

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

June 12, 2015

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Wednesday, June 10, 2015 at 2:00 p.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. Chief Fiscal Officer of the State Special Entry Rate and Labor Market/Movement Report
2. Report of Grid Movements and Usage with the exception of Department of Correction
3. Department of Higher Education – Provisional Positions Report for June 2015.
4. Notification from the Arkansas State Board of Massage Therapy for a proposed reduction in force (RIF) due to a shortage of funds that can no longer fund the two (2) positions listed below:

<u>Authorized Title</u>	<u>Position Number</u>	<u>Years of Service on June 30, 2015</u>
Administrative Specialist II	22133541	3 years
Massage Therapy Inspector	22154745	3.8 years

5. Request from the Arkansas Insurance Department to obtain two (2) positions from the OPM Pool established by Arkansas Code 21-5-225 (a) (1) for FY16.

<u>Positions Surrendered</u>	<u>Title</u>	<u>Class Code</u>	<u>Grade</u>
22088146	Insurance Licensing Technician	X180C	C110 (1 position)
22088123	Public Information Manager	P004C	C123 (1 position)

<u>Classification Requested</u>			
	Insurance Life & Health Compliance Officer	X083C	C118 (1 position)
	New Title – AID Public Information Officer	XXXC	C127 (1 position)

Additionally, Arkansas Insurance Department (AID) requests the following employees be moved into lower graded positions without a loss in their salary effective July 1, 2015.

<u>Current Name/Position #</u>	<u>Current Title</u>	<u>Current Grade</u>	<u>Current/Requested Salary</u>
T. Herndon/2215794	Grants Manager	C121	\$41,311.50
C. Allbritton/22156726	Grants Coordinator	C119	\$38,372.26

<u>Name</u>	<u>New Position</u>	<u>New Title</u>	<u>New Grade</u>
T. Herndon	New C118 Pool Position	Ins. Life & Health Compliance Officer	C118 (1 position)
C. Allbritton	22088181	Ins. Life & Health Compliance Officer	C118 (1 position)

6. Request from the Arkansas Department of Human Services, Division of Developmental Disabilities for a 6% Geographic Differential Pay at the Jonesboro Human Development Center pursuant to A.C.A. 21-5-221(k).  
**This Geographic Differential Pay will be established in FY15 and continuing in FY16.**

<u>Classification</u>	<u>Class Code</u>	<u>Pay Grade</u>
Residential Care Assistant	M089C	C106
Residential Care Technician	M083C	C108

7. Request from Disability Determination for Social Security Administration for a modification to the previously approved Adjudicator Grid for the following classifications in Fiscal Year 2016:

Current Grid

<u>Classification</u>	<u>Entry Level</u>	<u>Continuation Request</u>
DDSSA Claims Adjudicator I, X143C, C115	\$29,251	\$32,000
DDSSA Claims Adjudicator II, X104C, C117	\$32,249	\$44,505
DDSSA Claims Adjudicator III, X071C, C119	\$35,554	\$49,067
DDSSA Case Consultant, X190C, C120	\$37,332	\$51,124
DDSSA Unit Supervisor, G112C, C121	\$39,199	\$51,124
DDSSA Medical Consultant Assistant, G235C, C121	\$39,199	\$51,124

Requested Grid With Modifications

<u>Classification</u>	<u>Entry Level</u>	<u>Continuation Request</u>
DDSSA Claims Adjudicator I, X143C, C115	\$29,251	\$32,000
DDSSA Claims Adjudicator II, X104C, C117	\$32,249	\$44,505
DDSSA Claims Adjudicator III, X071C, C119	\$35,554	\$49,067
DDSSA Case Consultant, X190C, C120	\$37,332	\$51,124
DDSSA Unit Supervisor, G112C, C121	\$39,199	\$53,264
DDSSA Medical Consultant Assistant, G235C, C121	\$39,199	\$53,264
DDSSA Quality Assurance Specialist, X203C, C121	\$39,199	\$53,264
DDSSA Hearing Officer, G258C, C121	\$39,199	\$53,264

8. Request from Disability Determination for Social Security Administration for modifications for previously continuation of previously approved labor market special entry rates for the following classification in Fiscal Year 2016:

Current Labor Market Rates

<u>Classification</u>	<u>Entry Level</u>	<u>Continuation Request</u>
DDSSA Medical Consultant, L012N, N916	\$117,061	\$146,237
DDSSA Medical Specialist, L024N, N919	\$139,410	\$174,262
Psychologist Supervisor, L001C, C129	\$57,914	\$86,072

Requested Labor Market Rate Modifications

<u>Classification</u>	<u>Entry Level</u>	<u>Continuation Request</u>
DDSSA Medical Consultant, L012N, N916	\$117,061	\$146,237
DDSSA Medical Specialist, L024N, N919	\$139,410	\$174,262
DDSSA Psychology Specialist, L027N, N905	\$ 76,041	\$ 95,051

