



STATE OF ARKANSAS
**Department of Finance
and Administration**

OFFICE OF PERSONNEL MANAGEMENT
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June 18, 2014

Senator Uvalde Lindsey, Co-Chairperson
Representative Andrea Lea, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Arkansas Legislative Council
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Co-Chairs:

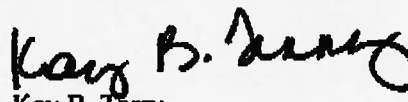
The Office of Personnel Management (OPM) submits a request for the continuation of previously approved salary administration grids for FY15. The requested grids for continuation are attached.

The Office of Personnel Management is requesting the continuation of 22 salary administration grids from 14 different state agencies, boards, and commissions, as well as the continuation of the Statewide Nursing Grid. Of these 22 salary administration grids, one is recommended for continuation with modifications.

OPM has recommended modifications to the Security Tier Plan at the Arkansas Department of Correction, which now includes Wardens and Deputy Wardens. The modification to the plan changes the salary entry rates by instituting tier levels and will result in a thorough review of salary levels and movements.

After review of the request, the Office of Personnel Management recommends the approval of the continuation of these previously approved salary administration grids, including those with suggested modifications, for FY15. Your consideration of this request is greatly appreciated.

Sincerely,


Kay B. Terry
State Personnel Administrator



Chief Fiscal Officer of the State

JUN 03 2014

Date

KBT/sd

BA	Agency/Institution Name	Request Type	Classifications Affected	Recommendation	Positions Affected
80	AR Game and Fish Commission	Salary Structure & Admin. Plan	TOTAL Natural Resource Program Technician, B101C, C113 AGFC Biologist, B024C, C119 Assistant Hatchery Manager, B132C, C121 AGFC Biologist-Asst. Regional Mgr., B131C, C121 AGFC Biologist Specialist, B123C, C121 AGFC Biologist Supv, B022C, C123 AGFC Biologist Program Specialist, B046C, C123 AGFC Wildlife Officer, D047C, C118	Continue as Requested	12 11 1 0 0 0 0 0
150	UAMS	Public Safety Salary Structure & Admin Plan	TOTAL Public Safety Officer, T055C, C116 Public Safety Officer, T055C, C117 HE Public Safety Supervisor, T051C, C118 HE Public Safety Commander II, T023C, C122	Continue as Requested	7
		Physical Plant Salary Structure & Admin Plan	TOTAL Apprentice Tradesman, S081C, C105 Skilled Tradesman, S031C, C115	Continue as Requested	0
		Nutrition Services Salary Structure & Admin Plan	TOTAL Food Preparation Technician, S089C, C102 Cook, S086C, C104	Continue as Requested	1
		Telecommunications Salary Structure & Admin Plan	TOTAL Computer Support Specialist, D063C, C119	Continue as Requested	0
		Research Salary Structure & Admin Plan	TOTAL Research Technician, B113C, C109	Continue as Requested	6
311	AR DDSSA	Salary Structure & Admin. Plan	TOTAL DDSSA Claims Adjudicator I, X143C, C115 DDSSA Claims Adjudicator II, X104C, C117 DDSSA Claims Adjudicator III, X071C, C119 DDSSA Case Consultant, G134C, C120 DDSSA Unit Supervisor, G112C, C121 DDSSA Medical Consultant Assistant, G235C, C121	Continue as Requested	23 8 2 13 0 0 0
405	Bank Department	Salary Structure & Admin. Plan	TOTAL A070C, Bank Examiner, C119 In House - Bank Assistant Examiner C119 In House - Bank Jr Examiner C119 A106C, Bank Sr Examiner, C123 In House - Commissioned Sr Examiner C123 A089C, Certified Bank Sr Examiner, C126 G047C, Attorney Specialist, C126	Continue as Requested	22 7 0 0 10 0 4 1

