

ACT 172 (SB77) OF THE 2024 FISCAL SESSION

An Act to amend the Uniform Classification and Compensation Act. The changes to the Uniform Classification and Compensation Act include a one-time Market Adjustment (salary increase) for state employees, not to exceed 3% of their base salary. This adjustment is separate from any merit increase. Employees at maximum salary of their grade will be able to exceed maximum due to the market adjustment.

Pay grades GS01 through GS04 will be consolidated with pay grade GS05. Each of these pay grades will have the same entry and maximum salary moving forward. Employees who have a salary less than the entry of a GS05 will be moved to that entry level. The salary maximum of all current pay grades will be increased by 10%. This change does not provide 10% salary increases to employees. It only changes the maximum salary available for each pay grade.

The rules for hazardous duty pay at the Department of Correction have been changed to allow Correctional Officers temporarily assigned maximum security units to receive hazardous duty pay while working in those units or facilities.

The act creates a special compensation award system for employees, recognizing outstanding performance in completing significant projects, job assignments, or for taking on additional duties. Each agency must have a plan approved by the General Assembly before providing any compensation award. The plan may include a payment of up to \$5,000, or additional leave time. An agency may not have access to the Performance Fund to provide these payments.

A recruiting incentive system has also been created for agencies to offer monetary and leave incentives to prospective employees. Like the special compensation awards, each agency must have a plan approved by the General Assembly before providing any type of incentive. The plan may include a payment of up to \$5,000, or leave time awarded upon hiring. An agency may not have access to the Performance Fund to provide these payments. Also, current employees are not eligible to receive a recruiting incentive, and employees receiving these incentives will be required to repay the incentive if they do not complete the established period of employment commitment.

Finally, the Department of Transformation and Shared Services must submit any amendments or revisions to the special compensation plans, the recruitment incentive plans, and the merit increase pay system to the General Assembly for approval.

Appropriated Position Totals

Position Totals	FY23	FY24	FY25 Appropriated Positions
State Executive Departments	27,984	27,993	28,052
Independent Agencies and Constitutional Offices	8,302	8,225	8,269
Institutions of Higher Education	39,589	38,965	38,992
Total State Government Positions Authorized	75,875	75,183	75,313

Business Area	Department And Division Names	FY23 Authorized Position Totals	FY24 Authorized Position Totals	FY25 Authorized Position Totals	FY25 HB or SB # / Act #
9901	DEPARTMENT OF AGRICULTURE	61	63	63	SB63 / 171 & HB1007 / 27
298	Veterinary Medical Board	1	1	0	SB63 / 171 & HB1007 / 27
400	Agriculture, Department of	540	538	539	SB63 / 171 & HB1007 / 27
455	Natural Resources Commission, Arkansas	71	68	68	HB1009 / 47
DEPARTMENT TOTAL		673	670	670	
9902	DEPARTMENT OF COMMERCE	48	47	48	SB24 / 123
790	Economic Development Commission	84	85	85	SB24 / 123
402	Aeronautics Department	5	5	5	SB46 / 103
341	Waterways Commission, Arkansas	3	3	3	HB1063 / 75
405	Bank Department, State	72	78	78	HB1026 / 56
395	Development Finance Authority, Arkansas	56	56	56	HB1076 / 11
425	Insurance Department	189	189	190	SB23 / 122
410	Securities Department	37	36	36	HB1026 / 56
810	Workforce Services, Department of	924	987	782	SB18 / 13
520	Rehabilitation Svcs (inc Svc for Blind)	445	455	455	HB1027 / 9
DEPARTMENT TOTAL		1863	1941	1738	
9903	DEPARTMENT OF CORRECTIONS	219	217	215	HB1013 / 49
480	Correction, Department of	4591	4527	4527	HB1013 / 49
485	Community Correction, Department of	1467	1545	1,545	HB1014 / 50
323	Parole Board	22	22	22	SB7 / 34
328	Sentencing Commission, Arkansas	3	3	3	SB8 / 35
DEPARTMENT TOTAL		6302	6314	6312	
9904	DEPARTMENT OF EDUCATION	75	86	86	SB60 / 170
500	Department of Education	329	313	313	SB60 / 170
500	Department of Education - Public School Fund	52	49	49	HB1041 / 146
500	Department of Education - Office of Early Childhood			209	HB 1068 / 76
500	Department of Education-Public School Facilities/Transportation	31	32	32	SB57 / 20
516	<i>Division - AR Educational Television Network</i>	102	102	102	HB1008 / 137
590	Career Education, Department of	44	44	44	SB33 / 98

