



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
www.dfa.arkansas.gov

June 12, 2018

Senator John Cooper, Co-Chairperson
Representative Les Eaves, 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 FY19. The requested special entry rates for continuation are attached.

The Office of Personnel Management is requesting the continuation of two Labor Market Rates from two 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.

After review of the requests, the Office of Personnel Management **recommends** the approval of the continuation of these previously approved Labor Market Rates for FY19. Your consideration of this request is greatly appreciated.

Sincerely,

A handwritten signature in blue ink that reads "Kay Barnhill".

Kay Barnhill
State Personnel Administrator

A handwritten signature in black ink that reads "Carla Haugen".

Chief Fiscal Officer of the State

MAY 31 2018

Date

KB/sd:1

LABOR MARKET RATES ABOVE MIDPOINT FY19

Agency	Class Code	Title	Grade	Pay Range	Approved Rate	FY18 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	\$13,763	5
TOTAL						\$13,763	5



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 9, 2018

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 labor market special entry rate shown below.

Classification	Class Code	Grade	LMR Salary
DDSSA Medical Consultant	L012N	MP06	\$147,000

In 2010, OPM approved a labor market rate for the classification of DDSSA Medical Consultant as an acknowledgment of our agency's problem with recruiting and retaining licensed physicians to perform Social Security Disability reviews, as well as an acknowledgment of the extensive training, beyond routine licensure, that is required for medical professionals to perform this job. However, the DDSSA Medical Consultant labor market rate, along with all salary administration grids and labor market rates, expired 6/17/2017 with the rollout of the FY18 Compensation and Classification Pay Plan.

For FY18, the classification of DDSSA Medical Consultant is located on the Medical Professionals Pay Table, with an assignment of MP06. With the MP06 entry salary being significantly less than the previously approved labor market rate, DDSSA would encounter the same recruiting and retention problems that existed several years ago. As an acknowledgment of DDSSA's ongoing problem, OPM approved a labor market rate of \$147,000 for the classification of DDSSA Medical Consultant, effective 11/17/2017, which DDSSA is requesting to continue.

Thank you for your consideration and if you have any questions, please feel free to contact me.

Sincerely,

Arthur Boutiette
 Agency Director



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

**OFFICE OF PERSONNEL MANAGEMENT
 Human Resources**
 1515 West Seventh Street, Suite 102
 Post Office Box 2485
 Little Rock, AR 72203-2485
 Phone: (501) 324-9065
 Fax: (501) 683-2174
<http://www.arkansas.gov/dfa>

May 15, 2018

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 is requesting the continuation of the previously approved special entry rate for the following classification:

<u>Title</u>	<i>T106C</i>	<u>Grade</u>
DFA Revenue Security Supervisor	-T016G	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.

Your favorable consideration of this request is appreciated.

Sincerely,

Amy x Valentine

Amy Valentine
 DFA Human Resources Manager