



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

OFFICE OF PERSONNEL MANAGEMENT
Administrator's Office
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<http://www.state.ar.us/dfa>

February 20, 2014

Senator Uvalde Lindsey, Co-Chairman
Representative Mark Biviano, Co-Chairman
Uniform Personnel Classification and
Compensation Plan Subcommittee
Arkansas Legislative Council
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Co-Chairs:

The Office of Personnel Management (OPM) submits a request from the Arkansas Department of Veterans Affairs (ADVA) for your review.

The Arkansas Department of Veterans Affairs is requesting Geographic Differential pay of up to 6% for Certified Nursing Assistants at the Fayetteville Veterans Home pursuant to Arkansas Code 21-5-221 which states:

"The agency or institution may request authorization for geographic differential pay for individual positions or for specific classifications of up to six percent (6%) when the agency can document recruitment, turnover, or other competitive pay issues in a specific geographic area but the issues do not justify a statewide labor market special entry rate."

This differential is used to address the difficulty in recruiting and retaining qualified incumbents in this classification for the following county listed below:

DESIGNATED COUNTY

Washington County

JUSTIFICATION

The agency's request is based on the need to make salary determinations for new hires and current employees in this classification. This will also allow the agency to remain competitive with the current labor market rate for this classification.

The Office of Personnel Management has reviewed this request and recommends approval of the geographic differential request. Your consideration of this request is appreciated.

Representative Andrea Lea, Co-Chairman
Senator Uvalde Lindsey, Co-Chairman
February 19, 2014
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Sincerely,


Kay Barnhill Terry
State Personnel Administrator



Chief Fiscal Officer of the State

FEB 11 2014

Date

KBT/CLS:1-2



Mike Beebe
Governor

STATE OF ARKANSAS

Department of Veterans Affairs
2200 Fort Roots Drive, Bldg. 65, Rm. 119
North Little Rock, Arkansas 72114-1756
(501) 370-3820 / FAX (501) 370-3829

Alicia (Cissy) Rucker
Director

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FEB 10 2014

**OFFICE OF PERSONNEL MGMT
CLASS & COMP**

February 10, 2014

Ms. Kay Barnhill Terry
State Personnel Administrator
Department of Finance and Administration
1509 W. 7th Street
Little Rock, AR 72201

RE: Geographic Differential pay for Certified Nursing Assistant job title at Fayetteville Veterans Home

Dear Ms. Terry,

The Arkansas Department of Veterans Affairs respectfully requests emergency approval for Geographic differential pay in the amount of 6% for Certified Nursing Assistant positions at Fayetteville Veterans Home in Washington County, Arkansas. Currently, LPN and RN positions at this location receive geographic differential pay in the amount of 6%.

Thank you for your consideration of this request. If you have questions or require additional information, please don't hesitate to contact me at 501-992-0182 or 501-944-9694.

Sincerely,


Karen Watkins
Administrative Services Manager