

**REPORT OF THE
UNIFORM PERSONNEL CLASSIFICATION AND COMPENSATION PLAN
SUBCOMMITTEE
of the
ARKANSAS LEGISLATIVE COUNCIL**

April 22, 2022

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Wednesday, April 20, 2022 at 1:30 p.m. in Room A of the MAC Building. The Subcommittee reviewed and/or approved the following requests and reports:

1. Request from Department of Health to establish three (3) positions from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a)(1).

POSITIONS SURRENDERED				
Position Number	Title	Class Code	Grade	Salary Range
22105790	Administrative Specialist III	C056C	GS04	\$29,046-\$42,116
22106104	Emergency Communication Specialist	D088C	GS04	\$29,046-\$42,116
22105940	Fiscal Support Specialist	A098C	GS04	\$29,046-\$42,116
22105498	Emergency Communication Specialist	D088C	GS04	\$29,046-\$42,116
CLASSIFICATIONS REQUESTED				
	Title	Class Code	Grade	Salary Range
	Computer Support Technician (3)	D079C	IT02	\$37,266-\$54,035

2. Request from Department of Health to establish one (1) position from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a)(1).

POSITION SURRENDERED				
Position Number	Title	Class Code	Grade	Salary Range
22150798	ADH Public Health Section Chief III	L025C	GS10	\$56,039-\$81,256
CLASSIFICATION REQUESTED				
	Title	Class Code	Grade	Salary Range
	ADH Nursing Program Coordinator	L026C	MP02	\$71,403-\$99,964

3. Request from Department of Energy & Environment- Division of Oil & Gas Commission and Environmental Quality to establish two (2) positions from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a)(1).

POSITIONS SURRENDERED				
Position Number	Title	Class Code	Grade	Salary Range
22150709	E&E Inspector Supervisor II	B050C	GS08	\$45,010-\$65,264
22088016	Administrative Specialist I	C087C	GS02	\$23,335-\$33,835
22091038	Administrative Specialist II	C073C	GS03	\$26,034-\$37,749
22103748	Administrative Specialist II	C073C	GS03	\$26,034-\$37,749
22091121	Administrative Specialist III	C056C	GS04	\$29,046-\$42,226
CLASSIFICATION REQUESTED				
	Title	Class Code	Grade	Salary Range
	E&E Branch Manager (2)	G063C	GS10	\$56,039-\$81,256

4. Request from the Arkansas Towing and Recovery Board at Department of Labor and Licensing to establish one (1) position from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a)(1).

Request Type	Position Number	Title	Class Code	Grade	Pay Range
Surrender	22133542	AR Towing & Recovery Board Investigator	X170C	GS03	\$26,037-\$37,749
Surrender	22158470	AR Towing & Recovery Board Investigator	X170C	GS03	\$26,034-\$37,749
Receive	N/A	Internal Affairs Investigator	X101C	GS06	\$36,155-\$52,425

5. Request from Department of Finance and Administration-Management Services to establish two (2) positions from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225.

CLASSIFICATION SURRENDERED			
Position	Title	Grade	Pay Range
22080005	Fiscal Support Specialist	GS04	\$29,046-\$42,116
22079976	Fiscal Support Specialist	GS04	\$29,046-\$42,116
CLASSIFICATION REQUESTED			
Class Code	Title	Grade	Pay Range
R041C	DFA Statewide Coordinator	GS11	\$62,531-\$90,669
A052C	Accounting Coordinator	GS09	\$50,222-\$72,821

6. Request from Department of Finance and Administration to establish fifty-seven (57) positions from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a).

CLASSIFICATIONS SURRENDERED		
Grade	Title	Pay Range
GS02	DFA Technicians (56)	\$23,335-\$33,835
GS02	Institutional Services Supervisor (1)	\$23,335-\$33,835
CLASSIFICATIONS REQUESTED		
Grade	Title	Pay Range
GS03	DFA Service Representatives (57)	\$26,034-\$37,749

7. Request from Department of Veteran's Affairs (ADVA) to establish one (1) positions from the OPM Surrender Pool Established by Ark. Code Ann. §21-5-225(a).

