



Arkansas Game and Fish Commission

**Comparing Appropriations and Operations
for the 2017-2019 Biennium
with requests for the 2019-21 Biennium**

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Agency Position Usage Report

Agency	FY2017-FY2018					3 Year Average (FY16, FY17, FY18)						
	Authorized in Act	Budgeted			Unbudgeted	% of Auhtorized Unused	Authorized in Act	Budgeted			Unbudgeted	% of Auhtorized Unused
		Filled	Unfilled	Total	Total			Filled	Unfilled	Total	Total	
Game and Fish Commission, Arkansas	625	594	31	625	0	4.96%	622	579	43	622	0	6.86%

Arkansas Game and Fish Commission

Enabling Laws

Act 219 of 2018

Constitution of the State of Arkansas Amendments 35 and 75

History and Organization

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.

The Commission attained its present constitutional status in 1944 under Amendment 35 to the State Constitution. This status has been defined by Arkansas Supreme Court Opinion Number 88-80 and Attorney General Opinion Number 89-98. The amendment established the Commission's responsibility and authority for the "... control, management, restoration, conservation and regulation of bird, fish, game and wildlife resources of the State..." This responsibility pertains to nongame species as well as game species of fish and wildlife. When wildlife habitat is maintained and improved to sustain healthy fish and wildlife populations, the entire citizenry of Arkansas is the beneficiary. The Commission has a perpetual goal to improve hunting and fishing opportunities for the sportsmen of Arkansas, but it also realizes that a healthy environment for our fish and wildlife ensures a healthy environment for its citizens. In 1996, Amendment 75 to the State Constitution established the 1/8th-Cent Conservation Sales Tax, and distributes 45 percent of the net collections to the Commission, 45 percent to the Department of Parks and Tourism, nine percent to the Department of Arkansas Heritage, and one percent to Keep Arkansas Beautiful. Commission activities are financed primarily through the sale of hunting and fishing licenses, tags and permits; the 1/8th-Cent Conservation Sales Tax; and by Federal Aid funding. General Revenue funds are not used for Commission programs.

The Commission is composed of eight members; seven Governor-appointed members who serve regular seven-year staggered terms, and an ex-officio member who is chairman of the Department of Biological Sciences at the University of Arkansas. The Commission selects and employs an Executive Secretary, or Director, who is delegated broad administrative responsibilities to oversee the daily operation of the agency and carrying out directives from the Commission. The Director's staff includes a Chief of Staff, two Assistant Deputy Directors, and 12 Division Chiefs over the functional divisions listed below:

The Enforcement Division plays a vital role in the success of the Commission's programs by enforcing the regulations for protection and enjoyment of fish, game and nongame resources. The Commission has implemented a Wildlife Officers training program to meet the high standards required in the performance of their duties. Wildlife Officers assist other programs of the Commission including Acres for Wildlife, Hunter Education, Boating Education and are an important link between the Commission and the public. Wildlife Officers enforce boating laws, have full police authority and assist other law enforcement agencies in criminal matters. They are trained First Responders and participate in land and water search and rescue operations.

The Fisheries Management Division manages the state's fisheries populations, manages lakes, reservoirs and streams for public fishing, acquires, develops and maintains stream access sites, lakes, nursery ponds and hatcheries. It also conducts an intensive trout management program and provides fisheries management advice. The Division conducts fish habitat condition investigations and an on-going research program to measure fish population trends, determine limiting factors and develop better management techniques. The Division also manages the Stream Team program.

The Wildlife Management Division has the responsibility of managing the state's wildlife populations. Modern wildlife management practices consist largely of establishing hunting season regulations, habitat improvement through forest management, development of food resources, construction and maintenance of structures for water control, and the management and control of wildlife populations. Wildlife Management Areas contain a number of roads, bridges, boat ramps and parking areas to assist sportsmen in accessing the areas for wildlife-related recreational purposes. The Division works with landowners to stimulate wildlife habitat development on privately-owned land.

The Communications Division is responsible for managing all internal and external communication efforts of the agency. The production of *Arkansas Wildlife* magazine, news releases, newsletters, guidebooks, TV shows and other publications, management of the agency web site, intranet and social media efforts and contact with local, state and national press outlets are key duties of the Division.

The Education Division is responsible for managing the Hunter Education, Boating Education, Project WILD, Fishing in the Natural State (FINS), Arkansas Archery in the Schools Program, Arkansas Youth Shooting Sports Program and Aquatic Resources Education. These programs represent the key elements of the education programming within the AGFC. This Division is also tasked with operating four nature centers and four education centers across the state. A majority of these programs were created as a result of the 1/8th-Cent Conservation Sales Tax.

The Fiscal Services Division administers the General Accounting, Licensing, Budgeting, Disbursing, Purchasing and Federal Aid sections. The License Section works with approximately 300 license dealers who make licenses and permits available locally. Licenses also are available 24 hours, seven days a week via the internet at AGFC.com.

The Human Resources Division is responsible for personnel management functions, employee recruitment and training, and payroll processing.

The Information Technology Division provides data processing services via a statewide PC network system for all divisions and operates the agency's telephone communication system. IT also is responsible for the coordination and administration of agency activities pertaining to Global Positioning Systems (GPS) and Geographic Information Systems (GIS). The Division develops, maintains and disseminates geospatial data, provides technical support and training to personnel and serves as the point of contact within the agency and with federal, state, local and private partners.

