



Ex. M14

## Division of Higher Education

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Johnny Key  
Secretary

Maria Markham, Ph.D.  
Director

June 7, 2021

The Honorable David Wallace, Co-Chair  
The Honorable David Hillman, Chair  
Arkansas Legislative Council – Personnel Subcommittee  
State Capitol Building  
Little Rock, AR 72201

Dear Senator Wallace and Representative Hillman:

The Division of Higher Education (DHE) submits a request for continuation of differentials for FY22. The requested differentials are attached. DHE is requesting continuation of the following:

- In accordance with Arkansas Code §21-5-1412, continuation of Compensation Differentials (Education Differentials & Second-Language Differentials) for 2 institutions with a total cost for FY21 of \$9,510 utilized by 6 employees
  - Education Differentials with a total cost for FY21 of \$519 utilized by 3 employees
  - Second-Language Differentials with a total cost for FY21 of \$8,991 utilized by 3 employees
- In accordance with Arkansas Code §21-5-1411, continuation of Shift Differentials for 11 institutions with a total cost for FY21 of \$711,072 utilized by 509 employees

After review of the requests, DHE recommends the approval of the continuation of these previously approved differentials for FY22. Your consideration of this request is greatly appreciated.

Sincerely,

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

Maria Markham, Ph.D.  
Director

2021-22 EDUCATION DIFFERENTIAL CONTINUATIONS					
Director, Arkansas Division of Higher Education					
INSTITUTION	CLASS CODE	TITLE	GRADE	TOTAL NUMBER OF EMPLOYEES PAID FY21	COST
NAC	S004C	Maintenance Manager	C121		
NAC	V007C	Procurement Coordinator	C119		
NAC	A074C	Fiscal Support Supervisor	C118		
NAC	A082C	Accountant II	C117		
NAC	A089C	Accountant I	C116		
NAC	G195C	HEI Program Coordinator	C116		
NAC	G195C	Media Specialist	C116		
NAC	C035C	Assistant Registrar	C115		
NAC	G207C	Financial Aid Analyst	C115	1	\$ 267
NAC	A091C	Fiscal Support Analyst	C115		
NAC	R032C	Human Resources Program Rep	C115		
NAC	S033C	Maintenance Supervisor	C115		
NAC	A090C	Payroll Services Specialist	C115		
NAC	C025C	Student Accounts Officer	C115		
NAC	S046C	Maintenance Tech	C113		
NAC	C056C	Admin Specialist III	C112		
NAC	A098C	Fiscal Support Specialist	C112		
NAC	A097C	Payroll Technician	C112		
NAC	V022C	Purchasing Technician	C112		
NAC	A101C	Accounting Technician	C110		
NAC	C064C	Bookstore Office Manager	C110	1	\$ 126
NAC	S057C	Landscape Specialist	C110		
NAC	C073C	Administrative Specialist II	C109	1	\$ 126
NAC	C069C	Library Technician	C109		
NAC	S065C	Maintenance Asst.	C108		
NAC	C087C	Administrative Specialist I	C106		
NAC	S084C	Institutional Services Supervisor	C104		
NAC	S087C	Institutional Services Asst.	C103		
			<b>TOTAL</b>	<b>3</b>	<b>\$ 519</b>

The institution submitted the following differential pay plan for this request based on four degree levels:

Associates's Degree	0.50%
Bachelor's Degree	1.00%
Master's Degree	1.50%
Doctorate	2.00%

<b>2021-22 SECOND-LANGUAGE DIFFERENTIAL CONTINUATIONS</b>					
<b>Director, Arkansas Division of Higher Education</b>					
<b>INSTITUTION</b>	<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>TOTAL NUMBER OF EMPLOYEES PAID FY21</b>	<b>COST</b>
UAF	C078C	Cashier	C108	1	\$ 3,000
UAF	S069C	Dispatch Operator	C107	1	\$ 3,000
UAF	T090C	Parking Control Officer	C105	1	\$ 2,991
<b>TOTAL</b>				<b>3</b>	<b>\$ 8,991</b>

There are four levels of proficiency:

<b>Advanced</b>	<b>10%</b>
<b>Fluent</b>	<b>7.50%</b>
<b>Intermediate</b>	<b>5%</b>
<b>Beginning/Basic</b>	<b>2.50%</b>

