



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) 682-1753
FAX: (501) 682-5104

October 19, 2016

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 submits a request from The Arkansas Department of Health (ADH) for your review.

The Arkansas Department of Health (ADH) has requested the establishment of a labor market special entry rate for the following classification due to an emergency epidemic:

<u>TITLE</u>	<u>CLASS CODE</u>	<u>GRADE</u>	<u>ENTRY LEVEL</u>	<u>CONTINUATION SALARY</u>
Registered Nurse	L038C	C120	\$37,332	\$62,616

(Located in Benton, Washington & Pulaski Counties **ONLY**)

JUSTIFICATION

The special entry rates for this classification is based on problems of recruitment, training, and retention of employees. The agency has requested that this rate only apply to 52 positions located in Benton, Washington, and Pulaski counties (see attached list of position numbers). The need to maintain public health nursing staff is critical in these counties due to a high rate of communicable disease outbreaks such as tuberculosis and mumps. These nurses are specially trained in communicable disease prevention, detection, contact investigations, surveillance, and treatment. The turnover rates for these three counties in the last two years has been between 57-78%.

Senator Uvalde Lindsey, Co-Chairperson
Representative Lanny Fite, Co-Chairperson
October 19, 2016
Page 2 of 2

Based on analysis of these positions, the Office of Personnel Management (OPM) **recommends** the labor market rate of \$62,616 through Fiscal Year 2017 due to the critical need and public health impact. Your consideration of this request is appreciated.

Sincerely,



Kay Barnhill
State Personnel Administrator



Chief Fiscal Officer of the State

OCT 06 2016

Date

KB/sd:1-2



Arkansas Department of Health

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

October 5, 2016

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

Re: Requesting Labor Market Rates for C120 in areas of the state with high turnover and communicable disease rates or outbreaks

Dear Kay:

The Arkansas Department of Health is requesting the authority to adjust registered nursing staff annual salaries in Benton, Washington and Pulaski counties up to \$62,616, the maximum level for the grade. The need to maintain a public health nursing staff in these counties is critical due to a high rate of communicable disease outbreaks such as tuberculosis and mumps, combined with ongoing recruitment and retention challenges for registered nurses. A public health nurse is specially trained in communicable disease prevention, detection, contact investigations, surveillance and treatment.

In FY16 Benton, Washington and Pulaski counties had 14,449 visits for tuberculosis which accounted for 52% of all the TB visits in the state. The current mumps outbreak combined with staff shortages has necessitated redirecting nursing staff from across the state to NW Arkansas. Even with rigorous recruitment efforts, turnover rates for registered nurses in these counties have been consistently over 50% and as high as 71% over the last two years. Similarly, Pulaski County has a high rate of communicable diseases that requires retaining a trained public health nursing staff to address the health consequences.

FY16 Statewide TB Visits

State Totals:	27,836
Washington Co:	9,435
Benton Co:	1,364
Pulaski Co:	3,650

FY16 RN Turnover Rates

Washington Co:	57%
Benton Co:	71%
Pulaski Co:	78%

The positions and salaries that will be impacted by this request are enclosed. We appreciate your consideration.

Thank you,

A handwritten signature in black ink, appearing to read 'Ann Purvis', with a long, sweeping flourish extending to the right.

Ann Purvis
Deputy Director of Administration

Benton County Registered Nurses			
Position	Class Code	Title	Grade
22104497	L038C	REGISTERED NURSE	C120
22105144	L038C	REGISTERED NURSE	C120
22106229	L038C	REGISTERED NURSE	C120
22106814	L038C	REGISTERED NURSE	C120
22106976	L038C	REGISTERED NURSE	C120
22109076	L038C	REGISTERED NURSE	C120
22109124	L038C	REGISTERED NURSE	C120
22105009	L038C	REGISTERED NURSE	C120
22105009	L038C	REGISTERED NURSE	C120
Washington County Registered Nurses			
Position	Class Code	Title	Grade
22076764	L038C	REGISTERED NURSE	C120
22104989	L038C	REGISTERED NURSE	C120
22105669	L038C	REGISTERED NURSE	C120
22105805	L038C	REGISTERED NURSE	C120
22105861	L038C	REGISTERED NURSE	C120
22106029	L038C	REGISTERED NURSE	C120
22106093	L038C	REGISTERED NURSE	C120
22106346	L038C	REGISTERED NURSE	C120
22106484	L038C	REGISTERED NURSE	C120
22106684	L038C	REGISTERED NURSE	C120
22110834	L038C	REGISTERED NURSE	C120
22111915	L038C	REGISTERED NURSE	C120
22110790	L038C	REGISTERED NURSE	C120
22105039	L038C	REGISTERED NURSE	C120
22105078	L038C	REGISTERED NURSE	C120
22105332	L038C	REGISTERED NURSE	C120
22106673	L038C	REGISTERED NURSE	C120
22106883	L038C	REGISTERED NURSE	C120
22110790	L038C	REGISTERED NURSE	C120
Pulaski County Registered Nurses			
Position	Class Code	Title	Grade
22076768	L038C	REGISTERED NURSE	C120
22104553	L038C	REGISTERED NURSE	C120
22104653	L038C	REGISTERED NURSE	C120
22104708	L038C	REGISTERED NURSE	C120
22104854	L038C	REGISTERED NURSE	C120
22104861	L038C	REGISTERED NURSE	C120
22105256	L038C	REGISTERED NURSE	C120
22105310	L038C	REGISTERED NURSE	C120
22105324	L038C	REGISTERED NURSE	C120
22105512	L038C	REGISTERED NURSE	C120
22105574	L038C	REGISTERED NURSE	C120
22105601	L038C	REGISTERED NURSE	C120
22105647	L038C	REGISTERED NURSE	C120
22105794	L038C	REGISTERED NURSE	C120
22105871	L038C	REGISTERED NURSE	C120
22105945	L038C	REGISTERED NURSE	C120
22106111	L038C	REGISTERED NURSE	C120
22106698	L038C	REGISTERED NURSE	C120
22106730	L038C	REGISTERED NURSE	C120
22109108	L038C	REGISTERED NURSE	C120
22109143	L038C	REGISTERED NURSE	C120
22105198	L038C	REGISTERED NURSE	C120
22105675	L038C	REGISTERED NURSE	C120
22106186	L038C	REGISTERED NURSE	C120
22106422	L038C	REGISTERED NURSE	C120
22107066	L038C	REGISTERED NURSE	C120
22150801	L038C	REGISTERED NURSE	C120
22150802	L038C	REGISTERED NURSE	C120
22150803	L038C	REGISTERED NURSE	C120