

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

**Wednesday, August 24, 2022**  
**1:30 PM**  
**Room A, MAC**  
**Little Rock, Arkansas**

Sen. David Wallace, Chair  
 Sen. Jim Hendren, Vice-Chair  
 Sen. Cecile Bledsoe  
 Sen. Linda Chesterfield  
 Sen. Jonathan Dismang  
 Sen. Ronald Caldwell  
 Sen. Keith Ingram  
 Sen. Jimmy Hickey, Jr  
 Sen. Missy Irvin, ex officio  
 Sen. Terry Rice, ex officio

Rep. David Hillman, Chair  
 Rep. Kenneth B. Ferguson, Vice-Chair  
 Rep. Reginald Murdock  
 Rep. Mark Lowery  
 Rep. Deborah Ferguson  
 Rep. Lanny Fite  
 Rep. Nelda Speaks  
 Rep. Frances Cavanaugh  
 Rep. Jeff Wardlaw, ex officio  
 Rep. Jim Dotson, ex officio

A. Call to Order

- B. Request from Department of Agriculture, Division of Shared Services, to establish one (1) position from the OPM Growth pool established by Ark. Code Ann. §21-5-225(b). (Wesley Ward, Secretary)

<b>CLASSIFICATIONS REQUESTED</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
D007C	Information Systems Manager	IT08	\$71,704-\$103,970

- C. Request from Department of Corrections, Division of Community Correction to establish six (6) positions from the OPM Central Growth pool established by Arkansas Code Annotated §21-5-225(a)(1). (Solomon Graves, Secretary)

<b>CLASSIFICATIONS REQUESTED</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
C056C	(2) Administrative Specialist III	GS04	\$29,046-\$42,117
M059C	(2) DOC Advisors	GS05	\$32,405-\$46,987
T045C	(2) DCC Parole/Probation Officers	GS07	\$40,340-\$58,493

**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](http://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'.**

- D. Request from Disability Determination for Social Security Administration to establish one (1) position from the OPM Growth pool established by Arkansas Code Annotated §21-5-225. (Arthur Boutiette, Director)

<b>CLASSIFICATIONS REQUESTED</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
NEW	DDSSA Chief Financial Officer	GS14	\$86,887-\$125,986

- E. Request from Department of Public Safety, Division of Arkansas Crime Information Center (ACIC) to establish one (1) position from the OPM Growth pool established by Arkansas Code Annotated §21-5-225(b). (AJ Gary, Secretary)

<b>CLASSIFICATION REQUESTED</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
X095C	Quality Assurance Analyst	GS07	\$40,340-\$58,493

- F. Request from Department of Transformation and Shared Services, Employee Benefits Division and Office of State Procurement to establish two (2) positions from the OPM Growth pool established by Arkansas Code Annotated §21-5-225(b). (Mitch Rouse, Secretary)

<b>CLASSIFICATIONS REQUESTED</b>			
<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
R051C	TSS Statewide Program Manager	GS13	\$77,862-\$112,899
R052C	TSS Statewide Program Coordinator	GS11	\$62,531-\$90,670

- G. Request from Department of Corrections to establish one (1) position from the OPM Surrender pool established by Ark. Code Ann. §21-5-225(a)(1) along with the establishment of one (1) new classification. (Solomon Graves, Secretary)

<b>CLASSIFICATIONS SURRENDERED</b>				
<b>CLASS CODE</b>	<b>TITLE</b>	<b>POSITION</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
T075C	DOC Corporal	22086021	GS05	\$32,405-\$46,987
S046C	Maintenance Technician	22086642	GS04	\$29,046-\$42,116
<b>CLASSIFICATIONS REQUESTED</b>				
<b>CLASS CODE</b>	<b>TITLE</b>		<b>GRADE</b>	<b>SALARY RANGE</b>
NEW	DOC Construction Division Manager		GS11	\$62,531-\$90,670

