



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

April 17, 2018

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 Arkansas Department of Health (ADH) for your review. ADH requests one (1) position from the OPM surrender pool established by Ark. Code Ann. §21-5-225(a)(1) and two (2) new classifications. The classifications requested along with the position being surrendered are listed below:

<u>CLASSIFICATIONS REQUESTED</u>	<u>PAY GRADE</u>	<u>PAY RANGE</u>
ADH Public Health Veterinarian	MP05	\$99,991—\$145,987
Physician Assistant	MP04	\$89,368—\$128,690

**POSITION SURRENDERED**

<u>POSITION #</u>	<u>TITLE</u>	<u>CLASS CODE</u>	<u>PAY GRADE</u>
22104973	Veterinarian	B005N	MP04

**JUSTIFICATION**

The Arkansas Department of Health has one position authorized as B005N, Veterinarian. This position works with the State Veterinarian at the Agriculture Department for monitoring and addressing diseases that are communicable from animals to humans. ADH needs a position responsible for planning, developing, implementing, and monitoring preventative and eradication programs for these diseases. It will provide veterinary medical and human/animal epidemiological consultation to both ADH and external personnel. It will additionally develop strategies in preparation for bioterrorism and standard animal disease agents. Because of the human epidemiological knowledge required, the Veterinarian classification is a poor fit for the job duties.

The Arkansas Department of Health does not currently possess a classification for Physician Assistant. ADH plans to use this classification in its Infectious Disease Branch concerning care and treatment recommendations for infectious diseases. Physician Assistants will create constructive training programs concerning infectious diseases ensuring accessibility for all providers. They will also provide medical care and treatment of infectious diseases to program clients.

Senator John Cooper, Co-Chairperson  
Representative Les Eaves, Co-Chairperson  
April 17, 2018  
Page 2

**RECOMMENDATION**

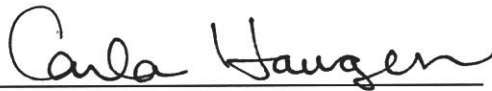
The Office of Personnel Management has reviewed this request from the Arkansas Department of Health and **recommends** the approval of two (2) new classifications: ADH Public Health Veterinarian, MP05, and Physician Assistant, MP04. OPM recommends the approval of one surrender pool position authorized as ADH Public Health Veterinarian, MP05 along with the surrendering of Position #22104973. ADH stipulates that it has sufficient funding to support these requests.

Your approval of this request is greatly appreciated.

Sincerely,



Kay Barnhill  
DFA State Personnel Administrator



Chief Fiscal Officer of the State

APR 05 2018

Date

KB/jlh: 1-2



## Arkansas Department of Health

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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

### MEMORANDUM

**TO:** Kay Barnhill, State Personnel Administrator  
Department of Finance & Administration,  
Office of Personnel Management

**FROM:** Ann Purvis, JD, Deputy Director for Administration,  
Arkansas Department of Health 

**DATE:** March 16, 2018

**RE:** ADH Public Health Veterinarian (MP05) Request

Please consider this request for an MP05 ADH Public Health Veterinarian

#### **Justification is as follows:**

The ADH Public Health Veterinarian is needed to provide veterinary medical and epidemiological consultation and technical support to ADH staff, physicians, other medical providers and the public, including assistance with bioterrorism planning/preparation efforts on animal disease agents. He/she will also serve as a consultant to national organizations, other state agencies, physicians, veterinarians, public health and animal control personnel, hospitals, businesses, and the public in all matters related to zoonotic diseases. The position will be supported by federal funds and will assist the Department of Health with its efforts to protect and improve the health and well-being of all Arkansans. The ADH will submit an MP04 Veterinarian Position number 22104973 from its position pool if an MP05 is obtained.



