

Stricken language will be deleted and underlined language will be added.
Act 219 of the Fiscal Session

State of Arkansas
91st General Assembly
Fiscal Session, 2018

As Engrossed: S2/22/18
A Bill

SENATE BILL 12

By: Joint Budget Committee

For An Act To Be Entitled

AN ACT TO MAKE AN APPROPRIATION FOR PERSONAL SERVICES
AND OPERATING EXPENSES FOR THE ARKANSAS STATE GAME
AND FISH COMMISSION FOR THE FISCAL YEAR ENDING JUNE
30, 2019; AND FOR OTHER PURPOSES.

Subtitle

AN ACT FOR THE ARKANSAS STATE GAME AND
FISH COMMISSION APPROPRIATION FOR THE
2018-2019 FISCAL YEAR.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. REGULAR SALARIES. There is hereby established for the
Arkansas State Game and Fish Commission for the 2018-2019 fiscal year, the
following maximum number of regular employees.

Item No.	Class Code	Title	Maximum No. of Employees	Maximum Annual Salary Rate Fiscal Year 2018-2019
(1)	Q249U	AGFC DIRECTOR	1	\$152,638
(2)	Q250U	AGFC CHIEF OF STAFF	1	\$108,065
(3)	Q251U	AGFC ASSISTANT DEPUTY DIRECTOR	3	\$106,919
(4)	Q252U	AGFC VETERINARIAN	1	\$102,807
(5)	Q254U	AGFC GENERAL COUNSEL	1	\$98,853
(6)	Q253U	AGFC BIOSTATISTICIAN	1	\$98,853
(7)	Q255U	AGFC CHIEF INFORMATION OFFICER	1	\$96,212



(8)	Q257U AGFC CONSERVATION DIVISION CHIEF	5	\$92,958
(9)	Q256U AGFC COLONEL	1	\$92,958
(10)	Q258U AGFC GIS LEAD	1	\$89,796
(11)	Q259U AGFC FISCAL DIVISION MANAGER	1	\$86,725
(12)	Q266U AGFC SYSTEMS ADMINISTRATOR	1	\$83,742
(13)	Q265U AGFC SENIOR TECHNOLOGY ANALYST	1	\$83,742
(14)	Q264U AGFC HUMAN RESOURCES ADMINISTRATOR	1	\$83,742
(15)	Q263U AGFC ATTORNEY SPECIALIST	1	\$83,742
(16)	Q262U AGFC REAL ESTATE AND ENGINEER MANAGER	1	\$83,742
(17)	Q261U AGFC MAJOR	3	\$83,742
(18)	Q260U AGFC CONSERVATION DIVISION ASST CHIEF	11	\$83,742
(19)	Q271U AGFC SENIOR GIS ANALYST	1	\$78,038
(20)	Q270U AGFC CONSERVATION PROGRAM MANAGER	3	\$78,038
(21)	Q269U AGFC ATTORNEY	2	\$78,038
(22)	Q268U AGFC ASSISTANT CONTROLLER	1	\$78,038
(23)	Q267U AGFC CAPTAIN	14	\$78,038
(24)	Q283U AGFC SENIOR SOFTWARE SUPPORT ANALYST	2	\$75,312
(25)	Q282U AGFC PUBLIC INFORMATION MANAGER	2	\$75,312
(26)	Q281U AGFC NETWORK SUPPORT SPECIALIST	2	\$75,312
(27)	Q280U AGFC HATCHERY MANAGER	2	\$75,312
(28)	Q279U AGFC GIS ANALYST	3	\$75,312
(29)	Q278U AGFC OPERATIONS & FACILITY MANAGER	3	\$75,312
(30)	Q277U AGFC NATURE CENTER MANAGER	4	\$75,312
(31)	Q276U AGFC LIEUTENANT	16	\$75,312
(32)	Q275U AGFC BIOLOGIST SUPERVISOR	25	\$75,312
(33)	Q274U AGFC BIOLOGIST PROGRAM SPECIALIST	10	\$75,312
(34)	Q273U AGFC FISCAL SUPPORT MANAGER	1	\$75,312
(35)	Q272U AGFC HUMAN RESOURCES MANAGER	1	\$75,312
(36)	Q284U AGFC SERGEANT	25	\$72,670
(37)	Q292U AGFC PERSONNEL MANAGER	1	\$70,108
(38)	Q291U AGFC GRANTS MANAGER	1	\$70,108
(39)	Q290U AGFC ASSISTANT HATCHERY MANAGER	5	\$70,108
(40)	Q289U AGFC LICENSING MANAGER	1	\$70,108
(41)	Q288U AGFC CORPORAL	126	\$70,108
(42)	Q287U AGFC BIOLOGIST SPECIALIST	37	\$70,108
(43)	Q286U AGFC BIOLOGIST - ASST REGIONAL MANAGER	10	\$70,108

