



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

**OFFICE OF PERSONNEL MANAGEMENT
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April 16, 2014

Senator Uvalde Lindsey, Co-Vice Chairperson
Representative Andrea Lea, 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 submits a request from the Arkansas Department of Health (ADH) for your review.

The Arkansas Department of Health (ADH) has requested a salary grid for the classification of Nurse Practitioner, L018N, grade N904.

Nurse Practitioners are critical for statewide health care delivery and provide services that result in ADH seeking reimbursement from public and private clients. This reimbursement is vital to the ongoing operations of ADH. This salary grid is necessary in order to recruit qualified Nurse Practitioners.

ADH has experienced extreme difficulty in finding qualified candidates for this classification that are willing to work for the salary currently offered, which is \$73,116, base level of N904. For example, the Northwest region of the state advertised for a Nurse Practitioner over 14 times during the first quarter of 2013. In one of those instances, six applicants were interested in the position, but withdrew their applications once they discovered the salary that was to be offered. Another position remained vacant for 11 months due to difficulty in finding a qualified applicant willing to accept the offered salary. This struggle to offer competitive salaries is seen statewide in ADH, and has impacted the ability to deliver services within the required federal guidelines.

The salary range for this classification is \$73,116 to \$91,395. There are a total of 38 individuals employed in the Nurse Practitioner classification with an average annual salary of \$78,828 and with an average of 20 years of state service.

The minimum qualifications for the Nurse Practitioner are as follows:

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The formal education equivalent of a bachelor's degree in nursing; plus two years of experience in the nursing field, including two years in a supervisory role. Must be certified as a nurse practitioner under the laws of the State of Arkansas.

The following represents the proposed salary grid for L018N, Nurse Practitioner, N904:

Education	Points	Annual	Hourly
Bachelor's of Science in Nursing	6%	\$77,503	\$37.26
Master's of Science in Nursing	8%	\$78,965	\$37.96
Public Health Nursing	10%	\$80,428	\$38.67
Doctor of Nursing Practice	10%	\$80,428	\$38.67
Nurse Practitioner Experience	0.5% per year		
Total Points	13% Maximum	\$82,621	\$39.72
Differential (Add-On)	6% for Nurse Practitioner Coordinators		

The Office of Personnel Management has reviewed the salary grid request and **recommends approval** of the adjusted salary grid for Nurse Practitioners. Your consideration of this request is appreciated.

Sincerely,



Kay Barnhill Terry
State Personnel Administrator



Chief Fiscal Officer of the State

MAR 26 2014

Date



Arkansas Department of Health

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

Governor Mike Beebe

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

March 19, 2014

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

RECEIVED

MAR 19 2014

OFFICE OF PERSONNEL MGMT
CLASS & COMP

Re: Request for Nurse Salary Grid for Nurse Practitioner, Class Code L018N, Grade N904

Dear Ms. Terry:

The Arkansas Department of Health is requesting a Nurse Salary Grid for Nurse Practitioner, Class Code L018N, Grade N904. The nurse practitioners are critical positions in our health care delivery system statewide for all our patients. Also, APNs provide services that the Department seeks reimbursement from public and private payers. This reimbursement is vital to the ongoing operations of the department.

The salary for newly hired Nurse Practitioner at the Department of Health is \$73,000 annually, to demonstrate or give as an example of our recruiting efforts the agency had over 14 advertisements for the first quarter of 2013 for the Northwest corner of the state for Nurse Practitioner positions. At other facilities, the average starting salary was \$80,000 annually, with a range of \$77,000 to \$82,000. According to data from the Arkansas State Board of Nursing for 2012, there are only 212 licensed Nurse Practitioner who reside in the four counties of the northwest corner of the state combined, which does not include data for how many of these Nurse Practitioners are retired, so recruitment in nearby counties is also necessary.

With the presence of Community Health Centers, as well as private physician offices and clinics, recruitment of Nurse Practitioners to work for the Department of Health is becoming difficult. Examples: Position #22106781 which is in Sebastian county, the Nurse Practitioner's Coordinator received three calls and another three emails related to inquiries for this position but, when told what the salary would be all six individuals no longer were interested in this position. Another individual withdrew her application for consideration after learning what the salary would be. She was currently making \$83,000 and was not willing to take a \$10,000 dollar pay cut. Another position 22111021 which is in Benton County, stayed vacant for eleven months due to related difficulties in hiring.

In the southwest region of the state, we have been actively recruiting for two positions for a year. We have been told and verified that our salaries are not competitive for the area. This chronic shortage of APNs is impacting our service delivery to our patients within the required federal guidelines.

The approval of this Nurse Practitioner's Grid would give the Department the flexibility to respond quickly when vacancies occur. Attached for your review is a copy of the proposed Nurse Practitioner's Grid.

Thank you for your help in this matter. If you need additional information, please contact me at (501) 280-4545.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Ann Purvis'.

Ann Purvis,
Deputy Director for Administration
Arkansas Department of Health

APJW:ma
Attachment
CC: File

Class Code: L018N

Job Title: NURSE PRACTITIONER

Fair Labor Standards Act (FLSA) Exemption Status: E

Exempt

Grade: N904

Pay Scale:

Level	Annual	Hourly
Entry		
Base	73,116	35.152
Midpoint	82,256	39.5461
Maximum	91,395	43.9399
Career		

NOTE: Salaries can only increase past the Maximum level for employees with 15 or more years of service

Proposed GRID

	Point Computations	Annual	Hourly
Base		73,116	35.152
Education			
<ul style="list-style-type: none">• Bachelors of Science in Nursing (BSN)	6 percentage points	77,502.96	37.261
<ul style="list-style-type: none">• Masters of Science in Nursing (MSN)	8 percentage points	78,965.28	37.964
<ul style="list-style-type: none">• Public Health Nursing (PHN) or• Doctor of Nursing Practice (DNP)	10 percentage points	80,427.60	38.667
Nurse Practitioner Experience	.5 percentage points for each year of experience		
Total Points	13 percentage points possible (not to exceed this amount to base salary)	82,621.08	39.722
Differential (Add On)	6% for Nurse Practitioner Coordinator Role		