



Division of Higher Education

101 E. Capitol Ave., Suite 300 • Little Rock, Arkansas • 72201-3827 • (501) 371-2000 • Fax (501) 371-2001

Jacob Oliva
Secretary

Maria Markham, Ph.D.
Director

January 19, 2023

The Honorable Breanne Davis, Co-Chair
The Honorable Jim Wooten, Co-Chair
Joint Budget Council - Personnel
State Capitol Building
Little Rock, AR 72201

Dear Senator Davis and Representative Wooten:

Pursuant to Arkansas Code Annotated 21-5-1409 (c) (1) (B), I am requesting your review of a salary adjustment of more than two percent (2%) provided for some classified employees at Southeast Arkansas College (SEAC) for Fiscal Year 2022-23 due to a lump-sum payment of \$500 for all classified, non-classified and faculty employees. A letter from SEAC is attached to provide details and justification regarding this request.

Should you require additional information, please let me know and I will be happy to provide.

Thank you for your consideration of this matter.

Sincerely,

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

Maria Markham, Ph. D.
Director



Southeast Arkansas College

1900 Hazel St., Pine Bluff, AR 71603

Tel (870) 543-5900 ■ 1-888-SEARKTC (Toll Free) ■ Website: www.seark.edu

December 7, 2022

Dr. Maria Markham
Director of ADHE
423 Main Street, Suite 400
Little Rock, AR 72201-3818

RE: REVISED FY 2023 Cost of Living Adjustment (COLA) and Merit Pay

Dear Dr. Markham:

The executive staff of Southeast Arkansas College has made the determination to award a lump sum COLA payment on December 7, 2022 in the net amount of \$500.00 for FY 22-23 for Faculty, Classified, and Non-Classified employees.

Southeast Arkansas College has adequate budget for the payment of FY 22/23 lump sum Merit Pay for Classified employees. The Merit pay for classified will be continued same as in the past and will be based upon the annual performance evaluations and percentages as in past years. However, the College continues to reserve the right to opt out of the merit pay plan should the financial circumstances warrant such action.

SEARK College does not plan to award merit pay to Non-Classified employees nor Faculty for FY 22-23. Should the College determine that merit pay is feasible for Non-Classified employees and/or Faculty, the College will submit a merit pay plan for approval. Annual evaluations will be performed for Non-classified employees and faculty.

Sincerely,

Dr. Steven Bloomberg, President
Southeast Arkansas College

From: [Debbie Wallace](#)
To: [Chandra Robinson \(ADHE\)](#)
Subject: FW: Cost by employee category- revised
Date: Thursday, January 19, 2023 8:51:49 AM
Attachments: [image001.png](#)
[image002.png](#)

Caution: This is an external email and may contain a suspicious subject or content. Please take care when clicking links or opening attachments. When in doubt, contact [DHE Help Desk](#).

Here is the cost information for each employee category to pay a net \$500.00 lump sum COLA payment. The COLA percentage varies based upon the individual's base salary. Each individual receives a net lump sum COLA payment of \$500.00. This includes the institutional funded positions only. Please let me know if I need to include grant funded employees.

Thanks,
DW

Employee Category	# of Employees	% Increase Range	Total Gross Amount	Total Employer Matching Amount	Total Cost
Faculty	34	1.10% - 1.72 %	\$ 24,324.58	5,260.24	29,584.82
Classified	26	1.54% - 3.13%	\$ 18,609.17	4,111.42	22,720.59
Non-Classified	30	0.39% - 3.06%	\$ 21,550.83	4,479.02	26,029.85
Total All E&G Funded			<u>\$ 64,484.58</u>	<u>\$ 13,850.68</u>	<u>\$ 78,335.26</u>

Debbie Wallace

Vice President for Fiscal Affairs

Southeast Arkansas College

Changing lives One student at a time!