


**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 all previously approved hazardous duty differentials for FY25 for the Arkansas Department of Correction (including the Department of Community Correction), Department of Energy and Environment (ADEQ), Department of Human Services and the Health Department. The requested differentials for continuation are attached.

The Arkansas Department of Correction also requests continuation of the 10% Maximum Security Incentive Differential Pay approved in FY24.

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

<u>TITLE</u>	<u>CLASS CODE</u>	<u>GRADE</u>	<u>PAY RANGE</u>
ADC/DCC Food Preparation Manager	T059C	GS07	\$40,340- \$64,343
ADC/DCC Correctional Officer I	T083C	GS06	\$36,155- \$57,668
ADC/DCC Corporal	T075C	GS07	\$40,340- \$64,343
ADC/DCC Correctional Sergeant	T065C	GS08	\$45,010- \$71,792
ADC/DCC Food Preparation Supervisor	T070C	GS06	\$36,155- \$57,668
ADC/DCC Lieutenant	T054C	GS09	\$50,222- \$80,105
ADC/DCC Major	T033C	GS11	\$62,531- \$99,737
ADC/DCC Captain	T048C	GS10	\$56,039- \$89,383

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The total estimated cost of the hazardous duty differential in FY24 was \$8,127,635.57, or an increase of \$261,768 from the previous year.

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

Your consideration of this request is greatly appreciated.

*Kay Fairhill*  
STATE PERSONNEL DIRECTOR

*6/4/24*  
DATE

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## HAZARDOUS DUTY DIFFERENTIAL SPREADSHEET FY25

Agency	Class Code	Title	Pay Grade	Pay Range	Approved %	Estimated Cost FY24
Department of Correction	T033C	ADC/DCC Major*	GS10	\$56,039- \$89,383	10.0%	\$7,589,851.70
	T048C	ADC/DCC Captain*	GS09	\$50,222- \$80,105	10.0%	
	T054C	ADC/DCC Lieutenant*	GS07	\$40,340- \$64,343	10.0%	
	T065C	ADC/DCC Correctional Sergeant*	GS06	\$36,155- \$57,668	10.0%	
	T059C	ADC/DCC Food Preparation Manager*	GS05	\$32,405-\$51,686	10.0%	
	T075C	ADC/DCC Corporal*	GS05	\$32,405-\$51,686	10.0%	
	T083C	ADC/DCC Correctional Officer I*	GS05	\$32,405-\$51,686	10.0%	
	T070C	ADC/DCC Food Preparation Supervisor*	GS05	\$32,405-\$51,686	10.0%	
	G222C	DC Internal Affairs Administrator	GS09	\$50,222- \$80,105	6.0%	
	X053C	Internal Affairs Manager	GS07	\$40,340- \$64,343	6.0%	
X133C	DOC Internal Affairs Investigator	GS06	\$36,155- \$57,668	6.0%		
Department of Correction-DCC	T033C	ADC/DCC Major	GS10	\$56,039- \$89,383	6.0%	\$226,156.33
	T048C	ADC/DCC Captain	GS09	\$50,222- \$80,105	6.0%	
	T054C	ADC/DCC Lieutenant	GS07	\$40,340- \$64,343	6.0%	
	T065C	ADC/DCC Correctional Sergeant	GS06	\$36,155- \$57,668	6.0%	
	T059C	ADC/DCC Food Preparation Manager	GS05	\$32,405-\$51,686	6.0%	
	T075C	ADC/DCC Corporal	GS05	\$32,405-\$51,686	6.0%	
	T083C	ADC/DCC Correctional Officer I	GS05	\$32,405-\$51,686	6.0%	
	T070C	ADC/DCC Food Preparation Supervisor	GS05	\$32,405-\$51,686	6.0%	
	T092C	DCC Parole/Probation Officer I	GS05	\$32,405-\$51,686	10.0%	
	T093C	DCC Parole/Probation Officer II	GS06	\$36,155- \$57,668	10.0%	
	T045C	DCC Parole/Probation Officer	GS07	\$40,340- \$64,343	10.0%	
	X042C	DCC Parole/Probation Asst. Area Manager	GS08	\$45,010-\$71,792	10.0%	
	G222C	ADC/DCC Internal Affairs Investigator	GS09	\$50,222- \$80,105	10.0%	
	X025C	DCC Parole/Probation Area Manager	GS10	\$56,039- \$89,383	10.0%	
	Department of Energy & Environment- ADEQ	X093C	E&E INSPECTOR II	GS06	\$36,155- \$57,668	
X036C		E&E INSPECTOR SUPERVISOR I	GS07	\$40,340- \$64,343	10.0%	
Department of Health	L017C	ADH Area Nursing Director	MP02	\$71,403- \$109,961	10.0%	\$2,321.91
	L038C	Registered Nurse	MP01	\$71,403- \$96,864	10.0%	
	L069C	Licensed Practical Nurse	GS06	\$36,155- \$57,668	10.0%	
Department of Human Services	B111C	Laboratory Technician	GS05	\$32,405-\$51,686	10.0%	\$287,364.75
	E044C	Certified Bachelor's Teacher	GS06	\$36,155- \$57,668	10.0%	
	L009C	Nurse Manager	MP03	\$79,879 - \$124,771	10.0%	
	L022C	Nursing Clinic Coordinator	MP02	\$71,403- \$109,961	10.0%	
	L027C	Registered Nurse Supervisor	MP02	\$71,403- \$109,961	10.0%	
	L032C	Registered Nurse-Hospital	MP01	\$63,830- \$96,864	10.0%	
	L036C	Nurse Instructor	MP02	\$71,403- \$109,961	10.0%	
	L038C	Registered Nurse	MP01	\$63,830- \$96,864	10.0%	
	L050C	Certified Respiratory Therapy Technician	GS08	\$45,010-\$71,792	10.0%	
	L052C	Rehab Facility Supervisor	GS07	\$40,340- \$64,343	10.0%	
	L062C	Licensed Practical Nurse Supervisor	GS07	\$40,340- \$64,343	10.0%	
	L066C	Rehabilitation Instructor	GS05	\$32,405-\$51,686	10.0%	
	L069C	Licensed Practical Nurse	GS06	\$36,155- \$57,668	10.0%	
	L074C	Therapy Assistant	GS05	\$32,405-\$51,686	10.0%	
	L082C	Certified Nursing Assistant	GS05	\$32,405-\$51,686	10.0%	
	M045C	Adult Protective Services Worker	GS06	\$36,155- \$57,668	10.0%	
	M076C	Recreational Activity Leader II	GS05	\$32,405-\$51,686	10.0%	
	M082C	Recreational Activity Leader I	GS05	\$32,405-\$51,686	10.0%	
	M084C	Behavioral Health Aide	GS05	\$32,405-\$51,686	10.0%	
	T055C	Public Safety Officer	GS05	\$32,405-\$51,686	10.0%	
	T072C	Security Officer Supervisor	GS05	\$32,405-\$51,686	10.0%	
	T084C	Public Safety Security Officer	GS05	\$32,405-\$51,686	10.0%	

\*For Cummins, EARU, MAX, & Vanner Units ONLY

\$8,127,635.57