

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

**June 17, 2022**

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Wednesday, June 15, 2022 at 1:30 p.m. in Room A of the MAC Building. The Subcommittee reviewed and/or approved the following requests and reports:

1. Request from North Arkansas College to review salary adjustment of more than two percent (2%) provided for all classified employees for Fiscal Year 2022-23.
2. Request from Ozarka College to review salary adjustment of more than two percent (2%) provided for all classified employees for Fiscal Year 2022-23.
3. Request from Arkansas Department of Commerce, Bank Department to establish one (1) growth pool position established by Ark. Code Ann. §21-5-225. (Michael Preston, Secretary)

<b>CLASSIFICATION REQUESTED</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
D012C	Database Specialist	IT08	\$71,704-\$103,970

4. Request from Department of Parks, Heritage & Tourism, Division of Shared Services, to establish one (1) position from the OPM Growth pool established by Ark. Code Ann. §21-5-225(b).

<b>CLASSIFICATION REQUESTED</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
NEW	ADPHT Chief of Communications	GS12	\$69,776-\$101,175

5. Request from Arkansas Public Defender Commission to establish two (2) positions from the OPM Growth Pool established by Ark. Code Ann. §21-5-225.

<b>CLASSIFICATIONS REQUESTED</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
NEW	APDC Management Associate	SE01	\$108,110-\$147,200
NEW	APDC Chief Capital Investigator	GS10	\$56,039-\$81,256

6. Request from Department of Public Safety, Division of Crime Victims Reparation Board to establish one (1) position from the OPM Growth Pool established by Ark. Code Ann. §21-5-225(b).

<b>CLASSIFICATION REQUESTED</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
X220C	CVRB Senior Investigator	GS07	\$40,340-\$58,493

7. Request from Department of Parks, Heritage & Tourism, Division of Heritage to establish one (1) position from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a).

<b>CLASSIFICATION REQUESTED</b>				
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>	<b>POSITION COUNT</b>
NEW	ADPHT Museum & Heritage Museum Services Director	GS11	\$62,531-\$90,670	1
<b>POSITIONS SURRENDERED</b>				
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>	<b>POSITION NUMBER</b>
G186C	ADPHT Program Coordinator	GS06	\$36,155-\$52,425	22092760
S046C	Maintenance Technician	GS04	\$29,046-\$42,117	22092735
T091C	Watchman	GS01	\$22,880-\$31,900	22092736

8. Request from Arkansas Department of Public Safety, Arkansas Division of State Crime Laboratory to establish one (1) position from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a)(1).

<b>CLASSIFICATION REQUESTED</b>				
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>	<b>POSITION COUNT</b>
B019C	Forensic Administrator	GS11	\$62,531-\$90,670	1
<b>POSITIONS SURRENDERED</b>				
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>	<b>POSITION NUMBER</b>
B030C	Forensic Scientist Coordinator	GS09	\$50,222-\$72,822	220906888

9. Request from Arkansas Public Service Commission to establish two (2) positions from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a)(1).

<b>CLASSIFICATIONS REQUESTED</b>				
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>	<b>POSITION COUNT</b>
D030C	Information Systems Coordinator	IT07	\$64,445-\$93,445	1
A028C	PSC Senior Rate Case Analyst	GS11	\$62,531-\$90,670	1
<b>POSITIONS SURRENDERED</b>				
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>	<b>POSITION NUMBER</b>
G164C	Executive Assistant to Commissioner	GS07	\$40,340-\$58,493	22087755
C073C	Administrative Specialist II	GS03	\$26,034-\$37,749	22087735
C037C	Administrative Analyst	GS06	\$36,155-\$52,425	22087750

10. Request from Department of Finance and Administration for a special entry rate of \$120,000, which is midpoint plus of pay grade GS14, for an exceptionally well qualified applicant for the classification DFA Revenue Assistant Administrator, A003C.

11. Request from Arkansas Department of Education, Northwest Technical Institute for a special entry rate of \$110,000, which is between midpoint and maximum of pay grade GS13, for an exceptionally well qualified applicant for the classification NWTI Ammonia Refrigeration Technical Specialist & Training Manager, E077C.

12. Request from Arkansas School for the Deaf for the establishment of a position from the American Rescue Plan Act. This grant will establish a position to be used as a Certified Masters Teacher to help address learning loss.

