



Division of Higher Education

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Johnny Key
Secretary

Maria Markham, Ph.D.
Director

December 5, 2019

The Honorable David Wallace, Chair
The Honorable Jim Wooten, Chair
Arkansas Legislative Council – Personnel Subcommittee
State Capitol Building
Little Rock, AR 72201

Dear Senator Wallace and Representative Wooten:

The Division of Higher Education (DHE) submits a request for continuation of labor market rates (LMR's) and differentials for FY20. The requested rates and differentials are attached.

DHE is requesting continuation of the following:

- In accordance with Arkansas Code §21-5-1410, continuation of LMR's for 20 institutions/entities with an estimated cost for FY19 of \$2,709,460. The number of employees are unknown due to the majority of them being for titles and not the number of employees
- In accordance with Arkansas Code §21-5-1412, continuation of Certification Differentials for 2 institutions with a total cost for FY19 of \$18,516 utilized by 22 employees
- In accordance with Arkansas Code §21-5-1411, continuation of Shift Differentials for 9 institutions with a total cost for FY19 of \$848,527 utilized by 513 employees

After review of the requests, DHE recommends the approval of the continuation of these previously approved LMR's and differentials for FY20. The continuations were not submitted to the Bureau of Legislative Research (BLR) in May due to being submitted to DHE after that time. Your consideration of this request is greatly appreciated.

Sincerely,

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

Maria Markham, Ph. D.
Director

2019-20 LABOR MARKET RATE CONTINUATIONS
Director, Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	MINIMUM	REQUESTED SALARY	APPROVED SALARY	COST
UAMS	M086C	Child Care Technician	C105	\$ 22,106	\$ 29,911	\$ 29,911	\$ 7,805
UAMS	S081C	Apprentice Tradesman	C105	\$ 22,106	\$ 29,911	\$ 29,911	\$ 7,805
UAMS	C087C	Administrative Specialist I	C106	\$ 22,433	\$ 30,829	\$ 30,829	\$ 8,396
UAMS	T089C	HE Public Safety Dispatcher	C106	\$ 22,433	\$ 30,829	\$ 30,829	\$ 8,396
UAMS	S073C	Housekeeper	C107	\$ 22,759	\$ 31,776	\$ 31,776	\$ 9,017
UAMS	C078C	Cashier	C108	\$ 23,086	\$ 32,756	\$ 32,756	\$ 9,670
UAMS	S064C	Skilled Trades Helper	C108	\$ 23,086	\$ 32,756	\$ 32,756	\$ 9,670
UAMS	B113C	Research Technician	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UAMS	C073C	Administrative Specialist II	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UAMS	L080C	Dietetic Technician	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UAMS	S062C	Institutional Bus Driver	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UAMS	L076C	Hospital Program Services Asst	C110	\$ 23,739	\$ 34,813	\$ 34,813	\$ 11,074
UAMS	T084C	Public Safety Security Officer	C110	\$ 23,739	\$ 34,813	\$ 34,813	\$ 11,074
UAMS	S056C	Food Preparation Supervisor	C111	\$ 24,065	\$ 35,894	\$ 35,894	\$ 11,829
UAMS	A098C	Fiscal Support Specialist	C112	\$ 25,268	\$ 37,450	\$ 37,450	\$ 12,182
UAMS	C056C	Administrative Specialist III	C112	\$ 25,268	\$ 37,450	\$ 37,450	\$ 12,182
UAMS	C044C	Medical Billing specialist	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UAMS	V020C	Inventory Control Manager	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UAMS	D084C	Computer Operator	C114	\$ 27,858	\$ 40,770	\$ 40,770	\$ 12,912
UAMS	A091C	Fiscal Support Analyst	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UAMS	S031C	Skilled Tradesman	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UAMS	S022C	Skilled Trades Supervisor	C116	\$ 30,713	\$ 44,388	\$ 44,388	\$ 13,675
UAMS	T055C	Public Safety Officer	C116	\$ 30,713	\$ 44,388	\$ 44,388	\$ 13,675
UAMS	V014C	Buyer	C116	\$ 30,713	\$ 44,388	\$ 44,388	\$ 13,675
UAMS	T051C	Public Safety Supervisor	C117	\$ 32,249	\$ 46,317	\$ 46,317	\$ 14,068
UAMS	V011C	Medical Buyer	C117	\$ 32,249	\$ 46,317	\$ 46,317	\$ 14,068
UAMS	D063C	Computer Support Specialist	C119	\$ 35,554	\$ 50,433	\$ 50,433	\$ 14,879
UAMS	T023C	HE Public Safety Commander II	C121	\$ 39,199	\$ 54,920	\$ 54,920	\$ 15,721

