



**Arkansas Department of Higher Education**

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Asa Hutchinson  
Governor

Maria Markham, Ph.D.  
Director

March 1, 2019

The Honorable John Cooper, Chair  
The Honorable Les Eaves, Chair  
Arkansas Legislative Council – Personnel Subcommittee  
State Capitol Building  
Little Rock, AR 72201

Dear Senator Cooper and Representative Eaves:

Please accept the attached reports providing special entry rates for institutions of higher education that were approved by the Arkansas Department of Higher Education in accordance with A.C.A § 21-5-1410 and 21-5-1411.

Should you require additional information, please let me know and I will be happy to provide.

Thank you for your consideration in this matter.

Sincerely,

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

Maria Markham, Ph.D.  
Director

**MARCH 2019 EXCEPTIONALLY WELL QUALIFIED REPORT**

**Director, Arkansas Department of Higher Education**

DATE RECEIVED	INSTITUTION	APPLICANT	CLASS CODE	TITLE	GRADE	PREVIOUS EMPLOYER	CURRENT/ PREVIOUS SALARY	ENTRY/ BASE	REQUESTED SALARY	APPROVED SALARY	COST
12/13/2018	UCA	Joshua Miller	A091C	Fiscal Support Analyst	C115	Institution	\$ 29,251	\$ 30,713	\$ 32,000	\$ 32,000	\$ 2,749
2/13/2019	UACCRM	Ilana Burk	P048C	Multimedia Specialist	C113	Private	\$ 30,600	\$ 26,531	\$ 32,000	\$ 32,000	\$ 1,400
2/13/2019	UACES	Amanda Lingo	A090C	Payroll Services Specialist	C115	Private		\$ 29,251	\$ 31,052	\$ 31,052	\$ 1,801

