



## Division of Higher Education

101 E. Capitol Ave., Suite 300 • Little Rock, Arkansas • 72201-3827 • (501) 371-2000 • Fax (501) 371-2001

Jacob Oliva  
Secretary

Maria Markham, Ph.D.  
Director

February 10, 2023

The Honorable Breanne Davis, Co-Chair  
The Honorable Jim Wooten, Co-Chair  
Joint Budget Council - Personnel  
State Capitol Building  
Little Rock, AR 72201

Dear Senator Davis and Representative Wooten:

The Arkansas Division of Higher Education (ADHE) submits a request from the University of Arkansas at Pine Bluff for a labor market rate between midpoint and maximum for S056C/Food Preparation Supervisor established by ACA 21-5-1410. The current salary for this position is not competitive with other places in the area nor with the Arkansas Department of Community Correction. UAPB has a need to offer Food Preparation Supervisors compensation that will encourage current employees to stay and attract quality candidates in the future.

### **JUSTIFICATION:**

The UAPB Early Head Start-Child Care Partnership (EHS-CCP) is a research-based initiative designed to provide family-centered services for low-income families that promote the development of children and prepare them for the transition into preschool. Ensuring the meals served to the children attending our EHS-CCP program meet dietary guidelines is critical to that mission. Therefore, we need the ability to offer a salary that meets or exceeds our competitors to ensure we hire and retain the best possible staff.

### **RECOMMENDATION:**

The Arkansas Division of Higher Education (ADHE) has reviewed the submitted documentation by the University of Arkansas at Pine Bluff and recommends the institution's request for approval of the labor market request for the for the above mentioned classification to \$40,000. The amount invested to retain this employee is \$13,100 (including fringes). If approved this will affect one (1) employee in the specified classification.

Your consideration of this request is appreciated.

Sincerely,

A handwritten signature in cursive script that reads 'Maria Markham'.

Maria Markham, Ph. D.  
Director



UNIVERSITY  
*of* ARKANSAS  
AT PINE BLUFF  
1873

OFFICE OF THE CHANCELLOR

February 9, 2023

Dr. Maria Markham  
Arkansas Department of Higher Education  
114 E. Capital Avenue  
Little Rock, AR 72201

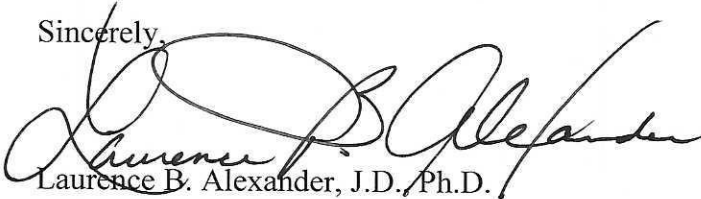
RE: Request for Movement of Current Employee to Approved Special Entry Rate

Dear Dr. Markham:

The University of Arkansas at Pine Bluff (UAPB) would like to formally request approval to increase our current Food Preparation Supervisor Special Entry rate outlined in the attached document. Saracen Casio Resort, Chili's Grill & Bar, and Colton's Steak House & Grill are all located within a 7-mile radius of our campus. Additionally, many Pine Bluff residents commute to Little Rock and work full-time. Additionally, our Food Preparation Supervisor salary is not competitive with the Arkansas Department of Community Correction salary for this position. Therefore, we need to offer this position compensation that will encourage our current employees to stay and attract quality candidates in the future.

The UAPB Early Head Start-Child Care Partnership (EHS-CCP) is a research-based initiative designed to provide family-centered services for low-income families that promote the development of children and prepare them for the transition into preschool. Ensuring the meals served to the children attending our EHS-CCP program meet dietary guidelines is critical to that mission. Therefore, we need the ability to offer a salary that meets or exceeds our competitors to ensure we hire and retain the best possible staff.

Sincerely,



Laurence B. Alexander, J.D., Ph.D.  
Chancellor

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