

1 State of Arkansas  
2 91st General Assembly  
3 Fiscal Session, 2018  
4

As Engrossed: S2/22/18

# A Bill

SENATE BILL 12

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, 2019; AND FOR OTHER PURPOSES.  
12  
13

### Subtitle

14 AN ACT FOR THE ARKANSAS STATE GAME AND  
15 FISH COMMISSION APPROPRIATION FOR THE  
16 2018-2019 FISCAL YEAR.  
17  
18  
19

20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
21

22 SECTION 1. REGULAR SALARIES. There is hereby established for the  
23 Arkansas State Game and Fish Commission for the 2018-2019 fiscal year, the  
24 following maximum number of regular employees.  
25

26				Maximum Annual	
27			Maximum	Salary Rate	
28	Item	Class	No. of	Fiscal Year	
29	No.	Code	Title	Employees	2018-2019
30	(1)	Q249U	AGFC DIRECTOR	1	\$152,638
31	(2)	Q250U	AGFC CHIEF OF STAFF	1	\$108,065
32	(3)	Q251U	AGFC ASSISTANT DEPUTY DIRECTOR	3	\$106,919
33	(4)	Q252U	AGFC VETERINARIAN	1	\$102,807
34	(5)	Q254U	AGFC GENERAL COUNSEL	1	\$98,853
35	(6)	Q253U	AGFC BIOSTATISTICIAN	1	\$98,853
36	(7)	Q255U	AGFC CHIEF INFORMATION OFFICER	1	\$96,212



1	(8)	Q257U AGFC CONSERVATION DIVISION CHIEF	5	\$92,958
2	(9)	Q256U AGFC COLONEL	1	\$92,958
3	(10)	Q258U AGFC GIS LEAD	1	\$89,796
4	(11)	Q259U AGFC FISCAL DIVISION MANAGER	1	\$86,725
5	(12)	Q266U AGFC SYSTEMS ADMINISTRATOR	1	\$83,742
6	(13)	Q265U AGFC SENIOR TECHNOLOGY ANALYST	1	\$83,742
7	(14)	Q264U AGFC HUMAN RESOURCES ADMINISTRATOR	1	\$83,742
8	(15)	Q263U AGFC ATTORNEY SPECIALIST	1	\$83,742
9	(16)	Q262U AGFC REAL ESTATE AND ENGINEER MANAGER	1	\$83,742
10	(17)	Q261U AGFC MAJOR	3	\$83,742
11	(18)	Q260U AGFC CONSERVATION DIVISION ASST CHIEF	11	\$83,742
12	(19)	Q271U AGFC SENIOR GIS ANALYST	1	\$78,038
13	(20)	Q270U AGFC CONSERVATION PROGRAM MANAGER	3	\$78,038
14	(21)	Q269U AGFC ATTORNEY	2	\$78,038
15	(22)	Q268U AGFC ASSISTANT CONTROLLER	1	\$78,038
16	(23)	Q267U AGFC CAPTAIN	14	\$78,038
17	(24)	Q283U AGFC SENIOR SOFTWARE SUPPORT ANALYST	2	\$75,312
18	(25)	Q282U AGFC PUBLIC INFORMATION MANAGER	2	\$75,312
19	(26)	Q281U AGFC NETWORK SUPPORT SPECIALIST	2	\$75,312
20	(27)	Q280U AGFC HATCHERY MANAGER	2	\$75,312
21	(28)	Q279U AGFC GIS ANALYST	3	\$75,312
22	(29)	Q278U AGFC OPERATIONS & FACILITY MANAGER	3	\$75,312
23	(30)	Q277U AGFC NATURE CENTER MANAGER	4	\$75,312
24	(31)	Q276U AGFC LIEUTENANT	16	\$75,312
25	(32)	Q275U AGFC BIOLOGIST SUPERVISOR	25	\$75,312
26	(33)	Q274U AGFC BIOLOGIST PROGRAM SPECIALIST	10	\$75,312
27	(34)	Q273U AGFC FISCAL SUPPORT MANAGER	1	\$75,312
28	(35)	Q272U AGFC HUMAN RESOURCES MANAGER	1	\$75,312
29	(36)	Q284U AGFC SERGEANT	25	\$72,670
30	(37)	Q292U AGFC PERSONNEL MANAGER	1	\$70,108
31	(38)	Q291U AGFC GRANTS MANAGER	1	\$70,108
32	(39)	Q290U AGFC ASSISTANT HATCHERY MANAGER	5	\$70,108
33	(40)	Q289U AGFC LICENSING MANAGER	1	\$70,108
34	(41)	Q288U AGFC CORPORAL	126	\$70,108
35	(42)	Q287U AGFC BIOLOGIST SPECIALIST	37	\$70,108
36	(43)	Q286U AGFC BIOLOGIST - ASST REGIONAL MANAGER	10	\$70,108

