



Department of Transformation and Shared Services
 Governor Sarah Huckabee Sanders
 Secretary Leslie Fiskens

April 17, 2024

The Honorable Breanne Davis, 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 Chairman Davis and Chairman Wooten,

The Office of Personnel Management (OPM) submits a request from the Office of the Governor for your review.

The Governor is requesting to award a two percent (2%) increase to all Cabinet Secretaries and to the Governor's Office Mansion Administrator. Pursuant to Ark. Code Ann. § 21-5-209 and § 21-5-1101, OPM is requesting approval for the salaries of six (6) incumbents to exceed or continue to exceed the maximum pay range for their grade with the implementation of this increase. Arkansas Code Annotated § 21-5-209(2)(A) states:

- (A) *With approval of the Legislative Council or if the General Assembly is in session, the Joint Budget Committee*
- (i) *The Governor may establish the salary of an agency director that is up to fifty percent (50%) above the maximum pay level assigned to the classification.*

Arkansas Code Annotated § 21-5-1101 (d) states:

(1) *A merit payment under this section may be awarded to an employee whose salary is equal to or above the maximum pay level for the grade assigned to the classification, resulting in the salary for the employee exceeding the maximum pay level for the grade assigned to the classification, if the merit payment resulting in an increase above the maximum pay level is approved by the:*

- (A) *Legislative Council; or*
 (B) *Joint Budget Committee, if the General Assembly is in regular, fiscal, or extraordinary session.*

The Cabinet Secretary positions are all at a grade SE05, and the Governor's Office Mansion Administrator is a grade GS14. The requested salary adjustments for the following positions are:

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CLASSIFICATION	CURRENT SALARY	SALARY REQUEST
Secretary of Human Services	\$225,000	\$229,500
Secretary of Education	\$250,000	\$255,000
Secretary of Commerce	\$225,000	\$229,500
Secretary of Veterans Affairs	\$201,290	\$205,315
Secretary of the Military Dept.	\$205,419	\$209,527
Gov Office Mansion Administrator	\$125,985	\$128,504

JUSTIFICATION

Evaluations have been completed for all Cabinet Secretaries and the Governor's Mansion Administrator, and a decision to provide raises has been made. The incumbents in these positions have not received a raise since their appointment by the Governor and will not receive merit increases in July of 2024. All the salaries listed above, except for the Secretary of Veterans Affairs, have previously been approved to be paid over the maximum of their grade. The requested salary adjustments are still below the 50% above the maximum as authorized in Ark. Code Ann. § 21-5-209.

RECOMMENDATION

OPM has reviewed this request and **recommends** the approval of the salary increase for the positions listed above. OPM also recommends that this action be effective upon approval.

Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill, Director
Office of Personnel Management