



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
<http://www.state.ar.us/dfa>

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 Office of Personnel Management submits a request for continuation of a previously approved salary grid for epidemiologists from the Arkansas Department of Health (ADH) for your review. The salary grid would only be used for hiring purposes. The following proposed salary grid is recommended by the Office of Personnel Management:

EPIDEMIOLOGIST, L028C, Grade C122

<u>Pay Range</u>	<u>Salary</u>	<u>Education</u>	<u>Experience</u>
Entry	\$41,159	Bachelor's Degree Master's Degree	4 years 2 years
Base	\$43,693	Bachelor's Degree plus 9 total graduate hours with 3 hours <i>each</i> of: epidemiological methods, general epidemiology and statistical methods	2 additional years
Base Plus	\$46,227	Master's Degree in Epidemiology, Public Health or related field	1 additional year
Base Plus	\$48,761	Master's Degree in Epidemiology, Public Health or related field	3 additional years

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JUSTIFICATION

Currently, the State of Arkansas employs approximately 23 epidemiologists. The use of this grid in fiscal year 2012 has effectively aided in the recruitment of one well qualified applicant to the Arkansas Department of Health. ADH is requesting the continuation of this salary grid for hiring purposes only.

Based on analysis of the proposed salary grid for epidemiologists and past usage of similar labor market rates, the Office of Personnel Management recommends approval of continuation of the salary grid for hiring purposes only. The salary grid will not require adjustment of incumbent salaries.

Your approval of this request is greatly appreciated.

Sincerely,



Kay Barnhill Terry
State Personnel Administrator



Chief Fiscal Officer of the State

MAY 30 2012

Date

KBT/LAR:1-2



Arkansas Department of Health

4815 West Markham Street-Little Rock, Arkansas 72205-3867-Telephone (501) 661-2000

Paul Halverson, DrPH, MHA, Director

Mike Beebe, Governor

May 22, 2012

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

Re: Justification for continuation of Salary Grid for Epidemiologist, Class Code L028C, Grade C122

Dear Ms. Terry:

The Arkansas Department of Health, Center for Public Health Practice, Epidemiology Branch, is requesting approval for continuation of the salary grid for Epidemiologist, Class Code L028C, Grade C122.

The salary grid for Epidemiologist allowed for varying entry salaries depending on the Epidemiologist's education and experience. It is understood that the salary grid for Epidemiologist is used for hiring purposes only.

Attached is the letter of justification for continuation of the labor market rate for Epidemiologist along with a copy of the current Epidemiologist Salary Grid. Approval of the Epidemiologist Salary Grid would ensure that we are able to recruit and retain qualified applicants for the agency. If you need additional information, please contact me at (501) 661-2550.

Sincerely

Joyce Watson,
Human Resource Manager
Arkansas Department of Health

JW:ma

Attachments

CC: File



Arkansas Department of Health

4815 West Markham Street • Little Rock, Arkansas 72205-3867 • Telephone (501) 661-2000

Governor Mike Beebe

Paul K. Halverson, DrPH, FACHE, Director and State Health Officer

May 16, 2012

Ms. Joyce Watson
Human Resources Manager
Arkansas Department of Health
4815 West Markham Street
Little Rock, Arkansas 72205

Ms. Watson:

The purpose of this letter is to provide information in support of justification for continuation of the labor market rate for Epidemiologists (L028C, Grade C122). Epidemiologists are scientists who investigate the occurrence of disease, injury or other health-related conditions and events in populations to describe the distribution of disease, or risk factors for disease to aid in determining population-based prevention and control. Public health epidemiologists are critical for detecting, controlling, and preventing major health problems such as the recent H1N1 influenza epidemic, food-borne diseases and injury prevention efforts in Arkansas. Epidemiologists characterize and communicate risks and recommend actions to prevent and control an array of serious threats to the health of Arkansans.

Epidemiologists are assigned to technically complicated programs that require them to have high levels of job specific training and expertise in specialty areas such as chronic disease prevention, communicable disease prevention, food-borne disease investigations, community risk assessment and monitoring, indoor air quality assessment, emergency management and injury prevention.

Because of the diversity of the public health programs, epidemiologists should have knowledge of communicable diseases and principles of epidemiology, including bioterrorism preparedness and response mechanisms. Epidemiologists should have training and extensive working knowledge in the areas of: data collection; database development and management; surveillance; statistical analysis and interpretation; toxicology; occupational and environmental health; and/or laws, regulations and policies of disease reporting and control. They must also possess good oral and written communication skills and problem-solving skills.