1	(44)	Q285U AGFC CONSTRUCTION MANAGER	1	\$70,108
2	(45)	Q293U AGFC PUBLIC INFORMATION COORDINATOR	2	\$67,626
3	(46)	Q299U AGFC WILDLIFE OFFICER 1ST CLASS	1	\$65,221
4	(47)	Q298U AGFC PROCUREMENT COORDINATOR	1	\$65,221
5	(48)	Q297U AGFC GRANTS COORDINATOR	2	\$65,221
6	(49)	Q296U AGFC EDUCATION PROGRAM COORDINATOR	7	\$65,221
7	(50)	Q295U AGFC COMPUTER SUPPORT SPECIALIST	1	\$65,221
8	(51)	Q294U AGFC BIOLOGIST	41	\$65,221
9	(52)	Q309U AGFC WILDLIFE OFFICER	1	\$62,115
10	(53)	Q308U AGFC WEBSITE DEVELOPER	2	\$62,115
11	(54)	Q307U AGFC SURVEYOR	2	\$62,115
12	(55)	Q306U AGFC REAL ESTATE OFFICER	1	\$62,115
13	(56)	Q305U AGFC FISCAL SUPPORT SUPERVISOR	2	\$62,115
14	(57)	Q304U AGFC CENTRAL WAREHOUSE OPERATIONS MGR	1	\$62,115
15	(58)	Q303U AGFC EXECUTIVE ASSISTANT TO THE DIR	2	\$62,115
16	(59)	Q302U AGFC EDUCATION PROGRAM SPECIALIST	28	\$62,115
17	(60)	Q301U AGFC ASSISTANT PERSONNEL MANAGER	1	\$62,115
18	(61)	Q300U AGFC LICENSING SUPERVISOR	2	\$62,115
19	(62)	Q316U AGFC PRODUCTION ARTIST	1	\$59,157
20	(63)	Q315U AGFC MAINTENANCE COORDINATOR	2	\$59,157
21	(64)	Q314U AGFC LEGAL SERVICES SPECIALIST	1	\$59,157
22	(65)	Q313U AGFC HUMAN RESOURCES ANALYST	2	\$59,157
23	(66)	Q312U AGFC EDITOR	3	\$59,157
24	(67)	Q311U AGFC COMPUTER SUPPORT ANALYST	3	\$59,157
25	(68)	Q310U AGFC SENIOR TECHNICIAN	16	\$59,157
26	(69)	Q322U AGFC TELECOMMUNICATIONS SUPERVISOR	1	\$56,340
27	(70)	Q321U AGFC SKILLED TRADES SUPERVISOR	1	\$56,340
28	(71)	Q320U AGFC CONSTRUCTION INSPECTOR	8	\$56,340
29	(72)	Q319U AGFC COMMUNICATIONS SYSTEMS SUPERVIS	1	\$56,340
30	(73)	Q318U AGFC REGIONAL OFFICE MANAGER	1	\$56,340
31	(74)	Q317U AGFC ACCOUNTANT I	1	\$56,340
32	(75)	Q337U AGFC CONSERVATION PROGRAM TECHNICIAN	48	\$53,657
33	(76)	Q327U AGFC AUTO/DIESEL MECHANIC SUPERVISOR	1	\$53,657
34	(77)	Q326U AGFC SKILLED TRADESMAN	4	\$53,657
35	(78)	Q325U AGFC MAINTENANCE SUPERVISOR	2	\$53,657
36	(79)	Q324U AGFC FISCAL SUPPORT ANALYST	4	\$53,657

