



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,

A handwritten signature in black ink that reads "Austin Booth".

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.

Maximum Annual Maximum 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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Page 1 of 4

(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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HGK020

Secretary

1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023

A Bill

SENATE BILL 15

4
5 By: Joint Budget Committee
6

For An Act To Be Entitled

8 AN ACT TO MAKE AN APPROPRIATION FOR PERSONAL SERVICES
9 AND OPERATING EXPENSES FOR THE ARKANSAS STATE GAME
10 AND FISH COMMISSION FOR THE FISCAL YEAR ENDING JUNE
11 30, 2024; AND FOR OTHER PURPOSES.
12

Subtitle

13
14 AN ACT FOR THE ARKANSAS STATE GAME AND
15 FISH COMMISSION APPROPRIATION FOR THE
16 2023-2024 FISCAL YEAR.
17
18
19

20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

(SEE AMENDMENT)

21
22 SECTION 1. REGULAR SALARIES. There is hereby established for the
23 Arkansas State Game and Fish Commission for the 2023-2024 fiscal year, the
24 following maximum number of regular employees.
25

Item No.	Class Code	Title	Maximum No. of Employees	Maximum Annual Salary Rate Fiscal Year 2023-2024
30	(1) Q249U	AGFC DIRECTOR	1	\$152,638
31	(2) Q256U	AGFC COLONEL	1	\$128,282
32	(3) Q250U	AGFC CHIEF OF STAFF	1	\$124,275
33	(4) Q251U	AGFC DEPUTY DIRECTOR	3	\$122,957
34	(5) Q255U	AGFC CHIEF INFORMATION OFFICER	1	\$120,265
35	(6) Q252U	AGFC VETERINARIAN	1	\$118,228
36	(7) Q266U	AGFC IT ASSISTANT ADMINISTRATOR	1	\$116,351



1	(8)	Q261U AGFC MAJOR	3	\$115,564
2	(9)	Q254U AGFC GENERAL COUNSEL	1	\$113,681
3	(10)	Q253U AGFC BIOSTATISTICIAN	1	\$113,681
4	(11)	Q267U AGFC CAPTAIN	14	\$107,693
5	(12)	Q257U AGFC DIVISION CHIEF	11	\$106,902
6	(13)	Q276U AGFC LIEUTENANT	16	\$103,931
7	(14)	Q265U AGFC SOFTWARE ENGINEER LEAD	1	\$103,265
8	(15)	Q258U AGFC GIS LEAD	1	\$103,265
9	(16)	Q284U AGFC SERGEANT	25	\$100,285
10	(17)	Q288U AGFC CORPORAL	125	\$96,749
11	(18)	Q355U AGFC MARKETING MANAGER	1	\$96,303
12	(19)	Q263U AGFC ATTORNEY SPECIALIST	1	\$96,303
13	(20)	Q260U AGFC DIVISION ASST CHIEF	16	\$96,303
14	(21)	Q299U AGFC WILDLIFE OFFICER 1ST CLASS	1	\$90,005
15	(22)	Q368U AGFC STATEWIDE PROGRAM MANAGER	1	\$89,744
16	(23)	Q271U AGFC SENIOR GIS ANALYST	1	\$89,744
17	(24)	Q270U AGFC CONSERVATION PROGRAM MANAGER	1	\$89,744
18	(25)	Q269U AGFC ATTORNEY	2	\$89,744
19	(26)	Q268U AGFC ASSISTANT CONTROLLER	1	\$89,744
20	(27)	Q283U AGFC SENIOR SOFTWARE SUPPORT ANALYST	2	\$86,609
21	(28)	Q281U AGFC NETWORK SUPPORT SPECIALIST	2	\$86,609
22	(29)	Q280U AGFC HATCHERY MANAGER	5	\$86,609
23	(30)	Q279U AGFC GIS ANALYST	3	\$86,609
24	(31)	Q278U AGFC OPERATIONS & FACILITY MANAGER	3	\$86,609
25	(32)	Q277U AGFC NATURE CENTER MANAGER	5	\$86,609
26	(33)	Q275U AGFC BIOLOGIST SUPERVISOR	23	\$86,609
27	(34)	Q274U AGFC BIOLOGIST PROGRAM SPECIALIST	9	\$86,609
28	(35)	Q309U AGFC WILDLIFE OFFICER	1	\$85,718
29	(36)	Q354U AGFC ACCOUNTING COORDINATOR	1	\$80,624
30	(37)	Q292U AGFC PERSONNEL MANAGER	1	\$80,624
31	(38)	Q291U AGFC GRANTS MANAGER	1	\$80,624
32	(39)	Q290U AGFC ASSISTANT HATCHERY MANAGER	5	\$80,624
33	(40)	Q289U AGFC LICENSING MANAGER	1	\$80,624
34	(41)	Q287U AGFC BIOLOGIST SPECIALIST	54	\$80,624
35	(42)	Q286U AGFC BIOLOGIST - ASST REGIONAL MANAGER	10	\$80,624
36	(43)	Q285U AGFC CONSTRUCTION MANAGER	1	\$80,624