2019-20 LABOR MARKET RATE CONTINUATIONS

Director, Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	MINIMUM	REQUESTED SALARY	APPROVED SALARY	COST
UAM	T055C	Public Safety Officer	C116	\$ 30,713	\$ 36,464	\$ 36,464	\$ 5,751
UAM	T055C	Public Safety Officer	C116	\$ 30,713	\$ 36,464	\$ 36,464	\$ 5,751
UAMS	C053C	Medical Records Technician	C112	\$ 25,268	\$ 37,450	\$ 37,450	\$ 12,182
UAMS	C066C	Patient Account Specialist	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UAMS	C088C	Mail Services Assistant	C105	\$ 22,106	\$ 29,911	\$ 29,911	\$ 7,805
UAMS	G219C	Logistics Manager	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UAMS	L068C	Medical Diagnostic Analyst	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UAMS	L082C	Certified Nursing Assistant	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UAMS	M066C	Program Eligibility Specialist	C114	\$ 27,858	\$ 40,770	\$ 40,770	\$ 12,912
UAMS	P039C	Institutional Printer	C114	\$ 27,858	\$ 40,770	\$ 40,770	\$ 12,912
UAMS	P045C	Public Information Technician	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UAMS	P049C	Commercial Graphic Artist I/Graphic Art I	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UAMS	S017C	Maintenance Coordinator	C117	\$ 32,249	\$ 46,317	\$ 46,317	\$ 14,068
UAMS	S033C	Maintenance Supervisor	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UAMS	V023C	Storeroom Supervisor	C111	\$ 24,065	\$ 35,894	\$ 35,894	\$ 11,829
UAMS	V027C	Inventory Control Technician	C108	\$ 23,086	\$ 32,756	\$ 32,756	\$ 9,670
UAMS	V030C	Shipping & Receiving Clerk	C105	\$ 22,106	\$ 29,120	\$ 29,120	\$ 7,014
UAMS	X181C	Collector	C110	\$ 23,739	\$ 34,813	\$ 34,813	\$ 11,074
UACCH	C087C	Administrative Specialist I	C106	\$ 22,433	\$ 24,820	\$ 30,829	\$ 8,396
UACCH	A098C	Fiscal Support Specialist	C112	\$ 25,268	\$ 34,871	\$ 37,450	\$ 12,182
UACCH	D079C	Computer Support Technician	C115	\$ 29,251	\$ 40,367	\$ 42,540	\$ 13,289
UACCH	D065C	Network Support Analyst	C118	\$ 33,861	\$ 46,730	\$ 48,331	\$ 14,470
UACCH	D081C	Telecommunications Specialist	C114	\$ 27,858	\$ 35,000	\$ 40,770	\$ 12,912
CCCUA	D084C	Computer Operator	C114	\$ 27,858	\$ 27,858	\$ 29,848	\$ 1,990
CCCUA	S085C	Food Preparation Specialist	C104	\$ 21,780	\$ 21,780	\$ 22,149	\$ 369
NPC	D044C	Systems Analyst	C122	\$ 41,159	\$ 41,159	\$ 57,313	\$ 16,154
NPC	A052C	Accounting Coordinator	C121	\$ 39,199	\$ 39,199	\$ 54,920	\$ 15,721
NPC	D052C	Software Support Analyst	C121	\$ 39,199	\$ 39,199	\$ 54,920	\$ 15,721

2019-20 LABOR MARKET RATE CONTINUATIONS

Director, Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	MINIMUM	REQUESTED SALARY	APPROVED SALARY	COST
NPC	G147C	Grants Coordinator	C119	\$ 35,554	\$ 35,554	\$ 50,433	\$ 14,879
NPC	V007C	Procurement Coordinator	C119	\$ 35,554	\$ 35,554	\$ 50,433	\$ 14,879
NPC	A065C	Payroll Services Coordinator	C119	\$ 35,554	\$ 35,554	\$ 50,433	\$ 14,879
NPC	D065C	Network Support Analyst	C118	\$ 33,861	\$ 33,861	\$ 48,331	\$ 14,470
NPC	D064C	Website Developer	C118	\$ 33,861	\$ 33,861	\$ 48,331	\$ 14,470
NPC	A082C	Accountant II	C117	\$ 32,249	\$ 32,249	\$ 46,317	\$ 14,068
NPC	R025C	Human Resources Analyst	C117	\$ 32,249	\$ 32,249	\$ 46,317	\$ 14,068
NPC	D068C	Information Systems Analyst	C117	\$ 32,249	\$ 32,249	\$ 46,317	\$ 14,068
NPC	S017C	Maintenance Coordinator	C117	\$ 32,249	\$ 32,249	\$ 46,317	\$ 14,068
NPC	G195C	HEI Program Coordinator	C116	\$ 30,713	\$ 30,713	\$ 44,388	\$ 13,675
NPC	C035C	Assistant Registrar	C115	\$ 29,251	\$ 29,251	\$ 42,540	\$ 13,289
NPC	G207C	Financial Aid Analyst	C115	\$ 29,251	\$ 29,251	\$ 42,540	\$ 13,289
NPC	S033C	Maintenance Supervisor	C115	\$ 29,251	\$ 29,251	\$ 42,540	\$ 13,289
NPC	D079C	Computer Support Technician	C115	\$ 29,251	\$ 29,251	\$ 42,540	\$ 13,289
NPC	A091C	Fiscal Support Analyst	C115	\$ 29,251	\$ 29,251	\$ 42,540	\$ 13,289
NPC	C037C	Administrative Analyst	C115	\$ 29,251	\$ 29,251	\$ 42,540	\$ 13,289
NPC	V015C	Purchasing Specialist	C115	\$ 29,251	\$ 29,251	\$ 42,540	\$ 13,289
NPC	R032C	Human Resources Program Rep.	C115	\$ 29,251	\$ 29,251	\$ 42,540	\$ 13,289
NPC	D084C	Computer Operator	C114	\$ 27,858	\$ 27,858	\$ 40,770	\$ 12,912
NPC	P041C	Commercial Graphic Artist	C114	\$ 27,858	\$ 27,858	\$ 40,770	\$ 12,912
NPC	R036C	Human Resources Specialist	C113	\$ 26,531	\$ 26,531	\$ 39,074	\$ 12,543
NPC	G218C	Student Recruitment Specialist	C113	\$ 26,531	\$ 26,531	\$ 39,074	\$ 12,543
NPC	C050C	Administrative Support Supervisor	C113	\$ 26,531	\$ 26,531	\$ 39,074	\$ 12,543
NPC	C056C	Administrative Specialist III	C112	\$ 25,268	\$ 25,268	\$ 37,450	\$ 12,182
NPC	C055C	Assistant Bookstore Manager	C112	\$ 25,268	\$ 25,268	\$ 37,450	\$ 12,182
NPC	A098C	Fiscal Support Specialist	C112	\$ 25,268	\$ 25,268	\$ 37,450	\$ 12,182
NPC	S050C	Maintenance Specialist	C112	\$ 25,268	\$ 25,268	\$ 37,450	\$ 12,182
NPC	D091C	Computer Lab Technician	C110	\$ 23,739	\$ 22,919	\$ 34,813	\$ 11,074

