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Chris Racey
Chief of Staff

Ben Batten
Deputy Director

Brad Carner
Deputy Director

Spencer Griffith
Deputy Director

Arkansas Game and Fish Commission

Austin Booth
Director

March 13, 2023

Senator Jonathan Dismang, Co-Chair
Representative Lane Jean, Co-Chair
Joint Budget Committee
Arkansas General Assembly
State Capitol Building
Little Rock, AR 72201

Dear Co-Chairs:

Please consider the attached amendment to SB15 An Act For The Arkansas State Game And Fish Commission Appropriation For The 2023-2024 Fiscal Year. This amendment will modernize AGFC's Class and Compensation Plan while also staying within both AGFC's currently authorized salary appropriation and authorized positions.

In undertaking compensation reform, AGFC contracted with a firm to compare AGFC compensation with our hiring market competitors—specifically peer states, Arkansas state government, and NGOs. This study found that the total average compensation was 19.1% below our competitive market. AGFC used this information to propose a salary structure that brings our compensation more in line with our competitive market. AGFC has not made major substantive updates to its positions or Class and Compensation Plan in more than six years.

By reclassifying positions, updating salary ranges based on market data, and utilizing pools of position classifications, AGFC will be better equipped for challenges ahead while still maintaining current position numbers. This update will provide AGFC with more capacity to address infrastructure issues and reinforce recruitment and retention by formally recognizing career paths for several of our most competitive positions.

Thank you for your consideration.

Sincerely,

Austin Booth
Director

Please consider the following amendment to SB15, An Act For The Arkansas State Game And Fish Commission Appropriation For The 2023-2024 Fiscal Year.

Strike Section 1. Regular Salary. and replace with the following:

SECTION 1. REGULAR SALARIES. There is hereby established for the Arkansas State Game and Fish Commission for the 2023-2024 fiscal year the following maximum number of regular employees.

Item No.	Class Code	Salary Rate Title	No. of Employees	Fiscal Year 2023-2024
General Salaries				
1	Q249U	AGFC Director	1	\$277,100
2	Q250U	AGFC Chief Of Staff	1	\$195,131
3	Q251U	AGFC Deputy Director	3	\$182,250
4	Q254U	AGFC General Counsel	1	\$163,619
5	Q370U	AGFC Chief Financial Officer	1	\$163,619
6	Q371U	AGFC Chief of Human Resources	1	\$163,619
7	Q372U	AGFC Chief of Operations	1	\$147,547
8	Q373U	AGFC Chief of Education	1	\$147,547
9	Q376U	AGFC Chief of Communications	1	\$126,352
10	Q380U	AGFC Chief of Shooting Sports	1	\$126,352
11	Q392U	AGFC Controller	1	\$126,352
12	Q393U	AGFC Deputy General Counsel	1	\$126,352
13	Q260U	AGFC Division Assistant Chief	23	\$110,504
14	Q268U	AGFC Assistant Controller	1	\$ 99,107
15	Q368U	AGFC Statewide Project Manager	7	\$ 99,107
16	Q269U	AGFC Attorney	2	\$ 89,744
17	AGFC HR Pool		4	\$ 89,744
	Q292U	AGFC Personnel Manager		\$ 89,744
	Q408U	AGFC Payroll Manager		\$ 89,744
	Q301U	AGFC Assistant Personnel Manager		\$ 75,004
	Q313U	AGFC Human Resources Analyst		\$ 68,031
18	AGFC Skilled Trades Pool		26	\$ 89,744
	Q278U	AGFC Operations & Facility Manager		\$ 89,744
	Q307U	AGFC Surveyor		\$ 86,609
	Q396U	AGFC Fleet Manager		\$ 86,609
	Q306U	AGFC Real Estate Officer		\$ 75,004
	Q285U	AGFC Construction Manager		\$ 71,432
	Q315U	AGFC Maintenance Coordinator		\$ 71,432

