

1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023
4

A Bill

HOUSE BILL 1505

5 By: Representative McClure
6

For An Act To Be Entitled

8 AN ACT TO MAKE AN APPROPRIATION FOR THE DEPARTMENT OF
9 COMMERCE - ARKANSAS ECONOMIC DEVELOPMENT COMMISSION -
10 RURAL ARKANSAS ECONOMIC DEVELOPMENT INITIATIVE FOR
11 THE FISCAL YEAR ENDING JUNE 30, 2024; AND FOR OTHER
12 PURPOSES.
13

Subtitle

14 AN ACT FOR THE DEPARTMENT OF COMMERCE -
15 ARKANSAS ECONOMIC DEVELOPMENT COMMISSION
16 - RURAL ARKANSAS ECONOMIC DEVELOPMENT
17 INITIATIVE APPROPRIATION FOR THE 2023-
18 2024 FISCAL YEAR.
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22

23 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
24

25 SECTION 1. APPROPRIATION - RURAL ARKANSAS ECONOMIC DEVELOPMENT
26 INITIATIVE. There is hereby appropriated, to the Department of Commerce, to
27 be payable from the cash fund deposited in the State Treasury as determined
28 by the Chief Fiscal Officer of the State, for grants and operational expenses
29 of the Rural Arkansas Economic Development Initiative of the Department of
30 Commerce - Arkansas Economic Development Commission for the fiscal year
31 ending June 30, 2024, the following:
32

| ITEM | FISCAL YEAR |
|--------------------------------------|--------------------|
| NO. | 2023-2024 |
| (01) GRANTS AND OPERATIONAL EXPENSES | <u>\$8,800,000</u> |



1 SECTION 2. COMPLIANCE WITH OTHER LAWS. Disbursement of funds
2 authorized by this act shall be limited to the appropriation for such agency
3 and funds made available by law for the support of such appropriations; and
4 the restrictions of the State Procurement Law, the General Accounting and
5 Budgetary Procedures Law, the Revenue Stabilization Law, the Regular Salary
6 Procedures and Restrictions Act, or their successors, and other fiscal
7 control laws of this State, where applicable, and regulations promulgated by
8 the Department of Finance and Administration, as authorized by law, shall be
9 strictly complied with in disbursement of said funds.

10
11 SECTION 3. LEGISLATIVE INTENT. It is the intent of the General
12 Assembly that any funds disbursed under the authority of the appropriations
13 contained in this act shall be in compliance with the stated reasons for
14 which this act was adopted, as evidenced by the Agency Requests, Executive
15 Recommendations and Legislative Recommendations contained in the budget
16 manuals prepared by the Department of Finance and Administration, letters, or
17 summarized oral testimony in the official minutes of the Arkansas Legislative
18 Council or Joint Budget Committee which relate to its passage and adoption.

19
20 SECTION 4. EMERGENCY CLAUSE. It is found and determined by the General
21 Assembly, that the Constitution of the State of Arkansas prohibits the
22 appropriation of funds for more than a one (1) year period; that the
23 effectiveness of this Act on July 1, 2023 is essential to the operation of
24 the agency for which the appropriations in this Act are provided, and that in
25 the event of an extension of the legislative session, the delay in the
26 effective date of this Act beyond July 1, 2023 could work irreparable harm
27 upon the proper administration and provision of essential governmental
28 programs. Therefore, an emergency is hereby declared to exist and this Act
29 being necessary for the immediate preservation of the public peace, health
30 and safety shall be in full force and effect from and after July 1, 2023.

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ARKANSAS SENATE
94th General Assembly - Regular Session, 2023
Amendment Form

DRAFT

Subtitle of Senate Bill No. 83

AN ACT FOR THE DEPARTMENT OF AGRICULTURE APPROPRIATION FOR THE 2023-2024 FISCAL
YEAR.

Amendment No. ___ to Senate Bill No. 83

Amend Senate Bill No. 83 as originally introduced:

Page 13, delete SECTION 19 in its entirety and substitute the following:
" SECTION 19. APPROPRIATION - AGRI SCHOLARSHIP PROGRAM. There is hereby appropriated, to the Department of Agriculture, to be payable from the Agri Scholarship Program Fund for grants for internships and scholarships of the Department of Agriculture - Agri Scholarship Program for the fiscal year ending June 30, 2024, the following:

| ITEM NO. | FISCAL YEAR 2023-2024 |
|-------------------------------|--------------------------|
| (01) AGRI SCHOLARSHIP PROGRAM | <u>\$970,000"</u> |

and

Page 19, line 7, delete "and"

and

Page 19, line 8, delete "expenses" and substitute "expenses, and for grants for internships and scholarships"

and

Page 19, line 21, delete "____0" and substitute " 0"

and

Page 19, immediately following line 21 insert the following:
"(05) RURAL VETERINARY STUDENT SCHOLARSHIP PROGRAM 30,000"

and

Page 19, line 22, delete "\$135,758" and substitute "\$165,758".

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

By: Joint Budget Committee

By: Senator Hill

By: Representative Vaught

KCS/SK - 03-29-2023 17:48:10

KCS034

Secretary

1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023
4

A Bill

SENATE BILL 83

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 DEPARTMENT OF
10 AGRICULTURE FOR THE FISCAL YEAR ENDING JUNE 30, 2024;
11 AND FOR OTHER PURPOSES.
12
13

Subtitle

14 AN ACT FOR THE DEPARTMENT OF AGRICULTURE
15 APPROPRIATION FOR THE 2023-2024 FISCAL
16 YEAR.
17
18
19

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

22 SECTION 1. REGULAR SALARIES - SHARED SERVICES. There is hereby
23 established for the Department of Agriculture for the 2023-2024 fiscal year,
24 the following maximum number of regular employees.
25

| | | | Maximum | Maximum Annual |
|------|-------|---------------------------------------|-----------|----------------|
| | | | No. of | Salary Rate |
| Item | Class | | Employees | Fiscal Year |
| No. | Code | Title | | 2023-2024 |
| 30 | (1) | SC001 SECRETARY OF AGRICULTURE | 1 | GRADE SE05 |
| 31 | (2) | U072U DEPUTY SECRETARY OF AGRICULTURE | 1 | GRADE SE02 |
| 32 | (3) | U057U AGRI LABORATORY DIRECTOR | 1 | GRADE SE01 |
| 33 | (4) | L104C AGRI LABORATORY COORDINATOR | 1 | GRADE MP04 |
| 34 | (5) | D022N IT SENIOR PROJECT MANAGER | 1 | GRADE IT09 |
| 35 | (6) | D007C INFORMATION SYSTEMS MANAGER | 2 | GRADE IT08 |
| 36 | (7) | D054C COMPUTER SUPPORT COORDINATOR | 1 | GRADE IT05 |



1 ending June 30, 2024, the following:

2

| 3 ITEM | FISCAL YEAR |
|--------------------------------|--------------------|
| 4 <u>NO.</u> | <u>2023-2024</u> |
| 5 (01) MAINT. & GEN. OPERATION | |
| 6 (A) OPER. EXPENSE | \$1,500,000 |
| 7 (B) CONF. & TRAVEL | 0 |
| 8 (C) PROF. FEES | 0 |
| 9 (D) CAP. OUTLAY | 0 |
| 10 (E) DATA PROC. | <u>0</u> |
| 11 TOTAL AMOUNT APPROPRIATED | <u>\$1,500,000</u> |

12

13 SECTION 19. APPROPRIATION - AGRI UNIVERSITY SCHOLARSHIP PROGRAM. There
 14 is hereby appropriated, to the Department of Agriculture, to be payable from
 15 the Plant Board Fund, for grants for internships and scholarships from civil
 16 penalties collected by the Department of Agriculture - Agri University
 17 Scholarship Program for the fiscal year ending June 30, 2024, the following:

18

| 19 ITEM | FISCAL YEAR |
|-----------------------------------------------|--------------------|
| 20 <u>NO.</u> | <u>2023-2024</u> |
| 21 (01) ASU COLLEGE OF AGRICULTURE FOR | |
| 22 INTERNSHIPS & SCHOLARSHIPS | \$250,000 |
| 23 (02) ATU AGRICULTURE DEPT. FOR INTERNSHIPS | |
| 24 & SCHOLARSHIPS | 250,000 |
| 25 (03) SAU AGRICULTURE DEPT. FOR INTERNSHIPS | |
| 26 & SCHOLARSHIPS | 250,000 |
| 27 (04) U OF A-DIV. OF AGRICULTURE FOR | |
| 28 INTERNSHIPS & SCHOLARSHIPS | <u>250,000</u> |
| 29 TOTAL AMOUNT APPROPRIATED | <u>\$1,000,000</u> |

30

31 SECTION 20. APPROPRIATION - FORESTRY - OPERATIONS. There is hereby
 32 appropriated, to the Department of Agriculture, to be payable from the State
 33 Forestry Fund, for personal services and operating expenses of the Department
 34 of Agriculture - State Forestry Commission - Operations for the fiscal year
 35 ending June 30, 2024, the following:

36

| | | |
|---|---------------------------|------------------------|
| 1 | (D) CAP. OUTLAY | 0 |
| 2 | (E) DATA PROC. | <u>0</u> |
| 3 | TOTAL AMOUNT APPROPRIATED | <u><u>\$46,168</u></u> |

4

5 SECTION 31. APPROPRIATION - OPERATIONS - VETERINARY MEDICAL EXAMINING
 6 BOARD. There is hereby appropriated, to the Department of Agriculture, to be
 7 payable from the Veterinary Examiners Board Fund, for personal services and
 8 operating expenses of the Department of Agriculture - Veterinary Medical
 9 Examining Board for the fiscal year ending June 30, 2024, the following:

10

| 11 | ITEM | FISCAL YEAR |
|----|---------------------------------|-------------------------|
| 12 | <u>NO.</u> | <u>2023-2024</u> |
| 13 | (01) REGULAR SALARIES | \$60,331 |
| 14 | (02) EXTRA HELP | 21,000 |
| 15 | (03) PERSONAL SERVICES MATCHING | 22,150 |
| 16 | (04) MAINT. & GEN. OPERATION | |
| 17 | (A) OPER. EXPENSE | 15,996 |
| 18 | (B) CONF. & TRAVEL | 281 |
| 19 | (C) PROF. FEES | 16,000 |
| 20 | (D) CAP. OUTLAY | 0 |
| 21 | (E) DATA PROC. | <u>0</u> |
| 22 | TOTAL AMOUNT APPROPRIATED | <u><u>\$135,758</u></u> |

23

24 SECTION 32. APPROPRIATION - OPERATIONS - SOIL CLASSIFIERS REGISTRATION
 25 BOARD. There is hereby appropriated, to the Department of Agriculture, to be
 26 payable from the cash fund deposited in the State Treasury as determined by
 27 the Chief Fiscal Officer of the State, for operating expenses of the
 28 Department of Agriculture - Arkansas State Board of Registration for
 29 Professional Soil Classifiers for the fiscal year ending June 30, 2024, the
 30 following:

31

| 32 | ITEM | FISCAL YEAR |
|----|------------------------------|------------------|
| 33 | <u>NO.</u> | <u>2023-2024</u> |
| 34 | (01) MAINT. & GEN. OPERATION | |
| 35 | (A) OPER. EXPENSE | \$1,296 |
| 36 | (B) CONF. & TRAVEL | 0 |

Hall of the House of Representatives

94th General Assembly - Regular Session, 2023

Amendment Form

DRAFT

Subtitle of House Bill No. 1168

AN ACT FOR THE DEPARTMENT OF LABOR AND LICENSING - BOARDS AND COMMISSIONS
APPROPRIATION FOR THE 2023-2024 FISCAL YEAR.

Amendment No. ___ to House Bill No. 1168

Amend House Bill No. 1168 as engrossed H2/14/23 (version: 02/14/2023 2:41:59 PM):

Beginning on page 8, delete SECTIONS 16, 17, 18, and 19 in their entirety

AND

Page 26, delete SECTION 55 in its entirety

AND

Appropriately renumber all SECTION numbers of the bill.

DRAFT

The Amendment was read _____
By: Representative Gonzales
By: Senators Crowell, B. Davis
KMW/KMW - 03-29-2023 15:33:33
KMW053

Chief Clerk

Stricken language will be deleted and underlined language will be added.

1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023
4

As Engrossed: H2/14/23

A Bill

HOUSE BILL 1168

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 DEPARTMENT OF LABOR
10 AND LICENSING - BOARDS AND COMMISSIONS FOR THE FISCAL
11 YEAR ENDING JUNE 30, 2024; AND FOR OTHER PURPOSES.
12
13

Subtitle

14 AN ACT FOR THE DEPARTMENT OF LABOR AND
15 LICENSING - BOARDS AND COMMISSIONS
16 APPROPRIATION FOR THE 2023-2024 FISCAL
17 YEAR.
18
19
20

21 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
22

23 SECTION 1. REGULAR SALARIES - ARKANSAS ABSTRACTERS' BOARD. There is
24 hereby established for the Department of Labor and Licensing - Arkansas
25 Abstracters' Board for the 2023-2024 fiscal year, the following maximum
26 number of regular employees.
27

| Item Class | | Maximum | Maximum Annual |
|------------|-----------------------------------------|-----------|----------------|
| No. | Code Title | No. of | Salary Rate |
| | | Employees | Fiscal Year |
| | | | 2023-2024 |
| (1) | X185C DLL ABSTRACTORS BOARD SEC GENERAL | 1 | GRADE GS02 |
| | MAX. NO. OF EMPLOYEES | 1 | |

34
35 SECTION 2. APPROPRIATION - ARKANSAS ABSTRACTERS' BOARD - OPERATIONS.
36 There is hereby appropriated, to the Department of Labor and Licensing, to be



| | | | |
|----|------|----------------------------|-------------------------|
| 1 | (02) | EXTRA HELP | 15,780 |
| 2 | (03) | PERSONAL SERVICES MATCHING | 22,720 |
| 3 | (04) | MAINT. & GEN. OPERATION | |
| 4 | (A) | OPER. EXPENSE | 31,250 |
| 5 | (B) | CONF. & TRAVEL | 2,640 |
| 6 | (C) | PROF. FEES | 5,000 |
| 7 | (D) | CAP. OUTLAY | 0 |
| 8 | (E) | DATA PROC. | 0 |
| 9 | (05) | REFUNDS/REIMBURSEMENTS | 500 |
| 10 | (06) | CLAIMS | <u>1,375</u> |
| 11 | | TOTAL AMOUNT APPROPRIATED | <u><u>\$145,721</u></u> |

12

13 SECTION 16. REGULAR SALARIES - PROFESSIONAL BAIL BONDS COMPANY AND
 14 PROFESSIONAL BAIL BONDSMAN LICENSING BOARD. There is hereby established for
 15 the Department of Labor and Licensing - Professional Bail Bonds Company and
 16 Professional Bail Bondsman Licensing Board for the 2023-2024 fiscal year, the
 17 following maximum number of regular employees.

18

| 19 | | | Maximum Annual |
|----|----------------------------------------------|------------------|------------------|
| 20 | | Maximum | Salary Rate |
| 21 | Item Class | No. of | Fiscal Year |
| 22 | <u>No. Code Title</u> | <u>Employees</u> | <u>2023-2024</u> |
| 23 | (1) X022C DLL BAIL BONDSMAN BD EXECUTIVE DIR | 1 | GRADE GS09 |
| 24 | (2) C056C ADMINISTRATIVE SPECIALIST III | 1 | GRADE GS04 |
| 25 | (3) X168C DLL BAIL BONDSMAN BD INVESTIGATOR | 1 | GRADE GS04 |
| 26 | (4) A098C FISCAL SUPPORT SPECIALIST | <u>1</u> | GRADE GS04 |
| 27 | MAX. NO. OF EMPLOYEES | 4 | |

28

29 SECTION 17. APPROPRIATION - PROFESSIONAL BAIL BONDS COMPANY AND
 30 PROFESSIONAL BAIL BONDSMAN LICENSING BOARD - OPERATIONS. There is hereby
 31 appropriated, to the Department of Labor and Licensing, to be payable from
 32 the Bail Bondsman Board Fund, for personal services and operating expenses of
 33 the Department of Labor and Licensing - Professional Bail Bonds Company and
 34 Professional Bail Bondsman Licensing Board - Operations for the fiscal year
 35 ending June 30, 2024, the following:

36

| 1 | ITEM | FISCAL YEAR |
|----|---------------------------------|-------------------------|
| 2 | <u>NO.</u> | <u>2023-2024</u> |
| 3 | (01) REGULAR SALARIES | \$187,710 |
| 4 | (02) PERSONAL SERVICES MATCHING | 69,229 |
| 5 | (03) MAINT. & GEN. OPERATION | |
| 6 | (A) OPER. EXPENSE | 102,171 |
| 7 | (B) CONF. & TRAVEL | 3,000 |
| 8 | (C) PROF. FEES | 2,000 |
| 9 | (D) CAP. OUTLAY | 0 |
| 10 | (E) DATA PROC. | <u>0</u> |
| 11 | TOTAL AMOUNT APPROPRIATED | <u><u>\$364,110</u></u> |

12

13 SECTION 18. APPROPRIATION - PROFESSIONAL BAIL BONDS COMPANY AND
14 PROFESSIONAL BAIL BONDSMAN LICENSING BOARD - TREASURY CASH REIMBURSEMENTS.
15 There is hereby appropriated, to the Department of Labor and Licensing, to be
16 payable from the cash fund deposited in the State Treasury as determined by
17 the Chief Fiscal Officer of the State, to process security deposits and pay
18 outstanding judgments of bail bonds companies that go out of business by the
19 Department of Labor and Licensing - Professional Bail Bonds Company and
20 Professional Bail Bondsman Licensing Board - Treasury Cash Reimbursements for
21 the fiscal year ending June 30, 2024, the following:

22

| 23 | ITEM | FISCAL YEAR |
|----|-----------------------------|-------------------------|
| 24 | <u>NO.</u> | <u>2023-2024</u> |
| 25 | (01) REFUNDS/REIMBURSEMENTS | <u><u>\$220,000</u></u> |

26

27 SECTION 19. APPROPRIATION - PROFESSIONAL BAIL BONDS COMPANY AND
28 PROFESSIONAL BAIL BONDSMAN LICENSING BOARD - BAIL BOND RECOVERY. There is
29 hereby appropriated, to the Department of Labor and Licensing, to be payable
30 from the Bail Bond Recovery Fund, for personal services and operating
31 expenses for the recovery of forfeited professional bail bonds of the
32 Department of Labor and Licensing - Professional Bail Bonds Company and
33 Professional Bail Bondsman Licensing Board - Bail Bond Recovery for the
34 fiscal year ending June 30, 2024, the following:

35

| 36 | ITEM | FISCAL YEAR |
|----|------|-------------|
|----|------|-------------|

1 the Arkansas State Board of Public Accountancy - Operations Appropriation in
2 this Act in an amount not to exceed five hundred dollars (\$500) each fiscal
3 year to meet the Board's educational needs.

4 The provisions of this section shall be in effect only from July 1, 2022
5 2023 through June 30, ~~2023~~ 2024.

6
7 SECTION 55. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS
8 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW.

9 PROFESSIONAL BAIL BONDS COMPANY AND PROFESSIONAL BAIL BONDSMAN LICENSING
10 BOARD - FUND TRANSFER. The Professional Bail Bonds Company and Professional
11 Bail Bondsman Licensing Board shall deposit as special revenues sufficient
12 fees and penalties directly into the Bail Bondsman Board fund to provide for
13 personal services and operating expenses for the board. At the end of each
14 fiscal year, the Professional Bail Bondsman Licensing Board shall be allowed
15 to retain a fund balance sufficient to cover the personal services and
16 operating expenses of the board for the following fiscal year. Seventy-five
17 percent (75%) of any funds remaining in excess of this balance shall be
18 transferred to the General Revenue Fund Account in the State Treasury.

19 The provisions of this section shall be in effect only from July 1, 2022
20 2023 through June 30, ~~2023~~ 2024.

21
22 SECTION 56. SPECIAL LANGUAGE – CODE AMENDMENT. Arkansas Code § 17-20-
23 403, concerning the application for registration of barber colleges and
24 public welfare considerations, is amended to add an additional subsection to
25 codify special language in appropriation acts to read as follows:

26 (c) The board shall not deny any application for the establishment of
27 a new barber college on the basis of geographic proximity to an existing
28 barber college.

29
30 SECTION 57. SPECIAL LANGUAGE - CODE AMENDMENT. Arkansas Code § 19-5-
31 1271 is amended to read as follows:

32 *19-5-1271. Automotive Technologist Education Grant Fund.*

33 *(a) There is established on the books of the Treasurer of State, the*
34 *Auditor of State, and the Chief Fiscal Officer of the State a fund to be*
35 *known as the "Automotive Technologist Education Grant Fund".*

36 *(b) The Arkansas Motor Vehicle Commission shall periodically remit to*

Hall of the House of Representatives

94th General Assembly - Regular Session, 2023

Amendment Form

DRAFT

Subtitle of House Bill No. 1488

AN ACT FOR THE ARKANSAS CYBER RESPONSE BOARD APPROPRIATION FOR THE 2023-2024
FISCAL YEAR.

Amendment No. ___ to House Bill No. 1488

Amend House Bill No. 1488 as originally introduced:

Page 1, line 33, delete SECTION 2 in its entirety

AND

Appropriately renumber the subsequent Sections of the bill.

DRAFT

The Amendment was read
By: Representative S. Meeks
JAP/JAP - 03-30-2023 14:02:57
JAP044

Chief Clerk
15

1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023

A Bill

HOUSE BILL 1488

4
5 By: Representative S. Meeks
6 By: Senator J. English

For An Act To Be Entitled

7
8
9 AN ACT TO MAKE AN APPROPRIATION FOR EXPENSES FOR THE
10 ARKANSAS CYBER RESPONSE BOARD FOR THE FISCAL YEAR
11 ENDING JUNE 30, 2024; AND FOR OTHER PURPOSES.
12

Subtitle

13
14
15 AN ACT FOR THE ARKANSAS CYBER RESPONSE
16 BOARD APPROPRIATION FOR THE 2023-2024
17 FISCAL YEAR.
18

19
20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
21

SECTION 1. APPROPRIATION - ARKANSAS SELF-FUNDED CYBER RESPONSE PROGRAM.

22
23 There is hereby appropriated, to the Arkansas Cyber Response Board, to be
24 payable from the Arkansas Self-Funded Cyber Response Program Trust Fund, for
25 expenses of the Arkansas Self-Funded Cyber Response program by the Arkansas
26 Cyber Response Board for the fiscal year ending June 30, 2024, the following:
27

| ITEM | FISCAL YEAR |
|---------------------------------------------------------|---------------------|
| NO. | 2023-2024 |
| (01) EXPENSES OF THE ARKANSAS CYBER RESPONSE PROGRAM | <u>\$10,000,000</u> |

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29
30
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32
33 SECTION 2. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS
34 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. FUNDING
35 TRANSFER. Immediately upon the effective date of this act, the Chief Fiscal
36 Officer of the State shall transfer on his or her books and those of the



1 State Treasurer and the Auditor of the State the sum of two million dollars
2 (\$2,000,000) from the General Revenue Allotment Reserve Fund to the Arkansas
3 Self-Funded Cyber Response Program Trust Fund to provide funds for the
4 appropriation provided herein for expenses of the Arkansas Self-Funded Cyber
5 Response Program.

6
7 SECTION 3. COMPLIANCE WITH OTHER LAWS. Disbursement of funds
8 authorized by this act shall be limited to the appropriation for such agency
9 and funds made available by law for the support of such appropriations; and
10 the restrictions of the State Procurement Law, the General Accounting and
11 Budgetary Procedures Law, the Revenue Stabilization Law, the Regular Salary
12 Procedures and Restrictions Act, or their successors, and other fiscal
13 control laws of this State, where applicable, and regulations promulgated by
14 the Department of Finance and Administration, as authorized by law, shall be
15 strictly complied with in disbursement of said funds.

16
17 SECTION 4. LEGISLATIVE INTENT. It is the intent of the General
18 Assembly that any funds disbursed under the authority of the appropriations
19 contained in this act shall be in compliance with the stated reasons for
20 which this act was adopted, as evidenced by the Agency Requests, Executive
21 Recommendations and Legislative Recommendations contained in the budget
22 manuals prepared by the Department of Finance and Administration, letters, or
23 summarized oral testimony in the official minutes of the Arkansas Legislative
24 Council or Joint Budget Committee which relate to its passage and adoption.

25
26 SECTION 5. EMERGENCY CLAUSE. It is found and determined by the General
27 Assembly, that the Constitution of the State of Arkansas prohibits the
28 appropriation of funds for more than a one (1) year period; that the
29 effectiveness of this Act on July 1, 2023 is essential to the operation of
30 the agency for which the appropriations in this Act are provided, and that in
31 the event of an extension of the legislative session, the delay in the
32 effective date of this Act beyond July 1, 2023 could work irreparable harm
33 upon the proper administration and provision of essential governmental
34 programs. Therefore, an emergency is hereby declared to exist and this Act
35 being necessary for the immediate preservation of the public peace, health
36 and safety shall be in full force and effect from and after July 1, 2023.

Hall of the House of Representatives

94th General Assembly - Regular Session, 2023

Amendment Form

DRAFT

Subtitle of House Bill No. 1133

AN ACT FOR THE SECRETARY OF STATE APPROPRIATION FOR THE 2023-2024 FISCAL YEAR.

Amendment No. ___ to House Bill No. 1133

Amend House Bill No. 1133 as engrossed H3/7/23 (version: 03/07/2023 2:48:37 PM):

Page 6, immediately following SECTION 13, insert the following:

" SECTION 14. APPROPRIATION - MECHANICAL ROOM CONSTRUCTION. There is hereby appropriated, to the Secretary of State, to be payable from the cash fund deposited in the State Treasury as determined by the Chief Fiscal Officer of the State, for costs associated with architectural design, construction and renovations of the State Capitol Building mechanical room for the fiscal year ending June 30, 2024, the sum of.....\$4,500,000."

AND

Appropriately renumber all subsequent SECTION numbers of the bill.

DRAFT

The Amendment was read
By: Representative Wardlaw
JAR/JAR - 03-30-2023 16:25:25
JAR084

Stricken language will be deleted and underlined language will be added.

1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023
4

As Engrossed: H2/28/23 H3/7/23

A Bill

HOUSE BILL 1133

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 SECRETARY OF STATE FOR
10 THE FISCAL YEAR ENDING JUNE 30, 2024; AND FOR OTHER
11 PURPOSES.
12
13

Subtitle

14 AN ACT FOR THE SECRETARY OF STATE
15 APPROPRIATION FOR THE 2023-2024 FISCAL
16 YEAR.
17
18
19

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

22 SECTION 1. REGULAR SALARIES - OPERATIONS. There is hereby established
23 for the Secretary of State for the 2023-2024 fiscal year, the following
24 maximum number of regular employees.
25

| Item No. | Class Code | Title | Maximum No. of Employees | Maximum Annual Salary Rate |
|----------|------------|-------------------------------------|--------------------------|----------------------------|
| | | | | Fiscal Year 2023-2024 |
| 30 | (1) Q171U | SEC OF STATE CHIEF DEPUTY | 1 | \$132,286 |
| 31 | (2) Q172U | SEC OF STATE DEPUTY | 2 | \$118,545 |
| 32 | (3) Q174U | SEC OF STATE SENIOR INFO TECHNICIAN | 1 | \$109,169 |
| 33 | (4) Q173U | SEC OF STATE GENERAL COUNSEL | 1 | \$106,234 |
| 34 | (5) Q175U | SEC OF STATE INFO TECHNICIAN | 1 | \$98,118 |
| 35 | (6) Q178U | SEC OF STATE CAPITOL POLICE CHIEF | 1 | \$95,204 |
| 36 | (7) Q176U | SEC OF STATE DEPARTMENT DIRECTOR | 7 | \$95,204 |



1 appropriated, to the Secretary of State, to be payable from the Arkansas
2 Video Service Fund, for the review and issue of certificates of franchise
3 authority and refunds/reimbursements of fees of the Arkansas Video Service
4 Act for the fiscal year ending June 30, 2024, the following:

| 6 ITEM | FISCAL YEAR |
|-----------------------------------|------------------|
| 7 <u>NO.</u> | <u>2023-2024</u> |
| 8 (01) ARKANSAS VIDEO SERVICE ACT | <u>\$25,000</u> |

9
10 SECTION 10. APPROPRIATION - NATIONAL STATUARY HALL COLLECTION. There is
11 hereby appropriated, to the Secretary of State, to be payable from the
12 National Statuary Hall Collection Trust Fund, for placement and replacement
13 of Arkansas statues in the National Statuary Hall Collection in the United
14 States Capitol as provided under § 1-4-134 for the fiscal year ending June
15 30, 2024, the sum of..... \$750,000.

16
17 SECTION 11. APPROPRIATION - HELP AMERICA VOTE ACT - FEDERAL. There is
18 hereby appropriated, to the Secretary of State, to be payable from the
19 federal funds as designated by the Chief Fiscal Officer of the State, for
20 expenditures requiring state matching for maintenance, operating expenses and
21 associated costs for the Help America Vote Act for the fiscal year ending
22 June 30, 2024, the sum of..... \$4,000,000.

23
24 SECTION 12. APPROPRIATION - GIFT SHOP AND 500 GRILL. There is hereby
25 appropriated, to the Secretary of State, to be payable from the cash funds as
26 defined by Arkansas Code 19-4-801, for personal services and miscellaneous
27 operating expenses of the Gift Shop and 500 Grill for the fiscal year ending
28 June 30, 2024, the sum of.....\$490,000.