450	AR PSC	Salary Structure & Admin. Plan	A107C, Bank Examiner Manager, C127	0
			A030C, Bank Certified Examinations Manager, C128	0
			A018C, Bank Chief Examiner, C130	0
			TOTAL	2
480	AR Dept. of Correction	ADC Correctional Officer Tier Plan	PSC Rate Case Analyst, A046C, C121	0
			PSC Senior Rate Case Analyst, A082C, C124	0
			PSC Public Utility Auditor, X064C, C119	1
			PSC Senior Public Utility Auditor, X033C, C122	1
			Engineer P.E., B023C, C124	0
			Attorney Specialist, G047C, C126	0
			PSC Utilities Services Specialist, X078C, C118	0
			PSC Pipeline Safety Specialist, X048C, C120	0
			Corrosion Inspector, X144C, C115	0
			PSC Tax Division Valuation Analyst, A095C, C113	0
480	AR Dept. of Correction	ADC Correctional Officer Tier Plan	TOTAL	423
			ADC/DCC Correctional Officer I, T089C, C112	407
			ADC/DCC Corporal, T075C, C113	15
			ADC/DCC Correctional Sergeant, T065C, C115	1
			ADC/DCC Lieutenant, T054C, C117	0
			ADC/DCC Captain, T048C, C118	0
			Continue as Requested	0
500	AR Dept. of Education	General Education Salary Grid	ADC Major Tier Plan	0
			ADC Deputy Warden Tier Plan	0
			ADC/DCC Corr. Warden Tier Plan	0
			Continue as Requested with Modification	0
			Continue as Requested with Modification	0
			Continue as Requested with Modification	0
			TOTAL	16
			ADE Special Education Division Manager, G006C, C129	0
			ADE Assistant to Director, G012C, C129	0
			Public School Program Manager, E006C, C126	0
			ADE OERZ Director, E007C, C126	0
			ADE Program Administrator, G075C, C124	0
			Public School Program Coordinator, E016C, C123	0
			Public School Program Advisor, E019C, C122	16
			ADE OERZ Technical Assistant Specialist, E020C, C122	0
510	AR School of the Blind	Salary Structure & Admin. Plan	TOTAL	3
			Certified Bachelors Teacher, E044C, C117	2
			Certified Masters Teacher, E035C, C119	1
			Education Counselor, E032C, C119	0
			School Principal, E004C, C126	0
			Special Ed Supervisor, E015C, C123	0
			Assistant Principal, E017C, C123	0
			Teacher Supervisor, E024C, C120	0
			Educational Supervisor, E025C, C120	0
			School Speech Pathologist, L042C, C119	0
513	AR School of the Deaf	Salary Structure & Admin. Plan	TOTAL	3
			Certified Bachelors Teacher, E044C, C117	2
			Certified Masters Teacher, E035C, C119	0

552	Northwest Technical Institute	Salary Structure & Admin. Plan	Certified Masters Degree Librarian, E036C, C119	0
			Education Counselor, E032C, C119	0
			School Principal, E004C, C126	0
			Special Ed Supervisor, E015C, C123	0
			Assistant Principal, E017C, C123	0
			Teacher Supervisor, E024C, C120	0
			Educational Supervisor, E025C, C120	0
			School Speech Pathologist, L042C, C119	1
			TOTAL	8
			Career & Technical Faculty, E027C, C120	8
590	AR Career Education	Career Education Salary Grid	Nurse Instructor, L036C, C121	0
			Specialized Technical Faculty, E018C, C122	0
			TOTAL	4
			ACE Division Manager, E010C, C128	0
			ACE Program Coordinator, E061C, C123	0
			ACE Program Advisor, E062C, C122	4
			TOTAL	4
			Continue as Requested	
			Continue as Requested	
			Continue as Requested	
610-634	Department of Finance & Administration	Salary Structure & Admin. Plan	TOTAL	63
			Accountant I, A089C, C116	0
			DFA SEFA/CAFR Specialist, A109C, C116	0
			Auditor, A081C, C117	0
			DFA CAFR Asset Specialist, R042C, C118	0
			DFA Statewide Program Specialist, R043C, C122	0
			Audit Coordinator, A044C, C122	0
			DFA Statewide Coordinator, R041C, C124	0
			DFA Accounting CAFR Coordinator, A025C, C126	1
			DFA Statewide Program Manager, R040C, C128	0
645	AR Dept. of Health	Salary Structure & Admin. Plan	Audit Manager, A007C, C129	1
			Tax Auditor, A059C, C119	0
			Tax Auditor II, A054C, C120	59
			Tax Auditor Supervisor, A033C, C123	2
			Epidemiologist, L028C, C122	2
			Health Physicists, R065C, C119	1
			TOTAL	6
			Bachelor's of Science in Nursing: 6%	
			Master's of Science in Nursing: 8%	
			Doctor of Public Health Nursing: 10%	
960	AR State Police	Salary Threshold	Doctor of Nursing Practice: 10%	
			Nurse Practitioner Experience: 0.5% per year	
			Nurse Practitioner Coordinator Differential: 6%	
			TOTAL	86
			ASP Troop School	37
			ASP Trooper, T100C, C118	47
			Continue as Requested	
			Continue as Requested	
			Continue as Requested	
			Continue as Requested	

ALL	Statewide Nursing Grid	Salary Structure & Admin Plan	Continue as Requested	
	ASP Sergeant, T011C, C124	TOTAL	95	2
	ASP Lieutenant, T037C, C126	Licensed Practical Nurse, L069C, C113	18	0
	ASP Captain, T003C, C128	Licensed Practical Nurse Supervisor, L062C, C115	0	0
	ASP Major, T001C, C130	Registered Nurse, L038C, C120	75	0
	ASP Deputy Director/Lt. Colonel, N057N, N908	Nurse Instructor, L036C, C121	0	0
		Registered Nurse Supervisor, L032C, C121	0	0
		Registered Nurse Supervisor, L027C, C122	1	0
		Nursing Clinic Coordinator, L022C, C123	0	0
		Nursing Services Unit Manager, L020C, C123	0	0
		Registered Nurse Coordinator, L019C, C123	0	0
		Nurse Manager, L019C, C125	1	0
		ADH Nursing Program Coordinator, L026C, C123	0	0
		Associate Dir of Nursing, L006C, C126	0	0
		Nursing Director, L002C, C128	0	0

TOTAL

783

1.

