



STATE OF ARKANSAS
**Department of Finance
and Administration**

**OFFICE OF PERSONNEL MANAGEMENT
Administrator's Office**
1509 West Seventh Street, Suite 201
Post Office Box 3278
Little Rock, Arkansas 72203-3278
Phone: (501) 682-1823
www.dfa.arkansas.gov

June 15, 2016

N.1

Senator Uvalde Lindsey, Co-Chairperson
Representative Lanny Fite, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Arkansas Legislative Council
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Co-Chairs:

The Office of Personnel Management (OPM) submits a request for the continuation of previously approved salary administration grids for FY17. The requested grids for continuation are attached.

The Office of Personnel Management is requesting the continuation of 26 salary administration grids from 16 different state agencies, boards, and commissions, as well as the continuation of the Statewide Nursing Grid. Of these 26 salary administration grids, one is recommended for continuation with modifications.

OPM has recommended modifications to the Public Service Commission (PSC) salary administration grid to exclude the classification of Corrosion Inspector, X144C, grade C115, per the agency's request.

After review of the request, the Office of Personnel Management recommends the approval of the continuation of these previously approved salary administration grids, including the suggested modification, for FY17. Your consideration of this request is greatly appreciated.

Sincerely,

Kay Barnhill
State Personnel Administrator

Chief Fiscal Officer of the State

KB/sd:1

JUN 07 2016

Date

**SALARY ADMINISTRATIONS GRID
CONTINUATIONS FY17**

BA	Agency/Institution Name	Request Type	Classifications Affected	Recommendation	Positions Affected
80	AR Game and Fish Commission	Salary Structure & Admin. Plan	TOTAL	Continue as Requested	17
			Natural Resource Program Technician, B101C, C113		8
			AGFC Biologist, B024C, C119		1
			Assistant Hatchery Manager, B132C, C121		0
			AGFC Biologist-Asst. Regional Mgr., B131C, C121		0
			AGFC Biologist Specialist, B123C, C121		2
			AGFC Biologist Supv, B022C, C123		0
			AGFC Biologist Program Specialist, B046C, C123		0
			AGFC Senior Technician, B133C, C117 (New title)		0
			AGFC Wildlife Officer, T047C, C118		7
			Hatchery Manager, B123C, C123 (New title)		0
150	UAMS	Public Safety Salary Structure & Admin Plan	TOTAL	Continue as Requested	17
			Public Safety Officer, T055C, C116		17
			Public Safety Supervisor, T051C, C117		0
			HE Public Safety Commander II, T023C, C122		0
		Physical Plant Salary Structure & Admin Plan	TOTAL	Continue as Requested	0
			Apprentice Tradesman, S081C, C105		0
			Skilled Tradesman, S031C, C115		0
		Nutrition Services Salary Structure & Admin Plan	TOTAL	Continue as Requested	15
			Food Preparation Technician, S089C, C102		4
			Cook, S086C, C104		11
		Telecommunications Salary Structure & Admin Plan	TOTAL	Continue as Requested	0
			Computer Support Specialist, D063C, C119		
		Research Salary Structure & Admin Plan	TOTAL	Continue as Requested	17
			Research Technician, B113C, C109		
311	AR DDSSA	Salary Structure & Admin. Plan	TOTAL	Continue as Requested	215
			DDSSA Claims Adjudicator I, X143C, C115		83
			DDSSA Claims Adjudicator II, X104C, C117		74
			DDSSA Claims Adjudicator III, X071C, C119		58
			DDSSA Case Consultant, G134C, C120		0
			DDSSA Unit Supervisor, G112C, C121		0
			DDSSA Medical Consultant Assistant, G235C, C121		0
			DDSSA Hearing Officer, G258C, C121		0
			DDSSA Quality Assurance Specialist, X209C, C121		0
375	AR Teachers Retirement System	Salary Structure & Admin. Plan	TOTAL	Continue as Requested	7
			Retirement Section Manager, A034C, C123		1
			Fiscal Support Manager, A038C, C123		1
			Retirement Coordinator, A062C, C119		1
			Accountant II, A082C, C117		1
Accountant I, A098C, C116	3				

**SALARY ADMINISTRATIONS GRID
CONTINUATIONS FY17**

513	AR School of the Deaf	Salary Structure & Admin. Plan	School Speech Pathologist, L042C, C119	0
			TOTAL	8
			Certified Bachelors Teacher, E044C, C117	2
			Certified Masters Teacher, E035C, C119	2
			Certified Masters Degree Librarian, E036C, C119	1
			Education Counselor, E032C, C119	0
			School Principal, E004C, C126	1
			Assistant Principal, E017C, C123	0
			Teacher Supervisor, E024C, C120	0
			School Speech Pathologist, L042C, C119	2
552	Northwest Technical Institute	Salary Structure & Admin. Plan	Continue as Requested	0
			TOTAL	0
			Career & Technical Faculty, E027C, C120	0
			Nurse Instructor, L036C, C121	0
			Specialized Technical Faculty, E018C, C122	0
590	AR Career Education	Career Education Salary Grid	Continue as Requested	3
			TOTAL	0
			ACE Division Manager, G010C, C128	0
			ACE Program Coordinator, E061C, C123	0
			ACE Program Advisor, E062C, C122	0
610-634	Department of Finance & Administration	Salary Structure & Admin. Plan	Continue as Requested	3
			TOTAL	79
			Accountant I, A089C, C116	0
			DFA SEFA/CAFR Specialist, A109C, C116	1
			Auditor, A081C, C117	1
			DFA CAFR Asset Specialist, R042C, C118	1
			DFA Statewide Program Specialist, R043C, C122	0
			Audit Coordinator, A044C, C122	3
			DFA Statewide Coordinator, R041C, C124	8
			DFA Accounting CAFR Coordinator, A025C, C126	0
			DFA Statewide Program Manager, R040C, C128	0
			Audit Manager, A007C, C129	0
			Tax Auditor, A059C, C119	8
			Tax Auditor II, A054C, C120	56
			Tax Auditor Supervisor, A033C, C123	1
645	AR Dept. of Health	Salary Structure & Admin. Plan:	Continue as Requested	2
			Epidemiologist, L028C, C122	
		Salary Structure & Admin. Plan	Continue as Requested	1
			Health Physicists, B063C, C119	
		Salary Structure & Admin. Plan*	Continue as Requested	6
			TOTAL	
			Bachelor's of Science in Nursing: 6%	
			Master's of Science in Nursing: 8%	
			Doctor of Public Health Nursing: 10%	
			Doctor of Nursing Practice: 10%	
			Nurse Practitioner Experience: 0.5% per year	
			Nurse Practitioner Coordinator Differential: 6%	
710	DHS	Salary Structure & Admin Plan	Continue as Requested	79
			TOTAL	24
			Psychological Examiner, L033C, C121	1
			Psychologist, L003C, C127	2
			Psychologist Supervisor, L001C, C129	

0050



Jeff Crow
Chief of Staff and Deputy Director

Andrew Bass
Assistant Deputy Director

Arkansas Game and Fish Commission

Mike Knoedl
Director

Ricky Chastain
Assistant Deputy Director

Caroline Cone
Assistant Deputy Director

20 May 2016

Kay Barnhill
State Personnel Administrator
Office of Personnel Management
DFA Building
1509 W 7th St, Suite 201
Little Rock, AR 72201

Dear Ms. Barnhill:

Arkansas Game and Fish Commission (AGFC) would like to request the continuation of the Salary Structure and Administration Plan which allows a Base Level rate of pay for a Master's Degree and a Midpoint rate of pay for a Ph.D.

The relevant classifications are:

- B101C Natural Resources Program Technician C113
- B133C AGFC Senior Technician C117
- B024C AGFC Biologist C119
- B023C AGFC Biologist Specialist C121
- B131C AGFC Biologist - Asst Regional Mgr C121
- B132C Assistant Hatchery Manager C121
- B022C AGFC Biologist Supervisor C123
- B046C AGFC Biologist Program Specialist C123
- B135C Hatchery Manager C123

AGFC would also request the continuation of the Salary Structure and Administration Plan allowing for the movement from the Entry pay level to \$35,946 upon completion of cadet school and the field officer training program for the following classification:

- T047C AGFC Wildlife Officer C118

Additionally, AGFC requests the continuation of the Salary Structure and Administration Plan allowing B101C Natural Resource Program Technicians grade C113 to be hired at the rate of \$29,251 and after completion of one year with satisfactory performance, to move to the rate of \$31,052.

Thank you for your consideration of this request. Please let me know if you need additional information.

Sincerely,

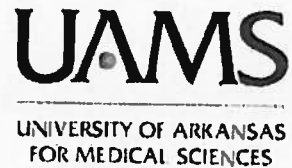
Mike Knoedl
Director
Arkansas Game and Fish Commission

2 Natural Resources Drive • Little Rock, AR 72205 • www.agfc.com
Phone (800) 364-4263 • (501) 223-6300 • Fax (501) 223-6448

The Arkansas Game and Fish Commission's mission is to conserve and enhance Arkansas's fish and wildlife and their habitats while promoting sustainable use, public understanding and support.

Office of Human Resources

4301 West Markham # 564
Little Rock, AR 72205-7199
501-686-5650
www.uams.edu/ohr



May 13, 2016

To: Kay Terry
State Personnel Administrator

From: Kim Finne
Sr. Director, HR Information & Analytics
UAMS

Subject: Grid Analysis and Request for Continuation

The analysis/cost data summary for the following grids is attached:

- **Grids**
 - **Public Safety**
 - Public Safety Officer
 - HE Public Safety Supervisor
 - HR Public Safety Commander II
 - **Physical Plant Apprenticeship**
 - Apprentice Tradesman
 - Skilled Tradesman
 - **Nutrition Services**
 - Food Preparation Technician
 - Cook
 - **Telecommunications**
 - Computer Support Specialist
 - **Research**
 - Research Technician

UAMS would formally like to request continuation for these grids in order to recruit and retain employees in FY17.

Please do not hesitate to contact me if you have any questions.

Thanks,

Kim Finne

Classified Position Grids

Computer Support Specialist for Telecommunications - With prior approval from HR and they meet the following requirements:

Step 1: An employee would begin at entry, \$35,554 when they meet the minimum requirements for the job, which are a Bachelor's and 2 years of experience in a related field.

Step 2: A candidate or current employee entering the position and/or completing the following additional requirements would begin at \$38,398 or 8% raise, whichever is greater:

- One year of additional experience programming Nortel Centrex DMS 100 system;
- Passing a competency evaluation

Step 3: A candidate or current employee entering the position and /or completing the following additional requirements would begin at \$41,470 or 8% raise:

- Two years of additional experience programming Nortel Centrex DMS 100 system
- Successfully completed the Nortel coursework and received certification on in one of the following courses
 - Nortel Data Configuration and Management for Meridian 1 and CS1000
 - Nortel Meridian 1/SC1000 System Moves, Adds and Changes

Step 4: A candidate or current employee entering the position and/or completing the following additional requirements would begin at \$44,788 or 8% raise:

- Three years of additional experience programming Nortel Centrex DMS 100 system
 - One or more of the following additional certifications are achieved
 - Avaya Aura Contact Center Administration
 - Intertel Axxess Programming and System Administration
 - AVST Call Xpress Administration
 - Nortel Call Pilot Systems Administration and Applications
-

Cooks - With prior approval from HR and they meet the following requirements:

- **New Hires that meet the minimum requirements for the position – \$19,200**
- **New Hires or current employees entering the position that meet the minimum requirement for the position and have 1 additional year of cooking experience – Up to \$20,196**
- **New Hires or current employees entering the position that meet the minimum requirement for the position and have 2 additional years of cooking experience – Up to \$21,195**
- **New Hires or current employees entering the position that meet the minimum requirement for the position and have 3 5 additional years of experience in a high volume upscale retail outlet preparing entrees, soups, sauces and vegetables from scratch – Up to \$22,194**
- **New Hires or current employees entering the position that meet the minimum requirement for the position and formal cooking school and /or 5 + additional years of experience as a lead or head cook at high volume retail outlet or institution – Up to \$23,192**
- **New Hires or current employees entering the position that meet the minimum requirement for the position and formal cooking school and / or 5 + years of experience as a lead or head cook at a high volume retail outlet or institution plus experiences in all aspects of food production such as bakery, salads and writing recipes – Up to \$24,190**

Food Preparation Technician – With prior approval from HR and they meet the following requirements:

- **New Hires that meet the minimum requirements for the position – \$16,467**
 - **New Hires or current employee entering the position that meets the minimum requirements for the position and 1 year of food service and customer service experience; some knowledge in alternate areas of an upscale facility – Up to \$17,063**
 - **New Hires or current employee entering the position that meets the minimum requirements for the position and 2 years of food service and**
-

customer service experience; some knowledge in alternate areas of an upscale facility – Up to \$18,470

- New Hires or current employee entering the position that meets the minimum requirements for the position and 3 – 5 years of experience in a high volume upscale retail outlet completion of customer service training – Up to \$19,469
- New Hires or current employee entering the position that meets the minimum requirements for the position and 6 + years of food service experience, employed by a high volume retail outlet or institution with additional formal education in customer or food service and training in other areas of food service operations – Up to \$20,467

Cashier – With prior approval from HR and they meet the following requirements:

- New Hire that meets the minimum qualifications for the position of a High School diploma or GED; plus six months of experience in customer service, clerical work or a related field – \$20,788
- New Hire or current employee entering the position that meets the minimum requirements for the position of a HS diploma or GED and has 2 years cashier experience in a boutique or small retail outlet – Up to \$21,827
- New Hire or current employee entering the position that meets the minimum requirements for the position of a HS diploma or GED and has 3 years cashier experience in a boutique or small retail outlet – Up to \$22,918
- New Hire or current employee entering the position that meets the minimum requirements for the position of a HS diploma or GED and has 4 plus years of cashier experience; prefer 2 years at high volume operation in a mid to large sized retail preferably in the food service industry – Up to \$24,064
- New Hire or current employee entering the position that meets the minimum requirements for the position of a HS diploma or GED and has 5 plus years of cashier experience; prefer 2 years at high volume operation in a large sized retail store preferably in the food service industry with extensive customer service training – Up to \$25,267
- New Hire or current employee entering the position that meets the minimum requirements for the position of a HS diploma or GED and has 6 plus years of cashier experience coupled with excellent customer service

skills; prefer 3 years working in a national retail store or food service chain – Up to \$26,530

Food Preparation Supervisor – With prior approval from HR and they meet the following requirements:

- **New Hire that meets the minimum qualifications for the position of a High School diploma or GED; plus two years of experience in institutional or commercial food service operations and/or specialized training in food services including one year in a supervisory or leadership capacity – \$24,065**
 - **New Hire or current employee entering the position that meets the minimum requirements for the position of a HS diploma or GED plus 2 years of experience in institutional or commercial food service operations and/or specialized training in food services and has 2 years of supervisory or leadership experience – Up to \$25,268**
 - **New Hire or current employee entering the position that meets the minimum requirements for the position of a HS diploma or GED plus 3 years of experience in institutional or commercial food service operations and/or specialized training in food services and has 2 years of supervisory or leadership experience preferring 1 of the years to be in a large retail operation – Up to \$26,531**
 - **New Hire or current employee entering the position that meets the minimum requirements for the position of a HS diploma or GED plus 3 years of experience in institutional or commercial food service operations and/or specialized training in food services in a large retail operation or a small hospital and with 3 years of supervisory or leadership experience; and an associate's degree in a related field – Up to \$27,858**
 - **New Hire or current employee entering the position that meets the minimum requirements for the position of a HS diploma or GED plus 4 years of experience in institutional or commercial food service operations and/or specialized training in food services with 3 years of supervisory or leadership experience in a small or mid-size hospital; or a Bachelor's degree in a related field and 3 years supervisory experience preferring 1 year in a large volume food service operation – Up to \$29,808**
 - **New Hire or current employee entering the position that meets the minimum requirements for the position of a HS diploma or GED plus 4 years of experience in institutional or commercial food service operations and/or specialized training in food services with 4 plus years of supervisory or leadership experience; or a Bachelor's degree in a related**
-

field and 4 years supervisory experience preferring 1 year in a large volume food service operation – Up to \$31,298

Physical Plant Apprenticeship Career Ladder

Plumbers Apprenticeships

- Step 1: Start at S081 – Grade C105 – Apprentice Tradesman)
- Step 2: After successful completion of one (1) year, including completion of approved exams and competency evaluation and a 8% increase under the appropriate functional title of Apprentice Tradesman II (with appropriate functional title for the respective craft). The Physical Plant will have to monitor this very closely to ensure employees receive merit increases, if warranted.
- Step 3: After successful completion of two (2) years, including completion of approved exams and competency evaluation, 8% increase under the appropriate functional title of Apprentice Tradesman III (with appropriate functional title for the respective craft). The Physical Plant will have to monitor this very closely to ensure employees receive merit increases, if warranted.
- Step 4: After successful completion of three (3) years, including completion of approved exams and competency evaluation, and an 8% increase under the appropriate functional title of Apprentice Tradesman IV (with appropriate functional title for the respective craft). Merit again will have to be monitored closely and appropriately applied.
- Step 5: After successful completion of four (4) years, including all exams and a complete competency evaluation move to entry salary of the title of S031 – Grade C115 - Skilled Tradesman- (with appropriate functional title for the respective craft).

Electrician, HVAC or Controls Apprenticeships

- Step 1: Start at S081 – Grade C105 – Apprentice Tradesman
 - Step 2: After successful completion of one (1) year, including completion of approved exams and competency evaluation an 8% increase under the appropriate functional title of Apprentice Tradesman II (with appropriate functional title for the respective craft). The Physical Plant will have to monitor this very closely to ensure employees receive merit increases, if warranted.
 - Step 3: After successful completion of two (2) years, including completion of approved exams and competency evaluation and an
-

8% increase under the appropriate functional title of Apprentice Tradesman III (with appropriate functional title for the respective craft). The Physical Plant will have to monitor this very closely to ensure employees receive merit increases, if warranted.

- Step 4: After successful completion of three (3) years, including completion of approved exams and competency evaluation, and an 8% increase under the appropriate functional title of Apprentice Tradesman IV (with appropriate functional title for the respective craft). Merit again will have to be monitored closely and appropriately applied.
- Step 5: After successful completion of four (4) years, including all exams and a complete competency evaluation move to entry salary of the title of S031 – Grade C115 - Skilled Tradesman- (with appropriate functional title for the respective craft).

Police

An Officer new hire that meets the minimum requirements for the position

Entry Salary - \$30,713

An Officer that meets the minimum requirements for the position and after one successful year of experience

Entry Salary - \$32,250

For a Sergeant level - If an applicant for the position has at least two (2) years certified law enforcement experience and currently possess a General Certificate from the Arkansas Commission on Law Enforcement Standards they can be promoted to a Sergeant, Public Safety Officer,

Entry Salary – \$33,784 up to \$36,029 based on additional years of experience

For a Lieutenant level - If an applicant for the position has four (4) years of certified law enforcement experience, have a minimum of two (2) years supervisory experience, currently possess a General Certificate from the Arkansas Commission on Law Enforcement Standards, and currently hold the rank of Sergeant they are eligible to be promoted to a Lieutenant level, Public Safety Supervisor

Entry Salary - \$38,611 or 10% whichever is greater

For a Captain Level - If the applicant is currently a Lieutenant and has four (4) to five (5) years of certified law enforcement experience, have a minimum of two (2) years supervisory experience in a Lieutenant position, currently possess a General Certificate from the Arkansas

Commission on Law Enforcement Standards, they are eligible for promoted to Captain, HE Public Safety Commander II

Entry Salary - \$42,472 up to \$44,966 based on Experience,

The criteria used for promotions of the Sergeant and Lieutenant positions are:

1. Written exam
2. Written test score
3. Years of service and experience in law enforcement
4. Annual evaluation scores
5. Commendations/letter of appreciation
6. Disciplinary actions (current within one (1) year)
7. Supervisory experience (when applicable)

A promotions committee of at least three (3) members, who are selected by the Executive Director of Campus Operations, will review the above criteria for all who meet the eligibility requirements. This committee will also conduct an oral interview of eligible candidates. Upon completion of all oral interviews and examination of required criteria documents, the committee submits to the Chief of Police and the Executive Director of Campus Operations their recommendation of the most qualified applicant for the vacancy.

Research Technician – If the applicant or employee entering the position meets the minimum requirements for the position, the following salary may be offered with prior HR approval:

- High School + 2 Years of lab or research experience -- OR -- Associate's Degree - Up to \$21,827
 - High School + 3 Years lab or research experience -- OR -- Associate's Degree + 1 Year of experience -- Up to \$25,227
 - High School + 4 Years of lab or research experience -- OR -- Bachelor's Degree -- Up to \$28,627
 - High School + 5 Years of lab or research experience -- OR -- Bachelor's Degree + 1 Year -- Up to \$32,027
-

District Energy System (DES) Operator					
Pay Grade	Entry	Base	Mid Point	Maximum	Steps
	529,251	\$11,032	\$20,367	\$29,703	
Position Title	Qualifications	ASD	ASD	ASD	ASD
DES Operator I		Meets the minimum qualifications of the position	\$11,032	\$20,367	Exam Outline: 1) Steam System Optimization 2) Lubricated Water Optimization 3) Repeating
DES Operator II	5 Years of Experience in Plant Operations	AND Successfully passing a competency exam	\$16,370	\$25,705	Exam Outline: 1) Steam System Optimization 2) Lubricated Water Optimization 3) Repeating 4) Cooling Tower Optimization 5) Equations of Operation 6) Energy Management Studies
DES Operator III	10 Years of Experience in Plant Operations	AND Successfully passing a competency exam	\$21,708	\$31,043	Exam Outline: 1) Steam System Optimization 2) Lubricated Water Optimization 3) Repeating 4) Cooling Tower Optimization 5) Equations of Operation 6) Energy Management Studies 7) Building Energy Diagnostics

All salaries are independent of VRS, COLA, or other salary adjustments.
 All positions require a minimum of 5 years of experience and current employees applying for the specific position must have any disciplinary action with the last 12 months.
 Competency tests must be passed before a final offer is made for the position.



STATE OF ARKANSAS
Disability Determination for Social Security Administration

701 SOUTH PULASKI STREET
LITTLE ROCK, ARKANSAS 72201
TELEPHONE 501-682-3030

ASA HUTCHINSON
Governor

ARTHUR BOUTIETTE
Director

May 16, 2016

Ms. Kay Barnhill
State Personnel Administrator
Office of Personnel Management
1509 West Seventh Street, Suite 201
Little Rock, AR 72203

RE: Continuation of Salary Administration Grid

Dear Ms. Barnhill:

Disability Determination for Social Security Administration (DDSSA) is requesting a continuation of our previously approved salary administration grid, which consists of the following classifications:

Class Code	Classification	Grade	Entry Level	Continuation Request
X143C	DDSSA Claims Adjudicator I	C115	\$29,251	\$32,000
X104C	DDSSA Claims Adjudicator II	C117	\$32,249	\$44,505
X071C	DDSSA Claims Adjudicator III	C119	\$35,554	\$49,067
X190C	DDSSA Case Consultant	C120	\$37,332	\$53,264
G258C	DDSSA Hearing Officer	C121	\$39,199	\$53,264
G235C	DDSSA Medical Consultant Assistant	C121	\$39,199	\$53,264
X203C	DDSSA Quality Assurance Specialist	C121	\$39,199	\$53,264
G112C	DDSSA Unit Supervisor	C121	\$39,199	\$53,264

The classifications listed above are part of DDSSA's internal promotional ladder, which provides an opportunity for employees to progress based on their tenure, knowledge and experience. The salary administration grid, in addition to our promotional ladder, helps to retain employees, which is vital to the success of the DDSSA.

Thank you in advance for your consideration and I look forward to hearing from you.

Sincerely,

Arthur Boutiette
Agency Director

**DDSSA Claims Adjudicator Series
Salary Administration Grid
Fiscal Year 2017**

Adjudicator Level & Tenure	Claims Adjudicator I	Claims Adjudicator II	Claims Adjudicator III	Case Consultants	Hearing Officer Medical Consultant Assistant Quality Assurance Specialist Unit Supervisor
	Grade C115	Grade C117	Grade C119	Grade C120	Grade C121
New Hire	\$35,000				
1 year		\$40,000			
> 10 years		\$44,505			
2 – 5 years			\$45,000		
5 – 10 years			\$46,000		
10 – 20 years			\$47,000		
>20 years			\$49,067		
5 – 10 years				\$49,000	
10 – 20 years				\$50,000	
>20 years				\$51,124	
≥ 4 years					\$53,264



May 19, 2016

Kay Barnhill, State Personnel Administrator
Office of Personnel Management
Arkansas Department of Finance and Administration
1509 West Seventh Street, Suite 201
Little Rock, AR 72201

Dear Ms. Barnhill:

This letter is to request a continuation of the Salary administration grid as approved on February 19, 2016 for specified ATRS positions and staff members who have earned a Bachelor of Accounting Degree.