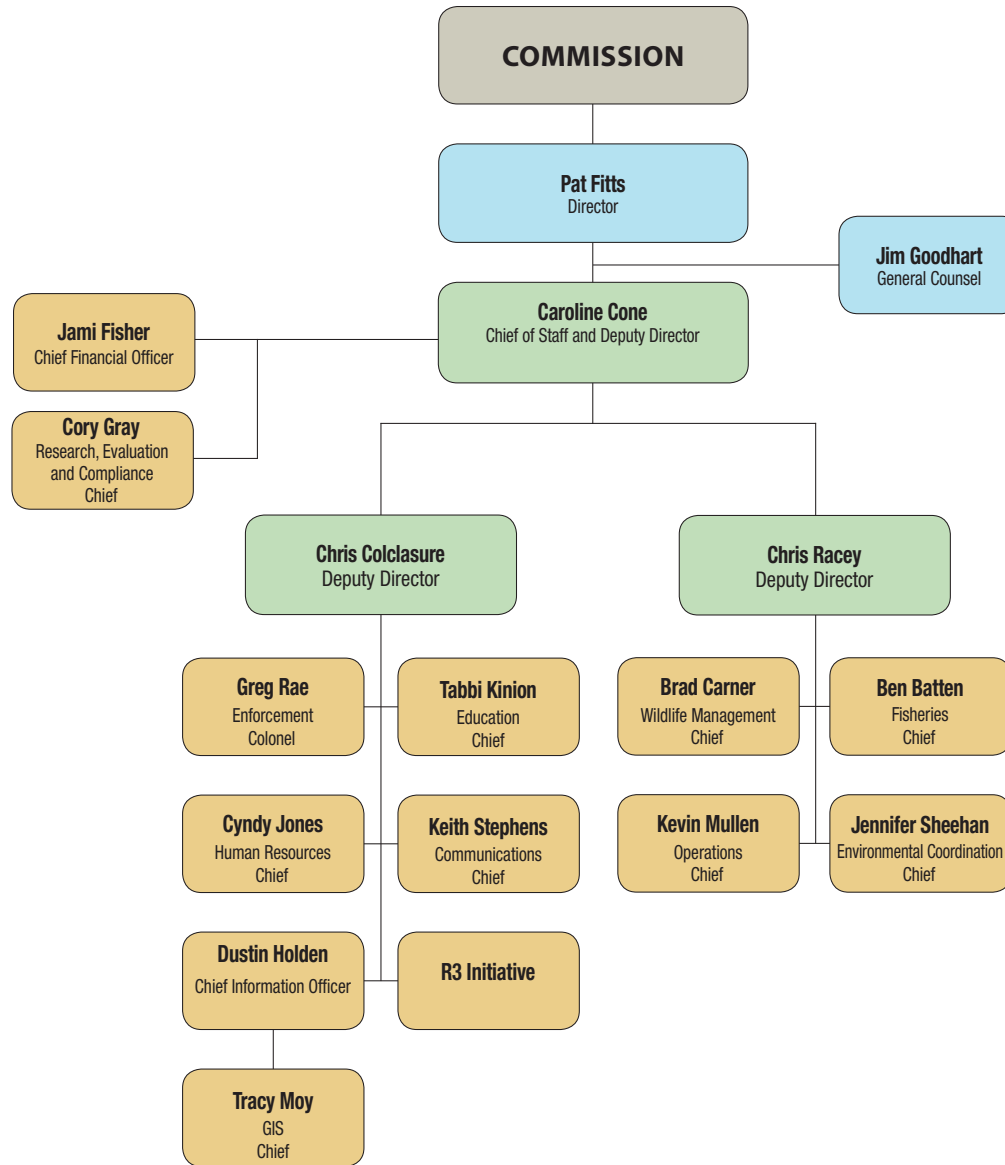
The Legal Division includes the General Counsel for the agency and three staff attorneys.

The Operations Division is responsible for vehicle fleet operations, building services and the operation of 10 regional offices. In addition, this division is responsible for land purchases, construction projects, Marine Fuel Tax projects and the maintenance of capital assets statewide.

The Environmental Coordination Division fulfills the agency's responsibilities regarding federal acts and requirements by acting decisively and diplomatically on issues that are time sensitive. These issues consist of the review and evaluation of fish and wildlife resource impacts associated with federally funded, permitted, or licensed activities, which occur in Arkansas.

The Research, Evaluation and Compliance Division is a group of specialized scientists supporting the agency through five focus areas: science support, monitoring, human dimensions, wildlife health and compliance. This Division serves as lead on the agency's research prioritization and review process, wildlife health program, social science program and biostatistical data analysis. A key function of this division is to lead the AGFC's response in the management of Chronic Wasting Disease (CWD).

AGFC Organizational Chart 2018



Agency Commentary

The Commission has the responsibility and authority for the “control, management, restoration, conservation and regulation of bird, fish, game, and wildlife resources of the State.” The Commission is vested with the exclusive authority and responsibility to manage and regulate all of the wildlife resources of Arkansas. This responsibility pertains to nongame species, as well as to game species, of fish and wildlife. AGFC manages 600,000 acres of lakes, 100,000 miles of rivers and streams, 382,569 acres that it owns, 6 fish hatcheries and net pens, 20 local and regional offices, and 8 education and nature centers.

As in previous biennia, the agency’s budget request is for an appropriation in excess of anticipated funding. This ensures that appropriations in all commitment items will allow the commission the flexibility to adjust priorities as planning advances, as opportunities or needs arise, and to cover major construction projects that are carried over from one fiscal year to the next.

In Fiscal Year 2018, the agency sold 530,652 resident sport licenses and 204,505 non-resident sport licenses. In 2011 (the most recent year for which data is available), state residents and non-residents spent \$1.8 billion on wildlife-associated recreation in Arkansas (*2011 National Survey of Fishing, Hunting and Wildlife-Associated Recreation*, USFWS). More than 20,000 full and part-time jobs are supported in the Arkansas economy by retail purchases by hunters, anglers and wildlife watchers (Southwick Associates).

