



Department of Transformation and Shared Services

Governor Sarah Huckabee Sanders

Secretary Joseph Wood

Director Kay Barnhill

June 14, 2023

The Honorable Breanne Davis, Co-Chairperson
The Honorable Mark Berry, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Arkansas Legislative Council
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Senator Davis and Representative Berry:

The Office of Personnel Management (OPM) submits a request for the continuation of previously approved salary administration grids for FY24. The requested grids for continuation are attached.

The Office of Personnel Management is requesting the continuation of nineteen (19) salary administration grids from fifteen (15) departments, including one statewide grid for grades GS01-GS05. In FY23, approximately \$22,344,594 was spent on salary administration grids, majority of which was the statewide GS01-GS05 grid.

After review of the request, the Office of Personnel Management **recommends** the approval of the continuation of these previously approved salary administration grids for FY24.

Your consideration of this request is greatly appreciated.

Handwritten signature of Kay K. Barnhill in blue ink.

STATE PERSONNEL DIRECTOR

6/5/23
DATE

KB/sd:1

SALARY ADMINISTRATION GRIDS FY24

AGENCY	CLASS CODE	TITLE	GRADE	SALARY RANGE	GRID DETAILS	ESTIMATED COST FY23
Department of Agriculture	B011N	ADH Director of Engineering	GS13	\$77,862- \$112,899	0-4.99 years of experience: \$89,541; 5+ years of experience: \$95,381	\$37,524.24
	B138C	ADH Engineer Chief	GS13	\$77,862- \$112,899	0-4.99 years of experience: \$89,541; 5+ years of experience: \$95,381	
	B146C	E&E Professional Engineer Senior Manager	GS13	\$77,862- \$112,899	0-4.99 years of experience: \$89,541; 5+ years of experience: \$95,381	
	B015C	Engineer Supervisor	GS12	\$69,776- \$101,175	0-4.99 years of experience: \$80,242; 5-9.99 years of experience: \$82,810; 10+ years of experience: \$85,476	
	B008N	Senior Petroleum Engineer	GS12	\$69,776- \$101,175	0-4.99 years of experience: \$80,242; 5-9.99 years of experience: \$82,810; 10+ years of experience: \$85,476	
	B023C	Engineer, P.E.	GS11	\$62,531- \$90,669	0-4.99 years of experience: \$71,911; 5-9.99 years of experience: \$74,212; 10+ years of experience: \$76,600	
	B042C	Engineer	GS09	\$50,222 - \$72,821	0-4.99 years of experience: \$57,755; 5-9.99 years of experience: \$60,643; 10+ years of experience: \$61,522	
	B067C	Archaeologist	GS08	\$45,010- \$65,264	0 years of experience: \$53,248; 1 year of experience: \$55,037; 2 years of experience: \$56,805; 4 years of experience: \$58,573; 6 years of experience: \$60,362; 8 years of experience: \$62,130; 11 years of experience: \$63,898; 14+ years of experience: \$65,264	\$0.00
Department of Commerce- Insurance Department	A004N	Certified Financial Examiner Manager	GS13	\$77,862- \$112,899	Must be a Certified Financial Examiner	\$6,653.20
