

Stricken language would be deleted from and underlined language would be added to present law.

1 State of Arkansas
 2 93rd General Assembly
 3 Regular Session, 2021

A Bill

SENATE BILL 345

4
 5 By: Senator B. Davis
 6 By: Representative Wooten

For An Act To Be Entitled

9 AN ACT TO AMEND THE HIGHER EDUCATION UNIFORM
 10 CLASSIFICATION AND COMPENSATION ACT; TO DECLARE AN
 11 EMERGENCY; AND FOR OTHER PURPOSES.

Subtitle

12
 13
 14
 15 TO AMEND THE HIGHER EDUCATION UNIFORM
 16 CLASSIFICATION AND COMPENSATION ACT; AND
 17 TO DECLARE AN EMERGENCY.

18
 19
 20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

21
 22 SECTION 1. Arkansas Code § 21-5-1406(b), concerning the classification
 23 of positions for institutions of higher education, is amended to read as
 24 follows:

25 (b) The following classification titles with their assigned grades are
 26 approved for the classification and compensation plan under this subchapter,
 27 subject to the appropriation acts for the institutions:

28 Class

29 Code	Title	Grade
30 D007C	INFORMATION SYSTEMS MANAGER	C128
31 B015C	ENGINEER SUPERVISOR	C126
32 D016C	SENIOR TECHNOLOGY ANALYST	C126
33 D114C	UAF SYSTEMS ADMINISTRATOR	C126
34 D020C	INST INFORMATION TECHNOLOGY COORD	C125
35 <u>B018C</u>	<u>SENIOR BROADCAST ENGINEER</u>	<u>C125</u>
36 E009C	TECHNICAL INSTITUTE ASSISTANT DIRECTOR	C125



1	A031C ASSISTANT CONTROLLER	C124
2	D035C COMPUTER SUPPORT MANAGER	G124
3	D034C DATABASE ADMINISTRATOR	G124
4	E013C EDUCATION PROGRAM MANAGER	C124
5	D030C INFORMATION SYSTEMS COORDINATOR	G124
6	D028C SENIOR SOFTWARE SUPPORT SPECIALIST	G124
7	D022C SYSTEMS SPECIALIST	G124
8	A038C FISCAL SUPPORT MANAGER	C123
9	D039C NETWORK SUPPORT SPECIALIST	G123
10	P004C PUBLIC INFORMATION MANAGER	C123
11	D038C SENIOR SOFTWARE SUPPORT ANALYST	G123
12	G103C ASSOCIATE REGISTRAR	C122
13	T019C DIRECTOR OF PUBLIC SAFETY I	C122
14	T018C HE PUBLIC SAFETY COMMANDER III	G122
15	D047C INFORMATION SYSTEMS BUSINESS ANALYST	G122
16	D050C SECURITY ANALYST	G122
17	E018C SPECIALIZED TECHNICAL FACULTY	C122
18	D044C SYSTEMS ANALYST	G122
19	B033C UAF CONSTRUCTION COORDINATOR	C122
20	A052C ACCOUNTING COORDINATOR	C121
21	D054C COMPUTER SUPPORT COORDINATOR	G121
22	E022C EDUCATION & INSTRUCTION MANAGER	C121
23	A047C FINANCIAL ANALYST II	C121
24	G109C GRANTS MANAGER	C121
25	T023C HE PUBLIC SAFETY COMMANDER II	G121
26	S004C MAINTENANCE MANAGER	C121
27	L036C NURSE INSTRUCTOR	C121
28	R014C PERSONNEL MANAGER	C121
29	V004C PROCUREMENT MANAGER	C121
30	D052C SOFTWARE SUPPORT ANALYST	G121
31	D051C SYSTEMS APPLICATIONS SUPERVISOR	G121
32	P008C TELEVISION PROGRAM MANAGER	C121
33	D060C ASST DIR COMPUTER SVCS	G120
34	S006C ASU ASSOC DIR PHYSICAL PLANT	C120
35	B056C ASU CONSTRUCTION COORDINATOR	C120
36	G136C ASU DIRECTOR OF HOUSING	C120