29
30 SECTION 13. APPROPRIATION - *FILING & REPORTING SYSTEMS*. There is hereby
31 appropriated, to the Secretary of State, to be payable from the State Central
32 Services Fund, for expenses relating to the Secretary of State's Financial
33 Disclosure Online Filing System and the Business and Commercial Service
34 Division's filing, processing and information retrieval system for the fiscal
35 year ending June 30, 2024, the sum
36 of.....\$1,083,697.

Hall of the House of Representatives

94th General Assembly - Regular Session, 2023

Amendment Form

DRAFT

Subtitle of House Bill No. 1133

AN ACT FOR THE SECRETARY OF STATE APPROPRIATION FOR THE 2023-2024 FISCAL YEAR.

Amendment No. ___ to House Bill No. 1133

Amend House Bill No. 1133 as engrossed H3/7/23 (version: 3/7/2023 2:48:37 PM):

Page 4, immediately following line 6 insert a new Item number to read as follows:

"(08) HISTORIC EDUCATION & PROMOTION 100,000"

AND

Page 4, line 8, delete "\$21,958,715" and substitute "\$22,058,715"

AND

Appropriately renumber the Item numbers in Section 3.

DRAFT

The Amendment was read
By: Joint Budget Committee
By: Senators B. King, J. Boyd
JAR/WLC - 03-10-2023 08:23:44
JAR078

Chief Clerk
23

Stricken language will be deleted and underlined language will be added.

1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023
4

As Engrossed: H2/28/23 H3/7/23

A Bill

HOUSE BILL 1133

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 SECRETARY OF STATE FOR
10 THE FISCAL YEAR ENDING JUNE 30, 2024; AND FOR OTHER
11 PURPOSES.
12
13

Subtitle

14 AN ACT FOR THE SECRETARY OF STATE
15 APPROPRIATION FOR THE 2023-2024 FISCAL
16 YEAR.
17
18
19

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

22 SECTION 1. REGULAR SALARIES - OPERATIONS. There is hereby established
23 for the Secretary of State for the 2023-2024 fiscal year, the following
24 maximum number of regular employees.
25

| Item No. | Class Code | Title | Maximum | Maximum Annual |
|----------|------------|-------------------------------------|------------------|-----------------------------------|
| | | | No. of Employees | Salary Rate Fiscal Year 2023-2024 |
| 30 | (1) Q171U | SEC OF STATE CHIEF DEPUTY | 1 | \$132,286 |
| 31 | (2) Q172U | SEC OF STATE DEPUTY | 2 | \$118,545 |
| 32 | (3) Q174U | SEC OF STATE SENIOR INFO TECHNICIAN | 1 | \$109,169 |
| 33 | (4) Q173U | SEC OF STATE GENERAL COUNSEL | 1 | \$106,234 |
| 34 | (5) Q175U | SEC OF STATE INFO TECHNICIAN | 1 | \$98,118 |
| 35 | (6) Q178U | SEC OF STATE CAPITOL POLICE CHIEF | 1 | \$95,204 |
| 36 | (7) Q176U | SEC OF STATE DEPARTMENT DIRECTOR | 7 | \$95,204 |



| | | |
|---|-------------------------------------|---------------------|
| 1 | (B) CONF. & TRAVEL | 65,651 |
| 2 | (C) PROF. FEES | 205,956 |
| 3 | (D) CAP. OUTLAY | 210,000 |
| 4 | (E) DATA PROC. | 0 |
| 5 | (06) SPECIAL MAINTENANCE | 675,048 |
| 6 | (07) BUILDING & GROUNDS MAINTENANCE | 372,678 |
| 7 | (08) ELECTION EXPENSES | <u>3,088,029</u> |
| 8 | TOTAL AMOUNT APPROPRIATED | <u>\$21,958,715</u> |

9

10 SECTION 4. APPROPRIATION - CAPITOL GROUNDS MONUMENT/MEMORIAL

11 PRESERVATION. There is hereby appropriated, to the Secretary of State, to be

12 payable from the Capitol Grounds Monument And Memorial Preservation Fund, for

13 various construction and operating expenses for the preservation of Monuments

14 and Memorials on the State Capitol Grounds by the Secretary of State for the

15 fiscal year ending June 30, 2024, the following:

| | | |
|----|---------------------------------------|------------------|
| 16 | | |
| 17 | ITEM | FISCAL YEAR |
| 18 | <u>NO.</u> | <u>2023-2024</u> |
| 19 | (01) VARIOUS OPERATING & CONSTRUCTION | |
| 20 | EXPENSES FOR MONUMENT/MEMORIAL | |
| 21 | PRESERVATION | <u>\$77,456</u> |

22

23 SECTION 5. APPROPRIATION - ARKANSAS STATE CAPITOL BUILDINGS & GROUNDS

24 RESTORATION - CASH. There is hereby appropriated, to the Secretary of State,

25 to be payable from the cash fund deposited in the State Treasury as

26 determined by the Chief Fiscal Officer of the State, from contributions and

27 donations for maintenance and restoration projects by the Secretary of State

28 for the fiscal year ending June 30, 2024, the following:

| | | |
|----|------------------------------|------------------|
| 29 | | |
| 30 | ITEM | FISCAL YEAR |
| 31 | <u>NO.</u> | <u>2023-2024</u> |
| 32 | (01) MAINT. & GEN. OPERATION | |
| 33 | (A) OPER. EXPENSE | \$25,000 |
| 34 | (B) CONF. & TRAVEL | 0 |
| 35 | (C) PROF. FEES | 0 |
| 36 | (D) CAP. OUTLAY | 0 |

Hall of the House of Representatives

94th General Assembly - Regular Session, 2023

Amendment Form

DRAFT

Subtitle of House Bill No. 1096

AN ACT FOR THE DEPARTMENT OF FINANCE AND ADMINISTRATION - DISBURSING OFFICER
APPROPRIATION FOR THE 2023-2024 FISCAL YEAR.

Amendment No. ___ to House Bill No. 1096

Amend House Bill No. 1096 as engrossed H3/29/23 (version: 03/29/2023 3:22:25 PM):

Page 15, line 6, insert a new section immediately following Section 36 to read as follows:

" SECTION 37. APPROPRIATION - ARKANSAS ECONOMIC DEVELOPMENT DISTRICT GRANTS. There is hereby appropriated, to the Department of Finance and Administration - Disbursing Officer, to be payable from the cash fund deposited in the State Treasury as determined by the Chief Fiscal Officer of the State, for equal disbursement of grants to each Arkansas Economic Development District for the fiscal year ending June 30, 2024, the following:

| ITEM NO. | FISCAL YEAR 2023-2024 |
|--------------------------------------------------------------------|--------------------------|
| (01) ARKANSAS ECONOMIC DEVELOPMENT DISTRICT GRANT DISBURSEMENTS | <u>\$240,000"</u> |

AND

Appropriately renumber the subsequent sections of the bill.

DRAFT

The Amendment was read
By: Representative Eubanks
JAP/JAP - 03-31-2023 12:31:34
JAP047

Chief Clerk
27

Stricken language will be deleted and underlined language will be added.

1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023
4

As Engrossed: H3/29/23

A Bill

HOUSE BILL 1096

5 By: Joint Budget Committee
6

For An Act To Be Entitled

8 AN ACT TO MAKE AN APPROPRIATION FOR MISCELLANEOUS
9 GRANTS AND EXPENSES AND VARIOUS AGENCY TRANSFERS FOR
10 THE DEPARTMENT OF FINANCE AND ADMINISTRATION -
11 DISBURSING OFFICER FOR THE FISCAL YEAR ENDING JUNE
12 30, 2024; AND FOR OTHER PURPOSES.
13
14

Subtitle

15 AN ACT FOR THE DEPARTMENT OF FINANCE AND
16 ADMINISTRATION - DISBURSING OFFICER
17 APPROPRIATION FOR THE 2023-2024 FISCAL
18 YEAR.
19
20
21

22 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
23

24 SECTION 1. APPROPRIATION - STATE'S CONTRIBUTIONS. There is hereby
25 appropriated, to the Department of Finance and Administration, to be payable
26 from the Miscellaneous Agencies Fund Account, for disbursements for Arkansas'
27 contribution to various interstate organizations by the Department of Finance
28 and Administration - Disbursing Officer for the fiscal year ending June 30,
29 2024, the following:
30

| 31 ITEM | FISCAL YEAR |
|---------------------------------------------|-------------|
| 32 NO. | 2023-2024 |
| 33 (01) ASSOCIATION OF RACING COMMISSIONERS | \$21,000 |
| 34 (02) COUNCIL OF STATE GOVERNMENT | 169,000 |
| 35 (03) DELTA REGIONAL AUTHORITY | 225,000 |
| 36 (04) FEDERATION OF TAX ADMINISTRATORS | 20,000 |



| 1 | NO. | 2023-2024 |
|---|--------------------------------------|------------------------|
| 2 | (01) FEDERAL FUNDS AWARDED TO | |
| 3 | AGENCIES, DEPARTMENTS, INSTITUTIONS, | |
| 4 | CITIES AND COUNTIES | <u>\$3,500,000,000</u> |

5

6 SECTION 37. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS
7 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. TRANSFER
8 PROCEDURES - APPROPRIATION – INFRASTRUCTURE INVESTMENT & JOBS ACT OF 2021.

9 (i) All appropriation and expenditures for funding received for the
10 Infrastructure Investment & Jobs Act of 2021 shall be expended using the
11 Infrastructure Investment & Jobs Act of 2021 appropriation sections as
12 authorized in this Act.

13 (ii) Any state agency, constitutional office, or institution shall request
14 a transfer of appropriation, as provided in the Infrastructure Investment &
15 Jobs Act of 2021 appropriation sections of this Act, from the Chief Fiscal
16 Officer of the State, stating clearly the amount requested, purpose and any
17 additional information requested by the Chief Fiscal Officer of the State.

18 (iii) After reviewing a request, the Chief Fiscal Officer of the State may
19 deny, modify or approve the request based on the estimated amount of
20 appropriation needed and currently available, purpose, estimated funding
21 available and preferred spending priority. Upon approval or modification of a
22 request by the Chief Fiscal Officer of the State and after meeting the
23 requirements of subsection (iv) herein, the Department of Finance and
24 Administration shall establish the transfer of appropriation on the books of
25 the Department of Finance and Administration and the State Auditor, in
26 compliance with the applicable classifications of appropriations as
27 enumerated in Arkansas Code 19-4-521 through 19-4-525.

28 (iv) Any request approved as authorized in subsection (iii) herein,
29 including requests that establish a new commitment item or new appropriation
30 shall require prior approval by the Legislative Council or the Joint Budget
31 Committee during a regular session, fiscal session, or extraordinary session
32 of the General Assembly.

33 (v) Any Oversight and/or Steering Committee charged with overseeing
34 disbursement of funds and appropriation from funds received from the
35 Infrastructure Investment & Jobs Act of 2021 appropriation sections of this
36 Act shall coordinate with the Department of Finance and Administration as

Hall of the House of Representatives
94th General Assembly - Regular Session, 2023
Amendment Form

DRAFT

Subtitle of House Bill No. 1231

AN ACT FOR THE DEPARTMENT OF PUBLIC SAFETY APPROPRIATION FOR THE 2023-2024 FISCAL
YEAR.

Amendment No. ___ to House Bill No. 1231

Amend House Bill No. 1231 as originally introduced:

Page 1, immediately following line 29, insert a new line that reads as follows:

"(1.1) D145C DPS CHIEF OF STAFF 1 GRADE SE02"

AND

Page 3, line 11, delete "95" and substitute "96"

AND

Page 8, line 1, delete "69" and substitute "73"

AND

Page 9, line 22, delete "1,038" and substitute "1,042"

AND

Page 21, line 1, delete "83" and substitute "89"

AND

Page 21, line 4, delete "28" and substitute "29"

AND

Page 21, line 5, delete "3" and substitute "4"

AND

Page 21, line 10, delete "151" and substitute "159".

DRAFT

The Amendment was read _____
By: Representative M. Berry
DJC/DJC - 03-28-2023 16:54:42
DJC026

Chief Clerk

1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023

A Bill

HOUSE BILL 1231

4
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 DEPARTMENT OF PUBLIC
10 SAFETY FOR THE FISCAL YEAR ENDING JUNE 30, 2024; AND
11 FOR OTHER PURPOSES.
12

Subtitle

13 AN ACT FOR THE DEPARTMENT OF PUBLIC
14 SAFETY APPROPRIATION FOR THE 2023-2024
15 FISCAL YEAR.
16
17
18

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

21 SECTION 1. REGULAR SALARIES - SHARED SERVICES. There is hereby
22 established for the Department of Public Safety for the 2023-2024 fiscal
23 year, the following maximum number of regular employees.
24

25 *(1.1) D145C CHIEF OF STAFF 1 GRADE SE02*

Maximum Annual
Salary Rate
Fiscal Year
2023-2024

| Item No. | Class Code | Title | Maximum No. of Employees | Salary Rate Fiscal Year |
|----------|------------|----------------------------------|--------------------------|-------------------------|
| 29 | (1) SC013 | SECRETARY OF PUBLIC SAFETY | 1 | GRADE SE05 |
| 30 | (2) D103C | DPS CHIEF INFORMATION OFFICER | 1 | GRADE IT11 |
| 31 | (3) D003C | STATE SYSTEMS ADMINISTRATOR LEAD | 1 | GRADE IT09 |
| 32 | (4) D012C | DATABASE SPECIALIST | 1 | GRADE IT08 |
| 33 | (5) D123C | DB ADMINISTRATOR | 1 | GRADE IT08 |
| 34 | (6) D007C | INFORMATION SYSTEMS MANAGER | 1 | GRADE IT08 |
| 35 | (7) D035C | COMPUTER SUPPORT MANAGER | 1 | GRADE IT07 |
| 36 | (8) D034C | DATABASE ADMINISTRATOR | 1 | GRADE IT07 |



| | | | | |
|----|------|----------------------------------------------|------------------|------------|
| 1 | (45) | G179C LEGAL SERVICES SPECIALIST | 1 | GRADE GS06 |
| 2 | (46) | A091C FISCAL SUPPORT ANALYST | 6 | GRADE GS05 |
| 3 | (47) | R032C HUMAN RESOURCES PROGRAM REPRESENTATIVE | 3 | GRADE GS05 |
| 4 | (48) | A090C PAYROLL SERVICES SPECIALIST | 1 | GRADE GS05 |
| 5 | (49) | A101C ACCOUNTING TECHNICIAN | 1 | GRADE GS04 |
| 6 | (50) | C056C ADMINISTRATIVE SPECIALIST III | 3 | GRADE GS04 |
| 7 | (51) | A098C FISCAL SUPPORT SPECIALIST | 5 | GRADE GS04 |
| 8 | (52) | R036C HUMAN RESOURCES SPECIALIST | 1 | GRADE GS04 |
| 9 | (53) | C043C RECORDS MANAGEMENT ANALYST | 1 | GRADE GS04 |
| 10 | (54) | C073C ADMINISTRATIVE SPECIALIST II | <u>1</u> | GRADE GS03 |
| 11 | | MAX. NO. OF EMPLOYEES | 95 96 | |

SECTION 2. EXTRA HELP - SHARED SERVICES. There is hereby authorized, for the Department of Public Safety - Shared Services for the 2023-2024 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: five (5) 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 - SHARED SERVICES PAYING ACCOUNT. There is hereby appropriated, to the Department of Public Safety, to be payable from the paying account as determined by the Chief Fiscal Officer of the State, for personal services and operating expenses of the Department of Public Safety - Shared Services for the fiscal year ending June 30, 2024, the following:

| ITEM | FISCAL YEAR |
|---------------------------------|------------------|
| <u>NO.</u> | <u>2023-2024</u> |
| (01) REGULAR SALARIES | \$5,665,083 |
| (02) EXTRA HELP | 55,000 |
| (03) PERSONAL SERVICES MATCHING | 1,961,646 |
| (04) MAINT. & GEN. OPERATION | |
| (A) OPER. EXPENSE | 895,625 |
| (B) CONF. & TRAVEL | 55,500 |

| | | | | |
|----|------|----------------------------------------------|------------------|------------|
| 1 | (10) | T011C ASP SERGEANT | 69 73 | GRADE GS11 |
| 2 | (11) | T009C ASP SPECIAL OPERATIONS ADMINISTRATOR | 2 | GRADE GS11 |
| 3 | (12) | X011C ASP/CACD INVESTIGATOR ADMINISTRATOR | 1 | GRADE GS11 |
| 4 | (13) | C002C HIGHWAY SAFETY OFFICE ADMINISTRATOR | 1 | GRADE GS11 |
| 5 | (14) | P067C ASP PUBLIC INFORMATION OFFICER | 1 | GRADE GS10 |
| 6 | (15) | T024C ASP/CACD HOTLINE ADMINISTRATOR | 1 | GRADE GS10 |
| 7 | (16) | G156C DPS PROGRAM MANAGER | 1 | GRADE GS10 |
| 8 | (17) | C109C ASP CACD AREA MANAGER | 11 | GRADE GS09 |
| 9 | (18) | T022C ASP CORPORAL | 484 | GRADE GS09 |
| 10 | (19) | R019C BUDGET MANAGER | 1 | GRADE GS09 |
| 11 | (20) | C110C DPS FLEET ADMINISTRATOR | 2 | GRADE GS09 |
| 12 | (21) | G109C GRANTS MANAGER | 1 | GRADE GS09 |
| 13 | (22) | B021C LICENSED ARCHITECT | 2 | GRADE GS09 |
| 14 | (23) | X038C QUALITY ASSURANCE MANAGER | 1 | GRADE GS09 |
| 15 | (24) | G086C DPS PROGRAM COORDINATOR | 1 | GRADE GS08 |
| 16 | (25) | S004C MAINTENANCE MANAGER | 1 | GRADE GS08 |
| 17 | (26) | M018C PROGRAM ELIGIBILITY COORDINATOR II | 1 | GRADE GS08 |
| 18 | (27) | A041C PROGRAM FISCAL MANAGER | 1 | GRADE GS08 |
| 19 | (28) | X108C ASP DL/CDL COORDINATOR | 5 | GRADE GS07 |
| 20 | (29) | X090C ASP/CACD SENIOR INVESTIGATOR | 73 | GRADE GS07 |
| 21 | (30) | C010C EXECUTIVE ASSISTANT TO THE DIRECTOR | 1 | GRADE GS07 |
| 22 | (31) | G147C GRANTS COORDINATOR | 3 | GRADE GS07 |
| 23 | (32) | T044C IA SUPERVISOR | 1 | GRADE GS07 |
| 24 | (33) | S017C MAINTENANCE COORDINATOR | 1 | GRADE GS07 |
| 25 | (34) | P013C PUBLIC INFORMATION COORDINATOR | 1 | GRADE GS07 |
| 26 | (35) | X095C QUALITY ASSURANCE ANALYST | 1 | GRADE GS07 |
| 27 | (36) | C037C ADMINISTRATIVE ANALYST | 13 | GRADE GS06 |
| 28 | (37) | X219C ASP DRIVER LICENSE EXAMINER SUPERVISOR | 2 | GRADE GS06 |
| 29 | (38) | T046C ASP/CACD HOTLINE SUPERVISOR | 5 | GRADE GS06 |
| 30 | (39) | S020C AVIATION TECHNICIAN | 1 | GRADE GS06 |
| 31 | (40) | S024C CONSTRUCTION/MAINTENANCE COORDINATOR | 2 | GRADE GS06 |
| 32 | (41) | G191C HIGHWAY SAFETY PROGRAM SPECIALIST | 3 | GRADE GS06 |
| 33 | (42) | R025C HUMAN RESOURCES ANALYST | 1 | GRADE GS06 |
| 34 | (43) | G179C LEGAL SERVICES SPECIALIST | 1 | GRADE GS06 |
| 35 | (44) | T061C SENIOR IA | 4 | GRADE GS06 |
| 36 | (45) | D074C TELECOMMUNICATIONS SUPERVISOR | 12 | GRADE GS06 |

| | | | | |
|----|------|----------------------------------------------|-----------------------|------------|
| 1 | (46) | S036C AUTO/DIESEL MECHANIC SUPERVISOR | 1 | GRADE GS05 |
| 2 | (47) | A091C FISCAL SUPPORT ANALYST | 1 | GRADE GS05 |
| 3 | (48) | C054C LOCAL OFFICE ADMINISTRATIVE SPECIALIST | 23 | GRADE GS05 |
| 4 | (49) | D081C TELECOMMUNICATIONS SPECIALIST | 68 | GRADE GS05 |
| 5 | (50) | C056C ADMINISTRATIVE SPECIALIST III | 5 | GRADE GS04 |
| 6 | (51) | X189C AFIS TECHNICIAN | 15 | GRADE GS04 |
| 7 | (52) | T102C ASP CACD SR. HOTLINE OPERATOR | 35 | GRADE GS04 |
| 8 | (53) | X179C ASP COMMERCIAL DRIVER LICENSE EXAMINER | 19 | GRADE GS04 |
| 9 | (54) | X182C ASP DRIVERS LICENSE EXAMINER | 39 | GRADE GS04 |
| 10 | (55) | X160C ASP USED MOTOR VEHICLE INSPECTOR | 8 | GRADE GS04 |
| 11 | (56) | S053C AUTO/DIESEL MECHANIC | 1 | GRADE GS04 |
| 12 | (57) | S044C FOOD PREPARATION MANAGER | 1 | GRADE GS04 |
| 13 | (58) | R036C HUMAN RESOURCES SPECIALIST | 1 | GRADE GS04 |
| 14 | (59) | C043C RECORDS MANAGEMENT ANALYST | 3 | GRADE GS04 |
| 15 | (60) | C073C ADMINISTRATIVE SPECIALIST II | 21 | GRADE GS03 |
| 16 | (61) | T082C ASP EXECUTIVE SECURITY GUARD | 4 | GRADE GS03 |
| 17 | (62) | X161C ASP INVESTIGATOR SPECIALIST | 1 | GRADE GS03 |
| 18 | (63) | X188C FIRE MARSHAL INSPECTOR | 2 | GRADE GS03 |
| 19 | (64) | C087C ADMINISTRATIVE SPECIALIST I | 10 | GRADE GS02 |
| 20 | (65) | C080C CREDENTIALING ASSISTANT | 1 | GRADE GS02 |
| 21 | (66) | X178C FINGERPRINT TECHNICIAN | <u>3</u> | GRADE GS02 |
| 22 | | MAX. NO. OF EMPLOYEES | 1,038 1042 | |

24 SECTION 14. EXTRA HELP - ASP. There is hereby authorized, for the
 25 Department of Public Safety - Division of Arkansas State Police for the 2023-
 26 2024 fiscal year, the following maximum number of part-time or temporary
 27 employees, to be known as "Extra Help", payable from funds appropriated
 28 herein for such purposes: twenty (20) temporary or part-time employees, when
 29 needed, at rates of pay not to exceed those provided in the Uniform
 30 Classification and Compensation Act, or its successor, or this act for the
 31 appropriate classification.

32
 33 SECTION 15. APPROPRIATION - ASP - OPERATIONS. There is hereby
 34 appropriated, to the Department of Public Safety, to be payable from the
 35 Division of Arkansas State Police Fund, for personal services and operating
 36 expenses of the Department of Public Safety - Division of Arkansas State

| | | | |
|----|----------------------------------------------|--------------------|------------|
| 1 | (6) B053C FORENSIC SCIENTIST | 83 89 | GRADE GS08 |
| 2 | (7) B137C CRIME LAB PROGRAM COORDINATOR | 2 | GRADE GS07 |
| 3 | (8) B073C FORENSIC TECHNICIAN SUPERVISOR | 4 | GRADE GS06 |
| 4 | (9) B094C FORENSIC TECHNICIAN | 28 29 | GRADE GS05 |
| 5 | (10) C056C ADMINISTRATIVE SPECIALIST III | 3 4 | GRADE GS04 |
| 6 | (11) B111C LABORATORY TECHNICIAN | 1 | GRADE GS04 |
| 7 | (12) S046C MAINTENANCE TECHNICIAN | 1 | GRADE GS04 |
| 8 | (13) C014C MEDICAL EXAMINER CASE COORDINATOR | 1 | GRADE GS04 |
| 9 | (14) C073C ADMINISTRATIVE SPECIALIST II | <u>4</u> | GRADE GS03 |
| 10 | MAX. NO. OF EMPLOYEES | 151 159 | |

11

12 SECTION 39. APPROPRIATION - CRIME LAB - STATE OPERATIONS. There is
 13 hereby appropriated, to the Department of Public Safety, to be payable from
 14 the Miscellaneous Agencies Fund Account, for personal services and operating
 15 expenses of the Department of Public Safety - Crime Lab - State Operations
 16 for the fiscal year ending June 30, 2024, the following:

17

| 18 | ITEM | FISCAL YEAR |
|----|-------------------------------------|---------------------|
| 19 | <u>NO.</u> | <u>2023-2024</u> |
| 20 | (01) REGULAR SALARIES | \$9,114,576 |
| 21 | (02) PERSONAL SERVICES MATCHING | 3,118,879 |
| 22 | (03) MAINT. & GEN. OPERATION | |
| 23 | (A) OPER. EXPENSE | 2,172,998 |
| 24 | (B) CONF. & TRAVEL | 55,000 |
| 25 | (C) PROF. FEES | 66,515 |
| 26 | (D) CAP. OUTLAY | 100,000 |
| 27 | (E) DATA PROC. | 0 |
| 28 | (04) STUDENT LOAN INCENTIVE PROGRAM | |
| 29 | EXPENSES | 75,000 |
| 30 | (05) FELLOWSHIP PROGRAM EXPENSES | <u>125,000</u> |
| 31 | TOTAL AMOUNT APPROPRIATED | <u>\$14,827,968</u> |

32

33 SECTION 40. APPROPRIATION - CRIME LAB - DNA SECTION - SPECIAL. There
 34 is hereby appropriated, to the Department of Public Safety, to be payable
 35 from the DNA Detection Fund, for operating expenses of the Department of
 36 Public Safety - Crime Lab - DNA Section - Special for the fiscal year ending

1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023

A Bill

SENATE BILL 491

4
5 By: Senator B. Davis
6 By: Representative Wooten

For An Act To Be Entitled

7
8
9 AN ACT TO AMEND ARKANSAS LAW CONCERNING EMPLOYEES OF
10 INSTITUTIONS OF HIGHER EDUCATION; TO REPEAL THE
11 HIGHER EDUCATION UNIFORM CLASSIFICATION AND
12 COMPENSATION ACT; TO DECLARE AN EMERGENCY; AND FOR
13 OTHER PURPOSES.

Subtitle

14
15
16
17 TO AMEND ARKANSAS LAW CONCERNING
18 EMPLOYEES OF INSTITUTIONS OF HIGHER
19 EDUCATION; AND TO DECLARE AN EMERGENCY.

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

23
24 SECTION 1. Arkansas Code § 6-61-203(a)(2), concerning the director and
25 staff of the Arkansas Higher Education Coordinating Board, is amended to read
26 as follows:

27 (2)(A) The director and other staff employed by the board shall
28 demonstrate competence in the field of institutional management or agency
29 management, institutional finance, financial aid, or institutional research.

30 (B) The director shall exhibit advanced coordination and
31 communication skills.

32 (C) The duties of staff employed by the board shall
33 include without limitation:

34 (i) Working with institutions of higher education to
35 identify, develop, and maintain best practice strategies for human resource
36 management;



1 (ii) Providing labor market salary surveys as
 2 needed; and

3 (iii) Establishing and maintaining the position
 4 pools authorized in § 6-63-319.

5
 6 SECTION 2. Arkansas Code § 6-63-306 is amended to read as follows:
 7 6-63-306. Additional compensation for additional duties.

8 The state-supported institutions of higher education may pay additional
 9 compensation to ~~classified~~ employees for the performance of additional duties
 10 assigned to them at non-job-related institution-sanctioned events, provided
 11 that those additional duties are performed at times other than normal working
 12 hours.

13
 14 SECTION 3. Arkansas Code § 6-63-308 is amended to read as follows:
 15 6-63-308. Overtime for ~~classified~~ certain positions – Limitations.

16 (a)(1) The institutions of higher education are authorized to pay
 17 overtime, in critical circumstances, to those employees ~~occupying the~~
 18 ~~positions enumerated in their biennial operations appropriation acts under~~
 19 ~~the heading “classified positions”~~ with job responsibilities subject to the
 20 Fair Labor Standards Act of 1938, 29 U.S.C. 201 et seq., as existing on
 21 January 1, 2023.

22 (2) The payment of overtime under subsection (a) of this section
 23 shall not be considered as exceeding the line-item maximum salary for the
 24 position enumerated in the operative appropriation act for each institution.

25 (b)(1) In no event, however, shall the total of all overtime payments
 26 for any institution except the University of Arkansas for Medical Sciences,
 27 also known as UAMS, exceed in any one (1) fiscal year an amount equal to two
 28 percent (2%) of the expenditures in the immediately preceding fiscal year for
 29 regular salaries for such institution.

30 (2) The total of all overtime payments for UAMS shall not exceed
 31 in any one (1) fiscal year, an amount equal to three percent (3%) of the
 32 expenditures of UAMS in the immediately preceding fiscal year for regular
 33 salaries.

34
 35 SECTION 4. Arkansas Code Title 6, Chapter 63, Subchapter 3, is amended
 36 to add additional sections to read as follows:

1 6-63-317. Regular salary procedures and restrictions.

2 (a) Arkansas Constitution, Article 16, § 4, provides: “the General
3 Assembly shall fix the salaries and fees of all officers in the State; and no
4 greater salary or fee than that fixed by law shall be paid to any officer,
5 employee, or other person, or at any rate other than par value; and the
6 number and salaries of the clerks and employees of the different departments
7 of the State shall be fixed by law.”

