



**Department of Transformation and Shared  
Services** Governor Sarah Huckabee Sanders  
Secretary Leslie Fiskens

October 16, 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 Department of Corrections for your review.

The Arkansas Department of Corrections (DOC) and Division of Community Correction (DCC) request the establishment of a geographical differential for the ten (10) classifications below.

<b>CLASSIFICATIONS REQUESTED FOR NEW GEOGRAPHICAL DIFFERENTIAL</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>PERCENTAGE</b>
T092C	DCC Community Supervision Officer I	GS05	Up to 6%
T093C	DCC Community Supervision Officer II	GS06	Up to 6%
T045C	DCC Community Supervision Officer (Agent)	GS07	Up to 6%
T075C	DOC Corporal	GS07	Up to 6%
T070C	Food Prep Supervisor	GS07	Up to 6%
T059C	Food Prep Manager	GS08	Up to 6%
T065C	DOC Correctional Sergeant	GS08	Up to 6%
T054C	DOC Lieutenant	GS09	Up to 6%
T048C	DOC Captain	GS08	Up to 6%
T033C	DOC Major	GS11	Up to 6%

**JUSTIFICATION**

The Department of Corrections (DOC) and Division of Community Correction (DCC) must establish a Geographic Differential for positions at the East Arkansas Regional Unit, Benton, and Washington Counties to attract and retain qualified employees. The East Arkansas Regional Unit currently faces a high vacancy rate of 61% for entry-level DOC Corporals and a 50% vacancy rate for all uniformed security staff. By offering competitive salaries through the established geographic differential, DOC will be able to properly address these staffing disparities and ensure a secure environment for staff and inmates.



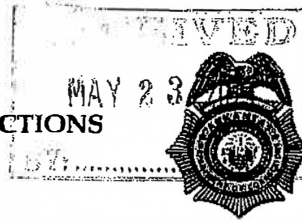


SARAH HUCKABEE SANDERS  
GOVERNOR

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ARKANSAS DEPARTMENT OF CORRECTIONS

1302 Pike Avenue, Suite C  
North Little Rock, AR 72114



OFFICE OF THE  
SECRETARY

May 22, 2024

Ms. Kay Barnhill, State Personnel Administrator  
Office of Personnel Management  
Transformation and Shared Services  
501 Woodlane, Suite 201  
Little Rock, AR 72201

Dear Ms. Barnhill,

The Arkansas Department of Corrections (DOC) is requesting to establish a Geographic Differential up to six percent (6%) for the classifications listed below:

Class Code	Classification	Grade	Salary Range
T075C	DOC Corporal	GS07	\$40,340-\$58,493
T065C	DOC Correctional Sergeant	GS08	\$45,010-\$65,265
T054C	DOC Lieutenant	GS09	\$50,222-\$72,822
T048C	DOC Captain	GS10	\$56,039-81,257
T033C	DOC Major	GS11	\$62,531-90,670
T092C	DCC Community Supervision Officer I	GS05	\$32,405-\$46,987
T093C	DCC Community Supervision Officer II	GS06	\$36,155-\$52,425
T045C	DCC Community Supervision Officer (Agent)	GS07	\$40,340-\$58,493
T070C	Food Prep Supervisor	GS07	\$40,340-\$58,493
T059C	Food Prep Manager	GS08	\$45,010-\$65,265

It is a necessity for the DOC to establish Geographic Differential Pay so we can offer a competitive salary in the job market for East Arkansas Regional Unit and Benton and Washington Counties. The East Arkansas Regional Unit has a vacancy rate of 61% for entry-level DOC Corporals and 50% vacancy rate overall for uniformed security staff. If the Geographic differential were approved for uniformed security officers at East Arkansas Regional Unit for current staff, the cost would be approximately \$319,376. If all uniformed security positions were filled, the cost would be approximately \$629,298.

Community Supervision Area 1 encompasses Benton and Washington counties. These counties are the fastest growing counties in the State of Arkansas. With this population explosion, the current officer to offender ratio is approximately 1:100. Best practices for effective supervision are an officer to offender ratio between 1:60 and 1:80. Additionally, the starting salary for a Community Supervision Officer I is \$32,405. In comparison, Fayetteville Police Department has a starting salary of \$55,757 and Bentonville Police Department has a starting salary of \$52,228. We have been unsuccessful in hiring viable candidates despite having advertised and re-advertised Community Supervision Officer positions numerous times.

If the Geographic differential were approved for Community Supervision Officers, the request would cost approximately \$209,776 for current staff and approximately \$233,805 if all Community Supervision Officer positions were filled.

The estimated costs for each location are inclusive of salary and match. The Geographic differential would be paid from General Revenue. Thank you in advance for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Lindsay Wallace". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Lindsay Wallace  
Cabinet Secretary  
Arkansas Department of Corrections