

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

June 18, 2021

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Wednesday, June 16, 2021 at 1:30 p.m. in Room A of the MAC Building. The Subcommittee reviewed and approved the following requests and reports:

1. Request to adopt Personnel Subcommittee Rules.
2. Request from three institutions to establish positions from the Higher Education Central Pool.
 - A. Request from Arkansas State University Jonesboro to establish four (4) non-classified position from the Higher Education Central Pool authorized by Act 763 of 2020, ACA §21-5-1415.
 - B. Request from Southeast Arkansas College to establish five (5) non-classified positions from the Higher Education Central Pool authorized by Act 763 of 2020, ACA §21-5-1415.
 - C. Request from University of Arkansas at Fort Smith to establish fifteen (15) non-classified positions from the Higher Education Central Pool authorized by Act 763 of 2020, ACA §21-5-1515.
3. Request from Arkansas Department of Commerce, Division of Workforce Services to establish a second language compensation differential in accordance with A.C.A §21-5-221(j).
4. Request from various agencies to establish positions from OPM surrender pool.
 - A. Request from Arkansas Department of Commerce, Division of Workforce Services to establish one (1) position from the OPM surrender pool established by Ark. Code Ann. §21-5-225(a)(1).
 - B. Request from Arkansas Department of Corrections to establish one (1) new position from the OPM surrender pool established by Ark. Code Ann. §21-5-225(a)(1).
 - C. Request from Arkansas Department of Education to establish one (1) position from the OPM surrender pool established by Ark. Code Ann. §21-5-225(a)(1).
 - D. Request from Department of Finance and Administration-Assessment Coordination Division to establish one (1) position from the OPM surrender pool established by Ark. Code Ann. §21-5-225(a)(1).
5. Request from two agencies to transfer positions to Shared Services
 - A. Request from Arkansas Department of Corrections to transfer twelve (12) positions from the Division of Correction's Training Academy, eight (8) positions from the Division of Community Correction's Training Academy, and two (2) positions from the Division of Legal Services to DOC'S Division of Shared Services.

B. Request from Department of Public Safety to transfer two (2) positions from 0950 CLEST and one (1) position from 0960 State Police to 9913 Shared Services.

6. Request from Department of Finance and Administration for a salary grid for grades GS01 through GS05.

7. Request from Department of Public Safety to establish a new title.

8. Request from Arkansas Department of Public Safety-Division of Arkansas State Crime Lab for pay increases for five (5) existing employees in accordance with Act 995 of 2021, Section 46.

9. Request from Arkansas Department of Public Safety-Division of Arkansas State Crime Lab for a special entry rate of pay for new employees in accordance with Act 995 of 2021, Section 46.

10. Request from University of Arkansas at Fort Smith for the shift differential to provide differential pay for employees who will work the evening and overnight shift. The differential pay request is based upon ACA §21-5-1411.

11. Request from Arkansas Department of Education, Division of Higher Education for the establishment of one new Miscellaneous Federal Grant position.

12. Continuations of Salary Administration Grids, Differentials, Labor Market Rates, and Pool Positions from various departments/divisions/agencies.

A. Request from Arkansas Game and Fish Commission for compensation differentials for FY22. The total cost is \$764,324.08.

B. Request from various agencies for continuations of a Second Language Differential for FY22. The total cost for FY21 is \$482,504.

C. Request from various agencies for continuations of a Certification Differential for FY22. The total cost for FY21 is \$1,172,468.

D. Request from various agencies for continuations of a Geographic Compensation Differential for FY22. The total cost for FY21 is \$1,327,985

E. Request from various agencies for continuations of Salary Administration Grids for FY22. The total cost for FY21 is \$431,075.

F. Request from various agencies for continuations of Labor Market Rates for FY22. The total estimated cost from all sources for FY21 is \$8,610.

G. Request from various agencies for continuations of On-call Differential for FY22. The total cost from all sources for FY21 is \$97,956.

H. Request from various agencies for continuations of OPM Differential for FY22. The total estimated cost from all sources for FY21 is \$1,361,152.

I. Request from various agencies for continuations of Pool Positions for FY22. There are three (3) Growth Pools and twenty (20) Surrender Pool positions from twelve (12) departments.

J. Request from one agency for continuations of Special Language Pool Positions for FY22. These are sixty (60) Growth Pool positions from the Department of Commerce-Workforce Services that are not included in the FY22 appropriation acts.

K. Request from two agencies for continuations of education differentials for FY22. The total cost is \$20,495.

L. Request from three agencies for continuations of hazardous duty differentials for FY22. The total estimated cost for FY21 is \$8,807,557.

M. Request from Division of Higher Education for continuations of six (6) Central Pool positions for FY22.

N. Request from Division of Higher Education for continuation of education, second language, and shift differentials for FY22. The FY21 total estimated cost for education differentials is \$519. The FY21 total estimated cost for second language Differentials is \$8,991, and the FY21 estimated cost for shift differentials is \$711,072.

O. Request from various agencies for continuations of MFG's for FY22.

13. Letter from Transformation and Shared Services-Office of Personnel Management in reference to Act 796 regarding positions that are vacant for two years or more.

14. Contract recommendations for the Employee Benefits Division made by the Board of Finance.

A. UAMS EBRx: Amendment 4 - \$2,150,000.00

B. UAMS ACHI: Amendment 5 - \$200,000.00

C. Connect Your Care: Amendment 1 - \$850,000.00

D. MedImpact Healthcare Systems: Amendment 4 - \$2,500,000.00

E. Mainstream Technologies: Amendment 4 - \$2,500,000.00

15. Recommendations from the State Board of Finance to the Arkansas Legislative Council Regarding Arkansas State Employees Health Insurance.

16. June 2021 Personnel Actions Report Department of Education, Division of Higher Education

17. June New Provisional Report for (108) new positions are approved for (3) Four-Year Institutions of Higher Education. (9) new positions for (2) Two-Year Institutions of Higher Education.

18. Report from Arkansas Community Correction of the First Quarter FY21 Vacancy and Caseload Report for Parole Probation Officers pursuant to Section 24 of Act 772 of 2017.

19. Arkansas Tech University 2020-21 Reduction In Force Plan Report.

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

20. Restricted Reserve Fund Transfer Request for FY22 for the Department of Education- Division of Elementary and Secondary Education Public School Fund.

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