Annually, the agency prepares an internal operating budget detailed by functional operating divisions and expense categories. The 2017-18 fiscal year internal operating budget, which uses Appropriation 259, was allocated as follows:

Operating Divisions

Law Enforcement	8%
Wildlife Management	35%
Fisheries Management	11%
Education	16%
General Administration	3%
Support Services	27%

Expense Categories

Salaries and Related Expenses	43%
Maintenance and Operations	39%
Construction Projects	8%
Equipment and Vehicle Purchase	10%

Support Services includes Fiscal, Information Technology, Human Resources, Legal, Communications and the Operations divisions.

Appropriation 33Y is used exclusively for gas lease revenues.

Appropriation F06 is used exclusively for Conservation Partners Program Grants.

Appropriation M99 is funded from the Dave Donaldson Black River Wildlife Management Area Judgement and is used exclusively for mitigation to the hardwood timber destruction in the Wildlife Management Area.

Biennial Budget

Appropriation 259

The Biennial Budget for Appropriation 259 is allocated to expense categories as follows:

Expense Categories Appropriation 259

Salaries and Related Expenses	42%
Maintenance and Operations	33%
Construction Projects	11%
Equipment and Vehicle Purchases	8%
Grants and Aid	6%

The change level for appropriation 259 reflects a reallocation request for the construction of an additional Education and Nature Center and Lake Poinsett renovations.

The Biennial Budget for Appropriation 33Y is allocated to expense categories as follows:

Expense Categories Appropriation 33Y

Operations	59%
Capital Projects	37%
Grants and Aid	4%

The change level for appropriation 33Y reflects the addition of grants and aid, and a reduction in the total request to reflect the available fund balance.

The Biennial Budget for Appropriation F06 is allocated to expense categories as follows:

Expense Categories Appropriation F06

Grants and Aid	100.00%
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The change level for appropriation F06 reflects the increase in donations to the Hunters Feeding the Hungry program through the new online licensing system.

The Biennial Budget for Appropriation M99 is allocated to expense categories as follows:

Expense Categories Appropriation M99

Construction	100.00%
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The change level for appropriation M99 reflects a reduction to correspond to the remaining available fund balance.

Arkansas Planning Budgeting and Administrative System

STATE CONTRACTS OVER \$50,000 AWARDED TO MINORITY OWNED BUSINESSES
Fiscal Year 2018
Required by A.C.A. 25-36-104

Employment Summary

	Male	Female	Total	%
White Employees	423	136	559	94%
Black Employees	13	15	28	5%
Other Racial Minorities	5	2	7	1%
Total Minorities			35	6%
Total Employees			594	100%

Publications

A.C.A. 25-1-201 et seq.

Name	Statutory Authorization	Required for		# of Copies	Reason(s) for Continued Publication and Distribution	Unbound Black & White Copies Produced During the Last Two Years	Cost of Unbound Copies Produced During the Last Two Years
		Governor	General Assembly				
None	N/A	N	N	0	N/A	0	0.00

Agency Position Usage Report By Fiscal Year

FY2015 - FY2016					FY2016 - FY2017					FY2017 - FY2018				
Authorized in Act	Budgeted			Unbudgeted Total	Authorized in Act	Budgeted			Unbudgeted Total	Authorized in Act	Budgeted			Unbudgeted Total
	Filled	Unfilled	Total			Filled	Unfilled	Total			Filled	Unfilled	Total	
616	576	40	616	6.49%	625	568	57	625	9.12%	625	594	31	625	4.96%

Department Appropriation Summary

Historical Data

Agency Request and Executive/Legislative Recommendation

Appropriation	2017-2018		2018-2019		2018-2019		2019-2020						2020-2021					
	Actual	Pos	Budget	Pos	Authorized	Pos	Agency	Pos	Executive	Pos	Legislative	Pos	Agency	Pos	Executive	Pos	Legislative	Pos
259 Operations	92,916,050	622	127,028,040	625	123,972,887	625	123,972,887	630	0	0	0	0	123,972,887	630	0	0	0	0
33Y Gas Lease Revenue	776,771	0	5,064,685	0	5,064,685	0	4,500,000	0	0	0	0	0	4,000,000	0	0	0	0	0
F06 Conservation Partners Program Grants	75,573	0	100,000	0	100,000	0	150,000	0	0	0	0	0	150,000	0	0	0	0	0
M99 Black River Sett	484,235	0	13,349,347	0	13,349,347	0	13,250,000	0	0	0	0	0	13,250,000	0	0	0	0	0
N59 AGFC Hog Eradication Program	0	0	250,000	0	250,000	0	250,000	0	0	0	0	0	250,000	0	0	0	0	0
Total	94,252,629	622	145,792,072	625	142,736,919	625	142,122,887	630	0	0	0	0	141,622,887	630	0	0	0	0

Funding Sources		%		%		%		%		%		%		%		%
Fund Balance	4000005	49,556,450	35.7	44,750,050	29.3		7,243,075	6.3	0	0.0	0	0.0	312	0.0	0	0.0
Federal Revenue	4000020	22,475,257	16.2	43,500,000	28.5		43,500,000	37.7	0	0.0	0	0.0	43,500,000	40.3	0	0.0
Special Revenue	4000030	27,121,775	19.5	33,475,000	21.9		33,525,000	29.1	0	0.0	0	0.0	33,525,000	31.0	0	0.0
Non-Revenue Receipts	4000040	7,421,688	5.3	0	0.0		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Interest	4000300	260,492	0.2	0	0.0		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conservation Tax	4000453	32,166,953	23.1	31,000,000	20.3		31,000,000	26.9	0	0.0	0	0.0	31,000,000	28.7	0	0.0
Total Funds		139,002,615	100.0	152,725,050	100.0		115,268,075	100.0	0	0.0	0	0.0	108,025,312	100.0	0	0.0
Excess Appropriation/(Funding)		(44,749,986)		(6,932,978)			26,854,812		0		0		33,597,575		0	
Grand Total		94,252,629		145,792,072			142,122,887		0		0		141,622,887		0	

No Executive Recommendation on this appropriation.

