



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

**EXHIBIT G**  
**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  
<http://www.state.ar.us/dfa>

June 13, 2017

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:

The Office of Personnel Management (OPM) submits a request for new titles and pool positions from the pools established by Ark. Code Ann. §21-5-225.

During the pay plan study, OPM analyzed over 26,000 positions in over 2,000 job classifications. Although most classification issues were resolved through amendments to Act 365 of 2017, OPM and the General Assembly anticipated the need for further adjustments regarding classification concerns by increasing the number of surrender pool positions and decreasing the number of growth pool positions for the upcoming biennium.

OPM proposes the following actions be taken effective at the beginning of Fiscal Year 2017-2018:

**New Titles**

<b>Title</b>	<b>Grade</b>
ADE Director of Medicaid in Schools	GS11
ADEM Division Director	GS09
ADVA CFO	GS13
DHS Director of Early Childhood Education	SE01
DHS Director of Legislative Affairs	SE01
DHS Director of Provider Services & Quality Control	SE01

Below are pool position requests from agencies sorted by business area. OPM has provided for each request:

- Position number
- Whether the position is currently filled or vacant
- Authorized title for FY18
- Grade for the FY18 authorized title

- Title requested by the agency
  - If preceded by a class code, the requested title is an existing title
  - If not preceded by a class code, the requested title is a new title in the listing above
- Grade for the requested title
- Estimated cost of the requested action
  - Cost estimated as the highest authorized cost; agency directors may set salaries below the estimated amount due to promotional paths, budget, etc.
  - If the position is filled, the estimated cost reflects the change in the incumbent's salary from the original pay plan cost
  - If the position is vacant, the estimated cost is the difference between the two entry levels
- General Revenue (GR) or State Central Services (SCS) cost, if any
- Federal costs, if any
- Cash or Special Revenue (SR) cost, if any

**0385—ARKANSAS DEPARTMENT OF VETERANS AFFAIRS**

*Surrender Pool Position*

<u>Position</u>	<u>Status</u>	<u>FY18 Title</u>	<u>FY18 Grade</u>	<u>Proposed Title</u>	<u>Prop. Grade</u>	<u>Current Salary</u>	<u>Est. Salary</u>	<u>Estimated Cost</u>	<u>GR/SCS Cost</u>	<u>Federal Cost</u>	<u>Cash/SR Cost</u>
22094468	FILLED	ADVA CHIEF FISCAL OFFICER	GS12	ADVA CFO	GS13	\$72,348	\$77,862	\$5,514	\$5,514	\$0	\$0

**0400—ARKANSAS AGRICULTURE DEPARTMENT**

*Surrender Pool Positions*

<u>Position</u>	<u>Status</u>	<u>FY18 Title</u>	<u>FY18 Grade</u>	<u>Proposed Title</u>	<u>Prop. Grade</u>	<u>Current Salary</u>	<u>Est. Salary</u>	<u>Estimated Cost</u>	<u>GR/SCS Cost</u>	<u>Federal Cost</u>	<u>Cash/SR Cost</u>
22094749	FILLED	B006N ARLPC BOARD CERTIFIED PATHOLOGIST	GS13	VETERINARY SPECIALIST	MP04	\$83,899	\$89,368	\$13,291	\$13,291	\$0	\$0
22094796	VACANT	B006N ARLPC BOARD CERTIFIED PATHOLOGIST	GS13	VETERINARY SPECIALIST	MP04	\$0	\$89,368	\$11,776	\$11,776	\$0	\$0

**0590—ARKANSAS DEPARTMENT OF CAREER EDUCATION**

ACE proposed to surrender two positions for an ACE Program Coordinator; salaries and differences are shown with the two surrendered positions combined.

*Surrender Pool Positions*

<u>Position</u>	<u>Status</u>	<u>FY18 Title</u>	<u>FY18 Grade</u>	<u>Proposed Title</u>	<u>Prop. Grade</u>	<u>Curr. Salary</u>	<u>Est. Salary</u>	<u>Est. Cost</u>	<u>GR/SCS Cost</u>	<u>Fed. Cost</u>	<u>Cash/SR Cost</u>
22080285	VACANT	ADMINISTRATIVE SPECIALIST II	GS03	ACE PROGRAM COORIDNATOR	GS10	\$0	\$56,039	\$3,971	\$1,985	\$1,986	\$0

22080295	VACANT	ADMINISTRATIVE SPECIALIST II	GS03			\$0					
22162870	VACANT	DIR OF OFFICE OF SKILLS DEVELOPMENT	GS14	ACE DEPUTY DIRECTOR	SE01	\$0	\$108,110	\$21,223	\$10,611	\$10,612	\$0

**710—DEPARTMENT OF HUMAN SERVICES**

Positions at DHS are from various divisions assigned to funds with mixed revenue sources. Non-GR funding includes both cash and federal funds.

