

**Department of Transformation and Shared Services**

Governor Sarah Huckabee Sanders

Secretary Leslie Fiskien

June 18, 2025

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) requests the suspension of the Committee Rules for Supplemental Agenda Item requiring submission in advance of a committee meeting to approve the establishment of Maximum Security Pay Hazardous Duty Differential for designated security positions at the following Department of Corrections (DOC), Division of Correction facilities: 1) Cummins Unit, 2) East Arkansas Regional Unit, 3) Maximum Security (Norris) Unit, and 4) Varner Unit. This request required significant review by OPM and multiple discussions with the department to determine the appropriate percentages for maximum security hazardous duty which resulted in a late submission for Personnel Committee approval. This request for approval requires immediate action and is necessary to ensure no affected employee experiences any reduction in pay.

These facilities detain inmates deemed to be the highest security threat. The inmates in these units usually have lengthy sentences, like life imprisonment, and often exhibit violent/assaultive behavior toward staff, and often make many escape attempts. To maintain stability and safety in these units, experienced and highly qualified correctional personnel are necessary, and the Maximum Security Pay Hazardous Duty Differential is a critical mechanism to attract and retain these individuals. The estimated cost on an annual basis to continue these pay differentials is approximately \$5 million, which will be funded from general revenue. DOC guarantees sufficient salary funding to completely support this cost.

Dept	Titles	Percentage	Anticipated Cost
DOC	Corrections Officer, Corrections Corporal, Corrections Sergeant, Corrections Lieutenant, Corrections Captain, Corrections Major	6% and 8% (determined by location)	\$5,024,630.00

Sincerely,

A handwritten signature in black ink that reads "Leslie Fiskien". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

Leslie Fiskien, Secretary
Arkansas Department of Transformation and Shared Services