

## POA Human Resource Statistics

"We need to invest more in our Human Assets as well as our Infrastructure Capital."

### Staff to Management Ratio

Recommended ratio: 7:1  
 Maximum effective ratio: 10:1  
 Actual POA ratio: **8:1** (9:1 with seasonal labor)

Ratio calculated as number of direct reports to a supervisor or manager.

As of 7/1/2021

## \$13.29/hour

Current Arkansas Livable Wage  
 Single Adult, no children

- Minimum wage doesn't cover basic needs.
- Livable wage covers basic life essentials.
- Federal livable wage goal = \$15/hour

### Minimum Wage Increase Impacts:

- Minimum wage 2021 = \$11.00/hour
- 38.4% of staff receive minimum wage
- Next pay grade gets 3-5% more than previous level
- This increase impacts the first 5 pay grades (min.)

\$1 increase = \$1.5M added annual HR costs

**Risk:** Staff shortages impact level and quality of services provided.

## 30.2%

Percent of new hires that quit within first year

- Most are hourly workers
- Some are seasonal
- Good average = 20-25%

**Challenge:** Hiring staff when other local employers pay more than minimum wage

### How do POA job position salaries compare?

Positions at paygrade levels 1-18

↓ 101 were paid on average 19.7% less

AVERAGE

↑ 39 were paid on average 11% more  
 Based on education, 5+ years experience, certifications, tenure

Salary Analysis

## 26

Number of open job positions

### Top Reasons For Leaving

- 1 Found job with better pay
- 2 Don't have the tools/equipment needed to do my job (tools broken/old).

Source: Exit surveys

### Employee Turnover Rate

A measure of employee satisfaction & company culture. Relates to bottom line costs.

- Current POA rate: 12.6%
- Healthy organization's rate: 10-12%

Bureau of Labor & Statistics