EXHIBIT J



OFFICE OF PERSONNEL MANAGEMENT Administrator's Office

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June 12, 2018

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 (OPM) submits a request for the continuation of previously approved geographic differentials for FY19. The requested differentials for continuation are attached.

The Office of Personnel Management is requesting the continuation of six geographic differentials. During FY18, these differentials affected a total of 441 employees and cost an estimated \$1,230,327. Each state agency that utilizes the geographic differentials must stipulate the areas where it can be applied to employees and receive approval each fiscal year.

The total cost for the geographic differential in FY18 was \$1,230,327. After review of the requests, the Office of Personnel Management **recommends** the approval of the continuation of these previously approved geographic differentials for FY19. Your consideration of this request is greatly appreciated.

Sincerely,

Kan Barnhill

State Personnel Administrator

Chief Fiscal Officer of the State

JUN 01 2018

Date

KB/sd:1

GEOGRAPHIC DIFFERENTIAL CONTINUATION FY19

Code Title Pay Grade Pay Grade Pay Range % FY18 Cost Ection M033C Licensed Professional Counselor 6509 \$50,225.25.28.21 10% \$50,707 Ection M026C Licensed Professional Counselor 6508 \$45,010.558,294 10% \$50,703 Ection M026C Licensed Professional Counselor 6508 \$50,225.578.21 10% \$37,401 Ection L010L Phythologist Supervisor MPDA \$50,225.578.21 10% \$37,401 Ection L010L Phythologist Supervisor MPDA \$50,225.572.82 10% \$51,401 Ection L010L ADC Populogist Supervisor MPDA \$50,225.572.82 10% \$51,401 Ection T013C ADC Populogist Supervisor MPDA \$50,225.572.82 10% \$51,401 Innih T03C Caracter Supervisor MPDA \$50,405.958.12.56 10% \$51,702 Innih T03C Caracter Supervisor MPDA \$50,405.958.12.56 10%		Class				Approved		Positions
MOSOC	Agency	Code	Title	Pay Grade	Pay Range	%	FY18 Cost	Affected
MOZÓC Licensed Porfessoral Courselor GS07 \$44,010 \$65,264 10% \$38,772 MOZÓC Licensed Porfessoral Courselor GS09 \$45,010 \$65,264 10% \$32,431 MOZÓC Licensed Porfessoral Courselor GS09 \$50,222. \$72,821 10% \$32,431 MOZÓC Licensed Certifical Social Worker GS09 \$50,222. \$72,821 10% \$32,431 LIODTC ADC/DCC Deputy Warden* GS09 \$50,205. \$43,342 10% \$51,005 LIODTC ADC/DCC Deputy Warden* GS01 \$55,005. \$43,245 10% \$57,005 EDTZ Career & Technical Faculty GS08 \$45,010. \$65,264 10% \$57,005 EDTZ Career & Technical Faculty GS08 \$45,010. \$65,264 10% \$57,005 EDTZ Career & Technical Faculty GS08 \$45,010. \$65,264 10% \$51,077 EDTZ Ammonia & Industrial Trainer GS09 \$56,039. \$81,284 6% \$17,435 T092C DCC Parole/Probation Officer II GS05 \$36,105. \$82,243 6%	Department of Correction	L033C	Psychological Examiner	6089	\$50,222-\$72,821	10%	\$9,072	3
MODOC Licensed Professional Counselor GS08 545,012-572,214 10% 57,631 MODOC Licensed Professional Worker GS09 550,222-572,821 10% 532,491 MODOC Licensed Cariffed Social Worker GS09 550,222-572,821 10% 538,939 LODIC Psychologist Supervisor MMP04 589,368-512,86.90 10% 53,899 LODIC Psychologist Supervisor MMP04 589,368-512,86.90 10% 527,005 T015C ADC/DCC Deputy Warten** GS07 540,340-581,266 10% 51,707 E027C Career & Technical Faculty GS08 545,010-565,264 10% 51,707 E071C Ammonia & Industrial Trainer GS08 545,010-565,246 10% 51,707 E071C Ammonia & Industrial Trainer GS07 540,340-582,433 6% 517,443 T093C DCC Parole/Probation Officer I GS08 545,010-565,264 6% 517,443 X025C DCC Parole/Probation Officer I GS09 536,155-552,424 6% <	Department of Correction	M026C	Licensed Social Worker	GS07	\$40,340-\$58,493	10%	\$8,772	က