9. Requests for Continuation of Miscellaneous Federal Grant Program Appropriation Positions for Fiscal Year 2016:

- a. Agency: Arkansas Rehabilitation Services

<u>Class Code/Title</u>	<u>Position Number</u>	<u>Grade</u>
L098C, Certified VR Counselor	22161624	C119 (1 position)

- b. Agency: Arkansas Department of Health

<u>Class Code/Title</u>	<u>Position Number</u>	<u>Grade</u>
L048C, Health Program Specialist II	22161597	C118 (1 position)
L043C, Health Program Specialist III	22161598	C119 (1 position)

- c. Agency: Arkansas Department of Health

L028C, Epidemiologist	22161595	C122 (1 position)
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d. Agency: Department of Human Services – Division of Services for the Blind

<u>Class Code/Title</u>	<u>Position Number</u>	<u>Grade</u>
L098C, Certified Vocational Rehab Counselor	22161074	C119 (1 position)
L098C, Certified Vocational Rehab Counselor	22161075	C119 (1 position)
L098C, Certified Vocational Rehab Counselor	22161076	C119 (1 position)
L098C, Certified Vocational Rehab Counselor	22161077	C119 (1 position)
L098C, Certified Vocational Rehab Counselor	22161078	C119 (1 position)
L098C, Certified Vocational Rehab Counselor	22161079	C119 (1 position)

e. Agency: Department of Human Services – Division of Child Care/Early Childhood Education

<u>Class Code/Title</u>	<u>Position Number</u>	<u>Grade</u>
A063C, Research & Statistics Supervisor	22161853	C119 (1 position)
M038C, Program Eligibility Analyst	22161854	C117 (1 position)

10. Request from the Department of Higher Education for the University of Central Arkansas (UCA) for the establishment of three (3) non-classified pool positions from the Higher Education Central Pool authorized by Section 39 of Act 978 of 2015. These positions will be established for FY16: (Dr. Brett Powell, Director)

<u>Requested</u>	<u>Recommendation</u>
Title: Project Specialist	Title: Campus Equipment and Facilities Specialist
LIM – FY16: \$78,826	LIM – FY16: \$50,000
Number of Positions: 3	Number of Positions: 3

11. Continuation or previously approved OPM pool positions for the 2016 fiscal year.  
Department of Veterans Affairs, Department of Health and Parks and Tourism.
12. Continuation of Salary Administration Grids, Compensation Differentials and Labor Market Special Entry Rates for Fiscal Year 2016:

**a. Educational Differentials**

Arkansas Game and Fish Commission, Department of Correction and Arkansas School for the Blind.

**b. Second Language Differential**

Disability Determination for Social Security, Worker's Compensation Commission, Arkansas School for the Deaf, Department of Finance and Administration, Arkansas Department of Health, Arkansas Department of Human Services, Department of Labor, Workforce Services and Arkansas State Police.

**c. Labor Market Rates**

Disability Determination for Social Security Administration, Veterans Affairs, Insurance Department, Department of Correction and Northwest Technical Institute.

**d. Hazardous Duty Differentials and All Statewide Nursing Grid**

Arkansas Game and Fish Commission, Department of Agriculture, Department of Correction, Department of Health, Department of Human Services, Military Department and Statewide Nursing Grid.

**e. Geographic Differentials and All Statewide Nursing Grid**

Office of the Medicaid Inspector General, Veterans Affairs, Department of Correction, Department of Community Correction, Department of Health, Department of Human Services and Statewide Nursing Grid.

**f. Certification Differentials and All Statewide Nursing Grid**

Game and Fish Commission, Department of Agriculture, Bank Department, Department of Correction, Department of Community Correction, Arkansas School for the Blind, Career Education-Rehabilitation Services, Arkansas School for the Deaf, Department of Finance and Administration, Department of Health, Military Department and Statewide Nursing Grid.

**g. Salary Structure and Administrative Plan – Salary Administration Grids**

Game and Fish Commission, University of Arkansas for Medical Sciences, Disability Determination for Social Security Administration, Bank Department, Public Service Commission, Department of Correction, Department of Education, Arkansas School for the Blind, Arkansas School for the Deaf, Northwest Technical Institute, Career Education, Department of Finance and Administration, Department of Health, Arkansas State Police and Statewide Nursing Grid.

**h. On-Call Differentials**

Department of Agriculture-Livestock and Poultry and Department of Human Services.

13. The Committee also discussed the separation of duties for the Arkansas School for the Blind and Arkansas School for the Deaf and its effect on current employees, no action was taken.

Respectfully Submitted,

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Senator Uvalde Lindsey, Co-Chair

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Representative Lanny Fite, Co-Chair