



EXHIBIT E

Arkansas Department of Higher Education

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

Asa Hutchinson
Governor

Maria Markham, Ph.D.
Director

June 10, 2019

The Honorable David Wallace, Chair
The Honorable Jim Wooten, Chair
Arkansas Legislative Council-Personnel Subcommittee
State Capitol Building
Little Rock, AR 72201

Dear Senator Wallace and Representative Wooten:

The Arkansas Department of Higher Education (ADHE) submits a request from the University of Arkansas for Medical Science for labor market rates between midpoint and maximum of the classifications established by ACA 21-5-1410. The requested labor market rates effected classifications are explained below:

JUSTIFICATION:

The University of Arkansas for Medical Sciences (UAMS) respectfully request, special labor market rates for the six (6) classifications detailed in this letter. UAMS is committed to recruiting, training and retaining quality employees that assist in providing excellent support of our academic, research and clinical care missions.

B119C	Laboratory Assistant	C103	\$26,032.03
M085C	Caregiver	C104	\$145,238.00
S084C	Institutional Services Supervisor	C104	\$4,912.85
S086C	Cook	C104	\$293,971.91
S087C	Institutional Services Assistant	C103	\$137,175.95
S089C	Food Preparation Technician	C102	\$128,138.17

As the state's only teaching hospital, the University of Arkansas for Medical Sciences, provides one of the most advanced healthcare systems in the state of Arkansas. Without the ability to compete with prevailing market rates of pay, UAMS will not be able to retain qualified employees, resulting in increased recruiting and training costs and compromising their ability to meet three (3) missions: academic, research and clinical. As they strive to serve all of the citizens of Arkansas in these three critical areas of their mission, they must also consider their employees and their quality of life.

RECOMMENDATION:

The Arkansas Department of Higher Education (ADHE) has reviewed the submitted documentation by the University of Arkansas for Medical Sciences and recommends the institution's request for approval of the labor market request for the for the above mentioned classifications be \$29,120. The total amount invested in retention of these employees is \$735,468.91. If approved this will effect a total of 101 employees in the specified classifications.

Your consideration of this request is appreciated.

Sincerely,

A handwritten signature in black ink, reading "Maria Markham". The signature is written in a cursive, flowing style.

Maria Markham, Ph.D.
Director



May 17, 2019

Dr. Maria Markham
Director
Arkansas Department of Higher Education
423 Main, Suite 400
Little Rock, Arkansas 72201

Dear Dr. Markham:

The University of Arkansas for Medical Sciences (UAMS) respectfully requests special labor market rates for the 20 classified positions detailed in the attachment. UAMS is committed to recruiting, training and retaining quality employees that assist in providing excellent support of our academic, research and clinical care missions.

As the state's only teaching hospital, the University of Arkansas for Medical Sciences, provides one of the most advanced healthcare systems in the state of Arkansas. Without the ability to compete with prevailing market rates of pay, UAMS will not be able to retain qualified employees, resulting in increased recruiting and training costs and compromising our ability to meet our three missions: academic, research and clinical. As we strive to serve all of the citizens of Arkansas in these three critical areas of our mission, we must also consider our employees and their quality of life.

Sincerely,

A handwritten signature in cursive script, appearing to read "Danielle Taylor", is positioned above the typed name.

Danielle Taylor
Senior HR Director – Classification, Compensation and HRIS
University of Arkansas for Medical Sciences

Attachments



Arkansas Department of Higher Education Special Entry Rate Request - Labor Market Conditions

Institution University of Arkansas for Medical Sciences						
Class Title Laboratory Assistant		Grade C103		Class Code B119C		
Current Entry Salary/Pay Level \$21,453.00	Requested Entry Salary/Pay Level \$34,871.00 29,120	Institutions Only Number of Positions				
		Authorized 4	Budgeted 4	Filled 3		

☒ If current employee is to be moved to the requested rate attach ADHE Movement of Current Employees to Approved Special Entry Rates.