- The establishment of the following base rates of pay:
 - Retirement Section Manager, \$45,877, base of Grade 123
 - Fiscal Support Manager, \$45,877 base of Grade 123
 - Retirement Coordinator, \$37,743, base of Grade 119
 - Accountant II, \$34,234, base of Grade 117
 - Accountant I, \$32,604, base of Grade 116

- Those in covered classifications currently compensated below base level will be adjusted to the base level; pay increases of 9% up to maximum will be given annually contingent on a performance evaluation score of Above Average or better;

- Those in covered classifications currently compensated at or above the base level will remain at the current level; pay increases of 9% up to maximum will be given annually contingent on a performance evaluation score of Above Average or better, and,

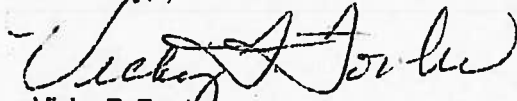
- The grid will cover the positions indicated on the spreadsheet attached with this request.

1400 West Third Street
Little Rock, Arkansas 72201
501.682.1517
800.666.2877
(fax) 501.682.2359
www.artrs.gov

Incremental costs will continue in the future based upon grid movement.

If you have questions, please contact me at 501-682-2391.

Sincerely,

A handwritten signature in black ink, appearing to read "Vicky F. Fowler". The signature is written in a cursive style with a large, sweeping initial "V".

Vicky F. Fowler
Human Resources Manager

Enclosures

ATRS Salary Administration
Grid FY2017 Renewal

Position #	Grade	OPM Title	
22127840	C123	Retirement Section Manager	
22094568	C123	Retirement Section Manager	Employee ineligible due to degree requirement
22094591	C123	Fiscal Support Manager	
22077874	C119	Retirement Coordinator	
22158487	C119	Retirement Coordinator	
22077873	C117	Accountant II	
22094586	C117	Accountant II	
22124744	C117	Accountant II	
22142792	C117	Accountant II	
22094587	C116	Accountant I	
22133590	C116	Accountant I	Employee ineligible due to degree requirement
22133595	C116	Accountant I	
22133597	C116	Accountant I	Employee ineligible due to degree requirement
22135796	C116	Accountant I	
22142788	C116	Accountant I	
22142790	C116	Accountant I	



Arkansas State Bank Department

Candace A. Franks
Commissioner

Asa Hutchinson
Governor

May 2, 2016

Mr. Larry Walther, Director
Department of Finance and Administration
1509 W. 7th Street, Suite 401
Little Rock, AR 72201

Dear Mr. Walther:

The Arkansas State Bank Department is requesting re-approval of our salary administration grid on the attached job classifications.

With the implementation of the new pay plan in 2009, the Bank Department lost the special language we had always utilized to retain our bank examination staff. With the approval of the Legislative Personnel Committee we were fortunate to have the attached Salary Grid approved to provide a career path for examination personnel, maintain salary levels comparable to market rates, and help reduce turnover. The salary grid is again being requested to continue to provide a framework within the pay plan for the retention of examiners; and to ensure that the Department has the personnel resources to provide the best services possible to the banking industry and safeguard the general public.

The ability to retain these employees is critical to the Bank Department. Your consideration and approval for the continuation of our Pay Grid would be appreciated.

As Commissioner, I certify that the Bank Department does have the funds and appropriation to support this grid and the certification pay on our four senior employees.

If additional information is needed, please contact me or my Fiscal Division Manager, Gail Green at 324-9019.

Sincerely,

Candace A. Franks
Commissioner

Attachments (1)

BANK DEPARTMENT 2017 PAY GRID

CLASS CODE	PAY GRADE	BEGINNING		MAXIMUM	TITLES
A070C	C121	\$39,189	18.8457	\$64,915	Bank Examiner Trainee
In-House	C121	\$43,119	20.7303	\$64,915	Bank Assistant Examiner
In-House	C121	\$49,687	23.8399	\$64,915	Bank Jr. Examiner
A106C	C124	\$59,504	28.6077	\$72,257	Bank Sr. Examiner
In-House	C124	\$63,075	30.3245	\$72,257	Commissioned Sr. Examiner
A039C	C127	\$69,383	33.3572	\$80,301	Certified Bank Sr. Examiner
A107C	C128	\$76,320	36.6923	\$83,145	Bank Exam Manager
A030C	C129	\$83,952	40.3615	\$86,072	Bank Certified Exam Mgr
G267C	C129	\$83,952	40.3615	\$86,072	Bank Chief Counsel
A018C	C130	\$83,952	40.3615	\$89,085	Bank Chief Examiner

Positions under this pay grid will be paid according to the salaries above. In addition, in keeping with the career path and pay scale of the State Bank Department, the following retention increase will be given annually to those employees who have not reached maximum pay and who are not being promoted to a different level.

RETENTION:

5%

Ted J. Thomas
Chairman
(501) 682-5806

Elana C. Wills
Commissioner
(501) 682-5809

Lamar B. Davis
Commissioner
(501) 682-5809

**ARKANSAS
PUBLIC SERVICE COMMISSION
UTILITIES DIVISION**
1000 Center
P.O. Box 400
Little Rock, Arkansas 72203-0400
<http://www.Arkansas.gov/psc>



John P. Bethel
Director
(501) 682-1794

May 5, 2016

Ms. Kay Barnhill
Office of Personnel Management
1509 W. 7th Street
Little Rock, AR 72201

Re: FY 2017 Salary Administration Grid

Dear Ms. Barnhill:

The Arkansas Public Service Commission would like to request the continuation of its current Salary Administration Grid for the 2017 fiscal year.

The proposed plan requests a starting salary of up to the midpoint salary of the Career Service Pay Plan for particular positions in three divisions of our agency, if candidates meet a set level of enhanced experience or certifications. It also requests special rates of pay for these same positions as the incumbent meets additional requirements. This is a reflection of what has been required to recruit and hire qualified applicants in the past.

We are deleting the Corrosion Inspector, X144C, C115 position from our Salary Grid as we no longer have those positions.

I am also including our request to add new positions submitted to you on March 15, 2016.

Thank you for your consideration of this request. If you have any questions or need additional information, please contact Vikki Hearn or me.

Sincerely,

A handwritten signature in black ink, appearing to read "John P. Bethel".

John P. Bethel

Attachment

Proposed Special Pay Plan for the Arkansas Public Service Commission

The Arkansas General Assembly has established criteria for the implementation of special rates of pay under Act 688 of 2009. The Arkansas Public Service Commission has previously been authorized by the Arkansas General Assembly to use special entry rates for certain positions. The proposed plan incorporates the requirements of Act 688 into a professional development matrix that will enable the Agency to attract and retain qualified employees.

The major change in the current plan from previous authorization from the Arkansas General Assembly is the request to hire at the Midpoint of the Career Service Pay Plan instead of the Maximum (previously Pay Level IV).

Special Rates of Pay

The Arkansas Public Service Commission requests review and approval of this proposed pay plan to implement special rates of pay for the following groups of professionals within the Agency.

The following job class codes are authorized to pay up to the midpoint salary of the Career Service Pay Plan as a starting rate of pay if the Minimum Qualifications (as determined by the Office of Personnel Management), and the additional qualifications specified below are met by the prospective candidate for the job. Additionally, incumbents in these class codes will be eligible for the salary increase as they meet the additional requirements.

Utilities Division:

A046C, PSC Rate Case Analyst, Grade C121: Midpoint \$53,264

Minimum qualifications as determined by OPM. Additionally, candidate must have a master's degree, CPA, or two years additional experience.

After the first year of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

A028C, PSC Senior Rate Case Analyst, Grade C124: Midpoint \$60,214

Minimum qualifications as determined by OPM. Additionally, candidate must have a master's degree, CPA, or three years additional experience.

After the first year of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

X064C, PSC Public Utility Auditor, Grade C119: Midpoint \$49,067

Minimum qualifications as determined by OPM. Additionally, candidate must have a master's degree, CPA, or two years additional experience or be eligible to sit for the Certified Public Accountant examination.

After the first year of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

X033C, PSC Senior Public Utility Auditor, Grade C122: Midpoint \$55,490

Minimum qualifications as determined by OPM. Additionally, candidate must have a master's degree, CPA, or three years additional experience.

After the first year of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

B023C, Engineer, P.E., Grade C124: Midpoint \$60,214

Minimum qualifications as determined by OPM. Additionally, candidate must have a master's degree, or three years additional experience as a professional engineer.

After the first year of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

G047C, Attorney Specialist, Grade C126: Midpoint \$65,324

Minimum qualifications as determined by OPM. Additionally, candidate must have two more years of experience in law.

After the first year of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

X078C, PSC Utilities Services Specialist, Grade C118: Midpoint \$46,730

Minimum qualifications as determined by OPM. Additionally, candidate must have an associate's degree, bachelor's degree or two years additional experience in electrical engineering, utility facility inspection or related field.

After the first year of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

Pipeline Safety Division

X048C, PSC Pipeline Safety Specialist, Grade C120: Midpoint \$51,124

Minimum qualifications as determined by OPM. Additionally, candidate must have a bachelor's degree or two years additional experience in mechanical engineering, pipeline inspection or related field.

After the first year of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the department manager or Agency Director.

Tax Division

A095C, PSC Tax Division Valuation Analyst, Grade C113: Midpoint \$36,614

Minimum qualifications as determined by OPM. Additionally, candidate must have an associate's degree, bachelor's degree or two years additional experience in accounting, finance, economics, property tax assessment, or related field.

After the first year of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from Tax Division Director.



Arkansas Department of Correction

HUMAN RESOURCES
2403 East Harding Ave
Pine Bluff, Arkansas 71601
Phone: (870) 850-8510
FAX: (870) 850-8538
Job Line: 1-888-8ADC-JOBS
www.state.ar.us/doc

April 28, 2016

Kay K. Terry, State Personnel Administrator
Office of Personnel Management
Department of Finance and Administration
P. O. Box 3278
Little Rock, AR 72203

Dear Mrs. Terry:

The Arkansas Department of Correction is requesting to continue the following:

Security Tier Plan, for up to six (6%), as authorized by Act 1007 of 2015 for the classifications utilized by our department as listed below:

<u>CODE</u>	<u>TITLE</u>	<u>GRADE</u>	<u>PREVIOUSLY APPROVED RATE</u>
T083C	ADC/DCC Correctional Officer I Officer First Class (In-Grade Promotion)	C112 C112	\$30,135 \$31,943
T075C	ADC/DCC Corporal	C113	\$35,137
T063C	ADC/DCC Correctional Sergeant	C115	\$38,651
T054C	ADC/DCC Lieutenant	C117	\$42,516
T048C	ADC/DCC Captain	C118	\$46,768
T033C	ADC/DCC Major	C120	\$49,114
T015C	ADC/DCC Deputy Warden	C124	\$60,000
T005C	ADC/DCC Correctional Warden	C127	\$70,000
T001N	ADC Superintendent	N906	\$79,082

This plan was implemented in 2007 due to the agency's turnover rate, difficulty in filling these positions, and the geographical locations of these facilities.

Your favorable review and consideration of this request is appreciated. Should you have questions or need additional information, please do not hesitate to contact me.