	Q400U	AGFC Regional Facility Manager		\$ 71,432
	Q319U	AGFC Communications Systems Supervisor		\$ 68,031
	Q326U	AGFC Skilled Tradesman		\$ 68,031
	Q304U	AGFC Central Warehouse Operations Manager		\$ 61,706
	Q327U	AGFC Auto/Diesel Mechanic		\$ 61,706
	Q335U	AGFC Maintenance Technician		\$ 61,706
	Q329U	AGFC Calibration Technician		\$ 58,767
	Q331U	AGFC Firing Range Specialist		\$ 58,767
19	Q289U	AGFC Licensing Manager	1	\$ 86,609
20	Q354U	AGFC Accounting Coordinator	1	\$ 86,609
21	AGFC Education Program Pool		48	\$ 86,609
	Q277U	AGFC Nature Center/Shooting Facility Manager II		\$ 86,609
	Q353U	AGFC Nature Center/Shooting Facility Manager I		\$ 75,004
	Q296U	AGFC Education Statewide Coordinator		\$ 75,004
	Q302U	AGFC Education Program Specialist		\$ 71,432
22	AGFC Grants Management Pool		4	\$ 86,609
	Q291U	AGFC Grants Manager		\$ 86,609
	Q398U	AGFC Grants Coordinator II		\$ 75,004
	Q297U	AGFC Grants Coordinator I		\$ 71,432
23	AGFC Accounting Pool		3	\$ 75,004
	Q357U	AGFC Accountant II		\$ 75,004
	Q406U	AGFC Accountant I		\$ 71,432
24	Q303U	AGFC Executive Assistant	1	\$ 75,004
25	Q322U	AGFC Telecommunications Manager	1	\$ 75,004
26	Q300U	AGFC Licensing Supervisor	2	\$ 75,004
27	Q298U	AGFC Procurement Coordinator	1	\$ 75,004
28	Q318U	AGFC Regional Offices Administrator	1	\$ 75,004
29	AGFC Communications Pool		10	\$ 75,004
	Q397U	AGFC Creative Artist		\$ 75,004
	Q316U	AGFC Photographer		\$ 71,432
	Q399U	AGFC Communications Coordinator		\$ 71,432
	Q330U	AGFC Commercial Graphic Artist		\$ 68,031
	Q336U	AGFC Multi-Media Specialist		\$ 61,706
30	Q305U	AGFC Fiscal Support Supervisor	1	\$ 71,432
31	NEW	AGFC Telecommunications Supervisor	1	\$ 68,031
32	Q314U	AGFC Legal Services Specialist	1	\$ 68,031
33	AGFC Admin Support Pool		42	\$ 68,031
	Q328U	AGFC Administrative Office Coordinator		\$ 68,031
	Q323U	AGFC Administrative Analyst		\$ 68,031
	Q339U	AGFC Administrative Specialist		\$ 58,767
34	AGFC Fiscal Support Pool		12	\$ 61,706
	Q324U	AGFC Fiscal Support Analyst		\$ 61,706
	Q340U	AGFC Fiscal Support Specialist		\$ 58,767
35	Q333U	AGFC Telecommunications Specialist	9	\$ 61,706
36	Q343U	AGFC Licensing Specialist	8	\$ 58,767
37	Q334U	AGFC Inventory Control Manager	1	\$ 58,767

38	Q401U	AGFC Printer/Mail Services Specialist	1	\$ 58,767
39	Q332U	AGFC Food Preparation Manager	1	\$ 58,767
40	Q341U	AGFC Food Preparation Supervisor	1	\$ 50,131

