



Department of Transformation and Shared Services

Ex. B
Governor Asa Hutchinson
Secretary Amy Fecher
Director Kay Barnhill

December 15, 2021

The Honorable David Wallace, Co-Chairperson
The Honorable David Hillman, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Joint Budget Committee
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Senator Wallace and Representative Hillman:

The Office of Personnel Management is submitting a request for a salary administration grid for grades the classification of B067C, Archaeologist, GS08. The Arkansas Department of Agriculture requests to utilize a salary administration grid to be competitive across the nation. Without utilizing a comparable pay grid, the federal agency providing 100% of the funding for these positions is likely to discontinue the cooperative agreement and enter one with another non-state entity that has more flexibility for salaries. Not only would this be a loss of grant money, positions, and personnel, but it would also result in a loss of administrative fees associated with the grant. There are currently six Archaeologists within the State of Arkansas, and four are filled. They are located at the Arkansas Department of Agriculture; the Arkansas Department of Parks, Heritage and Tourism; and the Arkansas Department of Military.

The following grid was requested by the Department of Agriculture:

YEARS OF EXPERIENCE	AMOUNT
0	\$53,248
1	\$55,037
2	\$56,805
4	\$58,573
6	\$60,362
8	\$62,130
11	\$63,898
14	\$65,264 (MAX)

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The following is where the current employees would fall on the proposed salary grid, if approved. The anticipated cost, based on years of experience within the field of archaeology, is \$19,193.

POSITION	INCUMBENT START DATE	CURRENT SALARY	PROPOSED SALARY
22176360	11/4/2018	\$53,370	\$58,573
22176361	11/14/2021	\$45,010	\$55,037
22176362	8/4/2019	\$52,842	\$56,805

On this plan, each step is worth approximately three percent of the employee's salary. Within each pay grade, the increases are based on an acceptable level of performance and longevity.

To remain competitive with the labor market and federal government rates for this classification, the Department of Agriculture requests this salary administration grid. Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill, Director
 Office of Personnel Management



12/6/2021

SECRETARY OF TRANSFORMATION & SHARED SERVICES

DATE



Asa Hutchinson
Governor

ARKANSAS DEPARTMENT OF AGRICULTURE

1 Natural Resources Drive, Little Rock, AR 72205
agriculture.arkansas.gov
(501) 225-1598



Wes Ward
Secretary of Agriculture

October 25, 2021

Ms. Kay Barnhill
Administrator, Office of Personnel Management
Arkansas Department of Transformation and Shared Services
501 Woodlane Street, Suite 205
Little Rock, AR 72201



Dear Ms. Barnhill:

I am writing to request a salary administration grid for the Arkansas Department of Agriculture's archaeologist positions, #22176360, #22176361, and #22176362. The total estimated cost for implementing the salary grid is \$11,308.13 and would be paid with federal revenue.

Through a cooperative agreement with the U.S. Department of Agriculture's Natural Resources Conservation Service (NRCS), the Department employs three archaeologists who assist the NRCS in conducting site evaluations for Arkansas producers enrolled in the Environmental Quality Incentive Program (EQIP). The Department is reimbursed for the total amount of the archaeologists' salaries by NRCS on a quarterly basis.

The NRCS has requested that the archaeologists' salary be based on the federal rate as follows:

Employee	Start Date	Current Salary Rate	Proposed Salary Rate	GS Equivalent
Cara Mosier #22176360	11/1/18	25.65	28.16	GS9-4
Chris Stigler #22176361	8/1/19	25.40	27.31	GS9-3
Ben Ketcham #22176362	11/15/21	26.46	26.46	GS9-2

Working with the NRCS to provide additional archaeologists to assist with EQIP site evaluations has significantly reduced the amount of time required to obtain a site evaluation which enables Arkansas producers to receive benefits more quickly through the program.

We appreciate your assistance with this request. I have attached the written request from NRCS for your review. Please let me know if additional information is needed.

Respectfully,

Wesley W. Ward
Secretary of Agriculture
State of Arkansas

SALARY TABLE 2021-RUS
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.95%
FOR THE LOCALITY PAY AREA OF REST OF U.S.

TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.97	\$ 11.33	\$ 11.70	\$ 12.06	\$ 12.43	\$ 12.64	\$ 13.00	\$ 13.36	\$ 13.38	\$ 13.72
	O	16.46	17.00	17.55	18.09	18.65	18.96	19.50	20.04	20.07	20.58
2	B	12.33	12.62	13.03	13.38	13.53	13.93	14.32	14.72	15.12	15.52
	O	18.50	18.93	19.55	20.07	20.30	20.90	21.48	22.08	22.68	23.28
3	B	13.45	13.90	14.35	14.80	15.25	15.70	16.14	16.59	17.04	17.49
	O	20.18	20.85	21.53	22.20	22.88	23.55	24.21	24.89	25.56	26.24
4	B	15.10	15.61	16.11	16.61	17.12	17.62	18.12	18.63	19.13	19.63
	O	22.65	23.42	24.17	24.92	25.68	26.43	27.18	27.95	28.70	29.45
5	B	16.90	17.46	18.02	18.59	19.15	19.71	20.28	20.84	21.40	21.97
	O	25.35	26.19	27.03	27.89	28.73	29.57	30.42	31.26	32.10	32.96
6	B	18.84	19.46	20.09	20.72	21.35	21.98	22.60	23.23	23.86	24.49
	O	28.26	29.19	30.14	31.08	32.03	32.97	33.90	34.85	35.79	36.74
7	B	20.93	21.63	22.33	23.02	23.72	24.42	25.12	25.82	26.51	27.21
	O	31.40	32.45	33.50	34.53	35.58	36.63	37.68	38.73	39.77	40.82
8	B	23.18	23.95	24.73	25.50	26.27	27.04	27.82	28.59	29.36	30.14
	O	34.77	35.93	37.10	38.25	39.41	40.56	41.73	42.29	42.29	42.29
9	B	25.60	26.46	27.31	28.16	29.02	29.87	30.72	31.58	32.43	33.28
	O	38.40	39.69	40.97	42.24	42.29	42.29	42.29	42.29	42.29	42.29
10	B	28.19	29.13	30.07	31.01	31.95	32.90	33.84	34.77	35.71	36.66
	O	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29
11	B	30.98	32.01	33.04	34.08	35.11	36.14	37.17	38.21	39.24	40.27
	O	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29
12	B	37.13	38.37	39.60	40.84	42.08	43.32	44.56	45.79	47.03	48.27
	O	42.29	42.29	42.29	42.29	42.29	43.32	44.56	45.79	47.03	48.27
13	B	44.15	45.62	47.09	48.57	50.04	51.51	52.98	54.45	55.92	57.40
	O	44.15	45.62	47.09	48.57	50.04	51.51	52.98	54.45	55.92	57.40
14	B	52.17	53.91	55.65	57.39	59.13	60.87	62.61	64.35	66.08	67.82
	O	52.17	53.91	55.65	57.39	59.13	60.87	62.61	64.35	66.08	67.82
15	B	61.37	63.42	65.46	67.51	69.55	71.60	73.64	75.69	77.74	79.78
	O	61.37	63.42	65.46	67.51	69.55	71.60	73.64	75.69	77.74	79.78

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>