ENFORCEMENT DIFFERENTIALS AND THRESHOLDS


A.

Eligible TMO(s)	Class Code	Grade	Current Number	Request	Threshold
AGFC Wildlife Officer	T047C	C118	31	continuation	\$85,946
AGFC Wildlife Officer - First Class	T037C	C119	27	continuation	\$41,707
AGFC Corporal	T026C	C121	72	continuation	\$45,274
AGFC Sergeant	T020C	C122	25	continuation	\$49,941
AGFC Lieutenant	T017C	C123	14	continuation	\$54,916
AGFC Captain	T014C	C124	14	continuation	\$60,214
AGFC Major	T008C	C126	3	continuation	\$65,224
AGFC Colonel	T002C	C129	1	continuation	\$73,776

B.

Certification(s)	Amount	Request	Award Criteria
1. Intermediate Certificate	2%	continuation	Certification must be received and documented.
2. Advanced Certificate	2%	continuation	"Satisfactory" or better Performance Evaluation rating.
3. Senior Certificate	2%	continuation	No disciplinary actions of written reprimand or greater.
Maximum of 6% for any employee.			Must maintain certification to retain differential.
			Subject to funds availability.

C.

Certifying Organization(s):

The Commission on Law Enforcement Standards and Training (CLEST) is responsible for establishing minimum standards for the selection and training of law enforcement officers in Arkansas. The Commission provides basic training for new officers and specialized training for certified police officers.

D.

Differential(s)	Amount	Request
1. K-9	6%	continuation
2. Dive Team	6%	continuation
3. Special Operations	6%	addition

(any rank eligible)

Award Criteria

"Satisfactory" or better Performance Evaluation rating.
Test requirements met or specialty training completed.
Based on vacancy, need, and selection.
Differential paid only while on special assignment.
Subject to funds availability.

5.

SPECIAL ENTRY RATES

A.

Eligible Title(s)	Class Code	Grade	Current Number	Request	Salary Range
Natural Resources Program Technician	B201C	C118	68	continuation	\$28,531 - \$48,669
AGFC Biologist	B024C	C119	44	continuation	\$35,854 - \$65,221
AGFC Biologist Specialist	B028C	C121	35	continuation	\$39,189 - \$70,108
AGFC Biologist - Asst Regional Manager	B131C	C121	8	continuation	\$39,199 - \$70,108
Assistant Hatchery Manager	B132C	C121	6	continuation	\$39,199 - \$70,108
AGFC Biologist Supervisor	B022C	C123	25	continuation	\$43,217 - \$75,312
AGFC Biologist Program Specialist	B046C	C123	7	continuation	\$43,217 - \$75,312
Network Support Analyst	D065C	C118	2	continuation	\$38,851 - \$62,115
Software Support Analyst	D052C	C121	2	continuation	\$39,199 - \$70,108

B.

Rates	Amount	Request
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Award Criteria

Natural Resources Program Technician	\$29,251	continuation
4 Burn Crew Positions	\$31,052	continuation
	\$34,005	continuation

Maximum entry rate, based on qualifications.
Adjustment maximum at completion of provisional period.

Biologists		
AGFC Biologist	\$49,067	continuation
AGFC Biologist Specialist	\$53,264	continuation
AGFC Biologist Supervisor	\$57,806	continuation
AGFC Biologist Program Specialist	\$57,806	continuation
Network Support Analyst	\$46,730	continuation
Software Support Analyst	\$51,497	continuation

Entry Rate, based on qualifications:
Master's Degree - Base pay level minimum
Doctorate Degree - Midpoint pay level minimum.
Professional Certification(s) and/or experience considered.

Subject to funds availability.

UAMS

PUBLIC SAFETY SALARY ADMINISTRATION PLAN:

The Public Safety plan includes a minimum salary for all Public Safety Officers of \$30,713. New hires will enter at the entry rate of \$30,713, T055C, grade C116, and upon completion of one year experience their salary will be increased to \$32,250. If the employee or applicant possesses at least two years certified law enforcement experience and a General Certificate from the Arkansas Commission on Law Enforcement Standards, they are made a Sergeant, Public Safety Officer with an entry salary range of \$33,784 up to \$36,029, based on additional years of experience. For the Lieutenant level (HE Public Safety Supervisor, T051C, grade C117), an employee who has four years of certified law enforcement experience, a minimum of two years supervisory experience, possesses a General Certificate from the Arkansas on Law Enforcement Standards and currently holds the rank of Sergeant, is eligible for promotion to the Lieutenant level, HE Public Safety Supervisor with an entry salary of \$38,611 or 10% increase over current salary, whichever is greater. For the Captain level (HE Public Safety Commander II, T023C, grade C121), an employee who is currently at the Lieutenant level and has four to five years of certified law enforcement experience, a minimum of two years supervisory experience at the Lieutenant level and possesses a General Certificate from the Arkansas Commission on Law Enforcement Standards, is eligible for promotion to the Captain level, HE Public Safety Commander II with an entry salary range of \$42,472 up to \$44,966, based on additional years of experience.