Appropriation Summary: Operations

Appropriation: 259 - Operations
Funding Sources: SDG - Game Protection Fund

Historical Data

Agency Request and Executive Recommendation

Commitment Item	2017-2018	2018-2019	2018-2019	2019-2020			2020-2021		
	Actual	Budget	Authorized	Base Level	Agency	Executive	Base Level	Agency	Executive
Regular Salaries 5010000	28,839,340	41,302,117	39,586,383	41,312,517	39,586,383	0	41,330,617	39,586,383	0
#Positions	622	625	625	625	630	0	625	630	0
Extra Help 5010001	830,476	1,187,500	1,187,500	1,187,500	1,187,500	0	1,187,500	1,187,500	0
#Extra Help	133	184	185	185	185	0	185	185	0
Personal Services Matching 5010003	10,385,848	13,296,901	11,957,482	13,333,094	11,957,482	0	13,337,807	11,957,482	0
Overtime 5010006	83,811	250,000	250,000	250,000	250,000	0	250,000	250,000	0
Uniform Allowance 5010016	847,357	885,000	885,000	885,000	885,000	0	885,000	885,000	0
Operating Expenses 5020002	29,335,782	34,760,018	34,760,018	34,760,018	33,346,984	0	34,760,018	34,346,984	0
Conference & Travel Expenses 5050009	230,685	450,535	450,535	450,535	450,535	0	450,535	450,535	0
Professional Fees 5060010	2,379,263	4,309,003	4,309,003	4,309,003	4,309,003	0	4,309,003	4,309,003	0
Construction 5090005	7,426,624	12,000,000	12,000,000	12,000,000	15,000,000	0	12,000,000	14,000,000	0
Data Processing 5090012	0	0	0	0	0	0	0	0	0
Grants and Aid 5100004	3,594,641	7,000,000	7,000,000	7,000,000	7,000,000	0	7,000,000	7,000,000	0
Capital Outlay 5120011	8,962,223	11,536,966	11,536,966	0	10,000,000	0	0	10,000,000	0
Arkansas Hunters Feeding the Hi 5900046	0	50,000	50,000	50,000	0	0	50,000	0	0
Total	92,916,050	127,028,040	123,972,887	115,537,667	123,972,887	0	115,560,480	123,972,887	0
Funding Sources									
Fund Balance 4000005	30,667,453	26,645,466		7,117,426	7,117,426	0	0	0	0
Federal Revenue 4000020	22,475,257	43,500,000		43,500,000	43,500,000	0	43,500,000	43,500,000	0
Special Revenue 4000030	26,830,153	33,000,000		33,000,000	33,000,000	0	33,000,000	33,000,000	0
Non-Revenue Receipts 4000040	7,421,688	0		0	0	0	0	0	0
Conservation Tax 4000453	32,166,953	31,000,000		31,000,000	31,000,000	0	31,000,000	31,000,000	0
Total Funding	119,561,504	134,145,466		114,617,426	114,617,426	0	107,500,000	107,500,000	0
Excess Appropriation/(Funding)	(26,645,454)	(7,117,426)		920,241	9,355,461	0	8,060,480	16,472,887	0
Grand Total	92,916,050	127,028,040		115,537,667	123,972,887	0	115,560,480	123,972,887	0

No Executive Recommendation on this appropriation.

Change Level by Appropriation

Appropriation: 259 - Operations
Funding Sources: SDG - Game Protection Fund

Agency Request

Change Level		2019-2020	Pos	Cumulative	% of BL	2020-2021	Pos	Cumulative	% of BL
BL	Base Level	115,537,667	625	115,537,667	100.0	115,560,480	625	115,560,480	100.0
C01	Existing Program	391,193	5	115,928,860	100.3	391,193	5	115,951,673	100.3
C03	Discontinue Program	(3,492,939)	0	112,435,921	97.3	(3,515,752)	0	112,435,921	97.3
C04	Reallocation	11,536,966	0	123,972,887	107.3	11,536,966	0	123,972,887	107.3

Justification

C01	This reflects the addition of five new positions for Northwest Arkansas Education and Nature Center.
C03	This is a reduction of the system calculated salary appropriation request at line item maximum per position to the estimated salary appropriation necessary. The requested appropriation is equal to the authorized FY2019 amount.
C04	The change level for appropriation 259 reflects a reallocation request to construction for three large projects including the Education and Nature Center in Northwest Arkansas, Spring River Hatchery renovations and Lake Poinsett renovations.

Appropriation Summary: Gas Lease Revenue

Appropriation: 33Y - Gas Lease Revenue
Funding Sources: SDG - Game Protection Fund

Commitment Item	Historical Data			Agency Request and Executive Recommendation					
	2017-2018 Actual	2018-2019 Budget	2018-2019 Authorized	2019-2020			2020-2021		
				Base Level	Agency	Executive	Base Level	Agency	Executive
Operating Expenses 5020002	632,296	2,864,685	2,864,685	2,864,685	2,350,000	0	2,864,685	1,950,000	0
Conference & Travel Expenses 5050009	0	0	0	0	0	0	0	0	0
Professional Fees 5060010	36,281	700,000	700,000	700,000	500,000	0	700,000	400,000	0
Data Processing 5090012	0	0	0	0	0	0	0	0	0
Grants and Aid 5100004	0	0	0	0	150,000	0	0	150,000	0
Capital Outlay 5120011	108,194	1,500,000	1,500,000	0	1,500,000	0	0	1,500,000	0
Total	776,771	5,064,685	5,064,685	3,564,685	4,500,000	0	3,564,685	4,000,000	0
Funding Sources									
Fund Balance 4000005	5,190,310	4,629,588		0	0	0	0	0	0
Special Revenue 4000030	216,049	125,000		125,000	125,000	0	125,000	125,000	0
Total Funding	5,406,359	4,754,588		125,000	125,000	0	125,000	125,000	0
Excess Appropriation/(Funding)	(4,629,588)	310,097		3,439,685	4,375,000	0	3,439,685	3,875,000	0
Grand Total	776,771	5,064,685		3,564,685	4,500,000	0	3,564,685	4,000,000	0

No Executive Recommendation on this appropriation.