8 (b) For any position authorized by the General Assembly for the
9 benefit of any institution of higher education for which a maximum annual
10 salary is set out in dollars, it is the intent of the General Assembly that
11 the position be paid at a rate of pay not to exceed the maximum established
12 for the position during any one (1) fiscal year and that the maximum annual
13 salary authorized is for full-time employment.

14

15 6-63-318. Extra help positions.

16 (a) A position authorized as extra help in an institution of higher
17 education shall be assigned a title authorized by an institution’s operative
18 appropriation act, and any person hired in an extra help position shall meet
19 the minimum qualifications for the position.

20 (b) Extra help employees of institutions shall not exceed one thousand
21 five hundred (1,500) hours per fiscal year as set out in § 6-63-314.

22

23 6-63-319. Position pools.

24 (a)(1) The Division of Higher Education shall establish and maintain a
25 central pool of four hundred (400) positions to be used to establish
26 additional positions in an institution of higher education when an
27 institution does not have sufficient positions available to meet
28 unanticipated enrollment growth, industry training demands, or its mandated
29 responsibilities.

30 (2) Central pool positions shall be used by the institution if
31 the personnel service needs exceed the number of positions authorized by the
32 General Assembly and were not anticipated at the time of the passage of the
33 institution’s operative appropriation act.

34 (b)(1) The division shall establish and maintain a temporary
35 transition pool of fifty (50) positions to be used to establish additional
36 temporary positions in an institution if the institution does not have

1 sufficient positions available to address organizational transition issues
2 such as succession planning or other changes involving administration of the
3 institution.

4 (2) An institution shall use temporary transition pool positions
5 only if the personnel service needs exceed the number of positions authorized
6 by the General Assembly and were not anticipated at the time of the passage
7 of the institution's operative appropriation bill.

8 (3) A position from the temporary transition pool shall not be
9 authorized for an institution until the specific position is:

10 (A) Requested by the institution;

11 (B) Recommended by the division; and

12 (C) Reviewed by the Legislative Council or, if the General
13 Assembly is in regular, fiscal, or extraordinary session, the Joint Budget
14 Committee.

15 (4) Temporary transition pool positions shall be authorized for
16 not more than one hundred eighty (180) calendar days in a fiscal year and may
17 not be renewed or extended.

18 (c)(1) There is established a pool of three hundred (300) positions
19 assigned to the division to be used by institutions when an institution does
20 not have a vacant position available with the appropriate title and line-item
21 maximum salary in its operative appropriation act.

22 (2) To obtain a position from the pool under subsection (c)(1)
23 of this section, an institution shall surrender a position not being utilized
24 at the time of the request.

25 (3) A request for a position from the pool under subsection
26 (c)(1) of this section shall be fulfilled upon recommendation of the division
27 and review by the Legislative Council or, if the General Assembly is in
28 regular, fiscal, or extraordinary session, the Joint Budget Committee.

29 (d) A position established under this section shall not exceed a
30 salary rate of the highest maximum annual salary rate authorized by the
31 General Assembly in the requesting institution's operative appropriation act.

32
33 6-63-320. Annual career service recognition payments for employees of
34 institutions of higher education.

35 (a)(1)(A) A nonfaculty member of an institution of higher education
36 shall become eligible for annual career service recognition payments upon

1 completion of ten (10) or more years of service in either an elected position
 2 or a classified or nonclassified position with a state agency or an
 3 institution of higher education.

4 (B) To receive the full amount authorized in subsection
 5 (c) of this section, the service shall have been in either elected positions
 6 or regular full-time positions.

7 (C) Nonfaculty employees of institutions who work part-
 8 time in regular salary positions may receive annual career service
 9 recognition payments on a pro rata basis.

10 (2) Periods of authorized leave without pay and leave of absence
 11 for military service when veterans' reemployment rights are exercised shall
 12 not negate eligibility for the payment, provided all other eligibility
 13 requirements are met.

14 (b) The Division of Higher Education shall establish and publish
 15 policies and procedures for the administration of career service recognition
 16 payments to employees of institutions upon a determination by the Director of
 17 the Division of Higher Education that the respective institution has
 18 sufficient funds available for that purpose.

19 (c) Nonfaculty employees of institutions who meet eligibility
 20 requirements established by subsection (a) of this section shall become
 21 eligible for annual career service recognition payments on the anniversary
 22 date of the completion of such service according to the following schedule:

| <u>STATE SERVICE</u> | <u>ANNUAL PAYMENT</u> |
|---------------------------------------------|-----------------------|
| <u>10 through 14 years of state service</u> | <u>\$ 800</u> |
| <u>15 through 19 years of state service</u> | <u>\$ 1,000</u> |
| <u>20 through 24 years of state service</u> | <u>\$ 1,200</u> |
| <u>25 or more years of state service</u> | <u>\$ 1,500</u> |

29 (d) Career service recognition payments authorized by this section
 30 are:

31 (1) Subject to withholding of all applicable state and federal
 32 taxes; and

33 (2) Included by retirement systems in determining benefits.

34
 35 SECTION 5. Arkansas Code Title 21, Chapter 5, Subchapter 14, is
 36 repealed.

1 ~~21-5-1401. Title.~~

2 ~~This subchapter shall be known and may be cited as the “Higher~~
3 ~~Education Uniform Classification and Compensation Act”.~~

4
5 ~~21-5-1402. Definitions.~~

6 ~~As used in this subchapter:~~

7 ~~(1) “Class” or “classification” means a group of positions~~
8 ~~sufficiently similar as to duties performed, scope of discretion and~~
9 ~~responsibility, minimum requirements of education or training, skill,~~
10 ~~experience, and other characteristics that the same class title, the same~~
11 ~~test of fitness, and the same grade have been or may be applied to each~~
12 ~~position in the group;~~

13 ~~(2) “Classified employee” means a person regularly appointed or~~
14 ~~employed in a position of state service by an institution of higher education~~
15 ~~for which:~~

16 ~~(A) He or she is compensated on a full time basis or on a~~
17 ~~pro rata basis; and~~

18 ~~(B) A class title and grade are established in the~~
19 ~~appropriation act for the institution in accordance with the classification~~
20 ~~and compensation plan enacted in this subchapter;~~

21 ~~(3) “Class specification” means a written document that~~
22 ~~identifies a group of positions that require the same type of work and~~
23 ~~responsibility and sets out the general components of the job description for~~
24 ~~each position in the category by providing a class title, class code,~~
25 ~~distinguishing features and examples of work, knowledge, skills, and~~
26 ~~abilities, and the necessary minimum education and experience requirements to~~
27 ~~perform the assigned duties;~~

28 ~~(4)(A) “Crossgrade” means a temporary reclassification of a~~
29 ~~position during the fiscal year.~~

30 ~~(B) The Division of Higher Education may authorize a~~
31 ~~temporary crossgrade through a change in the classification of a position~~
32 ~~from the classification authorized in an institution’s appropriation act~~
33 ~~between legislative sessions to assure correct classification and for other~~
34 ~~purposes with the following restrictions:~~

35 ~~(i) A position shall not be crossgraded to a~~
36 ~~classification at a grade higher than the grade originally authorized for the~~

1 ~~position by the General Assembly in the institution's appropriation act;~~

2 ~~(ii) A position may be crossgraded to a~~
 3 ~~classification at the same or lower grade than the position as originally~~
 4 ~~authorized for the position by the General Assembly in the institution's~~
 5 ~~appropriation act;~~

6 ~~(iii) Positions that have been crossgraded may be~~
 7 ~~restored to the original authorized class during the fiscal year with the~~
 8 ~~approval of the division for those positions within the same occupational~~
 9 ~~group;~~

10 ~~(iv) Position classifications may be crossgraded or~~
 11 ~~restored to their original classifications only after the review and approval~~
 12 ~~of the division;~~

13 ~~(v) Positions established under the pay plan may not~~
 14 ~~be crossgraded to positions having an authorized line item maximum salary~~
 15 ~~established by the General Assembly in the institution of higher education's~~
 16 ~~appropriation act; and~~

17 ~~(vi) Positions having an authorized line item~~
 18 ~~maximum salary by the General Assembly in the institution's appropriation act~~
 19 ~~may not be crossgraded from line item status to classified status;~~

20 ~~(5) "Demotion" means the change in duty assignment of an~~
 21 ~~employee from a position in one classification to a position in another~~
 22 ~~classification of a lower grade;~~

23 ~~(6) "Grade" means an authorized pay range for classifications~~
 24 ~~assigned to the pay plan having a minimum pay level, midpoint pay level, and~~
 25 ~~maximum pay level as provided in this subchapter;~~

26 ~~(7) "Head of the institution" means the executive head of an~~
 27 ~~institution of higher education;~~

28 ~~(8) "Institution of higher education" or "institution" means a~~
 29 ~~public institution of higher education supported, in whole or in part, by~~
 30 ~~appropriation of state funds;~~

31 ~~(9)(A)(i) "Job sharing" means a form of employment in which the~~
 32 ~~hours of work of two (2) or more persons are arranged in such a way as to~~
 33 ~~cover one (1) regular full-time position.~~

34 ~~(ii) The division may authorize job sharing for any~~
 35 ~~regular full-time position.~~

36 ~~(B) The Director of the Division of Higher Education or~~

1 ~~his or her designee shall promulgate necessary rules to carry out this~~
2 ~~subdivision (9);~~

3 ~~(10) "Maximum pay level" means the highest authorized level of~~
4 ~~pay for a grade for normal compensation administration purposes;~~

5 ~~(11) "Midpoint pay level" means the rate of pay midway between~~
6 ~~the minimum pay level and the maximum pay level established for each grade;~~

7 ~~(12) "Minimum pay level" means the entry level pay rate for~~
8 ~~classifications assigned to the compensation plan;~~

9 ~~(13)(A) "Occupational group" means a collection of classes~~
10 ~~having similar job description components and sharing a primary function.~~

11 ~~(B) In determining the occupational group to which a class~~
12 ~~is assigned, consideration shall be given to the type of work performed, the~~
13 ~~education or experience required, job elements or tasks, and the purpose of~~
14 ~~the job;~~

15 ~~(14) "Pay level" means any single rate of pay in a grade,~~
16 ~~including the minimum pay level, midpoint pay level, and maximum pay level;~~

17 ~~(15) "Position" means an office or employment that is~~
18 ~~legislatively authorized in an institution of higher education, occupied or~~
19 ~~vacant, requiring the services of one (1) full-time equivalent employee;~~

20 ~~(16) "Promotion" means the change in duty assignment of an~~
21 ~~employee from a position in one classification to a position in another~~
22 ~~classification of a higher grade; and~~

23 ~~(17)(A) "Reclassification" means a change in the assignment of a~~
24 ~~position from one classification title to another classification title of~~
25 ~~either a higher or lower grade when material and permanent changes in the~~
26 ~~duties and responsibilities of the position being recommended for~~
27 ~~reclassification have occurred or when it is necessary to establish a new~~
28 ~~classification title to meet federal standards as a prerequisite for federal~~
29 ~~programs.~~

30 ~~(B) Positions eligible for reclassification within an~~
31 ~~institution of higher education are only those positions assigned a specific~~
32 ~~classification title and grade.~~

33 ~~(C) Positions having a line item maximum salary are exempt~~
34 ~~from the provisions in this section and may not be reclassified from line-~~
35 ~~item status to a classified designation bearing a salary grade.~~

36 ~~(D) Positions within an institution of higher education~~

1 ~~designated within a classification title and grade shall not be reclassified~~
 2 ~~to a classification title for which a line item maximum annual salary has~~
 3 ~~been established.~~

4 ~~(E) Interim reclassifications approved by the division~~
 5 ~~shall be implemented through the crossgrading of existing positions within an~~
 6 ~~institution of higher education or through the acquisition of pool positions~~
 7 ~~as authorized in § 21-5-1415(a)(1).~~

8
 9 ~~21-5-1403. Regular salary procedures and restrictions.~~

10 ~~Arkansas Constitution, Article 16, § 4, provides: "The General Assembly~~
 11 ~~shall fix the salaries and fees of all officers in the State, and no greater~~
 12 ~~salary or fee than that fixed by law shall be paid to any officer, employee~~
 13 ~~or other person, or at any rate other than par value; and the number and~~
 14 ~~salaries of the clerks and employees of the different departments of the~~
 15 ~~State shall be fixed by law." Therefore, the following provisions are~~
 16 ~~applicable to all authorized regular salary positions in appropriation acts~~
 17 ~~unless specific exception is made otherwise by law:~~

18 ~~(1) For any position authorized by the General Assembly of the~~
 19 ~~State of Arkansas for the benefit of any institution of higher education for~~
 20 ~~which the provisions of this subchapter are to be applicable, it is the~~
 21 ~~intent of the General Assembly that this subchapter govern with respect to:~~

22 ~~(A) The entry pay level;~~

23 ~~(B) The frequency with which increases in pay may be~~
 24 ~~granted; and~~

25 ~~(C) The maximum annual salary that may be paid for the~~
 26 ~~grade assigned each employee;~~

27 ~~(2) For any position authorized by the General Assembly for the~~
 28 ~~benefit of any institution of higher education for which a maximum annual~~
 29 ~~salary is set out in dollars, it is the intent of the General Assembly that~~
 30 ~~the position be paid at a rate of pay not to exceed the maximum established~~
 31 ~~for the position during any one (1) fiscal year and that the maximum annual~~
 32 ~~salary authorized is for full-time employment;~~

33 ~~(3)(A) For all positions authorized by the General Assembly for~~
 34 ~~any institution of higher education, it is the intent of the General Assembly~~
 35 ~~in determining the annual salaries of employees in those positions, that the~~
 36 ~~head of the institution take into consideration the ability of the employee~~

1 ~~and length of service.~~

2 ~~(B) It is not the intent of the General Assembly that the~~
 3 ~~maximum annual salaries as authorized in the appropriation act or pay~~
 4 ~~increases established for the various grades under this subchapter be paid~~
 5 ~~unless the employee meets the qualifications associated with each pay level~~
 6 ~~and then only within the limitations of the appropriations and funds~~
 7 ~~available for that purpose.~~

8 ~~(C) An employee authorized by the General Assembly shall~~
 9 ~~not receive from appropriated or cash funds, either from state, federal, or~~
 10 ~~other sources, compensation in an amount greater than that established by the~~
 11 ~~General Assembly as the maximum annual salary for the employee, unless~~
 12 ~~specific provisions are made by law; and~~

13 ~~(4) An employee of an institution of higher education shall not~~
 14 ~~be paid any additional cash allowances, including without limitation uniform~~
 15 ~~allowance, clothing allowance, motor vehicle depreciation or replacement~~
 16 ~~allowance, fixed transportation allowance, or meals and lodging allowance~~
 17 ~~other than for reimbursement for costs actually incurred by the employee~~
 18 ~~unless the allowances are specifically set out by law as to eligibility of~~
 19 ~~employees to receive the allowances, and the maximum amount of such~~
 20 ~~allowances are established by law for each employee or for each class of~~
 21 ~~employees eligible to receive the allowances.~~

22
 23 ~~21-5-1404. Effect on appropriation acts.~~

24 ~~(a) All appropriation acts of all institutions of higher education~~
 25 ~~subject to this subchapter shall be governed by this subchapter with respect~~
 26 ~~to grades, class titles, salary increases, salary increase eligibility, and~~
 27 ~~other provisions unless special language in the appropriation act of the~~
 28 ~~institution specifically allows the institution to provide salary increases,~~
 29 ~~grade assignments, class title assignments, salary increase eligibility, and~~
 30 ~~other provisions different from those provided by this subchapter.~~

31 ~~(b) When the intent of the General Assembly, by amendment to~~
 32 ~~appropriation bills, is to allow a higher grade for a classification than~~
 33 ~~that listed in this subchapter, the grade assigned to the classification in~~
 34 ~~the appropriation act for the classification, as designated with the higher~~
 35 ~~grade, shall be the grade for the classification in the institution during~~
 36 ~~the biennium.~~

~~(c) When a higher grade is authorized in this subchapter for classifications that are not reflected in the appropriation act of an institution, this subchapter shall set the grades to be authorized in an institution's appropriation act for the biennium unless special language in the appropriation act of an institution allows the institution to provide salary increases other than that provided in this subchapter.~~

~~(d) It is the intent of this section that the institutions governed by this subchapter be authorized to allow grades as provided in the appropriation acts of the institutions, provided that the rules that apply to salary increases under this subchapter shall not be waived unless special language in the appropriation act of the institution authorizes the institution to provide increases other than those authorized under this subchapter.~~

~~21-5-1405. Division of Higher Education — Duties.~~

~~(a) The Division of Higher Education shall perform the following administrative duties with respect to the institution of higher education classification and compensation plan, subject to this subchapter:~~

~~(1) Determine that each position of an institution of higher education affected by this subchapter is allocated to a class having a written class specification based on the duties and responsibilities assigned to the position and the requirements necessary to satisfactorily perform the duties;~~

~~(2) Assist institutions in the allocation of positions to classes established in this subchapter and in the appropriation acts covering each of the institutions affected by this subchapter, and disallow the allocation of a position to a class that is not in conformance with this subchapter;~~

~~(3)(A) Authorize the temporary reclassification of positions in an institution affected by this subchapter in cases in which it has been determined by the division that there are material changes in the duties and responsibilities assigned to the position when there is no available vacant position having the proper classification and when it is impracticable to restructure the duties of the position to the proper classification.~~

~~(B) The reclassification of positions may also be authorized when it is necessary to establish a new classification to meet~~

1 ~~federal standards as a prerequisite for federal programs, provided that a~~
2 ~~position is not placed in a class and receive pay at a salary rate in excess~~
3 ~~of the maximum salary rate authorized for the position that was reclassified~~
4 ~~as provided in the appropriation act of the institution;~~

5 ~~(4)(A) Review all class specifications and all classes and~~
6 ~~grades and the compensation plan affecting all institutions covered by this~~
7 ~~subchapter and submit to the Legislative Council and the Governor in advance~~
8 ~~of the regular session and fiscal session of the General Assembly~~
9 ~~recommendations for revisions, modifications, or additions.~~

10 ~~(B) When necessary, the division shall confer with the~~
11 ~~staff of the Legislative Council on the development of and revisions to~~
12 ~~uniform classification and compensation systems.~~

13 ~~(C) Time periods for the development of recommendations~~
14 ~~and time periods for the review by the Legislative Council of those~~
15 ~~recommendations shall be as established by the Legislative Council.~~

16 ~~(D) The time periods for recommendations and for review~~
17 ~~shall be sufficiently in advance of budget hearings for the regular session~~
18 ~~and fiscal session to allow for the thorough review by the Legislative~~
19 ~~Council;~~

20 ~~(5) Develop and implement rules to accomplish the purposes of~~
21 ~~this subchapter;~~

22 ~~(6)(A) Establish a procedure to allow the head of the~~
23 ~~institution to review the qualifications of applicants whose education and~~
24 ~~experience either do not meet or exceed that required by the class~~
25 ~~specification but who have other job-related qualifications that might be~~
26 ~~validly substituted for the class requirements.~~

27 ~~(B) The procedure under subdivision (a)(6)(A) of this~~
28 ~~section is intended to allow institutions to substitute job-related education~~
29 ~~and experience for the specific requirements stated in the class~~
30 ~~specification without the necessity for the revision of the class~~
31 ~~specification.~~

32 ~~(C) The procedure under subdivision (a)(6)(A) of this~~
33 ~~section shall require the final approval of the Director of the Division of~~
34 ~~Higher Education, with the review of the Legislative Council or, if the~~
35 ~~General Assembly is in session, the Joint Budget Committee;~~

36 ~~(7)(A) Review institution personnel transactions reported as~~

1 ~~unqualified appointments.~~

2 ~~(B) Unqualified appointments shall be reported by the~~
 3 ~~division to the Legislative Council unless one (1) of the following actions~~
 4 ~~is taken:~~

5 ~~(i) Questionable appointments are reviewed by the~~
 6 ~~director;~~

7 ~~(ii) Payroll actions for questionable appointments~~
 8 ~~that are determined by the director to be unqualified for the specific~~
 9 ~~appointment are not processed until the unqualified appointment is removed~~
 10 ~~from the payroll or is placed into a position in the institution for which~~
 11 ~~the individual meets the minimum qualifications of the classification; or~~

12 ~~(iii) Corrective action is documented by the~~
 13 ~~institution.~~

14 ~~(C) It is the specific responsibility of the head of each~~
 15 ~~institution to certify that the qualifications of persons appointed to~~
 16 ~~positions within the institution do meet or exceed the minimum education and~~
 17 ~~experience requirements as stated in the class specification;~~

18 ~~(8)(A) Establish each year, upon the review of the Personnel~~
 19 ~~Subcommittee of the Legislative Council, new classifications at an~~
 20 ~~appropriate grade in order to meet new or changed conditions and report at~~
 21 ~~the end of each fiscal year all class titles contained in § 21-5-1406 for~~
 22 ~~which a class specification has not been written.~~

23 ~~(B) Any classification established under this subdivision~~
 24 ~~(a)(8) shall remain in effect for the remainder of the fiscal year during~~
 25 ~~which the classification was established unless specifically authorized to~~
 26 ~~continue by the General Assembly as an addition to this subchapter;~~

27 ~~(9) Revise, as necessary, the class specification of a~~
 28 ~~classification in order to ensure the accuracy of the description of the~~
 29 ~~assigned duties and the minimum requirements necessary to perform these~~
 30 ~~duties and thereby maintain a valid relationship between the requirements and~~
 31 ~~the duties and responsibilities of the jobs;~~

32 ~~(10) Administer and maintain a system for the evaluation of~~
 33 ~~employee performance effectiveness;~~

34 ~~(11) Provide assistance to institutions in identifying,~~
 35 ~~developing, and maintaining training and resource programs; and~~

36 ~~(12) Develop and implement, as needed and upon the review of the~~

1 ~~Legislative Council, rules to ensure a uniform system of personnel~~
 2 ~~administration within higher education.~~

3 ~~(b) To ensure and provide for the accuracy and efficiency of this~~
 4 ~~subchapter and to provide for an efficient and equitable system of personnel~~
 5 ~~management, the division, with the review of the Legislative Council, shall:~~

6 ~~(1) Study on a continuing basis and modify and revise when~~
 7 ~~necessary the current classifications, the class specifications, minimum~~
 8 ~~requirements, and other requirements;~~

9 ~~(2) Create when necessary new classifications at an appropriate~~
 10 ~~grade that will accurately describe those positions for which no appropriate~~
 11 ~~classification exists;~~

12 ~~(3) Determine those positions that are improperly classified and~~
 13 ~~reclassify those positions to the appropriate classification in accordance~~
 14 ~~with this subchapter; and~~

15 ~~(4) Develop and implement the policies, rules, and procedures~~
 16 ~~necessary for the implementation of this subchapter.~~

17

18 ~~21-5-1406. Classification of positions.~~

19 ~~(a)(1) There are established for the institutions of higher education~~
 20 ~~covered by this subchapter the classification titles and grades.~~

21 ~~(2) No payment of salaries may be made except in conformity with~~
 22 ~~the maximum annual salary rates assigned to the grades established by this~~
 23 ~~section for each year as provided in the appropriation act of the institution~~
 24 ~~and in this subchapter.~~

25 ~~(b) The following classification titles with their assigned grades are~~
 26 ~~approved for the classification and compensation plan under this subchapter,~~
 27 ~~subject to the appropriation acts for the institutions:~~

28 Class Title Grade

29 Code

30 B015C ENGINEER SUPERVISOR C126

31 B018C SENIOR BROADCAST ENGINEER C125

32 E009C TECHNICAL INSTITUTE ASSISTANT DIRECTOR C125

33 A031C ASSISTANT CONTROLLER C124

34 E013C EDUCATION PROGRAM MANAGER C124

35 A038C FISCAL SUPPORT MANAGER C123

36 P004C PUBLIC INFORMATION MANAGER C123

| | | | |
|----|-------|-------------------------------------|------|
| 1 | G103C | ASSOCIATE REGISTRAR | C122 |
| 2 | T019C | DIRECTOR OF PUBLIC SAFETY I | C122 |
| 3 | E018C | SPECIALIZED TECHNICAL FACULTY | C122 |
| 4 | B033C | UAF CONSTRUCTION COORDINATOR | C122 |
| 5 | A052C | ACCOUNTING COORDINATOR | C121 |
| 6 | E022C | EDUCATION & INSTRUCTION MANAGER | C121 |
| 7 | A047C | FINANCIAL ANALYST II | C121 |
| 8 | G109C | GRANTS MANAGER | C121 |
| 9 | S004C | MAINTENANCE MANAGER | C121 |
| 10 | L036C | NURSE INSTRUCTOR | C121 |
| 11 | R014C | PERSONNEL MANAGER | C121 |
| 12 | V004C | PROCUREMENT MANAGER | C121 |
| 13 | P008C | TELEVISION PROGRAM MANAGER | C121 |
| 14 | S006C | ASU ASSOC DIR PHYSICAL PLANT | C120 |
| 15 | B056C | ASU CONSTRUCTION COORDINATOR | C120 |
| 16 | G136C | ASU DIRECTOR OF HOUSING | C120 |
| 17 | B054C | CAMPUS CONSTRUCTION COORDINATOR | C120 |
| 18 | E027C | CAREER & TECHNICAL FACULTY | C120 |
| 19 | E026C | EDUCATION & INSTRUCTION COORDINATOR | C120 |
| 20 | Q078C | PC SUPPORT SPECIALIST | C120 |
| 21 | P013C | PUBLIC INFORMATION COORDINATOR | C120 |
| 22 | L038C | REGISTERED NURSE | C120 |
| 23 | G118C | UAF ASSOC DIR OF AR UNION | C120 |
| 24 | A053C | UAF ASST BUSINESS MANAGER | C120 |
| 25 | P011C | UAF SPORTS INFORMATION COORDINATOR | C120 |
| 26 | B064C | ASU DIRECTOR OF FARMING | C119 |
| 27 | R022C | BENEFITS COORDINATOR | C119 |
| 28 | R021C | BUDGET ANALYST | C119 |
| 29 | V008C | BUYER SUPERVISOR | C119 |
| 30 | S008C | CAMPUS MAINTENANCE SUPERVISOR | C119 |
| 31 | P016C | CURATOR | C119 |
| 32 | G159C | DEPARTMENT BUSINESS COORDINATOR | C119 |
| 33 | P065C | DEVELOPMENT SPECIALIST | C119 |
| 34 | E032C | EDUCATION COUNSELOR | C119 |
| 35 | E031C | EDUCATION PROGRAM COORDINATOR | C119 |
| 36 | G147C | GRANTS COORDINATOR | C119 |

1 A066C INTERNAL AUDITOR C119
2 A065C PAYROLL SERVICES COORDINATOR C119
3 V007C PROCUREMENT COORDINATOR C119
4 B061C RESEARCH TECHNOLOGIST C119
5 G144C TECHNICAL INSTITUTE PROGRAM COORDINATOR C119
6 R024C ASSISTANT PERSONNEL MANAGER C118
7 S012C ASU ASST DIRECTOR OF PHYSICAL PLANT C118
8 G172C CAREER PLANNING & PLAC COORDINATOR C118
9 M030C CHILD CARE DIRECTOR C118
10 G169C DIRECTOR OF STUDENT UNION C118
11 E038C EDUCATION & INSTRUCTION ANALYST C118
12 C010C EXECUTIVE ASSISTANT TO THE DIRECTOR C118
13 A075C FINANCIAL ANALYST I C118
14 A074C FISCAL SUPPORT SUPERVISOR C118
15 R023C INSTITUTION PERSONNEL SVCS MANAGER C118
16 L047C MEDICAL TECHNOLOGIST SUPERVISOR C118
17 A072C RESEARCH & STATISTICS MANAGER C118
18 S014C RESTAURANT MANAGER C118
19 M022C UAPB DIRECTOR OF HOUSING C118
20 A082C ACCOUNTANT II C117
21 G190C ASST DIR FINANCIAL AID C117
22 G189C ATU DIRECTOR OF HOUSING C117
23 S020C AVIATION TECHNICIAN C117
24 P023C BROADCAST PROMOTION SPECIALIST C117
25 R027C BUDGET SPECIALIST C117
26 C019C CLINIC BUSINESS SVCS MANAGER C117
27 P022C COORDINATOR OF SPORTS INFORMATION C117
28 L055C DIETICIAN C117
29 P021C EDITOR C117
30 G180C GRANTS ANALYST C117
31 R025C HUMAN RESOURCES ANALYST C117
32 G179C LEGAL SERVICES SPECIALIST C117
33 S017C MAINTENANCE COORDINATOR C117
34 V011C MEDICAL BUYER C117
35 P020C PRODUCTION ARTIST C117
36 M038C PROGRAM ELIGIBILITY ANALYST C117

| | | |
|----|---------------------------------------------------------|-----------------|
| 1 | B076C RESEARCH PROJECT ANALYST | C117 |
| 2 | E040C STAFF DEVELOPMENT COORDINATOR | C117 |
| 3 | M035C UALR DIRECTOR OF HOUSING | C117 |
| 4 | M034C UAM DIRECTOR OF HOUSING | C117 |
| 5 | M033C UCA ASSISTANT DIRECTOR OF HOUSING | C117 |
| 6 | A089C ACCOUNTANT I | C116 |
| 7 | B072C AGRICULTURE PROGRAM COORDINATOR | C116 |
| 8 | B091C ASSISTANT DIRECTOR OF FARMING | C116 |
| 9 | C023C ASSOCIATE BOOKSTORE MANAGER | C116 |
| 10 | B089C ASU ASST DIRECTOR OF FARMING | C116 |
| 11 | S029C ASU DIRECTOR OF HOUSEKEEPING | C116 |
| 12 | A087C ASU PAYROLL SERVICES MANAGER | C116 |
| 13 | S092C ATHLETIC TICKET SALES COORDINATOR | C116 |
| 14 | S025C BUILDING AND GROUNDS COORDINATOR | C116 |
| 15 | C022C BUSINESS OPERATIONS SPECIALIST | C116 |
| 16 | V014C BUYER | C116 |
| 17 | X129C CONSTRUCTION INSPECTOR | C116 |
| 18 | S024C CONSTRUCTION/MAINTENANCE COORD | C116 |
| 19 | P032C DESIGN CONSULTANT | C116 |
| 20 | G197C DIRECTOR OF ALUMNI | C116 |
| 21 | E048C EDUCATION & INSTRUCTION SPECIALIST | C116 |
| 22 | R030C EEO/GRIEVANCE OFFICER | C116 |
| 23 | B087C ENERGY CONSERVATION COORD | C116 |
| 24 | B090C ENGINEER TECHNICIAN | C116 |
| 25 | G195C HIGHER ED INSTITUTION PROC COORD | C116 |
| 26 | R029C HUMAN RESOURCES RECRUITER | C116 |
| 27 | P031C MEDIA SPECIALIST | C116 |
| 28 | P030C MUSEUM EXHIBIT PROGRAM SPECIALIST | C116 |
| 29 | X119C OCCUPATIONAL SAFETY COORDINATOR | C116 |
| 30 | S023C PRINT SHOP MANAGER | C116 |
| 31 | P027C PUBLIC INFORMATION SPECIALIST | C116 |
| 32 | P066C RADIO NEWS DIRECTOR | C116 |
| 33 | P026C RADIO PROGRAM DIRECTOR | C116 |
| 34 | C020C STUDENT APPLICATIONS SPECIALIST | C116 |
| 35 | E046C TRAINING INSTRUCTOR | C116 |
| 36 | C037C ADMINISTRATIVE ANALYST | C115 |

