



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

OFFICE OF PERSONNEL MANAGEMENT
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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 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 May 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

ADC requests to increase hazardous differentials for these classifications to 10% in the following correctional institutions:

- Cummins
- East Arkansas Regional Unit
- Varner
- Varner Supermax

The correctional institutions above are where ADC houses its most dangerous inmates; in order to encourage employees to work in these units, ADC requests that the currently approved hazardous duty differential be increased from 6% to 10% for these classifications at these facilities only. ADC has also requested that incumbents in these classifications at these facilities be eligible for additional hazardous duty pay of 10% when working in areas deemed to be of the highest possible security level: administrative segregation, punitive isolation, and death row. ADC previously had a salary administration grid to differential these institutions, but in light of the pay plan, has decided to discontinue its grid and use only differentials.

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OPM analyzed ADC's request for these differentials. Approximately 801 incumbents would be potentially eligible for these differentials in the four correctional facilities listed above. The cost of ADC's request to move from 6% differentials to 10% differentials for current incumbents for an entire fiscal year is estimated to be \$1,178,032. The additional hazardous duty pay for areas like death row is only paid by ADC for actual hours worked in those areas; if the average time for all incumbents is about 25%, then OPM estimates that the cost of these additional payments would be \$294,508, making the total cost for ADC's request an estimated \$1,472,540.

Considering the type of duties the incumbents perform, the types of facilities and their respective locations, and the types of inmates encountered, OPM **recommends** ADC's request for continuation of hazardous duty compensation differentials for Fiscal Year 2018.

Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill
State Personnel Administrator



Chief Fiscal Officer of the State

JUL 25 2017

Date

KB/cmb:1-2



HUMAN RESOURCES
 2403 East Harding Ave.
 Pine Bluff, Arkansas 71601
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Arkansas Department of Correction

June 20, 2017

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 ten percent (10%), and the maximum security pay from six percent (6%) to ten percent (10%), at the following units: **Varner Unit, Varner Supermax, Cummins Unit, and the East Arkansas Regional Unit:**

Hazardous Duty	ADC/DCC Food Preparation Supervisor, TO70C, GS04	10%
Hazardous Duty	ADC/DCC Correctional Officer I, T083C, GS04	10%
Hazardous Duty	ADC/DCC Corporal, T075C, GS05	10%
Hazardous Duty	ADC/DCC Correctional Sergeant, T065C, GS06	10%
Hazardous Duty	ADC/DCC Food Preparation Manager, T059C, GS05	10%
Hazardous Duty	ADC/DCC Lieutenant, T054C, GS07	10%
Hazardous Duty	ADC/DCC Captain, T048C, GS09	10%
Hazardous Duty	ADC/DCC Major, T033C, GS10	10%

Employees in the above classifications who work at the Varner Unit, Varner Supermax, Cummins Unit, and the East Arkansas Regional Unit, and are assigned to maximum security lockup areas, i.e., administrative segregation, punitive isolation, and death row, will be authorized to receive hazardous duty pay differential of ten percent (10%) and an additional ten percent (10%) of maximum security incentive differential pay. This will only be paid while the employee continues to work in those areas and have regular exposure of at least eighty-five percent (85%) of their work time to clear, direct, and unavoidable hazards from inmates who are in units that are classified as maximum security.

Sincerely,

Stacia Lenderman
 Stacia Lenderman
 Human Resources Administrator

SL/jw

Row Labels	Sum of Old HD	Sum of New HD	Count of Position Number
CUMMINS	\$741,751	\$1,236,351	330
T033C	\$7,316	\$12,193	2
T048C	\$22,902	\$38,171	7
T054C	\$44,490	\$74,158	16
T059C	\$2,779	\$4,632	1
T065C	\$214,545	\$357,601	87
T070C	\$16,782	\$27,974	8
T075C	\$338,827	\$564,768	157
T083C	\$94,110	\$156,854	52
EAST ARKANSAS REGIONAL UNIT	\$566,632	\$944,459	266
T033C	\$6,217	\$10,363	2
T048C	\$17,962	\$29,940	6
T054C	\$34,632	\$57,725	13
T059C	\$1,999	\$3,333	1
T065C	\$126,024	\$210,056	52
T070C	\$17,094	\$28,493	8
T075C	\$194,247	\$323,782	91
T083C	\$168,457	\$280,767	93
VARNER SUPERMAX	\$213,788	\$356,323	95
T033C	\$3,242	\$5,404	1
T048C	\$8,928	\$14,881	3
T054C	\$17,018	\$28,365	6
T065C	\$54,073	\$90,121	22
T075C	\$93,226	\$155,380	43
T083C	\$37,301	\$62,172	20
VARNER UNIT	\$244,565	\$407,635	110
T033C	\$3,299	\$5,498	1
T048C	\$9,109	\$15,184	3
T054C	\$19,771	\$32,955	7
T059C	\$2,772	\$4,621	1
T065C	\$72,958	\$121,604	30
T070C	\$9,062	\$15,105	4
T075C	\$80,808	\$134,692	38
T083C	\$46,786	\$77,976	26
Grand Total	\$1,766,736	\$2,944,768	801