Filled Positions by Pay Level				
Entry	Base	Mid-Point	Maximum	Career
3				

Institution Personnel Representative	Date
Institution Head	Date

ADHE - ACTION

Attach Salary Survey: See attached.
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ADHE Personnel Representative	Date
ADHE Director/Deputy Director	Date

Laboratory Assistant B119C				
Source	Code	Description	Requirements	25th %
AHA	152700	Conducts a variety of routine tests. May make qualitative determinations		19.19
Towers Watson	2511	Operates laboratory equipment and performs experimental procedures (e.g., tissue culture, enzyme assays, gel electrophoresis, chromatography, DNA preps). Collects and summarizes laboratory results and documents procedures. May specialize in a particular academic or scientific field. Use Professional (P) Career Band.		15.92
Culpepper	LS20-15-100	Perform laboratory tests, experiments, and analyses. Prepare and weigh samples for testing and analysis. Conduct tests, assays, and other protocols under the direction of a laboratory services manager, physician, nurse, or scientist. Follow Standard Operating Procedures (SOPs) and Good Laboratory Practices (GLPs). Ensure all laboratory equipment and work areas are clean, sterile, and in proper working order. May be responsible for calibration of instruments. Entry-level support role. Performs routine tasks as directed and under close supervision.	Typically requires little to no related experience.	16.23
Arkansas Childrens Hospital		Increased to minimum wage of \$14/hr effective FY2019. https://www.ualrpublicradio.org/post/arkansas-childrens-raising-minimum-wage-workers-14-hour		14.00



Arkansas Department of Higher Education
Request for Movement of Current Employees to Approved Special Entry Rates

Business Area	Institution Name
0150	University of Arkansas for Medical Sciences

Pay Grade	Class Code	Class Title	Current Approved Special Entry Rate Annual Salary
C103	B119C	Laboratory Assistant	

Position/Item Number	Employee Name	Current Annual Salary	Requested Annual Salary	Justification
50052265	Penthala, Manjula	19,240.00	29,120.00	Retention Adjustment
50003488	Thomas Jr, W. A.	22,847.97	29,120.00	Retention Adjustment
50031912	Gillespie, Denise	19,240.00	29,120.00	Retention Adjustment



Arkansas Department of Higher Education Special Entry Rate Request - Labor Market Conditions

Institution University of Arkansas for Medical Sciences					
Class Title Caregiver		Grade C104		Class Code M085C	
Current Entry Salary/Pay Level	Requested Entry Salary/Pay Level	<u>Institutions Only</u> Number of Positions			
		Authorized	Budgeted	Filled	
\$29,023.00	\$36,266.00 29,120	20	20	20	

☒ If current employee is to be moved to the requested rate attach ADHE Movement of Current Employees to Approved Special Entry Rates.

Filled Positions by Pay Level				
Entry	Base	Mid-Point	Maximum	Career
20				

Institution Personnel Representative	Date
Institution Head	Date

ADHE - ACTION

Attach Salary Survey: See attached.
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ADHE Personnel Representative	Date
ADHE Director/Deputy Director	Date

Caregiver M085C				
Source	Code	Description	Requirements	25th %
AHA	220440	Non degree Teacher		10.23
Towers Watson		No survey data available.		
Culpepper		No survey data available.		
Arkansas Childrens Hospital		Increased to minimum wage of \$14/hr effective FY2019. https://www.ualrpublicradio.org/post/arkansas-children-s-raising-minimum-wage-workers-14-hour		14.00



Arkansas Department of Higher Education Request for Movement of Current Employees to Approved Special Entry Rates

Business Area	Institution Name
0150	University of Arkansas for Medical Sciences

Pay Grade	Class Code	Class Title	Current Approved Special Entry Rate Annual Salary
C104	M085C	Caregiver	29,023.00

Position/Item Number	Employee Name	Current Annual Salary	Requested Annual Salary	Justification
50065281	Custer, Angela	19,240.00	29,120.00	Retention Adjustment
50057629	Bass-Bennett, LaQuesia	19,240.00	29,120.00	Retention Adjustment
50055894	Morgan, LaTasha D	22,149.00	29,120.00	Retention Adjustment
50065290	Nichols, Sharon	22,149.00	29,120.00	Retention Adjustment
50065289	Brooks, Tanisha	22,149.00	29,120.00	Retention Adjustment
50065284	Moore, Tynice M	22,149.00	29,120.00	Retention Adjustment
50065283	Sanchez, Carmela	22,149.00	29,120.00	Retention Adjustment
50065287	Bartlett, Jaime D	22,149.00	29,120.00	Retention Adjustment
50065280	Shavis, Tina	22,149.00	29,120.00	Retention Adjustment
50059359	Taylor, Samantha	22,149.00	29,120.00	Retention Adjustment



Arkansas Department of Higher Education Request for Movement of Current Employees to Approved Special Entry Rates

Business Area	Institution Name
0150	University of Arkansas for Medical Sciences

Pay Grade	Class Code	Class Title	Current Approved Special Entry Rate Annual Salary
C104	M085C	Caregiver	29,023.00

