



**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 22, 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 updated attached amendment to SB15 An Act For The Arkansas State Game And Fish Commission Appropriation For The 2023-2024 Fiscal Year. The changes reflected in this update are based on the agency's March 15, 2023 testimony feedback and include:

- The AGFC Director title would have no increase to the line item maximum.
- Enforcement line item maximums reflect the 20% increase over FY23 line item maximums received during the fall 2022 budget hearings.
- No other position title line item maximum would increase by more than 10%, with one exception. The Licensing Specialist title would receive a 25% increase.

This updated amendment would allow AGFC to take the first steps in modernizing our classification and compensation of positions which was last done 13 years ago. We look forward to the opportunity for continued work with this body in the future to ensure the AGFC compensation and classification plan stays competitive and allows for retention and the rewarding of performance.

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 Class No. Code	Title	Maximum No. of Employees	Maximum Annual Salary Rate Fiscal Year 2023-2024
<b>General Salaries</b>			
1 Q249U	AGFC Director	1	\$152,638
2 Q250U	AGFC Chief Of Staff	1	\$136,703
3 Q251U	AGFC Deputy Director	3	\$135,253
4 Q254U	AGFC General Counsel	1	\$125,049
5 Q370U	AGFC Chief Financial Officer	1	\$125,049
6 Q371U	AGFC Chief of Human Resources	1	\$125,049
7 Q372U	AGFC Chief of Operations	1	\$121,321
8 Q373U	AGFC Chief of Education	1	\$121,321
9 Q376U	AGFC Chief of Communications	1	\$117,593
10 Q380U	AGFC Chief of Shooting Sports	1	\$117,593
11 Q392U	AGFC Controller	1	\$117,593
12 Q393U	AGFC Deputy General Counsel	1	\$117,593
13 Q260U	AGFC Division Assistant Chief	23	\$105,933
14 Q268U	AGFC Assistant Controller	1	\$98,718
15 Q368U	AGFC Statewide Project Manager	7	\$98,718
16 Q269U	AGFC Attorney	2	\$89,744
17	AGFC HR Pool	4	\$89,744
Q408U	AGFC Payroll Manager		\$89,744
Q292U	AGFC Personnel Manager		\$89,081
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		\$78,576
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

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*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.*

	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	NEW	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		\$ 64,644
	Q336U	AGFC Multi-Media Specialist		\$ 61,706
30	Q305U	AGFC Fiscal Support Supervisor	1	\$ 67,877
31	Q322U	AGFC Telecommunications Supervisor	1	\$ 68,031
32	Q314U	AGFC Legal Services Specialist	1	\$ 68,031
33	AGFC Admin Support Pool		42	\$ 68,031
	Q323U	AGFC Administrative Analyst		\$ 68,031
	Q328U	AGFC Administrative Office Coordinator		\$ 64,644
	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

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### Enforcement Salaries

41	Q256U	AGFC Colonel	1	\$128,282
42	Q404U	AGFC Lieutenant Colonel	1	\$121,923
43	Q261U	AGFC Major	3	\$115,563
44	Q267U	AGFC Captain	14	\$107,692
45	Q276U	AGFC Lieutenant	15	\$103,930
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	\$132,292
49	Q265U	AGFC IT Software Engineer Lead	1	\$113,591
50	Q266U	AGFC IT Assistant Administrator	1	\$127,986
51	Q377U	AGFC Chief of GIS	1	\$117,593
52	Q258U	AGFC GIS Lead	1	\$113,591
53	AGFC Information Technology Pool		12	\$11 3,591
	Q382U	AGFC IT Data Scientist		\$113,591
	Q383U	AGFC IT Security Specialist		\$113,591
	Q384U	AGFC IT Systems Administrator		\$113,591
	Q385U	AGFC IT Database Administrator		\$ 98,718
	Q386U	AGFC IT Senior Software Support Specialist		\$ 98,718
	Q283U	AGFC IT Senior Software Support Analyst		\$ 95,269
	Q387U	AGFC IT Project Manager		\$ 95,269
	Q388U	AGFC IT Network Support Analyst		\$ 95,269
	Q389U	AGFC IT Systems Specialist		\$ 95,269
	Q365U	AGFC IT Software Support Analyst		\$ 72,345
	Q364U	AGFC IT Software Support Specialist		\$ 66,316
	Q410U	AGFC IT Project Coordinator		\$ 90,064
	Q390U	AGFC IT Computer Support Specialist		\$ 90,064
	Q308U	AGFC IT Website Developer		\$ 78,575
	Q391U	AGFC IT Asset Manager		\$ 78,515
	Q311U	AGFC IT Computer Support Analyst		\$ 72,345
	Q409U	AGFC IT Data Analyst		\$ 67,267
54	AGFC GIS Pool		5	\$ 98,718
	Q271U	AGFC Senior GIS Analyst		\$ 98,718
	Q279U	AGFC GIS Analyst		\$ 95,269
	Q356U	AGFC GIS Technician		\$ 68,354

