



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/personnel-management

June 18, 2019

Senator David Wallace, Co-Chairperson
Representative Jim Wooten, 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 presents a request from the Arkansas Department of Finance & Administration (DFA).

DFA requests that certification differentials be established for the Office of Accounting and the Division of Revenue for the following classifications:

<u>Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Range</u>
Accountant I	A089C	GS07	\$40,340-\$58,493
DFA SEFA/CAFR Specialist	A109C	GS07	\$40,340-\$58,493
Tax Auditor	A059C	GS07	\$40,340-\$58,493
DFA Statewide Program Specialist	R043C	GS09	\$50,222-\$72,822
Tax Auditor II	A054C	GS09	\$50,222-\$72,822
Tax Auditor Supervisor	A033C	GS11	\$62,531-\$90,670
DFA Statewide Program Coordinator	R041C	GS11	\$62,531-\$90,670
DFA Accounting CAFR Coordinator	A025C	GS12	\$69,776-\$101,175
DFA Revenue Tax Division Manager	A006C	GS13	\$77,862-\$112,900
DFA Statewide Program Manager	R040C	GS13	\$77,862-\$112,900
DFA Assistant Accounting Administrator	A002C	GS15	\$96,960-\$140,592

The following differentials are requested:

<u>Certification</u>	<u>Differential Amount</u>
Certified Public Accountant	10%
Certified Government Financial Manager	5%

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Individuals with the certifications listed above are highly desirable and difficult to recruit and retain. Certification differentials are not considered a part of an employee's base pay; if the employee moves from a classification eligible for the differential to a position ineligible for the differential, the employee will no longer receive the differential. The cumulative differential an employee can receive pursuant to this request cannot exceed 10%. DFA estimates that the cost of the differential will be approximately \$192,319.

After review, the Office of Personnel Management recommends approval of DFA's request for certification differentials for being a Certified Public Accountant or a Certified Government Financial Manager for Fiscal Year 2020 for the aforementioned classifications.

Your consideration of this request is appreciated.

Respectfully submitted,



Kay Barnhill
State Personnel Administrator

JUN 07 2019



Chief Fiscal Officer of the State

Date



STATE OF ARKANSAS
**Department of Finance
and Administration**

OFFICE OF THE DIRECTOR
1509 West Seventh Street, Suite 401
Post Office Box 32
Little Rock, Arkansas 72203-3200
Phone: (501) 682-2200
Fax: (501) 682-1000
www.arkansas.gov/c

June 7, 2019

Kay Barnhill, Administrator
Office of Personnel Management
Department of Finance and Administration
1509 West 7th Street, Suite 201
Little Rock, AR 72201

Dear Ms. Barnhill:

The Arkansas Department of Finance and Administration is requesting previously approved certification compensation through Fiscal Year 2020 for all positions listed in the following titles for the Revenue Division and the Office of Accounting:

Accountant I
DFA SEFA/CAFR Specialist
DFA Statewide Program Specialist
DFA Statewide Program Coordinator
DFA Accounting CAFR Coordinator
DFA Statewide Program Manager
DFA Assistant Accounting Administrator
Tax Auditor
Tax Auditor II
Tax Auditor Supervisor
DFA Revenue Tax Division Manager
DFA Assistant Accounting Administrator

A current employee in these titles shall be eligible to receive up to a 10% salary increase upon passing the Certified Public Accountant examination or up to a 5% salary increase upon passing the Certified Government Finance Manager examination. Certification pay will not exceed 10% regardless of the number of certifications earned.

The cost for the Office of Accounting will be approximately \$112,319. The cost for the Revenue Division will be approximately \$80,000.

Your favorable consideration of this request is appreciated.

Sincerely,

A handwritten signature in blue ink that reads "Larry W. Walther".
Larry W. Walther
Director