PHYSICAL PLANT SALARY ADMINISTRATION PLAN:

The Physical Plant plan includes a minimum salary of \$17,957 for all Apprentice Tradesman positions, S081C, grade C105. After successful completion of one year experience, including completion of approved exams (25%) and competency evaluation, employees receive an eight percent (8%) increase to \$19,394. With two years of experience and completion of approved exams (50%) and competency evaluation, employees receive an eight percent (8%) increase to \$20,945. After three years of experience and completion of approved exams (75%) and competency evaluation, employees receive an eight percent (8%) increase to \$22,621. Lastly, with four years of experience and successful completion of approved exams (100%) and competency evaluation, employees are promoted to Skilled Tradesman grade C115.

Nutrition Services, Telecommunications and Research salary plans include the following criteria, respectively, for positions within the departments for both new hires and current employees.

NUTRITION SERVICES SALARY ADMINISTRATION PLAN:

FOOD PREPARATION TECHNICIAN, S089C, C102

<u>SALARY</u>	<u>EDUCATION</u>	<u>EXPERIENCE</u>
\$16,467	High School	6 Months
\$17,063	High School	1 Year
\$18,470	High School	2 Years
\$19,469	High School	3-5 Years
\$20,467	High School	6 Years

COOK, S086C, C104

<u>SALARY</u>	<u>EDUCATION</u>	<u>EXPERIENCE</u>
\$19,200	High School	6 Months
\$20,196	High School	1 Year
\$21,195	High School	2 years
\$22,194	High School	3-5 Years
\$23,192	High School, completion of formal cooking school	5+ Years,
\$24,190	High School, completion of formal cooking school	5+ Years as Head Cook

TELECOMMUNICATIONS SALARY ADMINISTRATION PLAN:

COMPUTER SUPPORT SPECIALIST, D063C, C119

<u>SALARY</u>	<u>EDUCATION</u>	<u>EXPERIENCE</u>
\$35,554	Bachelor	2 Years
\$38,398	Bachelor	1 Year, plus 1 Year Nortel Centrex DMS 100 programming & passing evaluation
\$41,470	Bachelor	2 Years, plus 2 Years Nortel Centrex DMS 100 programming & certification in Nortel Data Configuration
\$44,788	Bachelor	3 Years, plus 3 Years Nortel Centrex DMS 100 programming & certification in Nortel Data Configuration

RESEARCH SALARY ADMINISTRATION PLAN:

RESEARCH TECHNICIAN, B113C, C109

<u>SALARY</u>	<u>EDUCATION</u>	<u>EXPERIENCE</u>
\$21,827	High School	2 Years
\$25,227	High School	3 years of research or Associate's degree in science
\$28,627	High School	4 years of research or Bachelor's degree in science
\$32,027	High School	5 years of research or Bachelor's degree in science



STATE OF ARKANSAS
Disability Determination for Social Security Administration

701 SOUTH PULASKI STREET
 LITTLE ROCK, ARKANSAS 72201-9750
 TELEPHONE 501-682-3030

MIKE BEBBE
 Governor

ARTHUR BOUTIETTE
 Director

May 24, 2013

Ms. Kay Barnhill Terry
 State Personnel Administrator
 Department of Finance and Administration
 1509 West Seventh Street, Suite 201
 Little Rock, AR 72201

RE: Continuation of Special Entry Rates and Adjudicator Grid

Dear Ms. Terry:

Disability Determination for Social Security Administration currently has OPM approval for labor market special entry rates for the following classifications:

Class Code	Classification	Grade	Entry Level	Continuation Request
L001C	Psychologist Supervisor	C129	\$57,914	\$86,072
L012N	DDSSA Medical Consultant	N916	\$117,061	\$146,327
L024N	DDSSA Medical Specialist	N919	\$139,410	\$174,262

And for the continuation of the Adjudicator Grid with the following classifications:

Class Code	Classification	Grade	Entry Level	Continuation Request
X143C	DDSSA Claims Adjudicator I	C115	\$29,251	\$32,000
X104C	DDSSA Claims Adjudicator II	C117	\$32,249	\$44,505
X071C	DDSSA Claims Adjudicator III	C119	\$35,554	\$49,067
X190C	DDSSA Case Consultant	C120	\$37,332	\$51,124
G112C	DDSSA Unit Supervisor	C121	\$39,199	\$51,124
G235C	DDSSA Medical Consultant Assistant	C121	\$39,199	\$51,124

Kay, I am seeking approval that the above labor market special entry rates and the Adjudicator Grid are continued into the next fiscal year.

Thank you for your consideration and if you should have any questions, please feel free to contact me.

