

# Personal Services Summary

## Agency Request

Job	2018-2019		2019-2020		2020-2021	
	Authorized	Line Item	Agency	Line Item	Agency	Line Item
	Positions	Max	Positions	Max	Positions	Max
AGFC DIRECTOR	1	152,638	1	152,638	1	152,638
AGFC CHIEF OF STAFF	1	108,065	1	124,275	1	124,275
AGFC DEPUTY DIRECTOR**	3	106,919	3	122,957	3	122,957
AGFC VETERINARIAN	1	102,807	1	118,228	1	118,228
AGFC BIOSTATISTICIAN	1	98,853	1	113,681	1	113,681
AGFC GENERAL COUNSEL	1	98,853	1	113,681	1	113,681
AGFC CHIEF INFORMATION OFFICER	1	96,212	1	120,265	1	120,265
AGFC COLONEL	1	92,958	1	106,902	1	106,902
AGFC DIVISION CHIEF**	5	92,958	9	106,902	9	106,902
AGFC GIS LEAD	1	89,796	1	103,265	1	103,265
AGFC FISCAL DIVISION MANAGER	1	86,725	0	-	0	-
AGFC DIVISION ASSISTANT CHIEF**	11	83,742	16	96,303	16	96,303
AGFC MAJOR	3	83,742	3	96,303	3	96,303
AGFC REAL ESTATE AND ENGINEER MANAGER	1	83,742	0	-	0	-
AGFC ATTORNEY SPECIALIST	1	83,742	1	96,303	1	96,303
AGFC HUMAN RESOURCES ADMINISTRATOR	1	83,742	0	-	0	-
AGFC MARKETING MANAGER		NA	1	96,303	1	96,303
AGFC SOFTWARE ENGINEER LEAD**	1	83,742	1	103,265	1	103,265
AGFC SYSTEMS ADMINISTRATOR	1	83,742	1	103,265	1	103,265
AGFC CAPTAIN	14	78,038	14	89,744	14	89,744
AGFC ASSISTANT CONTROLLER	1	78,038	1	89,744	1	89,744
AGFC ATTORNEY	2	78,038	2	89,744	2	89,744
AGFC CONSERVATION PROGRAM MANAGER	3	78,038	1	89,744	1	89,744
AGFC SENIOR GIS ANALYST	1	78,038	1	89,744	1	89,744
AGFC HUMAN RESOURCES MANAGER	1	75,312	0	-	0	-
AGFC FISCAL SUPPORT MANAGER	1	75,312	0	-	0	-
AGFC BIOLOGIST PROGRAM SPECIALIST	10	75,312	9	86,609	9	86,609
AGFC BIOLOGIST SUPERVISOR	25	75,312	22	86,609	22	86,609
AGFC LIEUTENANT	16	75,312	16	86,609	16	86,609
AGFC NATURE CENTER MANAGER	4	75,312	5	86,609	5	86,609
AGFC OPERATIONS & FACILITY MANAGER	3	75,312	3	86,609	3	86,609
AGFC GIS ANALYST	3	75,312	3	86,609	3	86,609
AGFC HATCHERY MANAGER	2	75,312	5	86,609	5	86,609
AGFC NETWORK SUPPORT SPECIALIST	2	75,312	2	86,609	2	86,609
AGFC PUBLIC INFORMATION MANAGER	2	75,312	0	-	0	-
AGFC SENIOR SOFTWARE SUPPORT ANALYST	2	75,312	4	86,609	4	86,609