1	D059C ASU ENGINEERING COMM FACILITIES DIR	G120
2	B054C CAMPUS CONSTRUCTION COORDINATOR	C120
3	E027C CAREER & TECHNICAL FACULTY	C120
4	D058C COMPUTER OPERATIONS COORDINATOR	G120
5	E026C EDUCATION & INSTRUCTION COORDINATOR	C120
6	D057C INFORMATION TECHNOLOGY MANAGER	G120
7	Q078C PC SUPPORT SPECIALIST	C120
8	P013C PUBLIC INFORMATION COORDINATOR	C120
9	T030C PUBLIC SAFETY COMMANDER I	G120
10	L038C REGISTERED NURSE	C120
11	D056C SYSTEMS COORDINATION ANALYST	G120
12	G118C UAF ASSOC DIR OF AR UNION	C120
13	A053C UAF ASST BUSINESS MANAGER	C120
14	P011C UAF SPORTS INFORMATION COORDINATOR	C120
15	B064C ASU DIRECTOR OF FARMING	C119
16	R022C BENEFITS COORDINATOR	C119
17	R021C BUDGET ANALYST	C119
18	V008C BUYER SUPERVISOR	C119
19	S008C CAMPUS MAINTENANCE SUPERVISOR	C119
20	D063C COMPUTER SUPPORT SPECIALIST	G119
21	P016C CURATOR	C119
22	D062C DATABASE ANALYST	G119
23	G159C DEPARTMENT BUSINESS COORDINATOR	C119
24	P065C DEVELOPMENT SPECIALIST	C119
25	E032C EDUCATION COUNSELOR	C119
26	E031C EDUCATION PROGRAM COORDINATOR	C119
27	G147C GRANTS COORDINATOR	C119
28	D061C INFORMATION SYSTEMS COORDINATION SPEC	G119
29	A066C INTERNAL AUDITOR	C119
30	A065C PAYROLL SERVICES COORDINATOR	C119
31	V007C PROCUREMENT COORDINATOR	C119
32	B061C RESEARCH TECHNOLOGIST	C119
33	G144C TECHNICAL INSTITUTE PROGRAM COORDINATOR	C119
34	R024C ASSISTANT PERSONNEL MANAGER	C118
35	S012C ASU ASST DIRECTOR OF PHYSICAL PLANT	C118
36	G172C CAREER PLANNING & PLAC COORDINATOR	C118

1	M030C CHILD CARE DIRECTOR	C118
2	D066C DIGITAL BROADCAST SPECIALIST	C118
3	G169C DIRECTOR OF STUDENT UNION	C118
4	E038C EDUCATION & INSTRUCTION ANALYST	C118
5	C010C EXECUTIVE ASSISTANT TO THE DIRECTOR	C118
6	A075C FINANCIAL ANALYST I	C118
7	A074C FISCAL SUPPORT SUPERVISOR	C118
8	R023C INSTITUTION PERSONNEL SVCS MANAGER	C118
9	L047C MEDICAL TECHNOLOGIST SUPERVISOR	C118
10	D065C NETWORK SUPPORT ANALYST	C118
11	A072C RESEARCH & STATISTICS MANAGER	C118
12	<u>S014C RESTAURANT MANAGER</u>	<u>C118</u>
13	M022C UAPB DIRECTOR OF HOUSING	C118
14	D064C WEBSITE DEVELOPER	C118
15	A082C ACCOUNTANT II	C117
16	G190C ASST DIR FINANCIAL AID	C117
17	G189C ATU DIRECTOR OF HOUSING	C117
18	S020C AVIATION TECHNICIAN	C117
19	P023C BROADCAST PROMOTION SPECIALIST	C117
20	R027C BUDGET SPECIALIST	C117
21	C019C CLINIC BUSINESS SVCS MANAGER	C117
22	D071C COMPUTER SUPPORT ANALYST	C117
23	P022C COORDINATOR OF SPORTS INFORMATION	C117
24	L055C DIETICIAN	C117
25	P021C EDITOR	C117
26	G180C GRANTS ANALYST	C117
27	R025C HUMAN RESOURCES ANALYST	C117
28	D068C INFORMATION SYSTEMS ANALYST	C117
29	D067C INFORMATION SYSTEMS SECURITY ANALYST	C117
30	G179C LEGAL SERVICES SPECIALIST	C117
31	S017C MAINTENANCE COORDINATOR	C117
32	V011C MEDICAL BUYER	C117
33	P020C PRODUCTION ARTIST	C117
34	M038C PROGRAM ELIGIBILITY ANALYST	C117
35	T051C PUBLIC SAFETY SUPERVISOR	C117
36	B076C RESEARCH PROJECT ANALYST	C117

