



Department of Transformation and Shared Services  
Governor Sarah Huckabee Sanders  
Secretary Leslie Fiskens

June 17, 2024

The Honorable Breanne Davis, Co-Chairperson  
The Honorable Mark Berry, Co-Chairperson  
Uniform Personnel Classification and  
Compensation Plan Subcommittee  
Arkansas Legislative Council  
State Capitol Building, Room 315  
Little Rock, Arkansas 72201

Dear Senator Davis and Representative Berry:

The Office of Personnel Management (OPM) submits a request for the continuation of previously approved geographic differentials for FY25. The requested differentials for continuation are attached.

The Office of Personnel Management is requesting the continuation of geographic differentials from seven (7) departments. Each department that utilizes the geographic differentials must stipulate the counties where it may be applied to employees and receive approval each biennium. During FY24, these cost an estimated \$1,776,676.62, or an increase of \$886,771 from the previous year.

After review of the requests, the Office of Personnel Management **recommends** the approval of the continuation of these previously approved geographic differentials for FY25.

Your consideration of this request is greatly appreciated.

*Kay Bunkhill*

STATE PERSONNEL DIRECTOR

*6/10/24*  
DATE

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**GEOGRAPHIC DIFFERENTIAL CONTINUATION FY25**

Agency	Counties	Class Code	Title	Pay Grade	Pay Range	Approved %	Estimated Cost FY24
Department of Correction	Statewide	L033C	Psychological Examiner	GS09	\$50,222- \$80,105	10%	\$160,882.75
		M026C	Licensed Social Worker	GS07	\$40,340- \$64,343	10%	
		M020C	Licensed Professional Counselor	GS08	\$45,010- \$71,792	10%	
		M088C	Licensed Master Social Worker	GS09	\$50,222- \$80,105	10%	
		M009C	Licensed Certified Social Worker	GS09	\$50,222- \$80,105	10%	
		L001C	Psychologist Supervisor	MP04	\$89,368- \$141,559	10%	
		T105C	ADC/DCC Deputy Warden	GS10	\$56,039- \$89,393	10%	
		L097C	ADC Psychologist	MP03	\$79,879- \$124,771	10%	
Department of Correction- Community Correction	Pulaski County	T092C	DCC Parole/Probation Officer I	GS05	\$32,405- \$51,686	6%	\$67,631.75
		T093C	DCC Parole/Probation Officer II	GS06	\$36,155- \$57,668	6%	
		T045C	DCC Parole/Probation Officer	GS07	\$40,340- \$64,343	6%	
		X042C	DCC Parole/Probation Assistant Area Manager	GS08	\$45,010- \$71,792	6%	
		X025C	DCC Parole/Probation Area Manager	GS10	\$56,039- \$89,383	6%	
Department of Education- Northwest Technical Institute	Fayetteville, Springdale, Bentonville, Rogers & Lowell areas (NW Arkansas)	E027C	Career & Technical Faculty	GS07	\$40,340- \$64,343	10%	\$7,775.07
		E018C	Specialized Technical Faculty	GS08	\$45,010- \$71,792	10%	
		E071C	Ammonia & Industrial Trainer	GS10	\$56,039- \$89,383	10%	
Department of Finance and Administration	Fayetteville, Springdale, Bentonville, Rogers & Lowell areas (NW Arkansas)	C059C	DFA Service Representative	GS05	\$32,405- \$51,686	10%	\$190,478.87
		C048C	DFA Supervisor	GS05	\$32,405- \$51,686	10%	
		C046C	Legal Support Specialist	GS05	\$32,405- \$51,686	10%	
		A094C	DFA Local Revenue Office Supervisor	GS05	\$32,405- \$51,686	10%	
		A069C	DFA Revenue Office Assistant District Manager	GS05	\$32,405- \$51,686	10%	
		A077C	DFA Local Revenue Office Manager	GS06	\$36,155- \$57,668	10%	
		A049C	DFA Revenue Office District Manager	GS07	\$40,340- \$64,343	10%	
Department of Health	Arkansas, Benton, Chicot, Clark, Crawford, Conway, Craghead, Faulkner, Garland, Grant, Independence, Jefferson, Lee, Lonoke, Miller, Mississippi, Monroe, Phillips, Prairie, Pulaski, Saline, Sebastian, Sharp, St. Francis, Washington, White	L017C	ADH Area Nursing Director	MP02	\$71,403- \$109,961	10%	\$104,461.62
		L018N	Nurse Practitioner	MP04	\$89,368- \$141,559	10%	
		L022C	Nursing Clinic Coordinator	MP02	\$71,403- \$109,961	10%	
		L038C	Registered Nurse	MP01	\$63,830- \$96,864	10%	
		L069C	Licensed Practical Nurse	GS06	\$36,155- \$57,668	10%	
	Pulaski	L038C	Registered Nurse	MP01	\$63,830- \$96,864	10%	\$104,461.62
		L032C	Registered Nurse-Hospital	MP01	\$63,830- \$96,864	10%	
		L019C	Registered Nurse Coordinator	MP02	\$71,403- \$109,961	10%	
		L027C	Registered Nurse Supervisor	MP02	\$71,403- \$109,961	10%	
		L006C	Associate Director of Nursing	MP03	\$78,879 - \$124,771	10%	
		L036C	Nurse Instructor	MP02	\$71,403- \$109,961	10%	

Department of Human Services	Pulaski/Saline	L009C	Nurse Manager	MP03	\$78,879 - \$124,771	10%		
		L018C	Nurse Practitioner	MP04	\$89,368 - \$141,559	10%		
		L105C	AHC Nursing Director	MP04	\$89,368 - \$141,559	10%		
	Pulaski, Faulkner, Saline	L069C	Licensed Practical Nurse	GS06	\$36,155- \$57,668	10%		
		L062C	Licensed Practical Nurse Supervisor	GS07	\$40,340- \$64,343	10%		
	Conway, Benton, Monroe, Saline, St. Francis, Polk, Garland, Baxter, Greene	L009C	Nurse Manager	MP03	\$78,879 - \$124,771	10%		
		L022C	Nursing Clinic Coordinator	MP02	\$71,403- \$109,961	10%		
		L024C	DHS Behavioral Health Facility Administrator	GS09	\$50,222- \$80,105	10%		
		L020C	Nursing Services Unit Manager	MP02	\$71,403- \$109,961	10%		
		L038C	Registered Nurse	MP01	\$63,830- \$96,864	10%		
		L032C	Registered Nurse-Hospital	MP01	\$63,830- \$96,864	10%		
		L019C	Registered Nurse Coordinator	MP02	\$71,403- \$109,961	10%		
		L027C	Registered Nurse Supervisor	MP02	\$71,403- \$109,961	10%		
		M089C	Residential Care Assistant	GS05	\$32,405- \$51,686	10%		
		M083C	Residential Care Technician	GS05	\$32,405- \$51,686	10%		
		Clark & Faulkner	L038C	Registered Nurse	MP01	\$63,830- \$96,864	10%	
			L069C	Licensed Practical Nurse	GS06	\$36,155- \$57,668	10%	\$1,126,622.54
	Department of Veteran's Affairs	Fayetteville	L082C	Certified Nursing Assistant	GS05	\$32,405- \$51,686	10%	
			L069C	Licensed Practical Nurse	GS06	\$36,155- \$57,668	10%	
			L062C	Licensed Practical Nurse Supervisor	GS07	\$40,340- \$64,343	10%	
L032C			Registered Nurse- Hospital	MP01	\$63,830- \$96,864	10%	\$118,824.02	
							\$1,776,676.62	