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|----|-------|-----------------------------------------|------|--|
| 1 | Q123C | ADMINISTRATIVE ASSISTANT | C115 | |
| 2 | G212C | ASST DIR STUDENT UNION | C115 | |
| 3 | G035C | ASST REGISTRAR | C115 | |
| 4 | G211C | ASU ASST DIRECTOR OF HOUSING | C115 | |
| 5 | R033C | BENEFITS ANALYST | C115 | |
| 6 | G034C | BOOKSTORE MANAGER | C115 | |
| 7 | G033C | CLINIC BUSINESS SVCS SUPERVISOR | C115 | |
| 8 | S097C | CONSTRUCTION SPECIALIST | C115 | |
| 9 | S035C | FABRICATION SHOP MANAGER | C115 | |
| 10 | L063C | FAMILY CONSUMER SCIENCE SPECIALIST | C115 | |
| 11 | G207C | FINANCIAL AID ANALYST | C115 | |
| 12 | A091C | FISCAL SUPPORT ANALYST | C115 | |
| 13 | D078C | GIS TECHNICIAN | C115 | |
| 14 | R032C | HUMAN RESOURCES PROGRAM REPRESENTATIVE | C115 | |
| 15 | R031C | INSTITUTION HUMAN RESOURCES COORDINATOR | C115 | |
| 16 | E050C | LIBRARY SUPERVISOR | C115 | |
| 17 | S033C | MAINTENANCE SUPERVISOR | C115 | |
| 18 | G028C | MEDICAL RECORDS SUPERVISOR | C115 | |
| 19 | L061C | MEDICAL TECHNOLOGIST | C115 | |
| 20 | A090C | PAYROLL SERVICES SPECIALIST | C115 | |
| 21 | S032C | PRINT SHOP SUPERVISOR | C115 | |
| 22 | V015C | PURCHASING SPECIALIST | C115 | |
| 23 | M055C | SAU DIRECTOR OF HOUSEKEEPING | C115 | |
| 24 | P033C | SPECIAL EVENTS MANAGER | C115 | |
| 25 | G025C | STUDENT ACCOUNTS OFFICER | C115 | |
| 26 | S038C | TRANSIT OPERATIONS SUPERVISOR | C115 | |
| 27 | B100C | ARCHITECTURAL DRAFTSMAN | C114 | |
| 28 | P043C | ARCHIVAL ASSISTANT | C114 | |
| 29 | S042C | ATU COLISEUM MANAGER | C114 | |
| 30 | S041C | BOILER OPERATOR | C114 | |
| 31 | P042C | BROADCAST PRODUCTION SPECIALIST | C114 | |
| 32 | G215C | CAREER PLANNING & PLACEMENT SPECIALIST | C114 | |
| 33 | P041C | COMMERCIAL GRAPHIC ARTIST | C114 | |
| 34 | S044C | FOOD PREPARATION MANAGER | C114 | |
| 35 | G214C | GRANTS SPECIALIST | C114 | |
| 36 | P039C | INSTITUTIONAL PRINTER | C114 | |

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|----|----------------------------------------------------|-----------------|
| 1 | M066C PROGRAM ELIGIBILITY SPECIALIST | C114 |
| 2 | L064C RADIOLOGY TECHNICIAN | C114 |
| 3 | X151C SAFETY SUPERVISOR | C114 |
| 4 | E051C STAFF DEVELOPMENT SPECIALIST | C114 |
| 5 | S099C STATIONARY ENGINEER | C114 |
| 6 | A093C STATISTICIAN | C114 |
| 7 | M062C STUDENT UNION NIGHT MANAGER | C114 |
| 8 | V018C WAREHOUSE MANAGER | C114 |
| 9 | C050C ADMINISTRATIVE SUPPORT SUPERVISOR | C113 |
| 10 | S048C ASST RESTAURANT MANAGER | C113 |
| 11 | E053C AUDIOVISUAL AIDS SUPV | C113 |
| 12 | A096C COLLECTION OFFICER | C113 |
| 13 | P049C COMMERCIAL ARTIST I/GRAPHIC ART I | C113 |
| 14 | P084C MULTIMEDIA SPECIALIST | C113 |
| 15 | C051C FINANCIAL AID SPECIALIST | C113 |
| 16 | R036C HUMAN RESOURCES SPECIALIST | C113 |
| 17 | V020C INVENTORY CONTROL MANAGER | C113 |
| 18 | S047C LANDSCAPE SUPERVISOR | C113 |
| 19 | C046C LEGAL SUPPORT SPECIALIST | C113 |
| 20 | L069C LICENSED PRACTICAL NURSE | C113 |
| 21 | S049C LODGE HOUSEKEEPING SUPERVISOR | C113 |
| 22 | G219C LOGISTICS MANAGER | C113 |
| 23 | S046C MAINTENANCE TECHNICIAN | C113 |
| 24 | C044C MEDICAL BILLING SPECIALIST | C113 |
| 25 | L068C MEDICAL DIAGNOSTIC ANALYST | C113 |
| 26 | P048C MULTI-MEDIA SPECIALIST | C113 |
| 27 | P047C MUSEUM REGISTRAR | C113 |
| 28 | R035C PERSONNEL ASSISTANT II — INST | C113 |
| 29 | P046C PHOTOGRAPHER | C113 |
| 30 | S045C PRINTING ESTIMATOR/PLANNER | C113 |
| 31 | P045C PUBLIC INFORMATION TECHNICIAN | C113 |
| 32 | C043C RECORDS MANAGEMENT ANALYST | C113 |
| 33 | T072C SECURITY OFFICER SUPERVISOR | C113 |
| 34 | G218C STUDENT RECRUITMENT SPECIALIST | C113 |
| 35 | C057C ADMINISTRATION SUPPORT SPECIALIST | C112 |
| 36 | C056C ADMINISTRATIVE SPECIALIST III | C112 |

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|----|----------------------------------------------------|-----------------|
| 1 | C055C ASSISTANT BOOKSTORE MANAGER | C112 |
| 2 | S053C AUTO/DIESEL MECHANIC | C112 |
| 3 | A099C CREDIT & COLLECTIONS SUPV | C112 |
| 4 | E055C DAY CARE TEACHER | C112 |
| 5 | T080C DIRECTOR TRANSIT & PARKING | C112 |
| 6 | B105C FARM FOREMAN — INST | C112 |
| 7 | A098C FISCAL SUPPORT SPECIALIST | C112 |
| 8 | S051C INSTRUMENTATION TECHNICIAN | C112 |
| 9 | S050C MAINTENANCE SPECIALIST | C112 |
| 10 | C053C MEDICAL RECORDS TECHNICIAN | C112 |
| 11 | A097C PAYROLL TECHNICIAN | C112 |
| 12 | V022C PURCHASING TECHNICIAN | C112 |
| 13 | M072C RECREATION COORDINATOR | C112 |
| 14 | B106C RESEARCH ASSISTANT | C112 |
| 15 | P053C SPECIAL EVENTS COORDINATOR | C112 |
| 16 | P052C SPORTS INFORMATION SPECIALIST | C112 |
| 17 | P051C THEATER ARTS TECHNICAL SUPERVISOR | C112 |
| 18 | C060C ALUMNI AFFAIRS SPECIALIST | C111 |
| 19 | S055C ATHLETIC FACILITY SUPV | C111 |
| 20 | M077C COORDINATOR OF HOUSEKEEPING | C111 |
| 21 | T085C FACILITIES MANAGER I | C111 |
| 22 | S056C FOOD PREPARATION SUPERVISOR | C111 |
| 23 | B108C LABORATORY COORDINATOR | C111 |
| 24 | E058C LIBRARY SPECIALIST | C111 |
| 25 | X177C PEST CONTROL TECHNICIAN | C111 |
| 26 | S054C PRINTER | C111 |
| 27 | M075C RESIDENT HALL SPECIALIST | C111 |
| 28 | M074C RESIDENTIAL ADVISOR | C111 |
| 29 | V023C STOREROOM SUPERVISOR | C111 |
| 30 | C065C ADMISSIONS ANALYST SUPERVISOR | C110 |
| 31 | L092C ATHLETIC TRAINER | C110 |
| 32 | C064C BOOKSTORE OFFICE MANAGER | C110 |
| 33 | C063C CAMPUS POSTMASTER | C110 |
| 34 | X181C COLLECTOR | C110 |
| 35 | S058C EQUIPMENT MECHANIC | C110 |
| 36 | B120C FARM MAINTENANCE MECHANIC | C110 |

1 L077C HEALTH SERVICES SPECIALIST II C110
2 L076C HOSPITAL PROGRAM SERVICES ASSISTANT C110
3 R038C HUMAN RESOURCES ASSISTANT C110
4 B111C LABORATORY TECHNICIAN C110
5 S057C LANDSCAPE SPECIALIST C110
6 P057C LIVESTOCK NEWS REPORTER C110
7 A100C PAYROLL OFFICER C110
8 P055C SPECIAL EVENTS SUPERVISOR C110
9 C061C STUDENT ACCOUNT SPECIALIST C110
10 G221C VEHICLE FACILITIES COORD C110
11 V025C WAREHOUSE SPECIALIST C110
12 A101C ACCOUNTING TECHNICIAN C110
13 C073C ADMINISTRATIVE SPECIALIST II C109
14 C072C ADMINISTRATIVE SUPPORT SPECIALIST C109
15 C071C ADMISSIONS ANALYST C109
16 P059C BROADCAST ANNOUNCER C109
17 L082C CERTIFIED NURSING ASSISTANT C109
18 L080C DIETETIC TECHNICIAN C109
19 C070C DUPLICATION ASSISTANT C109
20 B112C GREENHOUSE TECHNICIAN C109
21 S060C HEAVY EQUIPMENT OPERATOR C109
22 L079C HOSPITAL TECHNICIAN C109
23 S063C INNKEEPER SPECIALIST C109
24 S062C INSTITUTIONAL BUS DRIVER C109
25 C069C LIBRARY TECHNICIAN C109
26 C066C PATIENT ACCOUNT SPECIALIST C109
27 B113C RESEARCH TECHNICIAN C109
28 C068C RETAIL SPECIALIST C109
29 M080C STUDENT UNION SECTION MANAGER C109
30 E056C TEACHER ASSISTANT C109
31 M079C WORK STUDY COORD C109
32 C079C ADMISSIONS SPECIALIST C108
33 C078C CASHIER C108
34 C077C COOP EXTENSION SRV PRC ASST C108
35 A102C FISCAL SUPPORT TECHNICIAN C108
36 S068C FOOD PREPARATION COORDINATOR C108

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|----|-----------------------------------------------------|-----------------|
| 1 | V027C INVENTORY CONTROL TECHNICIAN | C108 |
| 2 | S065C MAINTENANCE ASSISTANT | C108 |
| 3 | C074C MEDICAL RECORDS ASSISTANT | C108 |
| 4 | P060C MULTI-MEDIA TECHNICIAN | C108 |
| 5 | B114C RESEARCH FIELD TECHNICIAN | C108 |
| 6 | S070C EQUIPMENT TECHNICIAN | C107 |
| 7 | S073C HOUSEKEEPER | C107 |
| 8 | S071C INSTITUTIONAL SERVICES SHIFT SUPVT | C107 |
| 9 | C085C LIBRARY SUPPORT ASSISTANT | C107 |
| 10 | C083C MAIL SERVICES COORDINATOR | C107 |
| 11 | S069C RADIO DISPATCH OPERATOR | C107 |
| 12 | C082C REGISTRAR'S ASSISTANT | C107 |
| 13 | S074C RESIDENT HALL MANAGER I | C107 |
| 14 | C087C ADMINISTRATIVE SPECIALIST I | C106 |
| 15 | B115C ACRI FARM TECHNICIAN | C106 |
| 16 | B116C ACRI LABORATORY TECHNICIAN | C106 |
| 17 | S075C ATHLETIC EQUIPMENT SUPV | C106 |
| 18 | E057C AUDIOVISUAL LABORATORY ASSISTANT | C106 |
| 19 | T089C HE PUBLIC SAFETY DISPATCHER | C106 |
| 20 | T088C PARKING CONTROL SUPV | C106 |
| 21 | V029C PURCHASING ASSISTANT | C106 |
| 22 | M089C RESIDENTIAL CARE ASSISTANT | C106 |
| 23 | T087C SECURITY OFFICER | C106 |
| 24 | P063C SPECIAL EVENTS WORKER | C106 |
| 25 | V028C WAREHOUSE WORKER | C106 |
| 26 | B117C ACADEMIC LABORATORY ASSISTANT | C105 |
| 27 | M086C CHILD CARE TECHNICIAN | C105 |
| 28 | S080C EQUIPMENT OPERATOR | C105 |
| 29 | C088C MAIL SERVICES ASSISTANT | C105 |
| 30 | T090C PARKING CONTROL OFFICER | C105 |
| 31 | S079C REPROD EQUIPMENT OPERATOR | C105 |
| 32 | V030C SHIPPING & RECEIVING CLERK | C105 |
| 33 | S078C STADIUM MAINTENANCE SUPV | C105 |
| 34 | M085C CAREGIVER | C104 |
| 35 | S086C COOK | C104 |
| 36 | B118C FARM WORKER | C104 |

- 1 ~~S085C FOOD PREPARATION SPECIALIST C104~~
- 2 ~~S084C INSTITUTIONAL SERVICES SUPERVISOR C104~~
- 3 ~~S087C INSTITUTIONAL SERVICES ASSISTANT C103~~
- 4 ~~B119C LAB ASSISTANT C103~~
- 5 ~~S089C FOOD PREPARATION TECHNICIAN C102~~
- 6 ~~G093C EXTRA HELP ASSISTANT C101~~
- 7 ~~T091C WATCHMAN C101~~

8

9 ~~21-5-1407. Compensation plan.~~

10 ~~(a) There is established for institutions of higher education covered~~
 11 ~~by this subchapter a compensation plan for the setting of salaries and salary~~
 12 ~~increases, when deserved, of all employees serving in positions covered by~~
 13 ~~this subchapter.~~

14 ~~(b)(1) No employee shall be paid at a rate of pay higher than the~~
 15 ~~appropriate rate in the grade assigned to his or her class, and no employee~~
 16 ~~shall be paid more than the highest pay level established for the employee's~~
 17 ~~grade unless otherwise provided for in this subchapter.~~

18 ~~(2) However, an employee presently employed in a position who is~~
 19 ~~being paid at a rate in excess of the maximum for his or her assigned grade~~
 20 ~~may continue to receive his or her rate of pay.~~

21 ~~(c) It is the intent of the General Assembly to authorize, in the~~
 22 ~~enactment of the compensation plans, rates of pay for each of the appropriate~~
 23 ~~grades assigned to a class, but it is not the intent of the General Assembly~~
 24 ~~that any pay increases be automatic or that any employee have a claim or a~~
 25 ~~right to pay increases unless the head of the institution determines that the~~
 26 ~~employee, by experience, ability, and work performance, is eligible for the~~
 27 ~~increase in pay authorized for the grade assigned by classification to the~~
 28 ~~employee's position.~~

29 ~~(d) Pay levels established in this subchapter are for compensation~~
 30 ~~management purposes and are not to be construed as a contract, right, or~~
 31 ~~other expectation of actual employee salary determination.~~

32 ~~(e) The following grades and pay levels are the authorized pay plan,~~
 33 ~~effective July 1, 2021, and thereafter, for the state service for all~~
 34 ~~positions of institutions covered by this subchapter to which a~~
 35 ~~classification title and salary grade have been assigned in accordance with~~
 36 ~~this subchapter and the appropriation act of the institution.~~

| | Grade | Minimum | 15% Above Minimum | Midpoint | 30% Above Minimum | Maximum |
|----|-------|----------|-------------------------|----------|----------------------|-----------|
| 4 | C101 | \$22,880 | \$26,312 | \$27,882 | \$29,744 | \$32,885 |
| 5 | C102 | \$23,138 | \$26,609 | \$28,669 | \$30,080 | \$34,200 |
| 6 | C103 | \$23,168 | \$26,643 | \$29,368 | \$30,119 | \$35,568 |
| 7 | C104 | \$23,198 | \$26,677 | \$30,094 | \$30,157 | \$36,991 |
| 8 | C105 | \$23,227 | \$26,712 | \$30,849 | \$30,196 | \$38,471 |
| 9 | C106 | \$23,257 | \$26,746 | \$31,633 | \$30,234 | \$40,009 |
| 10 | C107 | \$23,287 | \$26,780 | \$32,448 | \$30,273 | \$41,610 |
| 11 | C108 | \$23,547 | \$27,079 | \$33,411 | \$30,611 | \$43,274 |
| 12 | C109 | \$23,880 | \$27,462 | \$34,443 | \$31,044 | \$45,005 |
| 13 | C110 | \$24,213 | \$27,845 | \$35,509 | \$31,477 | \$46,805 |
| 14 | C111 | \$24,546 | \$28,228 | \$36,612 | \$31,910 | \$48,678 |
| 15 | C112 | \$25,773 | \$29,639 | \$38,199 | \$33,505 | \$50,625 |
| 16 | C113 | \$27,062 | \$31,121 | \$39,856 | \$35,180 | \$52,650 |
| 17 | C114 | \$28,415 | \$32,677 | \$41,585 | \$36,940 | \$54,756 |
| 18 | C115 | \$29,836 | \$34,311 | \$43,391 | \$38,787 | \$56,946 |
| 19 | C116 | \$31,327 | \$36,026 | \$45,275 | \$40,725 | \$59,224 |
| 20 | C117 | \$32,894 | \$37,828 | \$47,243 | \$42,762 | \$61,593 |
| 21 | C118 | \$34,538 | \$39,719 | \$49,297 | \$44,900 | \$64,056 |
| 22 | C119 | \$36,265 | \$41,705 | \$51,442 | \$47,145 | \$66,619 |
| 23 | C120 | \$38,079 | \$43,790 | \$53,681 | \$49,502 | \$69,283 |
| 24 | C121 | \$39,983 | \$45,980 | \$56,019 | \$51,978 | \$72,055 |
| 25 | C122 | \$41,982 | \$48,280 | \$58,460 | \$54,577 | \$74,937 |
| 26 | C123 | \$44,081 | \$50,694 | \$61,008 | \$57,306 | \$77,934 |
| 27 | C124 | \$46,285 | \$53,227 | \$63,668 | \$60,170 | \$81,052 |
| 28 | C125 | \$48,599 | \$55,889 | \$66,446 | \$63,179 | \$84,294 |
| 29 | C126 | \$51,030 | \$58,684 | \$69,348 | \$66,338 | \$87,665 |
| 30 | C127 | \$53,581 | \$61,618 | \$72,376 | \$69,655 | \$91,172 |
| 31 | C128 | \$56,259 | \$64,698 | \$75,539 | \$73,137 | \$94,819 |
| 32 | C129 | \$59,072 | \$67,933 | \$78,842 | \$76,794 | \$98,612 |
| 33 | C130 | \$62,026 | \$71,330 | \$82,291 | \$80,634 | \$102,556 |

34 ~~(f) It is the intent of the General Assembly that the compensation~~
35 ~~plans in this section shall be implemented and function in compliance with~~
36 ~~other provisions in this subchapter and other fiscal control laws of this~~

1 ~~state, when applicable.~~

2 ~~(g) With the approval of the Legislative Council or, if the General~~
3 ~~Assembly is in session, the Joint Budget Committee, salaries established by~~
4 ~~this section may exceed the maximum pay level for the grade assigned by the~~
5 ~~classification by no more than twenty five percent (25%) for no more than ten~~
6 ~~percent (10%) of the positions authorized in the institution's appropriation~~
7 ~~act.~~

8
9 ~~21-5-1408. Implementation of plan — Changes in class specifications.~~

10 ~~(a) For the purposes of implementing the higher education uniform~~
11 ~~classification and compensation plan for the institutions of higher education~~
12 ~~covered by this subchapter, the General Assembly determines that the class~~
13 ~~specifications prepared by the Division of Higher Education in classifying~~
14 ~~the positions authorized in the appropriation act of each institution be the~~
15 ~~class specifications to be followed in implementing the respective~~
16 ~~appropriations for all part-time and full-time employees of the institutions~~
17 ~~covered by this subchapter.~~

18 ~~(b) Changes in class specifications may be made, in whole or in part,~~
19 ~~by rule of the division, and the changes shall be reported on a quarterly~~
20 ~~basis to the Legislative Council.~~

21
22 ~~21-5-1409. Implementation procedure for grade changes — Salary~~
23 ~~adjustments.~~

24 ~~(a) The Division of Higher Education has administrative responsibility~~
25 ~~for enforcing compliance by institutions of higher education affected by this~~
26 ~~subchapter in implementing classification and grade changes.~~

27 ~~(b)(1) The division may authorize a salary increase of up to two~~
28 ~~percent (2%) each fiscal year upon certification by institutions of higher~~
29 ~~education that sufficient funds exist to implement salary increases.~~

30 ~~(2) An employee whose adjusted annual salary falls below the~~
31 ~~entry pay level for the grade assigned to his or her classification shall~~
32 ~~have his or her annual salary further adjusted to the entry pay level.~~

33 ~~(3) A salary increase under subdivision (b)(1) of this section~~
34 ~~may be established as an increase to the employee's salary or as a lump sum.~~

35 ~~(4) A salary increase authorized by subdivision (b)(1) of this~~
36 ~~section may allow an employee's compensation to exceed the maximum pay level~~

1 ~~amount set out for the position.~~

2 ~~(c)(1) In addition to a compensation increase under subsection (b) of~~
 3 ~~this section, the maximum annual salary for which an employee covered by this~~
 4 ~~subchapter is eligible may be increased:~~

5 ~~(A) By a percentage up to two percent (2%) with written~~
 6 ~~approval by the Director of the Division of Higher Education; or~~

7 ~~(B) More than two percent (2%) only with written approval~~
 8 ~~of the Director of the Division of Higher Education after review by the~~
 9 ~~Legislative Council or, if the General Assembly is in session, the Joint~~
 10 ~~Budget Committee.~~

11 ~~(2) The salary increase may be established as an increase to the~~
 12 ~~employee's salary or as a lump sum.~~

13 ~~(3) An employee compensated at the highest pay level rate~~
 14 ~~authorized for his or her classification is eligible to receive the salary~~
 15 ~~increase authorized in this section as a lump sum payment.~~

16 ~~(d) Salary adjustments made by the director under this section shall~~
 17 ~~be reported to the Legislative Council or, if the General Assembly is in~~
 18 ~~session, the Joint Budget Committee.~~

19 ~~(e) All percentage calculations stipulated in this subchapter or any~~
 20 ~~other law affecting salaries of employees of institutions of higher education~~
 21 ~~may be rounded to the nearest even dollar amount by the division when making~~
 22 ~~the increases to employee salaries as provided under subdivision (c)(1) of~~
 23 ~~this section.~~

24
 25 ~~21-5-1410. New appointments—Other compensation plan provisions.~~

26 ~~(a) A new appointment to a position in an institution of higher~~
 27 ~~education covered by this subchapter shall be paid at the minimum pay level~~
 28 ~~for the grade assigned to the classification unless otherwise authorized by~~
 29 ~~law.~~

30 ~~(b) Special rates of pay may be established for either classifications~~
 31 ~~or positions for the following reasons:~~

32 ~~(1) Prevailing labor market conditions;~~

33 ~~(2) An extraordinarily well-qualified candidate;~~

34 ~~(3) The need to retain trained, competent employees;~~

35 ~~(4) An employee assigned additional duties as a result of the~~
 36 ~~elimination of a position by an institution; or~~

1 ~~(5) To meet the requirements of state or federal laws.~~

2 ~~(c)(1) An institution may request a special rate of pay for a specific~~
3 ~~classification or position due to prevailing market rates of pay up to the~~
4 ~~midpoint pay level of the appropriate grade of a classification on the~~
5 ~~appropriate pay table for the assigned grade with the written approval of the~~
6 ~~Director of the Division of Higher Education.~~

7 ~~(2) An institution may request a special rate of pay for a~~
8 ~~specific classification or position due to prevailing market rates of pay up~~
9 ~~to the maximum pay level for the assigned grade only with the approval of the~~
10 ~~director after review by the Legislative Council or, if the General Assembly~~
11 ~~is in session, the Joint Budget Committee.~~

12 ~~(3) The Division of Higher Education shall maintain a register~~
13 ~~of classifications or positions for which special rates of pay have been~~
14 ~~established due to prevailing market rates of pay.~~

15 ~~(4) The division shall file a report of special rates of pay~~
16 ~~established due to prevailing market rates of pay with the Legislative~~
17 ~~Council or, if the General Assembly is in session, the Joint Budget~~
18 ~~Committee, at the next regularly scheduled meeting following the approval.~~

19 ~~(d)(1) A special rate of pay may be established for an exceptionally~~
20 ~~well-qualified applicant whose educational background or experience qualifies~~
21 ~~the applicant to perform the job with little or substantially less~~
22 ~~orientation and training than would be required for another qualified~~
23 ~~applicant.~~

24 ~~(2)(A) The head of the institution may approve a special rate of~~
25 ~~pay under subdivision (d)(1) of this section up to fifteen percent (15%)~~
26 ~~above the minimum pay level for the grade assigned to the classification and~~
27 ~~shall report all actions under the division's procedures.~~

28 ~~(B) The director may approve a special rate of pay under~~
29 ~~subdivision (d)(1) of this section above fifteen percent (15%) up to thirty~~
30 ~~percent (30%) above the minimum pay level for the grade assigned to the~~
31 ~~classification.~~

32 ~~(C) The division may approve a special rate of pay under~~
33 ~~subdivision (d)(1) of this section above thirty percent (30%) up to the~~
34 ~~maximum pay level for the grade assigned to the classification after review~~
35 ~~by the Legislative Council or, if the General Assembly is in session, the~~
36 ~~Joint Budget Committee.~~

1 ~~(3) The division shall file a report of special rates of pay~~
2 ~~established under this subsection with the Legislative Council or, if the~~
3 ~~General Assembly is in session, the Joint Budget Committee, at the next~~
4 ~~regularly scheduled meeting following the approval.~~

5 ~~(e)(1) The head of the institution may approve special rates of pay to~~
6 ~~retain a trained, competent employee or due to the assignment of additional~~
7 ~~duties as a result of the elimination of positions by the institution,~~
8 ~~subject to the following:~~

9 ~~(A) The assignment of additional duties is permanent and~~
10 ~~the duties assigned are beyond the scope of work currently being performed by~~
11 ~~the employee;~~

12 ~~(B) The same employee may not receive a special rate of~~
13 ~~pay under this subdivision (e)(1) more than one (1) time during a biennium;~~
14 ~~and~~

15 ~~(C) All increases up to ten percent (10%) approved under~~
16 ~~this subdivision (e)(1) shall be reported by the institution to the division,~~
17 ~~and increases above ten percent (10%) shall be approved by the division.~~

18 ~~(2) The division shall file a report of all salary increases~~
19 ~~established under this subsection with the Legislative Council or, if the~~
20 ~~General Assembly is in session, the Joint Budget Committee, at the next~~
21 ~~regularly scheduled meeting following the approval for review.~~

22 ~~(f)(1)(A) An employee promoted on or after July 1, 2019, shall receive~~
23 ~~a salary increase up to ten percent (10%).~~

24 ~~(B) However, an employee's rate of pay upon promotion~~
25 ~~shall not exceed the maximum pay level of the grade assigned to the~~
26 ~~classification.~~

27 ~~(2) An employee who upon promotion is receiving a rate of pay~~
28 ~~below the minimum pay level established for the new grade shall be adjusted~~
29 ~~to the minimum pay level for that grade.~~

30 ~~(3) An employee who returns to a position in a classification~~
31 ~~the employee formerly occupied within a twelve month period after promotion~~
32 ~~from the classification is eligible for a rate of pay no greater than that~~
33 ~~for which the employee would have been eligible had the employee remained in~~
34 ~~the lower graded classification.~~

