

AGENDA
Uniform Personnel Classification and Compensation Plan Subcommittee
of the
Arkansas Legislative Council

Wednesday, August 23, 2023
1:30 PM
Room A, MAC
Little Rock, Arkansas

Sen. Breanne Davis, Co-Chair
 Sen. David Wallace, Vice-Chair
 Sen. Linda Chesterfield
 Sen. Ronald Caldwell
 Sen. Kim Hammer
 Sen. Dan Sullivan
 Sen. Reginald Murdock
 Sen. Jim Dotson
 Sen. Terry Rice, ex officio
 Sen. Ben Gilmore, ex officio

Rep. Mark H. Berry, Co-Chair
 Rep. Les D. Eaves, Vice-Chair
 Rep. Lane Jean
 Rep. Matthew J. Shepherd
 Rep. Jon S. Eubanks
 Rep. Deborah Ferguson
 Rep. Jack Fortner
 Rep. Jimmy Gazaway
 Rep. Jeff Wardlaw, ex officio
 Rep. Bruce Cozart, ex officio

A. Call to Order

B. Request from Department of Agriculture to retain four (4) positions identified on the Act 796 list as vacant for over two years. The Department of Agriculture is also requesting four (4) positions from the OPM Surrender Pool established by Arkansas Code Annotated § 21-5-225(a)(1), two (2) Growth Pool positions established by Arkansas Code Annotated § 21-5-225(b)(1), along with four (4) new titles. (Wes Ward, Secretary)

| DEPARTMENT OF AGRICULTURE-AGRICULTURE DIVISION | | | |
|---|-----------------------------------|--------------|---------------------|
| CLASSIFICATIONS REQUESTED | | | |
| CLASS CODE | TITLE | GRADE | SALARY RANGE |
| NEW | Senior Laboratory Scientist | GS11 | \$62,531-\$90,669 |
| B080C | Forester | GS07 | \$40,340-\$58,493 |
| POSITIONS SURRENDERED | | | |
| CLASS CODE | TITLE | GRADE | SALARY RANGE |
| X146C | Agri Inspector II (2) | GS05 | \$32,405-\$46,987 |
| B098C | Forest Ranger II (2) | GS05 | \$32,405-\$46,987 |
| DEPARTMENT OF AGRICULTURE-NATURAL RESOURCES DIVISION | | | |
| CLASSIFICATIONS REQUESTED | | | |
| CLASS CODE | TITLE | GRADE | SALARY RANGE |
| NEW | Agri Water Resources Div Manager | GS13 | \$77,862-\$112,899 |
| X054C | Environmental Program Coordinator | GS07 | \$40,340-\$58,493 |
| POSITIONS SURRENDERED | | | |
| CLASS CODE | TITLE | GRADE | SALARY RANGE |
| B023C | Engineer, P.E. | GS11 | \$62,531-\$90,669 |
| C056C | Administrative Specialist III | GS04 | \$29,046-\$42,116 |
| B147C | Agri Program Specialist | B147C | \$26,155-\$52,424 |
| DEPARTMENT OF AGRICULTURE-SHARED SERVICES DIVISION | | | |
| CLASSIFICATIONS REQUESTED | | | |

Note: All exhibits for this meeting are available by electronic means and are accessible on the General Assembly's website at www.arkleg.state.ar.us

Notice: Silence your cell phones. Keep your personal conversations to a minimum. Observe restrictions designating areas as 'Members and Staff Only'.

| CLASS CODE | TITLE | GRADE | SALARY RANGE |
|------------|----------------------|-------|--------------------|
| NEW | CFO of Agriculture | GS14 | \$86,887-\$125,986 |
| NEW | Agri General Counsel | GS14 | \$86,887-\$125,986 |

