

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

State of Arkansas  
93rd General Assembly  
Regular Session, 2021

# A Bill

SENATE BILL 345

By: Senator B. Davis  
By: Representative Wooten

## For An Act To Be Entitled

AN ACT TO AMEND THE HIGHER EDUCATION UNIFORM  
CLASSIFICATION AND COMPENSATION ACT; TO DECLARE AN  
EMERGENCY; AND FOR OTHER PURPOSES.

## Subtitle

TO AMEND THE HIGHER EDUCATION UNIFORM  
CLASSIFICATION AND COMPENSATION ACT; AND  
TO DECLARE AN EMERGENCY.

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

SECTION 1. Arkansas Code § 21-5-1406(b), concerning the classification of positions for institutions of higher education, is amended to read as follows:

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

Class Code	Title	Grade
<del>D007C</del>	<del>INFORMATION SYSTEMS MANAGER</del>	<del>C128</del>
B015C	ENGINEER SUPERVISOR	C126
<del>D016C</del>	<del>SENIOR TECHNOLOGY ANALYST</del>	<del>C126</del>
<del>D114C</del>	<del>UAF SYSTEMS ADMINISTRATOR</del>	<del>C126</del>
<del>D020C</del>	<del>INST INFORMATION TECHNOLOGY COORD</del>	<del>C125</del>
<u>B018C</u>	<u>SENIOR BROADCAST ENGINEER</u>	<u>C125</u>
E009C	TECHNICAL INSTITUTE ASSISTANT DIRECTOR	C125



A031C ASSISTANT CONTROLLER	C124
<del>D035C COMPUTER SUPPORT MANAGER</del>	<del>C124</del>
<del>D034C DATABASE ADMINISTRATOR</del>	<del>C124</del>
E013C EDUCATION PROGRAM MANAGER	C124
<del>D030C INFORMATION SYSTEMS COORDINATOR</del>	<del>C124</del>
<del>D028C SENIOR SOFTWARE SUPPORT SPECIALIST</del>	<del>C124</del>
<del>D022C SYSTEMS SPECIALIST</del>	<del>C124</del>
A038C FISCAL SUPPORT MANAGER	C123
<del>D039C NETWORK SUPPORT SPECIALIST</del>	<del>C123</del>
P004C PUBLIC INFORMATION MANAGER	C123
<del>D038C SENIOR SOFTWARE SUPPORT ANALYST</del>	<del>C123</del>
G103C ASSOCIATE REGISTRAR	C122
T019C DIRECTOR OF PUBLIC SAFETY I	C122
<del>T018C HE PUBLIC SAFETY COMMANDER III</del>	<del>C122</del>
<del>D047C INFORMATION SYSTEMS BUSINESS ANALYST</del>	<del>C122</del>
<del>D050C SECURITY ANALYST</del>	<del>C122</del>
E018C SPECIALIZED TECHNICAL FACULTY	C122
<del>D044C SYSTEMS ANALYST</del>	<del>C122</del>
B033C UAF CONSTRUCTION COORDINATOR	C122
A052C ACCOUNTING COORDINATOR	C121
<del>D054C COMPUTER SUPPORT COORDINATOR</del>	<del>C121</del>
E022C EDUCATION & INSTRUCTION MANAGER	C121
A047C FINANCIAL ANALYST II	C121
G109C GRANTS MANAGER	C121
<del>T023C HE PUBLIC SAFETY COMMANDER II</del>	<del>C121</del>
S004C MAINTENANCE MANAGER	C121
L036C NURSE INSTRUCTOR	C121
R014C PERSONNEL MANAGER	C121
V004C PROCUREMENT MANAGER	C121
<del>D052C SOFTWARE SUPPORT ANALYST</del>	<del>C121</del>
<del>D051C SYSTEMS APPLICATIONS SUPERVISOR</del>	<del>C121</del>
P008C TELEVISION PROGRAM MANAGER	C121
<del>D060C ASST DIR COMPUTER SVCS</del>	<del>C120</del>
S006C ASU ASSOC DIR PHYSICAL PLANT	C120
B056C ASU CONSTRUCTION COORDINATOR	C120
G136C ASU DIRECTOR OF HOUSING	C120