Change Level by Appropriation

Appropriation: 33Y - Gas Lease Revenue
Funding Sources: SDG - Game Protection Fund

Agency Request

Change Level		2019-2020	Pos	Cumulative	% of BL	2020-2021	Pos	Cumulative	% of BL
BL	Base Level	3,564,685	0	3,564,685	100.0	3,564,685	0	3,564,685	100.0
C04	Reallocation	935,315	0	4,500,000	126.2	435,315	0	4,000,000	112.2

Justification

C04	The change level for appropriation 33Y reflects the addition of grants and aid commitment item, and a reduction in the total request to reflect the available fund balance.
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Appropriation Summary: Conservation Partners Program Grants

Appropriation: F06 - Conservation Partners Program Grants

Funding Sources: SDG - Game Protection Fund

Commitment Item	Historical Data			Agency Request and Executive Recommendation					
	2017-2018 Actual	2018-2019 Budget	2018-2019 Authorized	2019-2020			2020-2021		
				Base Level	Agency	Executive	Base Level	Agency	Executive
Grants and Aid 5100004	75,573	100,000	100,000	100,000	150,000	0	100,000	150,000	0
Total	75,573	100,000	100,000	100,000	150,000	0	100,000	150,000	0
Funding Sources									
Fund Balance 4000005	260	312		312	312	0	312	312	0
Special Revenue 4000030	75,573	100,000		100,000	150,000	0	100,000	150,000	0
Total Funding	75,833	100,312		100,312	150,312	0	100,312	150,312	0
Excess Appropriation/(Funding)	(260)	(312)		(312)	(312)	0	(312)	(312)	0
Grand Total	75,573	100,000		100,000	150,000	0	100,000	150,000	0

No Executive Recommendation on this appropriation.

Change Level by Appropriation

Appropriation: F06 - Conservation Partners Program Grants

Funding Sources: SDG - Game Protection Fund

Agency Request

Change Level		2019-2020	Pos	Cumulative	% of BL	2020-2021	Pos	Cumulative	% of BL
BL	Base Level	100,000	0	100,000	100.0	100,000	0	100,000	100.0
C04	Reallocation	50,000	0	150,000	150.0	50,000	0	150,000	150.0

Justification

C04	The change level for appropriation F06 reflects the increase in donations to the Hunters Feeding the Hungry program through the new online licensing system.
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Appropriation Summary: Black River Settlement

Appropriation: M99 - Black River Sett
Funding Sources: SDG - Game Protection Fund

Commitment Item	Historical Data			Agency Request and Executive Recommendation					
	2017-2018 Actual	2018-2019 Budget	2018-2019 Authorized	2019-2020			2020-2021		
				Base Level	Agency	Executive	Base Level	Agency	Executive
Restoration of Black River WMA 5900046	484,235	13,349,347	13,349,347	13,349,347	13,250,000	0	13,349,347	13,250,000	0
Total	484,235	13,349,347	13,349,347	13,349,347	13,250,000	0	13,349,347	13,250,000	0
Funding Sources									
Fund Balance 4000005	13,698,427	13,474,684		125,337	125,337	0	0	0	0
Interest 4000300	260,492	0		0	0	0	0	0	0
Total Funding	13,958,919	13,474,684		125,337	125,337	0	0	0	0
Excess Appropriation/(Funding)	(13,474,684)	(125,337)		13,224,010	13,124,663	0	13,349,347	13,250,000	0
Grand Total	484,235	13,349,347		13,349,347	13,250,000	0	13,349,347	13,250,000	0

No Executive Recommendation on this appropriation.

Change Level by Appropriation

Appropriation: M99 - Black River Sett
Funding Sources: SDG - Game Protection Fund

Agency Request

Change Level		2019-2020	Pos	Cumulative	% of BL	2020-2021	Pos	Cumulative	% of BL
BL	Base Level	13,349,347	0	13,349,347	100.0	13,349,347	0	13,349,347	100.0
C04	Reallocation	(99,347)	0	13,250,000	99.3	(99,347)	0	13,250,000	99.3

Justification

C04	The change level for appropriation M99 reflects a reduction to correspond with the remaining available fund balance.
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Appropriation Summary: Feral Hog Eradication

Appropriation: N59 - AGFC Hog Eradication Program
Funding Sources: SDG - Game Protection Fund

Commitment Item	Historical Data			Agency Request and Executive Recommendation					
	2017-2018	2018-2019	2018-2019	2019-2020			2020-2021		
	Actual	Budget	Authorized	Base Level	Agency	Executive	Base Level	Agency	Executive
Eradication Efforts of Feral Hogs 5900046	0	250,000	250,000	250,000	250,000	0	250,000	250,000	0
Total	0	250,000	250,000	250,000	250,000	0	250,000	250,000	0
Funding Sources									
Special Revenue 4000030	0	250,000		250,000	250,000	0	250,000	250,000	0
Total Funding	0	250,000		250,000	250,000	0	250,000	250,000	0
Excess Appropriation/(Funding)	0	0		0	0	0	0	0	0
Grand Total	0	250,000		250,000	250,000	0	250,000	250,000	0

No Executive Recommendation on this appropriation.

