



Department of Shared Administrative 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, 2025

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. Effective FY26, the following pay tables are established in the Class and Comp Act:

1. State Government Services (SGS)
2. Information Systems and Technology (IST)
3. Medical (MED)
4. Law Enforcement and Safety (LES)
5. Specialized Services (SPC)
6. Executive Salaries (EXE)

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 department or agency has approval for one of the exceptions listed below or otherwise provided by law.

Pay increases are not automatic and no employee has a claim or right to pay increases unless the Secretary or Agency Director determines the employee, by experience, ability and work performance, is eligible for the increase and approval is received.

Exceeding the maximum pay level

The Governor may set the salary of a Secretary or 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.

A Secretary or 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.

The following grades and pay levels are established each pay table:



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State Government Services Pay Schedule			
<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
SGS01	\$33,280	\$41,267	\$49,254
SGS02	\$35,610	\$44,157	\$52,703
SGS03	\$39,171	\$48,572	\$57,973
SGS04	\$43,088	\$53,429	\$63,770
SGS05	\$47,397	\$58,773	\$70,148
SGS06	\$52,137	\$64,650	\$77,163
SGS07	\$57,351	\$71,115	\$84,879
SGS08	\$63,086	\$78,227	\$93,367
SGS09	\$69,395	\$86,050	\$102,705
SGS10	\$76,335	\$94,656	\$112,976
SGS11	\$83,969	\$104,122	\$124,274
SGS12	\$92,366	\$114,534	\$136,702

Information Systems & Technology Pay Schedule			
<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
IST01	\$41,265	\$54,296	\$67,327
IST02	\$45,392	\$59,726	\$74,060
IST03	\$49,931	\$65,699	\$81,466
IST04	\$54,924	\$72,269	\$89,613
IST05	\$60,416	\$79,496	\$98,574
IST06	\$66,458	\$87,446	\$108,431
IST07	\$73,104	\$96,191	\$119,274
IST08	\$80,414	\$105,810	\$131,201
IST09	\$88,455	\$116,391	\$144,321
IST10	\$97,301	\$128,030	\$158,753
IST11	\$107,031	\$140,833	\$174,628
IST12	\$117,734	\$154,916	\$192,091
IST13	\$129,507	\$170,408	\$211,300
IST14	\$142,458	\$187,449	\$232,430
IST15	\$156,704	\$206,194	\$255,673



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Medical Pay Schedule			
Grade	Minimum	Midpoint	Maximum
MED01	\$47,820	\$59,297	\$70,774
MED02	\$53,558	\$66,412	\$79,266
MED03	\$59,985	\$74,381	\$88,778
MED04	\$67,183	\$83,307	\$99,431
MED05	\$75,245	\$93,304	\$111,363
MED06	\$84,274	\$104,500	\$124,726
MED07	\$94,387	\$117,040	\$139,693
MED08	\$105,713	\$131,084	\$156,455
MED09	\$118,399	\$146,815	\$175,231
MED10	\$132,607	\$164,433	\$196,258
MED11	\$148,520	\$184,165	\$219,810
MED12	\$166,342	\$206,264	\$246,186
MED13	\$186,303	\$231,016	\$275,728
MED14	\$208,659	\$258,737	\$308,815
MED15	\$233,698	\$289,786	\$345,873
MED16	\$261,742	\$324,560	\$387,378

Law Enforcement & Safety Pay Schedule			
Grade	Minimum	Midpoint	Maximum
LES01	\$46,223	\$57,317	\$68,410
LES02	\$50,845	\$63,049	\$75,251
LES03	\$55,930	\$69,354	\$82,776
LES04	\$61,523	\$76,289	\$91,054
LES05	\$67,675	\$83,918	\$100,159
LES06	\$74,443	\$92,310	\$110,175
LES07	\$81,887	\$101,541	\$121,193
LES08	\$90,076	\$111,695	\$133,312
LES09	\$99,084	\$122,865	\$146,643
LES10	\$108,992	\$135,152	\$161,307
LES11	\$119,891	\$148,667	\$177,438
LES12	\$131,880	\$163,534	\$195,182



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Specialized Services Pay Schedule			
<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
SPC01	\$58,700	\$72,788	\$86,876
SPC02	\$64,570	\$80,067	\$95,564
SPC03	\$71,027	\$88,074	\$105,120
SPC04	\$78,130	\$96,881	\$115,632
SPC05	\$85,943	\$106,569	\$127,195
SPC06	\$94,537	\$117,226	\$139,915
SPC07	\$103,991	\$128,949	\$153,907
SPC08	\$114,390	\$141,844	\$169,298
SPC09	\$125,829	\$156,028	\$186,228
SPC10	\$138,412	\$171,631	\$204,851
SPC11	\$152,253	\$179,659	\$207,064

Executive Pay Schedule		
<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
EXE01	\$141,125	\$191,930
EXE02	\$155,238	\$211,123
EXE03	\$170,762	\$232,235
EXE04	\$187,838	\$255,459