

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

**July 23, 2021**

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Tuesday, July 20, 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 from University of Arkansas Community College at Batesville to establish (4) non-classified positions from the Higher Education Central Pool authorized by Act 763 of 2019 ACA §21-5-1415.
2. Request from Northwest Arkansas Community College for a salary adjustment of more than two percent (2%) provided for classified and non-classified employees for Fiscal Year 2021-22.
3. Continuations of Labor Market Rates, Second Language Differential, Certification Differentials, Salary Grid, and pool positions from various departments/divisions/agencies.
  - A. Request from 24 institutions/entities for continuations of Labor Market Rates for FY22. The total cost for FY21 is \$15,666,419 utilized by 1,993 employees.
  - B. Request from one institution for continuation of an additional Second Language Differential with a total cost for FY21 of \$1,495 utilized by 1 employee.
  - C. Request from one agency for continuation of previously approved certification differentials, of up to 10%, for FY22.
  - D. Request from one agency for continuation for FY22 of the previously approved Labor Market Rates and Salary Grid.
  - E. Request from one agency for continuation for FY22 of the previously approved growth pool position.
4. Request from Arkansas Department of Education to transfer twelve (12) positions to the Shared Services section and utilized across the department.
5. Request from Arkansas Department Energy and Environment to transfer one (1) positions to the Shared Services section and utilized across the department.
6. Request from Arkansas Department of Health, Board of Nursing to establish one position from the OPM surrender pool established by Ark. Code Ann. §21-5-225(a)(1).
7. Request from the Arkansas Department of Securities to establish one position from the OPM surrender pool established by Ark. Code Ann. §21-5-225(a)(1).

*continued on back*

8. Two Year Vacancy Report from the Office of Personnel Management in accordance with Act 796 of the 93<sup>rd</sup> General Assembly which requires the identification of positions that have been vacant for two years or more. This also includes changes provided by Office of Personnel Management for Department of Human Services and Department of Finance and Administration.

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

10. Quarterly Employment Reports- Third Quarter FY2021.

(A) State Agencies

(B) Institutions of Higher Education

11. July 2021 Personnel Actions Report- Department of Education, Division of Higher Education.

12. July 2021 Personnel Actions Report- Office of Personnel Management-Department of Transformation and Shared Services

13. July New Provisional Report for (72) new positions are approved for (8) Four-Year Institutions of Higher Education. (39) New positions for (13) Two-Year Institutions of Higher Education.

14. July Continuation Provisional Report for (1,807) continued positions is approved for (11) Four-Year Institutions of Higher Education; (729) continued positions are approved for (22) Two-Year Institutions of Higher Education.

15. Report from Arkansas Community Corrections of the Second Quarter FY21 Vacancy and Caseload Report for Parole Probation Officers pursuant to Section 24 of Act 772 of 2017.

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