

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

September 18, 2009

Mr. Chairmen:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on September 17, 2009 at 10:00 a.m., in Room 171, of the State Capitol and reviewed the following personnel-related items and respectfully request that they be filed with the Arkansas Legislative Council:

1. Monthly Report - Pay Level IV for Grades 21-26 Arkansas Department of Education: **(Attachment 1)**
2. Approval of Provisional Positions for 2 year and 4 year institutions of Higher Education: **(Attachment 2)**
3. Request for special entry rate of compensation for Exceptionally Well-Qualified Applicant:

<u>Agency</u>	<u>Title</u>	<u>Applicant</u>	<u>Proposed Salary / Grade</u>
AR Dept of Health	ADH Branch Manager	William Temple	\$71,000/C125
Agri, Livestock, & Poultry Comm	Veterinary Virologist	Erdal Erol	\$90,000/N904

4. Request to obtain pool positions from the OPM pool established in Arkansas Code 21-5-225 (a)(1) by Act 688 of 2009:

Agency: AR Dept of Human Services: Medical Services
Positions Surrendered: 22097909, C087C, Administrative Specialist I, Grade C106
22111822, C087C, Administrative Specialist I, Grade C106
Classification Requested: G099C, DHS Program Administrator, Grade C122 (1 position)

Agency: AR State Bank Dept
Position Surrendered: 22088731, C056C, Administrative Specialist III, Grade C112
Classification Requested: B076C, Research Project Analyst, Grade C117

5. Request to obtain pay plan correction pool positions as authorized by Arkansas Code 21-5-225 (d)(1) established by Act 688 of 2009:

Agency: Arkansas Public Service Commission
Position Surrendered: 22087786, D052C, Software Support Analyst, Grade C121
Classification Requested: X033C, PSC Senior Public Utility Auditor, Grade C122

Agency: Southern Arkansas University Tech
Position Surrendered: D019C, Computer Laboratory Technician, Grade C110
Classification Requested: D084C, Computer Operator, Grade C114

6. Request to obtain positions from the Four-Year Institution Growth Pool established by Act 378 of 2009:

Institution: University of Arkansas Fayetteville
Classification Requested: Project/Program Specialist, FY10: \$66,016 (6 Positions)

7. Request from the Arkansas Department of Correction for security tier units, for up to six percent (6%), as authorized by Arkansas Code 21-5-222 (a)(1) established by Act 688 of 2009 for the following classifications: **(Attachment 3)**

<u>Code</u>	<u>Security positions:</u>	<u>Grade</u>	<u>Entry Rate</u>	<u>Requested Rate</u>
T083C	ADC/DCC Correctional Officer I	C112	\$25,268	\$30,135
	Officer First Class (In-Grade Promotion)	C112	\$25,268	\$31,943
T075C	ADC/DCC Corporal	C113	\$26,531	\$34,498
T065C	ADC/DCC Correctional Sergeant	C115	\$29,251	\$36,567
T054C	ADC/DCC Lieutenant	C117	\$32,249	\$38,761
T048C	ADC/DCC Captain	C118	\$33,861	\$41,086
T033C	ADC/DCC Major	C120	\$37,332	\$45,139
T015C	ADC/DCC Deputy Warden	C124	\$45,377	\$67,937
T005C	ADC/DCC Correctional Warden	C127	\$52,530	\$80,301

And a concurrent request for geographical duty differential, for up to six percent (6%), for the following classifications:

<u>Code</u>	<u>Labor Market:</u>	<u>Grade</u>
M020C	Licensed Professional Counselor	C119
L033C	Psychological Examiner	C121
L003C	Psychologist	C127
L001C	Psychologist Supervisor	C129
S056C	Food Preparation Supervisor	C111
E045C	ADC/DCC Unit Trainer	C113
E046C	Training Instructor	C116
R031C	Institution HR Coordinator	C115
M026C	Licensed Social Worker	C118
M009C	Licensed Certified Social Worker	C121
D079C	Computer Support Technician	C115
B070C	ADC Construction Project Supervisor	C119

And a concurrent request for hazardous duty differential, for up to twelve percent (12%), for the following classifications:

<u>Code</u>	<u>Labor Market:</u>	<u>Grade</u>
M020C	Licensed Professional Counselor	C119
L033C	Psychological Examiner	C121
L003C	Psychologist	C127
L001C	Psychologist Supervisor	C129
M026C	Licensed Social Worker	C118
M009C	Licensed Certified Social Worker	C121

And a concurrent request for Certification Pay for Substance Abuse Program Leaders (Grade C116) and Substance Abuse Program Coordinators (Grade C118), for up to six percent (6%), who have obtained one of the following certifications:

Certified Alcohol and Drug Counselor (CADC)
 Advanced Certified Alcohol and Drug Counselor (ACADC)
 Certified Criminal Justice Professor (CCJP)
 Certified Co-occurring Disorder Professional (CCDP)
 Certified Clinical Supervisor (CCS)

8. Request from Office of Personnel Management for implementation of a counseling grid authorized by Arkansas Code 21-5-222 (a)(1) established by Act 688 of 2009 for the following positions: **(Attachment 4)**

<u>Positions:</u>	<u>Class</u> <u>Code</u>	<u>Grade</u>
Psychological Examiner	L033C	C121
Psychologist	L003C	C127
Psychologist Supervisor	L001C	C129
Licensed Professional Counselor	M020C	C119
Licensed Social Worker	M026C	C118
Licensed Master Social Worker		C120
Licensed Certified Social Worker	M009C	C121

And a request for a new title of Licensed Master Social Worker, as is listed above: **(Attachment 5)**

9. Request from the Arkansas State Bank Department for authorization to use a certification compensation differential of up to six percent (6%) for employees obtaining designation of Certified Examination Manager in the following classification as authorized by Arkansas Code 21-5-221 established by Act 688 of 2009:

<u>Class</u> <u>Code</u>	<u>Title</u>	<u>Grade</u>
A005N	Assistant Deputy Bank Commissioner	N906

