

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

**Of the
ARKANSAS LEGISLATIVE COUNCIL**

June 21, 2024

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Monday, June 17, 2024 at 11:00 a.m. in Room B of the MAC Building. The Subcommittee reviewed and/or approved the following requests and reports:

1. Continuations of previously approved items:

- A. Request from various agencies for the continuation of all previously approved second language differentials for FY25. The approximate cost for FY24 was \$419,023.57.
 - B. Request from various agencies for the continuation of all previously approved certification differentials for FY25. The total cost for FY24 was \$1,370,721.52.
 - C. Request from various agencies for the continuation of all previously approved geographic differentials for FY25. The total estimated cost for FY24 was \$1,776,676.62.
 - D. Request from various agencies for the continuation of all previously approved hazardous duty differentials for FY25. The Arkansas Department of Correction also requests continuation of the 10% Maximum Security Incentive Differential Pay approved in FY24. The total estimated cost of the hazardous duty differential in FY24 was \$8,127,635.57.
 - E. Request from various agencies for the continuation of all previously approved education differentials for FY25. The total cost for FY24 was \$42,700.25.
 - F. Request from various agencies for the continuation of all previously approved Labor Market Rates for FY25. The total cost in FY24 was \$50,386.10.
 - G. Request from various agencies for the continuation of all previously approved on-call differentials for FY25. The cost in FY24 was \$2,167,270.90.
 - H. Request from various agencies for the continuation of all previously approved OPM differentials for FY25. The estimated cost in FY24 was \$1,253,430.73.
 - I. Request from OPM for the continuation of previously approved pool positions for FY25.
 - J. Request from the Division of Higher Education that twenty-eight (28) Central Pool positions be continued in the Higher Education Central Pool authorized by Act 763 of 2019, ACA §21-5-1415 and Act 778 of 2023, ACA §6-63-319 to be effective through FY25.
 - K. Request from the Division of Higher Education that five (5) approved positions via the Surrender Pool be continued in the Higher Education Central Pool authorized by Act 778 of 2023, ACA §6-63-319 to be effective through FY25.
 - L. Request for the continuation of previously approved American Rescue Plan Direct Positions.
 - M. Request for the continuation of previously approved American Rescue Plan State Positions.
 - N. Request for the continuation of previously approved Infrastructure Investment & Jobs Act of 2021.
 - O. Request for the continuation of previously approved Miscellaneous Federal Grants.
2. Establishment of a Labor Market Rate for the Deputy Warden and increase two (2) incumbent's salary from Arkansas Department of Corrections. The total cost is approximately \$4,890.
3. Higher Education Central Pool request of Fourteen (14) positions authorized by Act 778 of 2023, ACA §6-63-319 from University of Central Arkansas.

4. New American Rescue Plan Act of 2021 Request from Department of Commerce.
5. New Miscellaneous Federal Grant Request from Department of Public Safety.

Reports:

6. Act 796 Letter and Two Year Vacancy Report
7. May 2024 Personnel Actions Report- Office of Personnel Management- Department of Transformation and Shared Services.
8. Department of Corrections- Division of Community Corrections Quarterly Vacancy/Caseload Report.
9. Employee/Relative Disclosure Quarterly Report, Division of Higher Education.
10. June New Provisional Report for (122) new positions are approved for (8) Four-Year Institutions of Higher Education and (15) new positions for (5) Two-Year Institutions of Higher Education.
11. Quarterly Employment Report- Third Quarter FY24
 - A. State Agencies
 - B. Institutions of Higher Education

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

12. Request from Office of Personnel Management to approve eligible state employees to receive their merit increase added to their base salary and the resulting salary to exceed the maximum pay level of their grade pursuant to Arkansas Code §21-5-1101(d).
13. Request to continue for FY25 two (2) American Rescue Plan positions. These ARPA positions are in the Arkansas Department of Health.

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