Sincerely,

Stacia Lenderman
Stacia Lenderman
Human Resources Administrator

Effective 12/20/15

TIER		PLUS 5.75 HOURS					
		BASE	6%	12%	Base	6.00%	12%
4	Annual	\$30,135	\$31,943	\$33,751	\$32,301	\$34,239	\$36,177
	Hourly	\$14,4880	15,3673	16,2265			
3	Annual	\$28,770	\$30,496	\$32,222	\$30,838	\$32,688	\$34,538
	Hourly	\$13,8317	14,6616	15,4915			
2	Annual	\$26,824	\$28,433		\$28,752	\$30,477	
	Hourly	\$12,8962	13,6699				
1	Annual	\$26,824	\$28,433		\$28,752	\$30,477	
	Hourly	\$12,8962	13,6699				

Tier 4 CR31 Varner Supermax

Tier 3 CR12 East Arkansas Regional Unit
CR09 Cummins Unit
CR24 Varner Unit
CR14 Maximum Security Unit
CR25 Wrightsville/Hawkins Unit & CR06
Industry Warehouse (CDL Drivers)
Commodity Warehouse (CDL Drivers)
Construction (CDL Drivers)

Tier 2 CR16 North Central Unit
CR23 Tucker Unit/Boot Camp
CR10 Delta Unit
CR13 Randall L Williams
CR20 Pine Bluff Unit
CR27 Grimes Unit
CR28 McPherson Unit
CR30 Ouachita River Correctional Unit
CR04 Construction / Maint Security
CR11 Ester
CR32 Medical/Transportation

Tier 1 CR05 Benton Unit
CR21 Texarkana Regional Correctional Center
CR15 Mississippi County Work Release Center
CR17 Northwest Arkansas Work Release Center
CR29 Farm
CR01 Central Office
CR02 Admin Annex East
Industry - Same as Unit Assigned

TIER 4	BASE	6.00%	12%
A. PROMOTION FROM OFFICER FIRST CLASS			
Corporal T075C & Sergeant T065C	\$35,137	\$37,246	\$39,354
B. PROMOTION FROM CORRECTIONAL OFFICER I			
Corporal & Sergeant	\$33,149	\$35,137	\$37,126
C. PROMOTION FROM CORPORAL without OFC			
Sergeant	\$36,463	\$38,651	\$40,839
D. PROMOTION FROM CORPORAL with OFC			
Sergeant	\$38,651	\$40,970	\$43,289
TIER 4			
Lieutenant T054C	\$42,516	\$45,067	\$47,618
Captain T048C	\$46,768	\$49,574	\$52,380

TIER 3	BASE	6.00%	12%
A. PROMOTION FROM OFFICER FIRST CLASS			
# Corporal T075C & Sergeant T065C	\$33,546	\$35,559	\$37,571
B. PROMOTION FROM CORRECTIONAL OFFICER I			
Corporal & Sergeant	\$31,647	\$33,546	\$35,445
C. PROMOTION FROM CORPORAL without OFC			
Sergeant	\$34,812	\$36,900	\$38,989
D. PROMOTION FROM CORPORAL with OFC			
Sergeant	\$36,900	\$39,114	\$41,328
TIER 3			
Lieutenant T054C	\$40,590	\$43,026	\$45,461
Captain T048C	\$44,649	\$47,328	\$50,007
Major T033C	\$49,114	\$52,061	\$55,008

TIER 1	BASE	6.00%
A. PROMOTION FROM OFFICER FIRST CLASS		
Corporal & Sergeant	\$31,277	\$33,153
B. PROMOTION FROM CORRECTIONAL OFFICER I		
Corporal & Sergeant	\$29,506	\$31,277
D. PROMOTION FROM CORPORAL without OFC		
Sergeant	\$32,457	\$34,404
E. PROMOTION FROM CORPORAL with OFC		
Sergeant	\$34,404	\$36,469
TIER 1		
Lieutenant	\$35,648	\$37,609
Captain	\$39,213	\$41,370
Major	\$43,134	\$45,506

TIER 2	BASE	6.00%
A. PROMOTION FROM OFFICER FIRST CLASS		
Corporal & Sergeant	\$31,277	\$33,153
B. PROMOTION FROM CORRECTIONAL OFFICER I		
Corporal & Sergeant	\$29,506	\$31,277
C. PROMOTION FROM CORPORAL without OFC		
Sergeant	\$32,457	\$34,404
D. PROMOTION FROM CORPORAL with OFC		
Sergeant	\$34,404	\$36,469
TIER 2		
Lieutenant T054C	\$37,845	\$40,116
Captain T048C	\$41,629	\$44,127
Major T033C	\$45,792	\$48,540

Tier	Deputy Warden	Warden	Superintendent
3	\$60,000.00	\$70,000.00	
2	\$55,000.00	\$62,500.00	
1	\$50,000.00	\$55,000.00	\$79,082.00



ARKANSAS DEPARTMENT OF EDUCATION

May 10, 2016

Johnny Key
Commissioner

State Board
of Education

Toyce Newton
Crossett
Chair

Mireya Reith
Fayetteville
Vice Chair

Dr. Jay Barth
Little Rock

Joe Black
Newport

Susan Chambers
Bella Vista

Charisse Dean
Little Rock

Wicki Saviers
Little Rock

R. Brett Williamson
El Dorado

Diane Zook
Melbourne

Ms. Kay Barnhill, Administrator
Department of Finance and Administration
Office of Personnel Management (OPM)
1509 West 7th Street
Little Rock, AR 72203

Dear Ms. Barnhill:

The Arkansas Department of Education (ADE) is requesting to continue the agency's Career Service Salary grids (attached) for positions requiring a valid Arkansas Educator's License for the following classifications for FY 2016-2017:

- Pay Grade C122, E020C, ADE OERZ Technical Assist Specialist
- Pay Grade C122, E019C, Public School Program Advisor
- Pay Grade C123, E018C, Public School Program Coordinator
- Pay Grade C124, G075C, ADE Program Administrator
- Pay Grade C125, None at this time
- Pay Grade C126, E006C, Public School Program Manager
- Pay Grade C126, E007C, ADE OERZ Director
- Pay Grade C127, None at this time
- Pay Grade C128, None at this time
- Pay Grade C129, G006C, ADE Special Education Division Manager
- Pay Grade C129, G012C, ADE Assistant to Director/Commissioner
- Pay Grade C130, None at this time

Rationale:

OPM approved ADE's salary grids for specific classifications assigned to the Career Service Salary grids for the following reasons:

- ADE documented the need for salary grids for specified classifications;
- The market conditions for the classifications supported the establishment of these pay grids;
- ADE's specific grids were established to meet unique employment conditions and to be competitive with the relevant labor market of Arkansas Public Schools;
- The cost of implementing and maintaining the grids are within the ADE's existing appropriation and implementation does not use funds specifically set aside for other programs within the agency;
- The salary grids have been approved by the Chief Fiscal Officer of the State after review by the Personnel Committee;

Four Capitol Mall
Little Rock, AR
72201-1019
501.835-4475
ArkansasEd.gov

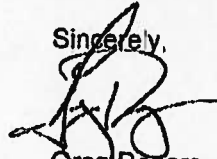
An Equal Opportunity
Employer

Ms. Kay Barnhill
Page 2
May 10, 2016

- The approved salary grids will be used for establishing eligibility for the salary of newly hired candidates and existing incumbents with valid educators' licenses;
- ADE is responsible for the administration of the grids. Subsequent salary determinations utilizing the grids shall be based on the candidate's qualifications, relevant competitive compensation rates and professional and education achievements;
- ADE's approved grids may be amended only upon approval by OPM after review by the Personnel Committee;
- ADE's salary grids will only effect the above-mentioned classifications;
- ADE must report any salary adjustments utilizing the approved salary grids to Personnel Committee and OPM monthly.

If you have any questions regarding this matter, please contact Clemetta Hood at 501.682.4209 or clemetta.hood@arkansas.gov.

Sincerely,



Greg Rogers,
Assistant Commissioner
Fiscal and Administrative Services

GR ch

Attachments

BEGINNING SALARIES PROPOSED FOR EACH SALARY SCHEDULE/GRID
Arkansas Department of Education 2016-2017

Grades	BA	MA	Ed.D or Ph.D.
C122	\$43,284	\$48,468	\$50,891
C123	\$45,448	\$50,891	\$53,436
C124	\$47,721	\$53,436	\$56,108
C125	\$50,107	\$56,108	\$58,913
C126	\$52,612	\$58,913	\$61,859
C127	\$55,243	\$61,859	\$64,952
C128	\$58,005	\$64,952	\$68,200
C129	\$60,905	\$68,199	\$71,609
C130	\$63,950	\$71,609	\$75,189

Entry salaries for C122 were configured from the average AR teacher salary for the 2008-09 school year for both entry level Bachelors and Masters level teachers. Those salaries are then prorated from 190 day contract to 260 work day for state government

Grades C123- C130 are adjusted 5.0% above the salary amount of the preceding grade.

Ed.D or Ph.D is from the Masters column plus 5.0%

**2016-2017 Approved Salary Schedule *
Grade C122**

Whose Positions Require that they hold a Valid Arkansas Educator License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters + 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$43,284	\$48,468	\$50,891
1	\$43,806	\$49,024	\$51,475
2	\$44,328	\$49,580	\$52,059
3	\$44,850	\$50,136	\$52,643
4	\$45,372	\$50,692	\$53,227
5	\$45,894	\$51,248	\$53,810
6	\$46,416	\$51,804	\$54,394
7	\$46,938	\$52,360	\$54,978
8	\$47,460	\$52,916	\$55,562
9	\$47,982	\$53,472	\$56,146
10	\$48,504	\$54,028	\$56,729
11	\$49,026	\$54,584	\$57,313
12	\$49,548	\$55,140	\$57,897
13	\$50,070	\$55,696	\$58,481
14	\$50,592	\$56,252	\$59,065
15	\$51,114	\$56,808	\$59,648
16	\$51,636	\$57,364	\$60,232
17	\$52,158	\$57,920	\$60,816
18	\$52,680	\$58,476	\$61,400
19	\$53,202	\$59,032	\$61,984
20	\$53,724	\$59,588	\$62,567
21	\$54,246	\$60,144	\$63,151
22	\$54,768	\$60,700	\$63,735
23	\$55,290	\$61,256	\$64,319
24	\$55,812	\$61,812	\$64,903
25	\$56,334	\$62,368	\$65,486

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience

2016-2017 Approved Salary Schedule *
Grade C123

Whose Positions Require that they hold a Valid Arkansas Educator License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
 The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$45,448	\$50,891	\$53,436
1	\$45,970	\$51,447	\$54,019
2	\$46,492	\$52,003	\$54,603
3	\$47,014	\$52,559	\$55,187
4	\$47,536	\$53,115	\$55,771
5	\$48,058	\$53,671	\$56,355
6	\$48,580	\$54,227	\$56,938
7	\$49,102	\$54,783	\$57,522
8	\$49,624	\$55,339	\$58,106
9	\$50,146	\$55,895	\$58,690
10	\$50,668	\$56,451	\$59,274
11	\$51,190	\$57,007	\$59,857
12	\$51,712	\$57,563	\$60,441
13	\$52,234	\$58,119	\$61,025
14	\$52,756	\$58,675	\$61,609
15	\$53,278	\$59,231	\$62,193
16	\$53,800	\$59,787	\$62,776
17	\$54,322	\$60,343	\$63,360
18	\$54,844	\$60,899	\$63,944
19	\$55,366	\$61,455	\$64,528
20	\$55,888	\$62,011	\$65,112
21	\$56,410	\$62,567	\$65,695
22	\$56,932	\$63,123	\$66,279
23	\$57,454	\$63,679	\$66,863
24	\$57,976	\$64,235	\$67,447
25	\$58,498	\$64,791	\$68,031

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

2016-2017 Approved Salary Schedule *
Grade C124

Whose Positions Require that they hold a Valid Arkansas Educator License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
 The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$47,721	\$53,436	\$56,108
1	\$48,243	\$53,992	\$56,692
2	\$48,765	\$54,548	\$57,275
3	\$49,287	\$55,104	\$57,859
4	\$49,809	\$55,660	\$58,443
5	\$50,331	\$56,216	\$59,027
6	\$50,853	\$56,772	\$59,611
7	\$51,375	\$57,328	\$60,194
8	\$51,897	\$57,884	\$60,778
9	\$52,419	\$58,440	\$61,362
10	\$52,941	\$58,996	\$61,946
11	\$53,463	\$59,552	\$62,530
12	\$53,985	\$60,108	\$63,113
13	\$54,507	\$60,664	\$63,697
14	\$55,029	\$61,220	\$64,281
15	\$55,551	\$61,776	\$64,865
16	\$56,073	\$62,332	\$65,449
17	\$56,595	\$62,888	\$66,032
18	\$57,117	\$63,444	\$66,616
19	\$57,639	\$64,000	\$67,200
20	\$58,161	\$64,556	\$67,784
21	\$58,683	\$65,112	\$68,368
22	\$59,205	\$65,668	\$68,951
23	\$59,727	\$66,224	\$69,535
24	\$60,249	\$66,780	\$70,119
25	\$60,771	\$67,336	\$70,703

