

1 State of Arkansas  
2 92nd General Assembly  
3 Regular Session, 2019  
4

# A Bill

SENATE BILL 69

5 By: Joint Budget Committee  
6

## For An Act To Be Entitled

8 AN ACT TO MAKE AN APPROPRIATION FOR PERSONAL SERVICES  
9 AND OPERATING EXPENSES FOR THE ARKANSAS STATE GAME  
10 AND FISH COMMISSION FOR THE FISCAL YEAR ENDING JUNE  
11 30, 2020; AND FOR OTHER PURPOSES.  
12  
13

## Subtitle

14 AN ACT FOR THE ARKANSAS STATE GAME AND  
15 FISH COMMISSION APPROPRIATION FOR THE  
16 2019-2020 FISCAL YEAR.  
17  
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19

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

22 SECTION 1. REGULAR SALARIES. There is hereby established for the  
23 Arkansas State Game and Fish Commission for the 2019-2020 fiscal year, the  
24 following maximum number of regular employees.  
25

26				Maximum Annual
27				Salary Rate
28	Item	Class	Maximum	Fiscal Year
29	No.	Code	No. of	2019-2020
	<u>Title</u>			<u>Employees</u>
30	(1)	Q249U	1	\$152,638
31	(2)	Q250U	1	\$124,275
32	(3)	Q251U	3	\$122,957
33	(4)	Q255U	1	\$120,265
34	(5)	Q252U	1	\$118,228
35	(6)	Q254U	1	\$113,681
36	(7)	Q253U	1	\$113,681

1	(8)	Q257U AGFC DIVISION CHIEF	9	\$106,902
2	(9)	Q256U AGFC COLONEL	1	\$106,902
3	(10)	Q266U AGFC SYSTEMS ADMINISTRATOR	1	\$103,265
4	(11)	Q265U AGFC SOFTWARE ENGINEER LEAD	1	\$103,265
5	(12)	Q258U AGFC GIS LEAD	1	\$103,265
6	(13)	Q355U AGFC MARKETING MANAGER	1	\$96,303
7	(14)	Q263U AGFC ATTORNEY SPECIALIST	1	\$96,303
8	(15)	Q261U AGFC MAJOR	3	\$96,303
9	(16)	Q260U AGFC DIVISION ASST CHIEF	16	\$96,303
10	(17)	Q271U AGFC SENIOR GIS ANALYST	1	\$89,744
11	(18)	Q270U AGFC CONSERVATION PROGRAM MANAGER	1	\$89,744
12	(19)	Q269U AGFC ATTORNEY	2	\$89,744
13	(20)	Q268U AGFC ASSISTANT CONTROLLER	1	\$89,744
14	(21)	Q267U AGFC CAPTAIN	14	\$89,744
15	(22)	Q283U AGFC SENIOR SOFTWARE SUPPORT ANALYST	4	\$86,609
16	(23)	Q281U AGFC NETWORK SUPPORT SPECIALIST	2	\$86,609
17	(24)	Q280U AGFC HATCHERY MANAGER	5	\$86,609
18	(25)	Q279U AGFC GIS ANALYST	3	\$86,609
19	(26)	Q278U AGFC OPERATIONS & FACILITY MANAGER	3	\$86,609
20	(27)	Q277U AGFC NATURE CENTER MANAGER	5	\$86,609
21	(28)	Q276U AGFC LIEUTENANT	16	\$86,609
22	(29)	Q275U AGFC BIOLOGIST SUPERVISOR	22	\$86,609
23	(30)	Q274U AGFC BIOLOGIST PROGRAM SPECIALIST	9	\$86,609
24	(31)	Q284U AGFC SERGEANT	25	\$83,571
25	(32)	Q354U AGFC ACCOUNTING COORDINATOR	1	\$80,624
26	(33)	Q292U AGFC PERSONNEL MANAGER	1	\$80,624
27	(34)	Q291U AGFC GRANTS MANAGER	1	\$80,624
28	(35)	Q290U AGFC ASSISTANT HATCHERY MANAGER	5	\$80,624
29	(36)	Q289U AGFC LICENSING MANAGER	1	\$80,624
30	(37)	Q288U AGFC CORPORAL	125	\$80,624
31	(38)	Q287U AGFC BIOLOGIST SPECIALIST	51	\$80,624
32	(39)	Q286U AGFC BIOLOGIST - ASST REGIONAL MANAGER	10	\$80,624
33	(40)	Q285U AGFC CONSTRUCTION MANAGER	1	\$80,624
34	(41)	Q299U AGFC WILDLIFE OFFICER 1ST CLASS	1	\$75,004
35	(42)	Q298U AGFC PROCUREMENT COORDINATOR	1	\$75,004
36	(43)	Q297U AGFC GRANTS COORDINATOR	2	\$75,004