Job	2018-2019		2019-2020		2020-2021	
	Authorized	Line Item	Agency	Line Item	Agency	Line Item
	Positions	Max	Positions	Max	Positions	Max
AGFC SERGEANT	25	72,670	25	83,571	25	83,571
AGFC EDUCATION FACILITY MANAGER	0	NA	5	71,432	5	71,432
AGFC CONSTRUCTION MANAGER	1	70,108	1	80,624	1	80,624
AGFC BIOLOGIST - ASST REGIONAL MANAGER	10	70,108	10	80,624	10	80,624
AGFC BIOLOGIST SPECIALIST	37	70,108	51	80,624	51	80,624
AGFC CORPORAL	126	70,108	125	80,624	125	80,624
AGFC LICENSING MANAGER	1	70,108	1	80,624	1	80,624
AGFC ASSISTANT HATCHERY MANAGER	5	70,108	5	80,624	5	80,624
AGFC ACCOUNTING COORDINATOR	0	NA	1	80,624	1	80,624
AGFC GRANTS MANAGER	1	70,108	1	80,624	1	80,624
AGFC PERSONNEL MANAGER	1	70,108	1	80,624	1	80,624
AGFC PUBLIC INFORMATION COORDINATOR	2	67,626	0	-	0	-
AGFC BIOLOGIST	41	65,221	27	75,004	27	75,004
AGFC COMPUTER SUPPORT SPECIALIST	1	65,221	0	-	0	-
AGFC EDUCATION PROGRAM COORDINATOR	7	65,221	7	75,004	7	75,004
AGFC GRANTS COORDINATOR	2	65,221	2	75,004	2	75,004
AGFC PROCUREMENT COORDINATOR	1	65,221	1	75,004	1	75,004
AGFC WILDLIFE OFFICER 1ST CLASS	1	65,221	1	75,004	1	75,004
AGFC LICENSING SUPERVISOR	2	62,115	2	71,432	2	71,432
AGFC ASSISTANT PERSONNEL MANAGER	1	62,115	2	71,432	2	71,432
AGFC EDUCATION PROGRAM SPECIALIST	28	62,115	25	71,432	25	71,432
AGFC EXECUTIVE ASSISTANT TO THE DIRECTOR	2	62,115	2	71,432	2	71,432
AGFC CENTRAL WAREHOUSE OPERATIONS MGR	1	62,115	1	71,432	1	71,432
AGFC FISCAL SUPPORT SUPERVISOR	2	62,115	2	71,432	2	71,432
AGFC REAL ESTATE OFFICER	1	62,115	1	71,432	1	71,432
AGFC SURVEYOR	2	62,115	2	71,432	2	71,432
AGFC WEBSITE DEVELOPER	2	62,115	2	71,432	2	71,432
AGFC WILDLIFE OFFICER	1	62,115	1	71,432	1	71,432
AGFC ACCOUNTANT II	0	NA	2	68,031	2	68,031
AGFC SENIOR TECHNICIAN	16	59,157	15	68,031	15	68,031
AGFC COMPUTER SUPPORT ANALYST	3	59,157	3	68,031	3	68,031
AGFC EDITOR	3	59,157	3	68,031	3	68,031
AGFC HUMAN RESOURCES ANALYST	2	59,157	1	68,031	1	68,031
AGFC LEGAL SERVICES SPECIALIST	1	59,157	1	68,031	1	68,031
AGFC MAINTENANCE COORDINATOR	2	59,157	2	68,031	2	68,031
AGFC PRODUCTION ARTIST	1	59,157	1	68,031	1	68,031
AGFC ACCOUNTANT I	1	56,340	0	-	0	-



