



Department of Transformation and Shared Services

Governor Asa Hutchinson

Secretary Amy Fecher

Director Kay Barnhill

June 16, 2020

The Honorable David Wallace, Co-Chairperson
 The Honorable Jim Wooten, Co-Chairperson
 Uniform Personnel Classification and
 Compensation Plan Subcommittee
 Arkansas Legislative Council
 State Capitol Building, Room 315
 Little Rock, Arkansas 72201

Dear Senator Wallace and Representative Wooten:

The Office of Personnel Management (OPM) submits a request for the continuation of all previously approved hazardous duty differentials for FY21 for the Arkansas Department of Correction (including the Department of Community Correction), Department of Human Services and the Health Department. The requested differentials for continuation are attached.

The Arkansas Department of Correction also requests continuation of the 10% Maximum Security Incentive Differential Pay approved in FY20 for other hazardous duty pay that an employee may be eligible for. This subsequent differential will only be paid while an employee continues to work in certain approved areas and has regular exposure of at least 85% of the work time with clear, direct, and unavoidable hazards from inmates who are in units classified as Maximum Security.

The following classifications are eligible for the Maximum Security Incentive Differential Pay:

<u>TITLE</u>	<u>CLASS</u>	<u>GRADE</u>	<u>PAY RANGE</u>
	<u>CODE</u>		
ADC/DCC Food Preparation Manager	T059C	GS05	\$32,405- \$46,987
ADC/DCC Correctional Officer I	T083C	GS04	\$39,046- \$42,116
ADC/DCC Corporal	T075C	GS05	\$32,405- \$46,987
ADC/DCC Correctional Sergeant	T065C	GS06	\$36,155- \$52,424
ADC/DCC Food Preparation Supervisor	T070C	GS04	\$39,046- \$42,116
ADC/DCC Lieutenant	T054C	GS07	\$40,340- \$58,493
ADC/DCC Major	T033C	GS10	\$56,039- \$81,256
ADC/DCC Captain	T048C	GS09	\$50,222- \$72,821

The total estimated cost of the hazardous duty differential in FY20 was \$4,929,885 and affected approximately 2,748 state employees. This is a decrease of \$2,371,716 and 1,027 employees

Office of Personnel Management

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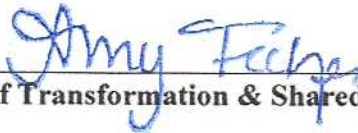
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from the previous year. After review of the requests, the Office of Personnel Management **recommends** the approval of the continuation of these previously approved hazardous duty differentials for FY21. Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill, Director
Office of Personnel Management



