



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 18, 2019

Senator David Wallace, Co-Chairperson  
 Representative Jim Wooten, 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 geographic differentials for FY20. The requested differentials for continuation are attached.

The Office of Personnel Management is requesting the continuation of seven geographic differentials. During FY19, these differentials affected a total of 461 employees and cost an estimated \$1,348,867. Each state agency that utilizes the geographic differentials must stipulate the areas where it can be applied to employees and receive approval each fiscal year.

After review of the requests, the Office of Personnel Management **recommends** the approval of the continuation of these previously approved geographic differentials for FY20. Your consideration of this request is greatly appreciated.

Sincerely,

A handwritten signature in blue ink that reads "Kay Barnhill".

Kay Barnhill  
 State Personnel Administrator

 A handwritten signature in black ink that reads "Carlos Haugen, Chief of Staff".
 

Chief Fiscal Officer of the State

JUN 04 2019

Date

KB/sd:1

**GEOGRAPHIC DIFFERENTIAL CONTINUATION FY20**

Agency	Class Code	Title	Pay Grade	Pay Range	Approved %	FY19 Cost	Positions Affected
Department of Correction	L033C	Psychological Examiner	GS09	\$50,222- \$72,821	10%	\$6,629	2
Department of Correction	M026C	Licensed Social Worker	GS07	\$40,340- \$58,493	10%	\$8,985	3
Department of Correction	M020C	Licensed Professional Counselor	GS08	\$45,010- \$65,264	10%	\$5,971	2
Department of Correction	M088C	Licensed Master Social Worker	GS09	\$50,222- \$72,821	10%	\$42,057	13
Department of Correction	M009C	Licensed Certified Social Worker	GS09	\$50,222- \$72,821	10%	\$14,564	4
Department of Correction	L001C	Psychologist Supervisor	MP04	\$89,368- \$128,690	10%	\$28,106	3
Department of Correction	L097C	ADC Psychologist	MP03	\$79,879- \$113,428	10%	\$32,730	4
Department of Correction	T015C	ADC/DCC Deputy Warden*	GS10	\$56,039- \$81,256	10%	\$44,913	7
Northwest Technical Institute	E027C	Career & Technical Faculty	GS07	\$40,340- \$58,493	10%	\$0	0
Northwest Technical Institute	E018C	Specialized Technical Faculty	GS08	\$45,010- \$65,264	10%	\$29,253	10
Northwest Technical Institute	E071C	Ammonia & Industrial Trainer	GS10	\$56,039- \$81,256	10%	\$0	0
Department of Community Correction	T092C	DCC Parole/Probation Officer I	GS05	\$32,405- \$46,987	6%	\$0	0
Department of Community Correction	T093C	DCC Parole/Probation Officer II	GS06	\$36,155- \$52,424	6%	\$6,690	3
Department of Community Correction	T045C	DCC Parole/Probation Officer	GS07	\$40,340- \$58,493	6%	\$106,232	42
Department of Community Correction	X042C	DCC Parole/Probation Assistant Area Manager	GS08	\$45,010- \$65,264	6%	\$23,534	8
Department of Community Correction	X025C	DCC Parole/Probation Area Manager	GS10	\$56,039- \$81,256	6%	\$3,884	1
Department of Human Services	L069C	Licensed Practical Nurse	GS06	\$36,155- \$52,424	6%	\$255,330	109
Department of Human Services	L062C	Licensed Practical Nurse Supervisor	GS07	\$40,340- \$58,493	6%	\$16,296	6
Department of Human Services	L009C	Nurse Manager	MP03	\$79,879- \$113,428	6%	\$9,692	2
Department of Human Services	L022C	Nursing Clinic Coordinator	MP02	\$71,403- \$99,964	6%	\$4,284	1
Department of Human Services	L020C	Nursing Services Unit Manager	MP02	\$71,403- \$99,964	6%	\$4,564	1
Department of Human Services	L038C	Registered Nurse	MP01	\$63,830- \$88,058	6%	\$69,432	18
Department of Human Services	L032C	Registered Nurse-Hospital	MP01	\$63,830- \$88,058	6%	\$7,660	2
Department of Human Services	L019C	Registered Nurse Coordinator	MP02	\$71,403- \$99,964	6%	\$13,692	3
Department of Human Services	L027C	Registered Nurse Supervisor	MP02	\$71,403- \$99,964	6%	\$17,215	4
Department of Human Services	M089C	Residential Care Assistant	GS01	\$22,000- \$31,900	6%	\$6,223	5
Department of Human Services	M083C	Residential Care Technician	GS02	\$23,335- \$33,835	6%	\$21,022	15
Health Department	L017C	ADH Area Nursing Director	MP02	\$71,403- \$99,964	10%	\$5,553	2
Health Department	L018N	Nurse Practitioner	MP04	\$89,368- \$128,690	10%	\$38,792	20
Health Department	L022C	Nursing Clinic Coordinator	MP02	\$71,403- \$99,964	10%	\$5,375	2
Health Department	L038C	Registered Nurse	MP01	\$63,830- \$88,058	10%	\$27,651	9
Health Department	L069C	Licensed Practical Nurse	GS06	\$36,155- \$52,424	10%	\$35,574	21

