



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

OFFICE OF PERSONNEL MANAGEMENT  
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June 10, 2015

Senator Uvalde Lindsey, Co-Chairperson  
Representative Lanny Fite, Co-Chairperson  
Uniform Personnel Classification and  
Compensation Plan Subcommittee  
Arkansas Legislative Council  
State Capitol Building, Room 315  
Little Rock, Arkansas 72201

Dear Co-Chairs:

The Office of Personnel Management (OPM) submits a request for the continuation of previously approved salary administration grids for FY16. The requested grids for continuation are attached.

The Office of Personnel Management is requesting the continuation of 22 salary administration grids from 15 different state agencies, boards, and commissions, as well as the continuation of the Statewide Nursing Grid. Of these 22 salary administration grids, two are recommended for continuation with modifications.

OPM has recommended modifications to the Game and Fish salary administration grid to include two new titles which were obtained during the biennial budget session and were authorized prior to the Pay Plan Study in 2009. These titles are Hatchery Manager (C123) and AGFC Senior Technician (C117).

OPM has also recommended modifications to the DDSSA (Disability Determination and Social Security Administration) salary administration grid to include two new titles which were obtained during the biennial budget session and were authorized prior to the Pay Plan Study in 2009. These titles are DDSSA Hearing Officer (C121) and DDSSA Quality Assurance Specialist (C121).

After review of the request, the Office of Personnel Management **recommends** the approval of the continuation of these previously approved salary administration grids, including those with suggested modifications, for FY16. Your consideration of this request is greatly appreciated.

Sincerely,

Kay B. Terry  
State Personnel Administrator

Chief Fiscal Officer of the State

KBT/sd:1

JUN 08 2015

Date

**SALARY ADMINISTRATION GRIDS- PERSONNEL COMMITTEE FY16**

BA	Agency/Institution Name	Request Type	Classifications Affected	Recommendation	Positions Affected	Cost
80	AR Game and Fish Commission	Salary Structure & Admin. Plan	Natural Resource Program Technician, B101C, C113 TOTAL	Continue as Requested	14	\$193,928
			AGFC Biologist, B024C, C119		11	\$159,713
			Assistant Hatchery Manager, B132C, C121		1	\$5,807
			AGFC Biologist-Assist. Regional Mgr., B131C, C121		0	\$0
			AGFC Biologist Specialist, B123C, C121		0	\$0
			AGFC Biologist Supv, B022C, C123		2	\$28,808
			AGFC Biologist Program Specialist, B046C, C123		0	\$0
			AGFC Senior Technician, B133C, C117 (New title)		0	\$0
			AGFC Wildlife Officer, T047C, C18		0	\$0
			Hatchery Manager, B123C, C123 (New title)		0	\$0
150	UAMS	Public Safety Salary Structure & Admin Plan	TOTAL	Continue as Requested	33	\$10,281
			Public Safety Officer, T055C, C116		33	\$10,281
			HE Public Safety Supervisor, T051C, C118		0	\$0
			HE Public Safety Commander II, T023C, C122		0	\$0
		Physical Plant Salary Structure & Admin Plan	TOTAL	Continue as Requested	0	\$0
			Apprentice Tradesman, S081C, C105		0	\$0
			Skilled Tradesman, S031C, C115		0	\$0
		Nutrition Services Salary Structure & Admin Plan	TOTAL	Continue as Requested	0	\$0
			Food Preparation Technician, S089C, C102		0	\$0
			Cook, S086C, C104		0	\$0
		Telecommunications Salary Structure & Admin Plan	TOTAL	Continue as Requested	6	\$9,234
			Computer Support Specialist, D063C, C119		6	\$9,234
		Research Salary Structure & Admin Plan	TOTAL	Continue as Requested	37	\$53,674
			Research Technician, B132C, C109		37	\$53,674
311	AR DSSSA	Salary Structure & Admin. Plan	TOTAL	Continue with Modifications	137	\$42,813
			DSSSA Claims Adjudicator I, X143C, C115		95	\$43,679
			DSSSA Claims Adjudicator II, X104C, C117		7	(\$1,504)
			DSSSA Claims Adjudicator III, X071C, C119		35	\$638
			DSSSA Case Consultant, G134C, C120		0	\$0
			DSSSA Unit Supervisor, G112C, C121		0	\$0
			DSSSA Medical Consultant Assistant, G235C, C121		0	\$0
			DSSSA Hearing Officer, G238C, C121 (New Title)		0	\$0
			DSSSA Quality Assurance Specialist, X203C, C121 (New Title)		0	\$0
405	Bank Department	Salary Structure & Admin. Plan	TOTAL	Continue with Modification	16	\$30,161
			A070C, Bank Examiner, C121		0	\$0
			In House - Bank Assistant Examiner C121		3	\$7,128
			In House - Bank Jr Examiner C121		3	\$6,625
			A106C, Bank Sr Examiner, C124		5	\$8,734
			In House - Commissioned Sr Examiner C124		5	\$7,675
			A039C, Certified Bank Sr Examiner, C127		0	\$0
			A107C, Bank Examiner Manager, C128		0	\$0
			A030C, Bank Certified Examinations Manager, C129		0	\$0
			G257C, Bank Chief Counsel, C129		0	\$0
			A018C, Bank Chief Examiner, C130		0	\$0
450	AR PSC	Salary Structure & Admin. Plan	TOTAL	Continue as Requested	8	\$52,976
			PSC Rate Case Analyst, A046C, C121		2	\$6,103
			PSC Senior Rate Case Analyst, A082C, C124		0	\$0
			PSC Public Utility Auditor, X064C, C119		2	\$18,111
			PSC Senior Public Utility Auditor, X033C, C122		0	\$0
			Engineer P.E., B023C, C124		2	\$19,571
			Attorney Specialist, G047C, C126		0	\$0
			PSC Utilities Services Specialist, X078C, C118		0	\$0
			PSC Pipeline Safety Specialist, X048C, C120		2	\$9,191
			Corrosion Inspector, A144C, C115		0	\$0
			PSC Tax Division Valuation Analyst, A095C, C113		0	\$0
480	AR Dept. of Correction	ADC Correctional Officer Tier Plan	TOTAL	Continue as Requested	765	\$2,758,683