Appropriated Position Totals

510	School for the Blind, Arkansas	98	98	98	SB37 /17
513	School for the Deaf, Arkansas	150	150	150	SB37 / 17
519	State Library, Arkansas	49	49	49	HB1028 / 57
700	Higher Education, Department of	47	54	54	SB58 / 169
552	Northwest Technical Institute	81	81	81	SB58 / 169
318	Martin Luther King, Jr. Commission	4	4	4	HB1004 / 44
DEPARTMENT TOTAL		1062	1062	1271	
9905	DEPARTMENT OF ENERGY AND ENVIRONMENT	109	66	66	HB1061/149
930	Environmental Quality, Arkansas Department of	321	351	351	HB1061/149
420	Geological Survey, Arkansas	16	22	22	HB1066/31
430	Liquefied Petroleum Gas Board	5	6	6	SB49/40
440	Oil & Gas Commission	31	34	34	HB1066/31
DEPARTMENT TOTAL		482	479	479	
9906	DEPARTMENT OF FINANCE AND ADMINISTRATION	48	45	45	HB1064 / 151
610	DFA- Management Services Division	236	223	223	HB1064 / 151
611	DFA- Alcohol Beverage Control Administration Division	12	12	12	HB1055 / 70
630	DFA- Revenue Services Division	1566	1573	1573	HB1064 / 151
631	DFA- Regulatory and Racing Commission	72	72	72	HB1055 / 70
634	DFA- Child Support Enforcement, Office of	781	775	775	HB1069 / 77
490	Assessment Coordination Department	32	33	33	SB54 / 168
DEPARTMENT TOTAL		2747	2733	2733	
9907	DEPARTMENT OF HEALTH	1	1	1	HB1078 / 132
645	Health, Arkansas Department of (incl Tobacco Prev & Cess)	2313	2272	2272	HB1078 / 132 & HB1025 / 4
334	Tobacco Settlement Commission, Arkansas	2	1	1	SB35 / 99
319	Minority Health Commission, Arkansas	8	9	9	SB42 / 8 & SB41 / 7
665	Health Services Permit Agency	5	4	4	HB1070 / 5
228	Counseling Examiners Board	4	4	4	SB44 / 102
246	Physical Therapy, Arkansas State Board of	2	2	2	SB44 / 102
254	Social Work Licensing Board	2	2	2	SB44 / 102
265	Chiropractic Examiners Board	2	2	2	SB44 / 102
268	Dental Examiners Board	3	2	2	SB44 / 102
270	Dietetics Licensing Board	1	1	1	SB44 / 102
274	Medical Board	41	34	34	SB44 / 102
277	Nursing Board	30	30	30	SB44 / 102
279	Dispensing Opticians Board	1	1	1	SB44 / 102
280	Optometry Board	2	2	2	SB44 / 102
283	Pharmacy Board	11	10	10	SB44 / 102
289	Psychology Board, Arkansas	2	2	2	SB44 / 102
292	Speech-Language Pathology & Audiology Board	1	1	1	SB44 / 102
295	Spinal Cord Commission	27	25	25	SB44 / 102
DEPARTMENT TOTAL		2458	2405	2405	

