

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

**May 18, 2018**

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Thursday, May 17, 2018, at 9:00 a.m. in Room B of the MAC Building. The Subcommittee reviewed the following personnel-related items and respectfully request that they be filed with the Arkansas Legislative Council.

1. Quarterly Employment Report-Third Quarter FY2018-State Agencies and Institutions of Higher Education.
2. Report by the Arkansas Department of Higher Education that provides the special entry rate and shift differentials for institutions of higher education that were approved in accordance with A.C.A § 21-5-1410 and 21-5-1411.
3. Department of Higher Education – Provisional Positions Report for new positions. Ten (10) new positions are approved for two (2) Four-Year Institutions of higher education; one (1) new position are approved for one (1) 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.
4. April 2018 Director Discretion Report
5. Requests to obtain pool positions from Department of Higher Education Central Pool positions established by Act 599 of 2017.
  - A. Establishment of six (6) positions from the Higher Education Central Pool for University of Arkansas Little Rock (UALR).

**Requested**

Title: Assistant Coach  
LIM: \$85,694  
Est. Salary-FY18- \$32,000-\$60,000  
Number of Positions: 3

**Recommended**

Title: Assistant Coach  
LIM: \$85,694  
Est. Salary-FY18- \$32,000-\$60,000  
Number of Positions: 3

**Requested**

Title: Project/Program Specialist  
LIM: \$82,328  
Est. Salary-FY18-\$32,000-\$55,000  
Number of Positions: 3

**Recommended**

Title: Project/Program Specialist  
LIM: \$82,328  
Est. Salary-FY18-\$32,000-\$55,000  
Number of Positions: 3

- B. Establishment of two (2) positions from the Higher Education Central Pool for Southern Arkansas University Tech (SAUT).

**Requested**

Title: Assistant Director of Financial Aid  
Grade-FY18:C117  
Number of Positions: 1

**Recommended**

Title: Asst Dir Financial Aid  
Grade-FY18: C117  
Number of Positions: 1

**Salary Range**

\$32,249-59,175

**Requested**

Title: Library Specialist  
Grade-FY18:C111  
Number of Positions: 1

**Recommended**

Title: Library Specialist  
Grade-FY18: C111  
Number of Positions: 1

**SalaryRange**

\$24,065-\$43,592

6. Requests to obtain pool positions from OPM Surrender Pool established by A.C.A. §21-5-225(a).

**A. Agency: Arkansas Public Employees Retirement System (APERS)**

<u>Positions Surrendered</u>	<u>Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
22094649	APERS Investment Operations Manager	N159N	GS12	\$69,776-\$101,175
<u>Classification Requested</u>	State Systems Architect	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
		D006N	IT10	\$89,541-\$129,834

**B. Agency: Arkansas Insurance Department (AID)**

<u>Positions Surrendered</u>	<u>Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
22088167	Insurance Licensing Tech	X180C	GS03	\$26,034-\$37,749
22088076	Administrative Specialist II	C073C	GS03	\$26,034-\$37,749
<u>Classification Requested</u>	Senior Securities Examiner	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
		X032C	GS09	\$50,222-\$72,821

**C. Agency: Arkansas Department of Education (ADE)**

<u>Positions Surrendered</u>	<u>Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
22082683	Database Specialist	D012C	IT08	\$71,704-\$103,970
22132834	Administrative Specialist III	C056C	GS04	\$29,046-\$42,116

Arkansas Department of Education also requests with the position, a new classification:

<u>Classification Requested</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
Director of Computer Science/Chief STEM Officer	NEW	GS15	\$96,960-\$140,592

7. Request for increase of Hazardous Duty Differentials for Fiscal Year 2018 in accordance with Ark. Code Ann. §21-5-221:

**-Arkansas Department of Correction**

Implementation of increase for Hazardous Duty Differentials (up to 10%); FY18 estimated cost (up to 8%): \$1,530,608