10. The following classification titles for use in implementation of Miscellaneous Federal Grant Positions (A.C.A. § 19-7-501 et seq):

Agency: Arkansas Economic Development Commission

<u>Class Code / Title</u>	<u>Grade/FY09</u>	<u>Positions</u>
G062C, AEDC Project/Regional Manager	C125	1

11. Salary Adjustments for Circuit Court Staff:

Court Reporter

<u>District</u>	<u>Judge</u>	<u>Employee</u>	<u>Current Salary</u>	<u>Recommended Salary</u>
5	Ken D. Coker	Dianne Satterfield	\$48,625	\$48,625

Case Coordinator

<u>District</u>	<u>Judge</u>	<u>Employee</u>	<u>Current Salary</u>	<u>Recommended Salary</u>
5	Ken D. Coker	Erika Grimes	\$34,235	\$34,235

Respectfully Submitted,

Senator Steve Faris, Co-Chairman

Representative John Paul Wells, Co-Chairman

ARKANSAS DEPARTMENT OF EDUCATION
Monthly Report to the Arkansas Legislative Council
Approved Labor Market Rates Utilizing ADE Salary Grid for Grades C122-C130 for 2009-2010
Classifications that Require a Valid Teaching License
For the Month of August 2009

Attachment 1

Unit	Employee Name/Title/Pay Grade	Class Code	Position Number	Degree	Years of Service	Salary		Date of Hire
						Contracted Salary	Offered by ADE	
SUPPORT/SPECIAL PROGRAMS	Connie Echols							
	Public School Program Advisor/C122	E019C	22082979	Masters	22 years teaching and K-12 Literacy experience	\$60,600	\$62,500	08/10/09
	18 applicants referred							
	12 candidates interviewed							
	03 candidates declined interview							
	01 candidate declined position							
	Leigh Price							
	Public School Program Advisor/C122	E019C	22082769	Bachelor	5 years teaching	\$39,000	\$45,894	08/10/08
	10 applicants referred							
	02 candidates interviewed							
HUMAN RESOURCES/LICENSES	Kristi Wilson							
	Public School Program Advisor/C122	E019C	22082977	Masters	15 years teaching and K-12 Literacy experience	\$54,300	\$55,690	08/10/09
	12 applicants referred							
	10 candidates interviewed							
	02 candidates declined interview							
	01 candidate withdrew							
	Kristie Ratliff							
	Public School Program Advisor/C122	E019C	22077349	Masters	16 years of teaching and administration experience	\$86,594	\$57,364	08/03/09
	25 applicants referred							
	04 candidates interviewed							
DIVISION OF LEARNING SERVICES	Janice Haynes							
	Public School Program Advisor/C122	E019C	22083012	Masters	30 years of teaching and administration experience	\$92,000	\$62,368	08/03/09
	12 applicants referred							
	08 candidates interviewed							
	Vickie Yates							
	Public School Program Advisor/C122	E019C	22082937	Masters	25 years of ADE, teaching and Library Media experience	\$59,160	\$62,368	08/18/0
	17 applicants referred							
	02 candidates interviewed							
	01 candidate declined interview							
DIVISION CENTRAL ADMINISTRATION								

Arkansas Public Higher Education Provisional Positions Report

September 2009



Arkansas Department of Higher Education
114 East Capitol, Little Rock, Arkansas 72201

Provisional Positions Approved 2009-10 Fiscal Year

DATE: September 2009
INST: Arkansas State University

Number of Positions Authorized by Act 688 and 245 of 2009 300
Number of Positions Established To Date 213
Number of Positions Remaining for 2009-10 87
Number of New Provisional Positions 4
Number of Continual Provisional Positions

Item No.	New or Continual	Authorized Title	Working Title	# of Positions	Classified Grade or Maximum Annual Salary 2009-10	Source of Funding	Position Assignment
54	New	Project/Program Manager	Project/Program Manager	1	\$76,515	McNair Scholars Program Grant	McNair Program College of Sciences & Math
55	New	Academic Advisor	Academic Advisor	1	\$53,975	McNair Scholars Program Grant	McNair Program College of Sciences & Math
961	New	Administrative Specialist II	Administrative Specialist II	1	C109	McNair Scholars Program Grant	McNair Program College of Sciences & Math
962	New	Library Support Analyst	Library Support Analyst	1	C107	Federal Highway Admin Grant	ASU Museum
				Total Number of Positions	4		

**Provisional Positions Approved
2009-10 Fiscal Year**

DATE: September 2009

INST: University of Arkansas at Fayetteville

Number of Positions Authorized by Act 688 and 245 of 2009
 Number of Positions Established To Date
 Number of Positions Remaining for 2009-10
 Number of New Provisional Positions
 Number of Continual Provisional Positions

500
 251
 249
 2

Item No.	New or Continual	Authorized Title	Working Title	# of Positions	Classified Grade or Maximum Annual Salary 2009-10	Source of Funding	Position Assignment
116	New	Research Associate - 12 Month	Research Associate - 12 Month	2	\$89,227	Wal-Mart Stores, Inc.	WCOB
Total Number of Positions				<u>2</u>			

**Provisional Positions Approved
2009-10 Fiscal Year**

DATE: September 2009

INST: University of Arkansas - Agri Exp. Stations

Number of Positions Authorized by Act 688 and 245 of 2009
 Number of Positions Established To Date
 Number of Positions Remaining for 2009-10
 Number of New Provisional Positions
 Number of Continual Provisional Positions

250
16
234
4

Item No.	New or Continual	Authorized Title	Working Title	# of Positions	Classified Grade or Maximum Annual Salary 2009-10	Source of Funding	Position Assignment
6	New	Post Doctoral Associate	Post Doctoral Associate	1	\$78,397	AR Soybean Promotion Board	Plant Pathology
7	New	Post Doctoral Associate	Post Doctoral Associate	1	\$78,397	National Institute of Health	Biological & Agri Engineering
8	New	Post Doctoral Associate	Post Doctoral Associate	1	\$78,397	Arkansas Biosciences Institute (ABI)	Biological & Agri Engineering
9	New	Post Doctoral Associate	Post Doctoral Associate	1	\$78,397	AR Soybean Promotion Board/Roche	Food Service
						Vitamins/USDA	
				Total Number of Positions			
				4			

