



STATE OF ARKANSAS  
**Department of Finance  
 and Administration**

**OFFICE OF PERSONNEL MANAGEMENT  
 Classification & Compensation**  
 1509 West Seventh Street, Suite 205  
 Post Office Box 3278  
 Little Rock, Arkansas 72203-3278  
 Phone: (501) 682-1753  
<http://www.arkansas.gov/dfa>

August 06, 2014

Senator Uvalde Lindsey, Co-Vice Chairperson  
 Representative Andrea Lea, Co-Chairperson  
 Uniform Personnel Classification and  
 Compensation Plan Subcommittee  
 Arkansas Legislative Council  
 State Capitol Building, Room 315  
 Little Rock, Arkansas 72201

Dear Co-Chairs:

The Office of Personnel Management submits a request from the Northwest Technical Institute (NTI) for your review. NTI requests to continue the following previously approved labor market rates through Fiscal Year 2015.

Due to labor market conditions for the classifications of E027C Career and Technical Faculty and in an effort to remain competitive with area institutions, colleges, and universities the Office of Personnel Management recommends continuation of the previously approved labor market special entry hourly rate. The rate is available for Northwest Technical Institute extra-help instructors only.

Classification	Pay Grade	Previously Approved Rate	Requested Rate
E018C Specialized Technical Faculty	C122	\$30.00	\$30.00

The Office of Personnel Management has reviewed the requests submitted by NTI for the continuation of this previously approved labor market special entry hourly rate and **recommends** approval of this request. Your consideration of this request is appreciated.

Sincerely,

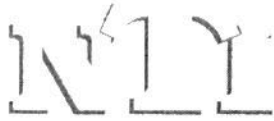
Kay B. Terry  
 State Personnel Administrator

Chief Fiscal Officer of the State

HMS/glj

JUL 22 2014

Date



NORTHWEST TECHNICAL INSTITUTE

P.O. Box 2000 • 709 So. Old Missouri Rd  
Springdale, AR 72765-2000  
(479) 751-8824  
Fax: (479) 751-7780

April 23, 2014

Mrs. Kay Terry  
State Personnel Administrator  
Department of Finance & Administration  
Office of Personnel Management  
P.O. Box 3278  
Little Rock, AR 72203

Dear Mrs. Terry:

A salary grid is currently in place for full time instructors participating in the Performance Based Teacher Education program. Participation in the PBTE program is a requirement for any Career & Technical Faculty, Specialized Technical Faculty or Nurse Instructor that is hired into a full time position and does not hold a current Arkansas Teachers license at the time of hire. It is possible for instructors to obtain two 3% salary increases provided they meet the program requirements. A copy of the Professional Development Handbook outlining the PBTE program is attached for your review.

Additionally, labor market rates are in place granting Northwest Technical Institute the authority to hire extra help instructors at rates above entry. The current rates are \$20 per hour for grade C120 Career & Technical Faculty and \$30 per hour for grade C122 Specialized Technical Faculty. In order for NTI to remain competitive when hiring experienced instructors, we are requesting a minimal increase in the amount currently allowed for grade C120 Career & Technical Faculty. We are asking that the hourly rate be amended from \$20 per hour to \$22 per hour. This change will allow NTI to successfully continue hiring highly qualified instructors.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mike Hamley', with a long horizontal flourish extending to the right.

Mike Hamley  
Interim President