

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

February 21, 2020

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Tuesday, February 18, 2020 at 11:00 a.m. in Room B of the MAC Building. The Subcommittee received the following reports:

1. Quarterly Employment Reports- Second Quarter FY2020

- (A) State Agencies
- (B) Institutions of Higher Education

2. February 2020 Personnel Actions Report Department of Education, Division of Higher Education.

3. February 2020 Personnel Actions Report Office of Personnel Management-Department of Transformation and Shared Services.

4. February Provisional Position Report for (42) new positions is approved for (3) Four-Year Institutions of higher education; (4) new positions are approved for (2) 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. Department of Education, Division of Higher Education.

5. Report from Arkansas Community Correction of the Second Quarter FY20 Vacancy and Caseload Report for Parole Probation Officers pursuant to Section 24 of Act 772 of 2017. Department of Correction.

The committee also reviewed the following requests with the exceptions where noted:

6. Request from the Division of Higher Education for continuation of labor market rates (LMR's) and differentials for FY20. The requested rates and differentials are the following:

Labor Market Rates for 20 institutions/entities with an estimated cost for FY19 of \$2,709,460

Certification Differentials for 2 institutions with a total cost for FY19 of \$18,516 utilized by 22 employees

Shift Differentials for 9 institutions with a total cost for FY19 of \$848,527 utilized by 513 employees

7. Request from Division of Higher Education-Arkansas State University- Mountain Home (ASUHM) to establish two (2)non-classified positions from the Higher Education Central Pool authorized by Act 763 of 2019, ACA §21-5-1415.

Requested

Title: Director of Fiscal Affairs

LIM-FY20: \$93,823

Salary-FY20: \$75,000-\$85,000

Institution Match Rate%-FY20: 30%

Recommendation

Title: Director of Fiscal Affairs

LIM-FY20: \$93,823

Salary-FY20: \$75,000-\$85,000

Institution Match Rate%-FY20: 30%

Institution Match \$-FY20: \$22,500-\$25,500
Total Compensation FY20: \$97,500-\$110,500
Number of Positions: 1

Institution Match \$-FY20: \$22,500-\$25,500
Total Compensation FY20: \$97,500-\$110,500
Number of Positions: 1

Title: Director of Student Retention
LIM-FY20: \$89,164
Salary-FY20: \$50,000-\$60,000
Institution Match Rate%-FY20: 30%
Institution Match \$-FY20: \$15,000-\$18,000
Total Compensation FY20: \$65,000-\$78,000
Number of Positions: 1

Title: Director of Student Retention
LIM-FY20: \$89,165
Salary-FY20: \$50,000-\$60,000
Institution Match Rate%-FY20: 30%
Institution Match \$-FY20: \$15,000-\$18,000
Total Compensation FY20: \$65,000-\$78,000
Number of Positions: 1

8. Request from Division of Higher Education-North Arkansas College (NAC) to provide differential pay for employees who will complete degrees while employed with the institution. The differential pay request is based upon ACA §21-5-1412.

Associate's degree 0.5%
 Bachelor's degree 1.0%
 Master's degree 1.5%
 Doctorate 2.0%

9. **This item was pulled by the Department of Higher Education. No action taken.** Request from Division of Higher Education-Southeast Arkansas College (SEAC) to provide shift differential pay for employees who will work the second shift. The differential pay request is based upon ACA §21-5-1411.

10. Request from Division of Higher Education-University of Arkansas at Fayetteville (UAF) to provide the second language plan differential to determine and provide differential pay for several employees who have demonstrated proficiency in a second language. The differential pay request is based upon ACA §21-5-221.

Advanced 10%
 Fluent 7.5%
 Intermediate 5%
 Beginning/Basic 2.5%

11. Request from the Division of Higher Education-University of Central Arkansas (UCA) for establishment of a special entry rate of \$45,000, which is above the midpoint of grade C115, for an exceptionally well qualified applicant for the classification Skilled Tradesman, S031C.

12. Request from the Arkansas Department of Corrections, Division of Community Corrections for the establishment of three (3) Miscellaneous Federal Grant positions for the Medication Assisted Treatment Services through the State Opioid Response Grant.

<u>Position Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
(2)ADC/ACC Advisor	M059C	GS05	\$32,405-\$46,987
(1)Substance Abuse Leader/MAT	M048C	GS06	\$36,155-\$52,425

<u>Entry +Match</u>	<u>15% Above Entry + Match</u>	<u>30% Above Entry + Match</u>
\$39,981.29	\$45,977.56	\$51,975.06
\$44,608.04	\$51,298.94	\$57,989.83

13. Request from the Arkansas Public Defender Commission to establish two (2) positions from the OPM

growth pool established by Ark. Code Ann. §21-5-225(b).

<u>Position Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
Systems Specialist	D022C	IT06	\$57,755-\$83,745
PD Program Coordinator	G122C	GS06	\$36,155-\$52,424

<u>Entry + Match</u>	<u>15% Above Entry + Match</u>	<u>30% Above Entry + Match</u>
\$71,039	\$81,694	\$92,350
\$44,471	\$51,141	\$57,811

14. Request from Department of Veterans Affairs (ADVA) to establish one (1) position from the OPM surrender pool established by Ark. Code Ann. §21-5-225(a)(1).

<u>Positions Surrendered</u>	<u>Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
22161835 \$58,493	Public Information Coordinator	P013C	GS07	\$40,340-

<u>Classification Requested</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
Public Information Manager \$72,821	P004C	GS09	\$50,222-

<u>Entry + Match</u>	<u>15% Above Entry + Match</u>	<u>30% Above Entry + Match</u>
\$66,813	\$76,079	\$85,344

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

15. Request from Arkansas Department of Education to suspend Committee Rules which require the submission of Personnel agenda items ten (10) days in advance of a committee meeting. The Department of Education is requesting one position and a new title from the OPM surrender pool established by Ark. Code Ann. §21-5-225(a)(1) for Northwest Technical Institute.

<u>Positions Surrendered</u>	<u>Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
22080674	Technical Institute Director	N150N	GS14	\$86,887-\$125,986

<u>Classifications Requested</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
Northwest Technical Institute Director	NEW	SE01	\$108,110-\$147,200

<u>Entry + Match</u>	<u>15% Above Entry + Match</u>	<u>30% Above Entry+ Match</u>
\$132,975	\$152,920	\$172,868

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