Enforcement Salaries

41	Q256U	AGFC Colonel	1	\$163,619
42	Q404U	AGFC Lieutenant Colonel	1	\$159,000
43	Q261U	AGFC Major	3	\$148,500
44	Q267U	AGFC Captain	14	\$126,900
45	Q276U	AGFC Lieutenant	15	\$114,800
46	Q284U	AGFC Sergeant	25	\$100,285
47	AGFC Enforcement Pool		127	\$ 96,748
	Q288U	AGFC Corporal		\$ 96,748
	Q299U	AGFC Game Warden 1st Class		\$ 90,004
	Q309U	AGFC Game Warden		\$ 85,718

Information Technology Salaries

48	Q255U	AGFC Chief Information Officer	1	\$163,619
49	Q265U	AGFC IT Software Engineer Lead	1	\$147,547
50	Q266U	AGFC IT Assistant Administrator	1	\$147,547
51	Q377U	AGFC Chief of GIS	1	\$126,352
52	Q258U	AGFC GIS Lead	1	\$124,764
53	AGFC Information Technology Pool		12	\$124,764
	Q382U	AGFC IT Data Scientist		\$124,764
	Q383U	AGFC IT Security Specialist		\$124,764
	Q384U	AGFC IT Systems Administrator		\$124,764
	Q385U	AGFC IT Database Administrator		\$112,134
	Q386U	AGFC IT Senior Software Support Specialist		\$112,134
	Q283U	AGFC IT Senior Software Support Analyst		\$100,494
	Q387U	AGFC IT Project Manager		\$100,494
	Q388U	AGFC IT Network Support Analyst		\$100,494
	Q389U	AGFC IT Systems Specialist		\$100,494
	Q365U	AGFC IT Software Support Analyst		\$ 90,064
	Q364U	AGFC IT Software Support Specialist		\$ 90,064
	Q410U	AGFC IT Project Coordinator		\$ 90,064
	Q390U	AGFC IT Computer Support Specialist		\$ 90,064
	Q308U	AGFC IT Website Developer		\$ 80,720
	Q391U	AGFC IT Asset Manager		\$ 80,720
	Q311U	AGFC IT Computer Support Analyst		\$ 72,345
	Q409U	AGFC IT Data Analyst		\$ 72,345
54	AGFC GIS Pool		5	\$112,134
	Q271U	AGFC Senior GIS Analyst		\$112,134
	Q279U	AGFC GIS Analyst		\$100,494
	Q356U	AGFC GIS Technician		\$ 90,064

Professional Science Salaries

2 Natural Resources Drive • Little Rock, AR 72205 • www.agfc.com
 Phone (800) 364-4263 • (501) 223-6300 • Fax (501) 223-6448

The Arkansas Game and Fish Commission's mission is to conserve and enhance Arkansas's fish and wildlife and their habitats while promoting sustainable use, public understanding and support.

55	Q374U	AGFC Chief of Wildlife Management	1	\$147,547
56	Q375U	AGFC Chief of Fisheries	1	\$147,547
57	Q378U	AGFC Chief of Environmental Coordination	1	\$126,352
58	Q381U	AGFC Chief of Research	1	\$126,352
59	Q379U	AGFC Chief of Private Lands Management	1	\$126,352
60	Q252U	AGFC Veterinarian	1	\$147,547
61	AGFC Cons Program Biologist Pool		88	\$ 93,900
	Q394U	AGFC Cons Program Biologist III		\$ 93,900
	Q402U	AGFC Cons Program Biologist II		\$ 89,744
	Q403U	AGFC Cons Program Biologist I		\$ 86,609
62	AGFC Biologist Pool		106	\$ 80,624
	Q395U	AGFC Biologist II		\$ 80,624
	Q294U	AGFC Biologist I		\$ 75,004
	Q310U	AGFC Biological Technician II		\$ 68,031
	Q337U	AGFC Biological Technician I		\$ 61,706

MAX. NO. OF EMPLOYEES

636

ARKANSAS SENATE

94th General Assembly - Regular Session, 2023

Amendment Form

DRAFT

Subtitle of Senate Bill No. 15

AN ACT FOR THE ARKANSAS STATE GAME AND FISH COMMISSION APPROPRIATION FOR THE
2023-2024 FISCAL YEAR.

