

Stricken language would be deleted from and underlined language would be added to law as it existed prior to the 82nd General Assembly.

1 State of Arkansas  
2 82nd General Assembly  
3 Regular Session, 1999

# A Bill

SENATE BILL 922

4  
5 By: Senator Beebe  
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## For An Act To Be Entitled

8  
9 "AN ACT TO AUTHORIZE THE DEPARTMENT OF FINANCE AND  
10 ADMINISTRATION TO DEVELOP AND IMPLEMENT A CAREER  
11 LADDER INCENTIVE PROGRAM FOR EMPLOYEES OF ALL STATE  
12 AGENCIES, BOARDS, COMMISSIONS AND INSTITUTIONS OF  
13 HIGHER EDUCATION; AND FOR OTHER PURPOSES."  
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## Subtitle

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16 "TO AUTHORIZE THE DEPARTMENT OF FINANCE  
17 AND ADMINISTRATION TO DEVELOP AND  
18 IMPLEMENT A CAREER LADDER INCENTIVE  
19 PROGRAM FOR EMPLOYEES OF ALL STATE  
20 AGENCIES, BOARDS, COMMISSIONS AND  
21 INSTITUTIONS OF HIGHER EDUCATION"  
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24 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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27 SECTION 1. The Department of Finance and Administration is hereby  
28 authorized to develop and implement a career ladder incentive program for  
29 employees of all state agencies, boards, commissions, and institutions of  
30 higher education covered by the Uniform Classification and Compensation Act.  
31 For the purpose of this act, a "career ladder incentive program" means a  
32 competency based pay system which incorporates pay and performance standards  
33 and establishes criteria for competency based promotions and salary  
34 adjustments for employees who exhibit effective performance and support the  
35 key agency or institution goals and objectives.  
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1           SECTION 2. The Department of Finance and Administration is authorized  
2 to promulgate rules and regulations necessary for the implementation of the  
3 career ladder incentive program and shall report the rules and regulations to  
4 the Arkansas Legislative Council no later than December 31, 1999. For  
5 purposes of establishing such rules and regulations, the Governor shall  
6 appoint a Career Ladder Incentive Program Task Force, representative of all  
7 boards, commissions, state agencies and institutions of higher education to  
8 provide technical assistance to the Office of Personnel Management. Following  
9 approval by the Arkansas Legislative Council, the Department of Finance and  
10 Administration may begin a phased implementation of the program during the  
11 remainder of the 1999-2001 biennium. All reclassification of positions  
12 related to the implementation of the career ladder incentive program by any  
13 agency, board, commission, or institution of higher education must be approved  
14 by the Office of Personnel Management after receiving prior approval of the  
15 Arkansas Legislative Council or Joint Budget Committee. The Office of  
16 Personnel Management shall report at least quarterly during the biennium  
17 regarding its progress and agency institution involvement in the career ladder  
18 incentive program. The requirement of approval by the Legislative Council or  
19 Joint Budget Committee is not a severable part of this section. If the  
20 requirement of approval by the Legislative Council or Joint Budget Committee  
21 is ruled unconstitutional by a court jurisdiction, this entire section is  
22 void.

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24           SECTION 3. All provisions of this act of a general and permanent nature  
25 are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code  
26 Revision Commission shall incorporate the same in the Code.

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28           SECTION 4. Except as provided in Section 2 herein, if any provision of  
29 this act or the application thereof to any person or circumstance is held  
30 invalid, such invalidity shall not affect other provisions or applications of  
31 the act which can be given effect without the invalid provision or  
32 application, and to this end the provisions of this act are declared to be  
33 severable.

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35           SECTION 5. All laws and parts of laws in conflict with this act are  
36 hereby repealed.

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SECTION 6. EMERGENCY CLAUSE. It is hereby found and determined by the Eighty-second General Assembly that the Constitution of the State of Arkansas requires the General Assembly to develop a career ladder incentive program which will allow for the development of a competency based pay program for employees of state agencies and institutions of higher education. Therefore, an emergency is declared to exist and this act being immediately necessary for the preservation of the public peace, health and safety shall become effective on July 1, 1999.