POSITION SURRENDERED				
Position Number	Title	Class Code	Grade	Salary Range
22163399	Nurse Manager	L009C	MP03	\$79,879-\$113,428
CLASSIFICATION REQUESTED				
	Title	Class Code	Grade	Salary Range
	Nursing Director	L002C	MP04	\$89,368-\$128,690

8. Request from Department of Public Safety- Arkansas Division of Emergency Management to establish one (1) position from the OPM Growth Pool established by Ark. Code Ann. §21-5-225(b)(1).

Position Number	Class Code	Title	Grade	Expected Salary	Salary Range	Fringe	Health
NEW	G175C	ADEM Program Coordinator	GS06	\$36,155	\$36,155-\$52,424	\$9,089	\$6,000
		TOTAL		\$51,244			

9. Request from Department of Public Safety to establish three (3) positions from the OPM Growth Pool established by Ark. Code Ann. §21-5-225(b)(1).

Position Number	Class Code	Title	Grade	Expected Salary	Salary Range	Fringe	Health
NEW	NEW	DPS Research	GS14	\$86,887	\$86,887-\$125,986	\$21,843	\$6,000

		and Planning Director					
NEW	NEW	DPS Special Projects Coordinator (2)	GS11	\$62,531	\$62,531- \$90,669	\$15,720	\$6,000
		SUBTOTAL		\$211,949		\$53,284	\$18,000
		TOTAL		\$283,233			

10. Request from Department of Public Safety- Division of Arkansas State Police to establish one (1) position from the OPM Growth Pool established by Ark. Code Ann. §21-5-225(b)(1).

Position Number	Class Code	Title	Grade	Expected Salary	Salary Range	Fringe	Health
NEW	L003C	Psychologist	MP03	\$79,879	\$79,879- \$113,428	\$20,082	\$6,000
		TOTAL		\$105,961			

11. Request from Department of Military to establish four (4) positions from the OPM Growth Pool established by Ark.Code Ann. §21-5-225(a)(1) and reinstatement of one (1) position frozen by Act 796.

CLASSIFICATIONS REQUESTED			
Class Code	Title	Grade	Salary Range
A089C	Accountant I	GS07	\$40,340-\$58,493
A082C	Accountant II	GS08	\$45,010-\$65,264
S004C (2)	Maintenance Manager	GS08	\$45,010-\$65,264
X038C	Quality Assurance Manager	GS09	\$50,222-\$72,821

12. Request from Department of Parks, Heritage & Tourism to establish two (2) positions from the OPM growth pool established by Ark. Code Ann. §21-5-225(b).

Business Area	Class Code	Title	Grade	Entry Salary	Max Salary
0865	B067C	Archaeologist	GS08	\$45,010	\$65,264
0900	B031C	Park Superintendent IV	GS09	\$50,222	\$72,821

13. Request from Department of Corrections, Division of Community Correction to establish fourteen (14) positions from the OPM Growth Pool established by Ark. Code Ann. §21-5-225(a)(1).

CLASSIFICATIONS REQUESTED				
Class Code	Title	Grade	Area	Salary Range
T045C	DCC Parole/Probation Officer (2)	GS07	3	\$46,391-\$58,493
T045C	DCC Parole/ Probation Officer (2)	GS07	6	\$46,391-\$58,493
T045C	DCC Parole/ Probation Officer (6)	GS07	8	\$46,391-\$58,493
T045C	DCC Parole/	GS07	10	\$46,391-\$58,493

	Probation Officer (2)			
T045C	DCC Parole/ Probation Officer (2)	GS07	11	\$46,391-\$58,493

14. Request from Disability Determination for Social Security Administration to establish four (4) positions from the OPM Growth Pool established by Ark. Code Ann. §21-5-225.

CLASSIFICATION REQUESTED			
Class Code	Title	Grade	Salary Range
(4) G059C	DDSSA Assistant Director	GS12	\$69,776-\$101,175

15. Request from the Department of Finance and Administration to establish eight (8) positions from the OPM Growth Pool established by Ark. Code Ann. §21-5-225(a)(1).