35 ~~(g)(1)(A) Upon demotion, an employee's pay shall be decreased by up to~~
36 ~~ten percent (10%).~~

1 ~~(B) However, an employee's rate of pay upon demotion shall~~
2 ~~not exceed the maximum pay level of the grade assigned to the classification.~~

3 ~~(2) If the employee's salary falls below the lowest minimum pay~~
4 ~~level of the new grade upon demotion, his or her salary shall be adjusted to~~
5 ~~the minimum pay level for the grade.~~

6 ~~(h)(1) If an employee accepts a new position that is a transfer, the~~
7 ~~employee may receive a change in pay, as follows:~~

8 ~~(A) If the employee's salary falls below the minimum pay~~
9 ~~level of the new grade, then his or her salary shall be adjusted to the~~
10 ~~minimum pay level for the grade; or~~

11 ~~(B) If a special rate of pay has been established under~~
12 ~~this section, then his or her salary shall be appropriately adjusted.~~

13 ~~(2) A transferring employee's rate of pay shall not exceed the~~
14 ~~maximum pay level of the grade assigned to the new position unless otherwise~~
15 ~~authorized.~~

16 ~~(i) An employee who is placed in a lower graded position on the same~~
17 ~~pay table because the original position has expired due to lack of funding,~~
18 ~~program changes, or withdrawal of federal grant funds may continue to be paid~~
19 ~~at the same rate as the employee was being paid in the higher graded position~~
20 ~~upon approval of the division after seeking the review of the Legislative~~
21 ~~Council or, if the General Assembly is in session, the Joint Budget~~
22 ~~Committee.~~

23 ~~(j) If an employee who has been terminated for more than thirty (30)~~
24 ~~working days returns to service at the institution, the institution may offer~~
25 ~~up to the employee's last rate of pay not to exceed the maximum pay level~~
26 ~~established for the grade.~~

27 ~~(k) Upon transfer of employment between institutions, an employee~~
28 ~~shall receive a lump-sum payment from the original institution for any~~
29 ~~overtime that has been accrued and not been paid and for any compensatory~~
30 ~~time accrued that has not been used at the higher rate of either the:~~

31 ~~(1) Average regular rate of pay received by the employee during~~
32 ~~the last three (3) years of his or her employment; or~~

33 ~~(2) Final regular rate of pay received by the employee.~~

34 ~~(l) Any special rate of pay established under this section shall not~~
35 ~~affect the salary level or salary eligibility of any existing employee within~~
36 ~~the institution.~~

1 ~~(m)(1) A special rate of pay is subject to the institution's ability~~
 2 ~~to certify funding for a special rate of pay established under this section.~~

3 ~~(2) An institution shall not use merit adjustment funds for a~~
 4 ~~special rate of pay established under this section.~~

5
 6 ~~21-5-1411. Shift differential.~~

7 ~~(a)(1) Upon the approval of the Division of Higher Education, an~~
 8 ~~employee whose working hours do not conform to normal state business hours~~
 9 ~~shall be eligible for additional compensation up to twelve percent (12%) of~~
 10 ~~the hourly rate for which he or she is eligible under this subchapter as a~~
 11 ~~shift differential if:~~

12 ~~(A) The institution of higher education routinely~~
 13 ~~schedules more than one (1) work shift per day;~~

14 ~~(B) The shift to which the employee is assigned is a full~~
 15 ~~work shift; and~~

16 ~~(C) The employee is regularly assigned to the late shift~~
 17 ~~or is assigned to the shift on a regularly scheduled rotating basis.~~

18 ~~(2) An employee assigned to an evening shift shall not receive~~
 19 ~~additional compensation that exceeds six percent (6%) above that for which he~~
 20 ~~or she is eligible under this subchapter.~~

21 ~~(3) An employee assigned to a night shift shall not receive~~
 22 ~~additional compensation that exceeds twelve percent (12%) above that for~~
 23 ~~which he or she is eligible under this subchapter.~~

24 ~~(4)(A) An employee at or near the maximum authorized salary~~
 25 ~~level for the grade assigned to his or her classification may be compensated~~
 26 ~~at an additional rate not to exceed twelve percent (12%) of his or her~~
 27 ~~eligible salary under this subchapter.~~

28 ~~(B) When granting additional compensation has the effect~~
 29 ~~of temporarily exceeding the highest pay level for the grade assigned to the~~
 30 ~~employee's classification, the additional compensation shall not be construed~~
 31 ~~as exceeding the highest pay level for that grade.~~

32 ~~(b)(1) A person employed in areas providing critical support, custody,~~
 33 ~~and care to designated client service units at state-operated inpatient~~
 34 ~~hospital facilities, at state-operated human development centers, and at~~
 35 ~~maximum security units at correctional facilities during weekend hours is~~
 36 ~~eligible to receive up to twenty percent (20%) of the hourly rate for which~~

1 ~~he or she is eligible under this subchapter paid as a shift or weekend~~
2 ~~differential.~~

3 ~~(2) Designated weekend hours begin no earlier than 2:30 p.m. on~~
4 ~~Friday and end no later than 8:00 a.m. on the following Monday.~~

5 ~~(c)(1) If a facility uses shifts other than traditional eight-hour~~
6 ~~shifts, a shift differential may be paid for those shifts exceeding the~~
7 ~~normal day shift of the facility.~~

8 ~~(2) If shift and weekend differentials are provided to an~~
9 ~~employee, the total compensation may exceed the highest pay level for the~~
10 ~~grade for those positions included in this subchapter.~~

11 ~~(3)(A) The institution shall identify the shifts, job~~
12 ~~classifications, and positions to be eligible for the shift differential and~~
13 ~~the differential percentage for which each classification is eligible within~~
14 ~~each shift.~~

15 ~~(B) The shift schedule, classifications, positions, and~~
16 ~~the percentage of shift differential for which the class titles are eligible~~
17 ~~shall be submitted to the division for approval by the Director of the~~
18 ~~Division of Higher Education.~~

19 ~~(C) Subsequent changes to the shift schedule,~~
20 ~~classifications, grades, positions, and shift differential percentages shall~~
21 ~~receive prior approval by the director.~~

22 ~~(d) An employee who is receiving additional compensation under this~~
23 ~~section and then is reassigned to a normal shift shall revert on the day of~~
24 ~~the reassignment to the rate of pay for which he or she is eligible under~~
25 ~~this subchapter.~~

26 ~~(e) The division shall report all shift differential approvals to the~~
27 ~~Legislative Council or, if the General Assembly is in session, the Joint~~
28 ~~Budget Committee.~~

29
30 ~~21-5-1412. Compensation differentials.~~

31 ~~(a) To address specific employee compensation needs not otherwise~~
32 ~~provided for in this subchapter, an institution of higher education may pay~~
33 ~~additional compensation for current employees in specific positions or for~~
34 ~~classifications of positions assigned to a compensation plan authorized by~~
35 ~~the General Assembly for one (1) or more compensation differentials.~~

36 ~~(b)(1) Authorization for one (1) or more compensation differentials~~

1 ~~may be approved if the:~~

2 ~~(A) Institution has documented the need for a compensation~~
3 ~~differential for specified positions or classifications;~~

4 ~~(B) Institution submits to the Division of Higher~~
5 ~~Education a plan of the terms and conditions for eligibility that must~~
6 ~~directly address the needs of the targeted positions or classifications for~~
7 ~~any requested compensation differential;~~

8 ~~(C) Cost of implementing and maintaining a compensation~~
9 ~~differential is within the institution's existing appropriation and shall not~~
10 ~~be implemented using funds specifically set aside for other programs within~~
11 ~~the institution; and~~

12 ~~(D) Compensation differential has been approved by the~~
13 ~~division after review by the Legislative Council or, if the General Assembly~~
14 ~~is in session, the Joint Budget Committee.~~

15 ~~(2) Any compensation differential authorized under this section~~
16 ~~shall be renewed each fiscal year.~~

17 ~~(3) The cumulative total of any compensation differentials paid~~
18 ~~to an employee shall not exceed twenty five percent (25%) of the employee's~~
19 ~~base salary.~~

20 ~~(c)(1) A hazardous duty differential of up to ten percent (10%) may be~~
21 ~~authorized for the increased risk of personal physical injury for an employee~~
22 ~~occupying a certain identified high risk position if the:~~

23 ~~(A) Position classification is determined to be physically~~
24 ~~hazardous or dangerous due to location, facility, services provided, or other~~
25 ~~factors directly related to the duty assignment of the position; and~~

26 ~~(B) Employee's regularly assigned work schedule exposes~~
27 ~~him or her to clear, direct, and unavoidable hazards during at least fifty~~
28 ~~percent (50%) of the work time and the employee is not compensated for the~~
29 ~~hazardous exposure.~~

30 ~~(2)(A) The institution shall identify the facility or unit,~~
31 ~~location, and eligible positions and classifications within the facility or~~
32 ~~unit that are identified as high-risk.~~

33 ~~(B) The positions shall be certified by the institution as~~
34 ~~having been assigned to a work environment that poses an increased risk of~~
35 ~~personal injury and shall be submitted as part of the plan for payment of a~~
36 ~~hazardous duty differential to the division for approval by the Director of~~

1 ~~the Division of Higher Education after review and approval of the Legislative~~
 2 ~~Council or, if the General Assembly is in session, the Joint Budget~~
 3 ~~Committee.~~

4 ~~(C) Subsequent changes to the facility or unit, location,~~
 5 ~~and eligible positions or classifications within the facility or unit on file~~
 6 ~~with the division shall receive prior approval by the director after review~~
 7 ~~and approval by the Legislative Council or, if the General Assembly is in~~
 8 ~~session, the Joint Budget Committee.~~

9 ~~(3) It is the intent of this subsection that a hazardous duty~~
 10 ~~differential shall be at the discretion of the director and the institution~~
 11 ~~and shall not be implemented using funds specifically set aside for other~~
 12 ~~programs within the institution.~~

13 ~~(4) An employee who is receiving additional compensation for~~
 14 ~~hazardous duty and then is reassigned to normal duty shall revert on the day~~
 15 ~~of the reassignment to the rate of pay for which he or she is eligible under~~
 16 ~~this subchapter.~~

17 ~~(d)(1) A professional certification differential of up to ten percent~~
 18 ~~(10%) for job-related professional certifications for individual positions or~~
 19 ~~for specific classifications within an institution may be authorized if the~~
 20 ~~certification is:~~

21 ~~(A) From a recognized professional certifying organization~~
 22 ~~and is determined to be directly related to the predominant purpose and use~~
 23 ~~of the position or classification; and~~

24 ~~(B) Not included as a minimum qualification established or~~
 25 ~~as a special requirement for the classification by the official class~~
 26 ~~specification.~~

27 ~~(2)(A) A professional certification differential may be paid~~
 28 ~~only while the certification is current and maintained by the employee and~~
 29 ~~while the employee is employed in a position or classification covered by the~~
 30 ~~compensation plan.~~

31 ~~(B) Documentation of continuation or renewal of the~~
 32 ~~certification of the employee is required for continuation of the~~
 33 ~~professional certification differential.~~

34 ~~(e) An education differential of up to ten percent (10%) for job-~~
 35 ~~related education for individual positions or for specific classifications~~
 36 ~~within an institution may be authorized if:~~

1 ~~(1) Attainment of additional education is from an accredited~~
2 ~~institution of higher education, documented by official transcript,~~
3 ~~certificate, or degree award, and directly related to the predominant purpose~~
4 ~~and use of the position or classification; and~~

5 ~~(2) The education to be compensated is not included as a special~~
6 ~~requirement or minimum qualification established for the classification by~~
7 ~~the official class specification.~~

8 ~~(f) A geographic area differential of up to ten percent (10%) may be~~
9 ~~authorized to address the documented inability to recruit and retain certain~~
10 ~~employees in a specific geographic area of the state if the additional~~
11 ~~geographic area differential is based on a documented recruitment, turnover,~~
12 ~~or other competitive pay issue in a specific geographic area that does not~~
13 ~~justify a statewide labor market special entry rate.~~

14 ~~(g)(1) A second language differential of up to ten percent (10%) may~~
15 ~~be authorized for an employee who has the demonstrated ability and skill to~~
16 ~~communicate in a language other than English, including American Sign~~
17 ~~Language, if that skill is determined by the institution to be directly~~
18 ~~related to the effective performance of the job duties for the position~~
19 ~~occupied by the employee.~~

20 ~~(2) An employee who receives additional compensation under this~~
21 ~~subsection and who moves into a position that does not need the skill to~~
22 ~~communicate in a language other than English shall revert on the effective~~
23 ~~date of the change to the rate of pay that the employee would otherwise~~
24 ~~receive.~~

25 ~~(h)(1) An on-call duty or standby duty differential may be authorized~~
26 ~~for an employee whose job requires him or her to provide services on nights,~~
27 ~~weekends, or holidays or at other times or in other situations when the~~
28 ~~institution does not have regularly scheduled staff coverage.~~

29 ~~(2) An on-call duty or standby duty differential is to be used~~
30 ~~for officially scheduled duty outside regular work hours during which time an~~
31 ~~employee is required to be accessible by telephone, pager, or other means and~~
32 ~~is required to return to the designated work site upon notification of need~~
33 ~~within a specified response time.~~

34 ~~(3)(A) An employee who is required to be available for duty on~~
35 ~~nights, weekends, or holidays or at other times or in other situations when~~
36 ~~the institution does not have regularly scheduled staff coverage is eligible~~

1 ~~to receive an on-call or standby duty pay equivalent of an hourly rate not to~~
 2 ~~exceed twenty percent (20%) of his or her base hourly pay rate for each on-~~
 3 ~~call or standby hour for not more than forty-eight (48) hours during any~~
 4 ~~seven-day work period.~~

5 ~~(B)(i) Compensation shall not be paid to an employee~~
 6 ~~required to be on on-call or standby duty who fails to respond after the~~
 7 ~~second notification that his or her services are needed.~~

8 ~~(ii) If the equipment or paging device malfunctions,~~
 9 ~~the penalty under subdivision (h)(3)(B)(i) of this section shall not apply.~~

10 ~~(C)(i) An employee on on-call or standby duty who is~~
 11 ~~called in to work shall be compensated for the actual hours worked at the~~
 12 ~~appropriate rate of pay with a minimum of two (2) hours for each call-back.~~

13 ~~(ii) The employee shall not be paid on-call or~~
 14 ~~standby pay for hours actually worked during a call-back.~~

15 ~~(i) If granting additional compensation would have the effect of~~
 16 ~~exceeding the maximum pay level for the grade assigned to the employee's~~
 17 ~~classification, the additional compensation shall not be considered as~~
 18 ~~exceeding the maximum allowable rate for that grade.~~

19 ~~(j) Other compensation differentials may be administered by the~~
 20 ~~division after:~~

21 ~~(1) Approval by the director; and~~

22 ~~(2) Review by the Legislative Council or, if the General~~
 23 ~~Assembly is in session, the Joint Budget Committee.~~

24
 25 ~~21-5-1413. Salary administration grids.~~

26 ~~(a)(1) An institution of higher education may request that a salary~~
 27 ~~administration grid be approved for specific classifications of positions~~
 28 ~~assigned to the pay plan as established in § 21-5-1410 if the:~~

29 ~~(A) Institution has documented the need for a salary~~
 30 ~~administration grid for specified positions or classifications;~~

31 ~~(B) Terms and conditions of a salary administration grid~~
 32 ~~proposed by the institution address the needs of the targeted positions;~~

33 ~~(C) Cost of implementing and maintaining a salary~~
 34 ~~administration grid is within the institution's existing appropriation and~~
 35 ~~the implementation does not use funds specifically set aside for other~~
 36 ~~programs within the institution; and~~

1 ~~(D) Salary administration grid has been approved by the~~
 2 ~~Director of the Division of Higher Education after review by the Legislative~~
 3 ~~Council or, if the General Assembly is in session, the Joint Budget~~
 4 ~~Committee.~~

5 ~~(2)(A) Special rates of pay may be authorized up to the highest~~
 6 ~~pay level authorized for the grade assigned the classification of a career~~
 7 ~~service position for specific classifications only.~~

8 ~~(B) An approved salary administration grid shall be used~~
 9 ~~for establishing the entry pay level for an employee in a position.~~

10 ~~(C) A person hired above the entry pay level shall meet or~~
 11 ~~exceed the minimum qualifications for the job classification.~~

12 ~~(D) Subsequent salary determinations within a salary~~
 13 ~~administration grid shall be based on the employee's qualifications, relevant~~
 14 ~~competitive compensation rates, professional or educational achievements, and~~
 15 ~~internal equity within the institution.~~

16 ~~(E) A plan of implementation and salary progression shall~~
 17 ~~be approved by the Division of Higher Education on a biennial basis.~~

18 ~~(3) An approved salary administration grid may be amended only~~
 19 ~~upon approval by the division after review by the Legislative Council or, if~~
 20 ~~the General Assembly is in session, the Joint Budget Committee.~~

21 ~~(4) Compensation differentials that are included in an~~
 22 ~~institution's grid plan shall not exceed rates provided in § 21-5-1412.~~

23 ~~(b)(1) A monthly report shall be made to the Legislative Council or,~~
 24 ~~if the General Assembly is in session, the Joint Budget Committee, describing~~
 25 ~~all personnel transactions involving applications of this section.~~

26 ~~(2) The hiring of a new employee under this section shall not~~
 27 ~~affect the salary, grade, or classification of any current employee within~~
 28 ~~the institution.~~

29 ~~(3) The division shall promulgate rules regarding the~~
 30 ~~implementation and use of a salary administration grid with the review of the~~
 31 ~~Legislative Council or, if the General Assembly is in session, the Joint~~
 32 ~~Budget Committee.~~

33
 34 ~~21-5-1414. Extra help positions.~~

35 ~~(a)(1) A position authorized as extra help in an institution of higher~~
 36 ~~education shall be assigned an authorized classification by the institution,~~

1 ~~and any person hired in an extra help position shall meet the minimum~~
 2 ~~qualifications and any other requirements set by the class specification of~~
 3 ~~the classification and grade assigned to the position.~~

4 ~~(2) The rates of pay for extra help employees shall be set in~~
 5 ~~accordance with and shall not exceed those provided in this subchapter for~~
 6 ~~the appropriate classification.~~

7 ~~(3) Extra help employees of institutions shall not exceed one~~
 8 ~~thousand five hundred (1,500) hours per fiscal year as set out in § 6-63-314.~~

9 ~~(b) The salary eligibility for an employee transferring or returning~~
 10 ~~from an extra help position to a regular position shall be established at the~~
 11 ~~minimum pay level for the grade assigned by classification with the following~~
 12 ~~exceptions:~~

13 ~~(1) The classification has an established current labor market~~
 14 ~~special entry pay level;~~

15 ~~(2) The position is approved for shift differential in~~
 16 ~~accordance with this subchapter; or~~

17 ~~(3) The employee's eligibility is based on prior state service~~
 18 ~~in a regular position.~~

19 ~~(c) A former employee from a state agency, institution, board, or~~
 20 ~~commission who is rehired in an extra help position is ineligible for~~
 21 ~~benefits except holiday pay.~~

22
 23 ~~21-5-1415. Position pools.~~

24 ~~(a)(1) The Division of Higher Education shall establish and maintain a~~
 25 ~~central pool of four hundred (400) positions to be used to establish~~
 26 ~~additional positions in an institution of higher education when an~~
 27 ~~institution does not have sufficient positions available to meet~~
 28 ~~unanticipated enrollment growth, industry training demands, or its mandated~~
 29 ~~responsibilities.~~

30 ~~(2) Central pool positions shall be used by the institution if~~
 31 ~~the personnel service needs exceed the number of positions authorized by the~~
 32 ~~General Assembly and were not anticipated at the time of the passage of the~~
 33 ~~institution's operating appropriation act.~~

34 ~~(b)(1) The division shall establish and maintain a temporary~~
 35 ~~transition pool of fifty (50) positions to be used to establish additional~~
 36 ~~temporary positions of the proper classification and grade in an institution~~

1 ~~if the institution does not have sufficient positions available with the~~
 2 ~~appropriate classification and grade to address organizational transition~~
 3 ~~issues such as succession planning or other changes involving administration~~
 4 ~~of the institution.~~

5 ~~(2) An institution shall use temporary transition pool positions~~
 6 ~~only if the personnel service needs exceed the number of positions in a~~
 7 ~~classification authorized by the General Assembly and were not anticipated at~~
 8 ~~the time of the passage of the institution's operating appropriation bill.~~

9 ~~(3) A position established under this section shall be approved~~
 10 ~~for the same classification as the position occupied by the transitioning~~
 11 ~~full-time employee.~~

12 ~~(4) A position from the temporary transition pool shall not be~~
 13 ~~authorized for an institution until the specific position is:~~

14 ~~(A) Requested by the institution;~~

15 ~~(B) Recommended by the division; and~~

16 ~~(C) Reviewed by the Legislative Council or, if the General~~
 17 ~~Assembly is in session, the Joint Budget Committee.~~

18 ~~(5) Temporary transition pool positions shall be authorized for~~
 19 ~~not more than one hundred eighty (180) calendar days in a fiscal year and may~~
 20 ~~not be renewed or extended.~~

21 ~~(c) A pool position received by an institution under this section is~~
 22 ~~subject to the institution's ability to certify funding.~~

23 ~~(d) A position established under this section shall not exceed a~~
 24 ~~salary rate of the highest maximum annual salary rate or the highest grade~~
 25 ~~level position authorized by the General Assembly in the requesting~~
 26 ~~institution's appropriation act.~~

27 ~~(e) The institution shall provide justification to the division for~~
 28 ~~the need to allocate positions from the central pool or temporary transition~~
 29 ~~pool.~~

30 ~~(f) Titles shall not be assigned to the institution from the central~~
 31 ~~pool or temporary transition pool until specific positions are:~~

32 ~~(1) Requested by the institution;~~

33 ~~(2) Recommended by the division; and~~

34 ~~(3) Reviewed by the Legislative Council or, if the General~~
 35 ~~Assembly is in session, the Joint Budget Committee.~~

36 ~~(g) If an institution requests any central pool position to be~~

1 continued during the subsequent fiscal year, the position shall be requested
2 as a new position in the institution's subsequent fiscal year budget request.

3
4 ~~21-5-1416. Annual career service recognition payments for employees of~~
5 ~~institutions of higher education.~~

6 ~~(a)(1)(A) Nonfaculty and classified employees of institutions of~~
7 ~~higher education shall become eligible for annual career service recognition~~
8 ~~payments upon completion of ten (10) or more years of service in either~~
9 ~~elected positions or classified or nonclassified positions with a state~~
10 ~~agency or an institution.~~

11 ~~(B) To receive the full amount authorized in subsection~~
12 ~~(c) of this section, the service shall have been in either elected positions~~
13 ~~or regular full-time positions.~~

14 ~~(C) Nonfaculty and classified employees of institutions~~
15 ~~who work part-time in regular salary positions may receive annual career~~
16 ~~service recognition payments on a pro rata basis.~~

17 ~~(2) Periods of authorized leave without pay and leave of absence~~
18 ~~for military service when veterans' reemployment rights are exercised shall~~
19 ~~not negate eligibility for the payment, provided all other eligibility~~
20 ~~requirements are met.~~

21 ~~(b) The Division of Higher Education shall establish and publish~~
22 ~~policies and procedures for the administration of career service recognition~~
23 ~~payments to employees of institutions upon a determination by the Director of~~
24 ~~the Division of Higher Education that the respective institution has~~
25 ~~sufficient funds available for that purpose.~~

26 ~~(c) Nonfaculty and classified employees of institutions who meet~~
27 ~~eligibility requirements established by subsection (a) of this section shall~~
28 ~~become eligible for annual career service recognition payments on the~~
29 ~~anniversary date of the completion of such service according to the following~~
30 ~~schedule:~~

| STATE SERVICE | ANNUAL PAYMENT |
|----------------------------------------------------|---------------------------|
| 32 10 through 14 years of state service | \$ 800 |
| 34 15 through 19 years of state service | 1,000 |
| 35 20 through 24 years of state service | 1,200 |
| 36 25 or more years of state service | 1,500 |

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~~(d) Career service recognition payments authorized by this section are:~~

- ~~(1) Subject to withholding of all applicable state and federal taxes; and~~
- ~~(2) Included by retirement systems in determining benefits.~~

~~21-5-1417. Merit increase pay system — Definition.~~

~~(a)(1) The Division of Higher Education may develop and establish a merit increase pay system for employees of all institutions of higher education covered by this subchapter.~~

~~(2)(A) Employees are eligible for a merit increase to be paid as an increase in salary or a lump sum on the employee’s merit increase date, and the payment shall not be construed as exceeding the maximum pay level for the grade.~~

~~(B) The lump sum payments authorized in this section shall be considered as salary for the purposes of retirement eligibility.~~

~~(3) The merit increase pay system shall be reviewed by the Legislative Council or, if the General Assembly is in session, the Joint Budget Committee.~~

~~(b) As used in this section, “merit increase pay system” means a merit-based pay system that incorporates pay and performance evaluation standards and establishes criteria for payments for employees who meet requisite performance categories.~~

~~(c) Merit payments may be awarded to employees who satisfy performance evaluation-based criteria developed by institutions in accordance with procedures and policies developed and approved by the division after review by the Legislative Council.~~

SECTION 6. EMERGENCY CLAUSE. It is found and determined by the General Assembly of the State of Arkansas that this act deals with the personnel of institutions of higher education; that the changes made by this act are necessary to provide for the efficient and effective operation of institutions of higher education and to ensure that state funds are spent appropriately and in a manner that preserves the public peace, health, and safety; that each institution of higher education’s operative appropriation

1 act will become effective on July 1, 2023, at the beginning of the next
2 fiscal year; and that this act should likewise become effective at the
3 beginning of the state's fiscal year to ensure that no lapses in staffing
4 occur and institutions of higher education may continue to provide vital
5 services to the citizens of the state of Arkansas. Therefore, an emergency
6 is declared to exist, and this act being necessary for the preservation of
7 the public peace, health, and safety shall become effective on July 1, 2023.

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Stricken language would be deleted from and underlined language would be added to present law.

1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023
4

A Bill

SENATE BILL 565

5 By: Senator B. Davis
6 By: Representative Wooten
7

For An Act To Be Entitled

8
9 AN ACT TO AMEND PROVISIONS OF ARKANSAS LAW CONCERNING
10 THE UNIFORM CLASSIFICATION AND COMPENSATION ACT; TO
11 DECLARE AN EMERGENCY; AND FOR OTHER PURPOSES.
12
13

Subtitle

14
15 TO AMEND PROVISIONS OF ARKANSAS LAW
16 CONCERNING THE UNIFORM CLASSIFICATION AND
17 COMPENSATION ACT AND TO DECLARE AN
18 EMERGENCY.
19
20

21 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
22

23 SECTION 1. Arkansas Code § 21-5-208 is amended to read as follows:
24 21-5-208. Classification of positions.

25 (a) There are established for state agencies covered by this
26 subchapter the following classification titles and grades.

