



March 17, 2020

Senator David Wallace, Co-Chairperson
Representative Jim Wooten, 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 (OPM) submits a request from the Arkansas Disability Determination for Social Security (DDSSA) to establish a compensation differential in accordance Ark. Code Ann. §21-5-221.

DDSSA has requested the establishment of a 10% compensation differential to compensate employees that are assigned extra disability cases from other states to eliminate the accumulated backlog.

DDSSA is 100% federally funded. This temporary differential will be used as an incentive for those highly proficient employees who effectively manage their Arkansas caseloads. Once the backlog has been eliminated, the differential will no longer be utilized and employees will revert to their base rate of pay.

The Office of Personnel Management has reviewed the submitted documentation by the Disability Determination for Social Security Administration and recommends approval of a compensation differential for the above justification.

Your consideration of this request is appreciated.

Sincerely,

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

Kay Barnhill, Director
Office of Personnel Manager

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Representative Jim Wooten, Co-Chairperson
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Amy Fuchs
Chief Fiscal Officer of the State

03/03/2020
Date

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ASA HUTCHINSON
Governor

February 28, 2020

Ms. Kay Barnhill, Director
Department of Transformation and Shared Services
Office of Personnel Management
1509 West 7th Street, Suite 201
Little Rock, AR 72201

Dear Ms. Barnhill,

On behalf of Disability Determination for Social Security Administration (DDSSA), I am writing to request the use of a differential rate of pay to compensate employees that elect to work extra disability cases during their regular workday. Currently, there are 3,728 disability cases sitting in backlog. The backlog is due to a shortage in staff and the shortage of staff has several contributing factors, such as the hiring freeze, terminations/resignations and leave of absences under FMLA.

The Social Security Administration authorizes the use of overtime to assist disability offices across the national with meeting their goals. Our agency uses overtime to compensate employees that elect to work extra cases; however, not everyone is able to work overtime which is why there is a significant backlog in disability cases. By authorizing the use of a differential rate of pay, efficient employees have an opportunity to receive compensation for working extra disability cases during their normal workday, which in turn reduces the backlog.

DDSSA is requesting the flexibility to use a differential rate of pay (up to 10%) when there is a backlog of disability cases. The differential rate of pay will be applied to the salary of those employees that can process extra disability cases, with the understanding that once the employee stops working extra cases or once the backlog is resolved, the employee will revert to their base rate of pay.

I hope you will consider the request for a differential rate of pay to work extra disability cases favorably, as it will assist in reducing the amount of time that a claimant is waiting for a medical decision on their disability case.

Sincerely,

A handwritten signature in black ink that reads "Arthur Boutiette".

Arthur Boutiette
Agency Director

STATE OF ARKANSAS

Disability Determination for Social Security Administration

701 SOUTH PULASKI STREET
LITTLE ROCK, ARKANSAS 72201
TELEPHONE 501-682-3030

ARTHUR BOUTIETTE
Director

"AN EQUAL OPPORTUNITY EMPLOYER"