2019-20 LABOR MARKET RATE CONTINUATIONS

Director, Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	MINIMUM	REQUESTED SALARY	APPROVED SALARY	COST
NPC	C061C	Student Account Specialist	C110	\$ 23,739	\$ 22,919	\$ 34,813	\$ 11,074
NPC	S057C	Landscape Specialist	C110	\$ 23,739	\$ 22,919	\$ 34,813	\$ 11,074
NPC	C073C	Administrative Specialist II	C109	\$ 23,412	\$ 21,827	\$ 33,767	\$ 10,355
NPC	C069C	Library Technician	C109	\$ 23,412	\$ 21,827	\$ 33,767	\$ 10,355
NPC	C071C	Admissions Analyst	C109	\$ 23,412	\$ 21,827	\$ 33,767	\$ 10,355
NPC	C068C	Retail Specialist	C109	\$ 23,412	\$ 21,827	\$ 33,767	\$ 10,355
NPC	S065C	Maintenance Assistant	C108	\$ 23,086	\$ 32,756	\$ 32,756	\$ 9,670
NPC	C087C	Administrative Specialist I	C106	\$ 22,433	\$ 30,829	\$ 30,829	\$ 8,396
NPC	S084C	Institutional Services Supervisor	C104	\$ 21,780	\$ 21,780	\$ 29,023	\$ 7,243
NPC	S087C	Institutional Services Assistant	C103	\$ 21,453	\$ 28,162	\$ 28,162	\$ 6,709
NWACC	A052C	Accounting Coordinator	C121	\$ 39,199	\$ 53,264	\$ 54,920	\$ 15,721
NWACC	A091C	Fiscal Support Analyst	C115	\$ 29,251	\$ 40,367	\$ 42,540	\$ 13,289
NWACC	A098C	Fiscal Support Specialist	C112	\$ 25,268	\$ 34,871	\$ 37,450	\$ 12,182
NWACC	C037C	Administrative Analyst	C115	\$ 29,251	\$ 35,710	\$ 42,540	\$ 13,289
NWACC	C050C	Administrative Support Supervisor	C113	\$ 26,531	\$ 36,614	\$ 39,074	\$ 12,543
NWACC	C056C	Administrative Specialist III	C112	\$ 25,268	\$ 34,871	\$ 37,450	\$ 12,182
NWACC	C061C	Student Account Specialsit	C110	\$ 23,739	\$ 31,142	\$ 34,813	\$ 11,074
NWACC	C069C	Library Technician	C109	\$ 23,412	\$ 29,427	\$ 33,767	\$ 10,355
NWACC	C073C	Administrative Specialist II	C109	\$ 23,412	\$ 29,427	\$ 33,767	\$ 10,355
NWACC	C078C	Cashier	C108	\$ 23,086	\$ 27,805	\$ 32,756	\$ 9,670
NWACC	C082C	Registrar's Assistant	C106	\$ 22,433	\$ 26,271	\$ 31,766	\$ 9,333
NWACC	C087C	Administrative Specialist I	C106	\$ 22,433	\$ 24,820	\$ 30,829	\$ 8,396
NWACC	C035C	Assistant Registrar	C115	\$ 29,251	\$ 40,367	\$ 42,540	\$ 13,289
NWACC	G207C	Financial Aid Analyst	C115	\$ 29,251	\$ 40,367	\$ 42,540	\$ 13,289
NWACC	G195C	HEI Program Coordinator	C116	\$ 30,713	\$ 42,386	\$ 44,388	\$ 13,675
NWACC	R025C	Human Resources Analyst	C117	\$ 32,249	\$ 44,505	\$ 46,317	\$ 14,068
NWACC	R036C	Human Resources Specialist	C113	\$ 26,531	\$ 36,614	\$ 39,074	\$ 12,543
NWACC	S089C	Food Preparation Technician	C102	\$ 21,127	\$ 18,720	\$ 27,328	\$ 6,201

