

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

**Wednesday, December 15, 2021**  
**1:30 PM**  
**Room A, MAC**  
**Little Rock, Arkansas**

Sen. David Wallace, Chair  
 Sen. Jim Hendren, Vice-Chair  
 Sen. Cecile Bledsoe  
 Sen. Linda Chesterfield  
 Sen. Jonathan Dismang  
 Sen. Ronald Caldwell  
 Sen. Keith Ingram  
 Sen. Jimmy Hickey, Jr  
 Sen. Missy Irvin, ex officio  
 Sen. Terry Rice, ex officio

Rep. David Hillman, Chair  
 Rep. Kenneth B. Ferguson, Vice-Chair  
 Rep. Reginald Murdock  
 Rep. Mark Lowery  
 Rep. Deborah Ferguson  
 Rep. Lanny Fite  
 Rep. Nelda Speaks  
 Rep. Frances Cavanaugh  
 Rep. Jeff Wardlaw, ex officio  
 Rep. Jim Dotson, ex officio

A. Call to Order

B. Request from Department of Agriculture to establish a salary administration grid for B067C, Archaeologist classification, grade GS08. (Wesley Ward, Secretary)

YEARS OF SERVICE	AMOUNT
0	\$53,248
1	\$55,037
2	\$56,805
4	\$58,573
6	\$60,362
8	\$62,130
11	\$63,898
14	\$65,264 (MAX)

C. Request from Claims Commission to establish one (1) position from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a)(1). (Kathryn Irby, Director)

POSITIONS SURRENDERED				
POSITION NUMBER	TITLE	CLASS CODE	GRADE	PAY RANGE
22094658	Administrative Specialist	C073C	GS03	\$26,034-\$37,749
CLASSIFICATION REQUESTED				
TITLE	CLASS CODE	GRADE	SALARY RANGE	
Attorney Specialist	G047C	GS11	\$62,531-\$90,670	

**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](http://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'.**

- D. Request from Department of Corrections to eliminate the five thousand dollar (\$5,000) annual cap for grid salary increase and to allow incumbents to gain the full salary in the first year of implementing the Salary Administration Grid for grades GS04-GS05. (Solomon Graves, Secretary)

<b>CLASSIFICATIONS REQUESTING TO ELIMINATE GRID SALARY CAP</b>		
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>
T083C	DOC Correctional Officer I	GS04
T093C	DOC Corporal	GS05

- E. Request from Department of Corrections to implement a Salary Administration Grid for its staff in security, treatment/mental health, and probation/parole positions. (Solomon Graves, Secretary)

<b>CLASSIFICATIONS REQUESTED FOR SALARY GRID</b>		
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>
T065C	DCC Correctional Sergeant	GS06
T093C	DCC Parole/Probation Officer II	GS06
T070C	DCC Food Preparation Supervisor	GS06
M048C	Substance Abuse Program Leader	GS06
T054C	DOC Lieutenant	GS07
T045C	DCC Parole/Probation Officer	GS07
T059C	DCC Food Preparation Manager	GS07
M026C	Licensed Social Worker	GS07
M023C	Substance Abuse Program Coord	GS07
L052C	Rehab Facility Supervisor	GS07
T048C	DOC Captain	GS08
X042C	DCC Parole/Probation Asst Area Mgr	GS08
M088C	Licensed Master Social Worker	GS08
G121C	Rehab Program Manager1	GS08
M020C	Licensed Professional Counselor	GS08
T033C	DOC Major	GS09
M009C	Licensed Certified Social Worker	GS09
L033C	Psychological Examiner	GS09
X025C	DCC Parole/Probation Area Manager	GS10
T015C	DOC Deputy Warden	GS10

- F. Request from Department of Labor and Licensing to transfer one (1) position to the Shared Services section and to be utilized across the department when the need arises. (Larry Walther, Secretary)

<b>POSITION</b>	<b>TITLE</b>	<b>CLASS CODE</b>	<b>GRADE</b>	<b>DIVISION FROM</b>	<b>DIVISION TO</b>
22095182	IT Senior Project Manager	A047C	GS06	Motor Vehicle	Shared Services

- G. Request from Department of Public Safety- Division for Arkansas State Police to establish five (5) positions from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a)(1)(Jami Cook, Secretary)

POSITIONS SURRENDERED				
BUSINESS AREA	TITLE	CLASS CODE	GRADE	PAY RANGE
0960	ASP Corporal (5)	T022C	GS09	\$50,222-\$72,822
CLASSIFICATION REQUESTED				
TITLE	CLASS CODE	GRADE	SALARY RANGE	
ASP Sergeant (5)	T011C	GS11	\$62,531-\$90,669	

- H. Request from Office of Prosecutor Coordinator for the establishment of three (3) Miscellaneous Federal Grant (MFG) positions in which uses a certified facility dog team to directly support crime victims. (Bob McMahan, Director)

Position Title	Class Code	Grade	Salary Range
Cert Facility Dog Hand Prog Mgr		GS11	\$62,531-\$90,669
Certified Facility Dog Handler I		GS08	\$45,010-\$65,264
Certified Facility Dog Handler II		GS06	\$36,155-\$52,424

- I. Request from University of Arkansas Community College at Hope-Texarkana to establish ten (10) non-classified positions from the Higher Education Central Pool authorized by Act 763 of 2019 ACA §21-5-1415. (Dr. Maria Markham, Director)

