



**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 previously approved certification differentials for FY24. The requested differentials for continuation are attached.

The Office of Personnel Management is requesting the continuation of certification differentials from nine (9) departments. The total cost for FY23 for this differential statewide was \$1,040,935.

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

Your consideration of this request is greatly appreciated.

*Kay Barnhill*

STATE PERSONNEL DIRECTOR

*6/02/23*

DATE

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## FY24 CERTIFICATION DIFFERENTIAL SPREADSHEET

Agency	Type of Certification	Class Code	Title	Pay Grade	Pay Range	Approved %
Department of Public Safety- State Police	Pilot In Command	T003C	ASP Captain	GS13	\$77,862-\$112,900	10%
		T007C	ASP Lieutenant	GS12	\$69,776-\$101,175	10%
		T011C	ASP Sergeant	GS11	\$62,531-\$90,670	10%
		T022C	ASP Corporal	GS09	\$50,222-\$72,822	10%
		T035C	ASP Trooper 1 <sup>st</sup> Class	GS08	\$45,010-\$65,265	10%
	Certified Commercial Driver's License	X179C	ASP Commercial Driver's License Examiner	GS04	\$29,046- \$42,116	10%
Department of Corrections-Community Correction	Certified Alcohol & Drug Counselor, Certified Co-occurring Disorder Professional, Licensed Alcohol & Drug Abuse Counselor, Advanced Alcohol Drug Counselor	M059C	ADC/DCC Advisor	GS05	\$32,405- \$46,987	10%
		M048C	Substance Abuse Program Leader	GS06	\$36,155- \$52,424	10%
		M046C	ADC/DCC Treatment Coordinator	GS07	\$40,340- \$58,493	10%
		M021C	DCC Treatment Supervisor	GS08	\$45,010- \$65,264	10%
		M007C	DCC Assistant Treatment Program Manager	GS08	\$45,010- \$65,264	10%
		M001C	DCC Treatment Administrator	GS11	\$62,531- \$90,669	10%
		Department of Human Services	American Academy of Professional Coders Certified, Professional Coder: Medical Coding; American Academy of Professional Coders, Certified Professional Coder: Dental Billing & Coding	L038C	Registered Nurse	MP01
L070C	Health Care Analyst			GS05	\$32,405 - \$46,987	10%
G152C	DHS Program Manager			GS08	\$45,010 - \$65,264	10%
L027C	Registered Nurse Supervisor			MP02	\$71,403 - \$99,964	10%
G099C	DHS Program Administrator			GS09	\$50,222 - \$72,821	10%
C013C	Medical Services Representative			GS06	\$36,155 - \$52,424	10%
L009C	Nurse Manager			MP03	\$79,879 - \$113,428	10%
Special Education, Institutional Specialty	E044C		Certified Bachelors Teacher	GS06	\$36,155- \$52,424	10%
	American Specialty Board		L008N	Physician Specialist	MP07	\$125,200- \$187,800
L005N			Psychiatric Specialist	MP08	\$140,109- \$212,966	10%
Long Term Care Facility Surveyor	L038C		Registered Nurse	MP01	\$63,830- \$88,058	10%
	X067C		Health Facilities Surveyor	GS08	\$45,010 - \$65,264	10%
	G099C		DHS Program Administrator	GS09	\$50,222 - \$72,821	10%
	L027C		Registered Nurse Supervisor	MP02	\$71,403 - \$99,964	10%
	L009C		Nurse Manager	MP03	\$79,879 - \$113,428	10%
	L002C	Nursing Director	MP04	\$89,368 - \$128,690	10%	
Department of Health	American Specialty Board	L003N	Chief Physician Specialist	MP09	\$156,804- \$241,478	10%
		L008N	Physician Specialist	MP07	\$125,200- \$187,800	10%
		L025N	Senior Physician Specialist	MP08	\$140,109- \$212,966	10%
Department of Agriculture	Certified Arborist License	B080C	Forester (Arborist Certification)	GS07	\$40,340- \$58,493	2%
		B088C	County Forest Ranger (Arborist Certification)	GS06	\$36,155- \$52,424	2%
		B088C	County Forest Ranger (Explosives-Forestry)	GS06	\$36,155- \$52,424	4%
		B098C	Forest Ranger II (Explosives-Forestry)	GS05	\$32,405- \$46,987	4%
	Commercial Driver's License	B101C	Natural Resources Program Technician	GS04	\$29,045 - \$42,117	5%
	General Law Enforcement, Intermediate Law	T019C	Director of Public Safety	GS08	\$45,010- \$65,264	10%
		T030C	Public Safety Commander I	GS07	\$40,340- \$58,493	10%

