

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

State of Arkansas  
91st General Assembly  
Fiscal Session, 2018

# A Bill

SENATE BILL 81

By: Joint Budget Committee

## For An Act To Be Entitled

AN ACT TO MAKE AN APPROPRIATION FOR PERSONAL SERVICES  
AND OPERATING EXPENSES FOR THE UNIVERSITY OF CENTRAL  
ARKANSAS FOR THE FISCAL YEAR ENDING JUNE 30, 2019;  
AND FOR OTHER PURPOSES.

## Subtitle

AN ACT FOR THE UNIVERSITY OF CENTRAL  
ARKANSAS APPROPRIATION FOR THE 2018-2019  
FISCAL YEAR.

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

SECTION 1. REGULAR SALARIES - OPERATIONS. There is hereby established for the University of Central Arkansas for the 2018-2019 fiscal year, the following maximum number of regular employees.

Item No.	Title	Maximum No. of Employees	Maximum Annual Salary Rate Fiscal Year 2018-2019
<u>TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS</u>			
(1)	President, Univ. of Central Arkansas	1	\$278,850
(2)	Executive Vice-President and Provost	1	\$211,180
(3)	Dean College of Business	1	\$207,254
(4)	Dean Coll of Hlth/Behav. Sciences	1	\$207,254
(5)	Dean Coll of Nat Sci/Mathematics	1	\$207,254



(6)	Executive Vice-President	1	\$182,554
(7)	Executive Asst. to the President	1	\$177,172
(8)	Vice-Pres. For Enrollment Management	1	\$177,172
(9)	Vice-Pres. for Finance & Admin.	1	\$177,172
(10)	Vice-Pres. For Univ. & Gov. Relation	1	\$174,481
(11)	Vice-Pres. for Student Services	1	\$174,481
(12)	Vice-Pres. for Development	1	\$174,481
(13)	Academic Dean	8	\$169,099
(14)	Associate Provost	5	\$159,313
(15)	Associate Vice-President	6	\$153,339
(16)	Chief Technology Officer	1	\$153,339
(17)	Director of Computer Services	1	\$148,507
(18)	General Counsel	1	\$137,325
(19)	Controller	1	\$136,787
(20)	Associate Dean	9	\$135,517
(21)	Director of Development	1	\$134,109
(22)	Assistant Vice-President	2	\$129,883
(23)	Director of Physical Plant	1	\$128,755
(24)	Director of University Relations	1	\$128,507
(25)	Assistant Provost	2	\$128,507
(26)	Registrar	1	\$123,062
(27)	Director of Counseling Center	1	\$121,755
(28)	Director of Planned Giving	1	\$121,755
(29)	Dir of Corp. & Foundation Relations	1	\$121,755
(30)	Dir of Grants & Other Sponsored Prgm	1	\$119,411
(31)	Director of Engineering Systems	1	\$116,307
(32)	Continuing Education Coordinator	1	\$115,355
(33)	Dean of Students	1	\$115,355
(34)	Director of Public Service	1	\$115,355
(35)	Director of Corporate Relations	1	\$113,985
(36)	Assoc. Director of Computer Services	4	\$113,702
(37)	Assoc. Director of Development	2	\$112,777
(38)	Director of Institutional Research	1	\$111,752
(39)	Director of Student Aid	1	\$111,173
(40)	Director of Cooperative Education	1	\$108,241
(41)	Project/Program Administrator	83	

	Project/Program Director		\$106,768
	Project/Program Manager		\$96,757
	Project/Program Specialist		\$83,480
(42)	Associate Controller	1	\$104,113
(43)	Business Manager	1	\$103,665
(44)	Dir. of Admissions	1	\$103,523
(45)	UCA Dir. of University Police	1	\$100,906
(46)	Project Engineer	1	\$100,659
(47)	Director of Major Gifts	1	\$100,181
(48)	Budget Officer	1	\$99,278
(49)	Development Officer	12	\$96,370
(50)	Director of Alumni	1	\$89,396
(51)	Dir. of Publications & Creative Svcs	1	\$88,961
(52)	Director of Internal Audits	1	\$86,303
(53)	Director of Information	1	\$86,061
(54)	Director of Developmental Skills	1	\$85,516
(55)	Assistant Dean of Students	35	\$83,849
(56)	Director of Disability Services	1	\$83,849
(57)	Academic/Student Support	29	
	Student Development Specialist		\$83,849
	Academic Counselor		\$74,202
(58)	Dir. Environ. Health & Safety Prgms.	1	\$83,616
(59)	Coordinator of Intramural Activities	2	\$81,326
(60)	Senior Internal Auditor	1	\$77,936
(61)	Associate for Administration	3	\$77,322

