



June 15, 2021

The Honorable David Wallace, Co-Chairperson
The Honorable David Hillman, 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 Hillman:

The Office of Personnel Management (OPM) submits a request for the continuation of all previously approved hazardous duty differentials for FY22 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 FY21 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:

TITLE	CLASS CODE	GRADE	PAY RANGE
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 Honorable David Wallace, Co-Chairperson
The Honorable David Hillman, Co-Chairperson
June 15, 2021
Page 2.

The total estimated cost of the hazardous duty differential in FY21 was \$8,807,557 and affected approximately 5,300 state employees. This is an increase of \$3,877,672 and 2,552 employees 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 FY22. Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill, Director
Office of Personnel Management



SECRETARY OF TRANSFORMATION & SHARED
SERVICES

6/14/2021
DATE

KB/sd:1-2

HAZARDOUS DUTY DIFFERENTIAL SPREADSHEET FY22

Agency	Class Code	Title	Pay Grade	Pay Range	Approved %	FY21 Cost	Positions Affected
Department of Correction	T059C	ADC/DCC Food Preparation Manager	GS05	\$32,405-\$46,987	10.0%	\$45,359	20
Department of Correction	T083C	ADC/DCC Correctional Officer I	GS04	\$29,046-\$42,116	10.0%	\$0	0
Department of Correction	T075C	ADC/DCC Corporal	GS05	\$32,405-\$46,987	10.0%	\$4,759,730	3217
Department of Correction	T065C	ADC/DCC Correctional Sergeant	GS06	\$36,155-\$52,424	10.0%	\$2,498,098	1061
Department of Correction	T070C	ADC/DCC Food Preparation Supervisor	GS04	\$29,046-\$42,116	10.0%	\$157,729	85
Department of Correction	T054C	ADC/DCC Lieutenant	GS07	\$40,340-\$58,493	10.0%	\$572,566	201
Department of Correction	T048C	ADC/DCC Captain	GS09	\$50,222-\$72,821	10.0%	\$253,547	77
Department of Correction	T033C	ADC/DCC Major	GS10	\$56,039-\$81,256	10.0%	\$114,658	31
Department of Correction-DCC	T059C	ADC/DCC Food Preparation Manager	GS05	\$32,405-\$46,987	6.0%	\$1,969	1
Department of Correction-DCC	T083C	ADC/DCC Correctional Officer I	GS04	\$29,046-\$42,116	6.0%	\$0	0
Department of Correction-DCC	T075C	ADC/DCC Corporal	GS05	\$32,405-\$46,987	6.0%	\$58,936	45
Department of Correction-DCC	T065C	ADC/DCC Correctional Sergeant	GS06	\$36,155-\$52,424	6.0%	\$19,000	10
Department of Correction-DCC	T070C	ADC/DCC Food Preparation Supervisor	GS04	\$29,046-\$42,116	6.0%	\$1,468	5
Department of Correction-DCC	T054C	ADC/DCC Lieutenant	GS07	\$40,340-\$58,493	6.0%	\$9,037	4
Department of Correction-DCC	T048C	ADC/DCC Captain	GS09	\$50,222-\$72,821	6.0%	\$0	0
Department of Correction-DCC	T033C	ADC/DCC Major	GS10	\$56,039-\$81,256	6.0%	\$2,714	2
Department of Human Services	M082C	Recreational Activity Leader I	GS01	\$22,000-\$31,900	10.0%	\$783	2
Department of Human Services	M076C	Recreational Activity Leader II	GS02	\$23,335-\$33,835	10.0%	\$3,701	14
Department of Human Services	T055C	Public Safety Officer	GS05	\$32,405-\$46,987	10.0%	\$100	1
Department of Human Services	M045C	Adult Protective Services Worker	GS06	\$36,155-\$52,424	10.0%	\$0	0
Department of Human Services	L082C	Certified Nursing Assistant	GS03	\$26,034-\$37,749	10.0%	\$81,807	164
Department of Human Services	E044C	Certified Bachelor's Teacher	GS06	\$36,155-\$52,424	10.0%	\$3,252	2
Department of Human Services	M084C	Behavioral Health Aide	GS03	\$26,034-\$37,749	10.0%	\$23,986	89
Department of Human Services	L050C	Certified Respiratory Therapy Technician	GS08	\$45,010-\$65,265	10.0%	\$3,336	3
Department of Human Services	L066C	Rehabilitation Instructor	GS05	\$32,405-\$46,987	10.0%	\$15,628	30
Department of Human Services	B111C	Laboratory Technician	GS04	\$29,046-\$42,117	10.0%	\$29	2
Department of Human Services	L074C	Therapy Assistant	GS04	\$29,046-\$42,117	10.0%	\$0	0
Department of Human Services	L069C	Licensed Practical Nurse	GS06	\$36,155-\$52,424	10.0%	\$46,258	69
Department of Human Services	L062C	Licensed Practical Nurse Supervisor	GS07	\$40,340-\$58,493	10.0%	\$6,337	7
Department of Human Services	L036C	Nurse Instructor	MP02	\$71,403-\$99,964	10.0%	\$831	1
Department of Human Services	L038C	Registered Nurse	MP01	\$63,830-\$88,058	10.0%	\$40,290	27
Department of Human Services	L027C	Registered Nurse Supervisor	MP02	\$71,403-\$99,964	10.0%	\$15,832	19
Department of Human Services	L032C	Registered Nurse-Hospital	MP01	\$63,830-\$88,058	10.0%	\$37,483	49
Department of Human Services	L009C	Nurse Manager	MP03	&78879 - \$113,428	10.0%	\$2,847	5
Department of Human Services	L022C	Nursing Clinic Coordinator	MP02	\$71,403-\$99,964	10.0%	\$95	1
Department of Human Services	L052C	Rehab Facility Supervisor	GS07	\$40,340-\$58,493	10.0%	\$392	2
Department of Human Services	T072C	Security Officer Supervisor	GS04	\$29,046-\$42,117	10.0%	\$2,398	1
Department of Human Services	T084C	Public Safety Security Officer	GS03	\$26,034-\$37,749	10.0%	\$20,923	48
Department of Human Services	G152C	DHS Program Manager***	GS08	\$45,010-\$65,265	10.0%	\$3,918	1
Department of Human Services	G183C	DHS Program Coordinator***	GS07	\$40,340-\$58,493	10.0%	\$349	3
Department of Health	L069C	Licensed Practical Nurse **	GS06	\$36,155-\$52,424	10.0%	\$0	0
Department of Health	L017C	ADH Area Nursing Director**	MP02	\$71,403-\$99,964	10.0%	\$0	0
Department of Health	L038C	Registered Nurse	MP01	\$71,403-\$99,965	10.0%	\$2,171	1
TOTAL					10.0%	\$8,807,557	5300

**Added for FY22

***Not continued for FY22

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