



Tommy Land, Commissioner

March 27, 2024

The Honorable Senator Jonathan Dismang, Co-Chair  
The Honorable Representative Lane Jean, Co-Chair  
Joint Budget Committee  
Arkansas General Assembly  
State Capitol Building  
Little Rock, AR 72201

Dear Senator Dismang and Representative Jean:

During the 2023 Regular Session, the Commissioner of State Lands proposed and the 94<sup>th</sup> General Assembly enacted several items of legislation which have created a significant impact on processes and procedures for the office of the Commissioner of State Lands. One benefit of this is the opportunity to make certain staffing changes to the Table of Organization for this office.

As a result of the changes in processes and procedures, the Commissioner of State Lands proposes to make the following revisions to the Table of Organization to more accurately reflect operations:

1. Change the title of IT Director to IT Administrator.
2. Create the position of Real Estate Administrator.
3. Change the title of Staff Attorney to Special Projects Coordinator.
4. Create the position of Assistant Director of Public Relations.
5. Eliminate the position of Legal Secretary.
6. Eliminate the position of Fiscal Associate III.
7. Eliminate four (4) Customer Associate positions.

Implementation of the changes outlined above will result in a net savings to the Commissioner of State Lands of \$117,764 as compared to the proposed 2024-2025 budget. Further, a corresponding savings of \$40,395 in the Personal Services Matching line item is achieved. Total savings will be \$158,159.

One concern for the Commissioner is the fact that several current employees have worked for this office for many years and are at or near their salary maximums. This situation has developed over the last few years and exposes the office to the real possibility of losing highly skilled and experienced employees who possess unique skills and knowledge to higher paying opportunities elsewhere. Therefore, the Commissioner of State Lands wishes to adjust the line-item maximum salary levels by 10% as outlined in the Governor's proposal for State Employees. This 10% increase in Line-Item Maximum Salaries has been developed based upon incorporating the changes outlined in 1-7 above.

While the line-item maximums for the employee positions listed below do reflect an increase of 10%, the COSL only seeks a total salary appropriation of \$3,011,056; a Personal Services Matching appropriation of \$1,032,843; and a total amount appropriated for Section 3. Appropriation – Operations of \$4,108,898, a decrease of \$40,376 from the current budget proposal. The changes outlined in this paragraph reflect a desire by the Commissioner of State Lands to provide employees with a 3% salary increase for the Fiscal Year 2024-2025.

Therefore, the Commissioner of State Lands proposes our Appropriation Bill for the Fiscal Session of the 94<sup>th</sup> General Assembly be amended to reflect the changes outlined below:

Page 1, Delete line 31 through 36 and replace them with the following:

(1)	Chief Deputy	1	\$142,769
(2)	General Counsel	1	\$127,941
(3)	IT Administrator	1	\$125,859
(4)	Real Estate Administrator	1	\$125,859
(5)	Network Administrator	1	\$94,901
(6)	Special Projects Coordinator	1	\$94,901

Page 2, Delete lines 1 through 28 and insert the following:

(7)	Real Estate Director	1	\$92,081
(8)	Public Relations Director	1	\$92,081
(9)	Operations Director	1	\$92,081
(10)	Fiscal Director	1	\$92,081
(11)	Human Resources Supervisor	1	\$82,523
(12)	Governmental Relations Liaison	1	\$82,523
(13)	Fiscal Associate I	1	\$82,523
(14)	Assist. Director of Real Estate	1	\$82,523
(15)	Assist. Director of Public Relations	1	\$82,523
(16)	Redemption Coordinator	1	\$73,959
(17)	Fiscal Associate II	2	\$73,959
(18)	Public Affairs Liaison	1	\$73,959
(19)	Mineral Leasing & Nat. Res. Coord.	1	\$73,959
(20)	Research Tech	5	\$66,285
(21)	Paralegal	1	\$66,285
(22)	Research Coordinator	1	\$66,285
(23)	Records Specialist	1	\$66,285
(24)	Management Secretary	2	\$66,285
(25)	Executive Assistant	1	\$66,285
(26)	Fiscal Secretary	1	\$66,285
(27)	Redemption Tech	3	\$59,409
(28)	Public Relations Secretary	1	\$59,409
(29)	Administrative Specialist	1	\$59,409
(30)	Real Estate Secretary	1	\$53,347
(31)	Administration	1	\$53,347
(32)	Records Retention Tech	1	\$47,728