Sincerely,

Arthur Boutiette
 Director

Encl.
 AB/ml

Graduated Maximum Pay Grid for DDSSA Adjudicator Series

Fiscal Year 2014

Service as an Adjudicator	Adjudicator I	Adjudicator II	Adjudicator III	Adjudicator IV or Case Consultant	Supervisor or Medical Consultant Assistant
New Hire	29,251				
6 months	30,251				
12 months	32,000				
18 months to 3 years		35,200			
3 years to 5 years		38,000			
5 years to 10 years		40,000			
More than 10 years		44,505			
Less than 5 years			44,520		
5 years to 10 years			46,000		
10 years to 20 years			47,000		
Over 20 years			49,067		
Over 5 years but less than 10				49,000	
10 years but less than 20 years				50,000	
Over 20 years				51,124	
4 years or more					51,124

BANK DEPARTMENT 2014 PAY GRID

CLASS CODE	PAY GRADE	BEGINNING		MAXIMUM	TITLES
A070C	C119	\$35,554	17.0833	\$80,388	Bank Examiner Trainee
In-House	C119	\$39,110	18.8028	\$80,388	Bank Assistant Examiner
In-House	C119	\$44,976	21.6231	\$80,388	Bank Jr. Examiner
A106C	C123	\$53,971	25.8476	\$88,734	Bank Sr. Examiner
In-House	C123	\$57,209	27.5043	\$88,734	Commissioned Sr. Examiner
A039C	C126	\$62,930	30.2648	\$77,539	Certified Bank Sr. Examiner
GD47C	C126	\$62,930	30.2648	\$77,539	Staff Attorney
A107C	C127	\$69,223	33.2803	\$80,301	Bank Exam Manager
A030C	C128	\$76,145	36.8082	\$83,145	Bank Certified Exam Mgr
A018C	C130	\$89,759	40.2688	\$89,085	Bank Chief Examiner

Positions under this pay grid will be paid according to the salaries above. In addition, in keeping with the career path and pay scale of the State Bank Department, the following retention increase will be given annually to those employees who have not reached maximum pay and who are not being promoted to a different level.

RETENTION:

5%

Proposed Special Pay Plan for the Arkansas Public Service Commission

The Arkansas General Assembly has established criteria for the implementation of special rates of pay under Act 688 of 2009. The Arkansas Public Service Commission has previously been authorized by the Arkansas General Assembly to use special entry rates for certain positions. The proposed plan incorporates the requirements of Act 688 into a professional development matrix that will enable the Agency to attract and retain qualified employees.

The major change in the current plan from previous authorization from the Arkansas General Assembly is the request to hire at the Midpoint of the Career Service Pay Plan instead of the Maximum (previously Pay Level IV).

Special Rates of Pay

The Arkansas Public Service Commission requests review and approval of this proposed pay plan to implement special rates of pay for the following groups of professionals within the Agency.

The following job class codes are authorized to pay up to the midpoint salary of the Career Service Pay Plan as a starting rate of pay if the Minimum Qualifications (as determined by the Office of Personnel Management), and the additional qualifications specified below are met by the prospective candidate for the job. Additionally, incumbents in these class codes will be eligible for the salary increase as they meet the additional requirements.

Utilities Division:

A046C. PSC Rate Case Analyst. Grade C121: Midpoint \$53,264

Minimum qualifications as determined by OPM. Additionally, candidate must have a master's degree, CPA, or two years additional experience.

After the first year of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

A028C. PSC Senior Rate Case Analyst. Grade C124: Midpoint \$60,214

Minimum qualifications as determined by OPM. Additionally, candidate must have a master's degree, CPA, or three years additional experience.

After the first year of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

X064C. PSC Public Utility Auditor. Grade C119: Midpoint \$49,067

Minimum qualifications as determined by OPM. Additionally, candidate must have a master's degree, CPA, or two years additional experience or be eligible to sit for the Certified Public Accountant examination.

After the first year of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

X033C. PSC Senior Public Utility Auditor. Grade C122: Midpoint \$55,490

Minimum qualifications as determined by OPM. Additionally, candidate must have a master's degree, CPA, or three years additional experience.

After the first year of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

B023C. Engineer, P.E., Grade C124: Midpoint \$60,214

Minimum qualifications as determined by OPM. Additionally, candidate must have a master's degree, or three years additional experience as a professional engineer.

After the first year of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

G047C. Attorney Specialist, Grade C126: Midpoint \$65,324

Minimum qualifications as determined by OPM. Additionally, candidate must have two more years of experience in law.

After the first year of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

X078C. PSC Utilities Services Specialist, Grade C118: Midpoint \$46,730

Minimum qualifications as determined by OPM. Additionally, candidate must have an associate's degree, bachelor's degree or two years additional experience in electrical engineering, utility facility inspection or related field.

After the first year of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

Pipeline Safety Division

X048C, PSC Pipeline Safety Specialist, Grade C120: Midpoint \$51,124

Minimum qualifications as determined by OPM. Additionally, candidate must have a bachelor's degree or two years additional experience in mechanical engineering, pipeline inspection or related field.

After the first year of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

X144C, Corrosion Inspector, Grade C115: Midpoint \$40,367

Minimum qualifications as determined by OPM. Additionally, candidate must have an associate's degree, bachelor's degree or two years additional experience in mechanical engineering, pipeline inspection or related field.

After the first year of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

Tax Division

A095C, PSC Tax Division Valuation Analyst, Grade C113: Midpoint \$36,614

Minimum qualifications as determined by OPM. Additionally, candidate must have an associate's degree, bachelor's degree or two years additional experience in accounting, finance, economics, property tax assessment, or related field.

After the first year of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from Tax Division Director.

