

INSTITUTIONS OF HIGHER EDUCATION
**NON-CLASSIFIED PERSONAL SERVICES REQUEST
INSTRUCTIONS**
FOR THE 2021-23 BIENNIAL YEAR

DIVISION OF HIGHER EDUCATION
APRIL 1, 2020

PERSONAL SERVICES REQUEST INSTRUCTIONS

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PERSONAL SERVICES REQUEST INSTRUCTIONS FOR THE 2021-23 BIENNIAL YEAR

GENERAL INFORMATION

Institutions of higher education will submit their 2021-23 personal services requests for non-classified and classified positions to the Division of Higher Education (DHE). **The following instructions relate to requests for non-classified positions only.**

Deadline and Technical Notes

Personal services requests must be submitted by email to Chandra.Robinson@adhe.edu as instructed in the paragraph below.

The request is a Microsoft Excel spreadsheet - Form A and Form B. **Do not change the format of the spreadsheet, as your information must be combined with other institutions' information.**

Uniformity is required for submission to the Arkansas Higher Education Coordinating Board, the Governor, and the General Assembly. Please return the completed forms for non-classified and classified positions to DHE via email with Forms A and B including any other supporting documents no later than **Monday, May 18, 2020.**

Requests for Line Item Maximums for New Fiscal Year: DHE Guideline

The Department of Higher Education will recommend to the Arkansas Higher Education Coordinating Board salary increases for line-item maximum salaries. As a starting point, DHE has increased maximum salaries by 1.9%; these increases are reflected on Form A. When DFA establishes state salary guidelines, DHE will revise these increases if necessary. Follow Transaction Procedures for any requested increases greater than these guidelines.

Central Pool Positions

The universities and colleges have separate non-classified central pools from which positions may be established during the year. Central pool positions are to be designated by the letter "C" in the Transaction Code column. Institutions should add those pool positions approved to the list of positions in Form A and designate them in this manner.

Form A

Form A is the primary personal services request document. Since DHE reviews both non-classified and classified position requests, Form A contains both non-classified and classified administrative, faculty, and auxiliary services positions as authorized in your 2020-21 Appropriation Act.

Already provided for the institution, Form A contains:

- Current line item numbers,
- Position titles,
- Numbers of positions authorized for each title,
- 2021-23 line-item maximum salary for each title,

This information is reflected in your institutional appropriation act(s) and should not be changed unless you first consult with Chandra Robinson at DHE. (You may add lines to reflect additional positions as explained later.)

Institutional input is required in the "Paid" and "Budgeted" columns. All changes to the "Requested" columns must be explained in Form B and a Justification Narrative. The line-item maximum salary requests have been calculated at an increase over Authorized 2020-21 amounts using expected guidelines. Institutions need to verify the salary requests and numbers of positions and enter any requested personnel changes in number and/or salary. Detailed instructions are provided later in this document on how to make these changes.

Additional Positions

Institutions should request positions, as they consider necessary. To limit increases in numbers of positions, institutions are asked to consider whether other positions can be deleted where additional positions are requested. To document this process, Form B should list all additional positions and identify the position(s) to be deleted.

Provisional Positions

Provisional positions as provided for by A.C.A. 6-63-305 are authorized by institutional boards of trustees each year and approved by DHE.

The legislative intent is to allow institutions to take advantage of federal or private grants, gifts, or other revenue sources that had not been anticipated during the budget review process. The legislative stance has been that these positions should not become obligations of the state and continue to be renewed as provisional positions.

Requests for provisional positions **should not** be included in the personal services request unless the request is to convert a provisional position to a regularly authorized position. Such requests should be made only when the institution intends to fund the positions from general revenue.

Converted provisional positions will be requested as either new or additional positions whichever is applicable. In the NARRATIVE, designate that the additional or new position is to replace a provisional position and why the state needs to assume the position.

The request for provisional positions authorized in A.C.A. 6-63-305 will be completed at a later date.

Review Process

DHE will review requests affecting non-classified and classified positions only. DHE Institutional Finance staff will review requests and make recommendations to the Arkansas Higher Education Coordinating Board at its regular meeting on July 31, 2020. The Board's recommendations will be transmitted to the Governor and the General Assembly for approval and legislative action.