- H. Request from Department of Corrections to surrender six (6) positions and establish five (5) positions from the OPM Surrender pool established by Arkansas Code Annotated §21-5-225(a)(1). (Solomon Graves, Secretary)

<b>CLASSIFICATIONS SURRENDERED</b>				
<b>CLASS CODE</b>	<b>TITLE</b>	<b>POSITION</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
C087C	Administrative Specialist I	22124797	GS02	\$23,335-\$33,836
C087C	Administrative Specialist I	22085598	GS02	\$23,335-\$33,836
C073C	Administrative Specialist II	22077632	GS03	\$26,034-\$37,749
C073C	Administrative Specialist II	22078943	GS03	\$26,034-\$37,749
C073C	Administrative Specialist II	22084123	GS03	\$26,034-\$37,749
C073C	Administrative Specialist II	22084651	GS03	\$26,034-\$37,749
<b>CLASSIFICATIONS REQUESTED</b>				
<b>CLASS CODE</b>	<b>TITLE</b>		<b>GRADE</b>	<b>SALARY RANGE</b>
C056C	(5) Administrative Specialist III		GS04	\$29,046-\$42,117

- I. Request from Department of Corrections, Division of Community Correction to surrender two (2) positions and establish one (1) position from the OPM Surrender pool established by Arkansas Code Annotated §21-5-225(a). (Solomon Graves, Secretary)

<b>CLASSIFICATIONS SURRENDERED</b>				
<b>CLASS CODE</b>	<b>TITLE</b>	<b>POSITION</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
C073C	Administrative Specialist ii	22083127	GS03	\$26,034-\$37,749
R030C	EEO/Grievance Officer	22083147	GS06	\$36,155-\$52,425
<b>CLASSIFICATION REQUESTED</b>				
<b>CLASS CODE</b>	<b>TITLE</b>		<b>GRADE</b>	<b>SALARY RANGE</b>
A063C	Research and Statistics Supervisor		GS07	\$40,340-\$58,493

- J. Request from Department of Health to establish two (2) positions from the OPM Surrender pool established by Arkansas Code Annotated §21-5-225(a)(1). (Renee Mallory, Secretary)

<b>POSITIONS SURRENDERED</b>				
<b>POSITION NUMBER</b>	<b>TITLE</b>	<b>CLASS CODE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
22106202	Environmental Health Specialist	X102C	GS06	\$36,155-\$52,425
22106309	Environmental Health Specialist	X102C	GS06	\$36,155-\$52,425
<b>CLASSIFICATION REQUESTED</b>				
<b>CLASS CODE</b>	<b>TITLE</b>		<b>GRADE</b>	<b>SALARY RANGE</b>
L029C	ADH Public Health Section Chief II		GS09	\$50,222-\$72,822
B043C	Professional Geologist		GS08	\$45,010-\$65,265

- K. Request from Department of Health to establish one (1) position from the OPM Surrender pool established by Arkansas Code Annotated §21-5-225(a)(1) along with the establishment of one (1) new classification. (Renee Mallory, Secretary)

<b>POSITION SURRENDERED</b>				
<b>POSITION NUMBER</b>	<b>TITLE</b>	<b>CLASS CODE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
22106614	ADH Public Health Section Chief II	L029C	GS09	\$50,222-\$72,822
<b>CLASSIFICATION REQUESTED</b>				
	<b>TITLE</b>	<b>CLASS CODE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
	ADH Certified Tumor Registrar Manager	NEW	GS12	\$69,776-\$101,175

- L. Request from Department of Military to establish one (1) position from the OPM Surrender pool established by Arkansas Code Annotated §21-5-225(a)(1). (Kendall Penn, Major General)

<b>POSITIONS SURRENDERED</b>				
<b>POSITION NUMBER</b>	<b>TITLE</b>	<b>CLASS CODE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
22089657	Personnel Manager	R014C	GS08	\$45,010-\$65,264
<b>CLASSIFICATION REQUESTED</b>				
	<b>TITLE</b>	<b>CLASS CODE</b>	<b>GRADE</b>	<b>SALARY RANGE</b>
	Human Resources Administrator	R006C	GS12	\$69,776-\$101,175