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The Honorable Representative Lane Jean, Co-Chair

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(33)	Customer Service Associate	1	\$47,728
	MAX. NO. OF EMPLOYEES	41	

Page 3, Delete line 10 and replace it with the following:

(01)	REGULAR SALARIES	\$3,011,056
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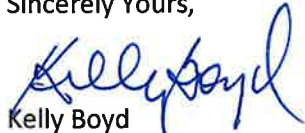
Page 3, Delete Line 12 and replace it with the following:

(02)	PERSONAL SERVICES MATCHING	\$1,032,843
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Page 3, Delete Line 19 and replace it with the following:

TOTAL AMOUNT APPROPRIATED	<u>\$4,108,898</u>
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Sincerely Yours,



Kelly Boyd

Deputy Commissioner

# Hall of the House of Representatives

94th General Assembly - Fiscal Session, 2024

## Amendment Form

**DRAFT**

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### Subtitle of House Bill No. 1036

AN ACT FOR THE COMMISSIONER OF STATE LANDS APPROPRIATION FOR THE 2024-2025 FISCAL YEAR.

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### Amendment No. \_\_\_\_ to House Bill No. 1036

Amend House Bill No. 1036 as originally introduced:

Page 1, delete lines 31 through 36, and substitute with the following:

" (1)	CHIEF DEPUTY	1	\$142,769
(2)	GENERAL COUNSEL	1	\$127,941
(3)	IT ADMINISTRATOR	1	\$125,859
(4)	REAL ESTATE ADMINISTRATOR	1	\$125,859
(5)	NETWORK ADMINISTRATOR	1	\$94,901
(6)	SPECIAL PROJECTS COORDINATOR	1	\$94,901"

AND

Page 2, delete lines 1 through 28, and substitute with the following:

" (7)	REAL ESTATE DIRECTOR	1	\$92,081
(8)	PUBLIC RELATIONS DIRECTOR	1	\$92,081
(9)	OPERATIONS DIRECTOR	1	\$92,081
(10)	FISCAL DIRECTOR	1	\$92,081
(11)	HUMAN RESOURCES SUPERVISOR	1	\$82,523
(12)	GOVERNMENTAL RELATIONS LIAISON	1	\$82,523
(13)	FISCAL ASSOCIATE I	1	\$82,523
(14)	ASSIST. DIRECTOR OF REAL ESTATE	1	\$82,523
(15)	ASSIST. DIRECTOR OF PUBLIC RELATIONS	1	\$82,523
(16)	REDEMPTION COORDINATOR	1	\$73,959
(17)	FISCAL ASSOCIATE II	2	\$73,959

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(18)	PUBLIC AFFAIRS LIAISON	1	\$73,959
(19)	MINERAL LEASING & NATURAL RES COORD	1	\$73,959
(20)	RESEARCH TECH	5	\$66,285
(21)	PARALEGAL	1	\$66,285
(22)	RESEARCH COORDINATOR	1	\$66,285
(23)	RECORDS SPECIALIST	1	\$66,285
(24)	MANAGEMENT SECRETARY	2	\$66,285
(25)	EXECUTIVE ASSISTANT	1	\$66,285
(26)	FISCAL SECRETARY	1	\$66,285
(27)	REDEMPTION TECH	3	\$59,409
(28)	PUBLIC RELATIONS SECRETARY	1	\$59,409
(29)	ADMINISTRATIVE SPECIALIST	1	\$59,409
(30)	REAL ESTATE SECRETARY	1	\$53,347
(31)	ADMINISTRATION	1	\$53,347
(32)	RECORDS RETENTION TECH	1	\$47,728
(33)	CUSTOMER SERVICE ASSOCIATE	<u>1</u>	\$47,728
	MAX. NO. OF EMPLOYEES	41"	

AND

Page 3, line 10, delete "\$3,041,119" and substitute with "\$3,011,056"

AND

Page 3, line 12, delete "1,043,155" and substitute with "1,032,843"

AND

Page 3, line 19, delete "\$4,149,274" and substitute with "\$4,108,899".

The Amendment was read \_\_\_\_\_  
 By: Joint Budget Committee  
 JAR/RJA - 04-03-2024 12:14:32  
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\_\_\_\_\_  
 Chief Clerk