

**Ex. E****Department of Transformation and Shared Services**

Governor Sarah Huckabee Sanders

Secretary Leslie Fiskien

June 18, 2025

The Honorable Breanne Davis, Co-Chairperson
The Honorable Les Warren, 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 Warren:

The Office of Personnel Management (OPM) submits a request for the establishment of compensation differentials for FY26. The requested differentials for establishment are listed below by type.

SECOND LANGUAGE

The establishment of the second language differential of up to ten percent (10%) has been requested by five (5) departments. This differential is utilized when an employee within a specific classification has demonstrated the ability and skill to communicate in a language other than English, including American Sign Language. The departments have established plans for the second language differential that is validated through a recognized testing unit. The proficiency level is established to compensate based upon the following:

Proficiency Level	Diff Amount
Advanced	10%
Fluent	7.5%
Intermediate	5.0%
Beginning / Basic	2.0%

Dept	Titles	Percentage	Anticipated Cost
DDSSA	ALL	Up to 10%	\$10,320
Education	ALL	Up to 10%	\$368,063
DHS	ALL	Up to 10%	\$84,051
LABOR & LICENSING	ALL	Up to 10%	\$3,457
DPS	ALL	Up to 10%	\$80,189

On-Call

The establishment of the on-call or standby duty differential of an hourly rate not to exceed twenty percent (20%) of the employee's base hourly pay rate has been requested by five (5) departments. This differential is implemented when employees within specific classifications that require them to provide services on nights, weekends or holidays or other situations when the department does not have regularly scheduled staff coverage.

Dept	Titles	Percentage	Anticipated Cost
AGRI	Inspector Supervisor/Expert	6%	\$7,733
DHS	Social Services Assistant, Social Services Specialist, Social Services Coordinator, Social Services Supervisor/Expert, Social Services County Manager I, Social Services County Manager II, Pharmacy Manager, Pharmacist	Up to 20%	\$2,049,546
MILITARY	Licensed Tradesman, Licensed Tradesman Supervisor/Expert, Skilled Tradesman, IT Security Analyst I, User Support Specialist	Up to 20%	\$154,175
DPS - ADEM	ALL	Up to 20%	\$1,930
VETERAN'S AFFAIRS	Maintenance Supervisor/Expert, Maintenance Technician	Up to 20%	\$34,283

Hard-to-Fill or Retain

The establishment of the hard-to-fill or retain differential of up to ten percent (10%) has been requested by one (1) department. This differential is utilized for employees in specific geographic areas based on documented recruitment, turnover or other competitive pay issues, as well as retaining employees occupying specific high-risk positions that are physically hazardous or dangerous.

Dept	Titles	Percentage	Anticipated Cost
E & E	Inspector Supervisor/Expert, Inspector II, Inspector I	7%	\$22,491

OPM

The establishment of the OPM differential of up to ten percent (10%) has been requested by one (1) department. This differential is utilized for addressing employee compensation needs not otherwise covered by the previously listed differentials. This differential is being requested by the Disability Determination for Social Security Administration (DDSSA) to compensate employees who work additional cases for other states and is 100% federally funded. DDSSA has established a plan for the OPM differential that is based on the amount of additional work assumed by the eligible employee. The plan is based upon the following:

Position Type	Additional Duties	Differential
Positions with Adjudicator Experience	3 additional cases per week	10%
	2 additional cases per week	7%
	1 additional case per week	3.5%
Administrative Support Positions	Increased assignments including taking more calls, accepting additional requests for assistance, contacting more exam vendors, etc.	10%

Dept	Titles	Percentage	Anticipated Cost
DDSSA	Disability Claims Assistant, Disability Claims Specialist, Disability Adjudicator I/II/III/IV/V, Disability Hearing Officer, Disability Quality Assurance Coordinator, Disability Unit Supervisor/Expert, Disability Unit Manager	Up to 10%	\$303,838

The Honorable Breanne Davis, Co-Chairperson
The Honorable Les Warren, Co-Chairperson
June 18, 2025
Page 4

Professional Certification

The establishment of the Professional Certification differential of up to ten percent (10%) has been requested by one (1) department. This differential is utilized for job-related education or certifications beyond what is established in the minimum qualifications of the job description and is directly related to the predominant purpose of the employee's position. This differential is being requested by the Arkansas Department of Parks, Heritage and Tourism (ADPHT) to compensate employees for receiving and maintaining a Wastewater Operators License to ensure environmental compliance of wastewater treatment plants at state parks. ADPHT has established a plan to compensate based upon the following:

License Level	Diff Amount
Class I Wastewater	2%
Class II Wastewater	4%
Class III Wastewater	6%

Dept	Titles	Percentage	Anticipated Cost
ADPHT	Maintenance Technician, Maintenance Specialist, Maintenance Coordinator, Maintenance Supervisor/Expert, Trades Specialist, Construction Supervisor/Expert, Park Superintendent Trainee, Park Superintendent I - IV	2%, 4% & 6%	\$104,139

After review of the requests, OPM **recommends** the approval of the establishment of the above listed differentials for FY26.

Your consideration of this request is greatly appreciated.

Kay Burnhill

STATE PERSONNEL DIRECTOR

6/06/25
DATE

KB/ca:1-4



2472

MAY 28 2025

STATE OF ARKANSAS
Disability Determination for Social Security Administration
701 S. PULASKI STREET
LITTLE ROCK, ARKANSAS 72201
TELEPHONE 501-682-3030

May 1, 2025

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

Re: FY26 Second Language Differential Pay Continuation Request

Dear Ms. Barnhill:

Disability Determination for Social Security Administration (DDSSA) is requesting a continuation of OPM approval for the use of the Agency's established second language pay differential plan, which includes different levels of compensation based on proficiency, for FY2026. The different levels of proficiency and the compensation rate for each level is displayed below.

- | | |
|----------------|--------|
| • Advanced | 10.00% |
| • Fluent | 7.50% |
| • Intermediate | 5.00% |
| • Basic | 2.00% |

As the Arkansas DDSSA continues to adjudicate disability claims, not only for Arkansas but also for several other states including Arizona, California, New Mexico and Texas, there continues to be a dramatic increase in the number of claimants for whom English is a second language; however, the Arkansas DDSSA only has a limited number of bilingual speaking employees. Therefore, those employees that can speak a second language dedicate a significant amount of time communicating with claimants that are limited in English.

