



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
Fax: (501) 682-5104
<http://www.state.ar.us/dfa>

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 Office of Personnel Management submits a request to continue certain compensation differentials from the Arkansas Department of Agriculture for fiscal year 2018.


Arkansas Department of Agriculture has requested continuation of hazardous duty differentials of 8% for forest rangers. The Arkansas Department of Agriculture paid this differential to 11 incumbents within the classifications of Forest Ranger II and County Forest Ranger in 2017 at a cost of \$26,348. The incumbents work fires, dumping cases, felony cases, and assist other investigating agencies. If an employee is reassigned to a position that does not meet the hazardous duty criteria, this compensation differential will be removed.

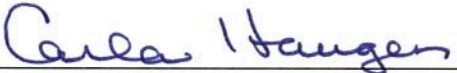
In addition, the agency is requesting continuation of the previously approved 2% certification compensation differential for all incumbents who become Certified Arborists. Agriculture paid this differential to 19 incumbents in fiscal year 2017 at a cost of \$26,069. If a person receiving the differential does not retain his or her certification, the differential is removed.

Agriculture also requests continuation of a previously approved certification differential of 4% for two positions located at Poison Springs State Forest possessing dynamite/explosives certification and continuation of a previously approved hazardous duty differential of 6% for these incumbents. This certification is needed to blast debris out of culverts placed by beavers, which is necessary to keep roads from washing out. Certification must be maintained by at least two employees for the blasting and handling of dynamite. The cost of this differential in fiscal year 2017 was \$4,900.

Senator John Cooper, Co-Chairperson
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The Office of Personnel Management has reviewed the agency's requests and **recommends** continuation of the above differentials for fiscal year 2018. Your consideration of this request is appreciated.

Sincerely,

Kay Barnhill
State Personnel Administrator
For ICB



Chief Fiscal Officer of the State

JUN 02 2017

Date

KB/as:1-2

ARKANSAS AGRICULTURE DEPARTMENT

ASA HUTCHISON
GOVERNOR

WES WARD
SECRETARY OF AGRICULTURE



#1 NATURAL RESOURCES DRIVE
LITTLE ROCK, AR 72205

PHONE: (501) 683-4851
FAX: (501) 683-4852

May 3, 2017

Mr. Larry Walther, Director
Department of Finance & Administration
P.O. Box 3278
Little Rock, Arkansas 72203

Re: Request for continuation of 2% certification compensation for Urban Forestry
Representatives-Arkansas Forestry Commission-(AFC)

Please accept our request to maintain certification pay for our Certified Arborists for Fiscal Year 2018. The approval has enabled the AFC to retain employment of qualified individuals.

On July 9, 2009 the Personnel Committee of the Arkansas Legislative Council approved a 2% education certification compensation for employees of the Arkansas Agriculture Department/Forestry Commission (AFC) that are District Urban Representatives and obtain a Certified Arborist license.

Certified Arborists meet the growing requirements and needs for tree assistance in Arkansas's urban areas. While position numbers may change, the number of employees receiving the 2% education compensation will not exceed twelve employees at any one time.

The AFC did not request additional funding for the education certification compensation when implemented in 2009 and will not ask for additional funding for continuation of the compensation.

Please advise if you need any additional information.

Respectfully,

A handwritten signature in cursive script that reads "Cynthia Edwards".

Cynthia Edwards
Deputy Director of Agriculture
State of Arkansas

ARKANSAS AGRICULTURE DEPARTMENT

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May 3, 2017

Mr. Larry Walther, Director
Department of Finance & Administration
P. O. Box 3278
Little Rock, Arkansas 72203

Re: Request for continuation of certification and hazardous duty differential for two PSSF employees-Arkansas Forestry Commission (AFC)

Please accept our request to maintain certification and hazardous duty differential for two employees of the Arkansas Agriculture Department/Forestry Commission's (AFC) Poison Springs State Forest (PSSF) for Fiscal Year 2018. The approval has enabled the AFC to retain employment of qualified individuals.

On July 9, 2009 the Personnel Committee of the Arkansas Legislative Council approved certification and hazardous duty differential for two employees at PSSF that are licensed in explosives and maintain a Transportation Security Administration endorsement on their Arkansas Commercial Driver's License.

PSSF is comprised of over 23,000 acres in Ouachita and Nevada Counties. Dynamite/explosives certification must be maintained by a maximum of two employees (position numbers can change due to turn-over or other factors) to be certified to work with dynamite. The employees have a 4% certification compensation differential and a 6% compensation hazardous duty differential. The 6% is authorized for the increased risk of personal physical injury for the identified high risk position of handling explosives. The additional percentage is paid when the employees, who for safety reasons work as a pair, blast debris placed by beavers out of culverts. If the debris is not removed, roads wash out. PSSF roads must be maintained for timber harvest and public hunting which are two of the most important objectives in the PSSF management plan.

The AFC did not request additional funding for the hazardous duty differential when implemented in 2009 and will not ask for additional funding for continuation of the differential.

Please advise if you need any additional information.

DFA Director, Larry Walther

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May 3, 2017

Respectfully,

A handwritten signature in cursive script that reads "Cynthia Edwards".

Cynthia Edwards
Deputy Director of Agriculture
State of Arkansas

ARKANSAS AGRICULTURE DEPARTMENT

ASA HUTCHISON
GOVERNOR



#1 NATURAL RESOURCES DRIVE
LITTLE ROCK, AR 72205

WES WARD
SECRETARY OF AGRICULTURE

PHONE: (501) 683-4851
FAX: (501) 683-4852

May 3, 2017

Mr. Larry Walther, Director
Department of Finance & Administration
P. O. Box 3278
Little Rock, Arkansas 72203

Re: Request for continuation of 4% hazardous duty and 4% certification differential for District Law Enforcement Officers-Arkansas Forestry Commission (AFC)

Please accept our request to maintain the hazardous duty differential for District Law Enforcement Officers for Fiscal Year 2018. The approval has enabled the AFC to retain employment of qualified individuals.

On December 14, 2009 the Personnel Committee of the Arkansas Legislative Council approved the 4% hazardous duty, and 4% certification compensation for District Law Enforcement Officers employed with the Arkansas Agriculture Department, Forestry Commission (AFC).

The AFC has a total of 11 positions allocated to District Law Enforcement Officers which could include any position numbers within the classifications of B098C, Forest Ranger II or B088C, County Forest Ranger.

While position numbers may change the number of District Law Enforcement Officers remains constant at 11. District Law Enforcement Officers work not only in their assigned county, but all counties within their district.

The 11 positions must be law enforcement certified and have additional law enforcement duties/training in addition to that of County Forest Rangers that are law enforcement certified:

- 30-40 more hours of annual training that includes
 - Weapons training and qualifications
 - Investigation procedures
 - Arrest procedures
- District wide fire arson investigations
- District wide timber theft investigations
- District wide illegal dumping on forestland investigations

DFA Director, Larry Walther

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May 3, 2017

The 11 District Law Enforcement Officers are issued weapons, badges, and pepper spray in compliance with their additional required Law Enforcement duties/training.

The AFC did not request additional funding for the hazardous duty differential when implemented in 2009 and will not ask for additional funding for continuation of the differential.

Please advise if you need any additional information.

Respectfully,

A handwritten signature in black ink that reads "Cynthia Edwards". The signature is written in a cursive style with a large initial "C".

Cynthia Edwards
Deputy Director of Agriculture
State of Arkansas