



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

**OFFICE OF PERSONNEL MANAGEMENT
Administrator's Office**
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June 8, 2012

Senator Michael Lamoureux, Co-Chair
Representative Bryan King, Co-Chair
Uniform Personnel Classification and
Compensation Plan Subcommittee
Arkansas Legislative Council
State Capitol Building, Room 171
Little Rock, Arkansas 72201

Gentlemen:

The Office of Personnel Management submits a request from the Arkansas Military Department for your review. The Arkansas Military Department requests to continue the following previously approved compensation differentials:

- Hazardous Duty Pay in the amount of 5.5% for the following classifications attached to the 188th Air Guard: T066C, Military Firefighter, grade C114 and T060C, Senior Military Firefighter, grade C115. This is due to the hazards associated with working around the jets and jet fuel assigned to the 188th Air Guard.
- Certification Differentials for the following classifications:

<u>Class Code</u>	<u>Classification</u>	<u>Grade</u>
• T078C	Military Fire & Police Officer	C112
• T073C	Military Fire & Police Officer Supervisor	C113
• T062C	Public Safety Director	C115
• T057C	Military Fire & Police Captain	C116
• T066C	Military Firefighter	C114
• T060C	Senior Military Firefighter	C115
• T049C	Military Firefighter Shift Leader	C117
• T043C	Military Dept Fire Chief	C118

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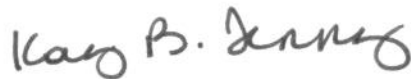
The Certification Differentials for the above listed classifications are as follows:

<u>CERTIFICATIONS/LICENSURES</u>	<u>PERCENTAGES</u>
General Law Enforcement	1%
Intermediate Law Enforcement	2%
Advanced Law Enforcement	3%
Senior Law Enforcement	4%
Cardiopulmonary Resuscitation (CPR)	1%
Automatic Defibrillator Instructor	1%
Emergency Medical Technician	1%
Police and Fire Instructor	1%
Fire Officer I Certificate	1%
Fire Officer II Certificate	2%
Fire Officer III Certificate	3%
Fire Officer IV Certificate	4%
Fire Inspector I	1%

The Office of Personnel Management has reviewed the requested compensation differentials and recommends the continuation through Fiscal Year 2013.

Your consideration of this request is appreciated.

Sincerely,



Kay B. Terry
State Personnel Administrator



Chief Fiscal Officer of the State

MAY 30 2012

Date

KBT/cls:1-2



Directorate of State Resources
 Bldg 4201, Camp Robinson Box 28
 North Little Rock, Arkansas 72199-9600

MIKE BEEBE
 Governor

RAYMOND MOIX
 Director

01 May 2012

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

Dear Ms. Terry,

Act 1061 of 2007, Section 24 -27 allow Law Enforcement and Firefighters to be given certificate pay. Classification and Compensation Act 688 of 2009, 147-(i) (1-2) the State Military Department no longer has the ability to pay certification pay as in the previous Act. State Military Department is requesting continued approval for Certificate pay to continue for the following classifications:

- T078C Military Fire & Police Officer Grade C112
- T073C Military Fire & Police Officer Supervisor Grade C113
- T062C Public Safety Director Grade C115
- T057C Military Fire & Police Captain Grade C116
- T066C Military Firefighter Grade C114
- T060C Senior Military Firefighter Grade C115
- T049C Military Firefighter Shift Leader Grade C117
- T043C Military Deputy Fire Chief Grade C118

Additional Certification Differential percentages for Military Fire & Police Officer(T078C) , Military Fire & Police Officer Supervisor (T073C), Public Safety Director (T062C), Military Fire & Police Captain (T057C), Military Firefighter,(T066C), Senior Military Firefighter (T060C), Military Firefighter Shift Leader (T049C), and the Military Deputy Fire Chief (T043C) are eligible to be paid up to the percentages listed below:

Incentive payments will be eligible for the highest level of Law Enforcement or Fire Officer Certification held. Certifications will be reviewed on a annual basis.

Eligible Certificate Types listed below:

General Law Enforcement (LE)	1%
Intermediate LE	2%
Advanced LE	3%
Senior LE	4%
Cardiopulmonary Resuscitation (CPR) & Automatic Defibrillator (AED) Instructor	1%
Emergency Medical Technician (EMT)	1%
Police and Fire Instructor	1%
Fire Officer I Certificate	1%
Fire Officer II Certificate	2%
Fire Officer III Certificate	3%
Fire Officer IV Certificate	4%
Fire Inspector I	1%

Request continued Hazard Duty Pay in the amount of 5.5% for the 188th Air Guard Fire Fighters.

Professional certification percentage for job-related professional certifications of individual positions is for specific classifications within an agency or institution which may be authorized if the certification meets the requirements listed below:

- (A) From a recognized professional certifying organization and is determined to be directly related to the predominant purpose and use of the position or classification; and
- (B) Not included as a minimum qualification established or as a special requirement for the classification by the official class specification.
- (C) A professional certification differential may be paid only while the certification is current and maintained by the employee and while employed in a position or classification covered by the plan.
- (D) Documentation of continuation or renewal of the certification of the employee is required for continuation of certification differential.

Certificate pay for each appropriate area has been budget approved.

Your favorable approval of the State Military Department plan for the additional compensations listed above would be greatly appreciated.

Sincerely,



Raymond Moix
Fiscal Division Manager