2019-20 LABOR MARKET RATE CONTINUATIONS

Director, Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	MINIMUM	REQUESTED SALARY	APPROVED SALARY	COST
NWACC	S017C	Maintenance Coordinator	C117	\$ 32,249	\$ 44,505	\$ 46,317	\$ 14,068
NWACC	S031C	Skilled Tradesman	C115	\$ 29,251	\$ 40,367	\$ 42,540	\$ 13,289
NWACC	S050C	Maintenance Specialist	C112	\$ 25,268	\$ 34,871	\$ 37,450	\$ 12,182
NWACC	S065C	Maintenance Assistant	C108	\$ 23,086	\$ 27,805	\$ 32,756	\$ 9,670
NWACC	V015C	Purchasing Specialist	C115	\$ 29,251	\$ 40,367	\$ 42,540	\$ 13,289
NWACC	S080C	Equipment Operator	C105	\$ 22,106	\$ 22,113	\$ 29,911	\$ 7,805
NWACC	T051C	Public Safety Supervisor	C117	\$ 32,249	\$ 40,000	\$ 46,317	\$ 14,068
NWACC	T055C	Public Safety Officer	C116	\$ 30,713	\$ 36,500	\$ 44,388	\$ 13,675
NWACC	T084C	Public Safety Security Officer	C110	\$ 23,739	\$ 27,858	\$ 34,813	\$ 11,074
NWACC	V020C	Inventory Control Manager	C113	\$ 26,531	\$ 36,614	\$ 39,074	\$ 12,543
NWACC	P020C	Production Artist	C117	\$ 32,249	\$ 44,505	\$ 46,317	\$ 14,068
NWACC	A082C	Accountant II	C117	\$ 32,249	\$ 44,505	\$ 46,317	\$ 14,068
COTO	S031C	Skilled Tradesman	C115	\$ 29,251	\$ 40,367	\$ 42,540	\$ 13,289
COTO	S065C	Maintenance Assistant	C108	\$ 23,086	\$ 27,805	\$ 32,756	\$ 9,670
COTO	P027C	Public Information Specialist	C116	\$ 30,713	\$ 36,000	\$ 36,000	\$ 5,287
SEAC	S017C	Maintenance Coordinator	C117	\$ 32,249	\$ 46,317	\$ 46,317	\$ 14,068
SEAC	R036C	Human Resources Specialist	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
SEAC	A097C	Payroll Technician	C112	\$ 25,268	\$ 37,450	\$ 37,450	\$ 12,182
ASUJ	E056C	Teacher Assistant	C109	\$ 23,412	\$ 26,193	\$ 26,193	\$ 2,781
ASUJ	D092C	Call Center Specialist	C110	\$ 23,739	\$ 25,500	\$ 25,500	\$ 1,761
ASUJ	T055C	Public Safety Officer	C116	\$ 30,713	\$ 34,764	\$ 37,000	\$ 6,287
ASUJ	T051C	Public Safety Supervisor	C117	\$ 32,249	\$ 37,000	\$ 36,464	\$ 4,215
ASUMH	T055C	Public Safety Officer	C116	\$ 30,713	\$ 36,464	\$ 36,464	\$ 5,751
UACCRM	A102C	Fiscal Support Technician	C108	\$ 23,086	\$ 32,756	\$ 32,756	\$ 9,670
UACCRM	C082C	Registrar's Assistant	C107	\$ 22,759	\$ 31,776	\$ 31,776	\$ 9,017
UACCRM	S087C	Institutional Services Assistant	C103	\$ 21,453	\$ 28,162	\$ 28,162	\$ 6,709
UACCRM	C073C	Administrative Specialist II	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UAPB	T055C	Public Safety Officer	C116	\$ 30,713	\$ 36,464	\$ 44,388	\$ 13,675

