

**2009 SUMMARY OF STATE EMPLOYEE SALARIES AND BENEFITS LEGISLATION
87th GENERAL ASSEMBLY**

UNIFORM CLASSIFICATION AND COMPENSATION PLAN

Act 688 (SB437)

- Amends the Uniform Classification and Compensation Act, making the following major changes:

- Revises the state classification system, updating the job titles and grades of all classified positions.
- Establishes a new compensation structure comprised of two pay plans:

Career Service pay plan, with 30 grades and five pay levels covering most classified positions and many previously non-classified positions; and

Professional & Executive pay plan, with 22 grades and three pay levels covering some higher level classified positions and converts most of the previously non-classified positions to the classification system.

CAREER SERVICE PAY PLAN

GRADE	PAY LEVEL				
	ENTRY	BASE	MIDPOINT	MAXIMUM	CAREER
C101	\$15,080	\$15,683	\$18,663	\$21,643	\$23,374
C102	\$15,512	\$16,467	\$19,761	\$23,054	\$24,899
C103	\$16,288	\$17,291	\$20,922	\$24,553	\$26,517
C104	\$17,102	\$18,155	\$22,149	\$26,144	\$28,235
C105	\$17,957	\$19,063	\$23,448	\$27,832	\$30,059
C106	\$18,855	\$20,016	\$24,820	\$29,624	\$31,994
C107	\$19,798	\$21,017	\$26,271	\$31,525	\$34,048
C108	\$20,788	\$22,068	\$27,805	\$33,543	\$36,227
C109	\$21,827	\$23,171	\$29,427	\$35,684	\$38,538
C110	\$22,919	\$24,330	\$31,142	\$37,954	\$40,991
C111	\$24,065	\$25,546	\$32,955	\$40,363	\$43,592
C112	\$25,268	\$26,824	\$34,871	\$42,918	\$46,351
C113	\$26,531	\$28,165	\$36,614	\$45,064	\$48,669
C114	\$27,858	\$29,573	\$38,445	\$47,317	\$51,102
C115	\$29,251	\$31,052	\$40,367	\$49,683	\$53,657
C116	\$30,713	\$32,604	\$42,386	\$52,167	\$56,340
C117	\$32,249	\$34,234	\$44,505	\$54,775	\$59,157
C118	\$33,861	\$35,946	\$46,730	\$57,514	\$62,115
C119	\$35,554	\$37,743	\$49,067	\$60,390	\$65,221
C120	\$37,332	\$39,631	\$51,124	\$62,616	\$67,626

C121	\$39,199	\$41,612	\$53,264	\$64,915	\$70,108
C122	\$41,159	\$43,693	\$55,490	\$67,287	\$72,670
C123	\$43,217	\$45,877	\$57,806	\$69,734	\$75,312
C124	\$45,377	\$48,171	\$60,214	\$72,257	\$78,038
C125	\$47,646	\$50,580	\$62,719	\$74,858	\$80,847
C126	\$50,029	\$53,109	\$65,324	\$77,539	\$83,742
C127	\$52,530	\$55,764	\$68,032	\$80,301	\$86,725
C128	\$55,156	\$58,553	\$70,849	\$83,145	\$89,796
C129	\$57,914	\$61,480	\$73,776	\$86,072	\$92,958
C130	\$60,810	\$64,554	\$76,819	\$89,085	\$96,212

