



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 15, 2016

N.7

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 Office of Personnel Management (OPM) submits a request for the continuation of previously approved On-Call differentials for FY17. The requested differentials for continuation are attached.

The Office of Personnel Management is requesting the continuation of On-Call differentials from The Department of Human Services and Agriculture- Livestock and Poultry. There are no modifications recommended by OPM for the On-Call differentials.

After review of the requests, the Office of Personnel Management **recommends** the approval of the continuation of these previously approved On-Call differentials for FY17. Your consideration of this request is greatly appreciated.

Sincerely,

Kay Barnhill
State Personnel Administrator

Chief Fiscal Officer of the State

JUN 07 2016

Date

KB/sd:1

**ON-CALL DIFFERENTIAL
CONTINUATION FY17**

BA	Agency/Institution Name	Request Type	Classifications Affected	Recommendation	Positions Affected
400	Agriculture- Livestock & Poultry	On-Call: 5.5%	TOTAL	Continue as Requested	11
			Agriculture Divison Manager, B010C, C127		1
			Agriculture Commodity Area Supervisor, X058C, C120		2
			Senior Agriculture Commodity Compliance Inspector, X114C, C116		3
			Agriculture Commodity Inspector, X132C, C116		4
			Agriculture Commodity Grader II, X162C, C114		0
			Agriculture Commodity Compliance Specialist, X149C, C115		1
710	DHS	On-Call: Up to 20%	TOTAL	Continue as Requested*	4
			(ASH) Psychiatric Specialist, L005N, N919		1
			(ASH) General Physician, L009N, N917		0
			Director of Pharmacy, L014N, N914		1
			Registered Pharmacist, L016N, N911		2

TOTAL

15

* Special Language dictates that DHS can duplicate UAMS



**ARKANSAS
LIVESTOCK
AND POULTRY
COMMISSION**

P.O. Box 8305
ONE NATURAL RESOURCES DRIVE
Little Rock, Arkansas 72215

Phone: (501) 907-2400
Lab: (501) 907-2430
Fax: (501) 907-2425
Website: www.alpc.arkansas.gov

Bruce Holland, Executive Director

April 28, 2016

Larry Walther
Chief Fiscal Officer
Department of Finance and Administration
P O Box 3278
Little Rock, AR 72203

Dear Mr. Walther,

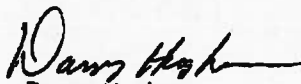
I respectfully request the continuation of "on call" status for FY 2016-17 for our Agriculture Commodity Compliance Inspectors, Agriculture Commodity Area Supervisors and Agriculture Division Manager.

These employees are on call 24/7 to provide service to the Arkansas Poultry and Egg Industries. Employees are expected to be available for relief duties at a moment's notice, state-wide, for Agriculture Commodity Graders stationed in processing plants. The employees are expected to provide services at processing plants on any shift needed, nights, holidays, weekends, etc. Our agency must have personnel available when needed. We want to pay an additional 5.5% differential to the employee's on an "on call" status. This request is for the positions listed below:

CLASS CODE	TITLE	GRADE
B010C	Agriculture Division Manager	C127
X058C	Agriculture Commodity Area Supervisor	C120
X114C	Senior Agriculture Commodity Compliance Inspector	C116
X149C	Agriculture Commodity Compliance Specialist	C115

Please contact me if you have any questions or require more information.

Sincerely,


Danny Hughes
Division Manager


Bruce Holland
Executive Director

DH/k

COMMISSION MEMBERS
Monty Henderson, Fayetteville; Mack Hayden, Russellville; Rick Benson, Imboden;
Scott Sullivan, DeQueen; Ed Mabry, Batesville; James Smith, Fayetteville; Greg Hale, Little Rock
An Equal Opportunity Employer



Arkansas Department of Human Services
Division of Behavioral Health Services



ARKANSAS STATE HOSPITAL

305 South Palm, Little Rock, AR 72205 Phone: 501-686-9000 Fax: 501-686-9183

April 18, 2013

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

RE: On-Call Pay Differentials

For the reasons that follow, approval of the Chief Fiscal Officer is requested for the implementation of an hourly on-call duty differential of \$6.50 for classified patient care staff of the Arkansas State Hospital ("ASH").

