

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

December 18, 2020

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Tuesday, December 15, 2020 at 11:00 a.m. in Room A of the MAC Building. The Subcommittee received the following reports:

1. Quarterly Employment Reports- First Quarter FY2021
 - (A) State Agencies
 - (B) Institutions of Higher Education
2. December 2020 Personnel Actions Report Department of Education, Division of Higher Education.
3. December 2020 Personnel Actions Report (Office of Personnel Management-Department of Transformation and Shared Services.
4. December New Provisional Report for (47) new positions are approved for (6) Four-Year Institutions of Higher Education; (11) new positions are approved for (7) Two-Year Institutions of Higher Education. Department of Education, Division of Higher Education.
5. State Agencies and Higher Education Equal Employment Opportunities (EEO) policies and reporting template
6. Request from Arkansas State University Jonesboro (ASUJ) to establish one (1) non-classified position from the Higher Education Central Pool authorized by Act 763 of 2020, ACA §21-5-1415.

Requested

Title: Project/Program Manager
LIM-FY21: \$100,370
Salary-FY21: \$40,000
Institution Match Rate %-FY21: 41%
Institution Match \$-FY21: \$16,400
Total Compensation FY21: \$56,400
Number of Positions: 1

Recommendation

Title: Project/Program Manager
LIM-FY21: \$100,370
Salary-FY21: \$40,000
Institution Match Rate %-FY21: 41%
Institution Match \$-FY21: \$16,400
Total Compensation FY21: \$56,400
Number of Positions: 1

7. Request from Arkansas State University Three Rivers (ASUTR) to establish one (1) non-classified position from the Higher Education Central Pool authorized by Act 763 of 2020, ACA §21-5-1415.

Requested

Title: Assistant Director
LIM-FY21: \$98,059
Salary-FY21: \$85,000
Institution Match Rate %-FY21: 25%
Institution Match \$-FY21: \$21,250
Total Compensation FY21: \$106,250
Number of Positions: 1

Recommendation

Title: Assistant Director
LIM-FY21: \$98,059
Salary-FY21: \$85,000
Institution Match Rate %-FY21: 25%
Institution Match Rate \$-FY21: \$21,250
Total Compensation FY21: \$106,250
Number of Positions: 1

8. Request from Cossatot Community College of the University of Arkansas (CCCUA) to establish four (4) non-classified positions from the Higher Education Central Pool authorized by Act 763 of 2020, ACA §21-5-1415.

Requested

Title: Faculty-12 month
LIM-FY21: \$113,574
Salary-FY21: \$75,697
Institution Match Rate %-FY21: 25%
Institution Match \$-FY21: \$18,924
Total Compensation FY21: \$94,621
Number of Positions: 4

Recommendation

Title: Faculty-12 month
LIM-FY21: \$113,574
Salary-FY21: \$75,697
Institution Match Rate %-FY21: 25%
Institution Match \$-FY21: \$18,924
Total Compensation FY21: \$94,621
Number of Positions: 4

9. Request from Department of Finance and Administration (DFA) to establish two (2) positions from the OPM surrender Pool established by Ark. Code Ann. §21-5-225(a)(1). The two requested positions will cost \$155,724 up to \$202,440 if filled at 30% above the minimum pay level for the grade.

Positions Surrendered	Title	Class Code	Grade	Salary Range
22080049	Fiscal Support Specialist	A098C	GS04	\$29,046-\$42,116
22080027	Fiscal Support Specialist	A098C	GS04	\$29,046-\$42,116
22080050	Administrative Specialist III	C056C	GS04	\$29,046-\$42,116
22080060	Administrative Specialist III	C056C	GS04	\$29,046-\$41,116
22080168	Fiscal Support Analyst	A091C	GS05	\$32,405-\$46,987

Classifications Requested	Class Code	Grade	Salary Range
DFA Statewide Program Manager	R040C	GS13	\$77,862-\$112,899
DFA Statewide Program Manager	R040C	GS13	\$77,862-\$112,899

10. Request from Department of Workforce Services (DWS) to establish two (2) positions from the DWS Growth Pool established by Act 183 of 2020 Section 26. The anticipated cost for these two growth pool positions is \$189,461.

Classification Requested	Count	Pay Grade	Salary Range
D002N, State Database Administrator Lead	1	IT11	\$99,920-\$144,884
D006N, State Systems Architect	1	IT10	\$89,541-\$129,835

11. Request from the Public Defender Commission to establish one (1) position from the OPM growth pool established by §26 of Act 183 of 2020. This position will be used for a promotion with 10% is \$8,127.

Code	Title	Count	Grade	Range
G012N	Public Defender III	1	GS13	\$77,862-\$112,900

12. Discussion and adoption of Interim Study Proposal MBM047- Senator Hammer: Value for Accrued Leave.

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