

Act 365 of 2017: State Agencies Uniform Classification and Compensation Act

- This Act replaces the existing pay grade schedule for State Agency employees by implementing four new Pay Grade structures effective July 1, 2017. The four new pay plan schedules are:
 1. General Salaries – Grades GS 1 starting salary at \$22,000 through GS15 starting salary at \$96,960. This schedule will apply to over 24,000 state employees. State jobs requiring a college degree start at a GS6 with a minimum salary of \$36,155.
 2. Senior Executive – Grades SE1 starting salary is \$108,110 through SE5 starting salary at \$167,096. This plan mirrors the federal pay practice for state agency executives.
 3. Information Technology – Grades IT1 starting at \$33,403 through IT12 starting at \$111,504. This schedule will apply to over 690 state employees classified in Information Technology positions.
 4. Medical Professional – Grades MP1 starting salary at \$63,830 through MP10 starting salary at \$175,620. This schedule will apply to over 922 state employees and will cover nurses, physicians, pharmacists and medical specialists.
 - All reference to Higher Education has been removed from code. Higher Education now has its own Classification and Compensation Act (Act 599) and the Department of Higher Education will now be the reviewing and approving authority for all positions and classifications at institutions of higher education.
 - Implementation of the new pay grade structure will include a 1% salary increase for all state agency employees. If the 1% increase does not bring the employee to the minimum salary of the new grade, they will be adjusted to the minimum.
 - \$22 million dollars in new general revenue support has been provide for the implementation of the new pay grades.
 - The Extra Help limitation of total hours an extra help employee can work was increased from 1,000 to 1,500 annually.
 - The act now gives authority to pay Directors up to 50% over the maximum salary of the grade and 10% of an agency's employees up to 25% over the maximum of the grade. This authority is contingent of the approval of DFA and the Arkansas Legislative Council or Joint Budget Committee.
 - Agency Directors have the authority to provide increased entry rates up to 15% over the entry salary of the grade for new employees as well as provide 10% increases once a biennium to existing employees. All adjustments will be reported to DFA and Arkansas Legislative Council.
 - In order for DFA to account for any errors in grades included in the act, DFA has 1000 swap pool positions that can be used to fix issues that may arise.
 - DFA is tasked with revamping the Performance Evaluation System. They will provide a detailed plan to the Arkansas Legislative Council for review.
 - Merit Increases will no longer be paid as a lump sum payment. All merit increases will be paid as base salary increases, pending available funding. If funding is not available the Governor still has the authority to withhold payments all together.
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FY2018 State Agency Pay Grades

General Salary Pay Grid (GS)			
Grade	Min	Mid	Max
MW	\$ 17,680	\$ 19,760	\$ 21,840
GS1	\$ 22,000	\$ 26,950	\$ 31,900
GS2	\$ 23,335	\$ 28,585	\$ 33,835
GS3	\$ 26,034	\$ 31,892	\$ 37,749
GS4	\$ 29,046	\$ 35,581	\$ 42,116
GS5	\$ 32,405	\$ 39,696	\$ 46,987
GS6	\$ 36,155	\$ 44,290	\$ 52,424
GS7	\$ 40,340	\$ 49,417	\$ 58,493
GS8	\$ 45,010	\$ 55,137	\$ 65,264
GS9	\$ 50,222	\$ 61,522	\$ 72,821
GS10	\$ 56,039	\$ 68,648	\$ 81,256
GS11	\$ 62,531	\$ 76,600	\$ 90,669
GS12	\$ 69,776	\$ 85,476	\$ 101,175
GS13	\$ 77,862	\$ 95,381	\$ 112,899
GS14	\$ 86,887	\$ 106,437	\$ 125,986
GS15	\$ 96,960	\$ 118,776	\$ 140,592
Jobs with College Degrees Start at GS6			

Senior Executive Pay Grid (SE)		
Grade	Min	Max
SE1	\$ 108,110	\$ 147,200
SE2	\$ 120,543	\$ 157,100
SE3	\$ 134,406	\$ 167,000
SE4	\$ 149,862	\$ 181,500
SE5	\$ 167,096	\$ 201,700
Pay can be affixed anywhere within range.		
Governor can approved up to 50% over Maximum.		