MORBEC Licensed Master Social Worker GSO9 550,222-572,821 10% \$32,491 NOROGC Licensed Certified Social Worker GSO9 550,222-572,821 10% \$18,392 LODTC Licensed Certified Social Worker GSO 570,222-572,821 10% \$18,392 LODTC ADC Psychologist MRP 578,379-5113,428 10% \$27,095 LODTC ADC Psychologist MRP 578,379-5113,428 10% \$27,095 ED18C Specialized Technical Faculty GSO 556,039-581,256 10% \$51,007 ED18C Specialized Technical Faculty GSO 546,039-581,256 10% \$51,007 ED18C Specialized Technical Faculty GSO 556,039-581,256 10% \$51,007 ED18C Specialized Technical Faculty GSO 546,0340-588,43 10% \$51,007 ED18C Specialized Technical Faculty GSO 546,0340-588,43 6% \$11,435 T032C DCC Parole/Probation Officer I GSO 536,135-552,424 6% \$10	Department of Correction	M020C	Licensed Professional Counselor	GS08	\$45,010-\$65,264	10%	\$7,631	က
M009C Licensed Certified Social Worker GS09 \$50,222-\$72,821 1 DW \$18,932 L001C Psychologist Supervisor MP094 \$89,366-\$128,860 10% \$23,005 L003C ADC/DCC Depath Warden* GS10 \$55,039-\$81,356 10% \$22,005 E027C ADC/DCC Depath Warden* GS10 \$55,039-\$81,356 10% \$24,005 E031C Specialized Technical Faculty GS07 \$40,340-\$58,493 10% \$1,707 E011C Ammonia & Industrial Frainer GS10 \$55,039-\$81,256 10% \$1,707 E071C Ammonia & Industrial Frainer GS20 \$53,405-\$46,987 6% \$1,707 E071C Ammonia & Industrial Frainer GS20 \$56,039-\$81,256 10% \$10 E071C Ammonia & Industrial Frainer GS20 \$56,039-\$81,266 6% \$17,435 T092C DCC Parole/Probation Officer GS20 \$36,135-\$52,424 6% \$17,439 X042C DCC Parole/Probation Officer GS20 \$40,340-\$58,439 6% \$10,749<	Department of Correction	M088C	Licensed Master Social Worker	60S5	\$50,222- \$72,821	10%	\$32,491	11
LODIC	Department of Correction	M009C	Licensed Certified Social Worker	6089	\$50,222-\$72,821	10%	\$18,392	9
1037C	Department of Correction	L001C	Psychologist Supervisor	MP04	\$89,368-\$128,690	10%	\$9,899	2
T015C	Department of Correction	L097C	ADC Psychologist	MP03	\$79,879-\$113,428	10%	\$27,095	9
E027C Career & Technical Faculty GS07 \$40,340-\$55,264 10% \$1,707 E018C Specialized Technical Faculty GS08 \$45,010-\$65,264 10% \$0 E071C Ammonia & Industrial Trainer GS10 \$55,039-\$81,256 10% \$0 T092C DCC Parole/Probation Officer I GS05 \$32,405-\$46,987 6% \$17,435 T093C DCC Parole/Probation Officer II GS06 \$36,155-\$52,424 6% \$17,435 T045C DCC Parole/Probation Officer II GS06 \$40,340-\$58,433 6% \$10,749 X042C DCC Parole/Probation Assistant Area Manager GS07 \$40,340-\$58,433 6% \$510,749 X042C DCC Parole/Probation Area Manager GS08 \$45,010-\$65,264 6% \$526,325 L055C Licensed Practical Nurse GS07 \$40,340-\$58,433 6% \$51,359 L052C Licensed Practical Nurse GS07 \$40,340-\$58,433 6% \$51,359 L03C Nursing Clinic Coordinator MP03 \$79,879-\$113,428 6%	Department of Correction	T015C	ADC/DCC Deputy Warden*	GS10	\$56,039-\$81,256	10%	\$45,200	∞
E018C Specialized Technical Faculty GS08 \$45,010-\$55,264 10% \$0 E071C Anmmonia & Industrial Trainer GS10 \$55,039-\$81,256 10% \$0 T092C DCC Parole/Probation Officer I GS05 \$32,405-\$46,987 6% \$17,435 T093C DCC Parole/Probation Officer I GS06 \$36,155-\$52,424 6% \$107,749 T093C DCC Parole/Probation Officer I GS07 \$40,340-\$58,493 6% \$107,749 X042C DCC Parole/Probation Area Manager GS07 \$40,340-\$58,493 6% \$107,749 X042C DCC Parole/Probation Area Manager GS07 \$40,340-\$58,493 6% \$107,749 X042C DCC Parole/Probation Area Manager GS07 \$40,340-\$58,493 6% \$107,749 X042C DCC Parole/Probation Area Manager GS07 \$40,340-\$58,493 6% \$10,749 X042C DCC Parole/Probation Area Manager GS07 \$40,340-\$58,493 6% \$10,749 X042C DCC Parole/Probation Area Manager GS07 \$40,340-\$58,493 </td <td>Northwest Technical Institute</td> <td>E027C</td> <td>Career & Technical Faculty</td> <td>GS07</td> <td>\$40,340-\$58,493</td> <td>10%</td> <td>\$1,707</td> <td>1</td>	Northwest Technical Institute	E027C	Career & Technical Faculty	GS07	\$40,340-\$58,493	10%	\$1,707	1
