



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

**OFFICE OF PERSONNEL MANAGEMENT  
Administrator's Office**  
1509 West Seventh Street, Suite 201  
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Little Rock, Arkansas 72203-3278  
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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

Dear Gentlemen:

The Office of Personnel Management submits a request from the Arkansas Department of Health and the Department of Human Services to continue a previously approved compensation differential in accordance with ACA 21-5-221:

*(i)(1) A professional certification differential of up to six percent (6%) for job-related professional certifications for individual positions or for specific classifications within an agency or institution may be authorized if the certification is:*

*(A) From a recognized professional certifying organization and is determined to be directly related to the predominant purpose and use of the position or classification; and*

*(B) Not included as a minimum qualification established or as a special requirement for the classification by the official class specification.*

*(2)(A) A professional certification differential may be paid only while the certification is current and maintained by the employee and while employed in a position or classification covered by the plan.*

*(B) Documentation of continuation or renewal of the certification of the employee is required for continuation of the certification differential.*

The Arkansas Department of Health and the Arkansas Department of Human Services request approval to pay medical doctors who are certified by the American Specialty Board a compensation differential not to exceed \$4,500 per medical doctor. Both agencies request approval to pay a \$2,500 compensation differential for board-eligible medical doctors as determined by the American Specialty Board. The Department of Human Services also requests a separate compensation differential of \$2,500 for physicians certified in child psychiatry or forensic psychiatry. All requests are for the fiscal year 2013 and funding may either come from

Senator Michael Lamoureux, Co-Chair  
Representative Bryan King, Co-Chair  
June 8, 2012  
Page 2

federal or state sources. These additional amounts will not exceed the 6% allowable amount for this compensation differential. The awarding of a certification differential may not exceed the maximum level for the grade assigned to the employee's classification.

The Arkansas Department of Human Services has a total of 29 authorized physician positions. Of these 29 positions, four (4) physicians meet the criteria for this differential with a cost of \$14,258 for fiscal year 2012. The Arkansas Department of Health has a total of 12 authorized physician positions. Of these 12 positions, eleven (11) physicians meet the criteria for this differential with a cost of \$49,583 for fiscal year 2012.

The compensation differential will continue to be used for the following classifications:

Deputy State Health Officer	L002N	N921
Chief Physician Specialist	L003N	N921
Senior Physician Specialist	L025N	N920
Psychiatric Specialist	L005N	N919
Rehabilitation Medical Director-Alcohol Rehabilitation Center, Benton	L007N	N918
Physician Specialist	L008N	N917
DHS Behavioral Health General Physician	L009N	N917
General Physician	L013N	N916

The Office of Personnel has reviewed the submitted documentation by the Arkansas Department of Health and the Arkansas Department of Human Services and recommends the compensation differentials for all medical doctors who are certified by the American Specialty Board for these two agencies.

Your consideration of this request is appreciated.

Sincerely,



Kay Barnhill Terry  
State Personnel Administrator



Chief Fiscal Officer of the State

**MAY 30 2012**

Date

KBT/LAR



# 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

April 19, 2012

Ms. Kay Barnhill,  
State Personnel Administrator  
Department of Finance and Administration  
Office of Personnel Management  
1507 West 7<sup>th</sup> Street  
Little Rock, Arkansas 72203

**Re: Compensation Approval for Certification by the American Specialty Board**

Dear Ms. Terry:

The Department of Health is requesting approval to pay medical doctors who are certified by the American Specialty Boards, not to exceed \$4,500 per medical doctor for the next fiscal year of 2013 from State or Federal funds.

Deputy State Health Officer	L002N	N921
Chief Physician Specialist	L003N	N921
Senior Physician Specialist	L025N	N920
Physician Specialist	L008N	N917

As previously authorized in Act 1283 of 2007, the extra salaries are in addition to the maximum annual amount, provided in the regular salaries section of the appropriation acts for the Department of Health. The Department of Health would like to request this approval for the next fiscal period of July 1, 2012 to June 30, 2013.

Thank you for your consideration and assistance in this matter, should you have any questions or need further information, please contact me at 661-2440.

Sincerely,

Joyce Watson  
Human Resources Manager

JW: ma

cc: file

**RECEIVED**

APR 23 2012

OFFICE OF PERSONNEL MGMT  
CLASS & COMP



**Office of Finance and  
Administration**

Personnel

P.O. Box 1437, Slot WGI • Little Rock, AR 72203-1437  
501-683-5928 • Fax: 501-683-4351 • TDD: 501-682-8933



May 4, 2012

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

RE: Continuation of Compensation Differentials and Salary Pay Grids for FY 2013

Ms. Terry:

In accordance with Act 688, section 21-5-221, the Department of Human Services is requesting permission to continue its use of the Geographic; Secondary Language; Hazardous Duty; Certification and Shift pay differentials. This is to include the certification pay for our Physicians. In addition, we are asking to continue the use of the Statewide Nurse Salary Pay Grid as well as the Counseling Pay Grid authorized by Arkansas Code 21-5-222 (a)(1) established by Act 688 of 2009. We are not requesting any changes to our current utilization procedures.

Attached for your review is a spreadsheet indicating those employees who have or currently receives comp differentials with the divisions identified. Also attached are turnover and retention figures.

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 Agency HR Manager

CC: Gary Cain