

**REPORT OF THE
PERSONNEL SUBCOMMITTEE OF THE
ARKANSAS LEGISLATIVE COUNCIL/JOINT BUDGET COMMITTEE**

October 25, 2022

Co-Chairs:

The Personnel Subcommittee of the Arkansas Legislative Council/Joint Budget Committee met on October 19, 2022 upon adjournment of ALC/JBC morning Budget Hearings, in Room A of the MAC Building. The Subcommittee reviewed the following agencies personnel-related requests and personnel-related special language. The Subcommittee respectfully requests that they be filed with Executive Recommendation to the Arkansas Legislative Council/Joint Budget Committee with exceptions where noted.

1. Department of Labor and Licensing

- 1A. 9910 Administration & Shared Services
- 1B. 0203 State Board of Accountancy
- 1C. 0209 State Athletic Commission
- 1D. 0224 Contractors Licensing Board
- 1E. 0258 Towing and Recovery Board
- 1F. 0320 Arkansas Motor Vehicle Commission
- 1G. 0390 Workers' Compensation Commission
- 1H. 0800 Division of Labor
- 1I. 0200 Arkansas Abstracters' Board
- 1J. 0205 Appraiser Licensing and Certification
- 1K. 0206 Architects, Landscape Architects & Interior Design
- 1L. 0210 Auctioneer's Licensing Board
- 1M. 0211 Professional Bail Bond Co. & Bail Bondsman Licensing Board
- 1N. 0212 State Board of Barber Examiners
- 1O. 0221 State Board of Collection Agencies
- 1P. 0236 Licensure for Professional Engineers & Surveyors
- 1Q. 0240 Board of Registration for Professional Geologists
- 1R. 0248 Arkansas Real Estate Commission
- 1S. 0255 Home Inspector Registration Board
- 1T. 0263 Fire Protection Licensing Board
- 1U. 0305 Manufactured Home Commission

2. Department of Health

- 2A. 0265 Arkansas State Board of Chiropractic Examiners
- 2B. 0268 Arkansas State Board of Dental Examiners
- 2C. 0270 Arkansas Dietetics Licensing Board
- 2D. 0274 Arkansas State Medical Board
- 2E. 0277 Arkansas State Board of Nursing
- 2F. 0279 Arkansas Board of Dispensing Opticians
- 2G. 0280 State Board of Optometry
- 2H. 0283 Arkansas State Board of Pharmacy
- 2I. 0289 Arkansas Psychology Board
- 2J. 0295 Arkansas Spinal Cord Commission
- 2K. 0319 Arkansas Minority Health Commission- ***Includes Special Language***
- 2L. 0334 Arkansas Tobacco Settlement Commission- ***Includes Special Language***
- 2M. 0645 Department of Health- ***Includes Special Language***
- 2N. 0665 Health Services Permit Agency

- 2O. 0228 Arkansas Board of Examiners in Counseling
- 2P. 0246 Arkansas State Board of Physical Therapy
- 2Q. 0254 Arkansas Social Work Licensing Board
- 2R. 0292 Language Pathology & Audiology
- 2S. 9907 Administration and Shared Services
- 3. **Department of Parks, Heritage and Tourism**
 - 3A. 9912 Administration and Shared Services
 - 3B. 0315 Capitol Zoning District Commission
 - 3C. 0865 Division of Arkansas Heritage
 - 3D. 0900 Parks and Tourism Division- ***Includes Special Language***
 - 3E. 0870 Arkansas Arts Council
- 4. **0370 Arkansas Public Employee Retirement System**
- 5. **0375 Arkansas Teacher Retirement System**
- 6. **Department of Military**
 - 6A. 0975 Department of Military- ***Includes Special Language***
 - 6B. 9911 Administration and Shared Services
- 7. **Department of Veterans' Affairs**
 - 7A. 0385 Department of Veterans' Affairs
 - 7B. 0365 Disabled Veterans' Service Office
 - 7C. 0380 Arkansas Veterans' Child Welfare Service
 - 7D. 9915 Administration and Shared Services
- 8. **0090 Department of Transportation**
- 9. **0450 Arkansas Public Service Commission**
- 10. **0238 Arkansas Ethics Commission**
- 11. **0360 Arkansas State Claims Commission**
- 12. **Department of Finance and Administration**
 - 12A. 9906 Administration & Shared Services
 - 12B. 0490 Assessment Coordination Division
 - 12C. 0610 Department of Finance and Administration
 - 12D. 0611 Alcoholic Beverage Control Administration Division
 - 12E. 0630 Revenue Division- ***Includes Special Language***
 - 12F. 0631 DFA- Regulatory Division- ***Includes Special Language***
 - 12G. 0634 Child Support Enforcement Division- ***Includes Special Language***
- 13. **0311 Disability Determination for Social Security Admin.**
Includes Special Language
- 14. **0324 Arkansas Public Defender Commission**
Includes Special Language
- Exception: Executive Recommendation includes the revised Executive Recommendation for the Special Language as attached. (Attachment 1)**
- 15. **0232 State Board of Election Commissioners**
- 16. **0241 Judicial Discipline & Disability Commission**
- 17. Presentation by Kay Barnhill with DTSS over the proposed pay plan adjustments. This item did not require any action as it was for informational purposes only. (***Attachment 2***)

