



Department of Transformation and Shared Services

Governor Sarah Huckabee Sanders

Secretary Leslie Fiskens

March 13, 2024

The Honorable Breanne Davis, Co-Chairperson
The Honorable Mark Berry, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Arkansas Legislative Council
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Senator Davis and Representative Berry:

The Office of Personnel Management (OPM) submits a request from the Arkansas Department of Education (ADE), Northwest Technical Institute (NWTI) for your review.

NWTI is requesting six (6) pool positions from the OPM surrender pool established by Arkansas Code Annotated § 21-5-225(a). The classifications requested and the positions offered for surrender are listed below.

CLASSIFICATIONS REQUESTED

<u>CLASS CODE</u>	<u>TITLE</u>	<u>PAY GRADE</u>	<u>SALARY RANGE</u>
L036C	Nurse Instructor	MP02	\$71,403 – \$99,964

POSITIONS SURRENDERED

<u>POSITION NUMBER</u>	<u>TITLE</u>	<u>CLASS CODE</u>	<u>PAY GRADE</u>	<u>SALARY RANGE</u>	<u>LAST DATE VACATED</u>
22152020	Specialized Technical Faculty	E018C	GS08	\$45,010 – \$65,265	03-20-2023
22080636	Specialized Technical Faculty	E018C	GS08	\$45,010 – \$65,265	01-05-2024
22080671	Specialized Technical Faculty	E018C	GS08	\$45,010 – \$65,265	01-27-2024
22157912	Specialized Technical Faculty	E018C	GS08	\$45,010 – \$65,265	N / A
22155695	Education Program Manager	E013C	GS10	\$56,039 – \$81,257	N / A
22080670	Specialized Technical Faculty	E018C	GS08	\$45,010 – \$65,265	N / A

JUSTIFICATION

Northwest Technical Institute currently has six (6) positions responsible for functioning as Nursing Faculty within its Allied Health programs. Given the essential need of Nursing Faculty and the

The Honorable Breanne Davis, Co-Chairperson
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March 13, 2024
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desired success of their nursing program, the agency is using multiple approaches to recruit applicants. However, none have proven successful due to low starting salaries. Not only is the agency unable to compete with the base annual salary, but most competing entities offer compensation packages that the agency cannot match. To address this issue and attract quality candidates, the agency needs a different job classification with a more substantive pay. These positions will be responsible for developing classroom and clinical nursing and health care training programs, providing instruction, and making recommendations to enhance existing agency policies that affect their nursing program.

RECOMMENDATION

OPM has reviewed this request from the Arkansas Department of Education, Northwest Technical Institute and **recommends** the establishment of six (6) surrender pool positions, all authorized as L036C, Nurse Instructor. The cost for these six (6) surrender pool positions is approximately \$245,698.25, all from general revenue. The agency guarantees our office that it has sufficient funding to support this surrender pool position request.

Your consideration of this request is greatly appreciated.



STATE PERSONNEL DIRECTOR



DATE

Positions Requested							
Business Area	# of Positions	Class Code	Title	Grade	Salary Range	*Estimated Cost	Funding Source(s) %
0552	6	L036C	Nurse Instructor	MP02	\$71,403 - \$99,964	\$719,737.20	General Revenue
Total Estimated Cost of the New Positions including 40% match						\$719,737.20	
Total Cost to General Revenue						\$719,737.20	

Positions Surrendered								
Business Area	Position Number	Class Code	Title	Grade	Date Vacated	Position Budgeted Y/N	**Estimated Savings	Funding Source(s) %
0552	22080636	E018C	Specialized Technical Faculty	GS08	1/5/2024	YES	\$66,164.72	General Revenue
0552	22080670	E018C	Specialized Technical Faculty	GS08	N / A	YES	\$67,487.93	General Revenue
0552	22080671	E018C	Specialized Technical Faculty	GS08	1/27/2024	YES	\$63,013.93	General Revenue
0552	22152020	E018C	Specialized Technical Faculty	GS08	3/20/2023	YES	\$63,013.93	General Revenue
0552	22155695	E013C	Education Program Manager	GS10	N / A	YES	\$118,877.16	General Revenue
0552	22157912	E018C	Specialized Technical Faculty	GS08	N / A	YES	\$95,481.28	General Revenue
Total Estimated Savings							\$474,038.95	
Estimated Savings to General Revenue							\$474,038.95	

Total Estimated Cost to the Agency						\$245,698.25
Total Estimated Cost to General Revenue						\$245,698.25
Total Authorized Position Adjustment						0

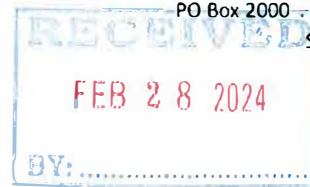
* The Estimated Cost calculation is based upon the Midpoint of the salary range, plus 40% matching.