500	AR Dept. of Education	General Education Salary Grid	ADC/DCC Correctional Officer I, 1083C, C112	715	\$2,410,444
			ADC/DCC Corporal, 1075C, C113	17	\$104,289
			ADC/DCC Correctional Sergeant, 1065C, C115	25	\$159,508
			ADC/DCC Lieutenant, 1054C, C117	7	\$46,674
			ADC/DCC Captain, 1048C, C118	1	\$7,768
			ADC/DCC Major, 1033C, C120	0	\$0
			ADC/DCC Deputy Warden, 1015C, C124	3	\$43,869
			ADC/DCC Correctional Warden, 1005C, C127	1	\$15,502
			TOTAL	31	\$521,553
			ADE Special Education Division Manager, G006C, C129	1	\$22,517
ADE Assistant to Director, G012C, C129	1	\$24,185			
Public School Program Manager, E006C, C126	3	\$71,993			
ADE OERZ Director, E007C, C126	1	\$22,784			
ADE Program Administrator, G075C, C124	0	\$0			
Public School Program Coordinator, E016C, C123	0	\$0			
Public School Program Advisor, E019C, C122	25	\$380,074			
ADE OERZ Technical Assistant Specialist, E020C, C122	0	\$0			
510	AR School of the Blind	Salary Structure & Admin. Plan	TOTAL	1	\$3,488
			Certified Bachelors Teacher, E044C, C117	1	\$3,488
			Certified Masters Teacher, E035C, C119	0	\$0
			Education Counselor, E032C, C119	0	\$0
			School Principal, E004C, C126	0	\$0
			Special Ed Supervisor, E015C, C123	0	\$0
			Assistant Principal, E017C, C123	0	\$0
			Teacher Supervisor, E024C, C120	0	\$0
			Educational Supervisor, E025C, C120	0	\$0
			School Speech Pathologist, 1042C, C119	0	\$0
513	AR School of the Deaf	Salary Structure & Admin. Plan	TOTAL	3	\$10,464
			Certified Bachelors Teacher, E044C, C117	3	\$10,464
			Certified Masters Teacher, E035C, C119	0	\$0
			Certified Masters Degree Librarian, E036C, C119	0	\$0
			Education Counselor, E032C, C119	0	\$0
			School Principal, E004C, C126	0	\$0
			Assistant Principal, E017C, C123	0	\$0
			Teacher Supervisor, E024C, C120	0	\$0
			Educational Supervisor, E025C, C120	0	\$0
			School Speech Pathologist, 1042C, C119	0	\$0
552	Northwest Technical Institute	Salary Structure & Admin. Plan	TOTAL	2	\$2,847
			Career & Technical Faculty, E022C, C120	1	\$1,188
			Nurse Instructor, 1039C, C121	0	\$0
			Specialized Technical Faculty, E088C, C122	1	\$1,659
			TOTAL	2	\$2,847
			ACE Division Manager, G010C, C128	0	\$0
			ACE Program Coordinator, E061C, C123	0	\$0
			ACE Program Advisor, E062C, C122	2	\$22,958
			TOTAL	2	\$22,958
			590	AR Career Education	Career Education Salary Grid
ACE Program Coordinator, E061C, C123	0	\$0			
ACE Program Advisor, E062C, C122	2	\$22,958			
TOTAL	2	\$22,958			
Accountant I, A089C, C116	0	\$0			
DFA SFA/CAR Specialist, A109C, C116	1	\$3,094			
Auditor, A081C, C117	1	\$2,902			
DFA CAFR Asser Specialist, R042C, C118	1	\$4,415			
DFA Statewide Program Specialist, R043C, C122	0	\$0			
Audit Coordinator, A044C, C122	2	\$9,500			
DFA Statewide Coordinator, R041C, C124	6	\$25,321			
DFA Accounting CAFR Coordinator, A025C, C126	3	\$5,382			
Audit Manager, A002C, C129	2	\$4,906			
Tax Auditor, A059C, C119	0	\$0			
Tax Auditor II, A054C, C120	12	\$46,046			
Tax Auditor Supervisor, A033C, C123	63	\$225,877			
Tax Auditor Supervisor, A033C, C123	4	\$11,745			
645	AR Dept. of Health	Salary Structure & Admin. Plan:	Epidemiologist, U028C, C122	2	\$10,135
			TOTAL	2	\$10,135
			Health Physicists, B063C, C119	1	\$16,287
			TOTAL	1	\$16,287
			Salary Structure & Admin. Plan*	6	\$29,247
			Nurse Practitioner, L018N, N904	6	\$29,247
			Bachelor's of Science in Nursing, 6%	6	\$29,247
			Master's of Science in Nursing, 8%	6	\$29,247
			Doctor of Public Health Nursing, 10%	6	\$29,247
			Doctor of Nursing Practice, 10%	6	\$29,247