<del>D059C</del> ASU ENGINEERING COMM FACILITIES DIR	<del>C120</del>
B054C CAMPUS CONSTRUCTION COORDINATOR	C120
E027C CAREER & TECHNICAL FACULTY	C120
<del>D058C</del> COMPUTER OPERATIONS COORDINATOR	<del>C120</del>
E026C EDUCATION & INSTRUCTION COORDINATOR	C120
<del>D057C</del> INFORMATION TECHNOLOGY MANAGER	<del>C120</del>
Q078C PC SUPPORT SPECIALIST	C120
P013C PUBLIC INFORMATION COORDINATOR	C120
<del>T030C</del> PUBLIC SAFETY COMMANDER I	<del>C120</del>
L038C REGISTERED NURSE	C120
<del>D056C</del> SYSTEMS COORDINATION ANALYST	<del>C120</del>
G118C UAF ASSOC DIR OF AR UNION	C120
A053C UAF ASST BUSINESS MANAGER	C120
P011C UAF SPORTS INFORMATION COORDINATOR	C120
B064C ASU DIRECTOR OF FARMING	C119
R022C BENEFITS COORDINATOR	C119
R021C BUDGET ANALYST	C119
V008C BUYER SUPERVISOR	C119
S008C CAMPUS MAINTENANCE SUPERVISOR	C119
<del>D063C</del> COMPUTER SUPPORT SPECIALIST	<del>C119</del>
P016C CURATOR	C119
<del>D062C</del> DATABASE ANALYST	<del>C119</del>
G159C DEPARTMENT BUSINESS COORDINATOR	C119
P065C DEVELOPMENT SPECIALIST	C119
E032C EDUCATION COUNSELOR	C119
E031C EDUCATION PROGRAM COORDINATOR	C119
G147C GRANTS COORDINATOR	C119
<del>D061C</del> INFORMATION SYSTEMS COORDINATION SPEC	<del>C119</del>
A066C INTERNAL AUDITOR	C119
A065C PAYROLL SERVICES COORDINATOR	C119
V007C PROCUREMENT COORDINATOR	C119
B061C RESEARCH TECHNOLOGIST	C119
G144C TECHNICAL INSTITUTE PROGRAM COORDINATOR	C119
R024C ASSISTANT PERSONNEL MANAGER	C118
S012C ASU ASST DIRECTOR OF PHYSICAL PLANT	C118
G172C CAREER PLANNING & PLAC COORDINATOR	C118

M030C CHILD CARE DIRECTOR	C118
<del>D066C DIGITAL BROADCAST SPECIALIST</del>	<del>C118</del>
G169C DIRECTOR OF STUDENT UNION	C118
E038C EDUCATION & INSTRUCTION ANALYST	C118
C010C EXECUTIVE ASSISTANT TO THE DIRECTOR	C118
A075C FINANCIAL ANALYST I	C118
A074C FISCAL SUPPORT SUPERVISOR	C118
R023C INSTITUTION PERSONNEL SVCS MANAGER	C118
L047C MEDICAL TECHNOLOGIST SUPERVISOR	C118
<del>D065C NETWORK SUPPORT ANALYST</del>	<del>C118</del>
A072C RESEARCH & STATISTICS MANAGER	C118
<u>S014C RESTAURANT MANAGER</u>	<u>C118</u>
M022C UAPB DIRECTOR OF HOUSING	C118
<del>D064C WEBSITE DEVELOPER</del>	<del>C118</del>
A082C ACCOUNTANT II	C117
G190C ASST DIR FINANCIAL AID	C117
G189C ATU DIRECTOR OF HOUSING	C117
S020C AVIATION TECHNICIAN	C117
P023C BROADCAST PROMOTION SPECIALIST	C117
R027C BUDGET SPECIALIST	C117
C019C CLINIC BUSINESS SVCS MANAGER	C117
<del>D071C COMPUTER SUPPORT ANALYST</del>	<del>C117</del>
P022C COORDINATOR OF SPORTS INFORMATION	C117
L055C DIETICIAN	C117
P021C EDITOR	C117
G180C GRANTS ANALYST	C117
R025C HUMAN RESOURCES ANALYST	C117
<del>D068C INFORMATION SYSTEMS ANALYST</del>	<del>C117</del>
<del>D067C INFORMATION SYSTEMS SECURITY ANALYST</del>	<del>C117</del>
G179C LEGAL SERVICES SPECIALIST	C117
S017C MAINTENANCE COORDINATOR	C117
V011C MEDICAL BUYER	C117
P020C PRODUCTION ARTIST	C117
M038C PROGRAM ELIGIBILITY ANALYST	C117
<del>T051C PUBLIC SAFETY SUPERVISOR</del>	<del>C117</del>
B076C RESEARCH PROJECT ANALYST	C117

