



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

**OFFICE OF PERSONNEL MANAGEMENT
Administrator's Office**
1509 West Seventh Street, Suite 201
Post Office Box 3278
Little Rock, Arkansas 72203-3278
Phone: (501) 682-1823
Fax: (501) 682-5104
<http://www.state.ar.us/dfa>

March 18, 2015

Senator Bart Hester, Co-Chairperson
Representative Douglas House, Co-Chairperson
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 submits a request from the Arkansas Department of Health (ADH) for your review.

The Arkansas Department of Health (ADH) has requested a revision to the current salary grid for the classification of Nurse Practitioner, L018N, grade N904.

Nurse Practitioners are critical for statewide health care delivery and provide services that result in ADH seeking reimbursement from public and private clients. This reimbursement is vital to the ongoing operations of ADH. This salary grid is necessary in order to recruit qualified Nurse Practitioners.

ADH has experienced extreme difficulty in finding qualified candidates for this classification that are willing to work for the salary currently offered, which is \$73,116, base level of N904. For example, the Northwest region of the state advertised for a Nurse Practitioner over 14 times during the first quarter of 2013. In one of those instances, six applicants were interested in the position, but withdrew their applications once they discovered the salary that was to be offered. Another position remained vacant for 11 months due to difficulty in finding a qualified applicant willing to accept the offered salary. This struggle to offer competitive salaries is seen statewide in ADH, and has impacted the ability to deliver services within the required federal guidelines.

The salary range for this classification is \$73,116 to \$91,395. There are a total of 38 individuals employed in the Nurse Practitioner classification with an average annual salary of \$78,828 and with an average of 20 years of state service.

The minimum qualifications for the Nurse Practitioner are as follows:

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The formal education equivalent of a bachelor's degree in nursing; plus two years of experience in the nursing field, including two years in a supervisory role. Must be certified as a nurse practitioner under the laws of the State of Arkansas.

The following represents the current salary grid for L018N, Nurse Practitioner, N904:

Education	Points	Annual	Hourly
Bachelor's of Science in Nursing	6%	\$77,503	\$37.26
Master's of Science in Nursing	8%	\$78,965	\$37.96
Doctor of Public Health Nursing	10%	\$80,428	\$38.67
Doctor of Nursing Practice	10%	\$80,428	\$38.67
Nurse Practitioner Experience	0.5% per year		
Total Points	13% Maximum	\$82,621	\$39.72
Differential (Add-On)	6% for Nurse Practitioner Coordinators		

The following represents the proposed changes to the current salary grid for L018N, Nurse Practitioner, N904:

Level of Education	Base Salary With 0 to 11 months of experience but less than 1 year	Base salary with 1 to 5 years of experience but less than 6 years	Base salary with 6 to 10 years of experience but less than 11 years	Base salary with 11 or more years of experience
BSN	\$38,343.7 hr/ \$79,754.93 annual	\$39,494 hr/ \$82,147.58 annual	\$40,644.3 hr/ \$84,540.22 annual	\$41,411.2 hr/ \$86,135.33 annual
MSN	\$39,053.8 hr/ \$81,231.88 annual	\$40,225.4 hr/ \$83,668.83 annual	\$41,397 hr/ \$86,105.79 annual	\$42,178.1 hr/ \$87,730.43 annual
PhD/DNP	\$40,118.9 hr/ \$83,447.29 annual	\$41,322.4 hr/ \$85,950.71 annual	\$42,526 hr/ \$88,454.12 annual	\$43,328.4 hr/ \$90,123.07 annual

Differentials (Add-Ons)

6% for Nurse Practitioner Coordinators
 6% for Geographic Location

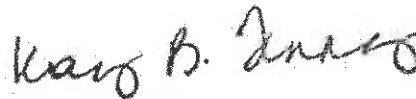
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ADH is requesting this revision to their current grid in order to retain those Nurse Practitioners that were not hired under the current grid which was approved in April 2014. Between June 2014 and March of 2015, five Nurse Practitioners were lost due to competing salaries from the private sector since the agency could not include them on the grid because they were not new hires.

The changes to the grid will increase base pay from 6 percentage points to 9 percentage points for a Bachelor's degree of Nursing, from 8 percentage points to 11 percentage points for a Master's degree of Nursing, and from 10 percentage points to 13 percentage points for a Doctorate Degree of Nursing or Public Health Nursing. The new grid will also allow for re-gridding of an employee at three separate intervals: after one, six, and eleven years of service respectively with no unsatisfactory performance evaluations. After the first year of service and at the time of re-gridding, the employee will also receive a 3% pay increase. All movements along the grid are contingent upon the agency's ability to fund the increases.

The Office of Personnel Management has reviewed the salary grid request and **recommends approval** of the modified salary grid for Nurse Practitioners. Your consideration of this request is appreciated.

Sincerely,



Kay Barnhill Terry
State Personnel Administrator



Chief Fiscal Officer of the State

MAR 03 2015

Date

Agency : Arkansas Department of Health

Division: _____

Applicant Name: _____

Position Number: _____

Job Title/Grade/Class Code: Nurse Practitioner/N904/L018N

Education: _____

GRID Type: New Grid or Re-Grid for Experience

NP License # and Expiration Date: _____

RN License # and Expiration Date: _____

Note: Both RN and NP licenses are required

Level of Education	Base Salary With 0 to 11 months of experience but less than 1 year	Base salary with 1 to 5 years of experience but less than 6 years	Base salary with 6 to 10 years of experience but less than 11 years	Base salary with 11 or more years of experience
BSN	38.3437 hr/79,754.93 annual	39.4940 hr/82,147.58 annual	40.6443 hr/84,540.22 annual	41.4112 hr/86,135.33 annual
MSN	39.0538 hr/81,231.88 annual	40.2254 hr/83,668.83 annual	41.3970 hr/86,105.79 annual	42.1781 hr/87,730.43 annual
PhD/DNP	40.1189 hr/83,447.29 annual	41.3224 hr/85,950.71 annual	42.5260 hr/88,454.12 annual	43.3284 hr/90,123.07 annual

Calculations for Applicant

Level of Education	Base Salary Corresponding to Education and Experience	Differential (Add On)
BSN _____	Hourly _____	NP Coordinator ____ Geographical ____ 6% for one or 12% for both
MSN _____	Annual _____	
PhD/DNP _____		Total dollar amount to be added to base _____

Total Calculation(s):

Base Salary (hourly/annual) _____

Total dollar amount of add on _____

Base Salary plus add on (hourly/annual) _____

Note: Base salary and/or base salary plus add on cannot exceed the maximum level for employees with less than 15 years of service.

Prepared by: _____ Date: _____

Reviewed by: _____ Date: _____

HR Approval: _____ Date: _____