CLASS CODE	TITLE	GRADE	SALARY RANGE
E035C	Certified Masters Teacher	GS08	\$45,010-\$65,264

13. Request from National Park College for the establishment of five (5) positions from the American Rescue Plan Act.

TITLE	LINE ITEM MAXIMUM
Project/Program Manager (2)	\$85,698
Registered Nurse	\$67,925
Academic Advisor	\$66,612
Project/Program Specialist	\$77,363

14. Request from Department of Human Services, Division of Youth Services for the modification of previously approved salary administration grid for FY22.

CURRENT SALARY ADMINISTRATION GRID				
CLASS CODE	TITLE	GRADE	SALARY RANGE	GRID DETAILS
M091C	ARNG Youth Program Shift Leader	GS05	\$32,405-\$46,987	Six months service=\$36,969; 1 year of service=\$43,341
M060C	Youth Program Coordinator	GS05	\$32,405-\$46,987	Six months service=\$36,969; 1 year of service=\$43,341
M070C	Youth Program Specialist	GS03	\$26,034-\$37,749	Six months of service=\$31,892; 1 year of service=\$34,820
MODIFICATION				
CLASS CODE	TITLE	GRADE	SALARY RANGE	GRID DETAILS
M060C	Youth Program Coordinator	GS05	\$32,405-\$46,987	Starting salary=\$36,215; Six months service=\$39,969; 1 year of service=\$43,341
M070C	Youth Program Specialist	GS03	\$26,987-\$37,749	Starting salary=\$30,000; Six months service=\$31,892; 1 year of

				service=\$34,820
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15. Request from the Public Service Commission for the establishment of a salary administration grid for public utility subject matter experts within the agency.

<b>CLASS CODE</b>	<b>CLASSIFICATION</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
X064C	PSC Public Utility Auditor	GS08	\$45,010-\$65,264
A046C	PSC Rate Case Analyst	GS09	\$50,222-\$72,821
X033C	PSC Senior Public Utility Auditor	GS11	\$62,531-\$90,669
A028C	PSC Senior Rate Case Analyst	GS11	\$62,531-\$90,669
A013C	PSC Director of Revenue Requirements	GS12	\$69,776-\$101,175
G299C	PSC Electric Cooperative Manager	GS12	\$69,776-\$101,175
B015C	Engineer Supervisor	GS12	\$69,776-\$101,175
G278C	PSC Research and Policy Director	GS14	\$86,887-\$125,986
X001C	PSC Director of Electric Utilities Section	GS14	\$86,887-\$125,986
A129C	PSC Quality Services Director	GS14	\$86,887-\$125,986
N043N	PSC Director of Financial Analysis	GS14	\$86,887-\$125,986
A130C	PSC Rates and Demand Resources Director	GS14	\$86,887-\$125,986
N248N	PSC Director of Pipeline Safety	GS14	\$86,887-\$125,986
P080C	PSC Director of Telecommunications and Consumer Services	GS14	\$86,887-\$125,986

16. Request from Arkansas Department of Corrections, Division of Community Correction for the continuation of the previously approved Hazardous Duty Differential pursuant to Act 365 of 2017, with the addition of six (6) classifications.

<b>CLASSIFICATIONS REQUESTED TO ADD HAZARDOUS DUTY DIFFERENTIAL</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>PERCENTAGE</b>
T092C	DCC Parole/Probation Officer I	GS05	Up to 10%
T093C	DCC Parole/Probation Officer ii	GS06	Up to 10%
T045C	DCC Parole/Probation Officer	GS07	Up to 10%
X042C	DCC Parole/Probation Asst. Area Mgr.	GS08	Up to 10%
G222C	ADC/DCC Internal Affairs Administrator	GS09	Up to 10%
X025C	DCC Parole/Probation Area Manager	GS10	Up to 10%

17. Request from Arkansas Department of Corrections for the establishment of Hazardous Duty Differential for the staff in Internal Affairs, pursuant to compensation differential of six percent (6%) in accordance with Ark. Code Ann. §21-5-221.

<b>CLASSIFICATIONS REQUESTED FOR HAZARDOUS DUTY DIFFERENTIAL</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>PERCENTAGE</b>
G222C	DOC Internal Affairs Administrator	GS09	6
X053C	Internal Affairs Manager	GS07	6
X133C	DOC Internal Affairs Investigator	GS06	6

18. Request from Department of Human Services, Division of Aging, Adults & Behavioral Health Services to utilize the geographic differential up to 10% for the classifications listed below only at the Arkansas State Hospital (Pulaski County) and Arkansas Health Center (Saline County).