<del>S016C SKILLED TRADES FOREMAN</del>	<del>C117</del>
E040C STAFF DEVELOPMENT COORDINATOR	C117
M035C UALR DIRECTOR OF HOUSING	C117
M034C UAM DIRECTOR OF HOUSING	C117
M033C UCA ASSISTANT DIRECTOR OF HOUSING	C117
A089C ACCOUNTANT I	C116
B072C AGRICULTURE PROGRAM COORDINATOR	C116
B091C ASSISTANT DIRECTOR OF FARMING	C116
C023C ASSOCIATE BOOKSTORE MANAGER	C116
B089C ASU ASST DIRECTOR OF FARMING	C116
S029C ASU DIRECTOR OF HOUSEKEEPING	C116
A087C ASU PAYROLL SERVICES MANAGER	C116
S092C ATHLETIC TICKET SALES COORDINATOR	C116
S025C BUILDING AND GROUNDS COORDINATOR	C116
C022C BUSINESS OPERATIONS SPECIALIST	C116
V014C BUYER	C116
X129C CONSTRUCTION INSPECTOR	C116
S024C CONSTRUCTION/MAINTENANCE COORD	C116
P032C DESIGN CONSULTANT	C116
G197C DIRECTOR OF ALUMNI	C116
E048C EDUCATION & INSTRUCTION SPECIALIST	C116
R030C EEO/GRIEVANCE OFFICER	C116
B087C ENERGY CONSERVATION COORD	C116
B090C ENGINEER TECHNICIAN	C116
G195C HIGHER ED INSTITUTION PROG COORD	C116
R029C HUMAN RESOURCES RECRUITER	C116
P031C MEDIA SPECIALIST	C116
P030C MUSEUM EXHIBIT PROGRAM SPECIALIST	C116
X119C OCCUPATIONAL SAFETY COORDINATOR	C116
S023C PRINT SHOP MANAGER	C116
P027C PUBLIC INFORMATION SPECIALIST	C116
<del>T055C PUBLIC SAFETY OFFICER</del>	<del>C116</del>
P066C RADIO NEWS DIRECTOR	C116
P026C RADIO PROGRAM DIRECTOR	C116
<del>S022C SKILLED TRADES SUPERVISOR</del>	<del>C116</del>
<del>D075C SOFTWARE SUPPORT SPECIALIST</del>	<del>C116</del>

C020C STUDENT APPLICATIONS SPECIALIST	C116
<del>D074C TELECOMMUNICATIONS SUPERVISOR</del>	<del>C116</del>
E046C TRAINING INSTRUCTOR	C116
C037C ADMINISTRATIVE ANALYST	C115
Q123C ADMINISTRATIVE ASSISTANT	C115
G212C ASST DIR STUDENT UNION	C115
C035C ASST REGISTRAR	C115
G211C ASU ASST DIRECTOR OF HOUSING	C115
R033C BENEFITS ANALYST	C115
C034C BOOKSTORE MANAGER	C115
C033C CLINIC BUSINESS SVCS SUPERVISOR	C115
<del>D079C COMPUTER SUPPORT TECHNICIAN</del>	<del>C115</del>
S097C CONSTRUCTION SPECIALIST	C115
S035C FABRICATION SHOP MANAGER	C115
<u>L063C FAMILY CONSUMER SCIENCE SPECIALIST</u>	<u>C115</u>
G207C FINANCIAL AID ANALYST	C115
A091C FISCAL SUPPORT ANALYST	C115
<u>D078C GIS TECHNICIAN</u>	<u>C115</u>
<del>D077C HELP DESK SPECIALIST</del>	<del>C115</del>
R032C HUMAN RESOURCES PROGRAM REPRESENTATIVE	C115
R031C INSTITUTION HUMAN RESOURCES COORDINATOR	C115
E050C LIBRARY SUPERVISOR	C115
S033C MAINTENANCE SUPERVISOR	C115
C028C MEDICAL RECORDS SUPERVISOR	C115
L061C MEDICAL TECHNOLOGIST	C115
A090C PAYROLL SERVICES SPECIALIST	C115
S032C PRINT SHOP SUPERVISOR	C115
V015C PURCHASING SPECIALIST	C115
M055C SAU DIRECTOR OF HOUSEKEEPING	C115
<del>S031C SKILLED TRADESMAN</del>	<del>C115</del>
P033C SPECIAL EVENTS MANAGER	C115
C025C STUDENT ACCOUNTS OFFICER	C115
S038C TRANSIT OPERATIONS SUPERVISOR	C115
B100C ARCHITECTURAL DRAFTSMAN	C114
P043C ARCHIVAL ASSISTANT	C114
S042C ATU COLISEUM MANAGER	C114