- C. Request from Department of Commerce to establish one (1) new classification and one (1) Surrender Pool position from the OPM Surrender Pool established by Arkansas Code Annotated § 21-5-225(a). (Hugh McDonald, Secretary)

| CLASSIFICATION REQUESTED | | | |
|--------------------------|---------------------------|-------|---------------------|
| CLASS CODE | TITLE | GRADE | SALARY RANGE |
| NEW | ACOM Chief Fiscal Officer | SE01 | \$108,110-\$147,200 |
| POSITION SURRENDERED | | | |
| CLASS CODE | TITLE | GRADE | SALARY RANGE |
| A139C | Chief Fiscal Officer | GS15 | \$96,960-\$140,592 |

- D. Request from Department of Education, Division of Higher Education to establish two (2) pool positions from the OPM Surrender Pool established by Arkansas Code Annotated § 21-5-225(a). (Jacob Oliva, Secretary)

| CLASSIFICATIONS REQUESTED | | | |
|---------------------------|-------------------------------|-------|--------------------|
| CLASS CODE | TITLE | GRADE | SALARY RANGE |
| G071C | DHE Program Coordinator | GS10 | \$56,039-\$81,257 |
| D007C | Information Systems Manager | IT08 | \$71,704-\$103,970 |
| POSITIONS SURRENDERED | | | |
| CLASS CODE | TITLE | GRADE | SALARY RANGE |
| G214C | Grants Specialist | GS06 | \$36,155-\$52,425 |
| G202C | Volunteer Program Coordinator | GS06 | \$36,155-\$52,425 |
| G176C | Volunteer Program Manager | GS07 | \$40,340-\$58,493 |
| D016C | Senior Technology Analyst | IT06 | \$57,755-\$83,745 |

- E. Request from Arkansas Department of Energy and Environment to establish one (1) new title and four (4) positions from the OPM Surrender Pool established by Arkansas Code Annotated § 21-5-225(a)(1). (Shane Khoury, Secretary)

| CLASSIFICATIONS REQUESTED | | | |
|---------------------------|----------------------------------|-------|--------------------|
| CLASS CODE | TITLE | GRADE | SALARY RANGE |
| NEW | Air Quality Modeler | GS12 | \$69,776-\$101,175 |
| G076C | Administrative Services Manager | GS10 | \$56,039-\$81,256 |
| G063C | E&E Branch Manager | GS10 | \$56,039-\$81,256 |
| A116C | Budget Operations Manager | GS08 | \$45,010-\$65,268 |
| POSITIONS SURRENDERED | | | |
| CLASS CODE | TITLE | GRADE | SALARY RANGE |
| B023C | Engineer, PE | GS11 | \$62,531-\$90,669 |
| B042C | Engineer | GS09 | \$50,222-\$72,821 |
| A038C | Fiscal Support Manager | GS09 | \$50,222-\$72,821 |
| C056C | Administrative Specialist III | GS04 | \$29,046-\$42,116 |
| C073C | Administrative Specialist II (2) | GS03 | \$26,034-\$37,749 |
| A098C | Fiscal Support Specialist | GS04 | \$29,046-\$42,116 |

- F. Request from Department of Transformation and Shared Services to establish ten (10) positions from the OPM Surrender Pool established by Arkansas Code Annotated § 21-5-225(a)(1) along with the establishment of two (2) new classifications. (Joseph Wood, Secretary)

| CLASSIFICATIONS REQUESTED | | | |
|---------------------------|--------------------------------|-------|-------------------|
| CLASS CODE | TITLE | GRADE | SALARY RANGE |
| NEW | TSS Surplus Property Agent (8) | GS06 | \$36,155-\$52,424 |
| NEW | TSS Surplus Property | GS08 | \$45,010-\$65,264 |

| | Supervisor (1) | | |
|-----------------------|--|-------|-------------------|
| G036C | TSS Division Manager (1) | GS10 | \$56,039-\$81,256 |
| POSITIONS SURRENDERED | | | |
| CLASS CODE | TITLE | GRADE | SALARY RANGE |
| V021C | Surplus Property Agent (8) | GS04 | \$29,046-\$42,116 |
| V033C | TSS OSP Surplus Property Supervisor | GS06 | \$36,155-\$52,424 |
| A041C | Program Fiscal Manager | GS08 | \$45,010-\$65,264 |