The Arkansas Department of Correction has requested continuation of the previously approved security tier plan for the classifications listed below:

<u>CLASS CODE</u>	<u>CLASSIFICATION TITLE</u>	<u>GRADE</u>	<u>REQUESTED RATE</u>
T033C	ADC/DCC Major	C120	\$49,114
T048C	ADC/DCC Captain	C118	\$46,768
T054C	ADC/DCC Lieutenant	C117	\$42,516
T065C	ADC/DCC Correctional Sergeant	C115	\$38,651
T075C	ADC/DCC Corporal	C113	\$35,137
T083C	ADC/DCC CO I – OFC	C112	\$31,943
T083C	ADC/DCC Correctional Officer I	C112	\$30,135

These rates are based upon classification and correctional facility tier level. The grid is attached for your review.

A modification of the current security tier plan for the following classifications is listed below:

<u>CLASS CODE</u>	<u>CLASSIFICATION TITLE</u>	<u>GRADE</u>	<u>REQUESTED RATE</u>
T015C	ADC/DCC Deputy Warden	C124	\$60,000
T048C	ADC/DCC Correctional Warden	C127	\$70,000

These rates are based upon classification and correctional facility tier level. The grid is outlined below for your review.

<u>CLASS CODE</u>	<u>CLASSIFICATION TITLE</u>	<u>GRADE</u>	<u>REQUESTED RATE</u>
T015C	ADC/DCC Deputy Warden	C124	Tier I: \$50,000
T015C	ADC/DCC Deputy Warden	C124	Tier II: \$55,000
T015C	ADC/DCC Deputy Warden	C124	Tier III: \$60,000
T015C	ADC/DCC Correctional Warden	C127	Tier I: \$55,000
T015C	ADC/DCC Correctional Warden	C127	Tier II: \$62,500
T015C	ADC/DCC Correctional Warden	C127	Tier III: \$70,000

The Arkansas Department of Correction has requested continuation of the previously approved salary labor market rates, for additional classifications listed below:

<u>CLASS CODE</u>	<u>CLASSIFICATION TITLE</u>	<u>GRADE</u>	<u>MAXIMUM RATE</u>
L001C	Psychologist Supervisor	C129	\$86,072
L097C	ADC Psychologist	C128	\$83,145
L033C	Psychological Examiner	C121	\$64,915

M009C	Licensed Certified Social Worker	C121	\$64,564
M088C	Licensed Master Social Worker	C120	\$62,454
M026C	Licensed Social Worker	C118	\$50,642
M020C	Licensed Professional Counselor	C119	\$60,390
S096C	ADC Construction Project Supv	C119	\$49,000

The salary administration rates for the classifications other than the ADC Construction Project Supv are attached to this document. The construction division classification functions differently. It is a labor market rate signifying the minimum annual salary granted to employees occupying positions in this classification. Employees within ADC's construction division must work within correctional facilities generating contact with the inmate population.

Career Education Dept of Education

0500/0590

2014-2015 Approved Salary Schedule *

Grade C122

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 280 day contract
The average increments were :

Bachelors	Masters	Masters + 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$43,284	\$48,468	\$50,891
1	\$43,806	\$49,024	\$51,475
2	\$44,328	\$49,580	\$52,059
3	\$44,850	\$50,136	\$52,643
4	\$45,372	\$50,692	\$53,227
5	\$45,894	\$51,248	\$53,810
6	\$46,416	\$51,804	\$54,394
7	\$46,938	\$52,360	\$54,978
8	\$47,460	\$52,916	\$55,562
9	\$47,982	\$53,472	\$56,146
10	\$48,504	\$54,028	\$56,729
11	\$49,026	\$54,584	\$57,313
12	\$49,548	\$55,140	\$57,897
13	\$50,070	\$55,696	\$58,481
14	\$50,592	\$56,252	\$59,065
15	\$51,114	\$56,808	\$59,648
16	\$51,636	\$57,364	\$60,232
17	\$52,158	\$57,920	\$60,816
18	\$52,680	\$58,476	\$61,400
19	\$53,202	\$59,032	\$61,984
20	\$53,724	\$59,588	\$62,567
21	\$54,246	\$60,144	\$63,151
22	\$54,768	\$60,700	\$63,735
23	\$55,290	\$61,256	\$64,319
24	\$55,812	\$61,812	\$64,903
25	\$56,334	\$62,368	\$65,488

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

2014-2015 Approved Salary Schedule *

Grade C123

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 280 day contract
The average increments were ;

