



Arkansas Support Network Agency-Wide Initiative to Reduce Overtime

1-Context of Overtime Use:

During the COVID-19 pandemic, ASN relied on overtime to protect employee health and reduce virus exposure, enabling fewer Direct Support Professionals (DSPs) to enter homes.

2-Federal Relief Support:

ASN accessed federal funding through the Arkansas CARES Act, which helped cover overtime costs, as reimbursement rates from Arkansas PASSEs did not account for these increased expenses.

3-Ongoing Workforce Challenges:

Despite the pandemic's peak passing, ASN continues to face workforce issues, including rising overtime hours, due to stagnant reimbursement rates from PASSEs and increasing competition from other industries.

4-Overtime Taskforce:

ASN has established an Overtime Taskforce to develop and implement solutions to reduce overtime costs, ensuring the sustainability of the organization and its services.

5-Commitment to Mission

ASN remains dedicated to providing individualized, community-based supports and invites all stakeholders to contribute to finding innovative solutions to reduce overtime while maintaining quality care for over 500 individuals.

[Click to Read Full Letter](#)