



## Division of Higher Education

423 Main Street, Suite 400 • Little Rock, Arkansas • 72201-3818 • (501) 371-2000 • Fax (501) 371-2001

Johnny Key  
Secretary

Maria Markham, Ph.D.  
Director

April 14, 2022

The Honorable David Wallace, 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 Arkansas Division of Higher Education (ADHE) submits a request from Arkansas State University System, for your review. Arkansas State University System-ASU Newport, respectfully requests review of pay adjustments over 2% as authorized under Arkansas Code Annotated ACA §21-5-1409(c)(1) B which states:

(c)(1) In addition to a compensation increase under subsection (b) of this section, the maximum annual salary for which an employee covered by this subchapter is eligible may be increased:

(B) More than two percent (2%) only with written approval of the Director of the Division of Higher Education after review by the Legislative Council or, if the General Assembly is in session, the Joint Budget Committee.

The institution has submitted the following differential pay plan for this request:

<b>Service</b>	<b>Amount</b>
Hired since	\$500
6 - 10 years	\$1,000
11-15 years	\$1,500
16 - 20 years	\$2,000
Over 20 years	\$2,500

The implementation of the Arkansas Minimum Wage Act caused severe wage compression for classified employees at ASU Newport. The campus requests to implement a plan which is based upon years of service to alleviate this issue. The campus has sufficient funds to implement the plan. The table below lists all the classified employees on the ASUN campus that are affected and the proposed increases.

Position Title	Class Code	Grade	Name	Current Salary	Increase Amount
Institutional Services Asst.	S087C	C103	Nelson, Carol	\$ 23,337.60	\$ 500.00
Library Technician	C069C	C109	Jewell Deborah	\$ 28,349.88	\$ 1,000.00
Institutional Services Asst.	S087C	C103	Muir, Tammy	\$ 23,337.60	\$ 1,000.00
Admin Specialist III	C056C	C112	Hardaway, Danyelle	\$ 27,350.90	\$ 1,500.00
Fiscal Support Specialist	A098C	C117	Wilmans, Lisa	\$ 27,350.90	\$ 1,500.00
Accountant II	A082C	C117	Cooper, Connie	\$ 33,660.00	\$ 2,000.00
Institutional Services Asst.	S087C	C103	Smith, Lonnie	\$ 23,337.60	\$ 2,000.00
Admin Analyst	C037C	C115	Snetzer, Deborah	\$ 31,212.00	\$ 2,000.00
Fiscal Support Specialist	A098C	C112	Crotts, Stacey	\$ 32,099.52	\$ 2,500.00
<b>Admin Analyst</b>	<b>C037C</b>	<b>C115</b>	<b>Frans, Vicki</b>	<b>\$ 41,890.13</b>	<b>\$ 2,500.00</b>
<b>Accountant I</b>	<b>A089C</b>	<b>C116</b>	<b>Jernigan, Judy</b>	<b>\$ 42,346.91</b>	<b>\$ 2,500.00</b>
<b>Maintenance Supervisor</b>	<b>S033C</b>	<b>C115</b>	<b>Martin, Garland</b>	<b>\$ 44,291.63</b>	<b>\$ 2,500.00</b>
<b>Admin Specialist III</b>	<b>C056C</b>	<b>C112</b>	<b>Overbey, Geraldine</b>	<b>\$ 41,427.92</b>	<b>\$ 2,500.00</b>
Assistant Registrar	C035C	C115	Worthington, Phyllis	\$ 31,979.38	\$ 2,500.00
				<b>Subtotal</b>	\$ 26,500.00
				<b>Agency Match</b>	\$ 6,625.00
				<b>Total</b>	\$ 33,125.00

(On the above table those, listed in **bold** will receive a one-time payment, if approved)

The Arkansas Division of Higher Education, has reviewed the submitted documentation by ASUN and recommends approval for the institution's request, of the one-time compensation differential plan.

Your consideration of this request is appreciated.

Sincerely,



Maria Markham  
Director



OFFICE OF THE PRESIDENT  
501 Woodlane, Suite 600 | Little Rock, AR 72201 | o: 501-660-1000 | f: 501-660-1010

January 26, 2022

Dr. Maria Markham, Director  
Arkansas Division of Higher Education  
423 Main, STE 400  
Little Rock, AR 72201

RE: Compensation Differential Plan for ASU Newport

Dear Director Markham:

The Arkansas State University System respectfully requests review of pay adjustments over 2% as authorized under Arkansas Code Annotated ACA §21-5-1409(C)(1) (B).

The implementation of the Arkansas Minimum Wage Act has caused severe wage compression for classified employees at ASU Newport. The campus requests to implement a salary increase plan which is based upon years of service to alleviate this issue. The campus has sufficient funds to implement the plan.

Below find details by years of service which the campus is proposing to award to employees:

Service	Amount
Hired since 2018	\$500
6 - 10 years	\$1,000
11-15 years	\$1,500
16 - 20 years	\$2,000
Over 20 years	\$2,500

Please find attached the detail of employees impacted and related cost of implementation.

Thank you for your consideration of this request.

Sincerely,

Julie A. Bates  
Executive Vice President & CFO

## ASUN Compensation Differential: Employees Impacted

Position Title	Name	Current Pay rate	Salary Increase Amount
Institutional Services Asst.	Nelson, Carol	\$23,337.60	\$500.00
Library Technician	Jewell, Deborah	\$28,349.88	\$1,000.00
Institutional Services Asst.	Muir, Tammy	\$23,337.60	\$1,000.00
Admin Specialist III	Hardaway, Danyelle	\$27,350.90	\$1,500.00
Fiscal Support Specialist	Wilmans, Lisa	\$27,350.90	\$1,500.00
Accountant II	Cooper, Connie	\$33,660.00	\$2,000.00
Institutional Services Asst.	Smith, Lonnie	\$23,337.60	\$2,000.00
Admin Analyst	Snetzer, Deborah	\$31,212.00	\$2,000.00
Fiscal Support Specialist	Crotts, Stacey	\$32,099.52	\$2,500.00
Admin Analyst	Frans, Vicki	\$41,890.13	\$2,500.00 *
Accountant I	Jernigan, Judy	\$42,346.91	\$2,500.00 *
Maintenance Supervisor	Martin, Garland	\$44,291.63	\$2,500.00 *
Admin Specialist III	Overbey, Geraldine	\$41,427.92	\$2,500.00 *
Assistant Registrar	Worthington, Phyllis	\$31,979.38	\$2,500.00
		Subtotal:	\$26,500.00
		Total Estimated Fringe:	\$6,625.00
		<b>Total:</b>	<b>\$33,125.00</b>

\*One-time bonus payment