E071C Ammonia & Industrial Trainer GS10 \$56,039-\$81,256 10% \$0 T092C DCC Parole/Probation Officer I GS05 \$32,405-\$46,987 6% \$17,435 T093C DCC Parole/Probation Officer II GS06 \$36,155-\$52,424 6% \$107,749 T045C DCC Parole/Probation Officer GS07 \$40,340-\$58,493 6% \$107,749 X025C DCC Parole/Probation Assistant Area Manager GS07 \$40,340-\$58,493 6% \$107,749 X025C DCC Parole/Probation Assistant Area Manager GS07 \$40,340-\$58,493 6% \$10,779 L06C Licensed Practical Nurse GG06 \$55,035-\$81,256 6% \$15,059 L06C Licensed Practical Nurse GG07 \$40,340-\$58,433 6% \$15,264 L006C Licensed Practical Nurse MPO3 \$71,403-\$59,964 6% \$15,604 L006C Licensed Practical Nurse MPO3 \$71,403-\$59,964 6% \$13,603 L006C Nursing Services Unit Manager MPO3 \$71,403-\$59,964 6%	Northwest Technical Institute	E018C	Specialized Technical Faculty	GS08	\$45,010-\$65,264	10%	\$0	0
T093C DCC Parole/Probation Officer I GS05 \$32,405-\$46,987 6% \$17,435 T093C DCC Parole/Probation Officer II GS06 \$36,155-\$52,424 6% \$17,435 T045C DCC Parole/Probation Officer GS07 \$40,340-\$58,493 6% \$107,749 X025C DCC Parole/Probation Area Manager GS08 \$45,010-\$65,264 6% \$28,252 X025C DCC Parole/Probation Area Manager GS08 \$45,010-\$65,264 6% \$28,252 L069C Licensed Practical Nurse GS08 \$36,135-\$52,424 6% \$36,939 L062C Licensed Practical Nurse GS07 \$40,340-\$58,433 6% \$36,534 L062C Licensed Practical Nurse MP03 \$71,403-\$59,964 6% \$36,284 L003C Nursing Clinic Coordinator MP03 \$71,403-\$59,964 6% \$4,284 L02C Nursing Stervices Unit Manager MP01 \$63,830-\$58,058 6% \$13,692 L03C Registered Nurse-Hospital MP01 \$63,830-\$58,058 6% \$	Northwest Technical Institute	E071C	Ammonia & Industrial Trainer	GS10	\$56,039-\$81,256	10%	\$0	0
T092C DCC Parole/Probation Officer II GS06 \$32,405-\$45,947 6% \$17,435 T093C DCC Parole/Probation Officer II GS06 \$36,155-\$52,424 6% \$107,749 X042C DCC Parole/Probation Assistant Area Manager GS07 \$40,340-\$58,493 6% \$107,749 X025C DCC Parole/Probation Assistant Area Manager GS07 \$56,039-\$81,256 6% \$3,699 L069C Licensed Practical Nurse GS07 \$40,340-\$58,493 6% \$28,03.72 L069C Licensed Practical Nurse Supervisor GS07 \$40,340-\$58,493 6% \$50,372 L062C Nursing Services Unit Manager MP02 \$71,403-\$99,964 6% \$4,284 L020C Nursing Services Unit Manager MP02 \$71,403-\$99,964 6% \$4,564 L03C Registered Nurse Coordinator MP01 \$63,805-\$88,058 6% \$13,602 L03C Registered Nurse Supervisor MP02 \$71,403-\$99,964 6% \$1,604 L03C Registered Nurse Supervisor MP02 \$71,403-\$99,964<	Department of Community			1 0 0	1	ò	(C
T093C DCC Parole/Probation Officer II GS06 \$36,155-\$52,424 6% \$17,435 T045C DCC Parole/Probation Acra Manager GS07 \$40,340-\$58,493 6% \$107,749 X025C DCC Parole/Probation Acra Manager GS08 \$45,010-\$65,264 6% \$28,252 L069C Licensed Practical Nurse GS06 \$55,044 6% \$25,037 L062C Licensed Practical Nurse Supervisor GS07 \$40,340-\$58,493 6% \$26,037 L009C Licensed Practical Nurse Supervisor GS07 \$40,340-\$58,493 6% \$26,037 L009C Nursing Clinic Coordinator MP03 \$71,403-\$58,493 6% \$4,284 L009C Nursing Services Unit Manager MP01 \$51,403-\$59,964 6% \$4,564 L010C Registered Nurse Coordinator MP02 \$71,403-\$99,964 6% \$1,205 L013C Registered Nurse Loordinator MP02 \$71,403-\$99,964 6% \$1,205 M08C Registered Nurse Loordinator MP02 \$71,403-\$99,964 6%	Correction	T092C	DCC Parole/Probation Officer I	6505	\$32,405-\$46,987	9%	20	0
TO45C DCC Parole/Probation Officer GS07 \$40,340-\$58,493 6% \$107,749 X042C DCC Parole/Probation Assistant Area Manager GS08 \$45,010-\$65,264 6% \$28,252 X025C DCC Parole/Probation Area Manager GS10 \$56,039-\$81,256 6% \$36,937 L1069C Licensed Practical Nurse GS06 \$36,155-\$52,424 6% \$250,372 L1069C Licensed Practical Nurse GS06 \$36,155-\$52,424 6% \$250,372 L1069C Licensed Practical Nurse MP02 \$57,403-\$58,493 6% \$15,296 L1069C Licensed Practical Nurse Supervisor MP02 \$57,403-\$59,564 6% \$15,296 L102C Nursing Services Unit Manager MP01 \$63,830-\$89,058 6% \$4,564 L103C Registered Nurse-Hospital MP01 \$63,830-\$89,058 6% \$13,692 L103C Registered Nurse Coordinator MP01 \$63,830-\$89,058 6% \$13,692 L103C Registered Nurse Coordinator MP02 \$71,403-\$99,964	Department of Community Correction	T093C	DCC Parole/Probation Officer II	9089	\$36,155-\$52,424	%9	\$17,435	∞
