

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

June 17, 2011

Co-Chairs:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on June 10, 2011 at 11:00 a.m., in Room B of the MAC Building. The Subcommittee has 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 C122–C130 - Arkansas Department of Education: **(Attachment 1)**
2. Request for special entry rate for compensation for Exceptionally Well Qualified Applicant:

<u>Agency</u>	<u>Title</u>	<u>Applicant</u>	<u>Recommended Salary/Grade</u>
Public Service Commission	Corrosion Inspector	Vernon Merrell	\$49,683 / Grade C115
3. Request to obtain pool positions from the OPM pool established in Arkansas Code 21-5-225 (a)(1) by Act 688 of 2009 for Fiscal Year 2012:

- a. Agency: NorthWest Arkansas Community College

Classification Surrendered:

<u>Class Code</u>	<u>Classification</u>	<u>Grade</u>	<u>Salary Range</u>
S087C	Institutional Services Assistant	C103	\$16,288 to \$24,553
S087C	Institutional Services Assistant	C103	\$16,288 to \$24,553
S087C	Institutional Services Assistant	C103	\$16,288 to \$24,553
V030C	Shipping & Receiving Clerk	C105	\$17,957 to \$27,832
S065C	Maintenance Assistant	C108	\$20,788 to \$33,543
D065C	Network Support Analyst	C118	\$33,861 to \$57,514

Classification Requested:

<u>Class Code</u>	<u>Classification</u>	<u>Grade</u>	<u>Salary Range</u>
E038C	Education & Instruction Analyst	C118	\$33,861 to \$57,514
E038C	Education & Instruction Analyst	C118	\$33,861 to \$57,514
A072C	Research & Statistics Manager	C118	\$33,861 to \$57,514
D063C	Computer Support Specialist	C119	\$35,554 to \$60,390
D063C	Computer Support Specialist	C119	\$35,554 to \$60,390
D063C	Computer Support Specialist	C119	\$35,554 to \$60,390

- b. Agency: Arkansas Department of Labor
Position Surrendered: 22094009, X065C, Labor Inspector, Grade C119 (1 position)
Classification Requested: X052C, Labor Inspector Supervisor, Grade C120
Salary Range: \$37,332 to \$62,616
- c. Agency: Arkansas Minority Health Commission
Position Surrendered: 22077919, C087C, Administrative Specialist I, Grade C106
Classification Requested: G147C, Grants Coordinator, Grade C119
Salary Range: \$35,554 to \$60,390

4. Requests from the Department of Higher Education for establishment of full time positions from the Higher Education Central Pool authorized by Act 1065 of 2011 for Fiscal Year 2012:
- a. Ozarka College
Requested
Title: Director of Off-Campus Operations-Mammoth Spring
Line Item Maximum – FY12: \$64,375
Number of Positions: 1

Recommendation
Title: Director of Off-Campus Operations-Mammoth Spring
Line Item Maximum – FY12: \$64,375
Number of Positions: 1
 - b. National Park Community College
Requested
Title: Director of Enrollment Management
Line Item Maximum – FY12: \$73,543
Number of Positions: 1

Recommendation
Title: Director of Enrollment Management
Line Item Maximum – FY12: \$73,543
Number of Positions: 1
5. Request from the Department of Higher Education for **continuation** of twenty-one (21) growth pool positions from the Higher Education Central Pool authorized by Act 1065 of 2011 for Fiscal Year 2012:
- The University of Arkansas at Little Rock (UALR)
- Title: Academic Counselor
Line Item Maximum – FY12: \$62,252
Number of Positions: 3
- Title: Research Associate
Line Item Maximum – FY12: \$96,690
Number of Positions: 3
- Title: Assistant Professors
Line Item Maximum – FY12: \$94,173
Number of Positions: 15
6. Requests for **Continuation** of Salary Administration Grids and Compensation Differentials for Fiscal Year 2012:
- a. Department of Finance and Administration - Statewide Nursing Grid
 - b. Northwest Technical Institute – Salary Administration Grid and Continuing Education Program
 - c. State Bank Department – Salary Structure and Administration Plan
 - d. Department of Finance & Administration – Office of Accounting – Salary Grid and Certification Differential
 - e. Department of Finance & Administration – Revenue Division – Salary Grid and Certification Differential
 - f. Department of Human Services, Department of Correction and Disability Determination for Security Security Administration – Salary Administration Grid
 - g. State Bank Department – Certification Compensation Differential
 - h. Arkansas Department of Health – Second Language Pay Differential
 - i. Arkansas Department of Health and Department of Human Services - Compensation Differentials – Medical Doctors
 - j. Arkansas Department of Health – Salary Administration Grid – Health Physicists
 - k. Arkansas Department of Agriculture - Forestry Commission -Certification Compensation and Hazardous Duty
 - l. Arkansas Department of Agriculture – Forestry Commission – Hazardous Duty Compensation Differential

