



Department of Transformation and Shared Services
Governor Asa Hutchinson
Secretary Mitch Rouse
Director Kay Barnhill

November 16, 2022

The Honorable David Wallace, Co-Chairperson
The Honorable David Hillman, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Joint Budget Committee
Big Mac Building, Room A
Little Rock, Arkansas 72201

Dear Senator Wallace and Representative Hillman:

The Office of Personnel Management (OPM) submits a request from the Arkansas Department of Environmental Quality (ADEQ) to establish a hazardous duty differential in accordance with Arkansas Code Annotated § 21-5-221(c)(1).

ADEQ requests to establish a hazardous duty differential for the classifications below:

<u>CLASSIFICATIONS IMPACTED</u>				
<u>CLASS CODE</u>	<u>GRADE</u>	<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>	<u>DIFFERENTIAL PERCENTAGE</u>
X093C	GS06	E&E Inspector II	\$36,155 – \$52,424	Up to 10%
X036C	GS07	E&E Inspector Supervisor I	\$40,340 – 58,493	Up to 10%

JUSTIFICATION

ADEQ requests that some employees within the abovementioned classifications are exposed to clear, direct, and unavoidable hazards during at least fifty percent (50%) of their scheduled work time. ADEQ has deemed these classifications eligible for the hazardous duty differential because they have the potential to be physically hazardous or dangerous due to location, facility, services provided, or other factors directly related to the job. Also, hazardous waste inspections often result in employee exposure to unique hazardous substances which require specific medical observation and monitoring. Therefore, the agency request to establish the hazardous duty differential to compensate individuals within these classifications. The agency expresses that the hazardous duty differential will be awarded to eight (8) positions initially upon approval, with an approximate cost of \$42,152.

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RECOMMENDATION

The Office of Personnel Management has reviewed this request and **recommends** the addition of a ten percent (10%) hazardous duty differential for the two (2) classifications, E&E Inspector II, X093C, grade GS06 and E&E Inspector Supervisor I, X036C, grade GS07. The agency guarantees sufficient funding for this request.

Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill, Director
Office of Personnel Management



SECRETARY OF TRANSFORMATION & SHARED SERVICES

11/3/22

DATE

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ARKANSAS
ENERGY & ENVIRONMENT

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Kay Barnhill
State Personnel Director
Office of Personnel Management
501 Woodlane, Suite 205
Little Rock, AR 72201

Re: Hazardous Duty Differential

Dear Ms. Barnhill:

The Department of Energy and Environment is requesting a 10% hazardous duty differential for hazardous waste inspectors and hazardous waste inspector supervisors. These positions are physically hazardous and dangerous due to the inspection services provided to regulated facilities and complainants and because the employees' regular work schedules expose them to clear, direct, and unavoidable hazards during at least fifty percent of the work time in a classification that does not already compensate for the hazardous exposure.

Inspections are performed at various facilities that treat, store, and dispose of acutely hazardous waste, such as acetone, lead-bearing waste, hydrocarbon-based fuels, and many more toxic, reactive, ignitable, and corrosive chemicals.

Hazardous-waste inspections often result in employee exposure to unique hazardous substances requiring specific medical surveillance and monitoring. For that reason, all E&E hazardous waste inspectors and hazardous waste inspector supervisors must participate in a medical monitoring program and wear personal protective equipment while performing their jobs.

At this time, the following positions would benefit from a hazardous duty differential.

22091072	GS07	X036C	E&E Inspector Supervisor I
22090978	GS07	X036C	E&E Inspector Supervisor I
22090931	GS06	X093C	E&E Inspector II
22091113	GS06	X093C	E&E Inspector II
22090981	GS06	X093C	E&E Inspector II
22115275	GS06	X093C	E&E Inspector II
22091050	GS06	X093C	E&E Inspector II
22091190	GS06	X093C	E&E Inspector II

The estimated cost of the 10% differential, including match, is \$42,449. The department has the necessary funds for this cost.

Thank you for your consideration of this request. Please let me know if you need additional information.

Sincerely,



Raina Weaver

Director of Personnel, Department of Energy & Environment
5301 Northshore Drive, North Little Rock, AR 72118