TO4SC DCC Parole/Probation Officer GS07 \$40,340-\$58,493 6% \$107,749 X042C DCC Parole/Probation Assistant Area Manager GS08 \$45,010-\$65,264 6% \$28,552 X025C DCC Parole/Probation Area Manager GS10 \$56,039-\$81,256 6% \$3,699 L069C Licensed Practical Nurse Supervisor GS07 \$40,340-\$58,493 6% \$16,296 L069C Licensed Practical Nurse Supervisor GS07 \$40,340-\$58,493 6% \$16,296 L069C Licensed Practical Nurse Supervisor MP03 \$79,879-\$113,428 6% \$4,284 L103C Nursing Clinic Coordinator MP02 \$71,403-\$59,964 6% \$4,284 L103C Nursing Services Unit Manager MP01 \$63,830-\$88,058 6% \$4,564 L03BC Registered Nurse Coordinator MP01 \$63,830-\$88,058 6% \$7,660 L03BC Registered Nurse Coordinator MP02 \$71,403-\$59,964 6% \$7,560 L03C Registered Nurse Coordinator MP02 \$71,403-\$99,964 </td <td>Department of Community</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	Department of Community							
X042C DCC Parole/Probation Assistant Area Manager GS08 \$45,010-\$55,264 6% \$28,252 X025C DCC Parole/Probation Area Manager GS10 \$56,039-\$81,256 6% \$3,699 L069C Licensed Practical Nurse Supervisor GS06 \$36,155-\$52,424 6% \$256,372 L062C Licensed Practical Nurse Supervisor GS07 \$40,340-\$58,493 6% \$15,296 L002C Nursing Clinic Coordinator MP03 \$79,879-\$113,428 6% \$4,284 L022C Nursing Services Unit Manager MP02 \$71,403-\$99,964 6% \$4,584 L020C Registered Nurse-Hospital MP01 \$51,403-\$99,964 6% \$4,564 L03C Registered Nurse-Coordinator MP01 \$51,403-\$99,964 6% \$13,600 L03C Registered Nurse Supervisor MP02 \$71,403-\$99,964 6% \$13,600 L03C Registered Nurse Coordinator MP02 \$71,403-\$99,964 6% \$1,002 M083C Registered Nurse Coordinator MP02 \$71,403-\$99,964	Correction	T045C	DCC Parole/Probation Officer	GS07	\$40,340-\$58,493	%9	\$107,749	44
X025C DCC Parole/Probation Area Manager GS10 \$56,039-\$81,256 6% \$3,699 L069C Licensed Practical Nurse GS06 \$36,155-\$52,424 6% \$2,699 L069C Licensed Practical Nurse Supervisor GS07 \$40,340-\$58,493 6% \$250,372 L062C Licensed Practical Nurse Supervisor GS07 \$40,340-\$58,493 6% \$20,296 L009C Nursing Clinic Coordinator MP02 \$71,403-\$99,964 6% \$4,284 L020C Nursing Services Unit Manager MP01 \$51,403-\$99,964 6% \$4,564 L03C Registered Nurse-Hospital MP01 \$53,830-\$88,058 6% \$13,692 L03C Registered Nurse-Bopervisor MP02 \$71,403-\$99,964 6% \$13,692 L03C Registered Nurse-Bopervisor MP02 \$71,403-\$99,964 6% \$13,692 M083C Residential Care Assistant GS01 \$22,000-\$31,900 6% \$1,7215 M083C Residential Care Technician GS02 \$23,335-\$33,835 6% <td< td=""><td>Department of Community</td><td>JCVUX</td><td>OCC Barala/Brohation Assistant Area Manager</td><td>9000</td><td>\$45,010-\$65,264</td><td>%9</td><td>\$28.252</td><td>10</td></td<>	Department of Community	JCVUX	OCC Barala/Brohation Assistant Area Manager	9000	\$45,010-\$65,264	%9	\$28.252	10
X025C DCC Parole/Probation Area Manager GS10 \$56,039-\$81,256 6% \$3,699 L069C Licensed Practical Nurse Supervisor GS06 \$36,155-\$52,424 6% \$250,372 L062C Licensed Practical Nurse Supervisor GS07 \$40,340-\$58,493 6% \$16,296 L009C Nursing Survices Unit Manager MP03 \$77,879-\$113,428 6% \$4,284 L020C Nursing Clinic Coordinator MP02 \$71,403-\$99,964 6% \$4,284 L020C Nursing Services Unit Manager MP02 \$71,403-\$99,964 6% \$4,564 L03C Registered Nurse MP01 \$63,830-\$88,058 6% \$7,660 L03C Registered Nurse Coordinator MP02 \$71,403-\$99,964 6% \$13,692 L03C Registered Nurse Supervisor MP01 \$63,830-\$88,058 6% \$13,692 M089C Registered Nurse Supervisor MP02 \$71,403-\$99,964 6% \$13,692 M089C Registered Nurse Supervisor MP02 \$71,403-\$99,964 6% \$	COLLECTION	V042C	DCC Faloie/ Flobation Assistant Area Manager	200	יסוניסל סדסנים ל		1016014	