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

**2016-2017 Approved Salary Schedule *
Grade C125**

Whose Positions Require that they hold a Valid Arkansas Educator License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$50,107	\$56,108	\$58,913
1	\$50,629	\$56,664	\$59,497
2	\$51,151	\$57,220	\$60,081
3	\$51,673	\$57,776	\$60,665
4	\$52,195	\$58,332	\$61,249
5	\$52,717	\$58,888	\$61,832
6	\$53,239	\$59,444	\$62,416
7	\$53,761	\$60,000	\$63,000
8	\$54,283	\$60,556	\$63,584
9	\$54,805	\$61,112	\$64,168
10	\$55,327	\$61,668	\$64,751
11	\$55,849	\$62,224	\$65,335
12	\$56,371	\$62,780	\$65,919
13	\$56,893	\$63,336	\$66,503
14	\$57,415	\$63,892	\$67,087
15	\$57,937	\$64,448	\$67,670
16	\$58,459	\$65,004	\$68,254
17	\$58,981	\$65,560	\$68,838
18	\$59,503	\$66,116	\$69,422
19	\$60,025	\$66,672	\$70,006
20	\$60,547	\$67,228	\$70,589
21	\$61,069	\$67,784	\$71,173
22	\$61,591	\$68,340	\$71,757
23	\$62,113	\$68,896	\$72,341
24	\$62,635	\$69,452	\$72,925
25	\$63,157	\$70,008	\$73,508

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

**2016-2017 Approved Salary Schedule *
Grade C126**

Whose Positions Require that they hold a Valid Arkansas Educator License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$52,612	\$58,913	\$61,859
1	\$53,134	\$59,469	\$62,442
2	\$53,656	\$60,026	\$63,026
3	\$54,178	\$60,581	\$63,610
4	\$54,700	\$61,137	\$64,194
5	\$55,222	\$61,693	\$64,778
6	\$55,744	\$62,249	\$65,361
7	\$56,266	\$62,805	\$65,945
8	\$56,788	\$63,361	\$66,529
9	\$57,310	\$63,917	\$67,113
10	\$57,832	\$64,473	\$67,697
11	\$58,354	\$65,029	\$68,280
12	\$58,876	\$65,586	\$68,864
13	\$59,398	\$66,141	\$69,448
14	\$59,920	\$66,697	\$70,032
15	\$60,442	\$67,253	\$70,616
16	\$60,964	\$67,809	\$71,199
17	\$61,486	\$68,365	\$71,783
18	\$62,008	\$68,921	\$72,367
19	\$62,530	\$69,477	\$72,951
20	\$63,052	\$70,033	\$73,535
21	\$63,574	\$70,589	\$74,118
22	\$64,096	\$71,145	\$74,702
23	\$64,618	\$71,701	\$75,286
24	\$65,140	\$72,257	\$75,870
25	\$65,662	\$72,813	\$76,454

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

**2016-2017 Approved Salary Schedule *
Grade C127**

Whose Positions Require that they hold a Valid Arkansas Educator License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$55,243	\$61,859	\$64,952
1	\$55,765	\$62,415	\$65,536
2	\$56,287	\$62,971	\$66,120
3	\$56,809	\$63,527	\$66,703
4	\$57,331	\$64,083	\$67,287
5	\$57,853	\$64,639	\$67,871
6	\$58,375	\$65,195	\$68,455
7	\$58,897	\$65,751	\$69,039
8	\$59,419	\$66,307	\$69,622
9	\$59,941	\$66,863	\$70,206
10	\$60,463	\$67,419	\$70,790
11	\$60,985	\$67,975	\$71,374
12	\$61,507	\$68,531	\$71,958
13	\$62,029	\$69,087	\$72,541
14	\$62,551	\$69,643	\$73,125
15	\$63,073	\$70,199	\$73,709
16	\$63,595	\$70,755	\$74,293
17	\$64,117	\$71,311	\$74,877
18	\$64,639	\$71,867	\$75,460
19	\$65,161	\$72,423	\$76,044
20	\$65,683	\$72,979	\$76,628
21	\$66,205	\$73,535	\$77,212
22	\$66,727	\$74,091	\$77,796
23	\$67,249	\$74,647	\$78,379
24	\$67,771	\$75,203	\$78,963
25	\$68,293	\$75,759	\$79,547

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

2016-2017 Approved Salary Schedule *
Grade C128

Whose Positions Require that they hold a Valid Arkansas Educator License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
 The average increments were :

Bachelors Masters Masters+ 5%
\$522 \$556 \$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$58,005	\$64,952	\$68,200
1	\$58,527	\$65,508	\$68,783
2	\$59,049	\$66,064	\$69,367
3	\$59,571	\$66,620	\$69,951
4	\$60,093	\$67,176	\$70,535
5	\$60,615	\$67,732	\$71,119
6	\$61,137	\$68,288	\$71,702
7	\$61,659	\$68,844	\$72,286
8	\$62,181	\$69,400	\$72,870
9	\$62,703	\$69,956	\$73,454
10	\$63,225	\$70,512	\$74,038
11	\$63,747	\$71,068	\$74,621
12	\$64,269	\$71,624	\$75,205
13	\$64,791	\$72,180	\$75,789
14	\$65,313	\$72,736	\$76,373
15	\$65,835	\$73,292	\$76,957
16	\$66,357	\$73,848	\$77,540
17	\$66,879	\$74,404	\$78,124
18	\$67,401	\$74,960	\$78,708
19	\$67,923	\$75,516	\$79,292
20	\$68,445	\$76,072	\$79,876
21	\$68,967	\$76,628	\$80,459
22	\$69,489	\$77,184	\$81,043
23	\$70,011	\$77,740	\$81,627
24	\$70,533	\$78,296	\$82,211
25	\$71,055	\$78,852	\$82,795

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience

**2016-2017 Approved Salary Schedule *
Grade C129**

Whose Positions Require that they hold a Valid Arkansas Educator License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$60,905	\$68,199	\$71,609
1	\$61,427	\$68,755	\$72,193
2	\$61,949	\$69,311	\$72,777
3	\$62,471	\$69,867	\$73,360
4	\$62,993	\$70,423	\$73,944
5	\$63,515	\$70,979	\$74,528
6	\$64,037	\$71,535	\$75,112
7	\$64,559	\$72,091	\$75,696
8	\$65,081	\$72,647	\$76,279
9	\$65,603	\$73,203	\$76,863
10	\$66,125	\$73,759	\$77,447
11	\$66,647	\$74,315	\$78,031
12	\$67,169	\$74,871	\$78,615
13	\$67,691	\$75,427	\$79,198
14	\$68,213	\$75,983	\$79,782
15	\$68,735	\$76,539	\$80,366
16	\$69,257	\$77,095	\$80,950
17	\$69,779	\$77,651	\$81,534
18	\$70,301	\$78,207	\$82,117
19	\$70,823	\$78,763	\$82,701
20	\$71,345	\$79,319	\$83,285
21	\$71,867	\$79,875	\$83,869
22	\$72,389	\$80,431	\$84,453
23	\$72,911	\$80,987	\$85,036
24	\$73,433	\$81,543	\$85,620
25	\$73,955	\$82,099	\$86,204

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

2016-2017 Approved Salary Schedule *
Grade C130

Whose Positions Require that they hold a Valid Arkansas Educator License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
 The average increments were :

Bachelors Masters Masters+ 5%
\$522 \$556 \$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$63,950	\$71,809	\$75,189
1	\$64,472	\$72,165	\$75,773
2	\$64,994	\$72,721	\$76,357
3	\$65,516	\$73,277	\$76,941
4	\$66,038	\$73,833	\$77,525
5	\$66,560	\$74,389	\$78,108
6	\$67,082	\$74,945	\$78,692
7	\$67,604	\$75,501	\$79,276
8	\$68,126	\$76,057	\$79,860
9	\$68,648	\$76,613	\$80,444
10	\$69,170	\$77,169	\$81,027
11	\$69,692	\$77,725	\$81,611
12	\$70,214	\$78,281	\$82,195
13	\$70,736	\$78,837	\$82,779
14	\$71,258	\$79,393	\$83,363
15	\$71,780	\$79,949	\$83,946
16	\$72,302	\$80,505	\$84,530
17	\$72,824	\$81,061	\$85,114
18	\$73,346	\$81,617	\$85,698
19	\$73,868	\$82,173	\$86,282
20	\$74,390	\$82,729	\$86,865
21	\$74,912	\$83,285	\$87,449
22	\$75,434	\$83,841	\$88,033
23	\$75,956	\$84,397	\$88,617
24	\$76,478	\$84,953	\$89,201
25	\$77,000	\$85,509	\$89,784

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience



ARKANSAS SCHOOL FOR THE BLIND

(ESTABLISHED 1859)

2600 WEST MARKHAM - P.O. BOX 668
 LITTLE ROCK, ARKANSAS 72203
 (501) 296-1810 - FAX (501) 663-3536
 TTY/TDD: (501) 296-1833

RECEIVED

MAY 20 2016

OFFICE OF PERSONNEL MGT
 DEPT. OF FIN. & ADMIN.

May 20, 2016

Kay Barnhill
 DFA Personnel Administrator
 Office of Personnel Management
 Department of Finance & Administration
 1509 West 7th Street
 Little Rock, AR 72201

Ms. Barnhill,

The Arkansas School for the Blind (ASB) is requesting continuation of special entry rates for teachers, counselors, librarians, principals, assistant principals and other education professionals for fiscal year 2017. This request is in alignment with special language authorized in Section 15 of Act 245 of 2016.

SECTION 15. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. SPECIAL RATES OF PAY. Due to the need to meet the minimum compensation schedule as established by Act 74 of the 2nd Extraordinary Session of the 84th General Assembly, or its successor, for public school teachers, counselors, and librarians and other education professionals as listed in subsection (a) below, the Arkansas School for the Blind is authorized to adjust current or new employees to at least the minimum level of compensation for public school employees.

For current or new employees in the positions listed in subsection (a) below, the Arkansas School for the Blind may implement salary adjustments to maintain equity between their teacher salaries and those of Central Arkansas Public School Systems only after a plan for determining and implementing those adjustments has been reviewed by the Office of Personnel Management and by the Personnel Committee of the Arkansas Legislative Council and approved by the Chief Fiscal Officer of the State.

For purposes of implementing the plan, the Arkansas School for the Blind is authorized special rates of pay up to the maximum of the assigned grade for classifications listed in subsection (a) below.

Kay Barnhill, DFA Personnel Administrator
Department of Finance & Administration
May 20, 2016
Page 2

(a) TITLE	GRADE
Certified Bachelor's Teacher	C117
Certified Masters Teacher	C119
Certified Masters Degree Librarian	C119
Education Counselor	C119
School Speech Pathologist	C119
Teacher Supervisor	C120
Educational Specialist	C120
Assistant Principal	C123
School Principal	C126

Funding for the minimum compensation provided for in this section that is supported in whole or in part from general revenues, shall, if required, be provided by a transfer from the Merit Adjustment Fund to the proper fund or fund account and in such amounts as determined by the Chief Fiscal Officer of the State. The Arkansas School for the Blind shall, in addition to the funds provided in this Act for Annual Career Service Recognition Payments from the Merit Adjustment Fund, make available any funding generated from agency salary savings for such purposes from the funds or fund accounts as provided by law.

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

The request is based on the need to maintain equity between teacher salaries and those of the Central Arkansas Public Schools. The attachments reflect the pay scale/grids that the schools are requesting to utilize.

We appreciate your consideration of this matter. If you have any questions, please feel free to contact Melinda Terry at (501) 603-3525 or Melinda.Terry@asb.k12.ar.us.

