

AGENDA
Uniform Personnel Classification and Compensation Plan Subcommittee
of the
Arkansas Legislative Council

Tuesday, February 18, 2020
11:00 AM
Room B, MAC
Little Rock, Arkansas

Sen. David Wallace, Co-Chair
Sen. Joyce Elliott, Vice-Chair
Sen. Larry Teague
Sen. Linda Chesterfield
Sen. Jonathan Dismang
Sen. Bill Sample
Sen. Jimmy Hickey, Jr
Sen. Kim Hammer
Sen. Cecile Bledsoe, ex officio
Sen. Terry Rice, ex officio

Rep. Jim Wooten, Co-Chair
Rep. Kenneth B. Ferguson, Vice-Chair
Rep. Reginald Murdock
Rep. David Fielding
Rep. Mark Lowery
Rep. Andy Davis
Rep. Deborah Ferguson
Rep. Lanny Fite
Rep. Jeff Wardlaw, ex officio
Rep. Jim Dotson, ex officio

A. Call to Order

B. Communications

1. Quarterly Employment Reports- Second Quarter FY2020

- (A) State Agencies
- (B) Institutions of Higher Education

2. February 2020 Personnel Actions Report (Department of Education, Division of Higher Education, Dr. Maria Markham, Director)

3. February 2020 Personnel Actions Report (Office of Personnel Management-Department of Transformation and Shared Services, Amy Fecher, Secretary)

4. February Provisional Position Report for (42) new positions is approved for (3) Four-Year Institutions of higher education; (4) new positions are approved for (2) Two-Year Institutions of higher education for educational projects made possible by new funds from additional federal funds, grants, gifts, or collections received by the institutions. (Department of Education, Division of Higher Education, Dr. Maria Markham, Director)

5. Report from Arkansas Community Correction of the Second Quarter FY20 Vacancy and Caseload Report for Parole Probation Officers pursuant to Section 24 of Act 772 of 2017. (Department of Correction, Wendy Kelley, Secretary)

C. Request from the Division of Higher Education for continuation of labor market rates (LMR's) and differentials for FY20. The requested rates and differentials are the following: (Dr. Maria Markham, Director)

- 1. Labor Market Rates for 20 institutions/entities with an estimated cost for FY19 of \$2,709,460
- 2. Certification Differentials for 2 institutions with a total cost for FY19 of \$18,516 utilized by 22 employees
- 3. Shift Differentials for 9 institutions with a total cost for FY19 of \$848,527 utilized by 513 employees

D. Request from Division of Higher Education-Arkansas State University- Mountain Home (ASUHM) to establish two (2)

Note: All exhibits for this meeting are available by electronic means and are accessible on the General Assembly's website at www.arkleg.state.ar.us

Notice: Silence your cell phones. Keep your personal conversations to a minimum. Observe restrictions designating areas as 'Members and Staff Only'.

non-classified positions from the Higher Education Central Pool authorized by Act 763 of 2019, ACA §21-5-1415. (Dr. Maria Markham, Director)

Requested

Title: Director of Fiscal Affairs
LIM-FY20: \$93,823
Salary-FY20: \$75,000-\$85,000
Institution Match Rate%-FY20: 30%
Institution Match \$-FY20: \$22,500-\$25,500
Total Compensation FY20: \$97,500-\$110,500
Number of Positions: 1

Recommendation

Title: Director of Fiscal Affairs
LIM-FY20: \$93,823
Salary-FY20: \$75,000-\$85,000
Institution Match Rate%-FY20: 30%
Institution Match \$-FY20: \$22,500-\$25,500
Total Compensation FY20: \$97,500-\$110,500
Number of Positions: 1

Title: Director of Student Retention
LIM-FY20: \$89,164
Salary-FY20: \$50,000-\$60,000
Institution Match Rate%-FY20: 30%
Institution Match \$-FY20: \$15,000-\$18,000
Total Compensation FY20: \$65,000-\$78,000
Number of Positions: 1