LOGGC Licensed Practical Nurse GSO6 \$36,155-\$52,424 6% \$250,372 LOG2C Licensed Practical Nurse Supervisor GSO7 \$40,340-\$58,493 6% \$16,296 LOG2C Nursing Clinic Coordinator MP02 \$71,403-\$59,964 6% \$4,284 L020C Nursing Services Unit Manager MP02 \$71,403-\$59,964 6% \$4,284 L020C Nursing Services Unit Manager MP01 \$63,830-\$88,058 6% \$4,564 L020C Registered Nurse-Hospital MP01 \$63,830-\$88,058 6% \$7,660 L032C Registered Nurse-Hospital MP01 \$63,830-\$88,058 6% \$7,660 L032C Registered Nurse-Hospital MP02 \$71,403-\$599,64 6% \$7,660 L03C Registered Nurse Supervisor MP02 \$71,403-\$599,64 6% \$71,012 M089C Residential Care Assistant GS01 \$22,000-\$31,900 6% \$71,012 M083C Residential Care Technician GS02 \$23,335-\$33,835 6% \$71,022	Department of Community Correction	X025C	DCC Parole/Probation Area Manager	GS10	\$56,039-\$81,256	%9	\$3,699	1
LOG2C Licensed Practical Nurse Supervisor GSO7 \$40,340-\$58,493 6% \$16,296 LO09C Nursing Clinic Coordinator MP02 \$77,403-\$99,64 6% \$4,284 L022C Nursing Clinic Coordinator MP02 \$71,403-\$99,964 6% \$4,284 L020C Nursing Services Unit Manager MP02 \$71,403-\$99,964 6% \$4,564 L030C Registered Nurse-Hospital MP01 \$63,830-\$88,058 6% \$7,660 L032C Registered Nurse-Hospital MP01 \$63,830-\$88,058 6% \$7,600 L032C Registered Nurse-Hospital MP02 \$71,403-\$99,964 6% \$7,600 L027C Registered Nurse-Supervisor MP02 \$71,403-\$99,964 6% \$7,200 M089C Residential Care Assistant GS01 \$22,000-\$31,900 6% \$71,012 M083C Residential Care Technician GS02 \$23,335-\$33,835 6% \$21,022 C059C DFA Supervisor GS04 \$39,046-\$42,116 10% \$8,754 <tr< td=""><td>Department of Human Services</td><td>26907</td><td>Licensed Practical Nurse</td><td>90S5</td><td>\$36,155-\$52,424</td><td>%9</td><td>\$250,372</td><td>107</td></tr<>	Department of Human Services	26907	Licensed Practical Nurse	90S5	\$36,155-\$52,424	%9	\$250,372	107
L009C Nurse Manager MP03 \$79,879-\$113,428 6% \$9,692 L022C Nursing Clinic Coordinator MP02 \$71,403-\$99,964 6% \$4,284 L020C Nursing Services Unit Manager MP02 \$71,403-\$99,964 6% \$4,564 L03C Registered Nurse MP01 \$63,830-\$88,058 6% \$7,660 L032C Registered Nurse Coordinator MP02 \$71,403-\$99,964 6% \$7,660 L03C Registered Nurse Supervisor MP02 \$71,403-\$99,964 6% \$7,502 M089C Residential Care Assistant GS01 \$22,000-\$31,900 6% \$7,920 M083C Residential Care Technician GS02 \$23,335-\$33,835 6% \$21,022 C059C DFA Service Representative GS03 \$26,034-\$37,749 10% \$8,754 C048C Legal Support Specialist GS04 \$39,046-\$42,116 10% \$12,549	Department of Human Services	L062C	Licensed Practical Nurse Supervisor	6507	\$40,340-\$58,493	%9	\$16,296	9
L022C Nursing Clinic Coordinator MP02 \$71,403-\$99,964 6% \$4,284 L020C Nursing Services Unit Manager MP02 \$71,403-\$99,964 6% \$4,564 L038C Registered Nurse MP01 \$63,830-\$88,058 6% \$69,432 L032C Registered Nurse-Hospital MP01 \$63,830-\$88,058 6% \$7,660 L032C Registered Nurse-Hospital MP02 \$71,403-\$99,964 6% \$13,692 L037C Registered Nurse Supervisor MP02 \$71,403-\$99,964 6% \$17,215 M089C Residential Care Assistant GS01 \$22,000-\$31,900 6% \$7,920 M083C Residential Care Technician GS02 \$23,335-\$33,835 6% \$21,022 C059C DFA Service Representative GS03 \$26,034-\$37,749 10% \$8,754 C048C Legal Support Specialist GS04 \$39,046-\$42,116 10% \$12,549	Department of Human Services	D600T	Nurse Manager	MP03	\$79,879-\$113,428	%9	\$9,692	2
L020C Nursing Services Unit Manager MP02 \$71,403-\$99,964 6% \$4,564 L038C Registered Nurse MP01 \$63,830-\$88,058 6% \$69,432 L032C Registered Nurse-Hospital MP01 \$63,830-\$88,058 6% \$7,660 L032C Registered Nurse-Hospital MP02 \$71,403-\$99,964 6% \$13,692 L019C Registered Nurse Coordinator MP02 \$71,403-\$99,964 6% \$17,215 M089C Residential Care Assistant GS01 \$22,000-\$31,900 6% \$17,215 M083C Residential Care Technician GS02 \$22,000-\$31,900 6% \$21,022 C059C DFA Service Representative GS03 \$26,034-\$37,749 10% \$165,598 C048C DFA Supervisor GS04 \$39,046-\$42,116 10% \$12,549	Department of Human Services	L022C	Nursing Clinic Coordinator	MP02	\$71,403-\$99,964	%9	\$4,284	1