Job	2018-2019		2019-2020		2020-2021	
	Authorized	Line Item	Agency	Line Item	Agency	Line Item
	Positions	Max	Positions	Max	Positions	Max
AGFC REGIONAL OFFICE MANAGER	1	56,340	1	64,791	1	64,791
AGFC COMMUNICATIONS SYSTEMS SUPERVISOR	1	56,340	1	64,791	1	64,791
AGFC CONSTRUCTION INSPECTOR	8	56,340	8	64,791	8	64,791
AGFC SKILLED TRADES SUPERVISOR	1	56,340	1	64,791	1	64,791
AGFC TELECOMMUNICATIONS SUPERVISOR	1	56,340	1	64,791	1	64,791
AGFC GIS TECHNICIAN	0	NA	1	62,104	1	62,140
AGFC ADMINISTRATIVE ANALYST	2	53,657	3	61,706	3	61,706
AGFC FISCAL SUPPORT ANALYST	4	53,657	4	61,706	4	61,706
AGFC MAINTENANCE SUPERVISOR	2	53,657	2	61,706	2	61,706
AGFC SKILLED TRADESMAN	4	53,657	4	61,706	4	61,706
AGFC AUTO/DIESEL MECHANIC SUPERVISOR	1	53,657	1	61,706	1	61,706
AGFC ADMINISTRATIVE OFFICE COORDINATOR	16	51,102	17	58,767	17	58,767
AGFC CALIBRATION TECHNICIAN	2	51,102	2	58,767	2	58,767
AGFC COMMERCIAL GRAPHIC ARTIST	2	51,102	2	58,767	2	58,767
AGFC FIRING RANGE SPECIALIST	1	51,102	1	58,767	1	58,767
AGFC FOOD PREPARATION MANAGER	1	51,102	1	58,767	1	58,767
AGFC TELECOMMUNICATIONS SPECIALIST	10	51,102	10	58,767	10	58,767
AGFC INVENTORY CONTROL MANAGER	2	48,669	2	55,969	2	55,969
AGFC MAINTENANCE TECHNICIAN	5	48,669	6	55,969	6	55,969
AGFC MULTI-MEDIA SPECIALIST	1	48,669	1	55,969	1	55,969
AGFC CONSERVATION PROGRAM TECHNICIAN	48	53,657	47	61,706	47	61,706
AGFC PHOTOGRAPHER	1	48,669	0	-	0	-
AGFC ADMINISTRATIVE SPECIALIST III	31	46,351	32	53,304	32	53,304
AGFC FISCAL SUPPORT SPECIALIST	7	46,351	7	53,304	7	53,304
AGFC FOOD PREPARATION SUPERVISOR	1	43,592	1	50,131	1	50,131
AGFC PRINTER	1	43,592	1	50,131	1	50,131
AGFC LICENSING SPECIALIST	8	40,991	8	47,140	8	47,140
AGFC ADMINISTRATIVE SPECIALIST II	1	38,538	1	44,319	1	44,319
AGFC MAIL SERVICES SPECIALIST	1	34,048	1	39,155	1	39,155
<b>TOTAL NUMBER OF POSITIONS</b>	<b>625</b>		<b>630</b>	-	<b>630</b>	-

**\*\* Denotes Title Change**

Business Area	Agency Name	FY19 Authorized Positions	FY20 Requested Positions	Increase/Decrease
0080	Arkansas Game and Fish Commission	625	630	5

Additional Positions Requested				
Class Code	Title		LIM	
Q339U	AGFC Administrative Specialist III		\$ 53,304.00	
Q335U	AGFC Maintenance Technician		\$ 55,969.00	
Q302U	AGFC Education Program Specialist		\$ 71,432.00	
Q302U	AGFC Education Program Specialist		\$ 71,432.00	
Q277U	AGFC Nature Center Manager		\$ 86,609.00	
			<b>Total</b>	<b>5</b>

Title Changes				
From			To	
Class Code	Title		Class Code	Title
Q251U	AGFC ASSISTANT DEPUTY DIRECTOR		Q251U	AGFC DEPUTY DIRECTOR
Q260U	AGFC CONSERVATION DIVISION ASSISTANT CHIEF		Q260U	AGFC DIVISION ASSISTANT CHIEF
Q257U	AGFC CONSERVATION DIVISION CHIEF		Q257U	AGFC DIVISION CHIEF
Q265U	AGFC SENIOR TECHNOLOGY ANALYST		Q265U	AGFC SOFTWARE ENGINEER LEAD
			<b>Total</b>	<b>4</b>

