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## Arkansas Game and Fish Commission

Pat Fitts  
Director

# B.1

February 12, 2018

Senator Larry Teague, Co-Chair  
Representative Lane Jean, Co-Chair  
Joint Budget Committee  
Arkansas General Assembly  
State Capitol Building  
Little Rock, AR 72201

Dear Co-Chairs:

I respectfully request the following amendments to SB12, the 2018-2019 Operations Appropriation Bill for The Arkansas State Game and Fish Commission, as follows:

Please amend SECTION 1. REGULAR SALARIES.

Item No.	Class Code	Title	Maximum No. of Employees	Maximum Annual Salary Rate Fiscal Year 2018-2019
(1)	Q249U	AGFC DIRECTOR	1	<del>\$132,729</del> <u>\$152,638</u>

The Arkansas Game and Fish Commission adopted a pay plan separate from the Uniform Classification and Compensation Act. At that time the Commission had not provided for a change in compensation for their Director. This amendment will increase the line item maximum salary rate for the Director.

Please amend SECTION 3. APPROPRIATION - OPERATIONS.

ITEM NO.	FISCAL YEAR 2018-2019
(06)	
(A) Operating Expenses	<del>36,131,187</del> <u>34,760,018</u>
(07) GAME AND FISH GRANTS	<del>5,628,831</del> <u>7,000,000</u>

Previously, some grant expenditures were made from the Agency's Operations Line Item, but these items would be more appropriately expensed from the Game and Fish Grants line item. This increase will provide for sufficient appropriation in the Grants line to accommodate this change.

Please add the follow two (2) new Sections and renumber accordingly.

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 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.

This language allows the Commission the ability to pay above line item max for compensation differentials and merit increases. Since the Commission is currently outside of the Uniform Classification and Compensation Law without this special language earnings would not be able to exceed the line item maximum.

I appreciate your consideration of this matter.

Sincerely,



Pat Fitts  
Director

**ARKANSAS SENATE**  
91st General Assembly - Fiscal Session, 2018  
**Amendment Form**

**DRAFT**

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**Subtitle of Senate Bill No. 12**

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

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**Amendment No. \_\_\_ to Senate Bill No. 12**

Amend Senate Bill No. 12 as originally introduced:

Page 1, line 30, delete "\$132,729" and substitute "\$152,638"

AND

Page 5, line 8, delete "36,131,187" and substitute "34,760,018"

AND

Page 5, line 13, delete "5,628,831" and substitute "7,000,000"

AND

Page 8, line 36, insert new sections immediately following Section 13 to read as follows:

" 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

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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.

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

AND

Appropriately renumber the subsequent Sections of the bill.

The Amendment was read the first time, rules suspended and read the second time and \_\_\_\_\_

By: Joint Budget Committee

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WKT014

\_\_\_\_\_  
Secretary

1 State of Arkansas  
2 91st General Assembly  
3 Fiscal Session, 2018  
4

# A Bill

SENATE BILL 12

5 By: Joint Budget Committee  
6

## For An Act To Be Entitled

8 AN ACT TO MAKE AN APPROPRIATION FOR PERSONAL SERVICES  
9 AND OPERATING EXPENSES FOR THE ARKANSAS STATE GAME  
10 AND FISH COMMISSION FOR THE FISCAL YEAR ENDING JUNE  
11 30, 2019; AND FOR OTHER PURPOSES.  
12  
13

## Subtitle

14 AN ACT FOR THE ARKANSAS STATE GAME AND  
15 FISH COMMISSION APPROPRIATION FOR THE  
16 2018-2019 FISCAL YEAR.  
17  
18  
19

20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
21

22 SECTION 1. REGULAR SALARIES. There is hereby established for the  
23 Arkansas State Game and Fish Commission for the 2018-2019 fiscal year, the  
24 following maximum number of regular employees.  
25

26			Maximum Annual
27		Maximum	Salary Rate
28	Item Class	No. of	Fiscal Year
29	No. Code Title	Employees	2018-2019
30	(1) Q249U AGFC DIRECTOR	1	\$132,729
31	(2) Q250U AGFC CHIEF OF STAFF	1	\$108,065
32	(3) Q251U AGFC ASSISTANT DEPUTY DIRECTOR	3	\$106,919
33	(4) Q252U AGFC VETERINARIAN	1	\$102,807
34	(5) Q254U AGFC GENERAL COUNSEL	1	\$98,853
35	(6) Q253U AGFC BIOSTATISTICIAN	1	\$98,853
36	(7) Q255U AGFC CHIEF INFORMATION OFFICER	1	\$96,212



1 Committee, the Agency is authorized to transfer appropriation from any line  
2 item authorized in the Operations appropriation to any other line item  
3 authorized in the Operations appropriation and the Agency is authorized to  
4 transfer appropriation from any line item authorized in the Gas Lease  
5 Revenues appropriation to any other line item authorized in the same section.  
6 The provisions of this section shall be in effect only from July 1, 2017  
7 2018 through June 30, ~~2018~~ 2019.

8  
9 SECTION 12. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
10 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. OVERTIME.  
11 The Arkansas Game and Fish Commission is hereby authorized to make overtime  
12 payments from such funds and appropriations provided for overtime payments to  
13 those wildlife officers or other employees that are currently assigned or may  
14 be assigned by the Director of the Arkansas Game and Fish Commission or by an  
15 appointed designate to Special Law Enforcement Task Forces, Special  
16 Operations, and other special programs reimbursable to the Arkansas Game and  
17 Fish Commission by federal or local authorities as approved by the Director  
18 of the Arkansas Game and Fish Commission. All such overtime payments shall  
19 be processed through the State Accounting System and shall be in addition to  
20 the Regular Salaries and benefits accruing to the employee(s). Payment of  
21 overtime is the preferred method of implementing the provisions of this  
22 section.

23 The provisions of this section shall be in effect only from July 1, 2017  
24 2018 through June 30, ~~2018~~ 2019.

25  
26 SECTION 13. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
27 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. PAYMENT  
28 OF ACCRUED LEAVE. The Arkansas Game and Fish Commission is hereby authorized  
29 to pay all accrued and unused annual, holiday, and sick leave to the estate  
30 of any wildlife officer who dies in the line of duty. Such payments are  
31 subject to budgetary constraints and shall be disbursed after receipt of the  
32 official death certificate.

33 The provisions of this section shall be in effect from July 1, ~~2016~~  
34 2017 through June 30, ~~2017~~ 2018.

35  
36  SECTION 14. LEGISLATIVE INTENT. It is the intent of the General