27 (b) The following classification titles with grades indicated are
28 approved for the state classification plan, subject to the appropriation acts
29 for the various state agencies and various institutions affected by this
30 subchapter:

| 31 Job Code | Job Title | Grade |
|-------------|-------------------------------------|-------|
| 32 SC001 | SECRETARY OF AGRICULTURE | SE05 |
| 33 SC002 | ACOM SECRETARY OF COMMERCE | SE05 |
| 34 SC003 | SECRETARY OF CORRECTIONS | SE05 |
| 35 SC004 | SECRETARY OF EDUCATION | SE05 |
| 36 SC005 | SECRETARY OF ENERGY AND ENVIRONMENT | SE05 |



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|----|-------|------------------------------------------|------|
| 1 | U005U | PSC CHAIRMAN | SE03 |
| 2 | U015U | DEQ DIRECTOR | SE03 |
| 3 | U016U | ADPHT DIR PARKS RECREATION & TRAVEL | SE03 |
| 4 | U019U | ACOM ADFA EXECUTIVE DIRECTOR | SE03 |
| 5 | U027U | DEPUTY COMMISSIONER OF EDUCATION | SE03 |
| 6 | U034U | DDSSA DIRECTOR | SE03 |
| 7 | U037U | ACOM DWS DIRECTOR | SE03 |
| 8 | U047U | ACOM STATE INSURANCE COMMISSIONER | SE03 |
| 9 | U061U | TSS CHIEF OF STAFF | SE03 |
| 10 | U073U | TSS DIS DEPUTY DIRECTOR | SE03 |
| 11 | U100U | DLL WCC CHAIRMAN | SE03 |
| 12 | U119U | ADH DEP DIRECTOR—PUBLIC HEALTH PROGRAMS | SE03 |
| 13 | U124U | MEDICAID INSPECTOR GENERAL | SE03 |
| 14 | U132U | ARK DEPUTY ADJUTANT GENERAL | SE03 |
| 15 | N253N | DOM CHIEF OF STAFF | SE02 |
| 16 | U032U | AR PBS DIRECTOR | SE02 |
| 17 | A018N | DHS CHIEF FINANCIAL OFFICER | SE02 |
| 18 | A136C | DHS MEDICAID CHIEF FINANCE OFFICER | SE02 |
| 19 | B017N | ADH CHIEF SCIENTIST | SE02 |
| 20 | D003N | TSS STATE CHIEF SECURITY OFFICER | SE02 |
| 21 | D004N | DFA INTERGOVERNMENTAL SVCS ADMIN | SE02 |
| 22 | G002N | DFA REVENUE CHIEF COUNSEL | SE02 |
| 23 | G305C | DFA REGULATORY ADMINISTRATOR | SE02 |
| 24 | N004N | DFA REV ASST COMMISSIONER POLICY & LEGAL | SE02 |
| 25 | N011N | DFA CHIEF INFORMATION OFFICER | SE02 |
| 26 | N013N | TSS CHIEF OPERATING OFFICER | SE02 |
| 27 | N028N | DFA TAX AUDIT ADMINISTRATOR | SE02 |
| 28 | N029N | DFA TAX ADMINISTRATOR | SE02 |
| 29 | N030N | DFA STATE REVENUE OFFICE ADMINISTRATOR | SE02 |
| 30 | N031N | TSS OSP DIRECTOR | SE02 |
| 31 | N032N | TSS OPM DIRECTOR | SE02 |
| 32 | N033N | DFA ADMINISTRATIVE SVCS ADMINISTRATOR | SE02 |
| 33 | N034N | DFA OCSE ADMINISTRATOR | SE02 |
| 34 | N035N | DFA MOTOR VEHICLE ADMINISTRATOR | SE02 |
| 35 | N036N | TSS EBD DIRECTOR | SE02 |
| 36 | N037N | DFA DRIVER LICENSE ADMINISTRATOR | SE02 |

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|----|-------|-------------------------------------------|------|
| 1 | G029N | DHS DIRECTOR OF POLICY AND LEGAL | SE01 |
| 2 | G293C | TSS CHIEF GENERAL COUNSEL | SE01 |
| 3 | G317C | APDC MANAGEMENT ASSOCIATE | SE01 |
| 4 | G330C | ACOM CHIEF LEGAL COUNSEL II | SE01 |
| 5 | M092C | DHS DIRECTOR EARLY CHILDHOOD EDUCATION | SE01 |
| 6 | M093C | DHS DIRECTOR OF LEGISLATIVE AFFAIRS | SE01 |
| 7 | M094C | DHS DIR PROVIDER SERVICES & QUALITY CTRL | SE01 |
| 8 | N005N | ADE ASST COMMISSIONER LEARNING SERVICES | SE01 |
| 9 | N006N | ADE ASST COMMISSIONER PUB SCH ACCOUNT | SE01 |
| 10 | N008N | ASST COMMISSIONER RESEARCH & TECHNOLOGY | SE01 |
| 11 | N009N | ASST COMMISSIONER FISCAL & ADMIN SVCS | SE01 |
| 12 | N010N | ASST COMM EDUC EFFECTIVENESS | SE01 |
| 13 | N015N | ADE DIR PUBLIC SCHOOL FACILITIES & TRANS | SE01 |
| 14 | N018N | DHS DEP DIR COUNTY OPERATIONS | SE01 |
| 15 | N019N | DHS DEP DIR BEHAV HLTH SERVICES | SE01 |
| 16 | N020N | DHS DDS COMMISSIONER | SE01 |
| 17 | N021N | DHS DEPUTY DIRECTOR - DCFS | SE01 |
| 18 | N024N | ACOM DIRECTOR STUDENT LOAN AUTHORITY | SE01 |
| 19 | N025N | ACOM INSURANCE DEP COMMISSIONER INFO SVCS | SE01 |
| 20 | N026N | DHS DEPUTY DIRECTOR OF DYS | SE01 |
| 21 | N027N | DHS DEPUTY DIRECTOR ADULT SERVICES | SE01 |
| 22 | N210N | DHS DIR OF EARLY CHILDHOOD EDUCATION | SE01 |
| 23 | N211N | DHS DIRECTOR OF LEGISLATIVE AFFAIRS | SE01 |
| 24 | N212N | DHS DIR OF PROVIDER SVCS & QLTY CONTROL | SE01 |
| 25 | N213N | ADPHT CHIEF FISCAL OFFICER | SE01 |
| 26 | N214N | ACOM AEDC EXEC VICE PRESIDENT GLOBAL BUS | SE01 |
| 27 | N215N | ACOM CHIEF OF STAFF | SE01 |
| 28 | N216N | ASP LIEUTENANT COLONEL | SE01 |
| 29 | N217N | DFA ADMINISTRATOR | SE01 |
| 30 | N222N | DHS STATE DIRECTOR OF DRUG PREVENTION | SE01 |
| 31 | N227N | NORTHWEST TECHNICAL INSTITUTE DIRECTOR | SE01 |
| 32 | N243N | DHS DEPUTY FINANCE CHIEF | SE01 |
| 33 | N246N | AR STATE DRUG DIRECTOR | SE01 |
| 34 | N252N | CLEST DIRECTOR | SE01 |
| 35 | N254N | APERS DEP DIR OF OPERATIONS | SE01 |
| 36 | U003U | STATE FORESTER | SE01 |

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|----|-------|----------------------------------------|------|
| 1 | U134U | ADH EXEC DIR AR STATE MEDICAL BD | SE01 |
| 2 | L001N | CRIME LAB DIR MEDICAL EXAMINATION DIV | MP10 |
| 3 | U026U | ADH DIRECTOR | MP10 |
| 4 | L003N | CHIEF PHYSICIAN SPECIALIST | MP09 |
| 5 | L004N | CRIME LAB ASSOC MEDICAL EXAMINER | MP09 |
| 6 | L005N | PSYCHIATRIC SPECIALIST | MP08 |
| 7 | L025N | SENIOR PHYSICIAN SPECIALIST | MP08 |
| 8 | N001N | ADH DIRECTOR OF PHARMACY BOARD | MP08 |
| 9 | L008N | PHYSICIAN SPECIALIST | MP07 |
| 10 | L015N | ADH ASST PHARMACY DIRECTOR | MP07 |
| 11 | L024N | DDSSA MEDICAL SPECIALIST | MP07 |
| 12 | L007N | REHAB MED DIR ALCOHOL REHAB CTR-BENTON | MP06 |
| 13 | L009N | DHS BEHAV HLTH GENERAL PHYSICIAN | MP06 |
| 14 | L011N | DENTIST | MP06 |
| 15 | L012N | DDSSA MEDICAL CONSULTANT | MP06 |
| 16 | L013N | GENERAL PHYSICIAN | MP06 |
| 17 | L014N | DIRECTOR OF PHARMACY | MP06 |
| 18 | L107C | ADH ASBP PHARMACIST INSPECTOR | MP06 |
| 19 | B004N | STATE VETERINARIAN | MP05 |
| 20 | B143C | ADH PUBLIC HEALTH VETERINARIAN | MP05 |
| 21 | L016N | REGISTERED PHARMACIST | MP05 |
| 22 | L017N | DHS ALEXANDER CHIEF PSYCHOLOGIST | MP05 |
| 23 | L027N | DDSSA PSYCHOLOGY SPECIALIST | MP05 |
| 24 | B005N | VETERINARIAN | MP04 |
| 25 | B009N | DFA DOG RACING VETERINARIAN | MP04 |
| 26 | B019N | RACING COMMISSION VETERINARIAN | MP04 |
| 27 | L001C | PSYCHOLOGIST SUPERVISOR | MP04 |
| 28 | L002C | NURSING DIRECTOR | MP04 |
| 29 | L018N | NURSE PRACTITIONER | MP04 |
| 30 | L104C | AGRI LABORATORY COORDINATOR | MP04 |
| 31 | L105C | AHC NURSING DIRECTOR | MP04 |
| 32 | L106C | VETERINARY SPECIALIST | MP04 |
| 33 | L108C | PHYSICIAN ASSISTANT | MP04 |
| 34 | L003C | PSYCHOLOGIST | MP03 |
| 35 | L006C | ASSOCIATE DIRECTOR OF NURSING | MP03 |
| 36 | L009C | NURSE MANAGER | MP03 |

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| 1 | D015N | APERS DIRECTOR OF INFORMATION TECHNOLOGY | IT10 |
| 2 | D028N | REGULATORY HEALTH LINK TECH OFFICER | IT10 |
| 3 | D126C | DIS DATABASE ADMINISTRATOR LEAD | IT10 |
| 4 | D129C | E&E DIRECTOR OF INFORMATION TECHNOLOGY | IT10 |
| 5 | D136C | TSS IT PROJECT MANAGER DIRECTOR | IT10 |
| 6 | D137C | TSS NETWORK ARCHITECT | IT10 |
| 7 | D138C | TSS DATA CENTER MANAGER | IT10 |
| 8 | N250N | ADPHT CHIEF INFORMATION OFFICER | IT10 |
| 9 | D001C | STATE DATABASE ADMINISTRATOR | IT09 |
| 10 | D003C | STATE SYSTEMS ADMINISTRATOR LEAD | IT09 |
| 11 | D005C | TSS STATE IT SECURITY ANALYST | IT09 |
| 12 | D011C | DFA ERP SYSTEM MANAGER | IT09 |
| 13 | D022N | IT SENIOR PROJECT MANAGER | IT09 |
| 14 | D025N | DHS IT SENIOR ENGINEER | IT09 |
| 15 | D105C | ADE STATE NETWORK ENGINEER | IT09 |
| 16 | D124C | IT OPERATIONS CENTER MANAGER | IT09 |
| 17 | D125C | TSS SR. STATE SERVER ADMINISTRATOR | IT09 |
| 18 | D130C | TSS DISASTER RECOVERY MANAGER | IT09 |
| 19 | D139C | TSS DATA ENGINEER | IT09 |
| 20 | D141C | TSS ERP SYSTEM MANAGER | IT09 |
| 21 | E007N | ADE DIRECTOR OF COMPUTER SCIENCE | IT09 |
| 22 | N178N | ACOM ARS CHIEF INFORMATION OFFICER | IT09 |
| 23 | D004C | TSS STATE NETWORK SUPPORT LEAD | IT08 |
| 24 | D006C | SOFTWARE ENGINEER LEAD | IT08 |
| 25 | D007C | INFORMATION SYSTEMS MANAGER | IT08 |
| 26 | D008C | TSS GIS LEAD | IT08 |
| 27 | D010N | ACOM INSURANCE CHIEF TECHNOLOGY OFFICER | IT08 |
| 28 | D012C | DATABASE SPECIALIST | IT08 |
| 29 | D013C | ACOM BANK IT ADMINISTRATOR | IT08 |
| 30 | D014C | STATE SYSTEMS ADMINISTRATOR | IT08 |
| 31 | D021C | DFA ERP GROUP LEAD | IT08 |
| 32 | D023N | ADH HIT TECHNICAL DIRECTOR | IT08 |
| 33 | D029N | OAL DEPUTY IT GAMING DIRECTOR | IT08 |
| 34 | D043C | ADEM INFO TECHNOLOGY DIVISION DIRECTOR | IT08 |
| 35 | D094C | DCC PROJ & ENTERPRISE PROGRAM MGMT ADMIN | IT08 |
| 36 | D104C | ADE STATE SYSTEMS ADMINISTRATOR | IT08 |

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|----|-------|-----------------------------------------|------|
| 1 | D050C | SECURITY ANALYST | IT05 |
| 2 | D051C | SYSTEMS APPLICATIONS SUPERVISOR | IT05 |
| 3 | D052C | SOFTWARE SUPPORT ANALYST | IT05 |
| 4 | D054C | COMPUTER SUPPORT COORDINATOR | IT05 |
| 5 | D056C | SYSTEMS COORDINATION ANALYST | IT05 |
| 6 | D057C | INFORMATION TECHNOLOGY MANAGER | IT05 |
| 7 | D060C | ASST DIR COMPUTER SVCS | IT05 |
| 8 | D061C | INFORMATION SYSTEMS COORDINATION SPEC | IT05 |
| 9 | D063C | COMPUTER SUPPORT SPECIALIST | IT05 |
| 10 | D036C | AR PBS WEBSITE COORDINATOR | IT04 |
| 11 | D032C | TSS IT ASSET MANAGER | IT04 |
| 12 | D055C | ADE APSCN FIELD ANALYST | IT04 |
| 13 | D058C | COMPUTER OPERATIONS COORDINATOR | IT04 |
| 14 | D062C | DATABASE ANALYST | IT04 |
| 15 | D064C | WEBSITE DEVELOPER | IT04 |
| 16 | D065C | NETWORK SUPPORT ANALYST | IT04 |
| 17 | D068C | INFORMATION SYSTEMS ANALYST | IT04 |
| 18 | D082C | NETWORK ANALYST | IT04 |
| 19 | D119C | OAL LEAD COMPUTER OPERATOR | IT04 |
| 20 | D120C | APPLICATION PROGRAM SUPPORT SPECIALIST | IT04 |
| 21 | D046C | TSS STATE PRODUCTION CONTROL SUPERVISOR | IT03 |
| 22 | D066C | DIGITAL BROADCAST SPECIALIST | IT03 |
| 23 | D069C | TSS SCHEDULER | IT03 |
| 24 | D071C | COMPUTER SUPPORT ANALYST | IT03 |
| 25 | D075C | SOFTWARE SUPPORT SPECIALIST | IT03 |
| 26 | D072C | ACIC SYSTEMS SUPERVISOR | IT02 |
| 27 | D078C | GIS TECHNICIAN | IT02 |
| 28 | D079C | COMPUTER SUPPORT TECHNICIAN | IT02 |
| 29 | D083C | DIGITAL BROADCAST TECHNICIAN | IT02 |
| 30 | D084C | COMPUTER OPERATOR | IT02 |
| 31 | D108C | OAL APPLICATION SUPP SPECIALIST | IT02 |
| 32 | D080C | ACIC SYSTEMS SPECIALIST | IT01 |
| 33 | D089C | INFORMATION TECHNOLOGY ASSISTANT | IT01 |
| 34 | D107C | OAL COMPUTER OPERATOR | IT01 |
| 35 | C093C | EXTRA HELP ASSISTANT | GSMW |
| 36 | A002C | DFA ASSISTANT ACCOUNTING ADMINISTRATOR | GS15 |

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|----|-------|--------------------------------------------|------|
| 1 | G332C | STATE INFRASTRUCTURE COORDINATOR | GS15 |
| 2 | N002N | DHE SENIOR ASSOC DIRECTOR | GS15 |
| 3 | N014N | ACOM INSURANCE DEP COMM FINANCIAL REGS | GS15 |
| 4 | N016N | DHS DEP DIR ADMINISTRATIVE SVCS | GS15 |
| 5 | N039N | ADC DEPUTY DIRECTOR | GS15 |
| 6 | N047N | ADE APSCN DIRECTOR | GS15 |
| 7 | N061N | ACOM AEDC BUSINESS FINANCE DIRECTOR | GS15 |
| 8 | N062N | ACOM AEDC BUSINESS DEV DIV DIR | GS15 |
| 9 | N067N | ADEQ DEPUTY DIRECTOR – LAND RESOURCES | GS15 |
| 10 | N070N | DLL WCC ASST CHIEF EXECUTIVE OFFICER | GS15 |
| 11 | N084N | ACOM AEDC MRKT & COMMUNICATIONS DIR | GS15 |
| 12 | N113N | DFA REGULATORY ASST ADMIN - ENFORCEMENT | GS15 |
| 13 | N125N | ACOM DSB DEP DIR SVCS FOR THE BLIND | GS15 |
| 14 | N175N | DHS DDS ASST DIR FOR RESIDENTIAL SVCS | GS15 |
| 15 | N195N | DEQ ASSOCIATE DIRECTOR | GS15 |
| 16 | N197N | NURSING HOME DIVISION DIRECTOR | GS15 |
| 17 | N201N | DEPUTY COMM OF CRIMINAL INVESTIGATIONS | GS15 |
| 18 | N207N | TSS CHIEF PRIVACY OFFICER | GS15 |
| 19 | N209N | DIRECTOR CLEST | GS15 |
| 20 | N225N | ACOM AEDC EXEC VICE PRESIDENT & GEN COUNSL | GS15 |
| 21 | N226N | ARKANSAS FAIR HOUSING EXECUTIVE DIRECTOR | GS15 |
| 22 | N230N | E&E CHIEF OF STAFF | GS15 |
| 23 | N231N | DHS DEPUTY CHIEF COUNSEL | GS15 |
| 24 | N244N | DHS CHIEF OF COMMUNICATION | GS15 |
| 25 | N245N | DLL CHIEF OF STAFF | GS15 |
| 26 | P006N | DFA DIRECTOR OF COMMUNICATIONS | GS15 |
| 27 | R001C | TSS ASST PERSONNEL ADMINISTRATOR | GS15 |
| 28 | R002C | DFA ASSISTANT BUDGET ADMINISTRATOR | GS15 |
| 29 | R003C | TSS ASST EBD ADMINISTRATOR | GS15 |
| 30 | R048C | DHS CHIEF HUMAN RESOURCES OFFICER | GS15 |
| 31 | U097U | DLL AREC EXECUTIVE DIRECTOR | GS15 |
| 32 | U135U | DLL DIVISION OF LABOR DIRECTOR | GS15 |
| 33 | V001C | TSS ASST PROCUREMENT ADMINISTRATOR | GS15 |
| 34 | G319C | DOM CHIEF LEGAL COUNSEL | GS14 |
| 35 | A001C | DFA ASSISTANT TAX RESEARCH ADMINISTRATOR | GS14 |
| 36 | A003C | DFA REVENUE ASSISTANT ADMINISTRATOR | GS14 |

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|----|-------|------------------------------------------|------|
| 1 | N046N | ADE ASST DIR ACADEMIC FACILITIES | GS14 |
| 2 | N048N | ADC ASSISTANT DIRECTOR | GS14 |
| 3 | N055N | DHE ASSOCIATE DIRECTOR | GS14 |
| 4 | N059N | ACOM AEDC TRAINING DIVISION DIRECTOR | GS14 |
| 5 | N063N | ADH EPIDEMIOLOGY OFFICER | GS14 |
| 6 | N064N | ADH CENTER DIR-LOCAL PUBLIC HEALTH | GS14 |
| 7 | N065N | ADH CENTER DIRECTOR-HEALTH PROTECTION | GS14 |
| 8 | N066N | ACOM CHIEF COMM & LEGISLATIVE AFFAIRS | GS14 |
| 9 | N069N | ADE SPECIAL ADVISOR | GS14 |
| 10 | N071N | PSC TAX DIVISION DIRECTOR | GS14 |
| 11 | N080N | DHS/DMS ASSISTANT DIRECTOR - FISCAL | GS14 |
| 12 | N081N | DHS DDS SUPT HDC/CONWAY | GS14 |
| 13 | N083N | ACOM AEDC STRATEGIC PLANNING DIRECTOR | GS14 |
| 14 | N085N | ACOM AEDC DIR TECH & ENTREPRENEURSHIP | GS14 |
| 15 | N086N | DHS DDS DIR EVAL PLAN & MGMT SYSTEMS | GS14 |
| 16 | N092N | ATRS ASSOCIATE DIRECTOR OF OPERATIONS | GS14 |
| 17 | N093N | ATRS ASSOCIATE DIRECTOR FISCAL AFFAIRS | GS14 |
| 18 | N094N | AEDC EPSCOR DIRECTOR | GS14 |
| 19 | N097N | ADH CHIEF FINANCIAL OFFICER | GS14 |
| 20 | N099N | DHS/DMS ADD - LONG TERM CARE | GS14 |
| 21 | N100N | DHS/DMS ADD - MEDICAL SERVICES | GS14 |
| 22 | N101N | DHS/DCO ASST DEP DIR PGM & ADMN SPT | GS14 |
| 23 | N102N | DHS/DCO ASSISTANT DIRECTOR | GS14 |
| 24 | N103N | DHS MENTAL HEALTH CENTER DIRECTOR | GS14 |
| 25 | N114N | DCC DEPUTY DIR RESIDENTIAL SVCS | GS14 |
| 26 | N121N | DHS/DCFS DEPUTY DIRECTOR | GS14 |
| 27 | N122N | DHS/DCC ASSISTANT DIR FINANCE & ADMIN | GS14 |
| 28 | N123N | DHS/DBHS ASST DIR FOR FINANCE | GS14 |
| 29 | N124N | DHS/DYS ASSISTANT DIVISION DIRECTOR | GS14 |
| 30 | N129N | DCC DEPUTY DIR PAROLE/PROBATION SERVICES | GS14 |
| 31 | N130N | DOC SHARED SERVICES CHIEF | GS14 |
| 32 | N133N | ADH DIRECTOR MINORITY HEALTH COMMISSION | GS14 |
| 33 | N134N | DHS/DCFS ASSISTANT DIRECTOR | GS14 |
| 34 | N135N | DHS AHC NURSING HOME ADMINISTRATOR | GS14 |
| 35 | N137N | ACOM SECURITIES DEPUTY COMMISSIONER | GS14 |
| 36 | N140N | ACOM INS ASST DEP COMMISSIONER FINANCE | GS14 |

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|----|-------|------------------------------------------|------|
| 1 | B001C | DEPUTY STATE FORESTER | GS13 |
| 2 | B004C | AGRI WATER RESOURCES DIVISION MGR | GS13 |
| 3 | B005C | AGRI WATER DEVELOPMENT DIVISION MGR | GS13 |
| 4 | B006C | AGRI CONSERVATION DIVISION MGR | GS13 |
| 5 | B007C | CRIME LAB SCIENTIFIC OPERATION MGR | GS13 |
| 6 | B011N | ADH DIR ENGINEERING | GS13 |
| 7 | B012C | E&E SENIOR MANAGER | GS13 |
| 8 | B138C | ADH ENGINEER CHIEF | GS13 |
| 9 | B139C | ACOM AEDC DIRECTOR OF EPSCOR | GS13 |
| 10 | B140C | ACOM AEDC MANUFACTURING SOLUTIONS DIR | GS13 |
| 11 | B141C | ADEQ USED TIRE PROGRAM MANAGER | GS13 |
| 12 | B146C | E&E PROFESSIONAL ENGINEER SENIOR MANAGER | GS13 |
| 13 | D026N | DHS ELIGIBILITY SYSTEM PROGRAM MANAGER | GS13 |
| 14 | E001N | ADE COORDINATOR SPECIAL PROGRAMS | GS13 |
| 15 | E003N | ADE COORD SCH. IMP/STANDARDS ASSURANCE | GS13 |
| 16 | E077C | NWTI AMMONIA REFRIGN TECH SPEC & TRG MGR | GS13 |
| 17 | G004C | MANAGING ATTORNEY | GS13 |
| 18 | G005C | ADEQ WATER DIVISION MANAGER | GS13 |
| 19 | G012N | PUBLIC DEFENDER III | GS13 |
| 20 | G014N | ADC COMPLIANCE ATTORNEY | GS13 |
| 21 | G017N | ACOM DWS ASST DIR – TANF | GS13 |
| 22 | G018C | ADPHT PARKS ADMIN MANAGER | GS13 |
| 23 | G019C | GENERAL COUNSEL | GS13 |
| 24 | G019N | PAROLE BOARD MEMBER | GS13 |
| 25 | G023C | DEPUTY PROSECUTOR COORDINATOR | GS13 |
| 26 | G024N | ADC GENERAL COUNSEL | GS13 |
| 27 | G034C | ADEQ ASST AIR/WATER DIVISION MANAGER | GS13 |
| 28 | G037N | APERS DIRECTOR OF OPERATIONS | GS13 |
| 29 | G041N | ADH ASPB GENERAL COUNSEL | GS13 |
| 30 | G043N | RISK MANAGEMENT ASSISTANT DIRECTOR | GS13 |
| 31 | G046N | OAL SALES TRNG & RETAIL COORD | GS13 |
| 32 | G054N | DHS GENERAL COUNSEL | GS13 |
| 33 | G055N | EXECUTIVE ADMINISTRATOR | GS13 |
| 34 | G056C | DHS/DCC ASST DIR OPS & PROG SUPV | GS13 |
| 35 | G225C | DFA OCSE FIELD OPERATIONS MANAGER | GS13 |
| 36 | G234C | DDSSA PROGRAM DIRECTOR | GS13 |

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|----|-------|-----------------------------------------|------|
| 1 | N163N | ADPT TOURISM ADMIN DIRECTOR | GS13 |
| 2 | N171N | DHS DEP DIR OFFICE OF VOL SVCS | GS13 |
| 3 | N172N | ACOM REHAB OPERATIONS DIRECTOR | GS13 |
| 4 | N174N | HEALTH INFORMATION TECH POLICY DIRECTOR | GS13 |
| 5 | N196N | MILITARY AFFAIRS DIRECTOR | GS13 |
| 6 | N204N | E&E DIRECTOR OF SPECIAL PROJECTS | GS13 |
| 7 | N205N | E&E DIRECTOR OF COMPLIANCE | GS13 |
| 8 | N208N | MEDICAL MARIJUANA COMM. DIRECTOR | GS13 |
| 9 | P002N | ADH DIRECTOR OF COMMUNICATIONS | GS13 |
| 10 | P081C | ADPHT MUSEUM & HERITAGE SRVS DIRECTOR | GS13 |
| 11 | R001N | ADH CHIEF HUMAN RESOURCES OFFICER | GS13 |
| 12 | R003N | APERS DIRECTOR OF BENEFITS ADMIN | GS13 |
| 13 | R040C | DFA STATEWIDE PROGRAM MANAGER | GS13 |
| 14 | R051C | TSS STATEWIDE PROGRAM MANAGER | GS13 |
| 15 | T001N | ADC SUPERINTENDENT | GS13 |
| 16 | T003C | ASP CAPTAIN | GS13 |
| 17 | U017U | ADPT HISTORY COMMISSION DIRECTOR | GS13 |
| 18 | U056U | OIL & GAS DEPUTY DIRECTOR | GS13 |
| 19 | U080U | TSS ABA DEPUTY DIRECTOR | GS13 |
| 20 | U081U | ARKANSAS SENTENCING COMMISSION DIRECTOR | GS13 |
| 21 | U093U | CRIME LAB ASSISTANT DIRECTOR | GS13 |
| 22 | V002N | DHS DEP CHIEF PROCUREMENT OFFICER | GS13 |
| 23 | X004C | ADEQ AIR DIVISION MANAGER | GS13 |
| 24 | X008C | ACOM SECURITIES CHIEF EXAMINER | GS13 |
| 25 | X197C | RACING COMMISSION STEWARD | GS13 |
| 26 | A025C | DFA ACCOUNTING ACFR COORDINATOR | GS12 |
| 27 | G036N | PLANT INDUSTRY DIVISION DEPUTY DIRECTOR | GS12 |
| 28 | A002N | AEDC ASSISTANT DIRECTOR OF FINANCE | GS12 |
| 29 | A004C | CERTIFIED FINANCIAL EXAMINER | GS12 |
| 30 | A013C | PSC DIRECTOR OF REVENUE REQUIREMENTS | GS12 |
| 31 | A014C | FISCAL DIVISION MANAGER | GS12 |
| 32 | A014N | OAL CONTROLLER | GS12 |
| 33 | A015C | ACOM DWS DIR INTERNAL AUDIT & SECURITY | GS12 |
| 34 | A015N | OAL TREASURER | GS12 |
| 35 | A016C | DHS DMS BUSINESS OPERATIONS MANAGER | GS12 |
| 36 | A021C | AGENCY CONTROLLER I | GS12 |

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| 1 | G031C | E&E ADMINISTRATIVE OPERATIONS MANAGER | GS12 |
| 2 | G032C | E&E ENERGY OPERATIONS MANAGER | GS12 |
| 3 | G033C | ADEQ HAZARDOUS WASTE DIVISION MANAGER | GS12 |
| 4 | G034N | ACOM AEDC ASST DIR SALES AND MARKETING | GS12 |
| 5 | G035C | ADEQ ADMINISTRATION DIVISION MANAGER | GS12 |
| 6 | G035N | ACOM AEDC SALES AND MARKETING SPECIALIST | GS12 |
| 7 | G037C | ADPHT PARKS PLANNING & DEV MGR | GS12 |
| 8 | G042C | DHS ADMINISTRATIVE LAW JUDGE | GS12 |
| 9 | G049C | ADH REGIONAL DIRECTOR | GS12 |
| 10 | G055C | ADEM DEPUTY DIRECTOR | GS12 |
| 11 | G059C | DDSSA ASST DIRECTOR | GS12 |
| 12 | G059N | OAL SECURITY DEPUTY DIR | GS12 |
| 13 | G101C | DHS AREA MANAGER | GS12 |
| 14 | G245C | ACOM AEDC DIR COMMUNITY DEV & IMPROVMNT | GS12 |
| 15 | G249C | DIG PROGRAM ADMINISTRATOR | GS12 |
| 16 | G273C | ACOM AEDC SENIOR PROJECT CONSULTANT | GS12 |
| 17 | G274C | DHS VOLUNTEER SERVICES DEPUTY DIRECTOR | GS12 |
| 18 | G291C | TRAFFIC SAFETY RESOURCE PROSECUTOR | GS12 |
| 19 | G292C | DDSSA PROFESSIONAL RELATIONS MANAGER | GS12 |
| 20 | G299C | PSC ELECTRIC COOPERATIVE MANAGER | GS12 |
| 21 | L019N | ADH CHIEF EPIDEMIOLOGIST | GS12 |
| 22 | L109C | ADH CERTIFIED TUMOR REGISTRAR MANAGER | GS12 |
| 23 | N095N | ARKANSAS BUREAU OF STANDARDS DIRECTOR | GS12 |
| 24 | N105N | STADIUM COMMISSION EXECUTIVE DIRECTOR | GS12 |
| 25 | N115N | CRIMINAL INSURANCE FRAUD DIRECTOR | GS12 |
| 26 | N116N | DLL BD OF ARCHITECTS EXECUTIVE DIRECTOR | GS12 |
| 27 | N117N | DLL BD OF ACCT EXECUTIVE DIRECTOR | GS12 |
| 28 | N119N | ADC INDUSTRY ADMINISTRATOR | GS12 |
| 29 | N120N | ADC FARM ADMINISTRATOR | GS12 |
| 30 | N131N | SBEC DIRECTOR | GS12 |
| 31 | N132N | ENG & LAND SURVEYORS EXEC DIRECTOR | GS12 |
| 32 | N136N | ADC HEALTH SERVICE ADMINISTRATOR | GS12 |
| 33 | N138N | ACOM REHAB DIRECTOR FIELD SVCS | GS12 |
| 34 | N139N | ADH MINORITY HLTH & HLTH DISPARITIES DIR | GS12 |
| 35 | N141N | DHS/DCO AREA DIRECTOR | GS12 |
| 36 | N143N | DHS DDS DIVISION MANAGER | GS12 |