<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>COUNTY</b>	<b>SALARY RANGE</b>
L038C	Registered Nurse	MP01	Pulaski	\$63,830-\$88,058
L032C	Registered Nurse-Hospital	MP01	Pulaski	\$63,830-\$88,058
L019C	Registered Nurse Coordinator	MP02	Pulaski	\$71,403-\$99,964
L027C	Registered Nurse Supervisor	MP02	Pulaski	\$71,403-\$99,964
L036C	Nurse Instructor	MP02	Pulaski/Saline	\$71,403-\$99,964
L006C	Associate Director of Nursing	MP03	Pulaski	\$79,879-\$113,428
L009C	Nurse Manager	MP03	Pulaski/Saline	\$79,879-\$113,428
L018C	Nurse Practitioner	MP04	Pulaski/Saline	\$89,368-\$128,690
L105C	AHC Nursing Director	MP04	Pulaski/Saline	\$89,368-\$128,690

19. Request from Department of Military to add the following classifications to their existing On-Call differential approvals up to 20%.

<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>NUMBER OF POSITIONS</b>	<b>SALARY RANGE</b>
X194C	Electronics Security Systems Technician	GS03	1	\$26,034-\$37,749
X195C	Electronics Security Systems Senior Technician	GS04	1	\$29,046-\$42,116

20. Request from Department of Public Safety, Division of Arkansas State Police to utilize the certification differential up to 10% for the Pilot In Command for both fixed wing and rotor wing aircraft. The pilot will receive a 5% differential for fixed wing, and a 5% differential for the rotor wing certification for the classifications listed below.

<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
T003C	ASP Captain	GS13	\$77,862-\$112,900
T007C	ASP Lieutenant	GS12	\$69,776-\$101,175
T011C	ASP Sergeant	GS11	\$62,531-\$90,670
T022C	ASP Corporal	GS09	\$50,222-\$72,822
T035C	ASP Trooper 1 <sup>st</sup> Class	GS08	\$45,010-\$65,265

**Items 21 thru 36 were reviewed in a batch as they were all continuations of previously reviewed requests.**

21. Request from Arkansas Game and Fish Commission for the continuation of various differentials. The total annual costs for all compensation differentials is \$794,072.10
22. Request from Department of Commerce, Workforce Services for the continuation of previously approved special language pool positions for the 2023 fiscal year.
23. Request from five independent agencies and fourteen departments for the continuation of previous approved pool positions for the 2023 fiscal year.
24. Request from Arkansas Schools for the Deaf and Blind for the continuation of previously approved education differentials for FY23. The total cost for FY22 was \$346,090.
25. Request from various agencies for the continuation of all previously approved hazardous duty differentials for FY23. The total estimated cost in FY22 was \$7,113,077.
26. Request from seven departments for the continuation of previously approved geographic differentials for FY23. During FY22, these cost an estimated \$1,095,469.
27. Request from nine departments for the continuation of previously approved certification differentials for FY23. The total cost for FY22 for this differential statewide was \$1,306,029.
28. Request from Various agencies for the continuation of previously approved second language differentials for FY23. The approximate cost of this differential for FY22 was \$607,640.
29. Request from two agencies for the continuation of previously approved OPM differentials for FY23. During FY22, these differentials cost an estimated \$1,231,041.
30. Request from four separate departments for the continuation of previously approved Labor Market Rates for FY23.
31. Request from ten departments for the continuation of previously approved salary administration grids for FY23.
32. Request from various agencies for the continuation of previously approved on-call differentials for FY23. The cost of this differential in FY22 was \$1,399,178.
33. Request from Department of Education for the continuation of previously approved Special Language Growth Pool positions for the 2023 fiscal year.
34. Request from the Division of Higher Education for the continuation of sixty (60) Central Pool positions.
35. Request from various agencies for the continuation of Miscellaneous Federal Grant Program for FY23.
36. Request from various agencies for the continuation of American Rescue Plan Act of 2021 Program for FY23.
37. June 2022 Personnel Actions Report- Department of Education, Division of Higher Education
38. June New Provisional Report for (19) new positions are approved for (3) Four-Year Institutions of Higher Education. (0) new positions for Two-Year Institutions of Higher Education.

39. Quarterly Employment Reports- Third Quarter FY2022

(1) State Agencies

(2) Institutions of Higher Education

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