (Mottola); Acevedo, Heidi
Subject: RE: Request to Continue Pharmacist Enhancement

Thank you for submitting your justification letter and supporting wage documentation to continue the 30% enhancement for the Chief Pharmacist and Pharmacist positions at the Department of Corrections, including positions numbered 19851, 12997, 19533 and 19848. 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 pharmacy-related occupations, and find you have met the documentation requirements of the Personnel Rules. Therefore you may proceed to Governor and Council with your request for authorization to extend this 30% 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

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<https://das.nh.gov/employeeportal/> and look for this icon 

From: Fredette, Ella M [mailto:Ella.Fredette@doc.nh.gov]
Sent: Wednesday, March 15, 2017 1:15 PM
To: Willingham, Sara J.
Subject: Request to Continue Pharmacist Enhancement

Good Afternoon Sara,

Please find attached our request to continue the 30% salary enhancement for our Chief Pharmacist and our Pharmacist positions.

Thank you in advance for your review and consideration. As always, please let me know if you have any questions.

Respectfully,

Ella

Ella Fredette
Human Resources Administrator
NH Department of Corrections
(603) 271-5640
(603) 223-2333 fax

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STATE OF NEW HAMPSHIRE
DEPARTMENT OF CORRECTIONS
BUREAU OF HUMAN RESOURCES

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William L. Wronn
Commissioner

Ella Fredette
HR Administrator

March 13, 2017

Sara Willingham
Director of Personnel
NH Division of Personnel
28 School Street
Concord, NH 03301

Dear Ms. Willingham:

Effective July 1, 2017, the salary enhancement for our Chief Pharmacist, Position #19851, Labor Grade 30, and Pharmacist positions #19848, 19553, 12997, Labor Grade 27, will expire. The NH Department of Corrections submits this request in accordance with the New Hampshire Code of Administrative Rules per 904.01, to seek your continued approval to extend the 30% salary enhancement currently authorized for these positions for an additional 24 month period to be effective July 1, 2017 through June 30, 2019.

The original enhancement request 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. We are seeking to continue the current 30% salary enhancement to maintain a competitive salary for retention and recruitment purposes.

Attached are two salary charts from Salary.Com to demonstrate the salary ranges for Pharmacists and Pharmacist Manager along with our "Projected Cost Salary Chart" for the above noted positions. Also, enclosed is a copy of our previous correspondence dated March 26, 2015, requesting a continuation of the enhancement.

We have also examined the possibility to move the pharmacist positions from classified to unclassified positions. However, this would increase the salary cost to the Department's budget by an additional amount of approximately \$117,764. per year. Due to that substantial increase, we are submitting this request to remain at the 30% salary enhancement. The Department will re-examine the feasibility as to whether these positions could be moved from classified to unclassified for the FY 20-21 budget.

The total approximate cost to continue the 30% salary enhancement for the above noted positions from July 1, 2017 through June 30, 2019 would be \$181,724.

We look forward to your favorable response.

Sincerely,



Ella Fredette
Human Resource Administrator

EF/lc
Encls.

FY 18 & 19 30% Pharmacy Enhancement
Projected Cost

Classification	Pos #	Current A000 LG/Step	Current A000 Salary	Increment Information	FY 18 Annual Enhancement Cost	SFY 18 Salary with 30% Enhancement	FY 19 Annual Enhancement Cost	SFY 19 Salary with 30% Enhancement	Cumulative FY 18 & 19 Enhancement Cost
Chief Pharmacist	#19851	LG 30 Step 8	\$ 84,142.50	Reached max	\$ 25,242.75	\$ 109,385.25	\$ 25,242.75	\$ 109,385.25	\$ 50,485.50
Pharmacist	#12997	LG 27 Step 8	\$ 72,910.50	Reached max	\$ 21,873.15	\$ 94,783.65	\$ 21,873.15	\$ 94,783.65	\$ 43,746.30
Pharmacist	#19553	LG 27 Step 8	\$ 72,910.50	Reached max	\$ 21,873.15	\$ 94,783.65	\$ 21,873.15	\$ 94,783.65	\$ 43,746.30
Pharmacist	#19848	LG 27 Step 8	\$ 72,910.50	Reached max	\$ 21,873.15	\$ 94,783.65	\$ 21,873.15	\$ 94,783.65	\$ 43,746.30
Total Cost									\$ 181,724.40

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.