- M. Request from Department of Public Safety, Arkansas Division of Emergency Management to establish two (2) positions from the OPM Surrender pool established by Arkansas Code Annotated §21-5-225(a)(1). (AJ Gary, Secretary)

POSITIONS SURRENDERED				
POSITION NUMBER	TITLE	CLASS CODE	GRADE	SALARY RANGE
22133054	ADEM Division Director	C108C	GS09	\$50,222-\$72,822
22088833	Grants Analyst	G180C	GS06	\$36,155-\$52,425
CLASSIFICATIONS REQUESTED				
	TITLE	CLASS CODE	GRADE	SALARY RANGE
	ADEM Deputy Director	G055C	GS12	\$69,776-\$101,175
	Grants Coordinator	G147C	GS07	\$40,340-\$58,493

- N. Request from Department of Veteran's Affairs to establish five (5) positions from the OPM surrender pool established by Arkansas Code Annotated §21-5-225(a). (Nathaniel Todd, Secretary)

POSITIONS SURRENDERED				
POSITION NUMBER	TITLE	CLASS CODE	GRADE	SALARY RANGE
22094439	ADVA Division Manager	G254C	GS10	\$56,039-\$81,256
22077872	ADVA Division Manager	G254C	GS10	\$56,039-\$81,256
22133600	Nurse Manager	L009C	MP03	\$78,879-\$113,428
22077869	Heavy Equipment Operator	S060C	GS02	\$23,335-\$33,385
22154802	Heavy Equipment Operator	S060C	GS02	\$23,335-\$33,385
CLASSIFICATIONS REQUESTED				
POSITION COUNT	TITLE	CLASS CODE	GRADE	SALARY RANGE
2	ADVA Division Director	NEW	GS13	\$77,862-\$112,899
2	Maintenance Technician	S046C	GS04	\$29,046-\$42,116
1	Nursing Director	L002C	MP04	\$89,368-\$128,690

- O. Request from Arkansas Department of Commerce, Division of Workforce Services to establish five (5) positions from the OPM surrender pool established by Arkansas Code Annotated §21-5-225(a). (Michael Preston, Secretary)

POSITIONS SURRENDERED				
POSITION NUMBER	TITLE	CLASS CODE	GRADE	SALARY RANGE
22093254	Administrative Specialist I	C087C	GS02	\$23,335-\$33,836
22136377	Administrative Specialist I	C087C	GS02	\$23,335-\$33,836
22137752	Administrative Specialist I	C087C	GS02	\$23,335-\$33,836
22137753	Administrative Specialist I	C087C	GS02	\$23,335-\$33,836
22093535	DWS Workforce Specialist	G217C	GS06	\$36,155-\$52,424
22076554	DWS Workforce Specialist	G217C	GS06	\$36,155-\$52,424
22093507	DWS Workforce Specialist	G217C	GS06	\$36,155-\$52,424

CLASSIFICATIONS REQUESTED				
	TITLE	CLASS CODE	GRADE	SALARY RANGE
	ACOM DWS Program Manager (4)	G110C	GS09	\$50,222-\$72,822
	Information Systems Manager	D007C	IT08	\$71,704-\$102,970

P. Request from Department of Human Services, Division of Aging, Adult, and Behavioral Health Services is for the establishment of one (1) Miscellaneous Federal Grant position to be used for substance abuse prevention and to identify primary problematic substances in their jurisdiction and develop and implement strategies to prevent the misuse of the substances among youth and adults. (Cindy Gillespie, Secretary)

POSITION TITLE	CLASS CODE	GRADE	SALARY RANGE
DHS Program Administrator	G099C	GS09	\$50,222-\$72,821