(44)	Q285U AGFC CONSTRUCTION MANAGER	1	\$70,108
(45)	Q293U AGFC PUBLIC INFORMATION COORDINATOR	2	\$67,626
(46)	Q299U AGFC WILDLIFE OFFICER 1ST CLASS	1	\$65,221
(47)	Q298U AGFC PROCUREMENT COORDINATOR	1	\$65,221
(48)	Q297U AGFC GRANTS COORDINATOR	2	\$65,221
(49)	Q296U AGFC EDUCATION PROGRAM COORDINATOR	7	\$65,221
(50)	Q295U AGFC COMPUTER SUPPORT SPECIALIST	1	\$65,221
(51)	Q294U AGFC BIOLOGIST	41	\$65,221
(52)	Q309U AGFC WILDLIFE OFFICER	1	\$62,115
(53)	Q308U AGFC WEBSITE DEVELOPER	2	\$62,115
(54)	Q307U AGFC SURVEYOR	2	\$62,115
(55)	Q306U AGFC REAL ESTATE OFFICER	1	\$62,115
(56)	Q305U AGFC FISCAL SUPPORT SUPERVISOR	2	\$62,115
(57)	Q304U AGFC CENTRAL WAREHOUSE OPERATIONS MGR	1	\$62,115
(58)	Q303U AGFC EXECUTIVE ASSISTANT TO THE DIR	2	\$62,115
(59)	Q302U AGFC EDUCATION PROGRAM SPECIALIST	28	\$62,115
(60)	Q301U AGFC ASSISTANT PERSONNEL MANAGER	1	\$62,115
(61)	Q300U AGFC LICENSING SUPERVISOR	2	\$62,115
(62)	Q316U AGFC PRODUCTION ARTIST	1	\$59,157
(63)	Q315U AGFC MAINTENANCE COORDINATOR	2	\$59,157
(64)	Q314U AGFC LEGAL SERVICES SPECIALIST	1	\$59,157
(65)	Q313U AGFC HUMAN RESOURCES ANALYST	2	\$59,157
(66)	Q312U AGFC EDITOR	3	\$59,157
(67)	Q311U AGFC COMPUTER SUPPORT ANALYST	3	\$59,157
(68)	Q310U AGFC SENIOR TECHNICIAN	16	\$59,157
(69)	Q322U AGFC TELECOMMUNICATIONS SUPERVISOR	1	\$56,340
(70)	Q321U AGFC SKILLED TRADES SUPERVISOR	1	\$56,340
(71)	Q320U AGFC CONSTRUCTION INSPECTOR	8	\$56,340
(72)	Q319U AGFC COMMUNICATIONS SYSTEMS SUPERVIS	1	\$56,340
(73)	Q318U AGFC REGIONAL OFFICE MANAGER	1	\$56,340
(74)	Q317U AGFC ACCOUNTANT I	1	\$56,340
(75)	Q337U AGFC CONSERVATION PROGRAM TECHNICIAN	48	\$53,657
(76)	Q327U AGFC AUTO/DIESEL MECHANIC SUPERVISOR	1	\$53,657
(77)	Q326U AGFC SKILLED TRADESMAN	4	\$53,657
(78)	Q325U AGFC MAINTENANCE SUPERVISOR	2	\$53,657
(79)	Q324U AGFC FISCAL SUPPORT ANALYST	4	\$53,657