## Arkansas Department of Health

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Governor Asa Hutchinson

Nathaniel Smith, MD, MPH, Director and State Health Officer

### MEMORANDUM

**TO:** Kay Barnhill, State Personnel Administrator  
Department of Finance & Administration,  
Office of Personnel Management

**FROM:** Ann Purvis, JD, Deputy Director for Administration,  
Arkansas Department of Health

**DATE:** March 16, 2018

**RE:** Physician Assistant (MP04) Request



Please consider this request for an MP04 Physician Assistant Position Classification

Justification is as follows:

A Physician Assistant position classification is needed for the purpose of providing medical care and treatment of infectious diseases to program clients of the Ryan White Part B & AIDS Drug Assistance Program, and to provide coordinated patient case management and evaluation of program clients. This role will also fulfill the void of not currently having sufficient enough resources available for medical professionals statewide to utilize for educational and training purposes regarding the current care and treatment recommendations for HIV, STDs and other infectious diseases. This role will facilitate educational activities statewide through training seminars and direct onsite technical assistance with providers. This position will also allow for the Department of Health to meet its Infectious Disease program deliverables by ensuring that medical professions statewide are well trained in the care and treatment of infectious diseases.



DEPARTMENT OF FINANCE & ADMINISTRATION  
**Office of Personnel Management**  
**Request for Pool Position**

Business Area	Agency/Institution	Date
0645	Arkansas Department of Health	03/16/18

**Position(s) to be Surrendered**

Position/Item Number	Classification Title	Pay Grade	Class Code
22104973	Veterinarian	MP04	B005N
22106949	Nurse Practitioner	MP04	L018N


**Classification(s) Requested**

N/A	Classification Title	Pay Grade	Class Code
	Physician Assistant	MP04	
	ADH Public Health Veterinarian	MP05	

I Hereby Certify / Understand That:

- A. The position requested is critical to the operation of this Agency/Institution and a detailed justification for this request is attached. (Justification should be detailed and not less than one typed page in length.)
- B. Sufficient funds are available to fund this position at the requested grade.
- C. This is a full time position that will not be used for any other purpose than that which is outlined in the attached narrative.
- D. The position to be surrendered is the highest grade position available and the loss of this position will not adversely affect the operation of this Agency/Institution.
- E. No current employee will be displaced by this action.

	Agency Personnel Rep	Date
		3/19/18

	Agency Director	Date
		3/19/18



Department of Finance & Administration  
Office of Budget

FORM PACERT

CERTIFICATION OF FUNDING FOR PERSONNEL ACTIONS

Agencies must complete this form for personnel actions involving director's discretion under the Uniform Classification & Compensation Act for either incumbents or new hires. By completing this form, your agency certifies that sufficient agency funds exist and are available during the current fiscal year, and are expected to be available on an ongoing basis, to cover the requested salary adjustment. Agencies requesting discretionary increases will not be eligible for additional Merit Adjustment Fund disbursements to cover the costs of such increases. For adjustments affecting more than one position, please attach a spreadsheet with the information below listed for each position. A signed copy of this form must be attached.

1. Business Area/Agency:	0645		
2. Type of Action Requested:	Growth Pool		
3. Employee Name:			
4. Employee Personnel Number (if any):			
5. Position Number:			
6. Job Title:	ADH Public Health Veterinarian		
7. Class Code:		8. Grade:	MP05
9. Current Salary:			
10. Requested Salary:	\$ 99,991 <del>145,987</del>		
11. Change in Salary:	\$ 99,991 <del>145,987</del>		
12. Change in Personal Services Match:			
13. Total Budgetary Impact:	\$ 99,991 <del>145,987</del>		
14. Fund Center:	34P		
15. Cost Center:			
16. Funding Source:			
17. Current Budget for Appropriation:			
18. Certified Funding for Appropriation:			

Justification:

Please see attached

By signing this document, I certify that sufficient agency funds are available to support this request without impacting other programs or services. I also acknowledge that funding for this action will not be made available from the Merit Adjustment Fund.

*Aue Puris*  
Agency Director

March 16, 2018

Date



**Department of Finance & Administration  
Office of Budget**

**FORM PACERT**

**CERTIFICATION OF FUNDING FOR PERSONNEL ACTIONS**

Agencies must complete this form for personnel actions involving director's discretion under the Uniform Classification & Compensation Act for either incumbents or new hires. By completing this form, your agency certifies that sufficient agency funds exist and are available during the current fiscal year, and are expected to be available on an ongoing basis, to cover the requested salary adjustment. Agencies requesting discretionary increases will not be eligible for additional Merit Adjustment Fund disbursements to cover the costs of such increases. For adjustments affecting more than one position, please attach a spreadsheet with the information below listed for each position. A signed copy of this form must be attached.