The Arkansas DDSSA must respond to the changing needs of the general population and to do so, the agency is requesting a continuation of the second language pay differential for qualified bilingual employees for FY2026. The costs associated with both the second language proficiency testing, as well as the elevated salaries, will be funded through our agency's budget, which receives complete funding from the Federal government.

Your consideration of this request is greatly appreciated.

Respectfully,

Arthur Boutiette
Agency Director

AB/mt

"AN EQUAL OPPORTUNITY EMPLOYER"

OPM DIFFERENTIAL FY26

AGENCY	CLASS CODE	TITLE	GRADE	SALARY RANGE	ESTIMATED COST FY2026 (As of 04.26.25)
DDSSA	PDI06P	Disability Claims Assistant	SGS03	\$39,171 - \$57,973	\$60,250
DDSSA	PDI07P	Disability Claims Specialist	SGS04	\$43,088 - \$63,770	\$30,261
DDSSA	PDI01P	Disability Adjudicator I	SGS05	\$47,397 - \$70,148	\$8,214
DDSSA	PDI02P	Disability Adjudicator II	SGS06	\$52,137 - \$77,163	\$0
DDSSA	PDI03P	Disability Adjudicator III	SGS07	\$57,351 - \$84,879	\$19,600
DDSSA	PDI04P	Disability Adjudicator IV	SGS08	\$63,086 - \$93,367	\$48,577
DDSSA	PDI05C	Disability Adjudicator V	SGS10	\$76,335 - \$112,976	\$102,668
DDSSA	PDI10C	Disability Hearing Officer	SGS10	\$76,335 - \$112,976	\$0
DDSSA	PDI12C	Disability Quality Assurance Coordinator	SGS10	\$76,335 - \$112,976	\$14,138
DDSSA	PDI14C	Disability Unit Supervisor/Expert	SGS10	\$76,335 - \$112,976	\$19,995
DDSSA	PDI13C	Disability Unit Manager	SGS11	\$83,969 - \$124,274	\$0

2nd LANGUAGE DIFFERENTIAL FY26

AGENCY	CLASS CODE	TITLE	GRADE	SALARY RANGE	ESTIMATED COST FY2026 (As of 04.26.25)
DDSSA	PDI06P	Disability Claims Assistant	SGS03	\$39,171 - \$57,973	\$3,015
DDSSA	PDI12C	Disability Quality Assurance Coordinator	SGS10	\$76,335 - \$112,976	\$8,168

Agency	Title	Approved %
Disability Determination for Social Security Administration	ALL	2 - 10 %

LMR Under Midpoint Continuation FY26

AGENCY	CLASS CODE	TITLE	GRADE	Entry	Maximum	Approved LMR
DDSSA	MDM04P	Disability Psychologist	MED09	\$118,399	\$175,231	\$122,989
DDSSA	MDM02P	Disability Physician Consultant	MED10	\$132,607	\$196,258	\$147,000

2446

MAY 13 2025



ARKANSAS
DEPARTMENT OF
**HUMAN
SERVICES**

Office of Human Resources

P.O. Box 1437, Slot W301, Little Rock, AR 72203-1437

P: 501.682.6499 F: 501.682.6569

May 8, 2025

Kay Barnhill, State Personnel Director
Department of Finance and Administration
Office of Personnel Management
501 Woodlane, Suite 201
Little Rock, Arkansas 72201

RE: Continuation of Secondary Language Differential for FY 2026

Ms. Barnhill:

In accordance with Act 499 of the 2025 Regular Session, the Department of Human Services is requesting permission to continue its use of the Secondary Language Differential.

The Secondary Language Differential continuance for up to ten percent (10%) based on proficiency pursuant to ACA 21-5-22 (j) (1) which states:

(j)(1) A second-language differential of up to ten percent (10%) may be authorized for an employee who has the demonstrated ability and skill to communicate in a language other than English, including American Sign Language, and that skill is determined by the agency or institution to be directly related to the effective performance of the job duties for the position occupied by the employee.

The differential is used primarily in serving the state's Hispanic and Marshallese population in the county offices. It is not paid for any employee who leaves the position or no longer meets the requirements for continuing payment. We do not request changes to our current utilization procedures.

The differential payments shall be determined after the eligible employee has been assessed by an independent language testing body and the level of proficiency has been set. The percentage of pay based upon the proficiency levels are as follows:

Advanced	10%	Intermediate	5%
Fluent	7.5%	Basic	2%

Should further information be required, please contact me at (501) 320-6250.

Sincerely,

A handwritten signature in cursive script that reads 'Damian Hicks'.

Damian Hicks
DHS Chief Human Resources Officer

FY26 SECOND LANGUAGE DIFFERENTIAL

Agency	Title	Approved %	FY25 Cost	Positions Utilized
Department of Human Services	ALL	2-10%	\$84,010	35



Arkansas Department of Labor & Licensing
Governor Sarah Huckabee Sanders
Secretary Daryl E. Bassett

JUN 8 2025

May 20, 2025

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

Dear Ms. Barnhill:

The Arkansas Department of Labor and Licensing (ADLL) respectfully requests the continuation of the Second Language Differential currently applied to Jamie Hillman, a Labor Standards Investigator who has received this differential since May 2019.

ADLL is responsible for enforcing wage and hour laws, including the Arkansas Minimum Wage Act (AMWA) and child labor regulations. According to reports from the Federal Bureau of Legislative Research, Arkansas has at least 160,000 Hispanic workers employed full- or part-time. In addition to her core duties, Ms. Hillman provides essential assistance to Hispanic-speaking constituents who contact the agency, dedicating at least 30% of her workweek to utilizing her bilingual skills on behalf of the department.

The Division of Labor receives 1,000 to 1,250 calls per month regarding labor law inquiries, with up to 25% of those calls coming from Hispanic workers and employers seeking information about AMWA. Additionally, 15% of the division's current caseload involves Hispanic workers requiring translation services throughout the investigation process—from initial inquiry to final wage disbursement. Ms. Hillman also provides translation support to field investigators across multiple divisions, including Labor Standards, Arkansas Occupational Safety & Health, Amusement Rides, OSHA Consultation, and Code Enforcement.

Ms. Hillman's bilingual expertise is an invaluable asset to ADLL in fulfilling its mission and goals. We sincerely appreciate your consideration and approval of this request.

Best Regards,

A handwritten signature in cursive script, reading 'Daryl E. Bassett'.