1	S016C SKILLED TRADES FOREMAN	C117
2	E040C STAFF DEVELOPMENT COORDINATOR	C117
3	M035C UALR DIRECTOR OF HOUSING	C117
4	M034C UAM DIRECTOR OF HOUSING	C117
5	M033C UCA ASSISTANT DIRECTOR OF HOUSING	C117
6	A089C ACCOUNTANT I	C116
7	B072C AGRICULTURE PROGRAM COORDINATOR	C116
8	B091C ASSISTANT DIRECTOR OF FARMING	C116
9	C023C ASSOCIATE BOOKSTORE MANAGER	C116
10	B089C ASU ASST DIRECTOR OF FARMING	C116
11	S029C ASU DIRECTOR OF HOUSEKEEPING	C116
12	A087C ASU PAYROLL SERVICES MANAGER	C116
13	S092C ATHLETIC TICKET SALES COORDINATOR	C116
14	S025C BUILDING AND GROUNDS COORDINATOR	C116
15	C022C BUSINESS OPERATIONS SPECIALIST	C116
16	V014C BUYER	C116
17	X129C CONSTRUCTION INSPECTOR	C116
18	S024C CONSTRUCTION/MAINTENANCE COORD	C116
19	P032C DESIGN CONSULTANT	C116
20	G197C DIRECTOR OF ALUMNI	C116
21	E048C EDUCATION & INSTRUCTION SPECIALIST	C116
22	R030C EEO/GRIEVANCE OFFICER	C116
23	B087C ENERGY CONSERVATION COORD	C116
24	B090C ENGINEER TECHNICIAN	C116
25	G195C HIGHER ED INSTITUTION PROG COORD	C116
26	R029C HUMAN RESOURCES RECRUITER	C116
27	P031C MEDIA SPECIALIST	C116
28	P030C MUSEUM EXHIBIT PROGRAM SPECIALIST	C116
29	X119C OCCUPATIONAL SAFETY COORDINATOR	C116
30	S023C PRINT SHOP MANAGER	C116
31	P027C PUBLIC INFORMATION SPECIALIST	C116
32	T055C PUBLIC SAFETY OFFICER	C116
33	P066C RADIO NEWS DIRECTOR	C116
34	P026C RADIO PROGRAM DIRECTOR	C116
35	S022C SKILLED TRADES SUPERVISOR	C116
36	D075C SOFTWARE SUPPORT SPECIALIST	C116

1	C020C STUDENT APPLICATIONS SPECIALIST	C116
2	D074C TELECOMMUNICATIONS SUPERVISOR	C116
3	E046C TRAINING INSTRUCTOR	C116
4	C037C ADMINISTRATIVE ANALYST	C115
5	Q123C ADMINISTRATIVE ASSISTANT	C115
6	G212C ASST DIR STUDENT UNION	C115
7	C035C ASST REGISTRAR	C115
8	G211C ASU ASST DIRECTOR OF HOUSING	C115
9	R033C BENEFITS ANALYST	C115
10	C034C BOOKSTORE MANAGER	C115
11	C033C CLINIC BUSINESS SVCS SUPERVISOR	C115
12	D079C COMPUTER SUPPORT TECHNICIAN	C115
13	S097C CONSTRUCTION SPECIALIST	C115
14	S035C FABRICATION SHOP MANAGER	C115
15	<u>L063C FAMILY CONSUMER SCIENCE SPECIALIST</u>	<u>C115</u>
16	G207C FINANCIAL AID ANALYST	C115
17	A091C FISCAL SUPPORT ANALYST	C115
18	<u>D078C GIS TECHNICIAN</u>	<u>C115</u>
19	D077C HELP DESK SPECIALIST	C115
20	R032C HUMAN RESOURCES PROGRAM REPRESENTATIVE	C115
21	R031C INSTITUTION HUMAN RESOURCES COORDINATOR	C115
22	E050C LIBRARY SUPERVISOR	C115
23	S033C MAINTENANCE SUPERVISOR	C115
24	C028C MEDICAL RECORDS SUPERVISOR	C115
25	L061C MEDICAL TECHNOLOGIST	C115
26	A090C PAYROLL SERVICES SPECIALIST	C115
27	S032C PRINT SHOP SUPERVISOR	C115
28	V015C PURCHASING SPECIALIST	C115
29	M055C SAU DIRECTOR OF HOUSEKEEPING	C115
30	S031C SKILLED TRADESMAN	C115
31	P033C SPECIAL EVENTS MANAGER	C115
32	C025C STUDENT ACCOUNTS OFFICER	C115
33	S038C TRANSIT OPERATIONS SUPERVISOR	C115
34	B100C ARCHITECTURAL DRAFTSMAN	C114
35	P043C ARCHIVAL ASSISTANT	C114
36	S042C ATU COLISEUM MANAGER	C114

1	S041C BOILER OPERATOR	C114
2	P042C BROADCAST PRODUCTION SPECIALIST	C114
3	G215C CAREER PLANNING & PLACEMENT SPECIALIST	C114
4	P041C COMMERCIAL GRAPHIC ARTIST	C114
5	D084C COMPUTER OPERATOR	C114
6	S044C FOOD PREPARATION MANAGER	C114
7	G214C GRANTS SPECIALIST	C114
8	P039C INSTITUTIONAL PRINTER	C114
9	D082C NETWORK ANALYST	C114
10	M066C PROGRAM ELIGIBILITY SPECIALIST	C114
11	T067C PUBLIC SAFETY OFFICER II	C114
12	L064C RADIOLOGY TECHNICIAN	C114
13	X151C SAFETY SUPERVISOR	C114
14	E051C STAFF DEVELOPMENT SPECIALIST	C114
15	S099C STATIONARY ENGINEER	C114
16	A093C STATISTICIAN	C114
17	M062C STUDENT UNION NIGHT MANAGER	C114
18	D081C TELECOMMUNICATIONS SPECIALIST	C114
19	V018C WAREHOUSE MANAGER	C114
20	C050C ADMINISTRATIVE SUPPORT SUPERVISOR	C113
21	S048C ASST RESTAURANT MANAGER	C113
22	E053C AUDIOVISUAL AIDS SUPV	C113
23	A096C COLLECTION OFFICER	C113
24	P049C COMMERCIAL ARTIST I/GRAPHIC ART I	C113
25	P084C MULTIMEDIA SPECIALIST	C113
26	C051C FINANCIAL AID SPECIALIST	C113
27	R036C HUMAN RESOURCES SPECIALIST	C113
28	V020C INVENTORY CONTROL MANAGER	C113
29	S047C LANDSCAPE SUPERVISOR	C113
30	C046C LEGAL SUPPORT SPECIALIST	C113
31	L069C LICENSED PRACTICAL NURSE	C113
32	S049C LODGE HOUSEKEEPING SUPERVISOR	C113
33	G219C LOGISTICS MANAGER	C113
34	S046C MAINTENANCE TECHNICIAN	C113
35	C044C MEDICAL BILLING SPECIALIST	C113
36	L068C MEDICAL DIAGNOSTIC ANALYST	C113

