

REPORT OF THE  
UNIFORM PERSONNEL CLASSIFICATION AND COMPENSATION PLAN SUBCOMMITTEE OF THE  
ARKANSAS LEGISLATIVE COUNCIL

June 21, 2013

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on June 19, 2013 at 9:00 a.m. in Room B of the MAC Building. The Subcommittee reviewed the following personnel-related items and respectfully request that they be filed with the Arkansas Legislative Council:

1. Reports of Grid Movements and Usage
  - a. Bank Department – May 2013
  - b. Disability Determination for Social Security Administration – March 2013, April 2013, May 2013
  - c. Department of Education – March 2013, May 2013
  - d. Department of Finance and Administration – March 2013, April 2013, May 2013
  - e. Health Department – March 2013, April 2013, May 2013
  - f. Department of Human Services – March 2013 and April 2013
  - g. University of Arkansas for Medical Sciences – March 2013, April 2013
  - h. Department of Veterans Affairs – March 2013, May 2013
2. Department of Higher Education – Provisional Positions Report for June.
3. Request from the Arkansas Economic Development Commission to obtain one position from the OPM Central Growth pool established in Arkansas Code 21-5-225 (a) (1) of Act 688 of 2009. This position will be established in FY13 and continuing through FY14.

Position Surrendered: 22094099

Title: C056C, Administrative Specialist III, Grade C112

Classification Requested: G076C, Administrative Services Manager, Grade C124

4. Requests to continue positions from the OPM Central Growth Pool established by Arkansas Code 21-5-225 (a) (1) and (b) (1) through FY14.

Agency: Science and Technology Authority

Position Number: 22157043

Class Code/Title: G030N, ASTA Assistant Director of Stem Ed., Grade N902

Agency: Department of Community Correction

Position Number: 22157070

Class Code/Title: D094C, DCC Proj & Enterprise Prog. Mgmt Admin, Grade C128

Institute: Northwest Technical Institute

Position Number: 22158120

Class Code/Title: E018C, Specialized Technical Faculty, Grade C122

Institution: Southeast Arkansas College

Class Code/Title: A091C, Fiscal Support Analyst, Grade C115

Class Code/Title: C073C, Admin. Specialist II, Grade C109

5. Request from the Arkansas Department of Health to reinstate the option of moving current employees in the classification of L028C Epidemiologist, C122 through the epidemiologist salary grid.

6. Request from the Arkansas School for the Blind and Arkansas School for the Deaf for revisions of salary administration grids in accordance with the special language of Act 1046 and Act 1047 of 2013.
7. Request from the Arkansas School for the Deaf to establish a 6% certification in accordance with Act 688 of 2009. The certification differential will be used for the following classifications:

<u>Title</u>	<u>Class Code</u>	<u>Grade</u>
Certified Masters Teacher	E035C	C119
Certified Bachelors Teacher	E044C	C117
Education Specialist	E025C	C120

8. Requests to establish labor market rates for the following classifications:

- a. Agency: Arkansas Development Finance Authority  
Classification: N066N, ADFA Deputy Director, Grade N908  
Position Only: 22094255  
Requested Rate: \$105,000  
Recommended Rate: \$102,500
- b. Institution: North Arkansas College  
Classification: S087C, Institutional Services Assistant, Grade C103  
Requested and Recommended Rate : \$23,345

Recommends adjustments to respective labor market rates for current incumbents: Mr. James S. Alford \$23,345 and Ms. Tammy J. Renico \$20,624

9. Request from the Arkansas Board of Examiners in Counseling for a special entry rate for an exceptionally well qualified applicant.

Employee: Alan Pogue  
Position Title: N176N, Executive Director Counseling Board, Grade N901  
Recommended Rate: \$75,000

10. Continuation of Salary Administration Grids, Compensation Differentials and Labor Market Special Entry Rates for Fiscal Year 2014:

- a. Arkansas Department of Agriculture, Forestry Commission – Certification Compensation and Hazardous Duty Differentials
- b. Arkansas Department of Agriculture, Livestock & Poultry – On Call Compensation Differential Pay
- c. Arkansas State Bank Department – Salary Structure and Administrative Plan
- d. Arkansas State Bank Department – Certification Compensation Differential
- e. Arkansas Department of Career Education – Salary Administration Grid
- f. Arkansas Department of Community Correction – Certification Differentials
- g. Arkansas Department of Correction – Salary Administration Grid, Labor Market Rates, Compensation Differentials
- h. Disability Determination for Social Security Administration – Labor Market Special Entry Rates
- i. Arkansas Economic Development Commission – Labor Market Special Entry Rate
- j. Arkansas Department of Education – Salary Administration Grid
- k. Department of Finance & Administration – Statewide Nursing Grid
- l. Department of Finance & Administration – Administrative Services – Second Language Pay Differential
- m. Arkansas Game & Fish Commission – Certification Differentials & Salary Administration Grids
- n. Arkansas Department of Health – Salary Grid Hiring Purposes Only – Epidemiologists
- o. Arkansas Department of Health and Department of Human Services – Compensation Differential – Medical Doctors
- p. Arkansas Department of Health – Salary Grid – Health Physicist

- q. Arkansas Department of Health – Second Language Pay Differential
- r. Arkansas Department of Human Services, Department of Correction, and Disability Determination for Social Security Administration – Salary Grid – Psychologist and Social Workers
- s. Arkansas Department of Human Services – Compensation Differentials, Shift Differentials, Hazardous Duty, Geographic Pay, Second Language, Certification Differentials
- t. Arkansas Department of Human Services – Division of Behavioral Health Services/Arkansas State Hospital On-Call Differential
- u. State Military Department – Certification Differential
- v. State Military Department – Compensation Differentials and Hazardous Duty Pay
- w. Northwest Technical Institute – Salary Administration Grid
- x. Arkansas Public Service Commission – Salary Structure and Administrative Plan
- y. Arkansas School for the Deaf – Second Language Pay Differential
- z. Arkansas State Police – Salary Administration Grid- Second Language Pay Differential
- aa. University of Arkansas for Medical Sciences – Salary Structures and Administrative Plans