TWELVE MONTH EDUCATIONAL AND GENERAL

CLASSIFIED POSITIONS

(62)	Information Systems Coordinator	1	GRADE C124
(63)	Database Administrator	2	GRADE C124
(64)	Systems Specialist	3	GRADE C124
(65)	Senior Software Support Specialist	1	GRADE C124
(66)	Senior Software Support Analyst	2	GRADE C123
(67)	Network Support Specialist	8	GRADE C123
(68)	HE Public Safety Commander III	3	GRADE C122
(69)	Systems Analyst	3	GRADE C122
(70)	HE Public Safety Commander II	2	GRADE C121

(71)	Software Support Analyst	2	GRADE C121
(72)	HE Public Safety Commander I	3	GRADE C120
(73)	Systems Coordination Analyst	1	GRADE C120
(74)	Buyer Supervisor	1	GRADE C119
(75)	Computer Support Specialist	6	GRADE C119
(76)	Campus Maintenance Supervisor	2	GRADE C119
(77)	Education Counselor	13	GRADE C119
(78)	Fiscal Support Supervisor	2	GRADE C118
(79)	Website Developer	1	GRADE C118
(80)	Digital Broadcast Specialist	1	GRADE C118
(81)	Network Support Analyst	6	GRADE C118
(82)	HE Public Safety Supervisor	5	GRADE C117
(83)	Human Resources Analyst	5	GRADE C117
(84)	Information Systems Analyst	5	GRADE C117
(85)	Computer Support Analyst	2	GRADE C117
(86)	Maintenance Coordinator	4	GRADE C117
(87)	Production Artist	1	GRADE C117
(88)	Skilled Trades Foreman	7	GRADE C117
(89)	Building and Grounds Coordinator	3	GRADE C116
(90)	Buyer	4	GRADE C116
(91)	Construction Inspector	3	GRADE C116
(92)	Construction/Maintenance Coordinator	3	GRADE C116
(93)	Education & Instruction Specialist	1	GRADE C116
(94)	Human Resources Recruiter	2	GRADE C116
(95)	Energy Conservation Coordinator	1	GRADE C116
(96)	Engineer Technician	1	GRADE C116
(97)	HEI Program Coordinator	28	GRADE C116
(98)	Print Shop Manager	1	GRADE C116
(99)	Public Information Specialist	3	GRADE C116
(100)	Public Safety Officer	19	GRADE C116
(101)	Skilled Trades Supervisor	9	GRADE C116
(102)	Software Support Specialist	3	GRADE C116
(103)	Asst Registrar	2	GRADE C115
(104)	Computer Support Technician	9	GRADE C115
(105)	Financial Aid Analyst	5	GRADE C115
(106)	Fiscal Support Analyst	18	GRADE C115

