



STATE OF ARKANSAS
**Department of Finance
and Administration**

OFFICE OF PERSONNEL MANAGEMENT
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1509 West Seventh Street, Suite 201
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February 20, 2014

Senator Uvalde Lindsey, Co-Chairperson
Representative Andrea Lea, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Bureau of Legislative Research
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Co-Chairs:

The Arkansas Department of Veterans Affairs (ADVA) is requesting the establishment of a labor market rate of \$77,539, which is maximum of grade C126, for the classification of ADVA Assistant Director, G038C.

ADVA has also requested a salary adjustment to this labor market rate for current incumbent Charles Johnson.

JUSTIFICATION:

Mr. Johnson has a master's degree in national security strategy, bachelor's degree in business administration, and has been employed with ADVA since August 6, 2012. During a time of extreme turmoil, he worked diligently to move forward with positive programs and services. He has worked with multiple State agencies concerning dispensation of the closed Arkansas State Veterans Home in Little Rock and is intricately involved in the planning for a new State Veterans Home. He supervises the Fayetteville Veterans Home, including contracts for Medicare reimbursements, and the State Cemeteries in North Little Rock and Birdeye. His work experience includes establishing an extensive network of contracts through healthcare institutions, nonprofit organizations, government, and the private sector to facilitate effective care for wounded veterans. The agency's request is based on Mr. Johnson's knowledge and experience in program management, policy and strategy, complex problem solving, personnel management, and organizational development.

Mr. Johnson's current salary is \$66,630 and is well below the average for comparable Arkansas Assistant and Deputy Directors, which is \$104,570.

Based on analysis of the job classification, along with Mr. Johnson's education and related experience, the Office of Personnel Management **recommends approval** of the requested labor market rate of \$77,539, maximum of grade C126, and movement of Mr. Johnson to this rate. This represents \$10,909 or 16.3% increase in his current full-time annual salary.

Senator Uvalde Lindsey, Co-Chairperson
Representative Andrea Lea, Co-Chairperson
February 20, 2014
Page 2 of 2

Your consideration of this request is appreciated.

Sincerely,



Kay B. Terry
State Personnel Administrator



Chief Fiscal Officer of the State

FEB 14 2014

Date

KBT/cls:1-2



STATE OF ARKANSAS

Department of Veterans Affairs

2200 Fort Roots Drive, Building 65, Room 119
North Little Rock, AR 72114-1756
Phone: (501) 370-3820 | Fax: (501) 370-3829

Mike Beebe
Governor

Alicia (Cissy) Rucker
Director

February 13, 2014

Ms. Kay Barnhill Terry
Administrator
Office of Personnel Management
1509 West 7th Street, Room 201
Little Rock, AR 72201

RE: Labor Market Rate Request - ADVA Deputy Director - Position# 22094519.

Dear Ms. Terry:

The ADVA Assistant Director position is critical leadership role for our agency. The fact that ADVA has experienced significant turnover over the past several years at the upper management level makes continuity in this role even more important.

ADVA has successfully navigated a period of crisis and is just now beginning to stabilize. We therefore would like to take reasonable measures to retain Mr. Charles Johnson in this role. He is a highly qualified, excellent employee and his expertise and hard work will enable ADVA to successfully discharge its responsibilities to the Veterans that it serves.

ADVA respectfully requests a labor market rate for this position, equal to the maximum pay for this pay grade. It is our intention to request a reclassification of this position during the biennial budget session in order to align the pay grade with that of other comparable positions within the State of Arkansas and to reflect the responsibilities of the position.

Comparative Job Titles and Pay Rates within the State of Arkansas:

- DHS has more than 20 Deputy Directors with pay rates between \$94,000 and \$113,000 per year.
- DHS Division Managers, Area Directors and Assistant Division Directors are paid at rates up to \$85,000 per year.
- DWS has nine Assistant Directors with pay rates between \$77,000 and \$104,000 per year.
- The ABA Deputy Director pay rate is approximately \$106,000 per year.

The ADVA Assistant Director has an integral role on the new \$20M Veterans Home project, including securing the location, design, development and construction of the new home. This

position is responsible for overall project management and processes associated with Federal funding. The project is expected to take 3-4 years to complete. Once open, the Assistant Director will be accountable for all operational activities at the new home.

In addition, the ADVA Assistant Director is directly accountable for the following:

- Fayetteville Veterans Home, a 108-bed skilled nursing facility.
- Arkansas State Veterans Cemetery at North Little Rock -including ongoing capital improvement projects.
- Arkansas State Veterans Cemetery at Birdeye.
- Veteran Claims and Appeals Division.
- Outreach to Veterans service organizations.
- Closing of the former Little Rock Veterans Home, an ongoing project. The Home will be demolished and the land will be sold.

Mr. Johnson's experience, knowledge, education, and leadership have greatly contributed to the agency's turnaround over the course of the past 18 months. He is a USMC Colonel (ret) and served in the Strategic Plans and Policy Directorate of the Joint Staff, where he directed a 42 country portfolio and was responsible for networking with the State Department, National Security Council, Chairman of the Joint Chiefs of Staff and the Office of the Secretary of Defense.


He holds a Master's degree in National Security Strategy from the National Defense University in Washington, D.C. and a Bachelor's degree in Business Administration from the University of Arkansas, Fayetteville.

He has extensive experience in program management, policy and strategy, complex problem solving, organizational development, and personnel management. He was selected by the Commandant of the Marine Corps to activate the Wounded Warrior Battalion West. In this role, he established a broad network of contacts throughout the government, private sector healthcare institutions, nonprofit organizations, civic and business organizations - to facilitate effective care for wounded Veterans.

Mr. Johnson is an asset to ADVA in his current role of Assistant Director and his activities have a direct impact on the success of the agency. His position is currently paid significantly below that of comparable positions at other state agencies; therefore we are requesting your approval of a labor market rate for this position.

Your favorable consideration of this request is appreciated.

Sincerely,


Cissy Rucker
Director



DEPARTMENT OF FINANCE AND ADMINISTRATION
Office of Personnel Management
Special Entry Rate Request - Labor Market Conditions

Print Form

Clear Form

Submit by E-mail

Agency Name Arkansas Department of Veterans Affairs						
Class Title ADVA Assistant Director		Grade C126		Class Code G038C		
Current Entry Salary/Pay Level 66,630.30	Requested Entry Salary/Pay Level 77,539.00	Institutions Only Number of Positions			Agencies Only Number of Positions	
		Auth	Budgeted	Filled	Auth	Filled
					1	1

☒ If current employee is to be moved to the requested rate attach OPM 095.

Filled Positions by Pay Level				
Entry	Base	Mid-Point	Max	Career
		1		

Agency/Institution Personnel Representative <i>[Signature]</i>	Date 2/13/2014
Agency/Institution Head <i>[Signature]</i>	Date 2/13/2014

OFFICE OF PERSONNEL MANAGEMENT - ACTION

Attach Salary Survey:	
Reviewed by <i>[Signature]</i>	Reviewed by:
OPM Personnel Representative <i>[Signature]</i>	Date
Classification and Compensation Manager <i>[Signature]</i>	Date



Request for Movement of Current Employees to Approved Special Entry Rates

[illegible]