

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

August 26, 2022

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Wednesday, August 24, 2022 at 1:30 p.m. in Room A of the MAC Building. The Subcommittee reviewed and/or approved the following requests and reports:

1. Request from Department of Agriculture, Division of Shared Services, to establish one (1) position from the OPM Growth pool established by Ark. Code Ann. §21-5-225(b).

CLASSIFICATIONS REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
D007C	Information Systems Manager	IT08	\$71,704-\$103,970

2. Request from Department of Corrections, Division of Community Correction to establish six (6) positions from the OPM Central Growth pool established by Arkansas Code Annotated §21-5-225(a)(1).

CLASSIFICATIONS REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
C056C	(2) Administrative Specialist III	GS04	\$29,046-\$42,117
M059C	(2) DOC Advisors	GS05	\$32,405-\$46,987
T045C	(2) DCC Parole/Probation Officers	GS07	\$40,340-\$58,493

3. Request from Disability Determination for Social Security Administration to establish one (1) position from the OPM Growth pool established by Arkansas Code Annotated §21-5-225.

CLASSIFICATIONS REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
NEW	DDSSA Chief Financial Officer	GS14	\$86,887-\$125,986

4. Request from Department of Public Safety, Division of Arkansas Crime Information Center (ACIC) to establish one (1) position from the OPM Growth pool established by Arkansas Code Annotated §21-5-225(b).

CLASSIFICATION REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
X095C	Quality Assurance Analyst	GS07	\$40,340-\$58,493

5. Request from Department of Transformation and Shared Services, Employee Benefits Division and Office of State Procurement to establish two (2) positions from the OPM Growth pool established by Arkansas Code Annotated §21-5-225(b).

CLASSIFICATIONS REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
R051C	TSS Statewide Program Manager	GS13	\$77,862-\$112,899
R052C	TSS Statewide Program Coordinator	GS11	\$62,531-\$90,670

6. Request from Department of Corrections to establish one (1) position from the OPM Surrender pool established by Ark. Code Ann. §21-5-225(a)(1) along with the establishment of one (1) new classification.

CLASSIFICATIONS SURRENDERED				
CLASS CODE	TITLE	POSITION	GRADE	SALARY RANGE
T075C	DOC Corporal	22086021	GS05	\$32,405-\$46,987
S046C	Maintenance Technician	22086642	GS04	\$29,046-\$42,116
CLASSIFICATIONS REQUESTED				
CLASS CODE	TITLE		GRADE	SALARY RANGE
NEW	DOC Construction Division Manager		GS11	\$62,531-\$90,670

7. Request from Department of Corrections to surrender six (6) positions and establish five (5) positions from the OPM Surrender pool established by Arkansas Code Annotated §21-5-225(a)(1).

CLASSIFICATIONS SURRENDERED				
CLASS CODE	TITLE	POSITION	GRADE	SALARY RANGE
C087C	Administrative Specialist I	22124797	GS02	\$23,335-\$33,836
C087C	Administrative Specialist I	22085598	GS02	\$23,335-\$33,836
C073C	Administrative Specialist II	22077632	GS03	\$26,034-\$37,749
C073C	Administrative Specialist II	22078943	GS03	\$26,034-\$37,749
C073C	Administrative Specialist II	22084123	GS03	\$26,034-\$37,749
C073C	Administrative Specialist II	22084651	GS03	\$26,034-\$37,749
CLASSIFICATIONS REQUESTED				
CLASS CODE	TITLE		GRADE	SALARY RANGE
C056C	(5) Administrative Specialist III		GS04	\$29,046-\$42,117

8. Request from Department of Corrections, Division of Community Correction to surrender two (2) positions and establish one (1) position from the OPM Surrender pool established by Arkansas Code Annotated §21-5-225(a).

