

**Personnel Related Legislation Enacted - 2021 Regular Session (Page 1 of 4)**

**Pay Grades for State Departments and Agencies**

General Salary Pay Grid (GS)			
Grade	Min	Mid	Max
GS1	\$ 22,880.00	\$ 26,950.00	\$ 31,900.00
GS2	\$ 23,335.00	\$ 28,585.00	\$ 33,835.00
GS3	\$ 26,034.00	\$ 31,892.00	\$ 37,749.00
GS4	\$ 29,046.00	\$ 35,581.00	\$ 42,116.00
GS5	\$ 32,405.00	\$ 39,696.00	\$ 46,987.00
GS6	\$ 36,155.00	\$ 44,290.00	\$ 52,424.00
GS7	\$ 40,340.00	\$ 49,417.00	\$ 58,493.00
GS8	\$ 45,010.00	\$ 55,137.00	\$ 65,264.00
GS9	\$ 50,222.00	\$ 61,522.00	\$ 72,821.00
GS10	\$ 56,039.00	\$ 68,648.00	\$ 81,256.00
GS11	\$ 62,531.00	\$ 76,600.00	\$ 90,669.00
GS12	\$ 69,776.00	\$ 85,476.00	\$ 101,175.00
GS13	\$ 77,862.00	\$ 95,381.00	\$ 112,899.00
GS14	\$ 86,887.00	\$ 106,437.00	\$ 125,986.00
GS15	\$ 96,960.00	\$ 118,776.00	\$ 140,592.00

Jobs with College Degrees Start at GS6

Senior Executive Pay Grid (SE)		
Grade	Min	Max
SE1	\$ 108,110.00	\$ 147,200.00
SE2	\$ 120,543.00	\$ 157,100.00
SE3	\$ 134,406.00	\$ 167,000.00
SE4	\$ 149,862.00	\$ 181,500.00
SE5	\$ 167,096.00	\$ 201,700.00

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	\$ 33,403.00	\$ 40,918.00	\$ 48,434.00
IT2	\$ 37,266.00	\$ 45,650.00	\$ 54,035.00
IT3	\$ 41,578.00	\$ 50,933.00	\$ 60,288.00
IT4	\$ 46,391.00	\$ 56,829.00	\$ 67,266.00
IT5	\$ 51,762.00	\$ 63,408.00	\$ 75,054.00
IT6	\$ 57,755.00	\$ 70,750.00	\$ 83,745.00
IT7	\$ 64,445.00	\$ 78,945.00	\$ 93,445.00
IT8	\$ 71,704.00	\$ 87,837.00	\$ 103,970.00
IT9	\$ 80,242.00	\$ 98,297.00	\$ 116,351.00
IT10	\$ 89,541.00	\$ 109,688.00	\$ 129,834.00
IT11	\$ 99,920.00	\$ 122,402.00	\$ 144,884.00
IT12	\$ 111,504.00	\$ 136,592.00	\$ 161,680.00