Department of Finance and Administration	C059C	DFA Service Representative	G503	\$26,034- \$37,749	10%	\$86,391	43
Department of Finance and Administration	C048C	DFA Supervisor	G504	\$39,046- \$42,116	10%	\$8,905	3
Department of Finance and Administration	C046C	Legal Support Specialist	G504	\$39,046- \$42,116	10%	\$6,042	2
Department of Finance and Administration	A094C	DFA Local Revenue Office Supervisor	G505	\$32,405- \$46,987	10%	\$9,812	3
Department of Finance and Administration	A069C	DFA Revenue Office Assistant District Manager	G505	\$32,405- \$46,987	10%	\$3,345	1
Department of Finance and Administration	A077C	DFA Local Revenue Office Manager	G506	\$36,155- \$52,424	10%	\$18,716	5
Department of Finance and Administration	A049C	DFA Revenue Office District Manger	G507	\$40,340- \$58,493	10%	\$4,506	1
Veteran's Affairs	L082C	Certified Nursing Assistant	G503	\$26,034- \$37,749	10%	\$129,049	48
Veteran's Affairs	L069C	Licensed Practical Nurse	G506	\$36,155- \$52,424	10%	\$190,198	33
Veteran's Affairs	L062C	Licensed Practical Nurse Supervisor	G507	\$40,340- \$58,493	10%	\$0	0
<b>TOTAL</b>						<b>\$1,348,867</b>	<b>461</b>

\*For Cummins, EARU, MAX, & Varner Units ONLY



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**Arkansas Department of Correction**

May 17, 2019

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,

The Arkansas Department of Correction (ADC) is requesting to continue the following Geographical Differential Pay pursuant to Act 365 of 2017, which allows up to ten (10%) for the classifications listed below:

Class Code	Classification	Grade	Salary Range	# Positions
L001C	Psychologist Supervisor	MP04	\$89,368-\$128,690	3
L097C	ADC Psychologist	MP03	\$79,879-\$128,690	4
L033C	Psychological Examiner	GS09	\$50,222-\$72,821	2
M088C	Licensed Master Social Worker	GS09	\$50,222-\$72,821	13
M009C	Licensed Certified Social Worker	GS09	\$50,222-\$72,821	4
M020C	Licensed Professional Counselor	GS08	\$45,010-\$65,264	2
M026C	Licensed Social Worker	GS07	\$40,340-\$58,493	3

We must continue the Geographical Differential Pay so we can offer a competitive salary in the licensed mental health job market. The Mental Health Staff have direct contact with inmates at all the various units. They provide counseling sessions, complete mental evaluations, screenings, and assessments, teach classes, and are problem solvers. These positions are difficult to fill because of the inmates they serve in a correctional setting; and, these services are constitutionally required to be provided to this difficult population. There is a shortage of licensed mental health staff, so these applicants have many other employment opportunities that do not involve working in a prison with the security requirements for everyone entering the facilities.

This request to renew this differential increase would be for 31 incumbent employees with an additional cost of \$139,042. At this time, the Agency is utilizing the ten (10%) for ADC Psychologist and Psychologist Supervisor and the remaining positions are receiving a six (6%) differential.

Your favorable review and consideration of this request is appreciated. Should you have questions or need additional information feel free to contact me at 870-267-6200 or Stacia Lenderman at 870-850-8524.

Sincerely,

A handwritten signature in cursive script that reads "Wendy Kelley". The signature is written in dark ink and is positioned above the printed name.