2019-20 LABOR MARKET RATE CONTINUATIONS

Director, Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	MINIMUM	REQUESTED SALARY	APPROVED SALARY	COST
UAPB	C056C	Administrative Specialist III	C112	\$ 25,268	\$ 34,871	\$ 37,450	\$ 12,182
UAPB	S087C	Institutional Services Assistant	C103	\$ 21,453	\$ 19,326	\$ 28,162	\$ 6,709
UAPB	T051C	Public Safety Supervisor	C117	\$ 32,249	\$ 37,000	\$ 37,000	\$ 4,751
UA - Division of Agriculture	A091C	Fiscal Support Analyst	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UA - Division of Agriculture	A098C	Fiscal Support Specialist	C112	\$ 25,268	\$ 37,450	\$ 37,450	\$ 12,182
UA - Division of Agriculture	B112C	Greenhouse Technician	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UA - Division of Agriculture	C037C	Administrative Analyst	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UA - Division of Agriculture	C050C	Administrative Support Supervisor	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UA - Division of Agriculture	C056C	Administrative Specialist III	C112	\$ 25,268	\$ 37,450	\$ 37,450	\$ 12,182
UA - Division of Agriculture	C073C	Administrative Specialist II	C109	\$ 23,412	\$ 33,737	\$ 33,767	\$ 10,355
UA - Division of Agriculture	C087C	Administrative Specialist I	C106	\$ 22,433	\$ 30,829	\$ 30,829	\$ 8,396
UA - Division of Agriculture	G195C	HEI Program Coordinator	C116	\$ 30,713	\$ 44,388	\$ 44,388	\$ 13,675
UA - Division of Agriculture	P041C	Commercial Graphic Artist	C114	\$ 27,858	\$ 40,770	\$ 40,770	\$ 12,912
UA - Division of Agriculture	R036C	Human Resources Specialist	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UA - Division of Agriculture	S017C	Maintenance Coordinator	C117	\$ 32,249	\$ 46,317	\$ 46,317	\$ 14,068
UA - Division of Agriculture	S033C	Maintenance Supervisor	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UA - Division of Agriculture	S050C	Maintenance Specialist	C112	\$ 25,268	\$ 37,450	\$ 37,450	\$ 12,182
UA - Division of Agriculture	S065C	Maintenance Assistant	C108	\$ 23,086	\$ 32,756	\$ 32,756	\$ 9,670
UA - Division of Agriculture	S056C	Food Preparation Supervisor	C111	\$ 24,065	\$ 35,894	\$ 35,894	\$ 11,829
UA - Division of Agriculture	S057C	Landscape Specialist	C110	\$ 23,739	\$ 34,813	\$ 34,813	\$ 11,074
UA - Division of Agriculture	S031C	Skilled Tradesman	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UA - Division of Agriculture	S087C	Institutional Services Assistant	C103	\$ 21,453	\$ 28,162	\$ 28,162	\$ 6,709
UA - Division of Agriculture	S084C	Institutional Services Supervisor	C104	\$ 21,780	\$ 29,023	\$ 29,023	\$ 7,243
UA - Division of Agriculture	V020C	Inventory Control Manager	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UA - Division of Agriculture	V007C	Procurement Coordinator	C119	\$ 35,554	\$ 50,433	\$ 50,433	\$ 14,879
SAUT	G207C	Financial Aid Analyst	C115	\$ 29,251	\$ 31,500	\$ 42,540	\$ 13,289
UAF	S087C	Institutional Services Assistant	C103	\$ 21,453	\$ 28,162	\$ 28,162	\$ 6,709
UAF	S084C	Institutional Services Supervisor	C104	\$ 21,780	\$ 29,023	\$ 29,023	\$ 7,243

2019-20 LABOR MARKET RATE CONTINUATIONS
Director, Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	MINIMUM	REQUESTED SALARY	APPROVED SALARY	COST
UAF	T089C	HE Public Safety Dispatcher	C106	\$ 22,433	\$ 30,829	\$ 30,829	\$ 8,396
UAF	C087C	Administrative Specialist I	C106	\$ 22,433	\$ 30,829	\$ 30,829	\$ 8,396
UAF	C082C	Registrar's Assistant	C107	\$ 22,759	\$ 31,776	\$ 31,776	\$ 9,017
UAF	A102C	Fiscal Support Technician	C108	\$ 23,086	\$ 32,756	\$ 32,756	\$ 9,670
UAF	S065C	Maintenance Assistant	C108	\$ 23,086	\$ 32,756	\$ 32,756	\$ 9,670
UAF	S062C	Institutional Bus Driver	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UAF	L082C	Certified Nursing Assistant	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UAF	C069C	Library Technician	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UAF	C071C	Admissions Analyst	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UAF	C073C	Administrative Specialist II	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UAF	B112C	Greenhouse Technician	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UAF	S057C	Landscape Specialist	C110	\$ 23,739	\$ 34,813	\$ 34,813	\$ 11,074
UAF	S056C	Food Preparation Supervisor	C111	\$ 24,065	\$ 35,894	\$ 35,894	\$ 11,829
UAF	A098C	Fiscal Support Specialist	C112	\$ 25,268	\$ 37,450	\$ 37,450	\$ 12,182
UAF	C055C	Assistant Bookstore Manager	C112	\$ 25,268	\$ 37,450	\$ 37,450	\$ 12,182
UAF	C056C	Administrative Specialist III	C112	\$ 25,268	\$ 37,450	\$ 37,450	\$ 12,182
UAF	S050C	Maintenance Specialist	C112	\$ 25,268	\$ 37,450	\$ 37,450	\$ 12,182
UAF	L069C	Licensed Practical Nurse	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UAF	G219C	Logistics Manager	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UAF	C044C	Medical Billing Specialist	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UAF	C050C	Administrative Support Supervisor	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UAF	R036C	Human Resources Specialist	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UAF	V020C	Inventory Control Manager	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UAF	P041C	Commercial Graphic Artist	C114	\$ 27,858	\$ 40,770	\$ 40,770	\$ 12,912
UAF	S031C	Skilled Tradesman	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UAF	A091C	Fiscal Support Analyst	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UAF	C035C	Assistant Registrar	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UAF	C037C	Administrative Analyst	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289