<u>Class Code</u>	<u>Title</u>	<u>Grade</u>	<u>Salary Range</u>
T033C	ADC/DCC Major	GS10	\$56,039-\$81,256
T048C	ADC/DCC Captain	GS09	\$50,222-\$72,821
T054C	ADC/DCC Lieutenant	GS07	\$40,340-\$58,493
T065C	ADC/DCC Correctional Sergeant	GS06	\$36,155-\$52,424
T075C	ADC/DCC Corporal	GS05	\$32,405-\$46,987
T059C	ADC/DCC Food Preparation Manager	GS05	\$32,405-\$46,987
T083C	ADC/DCC Correctional Officer I	GS04	\$29,046-\$42,116
T070C	ADC/DCC Food Preparation Supervisor	GS04	\$29,046-\$42,116

The committee voted to suspend the rules and take up one (1) item below, which were listed on a supplemental agenda. The Subcommittee approved item 8 and respectfully request that it be filed with the Arkansas Legislative Council.

8. Requests to obtain pool positions from OPM Surrender Pool established by A.C.A. §21-5-225(a).

**- Arkansas Department of Information Services (DIS)**

<u>Positions Surrendered</u>	<u>Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
22087611	State Systems Architect	D006N	IT10	\$89,541-\$129,834
22087342	State Systems Architect	D006N	IT10	\$89,541-\$129,834
22169322	Sr. State Server Administrator	D125C	IT09	\$80,242-\$116,351

22158522	Information Systems Manager	D007C	IT08	\$71,704-\$103,970
22087479	Computer Support Manager	D035C	IT07	\$64,445-\$93,445
22087440	Software Engineer	D027C	IT06	\$57,755-\$83,745
22087542	Software Engineer	D027C	IT06	\$57,755-\$83,745
22087564	DIS Project Manager	D049C	IT06	\$57,755-\$83,745
22087353	State Systems Specialist	D023C	IT06	\$57,755-\$83,745
22087441	Software Engineer	D027C	IT06	\$57,755-\$83,745
22087325	State Systems Analyst	D045C	IT06	\$57,755-\$83,745
22087329	State Systems Analyst	D045C	IT05	\$51,762-\$75,054
22087580	State Systems Analyst	D045C	IT05	\$51,762-\$75,054
22087391	Website Developer	D064C	IT05	\$51,762-\$75,054
22087613	DIS Division Director	N079N	GS13	\$77,862-\$112,899
22087387	Public Information Coordinator	P013C	GS07	\$40,340-\$58,493
22087470	Fiscal Support Analyst	A091C	GS05	\$32,405-\$46,987
22087362	Help Desk Specialist	D077C	GS05	\$32,405-\$46,987
22087493	Computer Operator	D084C	IT02	\$37,266-\$54,035

DIS requests 12 new positions to replace the 19 surrendered positions. The new positions include 10 new classifications and the use of one existing title.

<b><u>Classifications Requested</u></b>	<b><u>Class Code</u></b>	<b><u>Grade</u></b>	<b><u>Salary Range</u></b>
DIS Division Administrator	D128C	IT11	\$99,920-\$144,884
DIS Enterprise Cloud Strategist	NEW	IT11	\$99,920-\$144,884
DIS Enterprise Cloud Architect	NEW	IT11	\$99,920-\$144,884
DIS Enterprise Cloud Engineer	NEW	IT11	\$99,920-\$144,884
DIS Enterprise Architect	NEW	IT11	\$99,920-\$144,884
Data Scientist	NEW	IT11	\$99,920-\$144,884
DIS IT Project Manager Director	NEW	IT10	\$89,541-\$129,834
DIS Network Architect	NEW	IT10	\$89,541-\$129,834
DIS Data Center Manager	NEW	IT10	\$89,541-\$129,834
Data Engineer	NEW	IT09	\$80,242-\$116,351
DIS IT Sourcing Project Manager	NEW	IT08	\$71,704-\$103,970
DIS IT Sourcing Project Manager	NEW	IT08	\$71,704-\$103,970

Respectfully submitted by Subcommittee Co-Chairs Senator John Cooper and Representative Les Eaves.