At the Arkansas Department of Health (ADH), epidemiologists provide expertise in the areas of maternal and child health, public health preparedness, cancer registry, foodborne disease investigations, life stages, obesity prevention, diabetes prevention, injury prevention, community health, tobacco use cessation, healthcare-associated infection prevention, community risk evaluations, toxic/hazardous chemical evaluation, indoor air quality assessments, communicable disease prevention, HIV/STD prevention, regulation of medical waste and lead-based paint poisoning prevention and emergency management.

Epidemiology is a highly competitive field. In a 2010 report, the Council of State and Territorial Epidemiologists (CSTE) estimated that for full capacity in epidemiology and surveillance at the state

level, there should be 1.2 epidemiologists per 100,000 population. Therefore, there is a current need for approximately 1,500 additional state-level epidemiologists in the United States. Using the CSTE formula, Arkansas, with a population of 3 million, should have 36 state level epidemiologists. Currently, ADH has only half of the CSTE recommended number of senior level epidemiologists on staff. This year, the ADH has been able to obtain federal funds from the US Environmental Protection Agency (EPA) and the Centers for Disease Control and Prevention (CDC) for new programs that have ultimately created four (4) new Epidemiologist positions. These positions will be posted and filled in the upcoming months. Offering salaries that are competitive with those across the nation will be essential for attracting highly qualified and experienced epidemiologists to these positions.

Due to the increased emphasis, nationwide, on prevention of chronic diseases such as diabetes and cardiovascular disease, concerns about childhood obesity and heightened awareness of potential terroristic attacks on our food and water supplies and anticipation of emerging infectious diseases, there continues to be an increased demand for highly qualified epidemiologists. The U.S. Bureau of Labor Statistics has projected a 15 percent job growth rate for epidemiologists between now and 2015.

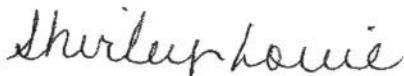
CSTE also gathered data on salary trends for state-level epidemiologists. These data indicate that in 2009, the lower and upper salary limit were as follows.

<u>Epidemiologist Level</u>	<u>Lower Salary Limit</u>	<u>Upper Salary Limit</u>
Senior level	\$59,197	\$87,679
Mid-level	\$47,341	\$69,422
Entry level	\$39,845	\$69,719

States have reported that the leading barrier to recruiting and job retention was salary range. Due to the competitive nature of this job classification and the specific job skills, experience and training required for epidemiologists, the labor market rate range requested is vital to recruitment and retention. In order for Arkansas to stay competitive with other states, our state salary range should fall within the limits as proposed. Attached is a copy of the current, approved labor market rates.

If you need additional information, please contact me at (501) 661-2833.

Sincerely,



Shirley Louie, M.S., CIH
Branch Chief, Applied Epidemiology
Deputy State Epidemiologist

Cc: John Senner, Ph.D.
Director, CPHP

Rec. 4/24/2012



Arkansas Department of Health

4815 West Markham Street-Little Rock, Arkansas 72205-3867-Telephone (501) 661-2000

Paul Halverson, DrPH, MHSA, Director

Mike Beebe, Governor

April 19, 2012

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

Re: Continuation of Salary Grid for Epidemiologist, Class Code L028C, Grade C122

Dear Ms. Terry:

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The salary grid for Epidemiologist allowed for varying entry salaries depending on the Epidemiologist's education and experience. It is understood that the salary grid for Epidemiologist is used for hiring purposes only.

Continuation of the Epidemiologist Salary Grid would ensure that we are able to recruit and retain qualified applicants for the agency. Attached is a copy of the current Epidemiologist Salary Grid. If you need additional information, please contact me at (501) 661-2550.

Sincerely

A handwritten signature in cursive script that reads "Joyce Watson".

Joyce Watson,
Human Resource Manager
Arkansas Department of Health

JW:ma

Attachments

CC: File



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4815 West Markham Street-Little Rock, Arkansas 72205-3867-Telephone (501) 661-2000

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Dear Ms. Terry:

The Arkansas Department of Health, Center for Public Health Practice, Epidemiology Branch, is requesting approval for continuation of the salary grid for Epidemiologist, Class Code L028C, Grade C122.

The salary grid for Epidemiologist allowed for varying entry salaries depending on the Epidemiologist's education and experience. The Salary Grid allowed for increasing pay for an incumbent Epidemiologist as the incumbent reached milestones in education and experience.

Continuation of the Epidemiologist Salary Grid would ensure that we are able to recruit and retain qualified applicants for the agency. Attached is a copy of the current Epidemiologist Salary Grid. If you need additional information, please contact me at (501) 661-2550.

Sincerely

Joyce Watson,
Human Resource Manager
Arkansas Department of Health

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