Daryl E. Bassett



COL. MIKE A. HAGAR
Secretary

24617

State of Arkansas
Governor Sarah Huckabee Sanders

MAY 27 2025

DEPARTMENT OF PUBLIC SAFETY

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

21 May 2025

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

RE: Second Language Differential

Ms. Barnhill:

The Arkansas Department of Public Safety (DPS), all divisions, would like to request the establishment of a second language differential up to 10% for those positions meeting the following criteria:

1. The employee has demonstrated the ability and skill to communicate in a language other than English, including American Sign Language; and
2. The skill is determined by the department to be directly related to the job duties for the position or classification the employee is occupying.
3. The second language must be used by the employee at least 25% of the time in the performance of their job duties.

The department has many positions and classifications that are dealing directly with the public and that encounter people who do not speak English. These could be ADEM employees working with people who have been impacted by a disaster, ACIC employees dealing with people trying to access and understand their criminal history, driver's license examiners testing people for their driver's license, and Crime Lab employees working with families who have lost loved ones.

Below are the current divisions impacted by this request. Based on the amount of interaction with the public, DPS would like to have this differential be available for all divisions of the department. The department certifies that it has the funding to cover this request. It will be paid for with general revenue, special revenue, or a mix, depending on the division.

Business Area	Number of Employees	Differential Amount
960	22	\$73,254
990	1	\$3,326

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

Sincerely,

Col. Mike A. Hagar #110

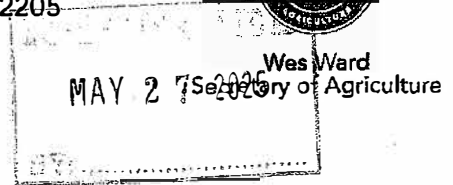
Colonel Mike Hagar
Secretary
Arkansas Department of Public Safety



Sarah Huckabee Sanders
Governor

24627
ARKANSAS DEPARTMENT OF AGRICULTURE

1 Natural Resources Drive, Little Rock, AR 72205
agriculture.arkansas.gov
(501) 225-1598



May 22, 2025

Ms. Kay Barnhill
State Personnel Director, Transformation and Shared Services
Office of Personnel Management
501 Woodlane Street, Suite 205
Little Rock, Arkansas 72201

Dear Ms. Barnhill:

The Arkansas Department of Agriculture respectfully requests the continuation of a 6.5% on-call duty differential for Fiscal Year 2026 for positions within the Food Safety/Egg & Poultry Section. Year-to-date costs for these positions total \$7,448 and are funded through special revenue.

Employees in this section provide commodity grading, inspection, and certification of poultry, turkeys, eggs, and rabbits under a cooperative agreement with the U.S. Department of Agriculture (USDA). These services are performed at processing plants across Arkansas to ensure that products meet USDA food safety and quality standards. Because USDA regulations require graders to be present before processing begins, it is critical that this section is adequately staffed to support Arkansas's food processing industry.

The Department is requesting continuation of the on-call duty differential for the Inspector Supervisor/Expert-SGS07 classification, specifically for two positions: 22077901 and 22094731.

These supervisors frequently work outside of regular business hours, including weekends and holidays, due to the need to arrange staffing when assigned employees are unable to report to duty – often due to illness or other last-minute circumstances. When a qualified replacement cannot be found promptly, these supervisors must cover the shift themselves, even if they have already worked a full day.

They regularly respond to after-hours calls from staff and production managers regarding product quality issues, shipping concerns, tolerances, and other matters. These situations often require extended phone communication and an onsite visit for further assessment.

We appreciate your consideration of this request to continue the on-call duty differential for these key positions. Their dedication helps ensure the safety and quality of Arkansas's food supply and supports a vital industry in our state. Please let us know if any additional information is needed.

Respectfully,

Wes Ward
Secretary of Agriculture
State of Arkansas

2444

MAY 13 2025



ARKANSAS
DEPARTMENT OF
**HUMAN
SERVICES**

Office of Human Resources

P.O. Box 1437, Slot W301, Little Rock, AR 72203-1437

P: 501.682.6499 F: 501.682.6569

May 1, 2025

Kay Barnhill, State Personnel Director
Department of Finance and Administration
Office of Personnel Management
501 Woodlane, Suite 201
Little Rock, Arkansas 72201

RE: Continuation of On-Call (DCFS) for FY 2026

Ms. Barnhill:

The Department of Human Services, Division of Children and Family Services (DCFS), is requesting the continuation of an on-call differential for the following classifications: Social Services Assistant – SSP10P (SGS02), Social Services Specialist – SSP16P (SGS06), Social Services Coordinator – SSP11P (SGS07), Social Services Supervisor/Expert – SSP17C (SGS08), Social Services County Manager I – SSP12C (SGS08), Social Services County Manager II SSP13C (SGS09). These classifications require employees to be accessible and provide services on nights, weekends, holidays, or other situations when the agency does not have regular staff coverage. Employees in these classifications would be eligible to receive additional compensation equivalent of an hourly rate not to exceed twenty percent (20%) of their base hourly rate of pay for each on-call hour but no longer than forty-eight (48) hours during any seven-day work period.

The agency is requesting permission for all employees in these classifications when on-call. Based on an analysis, the number of statewide staff on-call per day is 95 employees. The total cost for FY25 was around \$1,920,917, which can be absorbed within the existing appropriation and will not be funded with monies specifically allotted for other programs within the agency.

Should further information be required, please contact me at (501) 320-6250.

Sincerely,

A handwritten signature in cursive script that reads 'Damian Hicks'.

Damian Hicks
DHS Chief Human Resources Officer

2445

MAY 13 2025



ARKANSAS
DEPARTMENT OF
**HUMAN
SERVICES**

Office of Human Resources

P.O. Box 1437, Slot W301, Little Rock, AR 72203-1437

P: 501.682.6499 F: 501.682.6569

May 8, 2025

Kay Barnhill, State Personnel Director
Department of Finance and Administration
Office of Personnel Management
501 Woodlane, Suite 201
Little Rock, Arkansas 72201

RE: Continuation of On-Call (ASH) for FY 2026

Ms. Barnhill:

The Department of Human Services, Arkansas State Hospital (ASH), is requesting the continuation of an on-call differential for the following classifications: MPA04C -- Pharmacy Manager -- MED10 and MPA01P -- Pharmacist -- MED09. These two classifications have three full-time employees who would all be in rotation for on-call shifts. Staff need to be accessible and provide services on nights, weekends, holidays, or other situations when the agency does not have regular staff coverage. ASH needs to ensure adequate staff are on-call not working longer than the permissible time, no longer than forty-eight (48) hours during any seven-day period. The employees in this classification would be eligible to receive additional compensation equivalent of an hourly rate not to exceed twenty percent (20%) of their base hourly rate of pay for each on-call hour.

