

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

December 17, 2021

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Wednesday, December 15, 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 Department of Agriculture to establish a salary administration grid for B067C, Archaeologist classification, grade GS08.

YEARS OF SERVICE	AMOUNT
0	\$53,248
1	\$55,037
2	\$56,805
4	\$58,573
6	\$60,362
8	\$62,130
11	\$63,898
14	\$65,264 (MAX)

2. Request from Claims Commission to establish one (1) position from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a)(1).

POSITIONS SURRENDERED				
POSITION NUMBER	TITLE	CLASS CODE	GRADE	PAY RANGE
22094658	Administrative Specialist	C073C	GS03	\$26,034-\$37,749
CLASSIFICATION REQUESTED				
TITLE	CLASS CODE	GRADE	SALARY RANGE	
Attorney Specialist	G047C	GS11	\$62,531-\$90,670	

3. Request from Department of Corrections to eliminate the five thousand dollar (\$5,000) annual cap for grid salary increase and to allow incumbents to gain the full salary in the first year of implementing the Salary Administration Grid for grades GS04-GS05.

CLASSIFICATIONS REQUESTING TO ELIMINATE GRID SALARY CAP		
CLASS CODE	TITLE	GRADE
T083C	DOC Correctional Officer I	GS04
T093C	DOC Corporal	GS05

4. Request from Department of Corrections to implement a Salary Administration Grid for its staff in security, treatment/mental health, and probation/parole positions.

CLASSIFICATIONS REQUESTED FOR SALARY GRID		
CLASS CODE	TITLE	GRADE
T065C	DCC Correctional Sergeant	GS06
T093C	DCC Parole/Probation Officer II	GS06
T070C	DCC Food Preparation Supervisor	GS06
M048C	Substance Abuse Program Leader	GS06
T054C	DOC Lieutenant	GS07
T045C	DCC Parole/Probation Officer	GS07
T059C	DCC Food Preparation Manager	GS07
M026C	Licensed Social Worker	GS07
M023C	Substance Abuse Program Coord	GS07
L052C	Rehab Facility Supervisor	GS07
T048C	DOC Captain	GS08
X042C	DCC Parole/Probation Asst Area Mgr	GS08
M088C	Licensed Master Social Worker	GS08
G121C	Rehab Program Manager1	GS08
M020C	Licensed Professional Counselor	GS08
T033C	DOC Major	GS09
M009C	Licensed Certified Social Worker	GS09
L033C	Psychological Examiner	GS09
X025C	DCC Parole/Probation Area Manager	GS10
T015C	DOC Deputy Warden	GS10

5. Request from Department of Public Safety- Division for Arkansas State Police to establish five (5) positions from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a)(1)

POSITIONS SURRENDERED				
BUSINESS AREA	TITLE	CLASS CODE	GRADE	PAY RANGE
0960	ASP Corporal (5)	T022C	GS09	\$50,222-\$72,822
CLASSIFICATION REQUESTED				
TITLE	CLASS CODE	GRADE	SALARY RANGE	
ASP Sergeant (5)	T011C	GS11	\$62,531-\$90,669	

6. Request from Office of Prosecutor Coordinator for the establishment of three (3) Miscellaneous Federal Grant (MFG) positions in which uses a certified facility dog team to directly support crime victims.

Position Title	Class Code	Grade	Salary Range
Cert Facility Dog Hand Prog Mgr		GS11	\$62,531-\$90,669
Certified Facility Dog Handler I		GS08	\$45,010-\$65,264
Certified Facility Dog Handler II		GS06	\$36,155-\$52,424

7. Request from University of Arkansas Community College at Hope-Texarkana to establish ten (10) non-classified positions from the Higher Education Central Pool authorized by Act 763 of 2019 ACA §21-5-1415.

Requested	Recommendation
Title: HE Public Safety Commander I	Title: HE Public Safety Commander I
LIM-FY22: \$69,283	LIM-FY22: \$69,283
Salary-FY22: \$44,000-\$55,000	Salary-FY22: \$44,000-\$55,000
Institution Match Rate %-FY22: 32%	Institution Match Rate %-FY22: 32%
Institution Match \$-FY22: \$14,080-\$17,600	Institution Match \$-FY22: \$14,080-\$17,600
Total Compensation FY22: \$58,080-\$72,600	Total Compensation FY22: \$58,080-\$72,600
Number of Positions: 1	Number of Positions: 1
Title: Public Safety Officer	Title: Public Safety Officer
LIM-FY22: \$59,224	LIM-FY22: \$59,224
Salary-FY22: \$34,500-\$40,000	Salary-FY22: \$34,500-\$40,000
Institution Match Rate %-FY22: 32%	Institution Match Rate %-FY22: 32%
Institution Match \$-FY22: \$11,040-\$12,800	Institution Match \$-FY22: \$11,040-\$12,800
Total Compensation FY22: \$45,540-\$52,800	Total Compensation FY22: \$45,540-\$52,800
Number of Positions: 3	Number of Positions: 3
Title: Dean of Students	Title: Dean of Students
LIM-FY22: \$100,902	LIM-FY22: \$100,902
Salary-FY22: \$62,424	Salary-FY22: \$62,424
Institution Match Rate %-FY22: 32%	Institution Match Rate %-FY22: 32%
Institution Match \$-FY22: \$19,975	Institution Match \$-FY22: \$19,975
Total Compensation FY22: \$82,399	Total Compensation FY22: \$82,399
Number of Positions: 1	Number of Positions: 1
Title: Faculty-12 month	Title: Faculty-12 month
LIM-FY22: \$99,922	LIM-FY22: \$115,732
Salary-FY22: \$47,900-\$62,703	Salary-FY22: \$47,900-\$62,703
Institution Match Rate %-FY22: 32%	Institution Match Rate %-FY22: 32%
Institution Match \$-FY22: \$15,328-\$20,065	Institution Match \$-FY22: \$15,328-\$20,065
Total Compensation FY22: \$63,228-\$82,768	Total Compensation FY22: \$63,228-\$82,768
Number of Positions: 2	Number of Positions: 2

Title: Academic Advisor	Title: Academic Advisor
LIM-FY22: \$64,107	LIM-FY22: \$64,107
Salary-FY22: \$32,500-\$33,150	Salary-FY22: \$32,500-\$33,150
Institution Match Rate %-FY22: 32%	Institution Match Rate %-FY22: 32%
Institution Match \$-FY22: \$10,400-\$10,608	Institution Match \$-FY22: \$10,400-\$10,608
Total Compensation FY22: \$42,900-\$43,758	Total Compensation FY22: \$42,900-\$43,758
Number of Positions: 3	Number of Positions: 3

8. Request from University of Arkansas Fayetteville to establish the second language plan differential pay to determine and provide differential pay for an employee who has demonstrated proficiency in a second language. The differential pay request is based upon ACA §21-5-221.

ADVANCED	10%
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9. December 2021 Personnel Actions Report Department of Education, Division of Higher Education
10. October-November 2021 Personnel Actions Report Office of Personnel Management-Department of Transformation and Shared Services
11. December New Provisional Report for (15) new positions are approved for (4) Four-Year Institutions of Higher Education. (1) new position for (1) Two-Year Institutions of Higher Education.

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