

EXHIBIT G.4



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

OFFICE OF PERSONNEL MANAGEMENT
Administrator's Office
1509 West Seventh Street, Suite 201
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Little Rock, Arkansas 72203-3278
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August 15, 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 Office of Personnel Management (OPM) submits a request from the Arkansas Military Department to continue hazardous duty differentials in accordance Ark. Code Ann. §21-5-221.

The Arkansas Military Department has requested the continuation of a hazardous duty differential up to 10% for the following classifications:

<u>Class Code</u>	<u>Classification</u>	<u>Grade</u>
T043C	Military Deputy Fire Chief	GS07
T049C	Military Firefighter Shift Leader	GS06
T060C	Senior Military Firefighter	GS05
T066C	Military Firefighter	GS04

The agency is requesting this hazardous duty differential due to the dangerous tasks the above classifications are required to perform including extinguishing fires and providing emergency medical and rescue services. These classifications are also subjected to frequent exposure to dangerous situations and the use of protective clothing is required. In Fiscal Year 2018, it is estimated that 45 employees at the agency will qualify to receive the differential and the projected total cost is approximately \$142,996.

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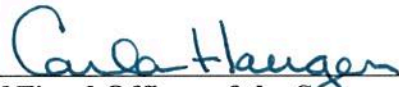
The Office of Personnel Management has reviewed the submitted documentation by the Arkansas Military Department and **recommends** continuation of hazardous duty differential for the above classifications for Fiscal Year 2018.

Your consideration of this request is appreciated.

Sincerely,



Kay Barnhill
State Personnel Administrator



Chief Fiscal Officer of the State

JUL 27 2017

Date

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MILITARY DEPARTMENT OF ARKANSAS
 OFFICE OF THE ADJUTANT GENERAL
 CAMP JOSEPH T. ROBINSON
 NORTH LITTLE ROCK, ARKANSAS 72199-9600



ASA HUTCHINSON
 GOVERNOR

MARK H. BERRY
 MAJOR GENERAL
 THE ADJUTANT GENERAL

10 June 2017

Kay Barnhill, State Personnel Administrator
 Office of Personnel Management
 Department of Finance and Administration
 P. O. Box 3278
 Little Rock, AR 72203

Dear Ms. Barnhill,

Per the Classification and Compensation Act 365 of 2017, Section 20 (c) (1) allows for Hazardous duty differential for position classifications that are determined to be physically hazardous or dangerous to factors directly related to the duty assignment of the positions. The Arkansas Military Department is requesting approval for Hazardous Pay for the following classifications for FY2018:

CLASS CODE	TITLE	GRADE	Percentage
T043C	Military Deputy Fire Chief	GS07	10%
T049C	Military Firefighter Shift Leader	GS06	10%
T060C	Senior Military Firefighter	GS05	10%
T066C	Military Firefighter	GS04	10%

Our Agency is request that the above listed classifications receive Hazardous pay differential at the rate of 10%. Your favorable approval of the Hazardous Pay for the Arkansas Military Department would be greatly appreciated.

Sincerely,

Da'Vetta Flowers, MHRM
 Personnel Manager