

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

June 20, 2014

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on Wednesday, June 18, 2014 in Room B of the MAC Building. The Subcommittee reviewed the following personnel-related items respectfully request that they be filed with the Arkansas Legislative Council.

1. Report of Grid Movements and Usage
2. Chief Fiscal Officer of the State Special Entry Rate/Labor Market/Movement Report
3. Department of Higher Education – Provisional Positions Report for the month of June.
4. Request from the Arkansas Geographic Information Office (AGIO) for a special entry rate for an exceptionally well qualified applicant for the classification of Senior GIS Analyst, D029C.
Applicant: Richard Pierce
Position: D029C, Senior GIS Analyst
Salary Recommended: \$70,000
5. Request from the Arkansas Natural Resources Commission to retain the salary of one employee, who was displaced due to the loss of funding for the Red River Levee Rehabilitation Project in Texarkana, Arkansas.
Employee: Ms. Cathey Muller
Classification: C056C, Administrative Specialist III, Grade C112
Continued Salary Recommended: \$37,218
6. Requests to obtain pool positions from the OPM pool established in Arkansas Code 21-5-225 (a)(1).
 - a. Agency: Arkansas State Police (ASP) **The position will be established in FY14 and continuing in FY15.**

Position Surrendered	Class Code	Title	Grade
22134078	C087C	Administrative Specialist I	C106 (1 position)

Classification Requested

C043C	Records Management Analyst	C113 (1 position)
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- b. Agency: Disability Determination for Social Security Administration (DDSSA)
These positions will be established for FY15.

Position Surrendered	Class Code	Title	Grade
22095323	C056C	Administrative Specialist III	C112 (1 position)
22151710	C073C	Administrative Specialist II	C109 (1 position)
22095456	C073C	Administrative Specialist II	C109 (1 position)
22095321	C073C	Administrative Specialist II	C109 (1 position)
22095293	C073C	Administrative Specialist II	C109 (1 position)
22095280	C073C	Administrative Specialist II	C109 (1 position)

Classification Requested

Class Code	Title	Grade	Entry
G233C	DDSSA Section Manager	C122	\$41,159 (1 position)
G233C	DDSSA Section Manager	C122	\$41,159 (1 position)

7. Requests from the Department of Higher Education for the establishment of pool positions from the Higher Education Central Pool authorized by Act 1397 of 2013 and Act 104 of 2014. These positions will be established for FY14 and continuing in FY15.

a. Institution – Arkansas Tech University (ATU)

Requested

Title: Academic Advisor
LIM – FY14: \$76,868
Number of Positions: 2

Recommendation

Title: Academic Advisor
LIM – FY14: \$58,223
Number of Positions: 2

Requested

Title: Computer Support Specialist
Grade – FY14: C119
Number of Positions: 1

Recommendation

Title: Computer Support Specialist
Grade – FY14: C119
Number of Positions: 1

Requested

Title: Coordinator of Off-Campus Courses
LIM – FY14: \$97,659
Number of Positions: 1

Recommendation

Title: Coord. Off-Campus Courses
LIM – FY14: \$102,671
Number of Positions: 1

Requested

Title: Graduate Assistant
LIM – FY14: \$24,275
Number of Positions: 20

Recommendation

Title: Graduate Assistant
LIM – FY14: \$23,568
Number of Positions: 20

Requested

Title: Special Projects Coordinator
LIM – FY14: \$84,162
Number of Positions: 1

Recommendation

Title: Special Projects Coordinator
LIM – FY14: \$81,710
Number of Positions: 1

Requested

Title: Student Development Specialist
LIM – FY14: \$76,868
Number of Positions: 1

Recommendation

Title: Student Development Specialist
LIM – FY14: \$74,868
Number of Positions: 1

b. Institution – University of Arkansas at Pine Bluff (UAPB)

Requested

Title: Budget Director
LIM - FY14: \$92,260
Number of Positions: 1

Recommendation

Title: Director of Budget
LIM – FY14: \$84,668
Number of Positions: 1

c. Institution – University of Central Arkansas (UCA)

Requested

Title: Academic Counselor
LIM – FY14: \$72,390
Number of Positions: 10

Recommendation

Title: Academic Counselor
LIM – FY14: \$66,043
Number of Positions: 10

The positions at the Arkansas State University - Newport will be established for FY15 only.

d. Institution – Arkansas State University – Newport (ASUN)

Requested

Title: Director of Institutional Development
LIM – FY15: \$95,338
Number of Positions: 1

Recommendation

Title: Director of Institutional Devel.
LIM – FY15: \$95,338
Number of Positions: 1

Requested

Title: Project/Program Manager

LIM – FY15: \$73,010

Number of Positions: 1

Requested

Title: Project/Program Specialist

LIM – FY15: \$65,908

Number of Positions: 1

Requested

Title: Director of Food Services & Events

LIM – FY15: \$77,637

Number of Positions: 1

Recommendation

Title: Director of Public Information and Community Relations

LIM – FY15: \$50,000

Number of Positions: 1

Recommendation

Title: Associate Director of Financial Aid and Student Affairs

LIM – FY15: \$60,000

Number of Positions: 1

Recommendation

Title: Director of Food Service

LIM – FY15: \$76,175

Number of Positions: 1

8. Request from the Department of Higher Education that the following thirty (30) Central Pool positions be continued in the Higher Education Central Pool authorized by Act 104 of 2014 to be effective through FY15. These positions have been previously approved by the Personnel Subcommittee of the Arkansas Legislative Council.