- m. Arkansas State Police – Salary Administration Grid and Second Language Differentials
- n. University of Arkansas for Medical Sciences – Salary Administration Grid
- o. Arkansas Department of Education – Salary Administration Grid
- p. Arkansas Military Department – Hazardous Duty Pay and Certification Differentials, Statewide Nursing Grid
- q. Arkansas Public Service Commission – Salary Administration Grid
- r. Arkansas Department of Community Correction – Certification Differential
- s. Arkansas Department of Correction – Salary Administration Grids and Salary Rates
- t. Arkansas School for the Deaf – Second Language Pay Differential
- u. Arkansas School for the Deaf and Arkansas School for the Blind – Special Entry Rates of Pay
- v. Arkansas Department of Human Services – Compensation Differentials for Hazardous Duty Pay, Geographic Pay and Certification
- w. Department of Finance and Administration – Second Language Pay Differential
- x. Arkansas Department of Career Education and Arkansas Rehabilitation Services – Second Language and American Sign Language Pay Differential
- y. Arkansas Department of Career Education – Salary Administration Grid

7. Request for **continuation** of previously approved Labor Market Special Entry Rates for Fiscal Year 2012:

Agency: Disability Determination for Social Security Administration

<u>Classification</u>	<u>Entry Level</u>	<u>Continuation Request</u>
DDSSA Medical Consultant, L012N, N916	\$117,061	\$146,237
DDSSA Medical Specialist, L024N, N919	\$139,410	\$174,262
DDSSA Psychologist Supervisor, L001C, C129	\$ 57,914	\$ 86,072

and **continuation** of previously approved Adjudicator Grid for the Fiscal Year 2012:

<u>Classification</u>	<u>Entry Level</u>	<u>Continuation Request</u>
DDSSA Claims Adjudicator I, X143C, C115	\$29,251	\$32,000
DDSSA Claims Adjudicator II, X104C, C117	\$32,249	\$44,505
DDSSA Claims Adjudicator III, X071C, C119	\$35,554	\$49,087
DDSSA Case Consultant, X190C, C120	\$37,332	\$51,124

and the following classification be added to the Adjudicator Grid for Fiscal Year 2012:

<u>Classification</u>	<u>Entry Level</u>	<u>Continuation Request</u>
DDSSA Unit Supervisor, G112C, C121	\$39,199	\$51,124
DDSSA Medical Consultant Assistant, G235C, C121	\$39,199	\$51,124

8. Request for the following classification title used in implementation of Miscellaneous Federal Grant Program Appropriations Positions (A.C.A. § 19-7-501 et. seq.) for Fiscal Year 2012:

Agency: Department of Human Services – Division of County Operations

<u>Class Code/Title</u>	<u>Grade</u>
G180C Grants Analyst	C117 (1 position)
Salary Range: \$32,249 to \$54,775	

9. Requests for the **continuation** of the following classification titles used in implementation of Miscellaneous Federal Grant Program Appropriation Positions (A.C.A. § 19-7-501 et. seq.) for Fiscal Year 2012:

- a. Child Abuse and Neglect Prevention Board

<u>Class Code/Title</u>	<u>Position Number</u>	<u>Grade</u>
9999 Extra Help	22154277	(1 position)
- b. Arkansas Geological Survey

<u>Class Code/Title</u>	<u>Position Number</u>	<u>Grade</u>
B051C Geologist	22154027	C120 (1 position)
Salary Range: \$37,332 to \$62,616		

	<u>Class Code/Title</u> D078C GIS Technician Salary Range: \$29,251 to \$49,683	<u>Position Number</u> 22154295	<u>Grade</u> C115 (1 position)
c.	Arkansas Geological Survey <u>Class Code/Title</u> B051C Geologist Salary Range: \$37,332 to \$62,616	<u>Position Number</u> 22154296	<u>Grade</u> C120 (1 position)
d.	Arkansas Insurance Department <u>Class Code/Title</u> X018C Ins Consumer Protection Mgr. Salary Range: \$45,377 to \$72,257	<u>Position Number</u> 22154023	<u>Grade</u> C124 (1 position)
	<u>Class Code/Title</u> C056C Administrative Specialist III Salary Range: \$25,268 to \$42,918	<u>Position Number</u> 22154024	<u>Grade</u> C112 (1 position)
	<u>Class Code/Title</u> X123C Insurance Investigator Salary Range: \$30,713 to \$52,167	<u>Position Number</u> 22154025	<u>Grade</u> C116 (1 position)
e.	Arkansas Insurance Department <u>Class Code/Title</u> G180C Grants Analyst Salary Range: \$32,249 to \$54,775	<u>Position Number</u> 22154026	<u>Grade</u> C117 (1 position)
f.	Administrative Office of the Courts <u>Class Code/Title</u> Q019 AOC Senior Staff Attorney Salary Range: \$55,156 to \$83,145	<u>Position Number</u> 22154664	<u>Grade</u> C128 (1 position)