The total cost for FY25 was around \$38,736, which can be absorbed within the existing appropriation and will not be funded with monies specifically allotted for other programs within the agency.

Should further information be required, please contact me at (501) 320-6250.

Sincerely,

Damian Hicks
DHS Chief Human Resources Officer



COL. MIKE A. HAGAR
Secretary

2458 71
State of Arkansas
Governor Sarah Huckabee Sanders

MAY 27 2025

DEPARTMENT OF PUBLIC SAFETY

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

23 May 2025

Kay Barnhill
State Personnel Administrator
1509 W 7th Street #201
Little Rock, AR 72201

RE: Request for Continuation of Differential

Ms. Barnhill:

The Department of Public Safety (DPS) – Arkansas Division of Emergency Management (ADEM) requests to continue the on-call differential as authorized under ACA § 21-5-221(k)(2). ADEM is requesting this differential for all classifications utilized by the division for fiscal year 2026 inclusive of the classifications within the approved job family series. A list of classifications is attached.

Class Code	Title	Grade	No. of Recipients	Amt. Paid
ALL	ALL	ALL	26	\$1,662.65

The on-call duty differential is needed for all ADEM employees in the event a restricted on-call team is established in preparation for a disaster. Restricted on call teams are established when making plans for potentially activating the SEOC in the event of a disaster. If an employee is placed on a restricted-on call team DPS is requesting for those employees to receive compensation, not exceeding 20% of their hourly base rate of pay for each restricted on-called hour not to exceed 48 hours in a seven-day period.

I appreciate your consideration on this matter and if you have any questions, please feel free to call Phillip Warriner at 501-618-8193.

Sincerely,

Col. Mike A. Hagar #115

Colonel Mike Hagar
Secretary
Arkansas Department of Public Safety

Grade	Title
IST10	IT Manager
IST06	User Support Supervisor/Expert
IST04	User Support Analyst
IST02	User Support Specialist
SGS08	Emergency Management Supervisor/Expert
SGS07	Executive Assistant
SGS07	Grants Manager
SGS07	HR Coordinator
SGS06	Emergency Management Coordinator
SGS06	Surplus Property Supervisor/Expert
SGS05	Emergency Management Specialist
SGS05	Grants Coordinator
SGS04	Administrative Coordinator
SGS04	Grants Analyst
SGS03	Emergency Management Watch Officer
SGS08	HR Supervisor
SGS06	HR Analyst
EXE01	Emergency Management Director
SPC06	Public Safety Deputy Director
SPC05	Attorney II
SPC03	Architect
SGS09	Fiscal Support Manager
SGS09	State Fire Marshall
SGS07	Construction Coordinator
SGS07	Fiscal Support Supervisor/Expert
SGS07	Public Information Coordinator
SGS07	Trainer
SGS06	Criminal Intelligence Analyst
SGS06	Grants Supervisor/Expert
SGS06	Truck Driver
SGS05	Budget Specialist
SGS05	Inspector II
SGS05	Procurement Specialist
SGS05	Surplus Property Agent
SGS04	Inventory Coordinator
SGS04	Maintenance Specialist
SGS03	Maintenance Technician
SGS02	Administrative Specialist



2475

MAY 29 2025

ARKANSAS DEPARTMENT OF VETERANS AFFAIRS

501 Woodlane Street, Suite 401N

Little Rock, AR 72201

SARAH HUCKABEE SANDERS
GOVERNOR

ROBERT A. ATOR II
SECRETARY

May 27, 2025

Kay Barnhill, State Personnel Director
Department of Finance and Administration
Office of Personnel Management
501 Woodlane Street, Suite 201
Little Rock, Arkansas 72203

RE: On-Call Differential Pay

Dear Ms. Barnhill:

The Arkansas Department of Veterans Affairs (ADVA) is requesting the establishment of an on-call differential for the following classifications: **TMA04P – Maintenance Supervisor/Expert (SGS06)** and **TMA05P – Maintenance Technician (SGS04)**. These classifications require employees to be accessible and provide maintenance services to our State Veterans Homes on nights, weekends, and holidays when ADVA does not have regular staff coverage. Employees in these classifications would be eligible to receive additional compensation equivalent of an hourly rate not to exceed twenty percent (20%) of their base hourly pay for each on-call hour but not longer than forty-eight (48) hours during any seven-day work period.

ADVA has four (4) authorized positions in TMA04P – Maintenance Supervisor/Expert (SGS06) and twelve (12) authorized positions in TMA05P – Maintenance Technician (SGS03), however, if approved, the On-Call differential will only apply to a total of four (4) positions; two (2) at each AR State Veterans Home. We are requesting permission to utilize the full 20% allowed by law for these classifications when on-call.

Your favorable consideration of this request is appreciated.

Sincerely,

Robert A. Ator II
Col (USAF Ret)
Secretary

Business Area	Personal Area	Job Code	Position	New Title	Personal #	Name	Wage Type	Wage Type Text	Start Date	End Date	Start Time	End Time	Percent	Changed On	Changed By
0385 AR DEPT OF VETERAN AFFAIRS	V005	TH404P	2219403	Maintenance Supervisor/Expert	127006	LOMA WESTMORELAND	1202	On Cal Duty	8/25/2025	12/31/9999	0:00:00	0:00:00	20		
0385 AR DEPT OF VETERAN AFFAIRS	V005	TH404P	2219403	Maintenance Technician	153421	THOMAS STURGEON	1202	On Cal Duty	8/25/2025	12/31/9999	0:00:00	0:00:00	20		
0385 AR DEPT OF VETERAN AFFAIRS	V004	TH404P	2219403	Maintenance Technician	153421	THOMAS STURGEON	1202	On Cal Duty	8/25/2025	12/31/9999	0:00:00	0:00:00	20		
0385 AR DEPT OF VETERAN AFFAIRS	V004	TH404P	2219403	Maintenance Technician	153421	THOMAS STURGEON	1202	On Cal Duty	8/25/2025	12/31/9999	0:00:00	0:00:00	20		

Cabnet
 8915 Veterans Affairs
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ARKANSAS
ENERGY & ENVIRONMENT

RECEIVED MAY 30 2025

2487

Sarah Huckabee Sanders
GOVERNOR

Shane E. Khoury
SECRETARY

May 28, 2025

Kay Barnhill, State Personnel Director
Office of Personnel Management
501 Woodlane, Suite 205
Little Rock, AR 72201
Sent via email

Re: Hazardous Duty Differential

Dear Ms. Barnhill:

The Department of Energy and Environment (E&E) requests that all of E&E's Inspector Supervisor/Expert positions and Inspector II positions become eligible for a 7% hazardous duty differential in FY26. Approval of the request to make all of these positions eligible for the differential would allow E&E the flexibility to apply the differential on an as needed basis.

