



STATE OF ARKANSAS  
**Department of Finance  
and Administration**

**EXHIBIT H**  
**OFFICE OF PERSONNEL MANAGEMENT**  
**Administrator's Office**  
1509 West Seventh Street, Suite 201  
Post Office Box 3278  
Little Rock, Arkansas 72203-3278  
Phone: (501) 682-1823  
www.dfa.arkansas.gov

August 14, 2018

Senator John Cooper, Co-Chairperson  
Representative Les Eaves, Co-Chairperson  
Uniform Personnel Classification and  
Compensation Plan Subcommittee  
Arkansas Legislative Council  
State Capitol Building, Room 315  
Little Rock, Arkansas 72201

Dear Co-Chairs:

Please find attached data requested by certain members of the committee during May's meeting regarding the Performance, Goals, and Compensation System (PGCS). PGCS is the administration's new pay-for-performance system that replaced the former merit process.

Respectfully submitted,

A handwritten signature in cursive script that reads "Kay Barnhill" followed by a small circular mark containing the initials "KB".

Kay Barnhill  
State Personnel Administrator

KB/cmb

BA	BA NAME	NUMBER OF EMPLOYEES IN EACH CATEGORY					PERCENTAGE INCREASE AWARDED BY CATEGORY					Est 2.8% of salary		
		ROLE MODEL	HIGHLY EFFECTIVE	SOLID PERFORMER	NEEDS DEVELOPMENT	UNACCEPTABLE	ROLE MODEL	HIGHLY EFFECTIVE	SOLID PERFORMER	NEEDS DEVELOPMENT	UNACCEPTABLE			
0028	OFC OF PROSECUTOR COORDINATOR	1	2	6		1		4.00%		2.60%		1.00%		\$15,133.93
0034	OFFICE OF THE GOVERNOR	0	0	0		0	0							
0035	OFC OF MEDICAID INSPECTOR GEN	1	2	27				3.75%		2.75%				\$39,247.77
0200	ARKANSAS ABSTRACTOR'S BD	1						2.00%						\$466.68
0203	STATE BOARD OF ACCOUNTANCY	2	2	5				3.50%	3.00%	2.50%				\$9,781.74
0205	AR APPRAISER LIC AND CERT BD	1	1	1					3.00%	2.50%				\$2,016.78
0206	AR BD ARCHITECT, LAND, INT DSN	2						2.80%						\$1,437.79
0211	PROF BAIL BONDSMAN LICENSING	1	3					2.90%	2.75%					\$2,838.52
0212	STATE BD OF BARBER EXAMINERS		1	3					3.75%	2.00%				\$2,501.83
0215	AR BURIAL ASSOCIATION BOAR			2				4.50%	3.50%	2.85%		1.00%		\$1,153.38
0221	STATE BD - COLLECTION AGENCIES	1	1	1				2.80%	2.80%					\$2,349.22
0224	CONTRACTOR'S LICENSING BD	3	4	4		1		4.89%	3.00%	2.00%				\$13,852.64
0228	ST BD OF EXAMINERS COUNSELING	1	1			1			5.00%			1.00%		\$2,121.82
0229	AR FAIR HOUSING COMMISSION	3	1	1		2		4.75%	3.75%	2.50%				\$7,053.67
0232	ST BD ELECTION COMMISSIONERS		1	5						2.80%				\$6,595.03
0236	STATE BD PROF ENG & PROF SURV		1	3		2				3.00%		2.50%		\$5,456.80
0238	ARKANSAS ETHICS COMMISSION	1	2	5		1			3.62%	2.63%				\$11,280.36
0241	JUD DISC & DISABILITY COMM	5						2.80%						\$4,640.86
0246	AR ST BD OF PHYSICAL THERAPY	1		1						2.80%				\$900.40
0248	AR REAL ESTATE COMMISSION	3	1	9		1		4.75%	3.50%	2.30%		0.50%		\$13,747.35
0254	SOCIAL WORK LICENSING BOARD	1		1						2.80%				\$813.29