(107)	Library Supervisor	8	GRADE C115
(108)	Maintenance Supervisor	6	GRADE C115
(109)	Payroll Services Specialist	2	GRADE C115
(110)	Skilled Tradesman	32	GRADE C115
(111)	Computer Operator	1	GRADE C114
(112)	Administrative Support Supervisor	1	GRADE C113
(113)	Financial Aid Specialist	4	GRADE C113
(114)	Human Resources Specialist	1	GRADE C113
(115)	Inventory Control Manager	1	GRADE C113
(116)	Landscape Supervisor	2	GRADE C113
(117)	Student Recruitment Specialist	3	GRADE C113
(118)	Administrative Specialist III	54	GRADE C112
(119)	Fiscal Support Specialist	8	GRADE C112
(120)	Instrumentation Technician	3	GRADE C112
(121)	Maintenance Specialist	6	GRADE C112
(122)	Research Assistant	1	GRADE C112
(123)	Coordinator of Housekeeping	4	GRADE C111
(124)	Laboratory Coordinator	2	GRADE C111
(125)	Equipment Mechanic	1	GRADE C110
(126)	Landscape Specialist	2	GRADE C110
(127)	Public Safety Security Officer	8	GRADE C110
(128)	Warehouse Specialist	1	GRADE C110
(129)	Administrative Specialist II	79	GRADE C109
(130)	Duplication Assistant	1	GRADE C109
(131)	Greenhouse Technician	1	GRADE C109
(132)	Heavy Equipment Operator	5	GRADE C109
(133)	Institutional Bus Driver	11	GRADE C109
(134)	Library Technician	23	GRADE C109
(135)	Maintenance Assistant	13	GRADE C108
(136)	Cashier	2	GRADE C108
(137)	Skilled Trades Helper	12	GRADE C108
(138)	Fiscal Support Technician	2	GRADE C108
(139)	Registrar's Assistant	4	GRADE C107
(140)	Administrative Specialist I	9	GRADE C106
(141)	Mail Services Assistant	2	GRADE C105
(142)	Apprentice Tradesman	9	GRADE C105

(143)	Equipment Operator	15	GRADE C105
(144)	Shipping & Receiving Clerk	3	GRADE C105
(145)	Institutional Services Supervisor	7	GRADE C104
(146)	Institutional Services Assistant	58	GRADE C103
<u>TWELVE MONTH EDUCATIONAL AND GENERAL</u>			
<u>ACADEMIC POSITIONS</u>			
(147)	Faculty	74	
	Distinguished Professor		\$180,120
	Professor		\$155,637
	Assoc. Professor		\$144,865
	Asst. Professor		\$123,214
	Instructor		\$101,288
(148)	Department Chairperson	40	\$158,329
(149)	Director of Library	1	\$150,702
(150)	Research Associate	2	\$115,251
(151)	Archivist	1	\$100,608
(152)	Assoc. Librarian	2	\$88,260
(153)	Asst. Librarian	11	\$83,714
(154)	Dir. of Audiovisual Services	1	\$82,817
(155)	Research Assistant	2	\$68,994
<u>NINE MONTH EDUCATIONAL AND GENERAL</u>			
<u>ACADEMIC POSITIONS</u>			
(156)	Faculty	590	
	Distinguished Professor		\$174,335
	Professor		\$152,946
	Assoc. Professor		\$134,095
	Asst. Professor		\$112,251
	Instructor		\$87,587
	Senior Lecturer		\$81,120
	Lecturer II		\$76,050
	Lecturer I		\$70,771
(157)	Part-Time Faculty	200	\$44,081
(158)	Graduate Assistant	270	\$27,644
<u>TWELVE MONTH AUXILIARY ENTERPRISES</u>			
<u>NON-CLASSIFIED POSITIONS</u>			
(159)	Senior Physician	1	\$195,373

(160)	Head Football Coach	1	\$186,195
(161)	Head Coach/Athletic Director	1	\$174,429
(162)	Head Basketball Coach	2	\$162,688
(163)	Physician	1	\$129,376
(164)	Assoc. Dir. of Athletics	2	\$121,682
(165)	Head Coach	11	\$114,869
(166)	Dir. of Auxiliary Enterprises	1	\$110,345
(167)	Project/Program Administrator	26	
	Project/Program Director		\$106,768
	Project/Program Manager		\$96,757
	Project/Program Specialist		\$83,480
(168)	Patient Care Supervisor	1	\$98,400
(169)	Compliance Coordinator	1	\$94,886
(170)	Director of Housing	1	\$91,175
(171)	Assistant Coach	25	\$90,298
(172)	Assistant Athletic Director	5	\$90,298
(173)	Athletic Trainer	1	\$90,298
(174)	Asst. Strength/Conditioning Coach	1	\$90,298
(175)	Registered Nurse Practitioner	2	\$87,066
(176)	Coordinator of Athletic Facilities	1	\$75,961
(177)	Campus Equip. & Facilities Specialist	3	\$52,952