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

**Pay Grades for Institutions of Higher Education**

Pay Grade	Minimum	15%	Midpoint	30%	Maximum
C101	\$22,880	\$26,312	\$27,882	\$29,744	\$32,885
C102	\$23,138	\$26,609	\$28,669	\$30,079	\$34,200
C103	\$23,168	\$26,643	\$29,368	\$30,118	\$35,568
C104	\$23,198	\$26,678	\$30,095	\$30,157	\$36,991
C105	\$23,227	\$26,711	\$30,849	\$30,195	\$38,471
C106	\$23,257	\$26,746	\$31,633	\$30,234	\$40,009
C107	\$23,287	\$26,780	\$32,448	\$30,273	\$41,610
C108	\$23,548	\$27,080	\$33,411	\$30,612	\$43,274
C109	\$23,880	\$27,462	\$34,443	\$31,044	\$45,005
C110	\$24,214	\$27,846	\$35,509	\$31,478	\$46,805
C111	\$24,546	\$28,228	\$36,612	\$31,910	\$48,678
C112	\$25,773	\$29,639	\$38,199	\$33,505	\$50,625
C113	\$27,062	\$31,121	\$39,856	\$35,180	\$52,650
C114	\$28,415	\$32,677	\$41,585	\$36,940	\$54,756
C115	\$29,836	\$34,311	\$43,391	\$38,787	\$56,946
C116	\$31,327	\$36,026	\$45,275	\$40,725	\$59,224
C117	\$32,894	\$37,828	\$47,243	\$42,762	\$61,593
C118	\$34,538	\$39,719	\$49,297	\$44,900	\$64,056
C119	\$36,265	\$41,705	\$51,442	\$47,145	\$66,619
C120	\$38,079	\$43,790	\$53,681	\$49,502	\$69,283
C121	\$39,983	\$45,980	\$56,019	\$51,978	\$72,055
C122	\$41,982	\$48,280	\$58,459	\$54,577	\$74,937
C123	\$44,081	\$50,694	\$61,008	\$57,306	\$77,934
C124	\$46,285	\$53,227	\$63,668	\$60,170	\$81,052
C125	\$48,599	\$55,889	\$66,446	\$63,179	\$84,294
C126	\$51,030	\$58,684	\$69,347	\$66,338	\$87,665
C127	\$53,581	\$61,618	\$72,376	\$69,655	\$91,172
C128	\$56,259	\$64,698	\$75,539	\$73,137	\$94,819
C129	\$59,072	\$67,933	\$78,842	\$76,794	\$98,612
C130	\$62,026	\$71,330	\$82,291	\$80,634	\$102,556

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### **The Uniform Classification and Compensation Act for State Departments and Agencies Act 661 of 2021 (HB1753)**

- A number of job titles were changed to correct references due to the Transformation bill from the 92nd General Assembly combining Agencies into one Department.
- Entry level of Grade GS01 was increased from \$22,000 to \$22,880 to meet the current state minimum wage of \$11 per hour.
- New language was added in Arkansas Code 21-5-209 (g)(2)(A) that provides the ability to pay “Specialized Physicians” up to 50% over the current salary maximum for their grade with approval of the Arkansas Legislative Council or Joint Budget Committee.
- New language was added in Arkansas Code 21-5-214 (g)(1)(A) which was amended to require the Office of Personnel Management’s (OPM) approval before an agency may reduce a demoted employees salary less than 10%, allows employees to voluntarily take a pay cut of larger than 10% when demoted, and allows employees who are reclassified to a lower grade through reorganization or other process through, no fault of the employee, to keep their current salary upon approval of the Office of Personnel Management (OPM).
- The OPM Swap Pool in 21-5-225 (a)(1) was lowered from 1,000 positions to 700 positions.
- The OPM Growth Pool in 21-5-225 (b)(1) was increased from 200 to 500 positions.
- The OPM Growth Pool in 21-5-225 (e)(1) for exempt agencies (Constitutional, Judicial, and Legislative agencies) was increased from 10 positions to 20 positions.

### **Uniform Classification and Compensation Act for the Institutions of Higher Education Act 496 of 2021 (SB345)**

- The Institutions of Higher Education’s Pay Plan entry level (or minimum amount) for grades C101 and C102 were increased by 10% to adjust to the latest minimum pay wage rate increase, grades C103 to C107 entry levels were each increased by \$30 dollars above the grade immediately below it, C108 to C130 entry level were all adjusted upward by 2% compared to the old pay grade, and all the maximum amount for pay grade levels C101 to C130 were increased by 2% when compared to the old pay grade.
- Amended 21-5-1409 (b) that allows for the institutions to provide a 2% increase to classified employees upon certification of sufficient funds. Language was also added that the employee may be paid a lump sum instead of a salary increase.
- ACA 21-5-1418, that allowed for Information Technology classifications to be paid based on labor market conditions, was repealed because Information Technology (IT) classifications were moved over to the unclassified pay structure.

