



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.8

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 Labor Market Rates for FY17. The requested special entry rates for continuation are attached.

The Office of Personnel Management is requesting the continuation of 14 Labor Market Rates from five separate agencies and commissions. These rates were approved so that the agencies can attract and retain qualified applicants. Labor Market Rates are also utilized due to labor market conditions for the locations of these classifications. There are no modifications recommended by OPM for these Labor Market Rates.

After review of the requests, the Office of Personnel Management **recommends** the approval of the continuation of these previously approved Labor Market Rates 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

LABOR MARKET RATES
PERSONNEL COMMITTEE FY17

CLASS CODE	TITLE	GRADE	CURRENT ENTRY SALARY	APPROVED LMR SALARY	Requesting Business Area	REQUESTING AGENCY/Institution	APPROVAL DATE	Expiration Date	Recommendation	Employees
L024N	DDSSA Medical Specialist	N019	\$139,410	\$174,282	311	DDSSA	6/21/2015	6/18/2016	Continue as Req	0
L012N	DDSSA Medical Consultant	N016	\$117,061	\$148,327	311	DDSSA	6/21/2015	6/18/2016	Continue as Req	0
L027N	DDSSA Psychology Specialist	N005	\$76,041	\$95,061	311	DDSSA	6/21/2015	6/18/2016	Continue as Req	4
L008C	Nursing Home Administrator	C125	\$47,646	\$74,858	385	Veterans Affairs	6/21/2015	6/18/2016	Continue as Req	0
G039C	ADVA Assistant Director	C126	\$50,029	\$77,539	385	Veterans Affairs	6/21/2015	6/18/2016	Continue as Req	0
T055C	Public Safety Officer- Extra Help	C116	\$14,7860	\$25,0000	425	Insurance Department	6/21/2015	6/18/2016	Continue as Req	12
M020C	Licensed Professional Counselor	C119	\$35,554	\$60,380	480	Correction	7/1/2013	6/21/2014	Continue as Req	1
L097C	ADC Psychologist	C128	\$55,156	\$83,145	480	Correction	7/1/2013	6/21/2014	Continue as Req	0
L033C	Psychological Examiner	C121	\$39,199	\$64,915	480	Correction	7/1/2013	6/21/2014	Continue as Req	0
M088C	Licensed Master Social Worker	C120	\$37,332	\$62,454	480	Correction	7/1/2013	6/21/2014	Continue as Req	0
M008C	Licensed Certified Social Worker	C121	\$39,199	\$64,564	480	Correction	7/1/2013	6/21/2014	Continue as Req	0
M026C	Licensed Social Worker	C118	\$33,861	\$50,842	480	Correction	7/1/2013	6/21/2014	Continue as Req	0
L001C	Psychologist Supervisor	C129	\$67,914	\$86,072	480	Correction	7/1/2013	6/21/2014	Continue as Req	0
E018C	Specialized Technical Faculty- Extra Help	C122	\$41,159	\$62,400	552	NWTTI	6/21/2015	6/18/2016	Continue as Req	20

TOTAL 37



ASA HUTCHINSON
Governor

May 17, 2016

Ms. Kay Barnhill
State Personnel Administrator
Office of Personnel Management
1509 West Seventh Street, Suite 201
Little Rock, AR 72203

STATE OF ARKANSAS
Disability Determination for Social Security Administration

701 SOUTH PULASKI STREET
LITTLE ROCK, ARKANSAS 72201
TELEPHONE 501-682-3030

ARTHUR BOUTIETTE
Director

RE: Continuation of Labor Market Special Entry Rates

Dear Ms. Barnhill:

Disability Determination for Social Security Administration (DDSSA) is requesting a continuation of only the following approved labor market rates:

Class Code	Classification	Grade	Entry Level	Continuation Request
L027N	DDSSA Psychology Specialist	N905	\$76,041	\$95,051
L012N	DDSSA Medical Consultant	N916	\$117,061	\$146,327
L024N	DDSSA Medical Specialist	N919	\$139,410	\$174,262

The continuation salaries requested for the DDSSA Psychology Specialist, DDSSA Medical Consultant and DDSSA Medical Specialist classifications are at the maximum pay level on the Professional Executive Pay Plan. Although not all employees who fill these classifications are at the requested salary, a continuation allows salaries to be staggered based upon license, tenure, job duties, experience, and performance. These labor market rates have contributed to the success of our agency and your continued approval to use these salaries is greatly appreciated.

Sincerely,

Arthur Boutiette
Agency Director



Office of the Director, Fiscal and Human Resources
501 Woodlawn Drive, Suite 230C, Little Rock, AR 72201
Phone: (501) 683-1787 | Fax: (501) 682-4833

Asa Hutchinson
Governor

Matt Snead
Director

May 20, 2016

Ms. Kay Barnhill
State Personnel Administrator
Department of Finance and Administration
1509 W. 7th Street
Little Rock, AR 72201

RE: Labor Market Rates Discontinue

Dear Ms. Barnhill:

The Arkansas Department of Veterans Affairs will discontinue the use of labor market rates for the following positions:

CLASS CODE	TITLE	GRADE	CURRENT ENTRY SALARY	APPROVED LMR SALARY
L008C	Nursing Home Administrator	C125	\$47,646	\$74,858
G038C	ADVA Assistant Director	C126	\$50,029	\$77,539

Please feel free to contact me at (501) 683-1386 with any questions or clarification you may have.

