

## **SUMMARY OF STATE EMPLOYEE SALARIES AND BENEFITS LEGISLATION 90<sup>TH</sup> GENERAL ASSEMBLY, 2015**

### **UNIFORM CLASSIFICATION AND COMPENSATION PLAN**

Act 1007 (SB896)

- Section 1. Revised Arkansas Code § 21-5-204 to remove Constitutional Officers and Prosecuting Attorneys from exemptions due to their inclusion in Article 19 of the Arkansas Constitution putting the setting of their salary under the authority of the Independent Citizens Commission.
- Section 2. Lists all of the classification titles by grade.
- Section 3 . Provides the authorization of a one percent (1%) Cost of Living Adjustment (COLA) for the 2016 Fiscal Year. There is not a COLA authorized in the for the 2017 Fiscal Year.
- Section 4. Any employee compensated at the maximum amount may receive a one-time lump-sum payment in the annual amount equal to the Authorized COLA awarded.
- Section 5. An employee, including a nonclassified employee, is eligible for an additional salary increase of two percent (2%) each fiscal year upon approval by the Governor if the Chief Fiscal Officer of the State determines that sufficient general revenues become available.

### **OTHER PERSONNEL RELATED LEGISLATION**

Act 268 (SB1144) and Act 598 (SB136)

- Moves the oversight and appropriation for the Trial Court Administrators and Court Reporters from the Auditor of State to the Administrative Office of the Courts.

Act 370 (SB310)

- Amends the performance reporting requirements in Arkansas Code §19-4-609 for both state agencies and institutions to clarify employment and position reporting requirements to the Legislative Council.

Act 389 (HB1468)

- Amends Arkansas Code §21-4-203 to include both paternity and maternity leave as a reason for utilizing the Shared Leave Program.

Act 559 (SB177)

- Moves the authority to establish salary levels for elected Prosecuting Attorneys to the Independent Citizens Commission.

Act 1020 (SB145)

- Transfers the Arkansas State Board of Massage Therapy to the Department of Health through a Type 3 transfer under § 25-2-106.

**STATE CAREER SERVICE AND PROFESSIONAL AND EXECUTIVE PAY PLANS**

**Career Service Pay Plan**, with 30 pay grades and five pay levels covering classified titles at state agencies, boards, commissions, and institutions of higher education, as well as constitutional, legislative and judicial agencies.

<b>CAREER SERVICE PAY PLAN</b>						
<b>PAY GRADE</b>	<b>ENTRY</b>	<b>BASE</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>	<b>CAREER</b>	
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 and Executive Pay Plan**, with 22 grades and 3 pay levels covering higher level classified positions at state agencies and boards and commissions, as well as constitutional, legislative and judicial agencies.

<b>PROFESSIONAL AND EXECUTIVE PAY PLAN</b>				
<b>PAY GRADE</b>	<b>BASE</b>	<b>MIDPOINT</b>	<b>CAREER</b>	
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	

<b>N914</b>	<b>\$108,230</b>	<b>\$121,759</b>	<b>\$135,287</b>
<b>N915</b>	<b>\$112,559</b>	<b>\$126,629</b>	<b>\$140,699</b>
<b>N916</b>	<b>\$117,061</b>	<b>\$131,694</b>	<b>\$146,327</b>
<b>N917</b>	<b>\$122,914</b>	<b>\$138,279</b>	<b>\$153,643</b>
<b>N918</b>	<b>\$130,289</b>	<b>\$146,575</b>	<b>\$162,862</b>
<b>N919</b>	<b>\$139,410</b>	<b>\$156,836</b>	<b>\$174,262</b>
<b>N920</b>	<b>\$150,562</b>	<b>\$169,383</b>	<b>\$188,203</b>
<b>N921</b>	<b>\$164,113</b>	<b>\$184,627</b>	<b>\$205,141</b>
<b>N922</b>	<b>\$180,524</b>	<b>\$203,090</b>	<b>\$225,655</b>

**TOTAL NUMBER OF APPROPRIATED POSITIONS FOR FY2016 AS APPROVED BY THE 90<sup>TH</sup> GENERAL ASSEMBLY AS COMPARED TO THE APPROPRIATED POSITIONS FOR FY2015.**

**State Agencies and Constitutional Offices**

<b>Business Area</b>	<b>Agency / Institution Name</b>	<b>FY2015 Appropriated Positions</b>	<b>FY2016 Appropriated Positions</b>
0002	House of Representatives	48	49
0005	Senate	15	15
0009	Legislative Audit, Division of	290	290
0011	Legislative Research, Bureau of	129	130
0018	Court of Appeals	49	49
0023	Administrative Office of the Courts	124	375
0028	Prosecutor Coordinator, Office of the	12	12
0032	Supreme Court	67	67
0034	Governor, Office of	60	60
0035	Office of Medicaid Inspector General	36	36
0051	Lieutenant Governor, Office of the	4	4
0053	Attorney General, Office of the	174	174
0059	Auditor of State	886	296
0061	Lands, Commissioner of State	45	45