1	P048C MULTI-MEDIA SPECIALIST	C113
2	P047C MUSEUM REGISTRAR	C113
3	R035C PERSONNEL ASSISTANT II – INST	C113
4	P046C PHOTOGRAPHER	C113
5	S045C PRINTING ESTIMATOR/PLANNER	C113
6	P045C PUBLIC INFORMATION TECHNICIAN	C113
7	C043C RECORDS MANAGEMENT ANALYST	C113
8	T072C SECURITY OFFICER SUPERVISOR	C113
9	G218C STUDENT RECRUITMENT SPECIALIST	C113
10	C057C ADMINISTRATION SUPPORT SPECIALIST	C112
11	C056C ADMINISTRATIVE SPECIALIST III	C112
12	C055C ASSISTANT BOOKSTORE MANAGER	C112
13	S053C AUTO/DIESEL MECHANIC	C112
14	A099C CREDIT & COLLECTIONS SUPV	C112
15	E055C DAY CARE TEACHER	C112
16	T080C DIRECTOR TRANSIT & PARKING	C112
17	B105C FARM FOREMAN – INST	C112
18	A098C FISCAL SUPPORT SPECIALIST	C112
19	S051C INSTRUMENTATION TECHNICIAN	C112
20	S050C MAINTENANCE SPECIALIST	C112
21	C053C MEDICAL RECORDS TECHNICIAN	C112
22	A097C PAYROLL TECHNICIAN	C112
23	V022C PURCHASING TECHNICIAN	C112
24	M072C RECREATION COORDINATOR	C112
25	B106C RESEARCH ASSISTANT	C112
26	P053C SPECIAL EVENTS COORDINATOR	C112
27	P052C SPORTS INFORMATION SPECIALIST	C112
28	P051C THEATER ARTS TECHNICAL SUPERVISOR	C112
29	C060C ALUMNI AFFAIRS SPECIALIST	C111
30	S055C ATHLETIC FACILITY SUPV	C111
31	M077C COORDINATOR OF HOUSEKEEPING	C111
32	<u>T085C FACILITIES MANAGER I</u>	<u>C111</u>
33	S056C FOOD PREPARATION SUPERVISOR	C111
34	D089C INFORMATION TECHNOLOGY ASSISTANT	C111
35	B108C LABORATORY COORDINATOR	C111
36	E058C LIBRARY SPECIALIST	C111

1	X177C PEST CONTROL TECHNICIAN	C111
2	S054C PRINTER	C111
3	M075C RESIDENT HALL SPECIALIST	C111
4	M074C RESIDENTIAL ADVISOR	C111
5	V023C STOREROOM SUPERVISOR	C111
6	C065C ADMISSIONS ANALYST SUPERVISOR	C110
7	L092C ATHLETIC TRAINER	C110
8	C064C BOOKSTORE OFFICE MANAGER	C110
9	D092C CALL CENTER SPECIALIST	G110
10	C063C CAMPUS POSTMASTER	C110
11	X181C COLLECTOR	C110
12	D091G COMPUTER LAB TECHNICIAN	G110
13	S058C EQUIPMENT MECHANIC	C110
14	B120C FARM MAINTENANCE MECHANIC	C110
15	L077C HEALTH SERVICES SPECIALIST II	C110
16	L076C HOSPITAL PROGRAM SERVICES ASSISTANT	C110
17	R038C HUMAN RESOURCES ASSISTANT	C110
18	B111C LABORATORY TECHNICIAN	C110
19	S057C LANDSCAPE SPECIALIST	C110
20	P057C LIVESTOCK NEWS REPORTER	C110
21	A100C PAYROLL OFFICER	C110
22	T084G PUBLIC SAFETY SECURITY OFFICER	G110
23	P055C SPECIAL EVENTS SUPERVISOR	C110
24	C061C STUDENT ACCOUNT SPECIALIST	C110
25	G221C VEHICLE FACILITIES COORD	C110
26	V025C WAREHOUSE SPECIALIST	C110
27	A101C ACCOUNTING TECHNICIAN	C110
28	C073C ADMINISTRATIVE SPECIALIST II	C109
29	C072C ADMINISTRATIVE SUPPORT SPECIALIST	C109
30	C071C ADMISSIONS ANALYST	C109
31	P059C BROADCAST ANNOUNCER	C109
32	L082C CERTIFIED NURSING ASSISTANT	C109
33	L080C DIETETIC TECHNICIAN	C109
34	C070C DUPLICATION ASSISTANT	C109
35	B112C GREENHOUSE TECHNICIAN	C109
36	S060C HEAVY EQUIPMENT OPERATOR	C109