1	(44)	Q296U AGFC EDUCATION PROGRAM COORDINATOR	7	\$75,004
2	(45)	Q294U AGFC BIOLOGIST	27	\$75,004
3	(46)	Q353U AGFC EDUCATION FACILITY MANAGER	5	\$71,432
4	(47)	Q309U AGFC WILDLIFE OFFICER	1	\$71,432
5	(48)	Q308U AGFC WEBSITE DEVELOPER	2	\$71,432
6	(49)	Q307U AGFC SURVEYOR	2	\$71,432
7	(50)	Q306U AGFC REAL ESTATE OFFICER	1	\$71,432
8	(51)	Q305U AGFC FISCAL SUPPORT SUPERVISOR	2	\$71,432
9	(52)	Q304U AGFC CENTRAL WAREHOUSE OPERATIONS MG	1	\$71,432
10	(53)	Q303U AGFC EXECUTIVE ASSISTANT TO THE DIR	2	\$71,432
11	(54)	Q302U AGFC EDUCATION PROGRAM SPECIALIST	25	\$71,432
12	(55)	Q301U AGFC ASSISTANT PERSONNEL MANAGER	2	\$71,432
13	(56)	Q300U AGFC LICENSING SUPERVISOR	2	\$71,432
14	(57)	Q357U AGFC ACCOUNTANT II	2	\$68,031
15	(58)	Q316U AGFC PRODUCTION ARTIST	1	\$68,031
16	(59)	Q315U AGFC MAINTENANCE COORDINATOR	2	\$68,031
17	(60)	Q314U AGFC LEGAL SERVICES SPECIALIST	1	\$68,031
18	(61)	Q313U AGFC HUMAN RESOURCES ANALYST	1	\$68,031
19	(62)	Q312U AGFC EDITOR	3	\$68,031
20	(63)	Q311U AGFC COMPUTER SUPPORT ANALYST	3	\$68,031
21	(64)	Q310U AGFC SENIOR TECHNICIAN	15	\$68,031
22	(65)	Q322U AGFC TELECOMMUNICATIONS SUPERVISOR	1	\$64,791
23	(66)	Q321U AGFC SKILLED TRADES SUPERVISOR	1	\$64,791
24	(67)	Q320U AGFC CONSTRUCTION INSPECTOR	8	\$64,791
25	(68)	Q319U AGFC COMMUNICATIONS SYSTEMS SUPERVISOR	1	\$64,791
26	(69)	Q318U AGFC REGIONAL OFFICE MANAGER	1	\$64,791
27	(70)	Q356U AGFC GIS TECHNICIAN	1	\$62,140
28	(71)	Q337U AGFC CONSERVATION PROGRAM TECHNICIAN	47	\$61,706
29	(72)	Q327U AGFC AUTO/DIESEL MECHANIC SUPERVISOR	1	\$61,706
30	(73)	Q326U AGFC SKILLED TRADESMAN	4	\$61,706
31	(74)	Q325U AGFC MAINTENANCE SUPERVISOR	2	\$61,706
32	(75)	Q324U AGFC FISCAL SUPPORT ANALYST	4	\$61,706
33	(76)	Q323U AGFC ADMINISTRATIVE ANALYST	3	\$61,706
34	(77)	Q333U AGFC TELECOMMUNICATIONS SPECIALIST	10	\$58,767
35	(78)	Q332U AGFC FOOD PREPARATION MANAGER	1	\$58,767
36	(79)	Q331U AGFC FIRING RANGE SPECIALIST	1	\$58,767

