

2011 SUMMARY OF STATE EMPLOYEE SALARIES AND BENEFITS LEGISLATION

88th GENERAL ASSEMBLY

UNIFORM CLASSIFICATION AND COMPENSATION PLAN

Act 1017 of 2011 - Amends the Uniform Classification and Compensation Act, making the following changes:

- Strikes the Pay Plan implementation percentages from 2009 and inserts the Cost of living Adjustment (COLA) percentages for FY12 (1.86%) and FY13 (2.38%). These percentages are the maximum allowable, should revenues become available, as determined by the Chief Fiscal Officer of the State and upon the approval of the Governor.
- Expands Job Share from 2, to 2 or more persons per position.
- Addresses shift differential to allow OPM the ability to apply shift to the varied work schedules that are currently in use.
- Makes a technical correction to Act 688 of 2009 that equalizes demotions for Professional/Executive employees with Career Service employees.
- Allows agencies to utilize Titles from the Professional and Executive Pay Plan for Extra Help positions.
- Eliminates the Pay Plan Correction Pool that was put in place with the Pay Plan Implementation in 2009. This was used to adjust any errors or inequities that occurred because of the new Pay Plan.
- Changes all Merit Increases to Lump Sum Payments rather than the current practice of salary increases for those employees on the Career Service Pay Plan.

Career Service pay plan, with 30 grades and five pay levels covering classified positions

CAREER SERVICE PAY PLAN

GRADE	PAY LEVEL				
	ENTRY	BASE	MIDPOINT	MAXIMUM	CAREER
C101	\$15,080	\$15,683	\$18,663	\$21,643	\$23,374
C102	\$15,512	\$16,467	\$19,761	\$23,054	\$24,899
C103	\$16,288	\$17,291	\$20,922	\$24,553	\$26,517
C104	\$17,102	\$18,155	\$22,149	\$26,144	\$28,235
C105	\$17,957	\$19,063	\$23,448	\$27,832	\$30,059
C106	\$18,855	\$20,016	\$24,820	\$29,624	\$31,994
C107	\$19,798	\$21,017	\$26,271	\$31,525	\$34,048
C108	\$20,788	\$22,068	\$27,805	\$33,543	\$36,227
C109	\$21,827	\$23,171	\$29,427	\$35,684	\$38,538
C110	\$22,919	\$24,330	\$31,142	\$37,954	\$40,991
C111	\$24,065	\$25,546	\$32,955	\$40,363	\$43,592
C112	\$25,268	\$26,824	\$34,871	\$42,918	\$46,351

C113	\$26,531	\$28,165	\$36,614	\$45,064	\$48,669
C114	\$27,858	\$29,573	\$38,445	\$47,317	\$51,102
C115	\$29,251	\$31,052	\$40,367	\$49,683	\$53,657
C116	\$30,713	\$32,604	\$42,386	\$52,167	\$56,340
C117	\$32,249	\$34,234	\$44,505	\$54,775	\$59,157
C118	\$33,861	\$35,946	\$46,730	\$57,514	\$62,115
C119	\$35,554	\$37,743	\$49,067	\$60,390	\$65,221
C120	\$37,332	\$39,631	\$51,124	\$62,616	\$67,626
C121	\$39,199	\$41,612	\$53,264	\$64,915	\$70,108
C122	\$41,159	\$43,693	\$55,490	\$67,287	\$72,670
C123	\$43,217	\$45,877	\$57,806	\$69,734	\$75,312
C124	\$45,377	\$48,171	\$60,214	\$72,257	\$78,038
C125	\$47,646	\$50,580	\$62,719	\$74,858	\$80,847
C126	\$50,029	\$53,109	\$65,324	\$77,539	\$83,742
C127	\$52,530	\$55,764	\$68,032	\$80,301	\$86,725
C128	\$55,156	\$58,553	\$70,849	\$83,145	\$89,796
C129	\$57,914	\$61,480	\$73,776	\$86,072	\$92,958
C130	\$60,810	\$64,554	\$76,819	\$89,085	\$96,212

Professional & Executive pay plan, with 22 grades and three pay levels covering some higher level classified positions and converts most of the previously non-classified positions to the classification system.

PROFESSIONAL & EXECUTIVE PAY PLAN

GRADE	PAY LEVEL		
	BASE	MIDPOINT	MAXIMUM
N901	\$65,000	\$73,125	\$81,250
N902	\$67,600	\$76,050	\$84,500
N903	\$70,304	\$79,092	\$87,880
N904	\$73,116	\$82,256	\$91,395
N905	\$76,041	\$85,546	\$95,051
N906	\$79,082	\$88,968	\$98,853
N907	\$82,246	\$92,526	\$102,807
N908	\$85,536	\$96,228	\$106,919
N909	\$88,957	\$100,077	\$111,196
N910	\$92,515	\$104,080	\$115,644
N911	\$96,216	\$108,243	\$120,270
N912	\$100,065	\$112,573	\$125,081
N913	\$104,067	\$117,075	\$130,084
N914	\$108,230	\$121,759	\$135,287

N915	\$112,559	\$126,629	\$140,699
N916	\$117,061	\$131,694	\$146,327
N917	\$122,914	\$138,279	\$153,643
N918	\$130,289	\$146,575	\$162,862
N919	\$139,410	\$156,836	\$174,262
N920	\$150,562	\$169,383	\$188,203
N921	\$164,113	\$184,627	\$205,141
N922	\$180,524	\$203,090	\$225,655

OTHER PERSONNEL RELATED LEGISLATION

2011 Acts:

Act 14 (HB1157)

- To increase the probationary period of police officers selected for the Arkansas State Police from 1 year to 18 months.