S041C BOILER OPERATOR	C114
P042C BROADCAST PRODUCTION SPECIALIST	C114
G215C CAREER PLANNING & PLACEMENT SPECIALIST	C114
P041C COMMERCIAL GRAPHIC ARTIST	C114
<del>D084C COMPUTER OPERATOR</del>	<del>C114</del>
S044C FOOD PREPARATION MANAGER	C114
G214C GRANTS SPECIALIST	C114
P039C INSTITUTIONAL PRINTER	C114
<del>D082C NETWORK ANALYST</del>	<del>C114</del>
M066C PROGRAM ELIGIBILITY SPECIALIST	C114
<del>T067C PUBLIC SAFETY OFFICER II</del>	<del>C114</del>
L064C RADIOLOGY TECHNICIAN	C114
X151C SAFETY SUPERVISOR	C114
E051C STAFF DEVELOPMENT SPECIALIST	C114
S099C STATIONARY ENGINEER	C114
A093C STATISTICIAN	C114
M062C STUDENT UNION NIGHT MANAGER	C114
<del>D081C TELECOMMUNICATIONS SPECIALIST</del>	<del>C114</del>
V018C WAREHOUSE MANAGER	C114
C050C ADMINISTRATIVE SUPPORT SUPERVISOR	C113
S048C ASST RESTAURANT MANAGER	C113
E053C AUDIOVISUAL AIDS SUPV	C113
A096C COLLECTION OFFICER	C113
P049C COMMERCIAL ARTIST I/GRAPHIC ART I	C113
P084C MULTIMEDIA SPECIALIST	C113
C051C FINANCIAL AID SPECIALIST	C113
R036C HUMAN RESOURCES SPECIALIST	C113
V020C INVENTORY CONTROL MANAGER	C113
S047C LANDSCAPE SUPERVISOR	C113
C046C LEGAL SUPPORT SPECIALIST	C113
L069C LICENSED PRACTICAL NURSE	C113
S049C LODGE HOUSEKEEPING SUPERVISOR	C113
G219C LOGISTICS MANAGER	C113
S046C MAINTENANCE TECHNICIAN	C113
C044C MEDICAL BILLING SPECIALIST	C113
L068C MEDICAL DIAGNOSTIC ANALYST	C113

P048C MULTI-MEDIA SPECIALIST	C113
P047C MUSEUM REGISTRAR	C113
R035C PERSONNEL ASSISTANT II – INST	C113
P046C PHOTOGRAPHER	C113
S045C PRINTING ESTIMATOR/PLANNER	C113
P045C PUBLIC INFORMATION TECHNICIAN	C113
C043C RECORDS MANAGEMENT ANALYST	C113
T072C SECURITY OFFICER SUPERVISOR	C113
G218C STUDENT RECRUITMENT SPECIALIST	C113
C057C ADMINISTRATION SUPPORT SPECIALIST	C112
C056C ADMINISTRATIVE SPECIALIST III	C112
C055C ASSISTANT BOOKSTORE MANAGER	C112
S053C AUTO/DIESEL MECHANIC	C112
A099C CREDIT & COLLECTIONS SUPV	C112
E055C DAY CARE TEACHER	C112
T080C DIRECTOR TRANSIT & PARKING	C112
B105C FARM FOREMAN – INST	C112
A098C FISCAL SUPPORT SPECIALIST	C112
S051C INSTRUMENTATION TECHNICIAN	C112
S050C MAINTENANCE SPECIALIST	C112
C053C MEDICAL RECORDS TECHNICIAN	C112
A097C PAYROLL TECHNICIAN	C112
V022C PURCHASING TECHNICIAN	C112
M072C RECREATION COORDINATOR	C112
B106C RESEARCH ASSISTANT	C112
P053C SPECIAL EVENTS COORDINATOR	C112
P052C SPORTS INFORMATION SPECIALIST	C112
P051C THEATER ARTS TECHNICAL SUPERVISOR	C112
C060C ALUMNI AFFAIRS SPECIALIST	C111
S055C ATHLETIC FACILITY SUPV	C111
M077C COORDINATOR OF HOUSEKEEPING	C111
<u>T085C FACILITIES MANAGER I</u>	<u>C111</u>
S056C FOOD PREPARATION SUPERVISOR	C111
<del>D089C INFORMATION TECHNOLOGY ASSISTANT</del>	<del>C111</del>
B108C LABORATORY COORDINATOR	C111
E058C LIBRARY SPECIALIST	C111