<b>Business Area</b>	<b>Agency / Institution Name</b>	<b>FY2015 Appropriated Positions</b>	<b>FY2016 Appropriated Positions</b>
0063	Secretary of State	162	161
0069	Treasurer of State	33	33
0080	Game & Fish Commission	612	616
0090	Highway & Transportation	4,843	4,932
0200	Abstracters' Board	1	1
0203	Accountancy Board	9	9
0205	Appraisers Licensing & Certif. Board	4	4
0206	Architects, Landscape Archts Interior Design	3	3
0210	Auctioneer's Licensing Board	1	1
0211	Bail Bondman Licensing Board, Professional	3	4
0212	Barber Examiners Board, State Board of	4	4
0215	Burial Association Board	3	3
0216	Private Career Education Board	4	4
0220	Child Abuse & Neglect Prevention Board	2	2
0221	Collection Agencies, State Board of	4	4
0224	Contractors Licensing Board	22	20
0228	Counseling Examiners Board	3	3
0229	Fair Housing Commission, Arkansas	12	13
0232	Election Commissioners, State Board of	7	7
0233	Embalmers & Funeral Directors Board	3	3
0236	Engineers & Land Surveyors Board	5	6
0238	Ethics Commission	9	12
0241	Judicial Discipline and Disability Commission	6	6
0245	Massage Therapy Board * Transferred to the Health Department	4	2
0246	Physical Therapy, Arkansas State Board of	2	2
0248	Real Estate Commission	15	15
0250	Rural Services, Department of	6	6
0254	Social Work Licensing Board	1	2
0255	Home Inspector Registration Board	1	1
0258	Towing and Recovery Board	5	5
0261	Tobacco Control Board, Arkansas	31	31
0263	Fire Protection Licensing Board	3	3
0265	Chiropractic Examiners Board	1	2
0268	Dental Examiners Board	3	3
0270	Dietetics Licensing Board	1	1
0274	Medical Board	41	45
0277	Nursing Board	27	29

<b>Business Area</b>	<b>Agency / Institution Name</b>	<b>FY2015 Appropriated Positions</b>	<b>FY2016 Appropriated Positions</b>
0279	Dispensing Opticians Board	1	1
0280	Optometry Board	2	2
0283	Pharmacy Board	10	11
0289	Psychology Board, Arkansas	2	2
0292	Speech-Language Pathology & Audiology Board	1	1
0295	Spinal Cord Commission	27	30
0298	Veterinary Medical Board	1	1
0305	Manufactured Home Commission	3	3
0311	Disability Determination for Social Security Administration	483	479
0314	Governor's Mansion Commission	10	10
0315	Capitol Zoning District Commission	3	3
0318	Martin Luther King, Jr. Commission	4	4
0319	Minority Health Commission, Arkansas	9	9
0320	Motor Vehicle Commission	7	7
0323	Parole Board	24	25
0324	Public Defender Commission, Arkansas	244	254
0327	Science & Technology Authority	30	30
0328	Sentencing Commission, Arkansas	5	5
0334	Tobacco Settlement Commission, Arkansas	3	2
0338	War Memorial Stadium Commission	7	7
0341	Waterways Commission, Arkansas	3	3
0347	Student Loan Authority, Arkansas	12	5
0350	Arkansas Building Authority	93	91
0360	Claims Commission, Arkansas State	10	10
0365	Disabled Veterans' Services Office	1	1
0370	Public Employee Retirement System	82	82
0375	Teacher Retirement System	104	101
0380	Veterans' Child Welfare Service Office	2	2
0385	Veterans' Affairs, Department of	160	158
0390	Workers' Compensation Commission	146	144
0395	Development Finance Authority, Arkansas	62	62
0400	Agriculture, Department of	592	592
0402	Aeronautics Department	5	5
0405	Bank Department, State	72	72
0410	Securities Department	39	39
0420	Geological Survey, Arkansas	29	30
0425	Insurance Department	198	217

