

**REPORT OF THE
UNIFORM PERSONNEL CLASSIFICATION AND
COMPENSATION PLAN SUBCOMMITTEE**

of the
ARKANSAS LEGISLATIVE COUNCIL

June 16, 2023

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Wednesday, June 14, 2023 at 1:30 p.m. in Room A of the MAC Building. The Subcommittee reviewed the following requests and reports:

- Request from Black River Technical College to establish three (3) positions from the Higher Education Surrender Pool authorized by Act 778 of 2023, ACA §6-63-319(c)(1).

POSITION REQUESTED			
TITLE	SALARY RANGE	LINE-ITEM-MAX SALARY	NUMBER OF POSITIONS
Instructor-Nursing/Resp. Therapy	\$50,000-\$60,000	\$108,948	3
POSITION SURRENDERED			
TITLE	SALARY RANGE	LINE-ITEM-MAX SALARY	NUMBER OF POSITIONS
Faculty- 9 Month	\$35,000-\$63,000	\$100,850	3

- Request from Department of Finance and Administration to establish one (1) position from the OPM Surrender Pool established by Arkansas Code Annotated §21-5-225(a)(1).

CLASSIFICATION REQUESTED				
CLASS CODE	TITLE	GRADE	# REQUESTED	SALARY RANGE
R041C	DFA Statewide Program Coordinator	GS11	1	\$62,531-\$90,669
POSITION SURRENDERED				
CLASS CODE	TITLE	GRADE	# SURRENDERED	SALARY RANGE
A057C	DFA Tax Research Analyst	GS08	1	\$45,010-\$65,264

- Request from Department of Military to establish five (5) new titles from the OPM Surrender Pool established by Arkansas Code Annotated §21-5-225(a).

CLASSIFICATION REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
NEW	Security Systems Coordinator	GS09	\$50,222-\$72,821
NEW	Security Systems Analyst	GS06	\$36,155-\$44,290
NEW	ITAM Coordinator	GS09	\$50,222-\$72,821

NEW	LRAM Coordinator	GS09	\$50,222-\$72,821
NEW	RTLA Coordinator	GS06	\$36,155-\$52,424
POSITIONS SURRENDERED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
X195C	Electronic Security Systems Sr Tech	GS04	\$29,046-\$42,116
X194C	Electronic Security Sys Tech	GS03	\$26,034-\$37,749
G166C	Military Program Coordinator	GS06	\$36,155-\$52,424
T068C	Fire Desk Operator	GS06	\$36,155-\$52,424
S047C	Landscape Supervisor	GS04	\$29,046-\$42,116

4. Request from Department of Parks, Heritage, & Tourism, Division of Parks and Tourism, to establish four (4) positions from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a).

CLASSIFICATION REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
S031C	Skilled Tradesman (4)	GS05	\$32,405-\$46,987
POSITIONS SURRENDERED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
S065C	Maintenance Assistant (6)	GS01	\$22,880-\$31,900

5. Request from Department of Veterans Affairs to establish five (5) positions from the OPM Surrender Pool established by Arkansas Code Annotated §21-5-225(a) along with the establishment of two (2) new classifications.

CLASSIFICATIONS REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
NEW	ADVA Quality Assurance Administrator (1)	GS11	\$62,531-\$90,669
NEW	ADVA Nursing Home Assistant Administrator (2)	GS12	\$69,776-\$101,175
D022N	IT Senior Project Manager (1)	IT09	\$80,242-\$98,297
V004C	Procurement Manager (1)	GS08	\$45,010-\$65,264
POSITIONS SURRENDERED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
S060C	Heavy Equipment Operator	GS02	\$23,335-\$31,900
L021C	Nursing Home Assistant Admr (2)	GS09	\$50,222-\$72,821
C037C	Administrative Analyst	GS06	\$36,155-\$52,424
V008C	Buyer Supervisor	GS07	\$40,340-\$58,439

6. Request from Department of Commerce, Bank Department to establish eight (8) growth pool positions from the OPM Central Growth Pool and one (1) surrender pool position from the OPM Surrender Pool established by Arkansas Code Annotated §21-5-225.

CLASSIFICATIONS REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
A039C	Certified Bank Senior Examiner (6)	GS13	\$77,862-\$112,900
A005N	ACOM Assistant	GS15	\$96,960-\$140,592

	Deputy Bank Commissioner (2)		
D002N	State Database Administrator Lead (1)	IT11	\$99,920-\$114,884
POSITION SURRENDERED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
D013C	ACOM Bank IT Administrator	IT08	\$71,704-\$103,970

7. Request from Department of Emergency Management to establish three (3) positions from the OPM Growth Pool established by Arkansas Code Annotated §21-5-225(b).