Wendy Kelley  
ADC Director



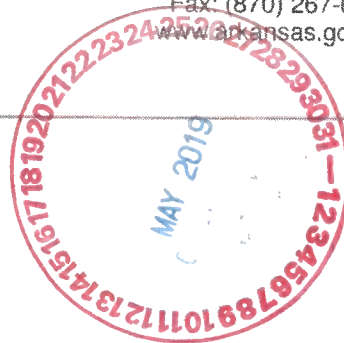


Personnel Number	Last Name	First Name	Position Number	Personnel Area	Personnel Subarea	Organizational Unit Number	Organizational Unit Name	Authorized Job	Authorized Grade	Authorized Title	Diff Wage Type	Percentage	Hourly Rate	Annual Salary	Non Security
93780	WHITE	KATHY	22152280	CR09	NEL1	22172664	MENTAL HEALTH	L097C	MP03	ADC PSYCHOLOGIST	1004	10.00%	39.6514	\$82,474.91	\$8,247.49
30097	FAUPEL	RON	22152282	CR25	NEL1	22172664	MENTAL HEALTH	L097C	MP03	ADC PSYCHOLOGIST	1004	10.00%	39.6514	\$82,474.91	\$8,247.49
77451	SELL	DOUGLAS	22152288	CR30	NEL1	22172664	MENTAL HEALTH	L097C	MP03	ADC PSYCHOLOGIST	1004	10.00%	39.6514	\$82,474.91	\$8,247.49
131985	GRAY	REBECCA	22152284	CR30	NEL1	22172664	MENTAL HEALTH	L097C	MP03	ADC PSYCHOLOGIST	1004	10.00%	38.4033	\$79,878.86	\$7,987.89
										<b>ADC PSYCHOLOGIST Total</b>				\$32,730.36	
104748	SCHUBERT	ANDREW	22087185	CR16	NEL1	22172687	MENTAL HEALTH	M009C	GS09	LICENSED CERTIFIED SOCIAL WORKER	1004	6.00%	31.5228	\$65,567.42	\$3,934.05
126085	KEY	JENNIFER	22168780	CR27	NEL1	22172687	MENTAL HEALTH	M009C	GS09	LICENSED CERTIFIED SOCIAL WORKER	1004	6.00%	28.0446	\$58,332.77	\$3,499.97
17643	BOWMAN	RONI	22077537	CR30	NEL1	22172407	MENTAL HEALTH	M009C	GS09	LICENSED CERTIFIED SOCIAL WORKER	1004	6.00%	30.9592	\$63,593.94	\$3,815.04
131562	WASHINGTON	DIANE	22087190	CR30	NEL1	22174408	MENTAL HEALTH	M009C	GS09	LICENSED CERTIFIED SOCIAL WORKER	1004	6.00%	28.5596	\$55,243.97	\$3,314.64
										<b>LICENSED CERTIFIED SOCIAL WORKER Total</b>				\$14,563.69	
60254	FREYGANG	AYN	22133762	CR01	NEL1	22172592	MEDICAL	M088C	GS08	LICENSED MASTER SOCIAL WORKER	1004	6.00%	28.6119	\$59,512.75	\$3,570.77
129867	STEWART	MARCIA	22112464	CR09	NEL1	22172652	MENTAL HEALTH	M088C	GS08	LICENSED MASTER SOCIAL WORKER	1004	6.00%	24.8856	\$51,762.05	\$3,105.72
68344	WARE	SHARON	22087184	CR11	NEL1	22172652	MENTAL HEALTH	M088C	GS08	LICENSED MASTER SOCIAL WORKER	1004	6.00%	31.1179	\$64,725.23	\$3,883.51
37681	SANDERS	HAZEL	22124867	CR23	NEL1	22172688	MENTAL HEALTH	M088C	GS08	LICENSED MASTER SOCIAL WORKER	1004	6.00%	31.3769	\$65,263.95	\$3,915.84
30778	RODELA	MARIE	22124823	CR24	NEL1	22172688	MENTAL HEALTH	M088C	GS08	LICENSED MASTER SOCIAL WORKER	1004	6.00%	24.0652	\$50,055.62	\$3,003.34
80924	WARNER	JAY	22124827	CR24	NEL1	22172688	MENTAL HEALTH	M088C	GS08	LICENSED MASTER SOCIAL WORKER	1004	6.00%	21.6394	\$45,009.95	\$2,700.60
92925	JOHNSON	SHUVONNE	22087183	CR25	NEL1	22172652	MENTAL HEALTH	M088C	GS08	LICENSED MASTER SOCIAL WORKER	1004	6.00%	25.068	\$52,141.44	\$3,128.49