L038C Registered Nurse MP01 \$63,830-\$88,058 6% \$69,432 L032C Registered Nurse-Hospital MP01 \$63,830-\$88,058 6% \$7,660 L019C Registered Nurse Coordinator MP02 \$71,403-\$99,964 6% \$13,692 L027C Registered Nurse Supervisor MP02 \$71,403-\$99,964 6% \$17,215 M089C Residential Care Assistant GS01 \$22,000-\$31,900 6% \$7,920 M083C Residential Care Technician GS02 \$23,335-\$33,835 6% \$21,022 C059C DFA Service Representative GS03 \$26,034-\$37,749 10% \$8,754 C048C Legal Support Specialist GS04 \$39,046-\$42,116 10% \$12,549	Department of Human Services	L020C	Nursing Services Unit Manager	MP02	\$71,403-\$99,964	%9	\$4,564	1
L032C Registered Nurse-Hospital MP01 \$63,830-\$88,058 6% \$7,660 L019C Registered Nurse Coordinator MP02 \$71,403-\$99,964 6% \$13,692 L027C Registered Nurse Supervisor MP02 \$71,403-\$99,964 6% \$17,215 M089C Residential Care Assistant GS01 \$22,000-\$31,900 6% \$7,920 M083C Residential Care Technician GS02 \$23,335-\$33,835 6% \$21,022 C059C DFA Service Representative GS03 \$26,034-\$37,749 10% \$8,754 C048C DFA Supervisor GS04 \$39,046-\$42,116 10% \$12,549	Department of Human Services	L038C	Registered Nurse	MP01	\$63,830- \$88,058	%9	\$69,432	18
L019C Registered Nurse Coordinator MP02 \$71,403-\$99,964 6% \$13,692 L027C Registered Nurse Supervisor MP02 \$71,403-\$99,964 6% \$17,215 M089C Residential Care Assistant GS01 \$22,000-\$31,900 6% \$7,920 M083C Residential Care Technician GS02 \$23,335-\$33,835 6% \$7,920 C059C DFA Service Representative GS03 \$26,034-\$37,749 10% \$165,598 C048C DFA Supervisor GS04 \$39,046-\$42,116 10% \$8,754 C046C Legal Support Specialist GS04 \$39,046-\$42,116 10% \$12,549	Department of Human Services	L032C	Registered Nurse-Hospital	MP01	\$63,830- \$88,058	%9	\$7,660	2
LO27C Registered Nurse Supervisor MP02 \$71,403-\$99,964 6% \$17,215 M089C Residential Care Assistant GS01 \$22,000-\$31,900 6% \$7,920 M083C Residential Care Technician GS02 \$23,335-\$33,835 6% \$21,022 C059C DFA Service Representative GS03 \$26,034-\$37,749 10% \$165,598 C048C DFA Supervisor GS04 \$39,046-\$42,116 10% \$8,754 C046C Legal Support Specialist GS04 \$39,046-\$42,116 10% \$12,549	Department of Human Services	L019C	Registered Nurse Coordinator	MP02	\$71,403-\$99,964	%9	\$13,692	က
MO89C Residential Care Assistant GS01 \$22,000-\$31,900 6% \$7,920 MO83C Residential Care Technician GS02 \$23,335-\$33,835 6% \$21,022 C059C DFA Service Representative GS03 \$26,034-\$37,749 10% \$165,598 C048C DFA Supervisor GS04 \$39,046-\$42,116 10% \$8,754 C046C Legal Support Specialist GS04 \$39,046-\$42,116 10% \$12,549	Department of Human Services	L027C	Registered Nurse Supervisor	MP02	\$71,403-\$99,964	%9	\$17,215	4
MOB3C Residential Care Technician GS02 \$23,335-\$33,835 6% \$21,022 C059C DFA Service Representative GS03 \$26,034-\$37,749 10% \$165,598 C048C DFA Supervisor GS04 \$39,046-\$42,116 10% \$8,754 C046C Legal Support Specialist GS04 \$39,046-\$42,116 10% \$12,549	Department of Human Services	M089C	Residential Care Assistant	GS01	\$22,000-\$31,900	%9	\$7,920	9
C059C DFA Service Representative GS03 \$26,034-\$37,749 10% \$165,598 C048C DFA Supervisor GS04 \$39,046-\$42,116 10% \$8,754 C046C Legal Support Specialist GS04 \$39,046-\$42,116 10% \$12,549	Department of Human Services	M083C	Residential Care Technician	GS02	\$23,335- \$33,835	%9	\$21,022	15
C059C DFA Service Representative GS03 \$26,034-\$37,749 10% \$165,598 C048C DFA Supervisor GS04 \$39,046-\$42,116 10% \$8,754 C046C Legal Support Specialist GS04 \$39,046-\$42,116 10% \$12,549	Department of Finance and							
C048C DFA Supervisor GS04 \$39,046-\$42,116 10% \$8,754 C046C Legal Support Specialist GS04 \$39,046-\$42,116 10% \$12,549	Administration	C059C	DFA Service Representative	GS03	\$26,034-\$37,749	10%	\$165,598	63
C046C Legal Support Specialist GS04 \$39,046- \$42,116 10% \$12,549	Department of Finance and	00400	A DA	7000	\$39 046- \$42 116	10%	\$8 754	ĸ
C046C Legal Support Specialist GS04 \$39,046- \$42,116 10% \$12,549	Administration	C048C	DFA Supervisor	4000	777,040-742,110	201	10,'04)
	Department of Finance and Administration	C046C	Legal Support Specialist	6504	\$39,046-\$42,116	10%	\$12,549	4