Some Inspector Supervisor/Expert and Inspector II positions are physically hazardous and dangerous due to the inspection services provided to regulated facilities and complainants and because the employees' regular work schedules expose them to clear, direct, and unavoidable hazards during at least fifty percent of the work time in a classification that does not already compensate for the hazardous exposure.

Inspections are performed at various facilities that treat, store, and dispose of acutely hazardous waste, such as acetone, lead-bearing waste, hydrocarbon-based fuels, and many more toxic, reactive, ignitable, and corrosive chemicals.

Hazardous waste inspections often result in employee exposure to unique hazardous substances requiring specific medical surveillance and monitoring. For that reason, employees who are exposed to hazardous waste all must participate in a medical monitoring program and wear personal protective equipment while performing their jobs. At this time, the differential would apply to the following positions:

22090978	SGS07	IIN05P	Inspector Supervisor/Expert
22091072	SGS07	IIN05P	Inspector Supervisor/Expert
22091113	SGS05	IIN02P	Inspector II
22091190	SGS05	IIN02P	Inspector II
22091050	SGS05	IIN02P	Inspector II

22115275	SGS05	IIN02P	Inspector II
22129218	SGS05	IIN02P	Inspector II
22134035	SGS05	IIN02P	Inspector II

The anticipated cost for the initial implementation of a 7% hazardous duty differential, including fringe, is \$34,263.34. The department has the necessary funds for this cost.

Thank you for your consideration of this request. Please let me know if you need additional information.

Sincerely,



Raina Weaver
Director of Personnel, Department of Energy & Environment



TSS

Office of Personnel Management

Compensation Differentials

Date: 5/28/2025

Submitted by: Raina Weaver

BA	Personnel Area	Class Code	Position Number	Wage Type	Start Date	End Date	%	Personnel Number	Employee	Job Title	Location	Wage Types	Wage Type Text
0930	EQ01	IIN05P	22090978	1018	06/29/25	12/31/99	7%	150142	JACKSON RENFROE	Inspector Supervisor/Expert	NLR Headquarters	1026	2nd Language Pay
0930	EQ01	IIN05P	22091072	1018	06/29/25	12/31/99	7%	146237	ASHLEY HAHN	Inspector Supervisor/Expert	NLR Headquarters	1016	Certification Differential
0930	EQ01	IIN02P	22091050	1018	06/29/25	12/31/99	7%	163080	BENJAMIN SADDLER	Inspector II	NLR Headquarters	1017	Education Differential
0930	EQ01	IIN02P	22091113	1018	06/29/25	12/31/99	7%	152428	MICHAEL BURTON	Inspector II	NLR Headquarters	1212	Evening Shift Pay
0930	EQ01	IIN02P	22091190	1018	06/29/25	12/31/99	7%	152863	BROOKE CROFT	Inspector II	NLR Headquarters	1004	Geographic Differential
0930	EQ01	IIN02P	22129218	1018	06/29/25	12/31/99	7%	140892	MARIUM DUPREE	Inspector II	NLR Headquarters	1018	Hazardous Duty Pay
0930	EQ01	IIN02P	22134035	1018	06/29/25	12/31/99	7%	154570	LEE BURCHFIELD	Inspector II	NLR Headquarters		
0930	EQ01	IIN02P	22115275	1018	06/29/25	12/31/99	7%		VACANT	Inspector II	NLR Headquarters		



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MAY 28 2025

STATE OF ARKANSAS
Disability Determination for Social Security Administration
701 S. PULASKI STREET
LITTLE ROCK, ARKANSAS 72201
TELEPHONE 501-682-3030

May 1, 2025

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

Re: FY26 Differential Compensation Continuation Request

Dear Ms. Barnhill,

Disability Determination for Social Security Administration (DDSSA) is requesting a continuation of the established differential of up to 10% that is used to compensate highly proficient employees that work increased assignments during their regular workday. The work performed by these employees is measured for self-management, accuracy, quality, thoroughness, and technical skills, ensuring each employee's eligibility.

In 2020, our agency requested and received approval to use differential pay to compensate proficient employees with adjudicator experience, who elect to work disability cases or extra disability cases, in addition to their regular work assignment, which in turn reduces the accumulated backlog. DDSSA currently has 6,404 disability cases in backlog, which is attributed to the current hiring freeze, increased attrition, among other contributing factors. The use of differential compensation is currently reducing the backlog by 320 disability cases per month. If the use of differential compensation ceases, 3,840 claimants a year would have to wait longer for a medical decision.

In addition to the accumulated backlog, DDSSA currently has 33,690 disability cases that are pending, which is attributed to the new case processing system that was introduced before it was entirely functional, in addition to mandatory training associated with the new system, among other contributing factors. To manage the increase in disability cases, DDSSA developed new business processes, in which some of the job duties performed by adjudicators are now performed by administrative support personnel. As with adjudicators, there are some highly proficient administrative support personnel who can also work increased assignments during their regular workday. So, in 2023, our agency requested and received approval to use differential pay to compensate administrative support personnel.

Although differential pay was approved in 2023, our agency did not begin compensating administrative support personnel until May 2024. Over the past 12 months, our records show that claimant support personnel handled approximately 40,000 more calls than the previous year, which is contributed to wait times decreasing from an average of 5-6 minutes to an average of 2.5 minutes. Records also show that over the past 12 months, adjudicator support personnel received 64,000 requests for assistance, of which 60,160 (94%) were completed the same day, in addition to processing incoming and returned mail and assisting with the manual stuffing of letters and packets when the stuffing machine was down. The agency has also seen a decrease in the number of consultative examination follow-up requests that are

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May 1, 2025

being submitted, allowing adjudicators to take the next appropriate step in case processing. The decrease in consultative examination follow-up requests is contributed to adjudicator support personnel contacting consultative examination vendors to obtain attendance status updates, as well as outstanding consultative examination reports, prior to the date in which an adjudicator would receive an automatic notice of action required.