1	L079C HOSPITAL TECHNICIAN	C109
2	S063C INNKEEPER SPECIALIST	C109
3	S062C INSTITUTIONAL BUS DRIVER	C109
4	C069C LIBRARY TECHNICIAN	C109
5	C066C PATIENT ACCOUNT SPECIALIST	C109
6	B113C RESEARCH TECHNICIAN	C109
7	C068C RETAIL SPECIALIST	C109
8	M080C STUDENT UNION SECTION MANAGER	C109
9	<u>E056C TEACHER ASSISTANT</u>	<u>C109</u>
10	M079C WORK STUDY COORD	C109
11	C079C ADMISSIONS SPECIALIST	C108
12	C078C CASHIER	C108
13	C077C COOP EXTENSION SRV PRG ASST	C108
14	A102C FISCAL SUPPORT TECHNICIAN	C108
15	S068C FOOD PREPARATION COORDINATOR	C108
16	V027C INVENTORY CONTROL TECHNICIAN	C108
17	S065C MAINTENANCE ASSISTANT	C108
18	C074C MEDICAL RECORDS ASSISTANT	C108
19	P060C MULTI-MEDIA TECHNICIAN	C108
20	<u>B114C RESEARCH FIELD TECHNICIAN</u>	<u>C108</u>
21	S064C SKILLED TRADES HELPER	C108
22	<u>S070C EQUIPMENT TECHNICIAN</u>	<u>C107</u>
23	S073C HOUSEKEEPER	C107
24	S071C INSTITUTIONAL SERVICES SHIFT SUPVT	C107
25	C085C LIBRARY SUPPORT ASSISTANT	C107
26	C083C MAIL SERVICES COORDINATOR	C107
27	S069C RADIO DISPATCH OPERATOR	C107
28	C082C REGISTRAR'S ASSISTANT	C107
29	S074C RESIDENT HALL MANAGER I	C107
30	C087C ADMINISTRATIVE SPECIALIST I	C106
31	B115C AGRI FARM TECHNICIAN	C106
32	B116C AGRI LABORATORY TECHNICIAN	C106
33	S075C ATHLETIC EQUIPMENT SUPV	C106
34	E057C AUDIOVISUAL LABORATORY ASSISTANT	C106
35	T089C HE PUBLIC SAFETY DISPATCHER	C106
36	T088C PARKING CONTROL SUPV	C106

1	V029C PURCHASING ASSISTANT	C106
2	M089C RESIDENTIAL CARE ASSISTANT	C106
3	T087C SECURITY OFFICER	C106
4	P063C SPECIAL EVENTS WORKER	C106
5	V028C WAREHOUSE WORKER	C106
6	B117C ACADEMIC LABORATORY ASSISTANT	C105
7	S081C APPRENTICE TRADESMAN	C105
8	M086C CHILD CARE TECHNICIAN	C105
9	S080C EQUIPMENT OPERATOR	C105
10	C088C MAIL SERVICES ASSISTANT	C105
11	T090C PARKING CONTROL OFFICER	C105
12	S079C REPROD EQUIPMENT OPERATOR	C105
13	V030C SHIPPING & RECEIVING CLERK	C105
14	S078C STADIUM MAINTENANCE SUPV	C105
15	M085C CAREGIVER	C104
16	S086C COOK	C104
17	B118C FARM WORKER	C104
18	S085C FOOD PREPARATION SPECIALIST	C104
19	S084C INSTITUTIONAL SERVICES SUPERVISOR	C104
20	S087C INSTITUTIONAL SERVICES ASSISTANT	C103
21	B119C LAB ASSISTANT	C103
22	S089C FOOD PREPARATION TECHNICIAN	C102
23	C093C EXTRA HELP ASSISTANT	C101
24	T091C WATCHMAN	C101

25

26 SECTION 2. Arkansas Code § 21-5-1407 is amended to read as follows:

27 21-5-1407. Compensation plan.

28 (a) There is established for institutions of higher education covered
 29 by this subchapter a compensation plan for the setting of salaries and salary
 30 increases, when deserved, of all employees serving in positions covered by
 31 this subchapter.

32 (b)(1) No employee shall be paid at a rate of pay higher than the
 33 appropriate rate in the grade assigned to his or her class, and no employee
 34 shall be paid more than the highest pay level established for the employee's
 35 grade unless otherwise provided for in this subchapter.

