

ARKANSAS SENATE
84th General Assembly - Regular Session, 2003
Amendment Form

JBC 03/26/03 (1)

Subtitle of Senate Bill No. 755

"AN ACT TO AMEND THE UNIFORM CLASSIFICATION AND COMPENSATION ACT
FOR THE 2003-2005 BIENNIAL PERIOD."

Amendment No. 2 to Senate Bill No. 755.

Amend Senate Bill No. 755 as engrossed, 03/24/03:

Page 6, lines 6 through 16 delete in their entirety and substitute therefor:

" (E)(i) ~~During the 2001-2003 biennium, employees~~ Employees covered by the provisions of this subchapter shall be eligible for an additional two percent (2%) salary increase each year of the biennium, provided that the Chief Fiscal Officer of the State determines that sufficient general revenues become available and provided that the additional two percent (2%) salary increase shall not allow an employee's compensation to exceed the amount set out for Level IV for the position.

(ii) Employees compensated at Pay Level IV shall be eligible to receive the two percent (2%) salary increase authorized in this section during the ~~2001-2003~~ biennium as lump sum payments and the payments shall not be construed as exceeding the maximum salary;"

And

Insert new sections immediately following section 2 to read as follows:

" SECTION 3. Arkansas Code 21-5-219 is amended as follows:

(a) Employees compensated with maximum annual salary rates for the ~~2001-2003~~ biennium as set out in dollars by law enacted by the ~~Eighty-Third~~ General Assembly for all departments, boards, commissions, institutions of higher education, and state agencies shall be eligible to receive a two percent (2%) salary increase, provided that the Chief Fiscal Officer of the State determines that sufficient general revenues become available, as lump sum payments.

(b) The payments shall not be construed as exceeding the maximum salary.

SECTION 4. Arkansas Code 21-5-1101 is amended as follows:

§ 21-5-1101. Competency-based promotions and salary adjustments.

(a) The Department of Finance and Administration is hereby authorized



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to develop and implement a career ladder incentive program for employees of all state agencies, boards, commissions, and institutions of higher education covered by the Uniform Classification and Compensation Act, § 21-5-201 et seq.

(b) For the purpose of this subchapter, a "career ladder incentive program" means a competency-based pay system which incorporates pay and performance standards and establishes criteria for competency-based promotions and salary adjustments for employees who exhibit effective performance and support the key agency or institution's goals and objectives.

(c) "Career ladder classification series" means a cluster of hierarchical classes with similar duties and functions that is grouped for professional promotion purposes.

~~(d) Bonus payments of up to eight percent (8%) may be awarded to employees who satisfy competency based criteria developed by agencies and institutions and approved by the Office of Personnel Management of the Division of Management Services of the Department of Finance and Administration after review by the Legislative Council. — The Chief Fiscal Office of the State, at the end of each fiscal year, shall determine the percentage amount not to exceed eight percent (8%) for bonus payments that may be awarded to employees who satisfy competency based criteria developed by agencies and institutions and approved by the Office of Personnel Management of the Department of Finance and Administration after review by the Legislative Council.~~

(e) The payments shall be awarded as a lump-sum payment, and the payment shall not be construed as exceeding the maximum salary.

(f) The lump-sum payments in this section shall not be considered as salary for the purposes of retirement eligibility.

(g) Management or supervisory personnel who fail to complete an annual evaluation of employees under their administrative control shall not be eligible for promotion or salary adjustment bonus payments themselves.

SECTION 5 . Arkansas Code 21-5-1002 is amended to read as follows:

There are hereby established the following uniform performance evaluation categories for use in determining incentive pay award eligibility. As used in this section:

(1) "Unsatisfactory" means an overall performance of duties that is consistently unacceptable in quality, accuracy, and timeliness;

(2) "Satisfactory" means an overall evaluation which demonstrates competency in the performance of the duties and responsibilities of the job;

(3) "Above Average" means an overall evaluation which demonstrates performance of the duties and responsibilities of the job at a level which is above the "Satisfactory" level of performance: and

~~—(3)~~ (4) "Exceeds standards" means an overall evaluation which demonstrates performance of the duties and responsibilities of the job and productivity at a level exceeding that of a satisfactory an above average evaluation.

SECTION 6 . Arkansas Code 21-5-1003 is amended as follows:

(a) Any agency, board, commission, or institution of higher education may revise or develop an evaluation process suited to the mission of the agency, board, commission, or institution, provided:

(1) The evaluation process identifies performance which is "unsatisfactory", "satisfactory", "above average" and "exceeds standards", and

(2) The evaluation system complies with the guidelines established by the Office of Personnel Management of the Division of Management Services of the Department of Finance and Administration.

(b) The agency, board, commission, or institution may implement the performance evaluation system upon approval by the Office of Personnel Management after review by the Legislative Council.

And

Renumbering subsequent sections accordingly.

The Amendment was read the first time, rules suspended and read the second time and _____
By: Joint Budget Committee
BWG/WWG - 032620031302
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