



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

September 23, 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 Arkansas School for the Deaf (ASD) has requested a special entry rate of \$55,000, which is between midpoint and maximum of grade C119, due to labor market conditions for the classification of L045C, Audiologist. ASD also requests a salary adjustment to the rate for an current incumbent, Ms. Mary Henry, as listed below:

| <u>EMPLOYEE</u> | <u>CURRENT SALARY</u> | <u>REQUESTED SALARY</u> | <u>DIFFERENCE/%</u> |
|-----------------|---------------------------|-----------------------------|---------------------|
| Mary Henry | \$50,053 | \$55,000 | \$4,947/10% |

JUSTIFICATION:

The Arkansas School for the Deaf has three (3) employees classified as Audiologist with an average annual salary of \$57,031 and 9 average years of state service. The request is based on difficulty in recruiting for the classification and the fact that Ms. Henry's salary is below the average for the agency. The South Central Region of the Arkansas Hospital Association indicates a salary range from \$65,000 to \$76,400 for an Audiologist position. This salary data comes from 45 medical organizations with 388 incumbent employees. The University of Arkansas for Medical Sciences uses this data to compete for patient care positions in the Little Rock metro area. These employees utilize hearing aids, assistive learning devices, and sound field systems to assess the needs of the students at the ASD.

Based on the salary survey data, the job duties being performed, and the agency request, the Office of Personnel Management **recommends** the establishment of a labor market rate of

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\$55,000 for L045, Audiologist, Grade C119 and the adjustment of a current incumbent, Ms. Mary Henry to the approved rate. This represents an increase of \$4,947 or 10% increase in her current salary.

Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill
State Personnel Administrator



Chief Fiscal Officer of the State

SEP 18 2015

Date

KB/dc:1-2



ASD

Arkansas School for the Deaf

2400 West Markham • Little Rock, AR 72205 • (501) 324-9506 • (501) 324-9553 Fax
Mike Phillips, Superintendent

September 17, 2015

Kay Terry, State Personnel Administrator
DFA-Office of Personnel Management
1507 West 7th Street
Little Rock, AR 72201

RE: Labor Market Adjustment Rate for Audiologist

Dear Ms. Terry,

Per your request, I am providing you the data for the annual salary for Audiologists in the Central Arkansas area as follows:

1) UAMS participates in the Arkansas Hospital Association survey to determine salaries that allows them to compete for patient care employees in the Little Rock metro area. Included in the survey is the Audiologist role. The salary is as follows:

South Central Region:

- 45 medical organizations
- 388 incumbents
- Entry salary 25th percentile \$65,000
- Maximum Salary at 75th percentile \$76,400

2) Arkansas Children's Hospital salary range for an audiologist is \$60,986-\$91,478.

Please let me know if additional information is needed.

Respectfully,

Janet Dickinson, Superintendent
Arkansas School for the Deaf

MISSION STATEMENT

Working Together to Create Learning Opportunities for Academic Excellence and Personal Independence



DEPARTMENT OF FINANCE AND ADMINISTRATION
Office of Personnel Management
Special Entry Rate Request - Labor Market Conditions

| | | | | | | |
|--|--|--|----------|---------------------|--------------------------------------|--------|
| Agency Name Arkansas School for the Deaf | | | | | | |
| Class Title Audiologist | | Grade C119 | | Class Code L045C | | |
| Current Entry Salary/Pay Level \$35,554.00 | Requested Entry Salary/Pay Level \$55,000.00 | Institutions Only Number of Positions | | | Agencies Only Number of Positions | |
| | | Authorized | Budgeted | Filled | Authorized | Filled |
| | | | | | 3 | 3 |

If current employee is to be moved to the requested rate attach OPM form 095.

| Filled Positions by Pay Level | | | | |
|-------------------------------|--------|-----------|---------|--------|
| Entry | Base | Mid-Point | Maximum | Career |
| 35,554 | 37,743 | 49,067 | 60,390 | 65,221 |
| | | | | |
| | | | | |

| | |
|--|-----------------|
| Agency/Institution Personnel Representative <i>Zoroda Michale</i> | Date 6/17/15 |
| Agency/Institution Head <i>Anna Priddy</i> | Date |

OFFICE OF PERSONNEL MANAGEMENT - ACTION

| | |
|---|--------------|
| Attach Salary Survey: | |
| Reviewed by: | Reviewed by: |
| OPM Personnel Representative | Date |
| Classification and Compensation Manager | Date |

Duane Clanton

From: Atkinson, Janet <JAtkinson@uams.edu>
Sent: Thursday, September 17, 2015 2:40 PM
To: Duane Clanton
Subject: Audiologist

Duane,

UAMS participates in the Arkansas Hospital Association survey to determine salaries that allows us to compete for patient care employees in the Little Rock metro area. Included in the survey is the Audiologist role. The salary is as follows:

South Central Region:

- 45 medical organizations
- 388 incumbents
- Entry salary 25th percentile \$65,000
- Maximum Salary at 75th percentile \$76,400

Please don't hesitate to contact me if you have questions or need additional data.

Thanks,

Janet Atkinson

Human Resource Manager for Compensation
Central Building – 4th Floor – Wing 4C – Office 028
Office Phone: 501-296-1394
Cell Phone: 501-339-4492

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