



Pat Fitts
Director

Chris Colclasure
Deputy Director

Chris Racey
Deputy Director

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Arkansas Game and Fish Commission

June 11, 2020

The Honorable Senator David Wallace
The Honorable Representative Jim Wooten

In accordance with A.C.A. §15-41-123, the Arkansas Game and Fish Commission respectfully submits our compensation differentials for your review. The following is a detailed report for the continuation of current differentials.

- Shift Differentials 6 employees out of 11 eligible

6% (Evening Shift 14:00-22:30)
12% (Midnight Shift 22:00-06:00)

Eligible Positions- AGFC Telecommunications Specialist (Q333U)

Annual Costs - \$15,956.10

- Arkansas Law Enforcement Training Academy/Commission on Law Enforcement Standards and Training Certifications 97 employees out of 209 eligible

2% each for Intermediate, Advanced and Senior Certificates

Eligible Positions - AGFC Wildlife Officer (Q309U)
AGFC Wildlife Officer 1st Class (Q299U)
AGFC Corporal (Q288U)
AGFC Sergeant (Q284U)
AGFC Lieutenant (Q276U)
AGFC Captain (Q267U)
AGFC Major (Q261U)
AGFC Colonel (Q256U)

Annual Costs – \$297,689.39

- Law Enforcement Additional Duties 39 employees

Up to 6% for K-9, Dive Team, Special Operations and Hazardous Duty

Eligible Positions - AGFC Wildlife Officer (Q309U)
 AGFC Wildlife Officer 1st Class (Q299U)
 AGFC Corporal (Q288U)
 AGFC Sergeant (Q284U)
 AGFC Lieutenant (Q276U)
 AGFC Captain (Q267U)
 AGFC Major (Q261U)
 AGFC Colonel (Q256U)

Annual Costs - \$83,331.87

- National Association of Interpretation Certification 1 employee out of 43 eligible

2% each for Certified Heritage Interpreter, Certified Interpretive Planner and Certified Interpretive Manager

Eligible Positions - AGFC Nature Center Manger (Q277U)
 AGFC Education Facility Manager (Q353U)
 AGFC Education Program Coordinator (Q296U)
 AGFC Education Program Specialist (Q277U)
 AGFC Division Assistant Chief (Q260U)
 AGFC Division Chief (Q257U)

Annual Cost - \$1,130.48

- American Fisheries Society/The Wildlife Society/Society of American Foresters Certifications
 72 employees out of 202 eligible

6% for Certified Fisheries Professional, Professional Wildlife Biologist or Certified Forester

Eligible Positions - AGFC Conservation Program Technician (Q337U)
 AGFC Senior Technician (Q310U)
 AGFC Biologist (Q294U)
 AGFC Biologist Specialist (Q287U)
 AGFC Biologist – Assistant Regional Manager (Q286U)
 AGFC Assistant Hatchery Manager (Q290U)
 AGFC Biologist Supervisor (Q275U)
 AGFC Biologist Program Specialist (Q274U)
 AGFC Hatchery Manager (Q280U)
 AGFC Conservation Program Manager (Q270U)

AGFC Division Assistant Chief (Q260U)
AGFC Division Chief (Q257U)

Annual Costs - \$241,868.64

- Prescribed Fire Crew 65 employees out of 104 eligible

2% each for Fire Support, Fire Boss and Fire Burn Boss

Eligible Positions - AGFC Conservation Program Technician (Q337U)
AGFC Senior Technician (Q310U)
AGFC Biologist (Q294U)
AGFC Biologist Specialist (Q287U)
AGFC Biologist – Assistant Regional Manager (Q286U)
AGFC Biologist Supervisor (Q275U)
AGFC Biologist Program Specialist (Q274U)

Annual Costs - \$95,690.40

- Second Language Certifications 2 employees

10% - Advanced Proficiency
7.5% - Fluent Proficiency
5% - Intermediate Proficiency
2% - Basic Proficiency

Eligible Positions – As needed upon approval of the Director

Annual Costs - \$4,144.94

- Fiscal Professional Certifications 1 employee out of 2 eligible

6% for Certified Public Accountant and/or Certified Government Financial Manager

Eligible Positions – AGFC Fiscal Division Manager/Fiscal Division Assistant Chief (Q259U)
AGFC Conservation Division Chief/Chief Fiscal Officer (Q257U)

Annual Costs - \$5,337.49

The total annual costs for the continuation of all compensation differentials listed above is \$745,149.21.

The following is a detailed report for additions to existing differentials.

- American Fisheries Society/The Wildlife Society/Society of American Foresters Certifications

6% for Certified Fisheries Professional, Professional Wildlife Biologist or Certified Forester

Addition:

Title correction for already approved position – AGFC Education Program Coordinator – Aquatic Resources Education (Q296U)

Add the title AGFC Veterinarian (Q252U) to eligible positions – adds \$5,880.58 to annual cost

- Research Dive Crew 2 employees

Up to 6% for Hazardous Duty

Eligible Position - AGFC Biologist Specialist – Aquatic Wildlife Diversity Dive Program (Q287U)

Annual Costs - \$6,856.61

The total annual costs for all compensation differentials, continuation and additions, is \$757,886.40. We believe that our compensation differentials add value to the services that we provide to the public and are consistent with our agency mission and stewardship of the natural resources of this state.

Sincerely,



Pat Fitts
Director