

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

**June 16, 2017**

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Tuesday, June 13, 2017, 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. Department of Higher Education – Provisional Positions Report including new positions. Eight (8) new positions approved for two (2) 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.
2. Notification from Arkansas Secretary of State for implementation/proposal of a Reduction in Force (RIF).
3. Request from Northwest Arkansas Community College to obtain pool positions from Department of Higher Education Central Pool established by A.C.A. §21-5-1415 Act 599 of 2017.

**Requested**

Title: Assistant Librarian  
LIM-FY18: \$64,119  
Number of Positions: 1

**Recommended**

Title: Assistant Librarian  
LIM-FY18: \$64,119  
Number of Positions: 1

**Requested**

Title: Administrative Analyst  
Grade-FY18: C115  
Salary Range-\$29,251-\$49,683  
Number of Positions: 1

**Recommended**

Title: Administrative Analyst  
Grade-FY18: C115  
Salary Range-\$29,251-\$49,683  
Number of Positions: 1

4. Requests for Continuation of Fiscal Year 2017 Pool Positions for Fiscal Year 2018.
5. Requests for the following classification titles for use in continuation of Miscellaneous Federal Grant Program Appropriation Positions (A.C.A. §19-7-501 et.seq.) from Fiscal Year 2017 to Fiscal Year 2018.

a. Arkansas Agriculture Department (Mr. Wes Ward, Secretary)

<b><u>Title</u></b>	<b><u>Class</u></b>	<b><u>Grade</u></b>	<b><u>Salary Range</u></b>
Agri Program Manager	B049C	GS08	\$45,010-\$65,264
Administrative Specialist II	C073C	GS03	\$26,034-\$37,749
Plant Board Agriculture Specialist	X097C	GS05 (2 positions)	\$32,405-\$46,987

b. Department of Human Services

<b><u>Title</u></b>	<b><u>Class</u></b>	<b><u>Grade</u></b>	<b><u>Salary Range</u></b>
Grants Manager	G109C	GS09	\$50,222-\$72,821

c. Arkansas Department of Health

<u>Title</u>	<u>Class</u>	<u>Grade</u>	<u>Salary Range</u>
Epidemiologist	L028C	GS09 (2 positions)	\$50,222-\$72,821
Registered Nurse Coordinator	L019C	MP02	\$71,403-\$99,964
Senior Microbiologist	B127C	GS08	\$45,010-\$65,264
Environmental Program Coordinator	X054C	GS07	\$40,340-\$58,493
Health Program Specialist III	L043C	GS08	\$45,010-\$65,264
Epidemiology Supervisor	L099C	GS10 (2 positions)	\$56,039-\$81,256
Chief Physician Specialist	L003N	MP09	\$156,804-\$241,478
Entomologist	L101C	GS07	\$40,340-\$58,493

d. Arkansas Department of Health

<u>Title</u>	<u>Class</u>	<u>Grade</u>	<u>Salary Range</u>
Health Program Specialist II	L048C	GS07	\$40,340-\$58,493
Health Program Specialist III	L043C	GS08	\$45,010-\$65,264

e. Arkansas Department of Health

<u>Title</u>	<u>Class</u>	<u>Grade</u>	<u>Salary Range</u>
Epidemiologist	L028C	GS09	\$50,222-\$72,821

f. Arkansas Rehabilitation Services

<u>Title</u>	<u>Class</u>	<u>Grade</u>	<u>Salary Range</u>
Certified VR Counselor	L098C	GS08 (2 positions)	\$45,010-\$65,264

g. Arkansas Department of Community Correction

<u>Title</u>	<u>Class</u>	<u>Grade</u>	<u>Salary Range</u>
ADC/DCC Program Specialist	M058C	GS05	\$32,405-\$46,987

h. Office of the Attorney General

<u>Title</u>	<u>Class</u>	<u>LIM</u>
Investigator I	Q074U	\$70,242 (2 positions)
Analyst	Q046U	\$55,568