2019-20 LABOR MARKET RATE CONTINUATIONS
Director, Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	MINIMUM	REQUESTED SALARY	APPROVED SALARY	COST
UAF	G207C	Financial Aid Analyst	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UAF	S033C	Maintenance Sueprvisor	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UAF	G195C	HEI Program Coordinator	C116	\$ 30,713	\$ 44,388	\$ 44,388	\$ 13,675
UAF	S022C	Skilled Trades Supervisor	C116	\$ 30,713	\$ 44,388	\$ 44,388	\$ 13,675
UAF	X119C	Occupational Safety Coordinator	C116	\$ 30,713	\$ 44,388	\$ 44,388	\$ 13,675
UAF	R025C	Human Resource Analyst	C117	\$ 32,249	\$ 46,317	\$ 46,317	\$ 14,068
UAF	S017C	Maintenance Coordinator	C117	\$ 32,249	\$ 46,317	\$ 46,317	\$ 14,068
UAF	A065C	Payroll Services Coordinator	C119	\$ 35,554	\$ 50,433	\$ 50,433	\$ 14,879
UAF	V007C	Procurement Coordinator	C119	\$ 35,554	\$ 50,433	\$ 50,433	\$ 14,879
UCA	S087C	Institutional Services Assistant	C103	\$ 21,453	\$ 28,162	\$ 28,162	\$ 6,709
UCA	S084C	Institutional Services Supervisor	C104	\$ 21,780	\$ 29,023	\$ 29,023	\$ 7,243
UCA	S081C	Apprentice Tradesman	C105	\$ 22,106	\$ 29,911	\$ 29,911	\$ 7,805
UCA	S080C	Equipment Operator	C105	\$ 22,106	\$ 29,911	\$ 29,911	\$ 7,805
UCA	M089C	Residential Care Assistant	C106	\$ 22,433	\$ 30,829	\$ 30,829	\$ 8,396
UCA	S071C	Institutional Services Shift Supervisor	C107	\$ 22,759	\$ 31,776	\$ 31,776	\$ 9,017
UCA	S065C	Maintenance Assistant	C108	\$ 23,086	\$ 32,756	\$ 32,756	\$ 9,670
UCA	S064C	Skilled Trades Helper	C108	\$ 23,086	\$ 32,756	\$ 32,756	\$ 9,670
UCA	C073C	Administrative Specialist II	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UCA	S060C	Heavy Equipment Operator	C109	\$ 23,412	\$ 33,767	\$ 33,767	\$ 10,355
UCA	T084C	Public Safety Security Officer	C110	\$ 23,739	\$ 34,813	\$ 34,813	\$ 11,074
UCA	C056C	Administrative Specialist III	C112	\$ 25,268	\$ 37,450	\$ 37,450	\$ 12,182
UCA	L069C	Licensed Practical Nurse	C113	\$ 26,531	\$ 39,074	\$ 39,074	\$ 12,543
UCA	A091C	Fiscal Support Analyst	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UCA	L061C	Medical Technologist	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UCA	S031C	Skilled Tradesman	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
UCA	V014C	Buyer	C116	\$ 30,713	\$ 44,388	\$ 44,388	\$ 13,675
UCA	T055C	Public Safety Officer	C116	\$ 30,713	\$ 44,388	\$ 44,388	\$ 13,675
UCA	V008C	Buyer Supervisor	C119	\$ 35,554	\$ 50,433	\$ 50,433	\$ 14,879

2019-20 LABOR MARKET RATE CONTINUATIONS

Director, Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	MINIMUM	REQUESTED SALARY	APPROVED SALARY	COST
EACC	A097C	Payroll Technician	C112	\$ 25,268	\$ 37,450	\$ 37,450	\$ 12,182
EACC	V015C	Purchasing Specialist	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
ATU	A091C	Fiscal Support Analyst	C115	\$ 29,251	\$ 42,540	\$ 42,540	\$ 13,289
ATU	A074C	Fiscal Support Supervisor	C118	\$ 33,861	\$ 42,540	\$ 48,331	\$ 14,470
ATU	S084C	Institutional Services Supervisor	C104	\$ 21,780	\$ 29,023	\$ 29,023	\$ 7,243
UAPTC	R036C	Human Resources Specialist	C113	\$ 26,531	\$ 32,816	\$ 39,074	\$ 12,543
UAPTC	T055C	Public Safety Officer	C116	\$ 30,713	\$ 41,113	\$ 44,388	\$ 13,675
UALR	T089C	HE Public Safety Dispatcher	C106	\$ 22,433	\$ 24,820	\$ 30,829	\$ 8,396
UALR	S099C	Stationary Engineer	C114	\$ 27,858	\$ 33,090	\$ 40,770	\$ 12,912
UALR	T055C	Public Safety Officer	C116	\$ 30,713	\$ 40,000	\$ 44,388	\$ 13,675
UALR	T051C	Public Safety Supervisor	C117	\$ 32,249	\$ 40,000	\$ 46,317	\$ 14,068
UALR	T030C	Public Safety Commander I	C120	\$ 37,332	\$ 45,000	\$ 52,628	\$ 15,296
TOTAL							\$ 2,709,460

