

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

**August 18, 2017**

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Tuesday, August 15, 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. Quarterly Employment Report-Fourth Quarter FY2017- State Agencies, Institutions of Higher Education
2. Chief Fiscal Officer of the State Special Entry Rate/Labor Market/Movement Report
3. Report of Grid Movements and Usage
4. Department of Higher Education – Provisional Positions Report including new and continued positions for Four (4)-Year Institutions of higher education and Two (2)-Year Institutions of higher education.
5. Notification from the Arkansas Public Employees Retirement System for the utilization of the authorized temporary pool positions for the third quarter of fiscal year 2017 (04/01/2017–06/30/2017).
6. Report from Arkansas Game and Fish Commission
7. Request from the Arkansas Department of Health regarding a Reduction in Force to retain the annual salaries of five employees' for Fiscal Year 2018 as established by Ark. Code. Ann. §21-5-214(i).
8. Requests to obtain pool positions from OPM Surrender Pool established by A.C.A. §21-5-225(a).

A. Agency: Arkansas Department of Human Services

<u>Positions Surrendered</u>	<u>Title</u>	<u>Class Code</u>	<u>Grade</u>
22104169	Cook	SO86C	GS01
22098375	Cashier	C078C	GS01
22097864	Call Center Specialist	D092C	GS02
22097974	Residential Care Technician	M083C	GS02
22098315	Residential Care Technician	M083C	GS02
22099381	Residential Care Technician	M083C	GS02
22099582	Call Center Specialist	D092C	GS02
22102729	Call Center Specialist	D092C	GS02
22102895	Recreational Activity Leader II	M076C	GS02
22104049	Administrative Specialist I	C087C	GS02
22111725	Call Center Specialist	D092C	GS02
22109542	Recreational Activity Leader II	M076C	GS02
22099616	Public Safety Officer	T055C	GS05
22103417	DHS Division Chief Fiscal Officer	A024C	GS11
22164566	DHS Policy & Research Director	N167N	GS12

22168861	DHS Dep. Chief Fin Officer-Med Svc	A019N	GS15
22102759	State Drug Prevention Director	N162N	GS12

<u>Approved Position Titles</u>	<u>Class Code</u>	<u>Grade</u>
Program Eligibility Specialist	M066C	GS06
Program Eligibility Specialist	MO66C	GS06
Program Eligibility Specialist	MO66C	GS06
Program Eligibility Specialist	MO66C	GS06
Program Eligibility Specialist	MO66C	GS06
DHS Program Specialist	G210C	GS06
DHS Program Specialist	G210C	GS06
DHS/DDS Program Coordinator	G182C	GS07
DHS Program Coordinator	G183C	GS07
DHS Program Coordinator	G183C	GS07
Educational Specialist	E025C	GS09
Licensed Certified Social Worker	M009C	GS09
DHS Program Administrator	G099C	GS09
DHS/DCC Asst Deputy Director OPS & Program Supervisor	G056C	GS13
Asst Deputy Director of Legislative Affairs	NEW	GS13
DHS Medicaid Chief Finance Officer	NEW	SE02

DHS also requests the establishment of three new (3) Classifications:

<u>Proposed Titles</u>	<u>Class Code</u>	<u>Grade</u>
DHS Medicaid Chief Finance Officer	NEW	SE02
DHS State Director of Drug Prevention	NEW	SE01
Assistant Deputy Director of Legislative Affairs	NEW	GS13

B. Agency: Arkansas Department of Correction

<u>Positions Surrendered</u>	<u>Title</u>	<u>Class Code</u>	<u>Grade</u>
22084597	DHS Program Administrator	N097N	GS09

<u>Classification Requested</u>	<u>Class Code</u>	<u>Grade</u>
Sex Offender Community Notification Assessment Administrator	NEW	GS12

9. Requests for a continuation of a Second Language Differential for Fiscal Year 2018 as established by Ark. Code Ann. §21-5-221(j).

A. Agency: Arkansas State Police

Four (4) Incumbents; FY17 total cost \$10,481

B. Agency: Department of Human Services

Twenty-nine (29) Incumbents; FY17 total cost \$63,136

10. Request for establishment of Certification and Compensation Differentials for Fiscal Year 2018 in accordance with Ark. Code Ann. §21-5-221:

- A. Agency: Arkansas State Police  
Establishment of Certification Differential (10%); 9 employees; estimated FY18 cost \$26,141
- B. Agency: Arkansas Department of Veterans Affairs & Department of Human Services  
Establishment of Certain Compensation Differentials (10%); 241 employees; estimated FY18 cost \$378,454

11. Request for continuation of Compensation and Hazardous Duty Differentials for Fiscal Year 2018 in accordance with Ark. Code Ann. §21-5-221:

- A. Agency: Department of Human Services  
Continuation of On-Call Compensation Differentials; FY17 total cost \$62,937
- B. Agency: Arkansas Department of Health  
Continuation of certain Compensation Differentials; (6-10%); 240 employees; estimated FY18 cost \$808,970
- C. Agency: Arkansas Department of Community Correction  
Continuation of Hazardous Duty Differentials (6%); 17 employees; FY17 cost \$46,066  
Continuation of Geographic Differentials (6%); 70 employees; FY17 total cost \$175,607  
Continuation of Certification Differentials (6%); 64 employees; FY17 total cost \$155,427
- D. Agency: Arkansas Military Department  
Continuation of Hazardous Duty Differentials (10%); 45 employees; estimated FY18 cost \$142,996
- E. Agency: Arkansas Department of Correction  
Continuation/Increase in Hazardous Duty Differentials (from 6% to 10%); 801 employees; estimated FY18 cost \$1,472,540

