

Act 981 of 2019: State Agencies Uniform Classification and Compensation Act

- Act 981 made no changes to the current pay plan structure that was put in place in FY18. The majority of changes revolve around the movement of the Office of Personnel Management (OPM) from the Department of Finance and Administration to the Department of Transformation and Shared Services based on the Transformation and Efficiencies Act of 2019 (Act 910).
- OPM reports to the Secretary of the Department of Shared Services. The Secretary of the Department of Shared Services will work in conjunction with the Chief Fiscal Officer to determine the available funding for Annual Career Service Recognition Payments.
- Act 981 eliminated language in A.C.A 21-5-211 which provided for the pay plan implementation. This language dictated the amounts employees received in FY18 when the new pay plan was introduced.
- There is no Cost of Living Adjustment authorized in Act 981. However, employees are eligible for salary increases through A.C.A 21-5-1101 based on performance evaluations and the merit increase pay system.

FY2020 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 763 of 2019: Institutions of Higher Education Uniform Classification and Compensation Act

- Act 763 implemented a new pay plan structure for the institutions of higher education. The minimum salary levels were adjusted for each pay grade due to the new minimum wage standards. The salary maximums are adjusted for grades based on the new entry with 55% variation between the minimum and maximum of the grade. A 4% adjustment is established between the grades.
- To implement the new pay plan structure, the rate of compensation a classified employee will receive on July 1, 2019 is a one percent (1%) increase above the employee's current salary. This salary may allow an employee's compensation to exceed the maximum pay level amount set out for the position.
- In addition to the 1% compensation increase to the maximum annual salary on July 1, 2019, the salary may be increased by up to two percent (2%) with written approval by the Director of the Department of Higher Education; or more than two percent (2%) only with written approval of the director after review by the Legislative Council or, if the General Assembly is in session, the Joint Budget Committee. The salary increase may be established as an increase to the employee's salary or as a lump sum.
- With the approval of the Legislative Council or, if the General Assembly is in session, the Joint Budget Committee, salaries may exceed the maximum pay level for the grade assigned by the classification by no more than twenty-five percent (25%) for no more than ten percent (10%) of the positions authorized in the institution's appropriation act.

Higher Education Institutions Career Service Pay Plan Schedule

Grade	Minimum	15% Above Minimum	Midpoint	30% Above Minimum	Maximum
C101	\$20,800	\$23,920	\$26,520	\$27,040	\$32,240
C102	\$21,127	\$24,295	\$27,328	\$27,464	\$33,530
C103	\$21,453	\$24,671	\$28,162	\$27,889	\$34,871
C104	\$21,780	\$25,046	\$29,023	\$28,313	\$36,266
C105	\$22,106	\$25,422	\$29,911	\$28,738	\$37,716
C106	\$22,433	\$25,797	\$30,829	\$29,162	\$39,225
C107	\$22,759	\$26,173	\$31,776	\$29,587	\$40,794
C108	\$23,086	\$26,548	\$32,756	\$30,011	\$42,426
C109	\$23,412	\$26,924	\$33,767	\$30,436	\$44,123
C110	\$23,739	\$27,299	\$34,813	\$30,860	\$45,888
C111	\$24,065	\$27,675	\$35,894	\$31,285	\$47,723
C112	\$25,268	\$29,058	\$37,450	\$32,848	\$49,632
C113	\$26,531	\$30,511	\$39,074	\$34,490	\$51,617
C114	\$27,858	\$32,037	\$40,770	\$36,215	\$53,682
C115	\$29,251	\$33,639	\$42,540	\$38,026	\$55,829
C116	\$30,713	\$35,320	\$44,388	\$39,927	\$58,062
C117	\$32,249	\$37,086	\$46,317	\$41,924	\$60,385
C118	\$33,861	\$38,940	\$48,331	\$44,019	\$62,800
C119	\$35,554	\$40,887	\$50,433	\$46,220	\$65,312
C120	\$37,332	\$42,932	\$52,628	\$48,532	\$67,925
C121	\$39,199	\$45,079	\$54,920	\$50,959	\$70,642

Grade	Minimum	15% Above Minimum	Midpoint	30% Above Minimum	Maximum
C122	\$41,159	\$47,333	\$57,313	\$53,507	\$73,467
C123	\$43,217	\$49,700	\$59,812	\$56,182	\$76,406
C124	\$45,377	\$52,184	\$62,420	\$58,990	\$79,462
C125	\$47,646	\$54,793	\$65,143	\$61,940	\$82,641
C126	\$50,029	\$57,533	\$67,988	\$65,038	\$85,947
C127	\$52,530	\$60,410	\$70,957	\$68,289	\$89,384
C128	\$55,156	\$63,429	\$74,058	\$71,703	\$92,960
C129	\$57,914	\$66,601	\$77,296	\$75,288	\$96,678
C130	\$60,810	\$69,932	\$80,678	\$79,053	\$100,545