Appropriated Position Totals

9908	DEPARTMENT OF HUMAN SERVICES	1	1	1	HB1074/153
710	DHS- Aging, Adult, and Behavioral Health Services	1163	1154	1157	SB17/121
710	DHS- Child Care & Early Childhood Education- Division	181	184	0	NA
710	DHS- Children & Family Services Division	1389	1422	1443	SB16/120
710	DHS- County Operations Division	1841	1834	2022	HB1077/154
710	DHS- Developmental Disabilities Services Division	2586	2535	2503	SB43/101
710	DHS- Directors Office of Department of Human Services	672	662	669	HB1074/153
710	DHS- Medical Services Division (Includes 1 Medicaid Expansion position)	103	97	93	HB1024/3 & SB19/161
710	DHS- Youth Services Division	99	124	122	SB45/124
710	DHS- Provider Services and Quality Assurance (Includes 19 Medicaid Expansion Positions)	211	213	213	HB1024/3 & HB1075/6
DEPARTMENT TOTAL		8246	8226	8223	
9909	DEPARTMENT OF INSPECTOR GENERAL	29	31	31	SB47/165
35	Medicaid Inspector General Office	26	26	26	SB47/165
229	Fair Housing Commission, Arkansas	11	12	12	SB47/165
DEPARTMENT TOTAL		66	69	69	
9910	DEPARTMENT OF LABOR AND LICENSING	24	26	26	HB1071 / 10
800	Labor, Department of	70	69	69	HB1071 / 10
390	Workers' Compensation Commission	107	105	105	SB5 / 12
	HVAC Licensing	11	9	9	HB1045 / 147
200	Abstracters' Board	1	1	0	HB1045 / 147
203	Accountancy Board	9	6	6	HB1045 / 147
205	Appraisers Licensing & Certif. Board	4	4	6	HB1045 / 147
206	Architects, Landscape Archts Interior Design	3	3	3	HB1045 / 147
209	Athletic Commission	2	1	1	HB1045 / 147
210	Auctioneer's Licensing Board	1	1	1	HB1045 / 147
211	Bail Bondman Licensing Board, Professional	4	4	4	HB1045 / 147
212	Barber Examiners Board, State Board of	4	4	4	HB1045 / 147
221	Collection Agencies, State Board of	4	4	4	HB1045 / 147
224	Contractors Licensing Board	18	17	17	HB1045 / 147
236	Engineers & Land Surveyors Board	6	6	6	HB1045 / 147
240	Registration of Professional Geologists	1	1	1	HB1045 / 147
248	Real Estate Commission	15	15	15	HB1045 / 147
255	Home Inspector Registration Board	1	1	0	HB1045 / 147

Appropriated Position Totals

258	Towing and Recovery Board	5	4	4	HB1045 / 147
263	Fire Protection Licensing Board	3	3	3	HB1045 / 147
305	Manufactured Home Commission	3	3	3	HB1045 / 147
320	Motor Vehicle Commission	7	6	6	HB1045 / 147
DEPARTMENT TOTAL		303	293	293	
9911	DEPARTMENT OF THE MILITARY	1	1	1	HB1106 / 46
975	Military Department, State	546	555	555	HB1106 / 46
DEPARTMENT TOTAL		547	556	556	
9912	DEPARTMENT OF PARKS, HERITAGE, & TOURISM	104	105	105	HB1067 / 24
865 -887	Heritage Department	134	133	133	HB1067 / 24
900	Parks & Tourism, Department of	733	734	734	SB36 / 25
315	Capitol Zoning District Commission	3	3	3	SB39 / 26
DEPARTMENT TOTAL		974	975	975	
9913	DEPARTMENT OF PUBLIC SAFETY	98	103	104	HB1012/138
950	Law Enforcement Standards & Training, Commission on	48	46	48	HB1012/138
955	Crime Laboratory, State	151	159	161	HB1012/138
960	State Police, Arkansas	1037	1042	1085	HB1012/138
990	Crime Information Center, Arkansas	50	51	55	HB1012/138
995	Emergency Management	109	110	116	HB1011/126
DEPARTMENT TOTAL		1493	1511	1569	
9914	DEPARTMENT OF TRANSFORMATION AND SHARED SERVICES	28	28	28	SB53 / 167
914	Statewide Shared Services	133	141	141	SB53 / 167
615	Building Authority	72	63	63	SB52 / 41
470	Information Systems, Department of	216	207	207	HB1050 / 30
472	Geographic Information Services, Office of	12	13	13	SB55 / 42
DEPARTMENT TOTAL		461	452	452	
9915	DEPARTMENT OF VETERANS AFFAIRS	1	1	1	SB13 / 119
365	Disabled Veterans' Services Office	1	1	1	SB13 / 119
380	Veterans' Child Welfare Service Office	2	2	2	SB13 / 119
385	Veterans' Affairs, Department of	303	303	303	SB13 / 119
DEPARTMENT TOTAL		307	307	307	
Authorized Positions for the Departments Grand Total		FY23 27,984	FY24 27,993	FY24 Appropriation Total 28,052	