CLASSIFICATIONS SURRENDERED				
CLASS CODE	TITLE	POSITION	GRADE	SALARY RANGE
C073C	Administrative	22083127	GS03	\$26,034-\$37,749

	Specialist ii			
R030C	EEO/Grievance Officer	22083147	GS06	\$36,155-\$52,425
CLASSIFICATION REQUESTED				
CLASS CODE	TITLE		GRADE	SALARY RANGE
A063C	Research and Statistics Supervisor		GS07	\$40,340-\$58,493

9. Request from Department of Health to establish two (2) positions from the OPM Surrender pool established by Arkansas Code Annotated §21-5-225(a)(1).

POSITIONS SURRENDERED				
POSITION NUMBER	TITLE	CLASS CODE	GRADE	SALARY RANGE
22106202	Environmental Health Specialist	X102C	GS06	\$36,155-\$52,425
22106309	Environmental Health Specialist	X102C	GS06	\$36,155-\$52,425
CLASSIFICATION REQUESTED				
CLASS CODE	TITLE		GRADE	SALARY RANGE
L029C	ADH Public Health Section Chief II		GS09	\$50,222-\$72,822
B043C	Professional Geologist		GS08	\$45,010-\$65,265

10. Request from Department of Health to establish one (1) position from the OPM Surrender pool established by Arkansas Code Annotated §21-5-225(a)(1) along with the establishment of one (1) new classification.

POSITION SURRENDERED				
POSITION NUMBER	TITLE	CLASS CODE	GRADE	SALARY RANGE
22106614	ADH Public Health Section Chief II	L029C	GS09	\$50,222-\$72,822
CLASSIFICATION REQUESTED				
	TITLE	CLASS CODE	GRADE	SALARY RANGE
	ADH Certified Tumor Registrar Manager	NEW	GS12	\$69,776-\$101,175

11. Request from Department of Military to establish one (1) position from the OPM Surrender pool established by Arkansas Code Annotated §21-5-225(a)(1).

POSITIONS SURRENDERED				
POSITION NUMBER	TITLE	CLASS CODE	GRADE	SALARY RANGE
22089657	Personnel Manager	R014C	GS08	\$45,010-\$65,264
CLASSIFICATION REQUESTED				
	TITLE	CLASS CODE	GRADE	SALARY RANGE
	Human Resources Administrator	R006C	GS12	\$69,776-\$101,175

12. Request from Department of Public Safety, Arkansas Division of Emergency Management to establish two (2) positions from the OPM Surrender pool established by Arkansas Code Annotated §21-5-225(a)(1).

POSITIONS SURRENDERED				
POSITION NUMBER	TITLE	CLASS CODE	GRADE	SALARY RANGE
22133054	ADEM Division Director	C108C	GS09	\$50,222-\$72,822
22088833	Grants Analyst	G180C	GS06	\$36,155-\$52,425
CLASSIFICATIONS REQUESTED				
	TITLE	CLASS CODE	GRADE	SALARY RANGE
	ADEM Deputy Director	G055C	GS12	\$69,776-\$101,175
	Grants Coordinator	G147C	GS07	\$40,340-\$58,493

13. Request from Department of Veteran's Affairs to establish five (5) positions from the OPM surrender pool established by Arkansas Code Annotated §21-5-225(a).

POSITIONS SURRENDERED				
POSITION NUMBER	TITLE	CLASS CODE	GRADE	SALARY RANGE
22094439	ADVA Division Manager	G254C	GS10	\$56,039-\$81,256
22077872	ADVA Division Manager	G254C	GS10	\$56,039-\$81,256
22133600	Nurse Manager	L009C	MP03	\$78,879-\$113,428
22077869	Heavy Equipment Operator	S060C	GS02	\$23,335-\$33,385
22154802	Heavy Equipment Operator	S060C	GS02	\$23,335-\$33,385
CLASSIFICATIONS REQUESTED				
POSITION COUNT	TITLE	CLASS CODE	GRADE	SALARY RANGE
2	ADVA Division Director	NEW	GS13	\$77,862-\$112,899
2	Maintenance Technician	S046C	GS04	\$29,046-\$42,116
1	Nursing Director	L002C	MP04	\$89,368-\$128,690

14. Request from Arkansas Department of Commerce, Division of Workforce Services to establish five (5) positions from the OPM surrender pool established by Arkansas Code Annotated §21-5-225(a).