**Provisional Positions Approved
2009-10 Fiscal Year**

DATE: September 2009
INST: Cossatot Community College of the University of Arkansas

Number of Positions Authorized by Act 688 and 245 of 2009 105
Number of Positions Established To Date 46
Number of Positions Remaining for 2009-10 59
Number of New Provisional Positions 1
Number of Continual Provisional Positions

Item No.	New or Continual	Authorized Title	Working Title	# of Positions	Classified Grade or Maximum Annual Salary 2009-10	Source of Funding	Position Assignment
22	New	Special Instructor	Special Instructor/State Clinical Evaluator	1	\$52,446	AR Rural Nursing Ed Consortium	AR Rural Nursing Ed Consortium
				Total Number of Positions			
				1			

Provisional Positions Approved 2009-10 Fiscal Year

DATE: September 2009
INST: Ouachita Technical College

Number of Positions Authorized by Act 688 and 245 of 2009 40
 Number of Positions Established to Date 13
 Number of Positions Remaining for 2009-10 27
 Number of New Provisional Positions 2
 Number of Continual Provisional Positions

Item No.	New or Continual	Authorized Title	Working Title	# of Positions	Classified Grade or Maximum Annual Salary 2009-10	Source of Funding	Position Assignment
910	New	E056C / Teacher Assistant	E056C / Teacher Assistant	1	C109	State of Arkansas & GAE	Adult Education
911	New	C087C / Administrative Specialist I	C087C / Administrative Specialist I	1	C106	State of Arkansas & GAE	Adult Education

Total Number of Positions 2

Attachment 3

ARKANSAS DEPARTMENT OF CORRECTION GEOGRAPHICAL/SECURITY TIER UNITS

TIER	UNIT	DESCRIPTION	LOCATION
1	Benton Unit	Minimum Security Unit	Benton
1	Administrative Security	Minimum Security Unit	Pine Bluff
1	Farm Security	Minimum Security Unit	Various
1	MCWR	Minimum Security Unit	Luxora
1	NWARWR	Minimum Security Unit	Fayetteville
1	TRCC	Minimum Security Unit	Texarkana
2	Pine Bluff Unit *	Minimum-Medium Security	Pine Bluff
2	Diagnostic Unit *	Minimum, Medium, and Maximum Security	Pine Bluff
2	R. L. Williams Unit *	Minimum-Medium Security	Pine Bluff
2	Della Unit	Minimum-Medium Security	Dermott
2	Grimes Unit †	Medium-Maximum - Youthful Offenders	Newport
2	McPherson Unit †	Medium-Maximum Security	Newport
2	Tucker Unit	Minimum, Medium, and Maximum Security	Tucker
2	Ouachita River Unit	Medium Security	Malvern
2	North Central Unit	Minimum-Medium Security	Calico Rock
2	Construction Security	Minimum-Medium Security	Various
2	Treatment Services Security	Minimum, Medium, and Maximum Security	Various
2	Wrightsville Boot Camp ‡	Boot Camp	Wrightsville
3	Wrightsville Unit/Hawkins ‡	Minimum-Medium Security - Women's Unit	Wrightsville
3	Maximum Security Unit	Maximum Security	Tucker
3	Cummins Unit	Maximum Security	Grady
3	East Arkansas Regional Unit	Maximum Security	Brickley
3	Varner Unit ±	Maximum-Super Maximum Security	Grady

- * Pine Bluff, Diagnostic, and Williams are combined and at Tier 3 for Superintendent.
- † Grimes and McPherson are combined and at Tier 3 for Superintendent.
- ‡ Wrightsville, Hawkins, and Boot Camp are combined and at Tier 3 for Superintendent.
- ± Varner Supermax is Tier 4 for Correctional Officers.

CORRECTIONAL OFFICER
SALARY TIER PLAN
Effective 6-28-09

<u>TIER</u>		<u>BASE</u>
4	Annual	\$30,135
	Hourly	\$14.4880
3	Annual	\$28,770
	Hourly	\$13.8317
2	Annual	\$26,824
	Hourly	\$12.8962
1	Annual	\$25,268
	Hourly	\$12.1481
Tier 4	Varner Supermax	
Tier 3	East Arkansas Regional Unit	
	Cummins Unit	
	Varner Unit	
	Maximum Security Unit	
	Wrightsville/Hawkins Unit	
	Industry Warehouse (CDL Drivers)	
	Commodity Warehouse (CDL Drivers)	
Tier 2	North Central Unit	
	Tucker Unit	
	Delta Unit	
	Jefferson County Jail/Correctional Facility	
	Diagnostic Unit	
	Pine Bluff Unit	
	Grimes Unit	
	McPherson Unit	
	Ouachita River Correctional Unit	
	Construction / Maint Security	
	Medical	
	Boot Camp	
Tier 1	Benton Unit	
	Texarkana Regional Correctional Center	
	Mississippi County Work Release Center	
	Northwest Arkansas Work Release Center	
	Farm	
	Central Office	
	Admin Annex East	
	Industry - Same as Unit Assigned	

<u>TIER 4</u>	<u>BASE</u>
A. PROMOTION FROM OFFICER FIRST CLASS	
Corporal	\$34,498
Sergeant	\$36,567
B. PROMOTION FROM CORRECTIONAL OFFICER I	
Corporal	\$32,546
Sergeant	\$34,499

<u>TIER 4</u>	
Lieutenant	\$38,761
Captain	\$41,086

<u>TIER 3</u>	<u>BASE</u>
A. PROMOTION FROM OFFICER FIRST CLASS	
Corporal	\$32,935
Sergeant	\$34,911
B. PROMOTION FROM CORRECTIONAL OFFICER I	
Corporal	\$31,072
Sergeant	\$32,936