** The Estimated Savings calculation is based upon the exit salary plus 40% match, only if a position has been vacant less than 1 year from the date of the request.



Northwest Technical Institute
rethink education

2082



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Mr. Jacob Oliva,
Cabinet Secretary
Arkansas Department of Education
Four Capitol Mall, Room 304-A
Little Rock, AR 72701

February 13, 2024

Re: Surrender/Swap Pool

Dear Secretary Oliva:

Please find attached a *Request for Pool Position(s)* from Northwest Technical Institute (NWTI). It is the intent of NWTI to swap five (5) Specialized Technical Faculty positions GS08 and one (1) Education Program Manager position GS10 for six (6) Nurse Instructor positions MPO2.

The nursing shortage in Northwest Arkansas is a critical issue that our institution is currently facing in the recruitment, hiring, and retention of Specialized Technical Faculty GS08 (Nurse Faculty). The primary hurdle we are encountering revolves around our inability to offer a competitive salary that reflects the expertise and dedication required for this vital role. NWTI has two (2) nursing vacancies for almost a year. We recently filled one (1) of these positions and the person lasted four (4) days. We interviewed numerous candidates since February of 2023, and only one (1) person took the position. Without exception all the candidates declined the position for lack of salary. We currently have three (3) vacant nurse faculty positions.

Nurse Faculty are indispensable in the role of shaping the next generation of healthcare professionals, and their contributions are pivotal to the success of our nursing program. However, despite our best efforts, the financial constraints we face have led to difficulties in attracting and retaining qualified individuals for these positions.

Several factors contribute to the challenge we are facing:

1. **Market Competitiveness:** The current market for nursing faculty is highly competitive, and other institutions often offer more attractive compensation packages. Our inability to match or exceed these offers puts us at a disadvantage when recruiting experienced and skilled educators.

2. **Salary Discrepancies:** The demands and responsibilities of Nurse Faculty positions require a level of expertise that is not commensurate with the salaries we are currently able to offer. This misalignment poses a significant barrier to attracting and retaining top-tier candidates.
3. **Impact on Retention:** Once we manage to recruit qualified individuals, the issue persists in retaining them. Competing institutions, which can provide more competitive salaries and benefits, are continuously luring away our experienced faculty members, resulting in a constant turnover.

Addressing these challenges is crucial for the long-term success and reputation of our nursing program. By investing in our Nurse Faculty, we not only enhance the quality of education provided to our students but also contribute to the overall improvement of healthcare throughout Northwest Arkansas.

If you need any further information, please do not hesitate to contact me.

Respectfully,



Donald Raines
Education Program Manager
(479) 751-8824

CC: File



Department of Transformation and Shared Services
 Office of Personnel Management
 Request for Pool Position

Business Area	Department Name / Agency Name	Date
0552	Education/Northwest Technical Institute	02/14/2024

Position(s) to be Surrendered

Position/Item Number	Classification Title	Pay Grade	Class Code
22152020	Specialized Technical Faculty	GS08	EO18C
22080636	Specialized Technical Faculty	GS08	EO18C
22080671	Specialized Technical Faculty	GS08	EO18C
22157912	Specialized Technical Faculty	GS08	EO18C

Classification(s) Requested

Classification Title	Pay Grade	Class Code
Nurse Instructor	MP02	L036C
Nurse Instructor	MP02	L036C
Nurse Instructor	MP02	L036C
Nurse Instructor	MP02	L036C

I hereby certify that:

- A. The position requested is critical to the operation of this Agency and a detailed justification for this request is attached. (Justification should be detailed and not less than one typed page in length.)
- B. Sufficient funds are available to fund this position at the requested grade.
- C. This is a full-time position that will not be used for any other purpose than that which is outlined in the attached narrative.
- D. The position to be surrendered is the highest grade position available and the loss of this position will not adversely affect the operation of this Agency.
- E. No current employee will be displaced by this action.