Sincerely,



Jim Hill
Superintendent

Cc: Melinda Terry

Years of Experience	C-119		MA + Certification		MA + Certification + 30 hrs	
	MA Only 37,430 Base	+500	MA + Certification 37,430 Base	+500	MA + Certification + 30 hrs 37,430 Base	+500
0	37,430	37,430	37,430	37,430	37,430	37,430
1	37,930	37,930	38,976	38,976	39,056	39,056
2	38,430	38,430	40,176	40,176	40,556	40,556
3	38,930	38,930	40,876	40,876	43,056	43,056
4	39,430	39,430	41,176	41,176	43,556	43,556
5	39,930	39,930	41,876	41,876	44,056	44,056
6	40,430	40,430	42,176	42,176	44,556	44,556
7	40,930	40,930	42,876	42,876	45,056	45,056
8	41,430	41,430	43,176	43,176	45,556	45,556
9	41,930	41,930	43,876	43,876	46,056	46,056
10	42,430	42,430	44,176	44,176	46,556	46,556
11	42,930	42,930	44,876	44,876	47,056	47,056
12	43,430	43,430	45,176	45,176	47,556	47,556
13	43,930	43,930	45,876	45,876	48,056	48,056
14	44,430	44,430	46,176	46,176	48,556	48,556
15	44,930	44,930	46,876	46,876	49,056	49,056
16	45,430	45,430	47,176	47,176	49,556	49,556
17	45,930	45,930	47,876	47,876	50,056	50,056
18	46,430	46,430	48,176	48,176	50,556	50,556
			48,876	48,876	51,056	51,056

Average rev 7-1-11

Years of Experience	C117		Learned Masters Teacher	
	EA 33,386 Base +450	EA + Certification 33,386 Base +450		
0	33,388	35,388		
1	33,836	35,836		
2	34,288	36,288		
3	34,736	36,736		
4	35,186	37,186		
5	35,636	37,636		
6	36,088	38,088		
7	36,536	38,536		
8	36,988	38,988		
9	37,436	39,436		
10	37,886	39,886		
11	38,336	40,336		
12	38,786	40,786		
13	39,236	41,236		
14	39,686	41,686		
15	40,136	42,136		
16	40,586	42,586		
17	41,036	43,036		

Proposed Salary Grid for the Arkansas School for the Deaf
Compared to Little Rock, North Little Rock, Pulaski County, and Cabot

Principal

Years of Service	0	1	2	3	4	5	6	7	8	9	10
Increment	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00
MA+Cert (C126)	\$ 56,900.00	\$ 58,300.00	\$ 59,700.00	\$ 61,100.00	\$ 62,500.00	\$ 63,900.00	\$ 65,300.00	\$ 66,700.00	\$ 68,100.00	\$ 69,500.00	\$ 70,900.00
Current ASB/ASD	\$ 50,029.00					\$ 53,109.00					\$ 65,324.00
Years of Service		11	12	13	14	15	16	17	18	19	20
Increment		\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00
Current ASB/ASD		\$ 72,600.00	\$ 74,300.00	\$ 76,000.00	\$ 77,700.00	\$ 79,400.00	\$ 81,100.00	\$ 82,800.00	\$ 84,500.00	\$ 86,200.00	\$ 87,900.00

Current Career top of grade

C126 = \$83,742

After top out pay \$1,700 lump sum each year

Central AR

Average

0	\$ 64,933.78
5	\$ 71,989.85
10	\$ 79,771.00
15	\$ 88,058.00
Max	\$ 96,150.18

Current

ASB

Entry - 0	\$ 50,029.00
Base - 5	\$ 53,109.00
Midpoint - 10	\$ 65,324.00
Maximum - 15	\$ 77,539.00
Career - Top	\$ 83,742.00

Current Admins	Years	Current	Proposed	Difference
Flint Fears	4	\$ 53,999.00	\$ 62,500.00	\$ 8,501.00
Lonya Robertson	7	\$ 57,770.00	\$ 57,880.00	\$ 110.00

Assistant Principal

Years of Service	0	1	2	3	4	5	6	7	8	9	10
Increment		\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
Current ASB/ASD	\$ 47,380.00	\$ 48,880.00	\$ 50,380.00	\$ 51,880.00	\$ 53,380.00	\$ 54,880.00	\$ 56,380.00	\$ 57,880.00	\$ 59,380.00	\$ 60,880.00	\$ 62,380.00
Current ASB/ASD	\$ 43,127.00					\$ 45,677.00					\$ 57,806.00
Years of Service		11	12	13	14	15	16	17	18	19	20
Increment		\$ 1,600.00	\$ 1,600.00	\$ 1,600.00	\$ 1,600.00	\$ 1,600.00	\$ 1,600.00	\$ 1,600.00	\$ 1,600.00	\$ 1,600.00	\$ 1,600.00
Current ASB/ASD		\$ 63,880.00	\$ 65,380.00	\$ 66,880.00	\$ 68,380.00	\$ 69,880.00	\$ 71,380.00	\$ 72,880.00	\$ 74,380.00	\$ 75,880.00	\$ 77,380.00

Current Career top of grade

C123 = \$75,312

After top out pay \$1,450 lump sum each year

Central AR

Average

0	\$ 49,380.10
5	\$ 56,633.27
10	\$ 63,917.00
15	\$ 72,273.60
Max	\$ 76,585.70

ASB

Grade C123

Entry - 0	\$ 43,217.00
Base - 5	\$ 45,877.00
Midpoint - 10	\$ 57,806.00
Maximum - 15	\$ 69,734.00
Career - Top	\$ 75,312.00

Proposed Salary Grid for Arkansas School for the Blind
 Compared to Little Rock, Pulaski County, North Little Rock, Cabot

Principal

Years of Service	0	1	2	3	4	5	6	7	8	9	10
Increment	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00
Proposed	\$ 56,900.00	\$ 58,300.00	\$ 59,700.00	\$ 61,100.00	\$ 62,500.00	\$ 63,900.00	\$ 65,300.00	\$ 66,700.00	\$ 68,100.00	\$ 69,500.00	\$ 70,900.00
Current ASB/ASD	\$ 50,029.00					\$ 53,109.00					\$ 65,324.00
Years of Service		11	12	13	14	15	16	17	18	19	20
Increment		\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00
Proposed		\$ 72,600.00	\$ 74,300.00	\$ 76,000.00	\$ 77,700.00	\$ 79,400.00	\$ 81,100.00	\$ 82,800.00	\$ 84,500.00	\$ 86,200.00	\$ 87,900.00
Current ASB/ASD						\$ 77,539.00		\$ 83,742.00			

Current Career top of grade -

C126 = \$83,742

After top out pay \$1,700 lump sum each year

Central AR

Average

0	\$ 64,933.78
5	\$ 71,989.85
10	\$ 79,771.00
15	\$ 88,058.00
Max	\$ 96,150.18

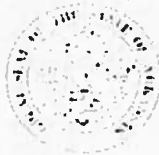
Current

ASB

Entry - 0	\$ 50,029.00
Rate - 5	\$ 53,109.00
Midpoint - 10	\$ 65,324.00
Maximum - 15	\$ 77,539.00
Career - Top	\$ 83,742.00

ASB Principals	Years	Current	Proposed	Difference
Sharon Berry	15	\$ 77,798.64	\$ 79,400.00	\$ 1,601.36
Jennifer Benedetti	0	\$ 50,029.00	\$ 56,900.00	\$ 6,871.00

New administrators to the district are placed on the scale based on the following factors: Administrative Experience, Education



ASD

Arkansas School for the Deaf

2400 West Markham • Little Rock, AR 72206 • (501) 324-9506 • (501) 324-9553 Fax
Dr. Janet Dickinson, Superintendent

May 4, 2016

Kay Barnhill, Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
P.O. Box 3278
Little Rock, AR 72203-3278

The Arkansas School for the Deaf is requesting continuation of special entry rates for teachers, counselors, librarians and other educational professionals in accordance with the special language as approved in the agency's appropriation act. The following special language of Act 70 of the 90th General Assembly of Fiscal Session 2016 states the following:

SECTION 13. SPECIAL LANGUAGE, NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. SPECIAL RATES OF PAY. Due to the need to meet the minimum compensation schedule as established by Act 74 of the 2nd Extraordinary Session of the 84th General Assembly, or its successor, for public school teachers, counselors, and librarians and other education professionals as listed in subsection (a) below, the Arkansas School for the Deaf authorized to adjust current or new employees to at least the minimum level of compensation for public school employees.

For current or new employees in the positions listed in the section below, the Arkansas School for the Deaf may implement salary adjustments to maintain equity between their teacher salaries and those of Central Arkansas Public School Systems, after a plan for determining and implementing those adjustments has been reviewed by the Office of Personnel Management and by the Personnel Committee of the Arkansas Legislative Council and approved by the Chief Fiscal Officer of the State.

For purposes of implementing the plan, the Arkansas School for the Deaf is authorized special rates of pay up to maximum on the new Career Service Pay Plan

MISSION STATEMENT

Working Together to Create Learning Opportunities for Academic Excellence and Personal Independence

Kay Barnhill, Personnel Administrator
Arkansas Department of Finance and Administration
May 4, 2016
Page 2


<u>TITLE</u>	<u>GRADE</u>
Certified Bachelors Teacher	C117
Certified Masters Teacher	C119
Certified Masters Degree Librarian	C119
Education Counselor	C119
School Speech Pathologist	C119
School Principal	C126
Assistant Principal	C123
Teacher Supervisor	C120
Educational Specialist	C120

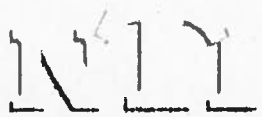
Funding for the minimum compensation provided for in this section that is supported in whole or in part from general revenues, shall, if required, be provided by a transfer from the Merit Adjustment Fund to the proper fund or fund account and in such amounts as determined by the Chief Fiscal Officer of the State. The Arkansas School for the Deaf shall, in addition to the funds provided in this Act for Annual Career Service Recognition Payments from the Merit Adjustment Fund, make available any funding generated from agency salary savings for such purposes from the funds or fund accounts as provided by law. The provisions of this section shall be in effect only from July 1, 2016 through June 30, 2017.

The agency's request is based on the need to maintain equity between teacher salaries and those of Central Arkansas Public School Systems. The attachments reflect the pay scale that the schools are requesting to implement and also reflect salary levels for various educational levels and years of experience.

Your consideration of this request is appreciated.

Sincerely,


Janet Dickinson, Superintendent
Arkansas School for the Deaf



NORTHWEST TECHNICAL INSTITUTE

P.O. Box 2001 • 700 So. G. Missouri Rd.
Springdale, AR 72765-2001
479) 751-8821
Fax: 479) 751-1190

Ms. Kay Barnhill,
State Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
5907 West 7th St., Suite 201
Post Office Box 3278
Little Rock, AR 72203-3278

May 16, 2016

Re: Salary Grid – Performance Based Teacher Education Program

Dear Ms. Barnhill,

A salary grid is currently in place for full-time instructors participation the Performance Based Teacher Education program (PBTE). Participation in the PBTE program is a requirement for Career & Technical Faculty, Specialized Technical Faculty or Nurse Instructor who at the time of hire, into a full time position, does not hold a current Arkansas teachers license. It is possible for instructors to obtain two 3% salary increases provided they meet the program requirements. During the current fiscal year, NTI had no instructors qualify for the salary increase, as new instructors must work for the Institute for 2 years before they qualify. We anticipate our new instructors will qualify during the next fiscal year. We are requesting authorization to continue with the salary grid in fiscal year 2016/2017.

Thank you for your consideration of this request. Please feel free to contact me if you should have any questions or require additional information.

Respectfully,

Mike Hamley
Vice President Finance and Operations
Northwest Technical Institute

CC: File

MH/dr

professional activities. Your teaching skills will be developed and refined as you progress through the module program. Your participation in the PBTE program will require you to demonstrate competence in teaching activities essential to quality instruction.

In addition to the PBTE module program, all instructors are required to complete Continuing Education Units. The CEU can be obtained in one or a combination of three methods:

1. 160 clock hours in industry
2. 40 clock hours of planned and organized instructional activity
3. A course of three semester credit hours from an accredited college or university. The course must pertain to your field of instruction.

Along with the required modules, four CEUs are needed to advance to each program level. Once the instructor has obtained the Master level, four CEUs are required every eight years. Completed CEUs are kept in the individual personnel files.

A list of module titles is provided for your review. A total of 132 modules are included in the program. Completion of 31 predetermined modules is a requirement for continued employment. You are not required to continue with the program after completing the mandatory 31 modules. However, if you should elect to continue, there is monetary gain for your participation.

At the time of hire, instructors are at level one, Associate Instructor. *You may remain at this rank for no more than 3 years.* When the 31 predetermined modules and 4 continuing education units are completed, the instructor's title will become Instructor. The third level is Senior Instructor and can be obtained with the completion of a total of 64 modules and an additional 4 continuing education units. The fourth and final level is Master Instructor. This level is accomplished with the completion of a total of 100 modules and 4 additional continuing education units. Instructors who complete the Senior level will receive a 3% salary increase. An additional 3% salary increase will be available to instructors who complete the Master level. Instructors must remain at each level for a minimum of one year.