1. Business Area/Agency:		0645	
2. Type of Action Requested:		Surrender Pool	
3. Employee Name:		Susan Weinstein	
4. Employee Personnel Number (if any):		54361	
5. Position Number:		22104973 (when it vacated)	
6. Job Title:		Veterinarian	
7. Class Code:	B005N	8. Grade:	MP04
9. Current Salary:			\$ 51,388
10. Requested Salary:			
11. Change in Salary:			(\$ 51,388)
12. Change in Personal Services Match:			
13. Total Budgetary Impact:			(\$ 51,388)
14. Fund Center:			
15. Cost Center:		610018	
16. Funding Source:		ABTS0018	
17. Current Budget for Appropriation:			
18. Certified Funding for Appropriation:			

Justification:

Please see attached

By signing this document, I certify that sufficient agency funds are available to support this request without impacting other programs or services. I also acknowledge that funding for this action will not be made available from the Merit Adjustment Fund.

Agency Director

March 16, 2018

Date

**ARKANSAS DEPARTMENT OF HEALTH  
FUNCTIONAL JOB DESCRIPTION**

Work Unit CHP/Zoonotic Section County Pulaski

Position Number \_\_\_\_\_ Class Code \_\_\_\_\_ Grade \_\_\_\_\_

OPM Job Title \_\_\_\_\_

Functional Title ADH Public Health Veterinarian

Agency Number (4 digits) 0645 Cost Center (6 digits) \_\_\_\_\_ Internal Order Number (9 digits) \_\_\_\_\_

**Minimum Qualifications (from OPM Job Specification):**

The formal education of a doctorate degree of veterinary medicine (DVM); plus seven years of experience in the diagnosis and management of animal diseases in a university, governmental, industrial, or private practice involving livestock and poultry. Must be licensed as a Veterinarian by the Veterinary Medical Examining Board in accordance with ACA 17-101-301, and must be a federally Accredited Veterinarian.

Additional requirements determined by the agency for recruiting purposes require review and approval by the Office of Personnel Management. OTHER JOB RELATED EDUCATION AND/OR EXPERIENCE MAY BE SUBSTITUTED FOR ALL OR PART OF THESE BASIC REQUIREMENTS, EXCEPT FOR CERTIFICATION OR LICENSURE REQUIREMENTS, UPON APPROVAL OF THE QUALIFICATIONS REVIEW COMMITTEE.

**Job Summary**

The ADH Public Health Veterinarian is responsible for planning, developing, implementing, and overseeing programs to prevent, control and eradicate diseases that can be transmitted from animals to humans.

**Job Duties & Responsibilities**

**Program Management**

1. Plans, coordinates and directs Zoonotic Section activities and staff, including entomologist and zoonotic epidemiologists.
2. Provides veterinary medical and epidemiological consultation and technical support to ADH and other State and local agencies and governmental units, universities, physicians, hospitals, businesses, and the general public on diseases transmitted from animals to people (zoonotic diseases).
3. Provides technical assistance and serves as subject matter expert to physicians and other medical providers in evaluating animal bite cases and recommending rabies prophylactic treatments. Educates and communicates with the public on animal bites, rabies risk, and prophylactic treatments. Coordinates rabies control activities with other state agencies, local health departments, and veterinary professionals.
4. Provides technical assistance to bioterrorism planning/preparation efforts on animal disease agents (anthrax, plague, tularemia, hemorrhagic fevers, and others). Plans and implements mosquito eradication programs.
5. Oversees the implementation and operation of the Pet Store Act. Includes maintaining records of pet stores that sell dogs and cats to the public, registration of those pet stores along with mailing bills, reminders, collecting the fees and submitting fees to be processed within ADH.
6. Assists in formulation and interpretation of laws, rules, regulations, policies and recommendations for administration and/or enforcement of communicable and zoonotic disease intervention and control efforts. Assists agency in review of proposed legislation related to communicable and zoonotic disease issues.
7. Performs other duties as assigned.

**Technical Assistance**

1. Provides technical assistance and serves as consultant to other state agencies, ADH divisions, physicians, veterinarians, public health and animal control personnel, hospitals, businesses, and the public in all matters related to zoonotic diseases.
2. Prepares and presents informational and educational material relative to zoonotic diseases control and prevention for physicians, other healthcare professionals, and the general public.
3. Works with animal control officers (ACO's) within the state, helping with training for the Voluntary Certification Program administered in cooperation with the Arkansas State Animal Control Association.