Amendment No. ___ to Senate Bill No. 15

Amend Senate Bill No. 15 as originally introduced:

Page 1, delete Section 1 in its entirety and insert the following:

"SECTION 1. REGULAR SALARIES. There is hereby established for the Arkansas State Game and Fish Commission for the 2023-2024 fiscal year, the following maximum number of regular employees.

Item No.	Class Code	Title	Maximum No. of Employees	Maximum Annual Salary Rate Fiscal Year 2023-2024
(1)	Q249U	AGFC DIRECTOR	1	\$277,100
(2)	Q250U	AGFC CHIEF OF STAFF	1	\$195,131
(3)	Q251U	AGFC DEPUTY DIRECTOR	3	\$182,250
(4)	Q371U	AGFC CHIEF OF HUMAN RESOURCES	1	\$163,619
(5)	Q254U	AGFC GENERAL COUNSEL	1	\$163,619
(6)	Q370U	AGFC CHIEF FINANCIAL OFFICER	1	\$163,619
(7)	Q256U	AGFC COLONEL	1	\$163,619
(8)	Q255U	AGFC CHIEF INFORMATION OFFICER	1	\$163,619
(9)	Q404U	AGFC LIEUTENANT COLONEL	1	\$159,000
(10)	Q261U	AGFC MAJOR	3	\$148,500
(11)	Q372U	AGFC CHIEF OF OPERATIONS	1	\$147,547
(12)	Q373U	AGFC CHIEF OF EDUCATION	1	\$147,547
(13)	Q265U	AGFC IT SOFTWARE ENGINEER LEAD	1	\$147,547
(14)	Q266U	AGFC IT ASSISTANT ADMINISTRATOR	1	\$147,547
(15)	Q374U	AGFC CHIEF OF WILDLIFE MANAGEMENT	1	\$147,547
(16)	Q375U	AGFC CHIEF OF FISHERIES	1	\$147,547
(17)	Q252U	AGFC VETERINARIAN	1	\$147,547
(18)	Q267U	AGFC CAPTAIN	14	\$126,900
(19)	Q376U	AGFC CHIEF OF COMMUNICATIONS	1	\$126,352
(20)	Q380U	AGFC CHIEF OF SHOOTING SPORTS	1	\$126,352
(21)	Q379U	AGFC CHIEF OF PRIVATE LANDS MANAGEMENT	1	\$126,352
(22)	Q381U	AGFC CHIEF OF RESEARCH	1	\$126,352
(23)	Q392U	AGFC CONTROLLER	1	\$126,352