Just as the ability to use differential pay to compensate employees that work additional disability cases has proven to be an inexpensive means to reducing the accumulated backlog, the use of differential compensation for administrative support personnel that work additional assignments has also proven to be an inexpensive means to assisting adjudicators with their caseload. In turn, it is the claimants that are benefiting from receiving medical decision timelier.

The initial hiring freeze has already been extended once and given the expectation of no hiring in the foreseeable future, except for critical roles, the use of differential compensation is vital for our agency. Without a continuation, our accumulated backlog will increase, as will the number of disability cases pending; thus, hurting the claimants that we serve.

Accordingly, DDSSA is requesting a continuation of the established differential of up to 10% that is currently used to compensate highly proficient employees that work increased assignments during their regular workday. The cost associated with differential pay fluctuates in accordance with the amount of extra work requested/completed, as well as an employee's eligibility. Regardless of the fluctuation, the cost is absorbed through our current budget, which is federally funded.

Upon review of this request, I am hopeful that the Office of Personnel Management will recommend the continuation of our previously approved OPM differentials for FY26.

Your consideration of this request is greatly appreciated.

Sincerely,



Arthur Boutiette
Agency Director

AB/mt

OPM DIFFERENTIAL FY26

AGENCY	CLASS CODE	TITLE	GRADE	SALARY RANGE	ESTIMATED COST FY2026 (As of 04.26.25)
DDSSA	PDI06P	Disability Claims Assistant	SGS03	\$39,171 - \$57,973	\$60,250
DDSSA	PDI07P	Disability Claims Specialist	SGS04	\$43,088 - \$63,770	\$30,261
DDSSA	PDI01P	Disability Adjudicator I	SGS05	\$47,397 - \$70,148	\$8,214
DDSSA	PDI02P	Disability Adjudicator II	SGS06	\$52,137 - \$77,163	\$0
DDSSA	PDI03P	Disability Adjudicator III	SGS07	\$57,351 - \$84,879	\$19,600
DDSSA	PDI04P	Disability Adjudicator IV	SGS08	\$63,086 - \$93,367	\$46,577
DDSSA	PDI05C	Disability Adjudicator V	SGS10	\$76,335 - \$112,976	\$102,663
DDSSA	PDI10C	Disability Hearing Officer	SGS10	\$76,335 - \$112,976	\$0
DDSSA	PDI12C	Disability Quality Assurance Coordinator	SGS10	\$76,335 - \$112,976	\$14,138
DDSSA	PDI14C	Disability Unit Supervisor/Expert	SGS10	\$76,335 - \$112,976	\$19,995
DDSSA	PDI13C	Disability Unit Manager	SGS11	\$83,969 - \$124,274	\$0

2nd LANGUAGE DIFFERENTIAL FY26

AGENCY	CLASS CODE	TITLE	GRADE	SALARY RANGE	ESTIMATED COST FY2026 (As of 04.26.25)
DDSSA	PDI06P	Disability Claims Assistant	SGS03	\$39,171 - \$57,973	\$3,015
DDSSA	PDI12C	Disability Quality Assurance Coordinator	SGS10	\$76,335 - \$112,976	\$8,168

Agency	Title	Approved %
Disability Determination for Social Security Administration	ALL	2 - 10 %

LMR Under Midpoint Continuation FY26

AGENCY	CLASS CODE	TITLE	GRADE	Entry	Maximum	Approved LMR
DDSSA	MDM04P	Disability Psychologist	MED09	\$118,399	\$175,231	\$122,989
DDSSA	MDM02P	Disability Physician Consultant	MED10	\$132,607	\$196,258	\$147,000



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MAY 27 2025

Sarah Huckabee Sanders
Governor

Shea Lewis
Secretary

Kay Barnhill, State Personnel Director
Transformation & Shared Services, Office of Personnel Management
501 Woodland Suite 205
Little Rock, AR 72201

May 22, 2025

Director Barnhill:

We are requesting approval for professional certification pay for those employees whose positions are required to maintain a Wastewater Operators License to ensure environmental compliance of the wastewater treatment plants at various State Parks.

There are 18 wastewater treatment plants within the Arkansas State Parks which fall under the category of municipal wastewater treatment plants as defined by the Arkansas Department of Environmental Quality. We have identified 69 positions with 11 specific position titles responsible for operating these plants, and professional licensure as operator is required for doing so. Enclosed is our plan to provide a pay differential for employees occupying those positions. If approved, incumbent employees would receive the differential as would employees who required to complete the licensure process for the future.

Please let us know if you need additional information regarding this request.

Jami Fisher

A handwritten signature in cursive script that reads "Jami Fisher".