POSITIONS SURRENDERED				
POSITION NUMBER	TITLE	CLASS CODE	GRADE	SALARY RANGE
22093254	Administrative Specialist I	C087C	GS02	\$23,335-\$33,836
22136377	Administrative Specialist I	C087C	GS02	\$23,335-\$33,836
22137752	Administrative Specialist I	C087C	GS02	\$23,335-\$33,836

22137753	Administrative Specialist I	C087C	GS02	\$23,335-\$33,836
22093535	DWS Workforce Specialist	G217C	GS06	\$36,155-\$52,424
22076554	DWS Workforce Specialist	G217C	GS06	\$36,155-\$52,424
22093507	DWS Workforce Specialist	G217C	GS06	\$36,155-\$52,424
CLASSIFICATIONS REQUESTED				
	TITLE	CLASS CODE	GRADE	SALARY RANGE
	ACOM DWS Program Manager (4)	G110C	GS09	\$50,222-\$72,822
	Information Systems Manager	D007C	IT08	\$71,704-\$102,970

15. Request from Department of Human Services, Division of Aging, Adult, and Behavioral Health Services is for the establishment of one (1) Miscellaneous Federal Grant position to be used for substance abuse prevention and to identify primary problematic substances in their jurisdiction and develop and implement strategies to prevent the misuse of the substances among youth and adults.

POSITION TITLE	CLASS CODE	GRADE	SALARY RANGE
DHS Program Administrator	G099C	GS09	\$50,222-\$72,821

16. Request from Arkansas Public Service Commission for a special entry rate of \$90,670, or maximum, for an exceptionally well qualified applicant for the classification of Attorney Specialist, G047C, grade GS11.

17. Request from Department of Veteran's Affairs for a special entry rate of \$130,000, or between midpoint and maximum, for an exceptionally well qualified applicant for the classification of Nursing Home Division Director, N197N, grade GS15.

18. Request from the Commissioners of Arkansas PBS to pay \$180,000, which is above the maximum salary of grade SE02 (\$157,000) for the current Director of Arkansas PBS.

19. Review of positions vacant for two (2) years or more in accordance with Act 796 of 2021 established by Arkansas Code Annotated §21-5-226.

20. Request from National Park College to establish seven (7) non-classified positions and one (1) classified position from the Higher Education Central pool authorized by Act 763 of 2019, ACA §21-5-1415.

Requested	Recommendation
Title: Athletic Trainer	Title: Athletic Trainer
LIM \$-FY23: \$35,509	LIM \$-FY23: \$35,509
Salary \$-FY23: \$30,000	Salary \$-FY23: \$30,000
Institution Match Rate %-FY23: 32%	Institution Match Rate %-FY23: 32%
Institution Match \$-FY23: \$9,600	Institution Match \$-FY23: \$9,600
Total Compensation \$-FY23: \$39,600	Total Compensation \$-FY23: \$39,600
Number of Positions: 1	Number of Positions: 1
Title: Maintenance Manager	Title: S004C/Maintenance Manager
Grade-FY23: C121	Grade-FY23: C121
Salary \$-FY23: \$50,000	Salary \$-FY23: \$50,000
Institution Match Rate %-FY23: 32%	Institution Match Rate %-FY23: 32%