### Professional Science Salaries

55	Q374U	AGFC Chief of Wildlife Management	1	\$121,321
56	Q375U	AGFC Chief of Fisheries	1	\$121,321
57	Q378U	AGFC Chief of Environmental Coordination	1	\$11 7,593
58	Q381U	AGFC Chief of Research	1	\$11 7,593
59	Q379U	AGFC Chief of Private Lands Management	1	\$117,593
60	Q252U	AGFC Veterinarian	1	\$130,050

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61	AGFC Cons Program Biologist Pool	88	\$ 99,107
	Q394U AGFC Cons Program Biologist III		\$ 99,107
	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
	<b>MAX. NO. OF EMPLOYEES</b>	<b>636</b>	

Line No.	Class Code	Title	No. of Pos	SB15 LIM	Original Amendment LIM	Updated Requested LIM	% Change
1	Q249U	AGFC Director	1	152,638	\$277,100	\$152,638	0%
2	Q250U	AGFC Chief Of Staff	1	124,275	\$195,131	\$136,703	10%
3	Q251U	AGFC Deputy Director	3	122,957	\$182,250	\$135,253	10%
4	Q371U	AGFC Chief of Human Resources	1	New Title	\$163,619	\$125,049	
5	Q254U	AGFC General Counsel	1	113,681	\$163,619	\$125,049	10%
6	Q370U	AGFC Chief Financial Officer	1	New Title	\$163,619	\$125,049	
7	Q256U	AGFC Colonel	1	128,282	\$163,619	\$128,282	0%
8	Q255U	AGFC Chief Information Officer	1	120,265	\$163,619	\$132,292	10%
9	Q404U	AGFC Lieutenant Colonel	1	New Title	\$159,000	\$121,923	
10	Q261U	AGFC Major	3	115,563	\$148,500	\$115,563	0%
11	Q372U	AGFC Chief of Operations	1	New Title	\$147,547	\$121,321	
12	Q373U	AGFC Chief of Education	1	New Title	\$147,547	\$121,321	
13	Q265U	AGFC IT Software Engineer Lead	1	103,265	\$147,547	\$113,591	10%
14	Q266U	AGFC IT Assistant Administrator	1	116,351	\$147,547	\$127,986	10%
15	Q374U	AGFC Chief of Wildlife Management	1	New Title	\$147,547	\$121,321	
16	Q375U	AGFC Chief of Fisheries	1	New Title	\$147,547	\$121,321	
17	Q252U	AGFC Veterinarian	1	118,228	\$147,547	\$130,050	10%
18	Q267U	AGFC Captain	14	107,692	\$126,900	\$107,692	0%
19	Q376U	AGFC Chief of Communications	1	New Title	\$126,352	\$117,593	
20	Q380U	AGFC Chief of Shooting Sports	1	New Title	\$126,352	\$117,593	
21	Q379U	AGFC Chief of Private Lands Management	1	New Title	\$126,352	\$117,593	
22	Q381U	AGFC Chief of Research	1	New Title	\$126,352	\$117,593	
23	Q392U	AGFC Controller	1	New Title	\$126,352	\$117,593	
24	Q393U	AGFC Deputy General Counsel	1	New Title	\$126,352	\$117,593	
25	Q377U	AGFC Chief of GIS	1	New Title	\$126,352	\$117,593	
26	Q378U	AGFC Chief of Environmental Coordination	1	New Title	\$126,352	\$117,593	
27	Q258U	AGFC GIS Lead	1	103,265	\$124,764	\$113,591	10%
28		<b>AGFC Information Technology Pool</b>	<b>12</b>		<b>\$124,764</b>		
	Q382U	AGFC IT Data Scientist		New Title	\$124,764	\$113,591	
	Q383U	AGFC IT Security Specialist		New Title	\$124,764	\$113,591	
	Q384U	AGFC IT Systems Administrator		New Title	\$124,764	\$113,591	
	Q385U	AGFC IT Database Administrator		New Title	\$112,134	\$98,718	
	Q386U	AGFC IT Senior Software Support Specialist		New Title	\$112,134	\$98,718	
	Q283U	AGFC IT Senior Software Support Analyst		86,609	\$100,494	\$95,269	10%
	Q387U	AGFC IT Project Manager		New Title	\$100,494	\$95,269	
	Q388U	AGFC IT Network Support Analyst		New Title	\$100,494	\$95,269	
	Q389U	AGFC IT Systems Specialist		New Title	\$100,494	\$95,269	
	Q365U	AGFC IT Software Support Analyst		67,289	\$90,064	\$72,345	
	Q364U	AGFC IT Software Support Specialist		60,288	\$90,064	\$66,316	
	Q410U	AGFC IT Project Coordinator		New Title	\$90,064	\$90,064	
	Q390U	AGFC IT Computer Support Specialist		New Title	\$90,064	\$90,064	
	Q308U	AGFC IT Website Developer		71,432	\$80,720	\$78,575	10%
	Q391U	AGFC IT Asset Manager		New Title	\$80,720	\$78,575	
	Q311U	AGFC IT Computer Support Analyst		68,031	\$72,345	\$72,345	6%
	Q409U	AGFC IT Data Analyst		New Title	\$72,345	\$67,267	
29	Q276U	AGFC Lieutenant	15	103,930	\$114,800	\$103,930	0%
30		<b>AGFC GIS Pool</b>	<b>5</b>		<b>\$112,134</b>		
	Q271U	AGFC Senior GIS Analyst		89,744	\$112,134	\$98,718	10%
	Q279U	AGFC GIS Analyst		86,609	\$100,494	\$95,269	10%
	Q356U	AGFC GIS Technician		62,140	\$90,064	\$68,354	10%
31	Q260U	AGFC Division Assistant Chief	23	96,303	\$110,504	\$105,933	10%
32	Q284U	AGFC Sergeant	25	100,285	\$100,285	\$100,285	0%
33	Q268U	AGFC Assistant Controller	1	89,744	\$99,107	\$98,718	10%
34	Q368U	AGFC Statewide Project Manager	7	89,744	\$99,107	\$98,718	10%
35		<b>AGFC Enforcement Pool</b>	<b>127</b>		<b>\$96,748</b>		
	Q288U	AGFC Corporal		96,748	\$96,748	\$96,748	0%