	A004C	Certified Financial Examiner	GS12	\$69,776- \$101,175	Must pass seventh test by Society of Financial Examiners	
	A117C	Accredited Financial Examiner	GS11	\$62,531- \$90,669	Must pass fourth thru sixth tests by Society of Financial Examiners = 5% increase	
	A118C	Financial Examiner Specialist	GS10	\$56,039- \$81,256	Must pass three tests by Society of Financial Examiners and completed three years of experience = 5% increase	
Department of Commerce-Bank Department	A005N	Asst Deputy Bank Commissioner	GS15	\$96,960- \$140,952	May receive up to 5% annually for completing continuing education	\$92,643.00
	A107C	Bank Exam Manager	GS14	\$86,887- \$125,986	May receive up to 5% annually for completing continuing education	
	A030C	Bank Certified Exam Manger	GS14	\$86,887- \$125,986	May receive up to 5% annually for completing continuing education	
	A018C	Bank Chief Examiner	GS14	\$86,887- \$125,986	May receive up to 5% annually for completing continuing education	
	G257C	Bank Chief Counsel	GS14	\$86,887- \$125,986	May receive up to 5% annually for completing continuing education	
	A039C	Certified Bank Sr. Examiner	GS13	\$77,862- \$112,899	May receive up to 5% annually for completing continuing education	
	A106C	Bank Sr. Examiner	GS10	\$56,039- \$81,256	May receive up to 10% annually for passing tests during a 2 year period	
	A070C	Bank Examiner	GS08	\$45,010- \$65,264	May receive up to 10% annually for passing tests during a 3 year period	
	X025C	DCC Parole/Probation Area Manager	GS10	\$56,039- \$81,256	0-4.99 years of experience: \$64,444; 5-9.99 years of experience: \$67,666; 10-14.99 years of experience: \$71,050; 15-19.99 years of service: \$74,602; 20+ years of experience: \$78,332	\$92,643.00
	T015C	DOC Deputy Warden	GS10	\$56,039- \$81,256	0-4.99 years of experience: \$64,444; 5-9.99 years of experience: \$67,666; 10-14.99 years of experience: \$71,050; 15-19.99 years of service: \$74,602; 20+ years of experience: \$78,332	
	T033C	DOC Major	GS09	\$50,222 - \$72,821	0-4.99 years of experience: \$57,755; 5-9.99 years of experience: \$60,643; 10-14.99 years of experience: \$63,675; 15-19.99 years of service: \$66,859; 20+ years of experience: \$70,202	
	M009C	Licensed Certified Social Worker	GS09	\$50,222 - \$72,821	0-4.99 years of experience: \$57,755; 5-9.99 years of experience: \$60,643; 10-14.99 years of experience: \$63,675; 15-19.99 years of service: \$66,859; 20+ years of experience: \$70,202	
	L033C	Psychological Examiner	GS09	\$50,222 - \$72,821	0-4.99 years of experience: \$57,755; 5-9.99 years of experience: \$60,643; 10-14.99 years of experience: \$63,675; 15-19.99 years of service: \$66,859; 20+ years of experience: \$70,202	
	M021C	DOC Treatment Supervisor	GS08	\$45,010- \$65,264	0-4.99 years of experience: \$51,761; 5-9.99 years of experience: \$54,349; 10-14.99 years of experience: \$57,067; 15-19.99 years of service: \$59,920; 20+ years of experience: \$62,916	