SUBMITTAL INSTRUCTIONS

Combined non-classified and classified personal services requests must be submitted to DHE **no later than Monday, May 18, 2020**. Email a copy of Forms A and B including any other supporting documentation to Chandra.Robinson@adhe.edu.

When collating request documents, please collate in this order:

- (1) Title page
- (2) Table of Contents
- (3) Form A
- (4) Form B
- (5) Narrative explanation of the need for additional/new positions
- (6) Narrative for requested salaries that are more or less than the amount calculated through existing guidelines
- (7) Narrative of the need for status changes from classified to non-classified or vice-versa

INSTRUCTIONS FOR COMPLETING FORM A

Requests with No Changes

(1) Enter the following information for each position title listed:

- Column (H): Enter the number of actual positions paid in 2019-20. If there have been two or more individuals serving at various times during the fiscal year for one particular position, count only one position filled. Enter "0" if no positions were filled.
- Column (I): Enter the **highest annualized salary** paid to any incumbent of a position of that title in 2019-20.
- Column (J): Enter the number of positions budgeted in 2020-21.
- Column (K): Enter the highest annualized salary budgeted in 2020-21.

(2) Verify that the requested number of positions and line-item maximum salaries are correct. If changes are needed in the requested columns, use the instructions below.

Requests with Changes

(1) Complete Steps (1) and (2) above.

(2) If a change in non-classified positions is requested, enter in column (A) of Form A the appropriate transaction code from the list below. Follow the instructions for Transaction Procedures. More than one transaction code may be entered. When a line must be inserted to complete a request, enter the transaction code on BOTH the existing and additional lines. If a line must be inserted to complete a request, assign a line item number to the inserted line that equals the line item number above plus 0.01. For example, if the title is to be changed to the position authorized on item number (4) insert a line below and number it (4.01). The next assigned number within that line item would be (4.02).

Transaction Codes and Procedures

To enter institutional requests for changes in currently authorized positions on Form A, the following transaction codes should be entered in Column (A) on those lines where a change in position authorization is being requested.

Code:	A	ADDITIONAL POSITIONS
Procedure: Enter the Transaction Code "A" to indicate that additional positions of a currently authorized title are requested. In Column (L) and (N) enter the total number of positions requested (current number plus additional positions). See Attachment C for example. List the new positions on Form B. Supporting narrative is required.		
Code:	D	DELETION OF POSITIONS
Procedure: If the number of positions of a title is to be reduced, enter Transaction Code "D". Enter any paid or budgeted information and the number of positions requested. If all the positions of a given title are to be deleted, enter "0" (zero) in all REQUESTED columns. List deleted positions on Form B.		
Code:	C	CENTRAL POOL
Procedure: This code should be used to designate Central Pool positions authorized during the biennium. Institutions should add any Central Pool positions that have been approved since July 2017 by inserting the position immediately below the current title with the next highest or equal salary with an item number equal to the number above the inserted line plus 0.01. Enter "C" in the Transaction Code (TC) column of the inserted line. Enter all information for the authorized, paid, budgeted and requested columns. See Attachment C for example.		
Code:	M	MOVE POSITION TO NEW SECTION.
Procedure: If the request is to move a position from one section of the personal services schedule to another, enter transaction code "M" in column (A) of the existing item number. Enter information in the paid and budgeted columns as normal. Enter "0" (zero) in the requested columns (L) through (O). Next, insert a line where the		

position would fall in the new section with an item number equal to the one above plus an extension of 0.01. Enter transaction code "M" on the inserted line in column (A). Enter the authorized title indented two spaces. Enter the number of positions requested in Column (L) and (N) and the requested salaries in Columns (M) and (O).

