



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
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June 18, 2019

Senator David Wallace, Co-Chairperson
 Representative Jim Wooten, 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 (OPM) submits a request for the continuation of previously approved Labor Market Rates for FY20. The requested special entry rates for continuation are listed below. The rates are above midpoint for the corresponding pay grade.

Agency	Class Code	Title	Grade	Pay Range	Approved Rate	FY19 Cost	Positions Utilized
Disability Determination Social Security Administration	L102N	DDSSA Medical Consultant	MP06	\$111,884-\$165,588	\$147,000	\$0	0
Department of Finance and Administration	T016C	DFA Revenue Security Supervisor-Extra Help Only	GS09	\$50,222-\$72,821	\$62,400	\$20,070	13
TOTAL						\$20,070	13

The Office of Personnel Management is requesting the continuation of two Labor Market Rates from two separate agencies. These rates were approved so that the agencies can attract and retain qualified applicants. Labor Market Rates are also utilized due to labor market conditions for the locations of these classifications.

Senator David Wallace, Co-Chairperson
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After review of the requests, the Office of Personnel Management **recommends** the approval of the continuation of these previously approved Labor Market Rates for FY20. Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill
State Personnel Administrator

Carla Hagen, Chief of Staff JUN 04 2019
Chief Fiscal Officer of the State Date

KB/sd:1



STATE OF ARKANSAS
Disability Determination for Social Security Administration

701 SOUTH PULASKI STREET
 LITTLE ROCK, ARKANSAS 72201
 TELEPHONE 501-682-3030

ASA HUTCHINSON
 Governor

ARTHUR BOUTIETTE
 Director

May 23, 2019

Ms. Kay Barnhill
 State Personnel Administrator
 Office of Personnel Management
 1509 West Seventh Street, Suite 201
 Little Rock, AR 72203



Dear Ms. Barnhill:

Disability Determination for Social Security Administration (DDSSA) is requesting a continuation of the current labor market rate displayed below.

Classification	Class Code	Grade	Entry	LMR
DDSSA Medical Consultant	L012N	MP06	\$111,884	\$147,000

For years, the “entry rate of pay” is what prohibited DDSSA from being able to successfully recruit and retain licensed physicians to perform Social Security Disability reviews. As an acknowledgment of our agency’s problem, as well as an acknowledgment of the extensive training, beyond routine licensure, that is required for these medical professionals to perform this job, OPM approved our request to establish a labor market rate for the classification of DDSSA Medical Consultant. Furthermore, OPM has continuously approved our request for a continuation, acknowledging how essential the DDSSA Medical Consultant labor market rate is to our agency.

Without the labor market rate, a DDSSA Medical Consultant would have an entry rate of \$111,884, which is less than the \$117,061 entry rate under the previous pay plan and significantly less than the current labor market rate of \$147,000. With our current physicians at or above the current labor market rate, a continuation will not adversely affect current DDSSA Medical Consultants; however, without a continuation, DDSSA will encounter the same recruiting and retention problems that initiated our original request to establish a labor market rate.

Accordingly, our agency is requesting OPM approval for the continuation of the labor market rate of \$147,000 currently used with the classification of DDSSA Medical Consultant.

Thank you for your favorable consideration in this matter.

Sincerely,

Arthur Boutiette
 Agency Director



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

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May 20, 2019



Kay Barnhill, Administrator
Office of Personnel Management
Department of Finance and Administration
1509 West 7th Street, Suite 201
Little Rock, AR 72201

Dear Ms. Barnhill:

The Arkansas Department of Finance and Administration (DFA) is requesting the continuation of the previously approved special entry rate for the following classification through Fiscal Year 2020:

<u>Title</u>	<u>Grade</u>
DFA Revenue Security Supervisor - T016C	GS09

This special entry rate allows DFA to hire certified Law Enforcement Officers as "Extra Help" at \$30/hour. These Law Enforcement Officers only work up to 2 hours a day and assist in protecting the DFA Revenue Offices and its employees as the office follows its closing procedures.

DFA has 13 affected positions for and a total cost of \$20,070 for Fiscal Year 2020.

Your favorable consideration of this request is appreciated.

Sincerely,

Larry W. Walther
Director