Reclassifications to New Titles					
From			To		
Position	Class Code	Title	Class Code	Title	
22096027	Q317U	AGFC ACCOUNTANT I		AGFC GIS TECHNICIAN	
22096103	Q294U	AGFC BIOLOGIST		AGFC ACCOUNTANT II	
22096113	Q295U	AGFC COMPUTER SUPPORT SPECIALIST		AGFC ACCOUNTANT II	
22096325	Q270U	AGFC CONSERVATION PROGRAM MANAGER	Q257U	AGFC DIVISION CHIEF	
22164582	Q270U	AGFC CONSERVATION PROGRAM MANAGER	Q260U	AGFC DIVISION ASSISTANT CHIEF	
22096218	Q288U	AGFC CORPORAL		AGFC ACCOUNTING COORDINATOR	
22079782	Q302U	AGFC EDUCATION PROGRAM SPECIALIST		AGFC EDUCATION FACILITY MANAGER	
22096172	Q302U	AGFC EDUCATION PROGRAM SPECIALIST		AGFC EDUCATION FACILITY MANAGER	
22124705	Q302U	AGFC EDUCATION PROGRAM SPECIALIST		AGFC EDUCATION FACILITY MANAGER	
22133533	Q302U	AGFC EDUCATION PROGRAM SPECIALIST		AGFC EDUCATION FACILITY MANAGER	
22146822	Q302U	AGFC EDUCATION PROGRAM SPECIALIST		AGFC EDUCATION FACILITY MANAGER	
22096323	Q259U	AGFC FISCAL DIVISION MANAGER	Q260U	AGFC DIVISION ASSISTANT CHIEF	
22096422	Q293U	AGFC PUBLIC INFORMATION COORDINATOR	Q260U	AGFC DIVISION ASSISTANT CHIEF	
22164588	Q293U	AGFC PUBLIC INFORMATION COORDINATOR		AGFC MARKETING MANAGER	
22095880	Q282U	AGFC PUBLIC INFORMATION COORDINATOR	Q260U	AGFC DIVISION ASSISTANT CHIEF	
22096320	Q282U	AGFC PUBLIC INFORMATION MANAGER	Q257U	AGFC DIVISION CHIEF	
22096315	Q262U	AGFC REAL ESTATE AND ENGINEER MANAGER	Q257U	AGFC DIVISION CHIEF	



Reclassifications to New Titles Cont.					
From			To		
Position	Class Code	Title		Class Code	Title
22162527	Q265U	AGFC SENIOR TECHNOLOGY ANALYST		Q265U	AGFC SOFTWARE ENGINEER LEAD
22095844	Q264U	AGFC HUMAN RESOURCES ADMINISTRATOR		Q257U	AGFC DIVISION CHIEF
22130920	Q272U	AGFC HUMAN RESOURCES MANAGER		Q260U	AGFC DIVISION ASSISTANT CHIEF
				<b>Total</b>	<b>20</b>

Reclassifications to Existing Titles					
From			To		
Position	Class Code	Title		Class Code	Title
22095826	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22095829	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22096062	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22096063	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22096072	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22096075	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22096083	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22096095	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22096106	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22096109	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22096111	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22096117	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22096284	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22096414	Q294U	AGFC BIOLOGIST		Q287U	AGFC BIOLOGIST SPECIALIST
22095858	Q274U	AGFC BIOLOGIST PROGRAM SPECIALIST		Q283U	AGFC SENIOR SOFTWARE SUPPORT ANALYST
22096128	Q275U	AGFC BIOLOGIST SUPERVISOR		Q280U	AGFC HATCHERY MANAGER
22096129	Q275U	AGFC BIOLOGIST SUPERVISOR		Q280U	AGFC HATCHERY MANAGER
22096131	Q275U	AGFC BIOLOGIST SUPERVISOR		Q280U	AGFC HATCHERY MANAGER
22096108	Q337U	AGFC CONSERVATION PROGRAM TECHNICIAN		Q323U	AGFC ADMINISTRATIVE ANALYST
22095956	Q273U	AGFC FISCAL SUPPORT MANAGER		Q283U	AGFC SENIOR SOFTWARE SUPPORT ANALYST
22096196	Q313U	AGFC HUMAN RESOURCES ANALYST		Q301U	AGFC ASSISTANT PERSONNEL MANAGER
22150601	Q338U	AGFC PHOTOGRAPHER		Q328U	AGFC ADMINISTRATIVE OFFICE COORDINATOR
22095819	Q310U	AGFC SENIOR TECHNICIAN		Q294U	AGFC BIOLOGIST
				<b>Total</b>	<b>23</b>