Act 274 (SB310)

- Regarding the payment of special judges. Amends Arkansas code 16-10-119 to include reimbursements for Circuit and Retired Judges serving as special judges. It also sets the compensation of a licensed attorney who is elected as a special judge under Amendment 80 to one-half the rate fixed by law for regularly elected circuit judges.

Act 702 (HB1924)

- To revise the payroll deductions for state employees to include deposits into a tax-deferred college savings plan established under §6-84-101 et. seq. or a tax-deferred tuition savings program established by another state under 26 U.S.C. §529.

LEGISLATION SPECIFIC TO PUBLIC EMPLOYEE RETIREMENT

2011 Acts:

Act 17 (SB58)

- To amend various statutes concerning the Arkansas Local Police and Fire Retirement System.

Act 18 (SB 74)

- To amend the definitions regarding the Arkansas State Highway Employees' Retirement System.

Act20 (SB139)

- To clarify the meaning of the term "Compensation" for purposes of retirement for employees for the Arkansas Scholarship Lottery Commission. A commission employees compensation for retirement purposes includes only the base salary of the employee under §23-115-305 and does not include any multipliers or special salary allowances.

Act 38 (SB172)

- To make technical corrections to the Public Retirement Systems; to bring the Public Retirement Systems into compliance with Federal law.

Act 40 (HB1018)

- To define "terminate" as that term applies to eligibility for retirement under the Arkansas Public Employees' Retirement System. This means a complete severance of the employer-employee relationship and the member has ceased performing any services or duties for the employer. Also specified is that Termination does not mean a leave of absence or performance of job duties without remuneration.

2011 Acts:

Act 45 (HB1223)

- To make technical corrections to Title 24, Chapter 7, of the Arkansas Code concerning the Arkansas Teacher Retirement System and to include cancelation of applications if not completed within 6 months after the effective date of benefits.

Act 66 (HB1111)

- To allow members of the Arkansas Teacher Retirement System to purchase Armed Forces Reserve service credit; to allow the purchase of one year of credit in the Arkansas Teacher Retirement System for one year of service in the National Guard and Armed Forces Reserve up to a maximum of five years.

Act 91 (SB57)

- Concerning service credit for former military personnel under the Arkansas Local Police and Fire Retirement System. Arkansas Code §24-10-510 is amended to change the number of years eligible for purchase from 2 years to 5 years.

Act 137 (HB1143)

- To allow a member to be eligible for disability benefits, survivor benefits, and lump-sum death benefits under the Arkansas Teacher Retirement System for an additional fiscal year after the last fiscal year of actual service; to authorize the Board of Trustees of the Arkansas Teacher Retirement system to promulgate rules concerning annuity options.

Act 138 (HB1147)

- To limit the number of years that the Arkansas Teacher Retirement System, a benefit participant, or an employer may look back when adjusting records, correcting overpayments, correcting underpayments, correcting contribution calculations, or correcting benefit calculations to the system.

Act 140 (HB1158)

- To allow additional time for members of the Arkansas Public Employees' Retirement System to select contributory service. Arkansas Code §24-4-1101 is amended to allow non contributory public employees to elect for contributory coverage for 6 months from July 1, 2011.

Act 224 (HB1135)

- To repeal the choice to rescind retirement; to make the Arkansas Teacher Retirement System statutes consistent with other state pension plans. Repeals Arkansas Code §24-7-717.

Act 225 (HB1140)

- To prevent inequity in the calculation of final average salary by removing the antispiking provisions for a major gap of employment under the Arkansas Teacher Retirement System.

Act 513 (SB126)

- To establish the right of an Arkansas Teacher Retirement System member to remain an active member when employed by an institution of higher education; to enable institutions of higher education to recruit experienced public school employees by allowing the employer to enroll vested members of the Arkansas Teacher Retirement System after July 1, 2011; to provide accurate verification and reporting requirements.

Act 558 (SB127)

- To provide that employers in the Arkansas Public Employees' Retirement System must make contributions for both active and retired members who have returned to work. Also, members entering the DROP program shall cease contributions to the system while employers contributions will continue.

2011 Acts:

Act 562 (HB1112)

- To allow members to the State Police Retirement System to purchase credited service in the system for a period not exceed five (5) years for service in the National Guard or Armed Forces Reserve.

Act 565 (HB1216)

- To define “terminate” as that term applies to eligibility for retirement under the Arkansas Teacher Retirement System. A member of the Arkansas Teacher Retirement System shall terminate covered employment and remain terminated during the members applicable termination separation period to become and remain eligible for retirement. A member who fails to meet requirements shall repay retirement benefits and forfeit all future benefits until a new completed application is processed.

Act 774 (SB41)

- To extend the termination period required for retirement purposes for individuals who receive at least two-for-one service credit under the Arkansas Public Employees’ Retirement System from 180 days to 1 year.

Act 974 (SB86)

- To increase the number of days employed to earn credited service under the Arkansas Teacher Retirement System each fiscal year.

Act 1191 (HB2096)

- Arkansas Code §16-17-108 is amended regarding salaries of County District Court Judges and court clerks.

LEGISLATION SPECIFIC TO THE INSTITUTIONS OF HIGHER EDUCATION

2011 Acts:

Act 1065 (SB104)

- Appropriation for the Dept of Higher Education. Regarding the creation of two new Growth Pools available to 4 year and 2 year Institutions of Higher Education (Sect 40).