External Relations

1. Represents the Health Department in matters pertaining to veterinary medicine with state agencies, committees, and boards, including national organizations developing policies for control of rabies and other zoonotic diseases.

**Knowledge, Abilities & Skills (KAS):**

Knowledge of principles, practices, and procedures of veterinary medicine, animal and human disease prevention and control methods and procedures

Knowledge of epidemiology

Knowledge of state and federal animal disease control rules and regulations, methods and practices

Ability to adhere to, promote and enforce ADH policies and procedures

Ability to effectively collaborate among several programmatic areas concerned with zoonotic, vector borne, and communicable diseases

Ability to analyze, plan, implement, monitor, and evaluate a plan for disease surveillance in animal and human populations

Ability to plan and direct program activities

Ability to communicate effectively with diverse internal and external stakeholders

**Special Requirement (Preferred Skills/License/Experience/Travel, Shift Work, etc.)**

Experience in public health/Master of Public Health degree or equivalent/In-state and out-of-state travel required

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Supervisor's Signature & Date

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Employee's Signature & Date

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This is a Functional Job Description. In no way is it intended to take the place of the OPM Job Specification.

1. Work Unit – indicate the ADH work unit.
  2. County – indicate the county the position is assigned.
  3. Position Number \*
  4. Class Code \*
  5. Grade \*
  6. OPM Job Title \*
  7. Functional Title – working job title
  8. MQs (from State Job Specification) – OPM established & approved MQs as stated on the OPM job specification for a particular class code.
  9. Job Summary – short paragraph of overall job duties.
  10. Job Duties & Responsibilities – specific functions performed.
  11. KAS – should be determined using the OPM Job Specification as a foundation and adding new KASs that are applicable to the job and deleting those which are not applicable to the job. The order of the KASs may be mixed according to the weights of the position specific tasks to which they relate, i.e. questions relating to abilities and skills may be asked before questions relating to knowledge. The Job Applicant Assessment Worksheet (HR-1154) will be used to record the KASs and must be used in the order submitted on the functional job description.
  12. Special Requirements – list any preferred skills/license/experiences for this job.
  13. Rating Supervisor and Employee Signatures – signed and submitted to Central Personnel Office within 30 days hire date. Original retained in the PPES file.
- \* Can be found in OPM position Control Listing.

## CLASS SPECIFICATION

CLASS TITLE: ADH Public Health Veterinarian

Class Code:

MP05

### CLASS SUMMARY

The State Veterinarian is responsible for representing the agency in state and national public health programs and planning programs to prevent, control, and eradicate zoonotic diseases. This position is governed by state and federal laws, and agency policy.

### TYPICAL FUNCTIONS

Plans, coordinates and directs Zoonotic Section activities and staff, including entomologist and zoonotic epidemiologists. Provides veterinary medical and epidemiological consultation and technical support to ADH and other State and local agencies and governmental units, universities, physicians, hospitals, businesses, and the general public on diseases transmitted from animals to people (zoonotic diseases). Provides technical assistance and serves as subject matter expert to physicians and other medical providers in evaluating animal bite cases and recommending rabies prophylactic treatments. Educates and communicates with the public on animal bites, rabies risk, and prophylactic treatments. Coordinates rabies control activities with other state agencies, local health departments, and veterinary professionals. Provides technical assistance to bioterrorism planning/preparation efforts on animal disease agents (anthrax, plague, tularemia, hemorrhagic fevers, and others). Plans and implements mosquito eradication programs. Assists in formulation and interpretation of laws, rules, regulations, policies and recommendations for administration and/or enforcement of communicable and zoonotic disease intervention and control efforts. Assists agency in review of proposed legislation related to communicable and zoonotic disease issues. Provides technical assistance and serves as consultant to other state agencies, physicians, veterinarians, public health and animal control personnel, hospitals, businesses, and the public in all matters related to zoonotic diseases.