2019-20 SHIFT DIFFERENTIAL CONTINUATIONS
Director, Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	PERCENTAGE %	TOTAL NUMBER OF EMPLOYEES PAID	COST
UACCM	T051C	HE Public Safety Supervisor	C117	5.5% August-May, reg. schedule 2:30pm-11:00pm, Monday -Friday and Summer Schedule, June-July, 1:30pm-12am Monday-Thursday	1	\$ 98
UACCM	T055C	Public Safety Officer	C116	5.5% August-May, reg. schedule 2:30pm-11:00pm, Monday -Friday and Summer Schedule, June-July, 1:30pm-12am Monday-Thursday	1	\$ 1,960
UACCM	S071C	Institutional Services Shift Supv	C107	5.5% August-May, reg. schedule 2:30pm-11:00pm, Monday -Friday and Summer Schedule, June-July, 1:30pm-12am Monday-Thursday	1	\$ 1,416
UACCM	S087C	Institutional Services Assistant	C103	5.5% August-May, reg. schedule 2:30pm-11:00pm, Monday -Friday and Summer Schedule, June-July, 1:30pm-12am Monday-Thursday	6	\$ 7,328
UACCM	C069C	Library Technician	C109	5.5% August-May, reg. schedule 11:30pm-8:00pm, Monday -Thursday and 12:00pm-6 pm Sunday	1	\$ 1,313
UAMS	C037C	Administrative Analyst	C115	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	2	\$ 26
UAMS	C078C	Cashier	C108	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	18	\$ 26,058
UAMS	D084C	Computer Operator	C114	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	2	\$ 38
UAMS	S056C	Food Preparation Supervisor	C111	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	5	\$ 7,627
UAMS	S086C	Cook	C104	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	3	\$ 2,214
UAMS	S089C	Food Preparation Technician	C102	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	2	\$ 1,005
UAMS	T089C	HE Public Safety Dispatcher	C106	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	4	\$ 5,792
UAMS	T051C	HE Public Safety Supervisor	C117	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	3	\$ 8,443

2019-20 SHIFT DIFFERENTIAL CONTINUATIONS
Director, Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	PERCENTAGE %	TOTAL NUMBER OF EMPLOYEES PAID	COST
UAMS	S073C	Housekeeper	C107	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	53	\$ 63,158
UAMS	S087C	Institutional Services Assistant	C103	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	6	\$ 5,018
UAMS	V020C	Inventory Control Manager	C113	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	2	\$ 99
UAMS	S033C	Maintenance Supervisor	C115	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	7	\$ 5,968
UAMS	P045C	Public Information Technician	C113	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	3	\$ 1,952
UAMS	T055C	Public Safety Officer	C116	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	36	\$ 40,808
UAMS	T084C	Public Safety/Security Officer	C110	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	19	\$ 14,728
UAMS	V030	Shipping & Receiving Clerk	C105	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	2	\$ 69
UAMS	S064C	Skilled Trades Helper	C108	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	5	\$ 240
UAMS	S031C	Skilled Tradesman	C115	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	52	\$ 56,242
UAMS	V023C	Storeroom Supervisor	C111	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8am	1	\$ 16

2019-20 SHIFT DIFFERENTIAL CONTINUATIONS
Director, Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	PERCENTAGE %	TOTAL NUMBER OF EMPLOYEES PAID	COST
NAC	S087C	Institutional Services Assistant	C103	2pm-11 pm 2.4%	5	\$ 2,600
NAC	S084C	Institutional Services Supervisor	C104	2pm-11pm 2.3%	1	\$ 520
UAF	S055C	Athletic Facilities Supervisor	C111	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	5	\$ 1,547
UAF	D084C	Computer Operator	C114	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	3	\$ 9,109
UAF	D063C	Computer Support Specialist	C119	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	2	\$ 5,217
UAF	M077C	Coordinator of Housekeeping	C111	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	2	\$ 20,516
UAF	T030C	Public Safety Commander I	C120	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	3	\$ 12,346
UAF	T055C	Public Safety Officer	C116	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	20	\$ 34,906
UAF	T084C	Public Safety/Security Officer	C110	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	1	\$ 1,499
UAF	T051C	HE Public Safety Supervisor	C117	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	2	\$ 7,741
UAF	S062C	Institutional Bus Driver	C109	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	13	\$ 1,819
UAF	S087C	Institutional Services Assistant	C103	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	4	\$ 157,889
UAF	S084C	Institutional Services Supervisor	C104	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	1	\$ 20,960
UAF	E058C	Library Specialist	C111	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	1	\$ 1,598
UAF	E050C	Library Supervisor	C115	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	1	\$ 2,020
UAF	C069C	Library Technician	C109	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	2	\$ 1,405
UAF	S033C	Maintenance Supervisor	C115	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	2	\$ 5,783
UAF	T090C	Parking Control Officer	C105	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	4	\$ 2,653
UAF	S031C	Skilled Tradesman	C115	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	12	\$ 38,048
UAF	D081C	Telecommunications Specialist	C114	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	8	\$ 13,243
NWACC	T055C	Public Safety Officer	C116	6% for evening shift & 10% for night shift.	3	\$ 6,806
NWACC	T084C	Public Safety/Security Officer	C110	6% for evening shift & 10% for night shift.	3	\$ 4,220
NWACC	T051C	HE Public Safety Supervisor	C117	6% for evening shift & 10% for night shift.	1	\$ 2,158
ASUMH	S071C	Institutional Services Shift Supv	C107	3:00pm-11:00pm	1	\$ 1,594
ASUMH	T055C	Public Safety Officer	C116	3:00pm-11:00pm	2	\$ 1,957
ASUMH	S087C	Institutional Services Assistant	C103	3:00pm-11:00pm	8	\$ 5,200
ASUMH	T084C	Public Safety/Security Officer	C110	3:00pm-11:00pm	0	\$ -
ASUJ	M062C	Student Union Night Manager	C114	5.5% evening and night shift	1	\$ 1,682
ASUJ	S087C	Institutional Svcs. Assistant	C103	5.5% evening and night shift	17	\$ 20,505
ASUJ	S084C	Institutional Svcs. Supervisor	C104	5.5% evening and night shift	4	\$ 4,891
ASUJ	C085C	Library Support Assistant	C107	5.5% evening and night shift	1	\$ 1,252
ASUJ	D092C	Call Center Specialist	C110	5.5% evening and night shift	4	\$ 5,902