Q. Request from Arkansas Public Service Commission for a special entry rate of \$90,670, or maximum, for an exceptionally well qualified applicant for the classification of Attorney Specialist, G047C, grade GS11. (Donna Gray, Executive Director)

R. Request from Department of Veteran's Affairs for a special entry rate of \$130,000, or between midpoint and maximum, for an exceptionally well qualified applicant for the classification of Nursing Home Division Director, N197N, grade GS15. (Nathaniel Todd, Secretary)

S. Request from the Commissioners of Arkansas PBS to pay \$180,000, which is above the maximum salary of grade SE02 (\$157,000) for the current Director of Arkansas PBS. (John Brown, Chair)

T. Review of positions vacant for two (2) years or more in accordance with Act 796 of 2021 established by Arkansas Code Annotated §21-5-226. (Kay Barnhill, Director)

U. Request from National Park College to establish seven (7) non-classified positions and one (1) classified position from the Higher Education Central pool authorized by Act 763 of 2019, ACA §21-5-1415. (Maria Markham, Director)

Requested	Recommendation
<b>Title:</b> Athletic Trainer	<b>Title:</b> Athletic Trainer
<b>LIM \$-FY23:</b> \$35,509	<b>LIM \$-FY23:</b> \$35,509
<b>Salary \$-FY23:</b> \$30,000	<b>Salary \$-FY23:</b> \$30,000
<b>Institution Match Rate %-FY23:</b> 32%	<b>Institution Match Rate %-FY23:</b> 32%
<b>Institution Match \$-FY23:</b> \$9,600	<b>Institution Match \$-FY23:</b> \$9,600
<b>Total Compensation \$-FY23:</b> \$39,600	<b>Total Compensation \$-FY23:</b> \$39,600
<b>Number of Positions:</b> 1	<b>Number of Positions:</b> 1
<b>Title:</b> Maintenance Manager	<b>Title:</b> S004C/Maintenance Manager
<b>Grade-FY23:</b> C121	<b>Grade-FY23:</b> C121
<b>Salary \$-FY23:</b> \$50,000	<b>Salary \$-FY23:</b> \$50,000
<b>Institution Match Rate %-FY23:</b> 32%	<b>Institution Match Rate %-FY23:</b> 32%
<b>Institution Match \$-FY23:</b> \$16,000	<b>Institution Match \$-FY23:</b> \$16,000
<b>Total Compensation \$-FY23:</b> \$66,000	<b>Total Compensation \$-FY23:</b> \$66,000
<b>Number of Positions:</b> 1	<b>Number of Positions:</b> 1
<b>Title:</b> Project Program Director	<b>Title:</b> Project/Program Director
<b>LIM \$-FY23:</b> \$102,341	<b>LIM \$-FY23:</b> \$102,341
<b>Salary \$-FY23:</b> \$52,000	<b>Salary \$-FY23:</b> \$52,000
<b>Institution Match Rate %-FY23:</b> 32%	<b>Institution Match Rate %-FY23:</b> 32%
<b>Institution Match \$-FY23:</b> \$16,640	<b>Institution Match \$-FY23:</b> \$16,640
<b>Total Compensation \$-FY23:</b> \$68,640	<b>Total Compensation \$-FY23:</b> \$68,640
<b>Number of Positons:</b> 1	<b>Number of Positons:</b> 1

