

**Department of Finance and Administration
Office of Personnel Management**

Policy Title: **Compensation Plan (Pay Tables)**

Policy Number: **3**

Authority: **Ark. Code Ann. § 21-5-209**

Issued: **July 1, 2017**

The General Assembly is responsible for authorizing rates of pay for each of the appropriate grades assigned to a classification. All positions are assigned to a classification and grade with a pay level (salary range). Employees serving in positions covered by the Uniform Classification and Compensation Act are compensated pursuant to one of the following pay tables:

1. General Salaries
2. Information Technology Salaries
3. Medical Professional Salaries
4. Senior Executive Salaries

The following grades and pay levels are established for the General Salaries pay table:

GENERAL SALARIES			
MW	\$17,680	\$19,760	\$21,840
GS01	\$22,000	\$26,950	\$31,900
GS02	\$23,335	\$28,585	\$33,836
GS03	\$26,034	\$31,892	\$37,749
GS04	\$29,046	\$35,581	\$42,117
GS05	\$32,405	\$39,696	\$46,987
GS06	\$36,155	\$44,290	\$52,425
GS07	\$40,340	\$49,417	\$58,493
GS08	\$45,010	\$55,137	\$65,265
GS09	\$50,222	\$61,522	\$72,822
GS10	\$56,039	\$68,648	\$81,257
GS11	\$62,531	\$76,600	\$90,670
GS12	\$69,776	\$85,476	\$101,175
GS13	\$77,862	\$95,381	\$112,900
GS14	\$86,887	\$106,437	\$125,986
GS15	\$96,960	\$118,776	\$140,592

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The following grades and pay levels are established for the Information Technology Salaries pay table:

IT SALARIES			
IT01	\$33,403	\$40,919	\$48,434
IT02	\$37,266	\$45,651	\$54,035
IT03	\$41,578	\$50,933	\$60,288
IT04	\$46,391	\$56,829	\$67,267
IT05	\$51,762	\$63,408	\$75,054
IT06	\$57,755	\$70,750	\$83,745
IT07	\$64,445	\$78,945	\$93,445
IT08	\$71,704	\$87,837	\$103,970
IT09	\$80,242	\$98,297	\$116,351
IT10	\$89,541	\$109,688	\$129,835
IT11	\$99,920	\$122,402	\$144,884
IT12	\$111,504	\$136,592	\$161,681

The following grades and pay levels are established for the Medical Professional Salaries pay table:

MEDICAL PROFESSIONAL			
MP01	\$63,830	\$75,958	\$88,058
MP02	\$71,403	\$85,683	\$99,964
MP03	\$79,879	\$96,654	\$113,428
MP04	\$89,368	\$109,029	\$128,690
MP05	\$99,991	\$122,989	\$145,987
MP06	\$111,884	\$138,736	\$165,588
MP07	\$125,200	\$156,500	\$187,800
MP08	\$140,109	\$176,537	\$212,966
MP09	\$156,804	\$199,140	\$241,478
MP10	\$175,620	\$224,033	\$270,455

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The following grades and pay levels are established for the Senior Executive Salaries pay table:

SENIOR EXECUTIVE			
SE01	\$108,110	\$127,655	\$147,200
SE02	\$120,543	\$138,822	\$157,100
SE03	\$134,406	\$150,703	\$167,000
SE04	\$149,862	\$165,681	\$181,500
SE05	\$167,096	\$184,398	\$201,700

The established pay levels are for compensation management purposes and not to be construed as a contract, right, or other expectation of actual employee salary determination.

An employee shall not be paid higher than the maximum pay level for the assigned unless there is approval for one of the exceptions listed below or otherwise provided.

It is not intended that pay increases are automatic or that any employee has a claim or right to pay increases unless the agency director determines the employee, by experience, ability and work performance, is eligible for the increase.

Exceeding the maximum pay level

The Governor may set the salary of an agency director up to 50% above the maximum pay level for the assigned grade.

An agency director may set the salary of a state employee no more than 25% above the maximum pay level for the assigned grade for no more than 10% of the positions in the agency's appropriation act.

All salaries that exceed the maximum pay level require the approval of the Legislative Council or, if the General Assembly is in session, the Joint Budget Committee.