<u>TIER 3</u>	
Lieutenant	\$37,005
Captain	\$39,225

**ARKANSAS DEPARTMENT OF CORRECTION
MAJOR AND DEPUTY WARDEN TIER UNITS**

TIER	UNIT	DESCRIPTION	LOCATION	MAJOR	DEPUTY WARDEN
1	Pine Bluff Unit	Minimum-Medium Security	Pine Bluff	\$35,731	\$42,865
1	Delta Unit	Minimum-Medium Security	Dermott	\$35,731	\$42,865
1	Benton Unit	Minimum Security Unit	Benton	\$35,731	\$42,865
2	Diagnostic Unit	Minimum, Medium, and Maximum Security	Pine Bluff	\$39,079	\$51,018
2	R. L. Williams Unit	Minimum-Medium Security	Pine Bluff	\$39,079	\$51,018
2	McPherson Unit	Medium-Medium Security	Newport	\$39,079	\$51,018
2	Tucker Unit	Minimum, Medium, and Maximum Security	Tucker	\$39,079	\$51,018
2	Maximum Security Unit	Maximum Security	Tucker	\$39,079	\$51,018
2	Wrightsville Unit	Minimum-Medium Security	Wrightsville	\$39,079	\$51,018
2	Hawkins/Boot Camp	Women's Unit-Boot Camp	Wrightsville	\$39,079	\$51,018
2	North Central Unit	Minimum-Medium Security	Calico Rock	\$39,079	\$51,018
2	Grimes Unit	Medium-Medium	Newport	\$39,079	\$51,018
3	Cummins Unit	Maximum Security	Grady	\$45,139	\$67,937
3	Ouachita River Unit	Medium - Maximum Security	Malvern	\$45,139	\$67,937
3	East Arkansas Regional Unit	Maximum Security	Brickeys	\$45,139	\$67,937
3	Varner Unit	Maximum-Super Maximum Security	Grady	\$45,139	\$67,937

**ARKANSAS DEPARTMENT OF CORRECTION
WARDEN / SUPERINTENDANT TIER UNITS**

TIER	UNIT	DESCRIPTION	LOCATION	WARDEN
1	Delta Unit	Minimum-Medium Security	Dermott	\$51,775
1	Benton Unit	Minimum Security Unit	Benton	\$51,775
2	Tucker Unit	Minimum, Medium, and Maximum Security	Tucker	\$61,615
2	Maximum Security Unit	Maximum Security	Tucker	\$61,615
2	North Central Unit	Minimum-Medium Security	Calico Rock	\$61,615

**DEPARTMENT OF CORRECTION
SOCIAL WORKER CERTIFICATION GRID**

**LICENSED SOCIAL WORKER and
LICENSED CERTIFIED SOCIAL WORKER**

We currently have a Licensure Tier Program with Licensed Social Worker and Licensed Certified Social Worker classifications that we wish to continue. Employees with a state license may enter the Licensed Social Worker at \$35,437. Those individuals with a state master's level license and two years experience are eligible for Licensed Social Worker at \$45,000. And those individuals with state certified level license are eligible for Licensed Certified Social Worker at \$50,000.

Salary survey data for social worker is \$41,190 to \$51,052. The continuation of these rates will maintain our current relationship between the three levels of licensing/certification for the Social Worker series. Administration of the grid will be continued as follows:

M026	Licensed Social Worker, C118 State License	\$35,437 (Entry +)
M026	Licensed Social Worker, C118 State Masters Level License Plus Two Years Experience	\$45,000 (Base +)
M009	Licensed Certified Social Worker, C121 State Certified Level License	\$50,000 (Base +)

**DEPARTMENT OF CORRECTION
PSYCHOLOGICAL EXAMINER LICENSE GRID**

PSYCHOLOGICAL EXAMINER

We previously had a Tier Program with the Psychological Examiner classification that we wish to continue as a license grid. Employees with a state license are eligible for entry level salary. Those individuals with a state license and two years experience are eligible for \$47,700. And those individuals with state license and three years experience are eligible for \$52,000. The continuation of this rate will maintain our current relationship between the three levels for Psychological Examiner. Administration of the grid will be as follows:

State License	\$35,437
State License Plus Two Years Experience	\$47,700
State License Plus Three Years Experience	\$52,000

**DEPARTMENT OF CORRECTION
SUBSTANCE ABUSE SALARY ADMINISTRATION GRID**

**SUBSTANCE ABUSE PROGRAM LEADER and
SUBSTANCE ABUSE PROGRAM COORDINATOR**

We have utilized a Salary Administration Tier Program with Substance Abuse Program classifications that we wish to continue. Applicants meeting the minimum qualifications of the classification enter the Substance Abuse Program Leader at entry level. Those individuals with a certification, Certified Alcohol and Drug Counselor (CADC), Advanced Certified Alcohol and Drug Counselor (ACADC), Certified Criminal Justice Professional (CCJP), or Certified Co-Occurring Disorder Professional (CCDP), may enter the classification at \$32,683. Substance Abuse Program Coordinators must have acquired Certified Clinical Supervisor (CCS), have a performance evaluation of above average or better, and not have any disciplinary actions within the previous year.

The continuation of these rates will maintain our current relationship between the three levels of certification for the Substance Abuse Program series. Administration of the grid will be as follows:

M048C	Substance Abuse Program Leader, C116 Meet Minimum Qualifications	Entry
M048C	Substance Abuse Program Leader, C116 Certification as: ACADC, CADC, CCJP, or CCDP	\$32,683
M023C	Substance Abuse Program Coordinator, C118 Certification as: CCS Above Average or Better PE Discipline Free	Promotion

**DEPARTMENT OF CORRECTION
CONSTRUCTION PROJECT MANAGEMENT GRID**

ADC CONSTRUCTION PROJECT SUPERVISOR

The Department has developed a management grid for ADC Construction Project Supervisor that consists of three levels. Employees in this classification take on additional responsibilities as a Project Manager or Superintendent, yet at the same grade do not receive monetary incentives.