X177C PEST CONTROL TECHNICIAN	C111
S054C PRINTER	C111
M075C RESIDENT HALL SPECIALIST	C111
M074C RESIDENTIAL ADVISOR	C111
V023C STOREROOM SUPERVISOR	C111
C065C ADMISSIONS ANALYST SUPERVISOR	C110
L092C ATHLETIC TRAINER	C110
C064C BOOKSTORE OFFICE MANAGER	C110
<del>D092C CALL CENTER SPECIALIST</del>	<del>C110</del>
C063C CAMPUS POSTMASTER	C110
X181C COLLECTOR	C110
<del>D091C COMPUTER LAB TECHNICIAN</del>	<del>C110</del>
S058C EQUIPMENT MECHANIC	C110
B120C FARM MAINTENANCE MECHANIC	C110
L077C HEALTH SERVICES SPECIALIST II	C110
L076C HOSPITAL PROGRAM SERVICES ASSISTANT	C110
R038C HUMAN RESOURCES ASSISTANT	C110
B111C LABORATORY TECHNICIAN	C110
S057C LANDSCAPE SPECIALIST	C110
P057C LIVESTOCK NEWS REPORTER	C110
A100C PAYROLL OFFICER	C110
<del>T084C PUBLIC SAFETY SECURITY OFFICER</del>	<del>C110</del>
P055C SPECIAL EVENTS SUPERVISOR	C110
C061C STUDENT ACCOUNT SPECIALIST	C110
G221C VEHICLE FACILITIES COORD	C110
V025C WAREHOUSE SPECIALIST	C110
A101C ACCOUNTING TECHNICIAN	C110
C073C ADMINISTRATIVE SPECIALIST II	C109
C072C ADMINISTRATIVE SUPPORT SPECIALIST	C109
C071C ADMISSIONS ANALYST	C109
P059C BROADCAST ANNOUNCER	C109
L082C CERTIFIED NURSING ASSISTANT	C109
L080C DIETETIC TECHNICIAN	C109
C070C DUPLICATION ASSISTANT	C109
B112C GREENHOUSE TECHNICIAN	C109
S060C HEAVY EQUIPMENT OPERATOR	C109

L079C HOSPITAL TECHNICIAN	C109
S063C INNKEEPER SPECIALIST	C109
S062C INSTITUTIONAL BUS DRIVER	C109
C069C LIBRARY TECHNICIAN	C109
C066C PATIENT ACCOUNT SPECIALIST	C109
B113C RESEARCH TECHNICIAN	C109
C068C RETAIL SPECIALIST	C109
M080C STUDENT UNION SECTION MANAGER	C109
<u>E056C TEACHER ASSISTANT</u>	<u>C109</u>
M079C WORK STUDY COORD	C109
C079C ADMISSIONS SPECIALIST	C108
C078C CASHIER	C108
C077C COOP EXTENSION SRV PRG ASST	C108
A102C FISCAL SUPPORT TECHNICIAN	C108
S068C FOOD PREPARATION COORDINATOR	C108
V027C INVENTORY CONTROL TECHNICIAN	C108
S065C MAINTENANCE ASSISTANT	C108
C074C MEDICAL RECORDS ASSISTANT	C108
P060C MULTI-MEDIA TECHNICIAN	C108
<u>B114C RESEARCH FIELD TECHNICIAN</u>	<u>C108</u>
<del>S064C SKILLED TRADES HELPER</del>	<del>C108</del>
<u>S070C EQUIPMENT TECHNICIAN</u>	<u>C107</u>
S073C HOUSEKEEPER	C107
S071C INSTITUTIONAL SERVICES SHIFT SUPVT	C107
C085C LIBRARY SUPPORT ASSISTANT	C107
C083C MAIL SERVICES COORDINATOR	C107
S069C RADIO DISPATCH OPERATOR	C107
C082C REGISTRAR'S ASSISTANT	C107
S074C RESIDENT HALL MANAGER I	C107
C087C ADMINISTRATIVE SPECIALIST I	C106
B115C AGRI FARM TECHNICIAN	C106
B116C AGRI LABORATORY TECHNICIAN	C106
S075C ATHLETIC EQUIPMENT SUPV	C106
E057C AUDIOVISUAL LABORATORY ASSISTANT	C106
T089C HE PUBLIC SAFETY DISPATCHER	C106
T088C PARKING CONTROL SUPV	C106

