

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

of the

ARKANSAS LEGISLATIVE COUNCIL

August 25, 2023

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Wednesday, August 23, 2023 at 1:30 p.m. in Room A of the MAC Building. The Subcommittee reviewed the following requests and reports:

- Request from Department of Agriculture to retain four (4) positions identified on the Act 796 list as vacant for over two years. The Department of Agriculture is also requesting four (4) positions from the OPM Surrender Pool established by Arkansas Code Annotated § 21-5-225(a)(1), two (2) Growth Pool positions established by Arkansas Code Annotated § 21-5-225(b)(1), along with four (4) new titles. **NOTE: This item was reviewed with the exception of the Agri General Counsel position which was pulled from consideration**

DEPARTMENT OF AGRICULTURE-AGRICULTURE DIVISION			
CLASSIFICATIONS REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
NEW	Senior Laboratory Scientist	GS11	\$62,531-\$90,669
B080C	Forester	GS07	\$40,340-\$58,493
POSITIONS SURRENDERED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
X146C	Agri Inspector II (2)	GS05	\$32,405-\$46,987
B098C	Forest Ranger II (2)	GS05	\$32,405-\$46,987
DEPARTMENT OF AGRICULTURE-NATURAL RESOURCES DIVISION			
CLASSIFICATIONS REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
NEW	Agri Water Resources Div Manager	GS13	\$77,862-\$112,899
X054C	Environmental Program Coordinator	GS07	\$40,340-\$58,493
POSITIONS SURRENDERED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
B023C	Engineer, P.E.	GS11	\$62,531-\$90,669
C056C	Administrative Specialist III	GS04	\$29,046-\$42,116
B147C	Agri Program Specialist	B147C	\$26,155-\$52,424
DEPARTMENT OF AGRICULTURE-SHARED SERVICES DIVISION			
CLASSIFICATIONS REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
NEW	CFO of Agriculture	GS14	\$86,887-\$125,986
NEW	Agri General Counsel	GS14	\$86,887-\$125,986

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

CLASSIFICATION REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
NEW	ACOM Chief Fiscal Officer	SE01	\$108,110-\$147,200
POSITION SURRENDERED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
A139C	Chief Fiscal Officer	GS15	\$96,960-\$140,592

3. Request from Department of Education, Division of Higher Education to establish two (2) pool positions from the OPM Surrender Pool established by Arkansas Code Annotated § 21-5-225(a). **NOTE: This item received an alternative recommendation from OPM that was reviewed by the committee. The recommendation and the motion made by the committee only provided for the creation of the Information Systems Manager position and did not include the elimination of the Senior Technology Analyst.**

CLASSIFICATIONS REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
G074C	DHE Program Coordinator	GS10	\$56,039-\$81,257
D007C	Information Systems Manager	IT08	\$71,704-\$103,970
POSITIONS SURRENDERED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
G214C	Grants Specialist	GS06	\$36,155-\$52,425
G202C	Volunteer Program Coordinator	GS06	\$36,155-\$52,425
G176C	Volunteer Program Manager	GS07	\$40,340-\$58,493
D046C	Senior Technology Analyst	IT06	\$57,755-\$83,745

4. Request from Arkansas Department of Energy and Environment to establish one (1) new title and four (4) positions from the OPM Surrender Pool established by Arkansas Code Annotated § 21-5-225(a)(1).

CLASSIFICATIONS REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
NEW	Air Quality Modeler	GS12	\$69,776-\$101,175
G076C	Administrative Services Manager	GS10	\$56,039-\$81,256
G063C	E&E Branch Manager	GS10	\$56,039-\$81,256
A116C	Budget Operations Manager	GS08	\$45,010-\$65,268
POSITIONS SURRENDERED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
B023C	Engineer, PE	GS11	\$62,531-\$90,669
B042C	Engineer	GS09	\$50,222-\$72,821
A038C	Fiscal Support Manager	GS09	\$50,222-\$72,821
C056C	Administrative Specialist III	GS04	\$29,046-\$42,116
C073C	Administrative	GS03	\$26,034-\$37,749

	Specialist II (2)		
A098C	Fiscal Support Specialist	GS04	\$29,046-\$42,116

5. Request from Department of Transformation and Shared Services to establish ten (10) positions from the OPM Surrender Pool established by Arkansas Code Annotated § 21-5-225(a)(1) along with the establishment of two (2) new classifications.

