



STATE OF ARKANSAS
**Department of Finance
 and Administration**

OFFICE OF PERSONNEL MANAGEMENT
Administrator's Office
 1509 West Seventh Street, Suite 201
 Post Office Box 3278
 Little Rock, Arkansas 72203-3278
 Phone: (501) 682-1823
 Fax: (501) 682-5104
<http://www.state.ar.us/dfa>

August 19, 2015

Senator Uvalde Lindsey, Co-Chairperson
 Representative Lanny Fite, 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 submits a compensation request from the Arkansas Department of Community Correction (DCC) in accordance with A.C.A. 21-5-221:

(c) (1) Hazardous duty differential of up to six percent (6%) may be authorized for the increased risk of personal physical injury for an employee occupying a certain identified high-risk position if the:

(A) Position classification is determined to be physically hazardous or dangerous due to location, facility, services provided, or other factors directly related to the duty assignment of the positions; and

(B) Employee's regularly assigned work schedule exposes him or her to clear, direct, and unavoidable hazards during at least fifty percent (50%) of the work time and the employee is not compensated for the hazardous exposure.

(2) (A) The director of the requesting agency or institution shall identify the facility or unit, location, and eligible positions and classifications within the facility or unit that are identified as high-risk.

The Arkansas Department of Community Correction requests approval to institute 6% hazardous duty compensation differential for the following classifications:

DCC Parole Probation Officer I	T092C	C116
DCC Parole Probation Officer II	T093C	C117
DCC Parole Probation Officer	T045C	C118
DCC Parole Probation Asst. Area Manager	X042C	C121
ADC/DCC Internal Affairs Administrator	G222C	C121

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The differential would be applicable only to those in the Special Response Team (SRT). When a position on the SRT becomes vacant, or they get a new position assigned to them, DCC follows the state hiring process internally. When the program was initially started DCC used existing positions and advertised them internally. At that time, one position from each Area/Center was assigned to the SRT. Once employees were selected, they were reassigned to the SRT. At no point in these processes was increased compensation ever involved, it was solely a reassignment.

The SRT consists of specially trained certified law enforcement officers who encounter various high risk situations including, but not limited to, surveillance, investigations, and the apprehension of high risk offenders. The escalating violence of parolees/probationers warrants a hazardous duty differential.

If, at any time, the SRT has a vacant position assigned to them, they will continue to follow state hiring practices; however, this is mainly an internal group that requires specific experience and training. The selection process will be fair and consistent with the selection processes.

The additional hazardous duty compensation differential is requested at a rate of 6% for employees assigned to the SRT. Currently there are 16 positions given this designation.

The Office of Personal Management has reviewed the submitted documentation by the DCC and recommends the aforementioned hazardous duty compensation differential at a rate of 6% for all assigned to the SRT in the classifications listed above.

Your consideration of this request is appreciated.

Sincerely,



Kay Barnhill Terry
State Personnel Administrator



Chief Fiscal Officer of the State

JUL 15 2015

Date

KBT/ab



Arkansas Community Correction

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

July 1, 2015

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

Dear Ms. Terry:

Arkansas Community Correction (DCC) is requesting Hazardous Duty Differential pay for its members assigned to the Special Response Team (SRT).

Currently, there are a total of 16 positions assigned to SRT that would be eligible for the 6% increase. It would cost DCC approximately \$93,750.43 and would be paid from DCC's salary savings. This affects the following classifications:

<u>Class Code</u>	<u>Title</u>	<u>Grade</u>	<u>%</u>
T092C	DCC Parole/Probation Officer I	C116	up to 6%
T093C	DCC Parole/Probation Officer II	C117	up to 6%
T045C	DCC Parole/Probation Officer	C118	up to 6%
X042C	DCC Parole/Probation Asst. Area Manager	C121	up to 6%
G222C	ADC/DCC Internal Affairs Administrator	C121	up to 6%

The Special Response Team (SRT) was created in January of 2014 and was tasked with locating and apprehending approximately 7000 parolees and probationers that have failed to appear in Court and/or failed report to their assigned Parole/Probation Officer. Their primary focuses are those parolees that have a proven record of being dangerous and armed a majority of the time upon arrest. Since their inception in 2014, there have been 1200 located and captured.

The SRT group consists of specially-trained certified law enforcement officers who encounter various high risk situations to include, but not limited to surveillance, investigations, and apprehending offenders who are considered high risk. The SRT has developed a credible working relationship with law enforcement agencies statewide and many times assist as needed.

In conclusion, the SRT has been diligent in maintaining the scope of public safety for ACC. The approval of this request will allow ACC to retain highly skilled and qualified employees to continue this significant task.

Respectfully,

A handwritten signature in cursive script, appearing to read "Sheila Sharp". The signature is written in black ink and is positioned to the right of the typed name.

Sheila Sharp
Director