0255	AR HOME INSPECTOR REG BOARD	1						2.00%						\$754.10
0258	AR TOWING AND RECOVERY BOARD	1	1	3					3.55%	2.51%				\$3,222.36
0261	ARKANSAS TOBACCO CONTROL	2	6	17		1		4.95%	3.90%	2.10%		1.50%		\$31,990.31
0263	FIRE PROTECTION LICENSING BD			3						2.80%				\$1,104.10
0265	STATE BD OF CHIROPRACTIC EXAM			2						1.80%				\$506.17
0268	STATE BD OF DENTAL EXAMINERS	1					2	2.80%						\$2,561.37
0270	AR DIETETICS LICENSING BD		1					2.00%						\$374.94
0274	STATE MEDICAL BOARD	1	3	30		3			4.43%	3.00%		1.50%		\$37,158.65
0277	AR STATE BOARD OF NURSING		2	25					3.50%	2.80%				\$35,939.04
0279	ST BD OF DISPENSING OPTICIANS	1						2.00%						\$534.16
0280	STATE BOARD OF OPTOMETRY	2						2.80%						\$941.50
0283	STATE BOARD OF PHARMACY	1	4	5				4.00%	3.25%	2.25%		1.00%		\$22,349.94
0289	ST BD OF EXAMINERS PSYCHOLOGY			1						2.80%				\$813.29
0292	EXAM SPEECH-LANG PATH & AUD BD	1						2.00%						\$1,035.20
0295	AR SPINAL CORD COMMISSION		3	17		4	1		6.08%	3.00%		1.00%		\$25,946.06
0298	VETERINARY MED EXAMINING BD	1						2.00%						\$900.18
0305	AR MANUFACTURED HOME COMM		2	1					4.50%	1.00%				\$1,829.90
0311	DISABILITY DETERMINATION	77	114	135		27		4.00%	3.25%	2.50%		1.00%		\$576,548.52
0315	CAPITOL ZONING COMMISSION	2				1			4.00%			1.00%		\$2,529.76
0318	MARTIN LUTHER KING, JR COMM	1		1		2			4.00%			2.00%		\$2,554.58
0319	ARKANSAS MINORITY HEALTH COMM		2	5					5.00%	2.00%				\$6,875.10
0320	ARKANSAS MOTOR VEHICLE COMM		4	1					2.80%					\$4,060.74
0323	PAROLE BOARD	4	6	10		2		4.35%	3.35%	2.35%		1.35%		\$33,670.51
0324	AR PUBLIC DEFENDER COMMISSION	4	28	260		24		6.00%	4.00%	2.75%		1.00%		\$466,014.13
0328	AR SENTENCING COMMISSION	3						2.80%						\$2,581.43
0334	AR TOBACCO SETTLEMENT COMM	1		1						2.80%				\$881.78
0341	AR WATERWAYS COMMISSION	3						2.80%						\$2,240.50
0360	AR STATE CLAIMS COMMISSION	1		9						2.80%				\$3,387.41
0365	DISABLED VETERANS SERVICE OFC			1						2.80%				\$653.38
0370	AR PUBLIC EMPLOYEES RETIREMENT	4	7	51		9		6.00%	4.00%	2.70%				\$87,614.20
0375	AR TEACHER RETIREMENT SYSTEM	4	1	68		1		7.00%	6.00%	2.50%		1.00%		\$96,417.21
0380	VETERANS CHILD WELFARE SERVICE	1	1					2.80%						\$1,047.45
0385	AR DEPT OF VETERAN AFFAIRS	18	6	146		27		3.80%	3.50%	3.20%				\$206,043.24
0390	WORKERS' COMPENSATION COMM	6	20	58		6		4.00%	3.00%	2.00%		1.00%		\$134,349.74
0395	DEVELOPMENT FINANCE AUTHORITY	8	15	24		6		5.00%	3.75%	2.10%				\$90,927.79
0400	ARKANSAS AGRICULTURE DEPT	10	60	389		39		4.75%	3.75%	2.75%		1.00%		\$543,367.70
0402	AR DEPARTMENT OF AERONAUTICS	1		4						2.80%				\$5,578.86
0405	STATE BANK DEPARTMENT	7	7	50		5		4.00%	3.50%	2.70%		1.00%		\$137,006.32
0410	STATE SECURITIES DEPARTMENT	2	6	23		3		5.00%	3.75%	2.50%		1.25%		\$52,395.27