Appropriated Position Totals

Business Area	Independent Executive Agencies and Constitutional Offices	FY23 Authorized Position Totals	FY24 Authorized Position Totals	FY25 Authorized Position Totals	FY25 HB or SB # / Act #
2	House of Representatives	44	44	44	HB1002/43
5	Senate	14	15	15	SB1/32
9	Legislative Audit, Division of	295	295	295	HB1015/127
11	Legislative Research, Bureau of	134	134	134	SB4/158
18	Court of Appeals	49	49	49	HB1016/51
23	Administrative Office of the Courts	400	401	401	SB28/162 & SB10/159
28	Prosecutor Coordinator, Office of the	12	16	18	SB9/118
32	Supreme Court	73	74	76	SB11/160
34	Governor, Office of	60	60	60	SB2/33
51	Lieutenant Governor, Office of the	3	5	5	SB3/157
53	Attorney General, Office of the	167	176	192	HB1037/145
59	Auditor of State	295	310	310	SB29/163 & SB30/96
61	Lands, Commissioner of State	45	45	41	HB1036/144
63	Secretary of State	162	162	182	HB1035/143 & HB1090/155
69	Treasurer of State	35	32	33	HB1033/142
80	Game & Fish Commission	634	636	644	SB21/??
90	Highway & Transportation	4674	4558	4558	HB1062 / 150
232	Election Commissioners, State Board of	10	10	9	HB1051/148
238	Ethics Commission	11	11	11	SB27 / 38
241	Judicial Discipline and Disability Commission	6	6	6	SB31/164
311	Disability Determination for Social Security Administration	591	596	596	HB1072/78
314	Governor's Mansion Commission	10	10	10	HB1038/29
324	Public Defender Commission, Arkansas	286	289	289	SB14/36
360	Claims Commission, Arkansas State	10	10	10	HB1029 / 141
370	Public Employee Retirement System	81	79	79	HB1073 / 79
375	Teacher Retirement System	87	87	87	SB48 / 39
450	Public Service Commission, Arkansas	114	115	115	HB1017 / 52
Independent Executive Agencies and Constitutional Offices Grand Total		FY23 8,302	FY24 8,225	FY25 Appropriation Total 8,269	

Appropriated Position Totals

Institutions of Higher Education		FY23 Authorized Position Totals	FY24 Authorized Position Totals	FY25 Authorized Position Totals	FY25 HB or SB # / Act #
100	Henderson State	625	555	555	HB1056 / 71
105	Southern Arkansas University - SAU	529	529	529	HB1021 / 54
115	SAU - Tech	333	330	330	SB61 / 22
120	ASU- Beebe	540	505	505	SB59 / 21
125	ASU - Jonesboro	2,267	2,296	2,306	SB12 / 92 & HB1010 / 48
128	ASU - Mountain Home	199	199	199	HB1057 / 14
129	ASU - Newport	341	339	339	SB34 / 16
130	Arkansas Tech - ATU	1670	1543	1561	HB1019 / 128
135	U of A Fayetteville (UAF) & System Office - U of A	7794	7565	7595	SB40 / 100 & HB1022 / 55 & SB22 / 93
145	University of AR Little Rock - UALR	2203	1995	1995	HB1020 / 139
150	University of AR for Medical Sciences - UAMS	11,559	11,974	11,974	SB51 / 166 & HB1005 / 45
155	U of A - Monticello - UAM	661	639	637	SB25 / 94
160	U of A - Pine Bluff - UAPB	881	880	880	SB15 / 15
165	University of Central Arkansas - UCA	2290	2291	2291	SB50 / 104
167	U of A - Community College at Hope	207	214	214	HB1043 / 63
168	U of A - Community College at Batesville	272	243	243	SB38 / 18
170	East Ark. Community College	346	287	286	HB1049 / 130
175	National Park Community College	379	367	367	HB1048 / 67
177	Mid-South Community College	305	300	300	HB1042 / 62
180	Arkansas Northeastern College	299	299	299	HB1060 / 74
185	North Arkansas College	399	377	377	HB1052 / 131
190	U of A - Phillips Community College	325	287	287	HB1047 / 66
192	Rich Mountain Community College	144	144	144	HB1059 / 73
193	South Ark. Community College	326	328	300	SB32 / 97
195	U of A - Fort Smith	1119	1025	1025	HB1018 / 53
198	Northwest Ark Community College	1116	1137	1137	HB1044 / 64
675	Black River Technical College	254	220	220	HB1053 / 68
677	Cossatot Community College of U of A	200	197	197	HB1046 / 65
685	ASU - Three Rivers	235	246	246	SB6 / 91
687	Ozarka College	220	220	220	HB1054 / 69
689	U of A - Community College at Morrilton	291	289	289	SB62 / 23
691	Southeast Arkansas College	362	365	365	SB56 / 19
693	U of A Pulaski Tech	898	780	780	HB1058 / 72
Institutions of Higher Education Grand Total Appropriated		FY23 39,589	FY24 38,965	FY24 Appropriation Total 38,992	