Personal Services Summary

Agency Request

Job	2018-2019		2019-2020		2020-2021	
	Authorized	Line Item	Agency	Line Item	Agency	Line Item
	Positions	Max	Positions	Max	Positions	Max
AGFC DIRECTOR	1	152,638	1	152,638	1	152,638
AGFC CHIEF OF STAFF	1	108,065	1	124,275	1	124,275
AGFC DEPUTY DIRECTOR**	3	106,919	3	122,957	3	122,957
AGFC VETERINARIAN	1	102,807	1	118,228	1	118,228
AGFC BIOSTATISTICIAN	1	98,853	1	113,681	1	113,681
AGFC GENERAL COUNSEL	1	98,853	1	113,681	1	113,681
AGFC CHIEF INFORMATION OFFICER	1	96,212	1	120,265	1	120,265
AGFC COLONEL	1	92,958	1	106,902	1	106,902
AGFC DIVISION CHIEF**	5	92,958	9	106,902	9	106,902
AGFC GIS LEAD	1	89,796	1	103,265	1	103,265
AGFC FISCAL DIVISION MANAGER	1	86,725	0	-	0	-
AGFC DIVISION ASSISTANT CHIEF**	11	83,742	16	96,303	16	96,303
AGFC MAJOR	3	83,742	3	96,303	3	96,303
AGFC REAL ESTATE AND ENGINEER MANAGER	1	83,742	0	-	0	-
AGFC ATTORNEY SPECIALIST	1	83,742	1	96,303	1	96,303
AGFC HUMAN RESOURCES ADMINISTRATOR	1	83,742	0	-	0	-
AGFC MARKETING MANAGER		NA	1	96,303	1	96,303
AGFC SOFTWARE ENGINEER LEAD**	1	83,742	1	103,265	1	103,265
AGFC SYSTEMS ADMINISTRATOR	1	83,742	1	103,265	1	103,265
AGFC CAPTAIN	14	78,038	14	89,744	14	89,744
AGFC ASSISTANT CONTROLLER	1	78,038	1	89,744	1	89,744
AGFC ATTORNEY	2	78,038	2	89,744	2	89,744
AGFC CONSERVATION PROGRAM MANAGER	3	78,038	1	89,744	1	89,744
AGFC SENIOR GIS ANALYST	1	78,038	1	89,744	1	89,744
AGFC HUMAN RESOURCES MANAGER	1	75,312	0	-	0	-
AGFC FISCAL SUPPORT MANAGER	1	75,312	0	-	0	-
AGFC BIOLOGIST PROGRAM SPECIALIST	10	75,312	9	86,609	9	86,609
AGFC BIOLOGIST SUPERVISOR	25	75,312	22	86,609	22	86,609
AGFC LIEUTENANT	16	75,312	16	86,609	16	86,609
AGFC NATURE CENTER MANAGER	4	75,312	5	86,609	5	86,609
AGFC OPERATIONS & FACILITY MANAGER	3	75,312	3	86,609	3	86,609
AGFC GIS ANALYST	3	75,312	3	86,609	3	86,609
AGFC HATCHERY MANAGER	2	75,312	5	86,609	5	86,609
AGFC NETWORK SUPPORT SPECIALIST	2	75,312	2	86,609	2	86,609
AGFC PUBLIC INFORMATION MANAGER	2	75,312	0	-	0	-
AGFC SENIOR SOFTWARE SUPPORT ANALYST	2	75,312	4	86,609	4	86,609

Job	2018-2019		2019-2020		2020-2021	
	Authorized	Line Item	Agency	Line Item	Agency	Line Item
	Positions	Max	Positions	Max	Positions	Max
AGFC SERGEANT	25	72,670	25	83,571	25	83,571
AGFC EDUCATION FACILITY MANAGER	0	NA	5	71,432	5	71,432
AGFC CONSTRUCTION MANAGER	1	70,108	1	80,624	1	80,624
AGFC BIOLOGIST - ASST REGIONAL MANAGER	10	70,108	10	80,624	10	80,624
AGFC BIOLOGIST SPECIALIST	37	70,108	51	80,624	51	80,624
AGFC CORPORAL	126	70,108	125	80,624	125	80,624
AGFC LICENSING MANAGER	1	70,108	1	80,624	1	80,624
AGFC ASSISTANT HATCHERY MANAGER	5	70,108	5	80,624	5	80,624
AGFC ACCOUNTING COORDINATOR	0	NA	1	80,624	1	80,624
AGFC GRANTS MANAGER	1	70,108	1	80,624	1	80,624
AGFC PERSONNEL MANAGER	1	70,108	1	80,624	1	80,624
AGFC PUBLIC INFORMATION COORDINATOR	2	67,626	0	-	0	-
AGFC BIOLOGIST	41	65,221	27	75,004	27	75,004
AGFC COMPUTER SUPPORT SPECIALIST	1	65,221	0	-	0	-
AGFC EDUCATION PROGRAM COORDINATOR	7	65,221	7	75,004	7	75,004
AGFC GRANTS COORDINATOR	2	65,221	2	75,004	2	75,004
AGFC PROCUREMENT COORDINATOR	1	65,221	1	75,004	1	75,004
AGFC WILDLIFE OFFICER 1ST CLASS	1	65,221	1	75,004	1	75,004
AGFC LICENSING SUPERVISOR	2	62,115	2	71,432	2	71,432
AGFC ASSISTANT PERSONNEL MANAGER	1	62,115	2	71,432	2	71,432
AGFC EDUCATION PROGRAM SPECIALIST	28	62,115	25	71,432	25	71,432
AGFC EXECUTIVE ASSISTANT TO THE DIRECTOR	2	62,115	2	71,432	2	71,432
AGFC CENTRAL WAREHOUSE OPERATIONS MGR	1	62,115	1	71,432	1	71,432
AGFC FISCAL SUPPORT SUPERVISOR	2	62,115	2	71,432	2	71,432
AGFC REAL ESTATE OFFICER	1	62,115	1	71,432	1	71,432
AGFC SURVEYOR	2	62,115	2	71,432	2	71,432
AGFC WEBSITE DEVELOPER	2	62,115	2	71,432	2	71,432
AGFC WILDLIFE OFFICER	1	62,115	1	71,432	1	71,432
AGFC ACCOUNTANT II	0	NA	2	68,031	2	68,031
AGFC SENIOR TECHNICIAN	16	59,157	15	68,031	15	68,031
AGFC COMPUTER SUPPORT ANALYST	3	59,157	3	68,031	3	68,031
AGFC EDITOR	3	59,157	3	68,031	3	68,031
AGFC HUMAN RESOURCES ANALYST	2	59,157	1	68,031	1	68,031
AGFC LEGAL SERVICES SPECIALIST	1	59,157	1	68,031	1	68,031
AGFC MAINTENANCE COORDINATOR	2	59,157	2	68,031	2	68,031
AGFC PRODUCTION ARTIST	1	59,157	1	68,031	1	68,031
AGFC ACCOUNTANT I	1	56,340	0	-	0	-