HR Administrator's Signature

Date

Department Secretary's Signature

Date



Department of Transformation and Shared Services
 Office of Personnel Management
 Request for Pool Position

Business Area	Department Name / Agency Name	Date
0552	Education/Northwest Technical Institute	02/14/2024

Position(s) to be Surrendered

Position/Item Number	Classification Title	Pay Grade	Class Code
22152020	Specialized Technical Faculty	GS08	EO18C
22155695	Education Program Manager	GS10	EO13C

Classification(s) Requested

Classification Title	Pay Grade	Class Code
Nurse Instructor	MP02	L036C
Nurse Instructor	MP02	L036C

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- D. The position to be surrendered is the highest grade position available and the loss of this position will not adversely affect the operation of this Agency.
- E. No current employee will be displaced by this action.

HR Administrator's Signature

Date

Department Secretary's Signature

Date

BA	Business Area Name	Start Date	Position #	CC	PG	Auth Salary	Authorized Classification Title	Last Occupied
0552	NORTHWEST TECHNICAL INSTITUTE	06/12/2022	22180534	E077C	GS13	\$112,899.00	NWTI AMMONIA REFRIGN TECH SPEC & TRG MGR	00/00/0000
0552	NORTHWEST TECHNICAL INSTITUTE	01/01/1900	22080636	E018C	GS08	\$65,264.00	SPECIALIZED TECHNICAL FACULTY	01/05/2024
0552	NORTHWEST TECHNICAL INSTITUTE	01/01/1900	22080671	E018C	GS08	\$65,264.00	SPECIALIZED TECHNICAL FACULTY	01/27/2024
0552	NORTHWEST TECHNICAL INSTITUTE	10/16/2009	22152020	E018C	GS08	\$65,264.00	SPECIALIZED TECHNICAL FACULTY	03/20/2023
0552	NORTHWEST TECHNICAL INSTITUTE	06/13/2021	22179478	E018C	GS08	\$65,264.00	SPECIALIZED TECHNICAL FACULTY	00/00/0000
0552	NORTHWEST TECHNICAL INSTITUTE	06/13/2021	22179479	E018C	GS08	\$65,264.00	SPECIALIZED TECHNICAL FACULTY	00/00/0000
0552	NORTHWEST TECHNICAL INSTITUTE	01/01/1900	22080612	E027C	GS07	\$58,493.00	CAREER & TECHNICAL FACULTY	09/08/2023
0552	NORTHWEST TECHNICAL INSTITUTE	01/01/1900	22080628	E027C	GS07	\$58,493.00	CAREER & TECHNICAL FACULTY	10/02/2023
0552	NORTHWEST TECHNICAL INSTITUTE	01/01/1900	22080667	E027C	GS07	\$58,493.00	CAREER & TECHNICAL FACULTY	08/05/2023
0552	NORTHWEST TECHNICAL INSTITUTE	06/18/2017	22168787	E027C	GS07	\$58,493.00	CAREER & TECHNICAL FACULTY	00/00/0000
0552	NORTHWEST TECHNICAL INSTITUTE	01/01/1900	22080633	G144C	GS07	\$58,493.00	TECHNICAL INSTITUTE PROGRAM COORDINATOR	10/01/2022
0552	NORTHWEST TECHNICAL INSTITUTE	01/01/1900	22080655	A098C	GS04	\$42,116.00	FISCAL SUPPORT SPECIALIST	08/20/2022
0552	NORTHWEST TECHNICAL INSTITUTE	06/21/2015	22162865	C056C	GS04	\$42,116.00	ADMINISTRATIVE SPECIALIST III	03/10/2017
0552	NORTHWEST TECHNICAL INSTITUTE	01/01/1900	22080597	C073C	GS03	\$37,749.00	ADMINISTRATIVE SPECIALIST II	08/08/2020
0552	NORTHWEST TECHNICAL INSTITUTE	01/01/1900	22080624	C073C	GS03	\$37,749.00	ADMINISTRATIVE SPECIALIST II	01/11/2020
0552	NORTHWEST TECHNICAL INSTITUTE	01/01/1900	22080639	S050C	GS03	\$37,749.00	MAINTENANCE SPECIALIST	12/15/2023