

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

June 21, 2019

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Tuesday, June 18, 2019, at 11:00 a.m. in Room B of the MAC Building. The Subcommittee reviewed personnel-related items 1 through 21 and respectfully request that they be filed with the Arkansas Legislative Council.

1. Report by the Arkansas Department of Higher Education that provides the special entry rate and shift differentials for institutions of higher education that were approved in accordance with A.C.A § 21-5-1410 and 21-5-1411.
2. Department of Higher Education – Provisional Positions Report for new positions. Nine (9) new positions are approved for two (2) Four-Year Institutions of higher education; seventeen (17) new positions are approved for eight (8) Two-Year Institutions of higher education for educational projects made possible by new funds from additional federal funds, grants, gifts, or collections received by the institutions.
3. May 2019 Personnel Actions Report
4. Notification from the Arkansas Career Training Institute (ACTI) of the Arkansas Rehabilitation Services (ARS) regarding a Reduction in Force for severance pay for employees affected by the reduction. The estimated cost of severance is \$124,000.
5. Request from the Office of the Governor to establish salaries above the maximum classified rate in accordance to A.C.A §21-5-209(g)(2)(A)(1).

<u>Name</u>	<u>Title</u>	<u>Grade</u>	<u>Salary Range</u>	<u>FY20 Salary</u>
Cindy Gillespie	Secretary of Human Services	SE05	\$167,096-\$201,700	\$287,042
Johnny Key	Secretary of Education	SE05	\$167,096-\$201,700	\$239,361
Dr. Nathaniel Smith	Secretary of Health	SE05	\$167,096-\$201,700	\$225,306

6. Request to obtain positions from the OPM Growth Pool as authorized by Act 365 of 2017, Section (5)(e)(1).

Agency: Administrative Office of the Courts (AOC)

<u>Classification(s) Requested</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
Court Reporter Regular Salaries(2 positions)	Q227C	GS08	\$45,010-\$65,265
Trial Court Admin. Regular Salaries (2 positions)	Q226C	GS07	\$40,340-\$58,493

7. Request from the Department of Higher Education for University of Arkansas for Medical Sciences (UAMS) for special labor market rates for six (6) classifications as established by A.C.A 21-5-1410.
8. Request from Arkansas Game and Fish for the continuation of various Compensation Differentials for Fiscal Year 2019-2020 in accordance with Act 717 of 2019. The total cost is \$726,686.90.
9. Request from the Arkansas Department of Finance & Administration for the Office of Accounting and the Division of Revenue to establish Certification Differentials. The estimated cost for FY20 is \$192,319.
10. Requests from various agencies for continuations of Pool Positions for Fiscal Year 2019-2020. There is one (1) Growth Pool and fourteen (14) Surrender Pool positions from seven (7) state agencies.

11. Requests from various agencies for continuations of a Certification Differential for Fiscal Year 2019-2020 in accordance with Ark. Code Ann. §21-5-221. The total cost for FY19 is \$762,766.
12. Requests from various agencies for continuations of a Second Language Differential for Fiscal Year 2019-2020 as established by Ark. Code Ann. §21-5-221(j). The total cost for FY19 is \$618,403.
13. Requests from two agencies for continuations of OPM Differentials for Fiscal Year 2019-2020. The total estimated cost from all sources for FY19 is \$918,417.
14. Requests from various agencies for continuations of On-call Differentials for Fiscal Year 2019-2020. The total cost from all sources for FY19 is \$62,168.
15. Requests from various agencies for continuations of a Hazardous Duty and Maximum Security Incentive Differential for Fiscal Year 2019-2020. The total cost from all sources for FY19 is \$7,301,601.
16. Requests from various agencies/institutions for continuations of Salary Administration Grids for Fiscal Year 2019-2020. The total cost from all sources for FY19 is \$273,920.
17. Requests from various agencies for continuations of a Geographic Compensation Differential for Fiscal Year 2019-2020. The total estimated cost from all sources for FY19 is \$1,348,867.
18. Requests from two agencies for continuations of two Labor Market Rates for Fiscal Year 2019-2020. The total estimated cost from all sources for FY19 is \$20,070.
19. Requests from various agencies for continuation of Miscellaneous Federal Grant program positions for Fiscal Year 2019-2020.
20. Request from Arkansas Department of Higher Education to re-establish five (5) classified position titles.

<u>Classification(s) Requested</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
Equipment Technician	S070C	C107	\$19,798-\$31,525
Teacher Assistant	E056C	C109	\$21,827-\$35,684
Family Consumer Science Specialist	L063C	C115	\$29,251-\$49,683
Restaurant Manager	S014C	C118	\$33,861-\$57,514
Senior Broadcast Engineer	B018C	C125	\$47,646-\$74,858

21. Request from Arkansas Department of Higher Education for labor market rates for Information Technology positions in accordance with Section 12 of Act 763 of 2019.

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