



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

EXHIBIT E
OFFICE OF PERSONNEL MANAGEMENT
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May 15, 2018

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 from the Arkansas Department of Correction (ADC) for hazardous duty compensation differentials in accordance with Ark. Code Ann. §21-5-221.

Hazardous duty differentials were established for the following classifications at 6% by the Personnel Subcommittee for Fiscal Year 2018 during the June 2017 meeting:

- T033C, ADC/DCC Major, GS10
- T048C, ADC/DCC Captain, GS09
- T054C, ADC/DCC Lieutenant, GS07
- T065C, ADC/DCC Correctional Sergeant, GS06
- T075C, ADC/DCC Corporal, GS05
- T059C, ADC/DCC Food Preparation Manager, GS05
- T083C, ADC/DCC Correctional Officer I, GS04
- T070C, ADC/DCC Food Preparation Supervisor, GS04

The ADC requests an increase to the currently approved hazardous duty differential of 6% to 10% for the above listed classifications for all units except for the Cummins, East Arkansas Regional, Varner and Varner Supermax units. **Although the ADC has requested authority to implement the 10% differential, the agency anticipates that the differential will only be used at a rate of 8%.** These units are excluded from this request because the ADC received approval to increase the hazardous duty differential for the classifications located within these facilities to 10% at the August 2017 meeting due to the fact that these facilities house the most dangerous inmates. The agency has made this request in order to address an ongoing issue with turnover as well as to attract potential applicants. The ADC currently has 735 correctional security vacancies.

The Office of Personnel Management analyzed the ADC's request for this differential increase. Approximately 1,651 incumbents would be potentially eligible for these differentials in the requested correctional facilities. If the differential rate is approved to increase to 8%, the additional cost would be \$1,530,608.

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Page 2 of 2

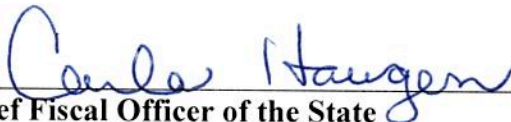
The Office of Personnel Management (OPM) has reviewed the request from the Arkansas Department of Correction and **recommends** establishment of the compensation differential listed above for the remainder of Fiscal Year 2018 and for Fiscal Year 2019.

Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill
State Personnel Administrator



Chief Fiscal Officer of the State

MAY 03 2018

Date

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HUMAN RESOURCES
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Pine Bluff, Arkansas 71601
Phone: (870) 850-8510
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Job Line: 1-888-8ADC-JOBS
www.state.ar.us/doc

Arkansas Department of Correction

April 18, 2018

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 is requesting to increase the hazardous duty pay from six percent (6%) to eight percent (8%) for all units except the Cummins Unit, Varner/Varner Supermax, Maximum Security Unit, and East Arkansas Regional Unit as we were previously approved for ten (10%) Hazardous Duty Pay for the Maximum Security Units.

Hazardous Duty	ADC/DCC Food Preparation Supervisor, T070C, GS04	8%
Hazardous Duty	ADC/DCC Correctional Officer I, T083C, GS04	8%
Hazardous Duty	ADC/DCC Corporal, T075C, GS05	8%
Hazardous Duty	ADC/DCC Correctional Sergeant, T065C, GS06	8%
Hazardous Duty	ADC/DCC Food Preparation Manager, T059C, GS05	8%
Hazardous Duty	ADC/DCC Lieutenant, T054C, GS07	8%
Hazardous Duty	ADC/DCC Captain, T048C, GS09	8%
Hazardous Duty	ADC/DCC Major, T033C, GS10	8%

We currently have 615 vacancies in the Correctional Security positions, so we are looking for ways to attract potential applicants for our Security position. Your assistance with this request would be greatly appreciated.

Sincerely,

Stacia Lenderman
Human Resources Administrator

SL/jw