PROFESSIONAL & EXECUTIVE PAY PLAN

GRADE	PAY LEVEL		
	BASE	MIDPOINT	MAXIMUM
N901	\$65,000	\$73,125	\$81,250
N902	\$67,600	\$76,050	\$84,500
N903	\$70,304	\$79,092	\$87,880
N904	\$73,116	\$82,256	\$91,395
N905	\$76,041	\$85,546	\$95,051
N906	\$79,082	\$88,968	\$98,853
N907	\$82,246	\$92,526	\$102,807
N908	\$85,536	\$96,228	\$106,919
N909	\$88,957	\$100,077	\$111,196
N910	\$92,515	\$104,080	\$115,644
N911	\$96,216	\$108,243	\$120,270
N912	\$100,065	\$112,573	\$125,081
N913	\$104,067	\$117,075	\$130,084
N914	\$108,230	\$121,759	\$135,287
N915	\$112,559	\$126,629	\$140,699
N916	\$117,061	\$131,694	\$146,327
N917	\$122,914	\$138,279	\$153,643
N918	\$130,289	\$146,575	\$162,862
N919	\$139,410	\$156,836	\$174,262
N920	\$150,562	\$169,383	\$188,203
N921	\$164,113	\$184,627	\$205,141
N922	\$180,524	\$203,090	\$225,655

- Establishes new or revises compensation provisions that consolidates special language to provide uniformity across agencies and institutions for:
 - Salary administration grids;
 - Position growth pools;
 - Hazardous duty and maximum security facility duty pay;
 - Certification or education pay;
 - Shift differential for evening, night, and weekend shift work; and
 - On-call or stand-by pay provisions.

- Authorizes the implementation of the pay plans for the 2009-2010 Fiscal Year to include the adjustment of employee's salaries to the entry level or from 1 to 5 percent increase, depending on years of state employment.

- Authorizes a 2.3% general increase in salaries for the 2010-2011 Fiscal Year.

- Retains and refines the existing employee compensation provisions for:
 - Special entry rates;
 - Promotions and demotions;
 - Merit pay increases;
 - Second language pay;
 - Expansion of the Office of Personnel Management position pool to 400 positions for the surrender pool (250 Career Service and 150 Professional & Executive positions)
 - Establishes other centralized position pools:
 - A central growth pool of 300 positions to be accessed by state agencies only;
 - A transitional pool of 50 positions (25 Career Service and 25 Professional & Executive positions) to allow for a 180 day training period to plan for retirements and terminations; and
 - A 400 position Pay Plan study pool (250 Career Service and 150 Professional & Executive positions) for the 2009-2010 fiscal year only for any necessary adjustments related to the Pay Plan implementation.

- Other personnel related provisions:
 - Special entry rates for both exceptionally well qualified applicants and for labor market;
 - Establishes salary administration requirements for extra help positions;
 - Clarifies the use and approval of provisional positions in institutions of higher education;
 - Numerous technical and stylistic changes in the existing law for clarity and consistency;
 - Reinstates severance pay provisions for \$800 to \$1,600 for employees who are affected by a reduction in force; and
 - Requires payout of compensatory time when an employee transfers from one agency to another.

OTHER PERSONNEL RELATED LEGISLATION

2009 Act:

Act 297 (SB225)

- Amends the job classifications of employees of state agencies or departments who provide family services, social services, or adult protective services to restrict licensure to those individuals who are represented to be social workers.

Act 473 (SB317)

- Amends provisions of the Arkansas code relating to ethics which governs a public servant's use of time or labor during usual office hours .

PERSONNEL LEGISLATION SPECIFIC TO PUBLIC EMPLOYEE RETIREMENT

2009 Act:

Act 79 (SB139)

- Requires that the state-supported retirement systems promptly implement their investment directives consistent with the duty of care required of a fiduciary under the prudent investor rules in this chapter. Also permits the trustees of a state-supported retirement system to immediately retain an investment manager or to alter the of an existing agreement with an investment manager, if certain criteria are met.

Act 295 (SB128)

- Allows members of the state-supported retirement systems to purchase up to a maximum of five (5) years active duty military service and removes the provision regarding “not receiving federal military service retirement pay”. National guard and armed forces reserve service can be purchased on a one-for-one basis instead of five years for one year.

Act 425 (SB229)

- Clarifies that lump-sum benefits paid to a member under the Arkansas Teacher Retirement System are intended to be treated for tax purposes as proceeds from a life insurance policy.