Information Technology Pay Grid (IT)			
Grade	Min	Mid	Max
IT1	\$ 33,403	\$ 40,918	\$ 48,434
IT2	\$ 37,266	\$ 45,650	\$ 54,035
IT3	\$ 41,578	\$ 50,933	\$ 60,288
IT4	\$ 46,391	\$ 56,829	\$ 67,266
IT5	\$ 51,762	\$ 63,408	\$ 75,054
IT6	\$ 57,755	\$ 70,750	\$ 83,745
IT7	\$ 64,445	\$ 78,945	\$ 93,445
IT8	\$ 71,704	\$ 87,837	\$ 103,970
IT9	\$ 80,242	\$ 98,297	\$ 116,351
IT10	\$ 89,541	\$ 109,688	\$ 129,834
IT11	\$ 99,920	\$ 122,402	\$ 144,884
IT12	\$ 111,504	\$ 136,592	\$ 161,680
Information Technology Specific Positions Only			

MEDICAL PROFESSIONAL (MP)			
Grade	Min	Mid	Max
MP1	\$63,830	\$75,958	\$88,058
MP2	\$71,403	\$85,683	\$99,964
MP3	\$79,879	\$96,654	\$113,428
MP4	\$89,368	\$109,029	\$128,690
MP5	\$99,991	\$122,989	\$145,987
MP6	\$111,884	\$138,736	\$165,588
MP7	\$125,200	\$156,500	\$187,800
MP8	\$140,109	\$176,537	\$212,966
MP9	\$156,804	\$199,140	\$241,478
MP10	\$175,620	\$224,033	\$270,455
Nurses, Physicians, Pharmacists, Dentist, Medical Specialist			

Act 599 of 2017: Institutions of Higher Education Uniform Classification and Compensation Act

- This pay grade system applies only to state employees at Institutions of Higher Education.
- The Department of Higher Education is charged with reviewing and approving authority for all positions and classifications for all the Institutions.
- This retains the previous Career Service and Professional & Executive Pay Plan structure.
- This includes up to a 2% salary increase for classified employees at Institutions of Higher Education. However the amount of increase may differ from institution to institution. Also, an institution may provide more than a 2% increase if approved by the Department of Higher Education and reviewed by the Arkansas Legislative Council.
- Provides a Central Growth Pool of 400 positions for unanticipated needs if approved by the Department of Higher Education and reviewed by Arkansas Legislative Council.
- The Merit Increase system for Institutions of Higher Education remains unchanged with percentages based on employee performance evaluations. It also allows institutions to continue to provide Merit as a lump sum payment or a base salary increase.
- The Department of Higher Education will be responsible for establishing a Performance Evaluation structure for all Institutions of Higher Education.