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



Atch. 1

Department of Transformation and Shared Services

Governor Asa Hutchinson

Secretary Mitch Rouse

Director Kay Barnhill

October 19, 2022

The Honorable David Wallace, Co-Chairperson
The Honorable Jim Wooten, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Joint Budget Committee
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Senator Wallace and Representative Wooten:

The Office of Personnel Management (OPM) is revising the Executive Recommendation on the Special Language, as attached, for the Arkansas Public Defender Commission (APDC). The proposed Special Language is below:

MAXIMUM SALARY. In order to maintain equity between the prosecutors and public defenders, the following classifications are authorized to be paid up to the maximum salary of their grade as determined by the Public Defender Commission after approval by the Office of Personnel Management:

- | | |
|-------------------------------|-------|
| 1. Chief Public Defender | G008N |
| 2. Public Defender III | G012N |
| 3. Public Defender II | G022N |
| 4. Public Defender I | G025N |
| 5. Public Defender Attorney I | G065C |
| 6. Attorney Supervisor | G025C |
| 7. Attorney Specialist | G047C |

The Office of Personnel Management shall file a report of all salary changes established pursuant to this section with the Legislative Council or, if the General Assembly is in session, the Joint Budget Committee, at the next regularly scheduled meeting following the approval. The provisions of this section shall be in effect from July 1, 2023, through June 30, 2024.

Office of Personnel Management

501 Woodlane Street, Suite 205 * Little Rock, AR 72201 * 501.682.1753

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The Honorable David Wallace, Co-Chairperson
The Honorable Jim Wooten, Co-Chairperson
October 19, 2022
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JUSTIFICATION

APDC is requesting to add Special Language to their appropriation bill during the 94th General Assembly. This language is an updated Executive Recommendation and authorizes the APDC to pay up to the maximum salary level for the listed classifications after receiving approval from OPM. Public Defender and other attorney positions within the APDC are generally paid less than Prosecuting Attorneys. This Special Language will allow greater equity between ADPC and Prosecuting Attorneys.

RECOMMENDATION

The Office of Personnel Management is requesting approval of the revised executive recommendation including the proposed special language.

Your consideration of this request is greatly appreciated.

Sincerely,

A handwritten signature in blue ink that reads "Kay Barnhill". The signature is fluid and cursive, with the first name "Kay" and last name "Barnhill" clearly distinguishable.

