



STATE OF ARKANSAS
**Department of Finance
 and Administration**

**OFFICE OF PERSONNEL MANAGEMENT
 Administrator's Office**
 1509 West Seventh Street, Suite 201
 Post Office Box 3278
 Little Rock, Arkansas 72203-3278
 Phone: (501) 682-1823
 www.dfa.arkansas.gov

June 10, 2015

Senator Uvalde Lindsey, Co-Chairperson
 Representative Lanny Fite, Co-Chairperson
 Uniform Personnel Classification and
 Compensation Plan Subcommittee
 Arkansas Legislative Council
 State Capitol Building, Room 315
 Little Rock, Arkansas 72201

Dear Co-Chairs:

The Office of Personnel Management (OPM) submits a request for the continuation of previously approved hazardous duty differentials for FY 2016. The requested differentials for continuation are attached.

The Office of Personnel Management is requesting the continuation of hazardous duty differentials from seven state agencies and commissions, including the Statewide Nursing Grid. There are no modifications recommended by OPM for the hazardous duty differentials.

In accordance with ACA §21-5-221, the Arkansas Department of Correction requests continuation of the 5.5% Maximum Security Incentive Differential Pay over and above 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
ADC/DCC Food Preparation Manager	T059C	C116
ADC/DCC Correctional Officer I	T083C	C112
ADC/DCC Corporal	T075C	C113
ADC/DCC Correctional Sergeant	T065C	C115
ADC/DCC Food Preparation Supervisor	S056C	C111
ADC/DCC Lieutenant	T054C	C117
ADC/DCC Major	T033C	C120
ADC/DCC Captain	T048C	C118

After review of the requests, the Office of Personnel Management **recommends** the approval of

Senator Uvalde Lindsey, Co-Chair
Representative Lanny Fite, Co-Chair
June 10, 2015
Page 2 of 2

the continuation of these previously approved hazardous duty differentials for FY16. Your consideration of this request is greatly appreciated.

Sincerely,



Kay B. Terry
State Personnel Administrator



Chief Fiscal Officer of the State

JUN 08 2015
Date

KBT/sd:1-2

**HAZARDOUS DUTY DIFFERENTIALS
PERSONNEL COMMITTEE/ FY16**

BA	Agency/Institution Name	Request Type	Classifications Affected	Recommendation	Positions Affected	Cost
80	AR Game and Fish Commission	Hazardous Duty: 3%	Natural Resource Program Technician, B101C, C113	Continue as Requested	5	\$2,016
		Hazardous Duty: 3%	Wildlife Officer Series	Continue as Requested	28	\$31,010
400	Agriculture	Hazardous Duty- 4%	TOTAL	Continue as Requested	9	\$12,286
			County Forest Ranger, B088C, C116		8	\$11,069
			Forest Ranger II, B098C, C114		1	\$1,217
480	AR Dept. of Correction	Hazardous Duty - 6%	Hazardous Duty-6% Explosives	Continue as Requested	1	\$2,344
			TOTAL	Continue as Requested	3,614	\$5,663,610
645	Department of Health	Hazardous Duty: 3- 6%	ADC/DCC Food Preparation Supervisor, S056C, C111		85	\$129,432
			ADC/DCC Correctional Officer I, T083C, C112		789	\$737,709
			ADC/DCC Corporal, T075C, C113		1719	\$2,779,769
			ADC/DCC Correctional Sergeant, T065C, C115		767	\$1,426,058
			ADC/DCC Food Preparation Manager, T059C, C116		17	\$36,279
			ADC/DCC Lieutenant, T054C, C117		161	\$351,737
			ADC/DCC Captain, T048C, C118		49	\$123,093
			ADC/DCC Major, T033C, C120		27	\$79,533
			TOTAL	Continue as Requested	38	\$27,801
			ADH Area Nursing Director, L017C, C124		0	\$0
Nursing Clinic Coordinator, L022C, C123		1	\$879			
LPN Supervisor, L026C, C115		0	\$0			
Registered Nurse, L038C, C120		36	\$26,663			
Licensed Practical Nurse, L069C, C113		1	\$259			
710	AR Dept. of Human Services	Differentials: Hazardous Duty- 6%	TOTAL	Continue as Requested	32	\$97,506
			Certified Nursing Assistant, L082C, C109			
			Licensed Practical Nurse, L069C, C113			
			Licensed Practical Nurse Supervisor, L062C, C115			
			Registered Nurse, L038C, C120			
			Registered Nurse - Hospital, L032C, C121			
			Registered Nurse Coordinator, L019C, C123			
			Registered Nurse Supervisor, L027C, C122			
			Nurse Instructor, L036C, C121			
			Nurse Manager, L009C, C125			
			Nurse Practitioner, L018N, N904			
			Recreational Activity Leader II, M076C, C111			
			Recreational Activity Leader I, M082C, C109			
			Behavioral Health Aide, M084C, C108			
			DHS DBS Public Safety Director, T031C, C120			
			DHS DBS Public Safety Supervisor, T052C, C117			
			Public Safety Officer, T055C, C116			
Public Safety Security Officer, T084C, C110						
Security Officer Supervisor, T072C, C113						
975	Military Department	Hazardous Duty- 5.5%	TOTAL	Continue as Requested	17	\$30,676
			Military Firefighter, T066C, C114		9	\$14,389
			Senior Military Firefighter, T060C, C115		8	\$16,287
ALL	Statewide Nursing Grid	Hazardous Duty- 6%	ALL	Continue as Requested	70	\$125,307
			TOTAL			

TOTAL 3,765 \$5,864,374