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

A. Institution: East Arkansas Community College

**Requested**

Title: Chief Career & Technical Education Officer  
LIM-FY18: \$121,513  
Number of Positions: 1

**Requested**

Title: Faculty- 9 Month  
LIM-FY18: \$86,379  
Number of Positions: 22

**Recommended**

Title: Chief Career & Technical Education Officer  
LIM-FY18: \$121,513  
Number of Positions: 1

**Recommended**

Title: Faculty- 9 Month  
LIM-FY18: \$86,379  
Number of Positions: 22

B. Institution: Henderson State University

**Requested**

Title: Project/Program Director  
LIM-FY18: \$105,293  
Number of Positions: 2

**Requested**

Title: Project/Program Manager  
LIM-FY18: \$95,420  
Number of Positions: 1

**Requested**

Title: Project/Program Specialist  
LIM-FY18: \$82,327  
Number of Positions: 2

**Recommended**

Title: Project/Program Director  
LIM-FY18: \$105,293  
Number of Positions: 2

**Recommended**

Title: Project/Program Manager  
LIM-FY18: \$95,421  
Number of Positions: 1

**Recommended**

Title: Project/Program Specialist  
LIM-FY18: \$82,328  
Number of Positions: 2

C. Institution: Arkansas State University-Jonesboro

**Requested**

Title: Project/Program Specialist  
LIM-FY18: \$82,328  
Number of Positions: 2

**Requested**

Title: Graduate Assistant-12 Month  
LIM-FY18: \$49,727  
Number of Positions: 10

**Recommended**

Title: Project/Program Specialist  
LIM-FY18: \$82,328  
Number of Positions: 2

**Recommended**

Title: Graduate Assistant-12 Month  
LIM-FY18: \$49,727  
Number of Positions: 10

D. Institution: University of Arkansas at Pine Bluff

**Requested**

Title: Development/Advancement Manager  
LIM-FY18: \$94,103  
Number of Positions: 1

**Recommended**

Title: Development/Advancement Manager  
LIM-FY18: \$94,103  
Number of Positions: 1

13. Requests for the continuation of Central Pool positions in the Higher Education Central Pool authorized by Act 599 of 2017.

**University of Central Arkansas**

Title: Academic Counselor  
LIM-FY18: \$73,177  
Number of Positions: 1

**Arkansas State University-Newport**

Title: Part-Time Faculty  
LIM-FY18: \$53,230  
Number of Positions: 30

**University of Arkansas-Rich Mountain**

Title: Multi-Media Specialist  
Grade-FY18: C113  
Number of Positions: 1

Title: Maintenance Technician  
Grade-FY18: C113  
Number of Positions: 1

Title: Administrative Specialist II  
Grade-FY18: C112  
Number of Positions: 1

**Cossatot Community College of the University of Arkansas**

Title: Director of Food Service  
LIM-FY18: \$81,945  
Number of Positions: 1

Title: Director of Distance Learning  
LIM-FY18: \$92,987  
Number of Positions: 1

Title: Public Safety Officer  
Grade-FY18: C116  
Number of Positions: 3

14. Request from North Arkansas College for review of Salary Adjustments of more than two percent (2%).
15. Report from Arkansas Department of Higher Education of Salary Adjustments pursuant to Ark. Code Ann. §21-5-1409(d).
16. Employee Disclosure/Certification and Employment of Family Members Request established by A.C.A § 21-1-402(b).

Agency: Arkansas Department of Higher Education  
Applicant: Ms. Willie Murdock, spouse of Representative Reginald Murdock  
Classification: N045N, ADHE Career Pathways Director  
Grade: GS13  
Salary Range: \$77,862-\$112,899  
Position number: 22132325  
Proposed Salary: \$85,000 (9.17% above entry pay for Grade GS13)

The committee voted to suspend the rules and take up the item below, which was listed on a supplemental agenda. The Subcommittee approved item 17, and respectfully requests that it be filed with the Arkansas Legislative Council.

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

Agency: Arkansas Department of Environmental Quality

<u>Positions Surrendered</u>	<u>Title</u>	<u>Class Code</u>	<u>Grade</u>
22091206	Engineer	B042C	GS09
22090999	Grants Coordinator	G147C	GS07
22091021	Ecologist	B065C	GS07
22091246	Environmental Program Coordinator	X054C	GS07
22099370	Grants Analyst	G180C	GS06
22091165	Administrative Specialist III	C056C	GS04
22091046	Administrative Specialist II	C073C	GS03
22091153	Administrative Specialist II	C073C	GS03
22091109	Public Information Specialist	P027C	GS06

ADEQ also requests the following titles and positions of nine (9) classifications:

<u>Position Titles</u>	<u>Class Code</u>	<u>Grade</u>
ADEQ Director of Information Technology (1 position)	NEW	IT10
ADEQ Used Tire Program Manager (1 position)	NEW	GS13
ADEQ Used Tire Program Coordinator (3 positions)	NEW	GS12
ADEQ Financial Manager (1 position)	NEW	GS12
ADEQ Tire Fund Coordinator (1 position)	NEW	GS10
Administrative Analyst (2 positions)	C037C	GS06

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