67939	GATLIN	SHIRLEY	22089376	CR28	NEL1	22172687	MENTAL HEALTH	M088C	GS08	LICENSED MASTER SOCIAL WORKER	1004	6.00%	31.3769	\$65,263.95	\$3,915.84
120219	NEISLER	KEVIN	22168781	CR28	NEL1	22172687	MENTAL HEALTH	M088C	GS08	LICENSED MASTER SOCIAL WORKER	1004	6.00%	22.3427	\$46,472.82	\$2,788.37
4944	PAGE	REGINALD	22124828	CR30	NEL1	22172405	MENTAL HEALTH	M088C	GS08	LICENSED MASTER SOCIAL WORKER	1004	6.00%	22.6925	\$47,200.40	\$2,832.02
93513	REED-HOLLOWAY	LISA	22133742	CR30	NEL1	22172405	MENTAL HEALTH	M088C	GS08	LICENSED MASTER SOCIAL WORKER	1004	6.00%	29.8335	\$62,053.68	\$3,723.22
111092	MCCULLOUGH	LASANDRA	22087187	CR30	NEL1	22174408	MENTAL HEALTH	M088C	GS08	LICENSED MASTER SOCIAL WORKER	1004	6.00%	22.3427	\$46,472.82	\$2,788.37
129025	VICKERS	ASHLEY	22160030	CR30	NEL1	22174408	MENTAL HEALTH	M088C	GS08	LICENSED MASTER SOCIAL WORKER	1004	6.00%	21.6394	\$45,009.95	\$2,700.60
										<b>LICENSED MASTER SOCIAL WORKER Total</b>				\$42,056.68	
107939	GARCIA	HEATHER	22133761	CR28	NEL1	22172687	MENTAL HEALTH	M020C	GS08	LICENSED PROFESSIONAL COUNSELOR	1004	6.00%	24.3059	\$50,556.27	\$3,033.38
63712	STOKENBURY	ARTHUR	22133763	CR30	NEL1	22172407	MENTAL HEALTH	M020C	GS08	LICENSED PROFESSIONAL COUNSELOR	1004	6.00%	23.5408	\$48,964.86	\$2,937.89
										<b>LICENSED PROFESSIONAL COUNSELOR Total</b>				\$5,971.27	
6800	CLINTON	LONA	22124822	CR05	NEL1	22172652	MENTAL HEALTH	M026C	GS07	LICENSED SOCIAL WORKER	1004	6.00%	27.2095	\$56,595.76	\$3,395.75
17924	BRADLEY	ANNETTE	22084551	CR12	NEL1	22173032	MENTAL HEALTH	M026C	GS07	LICENSED SOCIAL WORKER	1004	6.00%	25.39	\$52,811.20	\$3,168.67
130713	NEISLER	STACI	22112485	CR28	NEL1	22172687	MENTAL HEALTH	M026C	GS07	LICENSED SOCIAL WORKER	1004	6.00%	19.3942	\$40,339.94	\$2,420.40
										<b>LICENSED SOCIAL WORKER Total</b>				\$8,984.81	
21419	WESTBROOK	KIMBERLY	22066990	CR13	NEL1	22172688	MENTAL HEALTH	L033C	GS09	PSYCHOLOGICAL EXAMINER	1004	6.00%	26.5596	\$55,243.97	\$3,314.64
104413	CALDWELL	KRISTAL	22084769	CR30	NEL1	22172405	MENTAL HEALTH	L033C	GS09	PSYCHOLOGICAL EXAMINER	1004	6.00%	26.5597	\$55,244.18	\$3,314.65
										<b>PSYCHOLOGICAL EXAMINER Total</b>				\$6,629.29	
7846	WOOD	JAMES	22083979	CR02	NEL1	22172161	Sex Offender Community Notification	L001C	MP04	PSYCHOLOGIST SUPERVISOR	1004	10.00%	45.221	\$94,059.68	\$9,405.97
49426	DANIELS	JUNE	22124829	CR27	NEL1	22172684	MENTAL HEALTH	L001C	MP04	PSYCHOLOGIST SUPERVISOR	1004	10.00%	44.7913	\$93,165.90	\$9,316.59
132142	THORSON	DARLINE	22077524	CR30	NEL1	22172664	MENTAL HEALTH	L001C	MP04	PSYCHOLOGIST SUPERVISOR	1004	10.00%	45.1135	\$93,838.08	\$9,383.61
										<b>PSYCHOLOGIST SUPERVISOR Total</b>				\$28,106.17	
										<b>Total</b>				\$139,042.26	