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|----|-------|------------------------------------------|------|
| 1 | E002C | AR PBS MARKETING & ENGAGEMENT DIRECTOR | GS11 |
| 2 | E003C | AR PBS EDUCATION DIRECTOR | GS11 |
| 3 | G309C | AOC GRANTS MANAGER | GS11 |
| 4 | P001C | AR PBS PRODUCTION DIRECTOR | GS11 |
| 5 | S002C | AR PBS OPERATIONS DIRECTOR | GS11 |
| 6 | A007C | AUDIT MANAGER | GS11 |
| 7 | A019C | PSC TAX DIVISION ASSISTANT DIRECTOR | GS11 |
| 8 | A021N | E&E ENERGY FISCAL OFFICER | GS11 |
| 9 | A024C | DHS DIVISION CHIEF FISCAL OFFICER | GS11 |
| 10 | A027C | ACCOUNTING OPERATIONS MANAGER | GS11 |
| 11 | A028C | PSC SENIOR RATE CASE ANALYST | GS11 |
| 12 | A031C | ASSISTANT CONTROLLER | GS11 |
| 13 | A033C | TAX AUDITOR SUPERVISOR | GS11 |
| 14 | A110C | SENIOR INVESTMENT MANAGER | GS11 |
| 15 | A112C | DFA CAFR COORDINATOR | GS11 |
| 16 | A117C | ACCREDITED FINANCIAL EXAMINER | GS11 |
| 17 | A119C | CERTIFIED PUBLIC ACCOUNTANT | GS11 |
| 18 | A141C | MILITARY FEDERAL BUDGET MANAGER | GS11 |
| 19 | B009C | ACOM DIRECTOR WATERWAYS COMMISSION | GS11 |
| 20 | B010C | AGRI DIVISION MANAGER | GS11 |
| 21 | B014C | ASST STATE FORESTER | GS11 |
| 22 | B014N | SENIOR PETROLEUM GEOLOGIST | GS11 |
| 23 | B016C | ACOM AEDC ASSISTANT DIRECTOR EPSCOR | GS11 |
| 24 | B019C | FORENSIC ADMINISTRATOR | GS11 |
| 25 | B020C | ADPHT REGIONAL PARK SUPERVISOR | GS11 |
| 26 | B023C | ENGINEER, P.E. | GS11 |
| 27 | B028C | CLEST DEPUTY DIRECTOR STANDARDS DIVISION | GS11 |
| 28 | B149C | SR LABORATORY SCIENTIST | GS11 |
| 29 | C002C | HIGHWAY SAFETY OFFICE ADMINISTRATOR | GS11 |
| 30 | D106C | ADH HEALTH INFO TECH SR SYS SPECIALIST | GS11 |
| 31 | E001C | AETN PROGRAMMING DIVISION DIRECTOR | GS11 |
| 32 | E004C | SCHOOL PRINCIPAL | GS11 |
| 33 | E006C | PUBLIC SCHOOL PROGRAM MANAGER | GS11 |
| 34 | E006N | ADE COORD COMPUTER SCIENCE | GS11 |
| 35 | E067C | DDSSA PROGRAM EDUCATION COORDINATOR | GS11 |
| 36 | E069C | ADE DIRECTOR OF MEDICAID IN THE SCHOOLS | GS11 |

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| 1 | N203N | E&E DIRECTOR OF ENTERPRISE SERVICES | GS11 |
| 2 | N229N | DPS CRIME VICTIM ADMINISTRATOR | GS11 |
| 3 | P002C | ACOM AEDC DIRECTOR FILM COMMISSION | GS11 |
| 4 | P003C | ADPHT AGENCY DIRECTOR | GS11 |
| 5 | P005N | TSS TESTING, EVAL, PLANTS POLICY COO | GS11 |
| 6 | P076C | ACOM AEDC DIGITAL MARKETING DIRECTOR | GS11 |
| 7 | R012C | DFA ASSISTANT STATE PAYROLL MANAGER | GS11 |
| 8 | R013C | AGENCY HUMAN RESOURCES MANAGER | GS11 |
| 9 | R041C | DFA STATEWIDE PROGRAM COORDINATOR | GS11 |
| 10 | R052C | TSS STATEWIDE PROGRAM COORDINATOR | GS11 |
| 11 | R054C | APERS BENEFITS OPERATIONS MGR | GS11 |
| 12 | S108C | DOC CONSTRUCTION DIVISION MANAGER | GS11 |
| 13 | T004C | DCC PROGRAM ADMR PAROLE & PROBATION SVCS | GS11 |
| 14 | T009C | ASP SPECIAL OPERATIONS ADMINISTRATOR | GS11 |
| 15 | T011C | ASP SERGEANT | GS11 |
| 16 | T016C | CLEST DEPUTY DIRECTOR ACADEMY OPERATIONS | GS11 |
| 17 | T118C | CERTIFIED FACILITY DOG HANDLER PROG MGR | GS11 |
| 18 | U127U | EXEC DIR DEVLPMTL DISABILITIES COUNCIL | GS11 |
| 19 | X007C | DHS/DYS ADMIN PROG COMPLIANCE | GS11 |
| 20 | X011C | ASP/CACD INVESTIGATOR ADMINISTRATOR | GS11 |
| 21 | X015C | ACOM SECURITIES EXAMINER SUPERVISOR | GS11 |
| 22 | X033C | PSC SENIOR PUBLIC UTILITY AUDITOR | GS11 |
| 23 | E063C | AR PBS EXTERNAL RELATIONS DIRECTOR | GS10 |
| 24 | R056C | DOM SENIOR BUDGET ANALYST | GS10 |
| 25 | S111C | ASSET MAINTENANCE MANAGER | GS10 |
| 26 | T125C | DOM CHIEF OF POLICE | GS10 |
| 27 | A023C | ADH PHARMACY BOARD CHIEF FISCAL OFFICER | GS10 |
| 28 | A025N | OAL FINANCIAL ANALYST | GS10 |
| 29 | A036C | ADPHT REVENUE OPERATIONS MANAGER | GS10 |
| 30 | A040C | ACOM ADFA FISCAL PROGRAM MANAGER | GS10 |
| 31 | A044C | AUDIT COORDINATOR | GS10 |
| 32 | A049C | DFA REVENUE OFFICE DISTRICT MANAGER | GS10 |
| 33 | A058C | DFA CAFR ACCOUNTANT | GS10 |
| 34 | A106C | BANK SENIOR EXAMINER | GS10 |
| 35 | A118C | FINANCIAL EXAMINER SPECIALIST | GS10 |
| 36 | A125C | DFA REVENUE TAX SPECIALIST | GS10 |

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| 1 | G069C | TSS QUALITY ASSURANCE LEAD | GS10 |
| 2 | G071C | DHE PROGRAM COORDINATOR | GS10 |
| 3 | G073C | ATTORNEY | GS10 |
| 4 | G075C | ADE PROGRAM ADMINISTRATOR | GS10 |
| 5 | G076C | ADMINISTRATIVE SERVICES MANAGER | GS10 |
| 6 | G085C | DDSSA PROFESSIONAL RELATIONS MGR | GS10 |
| 7 | G097C | SBEC DEPUTY DIRECTOR | GS10 |
| 8 | G100C | DHS COUNTY ADMINISTRATOR III | GS10 |
| 9 | G112C | DDSSA UNIT SUPERVISOR | GS10 |
| 10 | G156C | DPS PROGRAM MANAGER | GS10 |
| 11 | G223C | DFA OCSE DIVISION MANAGER | GS10 |
| 12 | G226C | DFA OCSE PROGRAM MANAGER | GS10 |
| 13 | G246C | DFA REGULATORY BRANCH MANAGER | GS10 |
| 14 | G254C | ADVA DIVISION MANAGER | GS10 |
| 15 | G258C | DDSSA HEARING OFFICER | GS10 |
| 16 | G259C | ACOM INSURANCE PROGRAM MANAGER | GS10 |
| 17 | G263C | PUBLIC DEFENDER | GS10 |
| 18 | G268C | PSC MOTOR CARRIER ASST. DIV. DIRECTOR | GS10 |
| 19 | G308C | DLL ENFORCEMENT MANAGER | GS10 |
| 20 | L004C | REHAB DIRECTOR - PROG, PLAN, DEV & EVAL | GS10 |
| 21 | L010C | DHS DMS MEDICAL ASSISTANCE MANAGER | GS10 |
| 22 | L014C | ADH HIPAA PROGRAM CONSULTANT | GS10 |
| 23 | L016C | ADH PUBLIC HEALTH ADMINISTRATOR | GS10 |
| 24 | L025C | ADH PUBLIC HEALTH SECTION CHIEF III | GS10 |
| 25 | L030C | ADH DISTRICT MANAGER | GS10 |
| 26 | L099C | EPIDEMIOLOGY SUPERVISOR | GS10 |
| 27 | M006C | ADH SOC SVC PROGRAM DIRECTOR | GS10 |
| 28 | M097C | MILITARY YOUTH CHALLENGE PROGRAM DIR | GS10 |
| 29 | N155N | ADPHT CAPITOL ZONING DISTRICT ADMIN | GS10 |
| 30 | N169N | MOTOR VEHICLE COMMISSION DIRECTOR | GS10 |
| 31 | P067C | ASP PUBLIC INFORMATION OFFICER | GS10 |
| 32 | P074C | ACOM AID PUBLIC INFORMATION OFFICER | GS10 |
| 33 | R010C | TSS SENIOR STATE PERSONNEL ANALYST | GS10 |
| 34 | R011C | DFA SENIOR STATE BUDGET ANALYST | GS10 |
| 35 | R049C | DHS EMPLOYEE RELATIONS COORD | GS10 |
| 36 | T015C | DOC DEPUTY WARDEN | GS10 |

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| 1 | B044C | ADH HEALTH PHYSICIST SUPERVISOR | GS09 |
| 2 | B045C | BIOLOGIST SUPERVISOR | GS09 |
| 3 | B047C | ADH LABORATORY MANAGER | GS09 |
| 4 | B074C | SURVEYOR | GS09 |
| 5 | B135C | HATCHERY MANAGER | GS09 |
| 6 | B136C | AGRI LAB QUALITY MANAGER | GS09 |
| 7 | C001C | STADIUM COMMISSION ASST MANAGER/ADMR | GS09 |
| 8 | C100C | ADPHT RESEARCH PROJECT COORDINATOR | GS09 |
| 9 | C108C | ADEM DIVISION DIRECTOR | GS09 |
| 10 | C109C | ASP CACD AREA MANAGER | GS09 |
| 11 | C110C | DPS FLEET ADMINISTRATOR | GS09 |
| 12 | C111C | DLL EXE DIRECTOR AUCTIONEER BOARD | GS09 |
| 13 | E011C | ACOM VOCATIONAL EDUCATION COORDINATOR | GS09 |
| 14 | E015C | SPECIAL EDUCATION SUPERVISOR | GS09 |
| 15 | E019C | PUBLIC SCHOOL PROGRAM ADVISOR | GS09 |
| 16 | E021C | STATE LIBRARY MANAGER | GS09 |
| 17 | E022C | EDUCATION & INSTRUCTION MANAGER | GS09 |
| 18 | E024C | TEACHER SUPERVISOR | GS09 |
| 19 | E025C | EDUCATIONAL SPECIALIST | GS09 |
| 20 | E036C | CERTIFIED MASTERS DEGREE LIBRARIAN | GS09 |
| 21 | E062C | ACE PROGRAM ADVISOR | GS09 |
| 22 | E075C | ACOM PROGRAM ADVISOR | GS09 |
| 23 | G039C | SENIOR TRANSPORTATION MANAGER | GS09 |
| 24 | G045C | DFA DIVISION MANAGER III | GS09 |
| 25 | G070C | ACOM DIRECTOR OF FIELD OPERATIONS | GS09 |
| 26 | G074C | ADE COORD OF GOVERNMENTAL AFFAIRS | GS09 |
| 27 | G078C | ADPHT PROGRAM SERVICES ADMINISTRATOR | GS09 |
| 28 | G080C | NATIONAL & COMMUNITY SERVICES EXEC DIR | GS09 |
| 29 | G087C | ADEM PREPAREDNESS DIVISION DIRECTOR | GS09 |
| 30 | G088C | ADEM DISASTER MGMT DIV DIR | GS09 |
| 31 | G089C | ADEM ADMINISTRATION DIVISION DIRECTOR | GS09 |
| 32 | G090C | ADE AREA PROJECT MANAGER | GS09 |
| 33 | G095C | LODGE MANAGER | GS09 |
| 34 | G096C | DLL LABOR DIVISION MANAGER | GS09 |
| 35 | G098C | TSS QUALITY ASSURANCE COORDINATOR | GS09 |
| 36 | G099C | DHS PROGRAM ADMINISTRATOR | GS09 |

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|----|-------|-----------------------------------------|------|
| 1 | R009C | ADE BUDGET MANAGER | GS09 |
| 2 | R015C | ACOM DWS EQUAL OPPORTUNITY MANAGER | GS09 |
| 3 | R019C | BUDGET MANAGER | GS09 |
| 4 | R043C | DFA STATEWIDE PROGRAM SPECIALIST | GS09 |
| 5 | R050C | MILITARY ASSISTANT HR ADMINISTRATOR | GS09 |
| 6 | R053C | TSS STATEWIDE PROGRAM SPECIALIST | GS09 |
| 7 | S005C | AVIATION MANAGER | GS09 |
| 8 | S107C | TSS BUILDING OPERATIONS ASST MANAGER | GS09 |
| 9 | T006C | ADC HEAD FARM MANAGER II | GS09 |
| 10 | T018C | HE PUBLIC SAFETY COMMANDER III | GS09 |
| 11 | T022C | ASP CORPORAL | GS09 |
| 12 | T027C | DOC TRAINING ADMINISTRATOR | GS09 |
| 13 | T029C | CLEST SENIOR AGENT | GS09 |
| 14 | T033C | DOC MAJOR | GS09 |
| 15 | T106C | DFA REVENUE SECURITY SUPERVISOR | GS09 |
| 16 | T108C | DFA REGULATORY BRANCH SUPERVISOR | GS09 |
| 17 | T117C | ASP SENIOR CORPORAL | GS09 |
| 18 | V034C | TSS STATEWIDE PROCUREMENT COORDINATOR | GS09 |
| 19 | X012C | ADE PLSB CHIEF INVESTIGATOR | GS09 |
| 20 | X014C | ADH TOBACCO SETTLEMENT COMN DIRECTOR | GS09 |
| 21 | X022C | DLL BAIL BONDSMAN BD EXECUTIVE DIRECTOR | GS09 |
| 22 | X032C | ACOM SENIOR SECURITIES EXAMINER | GS09 |
| 23 | X038C | QUALITY ASSURANCE MANAGER | GS09 |
| 24 | X069C | DFA RACING SUPERVISOR | GS09 |
| 25 | X190C | DDSSA ADJUDICATOR IV | GS09 |
| 26 | X216C | PSC PIPELINE SAFETY COORDINATOR | GS09 |
| 27 | A142C | AOC PAYROLL SERVICES SPECIALIST | GS08 |
| 28 | G114C | ACOM DWS WORKFORCE INVEST REG ADVISOR | GS08 |
| 29 | A022C | STUDENT LOAN FINANCE SPECIALIST | GS08 |
| 30 | A026N | OAL AUDITOR | GS08 |
| 31 | A041C | PROGRAM FISCAL MANAGER | GS08 |
| 32 | A045C | STATISTICAL ANALYSIS MANAGER | GS08 |
| 33 | A047C | FINANCIAL ANALYST II | GS08 |
| 34 | A056C | DHS FINANCIAL SECTION MANAGER | GS08 |
| 35 | A057C | DFA TAX RESEARCH ANALYST | GS08 |
| 36 | A060C | SENIOR AUDITOR | GS08 |

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|----|-------|----------------------------------------|------|
| 1 | E020C | ADE OERZ TECHNICAL ASSIST SPECIALIST | GS08 |
| 2 | E023C | TRAINING PROJECT MANAGER | GS08 |
| 3 | E026C | EDUCATION & INSTRUCTION COORDINATOR | GS08 |
| 4 | E029C | SIGN LANGUAGE COORDINATOR | GS08 |
| 5 | E030C | LIBRARY COORDINATOR | GS08 |
| 6 | E031C | EDUCATION PROGRAM COORDINATOR | GS08 |
| 7 | E035C | CERTIFIED MASTERS TEACHER | GS08 |
| 8 | E066C | DCCECE EDUCATION MANAGER | GS08 |
| 9 | G064C | SR HLTH INSURANCE INFORMATION PRG MGR | GS08 |
| 10 | G079C | OUTDOOR REC GRANTS PRGM DIR | GS08 |
| 11 | G081C | ACOM DWS DIVISION CHIEF | GS08 |
| 12 | G083C | DHS/DAAS DIVISION MANAGER | GS08 |
| 13 | G084C | DFA DIVISION MANAGER II | GS08 |
| 14 | G086C | DPS PROGRAM COORDINATOR | GS08 |
| 15 | G091C | ADPHT MARKETING & PROMOTION DIRECTOR | GS08 |
| 16 | G092C | PUBLIC DEFENDER PROGRAM MANAGER | GS08 |
| 17 | G093C | OPERATIONS MANAGER | GS08 |
| 18 | G105C | ADPHT DEVELOPMENT MANAGER | GS08 |
| 19 | G106C | WCC CLAIMS SPECIALIST | GS08 |
| 20 | G107C | DLL WCC PROGRAM MANAGER | GS08 |
| 21 | G108C | PUBLIC DEF OMBUDSMAN COORDINATOR | GS08 |
| 22 | G115C | ASST DIR OF RURAL SERVICES | GS08 |
| 23 | G116C | ADH LOCAL HEALTH UNIT ADMINISTRATOR II | GS08 |
| 24 | G119C | SBEC EDUCATIONAL SERVICES MANAGER | GS08 |
| 25 | G121C | REHAB PROGRAM MANAGER | GS08 |
| 26 | G126C | FINANCE PROGRAM COORDINATOR | GS08 |
| 27 | G127C | ACOM DWS PROGRAM OPERATIONS MANAGER | GS08 |
| 28 | G128C | ACOM DWS FIELD MANAGER II | GS08 |
| 29 | G129C | DHS/DCO PROGRAM MANAGER | GS08 |
| 30 | G130C | DHS COUNTY ADMINISTRATOR I | GS08 |
| 31 | G137C | AEDC RESEARCH PROGRAM COORDINATOR | GS08 |
| 32 | G139C | E&E FACILITY SUPPORT SVCS MANAGER | GS08 |
| 33 | G140C | ADEM PROGRAM MANAGER | GS08 |
| 34 | G152C | DHS PROGRAM MANAGER | GS08 |
| 35 | G227C | DFA OCSE PROGRAM SUPERVISOR | GS08 |
| 36 | G251C | DIG PROGRAM MANAGER | GS08 |

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| 1 | S007C | DIRECTOR HVACR SECTION | GS08 |
| 2 | S010C | ADC INDUSTRY PROGRAM MANAGER | GS08 |
| 3 | S094C | ADC CONSTRUCTION/MAINTENANCE COORD | GS08 |
| 4 | T019C | DIRECTOR OF PUBLIC SAFETY I | GS08 |
| 5 | T021C | ADC HEAD FARM MANAGER I | GS08 |
| 6 | T023C | HE PUBLIC SAFETY COMMANDER II | GS08 |
| 7 | T031C | DHS BEHAV HLTH PUBLIC SAFETY DIR | GS08 |
| 8 | T034C | WORK RELEASE CENTER SUPERVISOR | GS08 |
| 9 | T035C | ASP TROOPER 1ST CLASS | GS08 |
| 10 | T042C | ADPHT CHIEF RANGER | GS08 |
| 11 | T048C | DOC CAPTAIN | GS08 |
| 12 | T104C | DOC TRAINING ACADEMY SUPERVISOR | GS08 |
| 13 | T107C | CLEST AGENT | GS08 |
| 14 | T120C | CERTIFIED FACILITY DOG HANDLER I | GS08 |
| 15 | T121C | AGRI LAW ENFORCEMENT ASST CHIEF | GS08 |
| 16 | V002C | FEDERAL SURPLUS PROPERTY MANAGER | GS08 |
| 17 | V004C | PROCUREMENT MANAGER | GS08 |
| 18 | V007C | PROCUREMENT COORDINATOR | GS08 |
| 19 | V032C | DFA OSP SURPLUS PROPERTY MANAGER | GS08 |
| 20 | V035C | TSS STATEWIDE PROCUREMENT SPECIALIST | GS08 |
| 21 | X016C | DLL MANUFACTURED HOMES COMMISSION DIR | GS08 |
| 22 | X017C | ACOM INSURANCE LICENSING MANAGER | GS08 |
| 23 | X018C | ACOM INSURANCE CONSUMER PROTECT MANAGER | GS08 |
| 24 | X020C | ACOM BURIAL ASSOCIATION BD EXEC SEC | GS08 |
| 25 | X026C | CRIMINAL DETENTION FACILITIES COORD | GS08 |
| 26 | X030C | REGULATORY BOARD CHIEF INVESTIGATOR | GS08 |
| 27 | X034C | PREPAID FUNERAL MANAGER | GS08 |
| 28 | X035C | ASP/CACD AREA MANAGER | GS08 |
| 29 | X037C | EDUCATION INVESTIGATOR | GS08 |
| 30 | X039C | ADH DIRECTOR OF COSMETOLOGY BOARD | GS08 |
| 31 | X042C | DCC PAROLE/PROBATION ASST AREA MGR | GS08 |
| 32 | X043C | ADH ENVIRONMENTAL SUPV | GS08 |
| 33 | X044C | ADH DIR PLUMBING INSPECTIONS | GS08 |
| 34 | X046C | ACD DIVISION ADMINISTRATOR | GS08 |
| 35 | X050C | ADH PHYSICAL THERAPY BD EXEC DIR | GS08 |
| 36 | X051C | DLL LABOR MEDIATOR | GS08 |

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| 1 | B052C | FORENSIC SPECIALIST | GS07 |
| 2 | B054C | CAMPUS CONSTRUCTION COORDINATOR | GS07 |
| 3 | B060C | LAND RESOURCE SPECIALIST SUPERVISOR | GS07 |
| 4 | B061C | RESEARCH TECHNOLOGIST | GS07 |
| 5 | B062C | FOREST HEALTH SPECIALIST | GS07 |
| 6 | B065C | ECOLOGIST | GS07 |
| 7 | B066C | BIOLOGIST SPECIALIST | GS07 |
| 8 | B068C | ADEQ ECOLOGIST | GS07 |
| 9 | B071C | PARK SUPERINTENDENT II | GS07 |
| 10 | B072C | AGRI PROGRAM COORDINATOR | GS07 |
| 11 | B075C | PARK PLANNER | GS07 |
| 12 | B077C | MICROBIOLOGIST | GS07 |
| 13 | B080C | FORESTER | GS07 |
| 14 | B081C | CHEMIST | GS07 |
| 15 | B082C | BIOLOGIST | GS07 |
| 16 | B132C | ASSISTANT HATCHERY MANAGER | GS07 |
| 17 | B137C | CRIME LAB PROGRAM COORDINATOR | GS07 |
| 18 | C003C | STADIUM COMMISSION MARKETING/EVENT MGR | GS07 |
| 19 | C009C | HEARING REPORTER | GS07 |
| 20 | C010C | EXECUTIVE ASSISTANT TO THE DIRECTOR | GS07 |
| 21 | C011C | DLL BD OF ARCH ADMIN ASST/OFFICE MGR | GS07 |
| 22 | C015C | AGRI ADMINISTRATIVE COORDINATOR | GS07 |
| 23 | C031C | ENG & LAND SURVEYORS ASST EXEC DIRECTOR | GS07 |
| 24 | C114C | ACOM EXECUTIVE ASST TO SECRETARY | GS07 |
| 25 | C115C | EXECUTIVE ASSISTANT TO THE SECRETARY | GS07 |
| 26 | D053C | TSS ACCOUNT ANALYST | GS07 |
| 27 | E027C | CAREER & TECHNICAL FACULTY | GS07 |
| 28 | E032C | EDUCATION COUNSELOR | GS07 |
| 29 | E040C | STAFF DEVELOPMENT COORDINATOR | GS07 |
| 30 | E041C | SENIOR LIBRARIAN | GS07 |
| 31 | E042C | ADH PUBLIC HEALTH EDUCATOR SUPERVISOR | GS07 |
| 32 | E048C | EDUCATION & INSTRUCTION SPECIALIST | GS07 |
| 33 | E064C | ADH CERTIFIED PUBLIC HEALTH EDUCATOR | GS07 |
| 34 | E065C | ADH CANCER INFORMATION MANGMT SPECIALIST | GS07 |
| 35 | G082C | DHS/DYS ADMISSIONS EVALUATOR | GS07 |
| 36 | G120C | RISK CONSULTANT | GS07 |

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|----|-------|-----------------------------------------|------|
| 1 | G265C | SENIOR TECHNICAL WRITER | GS07 |
| 2 | G267C | DHS PROGRAM ELIGIBILITY ANALYST | GS07 |
| 3 | G311C | TAX APPEALS COMMISSION LAW CLERK | GS07 |
| 4 | G322C | DOC INMATE GRIEVANCE COORDINATOR | GS07 |
| 5 | L039C | NUTRITIONIST | GS07 |
| 6 | L048C | HEALTH PROGRAM SPECIALIST II | GS07 |
| 7 | L049C | DISEASE INTERVENTION SPEC SUPV | GS07 |
| 8 | L052C | REHAB FACILITY SUPERVISOR | GS07 |
| 9 | L054C | ADH EMERGENCY MEDICAL SERVICES SUPV | GS07 |
| 10 | L055C | DIETICIAN | GS07 |
| 11 | L057C | ACOM REHAB SVS FACILITY SPECIALIST | GS07 |
| 12 | L061C | MEDICAL TECHNOLOGIST | GS07 |
| 13 | L062C | LICENSED PRACTICAL NURSE SUPERVISOR | GS07 |
| 14 | L064C | RADIOLOGY TECHNICIAN | GS07 |
| 15 | L101C | ENTOMOLOGIST | GS07 |
| 16 | M017C | CHILD ABUSE & NEGLECT PREVENTION BD DIR | GS07 |
| 17 | M019C | MILITARY HOUSING DIRECTOR | GS07 |
| 18 | M023C | SUBSTANCE ABUSE PROGRAM COORD | GS07 |
| 19 | M024C | RESIDENTIAL SERVICES MANAGER | GS07 |
| 20 | M025C | PROGRAM ELIGIBILITY COORDINATOR I | GS07 |
| 21 | M026C | LICENSED SOCIAL WORKER | GS07 |
| 22 | M027C | FAMILY SERVICE WORKER SPECIALIST | GS07 |
| 23 | M029C | CHILD SUPPORT SUPERVISOR II | GS07 |
| 24 | M032C | ACOM VOCATIONAL REHAB PLACEMENT SPEC | GS07 |
| 25 | M037C | PROGRAM ELIGIBILITY SUPERVISOR | GS07 |
| 26 | M039C | MEDICAID SERVICES SUPERVISOR | GS07 |
| 27 | M040C | FAMILY SERVICES PROGRAM COORDINATOR | GS07 |
| 28 | M042C | DHS STAFF SUPERVISOR | GS07 |
| 29 | M043C | DDS PROGRAM COORDINATOR | GS07 |
| 30 | M046C | DOC TREATMENT COORDINATOR | GS07 |
| 31 | M049C | SENIOR CHAPLAIN | GS07 |
| 32 | M099C | LTSS - PROGRAM ELIGIBILITY SPECIALIST | GS07 |
| 33 | P008C | TELEVISION PROGRAM MANAGER | GS07 |
| 34 | P012C | TELEVISION PRODUCER | GS07 |
| 35 | P013C | PUBLIC INFORMATION COORDINATOR | GS07 |
| 36 | P015C | ADPHT MANAGER OF HISTORIC PROPERTIES | GS07 |