V029C PURCHASING ASSISTANT	C106
M089C RESIDENTIAL CARE ASSISTANT	C106
T087C SECURITY OFFICER	C106
P063C SPECIAL EVENTS WORKER	C106
V028C WAREHOUSE WORKER	C106
B117C ACADEMIC LABORATORY ASSISTANT	C105
<del>S081C APPRENTICE TRADESMAN</del>	<del>C105</del>
M086C CHILD CARE TECHNICIAN	C105
S080C EQUIPMENT OPERATOR	C105
C088C MAIL SERVICES ASSISTANT	C105
T090C PARKING CONTROL OFFICER	C105
S079C REPROD EQUIPMENT OPERATOR	C105
V030C SHIPPING & RECEIVING CLERK	C105
S078C STADIUM MAINTENANCE SUPV	C105
M085C CAREGIVER	C104
S086C COOK	C104
B118C FARM WORKER	C104
S085C FOOD PREPARATION SPECIALIST	C104
S084C INSTITUTIONAL SERVICES SUPERVISOR	C104
S087C INSTITUTIONAL SERVICES ASSISTANT	C103
B119C LAB ASSISTANT	C103
S089C FOOD PREPARATION TECHNICIAN	C102
C093C EXTRA HELP ASSISTANT	C101
T091C WATCHMAN	C101

SECTION 2. Arkansas Code § 21-5-1407 is amended to read as follows:

21-5-1407. Compensation plan.

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

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

(2) However, an employee presently employed in a position who is

being paid at a rate in excess of the maximum for his or her assigned grade may continue to receive his or her rate of pay.

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

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

(e)~~(f)~~ The following grades and pay levels are the authorized pay plan, effective July 1, ~~2019~~ 2021, and thereafter, for the state service for all positions of institutions covered by this subchapter to which a classification title and salary grade have been assigned in accordance with this subchapter and the appropriation act of the institution:

Grade	Minimum	15% Above Minimum	Midpoint	30% Above Minimum	Maximum
G101	\$20,800	\$23,920	\$26,520	\$27,040	\$32,240
G102	\$21,127	\$24,295	\$27,328	\$27,464	\$33,530
G103	\$21,453	\$24,671	\$28,162	\$27,889	\$34,871
G104	\$21,780	\$25,046	\$29,023	\$28,313	\$36,266
G105	\$22,106	\$25,422	\$29,911	\$28,738	\$37,716
G106	\$22,433	\$25,797	\$30,829	\$29,162	\$39,225
G107	\$22,759	\$26,173	\$31,776	\$29,587	\$40,794
G108	\$23,086	\$26,548	\$32,756	\$30,011	\$42,426
G109	\$23,412	\$26,924	\$33,767	\$30,436	\$44,123
G110	\$23,739	\$27,299	\$34,813	\$30,860	\$45,888
G111	\$24,065	\$27,675	\$35,894	\$31,285	\$47,723
G112	\$25,268	\$29,058	\$37,450	\$32,848	\$49,632
G113	\$26,531	\$30,511	\$39,074	\$34,490	\$51,617
G114	\$27,858	\$32,037	\$40,770	\$36,215	\$53,682
G115	\$29,251	\$33,639	\$42,540	\$38,026	\$55,829
G116	\$30,713	\$35,320	\$44,388	\$39,927	\$58,062

C117	\$32,249	\$37,086	\$46,317	\$41,924	\$60,385
C118	\$33,861	\$38,940	\$48,331	\$44,019	\$62,800
C119	\$35,554	\$40,887	\$50,433	\$46,220	\$65,312
C120	\$37,332	\$42,932	\$52,628	\$48,532	\$67,925
C121	\$39,199	\$45,079	\$54,920	\$50,959	\$70,642
C122	\$41,159	\$47,333	\$57,313	\$53,507	\$73,467
C123	\$43,217	\$49,700	\$59,812	\$56,182	\$76,406
C124	\$45,377	\$52,184	\$62,420	\$58,990	\$79,462
C125	\$47,646	\$54,793	\$65,143	\$61,940	\$82,641
C126	\$50,029	\$57,533	\$67,988	\$65,038	\$85,947
C127	\$52,530	\$60,410	\$70,957	\$68,289	\$89,384
C128	\$55,156	\$63,429	\$74,058	\$71,703	\$92,960
C129	\$57,914	\$66,601	\$77,296	\$75,288	\$96,678
C130	\$60,810	\$69,932	\$80,678	\$79,053	\$100,545