<b>Title:</b> Retail Specialist	<b>Title:</b> Retail Specialist
<b>LIM \$-FY23:</b> \$45,005	<b>LIM \$-FY23:</b> \$45,005
<b>Salary \$-FY23:</b> \$32,000	<b>Salary \$-FY23:</b> \$32,000
<b>Institution Match Rate %-FY23:</b> 32%	<b>Institution Match Rate %-FY23:</b> 32%
<b>Institution Match \$-FY23:</b> \$10,240	<b>Institution Match \$-FY23:</b> \$10,240
<b>Total Compensation \$-FY23:</b> \$42,240	<b>Total Compensation \$-FY23:</b> \$42,240
<b>Number of Positions:</b> 1	<b>Number of Positions:</b> 1
<b>Title:</b> Student Services Representative	<b>Title:</b> Student Services Representative
<b>LIM \$-FY23:</b> \$65,325	<b>LIM \$-FY23:</b> \$65,325
<b>Salary \$-FY23:</b> \$50,000	<b>Salary \$-FY23:</b> \$50,000
<b>Institution Match Rate %-FY23:</b> 32%	<b>Institution Match Rate %-FY23:</b> 32%
<b>Institution Match \$-FY23:</b> \$16,000	<b>Institution Match \$-FY23:</b> \$16,000
<b>Total Compensation \$-FY23:</b> \$66,000	<b>Total Compensation \$-FY23:</b> \$66,000
<b>Number of Positions:</b> 3	<b>Number of Positions:</b> 3
<b>Title:</b> Systems Analyst	<b>Title:</b> Systems Analyst
<b>LIM \$-FY23:</b> \$76,361	<b>LIM \$-FY23:</b> \$76,361
<b>Salary \$-FY23:</b> \$50,000	<b>Salary \$-FY23:</b> \$50,000
<b>Institution Match Rate %-FY23:</b> 32%	<b>Institution Match Rate %-FY23:</b> 32%
<b>Institution Match \$-FY23:</b> \$16,000	<b>Institution Match \$-FY23:</b> \$16,000
<b>Total Compensation \$-FY23:</b> \$66,000	<b>Total Compensation \$-FY23:</b> \$66,000
<b>Number of Positions:</b> 1	<b>Number of Positions:</b> 1

- V. Request from East Arkansas Community College (EACC) to establish a salary adjustment of more than two percent (2%) provided for all classified employees at EACC for Fiscal Year 2022-23 due to a request of a 2.8% COLA for all classified, non-classified and faculty employees. (Maria Markham, Director)
- W. Request from Southern Arkansas University (SAU) to establish a salary adjustment of more than two percent (2%) provided for all classified employees for Fiscal Year 2022-23 due to a request of a two and a half percent (2.5%) COLA for all classified, non-classified and faculty employees. (Maria Markham, Director)
- X. Request from University of Arkansas Community College at Rich Mountain (UACCRM) to establish a salary adjustment of more than two percent (2%) provided for all classified employees for Fiscal Year 2022-23 due to a request of a two and half percent (2.5%) COLA for all classified, non-classified and faculty employees. (Maria Markham, Director)
- Y. Request from University of Arkansas Division of Agriculture to establish the second language plan differential pay to determine and provide differential pay for an employee who had demonstrated proficiency in a second language. The differential pay request is based upon ACA §21-5-221. (Maria Markham, Director)
- Z. Request from Division of Higher Education for continuation of labor market rates for FY23. The continuation of labor market rates is for twenty-nine (29) institutions/entities with a total cost for FY22 of \$15,644,820. (Maria Markham, Director)
- AA. Request from Division of Higher Education for continuation of various differentials for FY23. (Maria Markham, Director)

**Reports:**

- BB. June-July 2022 Personnel Actions Report (Office of Personnel Management-Department of Transformation and Shared Services, Mitch Rouse, Secretary)
- CC. August 2022 Personnel Actions Report (Department of Education, Division of Higher Education, Dr. Maria Markham, Director)

DD. August New Provisional Report for (110) new positions are approved for (7) Four-Year Institutions of Higher Education. (40) new positions for (13) Two-Year Institutions of Higher Education. (Department of Education, Division of Higher Education, Dr. Maria Markham, Director)

EE. August Continuation Provisional Report for (2,081) continued positions are approved for (15) Four-Year Institutions of Higher Education; (778) continued positions are approved for (22) Two-Year Institutions of Higher Education. (Department of Education, Division of Higher Education, Dr. Maria Markham, Director)

FF. Other Business

GG. Adjournment