CLASSIFICATIONS REQUESTED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
NEW	TSS Surplus Property Agent (8)	GS06	\$36,155-\$52,424
NEW	TSS Surplus Property Supervisor (1)	GS08	\$45,010-\$65,264
G036C	TSS Division Manager (1)	GS10	\$56,039-\$81,256
POSITIONS SURRENDERED			
CLASS CODE	TITLE	GRADE	SALARY RANGE
V021C	Surplus Property Agent (8)	GS04	\$29,046-\$42,116
V033C	TSS OSP Surplus Property Supervisor	GS06	\$36,155-\$52,424
A041C	Program Fiscal Manager	GS08	\$45,010-\$65,264

6. Request from Cossatot Community College of the University of Arkansas to establish four (4) positions from the Higher Education Central Pool authorized by Act 778 of 2023, ACA §6-63-319.

Requested	Recommendation
Title: Project/Program Director	Title: Project/Program Director
LIM-FY24: \$109,505	LIM-FY24: \$109,505
Salary-FY24: \$53,060	Salary-FY24: \$53,060
Institution Match Rate %-FY24: 44%	Institution Match Rate %-FY24: 44%
Institution Match \$-FY24: \$23,346	Institution Match \$-FY24: \$23,346
Total Compensation-FY24: \$76,406	Total Compensation-FY24: \$76,406
Number of Positions: 1	Number of Positions: 1
Title: Project/ Program Manager	Title: Project/ Program Manager
LIM-FY24: \$91,697	LIM-FY24: \$91,697
Salary-FY24: \$40,000-\$40,800	Salary-FY24: \$40,000-\$40,800
Institution Match Rate %-FY24: 44%	Institution Match Rate %-FY24: 44%
Institution Match \$-FY24: \$17,600-\$17,952	Institution Match \$-FY24: \$17,600-\$17,952
Total Compensation-FY24: \$57,600-\$58,752	Total Compensation-FY24: \$57,600-\$58,752
Number of Positions: 3	Number of Positions: 3

7. Request from Office of State Treasurer to establish one (1) position from the Central Growth Pool established by Arkansas Code Annotated §21-5-225(f)(1).

Position	Authorized Grade	Title	Salary LIM
NEW	NEW	Executive Assistant to the Treasurer	\$73,260

8. Request from Department of Human Services to exceed the maximum of the pay grade for the previously approved 2% Labor Market Rate increase in order to compensate employees for losing shift differential pay while on leave. **NOTE: This item received approval by the committee as required when allowing employees to exceed the maximum of their grade.**
9. Request from Department of Human Services to establish a Geographic Differential in accordance Arkansas Code Annotated § 21-5-225 for the Division of Disability Services.
10. Request from Department of Military to continue, with modifications of Certification Differential up to 10% as established by Ark. Code Ann. §21-5-221.
11. Request from Department of Military to review the continuation for the approved On-Call Differentials up to 10% for FY24.
12. Request from Arkansas Educational Television Commission for approval to allow Courtney Pledger to receive her FY23 merit payment as an increase to her salary and the resulting salary to exceed the maximum pay level of her grade. **NOTE: This item was held until the next meeting pending resolution of audit findings reviewed by Legislative Joint Audit Committee**
13. List of positions that have been vacant for two (2) years or more in accordance with Act 796 of 2021 ACA 21-5-226.

Reports:

14. August 2023 Personnel Actions Report-Office of Personnel Management-Department of Transformation and Shared Services.
15. August Continued Provisional Report for (2,278) existing positions are approved for (13) Four-Year Institutions of Higher Education and (852) existing positions for (22) Two-Year Institutions of Higher Education.
16. August New Provisional Report for (65) new positions are approved for (7) Four-Year Institutions of Higher Education and (41) new positions for (15) Two-Year Institutions of Higher Education.

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