6. Request for the following classification title for use of a new Miscellaneous Federal Grant Program Appropriation Position (A.C.A. §19-7-501 et.seq.) for Fiscal Year 2018.

a. Department of Human Services

<u>Title</u>	<u>Class</u>	<u>Grade</u>	<u>Salary Range</u>
Grants Manager	G109C	GS09	\$50,222-\$72,821
DHS Program Coordinator	G183C	GS07	\$40,340-\$58,493
Research Project Analyst	B076C	GS06	\$36,155-\$52,424

b. Department of Human Services-Division of Child Care

<u>Title</u>	<u>Class</u>	<u>Grade</u>	<u>Salary Range</u>
DHS Program Administrator	G099C	GS09	\$50,222-\$72,821
Education Program Manager	E013C	GS10	\$56,039-\$81,256

7. Request from the Office of Personnel Management for the establishment of new titles and pool positions established by A.C.A. §21-5-225 for various agencies.
8. Continuation of Salary Administration Grids and Compensation Differentials for Fiscal Year 2018:
  - a. **Office of Personnel Management:**  
Continuation of Compensation Differentials for various agencies
  - b. **Arkansas School for the Deaf:**  
Continuation of Certification Differentials (6%), FY17 cost-\$19,384  
Continuation of Second Language Differentials (10%), FY17 cost-\$298,183
  - c. **Arkansas School for the Blind:**  
Continuation of Certification Differentials (6%), FY17 cost-\$27,898  
Continuation of Education Differentials (6%), FY17 cost-\$12,517
  - d. **Department of Finance and Administration:**  
Continuation of Second Language Differentials (10%), FY17 cost- \$9,149.71, FY18 estimated cost-\$14,771
  - e. **Arkansas Department of Workforce Services:**  
Continuation of Second Language Differentials, FY17 cost-\$10,814
  - f. **Arkansas Department of Agriculture:**  
Continuation of Hazardous Duty Differentials (8%), FY17 cost-\$26,348  
Continuation of Certification Compensation Differentials (2%), FY17 cost-\$26,069  
Continuation of Certification Differentials (4%), and  
Continuation of Hazardous Duty Differential (6%), FY17 cost-\$4,900  
Continuation of On-Call Duty Compensation Differential (from 5.5% to 20%), FY17 cost-\$23,417
  - g. **Arkansas Department of Correction**  
Continuation of Geographic Compensation Differentials (6%), FY18 estimated cost-\$3,046,567  
Continuation of Hazardous Duty Differential (6%), FY18 estimated cost-\$8,636,954
  - h. **Arkansas Department of Emergency Management :**
  - i. Continuation of On-Call Duty Compensation Differential (20%), FY17 cost-\$7,972
  - j. **Northwest Technical Institute :**  
Continuation of Salary Administration Grid (3%), FY17 cost- \$1,254
9. Request for Implementation of New Geographic Compensation Differential for Fiscal Year 2018.  
**Department of Finance and Administration**  
Implementation of Geographic Compensation Differentials (10%)

The committee voted to suspend the rules and take up the two (2) items below, which were listed on a supplemental agenda. The Subcommittee approved item 10, reviewed item 11 and respectfully request that they be filed with the Arkansas Legislative Council.

10. Request from Office of Personnel Management on behalf of the Office of the Governor to pay salaries above the maximum of the assigned grade per Act 365 and A.C.A. §21-5-209.

Agency: Department of Human Services  
Position: DHS Executive Director  
Grade: SE05  
Salary Range: \$167,096-\$201,700  
Requested Salary: \$282,800

Agency: Department of Education  
Position: Commissioner of Education  
Grade: SE05  
Salary Range: \$167,096-\$201,700  
Requested Salary: \$235,824

11. Exceptionally Well Qualified Special Entry Rate

Agency: Arkansas Department of Human Services  
Applicant: Mr. David McMahon  
Classification: A019N, DHS Deputy Chief Financial Officer-Medical Services  
Grade: SE02  
Salary Range: \$120,543-\$157,100  
Salary Requested: \$157,100  
Salary Recommended: \$157,100

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