	Minimum	15% Above Min	Midpoint	40% Above Min	Maximum
GS01	\$32,405	\$37,266	\$42,046	\$45,367	\$51,686
GS02	\$32,405	\$37,266	\$42,046	\$45,367	\$51,686
GS03	\$32,405	\$37,266	\$42,046	\$45,367	\$51,686
GS04	\$32,405	\$37,266	\$42,046	\$45,367	\$51,686
GS05	\$32,405	\$37,266	\$42,046	\$45,367	\$51,686
GS06	\$36,155	\$41,578	\$46,912	\$50,617	\$57,668
GS07	\$40,340	\$46,391	\$52,342	\$56,476	\$64,343
GS08	\$45,010	\$51,762	\$58,401	\$63,014	\$71,792
GS09	\$50,222	\$57,755	\$65,164	\$70,311	\$80,105
GS10	\$56,039	\$64,445	\$72,711	\$78,455	\$89,383
GS11	\$62,531	\$71,911	\$81,134	\$87,543	\$99,737
GS12	\$69,776	\$80,242	\$90,535	\$97,686	\$111,293
GS13	\$77,862	\$89,541	\$101,026	\$109,007	\$124,190
GS14	\$86,887	\$99,920	\$112,736	\$121,642	\$138,585
GS15	\$96,960	\$111,504	\$125,806	\$135,744	\$154,652

MP01	\$63,830	\$73,405	\$80,347	\$89,362	\$96,864
MP02	\$71,403	\$82,113	\$90,682	\$99,964	\$109,961
MP03	\$79,879	\$91,861	\$102,325	\$111,831	\$124,771
MP04	\$89,368	\$102,773	\$115,464	\$125,115	\$141,559
MP05	\$99,991	\$114,990	\$130,289	\$139,987	\$160,586
MP06	\$111,884	\$128,667	\$147,016	\$156,638	\$182,147
MP07	\$125,200	\$143,980	\$165,890	\$175,280	\$206,580
MP08	\$140,109	\$161,125	\$187,186	\$196,153	\$234,263
MP09	\$156,804	\$180,325	\$211,215	\$219,526	\$265,626
MP10	\$175,620	\$201,963	\$236,561	\$245,868	\$297,501

IT01	\$33,403	\$38,413	\$43,340	\$46,764	\$53,278
IT02	\$37,266	\$42,856	\$48,352	\$52,172	\$59,439
IT03	\$41,578	\$47,815	\$53,948	\$58,209	\$66,317
IT04	\$46,391	\$53,350	\$60,193	\$64,947	\$73,994
IT05	\$51,762	\$59,526	\$67,161	\$72,467	\$82,560
IT06	\$57,755	\$66,418	\$74,938	\$80,857	\$92,120
IT07	\$64,445	\$74,112	\$83,617	\$90,223	\$102,790
IT08	\$71,704	\$82,460	\$93,035	\$100,386	\$114,367
IT09	\$80,242	\$92,278	\$104,115	\$112,339	\$127,987
IT10	\$89,541	\$102,972	\$116,180	\$125,357	\$142,819
IT11	\$99,920	\$114,908	\$129,647	\$139,888	\$159,373
IT12	\$111,504	\$128,230	\$144,677	\$156,106	\$177,850

SE01	\$108,110	\$124,327	\$135,015	\$151,354	\$161,920
SE02	\$120,543	\$138,624	\$146,677	\$168,760	\$172,810
SE03	\$134,406	\$154,567	\$159,053	\$183,700	\$183,700
SE04	\$149,862	\$172,341	\$174,756	\$199,650	\$199,650
SE05	\$167,096	\$192,160	\$194,483	\$221,870	\$221,870