



**Arkansas Department of Higher Education**

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Asa Hutchinson  
Governor

Maria Markham, Ph.D.  
Director

December 7, 2018

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 and shift differentials 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,

  
Maria Markham, Ph.D.  
Director

**DECEMBER 2018 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
10/11/2018	UCA	Jennifer Rogers	C056C	Administrative Specialist III	C112	Agency	\$ 35,782	\$ 25,268	\$ 29,000	\$ 29,000	\$ (6,782)
11/1/2018	UCA	Ricky Green	D039C	Network Support Specialist	C123	Institution	\$ 49,196	\$ 43,217	\$ 54,000	\$ 54,000	\$ 4,804
11/19/2018	UACCM	Amanda Williams	E055C	Day Care Worker	C112	Private	\$ -	\$ 25,268	\$ 27,268	\$ 27,268	\$ 27,268
11/29/2018	SAU	James Willis	S008C	Campus Maintenance Supervisor	C119	Private	\$ -	\$ 35,554	\$ 44,000	\$ 44,000	\$ 44,000

**DECEMBER 2018 REPORT  
LABOR MARKET/MOVEMENT**

DATE RECEIVED	INSTITUTION	APPLICANT	CLASS CODE	TITLE	GRADE	PREVIOUS EMPLOYER	CURRENT/ PREVIOUS SALARY	ENTRY/ BASE	REQUESTED SALARY	APPROVED SALARY	COST
6/7/2018	ATU	Mark Pyburn	T030C	HE Public Safety Commander I	C120	Institution	\$ 45,900	\$ 37,332	\$ 44,000	\$ 51,124	\$ 5,224
6/7/2018	ATU	Tammy Dougan	T030C	HE Public Safety Commander I	C120	Institution	\$ 45,900	\$ 37,332	\$ 44,000	\$ 51,124	\$ 5,224
9/19/2018	ATU	Richard Wineland	T055C	Public Safety Officer	C116	Institution	\$ 37,193	\$ 30,713	\$ 42,193	\$ 42,193	\$ 5,000
10/4/2018	UCA		L061C	Medical Technologist	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
9/20/2018	UCA	Holly Gibbons	V014C	Buyer	C116	Institution	\$ 32,596	\$ 30,713	\$ 38,500	\$ 35,000	\$ 2,404
9/20/2018	UCA	Jerry Coleman	V008C	Buyer Supervisor	C119	Institution	\$ 38,000	\$ 35,554	\$ 40,340	\$ 40,340	\$ 2,340
11/1/2018	UCA	Nathan Swaffar	S031C	Skilled Tradesman	C115	Institution	\$ 32,615	\$ 29,251	\$ 35,875	\$ 35,875	\$ 3,260
10/11/2018	UAPTC	Christopher Jones	S017C	Maintenance Coordinator	C117	Institution	\$ 29,251	\$ 32,249	\$ 35,000	\$ 35,000	\$ 5,749

**DECEMBER 2018 SHIFT DIFFERENTIAL REPORT**  
**Director, Arkansas Department of Higher Education**

DATE RECEIVED	INSTITUTION	CLASS CODE	TITLE	GRADE	PERCENTAGE %	COST
9/7/2018	ATU	T051C	HE Public Safety Supervisor	C117	Up to 5% for evening shift (3pm - 11pm) and up to 10% for night shift (11pm - 7 am)	\$ 6,081
9/7/2018	ATU	T055C	Public Safety Officer	C116	Up to 5% for evening shift (3pm - 11pm) and up to 10% for night shift (11pm - 7 am)	\$ 21,267