11. Request for Miscellaneous Federal Grant Program Appropriation Positions for Fiscal Year 2014:

- a. Agency: Administrative Office of the Courts  

<u>Class Code/Title</u>	<u>Grade</u>
E031C Education Program Coordinator	C119 (1 position)
  
- b. Agency: Administrative Office of the Courts  

<u>Class Code/Title</u>	<u>Grade</u>
P065C Development Specialist	C119 (1 position)
  
- c. Agency: Arkansas Department of Health  

<u>Class Code/Title</u>	<u>Grade</u>
L048C Health Program Specialist II	C118 (6 positions)
 <u>Class Code/Title</u>	 <u>Grade</u>
L025C ADH Public Health Section Chief III	C123 (1 position)
 <u>Class Code/Title</u>	 <u>Grade</u>
R037C Benefits Technician	C112 (270 positions) Extra Help
 <u>Class Code/Title</u>	 <u>Grade</u>
C050C Administrative Support Supervisor	C113 (30 positions) Extra Help

12. Requests for Continuation of Miscellaneous Federal Grant Program Appropriation Positions for Fiscal Year 2014:

- a. Agency: Arkansas Insurance Department  

<u>Class Code/Title</u>	<u>Position Number</u>	<u>Grade</u>
X018C Insurance Consumer Protection Manager	22157909	C124 (1 position)
 <u>Class Code/Title</u>	 <u>Position Number</u>	 <u>Grade</u>
X123C Insurance Investigator	22157910	C116 (1 position)
 <u>Class Code/Title</u>	 <u>Position Number</u>	 <u>Grade</u>
C073C Administrative Specialist II	22157911	C109 (1 position)

- b. Agency: Arkansas Insurance Department
- | <u>Class Code/Title</u>                     | <u>Position Number</u> | <u>Grade</u>       |
|---|------------------------|--------------------|
| P004C Public Information Manager            | 22157901               | C123 (1 position)  |
| <u>Class Code/Title</u>                     | <u>Position Number</u> | <u>Grade</u>       |
| X076C Title Insurance Compliance Officer    | 22157902               | C118 (1 position)  |
| <u>Class Code/Title</u>                     | <u>Position Number</u> | <u>Grade</u>       |
| A041C Program Fiscal Manager                | 22157903               | C122 (1 position)  |
| <u>Class Code/Title</u>                     | <u>Position Number</u> | <u>Grade</u>       |
| G109C Grants Manager                        | 22157904 & 22157905    | C121 (2 positions) |
| <u>Class Code/Title</u>                     | <u>Position Number</u> | <u>Grade</u>       |
| G064C Senior Health Ins Inform Prog Manager | 22157906               | C124 (1 position)  |
| <u>Class Code/Title</u>                     | <u>Position Number</u> | <u>Grade</u>       |
| G147C Grants Coordinator                    | 22157907               | C119 (1 position)  |
| <u>Class Code/Title</u>                     | <u>Position Number</u> | <u>Grade</u>       |
| C073C Administrative Specialist II          | 22157908               | C109 (1 position)  |
- c. Agency: Arkansas Insurance Department
- | <u>Class Code/Title</u>             | <u>Position Number</u> | <u>Grade</u>       |
|-------------------------------------|------------------------|--------------------|
| G147 Grants Coordinator             | 22158247               | C119 (1 position)  |
| <u>Class Code/Title</u>             | <u>Position Number</u> | <u>Grade</u>       |
| G047C Attorney Specialist           | 22158251               | C126 (1 position)  |
| <u>Class Code/Title</u>             | <u>Position Number</u> | <u>Grade</u>       |
| G147C Grants Coordinator            | 22158248               | C119 (1 position)  |
| <u>Class Code/Title</u>             | <u>Position Number</u> | <u>Grade</u>       |
| X005C Property & Casualty Manager   | 22158249 & 22158250    | C128 (2 positions) |
| <u>Class Code/Title</u>             | <u>Position Number</u> | <u>Grade</u>       |
| X123C Insurance Investigator        | 22158252               | C116 (1 position)  |
| <u>Class Code/Title</u>             | <u>Position Number</u> | <u>Grade</u>       |
| D022C Systems Specialist            | 22158253               | C124 (1 position)  |
| <u>Class Code/Title</u>             | <u>Position Number</u> | <u>Grade</u>       |
| N023N Insurance Deputy Commissioner | 22158254               | N910 (1 position)  |
- d. Agency: Department of Arkansas Heritage – Mosaic Templars Cultural Center
- | <u>Class Code/Title</u>       | <u>Position Number</u> | <u>Grade</u>       |
|-------------------------------|------------------------|--------------------|
| P056C Museum Program Ass't II | 22157670 & 22157671    | C110 (2 positions) |

13. Chief Fiscal Officer of the State Special Entry Rate/Labor Market/Movement Rate Report
14. Other Business – Arkansas Forestry Commission is requesting to address the salary inequities for Forest Ranger II, County Forest Rangers, Forest Investigators and Foresters. A 5% salary adjustment along with an increased minimum salary for each title will be awarded to the classifications listed and implemented on June 21, 2013 in order for the cost of living adjustments to be awarded on the new salaries.

Respectfully Submitted,

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Senator Uvalde Lindsey, Co-Chair

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Representative Andrea Lea, Co-Chair