



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

September 18, 2013

Representative Andrea Lea, Co-Chairman
Senator Uvalde Lindsey, Co-Chairman
Uniform Personnel Classification and
Compensation Plan Subcommittee
Bureau of Legislative Research
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Co-Chairs:

The Office of Personnel Management submits a request from the Arkansas Insurance Department for your review.

The Insurance Department has requested a special rate of \$25.00 per hour due to labor market conditions for the classification of T055C, Public Safety Officer, grade C116, for the following positions only: **22088093, 22088095, 22088096, 22088097, 22088098, 22088099, 22088100, 22088101, 22088105, 22088106, 22088109, and 22088110.**

Justification

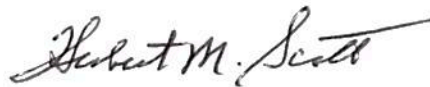
The agency is requesting approval to hire the department's Public Safety Officers at \$25.00 per hour. The department has a total of twelve officer positions, five are vacant. The positions are filled by Little Rock Police Officers who have acted as the department's security for over twelve years. The officers work less than 40 hours per pay period and the department is in need of filling the additional positions to continue to provide a safe work environment for employees. The positions are extra help positions and provide security from 6:30 a.m. – 5:30 p.m. by computer surveillance and walking the building and grounds. The employees are certified law enforcement officers and carry firearms. The department's extra help positions are paid with current appropriations.

Based on analysis and review of the agency's request, the Office of Personnel Management **recommends** the labor market special rate of \$25.00 per hour for the classification of T055C, Public Safety Officer, **positions 22088093, 22088095, 22088096, 22088097, 22088098, 22088099, 22088100, 22088101, 22088105, 22088106, 22088109, and 22088110 ONLY.**

Representative Andrea Lea, Co-Chairman
Senator Uvalde Lindsey, Co-Chairman
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Your consideration of this request is appreciated.

Sincerely,



Herbert M. Scott
State Personnel Administrator



Chief Fiscal Officer of the State

AUG 29 2013

Date

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Arkansas Insurance Department

Mike Beebe
Governor



Jay Bradford
Commissioner

August 26, 2013

RECEIVED

AUG 27 2013

Office of Personnel Management
1509 West 7th Street, Suite 201
Little Rock, Arkansas 72201

**OFFICE OF PERSONNEL MGMT
CLASS & COMP**

Attention: Abbi Bruno

Gentlemen:

The Arkansas Insurance Department (AID) is located at Third and Cross, an area which backs up to the Salvation Army Center at Markham and Cross. This is an area frequented by the homeless who eat at least two meals per day at the center. They also panhandle, use our parking lots as restrooms, and sell or purchase multiple services on our parking lots. Our staff is approached daily by one or more of the homeless people with requests for money, food or cigarettes. They break up fights among the homeless on our parking lots, frequently calling for transport to the jail for some of the participants.

For that reason, we have utilized off-duty Little Rock police officers as security for a number of years. They patrol our parking lots in the hours during which staff is arriving for work, during the lunch hour and when staff is leaving for the evening. During the remainder of the day they are inside the building, monitoring the parking lots with a closed circuit camera, assisting with visitors who become unruly and monitoring traffic into and out of the building.


A Little Rock police officer coordinates the staffing for our office, always making sure we have coverage should one of the scheduled officers be called to court on a case. Most of the time we know who is scheduled, but frequently that could change based on the circumstances. For that reason, we do not require all the officers we use to fill out formal employment applications. We collect the necessary information for payroll purposes.

We know that all the officers are full-time Certified Law Enforcement Officers who are working for us on their off duty time. Little Rock Officers Certification and Training exceeds the Arkansas Commission on Law Enforcement Standards. The current hourly rate for police officers working off duty at AID is \$25.00 an hour. A review of rates paid to Little Rock police officers for off duty employment for other businesses using their services range from \$30 to \$35 per hour. This includes entities such as St. Vincent and Baptist Hospital Emergency Rooms, Park Plaza Mall, Chapel Ridge Apartments, Stephens, Inc. and the Little Rock Bus Station. As of this afternoon, we have no security officers willing to work for the Department at the rate to which we had to reduce them. They will not work for anything less than the \$25.00 per hour we have been paying them.

For the safety of our staff, it is important that this be resolved as quickly as possible. As we move further into the fall, the days get shorter and it is essential that we have parking lot security when some staff arrives before daylight and departs after it is dark.

Your quick review of this request would really be appreciated.

Sincerely,


Lenita Blasingame
Insurance Chief Deputy Commissioner

LB:sc