CLASSIFICATIONS REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
G174C	Grants Coordinator (2)	GS07	\$40,340-\$58,493
G175C	ADEM Program Coordinator	GS06	\$36,155-\$52,425

8. Request from Department of Emergency Management to establish one (1) position from the OPM Growth Pool established by Arkansas Code Annotated §21-5-225(b) along with the establishment of one (1) new classification.

CLASSIFICATION REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
NEW	State Fire Marshall	GS12	\$69,776-\$101,175

9. Request from Department of Parks, Heritage, & Tourism, Division of Parks and Tourism, to utilize the Certification Differential up to 10% as established by Ark. Code Ann. §21-5-221(b).

10. Request from Department of Veterans Affairs to establish on-call differential for the following classifications: S017C- Maintenance Coordinator (GS07) and S050C- Maintenance Specialist (GS03) pursuant to ACA 21-5-221

11. Request from Arkansas Economic Development Commission to establish four (4) positions through the American Rescue Plan Act of 2021. These positions will be used to staff the State Broadband Office and administer the federal program.

CLASS CODE	TITLE	GRADE	SALARY RANGE
G010C	ACOM Division Manager	GS12	\$69,776-\$101,175
A116C	Business Operations Man.	GS08	\$45,010-\$65,265
A031C	Asst. Controller	GS11	\$62,531-\$90,670
G076C	Admin Services Manager	GS10	\$56,039-\$81,257

12. Request from Arkansas Economic Development Commission to establish one (1) position through the American Rescue Plan Act of 2021. This position will be used in AEDC's Rural Broadband program.

CLASS CODE	TITLE	GRADE	SALARY RANGE
TBD	Extra Help	TBD	TBD

13. Act 796 Letter

14. Law Enforcement Stipend Procedures

Continuations of previously approved items:

15. Request from Division of Higher Education for twenty-five (25) central pool positions to be continued

in the Higher Education Central Pool authorized by Act 763 of 2019, ACA §21-5-1415 and Act 778 of 2003, ACA §6-63-319 to be effective through FY24.

16. Request from Department of Education for the continuation of previously approved Special Language Growth Pool positions for FY24.
17. Request from various agencies for the continuation of all previously approved hazardous duty differentials for FY24.
18. Request for the continuation of previously approved OPM differentials for FY24. These differentials cost an estimated \$1,259,049.
19. Request for the continuation of previously approved on-call differentials for FY24. The cost of this differential in FY23 was \$2,135,309.
20. Request for the continuation of previously approved certification differentials for FY24. The total cost of FY23 for this differential statewide was \$1,040,935.
21. Request for the continuation of previously approved second language differentials for FY24. The approximate cost of this differential for FY23 was \$688,031.
22. Request for the continuation of geographic differentials from seven (7) departments for FY24. The estimated cost during FY23 was \$889,906.
23. Request for the continuation of previously approved education differentials for FY24. The total cost for FY23 was \$114,500.
24. Request for the continuation of previously approved pool positions for FY24.
25. Request for the continuation of previously approved Labor Market Rates for FY24. The total amount spent on Labor Market Rates in FY23 WAS \$202,545.
26. Request for the continuation of previously approved salary administration grids for FY24. In FY23, approximately \$22,344,594 was spent on salary administration grids.
27. Request for the continuation of previously approved Infrastructure Investment & Jobs Act of 2021.
28. Request for the continuation of previously approved American Rescue Plan Act of 2021.
29. Request for the continuation of previously approved Miscellaneous Federal Grants.

Reports:

30. June 2023 Personnel Actions Report Department of Education, Division of Higher Education
31. June New Provisional Report for (17) new positions are approved for (4) Four-Year Institutions of Higher Education and (9) new positions for (2) Two-Year Institutions of Higher Education.
32. January-May 2023 Personnel Actions Report Office of Personnel Management-Department of Transformation and Shared Services.

Supplemental Agenda Item- Committee suspended the rules in order to review the item below:

33. Request from Office of Personnel Management to review and approve eligible state employees to receive their merit increase to their base salary and the resulting salary to exceed the maximum pay level of their pay grade.

A request was made for Office of Personnel Management to provide an updated list of those employees who are at the max salary of their grade and meet the criteria for merit and performance evaluations to Legislative Council by Friday.

Respectfully submitted by Subcommittee Co-Chairs Senator Breanne Davis and Representative Mark H. Berry.