Higher Education Institutions Career Service Pay Plan Schedule

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

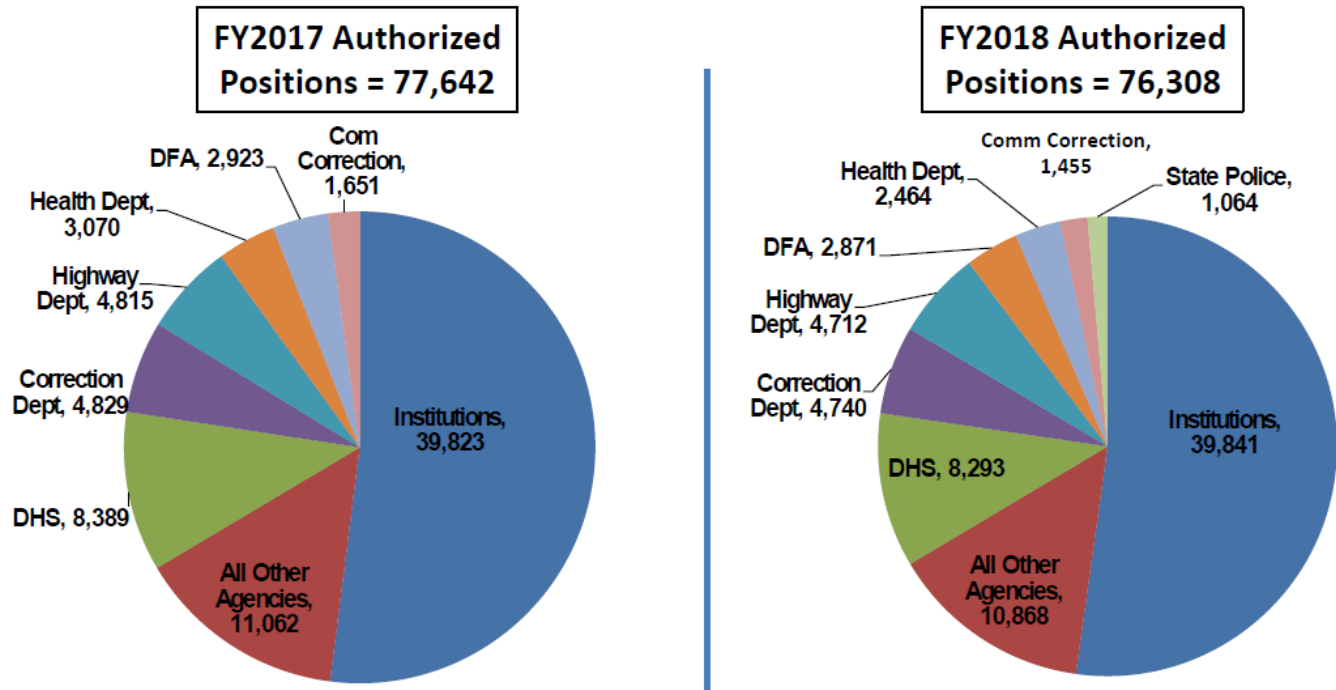
C121	\$39,199	\$41,612	\$53,264	\$64,915	\$70,108
C122	\$41,159	\$43,693	\$55,490	\$67,287	\$72,670
C123	\$43,217	\$45,877	\$57,806	\$69,734	\$75,312
C124	\$45,377	\$48,171	\$60,214	\$72,257	\$78,038
C125	\$47,646	\$50,580	\$62,719	\$74,858	\$80,847
C126	\$50,029	\$53,109	\$65,324	\$77,539	\$83,742
C127	\$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

Higher Education Institutions Professional & Executive Pay Plan Schedule

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

State Agency and Institutions of Higher Education Authorized Positions Pie Charts

AUTHORIZED POSITIONS



- Fiscal Year 2017 Total Authorized Positions is 77,642. Institutions of Higher Education authorized positions made up 51% or 39,823 of that total.
- Fiscal Year 2018 Total Authorized Positions is 76,306 - Institutions of Higher Education authorized positions made up 52% or 39,841.
- Fiscal Year 2018 compared to Fiscal Year 2017 has a decrease of 1,336 authorized positions. State Agencies has a total decrease of 1,354 and Institutions of Higher Education has an increase of 18 authorized positions in Fiscal Year 2018.

AUTHORIZED POSITIONS FOR FY2017 AND FY2018

Agency Board or Commission	FY2017 Authorized Positions	FY2018 Authorized Positions	FY2018 Over/Under FY2017
Abstracters' Board	1	1	0
Accountancy Board	9	9	0
Administrative Office of the Courts	388	389	1
Aeronautics Department	5	5	0
Agriculture Department	588	568	-20
Appraisers Licensing and Certif. Board	4	4	0
Architects, Landscape Archts Interior Design	3	3	0
Assessment Coordination Department	36	36	0
Attorney General Office	174	174	0
Auctioneer's Licensing Board	1	1	0
Auditor of State	288	287	-1
Bail Bondman Licensing Board	4	4	0
Bank Department	72	72	0
Barber Examiners Board	4	4	0
Burial Association Board (Transferred See Insurance Department)	-	-	-
Capitol Zoning District Commission	3	3	0
Career Education Department	96	92	-4
Career Education Rehabilitation	537	510	-27
Child Abuse & Neglect Prevention Board (Transferred See DHS-DCFS)	-	-	-
Chiropractic Examiners Board	2	2	0
Claims Commission	10	10	0
Collection Agencies	4	4	0
Community Correction Department	1,651	1455	-196
Contractors Licensing Board	20	18	-2
Correction Department	4,829	4740	-89
Counseling Examiners Board	3	4	1
Court of Appeals	49	49	0
Crime Information Center	75	74	-1
Crime Laboratory	144	144	0
Crowley's Ridge Technical Institute	57	54	-3
Dental Examiners Board	3	3	0
Heritage Department	169	169	0
Development Finance Authority	62	60	-2
Development Finance Authority - Fair Housing Commission	13	12	-1
Development Finance Authority - Student Loan Authority	5	4	-1
Development Finance Authority - Subtotal	80	76	-4
DFA- Building Authority	72	72	0
DFA-Alcohol Beverage Control Administration Division	12	14	2
DFA-Alcohol Beverage Control Enforcement Division	20	27	7
DFA-Child Support Enforcement, Office of	840	808	-32
DFA-Management Services Division	464	459	-5

