

**SUMMARY OF STATE EMPLOYEE SALARIES AND BENEFITS LEGISLATION**

**89<sup>TH</sup> GENERAL ASSEMBLY, 2013**

**UNIFORM CLASSIFICATION AND COMPENSATION PLAN**

**Act 1321 (SB952)**

- Section 1. Revised to contain all the personnel classifications for the state since the adoption of the new pay plan in 2009, including the new classifications created during the 2013 Regular Session.
- Section 2 . Provides the authorization of a two percent (2%) COLA for the 2013-14 Fiscal Year. There is not a COLA authorized for the 2014-15 Fiscal Year.
- Section 3. Revised to eliminate the use of entry to base compensation plans.
- Section 4. Deleted redundant language related to hazardous duty pay as well as references allowing compensation differentials to exceed maximum or career pay levels. Authorizes exceeding maximum and career salary levels for approved additional compensation.
- Section 6. Revised the effective dates for Merit Increases.

**Career Service** pay plan, 30 grades and five pay levels covering classified titles.

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

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 and Executive pay plan, with 22 grades and 3 pay levels covering higher level classified positions and previously non-classified positions.

<b>CAREER SERVICE PAY PLAN</b>			
<b>PAY GRADE</b>	<b>BASE</b>	<b>MIDPOINT</b>	<b>CAREER</b>
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

<b>N905</b>	<b>\$76,041</b>	<b>\$85,546</b>	<b>\$95,051</b>
<b>N906</b>	<b>\$79,082</b>	<b>\$88,968</b>	<b>\$98,853</b>
<b>N907</b>	<b>\$82,246</b>	<b>\$92,526</b>	<b>\$102,807</b>
<b>N908</b>	<b>\$85,536</b>	<b>\$96,228</b>	<b>\$106,919</b>
<b>N909</b>	<b>\$88,957</b>	<b>\$100,077</b>	<b>\$111,196</b>
<b>N910</b>	<b>\$92,515</b>	<b>\$104,080</b>	<b>\$115,644</b>
<b>N911</b>	<b>\$96,216</b>	<b>\$108,243</b>	<b>\$120,270</b>
<b>N912</b>	<b>\$100,065</b>	<b>\$112,573</b>	<b>\$125,081</b>
<b>N913</b>	<b>\$104,067</b>	<b>\$117,075</b>	<b>\$130,084</b>
<b>N914</b>	<b>\$108,230</b>	<b>\$121,759</b>	<b>\$135,287</b>
<b>N915</b>	<b>\$112,559</b>	<b>\$126,629</b>	<b>\$140,699</b>
<b>N916</b>	<b>\$117,061</b>	<b>\$131,694</b>	<b>\$146,327</b>
<b>N917</b>	<b>\$122,914</b>	<b>\$138,279</b>	<b>\$153,643</b>
<b>N918</b>	<b>\$130,289</b>	<b>\$146,575</b>	<b>\$162,862</b>
<b>N919</b>	<b>\$139,410</b>	<b>\$156,836</b>	<b>\$174,262</b>
<b>N920</b>	<b>\$150,562</b>	<b>\$169,383</b>	<b>\$188,203</b>
<b>N921</b>	<b>\$164,113</b>	<b>\$184,627</b>	<b>\$205,141</b>
<b>N922</b>	<b>\$180,524</b>	<b>\$203,090</b>	<b>\$225,655</b>

OTHER PERSONNEL RELATED LEGISLATION

Act 504 (HB1366)

- Prioritizes the disbursement of Administration of Justice Funds for salary purposes to Court Reporters, Trial Court Administrative Assistants and the Executive Director for the Arkansas District Judges Council if available funds are not fully sufficient to disburse to all receiving entities receiving an allocation from the Administration of Justice Fund.
- Authorizes a transfer of up to \$4,000,000 during any fiscal year from the Budget Stabilization Trust Fund to the State Administration of Justice Fund if required to

help meet the commitments of the fund. Provides the authority for payback if the Chief Fiscal Officer of the State determines there is a positive balance remaining in the State Administration of Justice Fund at the end of the fiscal year.

Act 1080 (SB805)

- Amends Arkansas Code § 21-1-610 concerning the confidentiality of certain persons making a Whistleblower claim.

Act 134 (HB1244)

- Adds Developmentally Disabled children to the definition of “Child” in Arkansas Code § 21-4-216 referring to state employee’s leave for participation in educational activities.

Act 452 (SB 232)

- Automatic enrollment for new employees into the “Deferred Compensation Plan” at 3% of the employees annual compensation. Employees have 90 days to opt out of the initial automatic enrollment .

Act 997 (HB1895)

- Allows employees to donate accrued sick leave to other employees within the same agency that may have a severe illness or a family member with a severe illness.

Act 1448 (HB1025)

- An act concerning state employee grievances and possible relief for grievances.

LEGISLATION RELATED TO RETIREMENT

Act 310 (HB1125)

- Amends “Lump Sum Service “definition for members of the Highway Department Retirement System.

Act 309 (HB1124)

- Adjusts eligibility requirements for benefits relating to the health care of members of the Arkansas Highway Employees Retirement System.

Act 332 (SB105)

- Amends the state employee retirement law, by clarifying definitions and ensuring termination prior to payment of annuity.

Act 331 (HB1128)

- Amends the law related to health insurance eligibility for retirees.

LEGISLATION SPECIFIC TO THE DEPARTMENT OF HIGHER EDUCATION

Act 533 (SB812)

- Amends the requirements and qualifications for the Director of the Department of Higher Education set out in Arkansas Code § 6-61-203.