CLASSIFICATIONS REQUESTED			
Class Code	Title	Grade	Salary Range
G310C	Tax Appeals Staff Attorney (3)	GS13	\$77,862-\$112,900
G025C	Attorney Supervisor	GS12	\$69,776-\$101,175
G024C	Dept Administrative Law Judge	GS12	\$69,776-\$101,175
G047C	Attorney Specialist	GS11	\$62,531-\$90,670
G179C	Legal Services Specialist (2)	GS06	\$36,155-\$52,425

16. Request from Cossatot Community College of the University of Arkansas to establish three (3) non-classified positions from the Higher Education Central Pool authorized by Act 763 of 2019, ACA §21-5-1415.

Requested	Recommendation
Title: Academic Tutor	Title: Academic Tutor
LIM-FY22: \$64,107	LIM-FY22: \$64,107
Salary-FY22: \$30,875	Salary-FY22: \$30,875
Institution Match Rate %-FY22: 44%	Institution Match Rate %-FY22: 44%
Institution Match \$-FY22: \$13,585	Institution Match \$-FY22: \$13,585
Total Compensation FY22: \$44,460	Total Compensation FY22: \$44,460
Number of Positions: 2	Number of Positions: 2
Title: Academic Advisor	Title: Academic Advisor
LIM-FY22: \$72,135	LIM-FY22: \$72,135
Salary-FY22: \$30,875	Salary-FY22: \$30,875
Institution Match Rate %-FY22: 44%	Institution Match Rate %-FY22: 44%
Institution Match \$-FY22: \$13,585	Institution Match \$-FY22: \$13,585
Total Compensation FY22: \$44,460	Total Compensation FY22: \$44,460
Number of Positions: 1	Number of Positions: 1

17. Request from University of Central Arkansas to establish one (1) non-classified position from the Higher Education Central Pool authorized by Act 763 of 2019, ACA §21-5-1415.

Requested	Recommendation
Title: Associate Vice-President	Title: Associate Vice-President
LIM-FY22: \$161,928	LIM-FY22: \$161,928
Salary-FY22: \$120,000-\$140,000	Salary-FY22: \$120,000-\$140,000

Institution Match Rate %-FY22: 32%	Institution Match Rate %-FY22: 32%
Institution Match \$-FY22: \$38,400-\$44,800	Institution Match \$-FY22: \$38,400-\$44,800
Total Compensation FY22: \$158,400-\$184,800	Total Compensation FY22: \$158,400-\$184,800
Number of Positions: 1	Number of Positions: 1

18. Request from the Department of Public Safety- Division of Commission on Law Enforcement Standards and Training (CLEST) for a salary administration grid for the certified law enforcement officers at DPS- CLEST.

Class Code	Title	Grade	Threshold	Lowest Increase	Highest Increase	Average Increase	Number Filled
T016C	CLEST Deputy Director Academy Op	GS11	\$76,600	\$15,174	\$15,174	\$15,174	1
B028C	CLEST Deputy Director Standards	GS11	\$76,600	\$11,364	\$11,364	\$11,364	1
T025C	CLEST Supervisor	GS10	\$68,648	\$10,553	\$16,264	\$12,689	4
T029C	CLEST Senior Agent	GS09	\$61,522	\$6,729	\$10,539	\$8,645	6
T107C	CLEST Agent	GS08	\$55,137	\$5,886	\$10,159	\$9,044	5

19. Request from Department of Public Safety- Division of Arkansas State Police (ASP) for a salary administration grid for the uniformed commissioned officers at DPS- ASP.

Class Code	Title	Grade	Threshold	Lowest Increase	Highest Increase	Average Increase	Number Filled
T100C	ASP Trooper	GS07	\$54,000	\$2,541	\$11,766	\$9,719	145
T035C	ASP Trooper 1 st Class	GS08	\$59,400	\$532	\$11,101	\$8,037	63
T022C	ASP Corporal	GS09	\$67,500	\$912	\$13,708	\$8,740	220
T011C	ASP Sergeant	GS11	\$78,500	\$3,940	\$19,584	\$11,402	66
T007C	ASP Lieutenant	GS12	\$87,500	\$6,177	\$20,949	\$11,073	26
T003C	ASP Captain	GS13	\$98,500	\$9,304	\$16,653	\$12,100	19
T001C	ASP Major	GS14	\$106,436	\$9,445	\$14,002	\$12,024	5

20. Request from Department of Finance and Administration- AASIS Division for a salary administration grid for three (3) positions.