Requested	Recommendation
<b>Title:</b> HE Public Safety Commander I	<b>Title:</b> HE Public Safety Commander I
<b>LIM-FY22:</b> \$69,283	<b>LIM-FY22:</b> \$69,283
<b>Salary-FY22:</b> \$44,000-\$55,000	<b>Salary-FY22:</b> \$44,000-\$55,000
<b>Institution Match Rate %-FY22:</b> 32%	<b>Institution Match Rate %-FY22:</b> 32%
<b>Institution Match \$-FY22:</b> \$14,080-\$17,600	<b>Institution Match \$-FY22:</b> \$14,080-\$17,600
<b>Total Compensation FY22:</b> \$58,080-\$72,600	<b>Total Compensation FY22:</b> \$58,080-\$72,600
<b>Number of Positions:</b> 1	<b>Number of Positions:</b> 1
<b>Title:</b> Public Safety Officer	<b>Title:</b> Public Safety Officer
<b>LIM-FY22:</b> \$59,224	<b>LIM-FY22:</b> \$59,224
<b>Salary-FY22:</b> \$34,500-\$40,000	<b>Salary-FY22:</b> \$34,500-\$40,000
<b>Institution Match Rate %-FY22:</b> 32%	<b>Institution Match Rate %-FY22:</b> 32%
<b>Institution Match \$-FY22:</b> \$11,040-\$12,800	<b>Institution Match \$-FY22:</b> \$11,040-\$12,800
<b>Total Compensation FY22:</b> \$45,540-\$52,800	<b>Total Compensation FY22:</b> \$45,540-\$52,800
<b>Number of Positions:</b> 3	<b>Number of Positions:</b> 3
<b>Title:</b> Dean of Students	<b>Title:</b> Dean of Students
<b>LIM-FY22:</b> \$100,902	<b>LIM-FY22:</b> \$100,902
<b>Salary-FY22:</b> \$62,424	<b>Salary-FY22:</b> \$62,424
<b>Institution Match Rate %-FY22:</b> 32%	<b>Institution Match Rate %-FY22:</b> 32%
<b>Institution Match \$-FY22:</b> \$19,975	<b>Institution Match \$-FY22:</b> \$19,975
<b>Total Compensation FY22:</b> \$82,399	<b>Total Compensation FY22:</b> \$82,399
<b>Number of Positions:</b> 1	<b>Number of Positions:</b> 1
<b>Title:</b> Faculty-12 month	<b>Title:</b> Faculty-12 month

<b>LIM-FY22:</b> \$99,922	<b>LIM-FY22:</b> \$115,732
<b>Salary-FY22:</b> \$47,900-\$62,703	<b>Salary-FY22:</b> \$47,900-\$62,703
<b>Institution Match Rate %-FY22:</b> 32%	<b>Institution Match Rate %-FY22:</b> 32%
<b>Institution Match \$-FY22:</b> \$15,328-\$20,065	<b>Institution Match \$-FY22:</b> \$15,328-\$20,065
<b>Total Compensation FY22:</b> \$63,228-\$82,768	<b>Total Compensation FY22:</b> \$63,228-\$82,768
<b>Number of Positions:</b> 2	<b>Number of Positions:</b> 2
<b>Title:</b> Academic Advisor	<b>Title:</b> Academic Advisor
<b>LIM-FY22:</b> \$64,107	<b>LIM-FY22:</b> \$64,107
<b>Salary-FY22:</b> \$32,500-\$33,150	<b>Salary-FY22:</b> \$32,500-\$33,150
<b>Institution Match Rate %-FY22:</b> 32%	<b>Institution Match Rate %-FY22:</b> 32%
<b>Institution Match \$-FY22:</b> \$10,400-\$10,608	<b>Institution Match \$-FY22:</b> \$10,400-\$10,608
<b>Total Compensation FY22:</b> \$42,900-\$43,758	<b>Total Compensation FY22:</b> \$42,900-\$43,758
<b>Number of Positions:</b> 3	<b>Number of Positions:</b> 3

- J. Request from University of Arkansas Fayetteville to establish the second language plan differential pay to determine and provide differential pay for an employee who has demonstrated proficiency in a second language. The differential pay request is based upon ACA §21-5-221. (Dr. Maria Markham, Director)

<b>ADVANCED</b>	10%
<b>FLUENT</b>	7.5%
<b>INTERMEDIATE</b>	5%
<b>BEGINNING/BASIC</b>	2.5%

## REPORTS

- K. December 2021 Personnel Actions Report (Department of Education, Division of Higher Education, Dr. Maria Markham, Director)
- L. October-November 2021 Personnel Actions Report (Office of Personnel Management-Department of Transformation and Shared Services, Amy Fecher, Secretary)
- M. December New Provisional Report for (15) new positions are approved for (4) Four-Year Institutions of Higher Education. (1) new position for (1) Two-Year Institutions of Higher Education. (Department of Education, Division of Higher Education, Dr. Maria Markham, Director)
- N. Other business
- O. **Supplemental Request- Will require suspension of the rules.**  
Request from Department of Human Services- Division of County Operations to establish one hundred twenty-one (121) pool positions from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a)(1). (Cindy Gillespie, Secretary)
- P. Adjournment