Title: Director of Student Retention
LIM-FY20: \$89,165
Salary-FY20: \$50,000-\$60,000
Institution Match Rate%-FY20: 30%
Institution Match \$-FY20: \$15,000-\$18,000
Total Compensation FY20: \$65,000-\$78,000
Number of Positions: 1

E. Request from Division of Higher Education-North Arkansas College (NAC) to provide differential pay for employees who will complete degrees while employed with the institution. The differential pay request is based upon ACA §21-5-1412. (Dr. Maria Markham, Director)

1. Associate's degree 0.5%
2. Bachelor's degree 1.0%
3. Master's degree 1.5%
4. Doctorate 2.0%

F. Request from Division of Higher Education-Southeast Arkansas College (SEAC) to provide shift differential pay for employees who will work the second shift. The differential pay request is based upon ACA §21-5-1411. (Dr. Maria Markham)

Number of Positions	Class Code	Grade	Title	Current Salary	Proposed Salary	Shift Differential	Variance
3	S087C	C103	Institutional Services Assistant	\$21,453	\$22,493	4.85%	\$3,120
1	S084C	C104	Institutional Services Supervisor	\$21,780	\$22,820	4.78%	\$1,040

G. Request from Division of Higher Education-University of Arkansas at Fayetteville (UAF) to provide the second language plan differential to determine and provide differential pay for several employees who have demonstrated proficiency in a second language. The differential pay request is based upon ACA §21-5-221. (Dr. Maria Markham, Director)

1. Advanced 10%
2. Fluent 7.5%
3. Intermediate 5%
4. Beginning/Basic 2.5%

H. Request from the Division of Higher Education-University of Central Arkansas (UCA) for establishment of a special

entry rate of \$45,000, which is above the midpoint of grade C115, for an exceptionally well qualified applicant for the classification Skilled Tradesman, S031C. (Dr. Maria Markham, Director)

- I. Request from the Arkansas Department of Corrections, Division of Community Corrections for the establishment of three (3) Miscellaneous Federal Grant positions for the Medication Assisted Treatment Services through the State Opioid Response Grant. (Wendy Kelley, Secretary)

<u>Position Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
(2)ADC/ACC Advisor	M059C	GS05	\$32,405-\$46,987
(1)Substance Abuse Leader/MAT	M048C	GS06	\$36,155-\$52,425
<u>Entry + Match</u>	<u>15% Above Entry + Match</u>	<u>30% Above Entry + Match</u>	
\$39,981.29	\$45,977.56	\$51,975.06	
\$44,608.04	\$51,298.94	\$57,989.83	

- J. Request from the Arkansas Public Defender Commission to establish two (2) positions from the OPM growth pool established by Ark. Code Ann. §21-5-225(b). (Gregg Parrish, Director)

<u>Position Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
Systems Specialist	D022C	IT06	\$57,755-\$83,745
PD Program Coordinator	G122C	GS06	\$36,155-\$52,424
<u>Entry + Match</u>	<u>15% Above Entry + Match</u>	<u>30% Above Entry + Match</u>	
\$71,039	\$81,694	\$92,350	
\$44,471	\$51,141	\$57,811	

- K. Request from Department of Veterans Affairs (ADVA) to establish one (1) position from the OPM surrender pool established by Ark. Code Ann. §21-5-225(a)(1). (Col. Nathaniel Todd, Secretary)

<u>Positions Surrendered</u>	<u>Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
22161835	Public Information Coordinator	P013C	GS07	\$40,340-\$58,493
<u>Classification Requested</u>				
Public Information Manager		P004C	GS09	\$50,222-\$72,821
<u>Entry + Match</u>	<u>15% Above Entry + Match</u>	<u>30% Above Entry + Match</u>		
\$66,813	\$76,079	\$85,344		

L. Other Business

M. Adjournment