**Arkansas Department of Correction**

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May 17, 2019

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,

The Arkansas Department of Correction (ADC) is requesting to continue the following Geographical Differential Pay pursuant to Act 365 of 2017, which allows up to ten percent (10%) for the classifications listed below:

Class Code	Classification	Grade	Salary Range
T051C	ADC/DCC Deputy Warden	GS10	\$56,039-\$81,256

This request was previously approved due to a salary inequity when staff promoted from a Correctional Major position to a Deputy Warden position. The Hazardous and/or Maximum Security Differentials that are critical to recruit and retain security staff in those positions is sixteen percent (16%) for those serving as a Major at the maximum security facilities which causes a Major promoting to a Deputy Warden to not only get no increase, but to loose pay. Without this differential pay we would not have potential applicants for Deputy Wardens at the maximum security facilities. We are requesting this for the **Varner Unit, Cummins Unit, East Arkansas Regional Unit and Maximum Security Only**. this would supplement the loss of Hazardous/Maximum Security Pay loss when promoting from Major to Deputy Warden.

This current differential is for seven (7) incumbent staff, with a cost of \$44,913.

Your favorable review and consideration of this request is appreciated. If you have any questions or need additional information feel free to contact me at 870-267-6200 or Stacia Lenderman at 870-850-8524.

Sincerely

*Wendy Kelley*  
Wendy Kelley



Arkansas Department of Corrections  
Position Status Report  
5/10/2019

UNIT	ASSIGNED CO-1 & CORP.	VAC. CO-1 & CORP.	Vacancy %	Pending Hire CO-1 & CORP.	ASSIGNED SGT.	VAC SGT.	ASSIGNED D.LT.	VAC D.LT.	ASSIGNED D.CAPT.	VAC D.CAPT.	ASSIGNED MAJ.	VAC MAJ.	ASSIGNED FOOD SVC.	VAC FOOD SVC.	ASSIGNED SECURITY	VAC SECURITY	ASSIGNED NON-SEC.	VAC NON-SEC.	TOTAL ASSIGNED	TOTAL VAC
ACCOUNTING	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	17	0	17	0
ADMIN SERVICES	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	4	0
BENTON	38	3	7.89%	0	9	0	4	0	1	0	0	0	5	0	57	3	20	1	77	4
CENTRAL OFFICE	0	0		0	12	0	3	0	0	0	2	1	0	0	17	1	74	6	91	7
CHAPLAINCY	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	26	2	26	2
CLASSIFICATION	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	14	1	14	1
COMPLIANCE	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	8	0	8	0
CONSTRUCTION	20	1	5.00%	0	3	0	1	0	0	0	0	0	0	0	24	1	35	6	59	7
CUMMINS	256	36	14.08%	8	86	6	15	1	6	0	2	0	9	0	374	43	53	4	427	47
DELTA	112	12	10.71%	0	31	0	7	0	3	0	1	0	5	0	189	12	24	0	183	12
EAST ARKANSAS	227	51	22.47%	4	55	0	14	0	6	0	2	0	9	2	313	53	54	4	367	57
ESTER	111	5	4.50%	0	16	0	5	0	0	0	1	0	5	0	138	5	17	1	155	6
FARM	6	0	0.00%	0	0	0	1	0	0	0	0	0	0	0	7	0	53	11	60	11
GRIMES	154	21	13.64%	3	44	1	7	0	2	0	2	0	5	0	214	22	30	1	244	23
HAWKINS	43	6	13.95%	1	10	0	4	0	2	1	1	0	5	0	65	7	10	0	75	7
HUMAN RESOURCES	0	0		0	1	0	0	0	0	0	0	0	0	0	1	0	27	3	28	3
INDUSTRY INFORMATION TECHNOLOGY	5	2	40.00%	0	0	0	0	0	0	0	0	0	0	0	5	2	47	9	52	11
INMATE BANKING	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	29	3	29	3
MAXIMUM SECURITY	134	37	27.61%	4	44	10	8	0	5	0	1	0	5	0	197	47	28	1	225	48
MCPHERSON	148	28	18.92%	2	35	0	7	0	2	0	1	0	5	3	188	31	36	1	234	32
MENTAL HEALTH	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	182	27	182	27
MISS COUNTY	17	5	29.41%	2	7	1	2	1	1	0	0	0	4	1	31	8	7	0	38	8
NORTH CENTRAL	116	5	4.31%	3	40	0	9	0	3	0	1	0	5	0	174	5	23	0	197	5
NORTHWEST ARK	17	3	17.65%	0	4	0	1	0	1	0	0	0	3	0	26	3	4	0	30	3
OJACHITA RIVER	321	29	9.03%	3	56	4	16	0	5	0	2	0	9	3	409	36	57	5	466	41
PINE BLUFF	107	1	0.93%	0	26	3	7	0	2	0	1	0	5	0	148	4	21	2	169	6
PURCHASING	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	20	1	20	1
RANDALL L WILLIAMS	92	6	6.52%	3	20	0	7	0	2	0	1	0	5	0	127	6	18	0	145	6
SOSRA	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	24	9	24	9
TEXARKANA	17	5	29.41%	0	7	0	2	0	1	0	0	0	0	0	27	5	4	0	31	5
TRAINING ACADEMY	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	12	1	12	1
TRANSPORTATION	40	2	5.00%	0	57	1	3	0	1	0	0	0	0	0	101	3	1	0	102	3
TUCKER	115	35	30.43%	3	31	3	10	0	2	1	2	0	6	0	166	39	31	4	197	43
TUCKER-RE-ENTRY	25	13	52.00%	5	4	2	1	0	0	0	0	0	0	0	30	15	1	0	31	15
VARNER	199	81	40.70%	10	71	5	15	0	7	0	2	0	8	1	302	87	56	4	358	91
WAREHOUSE	6	0	0.00%	0	2	0	0	0	0	0	0	0	0	0	8	0	5	0	13	0
WRIGHTSVILLE	123	14	11.38%	4	40	1	8	1	2	0	2	0	7	0	182	16	25	0	207	16
TOTAL	2449	401	16.37%	55	711	37	157	3	54	2	24	1	105	10	3500	454	1111	107	4611	561