Department of Finance and							
Administration	A094C	DFA Local Revenue Office Supervisor	GS05	\$32,405-\$46,987	10%	\$13,643	5
Department of Finance and							
Administration	A069C	DFA Revenue Office Assistant District Manager	6505	\$32,405-\$46,987	10%	\$4,174	1
Department of Finance and			•			-	
Administration	A077C	DFA Local Revenue Office Manager	9089	\$36,155-\$52,424	10%	\$21,872	9
Department of Finance and							
Administration	A049C	DFA Revenue Office District Manger	6507	\$40,340-\$58,493	10%	\$4,383	1
Veteran's Affairs	L082C	Certified Nursing Assistant	6803	\$26,034-\$37,749	10%	\$101,574	52
Veteran's Affairs	26907	Licensed Practical Nurse	9089	\$36,155- \$52,424	10%	\$153,295	34
Veteran's Affairs	L062C	Licensed Practical Nurse Supervisor	6507	\$40,340-\$58,493	10%	\$4,942	1
					TOTAL	\$1,230,327	441

*For Cummins, EARU, MAX, & Varner Units ONLY



Arkansas Department of Correction

2403 East Harding Ave. Pine Bluff, Arkansas 71601 Phone: (870) 850-8510

HUMAN RESOURCES

Phone: (870) 850-8510 Fax: (870) 850-8538 Job Line: 1-888-8ADC-JOBS

www.state.ar.us/doc



May 1, 2018

Kay K. Barnhill, State Personnel Administrator Office of Personnel Management Department of Finance and Administration P. O. Box 3278 Little Rock, AR 72203

Dear Mrs. Barnhill:

The Arkansas Department of Correction is requesting to continue the following Geographic Differential Pay pursuant to Act 365 of 2017, which allows up to ten (10%) for classifications listed below:

DIFFERENTIAL	TITLE/CLASS CODE/GRADE	MAXIMUM %
TYPE		
Geographic	Psychological Examiner, L033C, GS09	6%
Geographic	Licensed Social Worker, M026C, GS07	6%
Geographic	Licensed Professional Counselor, M020C, GS08	6%
Geographic	Licensed Master Social Worker, M088C, GS08	6%
Geographic	Licensed Certified Social Worker, M009C, GS 09	6%
Geographic	Psychologist Supervisor, L001C, MP04	6%
Geographic	ADC Psychologist, L097C, MP03	6%
Geographic	ADC/DCC Deputy Warden, T015C, GS10	10%
	(Cummins, EARU, MAX, and Varner Units ONLY)	

Your favorable review and consideration of this request is appreciated. Should you have questions or need additional information, please do not hesitate to contact me.

Sincerely,

Stacia Lenderman

Human Resources Administrator

Stavia Lenderman



PO Box 2000 . 709 South Old Missouri Rd Springdale, AR 72765-2000

(479) 751-8824

Fax: (479) 756-0985

Ms. Kay Barnhill,
State Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
5907 West 7th St., Suite 201
Post Office Box 3278
Little Rock, AR 72203-3278

May 8, 2018

Re: Geographic Compensation Differential

Dear Ms. Barnhill.

There are 3 classifications at our Institute, which were approved for Geographic Compensation Differential for FY 2017/2018. These classifications are: Career & Technical Faculty - E027C, Specialized Technical Faculty - E018C, and Ammonia & Industrial Trainer - E071C. We are requesting authorization to continue with the Geographic Compensation Differential for fiscal year 2018/2019.

Thank you for your consideration of this request. Please feel free to contact me if you should have any questions or require additional information.