There are currently fourteen (14) positions utilized as ADC Construction Project Supervisor. Three of these positions have been vacated in the past year (21% turnover). Salary survey data for this classification is \$50,815 to \$63,846.

Grid levels are described by the working titles of Project Manager, Construction Superintendent, and Construction Supervisor and were developed based on criteria for each of the working titles which are defined as follows:

Project Manager - \$49,000

Manages the construction of larger projects, such as new facilities and major additions to existing facilities. Supervises several staff including construction superintendent, construction supervisors, and project plumber, electrician, and HVAC.

Construction Superintendent - \$40,487

Manages smaller size projects, such as renovation and unit expansions; and occasionally works under the supervision of the Project Manager.

Construction Supervisor - \$36,979

Works under the supervision of either the Construction Superintendent or the Project Manager, assisting them with the construction projects.

Attachment 4

PSYCHOLOGIST GRID

	L033C Psychological Examiner Grade C121	L003C Psychologist Grade C127	L001C Psychologist Supervisor Grade 129
<u>YEARS OF EXPERIENCE</u>			
0	\$39,199		
1	\$40,280		
2	\$41,361	\$52,530	\$67,106
3	\$42,442	\$55,746	\$68,159
4	\$43,523	\$57,516	\$69,212
5	\$44,604	\$59,268	\$70,265
6	\$45,685	\$61,020	\$71,318
7	\$46,766	\$62,772	\$72,371
8	\$47,847	\$64,524	\$73,424
9	\$48,928	\$66,276	\$74,477
10	\$50,009	\$68,028	\$75,530
11	\$51,090	\$69,255	\$76,583
12	\$52,171	\$70,482	\$77,636
13	\$53,264	\$71,709	\$78,689
14	\$54,345	\$72,936	\$79,742
15	\$55,426	\$74,163	\$80,795
16	\$56,507	\$75,390	\$81,848
17	\$57,588	\$76,617	\$82,901
18	\$58,669	\$77,844	\$83,954
19	\$59,750	\$79,071	\$85,007
20	\$60,831	\$80,301	\$86,072

Must be a Licensed Psychologist

SOCIAL WORKER GRID

M026C

TBD

M009C

Licensed Social
Worker (LSW)

Licensed Master
Social Worker
(LMSW)

Licensed Certified
Social Worker
(LCSW)

Grade C118

Grade C120

Grade C121

YEARS OF EXPERIENCE

0	\$37,500	\$40,250	\$43,000
1	\$38,157	\$41,249	\$44,026
2	\$38,814	\$42,248	\$45,052
3	\$39,471	\$43,247	\$46,078
4	\$40,128	\$44,246	\$47,104
5	\$40,785	\$45,245	\$48,130
6	\$41,442	\$46,244	\$49,156
7	\$42,099	\$47,243	\$50,182
8	\$42,756	\$48,242	\$51,208
9	\$43,413	\$49,241	\$52,234
10	\$44,070	\$51,124	\$53,264
11	\$44,727	\$52,123	\$54,290
12	\$45,384	\$53,122	\$55,316
13	\$46,041	\$51,421	\$56,342
14	\$46,700	\$55,120	\$57,368
15	\$47,357	\$56,119	\$58,394
16	\$48,014	\$57,118	\$59,420
17	\$48,671	\$58,117	\$60,446
18	\$49,328	\$59,116	\$61,472
19	\$49,985	\$60,115	\$62,498
20	\$50,642	\$61,114	\$63,524

*Must be a Licensed Social Worker

COUNSELOR GRID

M020C

Licensed Professional Counselor Grade C119

YEARS OF EXPERIENCE

0	\$40,000
1	\$40,906
2	\$41,812
3	\$42,718
4	\$43,624
5	\$44,530
6	\$45,436
7	\$46,342
8	\$47,248
9	\$48,154
10	\$49,067
11	\$49,973
12	\$50,879
13	\$51,785
14	\$52,691
15	\$53,597
16	\$54,503
17	\$55,409
18	\$56,315
19	\$57,221
20	\$58,127

Must be a Licensed Counselor

Summary Report: Multiple Jobs

Selected scope

Industry: All Industries

Size: ALL (FTEs)

Country: United States

Geography: ALL, ALL (Metro)

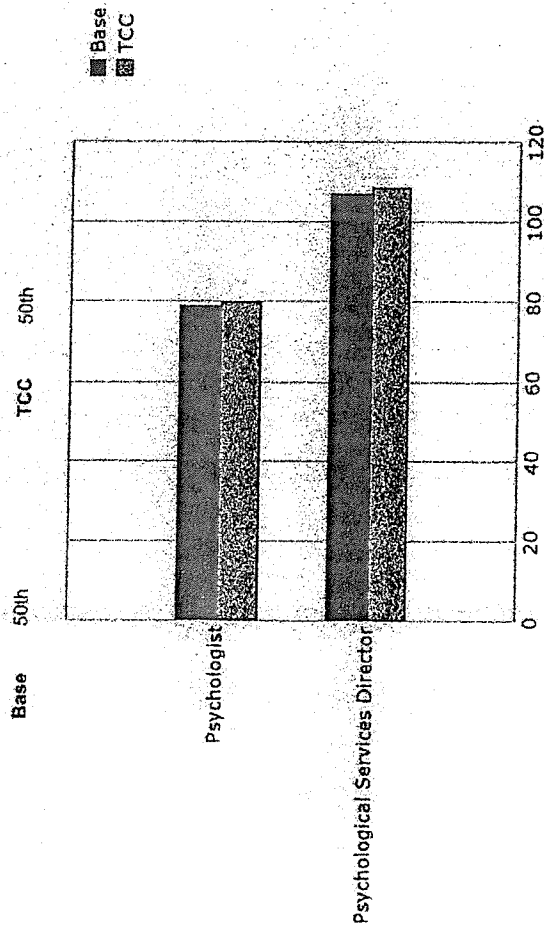
Source: Salary.com Market Analysis
 Date: Effective September 03, 2009
 Currency: US Dollars (000s)

