


**Department of Transformation and Shared Services**

Governor Sarah Huckabee Sanders

Secretary Leslie Fiskens

March 13, 2024

The Honorable Breanne Davis, Co-Chairperson  
 The Honorable Mary 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 from the Department of Public Safety (DPS), Arkansas State Crime Lab (ASCL) to establish an education differential and a certification differential pursuant to Arkansas Code Annotated § 21-5-222. The classifications that may receive the requested differentials are listed below:

<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
U094U	CRIME LAB EXECUTIVE DIRECTOR	SE02	\$120,543 - \$157,100
L001N	CRIME LAB DIR MEDICAL EXAMINATION DIV	MP10	\$175,620 - \$270,455
L004N	CRIME LAB ASSOC MEDICAL EXAMINER	MP09	\$156,804 - \$241,478
U093U	CRIME LAB ASST. DIRECTOR	GS13	\$77,862 - \$112,900
B019C	FORENSIC ADMINISTRATOR	GS11	\$62,531 - \$90,670
B053C	FORENSIC SCIENTIST	GS08	\$45,010 - \$65,265
B137C	CRIME LAB PROGRAM COORDINATOR	GS07	\$40,340 - \$58,493
B073C	FORENSIC TECH. SUPERVISOR	GS06	\$36,155 - \$52,425
B094C	FORENSIC TECHNICIAN	GS05	\$32,405 - \$46,987
B111C	LABORATORY TECHNICIAN	GS04	\$29,046 - \$42,117

**JUSTIFICATION**

ASCL is requesting the above positions to receive an educational differential for employees who obtain higher education degrees that are beyond the minimum qualification requirements for their positions. These educational degrees must be from an accredited institution of higher education in an applicable field of study for the position.

Laboratory Technicians, Forensic Technicians, and Forensic Technician Supervisors do not currently require a bachelor's degree or higher. Employees in these classifications will receive a 5% education differential for obtaining a bachelor's degree and a 10% differential for obtaining a master's or doctorate. All other classifications listed in the table require a bachelor's degree as a part of their minimum qualifications. Employees in these classifications may receive a 10% education differential for obtaining a master's or a doctorate. This will impact thirty-eight (38)

The Honorable Breanne Davis, Co-Chairperson  
The Honorable Mark Berry, Co-Chairperson  
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employees for an approximate cost of \$56,013 for FY24. This increase will be funded through special revenue.

Additionally, ASCL would like to request a 10% certification differential for the classifications listed in the table for employee who obtain a certification through an appropriate accrediting body. This includes the following:

- American Board of Criminalistics- Comprehensive Criminalistics, Drug Analysis
- National Institute of Justice-Firearm Identification
- International Association of Computer Investigative Specialists-Forensic Computer Examiner
- American Board of Medicolegal Death Investigators
- American Board of Pathology- Neuropathology Board Certification

These certifications require continuing education, testing, and renewal. This certification differential will impact eight (8) employees for a total cost of \$19,823 for FY24. This increase will be funded through special revenue.

#### RECOMMENDATION

OPM has reviewed the request and **recommends** the establishment of an education differential and a certification differential. The anticipated cost of these requests, if approved, is \$75,836. ASCL assures our office that it has sufficient funding to support this request.

*Kary Barkell*

STATE PERSONNEL DIRECTOR

*3/01/24*

DATE

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State of Arkansas  
Governor Sarah Huckabee Sanders

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FEB 21 2024

**DEPARTMENT OF PUBLIC SAFETY**

1 State Police Plaza Drive  
Little Rock, Arkansas 72209  
Office: (501) 618-8235

COL. MIKE A. HAGAR  
Secretary

16 February 2024

Kay Barnhill  
State Personnel Administrator  
501 Woodlane, Suite 205C  
Little Rock, AR 72201

RE: Pool Positions

Ms. Barnhill:

The Arkansas Department of Public Safety (DPS), division of Arkansas State Crime Lab (ASCL) would like to request the establishment of education differentials and certification differentials for their scientific operations positions. Below are the classifications for which the differentials would be applicable:

Authorized Job	Authorized Title	Auth. Grade
U094U	CRIME LAB EXECUTIVE DIRECTOR	SE02
L001N	CRIME LAB DIR MEDICAL EXAMINATION DIV	MP10
L004N	CRIME LAB ASSOC MEDICAL EXAMINER	MP09
U093U	CRIME LAB ASSISTANT DIRECTOR	GS13
B019C	FORENSIC ADMINISTRATOR	GS11
B053C	FORENSIC SCIENTIST	GS08
B137C	CRIME LAB PROGRAM COORDINATOR	GS07
B073C	FORENSIC TECHNICIAN SUPERVISOR	GS06
B094C	FORENSIC TECHNICIAN	GS05
B111C	LABORATORY TECHNICIAN	GS04

The Crime Lab, to be competitive in the job market and to retain current employees, would like the ability to reward employees for obtaining degrees from higher education institutions that are above and beyond those required in the minimum qualifications for their positions. By obtaining higher degrees of education, the employees bring a higher degree of professionalism and credibility to the lab. These degrees must be from an accredited institution of higher education and in an applicable field of study, e.g. criminal justice, chemistry, biological sciences, anthropology, etc. For those employees in the Forensic Technician and Forensic Technician Supervisor classifications, employees with a bachelor's degree will receive a 5% increase, and those with a master's or Ph.D. will receive a 10% increase. For all the other classifications listed above, employees will receive no increase for a bachelor's degree, but will receive a 10% increase for a master's or Ph.D. This will impact 38 individuals for a total cost of \$56,013 this fiscal year, and \$181,376 for a full fiscal year. This increase will be funded through special revenues.

Crime lab would like to provide a 10% certification differential for those employees who have or obtain certification through the appropriate accrediting body. This would include but not be limited to:

- American Board of Criminalistics – Comprehensive Criminalistics, Drug Analysis
- National Institute of Justice – Firearm Identification
- International Association of Computer Investigative Specialists – Forensic Computer Examiner
- American Board of Medicolegal Death Investigators
- American Board of Pathology – Neuropathology Board Certification

These certifications require continuing education, testing, and renewal. Attached are examples of renewal from some of the boards and the certifications of the employees. This differential will impact 8 individuals for a total cost of \$19,823 this fiscal year, and \$79,292 for a full fiscal year. This increase will be funded through special revenues.

Currently, Crime Lab has the salary savings and special revenue to support this request.

I appreciate your consideration on this request. If you have any questions, please contact Phillip Warriner for any additional information or clarification.

Sincerely,

*Col. M.A. G. Hagar # 275*

Colonel Mike Hagar  
Secretary  
Arkansas Department of Public Safety