Act 465 (SB155)

- Allows the Arkansas Teacher Retirement System to correct calculation errors that cause manifest injustice to Arkansas Teacher Retirement System members.

Act 467 (SB170)

- Allows the Arkansas Teacher Retirement System board to grant a waiver of penalty and interest for delinquent employer contributions under certain conditions.

Act 470 (SB227)

- Allows the Arkansas Teacher Retirement System to recoup benefits, including interest, paid to a member who does not meet the eligibility requirements under the Teacher Deferred Retirement Option Plan and to allow for the collection of interest.

Act 616 (HB1110)

- Amends the definition of compensation under the Arkansas Public Employees Retirement System for county and municipal employees and allows a lump sum payment/bonus to be reported.

Act 657 (SB141)

- Increases the amount of time a member of the Arkansas Public Employees' Retirement System must terminate employment in order to qualify for retirement benefits. A member must be terminated from employment for a period of 180 days, however, if a member was participating in the Arkansas Public Employees Retirement System DROP on January 1, 2009 and/or retired between the period of January 2009 and June 2009, this is waived and they may return to employment otherwise covered by Arkansas Public Employees Retirement System no sooner than thirty (30) days.

Act 742 (SB163)

- Allows current non-contributory members a six-month window to elect coverage under the new contributory plan (effective July 1, 2005) that will be effective on January 1, 2010.

Act 743 (SB165)

- Adjusts the amount of time from thirty (30) days to one hundred eighty (180) days that a retired member of the Arkansas Teacher Retirement System shall remain retired before returning to work with a covered employer of the Arkansas Teacher Retirement System.

Act 745 (SB243)

- Allows the Arkansas Teacher Retirement System and the Arkansas Public Employees' Retirement system to adopt rules and regulations to remain in compliance with federal laws and regulations.

Act 774 (HB1167)

- Includes in Arkansas Public Employees Retirement System membership the tipped food service employees of the Department of Parks and Tourism.

Act 1200 (SB164)

- Provides for an increase in multiplier for service after twenty-eight (28) actual years of service. Non-contributory service will be 2.22% and contributory will be 2.5%.

Act 1202 (SB209)

- Amends Arkansas Code § 24-7-733 to comply with Section 415 of the internal revenue code concerning benefits paid to a member of the Arkansas Teacher Retirement System under a life annuity.

Act 1315 (SB129)

- Provides a one-time ad hoc benefit increase to retirants, survivors, and beneficiaries of retirants in the Arkansas Teacher Retirement System.

Act 1322 (SB210)

- Clarifies the rescission of termination provisions in the Arkansas Teacher Retirement System to benefit members who choose to return to work and to reduce the amount of time required upon a return to work for benefits to re-accrue.

Act 1323 (SB224)

- Amends the lump-sum death benefit under the Arkansas Teacher Retirement System and grandfathers retirees from certain provisions of Act 296 of 2007.

Act 1324 (SB228)

- Clarifies the provisions of Arkansas Code § 24-7-710 and makes consistent the survivor benefits under the Arkansas Teacher Retirement System.

Act 1325 (SB231)

- Amends the definitions of salary and interest to exclude nonrecurring payments from the calculation of final average salary in the Arkansas Teacher Retirement System Act.

Act 1326 (SB240)

- Includes the National Board of Professional Teaching Standards certification bonuses as salary for the purposes of retirement benefits under the Arkansas Teacher Retirement System.

PERSONNEL LEGISLATION SPECIFIC TO THE INSTITUTIONS OF HIGHER EDUCATION

2009 Act:

Act 220 (HB1024)

- Amends Arkansas Code § 21-4-503(a) to allow two-year colleges to compensate non-classified employees of state-supported institutions of higher learning to receive compensation for unused sick leave at retirement.

Act 378 (SB258)

- Reauthorizes a growth pool of 200 non-classified and 200 classified positions for public four-year institutions of higher education.

Act 379 (SB259)

- Reauthorizes a growth pool of 250 non-classified and 150 classified positions for public two-year institutions of higher education.