



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
Fax: (501) 682-5104
<http://www.state.ar.us/dfa>

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 (OPM) submits the following request for your review.

The Arkansas Department of Human Services, Division of Behavioral Health (DHS/DBHS), is requesting a 6% Geographic Differential Pay at the Jonesboro Human Development Center (JHDC) pursuant to ACA §21-5-221(k):

"A geographic area differential of up to six percent (6%) may be authorized to address the documented inability to recruit and retain certain employees in a specific geographic area of the state if the additional geographic area differential is based on documented recruitment, turnover, or other competitive pay issue in a specific geographic area but that does not justify a statewide labor market special entry rate."

The classifications requested are listed below:

<u>CLASSIFICATION</u>	<u>CLASS CODE</u>	<u>PAY GRADE</u>
Residential Care Assistant	M089C	C106
Residential Care Technician	M083C	C108

JUSTIFICATION:

The Jonesboro Human Development Center is a 24 hour facility that provides services to approximately 104 residents who are severely intellectually disabled. These two classifications are direct care staff responsible for assisting case managers with individualized work plans and conducting life skill training with residents.

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

JHDC has experienced a 21.46% and 52.82% turnover rate for Residential Care Technicians and Residential Care Assistants, respectively in the past fiscal year. The agency's request is based on the need to attract and retain qualified applicants and remain competitive with the private sector.

Based on analysis and review of the agency's request, the Office of Personnel Management (OPM) **recommends** the approval of a 6% Geographic Differential Pay for these two classifications located at the JHDC.

Your approval of this request is greatly appreciated.

Sincerely,



Kay Barnhill Terry
DFA State Personnel Administrator



Chief Fiscal Officer of the State

MAY 14 2015

Date

KBT/jd:1-2



Division of Administrative Services

Office of Finance Administration

Human Resources/Personnel

P.O. Box 1437, Slot WG-1· Little Rock, AR 72203-1437
501-682-6455 Fax: 501-683-4351



April 30, 2015

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

RECEIVED
MAY 04 2015
OFFICE OF PERSONNEL MGMT
CLASS & COMP

RE: Geographic Differential

Ms. Terry:

The Jonesboro Human Development Center has been experiencing great difficulty in attracting and retaining staff for Residential Care Assistant and Residential Care Techs. We are requesting to provide a Geographic Differential of up to 6% for these two classifications pursuant to ACA 21-5-221 (k) which states:

(k) A geographic area differential of up to six percent (6%) may be authorized to address the documented inability to recruit and retain certain employees in a specific geographic area of the state if the additional geographic area differential is based on documented recruitment, turnover, or other competitive pay issue in a specific geographic area, but which does not justify a statewide labor market special entry rate.

Enclosed with this request is the justification and support data from the center. Should further information be required, please contact me at 683-5928.

Sincerely,

A handwritten signature in black ink, appearing to read "George Bryant".

George Bryant
DHS Agency HR Manager

enclosures

The Jonesboro Human Development Center (JHDC) is requesting a geographic differential rate of 6% for our direct care workers. Our high turnover and inability to recruit and retain employees is causing a hardship for our center.

At JHDC we serve 104 residents who are severely/profoundly intellectually disabled. Many of the residents exhibit aggressive, assaultive and self-injurious behaviors and numerous residents with extreme medical conditions which all require high level of supervision and quality of care.

Our current entry pay for the residential care assistant (RCA) positions is \$9.065 per hour. A recent inquiry with the nursing homes in Jonesboro showed that the entry pay for an entry level position is at a minimum of \$10.00 per hour. If the applicant has experience the pay is increased.

The number of applicants on our registers has been declining. Although our registers appear to have 100 plus applicants, most are not actually in our area. An applicant may select they are willing to work in all counties but when contacted they decline an interview. We process RCA registers every two weeks. Typically there are 25-35 new applicants, approximately half of them are not in our area and decline the interview or unable to contact. The remaining 10-15 applicants historically will accept and show up for an interview and on average, less than half accept a job.

We are currently working the DHS Recruitment on trying to attract applicants.

In order to be competitive, we are asking to have the differential rate approved for all three shifts and all employees assigned to the Residential Service department (approximately 145 employees). Along with our shift differential rate, this would make us more competitive with our salary and in turn hopefully decrease our turnover and improve our retention rate.