10. Special Entry Rate and Labor Market Reports (**Attachment 2**)

Respectfully Submitted,

Senator Michael Lamoureux, Co-Chair

Representative Bryan B. King, Co-Chair

**ARKANSAS DEPARTMENT OF EDUCATION
Monthly Report to the Arkansas Legislative Council
Approved Labor Market Rates Utilizing ADE Salary Grid for Grades C122-C130
Classifications that Require a Valid Teaching License
For the Month of May 2011**

[illegible]

June, 2011
Special Entry Rate
EXCEPTIONALLY WELL QUALIFIED
Chief Fiscal Officer

DATE RECEIVED	AGENCY/INST	APPLICANT	CODE	TITLE	GR	CURRENT/ PREVIOUS SALARY	ENTRY	REQ SALARY	APPROVED/ DISAPPROVED SALARY
12/17/2011	Livestock & Poultry	Cheryl Fletcher	B034C	Microbiologist Supervisor	C122	\$57,192	\$41,159	\$56,461	\$55,490
04/05/2011	Aeronautics	McCall Porter-Harriman	C010C	Executive Assistant to the Director	C118	\$30,285	\$33,861	\$35,946	\$35,946
04/11/2011	State Police	Tony Brown	T022C	ASP Corporal	C121	\$115,000	\$39,199	\$45,500	\$45,500
04/21/2011	Oil & Gas	Jennifer Burleson	C056C	Administrative Specialist III	C112	\$52,000	\$25,268	\$34,871	\$34,871
04/26/2011	Education	Rebecca Cheatham	C073C	Administrative Specialist II	C109	\$32,400	\$21,827	\$26,000	\$26,000
04/28/2011	Insurance	Amanda Andrews	G047C	Attorney Specialist	C126	\$47,500	\$50,029	\$53,109	\$50,029
04/29/2011	Workforce Services	Gail Allen	E023C	Training Project Manager	C120	\$58,139	\$37,332	\$51,124	\$51,124
05/02/2011	Minority Health	Jason James	A082C	Accountant II	C117	\$31,200	\$32,249	\$43,000	\$34,234
05/03/2011	Health	Tina Long	L016C	ADH Public Health Administrator	C124	\$47,400	\$45,377	\$55,000	\$52,140
05/09/2011	Health	Phillip Fruechting	X060C	Senior Environmental Health Specialist	C119	\$53,000	\$35,554	\$37,743	\$37,743
05/11/2011	DHS	David S. Stewart	S031C	Skilled Tradesman	C115	\$52,000	\$29,251	\$39,000	\$39,000
05/12/2011	Health	Luther Long	X102C	Environmental Health Specialist	C117	\$41,000	\$32,249	\$36,000	\$36,000
05/16/2011	Rehab Services	Vernell Jones	L037C	Rehabilitation Area Manager	C120	\$58,200	\$37,332	\$49,200	\$49,200
05/17/2011	DHS	Amy Webb	P004N	DHS Director of Public Relations	N901	\$48,000	\$65,000	\$73,125	\$73,125
05/20/2011	Claims Commission	Derek Holcomb	C037C	Administrative Analyst	C115	\$35,292	\$29,251	\$40,367	\$38,821
05/20/2011	DFA	Nazira Khaidakova	A065C	Payroll Services Coordinator	C119	\$45,800	\$35,554	\$49,067	\$49,067
05/20/2011	ABC Enforcement	Rick Crisman	X041C	DFA ABC Enforcement Assistant Director	C121	\$48,069	\$39,199	\$53,264	\$53,264

LABOR MARKET/MOVEMENT
Chief Fiscal Officer

DATE RECEIVED	AGENCY/INST	APPLICANT	CODE	TITLE	GRADE	CURRENT/ PREVIOUS SALARY	ENTRY	REQ SALARY	APPROVED/ DISAPPROVED SALARY
04/25/2011	UAF	Chris Riggins*	T089C	HE Public Safety Dispatcher	C106	\$18,855	\$18,855	\$24,820	\$24,820
04/25/2011	UAF	Daniel Quinde*	T089C	HE Public Safety Dispatcher	C106	\$19,232	\$18,855	\$24,820	\$24,820
04/25/2011	UAF	Nick Sisti*	T089C	HE Public Safety Dispatcher	C106	\$22,701	\$18,855	\$24,820	\$24,820
04/25/2011	UAF	Debbie McKinney*	T089C	HE Public Safety Dispatcher	C106	\$24,209	\$18,855	\$24,820	\$24,820
04/29/2011	Health		D052C	Software Support Analyst	C121	\$0	\$39,199	\$45,000	\$45,000

*DENOTES movement of incumbent to approved labor market special entry rate