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Department of Transformation and Shared Services

Governor Asa Hutchinson

Secretary Amy Fecher

Director Kay Barnhill

August 17, 2021

The Honorable David Wallace, Co-Chairperson
The Honorable David Hillman, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Arkansas Legislative Council
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Senator Wallace and Representative Hillman:

The Office of Personnel Management (OPM) submits a request from Department of Human Services (DHS), Division of Developmental Disabilities. DHS is requesting to surrender twenty-eight (28) positions and obtain seven (7) positions from the OPM surrender pool established by Ark. Code Ann. §21-5-225(a)(1). The classifications requested along with the positions being surrendered are attached.

JUSTIFICATION

DHS is requesting the above surrender pool positions to meet the needs of the agency. The department has had severe difficulties in recruiting Physician Specialists to provide on-site medical care at the Human Development Centers. Both Covid-19 and daily experiences over the past few years have proven that clients are able to receive comparable care from Nurse Practitioners, who are both more cost effective and easier to recruit. There are currently no Nurse Practitioners authorized in the DDS appropriation and the department has had to downgrade their Physician Specialists in the interim. This is expected to cost approximately \$645,520 and DHS has the current funds for this expense.

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The Office of Personnel Management has reviewed this request and **recommends** the approval of seven (7) positions from the OPM surrender pool. Your approval of this request is greatly appreciated.

Sincerely,



Kay Barnhill, Director
Office of Personnel Management



SECRETARY OF TRANSFORMATION & SHARED
SERVICES

08/06/2021

DATE

KB/sd:1-2

#841



Office of Human Resources
P.O. Box 1437, Slot W301, Little Rock, AR 72203-1437
P: 501.682.6499 F: 501.682.6569

July 7, 2021

Kay Barnhill, State Personnel Director
Department of Finance and Administration
Office of Personnel Management
1509 West 7th Street
Little Rock, Arkansas 72203



RE: Swap Pool - DDS for FY 2022

Ms. Barnhill:

The Department of Human Services, Division of Developmental Disabilities (DDS) is requesting a swap pool of 28 positions for 7 positions. The Human Development Centers' (HDC) experience has been that the MP07 Physician Specialist authorized titled positions currently available to DDS for hiring physicians to provide on-site medical services are extremely difficult to fill. Both COVID and day-to-day experience over the last few years has indicated that HDC clients are able to receive equivalent on-site medical services from Nurse Practitioners, which have proven to not only be more cost effective, but also easier to fill. Currently, DDS has no MP04 Nurse Practitioner authorized titles and has been forced to downgrade vacant MP07 Physician Specialists to the MP04 Nurse Practitioner title to hire Nurse Practitioners.

DDS would receive seven (7) MP04 Nurse Practitioner positions. DDS would turn-in twenty-eight (28) budgeted GS01 positions of various authorized titles that have proven difficult to fill and whose jobs duties have been consolidated and shifted to other positions.

This would allow DDS to adhere to the best practice of providing on-site medical care in a cost-effective manner. Nurse Practitioners can perform the job functions of physicians, and generally are more willing to work full-time, on-site at the HDC. Each Nurse Practitioner would be supervised by the HDC Medical Director, which is required to be a physician.

Calculations assume entry level salary for each of the positions. Under these assumptions, the budget impact would be an annual cost savings of \$15,064 as detailed below.

Positions Received

7 MP04 Nurse Practitioner (\$89,368/year) \$625,576

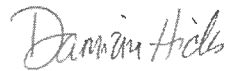
Positions Returned and Cost Saved

28 GS01 positions (\$22,880/year) \$640,640

Total Estimated Budget Savings \$ 15,064

The budget savings are not inclusive of overtime, differentials and fringe on these positions. The funding split is roughly 72% federal and 28% state. Should further information be required, please contact me at (501) 320-6250.

Sincerely

A handwritten signature in cursive script that reads "Damian Hicks".

Damian Hicks
DHS Chief Human Resources Officer

Cc: Melissa Stone, DDS Director



DEPARTMENT OF TRANSFORMATION AND SHARED SERVICES
Office of Personnel Management
Request for Pool Position

Business Area	Agency/Institution	Date
0710	DHS	07/07/2021

Position(s) to be Surrendered

Position/Item Number	Classification Title	Pay Grade	Class Code
	See attached spreadsheet		

Classification(s) Requested

N/A	Classification Title	Pay Grade	Class Code
	See attached spreadsheet		

I Hereby Certify / Understand That:

- A. The position requested is critical to the operation of this Agency/Institution and a detailed justification for this request is attached. (Justification should be detailed and not less than one typed page in length.)
- B. Sufficient funds are available to fund this position at the requested grade.
- C. This is a full time position that will not be used for any other purpose than that which is outlined in the attached narrative.
- D. The position to be surrendered is the highest grade position available and the loss of this position will not adversely affect the operation of this Agency/Institution.
- E. No current employee will be displaced by this action.

Agency Personnel Rep	Date
Thomas Tarpley	07/07/2021

Agency Director	Date
Damian Hicks, Chief of Human Resources	07/07/2021