



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

**OFFICE OF PERSONNEL MANAGEMENT
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June 18, 2014

Senator Uvalde Lindsey, Co-Chairperson
 Representative Andrea Lea, 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 hazardous duty differentials for FY 2015. The requested differentials for continuation are attached.

The Office of Personnel Management is requesting the continuation of hazardous duty differentials from seven state agencies and commissions, including the Statewide Nursing Grid. There are no modifications recommended by OPM for the hazardous duty differentials.

In accordance with ACA §21-5-221, the Arkansas Department of Correction requests continuation of the 5.5% Maximum Security Incentive Differential Pay over and above other hazardous duty pay that an employee may be eligible for. This subsequent differential will only be paid while an employee continues to work in certain approved areas and has regular exposure of at least 85% of the work time with clear, direct, and unavoidable hazards from inmates who are in units classified as Maximum Security.

The following classifications are eligible for the Maximum Security Incentive Differential Pay:

TITLE	CLASS CODE	GRADE
ADC/DCC Food Preparation Manager	T059C	C116
ADC/DCC Correctional Officer I	T083C	C112
ADC/DCC Corporal	T075C	C113
ADC/DCC Correctional Sergeant	T065C	C115
ADC/DCC Food Preparation Supervisor	S056C	C111
ADC/DCC Lieutenant	T054C	C117
ADC/DCC Major	T033C	C120
ADC/DCC Captain	T048C	C118

Senator Uvalde Lindsey, Co-Chair
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June 18, 2014
Page 2 of 2

After review of the requests, the Office of Personnel Management **recommends** the approval of the continuation of these previously approved hazardous duty differentials for FY15. Your consideration of this request is greatly appreciated.

Sincerely,



Kay B. Terry
State Personnel Administrator



Chief Fiscal Officer of the State

JUN 04 2014

Date

KBT/sd

**HAZARDOUS DUTY DIFFERENTIALS
PERSONNEL COMMITTEE/ FY15**

BA	Agency/Institution Name	Request Type	Classifications Affected	Recommendation	Positions Affected
80	AR Game and Fish Commission	Hazardous Duty: 3%	Natural Resource Program Technician, B101C, C113	Continue as Requested	5
400	Agriculture	Hazardous Duty- 4%	County Forest Ranger, B088C, C116 Forest Ranger II, B098C, C114	Continue as Requested	11
480	AR Dept. of Correction	Hazardous Duty-6% Explosives	County Forest Ranger, B088C, C116	Continue as Requested	1
		Hazardous Duty - 6%	TOTAL	Continue as Requested	4,621
			ADC/DCC Food Preparation Supervisor, S056C, C111		81
			ADC/DCC Correctional Officer I, T083C, C112		1465
			ADC/DCC Corporal, T075C, C113		2122
			ADC/DCC Correctional Sergeant, T065C, C115		712
			ADC/DCC Food Preparation Manager, T059C, C116		17
			ADC/DCC Lieutenant, T054C, C117		145
			ADC/DCC Captain, T048C, C118		54
			ADC/DCC Major, T033C, C120		25
645	Department of Health	Hazardous Duty: 3-6%	TOTAL	Continue as Requested	310
			ADH Area Nursing Director, L017C C124		1
			Nursing Clinic Coordinator, L022C, C123		1
			LPN Supervisor, L026C, C115		1
			Registered Nurse, L038C, C120		282
			Licensed Practical Nurse, L069C, C113		25
710	AR Dept. of Human Services	Differentials: Hazardous Duty- 6%	TOTAL	Continue as Requested	23
			Certified Nursing Assistant, L082C, C109		
			Licensed Practical Nurse, L069C, C113		
			Licensed Practical Nurse Supervisor, L062C, C115		
			Registered Nurse , L038C, C120		
			Registered Nurse - Hospital, L032C, C121		
			Registered Nurse Coordinator, L019C, C123		
			Registered Nurse Supervisor, L027C, C122		
			Nurse Instructor, L036C, C121		
			Nurse Manager, L009C, C125		
			Nurse Practitioner, L018N, N904		
			Recreational Activity Leader II, M076C, C111		
			Recreational Activity Leader I, M082C, C109		
			Behavioral Health Aide, M084C, C108		
			DHS DBS Public Safety Director, T031C, C120		
			DHS DBS Public Safety Supervisor, T052C, C117		
			Public Safety Officer, T055C, C116		
			Public Safety Security Officer, T084C, C110		
			Security Officer Supervisor, T072C, C113		
975	Military Department	Hazardous Duty- 5.5%	Military Firefighter, T066C, C114	Continue as Requested	10
ALL	Statewide Nursing Grid	Hazardous Duty- 6%	ALL	Continue as Requested	650

TOTAL 5,631