



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  
<http://www.state.ar.us/dfa>

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 315  
Little Rock, Arkansas 72201

Dear Gentlemen:

The Office of Personnel Management submits a request from the Arkansas Department of Agriculture, Livestock and Poultry Commission to continue a previously approved on-call compensation differential in accordance with ACA 21-5-221 which states:

*(m)(1) On-call duty or standby duty differential may be authorized for an employee whose job requires him or her to provide services on nights, weekends, or holidays or other situations when the agency or institution does not have regularly scheduled staff coverage.*

*(2) On-call duty or standby duty differential is to be used for officially scheduled duty outside regular work hours during which an employee is required to be accessible by telephone, pager, or other means and must return to the designated work site upon notification of need within a specified response time.*

*(3)(A) An employee who is required to be available for duty on nights, weekends, and holidays will be eligible to receive on-call or standby duty pay equivalent of an hourly rate not to exceed twenty percent (20%) of his or her base hourly pay rate for each on-call or standby hour for not more than forty-eight (48) hours during any seven-day work period.*

*(B)(i) Compensation shall not be paid to any employee required to be on-call and standby who fails to respond after the second notification that his or her services are needed.*

*(ii) If the equipment or paging device malfunctions, the penalty shall not apply.*

*(C)(i) An employee on on-call or standby duty who is called in to work shall be compensated for the actual hours worked at the appropriate rate of pay with a minimum of two (2) hours for each call back.*

*(ii) The employee shall not be paid on-call or standby pay for hours actually worked during a call back.*

*(D) If on-call or standby pay is provided to an employee, the total compensation may exceed the maximum salaries for the position.*

Senator Michael Lamoureux, Co-Chairman  
Representative Bryan King, Co-Chairman  
June 8, 2012  
Page 2

The Arkansas Department of Agriculture, Livestock and Poultry Commission has previously awarded 5.5% on call pay to the following positions that serve as rovers for the various inspections that are part of Livestock and Poultry's agreement with the federal government.

<u>POSITION</u>	<u>TITLE</u>	<u>GRADE</u>	<u>CLASS CODE</u>
22094730	Agri. Division Manager	C127	B010C
22077901	Agri. Commodity Area Supervisor	C120	X058C
22094731	Agri. Commodity Area Supervisor	C120	X058C
22094710	Sr. Agri. Commodity Compliance Inspector	C116	X114C
22077899	Agri. Commodity Compliance Inspector	C116	X132C
22094704	Agri. Commodity Compliance Inspector	C116	X132C
22094722	Agri. Commodity Compliance Inspector	C116	X132C
22150692	Agri. Commodity Compliance Inspector	C116	X132C
22094712	Agri. Commodity Grader II	C114	X162C
22094721	Agri. Commodity Grader II	C114	X162C

The ten positions listed above are the primary recipients of the on-call pay. However, OPM is recommending that on call pay be allowed for all employees in the above classifications.

The Office of Personnel Management has reviewed the submitted documentation by the Arkansas Department of Agriculture, Livestock and Poultry Commission and recommends the approval of a 5.5% on-call compensation differential for incumbents in the ten positions listed above. Your consideration of this request is appreciated.

Sincerely,



Kay Terry  
State Personnel Administrator



Chief Fiscal Officer of the State

JUN 04 2012

Date

KBT/AS:1-2



**ARKANSAS  
LIVESTOCK  
AND POULTRY  
COMMISSION**

P.O. Box 8505  
ONE NATURAL RESOURCES DRIVE  
Little Rock, Arkansas 72215

Phone: (501) 907-2400  
Fax: (501) 907-2430  
Fax: (501) 907-2425  
Website: [www.arlpc.org](http://www.arlpc.org)

Steve Byles, Executive Director

April 23, 2012

Kay Barnhill Terry  
State Personnel Administrator  
Department of Finance & Administration  
P O Box 3278  
Little Rock, AR 72203

**RECEIVED**

APR 30 2012

OFFICE OF PERSONNEL MGMT  
CLASS & COMP

Dear Mrs. Terry,

I respectfully request the continuation of "on call" status for FY 2012-13 for our Agriculture Commodity Compliance Inspectors; Agriculture Commodity Area Supervisors and Agriculture Division Manager.

These employees are on call 24/7 to provide service to the Arkansas Poultry and Egg Industries. Employees are expected to be available for relief duties at a moment's notice, state-wide, for Agriculture Commodity Graders stationed in processing plants. The employees are also expected to provide services at processing plants on any shift needed, nights, holidays, weekends, etc. Our agency must have personnel available when needed. We want to pay an additional 5.5% differential to the employee's on an "on call" status. This request is for a total of 10 employees.

Please contact me if you have any questions or require more information.

Sincerely,

A handwritten signature in cursive script that reads "Danny Hughes".

Danny Hughes  
Division Manager

Steve Byles *S.B.*  
Executive Director

DH/db

**COMMISSION MEMBERS** Bill Gipson, Bigelow, Chairman;  
James W. "Bill" Smith, Vice-Chairman; Carlisle, Mack Hayden, Russellville, Dr. James Barton, Fayetteville;  
Dale Dixon, White Hall; Greg Hale, Little Rock; Ed Mabry, Batesville