The second-language must be utilized at least 25% of the time

**2021-22 SHIFT DIFFERENTIAL CONTINUATIONS**  
**Director, Arkansas Division of Higher Education**

INSTITUTION	CLASS CODE	TITLE	GRADE	PERCENTAGE %	TOTAL NUMBER OF EMPLOYEES PAID FY21	COST
ASUJ	M062C	Student Union Night Manager	C114	5.5% evening and night shift from 3:00pm - 12:00am	1	\$ 1,659
ASUJ	C085C	Library Support Assistant	C107	5.5% evening and night shift from 5:30pm - 1:30am	1	\$ 1,277
ASUJ	S084C	Institutional Svcs. Supervisor	C104	5.5% evening and night shift from 5:00pm - 12:30am	2	\$ 2,648
ASUJ	S087C	Institutional Svcs. Assistant	C103	5.5% evening and night shift from 4:00pm - 12:30am	14	\$ 17,971
<b>TOTAL ASUJ</b>					<b>18</b>	<b>\$ 23,555</b>
UAF	E050C	Library Supervisor	C115	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	1	\$ 2,020
UAF	S033C	Maintenance Supervisor	C115	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	2	\$ 5,940
UAF	G219C	Logistics Manager	C113	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	0	\$ -
UAF	S055C	Athletic Facilities Supervisor	C111	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	0	\$ -
UAF	M077C	Coordinator of Housekeeping	C111	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	4	\$ 9,089
UAF	E058C	Library Specialist	C111	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	1	\$ 1,800
UAF	S062C	Institutional Bus Driver	C109	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	6	\$ 11,609
UAF	C069C	Library Technician	C109	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	1	\$ 1,800
UAF	S069C	Radio Dispatch Operator	C107	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	1	\$ 1,800
UAF	T090C	Parking Control Officer	C105	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	0	\$ -
UAF	S084C	Institutional Services Supervisor	C104	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	10	\$ 22,659
UAF	S087C	Institutional Services Assistant	C103	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	89	\$ 211,215
<b>TOTAL UAF</b>					<b>115</b>	<b>\$ 267,932</b>
UAFS	C069C	Library Technician	C109	6% evening shift from 2:30pm - 11:00pm	1	\$ 1,405
UAFS	T089C	HE Public Safety Dispatcher	C106	6% from 4:00pm - 12:00am, Sunday-Saturday	1	\$ 1,346
UAFS	T089C	HE Public Safety Dispatcher	C106	6% from 12:00am - 8:00am, Sunday-Saturday	1	\$ 1,346
<b>TOTAL UAFS</b>					<b>3</b>	<b>\$ 4,097</b>
UAMS	C037C	Administrative Analyst	C115	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) 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 8:00am	4	\$ 54
UAMS	S033C	Maintenance Supervisor	C115	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) 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 8:00am	9	\$ 5,485
UAMS	V020C	Inventory Control Manager	C113	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) 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 8:00am	3	\$ 104
UAMS	P045C	Public Information Technician	C113	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) 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 8:00am	4	\$ 2,126
UAMS	S056C	Food Preparation Supervisor	C111	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) 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 8:00am	22	\$ 9,030
UAMS	C078C	Cashier	C108	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) 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 8:00am	62	\$ 22,877
UAMS	S073C	Housekeeper	C107	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) 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 8:00am	150	\$ 130,204
UAMS	T089C	HE Public Safety Dispatcher	C106	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) 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 8:00am	6	\$ 5,447
UAMS	V030	Shipping & Receiving Clerk	C105	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) 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 8:00am	2	\$ 72
UAMS	S086C	Cook	C104	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) 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 8:00am	6	\$ 4,349
UAMS	S087C	Institutional Services Assistant	C103	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) 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 8:00am	18	\$ 11,589
UAMS	S089C	Food Preparation Technician	C102	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) 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 8:00am	15	\$ 1,604
<b>TOTAL UAMS</b>					<b>301</b>	<b>\$ 192,940</b>

