



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

OFFICE OF PERSONNEL MANAGEMENT  
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August 15, 2017

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 submits a request from the Department of Human Services (DHS) to continue on-call compensation differentials in accordance with Ark. Code Ann. §21-5-221.

DHS requests continuation of on-call differentials for physicians and pharmacists working at the Arkansas State Hospital. During Fiscal Year 2017, the total cost for on-call differentials for physicians and pharmacists at the Arkansas State Hospital was \$62,937. The Arkansas State Hospital is a psychiatric in-patient facility with over 200 beds offering different types of psychiatric care; as a hospital facility, constant physician and pharmacist coverage is required.

The Office of Personal Management has reviewed DHS's request and **recommends** continuation of on-call compensation differentials for Fiscal Year 2018.

Your consideration of this request is appreciated.

Sincerely,

A handwritten signature in blue ink that reads "Kay Barnhill".

Kay Barnhill  
State Personnel Administrator

A handwritten signature in black ink that reads "Carol Haugen".

Chief Fiscal Officer of the State

JUL 26 2017  
Date

KB/cmb:1



## Division of Administrative Services

Office of Finance Administration

Human Resources/Personnel

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May 24, 2017

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 2018

Mr. Walther:

In accordance with Act 365 of the 2017 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 (k) (1) which states:

*(k) (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 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 840 of 2017, §1, authorizes Arkansas State Hospital to employ psychiatric specialists (L005N) at grade N919 and general physicians (L009N) at grade N917. Section 12 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 512 of 2017, §46, 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,

A handwritten signature in black ink, appearing to read "George Bryant".

George Bryant  
DHS HR Administrator