



Department of Transformation and Shared Services

Governor Asa Hutchinson

Secretary Amy Fecher

Director Kay Barnhill

August 18, 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 the Arkansas Department of Human Services (DHS) for additional classifications to receive on-call differentials for your review.

The Arkansas Department of Human Services, Division of Children and Family Services is requesting to add the following classifications to their on-call differential:

Class Code	Title	Grade	Salary Range	# of Employees
M090C	DHS Program Assistant	GS03	\$26,034 - \$37,749	262
M051C	Family Service Worker	GS06	\$36,155 - \$52,424	47
M027C	Family Service Worker Specialist	GS07	\$40,340 - \$58,493	634
M015C	Family Service Worker Supervisor	GS08	\$45,010 - \$65,265	26
M010C	Family Service Worker Clinical Specialist	GS08	\$45,010 - \$65,265	149
M011C	Family Service Worker County Supervisor	GS09	\$50,222 - \$72,822	28

JUSTIFICATION

These six classifications will be eligible to receive up to 20% additional compensation for each hour spent on-call, but no longer than forty-eight (48) hours during any seven-day work period. The Division of Children and Family Services (DCFS) must be able to provide staff coverage on nights, weekends, holidays, or periods when they are understaffed. DHS states that the approximate cost of maintaining and implementing this request will be an additional \$2,545,021 which can be absorbed in the existing appropriation and will not be funded with monies specifically allotted for other programs within the department.

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The Office of Personnel Management has reviewed this request and **recommends** the approval of adding these six (6) classifications to their on-call approval. 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

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ARKANSAS
DEPARTMENT OF
**HUMAN
SERVICES**

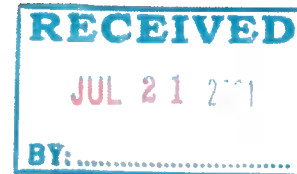
Office of Human Resources

P.O. Box 1437, Slot W301, Little Rock, AR 72203-1437

P: 501.682.6499 F: 501.682.6569

July 21, 2021

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



RE: On-Call – DCFS FY 2022

Ms. Barnhill:

The Department of Human Services, Division of Children and Family Services (DCFS), is requesting the establishment of an on-call differential for the following classifications: M090C – DHS Program Assistant (GS03); M051C – Family Service Worker (GS06); M027C – Family Service Worker Specialist (GS07); M015C – Family Service Worker Supervisor (GS08); M010C - Family Service Worker Clinical Specialist (GS08) - and M011C – Family Service Worker County Supervisor (GS09). These classifications require employees to be accessible and provide services on nights, weekends, holidays, or other situations when the agency does not have regular staff coverage. Employees in these classifications would be eligible to receive additional compensation equivalent of an hourly rate not to exceed twenty percent (20%) of their base hourly rate of pay for each on-call hour but no longer than forty-eight (48) hours during any seven-day work period.

DCFS has 262 authorized positions in M090C – DHS Program Assistant (GS03) classification; 47 authorized positions in M051C – Family Service Worker (GS06) classification; 634 authorized positions in M027C – Family Service Worker Specialist (GS07) classification; 26 authorized positions in M010C - Family Service Worker Clinical Specialist (GS08); 149 authorized positions in M015C – Family Service Worker Supervisor (GS08) classification and 28 authorized positions in M011C – Family Service Worker County Supervisor (GS09) classification. The agency is requesting permission to utilize the full 20% allowed by the law, for all employees in these classifications when on-call. Based on an analysis, the number of statewide staff on-call per day is 95 employees. The cost of implementing and maintaining this differential is estimated annually to be \$2,545,021 which can be absorbed within the existing appropriation and will not be funded with monies specifically allotted for other programs within the agency.

Should further information be required, please contact me at (501) 320-6250.

Sincerely

Damian Hicks
DHS Chief Human Resources Officer

Cc: Mischa Martin, DCFS Director