1	(80)	Q323U AGFC ADMINISTRATIVE ANALYST	2	\$53,657
2	(81)	Q333U AGFC TELECOMMUNICATIONS SPECIALIST	10	\$51,102
3	(82)	Q332U AGFC FOOD PREPARATION MANAGER	1	\$51,102
4	(83)	Q331U AGFC FIRING RANGE SPECIALIST	1	\$51,102
5	(84)	Q330U AGFC COMMERCIAL GRAPHIC ARTIST	2	\$51,102
6	(85)	Q329U AGFC CALIBRATION TECHNICIAN	2	\$51,102
7	(86)	Q328U AGFC ADMINISTRATIVE OFFICE COORDINATOR	16	\$51,102
8	(87)	Q338U AGFC PHOTOGRAPHER	1	\$48,669
9	(88)	Q336U AGFC MULTI-MEDIA SPECIALIST	1	\$48,669
10	(89)	Q335U AGFC MAINTENANCE TECHNICIAN	5	\$48,669
11	(90)	Q334U AGFC INVENTORY CONTROL MANAGER	2	\$48,669
12	(91)	Q340U AGFC FISCAL SUPPORT SPECIALIST	7	\$46,351
13	(92)	Q339U AGFC ADMINISTRATIVE SPECIALIST III	31	\$46,351
14	(93)	Q342U AGFC PRINTER	1	\$43,592
15	(94)	Q341U AGFC FOOD PREPARATION SUPERVISOR	1	\$43,592
16	(95)	Q343U AGFC LICENSING SPECIALIST	8	\$40,991
17	(96)	Q344U AGFC ADMINISTRATIVE SPECIALIST II	1	\$38,538
18	(97)	Q345U AGFC MAIL SERVICES SPECIALIST	<u>1</u>	\$34,048
19		MAX. NO. OF EMPLOYEES	625	

20

21 SECTION 2. EXTRA HELP. There is hereby authorized, for the Arkansas  
 22 State Game and Fish Commission for the 2018-2019 fiscal year, the following  
 23 maximum number of part-time or temporary employees, to be known as "Extra  
 24 Help", payable from funds appropriated herein for such purposes: one hundred  
 25 eighty-five (185) temporary or part-time employees, when needed, at rates of  
 26 pay not to exceed those provided in the Uniform Classification and  
 27 Compensation Act, or its successor, or this act for the appropriate  
 28 classification.

29

30 SECTION 3. APPROPRIATION - OPERATIONS. There is hereby appropriated,  
 31 to the Arkansas State Game and Fish Commission, to be payable from the Game  
 32 Protection Fund, for personal services and operating expenses of the Arkansas  
 33 State Game and Fish Commission for the fiscal year ending June 30, 2019, the  
 34 following:

35

36 ITEM FISCAL YEAR

1	<u>NO.</u>	<u>2018-2019</u>
2	(01) REGULAR SALARIES	\$39,586,383
3	(02) EXTRA HELP	1,187,500
4	(03) PERSONAL SERVICES MATCHING	11,957,482
5	(04) OVERTIME	250,000
6	(05) UNIFORM ALLOWANCE	885,000
7	(06) MAINT. & GEN. OPERATION	
8	(A) OPER. EXPENSE	34,760,018
9	(B) CONF. & TRAVEL	450,535
10	(C) PROF. FEES	4,309,003
11	(D) CAP. OUTLAY	11,536,966
12	(E) DATA PROC.	0
13	(07) GAME AND FISH GRANTS	7,000,000
14	(08) CONSTRUCTION	12,000,000
15	(09) ARKANSAS HUNTERS FEEDING THE HUNGRY	<u>50,000</u>
16	TOTAL AMOUNT APPROPRIATED	<u><u>\$123,972,887</u></u>

17

18 SECTION 4. APPROPRIATION - GAS LEASE REVENUES. There is hereby  
 19 appropriated, to the Arkansas State Game and Fish Commission, to be payable  
 20 from the Game Protection Fund, for operating expenses, capital projects,  
 21 acquisition of land and conservation easements of the Arkansas State Game and  
 22 Fish Commission for the fiscal year ending June 30, 2019, the following:

23

24	ITEM	FISCAL YEAR
25	<u>NO.</u>	<u>2018-2019</u>
26	(01) MAINT. & GEN. OPERATION	
27	(A) OPER. EXPENSE	\$2,864,685
28	(B) CONF. & TRAVEL	0
29	(C) PROF. FEES	700,000
30	(D) CAP. OUTLAY	1,500,000
31	(E) DATA PROC.	<u>0</u>
32	TOTAL AMOUNT APPROPRIATED	<u><u>\$5,064,685</u></u>

33

34 SECTION 5. APPROPRIATION - CONSERVATION PARTNERS PROGRAM GRANTS. There  
 35 is hereby appropriated, to the Arkansas State Game and Fish Commission, to be  
 36 payable from the Game Protection Fund, for grants to conservation partners,

1 or other eligible entities for operating, equipment, and maintenance expenses  
2 associated with addressing statewide hunger needs for the fiscal year ending  
3 June 30, 2019, the following:

4		
5	ITEM	FISCAL YEAR
6	<u>NO.</u>	<u>2018-2019</u>
7	(01) CONSERVATION PARTNERS PROGRAM GRANTS	<u>\$100,000</u>

8  
9 SECTION 6. APPROPRIATION - BLACK RIVER SETTLEMENT FUNDS. There is  
10 hereby appropriated, to the Arkansas State Game and Fish Commission, to be  
11 payable from the Game Protection Fund, for all expenses associated with the  
12 mitigation to the hardwood timber destruction in the Wildlife Management  
13 Area, inclusive of Regular Salaries and Personal Services Matching of the  
14 Arkansas State Game and Fish Commission for the fiscal year ending June 30,  
15 2019, the following:

16		
17	ITEM	FISCAL YEAR
18	<u>NO.</u>	<u>2018-2019</u>
19	(01) BLACK RIVER WMA RESTORATION EXPENSES	<u>\$13,349,347</u>

20  
21 SECTION 7. APPROPRIATION - FERAL HOG ERADICATION. There is hereby  
22 appropriated, to the Arkansas State Game and Fish Commission, to be payable  
23 from the Game Protection Fund, for personal services, operating expenses and  
24 grants for the eradication efforts of feral hogs of the Arkansas State Game  
25 and Fish Commission for the fiscal year ending June 30, 2019, the following:

26		
27	ITEM	FISCAL YEAR
28	<u>NO.</u>	<u>2018-2019</u>
29	(01) ERADICATION EFFORTS OF FERAL HOGS	<u>\$250,000</u>

30  
31 SECTION 8. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
32 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. HUNTERS  
33 FEEDING THE HUNGRY. Arkansas Hunters Feeding the Hungry is designed to share  
34 the harvest of an abundant resource with Arkansans who are in need of food,  
35 partner with the Game and Fish Commission in order to provide a solution for  
36 a healthy, balanced deer herd, provide a much needed free, low fat, high

1 protein food source to the many feeding agencies and organizations across  
2 Arkansas and create a provider purpose for hunters who participate, allowing  
3 them to give back and share with others. In order to help sustain the  
4 Arkansas Hunters Feeding the Hungry program in Arkansas the Arkansas Game and  
5 Fish Commission may establish a check off or other appropriate methods to  
6 raise revenue for support of the program. The intent of this Section is to  
7 encourage the Arkansas Game and Fish Commission to examine opportunities  
8 available to provide support for the Arkansas Hunters Feeding the Hungry  
9 program.

10 The provisions of this section shall be in effect only from July 1, ~~2017~~  
11 2018 through June 30, ~~2018~~ 2019.

12  
13 SECTION 9. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
14 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. PAYMENT  
15 OF REWARDS. Payment of rewards shall be from the Game Protection Fund from  
16 the Commission's Maintenance and General Operation appropriation as herein  
17 appropriated in the Operating Expenses line item of the Operations  
18 appropriation.

19 The provisions of this section shall be in effect only from July 1, ~~2017~~  
20 2018 through June 30, ~~2018~~ 2019.

21  
22 SECTION 10. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
23 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. EXTRA  
24 HELP RESTRICTION. No employee of the Arkansas Game and Fish Commission who is  
25 employed as extra help may receive an amount to exceed eighty-five percent  
26 (85%) of the maximum annual salary for a comparable position as authorized  
27 under § 21-5-201 et seq. during any fiscal year, nor shall such an employee  
28 be employed for a period of time to exceed one thousand eight hundred (1,800)  
29 hours in any single fiscal year.

30 The provisions of this section shall be in effect only from July 1, ~~2017~~  
31 2018 through June 30, ~~2018~~ 2019.

32  
33 SECTION 11. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
34 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. TRANSFER  
35 PROVISION. After receiving approval from the Chief Fiscal Officer of the  
36 State, and prior review by the Arkansas Legislative Council or Joint Budget

1 Committee, the Agency is authorized to transfer appropriation from any line  
2 item authorized in the Operations appropriation to any other line item  
3 authorized in the Operations appropriation and the Agency is authorized to  
4 transfer appropriation from any line item authorized in the Gas Lease  
5 Revenues appropriation to any other line item authorized in the same section.

6 The provisions of this section shall be in effect only from July 1, ~~2017~~  
7 2018 through June 30, ~~2018~~ 2019.

8

9 SECTION 12. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
10 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. OVERTIME.  
11 The Arkansas Game and Fish Commission is hereby authorized to make overtime  
12 payments from such funds and appropriations provided for overtime payments to  
13 those wildlife officers or other employees that are currently assigned or may  
14 be assigned by the Director of the Arkansas Game and Fish Commission or by an  
15 appointed designate to Special Law Enforcement Task Forces, Special  
16 Operations, and other special programs reimbursable to the Arkansas Game and  
17 Fish Commission by federal or local authorities as approved by the Director  
18 of the Arkansas Game and Fish Commission. All such overtime payments shall  
19 be processed through the State Accounting System and shall be in addition to  
20 the Regular Salaries and benefits accruing to the employee(s). Payment of  
21 overtime is the preferred method of implementing the provisions of this  
22 section.