*Surrender Pool Positions*

<u>Position</u>	<u>Status</u>	<u>FY18 Title</u>	<u>FY18 Grade</u>	<u>Proposed Title</u>	<u>Proposed Grade</u>	<u>Current Salary</u>	<u>Est. Salary</u>	<u>Estimated Cost</u>	<u>GR Cost</u>	<u>Non-GR Cost</u>
22100812	FILLED	N052N DHS EXEC DIR EARLY CHILDHOOD COMM	GS14	DHS DIRECTOR OF EARLY CHILDHOOD EDUCATION	SE01	\$106,918	\$108,110	\$1,192	\$0	\$1,192
22109654	FILLED	N109N DHS/OFA ASSISTANT DIRECTOR	GS13	DHS DIRECTOR OF LEGISLATIVE AFFAIRS	SE01	\$108,242	\$109,324	\$1,082	\$295	\$787
22103510	VACANT	PHYSICAL THERAPIST	MP03	DHS DIRECTOR OF PROVIDER SERVICES & QUALITY ASSURANCE	SE01	\$0	\$108,110	\$28,231	\$15,245	\$12,986

**0790—ARKANSAS ECONOMIC DEVELOPMENT COMMISSION**

*Surrender Pool Positions*

<u>Position</u>	<u>Status</u>	<u>FY18 Title</u>	<u>FY18 Grade</u>	<u>Proposed Title</u>	<u>Proposed Grade</u>	<u>Current Salary</u>	<u>Est. Salary</u>	<u>Estimated Cost</u>	<u>GR/SCS Cost</u>	<u>Federal Cost</u>	<u>Cash/SR Cost</u>
22094128	FILLED	AEDC FIELD ENGINEER	GS12	GENERAL COUNSEL	GS13	\$76,050	\$77,862	\$1,812	\$1,812	\$0	\$0

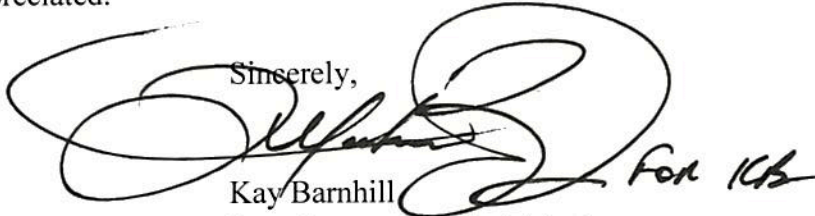
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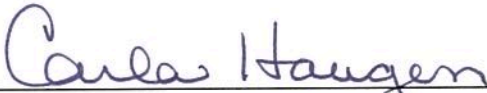
**0865—DEPARTMENT OF ARKANSAS HERITAGE**

*Surrender Pool Position*

<u>Position</u>	<u>Status</u>	<u>FY18 Title</u>	<u>FY18 Grade</u>	<u>Proposed Title</u>	<u>Proposed Grade</u>	<u>Current Salary</u>	<u>Est. Salary</u>	<u>Estimated Cost</u>	<u>GR/SCS Cost</u>	<u>Federal Cost</u>	<u>Cash/SR Cost</u>
22092706	FILLED	DAH PROGRAM COORDINATOR	GS06	HISTORIAN	GS07	\$44,505	\$44,950	\$445	\$0	\$445	\$0

The cost for these positions from general revenue/state central services is estimated to be \$60,529; the federal cost is estimated to be \$28,008 and the cash/special revenue cost is estimated to be \$0. The total cost from all sources is estimated to be \$88,537. Your consideration of this request is appreciated.

Sincerely,  
  
 Kay Barnhill For KB  
 State Personnel Administrator

  
 Chief Fiscal Officer of the State

JUN 02 2017  
 Date