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Department of Shared Administrative Services
Governor Sarah Huckabee Sanders
Secretary Leslie Fiskin

June 17, 2026

The Honorable Breanne Davis, Co-Chairperson
The Honorable Les Warren, 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 Warren:

The Office of Personnel Management (OPM) submits a request for the continuation of a previously approved Hard-to-Fill differential for FY27. The requested differential for continuation is attached.

OPM is requesting the continuation of the Hard-To Fill differential from the Department of Corrections (DOC) and Department of Energy and Environment (E&E). DOC uses this differential only for maximum security unit purposes. During FY26, this cost DOC an estimated \$2,239,838.54. E&E use this differential for their inspectors who inspect facilities that treat, store, and dispose of hazardous waste. During FY26, this cost E&E an estimated \$20,738.52.

After reviewing the requests, OPM **recommends** the approval of the continuation of this previously approved Hard-to-Fill differential for FY27.

Your consideration of this request is greatly appreciated.



STATE PERSONNEL DIRECTOR



DATE

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HARD-TO-FILL DIFFERENTIAL CONTINUATION FY27

Agency	Class Code	Title	Pay Grade	Pay Range	Approved %	Estimated Cost FY26
Department of Correction	SCO02P	CORRECTIONS CORPORAL	LES03	\$55,930 - \$82,776	Up to 10%	\$2,239,838.54
	SCO03C	CORRECTIONS LIEUTENANT	LES05	\$67,675 - \$100,159	Up to 10%	
	SCO05P	CORRECTIONS OFFICER	LES02	\$50,845 - \$75,251	Up to 10%	
	SCO06P	CORRECTIONS SERGEANT	LES04	\$61,523 - \$91,054	Up to 10%	
	SCO04C	CORRECTIONS MAJOR	LES06	\$74,443 - \$110,175	Up to 10%	
	SCO01C	CORRECTIONS CAPTAIN	LES07	\$81,887 - \$121,193	Up to 10%	
	Department of Energy & Environment	IIN05P	Inspector Supervisor/Expert	SGS07	\$57,351 - \$84,879	
IIN02P		Inspector II	SGS05	\$47,397 - \$70,148	Up to 7%	
				TOTAL:		\$2,260,577.06