

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

**August 17, 2018**

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Tuesday, August 14, 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-Fourth Quarter FY2018
  - (A) State Agencies
  - (B) 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. Two (2) new positions are approved for one (1) Four-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. (Dr. Maria Markham, Director)
4. August 2018 Personnel Actions and Director Discretion Report
5. Report from Arkansas Community Correction of the Fourth Quarter Vacancy and Caseload Reports pursuant to Section 24 of Act 772 of 2017.
6. Request for Salary Administration Grid pursuant to A.C.A. §21-5-222 for Fiscal Year 2018-19:

**-Arkansas Insurance Department**  
FY18-19 costs: \$14,464

| <u>Position Title</u>                | <u>Class Code</u> | <u>Grade</u> | <u>Salary Range</u> |
|--------------------------------------|-------------------|--------------|---------------------|
| Financial Examiner Specialist        | A118C             | GS10         | \$56,039-\$81,257   |
| Accredited Financial Examiner        | A117C             | GS11         | \$62,531-\$90,670   |
| Certified Financial Examiner         | A004C             | GS12         | \$69,776-\$101,175  |
| Certified Financial Examiner Manager | A004N             | GS13         | \$77,862-\$112,900  |

7. Requests to obtain pool positions from OPM Surrender Pool established by A.C.A. §21-5-225(a)(1).

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

| <u>Positions Surrendered</u> | <u>Title</u>                 | <u>Grade</u> | <u>Salary Range</u> |
|------------------------------|------------------------------|--------------|---------------------|
| 22094622                     | Fiscal Support Specialist    | GS04         | \$29,046-\$42,116   |
| 22094625                     | Fiscal Support Specialist    | GS04         | \$29,046-\$42,116   |
| 22142782                     | Fiscal Support Specialist    | GS04         | \$29,046-\$42,116   |
| 22094615                     | Administrative Specialist II | GS03         | \$26,034-\$37,749   |

| <u>Classification(s) Requested</u> | <u>Class Code</u> | <u>Grade</u> | <u>Salary Range</u> |
|------------------------------------|-------------------|--------------|---------------------|
| Retirement Analyst (3)             | A083C             | GS06         | \$36,155-\$52,425   |

**B. Agency: Department of Arkansas Heritage**

| <u>Positions Surrendered</u> | <u>Title</u>        | <u>Class Code</u> | <u>Grade</u> | <u>Salary Range</u> |
|------------------------------|---------------------|-------------------|--------------|---------------------|
| 22091312-22091315 (4)        | Archival Technician | P062C             | GS02         | \$23,335-\$33,835   |
| 22092772                     | Maintenance Tech    | S065C             | GS01         | \$22,000-\$31,900   |

| <u>Classification(s) Requested</u> | <u>Class Code</u> | <u>Grade</u> | <u>Salary Range</u> |
|------------------------------------|-------------------|--------------|---------------------|
| Archival Assistant (4)             | P043C             | GS04         | \$29,046-\$42,116   |

**C. Agency: Department of Information Services (DIS)**

| <u>Positions Surrendered</u> | <u>Title</u>           | <u>Class Code</u> | <u>Grade</u> | <u>Salary Range</u> |
|------------------------------|------------------------|-------------------|--------------|---------------------|
| 22087527                     | Database Administrator | D034C             | IT07         | \$64,445-\$93,445   |

| <u>Classification(s) Requested</u> | <u>Class Code</u> | <u>Grade</u> | <u>Salary Range</u> |
|------------------------------------|-------------------|--------------|---------------------|
| DB Administrator                   | D123C             | IT08         | \$71,704-\$103,970  |

8. Request to obtain positions from the OPM Growth Pool established by A.C.A §21-5-225(b).

**A. Agency: Arkansas State Crime Lab**

| <u>Classification(s) Requested</u> | <u>Class Code</u> | <u>Grade</u> | <u>Salary Range</u> |
|------------------------------------|-------------------|--------------|---------------------|
| Forensic Scientist (3)             | B053C             | GS08         | \$45,010-\$65,264   |

**B. Agency: Arkansas Department of Career Education**

| <u>Classification(s) Requested</u> | <u>Class Code</u> | <u>Grade</u> | <u>Salary Range</u> |
|------------------------------------|-------------------|--------------|---------------------|
| Information Systems Manager        | D007C             | IT08         | \$71,704-\$103,970  |

9. Requests to obtain pool positions from Department of Higher Education Central Pool positions established by Section 4 of Act 599 of 2017, A.C.A. §21-5-1415.

A. Establishment of two (2) non-classified positions and two (2) classified positions from the Higher Education Central Pool for Northwest Arkansas Community College.

**Requested**

Title: Student Services Representative  
LIM-FY19: \$60,706  
Estimated Salary-FY19: \$36,000  
Number of Positions: 2

Title: A052C Accounting Coordinator  
Grade-FY19: C121  
Salary-FY19: \$39,199-\$70,108  
Number of Positions: 1

Title: P020C Production Artist  
Grade-FY19: C117  
Salary-FY19: \$32,249-\$59,157  
Number of Positions: 1

**Recommended**

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LIM-FY19: \$60,706  
Estimated Salary-FY19: \$36,000  
Number of Positions: 2

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Number of Positions: 1

Title: P020C Production Artist  
Grade-FY19: C117  
Salary-FY19: \$32,249-\$59,157  
Number of Positions: 1

B. Establishment of five (5) positions from the Higher Education Central Pool for Southern Arkansas University-Magnolia (SAUM).

**Requested**

Title: S008C Maintenance Supervisor  
 Grade-FY19: C119  
 Salary-FY19: \$35,554-\$65,221  
 Number of Positions: 1

Title: S016C Skilled Trades Foreman  
 Grade-FY19: C117  
 Salary-FY19: \$32,249-\$59,157  
 Number of Positions: 1

Title: D075C Software Support Specialist  
 Grade-FY19: C116  
 Salary-FY19: \$30,713-\$56,340  
 Number of Positions: 1

Title: G207C Financial Aid Analyst  
 Grade-FY19: C115  
 Salary-FY19: \$29,251-\$53,657  
 Number of Positions: 1

Title: C056C Administrative Specialist III  
 Grade-FY19: C112  
 Salary-FY19: \$25,268-\$46,351  
 Number of Positions: 1

**Recommended**

Title: S008C Campus Maintenance Supervisor  
 Grade-FY19: C119  
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 Number of Positions: 1

10. Request for continuation of an On-call Duty Differential for Fiscal Year 2018-19 in accordance with Ark. Code Ann. §21-5-221.

**-Arkansas Department of Career Education**

Continuation of On-Call Duty Compensation Differentials (20%)

**Classification Title**

Skilled Tradesman Supervisor  
 Public Safety Officer

**Class Code**

S022C  
 T084C

**Grade**

GS05  
 GS03

**Salary Range**

\$32,405-\$46,987  
 \$26,034-\$37,749

11. Performance, Goals, and Compensation System Report

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