Job Title	#orgs	#incs	Base				TCC			
			25th%	50th%	75th%	Avg	25th%	50th%	75th%	Avg
Psychological Services Director (HC07000408)	90	175	92.2	107.1	124.9	109.0	93.0	108.9	127.1	111.4
Psychologist (HC07000044)	300	400	69.4	79.0	90.9	81.6	71.0	80.2	92.1	82.9

Actual TCC data shown

Chart

Job comparison - Base vs TCC



Analysis based on at least this many orgs/incs that partially match the selected scope.
 Analysis based on all orgs/incs adjusted for selected scope. (Read more)
 Displayed as general business information only; not legal advice.
 Note: All orgs/incs are at least the number specified.
 Date: Annual

Job descriptions

Summary Report: Multiple Jobs

Psychological Services Director (HC07000408)

Directs and coordinates the policies, objectives, initiatives, and programs for the delivery of psychological services to patients. Oversees the treatment of patients with emotional, mental, and/or psychological disorders. Ensures the psychological division follows regulatory compliance requirements and standard procedures. Requires a bachelor's degree or its equivalent and at least 10 years of experience in the field in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.

Level: Directors

LSA Status*: Typically Exempt

Alternate Job Title(s): Director of Psychological Services | Psychological Services Director

Psychologist (HC07000044)

evaluates patients for mental, emotional or behavioral disorders. Diagnoses disorders. Including nature and extent, and determines the appropriate course of treatment for the patient. Uses talk therapy to treat patient illness or distress, cannot prescribe medication. Requires an advanced degree and a license to practice. May require at least 2-4 years of psychology experience. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May report to a medical director. A wide degree of creativity and latitude is expected.

Level: Mid Level (II)

LSA Status*: Typically Exempt

Alternate Job Title(s): Physician - Psychology | Psychologist | Doctor - Psychology

Summary Report: Multiple Jobs

Selected scope

Industry: All Industries

Size: ALL (FTEs)

Country: United States

Geography: South (Region)

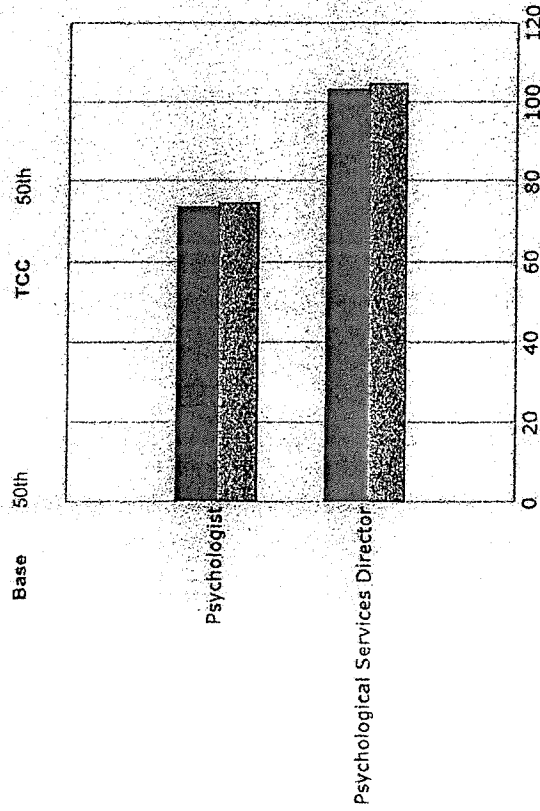
Job Title: Psychological Services Director (HC07000408)
 Job Title: Psychologist (HC0700044)
 Currency: US Dollars (000s)

Job Title	#orgs	#incs	Base				TCC			
			25th%	50th%	75th%	Avg	25th%	50th%	75th%	Avg
Psychological Services Director (HC07000408)	20	20	88.0	103.4	120.9	105.9	88.8	105.0	123.4	107.8
Psychologist (HC0700044)	300	300	64.9	73.8	84.9	76.2	66.3	74.9	85.9	77.4

Actual TCC data shown

Chart

Job comparison - Base vs TCC



Analysis based on at least this many orgs/incs that partially match the selected scope.

Analysis based on all orgs/incs adjusted for selected scope. (Read more)

Displayed as general business information only; not legal advice.

Note: All orgs/incs are at least the number specified.

Rate: Annual

Job descriptions

Summary Report: Multiple Jobs

Psychological Services Director (HC070000408)

Directs and coordinates the policies, objectives, initiatives, and programs for the delivery of psychological services to patients. Oversees the treatment of patients with emotional, mental, and/or psychological disorders. Ensures the psychological division follows regulatory compliance requirements and standard procedures. Requires a bachelor's degree or its equivalent and at least 10 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.

Level Directors

LSA Status* Typically Exempt

Alternate Job Title(s) Director of Psychological Services | Psychological Services Director

Psychologist (HC070000044)

Evaluates patients for mental, emotional or behavioral disorders. Diagnoses disorders, including nature and extent, and determines the appropriate course of treatment for the patient. Uses talk therapy to treat patient illness or distress, cannot prescribe medication. Requires an advanced degree and a license to practice. May require at least 2-4 years of psychology experience. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May report to a medical director. A wide degree of creativity and latitude is expected.

