



Department of Transformation and Shared Services

Governor Sarah Huckabee Sanders

Secretary Leslie Fiskens

March 13, 2024

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 from the Arkansas Department of Veterans Affairs (ADVA) to establish a geographic differential in accordance Arkansas Code Annotated § 21-5-225.

ADVA 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>
S046C	Maintenance Technician	GS04	\$29,046 - \$42,116
S033C	Maintenance Supervisor	GS06	\$36,155 - \$52,424

**JUSTIFICATION**

ADVA currently has seven (7) budgeted positions for classification S046C, Maintenance Technician and one (1) S033C, Maintenance Supervisor at the Arkansas State Veterans Cemetery in North Little Rock, AR. The department continues to struggle with high turnover for these jobs which are vital to the maintenance of the cemetery. In an effort to attract and retain employees at the Arkansas State Veterans Cemetery in North Little Rock, AR, ADVA is requesting the establishment of geographic area differential, in the amount of 10% of their base hourly rate of pay for new and existing employees. For the remainder of fiscal year 2024 and fiscal year 2025, the department estimates that eight (8) employees will qualify to receive the differential and the projected cost, including matching, is approximately \$50,035.

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**RECOMENDATION**

The Office of Personnel Management (OPM) has reviewed this request from ADVA and **recommends** the establishment of a geographic differential up to 10% for the above classification to be effective through fiscal year 2025.

Your consideration of this request is appreciated.

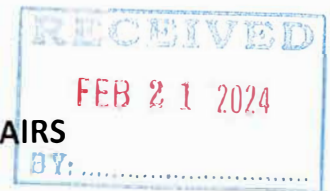
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*Kay Baenkle* STATE PERSONNEL DIRECTOR *3/01/24* DATE

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ARKANSAS DEPARTMENT OF VETERANS AFFAIRS

501 Woodlane St. Suite 401N

Little Rock, AR 72201

SARAH HUCKABEE SANDERS  
GOVERNOR

KENDALL W. PENN  
RET. MAJOR GENERAL  
SECRETARY

February 15, 2024

Kay Barnhill  
State Personnel Administrator  
Department of Transformation and Shared Services  
501 Woodlane Street, Suite 201  
Little Rock, Arkansas 72201

RE: Geographical Differential Pay

Dear Ms. Barnhill:

The Arkansas Department of Veterans Affairs is requesting to establish a Geographical Differential for **S046C Maintenance Technician GS04 and S033C Maintenance Supervisor GS06** positions located at the AR State Veterans Cemetery in North Little Rock, AR, in the amount of 10% of their base hourly rate of pay. ADVA has seven (7) budgeted positions for S046C Maintenance Technician at this location, and one (1) S033C Maintenance Supervisor. This request will be for both new and existing employees so not to create inequity with staff.

ADVA is experiencing a severe shortage of Maintenance Technicians at the North Little Rock location and while we are actively recruiting, we are having difficulties with recruiting and retention of this classification. The turnover rate is currently at 66%.

The estimated cost of this differential, if approved, is \$9,383.94 for the remainder of FY24, and \$40,651.52 for FY25, to include matching. The funds will be paid from 100% Cash fund, cost center 311502, fund NVA0200.

Your favorable consideration of this request is appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kendall W. Penn'.

Kendall W. Penn  
Major General, U.S. Army (Retired)  
Secretary  
Arkansas Department of Veterans Affairs