### KNOWLEDGES, ABILITIES, AND SKILLS

Knowledge of principles, practices, and procedures of veterinary medicine, animal and human disease prevention and control methods and procedures. Knowledge of epidemiology. Knowledge of state and federal animal disease control rules and regulations, methods and practices. Ability to adhere to, promote and enforce ADH policies and procedures. Ability to effectively collaborate among several programmatic areas concerned with zoonotic, vector borne, and communicable diseases. Ability to analyze, plan, implement, monitor, and evaluate a plan for disease surveillance in animal and human populations. Ability to plan and direct program activities. Ability to communicate effectively with diverse internal and external stakeholders

### MINIMUM QUALIFICATIONS

The formal education of a doctorate degree of veterinary medicine (DVM); plus seven years of experience in the diagnosis and management of animal diseases in a university, governmental, industrial, or private practice involving livestock and poultry. Experience in public health/Master of Public Health degree or equivalent.

CERTIFICATES, LICENSES, REGISTRATIONS. Must be licensed as a Veterinarian by the Veterinary Medical Examining Board in accordance with ACA 17-101-301, and must be a

federally Accredited Veterinarian. Additional requirements determined by the agency for recruiting purposes require review and approval by the Office of Personnel Management. OTHER JOB RELATED EDUCATION AND/OR EXPERIENCE MAY BE SUBSTITUTED FOR ALL OR PART OF THESE BASIC REQUIREMENTS, EXCEPT FOR CERTIFICATION OR LICENSURE REQUIREMENTS, UPON APPROVAL OF THE QUALIFICATIONS REVIEW COMMITTEE.

**ARKANSAS DEPARTMENT OF HEALTH  
FUNCTIONAL JOB DESCRIPTION**

Work Unit CHP/Infectious Disease Branch County Pulaski  
 Position Number \_\_\_\_\_ Class Code \_\_\_\_\_ Grade \_\_\_\_\_  
 OPM Job Title Physician Assistant  
 Functional Title Physician Assistant  
 Agency Number (4 digits) 0645 Cost Center (6 digits) \_\_\_\_\_ Internal Order Number (9 digits) \_\_\_\_\_

**Minimum Qualifications (from OPM Job Specification):**

The formal education of a bachelor's degree from a four-year college or university Physician Assistant program required; at least three years of experience as a Physician Assistant in an ambulatory care, occupational health, family practice or emergency department setting; Master's Degree preferred. Licensed as a Physician Assistant in the state of Arkansas and have current National Certification with National Commission on Certification of Physician Assistants (NCCPA).

Additional requirements determined by the agency for recruiting purposes require review and approval by the Office of Personnel Management. OTHER JOB RELATED EDUCATION AND/OR EXPERIENCE MAY BE SUBSTITUTED FOR ALL OR PART OF THESE BASIC REQUIREMENTS, EXCEPT FOR CERTIFICATION OR LICENSURE REQUIREMENTS, UPON APPROVAL OF THE QUALIFICATIONS REVIEW COMMITTEE.

**Job Summary**

The Physician Assistant is responsible for support of the Infection Disease Branch and its associated activities.

**Job Duties & Responsibilities**

Performs physical examinations and preventive health measures within prescribed guidelines and instructions of Physician

Performs therapeutic procedures such as injections, immunizations, suturing and wound care, and managing infection.

Develops and implements patient management plans, records progress notes, provides home-going instructions, and assists in provision of continuity of care.

Instructs and counsels patients regarding compliance with prescribed therapeutic regimens, normal growth and development, and health maintenance.

Orders, interprets, and evaluates diagnostic tests to identify and assess patients' clinical problems and health care needs

Records physical findings, and formulates plan and prognosis, based on patient's condition. Provides written home-going instructions

Collaborates with Physician and other health professionals to prepare comprehensive patient care plan as necessary

Prescribes or recommends medications or other forms of treatment such as physical therapy, inhalation therapy, or related therapeutic procedures

Refers patients to Physician for consultation or to specialized health resources for treatment

Maintains medical records using (In some health centers it may be using Electronic Medical Record software)

Other duties as assigned

**Knowledge, Abilities & Skills (KAS):**

Knowledge of workplace health and safety concepts and OSHA regulations.

Knowledge of Basic Life Support Advanced.

Knowledge of Cardiac Life Support.

Ability to write prescriptions under the authority of the Medical Leader, if allowed within the state of Arkansas.

Strong computer skills with knowledge of Internet software, Spreadsheet software and Word Processing software.

Training skills.

Demonstrated problem-solving and work flow management skills preferred.