CLASSIFICATIONS IMPACTED			
Class Code	Title	Grade	Salary Range
D075C	Software Support Specialist	IT03	\$41,578-\$60,288
D052C	Software Support Analyst	IT05	\$51,762-\$75,054
D033C	DFA ERP Analyst	IT06	\$57,755-\$83,745

21. Request from Department of Finance and Administration- Office of Accounting for a salary administration grid for two (2) classifications.

CLASSIFICATIONS IMPACTED			
Class Code	Title	Grade	Salary Range
A058C	DFA CAFR Accountant	GS10	\$56,039-\$81,256
R041C	DFA Statewide Program Coordinator	GS11	\$62,531-\$90,669

22. Request from Department of Finance and Administration- Division of Revenue for a salary administration grid for two (2) classifications.

CLASSIFICATIONS IMPACTED			
Class Code	Title	Grade	Salary Range
A059C	Tax Auditor	GS07	\$40,340-\$58,493
A054C	Tax Auditor II	GS09	\$50,222-\$72,821

23. Request from Arkansas Tech University to award a one-time Cost of Living Adjustment (COLA) payment for classified staff, as well as, to non-classified faculty and staff.

24. Request from Arkansas State University-Newport Campus for a compensation differential pay for employees based on years of service. The compensation differential pay request is based upon ACA §21-5-1412(j).

Service	Amount
Hired since 2018	\$500
6-10 years	\$1,000
11-15 years	\$1,500
16-20 years	\$2,000
Over 20 years	\$2,500

25. Request from University of Arkansas for Medical Sciences for an entry rate above the midpoint for nine (9) classified positions.

Class Code	Title	Grade	Pay Range	Currently Approved Salary	New Requested Salary
S089C	Food Preparation Technician	C102	\$23,138-\$34,200	\$29,120	\$31,200
S087C	Institutional Services Assistant	C103	\$23,168-\$35,568	\$29,368	\$31,200
B119C	Lab Assistant	C103	\$23,168-\$35,568	\$29,368	\$31,200
M085C	Caregiver	C104	\$23,198-\$36,991	\$30,094	\$31,200
S086C	Cook	C104	\$23,198-\$36,991	\$30,094	\$31,200

S084C	Institutional Services Supervisor	C104	\$23,198-\$36,991	\$30,094	\$31,200
M086C	Child Care Technician	C105	\$23,227-\$38,471	\$30,849	\$31,200
C088C	Mail Services Assistant	C105	\$23,227-\$38,471	\$30,849	\$31,200
V030C	Shipping and Receiving Clerk	C105	\$23,227-\$38,471	\$30,849	\$31,200

26. Request from University of Arkansas at Fayetteville for a second language plan differential. The differential pay request is based upon ACA §21-5-221.

Advanced	10%
Fluent	7.5%
Intermediate	5%
Beginning/Basic	2.5%

27. Employee Benefits Division of the Department of Transformation and Shared Services requests for approval, pursuant to Act 1004 of 2021, Section 1(e)(3).

- A. Request Letter to ALC Chairs.
- B. Minutes of Board of Finance Meeting 2-8-2022.
- C. Drug Utilization & Evaluation Committee Board Report.
- D. Arkansas Pharmacists Association letter recommending a dispensing fee.
- E. Contract Extension for HMO Partners Inc.
- F. **Report Only**-Emergency Request to develop two (2) Requests for Proposals (RFP)

28. Report from Arkansas Community Corrections of the First Quarter FY22 Vacancy and Caseload Report for Parole Probation Officers pursuant to Section 24 of Act 772 of 2017.

29. February and March 2022 Personnel Actions Report Office of Personnel Management-Department of Transformation and Shared Services.

30. April 2022 Personnel Actions Report Department of Education, Division of Higher Education

31. April New Provisional Report for (106) new positions are approved for (5) Four-Year Institutions of Higher Education. (9) new positions for (6) Two-Year Institutions of Higher Education.

32. Quarterly Employment Reports- Second Quarter FY2022

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

Respectfully submitted by Subcommittee Co-Chairs Senator David Wallace and Representative David Hillman.