Code:	N	NEW TITLE.
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Procedure: If a position(s) of a new title not currently authorized in the institution's appropriation act is requested, insert a line in the appropriate section of positions (such as "Twelve Month Educational and General Administrative Positions"). The line should be inserted immediately below the current title with the next highest or equal salary with an item number equal to the number above the inserted line plus 0.01. Enter "N" in Transaction Code column of the inserted line. Enter the requested title indented two spaces. Leave current authorization, paid and budgeted information blank. Enter the number of positions and the requested salaries in columns (L) through (O). See Attachment C for example. List the new positions on Form B. **Supporting narrative is required.**

Code:	T	TITLE CHANGE.
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Procedure: Enter the transaction code "T" for a title change of a non-classified position from its current title to a new title not currently listed in the institution's appropriation act. The new title should have no significant change duties or salary changes beyond DHE guidelines. If duties are to change significantly, request a new position. Enter information in the paid and budgeted columns as normal. Enter "0" (zero) in the requested columns (L) through (O). Next, insert a line directly below the old position with an item number equal to the one above plus an extension of 0.01. Enter transaction code "T" on the inserted line in column (A). Enter the requested title indented two spaces. Enter the number of positions requested in columns (L) and (N) and the requested salaries in columns (M) and (O). See Attachment C for example.

Code:	U	SALARY DECREASE.
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Procedure: If a request is made to reduce a line item salary to an amount less than that on columns (M) and (O), enter the transaction code "U" in column (A). Complete all information in the paid and budgeted columns. Enter the new salaries requested salaries in columns (M) and (O). **Supporting narrative is required.**

Code:	X	EXCEPTIONAL SALARY INCREASE
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Procedure: If a request is made to increase a line item maximum salary above the maximum salaries listed in columns (M) and (O), enter the transaction code "X" in column (A). Complete all information in the paid and budgeted columns. Enter the new salaries requested salaries in columns (M) and (O). See Attachment C for example. **Supporting narrative is required.**

INSTRUCTIONS FOR COMPLETING FORM B

To limit overall increases in numbers of positions, institutions are asked to consider whether other positions can be deleted when additional positions are requested. If the new or additional positions are not recommended, DHE's policy is to recommend the continuation of positions that the institution has requested to be deleted in exchange for the requested new or additional positions.

To document this process, Form B should list all additional positions by the item number on Form A and, if appropriate, identify the corresponding position to be deleted. Form B (Attachment B) can be found on the spreadsheet tab labeled "Form B".

INSTRUCTIONS FOR COMPLETING SUPPORTING NARRATIVES

Please read and follow these instructions to complete the narrative portion of your request.

New or Additional Non-classified Positions

Provide an explanation of the need for the position(s) and a summary of job duties and reporting structure. A job description is required for new titles. Multiple titles may be submitted on the same page.

If the position was a provisional position, note that the position is to replace a provisional and why the State needs to assume the position. Be specific about the former funding source and why the source no longer exists.

Salary Request Other than DHE Guidelines

Explain the need for a salary change other than that listed by DHE in columns (M) and (O). Such needs might include recruiting problems, internal equity problems, organizational restructuring, or expansion of job duties. Institutions are encouraged to provide supporting survey information.

Request for Change of Status from Classified to Non-classified

Provide a summary description of job duties, educational requirements and the reason for the requested change in status.

ATTACHMENT A: DEFINITION OF TERMS

ADDITIONAL POSITION: Position requested in addition to other positions of a title currently authorized in the institution's appropriation act.

CLASSIFIED POSITION: Positions assigned a classification title and pay grade (rather than a maximum salary amount) in accordance with the provisions of the Act 763 of 2019 – Higher Education Uniform Classification and Compensation Act.

CHANGE OF STATUS: Request to change a non-classified position to classified status, or vice versa.

DELETION: Request to reduce or remove a currently authorized position.

CENTRAL POOL POSITIONS: Positions established during the year by the authority of Act 763 of 2019.

NEW POSITION: Requested position of a title not currently authorized in the institution's appropriation act.

NON-CLASSIFIED POSITION: An authorized position that is assigned a maximum salary amount (rather than a pay grade).

PROVISIONAL POSITION: Temporary position established under the authority of A.C.A. 6-63-305 which is funded by unexpected revenue sources such as federal grants, or private gifts or grants. The positions are generally established by the local board of trustees, reviewed by DHE, and reported to the Legislative Council, to fulfill functions necessary for the completion of the objectives of the grant or the program funded through non-state institutional revenues.

TITLE CHANGE: Change in the title of a non-classified position to another title not currently in the appropriation act, but with no significant change in duties or in salary beyond the DHE guidelines. If duties and/or salaries are to change significantly, request a new position.