ASH is an acute care mental hospital. Many patients have medical illnesses or pose a danger to themselves and others, with unpredictable and explosive behaviors requiring prompt attention by pharmacists to respond to the medical orders of the on-call physicians. ASH pharmacists were not required to take call prior to December 2011. This practice has been discontinued to meet the Centers for Medicaid & Medicare Services' (CMS) requirements. Consequently, ASH had to add primary on-call duties to the pharmacists. For undertaking additional on-call services, the pharmacists have not received but deserve additional pay.

Act 688 § 21-5-221(m)(1) of the 87th General Assembly Regular Session, 2009 states that "On-call duty or standby duty differential may be authorized for an employee whose job requires him or her to provide services on nights, weekends, holidays, or other situations when the agency or institution does not have regularly scheduled staff coverage." The pharmacy is open from 7:00 a.m. to 7:00 p.m. Monday – Friday with the pharmacists working schedules of 7a – 3:30p; 8a – 4:30p; and 10:30a – 7p. The pharmacists are providing 5,508 hours of on-call service per year (after hours, weekends, holidays) as a department with those hours being split 3-ways between the three pharmacists.

Accordingly, we request approval to apply the allowances provided in Act 688, § 21-5-221(m) (1), to pharmacists employed by ASH who are undertaking the additional duty of on-call assignment. For these combined positions, the gross annual on-call payments shall not exceed **\$35,802**. The percentage is 13.7%. The spread between 3 pharmacists comes out to be \$459 per pay period per pharmacist for taking call – or \$6.50 per hour. This hourly figure was established by looking at the on-call pharmacist

ASH On-Call Pay Request (Continued)

compensation for hospital pharmacists in the region and that number worked out to be the 13.7%.

With the appropriate approvals, we would begin paying the pharmacist \$6.50 per hour for on-call pay, with no call back component. This amount compensates them for the average amount of time that they can be expected to be called back into the facility as well as just being on-call via telephone.

Please do not hesitate to contact me if you have questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Steve Henson", with a long, sweeping horizontal line extending to the right.

Steve Henson
Administrator
Arkansas State Hospital

Pharmacy On-Call Practices

HealthSouth Rehab Hospital – NLR

\$2 per hour on-call + \$50 per hour call back

SVI North – NLR

\$3 per hour on-call + 1.5x base salary call back

Saline Memorial – Benton

\$30 nightly stipend

Mercy – Ardmore, OK

\$25 nightly stipend + 1.5x base salary call back



Division of Administrative Services

Office of Finance Administration

Human Resources/Personnel

P.O. Box 1437, Slot WG-1 Little Rock, AR 72203-1437
501-682-6455 Fax: 501-683-4351



May 19, 2016

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 On-Call Differential for FY 2017

Mr. Walther:

In accordance with Act 688 of the 2009 Regular session, section 21-5-221, the Department of Human Services is requesting permission to continue its use of the On-Call pay differential for Pharmacists and Physicians. We are not requesting any changes to our current utilization procedures.

Pharmacists who are employed at the Arkansas State Hospital (ASH) are required to provide prompt attention and response to the emergency patient medical orders prescribed by the on-call physicians. On-Call for the pharmacists who are employed at ASH is pursuant to ACA 21-5-221 (m) (1) which states:

(m) (1) On-Call duty or standby duty differential may be authorized for an employee whose job requires him or her to provide services on nights, weekends, or holidays or other situations when the agency or institution does not have regularly scheduled staff coverage.

(2) On-call duty or standby duty differential is to be used for officially scheduled duty outside regular work hours during which an employee is required to be accessible by telephone, pager, or other means and must return to the designated work site upon notification of need within a specified response time.

Physician On-Call pay continuance is pursuant to Act 1067 of 2011, §1, authorizes Arkansas State Hospital to employ psychiatric specialists (L005N) at grade N919 and general physicians (L009N) at grade N917. Section 17 provides that "[p]ay rates for physicians ... within [DBHS] may include the special allowances available to UAMS physicians and professional faculty as described in the special language of the UAMS appropriation."

Accordingly, we request continued approval to apply the special allowances provided in Act 1078 of 2011, §44, to psychiatric specialists and general physicians employed by ASH who are undertaking the additional duty of on-call assignment. This became necessary when the psychiatric residents at the University of Arkansas Medical Sciences could no longer provide these services.

Should further information be required, please contact me at 683-5928.

Sincerely,

George Bryant
DHS HR Administrator