36 (2) However, an employee presently employed in a position who is

1 being paid at a rate in excess of the maximum for his or her assigned grade
2 may continue to receive his or her rate of pay.

3 (c) It is the intent of the General Assembly to authorize, in the
4 enactment of the compensation plans, rates of pay for each of the appropriate
5 grades assigned to a class, but it is not the intent of the General Assembly
6 that any pay increases be automatic or that any employee have a claim or a
7 right to pay increases unless the head of the institution determines that the
8 employee, by experience, ability, and work performance, is eligible for the
9 increase in pay authorized for the grade assigned by classification to the
10 employee's position.

11 (d) Pay levels established in this subchapter are for compensation
12 management purposes and are not to be construed as a contract, right, or
13 other expectation of actual employee salary determination.

14 (e)~~(f)~~ The following grades and pay levels are the authorized pay
15 plan, effective July 1, 2019 2021, and thereafter, for the state service for
16 all positions of institutions covered by this subchapter to which a
17 classification title and salary grade have been assigned in accordance with
18 this subchapter and the appropriation act of the institution:

19

20	Grade	Minimum	15% Above Minimum	Midpoint	30% Above Minimum	Maximum
21	C101	\$20,800	\$23,920	\$26,520	\$27,040	\$32,240
22	C102	\$21,127	\$24,295	\$27,328	\$27,464	\$33,530
23	C103	\$21,453	\$24,671	\$28,162	\$27,889	\$34,871
24	C104	\$21,780	\$25,046	\$29,023	\$28,313	\$36,266
25	C105	\$22,106	\$25,422	\$29,911	\$28,738	\$37,716
26	C106	\$22,433	\$25,797	\$30,829	\$29,162	\$39,225
27	C107	\$22,759	\$26,173	\$31,776	\$29,587	\$40,794
28	C108	\$23,086	\$26,548	\$32,756	\$30,011	\$42,426
29	C109	\$23,412	\$26,924	\$33,767	\$30,436	\$44,123
30	C110	\$23,739	\$27,299	\$34,813	\$30,860	\$45,888
31	C111	\$24,065	\$27,675	\$35,894	\$31,285	\$47,723
32	C112	\$25,268	\$29,058	\$37,450	\$32,848	\$49,632
33	C113	\$26,531	\$30,511	\$39,074	\$34,490	\$51,617
34	C114	\$27,858	\$32,037	\$40,770	\$36,215	\$53,682
35	C115	\$29,251	\$33,639	\$42,540	\$38,026	\$55,829
36	C116	\$30,713	\$35,320	\$44,388	\$39,927	\$58,062

1	C117	\$32,249	\$37,086	\$46,317	\$41,924	\$60,385
2	C118	\$33,861	\$38,940	\$48,331	\$44,019	\$62,800
3	C119	\$35,554	\$40,887	\$50,433	\$46,220	\$65,312
4	C120	\$37,332	\$42,932	\$52,628	\$48,532	\$67,925
5	C121	\$39,199	\$45,079	\$54,920	\$50,959	\$70,642
6	C122	\$41,159	\$47,333	\$57,313	\$53,507	\$73,467
7	C123	\$43,217	\$49,700	\$59,812	\$56,182	\$76,406
8	C124	\$45,377	\$52,184	\$62,420	\$58,990	\$79,462
9	C125	\$47,646	\$54,793	\$65,143	\$61,940	\$82,641
10	C126	\$50,029	\$57,533	\$67,988	\$65,038	\$85,947
11	C127	\$52,530	\$60,410	\$70,957	\$68,289	\$89,384
12	C128	\$55,156	\$63,429	\$74,058	\$71,703	\$92,960
13	C129	\$57,914	\$66,601	\$77,296	\$75,288	\$96,678
14	C130	\$60,810	\$69,932	\$80,678	\$79,053	\$100,545

15

	<u>Grade</u>	<u>Minimum</u>	<u>15% Above Minimum</u>	<u>Midpoint</u>	<u>30% Above Minimum</u>	<u>Maximum</u>
16	C101	\$22,880	\$26,312	\$27,882	\$29,744	\$32,885
17	C102	\$23,138	\$26,609	\$28,669	\$30,080	\$34,200
18	C103	\$23,168	\$26,643	\$29,368	\$30,119	\$35,568
19	C104	\$23,198	\$26,677	\$30,094	\$30,157	\$36,991
20	C105	\$23,227	\$26,712	\$30,849	\$30,196	\$38,471
21	C106	\$23,257	\$26,746	\$31,633	\$30,234	\$40,009
22	C107	\$23,287	\$26,780	\$32,448	\$30,273	\$41,610
23	C108	\$23,547	\$27,079	\$33,411	\$30,611	\$43,274
24	C109	\$23,880	\$27,462	\$34,443	\$31,044	\$45,005
25	C110	\$24,213	\$27,845	\$35,509	\$31,477	\$46,805
26	C111	\$24,546	\$28,228	\$36,612	\$31,910	\$48,678
27	C112	\$25,773	\$29,639	\$38,199	\$33,505	\$50,625
28	C113	\$27,062	\$31,121	\$39,856	\$35,180	\$52,650
29	C114	\$28,415	\$32,677	\$41,585	\$36,940	\$54,756
30	C115	\$29,836	\$34,311	\$43,391	\$38,787	\$56,946
31	C116	\$31,327	\$36,026	\$45,275	\$40,725	\$59,224
32	C117	\$32,894	\$37,828	\$47,243	\$42,762	\$61,593
33	C118	\$34,538	\$39,719	\$49,297	\$44,900	\$64,056
34	C119	\$36,265	\$41,705	\$51,442	\$47,145	\$66,619
35	C120	\$38,079	\$43,790	\$53,681	\$49,502	\$69,283

