



**New Hampshire
Employment
Security**

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8/12/15 AM 9:05 DMS

ADMINISTRATIVE OFFICE

45 SOUTH FRUIT STREET
CONCORD, NH 03301-4857



GEORGE N. COPADIS, COMMISSIONER

RICHARD J. LAVERS, DEPUTY COMMISSIONER

August 11, 2015

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

REQUESTED ACTION

Pursuant to the provisions of RSA 21-I:54, the Department of Employment Security is requesting to extend the following positions in a temporary status for one year. The estimated fiscal impact to SFY 2016 - 2017 to extend these positions is \$245,101.33. These positions will be funded through existing federal funds, account #010-027-8040-059.

Pos #	LG	Step	Next Incr Date	Employee	Position	Section	Supervisor	Effective Date
9T2573	21	1	06/12/2016	Lavoie, Jeffrey	Program Specialist II	UCB	Robert Karstedt	09/03/2015
9T2621	21	4	11/13/2015	Thibeault, Frank	Program Specialist II	UCB	Robert Karstedt	09/07/2015
9T2741	22	4	02/07/2016	Rousseau, Tracy	Field Auditor	Field Unit	Chris Lianos	09/19/2015
9T2740	22	1	04/03/2016	Clay, Brittany	Field Auditor	Field Unit	Chris Lianos	09/24/2015
9T2646	25	7	05/23/2018	Nolet, Marcie	Program Specialist IV	UCB	Robert Karstedt	11/19/2015

EXPLANATION

These positions are essential for the effective and efficient operation of New Hampshire Employment Security and to ensure that the mission of NHES is met: to pay eligible claimants benefits due in a timely manner. There are Federal measures for First Payment Timeliness and Non-monetary Determination Timeliness that, if not met, can impact the funding of the agency.

Sincerely,

George N. Copadis
Commissioner

STATE OF NEW HAMPSHIRE

Inter-Department Communication

To: Sara Willingham, Director

Date: August 11, 2015

From: Kristin Peterson
Human Resources Coordinator

Office: NH Employment Security

Subject: Request to Extend Temporary Positions

Pursuant to the provisions of RSA 21-I:54, the Department of Employment Security is requesting to extend the following positions for one year:

Pos #	LG	Step	Next Incr Date	Employee	Position	Section	Supervisor	Effective Date
9T2573	21	1	06/12/2016	Lavoie, Jeffrey	Program Specialist II	UCB	Robert Karstedt	09/03/2015
9T2621	21	4	11/13/2015	Thibeault, Frank	Program Specialist II	UCB	Robert Karstedt	09/07/2015
9T2741	22	4	02/07/2016	Rousseau, Tracy	Field Auditor	Field Unit	Chris Lianos	09/19/2015
9T2740	22	1	04/03/2016	Clay, Brittany	Field Auditor	Field Unit	Chris Lianos	09/24/2015
9T2646	25	7	05/23/2018	Nolet, Marcie	Program Specialist IV	UCB	Robert Karstedt	11/19/2015

Position#9T2573, 9T2621 Program Specialist II

9T2573 and 9T2621 are essential to the business team responsible for working with the vendor that supports and makes changes to the benefit payment system (NHUIS). There are currently over 552 active defects, enhancements and support items outstanding that this team is responsible for testing before any item can be moved into production. In The SBR changes must be implemented no later than September 2015 & September 2016 or Federal funding must be returned. Without these positions, the success and timeliness of these changes cannot be guaranteed. Additional relatively large changes to the system are queued up directly after the current items are implemented. These changes are based upon a 2015 Annual Project Plan that extends into 2016. A 2016 Annual Project Plan is in process of being developed.

Position #9T2740, 9T2741, Field Auditor

There are currently seven (7) permanent Field Agent positions covering the entire state. Field agents are responsible for clearing blocked claims, performing employer audits, and collection activities for unpaid unemployment taxes.

1) The reduction from twelve (12) to seven (7) Field Agents in January 2012 due to budget constraints had a negative impact on the performance of the Unit and the number of audits that could be done, thus the total wages audited and misclassified workers identified. Since this reduction in force, NH has been unable to pass the Federal Effective Audit Measure.

2) Misclassified workers is a current Federal focus and although some are identified during blocked claim and audit activity, there is much additional effort that could and must be made. NHES receives reports from the IRS meant to assist in the identification of misclassified workers. There is insufficient staff to review and investigate workers and companies identified on these reports, thus State and Federal revenue from unemployment taxes unrealized.

Additional staff is needed to meet the outlined demands and better manage the workload throughout the State. NH Employment Security has been awarded \$321,108 in supplemental monies to fund these two (2) positions through 9/30/2016.

Position # 9T2646, Program Specialist IV

9T2646 is essential to the business team responsible for working with the vendor that supports and makes changes to the benefit payment system (NHUIS). There are currently over 552 active defects, enhancements and support items outstanding that this team is responsible for testing before any item can be moved into production. In addition to supervising one staff member, several significant changes to the functionality of the system are in process, which these individuals will be involved in the requirements for and testing of. The SBR changes must be implemented no later than September 2015 & September 2016 or Federal funding must be returned. Without these positions, the success and timeliness of these changes cannot be guaranteed. Additional relatively large changes to the system are queued up directly after the current items are implemented. These changes are based upon a 2015 Annual Project Plan that extends into 2016. A 2016 Annual Project Plan is in process of being developed.

These positions are 100% federally funded.

FUNDING

010-027-8040-059

Peterson, Kristin

From: Willingham, Sara J.
Sent: Monday, August 03, 2015 1:53 PM
To: Peterson, Kristin
Cc: Caldwell, Penny; Elberfeld, Jennifer
Subject: RE: Temporary Position Extensions (5): NHES
Attachments: NHES Extension _ Sept 2015-Nov 2015.doc

I will approve your request to extend the positions listed in the attached document.

From: Peterson, Kristin
Sent: Monday, August 03, 2015 11:10 AM
To: Willingham, Sara J.
Cc: Caldwell, Penny; Elberfeld, Jennifer
Subject: Temporary Position Extensions (5): NHES

Dear Director Willingham

Attached please find a request to extend five temporary positions at Employment Security for a period of one year.

Thank you for your consideration!

Sincerely,

Kristin Peterson
HR Coordinator
NH Employment Security
(603) 228-4059