



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) request the Hazardous Duty Differential for staff in Internal Affairs (IA), pursuant to compensation differential of six percent (6%) in accordance with Ark. Code Ann. §21-5-221.

| CLASSIFICATIONS REQUESTED FOR HAZARDOUS DUTY DIFFERENTIAL | | | |
|--|------------------------------------|--------------|-------------------|
| CLASS CODE | TITLE | GRADE | PERCENTAGE |
| G222C | DOC Internal Affairs Administrator | GS09 | 6 |
| X053C | Internal Affairs Manager | GS07 | 6 |
| X133C | DOC Internal Affairs Investigator | GS06 | 6 |

JUSTIFICATION

Employees within the classifications listed above are certified as specialized law enforcement officers which requires these employees to be in direct contact with offenders daily. The obligation of direct contact with inmates exposes these positions to hazardous working conditions. Based on the Prison Rape Elimination Act (PREA), it is the policy of the Arkansas Department of Correction that “zero-tolerance” exists regarding the rape or sexual abuse of inmates, by staff or other inmates. The dept expresses that maintaining a zero-tolerance environment requires employees to be exposed to increased risk of personal injury.

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RECOMMENDATION

The Office of Personnel Management has reviewed this request from the Department of Community Corrections and **recommends** the addition of the Hazardous Duty Differential for staff in Internal Affairs (IA), pursuant to compensation differential of six percent (6%) in accordance with Ark. Code Ann. §21-5-221. The approximate cost of the Hazardous Duty Differential is \$30,000.

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

KB/ps:1-2



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OFFICE OF THE SECRETARY

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May 9, 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, Office of the Secretary is requesting Hazardous Duty Differential for staff in Internal Affairs (IA), pursuant to compensation differential of six percent (6%) in accordance with Ark. Code Ann. §21-5-221. 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> |
|-------------------|------------------------------------|--------------|----------|
| G222C | DOC Internal Affairs Administrator | GS09 | 6% |
| X053C | Internal Affairs Manager | GS07 | 6% |
| X133C | DOC Internal Affairs Investigator | GS06 | 6% |

Employees in these classifications are in direct contact with offenders, which requires these positions to be exposed to increased risk of personal injury; in addition to being certified as specialized law enforcement officers. Hazardous duty differential pay will only be paid while the employee continues to work in one of the approved positions. DOC policy requires IA staff to spend considerable time face to face with inmates in our DOC facilities responding to all incidents including but not limited to Prison Rape Elimination Act (PREA), trafficking, use of force, introduction of contraband, and escapes. During this time in the facilities, staff are exposed to difficult and hazardous working conditions. The approximate cost for this Hazardous Duty Differential is \$30,000.

Thank you in advance for your consideration.


Solomon Graves

Secretary of Corrections