



June 15, 2022

The Honorable David Wallace, Co-Chairperson  
The Honorable David Hillman, Co-Chairperson  
Uniform Personnel Classification and  
Compensation Plan Subcommittee  
Joint Budget Committee  
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 Department of Human Services (DHS), Division of Aging, Adults & Behavioral Health Services (DAABH). DHS is requesting to utilize the geographic differential up to 10% for the classifications listed below only at the Arkansas State Hospital (Pulaski County) and Arkansas Health Center (Saline County):

<u>Class Code</u>	<u>Title</u>	<u>Grade</u>	<u>County</u>	<u>Salary Range</u>
L038C	Registered Nurse	MP01	Pulaski	\$63,830 - \$88,058
L032C	Registered Nurse- Hospital	MP01	Pulaski	\$63,830 - \$88,058
L019C	Registered Nurse Coordinator	MP02	Pulaski	\$71,403 - \$99,964
L027C	Registered Nurse Supervisor	MP02	Pulaski	\$71,403 - \$99,964
L036C	Nurse Instructor	MP02	Pulaski/ Saline	\$71,403 - \$99,964
L006C	Associate Director of Nursing	MP03	Pulaski	\$79,879 - \$113,428
L009C	Nurse Manager	MP03	Pulaski/ Saline	\$79,879 - \$113,428
L018C	Nurse Practitioner	MP04	Pulaski/ Saline	\$89,368 - \$128,690
L105C	AHC Nursing Director	MP04	Pulaski/ Saline	\$89,368 - \$128,690

**JUSTIFICATION**

DHS is requesting positions, within the Arkansas State Health Center and Arkansas State Hospital, receive the geographic differential for the specific counties listed. DHS states that the department has had higher than average turnover in these classifications, but that the worst turnover is occurring at these two locations. DAABH hopes that this differential will act as incentive to retain current employees and to assist in recruiting new ones. The expected cost is approximately \$527,293, including matching, and no additional general revenue funds are requested.

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The Office of Personnel Management recommends the geographic differential as listed above be approved for all state departments and agencies to be used as needed. Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill, Director  
Office of Personnel Management



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SECRETARY OF TRANSFORMATION & SHARED  
SERVICES

06/03/2022  
DATE

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ARKANSAS DEPARTMENT OF HUMAN SERVICES

Office of Human Resources

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April 26, 2022

Kay Barnhill, State Personnel Director
Department of Finance and Administration
Office of Personnel Management
501 Woodlane, Suite 201
Little Rock, Arkansas 72201

RE: Geographical Differential FY 2022

Ms. Barnhill:

The Department of Human Services (DHS), Division of Aging, Adults and Behavior Health Services (DAABH) is requesting the establishment of a geographical differential, up to 10%, for the below nursing classifications. This will be for new and existing employees so not to create an inequity.

Table with 4 columns: Grade, Position Title, Class Code, Location. Rows include Registered Nurse, Registered Nurse - Hospital, Registered Nurse Coordinator, Registered Nurse Supervisor, Nurse Instructor, Nurse Manager, Associate Dir of Nursing, Nurse Practitioner, and AHC Nursing Director.

DHS is experiencing a shortage of nurses at the Arkansas State Hospital (ASH) and Arkansas Health Center (AHC) and have had difficulty recruiting and retaining employees in the above classifications. The current state turnover of RN's is 20% and DHS is at 31%. The turnover rate for RN Coordinator, RN Supervisor and Nurse Instructor at ASH and AHC is 38.71%. DHS is requesting approval to actively recruit these difficult to fill positions as well as to retain our existing trained and competent employees. This will affect approximately 90 current employees at DHS with an estimated cost of \$527,293.

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

Sincerely

Damian Hicks (handwritten signature)

Damian Hicks
DHS Chief Human Resources Officer