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$45,448	\$50,891	\$53,436
1	\$45,970	\$51,447	\$54,019
2	\$46,492	\$52,003	\$54,603
3	\$47,014	\$52,559	\$55,187
4	\$47,536	\$53,115	\$55,771
5	\$48,058	\$53,671	\$56,355
6	\$48,580	\$54,227	\$56,938
7	\$49,102	\$54,783	\$57,522
8	\$49,624	\$55,339	\$58,106
9	\$50,146	\$55,895	\$58,690
10	\$50,668	\$56,451	\$59,274
11	\$51,190	\$57,007	\$59,857
12	\$51,712	\$57,563	\$60,441
13	\$52,234	\$58,119	\$61,026
14	\$52,756	\$58,675	\$61,609
15	\$53,278	\$59,231	\$62,193
16	\$53,800	\$59,787	\$62,778
17	\$54,322	\$60,343	\$63,360
18	\$54,844	\$60,899	\$63,944
19	\$55,366	\$61,455	\$64,528
20	\$55,888	\$62,011	\$65,112
21	\$56,410	\$62,567	\$65,695
22	\$56,932	\$63,123	\$66,279
23	\$57,454	\$63,679	\$66,863
24	\$57,976	\$64,235	\$67,447
25	\$58,498	\$64,791	\$68,031

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

2014-2015 Approved Salary Schedule *

Grade C124

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$47,721	\$53,438	\$58,108
1	\$48,243	\$53,982	\$58,692
2	\$48,785	\$54,548	\$59,275
3	\$49,287	\$55,104	\$59,859
4	\$49,809	\$55,680	\$60,443
5	\$50,331	\$56,216	\$60,027
6	\$50,853	\$56,772	\$60,611
7	\$51,375	\$57,328	\$61,194
8	\$51,897	\$57,884	\$61,778
9	\$52,419	\$58,440	\$62,362
10	\$52,941	\$58,996	\$62,946
11	\$53,463	\$59,552	\$63,530
12	\$53,985	\$60,108	\$64,113
13	\$54,507	\$60,664	\$64,697
14	\$55,029	\$61,220	\$65,281
15	\$55,551	\$61,776	\$65,865
16	\$56,073	\$62,332	\$66,449
17	\$56,595	\$62,888	\$67,032
18	\$57,117	\$63,444	\$67,616
19	\$57,639	\$64,000	\$68,200
20	\$58,161	\$64,556	\$68,784
21	\$58,683	\$65,112	\$69,368
22	\$59,205	\$65,668	\$69,951
23	\$59,727	\$66,224	\$70,535
24	\$60,249	\$66,780	\$71,119
25	\$60,771	\$67,336	\$71,703

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

2014-2015 Approved Salary Schedule *

Grade C125

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$50,107	\$56,108	\$58,913
1	\$50,629	\$56,664	\$59,497
2	\$51,151	\$57,220	\$60,081
3	\$51,673	\$57,776	\$60,665
4	\$52,195	\$58,332	\$61,249
5	\$52,717	\$58,888	\$61,832
6	\$53,239	\$59,444	\$62,416
7	\$53,761	\$60,000	\$63,000
8	\$54,283	\$60,556	\$63,584
9	\$54,805	\$61,112	\$64,168
10	\$55,327	\$61,668	\$64,751
11	\$55,849	\$62,224	\$65,335
12	\$56,371	\$62,780	\$65,919
13	\$56,893	\$63,336	\$66,503
14	\$57,415	\$63,892	\$67,087
15	\$57,937	\$64,448	\$67,670
16	\$58,459	\$65,004	\$68,254
17	\$58,981	\$65,560	\$68,838
18	\$59,503	\$66,116	\$69,422
19	\$60,025	\$66,672	\$70,006
20	\$60,547	\$67,228	\$70,589
21	\$61,069	\$67,784	\$71,173
22	\$61,591	\$68,340	\$71,757
23	\$62,113	\$68,896	\$72,341
24	\$62,635	\$69,452	\$72,925
25	\$63,157	\$70,008	\$73,508

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

2014-2015 Approved Salary Schedule *

Grade C128

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 686 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$62,612	\$68,913	\$81,859
1	\$63,134	\$69,469	\$82,442
2	\$63,656	\$69,925	\$83,026
3	\$64,178	\$70,381	\$83,610
4	\$64,700	\$70,837	\$84,194
5	\$65,222	\$71,293	\$84,778
6	\$65,744	\$71,749	\$85,361
7	\$66,266	\$72,205	\$85,945
8	\$66,788	\$72,661	\$86,529
9	\$67,310	\$73,117	\$87,113
10	\$67,832	\$73,573	\$87,697
11	\$68,354	\$74,029	\$88,280
12	\$68,876	\$74,485	\$88,864
13	\$69,398	\$74,941	\$89,448
14	\$69,920	\$75,397	\$90,032
15	\$70,442	\$75,853	\$90,616
16	\$70,964	\$76,309	\$91,199
17	\$71,486	\$76,765	\$91,783
18	\$72,008	\$77,221	\$92,367
19	\$72,530	\$77,677	\$92,951
20	\$73,052	\$78,133	\$93,535
21	\$73,574	\$78,589	\$94,118
22	\$74,096	\$79,045	\$94,702
23	\$74,618	\$79,501	\$95,286
24	\$75,140	\$79,957	\$95,870
25	\$75,662	\$80,413	\$96,454