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(24)	Q393U	AGFC DEPUTY GENERAL COUNSEL	1	\$126,352
(25)	Q377U	AGFC CHIEF OF GIS	1	\$126,352
(26)	Q378U	AGFC CHIEF OF ENVIRONMENTAL COORDINATION	1	\$126,352
(27)	Q258U	AGFC GIS LEAD	1	\$124,764
(28)		AGFC INFORMATION TECHNOLOGY POOL	12	\$124,764
	Q382U	AGFC IT DATA SCIENTIST		\$124,764
	Q383U	AGFC IT SECURITY SPECIALIST		\$124,764
	Q384U	AGFC IT SYSTEMS ADMINISTRATOR		\$124,764
	Q385U	AGFC IT DATABASE ADMINISTRATOR		\$112,134
	Q386U	AGFC IT SENIOR SOFTWARE SUPPORT SPECIALIST		\$112,134
	Q283U	AGFC IT SENIOR SOFTWARE SUPPORT ANALYST		\$100,494
	Q387U	AGFC IT PROJECT MANAGER		\$100,494
	Q388U	AGFC IT NETWORK SUPPORT ANALYST		\$100,494
	Q389U	AGFC IT SYSTEMS SPECIALIST		\$100,494
	Q365U	AGFC IT SOFTWARE SUPPORT ANALYST		\$90,064
	Q364U	AGFC IT SOFTWARE SUPPORT SPECIALIST		\$90,064
	Q410U	AGFC IT PROJECT COORDINATOR		\$90,064
	Q390U	AGFC IT COMPUTER SUPPORT SPECIALIST		\$90,064
	Q308U	AGFC IT WEBSITE DEVELOPER		\$80,720
	Q391U	AGFC IT ASSET MANAGER		\$80,720
	Q311U	AGFC IT COMPUTER SUPPORT ANALYST		\$72,345
	Q409U	AGFC IT DATA ANALYST		\$72,345
(29)	Q276U	AGFC LIEUTENANT	15	\$114,800
(30)		AGFC GIS POOL	5	\$112,134
	Q271U	AGFC SENIOR GIS ANALYST		\$112,134
	Q279U	AGFC GIS ANALYST		\$100,494
	Q356U	AGFC GIS TECHNICIAN		\$90,064
(31)	Q260U	AGFC DIVISION ASSISTANT CHIEF	23	\$110,504
(32)	Q284U	AGFC SERGEANT	25	\$100,285
(33)	Q268U	AGFC ASSISTANT CONTROLLER	1	\$99,107
(34)	Q368U	AGFC STATEWIDE PROJECT MANAGER	7	\$99,107
(35)		AGFC ENFORCEMENT POOL	127	\$96,748
	Q288U	AGFC CORPORAL		\$96,748
	Q299U	AGFC GAME WARDEN 1ST CLASS		\$90,004
	Q309U	AGFC GAME WARDEN		\$85,718
(36)		AGFC CONS PROGRAM BIOLOGIST POOL	88	\$93,900
	Q394U	AGFC CONS PROGRAM BIOLOGIST III		\$93,900
	Q402U	AGFC CONS PROGRAM BIOLOGIST II		\$89,744
	Q403U	AGFC CONS PROGRAM BIOLOGIST I		\$86,609
(37)	Q269U	AGFC ATTORNEY	2	\$89,744
(38)		AGFC HR POOL	4	\$89,744
	Q292U	AGFC PERSONNEL MANAGER		\$89,744
	Q408U	AGFC PAYROLL MANAGER		\$89,744
	Q301U	AGFC ASSISTANT PERSONNEL MANAGER		\$75,004
	Q313U	AGFC HUMAN RESOURCES ANALYST		\$68,031
(39)		AGFC SKILLED TRADES POOL	26	\$89,744
	Q278U	AGFC OPERATIONS & FACILITY MANAGER		\$89,744
	Q307U	AGFC SURVEYOR		\$86,609
	Q396U	AGFC FLEET MANAGER		\$86,609
	Q306U	AGFC REAL ESTATE OFFICER		\$75,004
	Q285U	AGFC CONSTRUCTION MANAGER		\$71,432