Level Mid Level (II)

LSA Status* Typically Exempt

Alternate Job Title(s) Physician - Psychology | Psychologist | Doctor - Psychology

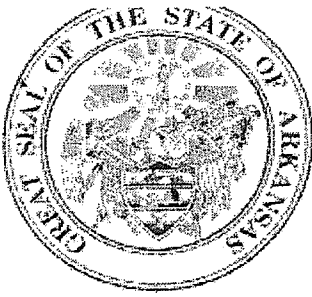
Psychologist Salary Data
09-02-09

BA	Job	Pers.no.	Last name, First name	Position	Job	Position Title	Grade	Annual salary
0480	22148917	00009906	HOLT JOHN	22124829	L001C	PSYCHOLOGIST SUPERVISOR	C129	88,798.32
0480	22148917	00054429	WHITESIDE DEAN	22063978	L001C	PSYCHOLOGIST SUPERVISOR	C129	86,369.50
0480	22148917	00061835	MOUROT JON	22077524	L001C	PSYCHOLOGIST SUPERVISOR	C129	77,767.46
0710	22148917	00017078	SIMON MICHAEL	22103723	L001C	PSYCHOLOGIST SUPERVISOR	C129	88,798.32
0710	22148917	00017161	SCHAEFER JACK	22099429	L001C	PSYCHOLOGIST SUPERVISOR	C129	75,657.30
0710	22148917	00061300	THROESCH SUZANNE	22104210	L001C	PSYCHOLOGIST SUPERVISOR	C129	86,663.62
								84,009.09
0480	22148957	00004713	ENGSTROM EDWARD	22087258	L003C	PSYCHOLOGIST	C127	80,739.98
0480	22148957	00006217	LAU JOHN	22085067	L003C	PSYCHOLOGIST	C127	82,144.40
0480	22148957	00007846	WOOD JAMES	22077538	L003C	PSYCHOLOGIST	C127	81,120.42
0480	22148957	00008431	HOLT SUSAN	22087254	L003C	PSYCHOLOGIST	C127	74,673.25
0480	22148957	00023484	TROUT SHARON	22124868	L003C	PSYCHOLOGIST	C127	79,272.76
0480	22148957	00031838	KUPERMAN BERNARD	22087259	L003C	PSYCHOLOGIST	C127	81,120.42
0480	22148957	00045099	MOORE RICHARD	22133760	L003C	PSYCHOLOGIST	C127	81,743.79
0480	22148957	00046142	KELLY ABESIE	22124949	L003C	PSYCHOLOGIST	C127	81,518.11
0480	22148957	00049426	DANIELS JUNE	22124880	L003C	PSYCHOLOGIST	C127	80,722.93
0480	22148957	00066066	SANTULLI KEVIN	22133738	L003C	PSYCHOLOGIST	C127	73,195.82
0480	22148957	00077451	SELL DOUGLAS	22087252	L003C	PSYCHOLOGIST	C127	70,699.82
0520	22148957	00008463	HITZ LETITIA	22082023	L003C	PSYCHOLOGIST	C127	64,515.57
0520	22148957	00009338	ANTHONY VERLINI	22082040	L003C	PSYCHOLOGIST	C127	41,357.72
0520	22148957	00017094	PAAL NICHOLAUS	22081458	L003C	PSYCHOLOGIST	C127	71,968.21
0520	22148957	00073851	CLARK MARK	22082035	L003C	PSYCHOLOGIST	C127	78,780.00
0710	22148957	00004842	MANGIARACINA JOHN	22109890	L003C	PSYCHOLOGIST	C127	83,346.64
0710	22148957	00016951	MALLORY CHARLES	22097361	L003C	PSYCHOLOGIST	C127	84,148.06
0710	22148957	00020441	WYRICK MICHAEL	22099080	L003C	PSYCHOLOGIST	C127	83,346.64
0710	22148957	00030097	FAUPEL RON	22108878	L003C	PSYCHOLOGIST	C127	58,181.76
0710	22148957	00048051	SPOHN REBECCA	22102523	L003C	PSYCHOLOGIST	C127	47,829.75
0710	22148957	00060201	WHITMORE JENNIFER	22099084	L003C	PSYCHOLOGIST	C127	52,530.19
								72,997.92
0480	22149330	00004611	HOLEMAN KETHEL	22087190	L033C	PSYCHOLOGICAL EXAMINER	C121	59,379.84
0480	22149330	00004867	GUNTER MARY	22087183	L033C	PSYCHOLOGICAL EXAMINER	C121	61,452.35
0480	22149330	00007976	WILSON COTTON SARAH	22133740	L033C	PSYCHOLOGICAL EXAMINER	C121	57,807.57
0480	22149330	00020311	PETERS ANDREW	22084769	L033C	PSYCHOLOGICAL EXAMINER	C121	59,953.50
0480	22149330	00038312	RAWLS CLARENCE	22087184	L033C	PSYCHOLOGICAL EXAMINER	C121	53,040.00
0480	22149330	00052636	DEDMON PENNY	22083975	L033C	PSYCHOLOGICAL EXAMINER	C121	48,176.96
0513	22149330	00004270	MCCORKLE VIRGINIA	22082475	L033C	PSYCHOLOGICAL EXAMINER	C121	56,258.18
0520	22149330	00009317	CRAWFORD CARY	22081998	L033C	PSYCHOLOGICAL EXAMINER	C121	63,474.32
0520	22149330	00009417	ARENT RODNEY	22081424	L033C	PSYCHOLOGICAL EXAMINER	C121	60,644.48
0520	22149330	00009548	MCDONALD JAMES	22082002	L033C	PSYCHOLOGICAL EXAMINER	C121	65,242.32
0520	22149330	00009948	LANHAM DEBRA	22081457	L033C	PSYCHOLOGICAL EXAMINER	C121	52,716.14
0520	22149330	00010014	ORLICEK TAMMIE	22082003	L033C	PSYCHOLOGICAL EXAMINER	C121	56,827.06
0520	22149330	00034651	HARRIS WIGHTMAN	22082005	L033C	PSYCHOLOGICAL EXAMINER	C121	45,158.26