<u>Grade</u>	<u>Minimum</u>	<u>15% Above Minimum</u>	<u>Midpoint</u>	<u>30% Above Minimum</u>	<u>Maximum</u>
C101	\$22,880	\$26,312	\$27,882	\$29,744	\$32,885
C102	\$23,138	\$26,609	\$28,669	\$30,080	\$34,200
C103	\$23,168	\$26,643	\$29,368	\$30,119	\$35,568
C104	\$23,198	\$26,677	\$30,094	\$30,157	\$36,991
C105	\$23,227	\$26,712	\$30,849	\$30,196	\$38,471
C106	\$23,257	\$26,746	\$31,633	\$30,234	\$40,009
C107	\$23,287	\$26,780	\$32,448	\$30,273	\$41,610
C108	\$23,547	\$27,079	\$33,411	\$30,611	\$43,274
C109	\$23,880	\$27,462	\$34,443	\$31,044	\$45,005
C110	\$24,213	\$27,845	\$35,509	\$31,477	\$46,805
C111	\$24,546	\$28,228	\$36,612	\$31,910	\$48,678
C112	\$25,773	\$29,639	\$38,199	\$33,505	\$50,625
C113	\$27,062	\$31,121	\$39,856	\$35,180	\$52,650
C114	\$28,415	\$32,677	\$41,585	\$36,940	\$54,756
C115	\$29,836	\$34,311	\$43,391	\$38,787	\$56,946
C116	\$31,327	\$36,026	\$45,275	\$40,725	\$59,224
C117	\$32,894	\$37,828	\$47,243	\$42,762	\$61,593
C118	\$34,538	\$39,719	\$49,297	\$44,900	\$64,056
C119	\$36,265	\$41,705	\$51,442	\$47,145	\$66,619
C120	\$38,079	\$43,790	\$53,681	\$49,502	\$69,283

<u>C121</u>	<u>\$39,983</u>	<u>\$45,980</u>	<u>\$56,019</u>	<u>\$51,978</u>	<u>\$72,055</u>
<u>C122</u>	<u>\$41,982</u>	<u>\$48,280</u>	<u>\$58,460</u>	<u>\$54,577</u>	<u>\$74,937</u>
<u>C123</u>	<u>\$44,081</u>	<u>\$50,694</u>	<u>\$61,008</u>	<u>\$57,306</u>	<u>\$77,934</u>
<u>C124</u>	<u>\$46,285</u>	<u>\$53,227</u>	<u>\$63,668</u>	<u>\$60,170</u>	<u>\$81,052</u>
<u>C125</u>	<u>\$48,599</u>	<u>\$55,889</u>	<u>\$66,446</u>	<u>\$63,179</u>	<u>\$84,294</u>
<u>C126</u>	<u>\$51,030</u>	<u>\$58,684</u>	<u>\$69,348</u>	<u>\$66,338</u>	<u>\$87,665</u>
<u>C127</u>	<u>\$53,581</u>	<u>\$61,618</u>	<u>\$72,376</u>	<u>\$69,655</u>	<u>\$91,172</u>
<u>C128</u>	<u>\$56,259</u>	<u>\$64,698</u>	<u>\$75,539</u>	<u>\$73,137</u>	<u>\$94,819</u>
<u>C129</u>	<u>\$59,072</u>	<u>\$67,933</u>	<u>\$78,842</u>	<u>\$76,794</u>	<u>\$98,612</u>
<u>C130</u>	<u>\$62,026</u>	<u>\$71,330</u>	<u>\$82,291</u>	<u>\$80,634</u>	<u>\$102,556</u>

~~(2) The following grades and pay levels are the authorized professional and executive pay plan, effective July 1, 2017, and thereafter, for the state service for all positions of institutions covered by this subchapter to which a classification title and professional and executive salary grade have been assigned in accordance with this subchapter and the appropriation act of the institution:~~