<b>Business Area</b>	<b>Agency / Institution Name</b>	<b>FY2015 Appropriated Positions</b>	<b>FY2016 Appropriated Positions</b>
0430	Liquefied Petroleum Gas Board	7	7
0440	Oil & Gas Commission	44	44
0450	Public Service Commission, Arkansas	115	114
0455	Natural Resources Commission, Arkansas	93	93
0470	Information Systems, Department of	259	262
0472	Geographic Information Services, Office of	7	8
0480	Correction, Department of	4,546	4,794
0485	Community Correction, Department of	1,450	1,494
0490	Assessment Coordination Department	36	36
0500	Department of Education	356	361
0500	Department of Education - Public School Fund	53	56
0500	Department of Education-Public School Facilities/Transportation	32	32
0510	School for the Blind, Arkansas	97	106
0513	School for the Deaf, Arkansas	170	161
0516	Educational Television Commission, Arkansas	109	109
0519	State Library, Arkansas	56	56
0520	Career Education - Rehabilitation	530	537
0534	Crowley's Ridge Technical Institute	57	57
0552	Northwest Technical Institute	66	69
0582	Riverside Vocational Technical School	36	36
0590	Career Education, Department of	93	97
0610	DFA-Management Services Division	445	462
0611	DFA-Alcohol Beverage Control Administration Division	12	12
0612	DFA-Alcohol Beverage Control Enforcement Division	20	20
0630	DFA-Revenue Services Division	1,480	1,501
0631	DFA-Racing Commission	14	14
0634	DFA-Child Support Enforcement, Office of	840	840
0645	Health, Arkansas Department of	3,162	3,162
0655	Office of Health Information Technology	12	12
0665	Health Services Permit Agency	11	11
0700	Higher Education, Department of	53	49
0710	DHS-Administrative Services	315	315
0710	DHS-Aging and Adult Services Division	213	212
0710	DHS-Behavioral Health Division	1,168	1,169
0710	DHS-Child Care & Early Childhood Education Division	194	203
0710	DHS-Children & Family Services Division	1,129	1,126
0710	DHS-Community Svcs / Non Profit Support	24	24

<b>Business Area</b>	<b>Agency / Institution Name</b>	<b>FY2015 Appropriated Positions</b>	<b>FY2016 Appropriated Positions</b>
0710	DHS-County Operations Division	1,876	1,871
0710	DHS-County Operations Division-Medicaid Expansion	60	60
0710	DHS-Developmental Disabilities Services Division	2,709	2,713
0710	DHS-Directors Office	7	7
0710	DHS-Medical Services Division	327	324
0710	DHS-Medical Svcs-Medicaid Expansion	2	2
0710	DHS-Office of Chief Council	183	183
0710	DHS-Services for the Blind Division	76	76
0710	DHS-Youth Services Division	88	90
0790	Economic Development Commission	105	100
0800	Labor, Department of	99	99
0810	Workforce Services, Department of	978	978
0865	Heritage - Administration	36	39
0867	Heritage - Delta Cultural Center	12	13
0870	Heritage - Arkansas Arts Council	10	9
0873	Heritage - Mosaic Templars Cultural Center	10	10
0875	Heritage - Old State House Commission	22	22
0877	Heritage - Historic Preservation	25	23
0880	Heritage - Natural Heritage Commission	14	13
0885	Heritage - Historic Arkansas Museum Commission	22	22
0887	Heritage - Natural & Cultural Resources Council	1	1
0900	Parks & Tourism, Department of	787	799
0915	Parks & Tourism-History Commission	25	25
0930	Environmental Quality, Arkansas Department of	423	422
0950	Law Enforcement Standards & Training, Commission on	56	56
0955	Crime Laboratory, State	144	144
0960	State Police, Arkansas	1,070	1,080
0975	Military Department, State	674	666
0990	Crime Information Center, Arkansas	75	75
0995	Emergency Management	104	104
<b>Total for State Agencies for FY2015 and FY2016</b>		<b>FY2015 Appropriated Positions</b>	<b>FY2016 Appropriated Positions</b>
		<b>37,645</b>	<b>37,787</b>



### Four Year and Two Year Institutions of Higher Education

Business Area	Agency / Institution Name	FY2015 Appropriated Positions	FY2016 Appropriated Positions
0100	Henderson State	712	706
0105	Southern Arkansas University	489	489
0115	SAU - Tech	326	329
0120	ASU - Beebe	579	579
0125	ASU - Jonesboro	2,194	2,304
0128	ASU - Mountain Home	173	187
0129	ASU - Newport	301	304
0130	Arkansas Tech	1,397	1,670
0135	UA Fayetteville	7,388	7,591
0145	U of A - Little Rock	2,296	2,302
0150	U of A - Medical Sciences	11,741	11,741
0155	U of A - Monticello	635	640
0160	U of A - Pine Bluff	914	871
0165	University of Central Arkansas	2,234	2,253
0167	U of A - Community College at Hope	209	212
0168	U of A Community College at Batesville	272	272
0170	East Ark. Community College	308	308
0175	National Park Community College	390	390
0177	Mid-South Community College	311	316
0180	Arkansas Northeastern College	312	312
0185	North Arkansas College	407	408
0190	U of A - Phillips Community College	325	325
0192	Rich Mountain Community College	130	133
0193	South Ark. Community College	330	330
0195	U of A-Ft. Smith	1,119	1,119
0198	Northwest Ark Community College	1,061	1,064
0675	Black River Technical College	307	311
0677	Cossatot Community College of U of A	216	235
0685	College of the Ouachitas	194	224
0687	Ozarka College	219	219
0689	U of A Community College - Morrilton	299	299
0691	Southeast Arkansas College	356	358
0693	Pulaski Technical College	998	998
<b>Total for Institutions of Higher Education for FY2015 and FY2016</b>		<b>FY2015 Total Authorized Positions</b>	<b>FY2016 Total Authorized Positions</b>
		<b>39,142</b>	<b>39,799</b>