Department of Corrections & Community Corrections

M007C	DCC Assistant Treatment Program Manager	GS08	\$45,010- \$65,264	0-4.99 years of experience: \$51,761; 5-9.99 years of experience \$54,349; 10-14.99 years of \$57,067; 15-19.99 years of service: \$59,920; 20+ years of experience: \$62,916		
T048C	DOC Captain	GS08	\$45,010- \$65,264	0-4.99 years of experience: \$51,761; 5-9.99 years of experience \$54,349; 10-14.99 years of \$57,067; 15-19.99 years of service: \$59,920; 20+ years of experience: \$62,916		
X042C	DCC Parole/Probation Assistant Area Manager	GS08	\$45,010- \$65,264	0-4.99 years of experience: \$51,761; 5-9.99 years of experience \$54,349; 10-14.99 years of \$57,067; 15-19.99 years of service: \$59,920; 20+ years of experience: \$62,916		
M088C	Licensed Master Social Worker	GS08	\$45,010- \$65,264	0-4.99 years of experience: \$51,761; 5-9.99 years of experience \$54,349; 10-14.99 years of \$57,067; 15-19.99 years of service: \$59,920; 20+ years of experience: \$62,916		
G121C	Rehab Program Manager	GS08	\$45,010- \$65,264	0-4.99 years of experience: \$51,761; 5-9.99 years of experience \$54,349; 10-14.99 years of experience: \$57,067; 15-19.99 years of service: \$59,920; 20+ years of experience: \$62,916		
M020C	Licensed Professional Counselor	GS08	\$45,010- \$65,264	0-4.99 years of experience: \$51,761; 5-9.99 years of experience \$54,349; 10-14.99 years of experience: \$57,067; 15-19.99 years of service: \$59,920; 20+ years of experience: \$62,916		
M046C	DOC Treatment Coordinator	GS07	\$40,304- \$58,493	0-4.99 years of experience: \$46,391; 5-9.99 years of experience: \$48,711; 10-14.99 years of \$51,146; 15-19.99 years of service: \$53,703; 20+ years of experience: \$56,389		
T054C	DOC Lieutenant	GS07	\$40,304- \$58,493	0-4.99 years of experience: \$46,391; 5-9.99 years of experience: \$48,711; 10-14.99 years of \$51,146; 15-19.99 years of service: \$53,703; 20+ years of experience: \$56,389		
T045C	DCC Parole/Probation Officer	GS07	\$40,304- \$58,493	0-4.99 years of experience: \$46,391; 5-9.99 years of experience: \$48,711; 10-14.99 years of \$51,146; 15-19.99 years of service: \$53,703; 20+ years of experience: \$56,389		
T059C	DOC Food Preparation Manager	GS07	\$40,304- \$58,493	0-4.99 years of experience: \$46,391; 5-9.99 years of experience: \$48,711; 10-14.99 years of \$51,146; 15-19.99 years of service: \$53,703; 20+ years of experience: \$56,389		
M026C	Licensed Social Worker	GS07	\$40,304- \$58,493	0-4.99 years of experience: \$46,391; 5-9.99 years of experience: \$48,711; 10-14.99 years of experience: \$51,146; 15-19.99 years of service: \$53,703; 20+ years of experience: \$56,389		
M023C	Substance Abuse Program Coordinator	GS07	\$40,304- \$58,493	0-4.99 years of experience: \$46,391; 5-9.99 years of experience: \$48,711; 10-14.99 years of experience: \$51,146; 15-19.99 years of service: \$53,703; 20+ years of experience: \$56,389		
L052C	Rehab Facility Supervisor	GS07	\$40,304- \$58,493	0-4.99 years of experience: \$46,391; 5-9.99 years of experience: \$48,711; 10-14.99 years of \$51,146; 15-19.99 years of service: \$53,703; 20+ years of experience: \$56,389		
T065C	DOC Correctional Sergeant	GS06	\$36,155 - \$52,424	0-4.99 years of experience: \$41,578; 5-9.99 years of experience: \$43,657; 10-14.99 years of \$45,840; 15-19.99 years of service: \$48,132; 20+ years of experience: \$50,538		
T093C	DCC Parole/Probation Officer II	GS06	\$36,155 - \$52,424	0-4.99 years of experience: \$41,578; 5-9.99 years of experience: \$43,657; 10-14.99 years of \$45,840; 15-19.99 years of service: \$48,132; 20+ years of experience: \$50,538		
T070C	DOC Food Preparation Supervisor	GS06	\$36,155 - \$52,424	0-4.99 years of experience: \$41,578; 5-9.99 years of experience: \$43,657; 10-14.99 years of \$45,840; 15-19.99 years of service: \$48,132; 20+ years of experience: \$50,538		
M048C	Substance Abuse Program Leader	GS06	\$36,155 - \$52,424	0-4.99 years of experience: \$41,578; 5-9.99 years of experience: \$43,657; 10-14.99 years of \$45,840; 15-19.99 years of service: \$48,132; 20+ years of experience: \$50,538	\$6,758,003.91	
Department of Education- Northwest Technical Institute	L036C	Nurse Instructor	MP02	\$71,403- \$99,964	May obtain two (2) increases of up to 3% for participation in Performance Based Teacher Education Program	
	E018C	Specialized Technical Faculty	GS08	\$45,010- \$65,264	May obtain two (2) increases of up to 3% for participation in Performance Based Teacher Education Program	
	E027C	Career & Technical Faculty	GS07	\$40,304- \$58,493	May obtain two (2) increases of up to 3% for participation in Performance Based Teacher Education Program	\$3,151.83
	L062C	Licensed Practical Nurse Supervisor	GS07	\$40,304- \$58,493	Base salary plus 2% for each year of work experience beginning Year 3	
	L069C	Licensed Practical Nurse	GS06	\$36,155 - \$52,424	Base salary plus 1.5% for each year of work experience	\$0.00
	B011N	ADH Director of Engineering	GS13	\$77,862- \$112,899	0-4.99 years of experience: \$89,541; 5+ years of experience: \$95,381	

