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

Lori A. Shibinette  
Commissioner

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Lori A. Weaver  
Deputy Commissioner

December 8, 2022

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

**REQUESTED ACTION**

Pursuant to RSA 94:6, the Department of Health and Human Services respectfully requests to place Lauren Simpson at Step 5 for the position of Compliance Officer, Hampstead Hospital and Residential Treatment Facility (HHRTF), Position #9U720, unclassified salary grade HH, earning \$109,200.00, effective December 30, 2022 upon Governor and Council Approval. 100% Other Funds.

**EXPLANATION**

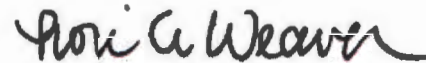
In May 2022, the State of New Hampshire purchased Hampstead Hospital and Residential Treatment Facility (HHRTF), a psychiatric inpatient and residential treatment facility focusing on the behavioral health needs of children, youth, and young adults. On March 31, 2022, the Department established six non-classified positions for the HHRTF Executive Team: Chief Executive Officer, Chief Operating Officer, Chief Financial officer, Compliance Officer, General Counsel, and Contract Manager. Chapter 272, Laws of 2022, 272:33 established the six roles as full-time unclassified positions to replace the non-classified positions. Finally, following Korn Ferry review and support of the rationale of the assigned letter grades for each unclassified position, on October 13, 2022, the Joint Committee on Employee Classification (JCEC) ratified Korn Ferry approval of assigned letter grades and approved the transfer of the six non-classified positions to newly established unclassified positions.

Position #9U720, Compliance Officer, HHRTF, reports directly to the CEO and provides leadership, direction, and oversight over all staff and activities that are part of HHRTF's Compliance Program. This includes administrative, programmatic, and clinical operations in the areas of quality improvement, risk management, regulatory compliance, clinical best practice standards, and regulatory readiness. Serving as a member of the HHRTF Executive Team, the Compliance Officer develops a strategic, operational, systematic, hospital-wide approach to identifying, designing, measuring, prioritizing, and monitoring all compliance initiatives and activities. The position requires nine years of experience in nursing, business administration, social services, healthcare services, healthcare administration or a related field, five years of which must have been in a management level with administrative and supervisory experience.

Ms. Simpson earned a Bachelor of Science in Psychology and a Master of Business Administration. She brings 10 years of experience in health and social services, eight of which were in healthcare facility leadership, serving as Hampstead Hospital's Director of Health Information & Compliance Programs. In this previous role, her responsibilities included supervising all health information activities, managed patient safety and performance improvement, oversaw risk management and corporate compliance, and maintained regulatory compliance for accreditation.

Although it is not the goal for government to compete with private industry, our goal is still to recruit and hire quality, experienced employees to enable the department to provide services to the citizens of New Hampshire effectively and efficiently. Based on research, the average salary for a Compliance Officer with the experience that we are looking to utilize is between \$74,000 and \$112,000 (Salary.com). Ms. Simpson was originally hired into a non-classified position at a HH letter grade step 5 with an annual salary of \$109,200.00. This request is part of the administrative process allowing for the transfer from a non-classified position to an unclassified position while maintaining the salary paid upon hire.

Respectfully submitted,



Lori A. Weaver  
Deputy Commissioner

# Lauren Simpson

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## EDUCATION

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### University of New Hampshire, Durham, NH

Master of Business Administration

December 2020

GPA: 3.85

#### Academic Achievements

- Specialized in Growth & Innovation

### Endicott College, Beverly, MA

Bachelor of Science in Psychology

May 2012

GPA: 3.57

#### Academic Achievements

- Member of the International Honor Society in Psychology, May 2011-May 2012
- Dean's list, Spring 2010, Fall 2010, Spring 2011, Fall 2011, Spring 2012

## EXPERIENCE

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### Hampstead Hospital, Hampstead, NH

Director of Health Information & Compliance Programs

July 2014-Present

- Provide supervision to the Health Information Department
- Manage the Patient Safety and Performance Improvement Program, including data collection, analysis, and reporting
- Direct Hospital Committees, including the Patient Care Review, Patient Safety, Medical Executive, and Performance Improvement Committees
- Oversee the Risk Management and Corporate Compliance Programs
- Maintain regulatory compliance for accreditation (State of NH, The Joint Commission, and The Centers for Medicare & Medicaid Services)
- Coordinate Medical Staff credentialing and privileging

### Blueskies Wellness, Inc., Methuen, MA

Office Manager

March 2013-July 2014

- Managed a team of clinicians, case managers, mentors, prescribers, administrative staff, and interns
  - Scheduling, documentation, compliance, training, claims
- Helped organize and execute business meetings and strategy
- Ensured agency compliance with state and federal regulators
- Helped to develop credentialing through various insurances
- Formed collaborative ties with various outside agencies and schools

Case Manager

June 2012-March 2013

- Provided direct support and resources to clients and guided them through the social-emotional curriculum based on their individual needs

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References available upon request