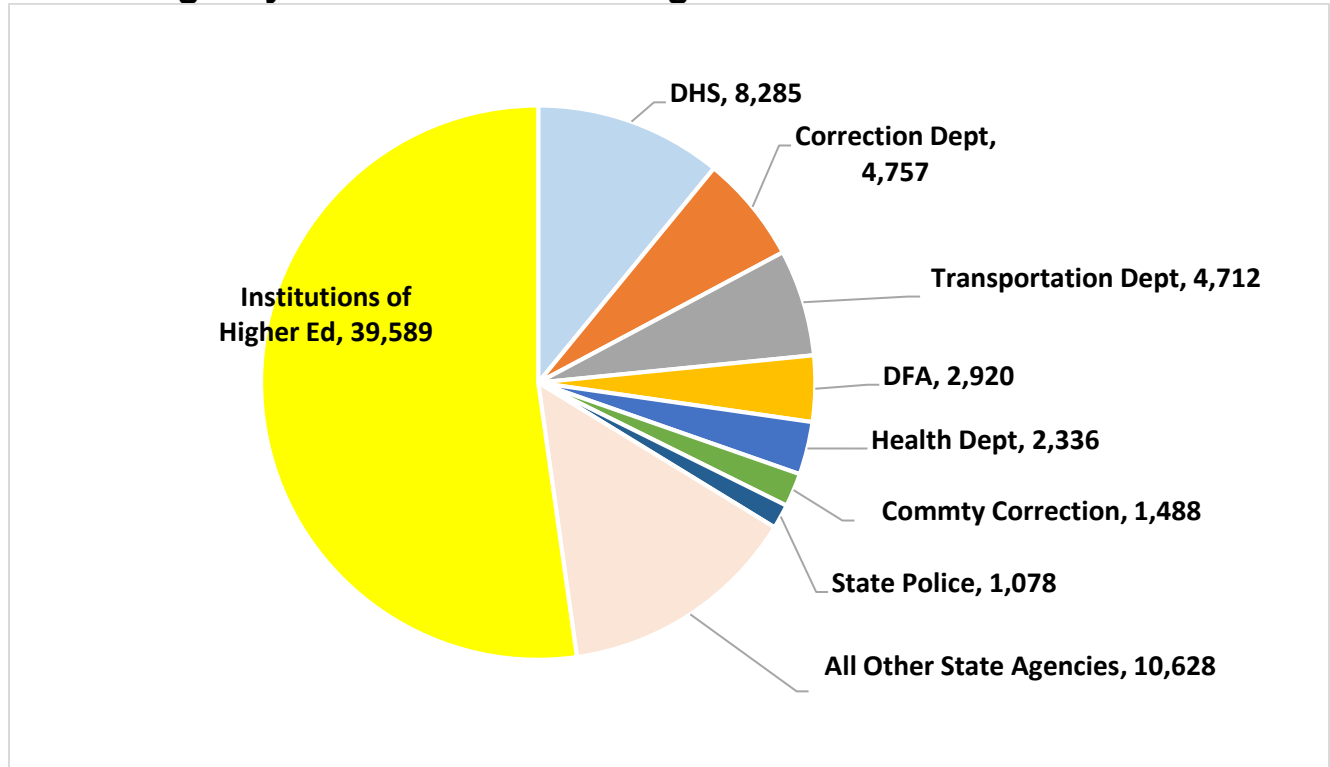
CAREER SERVICE RECOGNITION PAYMENTS

Act 914 (House Bill 1706)

- Arkansas Code 21-5-106 and 21-5-1406 establish the annual career service recognition program for state employees, as well as non-faculty and classified employees at institutions of higher education. The program provides yearly lump sum payments to employees with 10 years or more of service. The amount of the payments are increased as employees reach increased service milestones.
- Act 914 increases these career service payments for both state employees and employees of the institutions of higher education. The increases are:

<u>Years of Service</u>	<u>Annual Payment</u>	
10 through 14 years of service	\$600	\$800
15 through 19 years of service	\$700	\$1,000
20 through 24 years of service	\$800	\$1,200
25 or more years of service	\$900	\$1,500

FY2020 Agency and Institutions of Higher Education Authorized Positions



Authorized Positions	FY2019 Authorized Positions	FY2020 Authorized Positions	Change Compared to Previous Year
Total Higher Education Institutions	39,878	39,589	-289
Total State Agencies	36,516	36,204	-312
Grand Total Authorized Positions	76,394	75,793	-601

- Establishes a Secretary position for each cabinet-level department with no added revenue.
- Maintains the authority of the boards and commissions
- No changes were made to agency appropriation bills or to special revenue sources for state agencies, boards, or commissions and those special revenues will remain in the control of the state entity not the cabinet-level department
- The cabinet-level departments will be allowed greater flexibility to combine services across different divisions

15 New Cabinet-Level Departments

Department of Agriculture
 Department of Commerce
 Department of Corrections
 Department of Education
 Department of Energy and Environment
 Department of Finance and Administration
 Department of Health
 Department of Human Services
 Department of Inspector General
 Department of Labor and Licensing
 Department of the Military
 Department of Parks, Heritage, and Tourism
 Department of Public Safety
 Department of Transformation and Shared Services
 Department of Veterans Affairs

Entities Not Part of Transformation and Efficiencies Act of 2019:

All Institutions of Higher Education
 Game and Fish Commission
 Department of Transportation
Retirement:
 Public Employee Retirement
 Teacher Retirement
 Judicial Retirement Plan
 State Police Retirement
 Highway Employee Retirement
 Local Police and Fire Retirement System

Promotion Boards:
 Beef Council
 Catfish Promotion Board
 Corn and Grain Sorghum Promotion Board
 Rice Research & Promotion Board
 Soybean Promotion Board
 Wheat Promotion Board

Administrative Office of the Courts
 Arkansas Educational TV (AETN)
 Attorney General
 Auditor of State - Operations
 Bureau of Legislative Research
 Claims Commission
 Court of Appeals
 Disability Determination
 Election Commissioners Board
 Ethics Commission
 Governor's Mansion
 Judicial Discipline and Disability Commission
 Land Department
 Legislative Audit
 Lieutenant Governor
 Office of the Governor
 Prosecutor Coordinator's Office
 Public Defender Commission
 Public Service Commission
 Secretary of State
 Supreme Court
 Treasurer of State