Respectfully,

Mike Hamley

Vice President Finance and Operations

Northwest Technical Institute

CC: File

MH/dr



Arkansas Community Correction

Two Union Nation Plaza Building 105 West Capitol, 3rd Floor Little Rock, AR 72201-5731 (501) 682-9510 (501) 682-9513

May 14, 2018

Ms. Kay Barnhill State Personnel Administrator 1509 West 7th Little Rock, AR 72203



Dear Ms. Barnhill:

Arkansas Department of Community Correction (ACC) is requesting the continuation of the previously approved Geographic Differential for Pulaski County (Area 7 & 8) for the following classifications:

Class Code	<u>Title</u>	<u>Grade</u>	<u>%</u>
T092C	DCC Parole/Probation Officer I	GS05	up to 6%
T093C	DCC Parole/Probation Officer II	GS06	up to 6%
T045C	DCC Parole/Probation Officer	GS07	up to 6%
X042C	DCC Parole/Probation Asst. Area Manager	GS08	up to 6%
X025C	DCC Parole/Probation Area Manager	GS10	up to 6%

ACC utilized the approval of this differential to stabilize and decrease turnover in Pulaski County. Due to a significantly lower turnover rate in Pulaski County, we are no longer providing the 6% differential to new employees. Once an employee leaves ACC, or a position approved for the differential, we discontinue the differential for that position.

This request is only for those employees who are still receiving the previously approved geographic differential. Thank you in advance for your consideration.

Respectfully,

ACC Director



Division of Administrative Services

Office of Finance Administration

Human Resources/Personnel

P.O. Box 1437, Slot WG-1: Little Rock, AR 72203-1437 501-682-6455 Fax: 501-683-4351



May 15, 2018

Mr. Larry W. Walther, Director
Department of Finance and Administration
Office of Personnel Management
1509 West 7th Street
Little Rock, Arkansas 72203

RE: Continuation of Geographic Differential for FY 2019

Mr. Walther:

In accordance with Act 365 of the 2018 Regular session, section 21-5-221, the Department of Human Services is requesting permission to continue its use of the grandfathered Geographic pay differential.

The continuation of the grandfathered Geographic Differential of up to 10% for registered and licensed practical nurse classifications and the Residential Care classifications is pursuant to ACA 21-5-221 (i) which states:

(i) A geographic area differential of up to ten percent (10%) may be authorized to address the documented inability to recruit and retain certain employees in a specific geographic area of the state if the additional geographic area differential is based on documented recruitment, turnover, or other competitive pay issue in a specific geographic area, but which does not justify a statewide labor market special entry rate.

This differential is used to address the historical difficulty in recruiting and retaining qualified incumbents in these classifications.

Should further information be required, please contact me at 320-6250.

Sincerely,

Dumian Heb

Damian Hicks

DHS Chief Human Resources Officer



STATE OF ARKANSAS

Department of Finance and Administration

OFFICE OF PERSONNEL MANAGEMENT Human Resources

1515 West Seventh Street, Suite 102
Post Office Box 2485
Little Rock, AR 72203-2485
Phone: (501) 324-9065
Fax: (501) 683-2174
http://www.arkansas.gov/dfa

May 15, 2018

Kay Barnhill, Administrator
Office of Personnel Management
Department of Finance and Administration
1509 West 7th Street, Suite 201
Little Rock, AR 72201



Dear Ms. Barnhill:

The Arkansas Department of Finance and Administration is requesting the continuation of the previously approved 10% geographic differentials for the following titles for the following positions in the Fayetteville, Springdale, Bentonville, Rogers and Lowell offices, all located in Northwest Arkansas. This area struggles with recruitment and retention of employees due to the competitive job market. This differential will not be included in the base salary and will only be awarded for designated positions in these offices and will be removed if an employee changes to a position where this differential pay is not approved.

<u>Title</u>	<u>Grade</u>
DFA Service Rep	GS03
DFA Supervisor	GS04
Legal Support Specialist	GS04
DFA Local Rev Office Spvr	GS05
DFA Rev Office Asst District Mgr	GS05
DFA Local Rev Office Mgr	GS06
DFA Rev Office District Mgr	GS07

Your favorable consideration of this request is appreciated.

Sincerely,

Amy Valentine

DFÁ Human Resources Manager

I my K Columne





ADVAcates for Arkansus Veterans

Nathaniel (Nate) Todd

Director

Office of the Director, Fiscal and Human Resources 501 Woodlane Drive, Suite 230C, Little Rock, AR 72201 Phone: (501) 683-1787 | Fax: (501) 682-4833

Asa Hutchinson Governor

May 17, 2018

Ms. Kay Barnhill
State Personnel Administrator
Department of Finance and Administration
1509 W. 7th Street
Little Rock, AR 72201

RE: Shift Differential Renewal Requests

Dear Ms.Barnhill:

The Arkansas Department of Veterans Affairs is requesting OPM's permission to continue the use of the approved differentials for the upcoming fiscal year, July 1, 2018 – June 30, 2019.

AGENCY	WAGETYPE	CLASSIFICATION	PERCENTAGE		NUMBER OF POSITIONS
AR Dept of Veterans Affairs	Geographical Diff	Certified Nursing Assistant (F)	10%	\$101,574.08	52
AR Dept of Veterans Affairs	Geographical Diff	Licensed Practical Nurse	10%	\$153,295.27	34
AR Dept of Veterans Affairs	Geographical Diff	Licensed Practical Nurse Supe	10%	\$4,941.58	1

Please feel free to contact me at (501) 683-1386 with any questions or clarification you may have.

Sincerely,

Sara Snead Personnel Manager