Department of Health	B138C	ADH Engineer Chief	GS13	\$77,862- \$112,899	0-4.99 years of experience: \$89,541; 5+ years of experience: \$95,381	
	B015C	Engineer Supervisor	GS12	\$69,776- \$101,175	0-4.99 years of experience: \$80,242; 5-9.99 years of experience: \$82,810; 10+ years of experience: \$85,476	
	B008N	Senior Petroleum Engineer	GS12	\$69,776- \$101,175	0-4.99 years of experience: \$80,242; 5-9.99 years of experience: \$82,810; 10+ years of experience: \$85,476	
	B023C	Engineer, P.E.	GS11	\$62,531- \$90,669	0-4.99 years of experience: \$71,911; 5-9.99 years of experience: \$74,212; 10+ years of experience: \$76,600	
	B042C	Engineer	GS09	\$50,222 - \$72,821	0-4.99 years of experience: \$57,755; 5-9.99 years of experience: \$60,643; 10+ years of \$61,522	\$64,073.63
	L028C	Epidemiologist	GS09	\$50,222 - 72,821	1 year of experience with Bachelor's degree or 0 year with Master's degree: \$50,222; 1 year of experience with Master's degree: \$56,600; 3 years of experience with Master's degree: \$59,788; 5+ years with Master's degree or 1 year of experience with Doctoral degree: \$61,522	\$101,113.12
Department of Human Services	M009C	Licensed Certified Social Worker	GS09	\$50,222 - \$72,821	Base salary plus 1.25% for each year of work experience	
	M088C	Licensed Master Social Worker	GS08	\$45,010- \$65,264	Base salary plus 1.25% for each year of work experience	
	M026C	Licensed Social Worker	GS07	\$40,304- \$58,493	Base salary plus 1.25% for each year of work experience	
	L062C	Licensed Practical Nurse Supervisor	GS07	\$40,304- \$58,493	Base salary plus 2% for each year of work experience beginning Year 3	
	L069C	Licensed Practical Nurse	GS06	\$36,155 - \$52,424	Base salary plus 1.5% for each year of work experience	
	M060C	Youth Program Coordinator	GS05	\$32,405- \$46,987	Entry \$36,215; Six months service = \$36,969; 1 year of service = \$43,341	
	M070C	Youth Program Specialist	GS03	\$26,034- \$37,749	Entry \$30,000; Six months service = \$31,892; 1 year of service = \$34,820	\$169,432.79
Department of Military	M091C	ARNG Youth Program Shift Leader	GS05	\$32,405- \$46,987	Six months service = \$36,969; 1 year of service = \$43,341	
	M060C	Youth Program Coordinator	GS05	\$32,405- \$46,987	Six months service = \$36,969; 1 year of service = \$43,341	
	M070C	Youth Program Specialist	GS03	\$26,034- \$37,749	Six months service = \$31,892; 1 year of service = \$34,820	\$52,554.13
Department of Veteran's Affairs	L062C	Licensed Practical Nurse Supervisor	GS07	\$40,304- \$58,493	Base salary plus 2% for each year of work experience beginning Year 3	
	L069C	Licensed Practical Nurse	GS06	\$36,155 - \$52,424	Base salary plus 1.5% for each year of work experience	\$10,799.43
Department of Public Safety - State Police	N/A	All Trooper Classifications		N/A	Implementation of Act 223 of 2022	\$4,195,639.40
Statewide	N/A	All Classifications	GS05	\$32,405 - \$46,987	0-4.99 years of service: \$39,696; 5-9.99 years of service: \$41,680; 10-14.99 years of service: \$43,764; 15-19.99 years of service: \$45,953; 20+ years of service: \$46,987; \$5,000 annual cap	
	N/A	All Classifications	GS04	\$29,046 - \$42,116	0-4.99 years of service: \$35,581; 5-9.99 years of service: \$37,360; 10-14.99 years of service: \$39,228; 15-19.99 years of service: \$41,189; 20+ years of service: \$42,116; \$5,000 annual cap	
	N/A	All Classifications	GS03	\$26,034 - \$37,749	0-4.99 years of service: \$31,892; 5-9.99 years of service: \$33,486; 10-14.99 years of service: \$35,160; 15-19.99 years of service: \$36,918; 20+ years of service: \$37,749; \$5,000 annual cap	
	N/A	All Classifications	GS02	\$23,335 - \$33,835	0-4.99 years of service: \$28,585; 5-9.99 years of service: \$30,014; 10-14.99 years of service: \$31,514; 15-19.99 years of service: \$33,090; 20+ years of service: \$33,835; \$5,000 annual cap	
	N/A	All Classifications	GS01	\$22,000 - \$31,900	0-4.99 years of service: \$26,950; 5-9.99 years of service: \$29,290; 10-14.99 years of service: \$29,704; 15-19.99 years of service: \$31,800; 20+ years of service: \$31,900; \$5,000 annual cap	\$9,885,073.71
Department of Finance & Administration- Management Services, AASIS Division	D075C	Software Support Specialist	IT03	\$41,578 - \$60,288	2+ years of service, P.E. score of 3 stars or higher, and recommendation by the supervisor: up to 5% increase	
	D052C	Software Support Analyst	IT05	\$51,762 - \$75,054	1+ year of service, P.E. score of 3 stars or higher, and recommendation by the supervisor: up to 5% increase	
	D033C	DFA ERP Analyst	IT06	\$57,755 - \$83,745	1+ year of service, P.E. score of 3 stars or higher, and recommendation by the supervisor: up to 5% increase	\$0.00
Department of Finance & Administration- Management Services, Accounting Division	A058C	DFA CAFR Accountant	GS10	\$56,039 - \$81,256	1+ year of service, P.E. score of 3 stars or higher, and recommendation by the supervisor: up to 5% increase	
	R041C	DFA Statewide Program Coordinator	GS11	\$62,531 - \$90,669	1+ year of service, P.E. score of 3 stars or higher, and recommendation by the supervisor: up to 5% increase	\$0.00
Department of Finance & Administration- Revenue	A059C	Tax Auditor	GS07	\$40,340 - \$58,493	1+ year of service, P.E. score of 3 stars or higher, and recommendation by the supervisor: up to 5% increase	
	A054C	Tax Auditor II	GS09	\$50,222 - \$72,821	1+ year of service, P.E. score of 3 stars or higher, and recommendation by the supervisor: up to 5% increase	\$132,036.54