Job	2018-2019		2019-2020		2020-2021	
	Authorized	Line Item	Agency	Line Item	Agency	Line Item
	Positions	Max	Positions	Max	Positions	Max
AGFC REGIONAL OFFICE MANAGER	1	56,340	1	64,791	1	64,791
AGFC COMMUNICATIONS SYSTEMS SUPERVISOR	1	56,340	1	64,791	1	64,791
AGFC CONSTRUCTION INSPECTOR	8	56,340	8	64,791	8	64,791
AGFC SKILLED TRADES SUPERVISOR	1	56,340	1	64,791	1	64,791
AGFC TELECOMMUNICATIONS SUPERVISOR	1	56,340	1	64,791	1	64,791
AGFC GIS TECHNICIAN	0	NA	1	62,104	1	62,140
AGFC ADMINISTRATIVE ANALYST	2	53,657	3	61,706	3	61,706
AGFC FISCAL SUPPORT ANALYST	4	53,657	4	61,706	4	61,706
AGFC MAINTENANCE SUPERVISOR	2	53,657	2	61,706	2	61,706
AGFC SKILLED TRADESMAN	4	53,657	4	61,706	4	61,706
AGFC AUTO/DIESEL MECHANIC SUPERVISOR	1	53,657	1	61,706	1	61,706
AGFC ADMINISTRATIVE OFFICE COORDINATOR	16	51,102	17	58,767	17	58,767
AGFC CALIBRATION TECHNICIAN	2	51,102	2	58,767	2	58,767
AGFC COMMERCIAL GRAPHIC ARTIST	2	51,102	2	58,767	2	58,767
AGFC FIRING RANGE SPECIALIST	1	51,102	1	58,767	1	58,767
AGFC FOOD PREPARATION MANAGER	1	51,102	1	58,767	1	58,767
AGFC TELECOMMUNICATIONS SPECIALIST	10	51,102	10	58,767	10	58,767
AGFC INVENTORY CONTROL MANAGER	2	48,669	2	55,969	2	55,969
AGFC MAINTENANCE TECHNICIAN	5	48,669	6	55,969	6	55,969
AGFC MULTI-MEDIA SPECIALIST	1	48,669	1	55,969	1	55,969
AGFC CONSERVATION PROGRAM TECHNICIAN	48	53,657	47	61,706	47	61,706
AGFC PHOTOGRAPHER	1	48,669	0	-	0	-
AGFC ADMINISTRATIVE SPECIALIST III	31	46,351	32	53,304	32	53,304
AGFC FISCAL SUPPORT SPECIALIST	7	46,351	7	53,304	7	53,304
AGFC FOOD PREPARATION SUPERVISOR	1	43,592	1	50,131	1	50,131
AGFC PRINTER	1	43,592	1	50,131	1	50,131
AGFC LICENSING SPECIALIST	8	40,991	8	47,140	8	47,140
AGFC ADMINISTRATIVE SPECIALIST II	1	38,538	1	44,319	1	44,319
AGFC MAIL SERVICES SPECIALIST	1	34,048	1	39,155	1	39,155
TOTAL NUMBER OF POSITIONS	625		630	-	630	-

**** Denotes Title Change**

Request for Special Language: Hunters Feeding the Hungry

AGENCY: 0080 AR GAME AND FISH COMMISSION

ACT#: 219

SECTION#: 8

CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

EXECUTIVE RECOMMENDATION

HUNTERS FEEDING THE HUNGRY. Arkansas Hunters Feeding the Hungry is designed to share the harvest of an abundant resource with Arkansans who are in need of food, partner with the Game and Fish Commission in order to provide a solution for a healthy, balanced deer herd, provide a much needed free, low fat, high protein food source to the many feeding agencies and organizations across Arkansas and create a provider purpose for hunters who participate, allowing them to give back and share with others. In order to help sustain the Arkansas Hunters Feeding the Hungry program in Arkansas the Arkansas Game and Fish Commission may establish a check off or other appropriate methods to raise revenue for support of the program. The intent of this Section is to encourage the Arkansas Game and Fish Commission to examine opportunities available to provide support for the Arkansas Hunters Feeding the Hungry program.

The provisions of this section shall be in effect only from July 1, ~~2018~~ 2019 through June 30, ~~2019~~ 2020.

Request for Special Language: Payment of Rewards

AGENCY: 0080 AR GAME AND FISH COMMISSION

ACT#: 219

SECTION#: 9

CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

EXECUTIVE RECOMMENDATION

PAYMENT OF REWARDS. Payment of rewards shall be from the Game Protection Fund from the Commission's Maintenance and General Operation appropriation as herein appropriated in the Operating Expenses line item of the Operations appropriation.

The provisions of this section shall be in effect only from July 1, ~~2019~~ 2019 through June 30, ~~2019~~ 2020.