Nurse Practitioner Experience: 0.5% per year  
 Nurse Practitioner Coordinator Differential: 6%

960	AR State Police	Salary Threshold				
			TOTAL	111		\$200,207
			ASP Troop School	59		\$37,709
			ASP Trooper, T100C, C118	24		\$35,997
			ASP Sergeant, T011C, C124	28		\$126,501
			ASP Lieutenant, T007C, C126	0		\$0
			ASP Captain, T003C, C128	0		\$0
			ASP Major, T001C, C130	0		\$0
			ASP Deputy Director/LT Colonel, N057N, N908	0		\$0

ALL	Statewide Nursing Grid	Salary Structure & Admin Plan				
			TOTAL	1,222		\$717,775
			Licensed Practical Nurse, L069C, C113	1144		\$57,994
			Registered Practical Nurse Supervisor, L062C, C115	0		\$0
			Registered Nurse, L038C, C120	78		\$569,781
			Nurse Instructor, L046C, C121	0		\$0
			Registered Nurse Hospital, L032C, C121	0		\$0
			Registered Nurse Supervisor, L027C, C122	0		\$0
			Nursing Clinic Coordinator, L022C, C123	0		\$0
			Nursing Services Unit Manager, L020C, C123	0		\$0
			Registered Nurse Coordinator, L019C, C123	0		\$0
			Registered Nurse, L009C, C125	0		\$0
			ADN Nursing Program Coordinator, L076C, C123	0		\$0
			Associate Dir of Nursing, L006C, C126	0		\$0
			Nursing Director, L002C, C128	0		\$0
			Nurse Practitioner, L018N, N904	0		\$0

TOTAL 2,496 \$4,891,343