Kay Barnhill, Director
Office of Personnel Management

2023 - 2025 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

AGENCY: 0324 ARKANSAS PUBLIC DEFENDER COMMISSION		ACT#: NEW	SECTION#: NEW
CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)	EXECUTIVE RECOMMENDATION		
<p><u>MAXIMUM SALARY. In order to maintain equity between the prosecutors and public defenders, Public Defender positions are authorized to be paid up to the maximum salary of their grade as determined by the Public Defender Commission.</u></p> <p><u>The provisions of this section shall be in effect only from July 1, 2023 through June 30, 2024.</u></p>	<p><u>MAXIMUM SALARY. In order to maintain equity between the prosecutors and public defenders, Public Defender positions are authorized to be paid up to the maximum salary of their grade as determined by the Public Defender Commission.</u></p> <p><u>The provisions of this section shall be in effect only from July 1, 2023 through June 30, 2024.</u></p>		



2023 PAY PLAN PROPOSAL

Office of Personnel
Management

WHY A PAY PLAN ADJUSTMENT IS NECESSARY

- Six years since last pay plan
- High employer demand in extremely competitive labor market
- Inflation
- OPM reviewed labor market data for 140 benchmark classifications representing broad spectrum of employees, jobs, and departments
- On average, current grade ranges are approximately 20% below the current labor market rate in Arkansas

PROPOSED PAY PLAN

- Include current grid entry rates for Grades GS01-GS05, extend maximums
- Move to near labor market rate
- Provide for limited seniority adjustments
- Total cost for plan is ~\$41M general revenue

This draft is a working document. All information contained herein is subject to change and may differ substantially from the final document. The information contained in this document should not be considered the position or views of the agency or the Governor.

GENERAL SALARIES PAY TABLE

	Current Pay Table		New Pay Table	
GRADE	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
GS01	\$22,000	\$31,900	\$26,950	\$39,077
GS02	\$23,335	\$33,836	\$28,585	\$41,448
GS03	\$26,034	\$37,749	\$31,891	\$46,241
GS04	\$29,046	\$42,117	\$35,581	\$51,592
GS05	\$32,405	\$46,987	\$39,696	\$57,559
GS06	\$36,155	\$52,425	\$43,386	\$62,910
GS07	\$40,340	\$58,493	\$48,408	\$70,191
GS08	\$45,010	\$65,265	\$54,012	\$78,318
GS09	\$50,222	\$72,822	\$60,266	\$87,386
GS10	\$56,039	\$81,257	\$67,246	\$97,508
GS11	\$62,531	\$90,670	\$75,037	\$108,804
GS12	\$69,776	\$101,175	\$83,731	\$121,410
GS13	\$77,862	\$112,900	\$93,434	\$135,480
GS14	\$86,887	\$125,986	\$104,264	\$151,183
GS15	\$96,960	\$140,592	\$116,352	\$168,710

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INFORMATION TECHNOLOGY PAY TABLE

	Current Pay Table		New Pay Table	
GRADE	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
IT01	\$33,402	\$48,434	\$40,082	\$58,120
IT02	\$37,265	\$54,035	\$44,718	\$64,842
IT03	\$41,578	\$60,288	\$49,893	\$72,345
IT04	\$46,391	\$67,267	\$55,669	\$80,720
IT05	\$51,761	\$75,054	\$62,113	\$90,064
IT06	\$57,755	\$83,745	\$69,306	\$100,494
IT07	\$64,444	\$93,445	\$77,332	\$112,134
IT08	\$71,703	\$103,970	\$86,043	\$124,764
IT09	\$80,242	\$116,351	\$96,290	\$139,621
IT10	\$89,541	\$129,835	\$107,449	\$155,802
IT11	\$99,920	\$144,884	\$119,904	\$173,860
IT12	\$111,504	\$161,681	\$133,804	\$194,017

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NEW MEDICAL PROFESSIONALS PAY TABLE

	Current Pay Table		New Pay Table	
GRADE	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
MP01	\$63,830	\$88,058	\$76,596	\$105,669
MP02	\$71,403	\$99,964	\$85,683	\$119,956
MP03	\$79,879	\$113,428	\$95,854	\$136,113
MP04	\$89,368	\$128,690	\$107,241	\$154,428
MP05	\$99,991	\$145,987	\$119,989	\$175,184
MP06	\$111,884	\$165,588	\$134,260	\$198,705
MP07	\$125,200	\$187,800	\$150,240	\$225,360
MP08	\$140,109	\$212,966	\$168,130	\$255,559
MP09	\$156,804	\$241,478	\$188,164	\$289,773
MP10	\$175,620	\$270,455	\$210,744	\$324,546

