



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

**OFFICE OF PERSONNEL MANAGEMENT
 Administrator's Office**
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June 8, 2012

Senator Michael Lamoureux, Co-Chair
 Representative Bryan King, Co-Chair
 Uniform Personnel Classification and
 Compensation Plan Subcommittee
 Arkansas Legislative Council
 State Capitol Building, Room 315
 Little Rock, Arkansas 72201

Gentlemen:

The Disability Determination for Social Security Administration, (DDSSA), has requested continuation of previously approved labor market special entry rates for the following classifications:

<u>Classification</u>	<u>Entry Level</u>	<u>Continuation Request</u>
DDSSA Medical Consultant, L012N, N916	\$117,061	\$146,237
DDSSA Medical Specialist, L024N, N919	\$139,410	\$174,262
Psychologist Supervisor, L001C, C129	\$57,914	\$86,072

JUSTIFICATION

The special entry rates for these three classifications are based on problems of recruiting, training, and retention of employees. The agency has requested to continue these special entry rates in order to remain competitive and attract qualified candidates, as well as requiring these physicians to become competent with the federal government's disability review forms, processes and terminology. Based on analysis of these positions, the Office of Personnel Management (OPM) recommends continuation of the previously approved labor market special entry rates for the above mentioned classifications.

DDSSA has also requested continuation of the Adjudicator Grid for the following classifications:

<u>Classification</u>	<u>Entry Pay Level</u>	<u>Continuation Request</u>
DDSSA Claims Adjudicator I, X143C, C115	\$29,251	\$32,000
DDSSA Claims Adjudicator II, X104C, C117	\$32,249	\$44,505
DDSSA Claims Adjudicator III, X071C, C119	\$35,554	\$49,087
DDSSA Case Consultant, X190C, C120	\$37,332	\$51,124

JUSTIFICATION

DDSSA has requested continuation of the above rates in order to maintain the national salary average of their counterparts in other states, and to address and provided incentive to complete the rigorous training process. DDSSA has established training criteria that Adjudicators must satisfy prior to any salary increases. OPM recommends the continuation of the requested labor market rates which will remain competitive with the national average.

DDSSA has requested the following classifications be added to their Adjudicator Grid:

<u>Classification</u>	<u>Entry Pay Level</u>	<u>Requested Level</u>
DDSSA Unit Supervisor, G112C, C121	\$39,199	\$51,124
DDSSA Medical Consultant Assistant, G235C, C121	\$39,199	\$51,124

JUSTIFICATION

DDSSA has requested to add the classifications of DDSSA Unit Supervisor, G112C, C121 and the newly created classification of DDSSA Medical Consultant Assistant, G235C, C121, to the Adjudicator Grid. Both the DDSSA Unit Supervisor and the DDSSA Medical Consultant Assistant classifications are filled internally with DDSSA employees from the lower level Adjudicator classifications. The knowledge and expertise required of these two classifications can only be gained through the progression of the classifications on the Adjudicator Grid. Accordingly, the agency requests these two classifications be included on the previously approved salary administration grid. OPM has reviewed the requested salary administration grid and recommends the continuation into and through Fiscal Year 2013.

Your consideration of this request is appreciated.

Sincerely,



Kay Barnhill Terry
State Personnel Administrator



Chief Fiscal Officer of the State

JUN 04 2012

Date



STATE OF ARKANSAS

Disability Determination for Social Security Administration

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RECEIVED
MAY 02 2012
OFFICE OF PERSONNEL MGMT
CLASS & COMP

MIKE BEEBE
Governor

ARTHUR BOUTIETTE
Director

May 2, 2012

Ms. Kay Barnhill Terry
State Personnel Administrator
Department of Finance and Administration
1509 West Seventh Street, Suite 201
Little Rock, AR 72201

RE: Continuation of Special Entry Rates for Medical Consultant and Medical Specialist Classification, Psychologist Supervisor Classification and Adjudicator Series Classifications along with Adjudicator Series Grid

Dear Ms. Terry:

Recently, we were notified that any Special Entry Rates and Pay Grids in effect during the current fiscal year will expire on June 24, 2012 (the new State fiscal year), and new requests for continuation beyond that date must be submitted to OPM for approval.

Currently, we have OPM approval for a salary administration grid on the following classifications:

Class Code	Classification	Grade	Salary
X143C	DDSSA Claims Adjudicator I	C115	\$32,000
X104C	DDSSA Claims Adjudicator II	C117	\$44,505
X071C	DDSSA Claims Adjudicator III	C119	\$49,087
X190C	DDSSA Case Consultant	C120	\$51,124
G112C	DDSSA Unit Supervisor	C121	\$51,124
G235C	DDSSA Medical Consultant Assistant	C121	\$51,124
L001C	Psychologist Supervisor	C129	\$86,072
L012N	DDSSA Medical Consultant	N916	\$146,327
L024N	DDSSA Medical Specialist	N919	\$174,262

Although we do not have any updated information since OPM's approval last year, we feel that the previous salary information, justification and grid information on file with OPM continues to be relevant and pertinent for continuation of these special entry rates.

Thank you for your consideration and if you should have any questions, please feel free to contact me.

Sincerely,


Arthur Boutiette
Director

Encl. mt

Graduated Maximum Pay Grid for DDSSA Adjudicator Series

Fiscal Year 2012

Approved June 17, 2011

Proposed Beginning FY 2013

Service as an Adjudicator	Adjudicator I	Adjudicator II	Adjudicator III	Adjudicator IV or Case Consultant	Supervisor or Medical Consultant Assistant
New Hire	29,251				
6 months	30,251				
12 months	32,000				
18 months to 3 years		35,200			
3 years to 5 years		38,000			
5 years to 10 years		40,000			
More than 10 years		44,505			
Less than 5 years			44,520		
5 years to 10 years			46,000		
10 years to 20 years			47,000		
Over 20 years			49,087		
Over 5 years but less than 10				49,000	
10 years but less than 20 years				50,000	
Over 20 years				51,124	
4 years or more					51,124