



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

**OFFICE OF PERSONNEL MANAGEMENT  
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June 13, 2017

Senator John Cooper, Co-Chairperson  
Representative Les Eaves, 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 Arkansas Department of Correction (ADC) has requested continuation of its compensation differentials previously established by Ark. Code Ann. §21-5-221(a). which states:

*To address specific employee compensation needs not otherwise provided for in this subchapter, a state agency or institution may pay additional compensation for current employees in specific positions or for classifications of positions assigned to a compensation plan authorized by the General Assembly for one (1) or more compensation differentials.*

The Arkansas Department of Correction has requested continuation of its compensation differentials for the classifications listed below:

<u>DIFFERENTIAL</u>	<u>CLASSIFICATION / CC / PG</u>	<u>PERCENTAGE</u>
Geographic	Psychologist Supervisor, L001C, C129	6.0 %
Geographic	ADC Psychologist, L097C, C128	6.0 %
Geographic	Psychologist, L003C, C127	6.0 %
Geographic	Psychological Examiner, L033C, C121	6.0 %
Geographic	Licensed Certified Social Worker, M009C, C121	6.0 %
Geographic	Licensed Master Social Worker, M088C, C120	6.0 %
Geographic	Licensed Professional Counselor, M020C, C119	6.0 %
Geographic	Licensed Social Worker, M026C, C118	6.0 %
Geographic	Associate Professional Counselor, M044C, C117	6.0 %
Hazardous Duty	ADC/DCC Major, T033C, C120	6.0 %
Hazardous Duty	ADC/DCC Captain, T048C, C118	6.0 %
Hazardous Duty	ADC/DCC Lieutenant, T054C, C117	6.0 %
Hazardous Duty	ADC/DCC Food Preparation Manager, T059C, C116	6.0 %
Hazardous Duty	ADC/DCC Correctional Sergeant, T065C, C115	6.0 %

Senator John Cooper, Co-Chairperson  
Representative Les Eaves, Co-Chairperson  
June 13, 2017  
Page 2 of 2

Hazardous Duty	ADC/DCC Corporal, T075C, C113	6.0 %
Hazardous Duty	ADC/DCC Correctional Officer I, T083C, C112	6.0 %
Hazardous Duty	Food Preparation Supervisor, S056C, C111	6.0 %

The above classifications may also receive an additional 6% if the position is located in a maximum security facility where the employee is exposed to hazardous conditions 85% or more of the time. The ADC is projecting the geographic differential will be used for 950 employees, costing the agency an estimated \$3,046,567 during the 2018 fiscal year. The ADC is projecting the hazardous duty differential will be used for 3,019 employees costing the agency an estimated \$8,636,954 during the 2018 fiscal year.

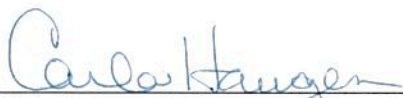
The Office of Personnel Management has reviewed this request from the Arkansas Department of Correction and **recommends** continuation of its previously approved compensation differentials. The agency has assured our office that it possesses the appropriate funds for maintaining these additional compensation methods through the conclusion of Fiscal Year 2018.

Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill  
State Personnel Administrator



Chief Fiscal Officer of the State

JUN 01 2017

Date