



June 15, 2022

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 from the Department of Corrections for your review.

The Arkansas Department of Corrections (DOC), Division of Community Correction (DCC) request the continuation of the previously approved Hazardous Duty Differential pursuant to Act 365 of 2017, with the **addition** of six (6) classifications.

<b>CLASSIFICATIONS REQUESTED TO ADD HAZARDOUS DUTY DIFFERENTIAL</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>PERCENTAGE</b>
T092C	DCC Parole/Probation Officer I	GS05	Up to 10%
T093C	DCC Parole/Probation Officer II	GS06	Up to 10%
T045C	DCC Parole/Probation Officer	GS07	Up to 10%
X042C	DCC Parole/Probation Asst. Area Mgr.	GS08	Up to 10%
G222C	ADC/DCC Internal Affairs Administrator	GS09	Up to 10%
X025C	DCC Parole/Probation Area Manager	GS10	Up to 10%

**JUSTIFICATION**

Employees within the classifications listed above are certified as specialized law enforcement officers. The requirement of direct contact with inmates exposes these employees to hazardous working conditions at a minimum of eighty five percent (85%) of the work time. The department expresses that maintaining a zero-tolerance environment requires employees to be exposed to increased risk of personal injury. If approved, the classifications will be added to the list of classifications currently approved for the

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Hazardous Duty Differential within the Division of Community Corrections 0485 (see below).

<b>CLASSIFICATIONS CURRENTLY APPROVED FOR HAZARDOUS DUTY DIFFERENTIAL</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>PERCENTAGE</b>
T033C	ADC/DCC Major	GS10	6.0%
T048C	ADC/DCC Captain	GS09	6.0%
T054C	ADC/DCC Lieutenant	GS07	6.0%
T065C	ADC/DCC Correctional Sergeant	GS06	6.0%
T059C	ADC/DCC Food Preparation Manager	GS05	6.0%
T075C	ADC/DCC Corporal	GS05	6.0%
T083C	ADC/DCC Correctional Officer I	GS04	6.0%
T070C	ADC/DCC Food Preparation Supervisor	GS04	6.0%

### **RECOMMENDATION**

The Office of Personnel Management has reviewed this request from the Department of Corrections (DOC), Division of Community Correction (DCC) and **recommends** the addition of the Hazardous Duty Differential, pursuant to compensation differential of "up-to" ten percent (10%) in accordance with Act 365 of 2017. The approximate cost of the Hazardous Duty Differential is \$71,956.29.

Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill, Director  
Office of Personnel Management



SECRETARY OF TRANSFORMATION & SHARED SERVICES

06/03/2022  
DATE



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**OFFICE OF THE SECRETARY**

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May 6, 2022

Ms. Kay Barnhill  
Director, Office of Personnel Management, TSS  
501 Woodlane Street, Suite 205  
Little Rock, AR 72201

RE: Hazardous Duty Differentials

Dear Ms. Barnhill,

The Arkansas Department of Corrections, Division of Community Correction (ACC) is requesting the continuation of the previously approved Hazardous Duty Differential with modification pursuant to Act 365 of 2017. The request is for employees who are exposed to clear, direct, and unavoidable hazards during at least fifty percent (50%) of the work time and occupies one of the following classifications:

<u>Class Code</u>	<u>Title</u>	<u>Grade</u>	<u>%</u>
T092C	DCC Parole/Probation Officer I	GS05	up to 10%
T093C	DCC Parole/Probation Officer II	GS06	up to 10%
T045C	DCC Parole/Probation Officer	GS07	up to 10%
X042C	DCC Parole/Probation Asst. Area Mgr.	GS08	up to 10%
G222C	ADC/DCC Internal Affairs Administrator	GS09	up to 10%
X025C	DCC Parole/Probation Area Manager	GS10	up to 10%

Employees in these classifications are in direct contact with offenders at least eighty five percent (85%) of the work time, which requires these positions to be exposed to increased risk of personal injury. Hazardous duty differential pay will only be paid while the employee continues to work in one of the approved positions. Additionally, this Hazardous duty differential will only be paid to staff assigned to the Special Response or Intensive Supervision Teams. The approximate cost for this Hazardous Duty Differential is \$71,956.29.

Thank you in advance for your consideration.

Solomon Graves  
Secretary of Corrections