Vacancy Rate 16.37%  
Vacant CO-1 & Corpo 401  
Vacancy Rate 12.17%  
Total Vacancies 561



**Northwest Technical Institute**  
rethink education

PO Box 2000 . 709 South Old Missouri Rd  
Springdale, AR 72765-2000  
(479) 751-8824  
Fax : (479) 756-0985

Ms. Kay Barnhill,  
State Personnel Administrator  
Department of Finance and Administration  
Office of Personnel Management  
5907 West 7<sup>th</sup> St., Suite 201  
Post Office Box 3278  
Little Rock, AR 72203-3278



May 21, 2018

Re: Geographic Compensation Differential

Dear Ms. Barnhill,

There are 3 classifications at our Institute, which were approved for Geographic Compensation Differential for FY 2019. These classifications are: Career & Technical Faculty – Class E027C, Grade GS07, Specialized Technical Faculty – Class E018C, Grade GS08, and Ammonia & Industrial Trainer – Class E071C, Grade GS10. We are requesting authorization to continue with the Geographic Compensation Differential for these positions, for FY 2020.

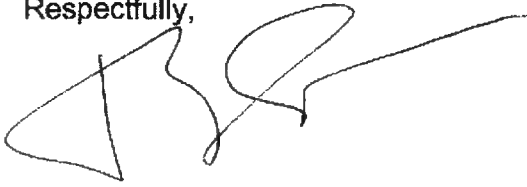
Northwest Technical Institute (NWTI), located in the fastest growing region of Arkansas, has over the past few years had a difficult time recruiting qualified applicants for its instructor positions. Simply stated, prospective instructors will not come to work for our starting wages. They can make more money in the private sector, and still enjoy a quality work life experience. The 10% Geographic Compensation Differential allows NWTI the opportunity to compete for talent, in Northwest Arkansas.

In our Adult Education program, instructors must have a current Arkansas Teacher License. Prospective employee with that level of education can easily find employment, in the local school districts, making more salary at entry level, than our employees with 10 years' experience. The geographic differential levels this playing field.

Northwest Technical Institute expects to use the Geographical Compensation Differential for 3 full-time vacancies costing \$13,503 and 7 Extra Help vacancies costing \$15,750. Total cost to the institute is \$29,253. The cost of implementing and maintaining this differential is within our existing appropriation and will not be funded with monies specifically allotted for other programs within our institute.

Thank you for your consideration of this request. Please feel free to contact me if you should have any questions or require additional information.