The PBTE module booklets are on file in the NTI library. You can check out modules at your convenience, but remember other instructors may be participating in the program and booklets should be returned as quickly as possible. You will need to photocopy the page that includes the Module Title and Number. This page will be used to attach and submit your documentation to the module advisor.

NTI is fortunate to have an on-site advisor to answer questions and give direction. The advisor is responsible for grading and recording the instructor's module progress and reporting this progress to the Personnel Manager who will file the information in the employee's personnel file.

STATE OF ARKANSAS



Department of
Career Education

Asa Hutchinson
Governor

Charisse Childers, Ph.D.
Director

Tuesday, May 17, 2016

Kay Barnhill Terry, State Personnel Administrator
Office of Personnel Management, Suite 201
Arkansas Department of Finance and Administration
Post Office Box 3278
Little Rock, Arkansas 72203-3278

SUBJ: Fiscal Year 2017 Teacher's Salary Grid Authorization

Dear Ms. Terry:

This letter is a request to continue and to uniformly authorize the Teacher's Salary Schedule for all educators in the Arkansas Department of Career Education. Uniform application for all educators will correct an oversight, and establish equity among these certified and licensed professionals. Professional credentials are essential to support our workforce development programs and services.

Continued salary grid authorization for all ACE educator positions will enable our agency to be competitive with charter, public, private, and parochial school employers for credentialed personnel. This agency follows the salary grid procedures as established in 2009.

We respectfully request FY2017 Teacher's Salary Compensation authorization for all educators in the agency. Your support of our request is appreciated. Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Charisse Childers".

Charisse Childers, Ph.D., Director
Arkansas Department of Career Education

CMC:rc

Enclosure

Arkansas Department of Career Education: Business Area 0590

Renewal Information Narrative: July 1, 2015 to May 20, 2016

The information in this renewal narrative is presented in the position order as shown on the Excel spreadsheet. A formal letter to request continued use of the Teacher's Salary Grid in FY2017 for recruitment and retention is submitted with this narrative.

ACE Division Manager, Class Code G010C Grade C128, Position Number: 22080369

This position was staffed with a current employee as a competitive promotion, with the state policy authorized ten percent (10%) annual salary increase.

ACE Program Coordinator, Class Code E061C, Grade C123: There were three (3) positions staffed during the reporting period: position numbers 22080357; 22080358; and 22080361. Each position was staffed with a current employee as a competitive promotion, with the state policy authorized ten percent (10%) annual salary increase.

ACE Program Advisor, Class Code E062C, Grade C122: The Teacher's Salary Grid was effectively used to determine the annual salary for the following three (3) Program Advisor positions:

<u>Position Number</u>	<u>Employee Salary</u>	<u>\$41,159 Entry Salary</u>
22080345	60,816	19,657
22080333	50,135	8,876
22080336	44,850	3,691
Total Difference:		32,324

Inventory Control Manager, Class Code V020C, Grade 113: Position Number 22160633 was staffed with a current employee as a competitive promotion, with the state policy authorized ten percent (10%) annual salary increase. The entry level salary for a Grade C113 position is \$26,531. The annual salary for the current employee in this position is \$31,881, which is a \$5,350 difference from the entry salary.

Office of Skills Development Deputy Director, Class Code E005N, Grade N910: The current employee was appointed by Governor Hutchinson to position number 22162870. The entry salary for a Grade N910 position is \$92,515. The incumbent was approved for a \$105,080 annual salary, which is a \$12,565 difference.

ACE Division Manager, Class Code G010C, Grade C128: Although the recruitment period for position number 22163674 has ended, a candidate has not been approved as of the submission date of this report.

Fiscal Support Manager, Class Code A038C, Grade C123: Although the recruitment period for position number 22163675 has ended, a candidate has not been approved as of the submission date of this report.

0010



STATE OF ARKANSAS
**Department of Finance
and Administration**

OFFICE OF ADMINISTRATIVE SERVICES
Human Resources
1515 West Seventh Street, Suite 102
Post Office Box 2485
Little Rock, AR 72203-2485
Phone: (501) 324-9065
Fax: (501) 683-2174
<http://www.arkansas.gov/dfa>

May 20, 2016

Kay Barnhill, Administrator
Office of Personnel Management
Department of Finance and Administration
1509 West 7th Street, Suite 201
Little Rock, AR 72201

Dear Ms. Barnhill:

The Arkansas Department of Finance and Administration is requesting a continuation of certification compensation for all positions listed in the Salary Administration Grids for the Revenue Division, the Office of Accounting, and the Office of Internal Audit.

Your favorable consideration of this request is appreciated.

Sincerely,

A handwritten signature in cursive script that reads "Amy Valentine".

Amy Valentine
DFA Human Resources Manager



Arkansas Department of Health

4315 West Markham Street • Little Rock, Arkansas 72205-3867 • Telephone (501) 661-2000

Governor Asa Hutchinson

Nathaniel Smith, MD, MPH, Director and State Health Officer

May 19, 2016

Ms. Kay Barnhill, State Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
1509 West 7th Street
Little Rock, Arkansas 72203

Re: Continuation of Salary Grid for Health Physicist, Class Code B063, Grade C119

Dear Ms. Barnhill:

The Department of Health is requesting approval for continuation of the salary grid for Health Physicist, Class Code B063C, grade C119.

Over the past years, we were successful in recruiting and retaining qualified applicants. The Department would like to continue the process that we have made by continuing the salary grid for the Health Physicist.

The Health Physicist is in demand and it requires high levels of job-specific training and experience. The Arkansas Department of Health needs to make certain that we are able to recruit and retain qualified applicants by maintaining the continuation of the Health Physicist's salary grid.

If you need additional information, please contact me at (501) 661-2440.

Sincerely

Joyce Watson,
Human Resources Manager
Arkansas Department of Health



Arkansas Department of Health

4815 West Markham Street • Little Rock, Arkansas 72205-3867 • Telephone (501) 661-2000

Governor Asa Hutchinson

Nathaniel Smith, MD, MPH, Director and State Health Officer

May 19, 2016

Ms. Kay Barnhill, State Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
1509 West 7th Street
Little Rock, Arkansas 72203

**Re: Continuation of Salary Grid for Epidemiologist and movement of current employees through the
Epidemiologist Salary Grid for Class Code I.028C, Grade C122**

Dear Ms. Barnhill

The Arkansas Department of Health, Center for Public Health Practice, Epidemiology Branch, is requesting approval for continuation of the salary grid for Epidemiologist, Class Code I.028C, Grade C122.

The salary grid for Epidemiologist allowed for varying entry salaries depending on the Epidemiologist's education and experience. The Department of Health is therefore requesting continuation of the previous approved option of moving current Epidemiologists through the Epidemiologist salary grid as approved previously by the Office of Personnel Management.

Approval of the Epidemiologist Salary Grid would ensure that we are able to recruit and retain qualified applicants for the agency. If you need additional information, please contact me at (501) 661-2440.

Sincerely

Joyce Watson,
Human Resources Manager
Arkansas Department of Health



Division of Administrative Services

Office of Finance Administration

Human Resources/Personnel

P.O. Box 1437, Slot WG-1 Little Rock, AR 72203-1437
501-682-6455 Fax: 501-683-4351



May 19, 2016

Mr. Larry W. Walther
Director
Department of Finance and Administration
Office of Personnel Management
1509 West 7th Street
Little Rock, Arkansas 72203

RE: Continuation of Counseling Salary Pay Grid for FY 2017

Mr. Walther:

In accordance with Act 688 of the 2009 Regular session, section 21-5-222 (a)(1), the Department of Human Services is requesting permission to continue its use of the Counseling Pay Grid. We are not requesting any changes to our current utilization procedures.

The Counseling Pay Grid's requested classifications include:

<u>TITLE</u>	<u>CLASS CODE</u>	<u>GRADE</u>
Psychological Examiner	L033C	C121
Psychologist	L003C	C127
Psychologist Supervisor	L001C	C129
Licensed Professional Counselor	M020C	C119
Licensed Social Worker	M026C	C118
Licensed Master Social Worker	M088C	C120
Licensed Certified Social Worker	M009C	C121

Should further information be required, please contact me at 683-5928.

Sincerely,

George Bryant
DHS HR Administrator



Asa Hutchinson
Governor

State of Arkansas

ARKANSAS STATE POLICE

1 State Police Plaza Drive Little Rock, Arkansas 72209-4822 www.asp.arkansas.gov

"SERVING WITH PRIDE AND DISTINCTION SINCE 1935"



William J. Bryant
Director

May 13, 2016

ARKANSAS
STATE POLICE
COMMISSION

Frank Guntz, Jr.
Chairman
Paragould

Dr. Lewis Shepherd
Vice-Chairman
Arkadelphia

John Allison
Secretary
Coppard

Bob Burns
Little Rock

Jane Dunlap Christenson
Harrison

Neff Basore
Bella Vista

Bill Benton
Dexter Springs

Ms. Kay Terry
Arkansas Department of Finance & Administration
Office Personnel Management
Post Office Box 3278
Little Rock, Arkansas 72203

RE: Agency 0960 - FY17 Request for Renewal of the ASP Pay Plan Grid

Dear Ms. Terry:

As directed by legislation, the Arkansas State Police is requesting renewal of the ASP Pay Plan Grid for Fiscal Year 2017. This request is being made in an effort to meet the goals and objectives of this department, as well as enhance recruitment and retention of employees. The pay plan grid includes a minimum entry salary for all State Troopers of \$36,000. New recruits will enter Troop School at the rate of \$34,500, grade C118, and upon completion of Troop School, their salary will be increased to \$36,000. After four and a half years as a commissioned officer, these employees will be eligible for a promotion to Trooper 1st Class, grade C119. After seven and a half years as a commissioned officer, the employee would be eligible for a promotion to the rank of Corporal, grade C121. Advancement beyond the level of Corporal would adhere to normal ASP promotional procedures; however, disciplinary actions taken against an employee may delay the process.

In addition, I am requesting approval to continue utilizing the following midpoint entry rates previously established for the ranks of Sergeant, Lieutenant, Captain, Major, and ASP Deputy Director/Lt. Colonel as follows:

Title	Grade	Class Code	Current Rate
Sergeant	C124	T011C	\$60,214
Lieutenant	C126	T007C	\$65,324
Captain	C128	T003C	\$70,849
Major	C130	T001C	\$76,819
ASP Deputy Director/Lt. Colonel	N908	N057N	\$96,228

I am also requesting to continue the following established "job series" for the classifications specified below:

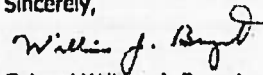
	Downgraded Level	Authorized Level
Title:	ASP/CACD Investigator	ASP/CACD Sr. Investigator
Grade:	C117	C118
Class Code:	X107C	X090C
Title:	ASP/CACD Hotline Operator	ASP/CACD Sr. Hotline Operator
Grade:	C113	C114
Class Code:	T074C	T102C
Title:	Fingerprint Technician	ASP AFIS Technician
Grade:	C111	C112
Class Code:	X178C	X189C

The request to renew "job series" for the classifications indicated above is being made in order to continue promoting individuals within departmental positions who meet pre-established and approved criteria.

Lastly, I am requesting continuation of the approved second language differentials for those positions that satisfy the pre-established criteria and have been tested and certified according to OPM procedures. ASP operates from various facilities located across the state. Data from the U.S. Census Bureau supports our justification to utilize second language differential due to the continued growth of the Hispanic population within the state.

Your review and consideration of this request is greatly appreciated. Should you have any questions or require any additional information, please contact Ms. Harmony Daniels, Human Resources Manager at (501) 618-8193.

Sincerely,


Colonel William J. Bryant
Agency Director

WJB/hd

cc. Personnel



**Office of the
Medicaid Inspector General**

323 Center Street, Suite 1200 · Little Rock, AR 72201
501-682-8349 · Fax: 501-682-8350



MEMORANDUM

TO: Jennifer Davis
OPM

FROM: Elizabeth Smith
Office of the Medicaid Inspector General

DATE: 05/20/2016

SUBJECT: OMIG Nursing Grid Continuation Request

The Office of the Medicaid Inspector General would like to continue utilizing the nursing grid to recruit qualified nursing applicants for the Registered Nurse and Registered Nurse Supervisor positions.

The Nurse Manager completes the nursing grid when a qualified applicant is selected for hire. Due to budget constraints we may not be able to offer the grid nursing salary but offer what is allowed in the budget at the time.

Attached is the nursing grid OMIG adopted from the Department of Human Services.

Thank you.