Department of Military	Enforcement, Advanced Law Enforcement, Senior Law Enforcement, Police Instructor, Police Instructor (Certified Firearms Instructor), Emergency Medical Technician, Fire Instructor I, Fire Instructor II, Fire Officer I, Fire Officer II, Fire Officer III, Fire Inspector I, Fire Inspector II	T051C	Public Safety Supervisor	GS06	\$36,155- \$52,424	10%	
		T067C	Public Safety Officer II	GS05	\$32,405- \$46,987	10%	
		T055C	Public Safety Officer	GS05	\$32,405- \$46,987	10%	
		T043C	Military Deputy Fire Chief	GS07	\$40,340- \$58,493	10%	
		T049C	Military Firefighter Shift Leader	GS06	\$36,155- \$52,424	10%	
		T060C	Senior Military Firefighter	GS05	\$32,405- \$46,987	10%	
		T066C	Military Firefighter	GS04	\$29,046- \$42,116	10%	
Department of Commerce- Bank Department	Certified Large Institution Examiner, Certified Senior Trust Examiner, Certified Examination Manager, Certified Capital Markets Examiner, Certified Fraud Examiner, Certified Information Systems Auditor, Certified Anti-Money Laundering Specialist	U086U	Bank Deputy Commissioner	SE02	\$120,543- \$157,100	10%	
		A005N	Assistant Deputy Bank Commissioner	GS15	\$96,960- \$140,592	10%	
		A030C	Bank Certified Exam Manager	GS14	\$86,887- \$125,986	10%	
		A039C	Certified Senior Bank Examiner	GS13	\$77,862- \$112,889	10%	
		A018C	Bank Chief Examiner	GS14	\$86,887 - \$125,986	10%	
		G257C	Bank Chief Counsel	GS14	\$86,887 - \$125,987	10%	
		A107C	Bank Exam Manager	GS14	\$86,887- \$125,986	10%	
Department of Education- School for the Blind	Food Service Manager, Braille Transcriptionist, Certification for Teaching the Blind/Visually Impaired Students	E044C	Certified Bachelors Teacher	GS06	\$36,155- 52,242	6%	
		E035C	Certified Masters Teacher	GS08	\$45,010- \$65,264	6%	
		E024C	Teacher Supervisor	GS09	\$50,222 - \$72,821	6%	
		C058C	Education Paraprofessional	GS03	\$26,034- \$37,749	6%	
		E004C	School Principal	GS11	\$62,531- \$90,669	6%	
Department of Education- Deaf School	EPA Refrigerant, Recycling, & Reuction Certification, Boiler Inspector	S031C	Skilled Tradesman	GS05	\$32,405- \$46,987	4%	
		Certified Facilities Director	S008C	Campus Maintenance Supervisor	GS07	\$40,340- \$58,493	10%
		National School Nurse Certification	L027C	Registered Nurse Supervisor	MP02	\$71,403 - \$99,964	10%
	Certification for teaching deaf/hard of hearing students	L042C	School Speech Pathologist	MP01	\$63,830- \$88,058	6%	
		E026C	Education & Instruction Coordinator	GS08	\$45,010- \$65,264	6%	
		E044C	Certified Bachelors Teacher	GS06	\$36,155- 52,242	6%	
		E035C	Certified Masters Teacher	GS08	\$45,010- \$65,264	6%	
		E022C	Education & Instruction Manager	GS09	\$50,222 - \$72,821	6%	
		E025C	Education Specialist	GS09	\$50,222 - \$72,821	6%	
		E036C	Certified Masters Degree Librarian	GS09	\$50,222 - \$72,821	6%	
	E013C	Education Program Manager	GS10	\$56,039 - \$81,257	6%		
	E004C	School Principal	GS11	\$62,531- \$90,669	6%		
			A054C	Tax Auditor II	GS09	\$50,222- \$72,821	3%
A033C			Tax Auditor Supervisor	GS11	\$62,531- \$90,669	3%	

Department of Finance and Administration	Certified Public Accountant, Certified Internal Auditor, Certified Information Systems Auditor, Certified Government Finance Manager	A089C	Accountant I	GS07	\$40,340- \$58,493	10%
		A109C	DFA SEFA/CAFR Specialist	GS07	\$40,340- \$58,493	10%
		A059C	Tax Auditor	GS07	\$40,340- \$58,493	10%
		R043C	DFA Statewide Program Specialist	GS07	\$40,340- \$58,493	10%
		R041C	DFA Statewide Program Coordinator	GS09	\$50,222 - \$72,821	10%
		A025C	DFA Accounting CAFR Coordinator	GS11	\$62,531- \$90,669	10%
		A006C	DFA Revenue Tax Division Manager	GS13	\$77,862 - \$112,899	10%
		R040C	DFA Statewide Program Manager	GS13	\$77,862 - \$112,899	10%
		A002C	DFA Assistant Accounting Administrator	GS15	\$96,960 - \$140,592	10%