



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 15, 2016

N.5

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 a request for the continuation of previously approved geographic differentials for FY167. The requested differentials for continuation are attached.

The Office of Personnel Management is requesting the continuation of six geographic differentials, including the Statewide Nursing Grid. During FY16, these differentials affected a total of 1422 employees. Each state agency that utilizes the geographic differentials must stipulate the areas where it can be applied to employees and receive approval each fiscal year. There are no modifications recommended by OPM for the geographic differentials.

After review of the requests, the Office of Personnel Management recommends the approval of the continuation of these previously approved geographic differentials for FY17. Your consideration of this request is greatly appreciated.

Sincerely,

Kay Barnhill
State Personnel Administrator

Chief Fiscal Officer of the State

JUN 07 2016

Date

KB/sd:1

**GEOGRAPHIC DIFFERENTIALS
CONTINUATIONS FY17**

BA	Agency/Institution Name	Request Type	Classifications Affected	Recommendation	Positions Affected
385	Veteran's Affairs	Geographic: 6%	Certified Nursing Assistants	Continue as Requested	0
480	AR Dept. of Correction	Geographic: 6%	<p>TOTAL</p> Licensed Professional Counselor, M020C, C119 Psychological Examiner, L039C, C121 Psychologist, L009C, C127 Psychologist Supervisor, L001C, C129 ADC/DCC Unit Trainer, ED45C, C113 Training Instructor, ED46C, C116 Institution HR Coordinator, R031C, C115 Licensed Social Worker, M026C, C118 Licensed Certified Social Worker, M009C, C212 Computer Support Technician, D079C, C115 ADC Construction Project Supervisor, B070C, C119 Associate Professional Counselor, M044C, C117 ADC Psychologist, L097C, C128 Licensed Master Social Worker, M088C, C120 ADC/DCC Food Preparation Supervisor, T070C, C114	Continue as Requested	195 2 2 0 3 0 7 17 4 4 12 22 0 7 11 104
485	AR Dept. of Community Correction	Geographic: 6%	<p>TOTAL</p> DCC Parole/Probation Officer I, T092C, C116 DCC Parole/Probation Officer II, T093C, C117 DCC Parole/Probation Officer, T049C, C118 DCC Parole/Probation Assistant Area Manager, X042C, C121 DCC Parole/Probation Area Manager, X025C, C123	Continue as Requested	22 0 5 9 6 2
645	Dept of Health	Geographic: 6%	<p>TOTAL</p> Nurse Manager, L009C, C125 Nurse Practitioner, L018N, N904 ADH Area Nursing Director, L017C, C124 Nursing Clinic Coordinator, C022C, C123 ADH Nursing Program Coordinator, L026C, C123 Registered Nurse, L038C, C120 Licensed Practical Nurse, L068C, C113 Registered Nurse Coordinator, L019C, C123	Continue as Requested	234 2 26 3 2 7 155 38 1
710	AR Dept. of Human Services	Geographic: 6%	<p>TOTAL</p> Licensed Practical Nurse, L069C, C113 Licensed Practical Nurse Supervisor, L062C, C115 Registered Nurse, L039C, C120 Registered Nurse - Hospital, L032C, C121 Registered Nurse Coordinator, L019C, C123 Registered Nurse Supervisor, L027C, C122 Nurse Instructor, L036C, C121 Nurse Manager, L009C, C125 Nurse Practitioner, L018N, N904 Nursing Clinic Coordinator, L022C, C123	Continue as Requested	364 192 10 67 54 4 29 1 7 0 0
ALL	Statewide Nursing Grid	Geographic: 6%	All Nursing Classifications	Continue as Requested	607

TOTAL 1422



Office of the Director, Fiscal and Human Resources
501 Woodlane Drive, Suite 230C, Little Rock, AR 72201
Phone (501) 683-1787 | Fax (501) 662-4833

Asa Hutchinson
Governor

Matt Snead
Director

May 20, 2016

Ms. Kay Barnhill
State Personnel Administrator
Department of Finance and Administration
1509 W. 7th Street
Little Rock, AR 72201

RE: Geographical Differential Renewal for Certified Nursing Assistant Request

Dear Ms. Barnhill:

The Arkansas Department of Veterans Affairs is requesting OPM's permission to continue the use of a six percent (6%) geographical differential in determining salaries for certified nursing assistants at our Fayetteville Veterans Home for the upcoming fiscal year, July 1, 2016 – June 30, 2017.

Please feel free to contact me at (501)683-1386 with any questions or clarification you may have.

