

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

Tuesday, June 16, 2020
11:00 AM
Room A, 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

Committee meetings are open to the public. However, there is limited seating due to the social distancing requirements and members of the public shall wear a mask while in the Big MAC Building.

A. Call to Order

B. Communications

1. June 2020 Personnel Actions and Shift Differentials Report (Department of Education, Division of Higher Education, Dr. Maria Markham, Director)
2. June 2020 Personnel Actions and Report (Office of Personnel Management- Department of Transformation and Shared Services, Amy Fecher, Secretary)
3. June Provisional Report for (61) new positions is approved for (3) Four-Year Institutions of higher education; (8) new positions are approved for (5) 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)
4. Report from Arkansas Community Correction of the Third 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 Division of Higher Education-Arkansas State University-Beebe (ASUB) to establish one (1) classified position from the Higher Education Central Pool authorized by Act 763 of 2019, ACA §21-5-1415. (Department of Education, Division of Higher Education, Dr. Maria Markham, Director)

Requested

Title: D062C/Data Base Analyst
Grade-FY21: C119
Salary-FY21: \$35,554
Institution Match Rate %-FY21: 54%
Institution Match \$-FY21: \$19,168

Recommendation

Title: D062C/Data Base Analyst
Grade-FY21: C119
Salary-FY21: \$35,554-\$65,312
Institution Match Rate %-FY21: 54%
Institution Match \$-FY21: \$19,199-\$35,268

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'.

Total Compensation FY21: \$54,722
Number of Positions: 1

Total Compensation FY21: \$54,753-\$100,580
Number of Positions: 1

- D. Request from the Division of Higher Education-Arkansas State University Jonesboro (ASUJ) to establish one (1) non-classified position from the Higher Education Central Pool authorized by Act 763 of 2019, ACA §21-5-1415. (Department of Education, Division of Higher Education, Dr. Maria Markham, Director)

Requested

Title: Research Compliance Coordinator
LIM-FY20: \$94,563
Salary-FY20: \$35,000
Institution Match Rate %-FY20: 41%
Institution Match \$-FY20: \$14,350
Total Compensation FY20: \$49,350
Number of Positions: 1

Recommendation

Title: Research Compliance Coordinator
LIM-FY20: \$94,563
Salary-FY20: \$35,000
Institution Match Rate %-FY20: 41%
Institution Match Rate \$-FY20: \$14,350
Total Compensation FY20: \$49,350
Number of Positions: 1

- E. Request from the Division of Higher Education-Ozarka College to establish one (1) non-classified position from the Higher Education Central Pool authorized by Act 763 of 2019, ACA §21-5-1415. (Department of Education, Division of Higher Education, Dr. Maria Markham, Director)

Requested

Title: Aircraft Maintenance Coordinator
LIM-FY21: \$73,100
Salary-FY21: \$52,000
Institutions Match Rate %-FY21: 37%
Institutions Match \$-FY21: \$19,240
Total Compensation FY21: \$71,240
Number of Positions: 1

Recommendation

Title: Aircraft Maintenance Coordinator
LIM-FY21: \$73,100
Salary-FY21: \$52,000
Institutions Match Rate %-FY21: 37%
Institutions Match Rate \$-FY21: \$19,240
Total Compensation FY21: \$71,240
Number of Positions: 1

- F. Request from the Division of Higher Education (DHE) to continue thirteen (13) Central pool positions in the Higher Education Pool authorized by Act 763 of 2019, ACA §21-5-1415 to be effective through FY21. (Department of Education, Division of Higher Education, Dr. Maria Markham, Director)

- G. Request from the Department of Agriculture, Division of Forestry for reauthorization of a previously approved certification compensation differential for incumbents obtaining a commercial driver's license (CDL). (Wes Ward, Secretary)

<u>Classification Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Range</u>
Natural Resources Program Technician	B101C	GS04	\$29,046-\$42,116

Total cost estimated to be \$4,368

- H. Request from the Arkansas Disability Determination for Social Security (DDSSA) to establish a compensation differential in accordance Ark. Code Ann. §21-5-221. DDSSA has requested the establishment of a 10% compensation differential to compensate employees that are assigned extra disability cases from other states to eliminate the accumulated backlog. (Arthur Boutiette, Agency Director)

- I. Request from the Department of Human Services (DHS) for a salary administration grid for licensed practical nurses and licensed practical nurse supervisors in accordance with Ark. Code Ann. §21-5-222. (Cindy Gillespie, Secretary)

Total cost estimated to be \$622,500

J. Request from the Department of Human Services (DHS) for a salary administration grid for licensed social worker classifications utilizing the career service schedule of pay grades as delineated in the Uniform Classification and Compensation Act 365 of 2017. (Cindy Gillespie, Secretary)

Total cost estimated to be \$277,524.