(80)	Q323U AGFC ADMINISTRATIVE ANALYST	2	\$53,657
(81)	Q333U AGFC TELECOMMUNICATIONS SPECIALIST	10	\$51,102
(82)	Q332U AGFC FOOD PREPARATION MANAGER	1	\$51,102
(83)	Q331U AGFC FIRING RANGE SPECIALIST	1	\$51,102
(84)	Q330U AGFC COMMERCIAL GRAPHIC ARTIST	2	\$51,102
(85)	Q329U AGFC CALIBRATION TECHNICIAN	2	\$51,102
(86)	Q328U AGFC ADMINISTRATIVE OFFICE COORDINATOR	16	\$51,102
(87)	Q338U AGFC PHOTOGRAPHER	1	\$48,669
(88)	Q336U AGFC MULTI-MEDIA SPECIALIST	1	\$48,669
(89)	Q335U AGFC MAINTENANCE TECHNICIAN	5	\$48,669
(90)	Q334U AGFC INVENTORY CONTROL MANAGER	2	\$48,669
(91)	Q340U AGFC FISCAL SUPPORT SPECIALIST	7	\$46,351
(92)	Q339U AGFC ADMINISTRATIVE SPECIALIST III	31	\$46,351
(93)	Q342U AGFC PRINTER	1	\$43,592
(94)	Q341U AGFC FOOD PREPARATION SUPERVISOR	1	\$43,592
(95)	Q343U AGFC LICENSING SPECIALIST	8	\$40,991
(96)	Q344U AGFC ADMINISTRATIVE SPECIALIST II	1	\$38,538
(97)	Q345U AGFC MAIL SERVICES SPECIALIST	<u>1</u>	\$34,048
	MAX. NO. OF EMPLOYEES	625	

SECTION 2. EXTRA HELP. There is hereby authorized, for the Arkansas State Game and Fish Commission for the 2018-2019 fiscal year, the following maximum number of part-time or temporary employees, to be known as "Extra Help", payable from funds appropriated herein for such purposes: one hundred eighty-five (185) temporary or part-time employees, when needed, at rates of pay not to exceed those provided in the Uniform Classification and Compensation Act, or its successor, or this act for the appropriate classification.

SECTION 3. APPROPRIATION - OPERATIONS. There is hereby appropriated, to the Arkansas State Game and Fish Commission, to be payable from the Game Protection Fund, for personal services and operating expenses of the Arkansas State Game and Fish Commission for the fiscal year ending June 30, 2019, the following:

ITEM

FISCAL YEAR

NO.	2018-2019
(01) REGULAR SALARIES	\$39,586,383
(02) EXTRA HELP	1,187,500
(03) PERSONAL SERVICES MATCHING	11,957,482
(04) OVERTIME	250,000
(05) UNIFORM ALLOWANCE	885,000
(06) MAINT. & GEN. OPERATION	
(A) OPER. EXPENSE	34,760,018
(B) CONF. & TRAVEL	450,535
(C) PROF. FEES	4,309,003
(D) CAP. OUTLAY	11,536,966
(E) DATA PROC.	0
(07) GAME AND FISH GRANTS	7,000,000
(08) CONSTRUCTION	12,000,000
(09) ARKANSAS HUNTERS FEEDING THE HUNGRY	<u>50,000</u>
TOTAL AMOUNT APPROPRIATED	<u><u>\$123,972,887</u></u>

SECTION 4. APPROPRIATION - GAS LEASE REVENUES. There is hereby appropriated, to the Arkansas State Game and Fish Commission, to be payable from the Game Protection Fund, for operating expenses, capital projects, acquisition of land and conservation easements of the Arkansas State Game and Fish Commission for the fiscal year ending June 30, 2019, the following:

ITEM NO.	FISCAL YEAR 2018-2019
(01) MAINT. & GEN. OPERATION	
(A) OPER. EXPENSE	\$2,864,685
(B) CONF. & TRAVEL	0
(C) PROF. FEES	700,000
(D) CAP. OUTLAY	1,500,000
(E) DATA PROC.	<u>0</u>
TOTAL AMOUNT APPROPRIATED	<u><u>\$5,064,685</u></u>

