



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

OFFICE OF PERSONNEL MANAGEMENT
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January 16, 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 (OPM) submits a request from the Arkansas Department of Correction (ADC) to establish a geographic area differential in accordance Ark. Code Ann. §21-5-221.

The ADC has requested the establishment of up to 10% geographic area differential for the following classification:

<u>Class Code</u>	<u>Classification</u>	<u>Grade</u>	<u>Salary Range</u>
T015C	ADC/DCC Deputy Warden	GS10	\$56,039 -\$81,256

This differential will be available to classifications located in the following correctional facilities only:

- Cummins Unit
- East Arkansas Regional Unit
- Varner Unit
- Maximum Security Unit

The ADC is requesting this geographic area differential in order to resolve an inequity within the agency. The agency has previously received approval for hazardous duty differentials of up to 10% for certain classifications including the ADC/DCC Major, T033C, GS09. The agency has also received approval for an additional 6% hazardous duty differential for those positions stationed in maximum security areas in the facilities. It has become apparent that incumbents in the ADC/DCC Major, T033C, GS09, classification are not willing to promote to the ADC/DCC Deputy Warden, T015C, GS10, classification because they will lose these differentials which

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will result in a pay decrease even though the employee is promoting. The differential pay will be lost because it is not authorized for the ADC/DCC Deputy Warden classification.

Establishing the geographic area differential for the ADC/DCC Deputy Warden classification at the above listed facilities will eliminate this inequity. In Fiscal Year 2018, the ADC estimates that seven employees at the agency will qualify to receive the differential and the projected cost is approximately \$43,066.

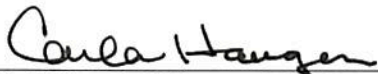
The Office of Personnel Management has reviewed the submitted documentation by the Arkansas Department of Correction and recommends approval of a geographic area differential for the above classification to be effective through fiscal year 2018.

Your consideration of this request is appreciated.

Sincerely,



Kay Barnhill
State Personnel Administrator



Chief Fiscal Officer of the State

JAN 02 2018

Date

KB/ca:1-2



HUMAN RESOURCES
2403 East Harding Ave.
Pine Bluff, Arkansas 71601
Phone: (870) 850-8510
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Job Line: 1-888-8ADC-JOBS
www.state.ar.us/doc

Arkansas Department of Correction

November 6, 2017

Kay Barnhill, State Personnel Administrator
Office of Personnel Management
Department of Finance and Administration
P. O. Box 3278
Little Rock, AR 72203

Dear Ms. Barnhill:

The Arkansas Department of Correction is requesting a ten (10%) percent geographical differential for the Deputy Warden's at the Varner Unit, Cummins Unit, East Arkansas Regional Unit, and the Maximum Security Unit. These facilities are the Maximum Security facilities in the Agency.

We received approval August 23, 2017 to increase the Hazardous Duty Differential to ten (10%) percent for the Security at these facilities, plus we were already approved for the six (6%) percent maximum security pay. With this increase it caused a salary inequity, between the Major (GS09) with the sixteen (16%) hazardous duty and maximum security pay, versus the Deputy Warden (GS10) with no differentials in place.

The Warden position (GS12) and the Superintendent (GS13) are classified correctly, however the Hazardous Duty Pay/Maximum Security Pay for the Major has caused the inequity for the potential to promote to a Deputy Warden because they would lose sixteen (16%) percent to gain ten (10%).

Thanks in advance for your consideration in this matter.

Sincerely,

Stacia Lenderman
Human Resources Administrator

SL/jw