



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

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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

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GENERAL SALARIES PAY TABLE

GRADE	Current Pay Table		New Pay Table	
	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

GRADE	Current Pay Table		New Pay Table	
	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

GRADE	Current Pay Table		New Pay Table	
	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

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NEW SENIOR EXECUTIVE PAY TABLE

GRADE	Current Pay Table		New Pay Table	
	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

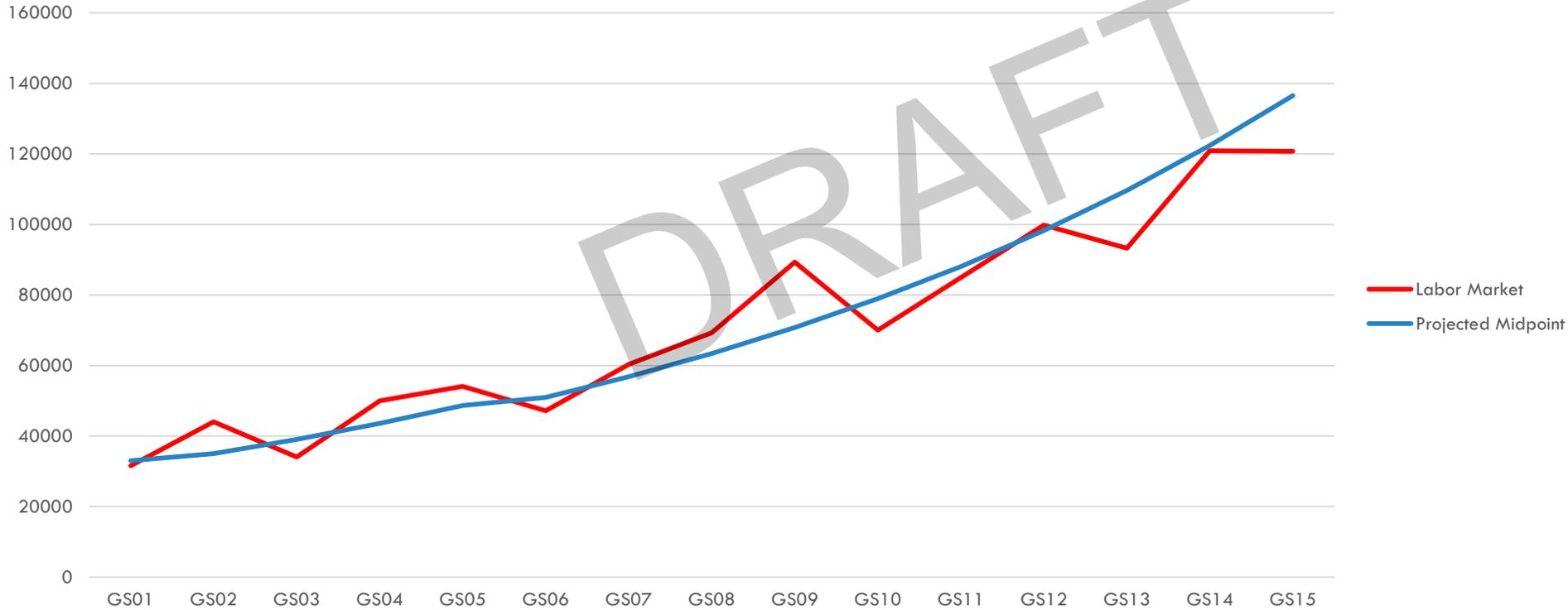
- Avoids salary compression and entry clustering
- Employees move to the entry rate of the grade or get seniority adjustment
- Cannot receive both entry and seniority adjustment

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

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LABOR MARKET COMPARISON

GENERAL SERVICES





THANK YOU

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