SECTION 5. APPROPRIATION - CONSERVATION PARTNERS PROGRAM GRANTS. There is hereby appropriated, to the Arkansas State Game and Fish Commission, to be payable from the Game Protection Fund, for grants to conservation partners,

or other eligible entities for operating, equipment, and maintenance expenses associated with addressing statewide hunger needs for the fiscal year ending June 30, 2019, the following:

ITEM NO.	FISCAL YEAR 2018-2019
(01) CONSERVATION PARTNERS PROGRAM GRANTS	<u>\$100,000</u>

SECTION 6. APPROPRIATION - BLACK RIVER SETTLEMENT FUNDS. There is hereby appropriated, to the Arkansas State Game and Fish Commission, to be payable from the Game Protection Fund, for all expenses associated with the mitigation to the hardwood timber destruction in the Wildlife Management Area, inclusive of Regular Salaries and Personal Services Matching of the Arkansas State Game and Fish Commission for the fiscal year ending June 30, 2019, the following:

ITEM NO.	FISCAL YEAR 2018-2019
(01) BLACK RIVER WMA RESTORATION EXPENSES	<u>\$13,349,347</u>

SECTION 7. APPROPRIATION - FERAL HOG ERADICATION. There is hereby appropriated, to the Arkansas State Game and Fish Commission, to be payable from the Game Protection Fund, for personal services, operating expenses and grants for the eradication efforts of feral hogs of the Arkansas State Game and Fish Commission for the fiscal year ending June 30, 2019, the following:

ITEM NO.	FISCAL YEAR 2018-2019
(01) ERADICATION EFFORTS OF FERAL HOGS	<u>\$250,000</u>

SECTION 8. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. HUNTERS FEEDING THE HUNGRY. Arkansas Hunters Feeding the Hungry is designed to share the harvest of an abundant resource with Arkansans who are in need of food, partner with the Game and Fish Commission in order to provide a solution for a healthy, balanced deer herd, provide a much needed free, low fat, high

protein food source to the many feeding agencies and organizations across Arkansas and create a provider purpose for hunters who participate, allowing them to give back and share with others. In order to help sustain the Arkansas Hunters Feeding the Hungry program in Arkansas the Arkansas Game and Fish Commission may establish a check off or other appropriate methods to raise revenue for support of the program. The intent of this Section is to encourage the Arkansas Game and Fish Commission to examine opportunities available to provide support for the Arkansas Hunters Feeding the Hungry program.

The provisions of this section shall be in effect only from July 1, ~~2017~~ 2018 through June 30, ~~2018~~ 2019.

SECTION 9. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. PAYMENT OF REWARDS. Payment of rewards shall be from the Game Protection Fund from the Commission's Maintenance and General Operation appropriation as herein appropriated in the Operating Expenses line item of the Operations appropriation.

The provisions of this section shall be in effect only from July 1, ~~2017~~ 2018 through June 30, ~~2018~~ 2019.

SECTION 10. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. EXTRA HELP RESTRICTION. No employee of the Arkansas Game and Fish Commission who is employed as extra help may receive an amount to exceed eighty-five percent (85%) of the maximum annual salary for a comparable position as authorized under § 21-5-201 et seq. during any fiscal year, nor shall such an employee be employed for a period of time to exceed one thousand eight hundred (1,800) hours in any single fiscal year.

The provisions of this section shall be in effect only from July 1, ~~2017~~ 2018 through June 30, ~~2018~~ 2019.

SECTION 11. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. TRANSFER PROVISION. After receiving approval from the Chief Fiscal Officer of the State, and prior review by the Arkansas Legislative Council or Joint Budget

Committee, the Agency is authorized to transfer appropriation from any line item authorized in the Operations appropriation to any other line item authorized in the Operations appropriation and the Agency is authorized to transfer appropriation from any line item authorized in the Gas Lease Revenues appropriation to any other line item authorized in the same section.

The provisions of this section shall be in effect only from July 1, ~~2017~~ 2018 through June 30, ~~2018~~ 2019.