Line No.	Class Code	Title	No. of Pos	SB15 LIM	Original Amendment LIM	Updated Requested LIM	% Change
	Q299U	AGFC Game Warden 1st Class		90,004	\$ 90,004	\$90,004	0%
	Q309U	AGFC Game Warden		85,718	\$ 85,718	\$85,718	0%
<b>36</b>		<b>AGFC Cons Program Biologist Pool</b>	<b>88</b>		<b>\$ 93,900</b>		
	Q394U	AGFC Cons Program Biologist III		89,744	\$ 93,900	\$99,107	10%
	Q402U	AGFC Cons Program Biologist II		86,609	\$ 89,744	\$89,744	4%
	Q403U	AGFC Cons Program Biologist I		80,624	\$ 86,609	\$86,609	7%
37	Q269U	AGFC Attorney	2	89,744	\$89,744	\$89,744	0%
<b>38</b>		<b>AGFC HR Pool</b>	<b>4</b>		<b>\$89,744</b>		
	Q292U	AGFC Personnel Manager		80,624	\$89,744	\$89,081	10%
	Q408U	AGFC Payroll Manager		New Title	\$ 89,744	\$89,744	
	Q301U	AGFC Assistant Personnel Manager		71,432	\$ 75,004	\$75,004	5%
	Q313U	AGFC Human Resources Analyst		68,031	\$ 68,031	\$68,031	0%
<b>39</b>		<b>AGFC Skilled Trades Pool</b>	<b>26</b>		<b>\$ 89,744</b>		
	Q278U	AGFC Operations & Facility Manager		86,609	\$ 89,744	\$89,744	4%
	Q307U	AGFC Surveyor		71,432	\$ 86,609	\$78,576	10%
	Q396U	AGFC Fleet Manager		New Title	\$ 86,609	\$86,609	
	Q306U	AGFC Real Estate Officer		71,432	\$ 75,004	\$75,004	5%
	Q285U	AGFC Construction Manager		64,791	\$ 71,432	\$71,432	10%
	Q315U	AGFC Maintenance Coordinator		68,031	\$ 71,432	\$71,432	5%
	Q400U	AGFC Regional Facility Manager		New Title	\$ 71,432	\$71,432	
	Q319U	AGFC Communications Systems Supervisor		64,791	\$ 68,031	\$68,031	5%
	Q326U	AGFC Skilled Tradesman		61,706	\$68,031	\$68,031	10%
	Q304U	AGFC Central Warehouse Operations Manager		71,432	\$ 61,706	\$61,706	-14%
	Q327U	AGFC Auto/Diesel Mechanic		61,706	\$ 61,706	\$61,706	0%
	Q335U	AGFC Maintenance Technician		55,969	\$61,706	\$61,706	10%
	Q329U	AGFC Calibration Technician		58,767	\$ 58,767	\$58,767	0%
	Q331U	AGFC Firing Range Specialist		58,767	\$ 58,767	\$58,767	0%
40	Q354U	AGFC Accounting Coordinator	1	80,624	\$86,609	\$86,609	7%
<b>41</b>		<b>AGFC Education Program Pool</b>	<b>48</b>		<b>\$86,609</b>		
	Q277U	AGFC Nature Center/Shooting Facility Manager II		86,609	\$86,609	\$86,609	0%
	Q353U	AGFC Nature Center/Shooting Facility Manager I		71,432	\$75,004	\$75,004	5%
	Q296U	AGFC Education Statewide Coordinator		75,004	\$75,004	\$75,004	0%
	Q302U	AGFC Education Program Specialist		71,432	\$71,432	\$71,432	0%
<b>42</b>		<b>AGFC Grants Management Pool</b>	<b>4</b>		<b>\$ 86,609</b>		
	Q291U	AGFC Grants Manager		80,624	\$ 86,609	\$86,609	7%
	Q398U	AGFC Grants Coordinator II		75,004	\$ 75,004	\$75,004	0%
	Q297U	AGFC Grants Coordinator I		New Title	\$ 71,432	\$71,432	
43	Q289U	AGFC Licensing Manager	1	80,624	\$ 86,609	\$86,609	7%
<b>44</b>		<b>AGFC Biologist Pool</b>	<b>106</b>		<b>\$ 80,624</b>		
	Q395U	AGFC Biologist II		80,624	\$ 80,624	\$80,624	0%
	Q294U	AGFC Biologist I		75,004	\$ 75,004	\$75,004	0%
	Q310U	AGFC Biological Technician II		68,031	\$ 68,031	\$68,031	0%
	Q337U	AGFC Biological Technician I		61,706	\$ 61,706	\$61,706	0%
<b>45</b>		<b>AGFC Accounting Pool</b>	<b>3</b>		<b>\$75,004</b>		
	Q357U	AGFC Accountant II		68,031	\$ 75,004	\$75,004	10%
	Q406U	AGFC Accountant I		New Title	\$71,432	\$71,432	
<b>46</b>		<b>AGFC Communications Pool</b>	<b>10</b>		<b>\$ 75,004</b>		
	Q397U	AGFC Creative Artist		New Title	\$ 75,004	\$75,004	
	Q316U	AGFC Photographer		68,031	\$ 71,432	\$71,432	5%
	Q399U	AGFC Communications Coordinator		68,031	\$ 71,432	\$71,432	5%
	Q330U	AGFC Commercial Graphic Artist		58,767	\$68,031	\$64,644	10%
	Q336U	AGFC Multi-Media Specialist		55,968	\$61,706	\$61,706	10%
47	Q303U	AGFC Executive Assistant	1	71,432	\$75,004	\$75,004	5%
48	Q300U	AGFC Licensing Supervisor	2	71,432	\$75,004	\$75,004	5%
49		AGFC Telecommunications Manager	1	New Title	\$ 75,004	\$75,004	