1	(80)	Q330U AGFC COMMERCIAL GRAPHIC ARTIST	2	\$58,767
2	(81)	Q329U AGFC CALIBRATION TECHNICIAN	2	\$58,767
3	(82)	Q328U AGFC ADMINISTRATIVE OFFICE COORDINATOR	17	\$58,767
4	(83)	Q336U AGFC MULTI-MEDIA SPECIALIST	1	\$55,969
5	(84)	Q335U AGFC MAINTENANCE TECHNICIAN	6	\$55,969
6	(85)	Q334U AGFC INVENTORY CONTROL MANAGER	2	\$55,969
7	(86)	Q340U AGFC FISCAL SUPPORT SPECIALIST	7	\$53,304
8	(87)	Q339U AGFC ADMINISTRATIVE SPECIALIST III	32	\$53,304
9	(88)	Q342U AGFC PRINTER	1	\$50,131
10	(89)	Q341U AGFC FOOD PREPARATION SUPERVISOR	1	\$50,131
11	(90)	Q343U AGFC LICENSING SPECIALIST	8	\$47,140
12	(91)	Q344U AGFC ADMINISTRATIVE SPECIALIST II	1	\$44,319
13	(92)	Q345U AGFC MAIL SERVICES SPECIALIST	<u>1</u>	\$39,155
14		MAX. NO. OF EMPLOYEES	630	

15

16 SECTION 2. EXTRA HELP. There is hereby authorized, for the Arkansas  
 17 State Game and Fish Commission for the 2019-2020 fiscal year, the following  
 18 maximum number of part-time or temporary employees, to be known as "Extra  
 19 Help", payable from funds appropriated herein for such purposes: one hundred  
 20 eighty-five (185) temporary or part-time employees, when needed, at rates of  
 21 pay not to exceed those provided in the Uniform Classification and  
 22 Compensation Act, or its successor, or this act for the appropriate  
 23 classification.

24

25 SECTION 3. APPROPRIATION - OPERATIONS. There is hereby appropriated,  
 26 to the Arkansas State Game and Fish Commission, to be payable from the Game  
 27 Protection Fund, for personal services and operating expenses of the Arkansas  
 28 State Game and Fish Commission for the fiscal year ending June 30, 2020, the  
 29 following:

30

31	ITEM	FISCAL YEAR
32	<u>NO.</u>	<u>2019-2020</u>
33	(01) REGULAR SALARIES	\$39,586,383
34	(02) EXTRA HELP	1,187,500
35	(03) PERSONAL SERVICES MATCHING	11,957,482
36	(04) OVERTIME	250,000

1	(05) UNIFORM ALLOWANCE	885,000
2	(06) MAINT. & GEN. OPERATION	
3	(A) OPER. EXPENSE	33,346,984
4	(B) CONF. & TRAVEL	450,535
5	(C) PROF. FEES	4,309,003
6	(D) CAP. OUTLAY	10,000,000
7	(E) DATA PROC.	0
8	(07) GAME AND FISH GRANTS	7,000,000
9	(08) CONSTRUCTION	<u>15,000,000</u>
10	TOTAL AMOUNT APPROPRIATED	<u>\$123,972,887</u>

11

12         SECTION 4. APPROPRIATION - GAS LEASE REVENUES. There is hereby  
 13 appropriated, to the Arkansas State Game and Fish Commission, to be payable  
 14 from the Game Protection Fund, for operating expenses, capital projects,  
 15 acquisition of land and conservation easements, and grants of the Arkansas  
 16 State Game and Fish Commission for the fiscal year ending June 30, 2020, the  
 17 following:

18

19	ITEM	FISCAL YEAR
20	<u>NO.</u>	<u>2019-2020</u>
21	(01) MAINT. & GEN. OPERATION	
22	(A) OPER. EXPENSE	\$2,350,000
23	(B) CONF. & TRAVEL	0
24	(C) PROF. FEES	500,000
25	(D) CAP. OUTLAY	1,500,000
26	(E) DATA PROC.	0
27	(02) GAS LEASE GRANTS	<u>150,000</u>
28	TOTAL AMOUNT APPROPRIATED	<u>\$4,500,000</u>

29

30         SECTION 5. APPROPRIATION - CONSERVATION PARTNERS PROGRAM GRANTS. There  
 31 is hereby appropriated, to the Arkansas State Game and Fish Commission, to be  
 32 payable from the Game Protection Fund, for grants to conservation partners,  
 33 or other eligible entities for operating, equipment, and maintenance expenses  
 34 associated with addressing statewide hunger needs of the Arkansas State Game  
 35 and Fish Commission for the fiscal year ending June 30, 2020, the following:

36

ITEM	FISCAL YEAR
<u>NO.</u>	<u>2019-2020</u>
(01) CONSERVATION PARTNERS PROGRAM GRANTS	<u>\$150,000</u>

SECTION 6. APPROPRIATION - BLACK RIVER SETTLEMENT FUNDS. There is hereby appropriated, to the Arkansas State Game and Fish Commission, to be payable from the Game Protection Fund, for all expenses associated with the mitigation to the hardwood timber destruction in the Wildlife Management Area, inclusive of Regular Salaries and Personal Services Matching of the Arkansas State Game and Fish Commission for the fiscal year ending June 30, 2020, the following:

ITEM	FISCAL YEAR
<u>NO.</u>	<u>2019-2020</u>
(01) RESTORATION OF BLACK RIVER WMA EXPENSES	<u>\$13,250,000</u>

SECTION 7. APPROPRIATION - FERAL HOG ERADICATION. There is hereby appropriated, to the Arkansas State Game and Fish Commission, to be payable from the Game Protection Fund, for personal services, operating expenses and grants for the eradication efforts of feral hogs of the Arkansas State Game and Fish Commission for the fiscal year ending June 30, 2020, the following:

ITEM	FISCAL YEAR
<u>NO.</u>	<u>2019-2020</u>
(01) ERADICATION EFFORTS OF FERAL HOGS	<u>\$250,000</u>

SECTION 8. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. HUNTERS FEEDING THE HUNGRY. Arkansas Hunters Feeding the Hungry is designed to share the harvest of an abundant resource with Arkansans who are in need of food, partner with the Game and Fish Commission in order to provide a solution for a healthy, balanced deer herd, provide a much needed free, low fat, high protein food source to the many feeding agencies and organizations across Arkansas and create a provider purpose for hunters who participate, allowing them to give back and share with others. In order to help sustain the Arkansas Hunters Feeding the Hungry program in Arkansas the Arkansas Game and

1 Fish Commission may establish a check off or other appropriate methods to  
2 raise revenue for support of the program. The intent of this Section is to  
3 encourage the Arkansas Game and Fish Commission to examine opportunities  
4 available to provide support for the Arkansas Hunters Feeding the Hungry  
5 program.

6 The provisions of this section shall be in effect only from July 1, ~~2018~~  
7 2019 through June 30, ~~2019~~ 2020.

8  
9 SECTION 9. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
10 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. PAYMENT  
11 OF REWARDS. Payment of rewards shall be from the Game Protection Fund from  
12 the Commission's Maintenance and General Operation appropriation as herein  
13 appropriated in the Operating Expenses line item of the Operations  
14 appropriation.

15 The provisions of this section shall be in effect only from July 1, ~~2018~~  
16 2019 through June 30, ~~2019~~ 2020.

17  
18 SECTION 10. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
19 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. EXTRA  
20 HELP RESTRICTION. No employee of the Arkansas Game and Fish Commission who is  
21 employed as extra help may receive an amount to exceed eighty-five percent  
22 (85%) of the maximum annual salary for a comparable position as authorized  
23 under § 21-5-201 et seq. during any fiscal year, nor shall such an employee  
24 be employed for a period of time to exceed one thousand eight hundred (1,800)  
25 hours in any single fiscal year.

26 The provisions of this section shall be in effect only from July 1, ~~2018~~  
27 2019 through June 30, ~~2019~~ 2020.

28  
29 SECTION 11. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
30 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. TRANSFER  
31 PROVISION. After receiving approval from the Chief Fiscal Officer of the  
32 State, and prior review by the Arkansas Legislative Council or Joint Budget  
33 Committee, the Agency is authorized to transfer appropriation from any line  
34 item authorized in the Operations appropriation to any other line item  
35 authorized in the Operations appropriation and the Agency is authorized to  
36 transfer appropriation from any line item authorized in the Gas Lease

1 Revenues appropriation to any other line item authorized in the same section.

2 The provisions of this section shall be in effect only from July 1, ~~2018~~  
3 2019 through June 30, ~~2019~~ 2020.

4  
5 SECTION 12. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
6 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. OVERTIME.  
7 The Arkansas Game and Fish Commission is hereby authorized to make overtime  
8 payments from such funds and appropriations provided for overtime payments to  
9 those wildlife officers or other employees that are currently assigned or may  
10 be assigned by the Director of the Arkansas Game and Fish Commission or by an  
11 appointed designate to Special Law Enforcement Task Forces, Special  
12 Operations, and other special programs reimbursable to the Arkansas Game and  
13 Fish Commission by federal or local authorities as approved by the Director  
14 of the Arkansas Game and Fish Commission. All such overtime payments shall  
15 be processed through the State Accounting System and shall be in addition to  
16 the Regular Salaries and benefits accruing to the employee(s). Payment of  
17 overtime is the preferred method of implementing the provisions of this  
18 section.

19 The provisions of this section shall be in effect only from July 1, ~~2018~~  
20 2019 through June 30, ~~2019~~ 2020.