1	(44)	Q298U AGFC PROCUREMENT COORDINATOR	1	\$75,004
2	(45)	Q297U AGFC GRANTS COORDINATOR	2	\$75,004
3	(46)	Q296U AGFC EDUCATION PROGRAM COORDINATOR	7	\$75,004
4	(47)	Q294U AGFC BIOLOGIST	27	\$75,004
5	(48)	Q353U AGFC EDUCATION FACILITY MANAGER	5	\$71,432
6	(49)	Q308U AGFC WEBSITE DEVELOPER	2	\$71,432
7	(50)	Q307U AGFC SURVEYOR	2	\$71,432
8	(51)	Q306U AGFC REAL ESTATE OFFICER	1	\$71,432
9	(52)	Q305U AGFC FISCAL SUPPORT SUPERVISOR	2	\$71,432
10	(53)	Q304U AGFC CENTRAL WAREHOUSE OPERATIONS MGR	1	\$71,432
11	(54)	Q303U AGFC EXECUTIVE ASSISTANT TO THE DIRECTOR	2	\$71,432
12	(55)	Q302U AGFC EDUCATION PROGRAM SPECIALIST	26	\$71,432
13	(56)	Q301U AGFC ASSISTANT PERSONNEL MANAGER	2	\$71,432
14	(57)	Q300U AGFC LICENSING SUPERVISOR	2	\$71,432
15	(58)	Q357U AGFC ACCOUNTANT II	3	\$68,031
16	(59)	Q316U AGFC PRODUCTION ARTIST	1	\$68,031
17	(60)	Q315U AGFC MAINTENANCE COORDINATOR	2	\$68,031
18	(61)	Q314U AGFC LEGAL SERVICES SPECIALIST	1	\$68,031
19	(62)	Q313U AGFC HUMAN RESOURCES ANALYST	1	\$68,031
20	(63)	Q312U AGFC EDITOR	3	\$68,031
21	(64)	Q311U AGFC COMPUTER SUPPORT ANALYST	3	\$68,031
22	(65)	Q310U AGFC SENIOR TECHNICIAN	15	\$68,031
23	(66)	Q365U AGFC SOFTWARE SUPPORT ANALYST	1	\$67,289
24	(67)	Q322U AGFC TELECOMMUNICATIONS SUPERVISOR	1	\$64,791
25	(68)	Q321U AGFC SKILLED TRADES SUPERVISOR	1	\$64,791
26	(69)	Q320U AGFC CONSTRUCTION INSPECTOR	8	\$64,791
27	(70)	Q319U AGFC COMMUNICATIONS SYSTEMS SUPERVISOR	1	\$64,791
28	(71)	Q318U AGFC REGIONAL OFFICE MANAGER	1	\$64,791
29	(72)	Q356U AGFC GIS TECHNICIAN	1	\$62,140
30	(73)	Q337U AGFC CONSERVATION PROGRAM TECHNICIAN	47	\$61,706
31	(74)	Q327U AGFC AUTO/DIESEL MECHANIC SUPERVISOR	1	\$61,706
32	(75)	Q326U AGFC SKILLED TRADESMAN	3	\$61,706
33	(76)	Q325U AGFC MAINTENANCE SUPERVISOR	2	\$61,706
34	(77)	Q324U AGFC FISCAL SUPPORT ANALYST	6	\$61,706
35	(78)	Q323U AGFC ADMINISTRATIVE ANALYST	3	\$61,706
36	(79)	Q364U AGFC SOFTWARE SUPPORT SPECIALIST	1	\$60,288

1	(80)	Q333U AGFC TELECOMMUNICATIONS SPECIALIST	10	\$58,767
2	(81)	Q332U AGFC FOOD PREPARATION MANAGER	1	\$58,767
3	(82)	Q331U AGFC FIRING RANGE SPECIALIST	1	\$58,767
4	(83)	Q330U AGFC COMMERCIAL GRAPHIC ARTIST	2	\$58,767
5	(84)	Q329U AGFC CALIBRATION TECHNICIAN	2	\$58,767
6	(85)	Q328U AGFC ADMINISTRATIVE OFFICE COORDINATOR	17	\$58,767
7	(86)	Q336U AGFC MULTI-MEDIA SPECIALIST	1	\$55,969
8	(87)	Q335U AGFC MAINTENANCE TECHNICIAN	6	\$55,969
9	(88)	Q334U AGFC INVENTORY CONTROL MANAGER	2	\$55,969
10	(89)	Q340U AGFC FISCAL SUPPORT SPECIALIST	6	\$53,304
11	(90)	Q339U AGFC ADMINISTRATIVE SPECIALIST III	29	\$53,304
12	(91)	Q342U AGFC PRINTER	1	\$50,131
13	(92)	Q341U AGFC FOOD PREPARATION SUPERVISOR	1	\$50,131
14	(93)	Q343U AGFC LICENSING SPECIALIST	8	\$47,140
15	(94)	Q344U AGFC ADMINISTRATIVE SPECIALIST II	1	\$44,319
16	(95)	Q345U AGFC MAIL SERVICES SPECIALIST	1	\$39,155
17		MAX. NO. OF EMPLOYEES	636	

18

19 SECTION 2. EXTRA HELP. There is hereby authorized, for the Arkansas
 20 State Game and Fish Commission for the 2023-2024 fiscal year, the following
 21 maximum number of part-time or temporary employees, to be known as "Extra
 22 Help", payable from funds appropriated herein for such purposes: one hundred
 23 eighty-five (185) temporary or part-time employees, when needed, at rates of
 24 pay not to exceed those provided in the Uniform Classification and
 25 Compensation Act, or its successor, or this act for the appropriate
 26 classification.

27

28 SECTION 3. APPROPRIATION - OPERATIONS. There is hereby appropriated,
 29 to the Arkansas State Game and Fish Commission, to be payable from the Game
 30 Protection Fund, for personal services and operating expenses of the Arkansas
 31 State Game and Fish Commission for the fiscal year ending June 30, 2024, the
 32 following:

33

34	ITEM	FISCAL YEAR
35	NO.	2023-2024
36	(01) REGULAR SALARIES	\$39,693,974