

**SUMMARY OF STATE EMPLOYEE SALARIES AND BENEFITS LEGISLATION  
86TH GENERAL ASSEMBLY, 2007**

**Act 375 - COMPENSATION PLAN**

Revises the compensation plan under the Uniform Classification and Compensation Act for the 2007-2009 biennial period. The Act authorizes a two percent (2.0 %) across the board increase for classified employees.

The pay plans for each fiscal year of the 2007-2009 biennium are authorized as follows:

FISCAL YEAR 2006 - 2007

PAY GRADE	Level I	Level II	Level III	Level IV
Grade 1	\$13,243	\$13,243	\$13,243	\$13,414
Grade 2	\$13,243	\$15,511	\$18,459	\$24,549
Grade 3	\$13,667	\$15,827	\$18,808	\$25,050
Grade 4	\$13,667	\$16,140	\$19,194	\$25,591
Grade 5	\$13,667	\$16,457	\$19,582	\$26,021
Grade 6	\$13,874	\$16,774	\$19,965	\$26,599
Grade 7	\$14,164	\$17,123	\$20,388	\$27,099
Grade 8	\$14,451	\$17,474	\$20,774	\$27,675
Grade 9	\$14,992	\$18,106	\$21,543	\$28,645
Grade 10	\$15,964	\$19,298	\$22,947	\$30,513
Grade 11	\$17,010	\$20,528	\$24,422	\$32,526
Grade 12	\$18,091	\$21,861	\$26,036	\$34,648
Grade 13	\$19,281	\$23,299	\$27,722	\$36,911
Grade 14	\$20,543	\$24,808	\$29,512	\$39,320
Grade 15	\$21,875	\$26,423	\$31,440	\$41,837
Grade 16	\$23,316	\$28,142	\$33,475	\$44,605
Grade 17	\$24,614	\$29,969	\$35,652	\$47,479
Grade 18	\$26,415	\$31,897	\$37,967	\$50,570
Grade 19	\$28,182	\$34,003	\$40,458	\$53,876
Grade 20	\$29,982	\$36,214	\$43,092	\$57,435
Grade 21	\$31,966	\$38,564	\$45,863	\$61,209
Grade 22	\$34,021	\$41,056	\$48,846	\$65,055
Grade 23	\$36,220	\$43,722	\$52,038	\$69,296
Grade 24	\$38,597	\$46,564	\$55,407	\$73,789
Grade 25	\$41,083	\$49,582	\$59,021	\$78,570
Grade 26	\$43,749	\$52,811	\$62,847	\$83,708

FISCAL YEAR 2008 - 2009

PAY GRADE	Level I	Level II	Level III	Level IV
GRADE 1	\$13,508	\$13,508	\$13,508	\$13,682
GRADE 2	\$13,508	\$15,821	\$18,828	\$25,040
GRADE 3	\$13,940	\$16,144	\$19,184	\$25,551
GRADE 4	\$13,940	\$16,463	\$19,578	\$26,103
GRADE 5	\$13,940	\$16,786	\$19,974	\$26,542
GRADE 6	\$14,152	\$17,109	\$20,365	\$27,131
GRADE 7	\$14,447	\$17,465	\$20,796	\$27,641
GRADE 8	\$14,740	\$17,823	\$21,190	\$28,228
GRADE 9	\$15,292	\$18,468	\$21,974	\$29,218
GRADE 10	\$16,283	\$19,684	\$23,406	\$31,124
GRADE 11	\$17,350	\$20,938	\$24,910	\$33,176
GRADE 12	\$18,453	\$22,298	\$26,556	\$35,341
GRADE 13	\$19,667	\$23,765	\$28,276	\$37,649
GRADE 14	\$20,954	\$25,305	\$30,102	\$40,106
GRADE 15	\$22,312	\$26,952	\$32,069	\$42,674
GRADE 16	\$23,783	\$28,705	\$34,145	\$45,497
GRADE 17	\$25,106	\$30,568	\$36,365	\$48,429
GRADE 18	\$26,943	\$32,535	\$38,727	\$51,581
GRADE 19	\$28,745	\$34,683	\$41,267	\$54,954
GRADE 20	\$30,582	\$36,938	\$43,954	\$58,584
GRADE 21	\$32,605	\$39,335	\$46,781	\$62,433
GRADE 22	\$34,702	\$41,877	\$49,823	\$66,356
GRADE 23	\$36,945	\$44,597	\$53,079	\$70,682
GRADE 24	\$39,369	\$47,495	\$56,516	\$75,265
GRADE 25	\$41,904	\$50,574	\$60,202	\$80,141
GRADE 26	\$44,624	\$53,867	\$64,104	\$85,383

**2007 Acts:**  
**ACT 289 - MERIT INCREASE PAY SYSTEM**

Amends Arkansas Code §21-5-1101 to authorize the Department of Finance and Administration to develop and implement a job series promotion system and a merit increase pay system for classified employees subject to the Uniform Classification and Compensation Act and for unclassified employees in all state agencies, boards, and commissions excluding institutions of higher education.

