



# Department of Transformation and Shared Services Office of Personnel Management

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

**Policy Number:** 3

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

**Effective Date:** July 1, 2024

Employees serving in positions covered by the Uniform Classification and Compensation Act (Class and Comp Act) are assigned to a classification and grade as determined by their department or agency's appropriation act. The Arkansas General Assembly is responsible for authorizing the salary ranges for each of the established grades assigned to a classification. The following pay tables are established for the Class and Comp Act:

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			
GS01	\$32,405	\$42,046	\$51,686
GS02	\$32,405	\$42,046	\$51,686
GS03	\$32,405	\$42,046	\$51,686
GS04	\$32,405	\$42,046	\$51,686
GS05	\$32,405	\$42,046	\$51,686
GS06	\$36,155	\$46,912	\$57,668
GS07	\$40,340	\$52,342	\$64,343
GS08	\$45,010	\$58,401	\$71,792
GS09	\$50,222	\$65,164	\$80,105
GS10	\$56,039	\$72,711	\$89,383
GS11	\$62,531	\$81,134	\$99,737
GS12	\$69,776	\$90,535	\$111,293
GS13	\$77,862	\$101,026	\$124,190
GS14	\$86,887	\$112,736	\$138,585
GS15	\$96,960	\$125,806	\$154,652



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

IT SALARIES			
IT01	\$33,403	\$43,340	\$53,278
IT02	\$37,266	\$48,352	\$59,439
IT03	\$41,578	\$53,948	\$66,317
IT04	\$46,391	\$60,193	\$73,994
IT05	\$51,762	\$67,161	\$82,560
IT06	\$57,755	\$74,938	\$92,120
IT07	\$64,445	\$83,617	\$102,790
IT08	\$71,704	\$93,035	\$114,367
IT09	\$80,242	\$104,115	\$127,987
IT10	\$89,541	\$116,180	\$142,819
IT11	\$99,920	\$129,647	\$159,373
IT12	\$111,504	\$144,677	\$177,850

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

MEDICAL PROFESSIONAL			
MP01	\$63,830	\$80,347	\$96,864
MP02	\$71,403	\$90,682	\$109,961
MP03	\$79,879	\$102,325	\$124,771
MP04	\$89,368	\$115,464	\$141,559
MP05	\$99,991	\$130,289	\$160,586
MP06	\$111,884	\$147,016	\$182,147
MP07	\$125,200	\$165,890	\$206,580
MP08	\$140,109	\$187,186	\$234,263
MP09	\$156,804	\$211,215	\$265,626
MP10	\$175,620	\$236,561	\$297,501



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

SENIOR EXECUTIVE		
SE01	\$108,110	\$161,920
SE02	\$120,543	\$172,810
SE03	\$134,406	\$183,700
SE04	\$149,862	\$199,650
SE05	\$167,096	\$221,870

The established pay levels are for compensation management purposes and are 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 grade unless the agency has approval for one of the exceptions listed below or otherwise provided by law.

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.

OPM may establish the salary of a specialized physician position or classification up to 50% above the maximum pay level for the grade assigned to the classification.

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.

Salaries that exceed the maximum pay level pursuant to this policy require the approval of the Legislative Council or, if the General Assembly is in session, the Joint Budget Committee.

Salaries may also exceed the maximum through established special language within a department's appropriation act or through other legislative approval.