G. Request from Cossatot Community College of the University of Arkansas to establish four (4) positions from the Higher Education Central Pool authorized by Act 778 of 2023, ACA §6-63-319. (Ken Warden, Ed.D. Commissioner)

| Requested | Recommendation |
|---|---|
| Title: Project/Program Director | Title: Project/Program Director |
| LIM-FY24: \$109,505 | LIM-FY24: \$109,505 |
| Salary-FY24: \$53,060 | Salary-FY24: \$53,060 |
| Institution Match Rate %-FY24: 44% | Institution Match Rate %-FY24: 44% |
| Institution Match \$-FY24: \$23,346 | Institution Match \$-FY24: \$23,346 |
| Total Compensation-FY24: \$76,406 | Total Compensation-FY24: \$76,406 |
| Number of Positions: 1 | Number of Positions: 1 |
| Title: Project/ Program Manager | Title: Project/ Program Manager |
| LIM-FY24: \$91,697 | LIM-FY24: \$91,697 |
| Salary-FY24: \$40,000-\$40,800 | Salary-FY24: \$40,000-\$40,800 |
| Institution Match Rate %-FY24: 44% | Institution Match Rate %-FY24: 44% |
| Institution Match \$-FY24: \$17,600-\$17,952 | Institution Match \$-FY24: \$17,600-\$17,952 |
| Total Compensation-FY24: \$57,600-\$58,752 | Total Compensation-FY24: \$57,600-\$58,752 |
| Number of Positions: 3 | Number of Positions: 3 |

H. Request from Office of State Treasurer to establish one (1) position from the Central Growth Pool established by Arkansas Code Annotated §21-5-225(f)(1). (Larry Walther, Arkansas State Treasurer)

| Position | Authorized Grade | Title | Salary LIM |
|----------|------------------|--------------------------------------|------------|
| NEW | NEW | Executive Assistant to the Treasurer | \$73,260 |

I. Request from Department of Human Services to exceed the maximum of the pay grade for the previously approved 2% Labor Market Rate increase in order to compensate employees for losing shift differential pay while on leave. (Kristi Putnam, Secretary)

J. Request from Department of Human Services to establish a Geographic Differential in accordance Arkansas Code Annotated § 21-5-225 for the Division of Disability Services. (Kristi Putnam, Secretary)

K. Request from Department of Military to continue, with modifications of Certification Differential up to 10% as established by Ark. Code Ann. §21-5-221. (Major General Jonathan M. Stubbs, Secretary)

L. Request from Department of Military to review the continuation for the approved On-Call Differentials up to 10% for FY24. (Major General Jonathan M. Stubbs, Secretary)

M. Request from Arkansas Educational Television Commission for approval to allow Courtney Pledger to receive her FY23 merit payment as an increase to her salary and the resulting salary to exceed the maximum pay level of her grade. (David Doss Jr., Chairman)

N. List of positions that have been vacant for two (2) years or more in accordance with Act 796 of 2021 ACA 21-5-226.

Reports:

- O. August 2023 Personnel Actions Report (Office of Personnel Management-Department of Transformation and Shared Services, Joseph K. Wood, Secretary)
- P. August Continued Provisional Report for (2,278) existing positions are approved for (13) Four-Year Institutions of Higher Education and (852) existing positions for (22) Two-Year Institutions of Higher Education. (Department of Education, Division of Higher Education, Dr. Ken Warden)
- Q. August New Provisional Report for (65) new positions are approved for (7) Four-Year Institutions of Higher Education and (41) new positions for (15) Two-Year Institutions of Higher Education. (Department of Education, Division of Higher Education, Dr. Ken Warden)
- R. Other business
- S. Adjournment