Psychologist Salary Data

09-02-09

BA	Job	Pers.no.	Last name First name	Position	Job	Position Title	Grade	Annual salary
0520	22149330	00036860	BAKER DENA	22081999	L033C	PSYCHOLOGICAL EXAMINER	C121	47,530.50
0520	22149330	00043621	JAY KARLYN	22081946	L033C	PSYCHOLOGICAL EXAMINER	C121	41,611.86
0520	22149330	00049005	PARKER AMY	22082001	L033C	PSYCHOLOGICAL EXAMINER	C121	41,611.86
0520	22149330	00050136	HOWELL RACHEL	22082000	L033C	PSYCHOLOGICAL EXAMINER	C121	44,163.18
0520	22149330	00074524	BOYD DAVID	22081984	L033C	PSYCHOLOGICAL EXAMINER	C121	39,199.06
0520	22149282	00076400	VENHAUS CONNIE	22082008	L033C	PSYCHOLOGICAL EXAMINER	C121	63,944.82
0710	22149330	00009195	WAGNER PATRICIA	22098347	L033C	PSYCHOLOGICAL EXAMINER	C121	50,105.95
0710	22149330	00020303	UMPHRESS TOM	22097357	L033C	PSYCHOLOGICAL EXAMINER	C121	65,242.32
0710	22149330	00020319	SOWELL JR DWIGHT	22104031	L033C	PSYCHOLOGICAL EXAMINER	C121	64,930.11
0710	22149330	00020473	DACUS DEBORAH	22104320	L033C	PSYCHOLOGICAL EXAMINER	C121	61,754.37
0710	22149330	00020678	GRAY GLENN	22103321	L033C	PSYCHOLOGICAL EXAMINER	C121	48,612.10
0710	22149330	00020893	GLENN RACHEL	22101026	L033C	PSYCHOLOGICAL EXAMINER	C121	53,775.90
0710	22149330	00020901	CARRINGTON MARY	22101085	L033C	PSYCHOLOGICAL EXAMINER	C121	65,242.32
0710	22149330	00021224	HUNT SARAH	22111084	L033C	PSYCHOLOGICAL EXAMINER	C121	61,950.30
0710	22149330	00021411	ADAMS SHARON	22100207	L033C	PSYCHOLOGICAL EXAMINER	C121	49,715.85
0710	22149330	00021419	WESTBROOK FRIDLE KIMBERLY	22104393	L033C	PSYCHOLOGICAL EXAMINER	C121	52,362.34
0710	22149330	00021956	MCKINDRA WILMA	22102206	L033C	PSYCHOLOGICAL EXAMINER	C121	48,196.72
0710	22149330	00022481	JONES SHEILA	22099485	L033C	PSYCHOLOGICAL EXAMINER	C121	44,852.50
0710	22149330	00023604	PRIEST KENNETH	22099853	L033C	PSYCHOLOGICAL EXAMINER	C121	55,580.72
0710	22149330	00046436	MCCALLISTER PAMELA	22102350	L033C	PSYCHOLOGICAL EXAMINER	C121	43,004.00
0710	22149330	00049965	COOPER ANITA	22109869	L033C	PSYCHOLOGICAL EXAMINER	C121	47,961.47
0710	22149330	00057170	BETNAR JERRY	22110804	L033C	PSYCHOLOGICAL EXAMINER	C121	59,421.02
0710	22149330	00062120	LUEBBEN JAMES	22100206	L033C	PSYCHOLOGICAL EXAMINER	C121	46,366.32
0710	22149330	00073226	MESSER MICHELLE	22102858	L033C	PSYCHOLOGICAL EXAMINER	C121	43,489.47
0710	22149330	00074402	ADAMS CHRISTINA	22097865	L033C	PSYCHOLOGICAL EXAMINER	C121	43,489.47
0710	22149330	00077104	LEE JOSHUA	22101512	L033C	PSYCHOLOGICAL EXAMINER	C121	43,489.47
								53,018.85



LICENSED MASTER SOCIAL WORKER

Class Code: Grade: C120

FLSA Status: Exempt

Date: 07/01/2009

STATE OF ARKANSAS JOB DESCRIPTION

SUMMARY:

The Licensed Master Social Worker is responsible for providing counseling and crisis intervention for families of patients in need of rehabilitative care. This position is governed by state and federal laws and agency/institution policy.

TYPICAL FUNCTIONS:

Provides assistance to Licensed Certified Social Worker, by offering consultation concerning specific requests, explaining laws and regulations, and monitoring certification standards.

Performs a lead role in coordinating predetermined work assignments of co-workers and/or subordinate employees, by communicating prioritization of activities and project deadlines.

Develops program plans by determining goals and objectives, assessing programs, and making recommendations for policy and procedure changes in conjunction with other staff.

Conducts individual group counseling sessions to increase client self-esteem and to aid client's social, emotional, psychological, and physical wellbeing.

Refers clients to other sources of help, monitors client's progress, writes release summaries, and notifies appropriate personnel.

Testifies in court concerning client's compliance with court order and psychiatric stability.

Prepares and maintains reports, including logs of daily progress of patients, quality assurance records, documentation of sessions, and case work records.

Performs other duties as assigned.

KNOWLEDGE, ABILITIES, AND SKILLS:

Knowledge of principles and practices of counseling and social work.
Knowledge of agency, community, and state human service resources.
Knowledge of state laws and agency policy governing specific program area.
Knowledge of computer operating software systems.
Ability to plan, organize, and direct work of others.

Ability to interview, obtain, evaluate, and diagnose information related to problems and services needed.

Ability to provide treatment, guidance, and counseling to clients.

Ability to serve as a social advocate for clients by providing information and evaluating and monitoring treatment plans.

MINIMUM EDUCATION AND/OR EXPERIENCE:

The formal education equivalent of a master's degree in psychology, sociology, social work, or related field. Licensed as a Certified Social Worker by the Arkansas Social Work Licensing Board as required by ACA 17-103-307.

Additional requirements determined by the agency for recruiting purposes require review and approval by the Office of Personnel Management.

OTHER JOB RELATED EDUCATION AND/OR EXPERIENCE MAY BE SUBSTITUTED FOR ALL OR PART OF THESE BASIC REQUIREMENTS, EXCEPT FOR CERTIFICATION OR LICENSURE REQUIREMENTS, UPON APPROVAL OF THE QUALIFICATIONS REVIEW COMMITTEE.