Institution Match \$-FY23: \$16,000	Institution Match \$-FY23: \$16,000
Total Compensation \$-FY23: \$66,000	Total Compensation \$-FY23: \$66,000
Number of Positions: 1	Number of Positions: 1
Title: Project Program Director	Title: Project/Program Director
LIM \$-FY23: \$102,341	LIM \$-FY23: \$102,341
Salary \$-FY23: \$52,000	Salary \$-FY23: \$52,000
Institution Match Rate %-FY23: 32%	Institution Match Rate %-FY23: 32%
Institution Match \$-FY23: \$16,640	Institution Match \$-FY23: \$16,640
Total Compensation \$-FY23: \$68,640	Total Compensation \$-FY23: \$68,640
Number of Positons: 1	Number of Positons: 1
Title: Retail Specialist	Title: Retail Specialist
LIM \$-FY23: \$45,005	LIM \$-FY23: \$45,005
Salary \$-FY23: \$32,000	Salary \$-FY23: \$32,000
Institution Match Rate %-FY23: 32%	Institution Match Rate %-FY23: 32%
Institution Match \$-FY23: \$10,240	Institution Match \$-FY23: \$10,240
Total Compensation \$-FY23: \$42,240	Total Compensation \$-FY23: \$42,240
Number of Positions: 1	Number of Positions: 1
Title: Student Services Representative	Title: Student Services Representative
LIM \$-FY23: \$65,325	LIM \$-FY23: \$65,325
Salary \$-FY23: \$50,000	Salary \$-FY23: \$50,000
Institution Match Rate %-FY23: 32%	Institution Match Rate %-FY23: 32%
Institution Match \$-FY23: \$16,000	Institution Match \$-FY23: \$16,000
Total Compensation \$-FY23: \$66,000	Total Compensation \$-FY23: \$66,000
Number of Positions: 3	Number of Positions: 3
Title: Systems Analyst	Title: Systems Analyst
LIM \$-FY23: \$76,361	LIM \$-FY23: \$76,361
Salary \$-FY23: \$50,000	Salary \$-FY23: \$50,000
Institution Match Rate %-FY23: 32%	Institution Match Rate %-FY23: 32%
Institution Match \$-FY23: \$16,000	Institution Match \$-FY23: \$16,000
Total Compensation \$-FY23: \$66,000	Total Compensation \$-FY23: \$66,000
Number of Positions: 1	Number of Positions: 1

21. Request from East Arkansas Community College (EACC) to establish a salary adjustment of more than two percent (2%) provided for all classified employees at EACC for Fiscal Year 2022-23 due to a request of a 2.8% COLA for all classified, non-classified and faculty employees.
22. Request from Southern Arkansas University (SAU) to establish a salary adjustment of more than two percent (2%) provided for all classified employees for Fiscal Year 2022-23 due to a request of a two and a half percent (2.5%) COLA for all classified, non-classified and faculty employees.
23. Request from University of Arkansas Community College at Rich Mountain (UACCRM) to establish a salary adjustment of more than two percent (2%) provided for all classified employees for Fiscal Year 2022-23 due to a request of a two and half percent (2.5%) COLA for all classified, non-classified and faculty employees.
24. Request from University of Arkansas Division of Agriculture to establish the second language plan differential pay to determine and provide differential pay for an employee who had demonstrated proficiency in a second language. The differential pay request is based upon ACA §21-5-221.

25. Request from Division of Higher Education for continuation of labor market rates for FY23. The continuation of labor market rates is for twenty-nine (29) institutions/entities with a total cost for FY22 of \$15,644,820.
26. Request from Division of Higher Education for continuation of various differentials for FY23.
27. June-July 2022 Personnel Actions Report Office of Personnel Management-Department of Transformation and Shared Services.
28. August 2022 Personnel Actions Report Department of Education, Division of Higher Education
29. August New Provisional Report for (110) new positions are approved for (7) Four-Year Institutions of Higher Education. (40) new positions for (13) Two-Year Institutions of Higher Education.
30. August Continuation Provisional Report for (2,081) continued positions are approved for (15) Four-Year Institutions of Higher Education; (778) continued positions are approved for (22) Two-Year Institutions of Higher Education.

Respectfully submitted by Subcommittee Co-Chairs Senator David Wallace and Representative David Hillman.