

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

June 19, 2020

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Tuesday, June 16, 2020 at 11:00 a.m. in Room A of the Mac Building. The Subcommittee received the following reports:

1. June 2020 Personnel Actions and Shift Differentials Report Department of Education, Division of Higher Education.
2. June 2020 Personnel Actions and Report (Office of Personnel Management- Department of Transformation and Shared Services).
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.
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.

The committee also reviewed the following requests with the exceptions where noted:

5. 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.

Requested

Title: D062C/Data Base Analyst

Grade-FY21: C119

Salary-FY21: \$35,554

Institution Match Rate %-FY21: 54%

Institution Match \$-FY21: \$19,168

Total Compensation FY21: \$54,722

Number of Positions: 1

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

Total Compensation FY21: \$54,753-\$100,580

Number of Positions: 1

6. 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.

Requested

Title: Research Compliance Coordinator

LIM-FY20: \$94,563

Salary-FY20: \$35,000

Recommendation

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

Institution Match Rate %-FY20: 41%
Institution Match Rate %-FY20: \$14,350
Total Compensation FY20: \$49,350
Number of Positions: 1

7. 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.

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

8. 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.

9. 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).

<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

10. 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.

11. 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.

Total cost estimated to be \$622,500

12. 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.

Total cost estimated to be \$277,524.

13. 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).

<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

14. 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.

A. Request from various agencies for continuations of a Second Language Differential for Fiscal Year 2020-2021. The total cost for FY20 is \$500,080.

B. Request from various agencies for continuations of a Certification Differential for Fiscal Year 2020-2021. The total cost for FY20 is \$762,766.

C. 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.

D. 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.

E. 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.

F. 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.

G. 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.

H. 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.

I. 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.

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

16. 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

<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)

<u>Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
Grants Manager	G109C	GS09	\$50,222

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

Item O was skipped in lieu of the Supplemental agenda below:

Supplemental Agenda Item- Committee Suspended the rules in order to review the item below:

17. 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. The supplemental agenda item was approved with the exception of the positions located at the State Bank Department, State Insurance Department, State Securities Department, and the Plant Board within Arkansas Agriculture Department.

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