Chief Financial Officer

Arkansas State Parks Waste Water Operators License Report					
Park	Employee Name	Position Title	Position Number	Personnel Number	Percentage
Mt. Nebo	BRIAN SIDES	Maintenance Technician	22076517	144894	2%
Mississippi River	KRISTINA ROOT	Park Superintendent III	22078270	64126	2%
Mt. Magazine	PATRICK COTTON	Maintenance Technician	22092012	146734	2%
Cossatot River	DUSTIN KESTERSON	Maintenance Technician	22092014	144850	2%
Village Creek	DILLON BARR	Maintenance Technician	22092057	151658	2%
DeGray	RANDALL HUFFMAN	Maintenance Technician	22092100	93208	4%
DeGray	BRET DRAIN	Maintenance Supervisor/Expert	22092102	105864	6%
Devil's Den	BLAKE SMITH	Maintenance Coordinator	22092116	25999	4%
Plum Bayou Mounds	WILLIAM GAMMEL	Trades Specialist	22092118	24535	4%
Moro Bay	JEFFERY HENDRIX	Trades Specialist	22092123	113204	2%
Lake Ouachita	KYLE VANDERBURG	Maintenance Coordinator	22092125	82709	4%
Mt. Magazine	EDGAR REECE	Trades Specialist	22092140	148394	2%
Mt. Nebo	JIMMY CHRONISTER	Maintenance Coordinator	22092141	25060	2%
Woolly Hollow	JAMES HICKS	Trades Specialist	22092169	153711	2%
White Oak Lake	ALFRED BOYCE	Maintenance Technician	22092170	118789	2%
Petit Jean	MIKE MCGOHAN	Maintenance Technician	22092174	25284	6%
DeGray	MICHAEL TAYLOR	Maintenance Coordinator	22092175	113199	4%
Lake Ouachita	JOHN SMITH	Trades Specialist	22092177	25241	4%
Lake Charles	BILLY DECKER	Trades Specialist	22092182	146082	2%
White Oak Lake	JASON JACKSON	Trades Specialist	22092187	50851	6%
Millwood	JOSHUA WRAY	Trades Specialist	22092191	112985	4%
Crowley's Ridge	HUNTER SHUMARD	Maintenance Specialist	22092212	74846	2%
Lake Dardanelle	JASON DAVIDSON	Trades Specialist	22092236	42792	2%
Petit Jean	JARRETT GRAHAM	Maintenance Technician	22092241	114055	2%
Mississippi River	STEPHEN ZINK	Maintenance Technician	22092287	76977	4%
Lake Catherine	GARY STIPE	Maintenance Coordinator	22092292	119432	4%
DeGray	GARY HUNT	Maintenance Technician	22092296	131177	4%
Crowley's Ridge	WILLIAM MANSFIELD	Trades Specialist	22092305	150855	2%
Mt. Nebo	CHRISTOPHER SWINDLER	Maintenance Technician	22092309	146775	2%
Daisy	ROGER MCCAULEY	Maintenance Technician	22092316	63990	2%
Village Creek	NICHOLAS BOOTH	Maintenance Coordinator	22092318	155032	2%
Devil's Den	MARK MCBRIDE	Trades Specialist	22092367	24737	4%
Petit Jean	KERRY HEARNSBERGER	Maintenance Supervisor/Expert	22092368	98564	2%
Crowley's Ridge	SAMUEL MARTIN	Maintenance Technician	22092380	151726	2%
Cane Creek	LONNIE JOHNSON	Trades Specialist	22092403	117802	4%
Region 3	KAITLYN SCHROEDER	Park Superintendent Trainee	22092407	146925	2%
White Oak Lake	MICHAEL PEARCE	Park Superintendent I	22092414	148774	2%
Daisy	RANDALL HAINEN	Park Superintendent I	22092415	56516	6%

Arkansas State Parks Waste Water Operators License Report					
Park	Employee Name	Position Title	Position Number	Personnel Number	Percentage
Bull Shoals	JOHN RADER	Park Superintendent II	22092417	102385	2%
Millwood	ERIC LINDY	Park Superintendent I	22092421	92262	6%
Woolly Hollow	EDWARD JEVICKY	Park Superintendent I	22092425	141086	6%
Queen Wilhelmina	JEFFREY WHITAKER	Maintenance Supervisor/Expert	22092510	89327	4%
Cane Creek	MATTHEW MANOS	Park Superintendent II	22092518	96484	2%
Crowley's Ridge	TAYLOR GOODWIN	Park Superintendent II	22092519	140513	2%
Lake Catherine	NICHOLAS LOWE	Park Superintendent II	22092523	118829	2%
Petit Jean	DAVID CALDWELL	Park Superintendent III	22092528	24344	4%
Woolly Hollow	ROBERT GILES	Park Superintendent II	22092532	58083	6%
Mt. Nebo	SCOTT WANIEWSKI	Park Superintendent III	22092534	26158	6%
White Oak Lake	ROBERT HAUGER	Park Superintendent II	22092537	40300	4%
Daisy	NATHAN FORT	Park Superintendent II	22092539	156250	2%
Moro Bay	PAUL BUTLER	Park Superintendent III	22092540	34701	2%
Lake Ft. Smith	RALPH DONNANGELO	Park Superintendent III	22092543	25164	6%
Lake Dardanelle	SETH BOONE	Park Superintendent III	22092544	57719	2%
Plum Bayou Mounds	JONATHAN CARLTON	Park Superintendent II	22092545	25533	6%
Lake Ouachita	JEFFREY SHELL	Park Superintendent II	22092562	68207	4%
Lake Catherine	CHERYL VINCENT	Park Superintendent III	22092574	40241	2%
Lake Ouachita	JAMES WILBORN	Park Superintendent III	22092575	24486	4%
Crater of Diamonds	JAMES HOWELL	Park Superintendent III	22092577	26177	6%
Devil's Den	JAY SCHNEIDER	Park Superintendent III	22092579	44383	2%
Queen Wilhelmina	CASEY HINES	Park Superintendent IV	22092582	35540	2%
Ozark Folk Center	TAMARA LUNSFORD	Park Superintendent III	22092583	67875	4%
Petit Jean	JOSEPH BUCKLEY	Park Superintendent IV	22092599	24442	6%
Village Creek	WILLIAM WARD	Park Superintendent III	22092600	95197	4%
Park Operations	JAMES FRANKS	Construction Supervisor/Expert	22092618	108103	6%
Ozark Folk Center	JOHN MORROW	Park Superintendent IV	22092628	25211	4%
Mt. Magazine	FRANK GILLESPIE	Maintenance Supervisor/Expert	22116849	56860	6%
Cossatot River	DANA WHITE	Maintenance Technician	22143396	108037	2%
Moro Bay	MICHEAL THOMAS	Park Superintendent II	22151193	145146	2%

Arkansas Department of Parks, Heritage, and Tourism
Request for Certificate Pay Differential
for Wastewater Operators

The following contains required Office of Personnel Management information necessary to justify and process ADPHT's request to provide a professional certification differential for regular salary positions within the Division of Arkansas State Parks. These positions are required to maintain current wastewater operator licenses to ensure the operation of treatment plants at various locations around the state. Wastewater treatment plants at state parks fall under the category of municipal wastewater treatment plants as defined by the Arkansas Department of Environmental Quality (ADEQ).

I. The professional certification must be above the required minimum qualifications for position titles and directly relate to the job function and duties being performed.

- a. Currently, there are position titles at 18-park locations maintaining wastewater operator licenses necessary in the performance of their duties. It should be noted that these licenses for the same position titles are not required at other park locations.
- b. During an internal review of the position titles (listed below), it was determined that the job-required professional certifications exceeded the required minimum qualifications for each position title.