Sincerely,

Sara Terry
Assistant Personnel Manager



Arkansas Department of Correction

HUMAN RESOURCES
 2403 East Harding Ave
 Pine Bluff, Arkansas 71601
 Phone: (870) 850-8510
 FAX: (870) 850-8538
 Job Line: 1-888-8ADC-JOBS
 www.state.ar.us/doc

April 28, 2016

Kay K. Terry, State Personnel Administrator
 Office of Personnel Management
 Department of Finance and Administration
 P. O. Box 3278
 Little Rock, AR 72203

Dear Mrs. Terry:

The Arkansas Department of Correction is requesting to continue the following:

Geographical duty differential at six percent (6%) for the classifications listed below:

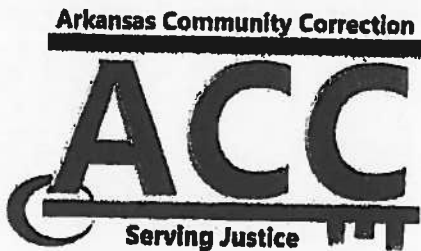
<u>DIFFERENTIAL TYPE</u>	<u>TITLE/CLASS CODE/GRADE</u>	<u>MAXIMUM %</u>
Geographic	ADC/DCC Food Preparation Supervisor, T070C, C114	6%
Geographic	Institution HR Coordinator, R031C, C115	6%
Geographic	Computer Support Technician, D079C, C115	6%
Geographic	ADC Construction Project Supervisor, S070C, C119	6%
Geographic	ADC/DCC Unit Training Supervisor, T071C, C114	6%
Geographic	Training Instructor, E046C, C116	6%
Geographic	Psychological Examiner, L033C, C121	6%
Geographic	Psychologist, L003C, C127	6%
Geographic	ADC Psychologist, L097C, C128	6%
Geographic	Psychologist Supervisor, L001C, C129	6%
Geographic	Licensed Social Worker, M026C, C118	6%
Geographic	Licensed Professional Counselor, M020C, C119	6%
Geographic	Licensed Master Social Worker, M088C, C120	6%
Geographic	Licensed Certified Social Worker, M009C, C121	6%

Your favorable review and consideration of this request is appreciated. Should you have questions or need additional information, please do not hesitate to contact me.

Sincerely,

Stacia Lenderman

Stacia Lenderman
 Human Resources Administrator



Arkansas Community Correction

Two Union Nation Plaza Building
105 West Capitol, 3rd Floor
Little Rock, AR 72201-5731
(501) 682-9510 (501) 682-9513

May 17, 2016

Ms. Kay Barnhill
State Personnel Administrator
1509 West 7th
Little Rock, AR 72203

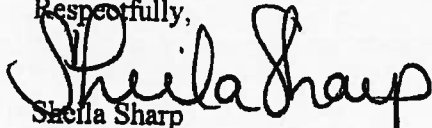
Dear Ms. Barnhill:

Arkansas Department of Community Correction (ACC) is requesting the continuation of the previously approved Geographic Differential for Pulaski County (Area 7 & 8) for the following classifications:

<u>Class Code</u>	<u>Title</u>	<u>Grade</u>	<u>%</u>
T092C	DCC Parole/Probation Officer I	C116	up to 6%
T093C	DCC Parole/Probation Officer II	C117	up to 6%
T045C	DCC Parole/Probation Officer	C118	up to 6%
X042C	DCC Parole/Probation Asst. Area Manager	C121	up to 6%
X025C	DCC Parole/Probation Area Manager	C123	up to 6%

ACC utilized the approval of this differential to stabilize and decrease turnover in Pulaski County. Due to a significantly lower turnover rate in Pulaski County, we are no longer providing the 6% differential to new employees. Once an employee leaves ACC, or a position approved for the differential, we discontinue the differential for that position.

This request is only for those employees who are still receiving the previously approved geographic differential. Thank you in advance for your consideration.

Respectfully,

Sheila Sharp
ACC Director

U67J



Arkansas Department of Health

4815 West Markham Street • Little Rock, Arkansas 72205-3867 • Telephone (501) 661-2000

Governor Asa Hutchinson

Nathaniel Smith, MD, MPH, Director and State Health Officer

May 26, 2016

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

Re: Continuation of Geographical Compensation accordance to the Statewide Nursing Grid

Dear Ms. Barnhill:

The Arkansas Department of Health is requesting approval for continuation of Geographical Differential Pay for the agency Nurse classifications in accordance to the Statewide Nursing Salary Grid. In order to successfully recruit and retain nursing applicants, the continuance of the differential compensation is essential for calculating nurse's salaries.

Thank you for your help in this matter and if you need additional information, please contact me at (501) 661-2440.

Sincerely

Joyce Watson
Human Resources Manager
Arkansas Department of Health



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



May 19, 2016

Mr. Larry W. Walther
Director
Department of Finance and Administration
Office of Personnel Management
1509 West 7th Street
Little Rock, Arkansas 72203

RE: Continuation of Geographic Differential for FY 2017

Mr. Walther:

In accordance with Act 688 of the 2009 Regular session, section 21-5-221, the Department of Human Services is requesting permission to continue its use of the Geographic pay differential.

The continuation of the Geographic Differential of up to 6% for registered and licensed practical nurse classifications and the Residential Care classifications is 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.

This differential is used to address the historical difficulty in recruiting and retaining qualified incumbents in these classifications.

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 HR Administrator