

**Department of Transformation and Shared Services**

Governor Sarah Huckabee Sanders

Secretary Leslie Fiskens

Director Kay Barnhill

December 13, 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 submits a request from Department of the Military (DOTM) for your review.

DOTM requests to increase on-call differential for the following eleven (11) federally funded positions from up to ten percent (10%) to a new rate of up to twenty percent (20%) pursuant to ACA 21-5-221:

**Section (3)(A)**

*"... An employee who is required to be available for duty on nights, weekends, and holidays will be eligible to receive on-call or standby duty pay equivalent of an hourly rate not to exceed twenty percent (20%) of his or her base hourly pay rate for each on-call or standby hour for not more than forty-eight (48) hours during any seven-day work period.*

**CLASSIFICATIONS REQUESTED**

<b><u>CLASS CODE</u></b>	<b><u>TITLE</u></b>	<b><u>GRADE</u></b>	<b><u># REQUESTED</u></b>	<b><u>SALARY RANGE</u></b>
S031C	Skilled Tradesman	GS05	6	\$32,405 - \$46,987
S022C	Skilled Tradesman Supervisor	GS06	3	\$36,155 - \$52,424
X225C	Security Systems Coordinator	GS09	1	\$50,222 - \$72,821
X226C	Security System Analyst	GS06	1	\$36,155 - \$52,424

Office of Personnel Management

501 Woodlane Street, Suite 205 \* Little Rock, AR 72201 \* 501.682.1753

The Honorable Breanne Davis, Co-Chairperson  
The Honorable Mark Berry, Co-Chairperson  
December 13, 2023  
Page 2.

**JUSTIFICATION:**

Department of the Military's Camp Joseph T. Robinson is a twenty-four-hour post with strict regulations regarding staffing for the necessary duties the outlined positions provide. They are requesting that the eleven (11) positions receive up to the twenty percent (20%) because the department is attempting to mitigate risk and disruption of services.

**RECOMMENDATION**

The Office of Personnel Management has reviewed this request and **recommends** approval of the increase from up to ten percent (10%) to up to twenty percent (20%) for on-call differential pay for eleven (11) eligible staff members. The cost of this request including fringe benefits is approximately **\$155,650.29** which is 100% federally funded.

Your consideration of this request is greatly appreciated.

*Kay K. Fournelle*  
STATE PERSONNEL DIRECTOR

*12/01/23*  
DATE

KB/lh:1-2



**SARAH HUCKABEE SANDERS**  
GOVERNOR

**ARKANSAS DEPARTMENT OF THE MILITARY**  
OFFICE OF THE ADJUTANT GENERAL  
CAMP JOSEPH T. ROBINSON  
NORTH LITTLE ROCK, ARKANSAS 72199-9600



**JONATHAN M. STUBBS**  
MAJOR GENERAL  
THE ADJUTANT GENERAL

November 20, 2023

Kay Barnhill, Director of Personnel Management  
Office of Personnel Management  
Department of Shared Services & Transformation  
P. O. Box 3278  
Little Rock, AR 72203

Director Barnhill:

The Department of Military (DOTM) requests approval to raise eleven (11) currently approved one hundred percent (100%) federally funded positions receiving on-call duty differentials at the rate of from up to ten percent (10%) to a new rate of up to twenty percent (20%) for the remainder of FY24. The total cost increase is approximately \$34,209 in federal funds for the remainder of FY24 for a total of \$89,798 in federal funds for FY24. The total cost in following years would be an additional \$55,589 in federal funds for a yearly total of \$111,178. These estimates are based on all eleven (11) positions being filled and all available on-call duty being used. Actual cost may be lower.

Department of Transformation and Shared Services, Office of Personnel Management, Policy Title: Compensation Differentials, Policy Number: 24, allows for an on-call differential not to exceed twenty percent (20%) if the job requires the employee to provide services on nights, weekends, holidays, or other situations when the agency does not have regular staff coverage, the scheduled duty is outside of regular working hours, and the employee is accessible and can timely respond. All eleven (11) positions involved in this request meet these OPM policy requirements and current receive on-call duty differentials at the rate of from up to ten percent (10%).

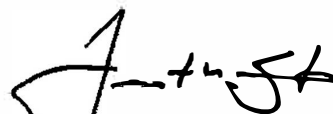
All positions involved in this request are one hundred percent (100%) funded under the National Guard Bureau Cooperative Agreement. The federal funds managers related to each position involved in this request proposed this increase due to federal funding availability and the nature of military operations requiring on-call support.

The eleven (11) 100% federal funded positions currently receiving on-call duty differential being raised from ten percent (10%) to up to twenty percent (20%) for the remainder of FY24 are noted in the table below with the federal cost for each position.

Position Number	Authorized Title	Hourly Rate	Annual Salary	10% of Hourly	Max Hrs per PP (96)	Yearly Total w/10%	20% of Hourly	Max Hrs per PP (96)	Yearly Total w/20%
22089001	SKILLED TRADESMAN	16.28	\$33,863.23	1.63	156.29	\$4,063.59	3.26	312.58	\$8,127.18
22089517	SKILLED TRADESMAN	22.59	\$46,986.99	2.26	216.86	\$5,638.44	4.52	433.73	\$11,276.88
22089554	SKILLED TRADESMAN	17.14	\$35,645.00	1.71	164.52	\$4,277.52	3.43	329.04	\$8,555.04
22089614	SKILLED TRADES SUPERVISOR	25.20	\$52,423.90	2.52	241.96	\$6,290.87	5.04	483.91	\$12,581.74
22089616	SKILLED TRADES SUPERVISOR	24.85	\$51,685.50	2.48	238.55	\$6,202.26	4.97	477.10	\$12,404.52
22181615	SECURITY SYSTEMS ANALYST	29.58	\$61,521.82	2.96	283.95	\$7,382.62	5.92	567.89	\$14,765.24
22181616	ELECTRONIC SECURITY SENIOR TECH	20.89	\$43,459.94	2.09	200.58	\$5,215.19	4.18	401.17	\$10,430.38
22089524	SKILLED TRADESMAN	17.64	\$36,892.66	1.76	169.35	\$4,403.12	3.53	338.70	\$8,806.24
22089613	SKILLED TRADESMAN	15.58	\$32,405.00	1.56	149.56	\$3,888.59	3.12	299.12	\$7,777.19
22089519	SKILLED TRADESMAN	15.58	\$32,405.00	1.56	149.56	\$3,888.59	3.12	299.12	\$7,777.19
22089525	SKILLED TRADES SUPERVISOR	17.38	\$36,144.00	1.74	166.87	\$4,338.60	3.48	333.74	\$8,677.19
					<b>Overall Yearly Total</b>	\$55,589.39		<b>Overall Yearly Total</b>	\$111,178.78

Your favorable approval of this request is greatly appreciated.

Very Respectfully,



JONATHAN M. STUBBS  
Major General  
The Adjutant General