**2021-22 SHIFT DIFFERENTIAL CONTINUATIONS**  
**Director, Arkansas Division of Higher Education**

INSTITUTION	CLASS CODE	TITLE	GRADE	PERCENTAGE %	TOTAL NUMBER OF EMPLOYEES PAID FY21	COST
UAPB	T089C	HE Public Safety Dispatcher	C106	5.5% from 4:00pm - 11:00pm	1	\$ 1,379
<b>TOTAL UAPB</b>					<b>1</b>	<b>\$ 1,379</b>
UCA	P027C	Public Information Specialist	C116	5.50% for the evening from 2:00pm-10:00pm & night shift from 9:00pm - 7:00am	0	\$ -
UCA	E050C	Library Supervisor	C115	5% for the evening shift from 3:00pm - 11:30pm & 10% for the night shift from 11:00pm - 7:30am	1	\$ 1,625
UCA	S033C	Maintenance Supervisor	C115	5.50% for the evening shift 2:30pm - 10:30pm	1	\$ 1,776
UCA	A098C	Fiscal Support Specialist	C112	5% for the evening shift from 2:30pm - 11:00pm	0	\$ -
UCA	M077C	Coordinator of Housekeeping	C111	5.50% on Saturday from 9:00am - 7:00pm	0	\$ -
UCA	C069C	Library Technician	C109	5% for the evening from 3:00pm - 11:30pm & 10% for the night shift from 11:00pm -7:30am	6	\$ 10,886
UCA	S065C	Maintenance Assistant	C108	5.50% for the weekend shift from 9:00am - 7:00pm Sunday	1	\$ 1,476
UCA	S080C	Equipment Operator	C105	5.50% for the evening shift from 4:00pm - 12:00pm & Saturday-Sunday from 6:00am - 4:00pm and 2:30pm - 12:30am	0	\$ -
UCA	S084C	Institutional Services Supervisor	C104	5.50% for the evening shift from 4:00pm - 12:00am	3	\$ 3,815
UCA	S087C	Institutional Services Assistant	C103	5.50% for the evening shift from 4:00pm - 12:00am	32	\$ 37,987
<b>TOTAL UCA</b>					<b>44</b>	<b>\$ 57,565</b>
ASUMH	S071C	Institutional Services Shift Supv.	C107	6% from 3:00pm - 11:30pm	0	\$ -
ASUMH	S087C	Institutional Services Assistant	C103	6% from 3:00pm - 11:30pm	5	\$ 133,880
<b>TOTAL ASUMH</b>					<b>5</b>	<b>\$ 133,880</b>
NAC	S084C	Institutional Services Supervisor	C104	2.3% from 2:00pm - 11:00pm	1	\$ 1,040
NAC	S087C	Institutional Services Assistant	C103	2.4% from 2:00pm - 11:00 pm	5	\$ 4,160
<b>TOTAL NAC</b>					<b>6</b>	<b>\$ 5,200</b>
NPC	S065C	Maintenance Assistant	C108	6% evening shift from 4:30pm - 1:00am	1	\$ 2,207
NPC	S087C	Institutional Services Assistant	C103	6% evening shift from 4:30pm - 1:00am	7	\$ 11,984
<b>TOTAL NPC</b>					<b>8</b>	<b>\$ 14,191</b>
SEAC	S084C	Institutional Services Supervisor	C104	4.78% for the evening shift from 1:30pm - 10:30pm	0	\$ -
SEAC	S087C	Institutional Services Assistant	C103	4.85% for the evening shift from 1:30pm - 10:30pm	0	\$ -
<b>TOTAL SEAC</b>					<b>0</b>	<b>\$ -</b>
UACCM	C069C	Library Technician	C109	5.5% July - June, regular schedule from 11:30pm - 8:00pm, Monday - Thursday and from 12:00pm - 6pm on Sunday	1	\$ 1,313
UACCM	S071C	Institutional Services Shift Supervisor	C107	5.5% July - June, regular schedule from 2:30pm - 11:00pm, Monday -Friday	1	\$ 1,416
UACCM	S087C	Institutional Services Assistant	C103	5.5% July - June, regular schedule from 2:30pm - 11:00pm, Monday -Friday	6	\$ 7,603
<b>TOTAL UACCM</b>					<b>8</b>	<b>\$ 10,333</b>
<b>TOTAL</b>					<b>509</b>	<b>\$ 711,072</b>