SECTION 12. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. OVERTIME. The Arkansas Game and Fish Commission is hereby authorized to make overtime payments from such funds and appropriations provided for overtime payments to those wildlife officers or other employees that are currently assigned or may be assigned by the Director of the Arkansas Game and Fish Commission or by an appointed designate to Special Law Enforcement Task Forces, Special Operations, and other special programs reimbursable to the Arkansas Game and Fish Commission by federal or local authorities as approved by the Director of the Arkansas Game and Fish Commission. All such overtime payments shall be processed through the State Accounting System and shall be in addition to the Regular Salaries and benefits accruing to the employee(s). Payment of overtime is the preferred method of implementing the provisions of this section.

The provisions of this section shall be in effect only from July 1, ~~2017~~ 2018 through June 30, ~~2018~~ 2019.

SECTION 13. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. PAYMENT OF ACCRUED LEAVE. The Arkansas Game and Fish Commission is hereby authorized to pay all accrued and unused annual, holiday, and sick leave to the estate of any wildlife officer who dies in the line of duty. Such payments are subject to budgetary constraints and shall be disbursed after receipt of the official death certificate.

The provisions of this section shall be in effect from July 1, ~~2016~~ 2017 through June 30, ~~2017~~ 2018.

SECTION 14. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS

CODE OR PUBLISHED SEPARATELY AS SPECIAL, LOCAL, AND TEMPORARY LAW. COMPENSATION DIFFERENTIALS. To address specific employee compensation needs, the Arkansas Game and Fish Commission (the Commission) is authorized to pay compensation differentials to employees occupying regularly appropriated positions. All compensation differentials must be reviewed by the Arkansas Legislative Council or, if the General Assembly is in session, the Joint Budget Committee. The Commission must demonstrate the need for a compensation differential and submit a plan to the Arkansas Legislative Council or, if the General Assembly is in session, the Joint Budget Committee identifying the classifications or positions eligible for such differentials. Compensation differentials that may be authorized under this section are shift differentials, hazardous duty, certification, and second language in an amount not to exceed twelve percent (12%) of an employee's base salary. The cumulative total of any compensation differentials paid to an employee under this section shall not exceed twenty-five percent (25%) of the employee's base salary. An employee who receives additional compensation under this section who moves into a position that is not authorized to receive the compensation differential shall have the compensation differential removed. If granting additional compensation would have the effect of exceeding the line item maximum assigned to the employee's classification, the additional compensation shall not be construed as exceeding the line item maximum for that classification.

The provisions of this section shall be in effect only from July 1, 2018 through June 30, 2019.

SECTION 15. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE OR PUBLISHED SEPARATELY AS SPECIAL, LOCAL, AND TEMPORARY LAW. COST OF LIVING INCREASES AND MERIT PAY. Employees of the Arkansas Game and Fish Commission shall be eligible for cost-of-living and merit pay adjustments at the discretion of the Commission. In addition, the Commission is authorized to develop and establish a merit pay system. The merit system developed by the Commission must be reviewed by the Arkansas Legislative Council, or if the General Assembly is in session, the Joint Budget Committee. The Commission may establish merit payments as either an increase to an employee's base salary or as a lump sum payment, based on sufficiency of funding. Commission employees shall be evaluated using an instrument

developed by the Commission that incorporates performance evaluation standards. Employees reaching the maximum rate of pay for their respective classifications may receive merit pay or cost of living adjustments in a lump sum payment, provided adjustments are awarded; the additional compensation shall not be construed as exceeding the line item maximum for that classification.

The provisions of this section shall be in effect only from July 1, 2018 through June 30, 2019.

SECTION 16. LEGISLATIVE INTENT. It is the intent of the General Assembly that any funds disbursed under the authority of the appropriations contained in this act shall be in compliance with the stated reasons for which this act was adopted, as evidenced by the Agency Requests, Executive Recommendations and Legislative Recommendations contained in the budget manuals prepared by the Department of Finance and Administration, letters, or summarized oral testimony in the official minutes of the Arkansas Legislative Council or Joint Budget Committee which relate to its passage and adoption.

SECTION 17. EFFECTIVE DATE. This act is effective on and after July 1, 2018.

/s/Joint Budget Committee

APPROVED: 3/6/18