1	<u>C121</u>	<u>\$39,983</u>	<u>\$45,980</u>	<u>\$56,019</u>	<u>\$51,978</u>	<u>\$72,055</u>
2	<u>C122</u>	<u>\$41,982</u>	<u>\$48,280</u>	<u>\$58,460</u>	<u>\$54,577</u>	<u>\$74,937</u>
3	<u>C123</u>	<u>\$44,081</u>	<u>\$50,694</u>	<u>\$61,008</u>	<u>\$57,306</u>	<u>\$77,934</u>
4	<u>C124</u>	<u>\$46,285</u>	<u>\$53,227</u>	<u>\$63,668</u>	<u>\$60,170</u>	<u>\$81,052</u>
5	<u>C125</u>	<u>\$48,599</u>	<u>\$55,889</u>	<u>\$66,446</u>	<u>\$63,179</u>	<u>\$84,294</u>
6	<u>C126</u>	<u>\$51,030</u>	<u>\$58,684</u>	<u>\$69,348</u>	<u>\$66,338</u>	<u>\$87,665</u>
7	<u>C127</u>	<u>\$53,581</u>	<u>\$61,618</u>	<u>\$72,376</u>	<u>\$69,655</u>	<u>\$91,172</u>
8	<u>C128</u>	<u>\$56,259</u>	<u>\$64,698</u>	<u>\$75,539</u>	<u>\$73,137</u>	<u>\$94,819</u>
9	<u>C129</u>	<u>\$59,072</u>	<u>\$67,933</u>	<u>\$78,842</u>	<u>\$76,794</u>	<u>\$98,612</u>
10	<u>C130</u>	<u>\$62,026</u>	<u>\$71,330</u>	<u>\$82,291</u>	<u>\$80,634</u>	<u>\$102,556</u>

11

12 ~~(2) The following grades and pay levels are the authorized~~
13 ~~professional and executive pay plan, effective July 1, 2017, and thereafter,~~
14 ~~for the state service for all positions of institutions covered by this~~
15 ~~subchapter to which a classification title and professional and executive~~
16 ~~salary grade have been assigned in accordance with this subchapter and the~~
17 ~~appropriation act of the institution:~~

18	<u>GRADE</u>	<u>BASE</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
19	<u>N901</u>	<u>\$65,000</u>	<u>\$73,125</u>	<u>\$81,250</u>
20	<u>N902</u>	<u>\$67,600</u>	<u>\$76,050</u>	<u>\$84,500</u>
21	<u>N903</u>	<u>\$70,304</u>	<u>\$79,092</u>	<u>\$87,880</u>
22	<u>N904</u>	<u>\$73,116</u>	<u>\$82,256</u>	<u>\$91,395</u>
23	<u>N905</u>	<u>\$76,041</u>	<u>\$85,546</u>	<u>\$95,051</u>
24	<u>N906</u>	<u>\$79,082</u>	<u>\$88,968</u>	<u>\$98,853</u>
25	<u>N907</u>	<u>\$82,246</u>	<u>\$92,526</u>	<u>\$102,807</u>
26	<u>N908</u>	<u>\$85,536</u>	<u>\$96,228</u>	<u>\$106,919</u>
27	<u>N909</u>	<u>\$88,957</u>	<u>\$100,077</u>	<u>\$111,196</u>
28	<u>N910</u>	<u>\$92,515</u>	<u>\$104,080</u>	<u>\$115,644</u>
29	<u>N911</u>	<u>\$96,216</u>	<u>\$108,243</u>	<u>\$120,270</u>
30	<u>N912</u>	<u>\$100,065</u>	<u>\$112,573</u>	<u>\$125,081</u>
31	<u>N913</u>	<u>\$104,067</u>	<u>\$117,075</u>	<u>\$130,084</u>
32	<u>N914</u>	<u>\$108,230</u>	<u>\$121,759</u>	<u>\$135,287</u>
33	<u>N915</u>	<u>\$112,559</u>	<u>\$126,629</u>	<u>\$140,699</u>
34	<u>N916</u>	<u>\$117,061</u>	<u>\$131,694</u>	<u>\$146,327</u>
35	<u>N917</u>	<u>\$122,914</u>	<u>\$138,279</u>	<u>\$153,643</u>
36	<u>N918</u>	<u>\$130,289</u>	<u>\$146,575</u>	<u>\$162,862</u>

1	N919	\$139,410	\$156,836	\$174,262
2	N920	\$150,562	\$169,383	\$188,203
3	N921	\$164,113	\$184,627	\$205,141
4	N922	\$180,524	\$203,090	\$225,655

5 (f) It is the intent of the General Assembly that the compensation
6 plans in this section shall be implemented and function in compliance with
7 other provisions in this subchapter and other fiscal control laws of this
8 state, when applicable.

