



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 12, 2018

Senator John Cooper, Co-Chairperson  
 Representative Les Eaves, 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 OPM differential for FY19. The requested differentials for continuation are listed below.

AGENCY	CLASS CODE	TITLE	GRADE	SALARY RANGE	FY18 COST	POSITIONS AFFECTED
Department of Health	L077C	Health Services Specialist II	GS04	\$29,046-\$42,116	\$100,968	85
Department of Health	L038C	Registered Nurse	MP01	\$63,830-\$88,058	\$476,772	174
Department of Health	L018N	Nurse Practitioner	MP01	\$63,830-\$88,058	\$18,826	5
Department of Human Services	L069C	Licensed Practical Nurse	GS06	\$36,155-\$52,454	\$135,469	52

The OPM differential was approved for the Arkansas Department of Health and the Department of Human Services for certain classifications where an employee manages peer employees. At DHS, this differential covered certain licensed practical nurses who managed other licensed practical nurses. At the Health Department, these differentials included:

- Lead Clerks, 6%
- Clinic Coordinators, 6%
- CDNS, MCHS, NFP Supervisors, CHNS, and Nurse Specialists, 6%
- Nurse Practitioner serving as Nurse Practitioner Coordinator, 8%
- Registered Nurses serving as a Local Health Unit Administrator, 8%
- Registered Nurses serving as a Health District Manager, 10%

During FY18, these differentials affected a total of 316 employees and cost an estimated \$732,035.

After review of the requests, the Office of Personnel Management **recommends** the approval of the continuation of these previously approved OPM differentials for FY19. Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill  
State Personnel Administrator



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Chief Fiscal Officer of the State

JUN 01 2018  
Date



## Arkansas Department of Health

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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 25, 2018

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 OPM Differentials for FY19**

Dear Ms. Barnhill:

The Arkansas Department of Health is requesting approval for continuation of the previously approved OPM differential for the following classifications:

- Lead Clerk 6%
- Clinic Coordinators 6%
- CDNS, MCHS, NFP Supervisors, CHNS, Nurse Specialists 6%
- Nurse Practitioner serving as Nurse Practitioner Coordinator 8%
- Registered Nurses serving as a Local Health Unit (LHU) Administrator 8%
- Registered Nurses serving as a Health District Manager 10%

In order to successfully recruit and retain qualified applicants the continuation of these compensations are essential for calculating salaries. These compensations will provide the necessary increase in salary for employees that take on extra duties in the Local Health Units for the agency.

Thank you for your help in this matter and if you need additional information, please contact me at (501) 661-2748.

Sincerely,

Tracy D. Bradford,  
ADH Chief Human Resources Officer  
Arkansas Department of Health



Office of Finance Administration  
HUMAN RESOURCES

P.O. Box 1437, Slot WG1 • Little Rock, AR 72203-1437  
501-682-6455 • Fax: 501-683-4351



May 15, 2018

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 OPM Differential for FY 2019

Mr. Walther:

The Department of Human Services is requesting permission to continue its use of the OPM pay differential into FY19 for the classification L069C; LICENSED PRACTICAL NURSE, GS06. We are not requesting any changes to our current utilization procedures.

Should further information be required, please contact me at 320-6250.

Sincerely,

A handwritten signature in cursive script that reads "Damian Hicks".

Damian Hicks  
DHS Chief Human Resources Officer