Line No.	Class Code	Title	No. of Pos	SB15 LIM	Original Amendment LIM	Updated Requested LIM	% Change
50	Q298U	AGFC Procurement Coordinator	1	75,004	\$ 75,004	\$75,004	0%
51	Q318U	AGFC Regional Offices Administrator	1	New Title	\$ 75,004	\$75,004	
52	Q305U	AGFC Fiscal Support Supervisor	1	61,706	\$ 71,432	\$67,877	10%
53		<b>AGFC Admin Support Pool</b>	<b>42</b>		<b>\$68,031</b>		
	Q328U	AGFC Administrative Office Coordinator		58,767	\$ 68,031	\$64,644	10%
	Q323U	AGFC Administrative Analyst		61,706	\$ 68,031	\$68,031	10%
	Q339U	AGFC Administrative Specialist		53,304	\$ 58,767	\$58,767	10%
54	Q314U	AGFC Legal Services Specialist	1	68,031	\$ 68,031	\$68,031	0%
55	Q322U	AGFC Telecommunications Supervisor	1	64,791	\$68,031	\$68,031	5%
56		<b>AGFC Fiscal Support Pool</b>	<b>12</b>		<b>\$ 61,706</b>		
	Q324U	AGFC Fiscal Support Analyst		61,706	\$ 61,706	\$61,706	0%
	Q340U	AGFC Fiscal Support Specialist		53,304	\$58,767	\$58,767	10%
57	Q333U	AGFC Telecommunications Specialist	9	58,767	\$ 61,706	\$61,706	5%
58	Q343U	AGFC Licensing Specialist	8	47,140	\$ 58,767	\$58,767	25%
59	Q334U	AGFC Inventory Control Manager	1	55,969	\$ 58,767	\$58,767	5%
60	Q401U	AGFC Printer/Mail Services Specialist	1	New Title	\$ 58,767	\$58,767	
61	Q332U	AGFC Food Preparation Manager	1	58,767	\$ 58,767	\$58,767	0%
62	Q341U	AGFC Food Preparation Supervisor	1	50,131	\$ 50,131	\$50,131	0%
		MAX NO. OF EMPLOYEES	636				