TWELVE MONTH AUXILIARY ENTERPRISES

CLASSIFIED POSITIONS

(178)	Campus Maintenance Supervisor	1	GRADE C119
(179)	Computer Support Specialist	1	GRADE C119
(180)	Information Systems Analyst	1	GRADE C117
(181)	UCA Asst Director of Housing	3	GRADE C117
(182)	HEI Program Coordinator	8	GRADE C116
(183)	Skilled Trades Supervisor	1	GRADE C116
(184)	Education and Instruction Specialist	2	GRADE C116
(185)	Fiscal Support Analyst	5	GRADE C115
(186)	Skilled Tradesman	6	GRADE C115
(187)	Food Preparation Manager	2	GRADE C114
(188)	Licensed Practical Nurse	7	GRADE C113
(189)	Special Events Coordinator	1	GRADE C112
(190)	Fiscal Support Specialist	5	GRADE C112

(191)	Administrative Specialist III	5	GRADE C112
(192)	Coordinator of Housekeeping	1	GRADE C111
(193)	Food Preparation Supervisor	5	GRADE C111
(194)	Campus Postmaster	1	GRADE C110
(195)	Health Services Specialist II	1	GRADE C110
(196)	Administrative Specialist II	5	GRADE C109
(197)	Certified Nursing Assistant	1	GRADE C109
(198)	Student Union Section Manager	1	GRADE C109
(199)	Fiscal Support Technician	1	GRADE C108
(200)	Institutional Services Shift Supv.	1	GRADE C107
(201)	Mail Services Coordinator	1	GRADE C107
(202)	Administrative Specialist I	1	GRADE C106
(203)	Residential Care Assistant	6	GRADE C106
(204)	Cook	2	GRADE C104
(205)	Institutional Services Supervisor	4	GRADE C104
(206)	Institutional Services Assistant	25	GRADE C103

CONTINGENCY POSITIONS - FOOD SERVICE

CLASSIFIED POSITIONS

(207)	Dietitian	1	GRADE C117
(208)	Food Preparation Supervisor	1	GRADE C111
(209)	Cook	1	GRADE C104
(210)	Food Preparation Specialist	1	GRADE C104
(211)	Food Preparation Technician	<u>1</u>	GRADE C102

MAX. NO. OF EMPLOYEES 2,253

SECTION 2. EXTRA HELP - OPERATIONS. There is hereby authorized, for the University of Central Arkansas for the 2018-2019 fiscal year, the following maximum number of part-time or temporary employees, to be known as "Extra Help", payable from funds appropriated herein for such purposes: one thousand six hundred (1,600) temporary or part-time employees, when needed, at rates of pay not to exceed those provided in the Uniform Classification and Compensation Act, or its successor, or this act for the appropriate classification.

SECTION 3. APPROPRIATION - STATE OPERATIONS. There is hereby appropriated, to the University of Central Arkansas, to be payable from the

University of Central Arkansas Fund, for personal services and operating expenses of the University of Central Arkansas for the fiscal year ending June 30, 2019, the following:

ITEM NO.	FISCAL YEAR 2018-2019
(01) REGULAR SALARIES	\$54,000,000
(02) EXTRA HELP	4,700,000
(03) PERSONAL SERVICES MATCHING	49,048
(04) MAINT. & GEN. OPERATION	
(A) OPER. EXPENSE	20,000
(B) CONF. & TRAVEL	0
(C) PROF. FEES	0
(D) CAP. OUTLAY	0
(E) DATA PROC.	<u>0</u>
TOTAL AMOUNT APPROPRIATED	<u>\$58,769,048</u>

SECTION 4. APPROPRIATION - CASH FUNDS. There is hereby appropriated, to the University of Central Arkansas, to be payable from cash funds as defined by Arkansas Code 19-4-801 of the University of Central Arkansas, for personal services and operating expenses of the University of Central Arkansas for the fiscal year ending June 30, 2019, the following:

ITEM NO.	FISCAL YEAR 2018-2019
(01) REGULAR SALARIES	\$77,000,000
(02) EXTRA HELP	3,200,000
(03) PERSONAL SERVICES MATCHING	36,000,000
(04) MAINT. & GEN. OPERATION	
(A) OPER. EXPENSE	105,000,000
(B) CONF. & TRAVEL	3,000,000
(C) PROF. FEES	8,000,000
(D) CAP. OUTLAY	16,000,000
(E) DATA PROC.	0
(05) CAPITAL IMPROVEMENTS	105,000,000
(06) DEBT SERVICE	30,000,000

(07) FUND TRANSFERS, REFUNDS AND INVESTMENTS	24,300,000
(08) PROMOTIONAL ITEMS	600,000
(09) OVERTIME	<u>700,000</u>
TOTAL AMOUNT APPROPRIATED	<u><u>\$408,800,000</u></u>

SECTION 5. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. FOOD SERVICE. If the University of Central Arkansas cancels the current contract for food service and chooses to operate the food service with University employees, the President, upon authorization of the Board of Trustees, is allowed to utilize the contingent positions contained in the Regular Salaries - Operations section of this Act, provided he or she has obtained approval from the Department of Higher Education and the Chief Fiscal Officer of the State, who has sought prior review by the Arkansas Legislative Council or Joint Budget Committee.

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

SECTION 6. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. SPECIAL ALLOWANCE. The Board of Trustees of the University of Central Arkansas may make special allowances available to any coach who coaches more than one sport in an amount not to exceed ten thousand dollars (\$10,000) per fiscal year for any one coach. Further, the Board of Trustees of the University of Central Arkansas is hereby authorized to make additional payments to head coaches at the University of Central Arkansas from revenues generated by contracts with vendors of athletic apparel, shoes and other products in such amounts as may be established by the Board of Trustees for performance by the coaches of consulting and other obligations pursuant to contracts between the University and such vendors. Such additional payments to head coaches shall not be considered salary and shall not be deemed or construed to exceed the maximum salaries established for such coaches by the Act. Nothing in this section shall be construed to reduce or eliminate the authority granted elsewhere in Arkansas statutes for the payment of allowances or bonuses to coaches at the University of Central Arkansas. Further, if the special

allowance funds authorized herein are utilized, the University of Central Arkansas shall report annually to the Legislative Joint Auditing Committee the exact disposition of those special allowance funds.

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

SECTION 7. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. MEMBERSHIP AUTHORIZATION. The Board of Trustees of the University of Central Arkansas is hereby authorized to enact voluntary payroll deductions for employees using on-campus programs and facilities. All such deductions shall be entirely voluntary in nature, shall require written authorization from each participant electing to use such deductions and shall not be made on a pre-tax basis. Nothing in this section shall be construed to reduce or eliminate the payroll regulations established elsewhere in Arkansas Statutes.

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

SECTION 8. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. TUITION REIMBURSEMENT. The Board of Trustees of the University of Central Arkansas shall be authorized to reimburse tuition, fees, and other educational related expenses of current faculty who seek additional education levels that will benefit the university in meeting accreditation and professional standards. Reimbursement shall be authorized only when the reimbursement request has been documented by the institution to meet critical shortage instructional areas.

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

SECTION 9. COMPLIANCE WITH OTHER LAWS. Disbursement of funds authorized by this act shall be limited to the appropriation for such agency and funds made available by law for the support of such appropriations; and the restrictions of the State Procurement Law, the General Accounting and Budgetary Procedures Law, the Revenue Stabilization Law, the Regular Salary Procedures and Restrictions Act, the Higher Education Expenditures

Restrictions Act, or their successors, and other fiscal control laws of this State, where applicable, and regulations promulgated by the Department of Finance and Administration, as authorized by law, shall be strictly complied with in disbursement of said funds.

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

SECTION 11. EFFECTIVE DATE. This act is effective on and after July 1, 2018.