# Request for Special Language: Extra Help Restriction

AGENCY: 0080 AR GAME AND FISH COMMISSION

ACT#: 219

SECTION#: 10

## CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

## EXECUTIVE RECOMMENDATION

EXTRA HELP RESTRICTION. No employee of the Arkansas Game and Fish Commission who is employed as extra help may receive an amount to exceed eighty-five percent (85%) of the maximum annual salary for a comparable position as authorized under § 21-5-201 et seq. during any fiscal year, nor shall such an employee be employed for a period of time to exceed one thousand eight hundred (1,800) hours in any single fiscal year.

The provisions of this section shall be in effect only from July 1, ~~2018~~ 2019 through June 30, ~~2019~~ 2020.

# Request for Special Language: Payment of Accrued Leave

**AGENCY: 0080 AR GAME AND FISH COMMISSION**

**ACT#: 219**

**SECTION#: 13**

## **CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)**

## **EXECUTIVE RECOMMENDATION**

PAYMENT OF ACCRUED LEAVE. The Arkansas Game and Fish Commission is hereby authorized to pay all accrued and unused annual, holiday, and sick leave to the estate of any wildlife officer who dies in the line of duty. Such payments are subject to budgetary constraints and shall be disbursed after receipt of the official death certificate.

The provisions of this section shall be in effect from July 1, ~~2018~~ 2019 through June 30, ~~2019~~ 2020.

# Request for Special Language: Compensation Differentials

AGENCY: 0080 AR GAME AND FISH COMMISSION

ACT#: 219

SECTION#: 14

## CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

## EXECUTIVE RECOMMENDATION

COMPENSATION DIFFERENTIALS. To address specific employee compensation needs, the Arkansas Game and Fish Commission (the Commission) is authorized to pay compensation differentials to employees occupying regularly appropriated positions. All compensation differentials must be reviewed by the Arkansas Legislative Council or, if the General Assembly is in session, the Joint Budget Committee. The Commission must demonstrate the need for a compensation differential and submit a plan to the Arkansas Legislative Council or, if the General Assembly is in session, the Joint Budget Committee identifying the classifications or positions eligible for such differentials. Compensation differentials that may be authorized under this section are shift differentials, hazardous duty, certification, and second language in an amount not to exceed twelve percent (12%) of an employee's base salary. The cumulative total of any compensation differentials paid to an employee under this section shall not exceed twenty-five percent (25%) of the employee's base salary. An employee who receives additional compensation under this section who moves into a position that is not authorized to receive the compensation differential shall have the compensation differential removed. If granting additional compensation would have the effect of exceeding the line item maximum assigned to the employee's classification, the additional compensation shall not be construed as exceeding the line item maximum for that classification.

The provisions of this section shall be in effect only from July 1, ~~2019~~2019 through June 30, ~~2019~~2020.



# Request for Special Language: Cost of Living Increases and Merit Pay

AGENCY: 0080 AR GAME AND FISH COMMISSION

ACT#: 219

SECTION#: 15

## CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

## EXECUTIVE RECOMMENDATION

COST OF LIVING INCREASES AND MERIT PAY. Employees of the Arkansas Game and Fish Commission shall be eligible for cost-of-living and merit pay adjustments at the discretion of the Commission. In addition, the Commission is authorized to develop and establish a merit pay system. The merit system developed by the Commission must be reviewed by the Arkansas Legislative Council, or if the General Assembly is in session, the Joint Budget Committee. The Commission may establish merit payments as either an increase to an employee's base salary or as a lump sum payment, based on sufficiency of funding. Commission employees shall be evaluated using an instrument developed by the Commission that incorporates performance evaluation standards. Employees reaching the maximum rate of pay for their respective classifications may receive merit pay or cost of living adjustments in a lump sum payment, provided adjustments are awarded; the additional compensation shall not be construed as exceeding the line item maximum for that classification.

The provisions of this section shall be in effect only from July 1, ~~2018~~2019 through June 30, ~~2019~~2020.