**Enforcement adjustments previously approved by JBC during fall budget hearings reflected in SB15.**

Class Codes	Enforcement	FY23 LIM	SB15 LIM	% Change from FY23 to SB15
Q256U	AGFC Colonel	\$106,902	\$128,282	20%
Q404U	AGFC Lieutenant Colonel	--	\$121,923	
Q261U	AGFC Major	\$96,303	\$115,563	20%
Q267U	AGFC Captain	\$89,744	\$107,692	20%
Q276U	AGFC Lieutenant	\$86,609	\$103,930	20%
Q284U	AGFC Sergeant	\$83,571	\$100,285	20%
Q288U	AGFC Corporal	\$80,624	\$96,748	20%
Q299U	AGFC Game Warden 1st Class	\$75,004	\$90,004	20%
Q309U	AGFC Game Warden	\$71,432	\$85,718	20%



**ARKANSAS SENATE**  
94th General Assembly - Regular Session, 2023  
**Amendment Form**

**DRAFT**

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**Subtitle of Senate Bill No. 15**

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

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**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	\$152,638
(2)	Q250U	AGFC CHIEF OF STAFF	1	\$136,703
(3)	Q251U	AGFC DEPUTY DIRECTOR	3	\$135,253
(4)	Q255U	AGFC CHIEF INFORMATION OFFICER	1	\$132,292
(5)	Q252U	AGFC VETERINARIAN	1	\$130,050
(6)	Q256U	AGFC COLONEL	1	\$128,282
(7)	Q266U	AGFC IT ASSISTANT ADMINISTRATOR	1	\$127,986
(8)	Q371U	AGFC CHIEF OF HUMAN RESOURCES	1	\$125,049
(9)	Q254U	AGFC GENERAL COUNSEL	1	\$125,049
(10)	Q370U	AGFC CHIEF FINANCIAL OFFICER	1	\$125,049
(11)	Q404U	AGFC LIEUTENANT COLONEL	1	\$121,923
(12)	Q372U	AGFC CHIEF OF OPERATIONS	1	\$121,321
(13)	Q373U	AGFC CHIEF OF EDUCATION	1	\$121,321
(14)	Q374U	AGFC CHIEF OF WILDLIFE MANAGEMENT	1	\$121,321
(15)	Q375U	AGFC CHIEF OF FISHERIES	1	\$121,321
(16)	Q376U	AGFC CHIEF OF COMMUNICATIONS	1	\$117,593
(17)	Q380U	AGFC CHIEF OF SHOOTING SPORTS	1	\$117,593
(18)	Q379U	AGFC CHIEF OF PRIVATE LANDS MANAGEMENT	1	\$117,593
(19)	Q381U	AGFC CHIEF OF RESEARCH	1	\$117,593
(20)	Q392U	AGFC CONTROLLER	1	\$117,593
(21)	Q393U	AGFC DEPUTY GENERAL COUNSEL	1	\$117,593
(22)	Q377U	AGFC CHIEF OF GIS	1	\$117,593
(23)	Q378U	AGFC CHIEF OF ENVIRONMENTAL COORDINATION	1	\$117,593