DFA-Racing Commission	14	14	0
DFA-Revenue Services Division	1,501	1477	-24
Department of Finance and Administration (DFA) - Subtotal	2,923	2,871	-52
DHS-Aging and Adult Services Division	310	291	-19
DHS-Behavioral Health Division	1,167	1079	-88
DHS-Child Care and Early Childhood Education Division	204	182	-22
DHS-Children and Family Services	1,127	1215	88
DHS-Children and Family Services - Child Abuse & Neglect Prev. Brd	2	2	0
DHS-County Operations Division	1,782	1770	-12
DHS-County Operations Division-Medicaid Expansion	60	60	0
DHS-Developmental Disabilities Services Division	2,708	2611	-97
DHS-Directors Office of Department of Human Services	531	678	147
DHS-Medical Services Division	329	261	-68
DHS-Medical Svcs-Medicaid Expansion	2	2	0
DHS-Services for the Blind Division	76	78	2
DHS-Youth Services Division	91	62	-29
Department of Human Services (DHS) - Subtotal	8,389	8,291	-98
Dietetics Licensing Board	1	1	0
Disability Determination for Social Security Administration	479	479	0
Disabled Veterans' Services Office	1	1	0
Dispensing Opticians Board	1	1	0
Economic Development Commission	121	119	-2
Education Department	361	357	-4
Education Department - Public School Facilities/Transportation	32	32	0
Education Department - Public School Fund	56	56	0
Educational Television Commission	109	104	-5
Election Commissioners	7	7	0
Embalmers and Funeral Directors Brd (Transferred See Insurance Dept)	-	-	-
Emergency Management	104	100	-4
Engineers and Land Surveyors Board	6	6	0
Environmental Quality Department	422	405	-17
Ethics Commission	12	9	-3
Fair Housing Commission (Transferred See Develop. Finance Auth.)	-	-	-
Fire Protection Licensing Board	3	3	0
Game and Fish Commission	616	625	9
Geographic Information Services Office	10	12	2
Geological Survey	30	30	0
Governor, Office of	60	60	0
Governor's Mansion Commission	10	10	0
Health Department	3,058	2450	-608
Health Department - Office of Health Information Technology	12	14	2
Health Department - Subtotal	3,070	2,464	-606
Health Services Permit Agency	6	6	0
Higher Education Department	49	42	-7
Higher Education Department - Private Career Education Board	4	3	-1