Maintenance Technician	Park Superintendent Trainee
Construction Supervisor/Expert	Park Superintendent I
Maintenance Supervisor/Expert	Park Superintendent II
Maintenance Coordinator	Park Superintendent III
Trades Specialist	Park Superintendent IV
Maintenance Specialist	

II. The professional certification must be from a recognized certifying organization.

- a. Enforcement Branch employees of the Arkansas Division of Environmental Quality (ADEQ) oversee the Wastewater Operator Licensing Program, traveling the state to test and license operators of municipal and industrial wastewater treatment plants. ADEQ is a division of the Arkansas Department of Energy & Environment.
- b. Requirements for the licensing of wastewater treatment plant operators were established by the Arkansas Pollution Control and Ecology Commission. Operators qualify for licenses by completing approved training and passing an examination. License types include Class I, II, III, and IV for municipal wastewater treatment plants. Licenses are fully regulated by ADEQ.

III. The professional certification must be current and maintained by an employee while employed in an authorized position or specific classification.

- a. The attached Wastewater Operators Report identifies park location, classification of plant, employee name, position title, position number, personnel number, and operator's license classification. This report also identifies positions which need to complete licensure as required by their duties. ADPHT will perform an internal certification audit on each license holder annually.

IV. There must be documentation that the professional certifications are continued or renewed.

- a. ADEQ maintains records of all training and issues licenses once all requirements are met. They also suspend licenses if all requirements are not met by operators.
- b. The current status of an operator's license can be retrieved from ADEQ at the following link:
<https://www.adeq.state.ar.us/water/enforcement/www/operators.aspx#Display>

V. Why is the professional certification required?

- a. Wastewater, construction, stormwater, and pretreatment are managed through the National Pollutant Discharge Elimination System (NPDES) permit program, authorized by Section 402 of the Federal Clean Water Act. ADEQ has authority from the U.S. Environmental Protection Agency (EPA) to issue NPDES permits, which control the discharge of treated wastewater into streams, rivers, and other waterways. ADEQ requires that all NPDES wastewater treatment plants have licensed operators. The wastewater treatment plants at Arkansas State Parks are NPDES wastewater treatment plants, so must have permits and licensed operators.
- b. Every owner of a wastewater treatment plant is required to employ one licensed operator with a license classification equivalent to the treatment plant's classification. Also, anyone whose regular job duties may directly affect the process operation of the wastewater treatment plant must obtain a license.

VI. Why was the professional certification not required in the past?

- a. This matter has recently gained priority due to tighter operational permit parameters imposed regarding wastewater plant operations.
- b. Historically, ASP has witnessed few ADEQ compliance issues regarding plant operation; however, with tighter discharge parameters provided from the EPA to ADEQ, we are now witnessing seven wastewater plants that are out of environmental compliance with corrective action plans either working or under development. The hardship and knowledge required to maintain our plants has placed operational stress on our current maintenance personnel (more work hours and staff cognitive ability) who could work in the same capacity at the same rate of pay at a location which does not have a wastewater treatment plant. We want to provide an additional incentive for employees to remain licensed, and work where needed.

VII. Provide every position number that the professional certification will affect.

- a. The attached Wastewater Operators Report identifies park location, classification of plant, employee name, position title, position number, personnel number, and operator's license classification.
- b. It should be noted that the Wastewater Operators Report is a current snapshot (5/19/25) of the Arkansas State Park's positions required to possess a wastewater license. Also, remember each location must possess a minimum of one operator equal to the wastewater classification. Other operators may have a lower wastewater license classification due to the ADEQ enforced experience and training required to move through the license classification process (see section VIII for more detail).

VIII. What is the recommendation for professional certificate pay for licensed wastewater operators?

- a. ADEQ designates the required permit classification for each wastewater plant, which correlates with each park's permit classification (class I, II, and III). Wastewater license requirements are as follows:
 - i. For a Class I WW License:
 1. High school diploma, GED, or equivalent years of work experience
 2. Satisfactory completion of 40 hours of approved training or equivalent, as determined or defined by the ADEQ Wastewater Licensing Committee
 3. Pass the Class I Exam
 - ii. Class II WW License:
 1. Possess a Class I license
 2. Carried out the duties of a Class I operator
 3. Satisfactory completion of 80-hours of approved training or equivalent or substitute training as determined or defined by the ADEQ Wastewater Licensing Committee
 4. Two-years' experience
 5. Pass the Class II Exam
 - iii. Class III WW License:
 1. Possess a Class II license
 2. Carried out the duties of a Class II operator
 3. Satisfactory completion of 120-hours of approved training or equivalent or substitute training as determined or defined by the ADEQ Wastewater Licensing Committee

4. Three-years' experience (with one year in treatment plant operation)
 5. Pass the Class III Exam
- b. Due to the required progression in training and years of experience, ADPHT is requesting the following professional certificate pay for licensed wastewater operators:
1. Wastewater I 2% pay increase (entry level license)
 2. Wastewater II 4% pay increase (2-year commitment to obtain license)
 3. Wastewater III 6% pay increase (3-to-5-year commitment to obtain license)

Process

Arkansas State Park's guidelines for receiving, maintaining, and salary adjustments for a wastewater pay differential (WPD):

- To receive a WPD, staff are required to possess a current wastewater license and must be currently supporting wastewater treatment plant operations.
- All wastewater operators will be allowed to maintain a WPD by meeting AEDQ training and licensing requirements. Failure to do so will eliminate the employee's WPD and possibly cause performance action to be taken.
- An HR audit will be conducted annually to verify the status of all staff wastewater licenses. Deficiencies will negate the WPD and possibly cause performance action to be taken.
- Arkansas Division of Environmental Quality (ADEQ) designates the required permit classification for each wastewater plant, which correlates with each park's permit classification (class I, II, and III). Wastewater operator's WPD will not exceed the WPD for the license status required of the permit. Exception: Employees who are transferred or promoted to other locations where the park's permit classification is lessor than the employee's wastewater operator's license will be allowed to maintain their current WPD.
- Wastewater operators will receive a 2% WPD of current gross salary for each required sequential received license.
- All current licensed wastewater operators will receive either 2%, 4%, or 6% WPD, which correlates with their current license status (class I, II, or III).
- New wastewater operators must submit a training request and be approved by the ASP Manager of Operations before attending training for a wastewater license. Once approved, this will allow the employee to gain access to the WPD program.
- The appropriate WPD increase (2% increments) will go into effect upon receiving a change in license status.
- Each park requiring an AEDQ wastewater permit will be required to have a minimum of one uniform staff member and one maintenance staff member possess licensure required of the permit.