



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>

August 15, 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 second language compensation differential request from the Arkansas State Police (ASP) in accordance with Ark. Code Ann. §21-5-221(j).

ASP requests continuation of previously approved second language differentials for Fiscal Year 2018 based on the following levels of proficiency:

A. Advanced	10%
B. Fluent	7.5%
C. Intermediate	5.0%
D. Beginning/Basic	2.0%

Individuals receiving the differential must pass oral and written proficiency examinations. The second language must be utilized at least 25% of the time in performing job duties. Employees receiving the differential whose job duties change and no longer require the use of the second language will no longer receive the differential. Second language differentials are not considered part of an employee's base pay. ASP had four incumbents receiving second language differentials in Fiscal Year 2017. The total cost to the agency in fiscal year 2017 was \$10,481.

Senator John Cooper, Co-Chairperson  
Representative Les Eaves, Co-Chairperson  
August 15, 2017  
Page 2 of 2

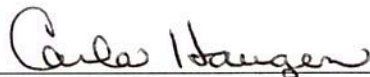
The Office of Personnel Management has reviewed ASP's request and recommends continuation of second language differentials for Fiscal Year 2018.

Your consideration of this request is appreciated.

Sincerely,



Kay Barnhill  
State Personnel Administrator



Chief Fiscal Officer of the State

JUL 05 2017

Date

KB/cmb: 1-2



Asa Hutchinson  
Governor

State of Arkansas

ARKANSAS STATE POLICE

State Police Plaza Drive Little Rock, Arkansas 72203-4922 www.asp.arkansas.gov

"SERVING WITH PRIDE AND DISTINCTION SINCE 1935"



William J. Bryant  
Director

May 12 2017



ARKANSAS  
STATE POLICE  
COMMISSION

Ms. Kay Terry  
Arkansas Department of Finance & Administration  
Office of Personnel Management  
Post Office Box 3278  
Little Rock, Arkansas 72203

RE: Agency 0960 - FY18 Request for Renewal of Second Language Differential

Dear Ms. Terry:

The Arkansas State Police (ASP) is requesting to renew second language differential as authorized under ACA § 21-5-221 subsection (j)(1). The ASP covers all 75 counties of Arkansas operating out of various facilities located across the state. Data from the U.S. Census Bureau supports our need to utilize second language differential due to the continued growth of the Hispanic population within the Northwest, Southwest, and Southeast portions of the state.

We currently have four (4) positions that have been tested and certified in accordance with DFA/OPM procedures

Position Number	Authorized Job	Authorized Title
22089893	T022C	ASP CORPORAL
22090322	T035C	ASP TROOPER FIRST CLASS
22089950	T100C	ASP TROOPER
22090123	D081C	TELECOMMUNICATIONS SPECIALIST

These employees are routinely called upon for their Spanish speaking abilities, to act as an interpreter for other ASP Troopers as well as local law enforcement agencies. In addition, their communication skills are used on a daily basis as part of the active interstate Criminal Patrol (ICP) unit for roadside interviews and translation of Spanish documents.

Your review and consideration of this request is greatly appreciated. Should you have any questions or need additional information, please do not hesitate to contact Ms. Harmony Daniels, Human Resources Manager at (501) 618-8193.

Sincerely,

Colonel William J. Bryant  
Agency Director

WJB:hd

cc Personnel