Public Service Commission	X064C	PSC Public Utility Auditor	GS08	\$45,010 - \$65,264	May receive up to midpoint for Entry and a salary increase of up to 5% per fiscal year assuming they have: at least 12 months of service within the classification, receive a PGCS score of Highly Effective (4) or higher, receive recommendation from their supervisor, & receive enhanced credentials as an expert	
	A046C	PSC Rate Case Analyst	GS09	\$50,222 - \$72,821		
	X033C	PSC Senior Public Utility Auditor	GS11	\$62,531 - \$90,669		
	A028C	PSC Senior Rate Case Analyst	GS11	\$62,531 - \$90,669		
	A013C	PSC Director of Revenue Requirements	GS12	\$69,776 - \$101,175		
	G299C	PSC Electric Cooperative Manager	GS12	\$69,776 - \$101,175		
	B015C	Engineer Supervisor	GS12	\$69,776 - \$101,175		
	G278C	PSC Research and Policy Director	GS14	\$86,887 - \$125,986		
	X001C	PSC Director of Electric Utilities Section	GS14	\$86,887 - \$125,986		
	A129C	PSC Quality Services Director	GS14	\$86,887 - \$125,986		
	N043N	PSC Director of Financial Analysis	GS14	\$86,887 - \$125,986		
	A130C	PSC Rates and Demand Resources Director	GS14	\$86,887 - \$125,986		
	N248N	PSC Director of Pipeline Safety	GS14	\$86,887 - \$125,986		
	P080C	PSC Director of Telecommunications and Consumer Services	GS14	\$86,887 - \$125,986		
					\$22,676.79	
Energy & Environment	B146C	E&E Professional Engineer Senior Manager	GS13	\$77,862 - \$112,899	0-4.99 years of experience: \$89,541; 5+ years of experience: \$95,381	
	B015C	Engineer Supervisor	GS12	\$69,776 - \$101,175	0-4.99 years of experience: \$80,242; 5-9.99 years of experience: \$82,810; 10+ years of experience: \$85,476	
	B008N	Senior Petroleum Engineer	GS12	\$69,776 - \$101,175	0-4.99 years of experience: \$80,242; 5-9.99 years of experience: \$82,810; 10+ years of experience: \$85,476	
	B023C	Engineer, P.E.	GS11	\$62,531 - \$90,669	0-4.99 years of experience: \$71,911; 5-9.99 years of experience: \$74,212; 10+ years of experience: \$76,600	
	B042C	Engineer	GS09	\$50,222 - \$72,821	0-4.99 years of experience: \$57,755; 5-9.99 years of experience: \$60,643; 10+ years of \$61,522	
					\$3,947,928.00	
					\$22,344,594.00	