9 (g) With the approval of the Legislative Council or, if the General
10 Assembly is in session, the Joint Budget Committee, salaries established by
11 this section may exceed the maximum pay level for the grade assigned by the
12 classification by no more than twenty-five percent (25%) for no more than ten
13 percent (10%) of the positions authorized in the institution's appropriation
14 act.

15

16 SECTION 3. Arkansas Code § 21-5-1409 is amended to read as follows:

17 21-5-1409. Implementation procedure for grade changes – Salary
18 adjustments.

19 (a) The Division of Higher Education has administrative responsibility
20 for enforcing compliance by institutions of higher education affected by this
21 subchapter in implementing classification and grade changes.

22 (b)(1) ~~The rate of compensation an employee shall receive on July 1,~~
23 ~~2019, is an increase of one percent (1%) above the employee's current salary~~
24 The division may authorize a salary increase of up to two percent (2%) each
25 fiscal year upon certification by institutions of higher education that
26 sufficient funds exist to implement salary increases.

27 (2) An employee whose adjusted annual salary falls below the
28 entry pay level for the grade assigned to his or her classification shall be
29 further adjusted to the entry pay level.

30 (3) A salary increase under subdivision (b)(1) of this section
31 may be established as an increase to the employee's salary or as a lump sum.

32 ~~(3)(4)~~ The A salary increase authorized by subdivision (b)(1) of
33 this section may allow an employee's compensation to exceed the maximum pay
34 level amount set out for the position.

35 (c)(1) In addition to ~~the~~ a compensation increase under subsection (b)
36 of this section, the maximum annual salary for which an employee covered by

1 this subchapter is eligible ~~on July 1, 2019,~~ may be increased:

2 (A) By a percentage up to two percent (2%) with written
3 approval by the Director of the Division of Higher Education; or

4 (B) More than two percent (2%) only with written approval
5 of the ~~director~~ Director of the Division of Higher Education after review by
6 the Legislative Council or, if the General Assembly is in session, the Joint
7 Budget Committee.

8 (2) The salary increase may be established as an increase to the
9 employee's salary or as a lump sum.

10 (3) An employee compensated at the highest pay level rate
11 authorized for his or her classification is eligible to receive the salary
12 increase authorized in this section as a lump sum payment.

13 (d) Salary adjustments made by the director under this section shall
14 be reported to the Legislative Council or, if the General Assembly is in
15 session, the Joint Budget Committee.

16 (e) All percentage calculations stipulated in this subchapter or any
17 other law affecting salaries of employees of institutions of higher education
18 may be rounded to the nearest even-dollar amount by the division when making
19 the increases to employee salaries as provided under subdivision (c)(1) of
20 this section.

21
22 SECTION 4. Arkansas Code § 21-5-1418 is repealed.

23 ~~21-5-1418. Information technology labor market rates for recruitment
24 and retention.~~

25 ~~(a)(1) In order for an institution of higher education to recruit and
26 retain information technology professionals in classified positions, the
27 Division of Higher Education may develop and implement a plan for labor
28 market rates up to the midpoint allowed for the grade after review by the
29 Legislative Council or, if the General Assembly is in session, the Joint
30 Budget Committee.~~

31 ~~(2) The division shall establish the list of applicable
32 information technology classifications after review by the Legislative
33 Council or, if the General Assembly is in session, the Joint Budget
34 Committee.~~

35 ~~(b) An institution of higher education implementing a labor market
36 rate under subsection (a) of this section shall report any salary adjustments~~

1 ~~made to the:~~

2 ~~(1) Division; and~~

3 ~~(2) Legislative Council or, if the General Assembly is in~~
 4 ~~session, the Joint Budget Committee.~~

5

6 SECTION 5. EMERGENCY CLAUSE. It is found and determined by the
 7 General Assembly of the State of Arkansas that this act revises the
 8 compensation plan for institutions of higher education; that a disruption to
 9 the compensation of the state's higher education employees would threaten the
 10 public peace by having negative effects on higher education in the state; and
 11 that this act should become effective at the beginning of the state's fiscal
 12 year to work in concert with the appropriation acts of institutions of higher
 13 education and ensure that fiscal matters pertinent to institutions of higher
 14 education are implemented at the same time to avoid harmful effects on higher
 15 education employees. Therefore, an emergency is declared to exist, and this
 16 act being necessary for the preservation of the public peace, health, and
 17 safety shall become effective on July 1, 2021.

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