**The Identification and Elimination of Unused and Unnecessary Positions**

**Act 796 of 2021 (HB1779)**

- The Office of Personnel Management (OPM) is responsible for identifying all positions that have been vacant for 2 years or more as of June 15, 2021. The positions that are identified shall not be filled or otherwise used without the prior approval of the Arkansas Legislative Council (ALC).
- Positions that are not approved by ALC to be continued shall be submitted to the next General Assembly during fall budget hearings as positions to be eliminated. OPM shall make the vacant positions report to ALC June 15th each year.
- The Act requires ALC to study state employee position management, control, and efficiencies to identify means in which the state can increase efficiency and transparency in state budgeting. This report is to be filed with ALC no later than December 1, 2022.

**The Arkansas Public Service Internship Program**

**Act 379 of 2021 (SB118)**

- Created 200 Extra Help positions were established under direction of the Department of Transformation and Shared Services to be used at various Departments and Divisions to establish an internship program.
- The Public Service Internship Program will utilize graduate and undergraduate students to perform duties for the Departments and Divisions to gain practical experience in state government responsibilities and operations.

**To Increase the State Contribution to the State and Public School Life and Health Insurance Program**

**Act 654 of 2021 (HB1766)**

- Arkansas Code 21-5-414(b) is amended to increase the allowable maximum contribution amount paid for budget state employee positions to the Employment Benefits Division to partially defray the cost of State and Public School employee and retiree insurance from \$450 to \$550.

**An Act to Amend the Freedom of Information Act of 1967**

**Act 658 of 2021 (HB1626)**

- Amends Arkansas Code 25-19-105 (c)(3) to no longer require public employees to be notified when their salary has been requested as part of an Freedom of Information (FOI) request.
- The language has also been amended that public employees whose salary has been requested as part of an FOI request, are no longer entitled to seek and opinion from the Attorney General stating whether the FOI request is consistent with the intent of 25-19-105.

**An Act to Amend the Law Concerning Public Employees; to Prohibit Collective Bargaining.  
Act 612 of 2021 (SB341)**

- Amends Arkansas Code 11-4-205 to prohibit Collective Bargaining by public employees as defined in Arkansas Code 21-1-801.
- Public Employees defined in 21-1-801 do not include Public Safety Officers, Law Enforcement Officers, Firefighters, or Public Transit workers whose public employer is a recipient of grant monies from the Federal Transit Administration.
- Public Employees who are included in the ban on Collective Bargaining include employees of agencies, departments, judicial and constitutional offices, state supported higher education institutions and public school districts.

**Member Contributions Under the Arkansas Public Employees Retirement System.  
Act 365 of 2021 (HB1348)**

- This Act amends Arkansas Code 24-4-401(b) and 24-4-1102(a) for member contributions to Arkansas Public Employees Retirement System (APERS) to be increased .25% each year beginning July 1, 2022, until the total contribution reaches 7%.

**An Act to Amend the Law Concerning Final Average Compensation Under the Arkansas Public Employees Retirement System.**

**Act 370 of 2021 (HB1346)**

- This act amends Arkansas Code 24-4-623 and added 24-4-623 to change the retirement calculation of the final average of compensation for employees hired on or after July 1, 2022. The new final average compensation will be based on the 5 highest years' salary, instead of the 3 highest years' salary, for the employee.
- Employees hired before July 1, 2022 retirement calculation of the final average of compensation shall remained based on the 3 highest years' salary.

**An Act to Amend the Law Concerning the Duration of Participation in APERS DROP  
Act 518 of 2021 (HB1281)**

- This Act amends Arkansas Code 24-4-802 to change the length of the Arkansas Public Employees' Retirement System (APERS) Deferred Retirement Option Plan (DROP) participation from 7 years to 10 years.

**Transfer of the Duties of the State Public School Life and Health Insurance Board to the State Board of Finance**

**Act 1004 of 2021 (SB693)**

- Abolished the State and Public School Life and Health Insurance Board and transfer of duties and responsibilities to State Board of Finance.
- All actions taken by the State and Public School Life and Health Insurance Board with regard benefits, premiums, deductibles, or cost-containment measures to take effect January 1, 2022, or after are subject to change, or other action by the State Board of Finance and shall be submitted to the Legislative Council for approval before implementation.