

**Department of Transformation and Shared Services**

Governor Sarah Huckabee Sanders

Secretary Joseph Wood

Director Kay Barnhill

June 14, 2023

The Honorable Breanne Davis, Co-Chairperson
 The Honorable Mark Berry, Co-Chairperson
 Uniform Personnel Classification and
 Compensation Plan Subcommittee
 Arkansas Legislative Council
 State Capitol Building, Room 315
 Little Rock, Arkansas 72201

Dear Senator Davis and Representative Berry:

The Office of Personnel Management (OPM) submits a request for the continuation of all previously approved hazardous duty differentials for FY24 for the Arkansas Department of Correction (including the Department of Community Correction), Department of Energy and Environment (ADEQ), Department of Human Services and the Health Department. The requested differentials for continuation are attached.

The Arkansas Department of Correction also requests continuation of the 10% Maximum Security Incentive Differential Pay approved in FY23. This subsequent differential will only be paid while an employee continues to work in certain approved areas and has regular exposure of at least 85% of the work time with clear, direct, and unavoidable hazards from inmates who are in units classified as Maximum Security.

The following classifications are eligible for the Maximum Security Incentive Differential Pay:

<u>TITLE</u>	<u>CLASS CODE</u>	<u>GRADE</u>	<u>PAY RANGE</u>
ADC/DCC Food Preparation Manager	T059C	GS05	\$32,405- \$46,987
ADC/DCC Correctional Officer I	T083C	GS04	\$39,046- \$42,116
ADC/DCC Corporal	T075C	GS05	\$32,405- \$46,987
ADC/DCC Correctional Sergeant	T065C	GS06	\$36,155- \$52,424
ADC/DCC Food Preparation Supervisor	T070C	GS04	\$39,046- \$42,116
ADC/DCC Lieutenant	T054C	GS07	\$40,340- \$58,493
ADC/DCC Major	T033C	GS10	\$56,039- \$81,256
ADC/DCC Captain	T048C	GS09	\$50,222- \$72,821

Office of Personnel Management

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The total estimated cost of the hazardous duty differential in FY23 was \$7,856,468.

After review of the requests, the Office of Personnel Management **recommends** the approval of the continuation of these previously approved hazardous duty differentials for FY24.

Your consideration of this request is greatly appreciated.



STATE PERSONNEL DIRECTOR



DATE

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HAZARDOUS DUTY DIFFERENTIAL SPREADSHEET FY24

Agency	Class Code	Title	Pay Grade	Pay Range	Approved %	Estimated Cost FY23
Department of Correction	T033C	ADC/DCC Major*	GS10	\$56,039- \$81,256	10.0%	\$7,368,120.00
	T048C	ADC/DCC Captain*	GS09	\$50,222- \$72,821	10.0%	
	T054C	ADC/DCC Lieutenant*	GS07	\$40,340- \$58,493	10.0%	
	T065C	ADC/DCC Correctional Sergeant*	GS06	\$36,155- \$52,424	10.0%	
	T059C	ADC/DCC Food Preparation Manager*	GS05	\$32,405- \$46,987	10.0%	
	T075C	ADC/DCC Corporal*	GS05	\$32,405- \$46,987	10.0%	
	T083C	ADC/DCC Correctional Officer I*	GS04	\$29,046- \$42,116	10.0%	
	T070C	ADC/DCC Food Preparation Supervisor*	GS04	\$29,046- \$42,116	10.0%	
	T092C	DCC Parole/Probation Officer I	GS05	\$32,405- \$46,987	6.0%	
	T093C	DCC Parole/Probation Officer II	GS06	\$36,155- \$52,424	6.0%	
	T045C	DCC Parole/Probation Officer	GS07	\$40,340- \$58,493	6.0%	
	X042C	DCC Parole/Probation Asst. Area Manager	GS08	\$45,010-\$65,265	6.0%	
	G222C	ADC/DCC Internal Affairs Administrator	GS09	\$50,222 - \$72,821	6.0%	
	G222C	ADC/DCC Internal Affairs Investigator	GS09	\$50,222- \$72,821	6.0%	
	X025C	DCC Parole/Probation Area Manager	GS10	\$56,039- \$81,256	6.0%	
	X053C	Internal Affairs Manager	GS07	\$40,340- \$58,493	6.0%	
	X133C	DOC Internal Affairs Investigator	GS06	\$36,155- \$52,424	6.0%	
Department of Energy & Environment- ADEQ	X093C	E&E INSPECTOR II	GS06	\$36,155 - \$52,424	10.0%	\$140,877.00
	X036C	E&E INSPECTOR SUPERVISOR I	GS07	\$40,340 - \$58,493	10.0%	
Department of Health	L017C	ADH Area Nursing Director	MP02	\$71,403- \$99,964	10.0%	\$2,319.00
	L038C	Registered Nurse	MP01	\$71,403- \$99,965	10.0%	
	L069C	Licensed Practical Nurse	GS06	\$36,155- \$52,424	10.0%	
Department of Human Services	B111C	Laboratory Technician	GS04	\$29,046-\$42,117	10.0%	\$345,152.00
	E044C	Certified Bachelor's Teacher	GS06	\$36,155- \$52,424	10.0%	
	L009C	Nurse Manager	MP03	\$79,879 - \$113,428	10.0%	
	L022C	Nursing Clinic Coordinator	MP02	\$71,403- \$99,964	10.0%	
	L027C	Registered Nurse Supervisor	MP02	\$71,403- \$99,964	10.0%	
	L032C	Registered Nurse-Hospital	MP01	\$63,830- \$88,058	10.0%	
	L036C	Nurse Instructor	MP02	\$71,403- \$99,964	10.0%	
	L038C	Registered Nurse	MP01	\$63,830- \$88,058	10.0%	
	L050C	Certified Respiratory Therapy Technician	GS08	\$45,010-\$65,265	10.0%	
	L052C	Rehab Facility Supervisor	GS07	\$40,340- \$58,493	10.0%	
	L062C	Licensed Pratical Nurse Supervisor	GS07	\$40,340- \$58,493	10.0%	
	L066C	Rehabilitation Instructor	GS05	\$32,405-\$46,987	10.0%	
	L069C	Licensed Practical Nurse	GS06	\$36,155- \$52,424	10.0%	
	L074C	Therapy Assistant	GS04	\$29,046-\$42,117	10.0%	
	L082C	Certified Nursing Assistant	GS03	\$26,034-\$37,749	10.0%	
	M045C	Adult Protective Services Worker	GS06	\$36,155- \$52,424	10.0%	
	M076C	Recreational Activity Leader II	GS02	\$23,335- \$33,835	10.0%	
	M082C	Recreational Activity Leader I	GS01	\$22,000- \$31,900	10.0%	
	M084C	Behavioral Health Aide	GS03	\$26,034-\$37,749	10.0%	
	T055C	Public Safety Officer	GS05	\$32,405-\$46,987	10.0%	
	T072C	Security Officer Supervisor	GS04	\$29,046-\$42,117	10.0%	
	T084C	Public Safety Security Officer	GS03	\$26,034-\$37,749	10.0%	

*For Cummins, EARU, MAX, & Vamer Units ONLY

\$7,856,468.00