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		ROLE MODEL	HIGHLY EFFECTIVE	SOLID PERFORMER	NEEDS DEVELOPMENT	UNACCEPTABLE	ROLE MODEL	HIGHLY EFFECTIVE	SOLID PERFORMER	NEEDS DEVELOPMENT	UNACCEPTABLE	
0420	ARKANSAS GEOLOGICAL SURVEY	1	6	14	4			4.50%	2.55%	1.00%		\$31,914.97
0425	STATE INSURANCE DEPARTMENT	3	9	124	12		4.50%	3.50%	2.85%	1.00%		\$215,324.67
0430	LIQUEFIED PETROLEUM GAS BOARD		1	5					2.90%			\$5,341.69
0440	OIL AND GAS COMMISSION	1	3	34				3.75%	2.75%			\$52,186.09
0450	AR PUBLIC SERVICE COMMISSION	27	26	40	7	1	3.90%	2.90%	2.00%	0.75%		\$164,248.25
0455	AR NATURAL RESOURCES COMM	3	16	45	4	1	4.50%	3.50%	2.85%	1.00%		\$97,044.78
0470	DEPT OF INFORMATION SYSTEMS	7	22	136	15		5.00%	4.00%	2.65%	1.00%		\$307,696.83
0472	AR GEOGRAPHIC INFO SYST OFC	1		10					2.80%			\$16,275.35
0480	DEPARTMENT OF CORRECTION	27	213	2604	779	16	5.25%	4.25%	3.25%	1.00%		\$3,806,933.88
0485	DEPT OF COMMUNITY CORRECTION	15	217	865	231		5.00%	3.75%	2.75%	1.75%		\$1,385,059.89
0490	ASSESSMENT COORDINATION DEPT	1	3	29				4.00%	2.60%			\$42,612.39
0500	DEPARTMENT OF EDUCATION	13	62	279	16		5.00%	3.50%	2.75%			\$560,759.08
0510	SCHOOL FOR THE BLIND	6	18	61	7		4.50%	3.50%	2.50%	1.00%		\$96,498.80
0513	SCHOOL FOR THE DEAF	6	14	105	17	1	4.00%	3.50%	3.00%	0.50%		\$154,506.20
0516	EDUCATIONAL TELEVISION DIV	1	6	72	3			4.00%	2.80%	1.50%		\$107,046.29
0519	ARKANSAS STATE LIBRARY	1	4	31	5			3.75%	3.00%	2.00%		\$45,773.71
0520	DEPT CAREER ED - REHAB SRVCS	18	79	292	39		5.00%	3.60%	2.50%	0.75%		\$476,881.78
0552	NORTHWEST TECHNICAL INSTITUTE	3	6	50	6		8.00%	6.25%	2.25%	1.00%		\$85,506.63
0582	RIVERSIDE VOCATION TECH SCHOOL		3	27	3			4.50%	3.00%	1.50%		\$39,349.28
0590	DEPT OF CAREER EDUCATION	17	17	38	4		5.00%	3.60%	2.50%	0.75%		\$100,963.81
0610	DEPT OF FINANCE AND ADMIN	7	60	259	17		6.00%	4.25%	2.80%	1.00%		\$486,638.70
0611	DFA - ALCOH BEV CONTROL DIV	1	2	9			6.00%	4.25%	2.80%	1.00%		\$12,999.28
0612	DFA - ALCOH BEV ENFORCEMENT		11	8			6.00%	4.25%	2.80%	1.00%		\$21,116.85
0613	DFA - OFC OF ARKANSAS LOTTERY	2	6	48	11		6.00%	4.25%	2.80%	1.00%		\$90,667.09
0615	DFA - DIV BUILDING AUTHORITY		7	48			6.00%	4.25%	2.80%	1.00%		\$66,341.84
0630	DFA - REVENUE SERVICES DIV	2	36	1119	95		6.00%	4.25%	2.80%	1.00%		\$1,251,459.25
0631	DFA - DIVISION OF RACING		3	10			6.00%	4.25%	2.80%	1.00%		\$14,315.60
0634	DFA - OFC OF CHILD SUPPORT ENF		34	539	68	2	6.00%	4.25%	2.80%	1.00%		\$639,134.84
0645	AR DEPARTMENT OF HEALTH	46	228	1554	83	3	5.10%	3.82%	2.55%	1.27%		\$2,523,925.28
0665	HEALTH SERVICES PERMIT AGENCY	1	2			1		3.50%		1.00%		\$4,672.40
0700	DEPARTMENT OF HIGHER EDUCATION	7	7	17	3		4.50%	3.25%	2.20%	1.00%		\$58,230.12
0710	AR DEPT OF HUMAN SERVICES	107	184	6035	702	18	5.45%	4.25%	2.90%	1.00%		\$7,392,092.98
0790	AR ECONOMIC DEVELOPMENT COMM	1	7	75	7			4.00%	2.80%	1.00%		\$151,979.14
0800	DEPARTMENT OF LABOR	1	12	57	6			4.50%	2.80%	1.00%		\$93,496.81
0810	DEPT OF WORKFORCE SERVICES	42	89	505	51	4	4.00%	3.00%	2.00%	1.00%		\$772,677.89
0865	DAH - CENTRAL ADMINISTRATION	9	15	105	8		5.50%	4.50%	2.50%	1.00%		\$161,119.01
0870	DAH - ARKANSAS ARTS COUNCIL		1	1			5.50%	4.50%	2.50%	1.00%		\$1,863.21
0887	NATURAL & CULTURAL RESOURCE		1				5.50%	4.50%	2.50%	1.00%		\$1,835.79
0900	DEPT OF PARKS AND TOURISM	18	57	544	99	1	6.50%	4.50%	2.80%	1.00%		\$704,114.92
0930	DEPT OF ENVIRONMENTAL QUALITY	20	47	235	38		4.25%	3.50%	2.80%	1.00%		\$471,073.74
0950	LAW ENFORCEMENT STANDARDS/TRNG	3	1	44	2		4.47%	3.76%	2.59%	1.00%		\$55,265.51
0955	STATE CRIME LABORATORY	8	26	77	22		5.50%	4.50%	2.50%	1.00%		\$195,774.12
0960	DEPT OF ARKANSAS STATE POLICE	22	135	693	96	1	5.00%	4.00%	2.75%	0.50%		\$1,231,145.12
0975	STATE MILITARY DEPARTMENT	14	37	356	32		7.60%	5.20%	2.50%			\$422,212.05
0990	AR CRIME INFORMATION CENTER	1	6	56	3			3.75%	2.75%	4.50%		\$70,313.09
0995	DEPT OF EMERGENCY MANAGEMENT	1	6	57	19			5.75%	3.40%			\$91,475.08
	TOTALS	661	2067	18726	2683	52						