Office of the Director, Fiscal and Human Resources
501 Woodlane Drive, Suite 230C Little Rock, AR 72201
Phone: (501) 683-1787 | Fax: (501) 682-4823

Asa Hutchinson
Governor

Matt Snead
Director

May 20, 2016

Ms. Kay Burnhill
State Personnel Administrator
Department of Finance and Administration
1509 W. 7th Street
Little Rock, AR 72201

RE: Nursing Grid and Geographical Differential Renewal Request

Dear Ms. Burnhill:

The Arkansas Department of Veterans Affairs is requesting OPM's permission to use the approved statewide nursing grid for determining nursing salaries at our Fayetteville Veterans Home for the upcoming fiscal year, July 1, 2016 – June 30, 2017. The use of the grid was previously granted for ADVA.

We are requesting to continue the use of a six percent (6%) geographical differential in determining nursing salaries based up location at our Fayetteville Veterans Home.

Please feel free to contact me at (501)683-1386 with any questions or clarification you may have.

Sincerely,

A handwritten signature in cursive script that reads "Sara Terry".

Sara Terry
Assistant Personnel Manager



ARKANSAS SCHOOL FOR THE BLIND

(ESTABLISHED 1859)

2600 WEST MARKHAM - P.O. BOX 668
LITTLE ROCK, ARKANSAS 72203
(501) 296-1810 - FAX (501) 663-3536
TTY/TDD: (501) 296-1833

May 20, 2016

Kay Barnhill
DFA Personnel Administrator
Office of Personnel Management
Department of Finance & Administration
1509 West 7th Street
Little Rock, AR 72201

Ms. Barnhill,

The Arkansas School for the Blind (ASB) is requesting to continue to utilize the statewide Nursing Grid for fiscal year 2017. The grid is necessary to recruit and retain qualified nurses within our geographic region and to maintain equity between ASB nurse salaries and nurse salaries of those of the Central Arkansas Public Schools.

We appreciate your consideration of this matter. If you have any questions, please feel free to contact Melinda Terry at (501) 603-3525 or Melinda.Terry@asb.k12.ar.us.

Sincerely,

A handwritten signature in black ink, appearing to read "J Hill".

Jim Hill
Superintendent

Cc: Melinda Terry

**ASD**

Arkansas School for the Deaf2400 West Markham • Little Rock, AR 72205 • (501) 324-9506 • (501) 324-9553 Fax
Dr. Janet Dickinson, Superintendent

May 4, 2016

Kay Barnhill, Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
P.O. Box 3278
Little Rock, AR 72203-3278

The Arkansas School for the Deaf is requesting continuation to utilize the Nursing Grid for fiscal year 2017. The usage of the grid is very beneficial to this agency to be able to hire qualified Nurses within our geographical area.

Your consideration of this request is appreciated.

Sincerely,

A handwritten signature in cursive script, appearing to read "Janet Dickinson".

Janet Dickinson
Superintendent
Arkansas School for the Deaf

MISSION STATEMENT

Working Together to Create Learning Opportunities for Academic Excellence and Personal Independence

ARKANSAS SCHOOL FOR THE DEAF

<u>Policy Type</u>	<u>Subject of Policy</u>	<u>Policy No.</u>
Administrative	ASD Communication Policy	1006

- 1) **PURPOSE:** The purpose of this policy is to establish agency philosophy for a communication environment for the deaf and hard of hearing.
- 2) **COMMUNICATION PHILOSOPHY:** The Arkansas School for the Deaf (ASD) is committed to a barrier-free communication environment that ensures the academic, social and vocational development of each student who is deaf or hard of hearing. The rights of each individual to clear and meaningful communication will be respected and staff members are to sign at all times when individuals who are deaf or hard of hearing are present. All employees are required to possess skills which will allow them the ability to incorporate a variety of communication modalities to ensure effective communication proficiency as required by their job assignment.

ASD has selected the Sign Communication Proficiency Interview (SCPI) as the tool to assess the sign language communication proficiency of staff.

3) **MONETARY AWARDS**

Act 1461 of 2001 allows for up to ten percent (10%) increase in pay to any employee whose specific job assignment requires the skill to communicate in a language other than English, including American Sign Language, and which skill is required as a secondary minimum qualification by classification specification for the position occupied by the employee. In those instances where granting of the additional compensation would have the effect of exceeding the maximum annual rate for the grade assigned to the employee's compensation, the additional compensation shall not be considered as exceeding the maximum allowable rate for the grade.

An employee who is receiving additional compensation under the provisions of this section and who moves into a position that does not qualify for the compensation shall revert on the effective date of the change to the rate of pay which the employee would otherwise receive.

The following positions specific job assignments require a secondary minimum qualification to communicate in American Sign Language as based in Act 1461 of 2001 and the second language is used at least 25% of the time in the job as based in the Office of Personnel Management guidelines in order to be eligible:

Principal
Assistant Principal
Residential Life Coordinator
Student Service Director
Teacher (excluding positions in the Outreach Department)
Paraprofessional
Speech Language Pathologist

ARKANSAS SCHOOL FOR THE DEAF

<u>Policy Type</u>	<u>Subject of Policy</u>	<u>Policy No.</u>
Administrative	ASD Communication Policy	1006

Dorm Supervisor
Dorm Staff
Counselor
Audiologist (excluding positions in the Outreach Department)
Librarian
Staff Development Specialist/Communication Specialist
Nurse
Psychological Examiner
School Secretary

Staff in these positions are required to take sign language classes and/or participate in professional development activities related to sign language development/improvement until they attain a level of Advanced on the SCPI. Proof of attendance/documentation at sign language improvement activities will be required annually and will be part of employee's evaluation. Professional development activities related to sign language development/improvement may include: 1) interpreting workshops, deaf community and school events, silent lunch or dinner, deaf social time; 2) specific content area vocabulary development with signing specialists; 3) web-based sign development activities; 4) ASL immersion activities; and 5) other activities as approved by supervisor.

Employees in these positions will be required to be assessed every three (3) years to determine progress toward attainment of their assigned level. Once an employee obtains the Superior Level, he/she will not have to be retested. Staff may request an additional testing but no more than once per year.

Compensation shall be awarded at the following amounts:
10% salary increase for Superior or Superior Plus
7.5% salary increase for Advanced or Advanced Plus
5% for Intermediate or Intermediate Plus

Any new position with specific job assignments that require a secondary minimum qualification to communicate in American Sign Language as based in Act 1461 of 2001 and the second language is used at least 25% of the time in the job as based in the Office of Personnel Management guidelines will be eligible for the compensation.

Authority to implement and to award special rates of pay is after approval by the Office of Personnel Management and after review and approval of the Legislative Council.

ARKANSAS SCHOOL FOR THE DEAF

<u>Policy Type</u>	<u>Subject of Policy</u>	<u>Policy No.</u>
Administrative	ASD Communication Policy	1006

4) SCPI 2.5% Monetary Award

Staff in non-educational ASD positions are required to obtain a level of Survival Plus designated for compensation pursuant to Act 1461 Of 2001 qualifies for the 2.5% differential after attaining their required level.

Staff in these positions is required to take sign language classes until they attain a level of Survival Plus.

Staff must have completed one year of employment at the Arkansas School for the Deaf, must have received a rating of satisfactory or better on the annual performance evaluation, and certification of attending sign language class after the employee's hire date to qualify for the monetary bonus.

Authority to implement and to award this differential pay is after approval by the Office of Personnel Management and after review and approval of the Legislative Council.

POLICY REVISIONS

The Board of Trustees may revise the ASD Communication Policy. However, any changes must be submitted to the Office of Personnel Management for review and approval before becoming effective and will be made public to the employees of the Arkansas School for the Deaf before becoming effective.

APPROVED BY:

Superintendent, Arkansas School for the Deaf

Date

Chairperson, Arkansas School for the Deaf Board of Trustees

Date

Administrator, Office of Personnel Management

Date

Effective Date: 11/18/10



Arkansas Department of Health

4815 West Markham Street • Little Rock, Arkansas 72205-3867 • Telephone (501) 661-2000

Governor Asa Hutchinson

Nathaniel Smith, MD, MPH, Director and State Health Officer

May 19, 2016

Ms. Kay Barnhill, State Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
1509 West 7th Street
Little Rock, AR 72203

Re: Continuation Requested for Compensation for Registered Nurses for their roles as Supervisor (6% differential) and Local Health Unit Administrator I (10% differential) to the Statewide Nursing Grid

Dear Ms. Barnhill,

The Arkansas Department of Health is requesting continuation of the previous approval for compensation for Registered Nurses for their roles as Supervisors (6% differential) and Local Health Unit Administrators LHU Nursing Administrator (10% differential) under the Statewide Nursing Grid.

The department would like to continue the compensation for the Registered Nurses positions that have taken on the role of LHU Nursing Supervisor. We would like to request continuation of the previous approved existing nursing salary administration grid to award these positions the additional points based on their supervisory experience. We are request to continue the six percent (6%) differential salary adjustment for all future appointments of RNs to the role of LHU Nursing Supervisor.

Also, the Department request continuance of all RNs (grade C120), who subsequently promoting to the position of LHU Administrator I to receive the previously approved compensation of ten percent (10%) under the differential salary adjustment for the Nursing Supervisor Salary Grid. Any RN that receives a 6% increase from the Nursing Supervisor Salary Grid will lose said increase upon promotion to a LHU Administrator position. Attached for your review is the justification outlining our need for this continuation.

Thank you for your help in this matter. If you need additional information, please contact me at: (501) 661-2440.

Sincerely,

Joyce Watson,
Human Resources Manager
Arkansas Department of Health



Arkansas Department of Health

4815 West Markham Street • Little Rock, Arkansas 72205-3867 • Telephone (501) 661-2000

Governor Asa Hutchinson

Nathaniel Smith, MD, MPH, Director and State Health Officer

May 19, 2016

Ms. Kay Barnhill, State Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
1509 West 7th Street
Little Rock, Arkansas 72203

Re: Continuation of Statewide Nursing Salary Grid for Hiring Registered Nurses and Licensed Practical Nurses and the Continuation for Geographical Compensation for Nurse Practitioner, Class Code L018N, Grade N904

Dear Ms. Barnhill:

The Arkansas Department of Health is requesting approval for continuation of the Statewide Salary Grid for hiring Registered Nurses and Licensed Practical Nurses under the previously approved grid. This continuation for the Statewide Nursing Salary Grid is based upon the previous approved Uniform Classification and Compensation Act 688 of 2009. We are also requesting approval for the continuation of the previous approved Nurse Practitioner Grid and the continuation of the previous approved geographical differential for Nurse Practitioners who are hired to work in Benton Washington, Crawford and Sebastian Counties (Northwest Arkansas).

The Arkansas Department of Health is requesting that the previously approved Statewide Nurse Grid include the following for the nurse classifications: Certification, Geographic and Hazardous Duty differential pay. We understand that for Nurse Practitioner the Geographical Differential approval is valid for only for the Geographical Differential for four counties only: Benton, Washington, Crawford and Sebastian Counties and the Nurse Practitioner would lose the geographical differentials upon leaving their position or classification.

In order to successfully recruit and retain nursing applicants the continuance of these compensations are essential for calculating nurse's salaries. The Arkansas Department of Health needs to ensure that we are able to recruit and retain qualified applicants by continuation of the Statewide Nursing Grid and the differentials compensation pay for these nurse classifications.

Thank you for your help in this matter and if you need additional information, please contact me at (501) 661-2440.

Sincerely,

Joyce Watson,
Human Resources Manager
Arkansas Department of Health



Division of Administrative Services

Office of Finance Administration

Human Resources/Personnel

P.O. Box 1437, Slot WG-1 · Little Rock, AR 72203-1437
501-682-6455 Fax: 501-683-4351



May 19, 2016

Mr. Larry W. Walther
Director
Department of Finance and Administration
Office of Personnel Management
1509 West 7th Street
Little Rock, Arkansas 72203

RE: Continuation of Nursing Salary Pay Grid for FY 2017

Mr. Walther:

In accordance with Act 688 of the 2009 Regular session, section 21-5-222 (a)(1), the Department of Human Services is requesting permission to continue its use of the Statewide Nurse Salary Pay Grid. It consists of two pay schedules, one for Registered Nurse classifications and one for Licensed Practical Nurses. We are not requesting any changes to our current utilization procedures.

Should further information be required, please contact me at 683-5928.

Sincerely,

A handwritten signature in black ink, appearing to read "George Bryant".

George Bryant
DHS HR Administrator