21  
22 SECTION 13. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
23 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. PAYMENT  
24 OF ACCRUED LEAVE. The Arkansas Game and Fish Commission is hereby authorized  
25 to pay all accrued and unused annual, holiday, and sick leave to the estate  
26 of any wildlife officer who dies in the line of duty. Such payments are  
27 subject to budgetary constraints and shall be disbursed after receipt of the  
28 official death certificate.

29 The provisions of this section shall be in effect only from July 1, ~~2018~~  
30 2019 through June 30, ~~2019~~ 2020.

31  
32 SECTION 14. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
33 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW.  
34 COMPENSATION DIFFERENTIALS. To address specific employee compensation needs,  
35 the Arkansas Game and Fish Commission (the Commission) is authorized to pay  
36 compensation differentials to employees occupying regularly appropriated



1 positions. All compensation differentials must be reviewed by the Arkansas  
2 Legislative Council or, if the General Assembly is in session, the Joint  
3 Budget Committee. The Commission must demonstrate the need for a  
4 compensation differential and submit a plan to the Arkansas Legislative  
5 Council or, if the General Assembly is in session, the Joint Budget Committee  
6 identifying the classifications or positions eligible for such differentials.  
7 Compensation differentials that may be authorized under this section are  
8 shift differentials, hazardous duty, certification, and second language in an  
9 amount not to exceed twelve percent (12%) of an employee's base salary. The  
10 cumulative total of any compensation differentials paid to an employee under  
11 this section shall not exceed twenty-five percent (25%) of the employee's  
12 base salary. An employee who receives additional compensation under this  
13 section who moves into a position that is not authorized to receive the  
14 compensation differential shall have the compensation differential removed.  
15 If granting additional compensation would have the effect of exceeding the  
16 line item maximum assigned to the employee's classification, the additional  
17 compensation shall not be construed as exceeding the line item maximum for  
18 that classification.

19 The provisions of this section shall be in effect only from July 1, ~~2018~~  
20 2019 through June 30, ~~2019~~ 2020.

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22 SECTION 15. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
23 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. COST OF  
24 LIVING INCREASES AND MERIT PAY. Employees of the Arkansas Game and Fish  
25 Commission shall be eligible for cost-of-living and merit pay adjustments at  
26 the discretion of the Commission. In addition, the Commission is authorized  
27 to develop and establish a merit pay system. The merit system developed by  
28 the Commission must be reviewed by the Arkansas Legislative Council, or if  
29 the General Assembly is in session, the Joint Budget Committee. The  
30 Commission may establish merit payments as either an increase to an  
31 employee's base salary or as a lump sum payment, based on sufficiency of  
32 funding. Commission employees shall be evaluated using an instrument  
33 developed by the Commission that incorporates performance evaluation  
34 standards. Employees reaching the maximum rate of pay for their respective  
35 classifications may receive merit pay or cost of living adjustments in a lump  
36 sum payment, provided adjustments are awarded; the additional compensation

1 shall not be construed as exceeding the line item maximum for that  
2 classification.

3 The provisions of this section shall be in effect only from July 1, 2018  
4 2019 through June 30, ~~2019~~ 2020.

5  
6 SECTION 16. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
7 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW.

8 PROMOTIONAL ITEMS. The Arkansas State Game and Fish Commission is hereby  
9 authorized to purchase from the Maintenance & General Operation  
10 Classifications in the Operations Appropriation provided by this Act for  
11 promotional items in an amount not to exceed fifty thousand dollars  
12 (\$50,000), as authorized by the Director of the Commission to meet fish and  
13 wildlife conservations and education needs.

14 The provisions of this section shall be in effect only from July 1, 2019  
15 through June 30 2020.

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

25  
26 SECTION 18. EMERGENCY CLAUSE. It is found and determined by the  
27 General Assembly, that the Constitution of the State of Arkansas prohibits  
28 the appropriation of funds for more than a one (1) year period; that the  
29 effectiveness of this Act on July 1, 2019 is essential to the operation of  
30 the agency for which the appropriations in this Act are provided, and that in  
31 the event of an extension of the legislative session, the delay in the  
32 effective date of this Act beyond July 1, 2019 could work irreparable harm  
33 upon the proper administration and provision of essential governmental  
34 programs. Therefore, an emergency is hereby declared to exist and this Act  
35 being necessary for the immediate preservation of the public peace, health  
36 and safety shall be in full force and effect from and after July 1, 2019.