NEW SENIOR EXECUTIVE PAY TABLE

	Current Pay Table		New Pay Table	
GRADE	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
SE01	\$108,110	\$147,200	\$129,732	\$176,640
SE02	\$120,543	\$157,100	\$144,651	\$188,520
SE03	\$134,406	\$167,000	\$161,287	\$200,400
SE04	\$149,862	\$181,500	\$179,834	\$217,800
SE05	\$167,096	\$201,700	\$200,515	\$242,040

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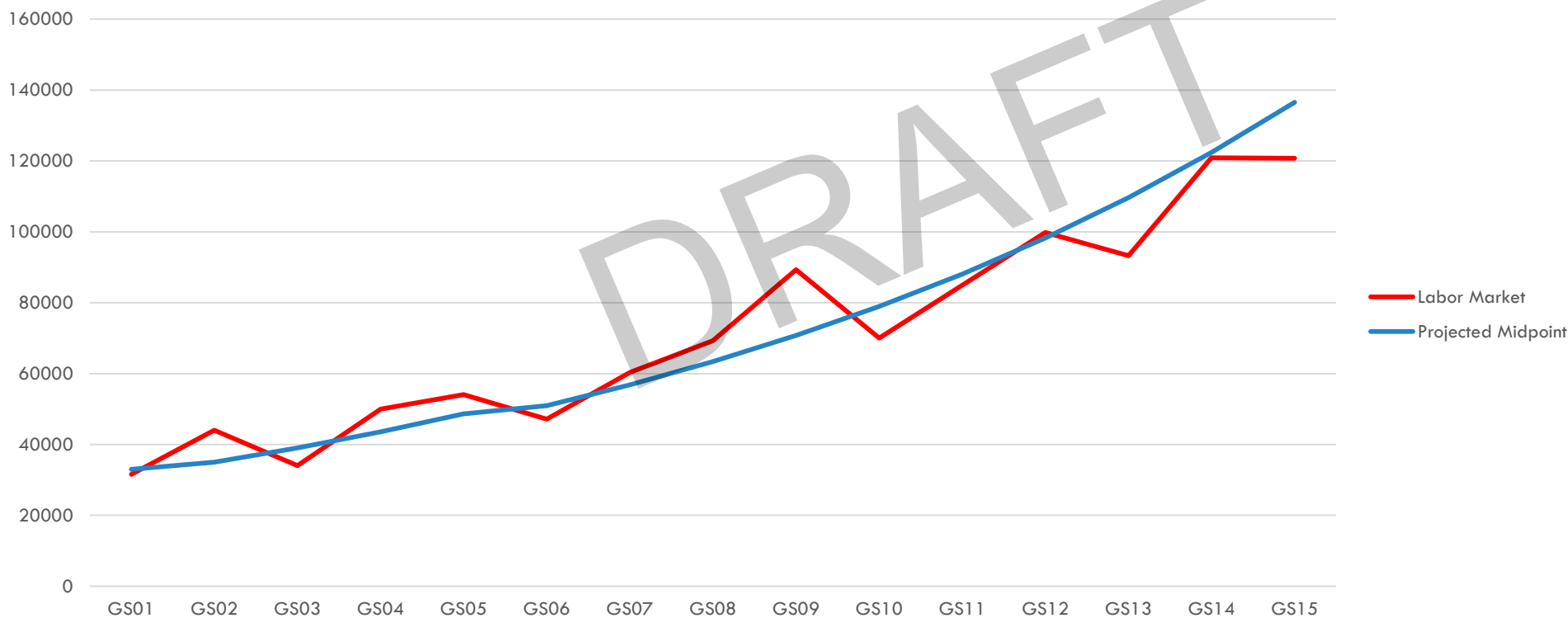
SENIORITY ADJUSTMENT

- Avoids salary compression and entry clustering
- Employees move to the entry rate of the grade or get seniority adjustment
- Cannot receive both entry and seniority adjustment

Years of Service	Seniority Adjustment
0-5	2%
5-10	4%
10-15	6%
15-20	8%
20+	10%

LABOR MARKET COMPARISON

GENERAL SERVICES





THANK YOU

Office of Personnel
Management

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