Merit increases may be awarded to employees who satisfy performance evaluation-based criteria developed by agencies and institutions in accordance with rules and policies developed and approved by the Office of Personnel Management after being reviewed by the Legislative Council.

Effective July 1, 2007 employees are eligible for merit increases as follows:

Rating of "Satisfactory"	1.5% increase
Rating of "Above Average"	3.0% increase
Rating of "Exceeds Standards"	4.5% increase

#### **ACT 376 - CLASSIFICATION OF POSITIONS**

Establishes the titles and grades of classified positions for state agencies and institutions of higher education.

#### **ACT 386 - ANNUAL CAREER SERVICE RECOGNITION PAYMENTS**

Amends Arkansas Code §21-5-106 to increase the amount of Career Service Recognition payments to the following:

STATE SERVICE	ANNUAL PAYMENT
10 through 14 years	\$600
15 through 19 years	\$700
20 through 24 years	\$800
25 or more years	\$900

#### **ACT 449 - ANNUAL PERFORMANCE EVALUATION**

Requires that each agency, board, commission, and institution of higher education revise or develop an evaluation process that is conducted annually, begins at least 90 days before the employee's eligibility date, and is completed 30 days before the employee's eligibility date.

The Act also requires that each agency, board, commission, or institution of higher education submit its performance evaluation process and forms to the Office of Personnel Management for review and approval by April 1, 2008.

#### **ACT 606 - ANNUAL AND SICK LEAVE PAYMENTS FOR CERTAIN FIRE AND EMERGENCY SERVICE EMPLOYEES**

Increases the number of days from 30 to 45 for lump sum liquidation of unused annual leave upon termination of service. Also adjusts the number of days of unused sick leave to 180 days that can be paid under Arkansas Code §21-4-501 upon retirement.

#### **ACT 618 - FOUR YEAR INSTITUTIONS OF HIGHER EDUCATION GROWTH POOL**

Establishes a pool of 200 unclassified positions at a maximum salary level of \$94,000 and a pool of 200 classified positions at a maximum grade of 26 for additional positions needed because of enrollment growth.

#### **ACT 619 - TWO YEAR INSTITUTIONS OF HIGHER EDUCATION GROWTH POOL**

Establishes a pool of 250 unclassified positions at a maximum salary level of \$62,500 and a pool of 150 classified positions at a maximum grade of 26 for additional positions needed because of enrollment growth.

## **ACT 620 - NEW OR ADDITIONAL POSITIONS FOR INSTITUTIONS OF HIGHER EDUCATION**

Amends Arkansas Code §6-63-305(b) to increase the number of "provisional" positions in various institutions of higher education.

## **ACT 715 - PERSONAL REIMBURSEMENT TO STATE EMPLOYEES FOR PAYMENT OF TIPS WHILE TRAVELING**

Amends Arkansas Code §19-4-904(b) concerning personal reimbursement to state employees to authorize a maximum of 15% reimbursement for gratuities on meals purchased while on official business.

## **ACT 799 - DEFINITION OF COMPENSATION UNDER THE PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

Includes career service recognition payments and lump sum competency-based promotion and salary adjustments made to state employees to be considered as "recurring remuneration" for purposes of determining retirement benefits.

## **ACT 831 - REQUIRING INSTITUTIONS OF HIGHER EDUCATION TO NOTIFY NEW EMPLOYEES CONCERNING RETIREMENT PLAN OPTIONS**

Act requires each college or university to provide written documentation explaining retirement options to each employee.

## **ACT 868 - STUDY TO REVISE THE CLASSIFICATION AND COMPENSATION PLAN**

The Act requires the Office of Personnel Management to conduct a study of the current state employee pay plan and classification system and report recommendations no later than October 1, 2008. It also requires that the Chairs of the House and Senate Committees on State Agencies and Governmental Affairs (or their designees) and the Cochairs of the Personnel Subcommittee of the Legislative Council (or their designees) be included in the group conducting the study.

## **ACT 991 - AMENDMENT OF THE CRIMINAL BACKGROUND CHECK LAW**

Completes the definition of "Designated Position", mandates the use of the Online Criminal Background Check System, and makes other procedural changes.

## **ACT 1028 - CHILDREN'S EDUCATIONAL ACTIVITY LEAVE FOR STATE EMPLOYEES**

Amends the Leave Act to authorize 8 hours per calendar year for employees to attend or assist with the educational activities of their child.