Higher Education Department - Subtotal	53	45	-8
Highway and Transportation	4,815	4712	-103
Home Inspector Registration Board	1	1	0
House of Representatives	49	48	-1
Information Systems Department	262	263	1
Insurance Department	217	184	-33
Insurance Department - Burial Association Board	3	3	0
Insurance Department - Embalmers & Funeral Directors Board	3	3	0
Insurance Department - Subtotal	223	190	-33
Judicial Discipline and Disability Commission	6	6	0
Labor Department	99	94	-5
Lands, Commissioner of State	45	45	0
Law Enforcement Standards & Training Commission	56	55	-1
Legislative Audit, Division of	292	292	0
Legislative Research, Bureau of	130	130	0
Lieutenant Governor, Office of the	3	3	0
Liquefied Petroleum Gas Board	7	7	0
Manufactured Home Commission	3	3	0
Martin Luther King, Jr. Commission	4	4	0
Medical Board	45	45	0
Military Department	666	600	-66
Minority Health Commission, Arkansas	9	9	0
Motor Vehicle Commission	7	7	0
Natural Resources Commission, Arkansas	93	88	-5
Northwest Technical Institute	69	75	6
Nursing Board	29	29	0
Office of Health Information Tech. (Transferred See Health Dept.)	-	-	-
Office of Medicaid Inspector General	37	39	2
Oil & Gas Commission	44	44	0
Optometry Board	2	2	0
Parks & Tourism	799	799	
Parks & Tourism - War Memorial Stadium Commission	7	6	-1
Parks and Tourism Department - Subtotal	806	805	-1
Parole Board	25	27	2
Pharmacy Board	11	11	0
Physical Therapy Board	2	2	0
Private Career Education Board (Transferred See Higher Ed Dept.)	-	-	-
Prosecutor Coordinator Office	12	12	0
Psychology Board	2	2	0
Public Defender Commission	257	272	15
Public Employee Retirement System	82	82	0
Public Service Commission	114	114	0
Real Estate Commission	15	15	0
Riverside Vocational Technical School	36	36	0
Blind School	106	105	-1
Deaf School	161	161	0

Secretary of State	161	161	0
Securities Department	39	38	-1
Senate	15	15	0
Sentencing Commission	5	5	0
Social Work Licensing Board	2	2	0
Speech-Language Pathology & Audiology Board	1	1	0
Spinal Cord Commission	30	30	0
State Library	56	52	-4
State Police	1,080	1064	-16
Student Loan Authority (Transferred See Development Finance Auth)	-	-	-
Supreme Court	68	70	2
Teacher Retirement System	101	96	-5
Tobacco Control Board	31	31	0
Tobacco Settlement Commission	2	2	0
Towing and Recovery Board	5	5	0
Treasurer of State	33	33	0
Veterans' Affairs, Department of	275	290	15
Veterans' Child Welfare Service Office	2	2	0
Veterinary Medical Board	1	1	0
War Memorial Stadium Com. (Transferred See Parks and Tourism)	-	-	-
Waterways Commission	3	3	0
Workers' Compensation Commission	115	115	0
Workforce Services Department	978	958	-20
	FY2017 Total	FY2018 Total	Change Level
Total Authorized Positions for State Agencies, Boards and Commissions	37,819	36,467	-1,352

Institution of Higher Education	FY2017 Authorized Positions	FY2018 Authorized Positions	FY2018 Over/Under FY2017
Arkansas Northeastern College	312	312	0
Arkansas Tech	1,670	1670	0
ASU - Beebe	579	543	-36
ASU - Jonesboro	2,304	2284	-20
ASU - Mid-South	316	316	0
ASU - Mountain Home	187	198	11
ASU - Newport	304	310	6
Black River Technical College	311	313	2
College of the Ouachitas	224	224	0
Cossatot Community College of U of A	235	235	0
East Arkansas Community College	308	308	0
Henderson State	712	645	-67
National Park College	384	383	-1
North Arkansas College	408	399	-9

Northwest Arkansas Community College	1,064	1071	7
Ozarka College	219	219	0
SAU - Tech	329	329	0
South Arkansas Community College	330	327	-3
Southeast Arkansas College	358	359	1
Southern Arkansas University	489	524	35
U of A - Community College at Batesville	272	272	0
U of A - Community College at Hope	212	212	0
U of A - Community College at Morrilton	299	293	-6
U of A - Community College at Rich Mountain	133	133	0
U of A - Fayetteville and UA System	7,616	7704	88
U of A - Fort Smith	1,119	1119	0
U of A - Monticello	640	653	13
U of A - Phillips Community College	325	325	0
U of A - Pine Bluff	870	878	8
U of A - Pulaski Technical College	998	998	0
UALR	2,302	2291	-11
UAMS	11,741	11741	0
University of Central Arkansas	2,253	2253	0
	FY2017 Total	FY2018 Total	Change Level
Total Authorized Positions for Institutions	39,823	39,841	18

GRAND TOTAL POSITIONS	FY2017 Total	FY2018 Total	Change Level
STATE AGENCIES AND INSTITUTIONS	77,642	76,308	-1,334