<del>GRADE</del>	<del>BASE</del>	<del>MIDPOINT</del>	<del>MAXIMUM</del>
<del>N901</del>	<del>\$65,000</del>	<del>\$73,125</del>	<del>\$81,250</del>
<del>N902</del>	<del>\$67,600</del>	<del>\$76,050</del>	<del>\$84,500</del>
<del>N903</del>	<del>\$70,304</del>	<del>\$79,092</del>	<del>\$87,880</del>
<del>N904</del>	<del>\$73,116</del>	<del>\$82,256</del>	<del>\$91,395</del>
<del>N905</del>	<del>\$76,041</del>	<del>\$85,546</del>	<del>\$95,051</del>
<del>N906</del>	<del>\$79,082</del>	<del>\$88,968</del>	<del>\$98,853</del>
<del>N907</del>	<del>\$82,246</del>	<del>\$92,526</del>	<del>\$102,807</del>
<del>N908</del>	<del>\$85,536</del>	<del>\$96,228</del>	<del>\$106,919</del>
<del>N909</del>	<del>\$88,957</del>	<del>\$100,077</del>	<del>\$111,196</del>
<del>N910</del>	<del>\$92,515</del>	<del>\$104,080</del>	<del>\$115,644</del>
<del>N911</del>	<del>\$96,216</del>	<del>\$108,243</del>	<del>\$120,270</del>
<del>N912</del>	<del>\$100,065</del>	<del>\$112,573</del>	<del>\$125,081</del>
<del>N913</del>	<del>\$104,067</del>	<del>\$117,075</del>	<del>\$130,084</del>
<del>N914</del>	<del>\$108,230</del>	<del>\$121,759</del>	<del>\$135,287</del>
<del>N915</del>	<del>\$112,559</del>	<del>\$126,629</del>	<del>\$140,699</del>
<del>N916</del>	<del>\$117,061</del>	<del>\$131,694</del>	<del>\$146,327</del>
<del>N917</del>	<del>\$122,914</del>	<del>\$138,279</del>	<del>\$153,643</del>
<del>N918</del>	<del>\$130,289</del>	<del>\$146,575</del>	<del>\$162,862</del>

N919	\$139,410	\$156,836	\$174,262
N920	\$150,562	\$169,383	\$188,203
N921	\$164,113	\$184,627	\$205,141
N922	\$180,524	\$203,090	\$225,655

(f) It is the intent of the General Assembly that the compensation plans in this section shall be implemented and function in compliance with other provisions in this subchapter and other fiscal control laws of this state, when applicable.

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

SECTION 3. Arkansas Code § 21-5-1409 is amended to read as follows:

21-5-1409. Implementation procedure for grade changes – Salary adjustments.

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

(b)(1) ~~The rate of compensation an employee shall receive on July 1, 2019, is an increase of one percent (1%) above the employee’s current salary~~ The division may authorize a salary increase of up to two percent (2%) each fiscal year upon certification by institutions of higher education that sufficient funds exist to implement salary increases.

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

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

~~(3)(4)~~ The A salary increase authorized by subdivision (b)(1) of this section may allow an employee’s compensation to exceed the maximum pay level amount set out for the position.

(c)(1) In addition to ~~the~~ a compensation increase under subsection (b) of this section, the maximum annual salary for which an employee covered by

this subchapter is eligible ~~on July 1, 2019,~~ may be increased:

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

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

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

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

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

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

SECTION 4. Arkansas Code § 21-5-1418 is repealed.

~~21-5-1418. Information technology labor market rates for recruitment and retention.~~

~~(a)(1) In order for an institution of higher education to recruit and retain information technology professionals in classified positions, the Division of Higher Education may develop and implement a plan for labor market rates up to the midpoint allowed for the grade after review by the Legislative Council or, if the General Assembly is in session, the Joint Budget Committee.~~

~~(2) The division shall establish the list of applicable information technology classifications after review by the Legislative Council or, if the General Assembly is in session, the Joint Budget Committee.~~

~~(b) An institution of higher education implementing a labor market rate under subsection (a) of this section shall report any salary adjustments~~

~~made to the:~~

~~(1) Division; and~~

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

SECTION 5. EMERGENCY CLAUSE. It is found and determined by the General Assembly of the State of Arkansas that this act revises the compensation plan for institutions of higher education; that a disruption to the compensation of the state's higher education employees would threaten the public peace by having negative effects on higher education in the state; and that this act should become effective at the beginning of the state's fiscal year to work in concert with the appropriation acts of institutions of higher education and ensure that fiscal matters pertinent to institutions of higher education are implemented at the same time to avoid harmful effects on higher education employees. Therefore, an emergency is declared to exist, and this act being necessary for the preservation of the public peace, health, and safety shall become effective on July 1, 2021.