K. Request from Arkansas Public Service Commission to establish three (3) new titles from the OPM surrender pool established by Ark. Code Ann. §21-5-225(a)(1). (Donna Gray, Executive Director)

<u>Position Surrendered</u>	<u>Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
22087812	Telecom and Quality of Service Manager	G066C	GS11	\$62,531-\$90,669
22087789	PSC Senior Public Utility Auditor	X033C	GS11	\$62,531-\$90,669
22087746	Complaints Investigator	X167C	GS04	\$29,046-\$42,116

<u>Classifications Requested</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
Director of Engineering	TBD	GS14	\$86,887-\$125,986
PSC Electric Cooperative Manager	TBD	GS12	\$69,776-\$101,175
PSC Complaints Investigator Supervisor	TBD	GS07	\$40,340-\$58,493

<u>Entry+Match</u>	<u>15% Above Entry+Match</u>	<u>30% Above Entry+Match</u>
\$257,434	\$293,780	\$330,127

L. Continuations of Second Language Differential, Certification Differential, Geographic Compensation Differential, Grids, Hazardous Duty Differential, Labor Market Rates, On-Call, OPM Differential, and Pool Positions from various agencies/institutions.

1. Request from various agencies for continuations of a Second Language Differential for Fiscal Year 2020-2021. The total cost for FY20 is \$500,080.
2. Request from various agencies for continuations of a Certification Differential for Fiscal Year 2020-2021. The total cost for FY20 is \$762,766.
3. Request from various agencies for continuations of a Geographic Compensation Differential for Fiscal Year 2020-2021. The total cost for FY20 is \$1,210,770.
4. Request from various agencies for continuations of Salary Administration Grids for Fiscal Year 2020-2021. The Total cost from all sources for FY20 is \$184,768.
5. Request from various agencies for continuations of a Hazardous Duty and Maximum Security Incentive Differential for Fiscal Year 2020-2021. The total cost from all sources for FY20 is \$4,929,885.
6. Request from three agencies for continuations of Labor Market Rates for Fiscal Year 2020-2021. The total estimated cost from all sources for FY20 is \$18,053.
7. Request from various agencies for continuations of On-call Differentials for Fiscal Year 2020-2021. The total cost from all sources for FY20 is \$65,888.
8. Request from two agencies for continuations of OPM Differentials for Fiscal Year 2020-2021. The total estimated cost from all sources for FY20 is \$968,330.
9. Request from various agencies for continuations of Pool Positions for Fiscal Year 2020-2021. There is one (1) Growth Pool and thirty-five (35) Surrender Pool positions from ten (10) departments.

M. Request from various agencies for continuation of Miscellaneous Federal Grant program positions for Fiscal Year 2020-2021.

N. Request for the following classification titles for use of a new Miscellaneous Federal Grant Program Appropriation Position (Ark. Code Ann. §19-7-501 et. seq) for Fiscal Year 2020-2021.

Agency: Department of Commerce-DWS Adult Education (Mike Preston, Secretary)

<u>Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
ACE Program Advisor	E026C	GS09	\$60,000

Entry \$60,000 + Match \$16,800 Total \$76,800

Agency: Arkansas Department of Health (ADH) (Dr. Nate Smith, Secretary)

<u>Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
Grants Manager	G109C	GS09	

Entry \$50,222 + Match \$16,857 Total \$67,079

O. Request from Department of Transformation and Shared Services to transfer positions from various divisions that will be assigned to the "Shared Services" section of the Department. (Office of Personnel Management-Department of Transformation and Shared Services, Amy Fecher, Secretary)

P. Other Business

Q. Adjournment