

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

June 15, 2018

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Tuesday June 12, 2018, at 9:00 a.m. in Room B of the MAC Building. The Subcommittee reviewed the following personnel-related items 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 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 one (1) Four-Year Institutions of higher education; two (2) new positions are approved for one (1) 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. Report of Grid Movements and Usage
- Bank Department
4. Exceptionally Well Qualified Special Entry Rate
Agency: Arkansas Educational Television Network
Applicant: Ms. Rachel Raney
Classification: E070C, AETN Senior Director of Content
Grade: GS13
Salary Range: \$77,862-\$112,899
Salary Requested: \$112,899
Salary Recommended: \$112,899
5. Request from Arkansas Game and Fish for the establishment of various Compensation Differentials for Fiscal Year 2018-2019 in accordance with Act 219 of 2018. The total cost is estimated to be \$743,063.66.
6. Request to obtain pool positions from OPM Surrender Pool established by A.C.A. §21-5-225(a)(1).

Agency: Department of Finance & Administration (DFA)

<u>Positions Surrendered</u>	<u>Title</u>	<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
22079951	Computer Operator	D084C	IT02	\$37,266-\$54,035
22107778	Computer Operator	D084C	IT02	\$37,266-\$54,035
22108932	Computer Operator	D084C	IT02	\$37,266-\$54,035
22109000	DFA Revenue Supervisor	C042C	GS05	\$32,405-\$46,987
22080036	Administrative Specialist III	C056C	GS04	\$29,046-\$42,117
22108415	Administrative Specialist III	C056C	GS04	\$29,046-\$42,117
22133942	DFA Supervisor	C048C	GS04	\$29,046-\$42,117
22079977	Administrative Specialist II	C073C	GS03	\$26,034-\$37,749
22080011	Administrative Specialist II	C073C	GS03	\$26,034-\$37,749
22108144	DFA Service Representative	C059C	GS03	\$26,034-\$37,749
22108348	DFA Service Representative	C059C	GS03	\$26,034-\$37,749
22109306	DFA Service Representative	C059C	GS03	\$26,034-\$37,749
<u>Classification Requested</u>		<u>Class Code</u>	<u>Grade</u>	<u>Salary Range</u>
DFA IT Technical Specialist (6 positions)		D005N	IT11	\$99,920-\$144,884

7. Requests for the following classification titles for use of a new Miscellaneous Federal Grant Program Appropriation Position (A.C.A. §19-7-501 et.seq.) for Fiscal Year 2018-2019.

A. Arkansas Community Correction

<u>Title</u>	<u>Class</u>	<u>Grade</u>	<u>Salary Range</u>
ADC/DCC Program Coordinator	G145C	GS07	\$40,340-\$58,493

B. State Military Department

<u>Title</u>	<u>Class</u>	<u>Grade</u>	<u>Salary Range</u>
Training Support Center Manager	NEW	GS07	\$40,340-\$58,493

C. State Military Department

<u>Title</u>	<u>Class</u>	<u>Grade</u>	<u>Salary Range</u>
Military Fire Fighter Shift Leader (3 positions)	T049C	GS06	\$36,155-\$52,424
Senior Firefighter Shift Leader (3 Positions)	T060C	GS05	\$32,405-\$46,987
Military Firefighter (9 positions)	T066C	GS04	\$29,046-\$42,116

8. Requests from various agencies for classification titles for use in continuation of Miscellaneous Federal Grant Program Appropriation Positions (A.C.A. §19-7-501 et.seq.) for Fiscal Year 2018-2019.
9. Requests from various agencies for continuations of a Second Language Differential for Fiscal Year 2018-2019 as established by Ark. Code Ann. §21-5-221(j). The total cost from all sources is estimated to be \$539,425.
10. Requests from various agencies for continuations of a Certification Differential for Fiscal Year 2018-2019 in accordance with Ark. Code Ann. §21-5-221. The total cost from all sources is estimated to be \$586,018.
11. Requests from various agencies for continuations of a Geographic Compensation Differential for Fiscal Year 2018-2019 in accordance to Act 365 of 2017. The total cost from all sources is estimated to be \$1,230,327.
12. Requests from various agencies for continuations of a Hazardous Duty Differential for Fiscal Year 2018-2019 in accordance to Act 365 of 2017. The total cost from all sources in Fiscal Year 2018 was estimated to be \$7,781,007.
13. Requests from various agencies for continuations of Salary Administration Grids for Fiscal Year 2018-2019. The total cost from all sources in Fiscal Year 2018 was estimated to be \$25,564.
14. Requests from two agencies for continuations of two Labor Market Rates for Fiscal Year 2018-2019.
15. Requests from various agencies for continuations of On-call Differentials for Fiscal Year 2018-2019. The total cost from all sources in Fiscal Year 2018 was estimated to be \$116,727.
16. Requests from two agencies for continuations of OPM Differentials for Fiscal Year 2018-2019. The total cost from all sources in Fiscal Year 2018 was estimated to be \$732,035.
17. Requests from various agencies for continuations of Pool Positions for Fiscal Year 2018-2019. **The committee agreed to include an additional request for the continuation of a pool position from Arkansas Development Finance Authority.*

<u>Position Number</u>	<u>Title</u>	<u>Class</u>	<u>Grade</u>	<u>Salary Range</u>
22166413	ADFA Deputy Director	N066N	GS14	\$86,887-\$125,986

18. Requests from Department of Higher Education for continuation of Pool Positions for various institutes for Fiscal Year 2018-2019 as authorized by Act 599 of 2017.

The committee voted to suspend the rules and take up one (1) item below, which were listed on a supplemental agenda. The Subcommittee approved Item 19 and respectfully request that it be filed with the Arkansas Legislative Council.

19. Request from Arkansas Rehabilitation Services for classification titles for use in continuation of Miscellaneous Federal Grant Program Appropriation Positions (A.C.A. §19-7-501 et.seq.) for Fiscal Year 2018-2019.

<u>Position Number</u>	<u>Title</u>	<u>Class</u>	<u>Grade</u>	<u>Salary Range</u>
22166897	Certified VR Counselor	L098C	GS08	\$45,010-\$65,264
22166898	Certified VR Counselor	L098C	GS08	\$45,010-\$65,264

Respectfully submitted by Subcommittee Co-Chairs Senator John Cooper and Representative Les Eaves.