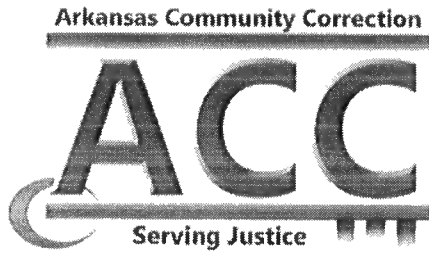
Respectfully,

A handwritten signature in black ink, appearing to be 'Dr. Blake Robertson', written over a white background.

Dr. Blake Robertson  
President  
Northwest Technical Institute

CC: File  
Mike Hamley

BR/dr



# Arkansas Community Correction

Two Union Nation Plaza Building  
105 West Capitol, 3<sup>rd</sup> Floor  
Little Rock, AR 72201-5731  
(501) 682-9510 (501) 682-9513



May 21, 2019

Ms. Kay Barnhill  
State Personnel Administrator  
1509 West 7<sup>th</sup>  
Little Rock, AR 72203

Dear Ms. Barnhill:

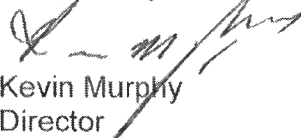
Arkansas Department of Community Correction (ACC) is requesting the continuation of the previously approved Geographic Differential for Pulaski County (Area 7 & 8) for the following classifications:

<u>Class Code</u>	<u>Title</u>	<u>Grade</u>	<u>%</u>
T092C	DCC Parole/Probation Officer I	GS05	up to 6%
T093C	DCC Parole/Probation Officer II	GS06	up to 6%
T045C	DCC Parole/Probation Officer	GS07	up to 6%
X042C	DCC Parole/Probation Asst. Area Manager	GS08	up to 6%
X025C	DCC Parole/Probation Area Manager	GS10	up to 6%

ACC utilized the approval of this differential to stabilize and decrease turnover in Pulaski County. Due to a significantly lower turnover rate in Pulaski County, we are no longer providing the 6% differential to new employees. Once an employee leaves ACC, or a position approved for the differential, we discontinue the differential for that position.

This request is only for those employees who are still receiving the previously approved geographic differential. Thank you in advance for your consideration.

Respectfully,



Kevin Murphy  
Director





## Office of Human Resources

P.O. Box 1437, Slot W301 · Little Rock, AR 72203-1437  
501-682-6499 · Fax: 501- 682-6569



May 24, 2019

Mr. Larry W. Walther, Director  
Department of Finance and Administration  
Office of Personnel Management  
1509 West 7th Street  
Little Rock, Arkansas 72203



RE: Continuation of Geographic Differential for FY 2020

Mr. Walther:

In accordance with Act 365 of the 2019 Regular session, section 21-5-221, the Department of Human Services is requesting permission to continue its use of the grandfathered Geographic pay differential.

The continuation of the grandfathered Geographic Differential of up to 10% for registered and licensed practical nurse classifications and the Residential Care classifications is pursuant to ACA 21-5-221 (i) which states:

*(i) A geographic area differential of up to ten percent (10%) may be authorized to address the documented inability to recruit and retain certain employees in a specific geographic area of the state if the additional geographic area differential is based on documented recruitment, turnover, or other competitive pay issue in a specific geographic area, but which does not justify a statewide labor market special entry rate.*

This differential is used to address the historical difficulty in recruiting and retaining qualified incumbents in these classifications.

Should further information be required, please contact me at 320-6250.

Sincerely,

A handwritten signature in cursive script that reads "Damian Hicks".

Damian Hicks  
DHS Chief Human Resources Officer



## Arkansas Department of Health

4815 West Markham Street • Little Rock, Arkansas 72205-3867 • Telephone (501) 661-2000

Governor Asa Hutchinson

Nathaniel Smith, MD, MPH, Director and State Health Officer

May 22, 2019

Ms. Kay Barnhill, State Personnel Administrator  
Department of Finance and Administration  
Office of Personnel Management  
1509 West 7th Street  
Little Rock, Arkansas 72203



**Re: Continuation of Geographical Compensation for Registered Nurses, Licensed Practical Nurses, Nurse Practitioners, Nursing Clinic Coordinators, and ADH Area Nursing Directors, and Hazardous Duty for ADH Area Nursing Directors, Registered Nurses, and Licensed Practical Nurses for FY20.**

Dear Ms. Barnhill:

The Arkansas Department of Health is requesting approval for continuation of the previously approved geographical differential for the following classifications:

<b>L038C</b>	<b>Registered Nurses</b>	<b>MP01</b>
<b>L069C</b>	<b>Licensed Practical Nurses</b>	<b>GS06</b>
<b>L018N</b>	<b>Nurse Practitioner</b>	<b>MP04</b>
<b>L022C</b>	<b>Nursing Clinic Coordinator</b>	<b>MP02</b>
<b>L017C</b>	<b>ADH Area Nursing Director</b>	<b>MP02</b>

Our agency is also requesting hazardous duty for the following classifications:

<b>L017C</b>	<b>ADH Area Nursing Director</b>	<b>MP02</b>
<b>L038C</b>	<b>Registered Nurses</b>	<b>MP01</b>
<b>L069C</b>	<b>Licensed Practical Nurses</b>	<b>GS06</b>

The Arkansas Department of Health needs to ensure that we are able to recruit and retain qualified applicants in specific geographic areas of the state and be able to compensate those employees that experience an increased risk of personal physical injury. We understand that upon leaving their classifications they would lose the differentials.

Thank you for your help in this matter and if you need additional information, please contact me at (501) 683-5749.

Sincerely

Tracy D. Bradford,  
ADH Chief Human Resources Officer  
Arkansas Department of Health

Cc: Ann Purvis, ADH Deputy Director, Administration





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

**OFFICE OF THE DIRECTOR**  
 1509 West Seventh Street, Suite 401  
 Post Office Box 3278  
 Little Rock, Arkansas 72203-3278  
 Phone: (501) 682-2242  
 Fax: (501) 682-1029  
 www.arkansas.gov/dfa

May 20, 2019



Kay Barnhill, Administrator  
 Office of Personnel Management  
 Department of Finance and Administration  
 1509 West 7<sup>th</sup> Street, Suite 201  
 Little Rock, AR 72201

Dear Ms. Barnhill:

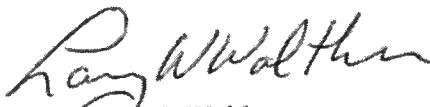
The Arkansas Department of Finance and Administration is requesting the continuation of the previously approved 10% geographic differentials for the following titles through Fiscal Year 2020 in the Fayetteville, Springdale, Bentonville, Rogers and Lowell offices, all located in Northwest Arkansas. This area struggles with recruitment and retention of employees due to the competitive job market. This differential will not be included in the base salary and will only be awarded for designated positions in these offices and will be removed if an employee changes to a position where this differential pay is not approved.

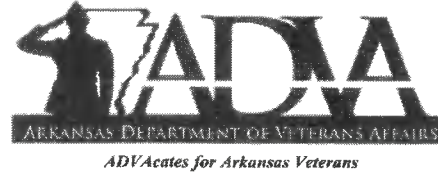
<u>Title</u>	<u>Grade</u>
DFA Service Rep	GS03
DFA Supervisor	GS04
Legal Support Specialist	GS04
DFA Local Rev Office Spvr	GS05
DFA Rev Office Asst District Mgr	GS05
DFA Local Rev Office Mgr	GS06
DFA Rev Office District Mgr	GS07

There are currently 81 employees affected by this geographical differential for a total of \$231.857 for Fiscal Year 2019.

Your favorable consideration of this request is appreciated.

Sincerely,

  
 Larry W. Walther  
 Director



Office of the Director, Fiscal and Human Resources  
 501 Woodlane Drive, Suite 230C, Little Rock, AR 72201  
 Phone: (501) 683-1787 | Fax: (501) 682-4833

**Asa Hutchinson**  
 Governor

May 24, 2019

Ms. Kay Barnhill  
 State Personnel Administrator  
 Department of Finance and Administration  
 1509 W. 7th Street  
 Little Rock, AR 72201



**Nathaniel (Nate) Todd**  
 Director

**RE: Geographical Differential Renewal Requests**

Dear Ms. Barnhill:

The Arkansas Department of Veterans Affairs is requesting OPM's permission to continue the use of the approved differentials for the upcoming fiscal year, July 1, 2019 – June 30, 2020.

Agency	Wage Type	Classification	Percentage	Cost	Number of Positions
AR Dept of Veterans Affairs	Geographical Diff	Certified Nursing Assistant (ASVH-F Only)	10%	\$ 129,049.19	48
AR Dept of Veterans Affairs	Geographical Diff	Licensed Practical Nurse	10%	\$ 190,198.20	33
AR Dept of Veterans Affairs	Geographical Diff	Licensed Practical Nurse Supervisor	10%		1

Please feel free to contact Sara Snead at (501) 683-1386 with any questions or clarification you may have.

Sincerely,

Nathaniel (Nate) Todd  
 ADVA Director