	Q315U	AGFC MAINTENANCE COORDINATOR		\$71,432
	Q400U	AGFC REGIONAL FACILITY MANAGER		\$71,432
	Q319U	AGFC COMMUNICATIONS SYSTEMS SUPERVISOR		\$68,031
	Q326U	AGFC SKILLED TRADESMAN		\$68,031
	Q304U	AGFC CENTRAL WAREHOUSE OPERATIONS MANAGER		\$61,706
	Q327U	AGFC AUTO/DIESEL MECHANIC		\$61,706
	Q335U	AGFC MAINTENANCE TECHNICIAN		\$61,706
	Q329U	AGFC CALIBRATION TECHNICIAN		\$58,767
	Q331U	AGFC FIRING RANGE SPECIALIST		\$58,767
(40)	Q354U	AGFC ACCOUNTING COORDINATOR	1	\$86,609
(41)		AGFC EDUCATION PROGRAM POOL	48	\$86,609
	Q277U	AGFC NATURE CENTER/SHOOTING FAC MGR II		\$86,609
	Q353U	AGFC NATURE CENTER/SHOOTING FAC MGR I		\$75,004
	Q296U	AGFC EDUCATION STATEWIDE COORDINATOR		\$75,004
	Q302U	AGFC EDUCATION PROGRAM SPECIALIST		\$71,432
(42)		AGFC GRANTS MANAGEMENT POOL	4	\$86,609
	Q291U	AGFC GRANTS MANAGER		\$86,609
	Q398U	AGFC GRANTS COORDINATOR II		\$75,004
	Q297U	AGFC GRANTS COORDINATOR I		\$71,432
(43)	Q289U	AGFC LICENSING MANAGER	1	\$86,609
(44)		AGFC BIOLOGIST POOL	106	\$80,624
	Q395U	AGFC BIOLOGIST II		\$80,624
	Q294U	AGFC BIOLOGIST I		\$75,004
	Q310U	AGFC BIOLOGICAL TECHNICIAN II		\$68,031
	Q337U	AGFC BIOLOGICAL TECHNICIAN I		\$61,706
(45)		AGFC ACCOUNTING POOL	3	\$75,004
	Q357U	AGFC ACCOUNTANT II		\$75,004
	Q406U	AGFC ACCOUNTANT I		\$71,432
(46)		AGFC COMMUNICATIONS POOL	10	\$75,004
	Q397U	AGFC CREATIVE ARTIST		\$75,004
	Q316U	AGFC PHOTOGRAPHER		\$71,432
	Q399U	AGFC COMMUNICATIONS COORDINATOR		\$71,432
	Q330U	AGFC COMMERCIAL GRAPHIC ARTIST		\$68,031
	Q336U	AGFC MULTI-MEDIA SPECIALIST		\$61,706
(47)	Q303U	AGFC EXECUTIVE ASSISTANT	1	\$75,004
(48)	Q300U	AGFC LICENSING SUPERVISOR	2	\$75,004
(49)	Q322U	AGFC TELECOMMUNICATIONS MANAGER	1	\$75,004
(50)	Q298U	AGFC PROCUREMENT COORDINATOR	1	\$75,004
(51)	Q318U	AGFC REGIONAL OFFICES ADMINISTRATOR	1	\$75,004
(52)	Q305U	AGFC FISCAL SUPPORT SUPERVISOR	1	\$71,432
(53)		AGFC ADMIN SUPPORT POOL	42	\$68,031
	Q328U	AGFC ADMINISTRATIVE OFFICE COORDINATOR		\$68,031
	Q323U	AGFC ADMINISTRATIVE ANALYST		\$68,031
	Q339U	AGFC ADMINISTRATIVE SPECIALIST		\$58,767
(54)	Q314U	AGFC LEGAL SERVICES SPECIALIST	1	\$68,031
(55)	Q435U	AGFC TELECOMMUNICATIONS SUPERVISOR	1	\$68,031
(56)		AGFC FISCAL SUPPORT POOL	12	\$61,706
	Q324U	AGFC FISCAL SUPPORT ANALYST		\$61,706
	Q340U	AGFC FISCAL SUPPORT SPECIALIST		\$58,767
(57)	Q333U	AGFC TELECOMMUNICATIONS SPECIALIST	9	\$61,706
(58)	Q343U	AGFC LICENSING SPECIALIST	8	\$58,767

(59)	Q334U	AGFC INVENTORY CONTROL MANAGER	1	\$58,767
(60)	Q401U	AGFC PRINTER/MAIL SERVICES SPECIALIST	1	\$58,767
(61)	Q332U	AGFC FOOD PREPARATION MANAGER	1	\$58,767
(62)	Q341U	AGFC FOOD PREPARATION SUPERVISOR	<u>1</u>	\$50,131
MAX. NO. OF EMPLOYEES			636"	.

The Amendment was read the first time, rules suspended and read the second time and _____

By: Joint Budget Committee

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Secretary