Sincerely,

Sara Terry
Assistant Personnel Manager

Arkansas Insurance Department

Asa Hutchinson
Governor



Allen Kerr
Commissioner

May 18, 2016

Cori Ammons, DFA Personnel Analyst
Department of Finance and Administration
Office of Personnel Management
1509 West 7th Street
Little Rock, AR 72201

Re: FY17 Renewal of Labor Market Rate for Department Security
Title: Public Safety Officer Class Code: T055C Grade: C116

Dear Ms. Ammons:

This is a request for continuation of an approved labor market rate for fiscal year 2017 of \$25.00 per hour for the **twelve (12) extra help** positions listed below:

22088093	22088095	22088096	22088097	2208898	22088099
22088100	22088101	22088105	22088106	22088109	22088110

The Department utilizes the aforementioned positions as security officers they are off-duty Little Rock Police Officers. Currently, two of the twelve positions are vacant. The duties performed, but not limited to patrolling of the office building and grounds by walking and computer surveillance, protecting employees and visitors from homeless people that approach them requesting goods and providing safety to staff and visitors.

The Department's location is in the vicinity of the Salvation Army Center that provides services to it's clients that includes shelter, housing, chemical dependency, counseling, transitional housing, health care services and spiritual support. The homeless sell, purchase and exchange multiple services in department parking lots that create an unsafe atmosphere. The presence of an officer seems to deter this type of behavior.

All of the officers carry firearms, they are Certified Law Enforcement Officers and Little Rock Police Officers Certification and Training exceeds the Arkansas Commission on Law Enforcement Standards.

FY17 Renewal


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As of May 7, 2016, the officers have worked 2,485 hours. Calculating cost by comparing the current LMR and the entry hourly rate as follows:

- 2,485 hours x \$25 approved LMR per hour = \$62,125
- 2,485 hours x \$14.77 entry hourly rate = \$36,703
- \$62,125 (\$25 per hour) - \$36,703 (\$14.77 per hour) difference of = \$25,422

This is a request to maintain the current LMR at \$25 per hour for security coverage due to the current level of pay that officers are receiving at other off duty jobs. And, the department would not be able to hire security with the level of ability and knowledge that the Little Police Officers provide at this approved rate. Also, the officers would not be willing to work for anything less than \$25 per hour since they are currently being paid \$30 - \$35 per hour at other businesses.

Sincerely,


Andrea May
HR Manager

cc: Commissioner Allen Kerr
Russ Galbraith, Chief Deputy Commissioner
Courtney Traylor, Assistant Deputy Commissioner of Finance

:am



Arkansas Department of Correction

HUMAN RESOURCES
 2403 East Harding Ave.
 Pine Bluff, Arkansas 71601
 Phone: (870) 850-8510
 FAX: (870) 850-8538
 Job Line: 1-888-8ADC-JOBS
www.state.ar.us/doc

May 25, 2016

Kay K. Terry, State Personnel Administrator
 Office of Personnel Management
 Department of Finance and Administration
 P. O. Box 3278
 Little Rock, AR 72203

Dear Mrs. Terry:

The Arkansas Department of Correction is requesting to continue the following:

Labor Market Rates continuation for the following classifications as listed below:

<u>CODE</u>	<u>TITLE</u>	<u>GRADE</u>	<u>PREVIOUSLY APPROVED RATE</u>
M020C	Licensed Professional Counselor	C119	\$60,390
M026C	Licensed Social Worker	C118	\$50,642
M088C	Licensed Master Social Worker	C120	\$62,454
M009C	Licensed Certified Social Worker	C121	\$64,564
I.033C	Psychological Examiner	C121	\$64,915
L097C	ADC Psychologist	C127	\$83,145
I.001C	Psychologist Supervisor	C129	\$86,072

Your favorable review and consideration of this request is appreciated. Should you have questions or need additional information, please do not hesitate to contact me.

Sincerely,

Stacia Lenderman

Stacia Lenderman
 Human Resources Administrator

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NORTHWEST TECHNICAL INSTITUTE

P.O. Box 2000 • 709 So. Old Missouri Rd
Springdale, AR 72765-2000
(479) 751-8824
Fax (479) 751-7780

Ms. Kay Barnhill,
State Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
5907 West 7th St., Suite 201
Post Office Box 3278
Little Rock, AR 72203-3278

May 16, 2016

Re: Approved Labor Market Rate – Specialized Technical Faculty

Dear Ms. Barnhill,

Currently there is an approved labor market rate in place allowing Northwest Technical Institute the ability to hire extra help Specialized Technical Faculty, class E018C, grade C122, at rates above entry. The current rate is up to \$30 per hour for this classification. We are requesting authorization to continue with this labor market rate in fiscal year 2016/2017.

Thank you for your consideration of this request. Please feel free to contact me if you should have any questions or require additional information.

Respectfully,

A handwritten signature in black ink, appearing to read 'Mike Hamley', with a long horizontal stroke extending to the right.

Mike Hamley
Vice President Finance and Operations
Northwest Technical Institute

CC: File

MH/dr