

1 INTERIM STUDY PROPOSAL 2023-090

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3 REQUESTING THAT THE SENATE COMMITTEE ON STATE AGENCIES AND
4 GOVERNMENTAL AFFAIRS STUDY THE CREATION OF A NEW SYSTEM FOR
5 AWARDING SALARY INCREASES TO STATE EMPLOYEES TO REPLACE THE
6 CURRENT SYSTEM FOR MERIT AWARDS.
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8 WHEREAS, the current system for awarding salary increases to state
9 employees, which was established in 2017 and emphasizes compensation based
10 solely on merit in lieu of cost-of-living adjustments, is a failed system;
11 and
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13 WHEREAS, the current system allows too many employees to be denied any
14 type of increase, including a cost-of-living increase, based upon their merit
15 ranking; and
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17 WHEREAS, the recently awarded executive branch merit increases
18 illustrate this flaw, as approximately five thousand (5,000) state employees
19 received raises based upon their merit grades of four (4) or five (5), while
20 approximately seventeen thousand (17,000) state employees received no
21 increase at all; and
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23 WHEREAS, the majority of the approximately seventeen thousand (17,000)
24 state employees who did not receive raises received solid evaluations; and
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26 WHEREAS, during this period of inflation and a tough economic outlook,
27 good state employees should not be left with no salary increase; and
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29 WHEREAS, the turnover rate for state employees is already too high,
30 especially in the most demanding jobs such as prison security and child abuse
31 investigation, and making a large number of state employees go without a
32 raise will only make the turnover problem worse; and
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34 WHEREAS, rather than simply realigning a failed system, the General
35 Assembly should consider a totally new direction for state employee salary
36 increases that provides fair compensation for all employees,

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NOW THEREFORE,
BE IT PROPOSED BY THE SENATE COMMITTEE ON STATE AGENCIES AND GOVERNMENTAL
AFFAIRS OF THE NINETY-FOURTH GENERAL ASSEMBLY:

 THAT the Senate Committee on State Agencies and Governmental Affairs
study a new system for awarding salary increases to state employees that will
replace the current failed system and fairly compensate state employees for
the valuable service they provide to the State of Arkansas.

Respectfully submitted,

Senator Bryan King
District 28

Prepared by: MBM/MBM