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

2014-2015 Approved Salary Schedule *

Grade C127

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$55,243	\$61,859	\$64,952
1	\$55,765	\$62,415	\$65,536
2	\$56,287	\$62,971	\$66,120
3	\$56,809	\$63,527	\$66,703
4	\$57,331	\$64,083	\$67,287
5	\$57,853	\$64,639	\$67,871
6	\$58,375	\$65,195	\$68,455
7	\$58,897	\$65,751	\$69,039
8	\$59,419	\$66,307	\$69,622
9	\$59,941	\$66,863	\$70,206
10	\$60,463	\$67,419	\$70,790
11	\$60,985	\$67,975	\$71,374
12	\$61,507	\$68,531	\$71,958
13	\$62,029	\$69,087	\$72,541
14	\$62,551	\$69,643	\$73,125
15	\$63,073	\$70,199	\$73,709
16	\$63,595	\$70,755	\$74,293
17	\$64,117	\$71,311	\$74,877
18	\$64,639	\$71,867	\$75,460
19	\$65,161	\$72,423	\$76,044
20	\$65,683	\$72,979	\$76,628
21	\$66,205	\$73,535	\$77,212
22	\$66,727	\$74,091	\$77,796
23	\$67,249	\$74,647	\$78,379
24	\$67,771	\$75,203	\$78,963
25	\$68,293	\$75,759	\$79,547

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

2014-2015 Approved Salary Schedule *

Grade C128

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$58,005	\$64,952	\$68,200
1	\$58,527	\$65,508	\$68,783
2	\$59,049	\$66,064	\$69,367
3	\$59,571	\$66,620	\$69,951
4	\$60,093	\$67,176	\$70,535
5	\$60,615	\$67,732	\$71,118
6	\$61,137	\$68,288	\$71,702
7	\$61,659	\$68,844	\$72,286
8	\$62,181	\$69,400	\$72,870
9	\$62,703	\$69,956	\$73,454
10	\$63,225	\$70,512	\$74,038
11	\$63,747	\$71,068	\$74,621
12	\$64,269	\$71,624	\$75,205
13	\$64,791	\$72,180	\$75,789
14	\$65,313	\$72,736	\$76,373
15	\$65,835	\$73,292	\$76,957
16	\$66,357	\$73,848	\$77,540
17	\$66,879	\$74,404	\$78,124
18	\$67,401	\$74,960	\$78,708
19	\$67,923	\$75,516	\$79,292
20	\$68,445	\$76,072	\$79,876
21	\$68,967	\$76,628	\$80,459
22	\$69,489	\$77,184	\$81,043
23	\$70,011	\$77,740	\$81,627
24	\$70,533	\$78,296	\$82,211
25	\$71,055	\$78,852	\$82,795

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

2014-2015 Approved Salary Schedule *

Grade C129

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$60,908	\$68,199	\$71,809
1	\$61,427	\$68,755	\$72,193
2	\$61,949	\$69,311	\$72,777
3	\$62,471	\$69,867	\$73,360
4	\$62,993	\$70,423	\$73,944
5	\$63,515	\$70,979	\$74,528
6	\$64,037	\$71,535	\$75,112
7	\$64,559	\$72,091	\$75,696
8	\$65,081	\$72,647	\$76,279
9	\$65,603	\$73,203	\$76,863
10	\$66,125	\$73,759	\$77,447
11	\$66,647	\$74,315	\$78,031
12	\$67,169	\$74,871	\$78,615
13	\$67,691	\$75,427	\$79,198
14	\$68,213	\$75,983	\$79,782
15	\$68,735	\$76,539	\$80,366
16	\$69,257	\$77,095	\$80,950
17	\$69,779	\$77,651	\$81,534
18	\$70,301	\$78,207	\$82,117
19	\$70,823	\$78,763	\$82,701
20	\$71,345	\$79,319	\$83,285
21	\$71,867	\$79,875	\$83,869
22	\$72,389	\$80,431	\$84,453
23	\$72,911	\$80,987	\$85,036
24	\$73,433	\$81,543	\$85,620
25	\$73,955	\$82,099	\$86,204

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

2014-2015 Approved Salary Schedule *

Grade G130

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$558	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$63,850	\$71,609	\$75,189
1	\$64,472	\$72,165	\$75,773
2	\$64,994	\$72,721	\$76,357
3	\$65,516	\$73,277	\$76,941
4	\$66,038	\$73,833	\$77,525
5	\$66,560	\$74,389	\$78,108
6	\$67,082	\$74,945	\$78,692
7	\$67,604	\$75,501	\$79,276
8	\$68,126	\$76,057	\$79,860
9	\$68,648	\$76,613	\$80,444
10	\$69,170	\$77,169	\$81,027
11	\$69,692	\$77,725	\$81,611
12	\$70,214	\$78,281	\$82,195
13	\$70,736	\$78,837	\$82,779
14	\$71,258	\$79,393	\$83,363
15	\$71,780	\$79,949	\$83,946
16	\$72,302	\$80,505	\$84,530
17	\$72,824	\$81,061	\$85,114
18	\$73,346	\$81,617	\$85,698
19	\$73,868	\$82,173	\$86,282
20	\$74,390	\$82,729	\$86,865
21	\$74,912	\$83,285	\$87,449
22	\$75,434	\$83,841	\$88,033
23	\$75,956	\$84,397	\$88,617
24	\$76,478	\$84,953	\$89,201
25	\$77,000	\$85,509	\$89,784

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.