**MARCH 2019 REPORT  
LABOR MARKET/MOVEMENT**

DATE RECEIVED	INSTITUTION	APPLICANT	CLASS CODE	TITLE	GRADE	PREVIOUS EMPLOYER	CURRENT/ PREVIOUS SALARY	ENTRY/ BASE	REQUESTED SALARY	APPROVED SALARY	COST
12/6/2018	NWACC		P020C	Production Artist	C117	Institution	\$ 33,712	\$ 32,249	\$ 44,505	\$ 44,505	\$ 10,793
12/6/2018	NWACC	Violet Westrick	A082C	Accountant II	C117	Institution	\$ 32,571	\$ 32,249	\$ 37,451	\$ 44,505	\$ 11,934
1/8/2019	UAFS		T055C	Public Safety Officer	C116			\$ 30,713	\$ 35,464	\$ 36,464	\$ 5,751
1/25/2019	UAF	Rick Williams	X119C	Occupational Safety Coordinator	C116	Institution	\$ 40,160	\$ 30,713	\$ 42,386	\$ 42,836	\$ 2,676
1/25/2019	UAF	Jim Hogan	X119C	Occupational Safety Coordinator	C116	Institution	\$ 35,853	\$ 30,713	\$ 42,386	\$ 42,386	\$ 6,533
1/25/2019	UAF	John Dixon	X119C	Occupational Safety Coordinator	C116	Institution	\$ 35,853	\$ 30,713	\$ 42,386	\$ 42,386	\$ 6,533
1/28/2019	UAF-AES		S065C	Maintenance Assistant	C108			\$ 20,788	\$ 27,805	\$ 27,805	\$ 7,017
1/28/2019	SEAC	Rebecca Monk	S065C	Human Resources Specialist	C108	Institution	\$ 29,500	\$ 26,531	\$ 36,614	\$ 36,614	\$ 7,114
1/29/2019	UAFS		T051C	HE Public Safety Supervisors	C117			\$ 32,249	\$ 40,000	\$ 40,000	\$ 7,751
2/1/2019	UACCB	Crystal Blue	D091C	Computer Lab Technician	C110	Institution	\$ 24,811	\$ 22,919	\$ 31,142	\$ 31,142	\$ 6,331
2/5/2019	ATU		D056C	Systems Coordination Analyst	C120			\$ 37,332	\$ 46,500	\$ 46,500	\$ 9,168
2/19/2019	UA-AES		A09AC	Payroll Services Specialist	C115			\$ 29,251	\$ 33,296	\$ 33,296	\$ 4,045
2/19/2019	UA-AES		A091C	Fiscal Support Analyst	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
2/19/2019	UA-AES		A098C	Fiscal Support Specialist	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
2/19/2019	UA-AES		B112C	Greenhouse Technician	C109			\$ 21,827	\$ 29,427	\$ 29,427	\$ 7,600
2/19/2019	UA-AES		C071C	Administrative Analyst	C109			\$ 21,827	\$ 40,367	\$ 40,367	\$ 18,540
2/19/2019	UA-AES		C050C	Administrative Support Supervisor	C113			\$ 26,531	\$ 36,614	\$ 36,614	\$ 10,083
2/19/2019	UA-AES		C056C	Administrative Specialist III	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
2/19/2019	UA-AES		C073C	Administrative Specialist II	C109			\$ 21,827	\$ 29,427	\$ 29,427	\$ 7,600
2/19/2019	UA-AES		C087C	Administrative Specialist I	C106			\$ 18,855	\$ 24,820	\$ 24,820	\$ 5,965
2/19/2019	UA-AES		D084C	Computer Operator	C114			\$ 27,858	\$ 29,848	\$ 29,848	\$ 1,990
2/19/2019	UA-AES		G195C	HEI Program Coordinator	C116			\$ 30,713	\$ 40,367	\$ 42,386	\$ 11,673
2/19/2019	UA-AES		P041C	Commercial Graphic Artist	C114			\$ 27,858	\$ 38,445	\$ 38,445	\$ 10,587
2/19/2019	UA-AES		R036C	HR Specialist	C113			\$ 26,531	\$ 36,614	\$ 36,614	\$ 10,083
2/19/2019	UA-AES		S017C	Maintenance Coordinator	C117			\$ 32,249	\$ 44,505	\$ 44,505	\$ 12,256
2/19/2019	UA-AES		S033C	Maintenance Supervisor	C115			\$ 30,713	\$ 40,367	\$ 40,367	\$ 9,654
2/19/2019	UA-AES		S050C	Maintenance Specialist	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
2/19/2019	UA-AES		S056C	Food Preparation Supervisor	C111			\$ 24,065	\$ 32,955	\$ 32,955	\$ 8,890
2/19/2019	UA-AES		S057C	Landscape Specialist	C110			\$ 22,919	\$ 31,142	\$ 31,142	\$ 8,223
2/19/2019	UA-AES		S060C	Heavy Equipment Operator	C109			\$ 21,827	\$ 26,847	\$ 26,847	\$ 5,020
2/19/2019	UA-AES		S031C	Skilled Tradesman	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
2/19/2019	UA-AES		S081C	Apprentice Tradesman	C105			\$ 17,957	\$ 22,113	\$ 22,113	\$ 4,156
2/19/2019	UA-AES		S087C	Institutional Services Assistant	C103			\$ 16,288	\$ 20,922	\$ 20,922	\$ 4,634