University of Arkansas at Pine Bluff (UAPB)

Title: Director of Affirmative Action

LIM – FY15: \$97,879

Number of Positions: 1

Arkansas University – Mountain Home (ASUMH)

Title: Public Safety Officer

Grade – FY15: C116

Number of Positions: 2

College of the Ouachitas (CotO)

Title: Controller

LIM – FY15: \$84,492

Number of Positions: 1

Title: Public Information Specialist

Grade – FY15: C116

Number of Positions: 1

College of the Ouachitas (CotO) cont'd

Title: Maintenance Specialist

Grade – FY15: C112

Number of Positions: 1

Title: Fiscal Support Specialist

Grade – FY15: C112

Number of Positions: 2

Cossatot Community College of the University of Arkansas (CCCUA)

Title: Security Officer Supervisor

Grade – FY15: C113

Number of Positions: 3

North Arkansas College (NAC)

Title: HEI Program Coordinator

Grade – FY15: C116

Number of Positions: 1

Title: Food Preparation Manager

Grade – FY15: C114

Number of Positions: 1

Title: Maintenance Manager

Grade – FY15: C121

Number of Positions: 1

Title: Payroll Services Specialist

Grade – FY15: C115

Number of Positions: 1

Title: Library Supervisor

LIM – FY15: C115

Number of Positions: 1

Title: Maintenance Manager

Grade – FY15: C121

Number of Positions: 1

Title: Public Safety Officer
Grade – FY15: C116
Number of Positions: 1

Title: HE Public Safety Commander I
Grade – FY15: C120
Number of Positions: 1

Northwest Arkansas Community College (NWACC)

Title: Director of Testing
LIM – FY15: \$82,696
Number of Positions: 1

Title: Academic Advisor
LIM – FY15: \$55,652
Number of Positions: 2

Southeast Arkansas College (SEARK)

Title: Network Support Analyst
Grade – FY15: C118
Number of Positions: 1

Title: Research Project Analyst
Grade – FY15: C117
Number of Positions: 1

Southern Arkansas University Tech (SAUT)

Title: Payroll Services Coordinator
Grade – FY15: C119
Number of Positions: 1

Title: Institutional Services Assistant
Grade – FY15: C103
Number of Positions: 1

Rich Mountain Community College (RMCC)

Title: Director of Computer Services
LIM – FY15: \$86,501
Number of Positions: 1

Title: Coordinator of Student Recruitment
LIM – FY15: \$80,296
Number of Positions: 1

University of Arkansas Community College at Hope (UACCH)

Title: Special Events Manager
Grade – FY15: C115
Number of Positions: 1

Title: Assistant Director
LIM – FY15: \$62,622
Number of Positions: 1

9. Report of continuation of previously approved OPM pool positions for the 2015 fiscal year.
10. Request from the Arkansas Department of Parks and Tourism (ADPT) to establish three (3) new titles for use for FY15 Extra Help positions at ADPT only:

<u>Requested Title</u>	<u>Requested Grade</u>
Park Specialist I	C101
Park Specialist II	C106
Park Specialist III	C112

11. Continuation of Salary Administration Grids, Compensation Differentials and Labor Market Special Entry Rates for Fiscal Year 2015:
- a. **Educational Differentials**
Arkansas Game and Fish Commission, Department of Correction and Arkansas School for the Blind
 - b. **Certification Differentials and All Statewide Nursing Grid**
Arkansas Game and Fish Commission, Agriculture Department, Bank Department, Department of Correction, Department of Community Correction, Arkansas School for the Blind, Arkansas School for the Deaf, Department of Finance and Administration, Department of Health and Military Department , All Statewide Nursing Grid
 - c. **Second Language Differential**
Worker's Compensation Commission, Arkansas School for the Deaf, Department of Finance and Administration, Department of Health, Department of Human Services, Department of Labor, Workforce Services and Arkansas State Police
 - d. **Labor Market Rates**
Disability Determination for Social Security Administration, Veterans Affairs, Insurance Department and Department of Correction

e. Hazardous Duty Differentials and All Statewide Nursing Grid

Arkansas Game and Fish Commission, Department of Agriculture, Department of Correction, Department of Health, Department of Human Services and Military Department, All Statewide Nursing Grid

f. Geographic Differentials and All Statewide Nursing Grid

Office of Medicaid Inspector General, Veterans Affairs, Department of Correction, Department of Community Correction, Department of Health and Department of Human Services, All Statewide Nursing Grid

g. Salary Structure and Administrative Plans – Salary Administration Grids

Arkansas Game and Fish Commission, University of Arkansas Medical Sciences, Disability Determination for Social Security Administration, Bank Department, Public Service Commission
Department of Correction – ADC Correctional Officer Tier Plan – continued with modifications
Department of Education Salary Administration Grid - General Education Salary Grid
Arkansas School for the Blind, Arkansas School for the Deaf, Northwest Technical Institute,
Arkansas Career Education, Department of Finance and Administration and Department of Health
Arkansas State Police - Salary Threshold, All Statewide Nursing Grid

h. On-Call Differentials

Department of Agriculture – Livestock and Poultry, Department of Human Services – Division of Behavioral Health Services and Division of Medical Services

12. Request by the Arkansas Fair Housing Commission for Miscellaneous Federal Grant Program Appropriation Positions for Fiscal Year 2015:

Class Code/Title	Grade
P027C, Public Information Specialist	C116 (1 position)

13. Report for continuation of Miscellaneous Federal Grant Appropriation Positions for Fiscal Year 2015.
14. Other Business – Department of Veterans Affairs requests to implement a workforce reduction in force for one position, the Nursing Home Assistant Administrator, due to a revenue shortage and reorganization at the Fayetteville Veterans Home as a result of the decline in resident census.

Respectfully Submitted,

Senator Uvalde Lindsey, Co-Chair

Representative Andrea Lea, Co-Chair