2019-20 SHIFT DIFFERENTIAL CONTINUATIONS
Director, Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	PERCENTAGE %	TOTAL NUMBER OF EMPLOYEES PAID	COST
ASUJ	T055C	Public Safety Officer	C116	5.5% evening and night shift	9	\$ 17,760
ASUJ	T051C	HE Public Safety Supervisor	C117	5.5% evening and night shift	2	\$ 4,572
UAPB	T023C	HE Public Safety Commander II	C121	5.5% 6pm to 6:00am	0	\$ -
UAPB	T030C	Public Safety Commander I	C120	5.5% 6pm to 6:00am	0	\$ -
UAPB	T051C	HE Public Safety Supervisor	C117	5.5% 6pm to 6:00am	1	\$ 2,292
UAPB	T055C	Public Safety Officer	C116	5.5% 6pm to 6:00am	8	\$ 16,293
UAPB	T089C	HE Public Safety Dispatcher	C106	5.5% 4pm to 11:00am	1	\$ 1,379
UCA	T018C	HE Public Safety Commander III	C122	6% for the evening and up to 12% for night or weekend shifts	1	\$ 1,661
UCA	T023C	HE Public Safety Commander II	C121	6% for the evening and up to 12% for night or weekend shifts	1	\$ 1,201
UCA	T030C	Public Safety Commander i	C120	6% for the evening and up to 12% for night or weekend shifts	3	\$ 8,305
UCA	T051C	HE Public Safety Supervisor	C117	6% for the evening and up to 12% for night or weekend shifts	3	\$ 4,711
UCA	P027C	Public Information Specialist	C116	6% for the evening and up to 12% for night or weekend shifts	2	\$ 3,162
UCA	T055C	Public Safety Officer	C116	6% for the evening and up to 12% for night or weekend shifts	14	\$ 21,336
UCA	S022C	Skilled Trades supervisor	C116	6% for the evening and up to 12% for night or weekend shifts	1	\$ 1,850
UCA	D074C	Telecommunications Supervisor	C116	6% for the evening and up to 12% for night or weekend shifts	2	\$ 8,001
UCA	E050C	Library Supervisor	C115	6% for the evening and up to 12% for night or weekend shifts	2	\$ 4,629
UCA	S033C	Maintenance Supervisor	C115	6% for the evening and up to 12% for night or weekend shifts	1	\$ 1,761
UCA	S031C	Skilled Tradesman	C115	6% for the evening and up to 12% for night or weekend shifts	4	\$ 6,080
UCA	D081C	Telecommunications Specialist	C114	6% for the evening and up to 12% for night or weekend shifts	3	\$ 4,001
UCA	A098C	Fiscal Support Specialist	C112	6% for the evening and up to 12% for night or weekend shifts	1	\$ 900
UCA	M077C	Coordinator of Housekeeping	C111	6% for the evening and up to 12% for night or weekend shifts	1	\$ 1,609
UCA	T084C	Public Safety/Security Officer	C110	6% for the evening and up to 12% for night or weekend shifts	5	\$ 15,001
UCA	C069C	Library Technician	C109	6% for the evening and up to 12% for night or weekend shifts	9	\$ 10,720
UCA	S065C	Maintenance Assistant	C108	6% for the evening and up to 12% for night or weekend shifts	1	\$ 1,507
UCA	S064C	Skilled Trades Helper	C108	6% for the evening and up to 12% for night or weekend shifts	2	\$ 2,686
UCA	S080C	Equipment Operator	C105	6% for the evening and up to 12% for night or weekend shifts	6	\$ 8,420
UCA	S084C	Institutional Services Supervisor	C104	6% for the evening and up to 12% for night or weekend shifts	11	\$ 4,970
UCA	S087C	Institutional Services Assistant	C103	6% for the evening and up to 12% for night or weekend shifts	47	\$ 44,519
TOTAL					513	\$ 848,527

2019-20 CERTIFICATION DIFFERENTIAL CONTINUATIONS**Director, Division of Higher Education**

INSTITUTION	CLASS CODE	TITLE	GRADE	TOTAL EMPLOYEES	PERCENTAGE %	COST
UAMS	S031C	Skilled Tradesman	C115	3	6% Certification Differential	\$ 1,952
UCA	T018C	HE Public Safety Commander III	C122	2	6% Certification Differential	\$ 1,597
UCA	T023C	HE Public Safety Commander II	C121	1	6% Certification Differential	\$ 1,813
UCA	T030C	HE Public Safety Commander I	C120	2	6% Certification Differential	\$ 2,770
UCA	T051C	HE Public Safety Supervisor	C117	4	6% Certification Differential	\$ 2,856
UCA	T055C	Public Safety Officer	C116	10	6% Certification Differential	\$ 7,528
TOTAL				22		\$ 18,516