**MARCH 2019 REPORT  
LABOR MARKET/MOVEMENT**

DATE RECEIVED	INSTITUTION	APPLICANT	CLASS CODE	TITLE	GRADE	PREVIOUS EMPLOYER	CURRENT/ PREVIOUS SALARY	ENTRY/ BASE	REQUESTED SALARY	APPROVED SALARY	COST
2/19/2019	UA-AES		S084C	Institutional Services Supervisor	C104			\$ 17,102	\$ 22,149	\$ 22,149	\$ 5,047
2/19/2019	UA-AES		V007C	Procurement Coordinator	C119			\$ 35,554	\$ 49,067	\$ 49,067	\$ 13,513
2/19/2019	UA-AES		V014C	Buyer	C116			\$ 30,713	\$ 38,500	\$ 38,500	\$ 7,787
2/19/2019	UA-AES		V020C	Inventory Control Manager	C113			\$ 26,531	\$ 36,614	\$ 36,614	\$ 10,083
2/21/2019	UCA	Jason Davis	C073C	Administrative Specialist II	C109	Institution	\$ 22,919	\$ 21,827	\$ 22,919	\$ 29,427	\$ 6,508
2/21/2019	UA-CES		A090C	Payroll Services Specialist	C115			\$ 29,251	\$ 33,296	\$ 33,296	\$ 4,045
2/21/2019	UA-CES		A091C	Fiscal Support Analyst	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
2/21/2019	UA-CES		A098C	Fiscal Support Specialist	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
2/21/2019	UA-CES		B112C	Greenhouse Technician	C109			\$ 21,827	\$ 29,427	\$ 29,427	\$ 7,600
2/21/2019	UA-CES		C071C	Administrative Analyst	C109			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
2/21/2019	UA-CES		C050C	Administrative Support Supervisor	C113			\$ 26,531	\$ 36,614	\$ 36,614	\$ 10,083
2/21/2019	UA-CES		C056C	Administrative Specialist III	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
2/21/2019	UA-CES		C073C	Administrative Specialist II	C109			\$ 21,827	\$ 29,427	\$ 29,427	\$ 7,600
2/21/2019	UA-CES		C087C	Administrative Specialist I	C106			\$ 18,855	\$ 24,820	\$ 24,820	\$ 5,965
2/21/2019	UA-CES		D084C	Computer Operator	C114			\$ 27,858	\$ 29,848	\$ 29,848	\$ 1,990
2/21/2019	UA-CES		G195C	HEI Program Coordinator	C116			\$ 30,713	\$ 42,386	\$ 42,386	\$ 11,673
2/21/2019	UA-CES		P041C	Commercial Graphic Artist	C114			\$ 27,858	\$ 38,445	\$ 38,445	\$ 10,587
2/21/2019	UA-CES		R036C	HR Specialist	C113			\$ 26,531	\$ 36,614	\$ 36,614	\$ 10,083
2/21/2019	UA-CES		S017C	Maintenance Coordinator	C117			\$ 32,249	\$ 44,505	\$ 44,505	\$ 12,256
2/21/2019	UA-CES		S033C	Maintenance Supervisor	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
2/21/2019	UA-CES		S050C	Maintenance Specialist	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
2/21/2019	UA-CES		S056C	Food Preparation Supervisor	C111			\$ 24,065	\$ 32,955	\$ 32,955	\$ 8,890
2/21/2019	UA-CES		S057C	Landscape Specialist	C110			\$ 22,919	\$ 31,142	\$ 31,142	\$ 8,223
2/21/2019	UA-CES		S060C	Heavy Equipment Operator	C109			\$ 21,827	\$ 26,847	\$ 26,847	\$ 5,020
2/21/2019	UA-CES		S031C	Skilled Tradesman	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
2/21/2019	UA-CES		S081C	Apprentice Tradesman	C105			\$ 17,957	\$ 22,113	\$ 22,113	\$ 4,156
2/21/2019	UA-CES		S087C	Institutional Services Assistant	C103			\$ 16,288	\$ 20,922	\$ 20,922	\$ 4,634
2/21/2019	UA-CES		S084C	Institutional Services Supervisor	C104			\$ 17,102	\$ 22,149	\$ 22,149	\$ 5,047
2/21/2019	UA-CES		V007C	Procurement Coordinator	C119			\$ 35,554	\$ 49,067	\$ 49,067	\$ 13,513
2/21/2019	UA-CES		V014C	Buyer	C116			\$ 30,713	\$ 38,500	\$ 38,500	\$ 7,787
2/21/2019	UA-CES		V020C	Inventory Control Manager	C113			\$ 26,531	\$ 36,614	\$ 36,614	\$ 10,083
2/25/2019	SEAC		S017C	Maintenance Coordinator	C117			\$ 32,249	\$ 44,505	\$ 44,505	\$ 12,256