



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) 682-1753
 FAX: (501) 682-5104

June 10, 2015

Senator Uvalde Lindsey, Co-Chairperson
 Representative Lanny Fite, 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 Disability Determination for Social Security Administration (DDSSA) for your review.

The Disability Determination for Social Security Administration (DDSSA) has requested continuation of previously approved labor market special entry rates for the following classifications:

CURRENT LABOR MARKET RATES

<u>Classification</u>	<u>Entry Level</u>	<u>Continuation Request</u>
DDSSA Medical Consultant, L012N, N916	\$117,061	\$146,237
DDSSA Medical Specialist, L024N, N919	\$139,410	\$174,262
Psychologist Supervisor, L001C, C129	\$57,914	\$86,072

REQUESTED LABOR MARKET RATE MODIFICATIONS

<u>Classification</u>	<u>Entry Level</u>	<u>Continuation Request</u>
DDSSA Medical Consultant, L012N, N916	\$117,061	\$146,237
DDSSA Medical Specialist, L024N, N919	\$139,410	\$174,262
DDSSA Psychology Specialist, L027N, N905	\$76,041	\$95,051

JUSTIFICATION

The special entry rates for these three classifications are based on problems of recruitment, training, and retention of employees. The agency has requested to modify these special entry rates in order to address recent reclassifications during the biennial budget process.

Senator Uvalde Lindsey, Co-Chairperson
Representative Lanny Fite, Co-Chairperson
June 10, 2015
Page 2 of 2

Based on analysis of these positions, the Office of Personnel Management (OPM) **recommends** the addition of the new title DDSSA Psychology Specialist to the existing labor market rates and the omission of Psychologist Supervisor due to biennial budget reclassifications into and through Fiscal Year 2016. Your consideration of this request is appreciated.

Sincerely,



Kay Barnhill Terry
State Personnel Administrator



Chief Fiscal Officer of the State

JUN 01 2015

Date

KBT/sd:1-2



ASA HUTCHINSON
Governor

May 28, 2015

Ms. Kay Barnhill Terry
State Personnel Administrator
Department of Finance and Administration
1509 West Seventh Street, Suite 201
Little Rock, AR 72201

RE: Labor Market Rate Modification Request

Dear Ms. Terry:

During the biennial budget process, Disability Determination for Social Security Administration (DDSSA) requested and received approval to create a new classification of DDSSA Psychology Specialist, N905, which replaces our use of the classification Psychologist Supervisor, C129. This request originated to help solve the problems the Agency has incurred in attracting new psychologist.

The starting salary at the DDSSA for a licensed psychologist is below the means for a psychologist in clinical practice. Salary has been cited as the primary consideration for several qualified psychologist who have turned down a position with our Agency, thus making it hard to compete with clinical practices. Therefore, the new classification of DDSSA Psychology Specialist was created.

The Agency currently has approval to use a labor market rate of \$86,072, which is at the maximum level on the Career Service Pay Plan, for the classification of Psychologist Supervisor. Due to the reclassification of the Psychologist Supervisor to DDSSA Psychology Specialist, we are also requesting to add the new Agency specific classification, with a maximum salary of \$95,051 on the Professional and Executive Pay Plan, to the list of currently approved labor market rates the Agency has for the DDSSA Medical Consultant and the DDSSA Medical Specialist classifications.

Thank you in advance for your consideration and I look forward to hearing from you.

Sincerely,

A handwritten signature in cursive script, reading "Arthur Boutiette".

Arthur Boutiette
Agency Director

STATE OF ARKANSAS

Disability Determination for Social Security Administration

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

ARTHUR BOUTIETTE
Director

Disability Determination for Social Security Administration's (DDSSA) is requesting approval for the following labor market rates, which displays a modification due to the creation of a new Agency specific classification.

DDSSA Labor Market Rates for 2015 - 2016				
Class Code	Classification	Grade	Entry Level	LMR Request
L027N	DDSSA Psychology Specialist	N905	\$76,041	\$95,051
L012N	DDSSA Medical Consultant	N916	\$117,061	\$146,327
L024N	DDSSA Medical Specialist	N919	\$139,410	\$174,262