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(24)	Q261U	AGFC MAJOR	3	\$115,563
(25)	Q265U	AGFC IT SOFTWARE ENGINEER LEAD	1	\$113,591
(26)	Q258U	AGFC GIS LEAD	1	\$113,591
(27)	Q267U	AGFC CAPTAIN	14	\$107,692
(28)	Q276U	AGFC LIEUTENANT	15	\$103,930
(29)		AGFC INFORMATION TECHNOLOGY POOL	12	\$113,591
	Q382U	AGFC IT DATA SCIENTIST		\$113,591
	Q383U	AGFC IT SECURITY SPECIALIST		\$113,591
	Q384U	AGFC IT SYSTEMS ADMINISTRATOR		\$113,591
	Q385U	AGFC IT DATABASE ADMINISTRATOR		\$98,718
	Q386U	AGFC IT SENIOR SOFTWARE SUPPORT SPECIALIST		\$98,718
	Q283U	AGFC IT SENIOR SOFTWARE SUPPORT ANALYST		\$95,269
	Q387U	AGFC IT PROJECT MANAGER		\$95,269
	Q388U	AGFC IT NETWORK SUPPORT ANALYST		\$95,269
	Q389U	AGFC IT SYSTEMS SPECIALIST		\$95,269
	Q410U	AGFC IT PROJECT COORDINATOR		\$90,064
	Q390U	AGFC IT COMPUTER SUPPORT SPECIALIST		\$90,064
	Q308U	AGFC IT WEBSITE DEVELOPER		\$78,575
	Q391U	AGFC IT ASSET MANAGER		\$78,515
	Q365U	AGFC IT SOFTWARE SUPPORT ANALYST		\$72,345
	Q311U	AGFC IT COMPUTER SUPPORT ANALYST		\$72,345
	Q409U	AGFC IT DATA ANALYST		\$67,267
	Q364U	AGFC IT SOFTWARE SUPPORT SPECIALIST		\$66,316
(30)	Q260U	AGFC DIVISION ASSISTANT CHIEF	23	\$105,933
(31)	Q284U	AGFC SERGEANT	25	\$100,285
(32)		AGFC CONS PROGRAM BIOLOGIST POOL	88	\$99,107
	Q394U	AGFC CONS PROGRAM BIOLOGIST III		\$99,107
	Q402U	AGFC CONS PROGRAM BIOLOGIST II		\$89,744
	Q403U	AGFC CONS PROGRAM BIOLOGIST I		\$86,609
(33)		AGFC GIS POOL	5	\$98,718
	Q271U	AGFC SENIOR GIS ANALYST		\$98,718
	Q279U	AGFC GIS ANALYST		\$95,269
	Q356U	AGFC GIS TECHNICIAN		\$68,354
(34)	Q268U	AGFC ASSISTANT CONTROLLER	1	\$98,718
(35)	Q368U	AGFC STATEWIDE PROJECT MANAGER	7	\$98,718
(36)		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
(37)	Q269U	AGFC ATTORNEY	2	\$89,744
(38)		AGFC HR POOL	4	\$89,744
	Q408U	AGFC PAYROLL MANAGER		\$89,744
	Q292U	AGFC PERSONNEL MANAGER		\$89,081
	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
	Q396U	AGFC FLEET MANAGER		\$86,609
	Q307U	AGFC SURVEYOR		\$78,576
	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		\$64,444
	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)		AGFC ADMIN SUPPORT POOL	42	\$68,031
	Q323U	AGFC ADMINISTRATIVE ANALYST		\$68,031
	Q328U	AGFC ADMINISTRATIVE OFFICE COORDINATOR		\$64,644
	Q339U	AGFC ADMINISTRATIVE SPECIALIST		\$58,767
(53)	Q314U	AGFC LEGAL SERVICES SPECIALIST	1	\$68,031
(54)	Q322U	AGFC TELECOMMUNICATIONS SUPERVISOR	1	\$68,031
(55)	Q305U	AGFC FISCAL SUPPORT SUPERVISOR	1	\$67,877
(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

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  
13

## Subtitle

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	Class		Maximum	Maximum Annual
No.	Code	Title	No. of	Salary Rate
			Employees	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	

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

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

ITEM	FISCAL YEAR
<u>NO.</u>	<u>2023-2024</u>
(01) REGULAR SALARIES	\$39,693,974