Secretary of Transformation & Shared Services



Date

KB/sd: 1-2

HAZARDOUS DUTY DIFFERENTIAL SPREADSHEET FY21

Agency	Class Code	Title	Pay Grade	Pay Range	Approved %	FY20 Cost	Positions Affected
Department of Correction	T059C	ADC/DCC Food Preparation Manager	GS05	\$32,405-\$46,987	10%	\$101,180	13
Department of Correction	T083C	ADC/DCC Correctional Officer I	GS04	\$29,046-\$42,116	10%	\$63,055	36
Department of Correction	T075C	ADC/DCC Corporal	GS05	\$32,405-\$46,987	10%	\$2,768,856	1360
Department of Correction	T065C	ADC/DCC Correctional Sergeant	GS06	\$36,155-\$52,424	10%	\$996,205	416
Department of Correction	T070C	ADC/DCC Food Preparation Supervisor	GS04	\$29,046-\$42,116	10%	\$99,079	48
Department of Correction	T054C	ADC/DCC Lieutenant	GS07	\$40,340-\$58,493	10%	\$283,281	103
Department of Correction	T048C	ADC/DCC Captain	GS09	\$50,222-\$72,821	10%	\$101,180	32
Department of Correction	T033C	ADC/DCC Major	GS10	\$56,039-\$81,256	10%	\$57,473	16
Department of Correction-DCC	T092C	DCC Parole/Probation Officer I	GS05	\$32,405-\$46,987	10%	\$0	0
Department of Correction-DCC	T093C	DCC Parole/Probation Officer II	GS06	\$36,155-\$52,424	10%	\$13,159	5
Department of Correction-DCC	T045C	DCC Parole/Probation Officer	GS07	\$40,340-\$58,493	10%	\$37,427	14
Department of Correction-DCC	X042C	DCC Parole/Probation Assistant Area Manager	GS08	\$45,010-\$65,264	10%	\$2,961	1
Department of Correction-DCC	G222C	ADC/DCC Internal Affairs Administrator	GS09	\$50,222-\$72,821	10%	\$4,240	1
Department of Correction-DCC	M059C	ADC/DCC Advisor	GS05	\$32,405-\$46,987	6%	\$16,385	8
Department of Correction-DCC	T075C	ADC/DCC Corporal	GS05	\$32,405-\$46,987	6%	\$36,300	18
Department of Correction-DCC	T083C	ADC/DCC Correctional Officer I	GS04	\$29,046-\$42,116	6%	\$32,294	18
Department of Correction-DCC	T065C	ADC/DCC Correctional Sergeant	GS06	\$36,155-\$52,424	6%	\$24,846	11
Department of Correction-DCC	T070C	ADC/DCC Food Preparation Supervisor	GS04	\$29,046-\$42,117	6%	\$3,535	2
Department of Correction-DCC	T059C	ADC/DCC Treatment Supervisor	GS05	\$32,405-\$46,987	6%	\$0	0
Department of Correction-DCC	T054C	ADC/DCC Lieutenant	GS07	\$40,340-\$58,493	6%	\$15,738	6
Department of Correction-DCC	T033C	ADC/DCC Major	GS10	\$56,039-\$81,256	6%	\$3,993	1
Department of Correction-DCC	M046C	ADC/DCC Treatment Coordinator	GS07	\$40,340-\$58,493	6%	\$5,630	2
Department of Correction-DCC	M021C	DCC Treatment Supervisor	GS08	\$45,010-\$65,264	6%	\$2,842	1
Department of Correction-DCC	M048C	Substance Abuse Program Leader	GS06	\$36,155-\$52,424	6%	\$7,610	3
Department of Human Services	M082C	Recreational Activity Leader I	GS01	\$22,000-\$31,900	10.00%	\$2,232	4
Department of Human Services	M076C	Recreational Activity Leader II	GS02	\$23,335-\$33,835	10.00%	\$9,088	20
Department of Human Services	T055C	Public Safety Officer	GS05	\$32,405-\$46,987	10.00%	\$708	37
Department of Human Services	M045C	Adult Protective Services Worker	GS06	\$36,155-\$52,424	10.00%	\$0	0
Department of Human Services	I082C	Certified Nursing Assistant	GS03	\$26,034-\$37,749	10.00%	\$157,402	330
Department of Human Services		Certified Bachelor's Teacher	GS06	\$36,155-\$52,424	10.00%	\$622	1
Department of Human Services	M084C	Behavioral Health Aide	GS03	\$26,034-\$37,749	10.00%	\$915	56

Department of Human Services	L050C	Certified Respiratory Therapy Technician	GS08	\$45,010-\$65,265	10.00%	\$1,372	3
Department of Human Services	L066C	Rehabilitation Instructor	GS05	\$32,405-\$46,987	10.00%	\$13,279	28
Department of Human Services	B111C	Laboratory Technician	GS04	\$29,046-\$42,117	10.00%	\$241	1
Department of Human Services	L074C	Therapy Assistant	GS04	\$29,046-\$42,117	10.00%	\$0	0
Department of Human Services	L069C	Licensed Practical Nurse	GS06	\$36,155-\$52,424	10.00%	\$16,608	73
Department of Human Services	L062C	Licensed Practical Nurse Supervisor	GS07	\$40,340-\$58,493	10.00%	\$4,255	10
Department of Human Services	L036C	Nurse Instructor	MP02	\$71,403-\$99,964	10.00%	\$0	0
Department of Human Services	L038C	Registered Nurse	MP01	\$63,830-\$88,058	10.00%	\$18,795	17
Department of Human Services	L027C	Registered Nurse Supervisor	MP02	\$71,403-\$99,964	10.00%	\$21,294	17
Department of Human Services	L032C	Registered Nurse-Hospital	MP01	\$63,830-\$88,058	10.00%	\$3,839	35
Department of Health	L038C	Registered Nurse	MP01	\$63,830-\$88,058	10%	\$1,966	1
TOTAL						\$4,929,885	2748

*For Cummins, EARU, MAX, & Varner Units ONLY