Request for Special Language: Extra Help Restriction

AGENCY: 0080 AR GAME AND FISH COMMISSION

ACT#: 219

SECTION#: 10

CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

EXECUTIVE RECOMMENDATION

EXTRA HELP RESTRICTION. No employee of the Arkansas Game and Fish Commission who is employed as extra help may receive an amount to exceed eighty-five percent (85%) of the maximum annual salary for a comparable position as authorized under § 21-5-201 et seq. during any fiscal year, nor shall such an employee be employed for a period of time to exceed one thousand eight hundred (1,800) hours in any single fiscal year.

The provisions of this section shall be in effect only from July 1, ~~2018~~ 2019 through June 30, ~~2019~~ 2020.

Request for Special Language: Transfer Provision

AGENCY: 0080 AR GAME AND FISH COMMISSION

ACT#: 219

SECTION#: 11

CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

EXECUTIVE RECOMMENDATION

TRANSFER PROVISION. After receiving approval from the Chief Fiscal Officer of the State, and prior review by the Arkansas Legislative Council or Joint Budget Committee, the Agency is authorized to transfer appropriation from any line item authorized in the Operations appropriation to any other line item authorized in the Operations appropriation and the Agency is authorized to transfer appropriation from any line item authorized in the Gas Lease Revenues appropriation to any other line item authorized in the same section.

The provisions of this section shall be in effect only from July 1, ~~2018~~ 2019 through June 30, ~~2019~~ 2020.

Request for Special Language: Overtime

AGENCY: 0080 AR GAME AND FISH COMMISSION

ACT#: 219

SECTION#: 12

CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

EXECUTIVE RECOMMENDATION

OVERTIME. The Arkansas Game and Fish Commission is hereby authorized to make overtime payments from such funds and appropriations provided for overtime payments to those wildlife officers or other employees that are currently assigned or may be assigned by the Director of the Arkansas Game and Fish Commission or by an appointed designate to Special Law Enforcement Task Forces, Special Operations, and other special programs reimbursable to the Arkansas Game and Fish Commission by federal or local authorities as approved by the Director of the Arkansas Game and Fish Commission. All such overtime payments shall be processed through the State Accounting System and shall be in addition to the Regular Salaries and benefits accruing to the employee(s). Payment of overtime is the preferred method of implementing the provisions of this section.

The provisions of this section shall be in effect only from July 1, ~~2019~~ 2019 through June 30, ~~2019~~ 2020.

Request for Special Language: Payment of Accrued Leave

AGENCY: 0080 AR GAME AND FISH COMMISSION

ACT#: 219

SECTION#: 13

CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

EXECUTIVE RECOMMENDATION

PAYMENT OF ACCRUED LEAVE. The Arkansas Game and Fish Commission is hereby authorized to pay all accrued and unused annual, holiday, and sick leave to the estate of any wildlife officer who dies in the line of duty. Such payments are subject to budgetary constraints and shall be disbursed after receipt of the official death certificate.

The provisions of this section shall be in effect from July 1, ~~2018~~ 2019 through June 30, ~~2019~~ 2020.

Request for Special Language: Compensation Differentials

AGENCY: 0080 AR GAME AND FISH COMMISSION

ACT#: 219

SECTION#: 14

CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

EXECUTIVE RECOMMENDATION

COMPENSATION DIFFERENTIALS. To address specific employee compensation needs, the Arkansas Game and Fish Commission (the Commission) is authorized to pay compensation differentials to employees occupying regularly appropriated positions. All compensation differentials must be reviewed by the Arkansas Legislative Council or, if the General Assembly is in session, the Joint Budget Committee. The Commission must demonstrate the need for a compensation differential and submit a plan to the Arkansas Legislative Council or, if the General Assembly is in session, the Joint Budget Committee identifying the classifications or positions eligible for such differentials. Compensation differentials that may be authorized under this section are shift differentials, hazardous duty, certification, and second language in an amount not to exceed twelve percent (12%) of an employee's base salary. The cumulative total of any compensation differentials paid to an employee under this section shall not exceed twenty-five percent (25%) of the employee's base salary. An employee who receives additional compensation under this section who moves into a position that is not authorized to receive the compensation differential shall have the compensation differential removed. If granting additional compensation would have the effect of exceeding the line item maximum assigned to the employee's classification, the additional compensation shall not be construed as exceeding the line item maximum for that classification.

The provisions of this section shall be in effect only from July 1, ~~2018~~2019 through June 30, ~~2019~~2020.

Request for Special Language: Cost of Living Increases and Merit Pay

AGENCY: 0080 AR GAME AND FISH COMMISSION

ACT#: 219

SECTION#: 15

CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

EXECUTIVE RECOMMENDATION

COST OF LIVING INCREASES AND MERIT PAY. Employees of the Arkansas Game and Fish Commission shall be eligible for cost-of-living and merit pay adjustments at the discretion of the Commission. In addition, the Commission is authorized to develop and establish a merit pay system. The merit system developed by the Commission must be reviewed by the Arkansas Legislative Council, or if the General Assembly is in session, the Joint Budget Committee. The Commission may establish merit payments as either an increase to an employee's base salary or as a lump sum payment, based on sufficiency of funding. Commission employees shall be evaluated using an instrument developed by the Commission that incorporates performance evaluation standards. Employees reaching the maximum rate of pay for their respective classifications may receive merit pay or cost of living adjustments in a lump sum payment, provided adjustments are awarded; the additional compensation shall not be construed as exceeding the line item maximum for that classification.

The provisions of this section shall be in effect only from July 1, ~~2018~~2019 through June 30, ~~2019~~2020.

Request for Special Language: Promotional Items

AGENCY: 0080 AR GAME AND FISH COMMISSION

ACT#: new

SECTION#: new

CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

EXECUTIVE RECOMMENDATION

The Arkansas State Game and Fish Commission is hereby authorized to purchase from the Maintenance & General Operation Classifications in the Operations Appropriation provided by this Act for promotional items, authorized by the Director of the Commission to meet fish and wildlife conservation and education needs.

The provisions of this section shall be in effect only from July 1, 2019 through June 30, 2020.