23 The provisions of this section shall be in effect only from July 1, ~~2017~~  
24 2018 through June 30, ~~2018~~ 2019.

25

26 SECTION 13. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
27 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. PAYMENT  
28 OF ACCRUED LEAVE. The Arkansas Game and Fish Commission is hereby authorized  
29 to pay all accrued and unused annual, holiday, and sick leave to the estate  
30 of any wildlife officer who dies in the line of duty. Such payments are  
31 subject to budgetary constraints and shall be disbursed after receipt of the  
32 official death certificate.

33 The provisions of this section shall be in effect from July 1, ~~2016~~  
34 2017 through June 30, ~~2017~~ 2018.

35

36 SECTION 14. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS

1 CODE OR PUBLISHED SEPARATELY AS SPECIAL, LOCAL, AND TEMPORARY LAW.  
2 COMPENSATION DIFFERENTIALS. To address specific employee compensation needs,  
3 the Arkansas Game and Fish Commission (the Commission) is authorized to pay  
4 compensation differentials to employees occupying regularly appropriated  
5 positions. All compensation differentials must be reviewed by the Arkansas  
6 Legislative Council or, if the General Assembly is in session, the Joint  
7 Budget Committee. The Commission must demonstrate the need for a  
8 compensation differential and submit a plan to the Arkansas Legislative  
9 Council or, if the General Assembly is in session, the Joint Budget Committee  
10 identifying the classifications or positions eligible for such differentials.  
11 Compensation differentials that may be authorized under this section are  
12 shift differentials, hazardous duty, certification, and second language in an  
13 amount not to exceed twelve percent (12%) of an employee's base salary. The  
14 cumulative total of any compensation differentials paid to an employee under  
15 this section shall not exceed twenty-five percent (25%) of the employee's  
16 base salary. An employee who receives additional compensation under this  
17 section who moves into a position that is not authorized to receive the  
18 compensation differential shall have the compensation differential removed.  
19 If granting additional compensation would have the effect of exceeding the  
20 line item maximum assigned to the employee's classification, the additional  
21 compensation shall not be construed as exceeding the line item maximum for  
22 that classification.

23 The provisions of this section shall be in effect only from July 1,  
24 2018 through June 30, 2019.

25  
26 SECTION 15. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
27 CODE OR PUBLISHED SEPARATELY AS SPECIAL, LOCAL, AND TEMPORARY LAW. COST OF  
28 LIVING INCREASES AND MERIT PAY. Employees of the Arkansas Game and Fish  
29 Commission shall be eligible for cost-of-living and merit pay adjustments at  
30 the discretion of the Commission. In addition, the Commission is authorized  
31 to develop and establish a merit pay system. The merit system developed by  
32 the Commission must be reviewed by the Arkansas Legislative Council, or if  
33 the General Assembly is in session, the Joint Budget Committee. The  
34 Commission may establish merit payments as either an increase to an  
35 employee's base salary or as a lump sum payment, based on sufficiency of  
36 funding. Commission employees shall be evaluated using an instrument

1 developed by the Commission that incorporates performance evaluation  
2 standards. Employees reaching the maximum rate of pay for their respective  
3 classifications may receive merit pay or cost of living adjustments in a lump  
4 sum payment, provided adjustments are awarded; the additional compensation  
5 shall not be construed as exceeding the line item maximum for that  
6 classification.

7 The provisions of this section shall be in effect only from July 1,  
8 2018 through June 30, 2019.

9

10 SECTION 16. LEGISLATIVE INTENT. It is the intent of the General  
11 Assembly that any funds disbursed under the authority of the appropriations  
12 contained in this act shall be in compliance with the stated reasons for  
13 which this act was adopted, as evidenced by the Agency Requests, Executive  
14 Recommendations and Legislative Recommendations contained in the budget  
15 manuals prepared by the Department of Finance and Administration, letters, or  
16 summarized oral testimony in the official minutes of the Arkansas Legislative  
17 Council or Joint Budget Committee which relate to its passage and adoption.

18

19 SECTION 17. EFFECTIVE DATE. This act is effective on and after July 1,  
20 2018.

21

22

*/s/Joint Budget Committee*

23

24

25

**APPROVED: 3/6/18**

26

27

28

29

30

31

32

33

34

35

36