**Special Requirement (Preferred Skills/License/Experience/Travel, Shift Work, etc.)**

Current Certification in AHA or ARC Basic Life Support for medical provider is required. Advanced Cardiac Life Support may also be required based on contract scope of services.

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Supervisor's Signature & Date

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Employee's Signature & Date

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**This is a Functional Job Description. In no way is it intended to take the place of the OPM Job Specification.**

1. **Work Unit** – indicate the ADH work unit.
2. **County** – indicate the county the position is assigned.
3. **Position Number** \*
4. **Class Code** \*
5. **Grade** \*
6. **OPM Job Title** \*
7. **Functional Title** – working job title
8. **MQs (from State Job Specification)** – OPM established & approved MQs as stated on the OPM job specification for a particular class code.
9. **Job Summary** – short paragraph of overall job duties.
10. **Job Duties & Responsibilities** – specific functions performed.
11. **KAS** – should be determined using the OPM Job Specification as a foundation and adding new KASs that are applicable to the job and deleting those which are not applicable to the job. The order of the KASs may be mixed according to the weights of the position specific tasks to which they relate, i.e. questions relating to abilities and skills may be asked before questions relating to knowledge. The Job Applicant Assessment Worksheet (HR-1154) will be used to record the KASs and must be used in the order submitted on the functional job description.
12. **Special Requirements** – list any preferred skills/license/experiences for this job.
13. **Rating Supervisor and Employee Signatures** – signed and submitted to Central Personnel Office within 30 days hire date. Original retained in the PPES file.

\* Can be found in OPM position Control Listing.

## CLASS SPECIFICATION

CLASS TITLE: Physician Assistant  
Class Code: XXXX

MP04

### CLASS SUMMARY

The Physician Assistant is responsible for assisting with the diagnosis, treatment, and prevention of diseases and injuries that can occur in the general population. This position is governed by state and federal laws, agency policy and the National Commission on Certification of Physician Assistants (NCCPA).

### TYPICAL FUNCTIONS

Performs physical examinations and preventive health measures within prescribed guidelines and instructions of Physician. Performs therapeutic procedures such as injections, immunizations, suturing and wound care, and managing infection. Develops and implements patient management plans, records progress notes, provides home-going instructions, and assists in provision of continuity of care. Instructs and counsels patients regarding compliance with prescribed therapeutic regimens, normal growth and development, and health maintenance. Orders, interprets, and evaluates diagnostic tests to identify and assess patients' clinical problems and health care needs. Records physical findings, and formulates plan and prognosis, based on patient's condition. Provides written home-going instructions Collaborates with Physician and other health professionals to prepare comprehensive patient care plan as necessary. Prescribes or recommends medications or other forms of treatment such as physical therapy, inhalation therapy, or related therapeutic procedures. Refers patients to Physician for consultation or to specialized health resources for treatment. Maintains medical records using (In some health centers it may be using Electronic Medical Record software).

### KNOWLEDGES, ABILITIES, AND SKILLS

Knowledge of workplace health and safety concepts and OSHA regulations. Knowledge of Basic Life Support Advanced. Knowledge of Cardiac Life Support. Ability to write prescriptions under the authority of the Medical Leader, if allowed within the state of Arkansas. Strong computer skills with knowledge of Internet software, Spreadsheet software and Word Processing software. Training skills. Demonstrated problem-solving and work flow management skills preferred.

### MINIMUM QUALIFICATIONS

The formal education of a bachelor's degree from a four-year college or university Physician Assistant program required; at least three years of experience as a Physician Assistant in an ambulatory care, occupational health, family practice or emergency department setting; Master's Degree preferred.

### CERTIFICATES, LICENSES, REGISTRATIONS

Must be licensed as a Physician Assistant in the state of Arkansas and have current National Certification with National Commission on Certification of Physician Assistants (NCCPA). Additional requirements determined by the agency for recruiting purposes require review and approval by the Office of Personnel Management. OTHER JOB RELATED EDUCATION AND/OR EXPERIENCE MAY BE SUBSTITUTED FOR ALL OR PART OF THESE BASIC REQUIREMENTS. EXCEPT FOR CERTIFICATION OR LICENSURE REQUIREMENTS, UPON APPROVAL OF THE QUALIFICATIONS REVIEW COMMITTEE.