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|----|-------|-----------------------------------------|------|
| 1 | X047C | REAL ESTATE MANAGER | GS07 |
| 2 | X049C | PROPERTY ASSESSMENT COORD MANAGER | GS07 |
| 3 | X053C | INTERNAL AFFAIRS MANAGER | GS07 |
| 4 | X054C | ENVIRONMENTAL PROGRAM COORDINATOR | GS07 |
| 5 | X056C | CAPITAL CONFLICTS INVESTIGATOR | GS07 |
| 6 | X058C | AGRI COMMODITY AREA SUPERVISOR | GS07 |
| 7 | X059C | E&E COMPLIANCE COORDINATOR | GS07 |
| 8 | X060C | ADH SR ENVIRONMENTAL HEALTH SPECIALIST | GS07 |
| 9 | X061C | ACOM SECURITIES EXAMINER | GS07 |
| 10 | X065C | DLL LABOR INSPECTOR | GS07 |
| 11 | X066C | ACOM INSURANCE PREMIUM TAX EXAMINER | GS07 |
| 12 | X068C | ETHICS COMMISSION COMPLIANCE SPECIALIST | GS07 |
| 13 | X076C | ACOM TITLE INSURANCE COMPLIANCE OFFICER | GS07 |
| 14 | X077C | REAL ESTATE OFFICER | GS07 |
| 15 | X080C | PROPERTY & CASUALTY COMPLIANCE OFFICER | GS07 |
| 16 | X083C | ACOM INSURANCE LIFE & HEALTH COMP OFF | GS07 |
| 17 | X085C | DFA ABC ENFORCEMENT OFFICER | GS07 |
| 18 | X090C | ASP/CACD SENIOR INVESTIGATOR | GS07 |
| 19 | X091C | DLL AREC SR REAL ESTATE INVESTIGATOR | GS07 |
| 20 | X095C | QUALITY ASSURANCE ANALYST | GS07 |
| 21 | X096C | PLUMBING INSPECTOR | GS07 |
| 22 | X103C | ADH DENTAL EXAMINERS BD INVESTIGATOR | GS07 |
| 23 | X104C | DDSSA CLAIMS ADJUDICATOR II | GS07 |
| 24 | X108C | ASP DL/CDL COORDINATOR | GS07 |
| 25 | X109C | AGRI INVESTIGATOR | GS07 |
| 26 | X111C | AGRI INSPECTOR SUPERVISOR | GS07 |
| 27 | X112C | AFHC CHIEF INVESTIGATOR | GS07 |
| 28 | X125C | FRAUD INVESTIGATOR COORDINATOR | GS07 |
| 29 | X131C | DFA REGULATORY ENFORCEMENT AGENT | GS07 |
| 30 | X137C | PAROLE BOARD INVESTIGATOR | GS07 |
| 31 | X147C | AR TOWING & RECOVERY BOARD DIRECTOR | GS07 |
| 32 | X187C | INVESTIGATOR | GS07 |
| 33 | X200C | MEDICAID FRAUD INVESTIGATOR | GS07 |
| 34 | X208C | OAL CLAIMS CENTER MANAGER | GS07 |
| 35 | X210C | OAL LICENSING MANAGER | GS07 |
| 36 | X218C | PSC COMPLAINTS INVESTIGATOR SUPERVISOR | GS07 |

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|----|-------|-------------------------------------|------|
| 1 | C094C | ATHLETIC COMMISSION PROGRAM MANAGER | GS06 |
| 2 | D070C | TSS ACCOUNTS SPECIALIST | GS06 |
| 3 | D073C | ACIC FIELD AGENT | GS06 |
| 4 | D074C | TELECOMMUNICATIONS SUPERVISOR | GS06 |
| 5 | D076C | COMMUNICATIONS SYSTEMS SUPERVISOR | GS06 |
| 6 | E028C | SIGN LANGUAGE INTERPRETER | GS06 |
| 7 | E033C | DFA ORGANIZATIONAL DEVELOPMENT SPEC | GS06 |
| 8 | E037C | EDUCATION PROGRAM SPECIALIST | GS06 |
| 9 | E038C | EDUCATION & INSTRUCTION ANALYST | GS06 |
| 10 | E039C | ACOM DSB TEACHER FOR THE BLIND | GS06 |
| 11 | E043C | CERTIFIED VOCATIONAL TEACHER | GS06 |
| 12 | E044C | CERTIFIED BACHELORS TEACHER | GS06 |
| 13 | E045C | ACIC TRAINING COORDINATOR | GS06 |
| 14 | E046C | TRAINING INSTRUCTOR | GS06 |
| 15 | E047C | ADH PUBLIC HEALTH EDUCATOR | GS06 |
| 16 | E052C | LIBRARIAN | GS06 |
| 17 | G122C | PUBLIC DEFENDER PROGRAM COORDINATOR | GS06 |
| 18 | G123C | PSC CLERK | GS06 |
| 19 | G124C | OMBUDSMAN | GS06 |
| 20 | G141C | ADC INDUSTRY ASSISTANT ADMR | GS06 |
| 21 | G160C | DLL WCC PROGRAM COORDINATOR | GS06 |
| 22 | G161C | VICTIM/WITNESS COORDINATOR | GS06 |
| 23 | G162C | SBEC ELECTION COORDINATOR | GS06 |
| 24 | G166C | MILITARY PROGRAM COORDINATOR | GS06 |
| 25 | G170C | DHS ADMINISTRATIVE REVIEW OFFICER | GS06 |
| 26 | G171C | COORD OF AFRICAN AMERICAN HIST PRGM | GS06 |
| 27 | G172C | CAREER PLANNING & PLAC COORDINATOR | GS06 |
| 28 | G175C | ADEM PROGRAM COORDINATOR | GS06 |
| 29 | G178C | POLICY DEVELOPMENT COORDINATOR | GS06 |
| 30 | G179C | LEGAL SERVICES SPECIALIST | GS06 |
| 31 | G180C | GRANTS ANALYST | GS06 |
| 32 | G184C | DHS PROGRAM CONSULTANT | GS06 |
| 33 | G186C | ADPHT PROGRAM COORDINATOR | GS06 |
| 34 | G191C | HIGHWAY SAFETY PROGRAM SPECIALIST | GS06 |
| 35 | G192C | ACIC PROGRAM ANALYST | GS06 |
| 36 | G193C | DLL WCC PROGRAM SPECIALIST | GS06 |

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|----|-------|---------------------------------------|------|
| 1 | M054C | SOCIAL SERVICE WORKER | GS06 |
| 2 | M057C | CHAPLAIN | GS06 |
| 3 | M066C | PROGRAM ELIGIBILITY SPECIALIST | GS06 |
| 4 | M098C | RESIDENTIAL CARE SHIFT MANAGER | GS06 |
| 5 | P017C | TELEVISION PRODUCTION COORDINATOR | GS06 |
| 6 | P019C | TRAVEL INFORMATION WRITER | GS06 |
| 7 | P021C | EDITOR | GS06 |
| 8 | P023C | BROADCAST PROMOTION SPECIALIST | GS06 |
| 9 | P024C | ARCHIVIST | GS06 |
| 10 | P027C | PUBLIC INFORMATION SPECIALIST | GS06 |
| 11 | P028C | PARK INTERPRETER II | GS06 |
| 12 | P029C | MUSEUM PROGRAMS SPECIALIST | GS06 |
| 13 | P031C | MEDIA SPECIALIST | GS06 |
| 14 | P034C | ADPHT CONSULTANT | GS06 |
| 15 | P036C | MUSEUM STORE MANAGER | GS06 |
| 16 | P037C | MUSEUM INTERPRETIVE SPECIALIST | GS06 |
| 17 | P040C | HISTORICAL RESEARCHER | GS06 |
| 18 | P041C | COMMERCIAL GRAPHIC ARTIST | GS06 |
| 19 | P047C | MUSEUM REGISTRAR | GS06 |
| 20 | P049C | GRAPHIC ARTIST | GS06 |
| 21 | R022C | BENEFITS COORDINATOR | GS06 |
| 22 | R025C | HUMAN RESOURCES ANALYST | GS06 |
| 23 | R026C | CIVIL RIGHTS/EMPLOYEE RELATIONS COORD | GS06 |
| 24 | R027C | BUDGET SPECIALIST | GS06 |
| 25 | R029C | HUMAN RESOURCES RECRUITER | GS06 |
| 26 | R030C | EEO/GRIEVANCE OFFICER | GS06 |
| 27 | R034C | TSS EBD BENEFITS SPECIALIST | GS06 |
| 28 | S009C | ASD/ASB TRANSPORTATION SERVICES COORD | GS06 |
| 29 | S011C | ADC COMMODITY & FOOD SVC ADMR | GS06 |
| 30 | S013C | TSS BUILDING/PROGRAM SUPERVISOR | GS06 |
| 31 | S014C | RESTAURANT MANAGER | GS06 |
| 32 | S016C | SKILLED TRADES FOREMAN | GS06 |
| 33 | S020C | AVIATION TECHNICIAN | GS06 |
| 34 | S021C | WATER FILTER/WASTE DISPOSAL PLNT SUPV | GS06 |
| 35 | S022C | SKILLED TRADES SUPERVISOR | GS06 |
| 36 | S023C | PRINT SHOP MANAGER | GS06 |

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|----|-------|------------------------------------------|------|
| 1 | X093C | E&E INSPECTOR II | GS06 |
| 2 | X094C | SERVICES & PROGRAM LICENSING SPECIALIST | GS06 |
| 3 | X099C | MOTOR VEHICLE LICENSE SUPERVISOR | GS06 |
| 4 | X101C | INTERNAL AFFAIRS INVESTIGATOR | GS06 |
| 5 | X102C | ENVIRONMENTAL HEALTH SPECIALIST | GS06 |
| 6 | X105C | DLL CONTRACTORS LICENSING COORDINATOR | GS06 |
| 7 | X107C | ASP/CACD INVESTIGATOR | GS06 |
| 8 | X110C | DLL AREC INVESTIGATOR | GS06 |
| 9 | X113C | VETERANS CLAIMS SPECIALIST | GS06 |
| 10 | X115C | SOCIAL SECURITY ANALYST | GS06 |
| 11 | X118C | PLANT BOARD INSPECTOR SUPERVISOR | GS06 |
| 12 | X120C | MOTOR VEHICLE INVESTIGATOR | GS06 |
| 13 | X122C | DLL LABOR STANDARDS INVESTIGATOR | GS06 |
| 14 | X133C | DOC INTERNAL AFFAIRS INVESTIGATOR | GS06 |
| 15 | X136C | QUALITY ASSURANCE REVIEWER | GS06 |
| 16 | X138C | FIRE PROTECTION LICENSING BOARD DIRECTOR | GS06 |
| 17 | X139C | ACOM DWS UI INVESTIGATOR | GS06 |
| 18 | X140C | ADH APB ADMINISTRATIVE DIRECTOR | GS06 |
| 19 | X143C | DDSSA CLAIMS ADJUDICATOR I | GS06 |
| 20 | X145C | ADH BD OF OPTOMETRY EXECUTIVE DIRECTOR | GS06 |
| 21 | X146C | AGRI INSPECTOR III | GS06 |
| 22 | X150C | AFHC INVESTIGATOR | GS06 |
| 23 | X154C | PUBLIC ASSISTANCE INVESTIGATOR | GS06 |
| 24 | X156C | FRAUD INVESTIGATOR | GS06 |
| 25 | X186C | ADEQ AIR COMPLIANCE MONITOR | GS06 |
| 26 | X193C | AHIRB EXECUTIVE DIRECTOR | GS06 |
| 27 | X198C | RACING COMMISSION INVESTIGATOR | GS06 |
| 28 | X209C | OAL SECURITY SPECIALIST | GS06 |
| 29 | X219C | ASP DRIVER LICENSE EXAMINER SUPV | GS06 |
| 30 | X221C | CVRB INVESTIGATOR | GS06 |
| 31 | G220C | DWS UNIT SUPERVISOR | GS05 |
| 32 | M102C | YOUTH PROGRAM TRAINING OFFICER I | GS05 |
| 33 | T122C | DOM SECURITY OFFICER | GS05 |
| 34 | A088C | ASSETS COORDINATOR | GS05 |
| 35 | A090C | PAYROLL SERVICES SPECIALIST | GS05 |
| 36 | A091C | FISCAL SUPPORT ANALYST | GS05 |

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|----|-------|-----------------------------------------|------|
| 1 | E050C | LIBRARY SUPERVISOR | GS05 |
| 2 | E051C | STAFF DEVELOPMENT SPECIALIST | GS05 |
| 3 | E054C | DOC UNIT TRAINER | GS05 |
| 4 | E055C | DAY CARE TEACHER | GS05 |
| 5 | G187C | CREDENTIALING COORDINATION SUPERVISOR | GS05 |
| 6 | G200C | CLASSIFICATION & ASSIGNMENT OFFICER | GS05 |
| 7 | G201C | WCC CLAIMS ANALYST | GS05 |
| 8 | G207C | FINANCIAL AID ANALYST | GS05 |
| 9 | G215C | CAREER PLANNING & PLACEMENT SPECIALIST | GS05 |
| 10 | G216C | ADC INMATE GRIEVANCE COORDINATOR | GS05 |
| 11 | G218C | STUDENT RECRUITMENT SPECIALIST | GS05 |
| 12 | G236C | DHS/DOV AREA COORDINATOR | GS05 |
| 13 | L066C | REHABILITATION INSTRUCTOR | GS05 |
| 14 | L070C | HEALTH CARE ANALYST | GS05 |
| 15 | L071C | DENTAL HYGIENIST | GS05 |
| 16 | L072C | ADC HIV/AIDS EDUCATOR | GS05 |
| 17 | M004C | RESIDENTIAL OPERATIONS MANAGER | GS05 |
| 18 | M056C | MILITARY HOUSING MANAGER | GS05 |
| 19 | M058C | DOC PROGRAM SPECIALIST | GS05 |
| 20 | M059C | DOC ADVISOR | GS05 |
| 21 | M060C | YOUTH PROGRAM COORDINATOR | GS05 |
| 22 | M061C | ACOM VOCATIONAL REHAB EVALUATOR | GS05 |
| 23 | M064C | RESIDENTIAL ACTIVITIES SUPERVISOR | GS05 |
| 24 | M065C | RECREATIONAL ACTIVITY SUPERVISOR | GS05 |
| 25 | M067C | CHILD SUPPORT COORDINATOR | GS05 |
| 26 | M068C | CHILD SUPPORT SPECIALIST | GS05 |
| 27 | M072C | RECREATION COORDINATOR | GS05 |
| 28 | M091C | ARNG YOUTH PROGRAM SHIFT LEADER | GS05 |
| 29 | P026C | RADIO PROGRAM DIRECTOR | GS05 |
| 30 | P035C | PARK INTERPRETER | GS05 |
| 31 | P042C | BROADCAST PRODUCTION SPECIALIST | GS05 |
| 32 | P044C | ADC SALES REPRESENTATIVE | GS05 |
| 33 | P046C | PHOTOGRAPHER | GS05 |
| 34 | R031C | INSTITUTION HUMAN RESOURCES COORDINATOR | GS05 |
| 35 | R032C | HUMAN RESOURCES PROGRAM REPRESENTATIVE | GS05 |
| 36 | R033C | BENEFITS ANALYST | GS05 |

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| 1 | X114C | SR AGRI COMMODITY COMPLIANCE INSPECTOR | GS05 |
| 2 | X116C | SCHOOL BUS TRANS INSPECTOR | GS05 |
| 3 | X117C | PROPERTY ASSESSMENT AUDITOR | GS05 |
| 4 | X119C | OCCUPATIONAL SAFETY COORDINATOR | GS05 |
| 5 | X121C | DLL MANUFACTURED HOUSING SPEC SUPV | GS05 |
| 6 | X123C | INSURANCE INVESTIGATOR | GS05 |
| 7 | X124C | HEALTH FACILITY REVIEWER | GS05 |
| 8 | X127C | DISCIPLINARY HEARING OFFICER | GS05 |
| 9 | X128C | CORRECTIONAL UNIT ACCREDITATION SPEC | GS05 |
| 10 | X129C | CONSTRUCTION INSPECTOR | GS05 |
| 11 | X130C | BD OF COLLECTION FIELD INVESTIGATOR | GS05 |
| 12 | X132C | AGRI COMMODITY COMPLIANCE INSPECTOR | GS05 |
| 13 | X142C | DFA RACING COMMISSION JUDGE | GS05 |
| 14 | X151C | SAFETY SUPERVISOR | GS05 |
| 15 | X157C | AGRI INSPECTOR II | GS05 |
| 16 | X163C | QUALITY ASSURANCE TECHNICIAN | GS05 |
| 17 | X173C | PEST CONTROL TECHNICIAN SUPERVISOR | GS05 |
| 18 | X191C | ADH MASSAGE THERAPY INSPECTOR | GS05 |
| 19 | X201C | DDSSA ADJUDICATIVE SPECIALIST | GS05 |
| 20 | X213C | OAL LICENSING SPECIALIST | GS05 |
| 21 | S110C | CUSTODIAN PROFESSIONAL SUPERVISOR | GS04 |
| 22 | X189C | AFIS TECHNICIAN | GS04 |
| 23 | A097C | PAYROLL TECHNICIAN | GS04 |
| 24 | A098C | FISCAL SUPPORT SPECIALIST | GS04 |
| 25 | A100C | PAYROLL OFFICER | GS04 |
| 26 | A101C | ACCOUNTING TECHNICIAN | GS04 |
| 27 | A102C | FISCAL SUPPORT TECHNICIAN | GS04 |
| 28 | A104C | DFA RACING COMMISSION OFFICE AUDITOR | GS04 |
| 29 | B092C | SEED ANALYST SUPERVISOR | GS04 |
| 30 | B096C | AGRI SEED ANALYST | GS04 |
| 31 | B101C | NATURAL RESOURCES PROGRAM TECHNICIAN | GS04 |
| 32 | B102C | FOREST RANGER I | GS04 |
| 33 | B103C | AGS SPECIALIST | GS04 |
| 34 | B106C | RESEARCH ASSISTANT | GS04 |
| 35 | B111C | LABORATORY TECHNICIAN | GS04 |
| 36 | C014C | MEDICAL EXAMINER CASE COORDINATOR | GS04 |

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| 1 | S044C | FOOD PREPARATION MANAGER | GS04 |
| 2 | S046C | MAINTENANCE TECHNICIAN | GS04 |
| 3 | S047C | LANDSCAPE SUPERVISOR | GS04 |
| 4 | S051C | INSTRUMENTATION TECHNICIAN | GS04 |
| 5 | S052C | HEAVY EQUIPMENT SPECIALIST | GS04 |
| 6 | S053C | AUTO/DIESEL MECHANIC | GS04 |
| 7 | S061C | CHDC LAUNDRY OPERATIONS MANAGER | GS04 |
| 8 | S099C | STATIONARY ENGINEER | GS04 |
| 9 | S104C | ADPHT HOUSEKEEPER SUPERVISOR | GS04 |
| 10 | T066C | MILITARY FIREFIGHTER | GS04 |
| 11 | T072C | SECURITY OFFICER SUPERVISOR | GS04 |
| 12 | T074C | ASP/CACD HOTLINE OPERATOR | GS04 |
| 13 | T077C | ADC MAILROOM SERVICES COORDINATOR | GS04 |
| 14 | T079C | FACILITY MANAGER II | GS04 |
| 15 | T083C | DOC CORRECTIONAL OFFICER I | GS04 |
| 16 | T102C | ASP CACD SR. HOTLINE OPERATOR | GS04 |
| 17 | V016C | COMMODITY SPECIALIST | GS04 |
| 18 | V017C | COMMISSARY COORDINATOR | GS04 |
| 19 | V019C | SURPLUS PROPERTY SPECIALIST | GS04 |
| 20 | V020C | INVENTORY CONTROL MANAGER | GS04 |
| 21 | V021C | SURPLUS PROPERTY AGENT | GS04 |
| 22 | V022C | PURCHASING TECHNICIAN | GS04 |
| 23 | V023C | STOREROOM SUPERVISOR | GS04 |
| 24 | V025C | WAREHOUSE SPECIALIST | GS04 |
| 25 | X098C | OIL & GAS TECHNICIAN | GS04 |
| 26 | X149C | AGRI COMMODITY COMPLIANCE SPECIALIST | GS04 |
| 27 | X152C | REAL PROPERTY MANAGEMENT SPECIALIST | GS04 |
| 28 | X153C | REAL ESTATE ANALYST | GS04 |
| 29 | X155C | DLL MANUFACTURED HOUSING SPEC | GS04 |
| 30 | X160C | ASP USED MOTOR VEHICLE INSPECTOR | GS04 |
| 31 | X165C | AGRI INSPECTOR I | GS04 |
| 32 | X167C | COMPLAINTS INVESTIGATOR | GS04 |
| 33 | X168C | DLL BAIL BONDSMAN BD INVESTIGATOR | GS04 |
| 34 | X169C | DLL AREC EXAMINER | GS04 |
| 35 | X174C | ADH COSMETOLOGY INSPECTOR | GS04 |
| 36 | X177C | PEST CONTROL TECHNICIAN | GS04 |

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| 1 | M071C | RESIDENTIAL CARE SHIFT COORDINATOR | GS03 |
| 2 | M074C | RESIDENTIAL ADVISOR | GS03 |
| 3 | M078C | VOLUNTEER SERVICES COORDINATOR | GS03 |
| 4 | M081C | RESIDENTIAL CARE SHIFT SUPERVISOR | GS03 |
| 5 | M084C | BEHAV HLTH AIDE | GS03 |
| 6 | M090C | DHS PROGRAM ASSISTANT | GS03 |
| 7 | P039C | INSTITUTIONAL PRINTER | GS03 |
| 8 | P045C | PUBLIC INFORMATION TECHNICIAN | GS03 |
| 9 | P054C | ASST LODGE SALES DIRECTOR | GS03 |
| 10 | P056C | MUSEUM PROGRAM ASSISTANT II | GS03 |
| 11 | S045C | PRINTING ESTIMATOR/PLANNER | GS03 |
| 12 | S050C | MAINTENANCE SPECIALIST | GS03 |
| 13 | S054C | PRINTER | GS03 |
| 14 | S056C | FOOD PREPARATION SUPERVISOR | GS03 |
| 15 | S057C | LANDSCAPE SPECIALIST | GS03 |
| 16 | S058C | EQUIPMENT MECHANIC | GS03 |
| 17 | S059C | LODGE COOK | GS03 |
| 18 | S063C | INNKEEPER SPECIALIST | GS03 |
| 19 | S064C | SKILLED TRADES HELPER | GS03 |
| 20 | S067C | HOUSEKEEPER SUPERVISOR | GS03 |
| 21 | S076C | INSTITUTIONAL BEAUTICIAN | GS03 |
| 22 | S081C | APPRENTICE TRADESMAN | GS03 |
| 23 | S097C | CONSTRUCTION SPECIALIST | GS03 |
| 24 | S101C | PARK SPECIALIST II | GS03 |
| 25 | S103C | ADPHT HOUSEKEEPER | GS03 |
| 26 | T078C | MILITARY FIRE & POLICE OFFICER | GS03 |
| 27 | T081C | COMMISSARY MANAGER | GS03 |
| 28 | T082C | ASP EXECUTIVE SECURITY GUARD | GS03 |
| 29 | T084C | PUBLIC SAFETY SECURITY OFFICER | GS03 |
| 30 | T085C | FACILITY MANAGER I | GS03 |
| 31 | T087C | SECURITY OFFICER | GS03 |
| 32 | V024C | ADC PROPERTY OFFICER | GS03 |
| 33 | V027C | INVENTORY CONTROL TECHNICIAN | GS03 |
| 34 | X126C | EMBALMERS & FUNERAL DIR INSPECTOR | GS03 |
| 35 | X159C | DLL BD OF BARBER EXAM INSPECTOR | GS03 |
| 36 | X161C | ASP INVESTIGATOR SPECIALIST | GS03 |

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| 1 | P060C | MULTI-MEDIA TECHNICIAN | GS02 |
| 2 | P061C | TRAVEL CONSULTANT | GS02 |
| 3 | P062C | ARCHIVAL TECHNICIAN | GS02 |
| 4 | P064C | MUSEUM PROGRAM ASSISTANT I | GS02 |
| 5 | S060C | HEAVY EQUIPMENT OPERATOR | GS02 |
| 6 | S062C | INSTITUTIONAL BUS DRIVER | GS02 |
| 7 | S066C | LANDSCAPE TECHNICIAN | GS02 |
| 8 | S068C | FOOD PREPARATION COORDINATOR | GS02 |
| 9 | S070C | EQUIPMENT TECHNICIAN | GS02 |
| 10 | S082C | CANTEEN SUPERVISOR | GS02 |
| 11 | S083C | BAKER | GS02 |
| 12 | S084C | INSTITUTIONAL SERVICES SUPERVISOR | GS02 |
| 13 | S085C | FOOD PREPARATION SPECIALIST | GS02 |
| 14 | S088C | KITCHEN ASSISTANT | GS02 |
| 15 | T086C | FIRE & SAFETY COORDINATOR | GS02 |
| 16 | T101C | RACING COMMISSION SECURITY GATEMAN | GS02 |
| 17 | U051U | CLAIMS COMMISSIONER | GS02 |
| 18 | V028C | WAREHOUSE WORKER | GS02 |
| 19 | V030C | SHIPPING & RECEIVING CLERK | GS02 |
| 20 | X178C | FINGERPRINT TECHNICIAN | GS02 |
| 21 | X185C | DLL ABSTRACTORS BOARD SECRETARY GENERAL | GS02 |
| 22 | B112C | GREENHOUSE TECHNICIAN | GS01 |
| 23 | B118C | FARM WORKER | GS01 |
| 24 | B119C | LAB ASSISTANT | GS01 |
| 25 | C078C | CASHIER | GS01 |
| 26 | C089C | LIBRARY TECHNICAL ASSISTANT | GS01 |
| 27 | L086C | PHARMACY ASSISTANT | GS01 |
| 28 | M082C | RECREATIONAL ACTIVITY LEADER I | GS01 |
| 29 | M085C | CAREGIVER | GS01 |
| 30 | M089C | RESIDENTIAL CARE ASSISTANT | GS01 |
| 31 | S065C | MAINTENANCE ASSISTANT | GS01 |
| 32 | S072C | STADIUM COMMISSION CUSTODIAN | GS01 |
| 33 | S073C | HOUSEKEEPER | GS01 |
| 34 | S079C | REPROD EQUIPMENT OPERATOR | GS01 |
| 35 | S080C | EQUIPMENT OPERATOR | GS01 |
| 36 | S086C | COOK | GS01 |

1 the maximum pay level for the grade assigned to the classification, the
2 General Assembly shall maintain oversight of those salary increases by
3 requiring prior approval of the Legislative Council or, if the General
4 Assembly is in regular, fiscal, or extraordinary session, the Joint Budget
5 Committee.

6 (B) The requirement of approval by the Legislative Council
7 or the Joint Budget Committee is not a severable part of this subsection.

8 (C) If the requirement of approval by the Legislative
9 Council or the Joint Budget Committee is found unconstitutional by a court of
10 competent jurisdiction, this subsection shall be void.

11
12 SECTION 4. EMERGENCY CLAUSE. It is found and determined by the
13 General Assembly of the State of Arkansas that employees of the State of
14 Arkansas provide critical services necessary to preserve the public peace,
15 health, and safety; that this act provides the classification titles and
16 grades for employees of the state; that the next fiscal year of the state of
17 Arkansas begins on July 1, 2023, and operative appropriation acts will become
18 effective on that date; and that the effectiveness of this act on July 1,
19 2023, to coincide with the beginning of the next fiscal year and the
20 effective date of operative appropriation acts is necessary to ensure the
21 continued services and operations of the state. Therefore, an emergency is
22 declared to exist, and this act being necessary for the preservation of the
23 public peace, health, and safety shall become effective on July 1, 2023.

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1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023
4

As Engrossed: S3/27/23

A Bill

SENATE BILL 327

5 By: Senator B. Johnson
6

For An Act To Be Entitled

8 AN ACT TO MAKE AN APPROPRIATION TO THE UNIVERSITY OF
9 ARKANSAS - DIVISION OF AGRICULTURE FOR CAPITAL
10 IMPROVEMENT PROJECTS; AND FOR OTHER PURPOSES.
11
12

Subtitle

13 AN ACT FOR THE UNIVERSITY OF ARKANSAS -
14 DIVISION OF AGRICULTURE CAPITAL
15 IMPROVEMENT APPROPRIATION.
16
17

18
19 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
20

21 SECTION 1. APPROPRIATION - UNIVERSITY OF ARKANSAS - DIVISION OF
22 AGRICULTURE. There is hereby appropriated, to the University of Arkansas -
23 Division of Agriculture, to be payable from the cash fund deposited in the
24 State Treasury as determined by the Chief Fiscal Officer of the State, the
25 following:

26 (A) for upgrades and renovations to the Agricultural Research and
27 Extension Centers and Stations of the Division of Agriculture, in a sum not
28 to exceed\$5,000,000.
29

30 SECTION 2. COMPLIANCE WITH OTHER LAWS. Disbursement of funds
31 authorized by this act shall be limited to the appropriation for such agency
32 and funds made available by law for the support of such appropriations; and
33 the restrictions of the State Procurement Law, the General Accounting and
34 Budgetary Procedures Law, the Revenue Stabilization Law, the Regular Salary
35 Procedures and Restrictions Act, the Higher Education Expenditure Restriction
36 Act, or their successors, and other fiscal control laws of this State, where



1 applicable, and regulations promulgated by the Department of Finance and
2 Administration, as authorized by law, shall be strictly complied with in
3 disbursement of said funds.

4

5 SECTION 3. LEGISLATIVE INTENT. It is the intent of the General
6 Assembly that any funds disbursed under the authority of the appropriations
7 contained in this act shall be in compliance with the stated reasons for
8 which this act was adopted, as evidenced by the Agency Requests, Executive
9 Recommendations and Legislative Recommendations contained in the budget
10 manuals prepared by the Department of Finance and Administration, letters, or
11 summarized oral testimony in the official minutes of the Arkansas Legislative
12 Council or Joint Budget Committee which relate to its passage and adoption.

13

14 SECTION 4. EMERGENCY CLAUSE. It is found and determined by the General
15 Assembly, that the Constitution of the State of Arkansas prohibits the
16 appropriation of funds for more than a one (1) year period; that the
17 effectiveness of this Act on July 1, 2023 is essential to the operation of
18 the agency for which the appropriations in this Act are provided, and that in
19 the event of an extension of the legislative session, the delay in the
20 effective date of this Act beyond July 1, 2023 could work irreparable harm
21 upon the proper administration and provision of essential governmental
22 programs. Therefore, an emergency is hereby declared to exist and this Act
23 being necessary for the immediate preservation of the public peace, health
24 and safety shall be in full force and effect from and after July 1, 2023.

25

26 /s/B. Johnson

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