Position/Item Number	Employee Name	Current Annual Salary	Requested Annual Salary	Justification
50057631	Green, Tammy	22,149.00	29,120.00	Retention Adjustment
50059355	Bryant, Dorasia C	22,149.00	29,120.00	Retention Adjustment
50064665	Beard, Sharon A	22,149.00	29,120.00	Retention Adjustment
50055895	Trantham, Katelynn M	22,149.00	29,120.00	Retention Adjustment
50055891	Brown, Angelica D	22,149.00	29,120.00	Retention Adjustment
50059356	Jackson, Jennifer M	22,149.00	29,120.00	Retention Adjustment
50059358	Jenkins, Alexis L	22,149.00	29,120.00	Retention Adjustment
50065285	Stubblefield, Dominique	22,149.00	29,120.00	Retention Adjustment
50058953	Manning, Chrishontra	22,149.00	29,120.00	Retention Adjustment
50058825	Tuttle, DeMorney	22,149.00	29,120.00	Retention Adjustment



Arkansas Department of Higher Education Special Entry Rate Request - Labor Market Conditions

Institution University of Arkansas for Medical Sciences						
Class Title Institutional Services Supervisor		Grade C104		Class Code S084C		
Current Entry Salary/Pay Level	Requested Entry Salary/Pay Level	<u>Institutions Only</u> Number of Positions				
		Authorized	Budgeted	Filled		
\$21,780.00	\$36,266.00 29,120	4	4	1		

☒ If current employee is to be moved to the requested rate attach ADHE Movement of Current Employees to Approved Special Entry Rates.

Filled Positions by Pay Level				
Entry	Base	Mid-Point	Maximum	Career
1				

Institution Personnel Representative	Date
Institution Head	Date

ADHE - ACTION

Attach Salary Survey: See attached.
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ADHE Personnel Representative	Date
ADHE Director/Deputy Director	Date

Institutional Services Supervisor S084C				
Source	Code	Description	Requirements	25th %
AHA	041860	Laundry Manager		25.02
Towers Watson		No survey data available.		-
Culpepper	OP35-05-195	Direct/Manage/Supervise a team of housekeeping and janitorial staff in efforts to provide clean, orderly, and attractive conditions for the organization's premises. Communicate and enforce departmental goals and standards. Assign personnel to work areas or project duties. Conduct inspections and quality assurance checks. Ensure that staff receives proper orientation, training, and ongoing education. Manage materials and equipment inventory and purchasing. Analyze and resolve escalated quality and customer service issues. First-level leadership. Coordinates and leads daily team activities. May spend a portion of time performing the work of those they supervise. Assists with management decisions and activities. Working knowledge of team function within the organization.	Working knowledge of team function within the organization.	18.73
Arkansas Childrens Hospital		Increased to minimum wage of \$14/hr effective FY2019. https://www.ualrpublicradio.org/post/arkansas-children-s-raising-minimum-wage-workers-14-hour		14.00



Arkansas Department of Higher Education
Request for Movement of Current Employees to Approved Special Entry Rates

Business Area	Institution Name
0150	University of Arkansas for Medical Sciences

Pay Grade	Class Code	Class Title	Current Approved Special Entry Rate Annual Salary
C104	S084C	Institutional Services Supervisor	

Position/Item Number	Employee Name	Current Annual Salary	Requested Annual Salary	Justification
50024892	Brewer, Kevin L	24,207.15	29,120.00	Retention Adjustment



**Arkansas Department of Higher Education
Special Entry Rate Request - Labor Market Conditions**

Institution University of Arkansas for Medical Sciences						
Class Title Cook		Grade C104		Class Code S086C		
Current Entry Salary/Pay Level	Requested Entry Salary/Pay Level	Institutions Only Number of Positions				
		Authorized	Budgeted	Filled		
\$29,023.00	\$36,266.00 29,120	45	45	45		

☒ If current employee is to be moved to the requested rate attach ADHE Movement of Current Employees to Approved Special Entry Rates.

Filled Positions by Pay Level				
Entry	Base	Mid-Point	Maximum	Career
45				

Institution Personnel Representative	Date
Institution Head	Date

ADHE - ACTION

Attach Salary Survey: See attached.
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ADHE Personnel Representative	Date
ADHE Director/Deputy Director	Date

Cook S086C				
Source	Code	Description	Requirements	25th %
AHA	212200	Prepares, seasons, and cooks a variety of foods following prescribed recipes, diets and procedures to be served to patients, employees and guests.		10.78
Towers Watson	2148	Performs routine duties related to serving food and beverages, as well as clearing dishes and cleaning. May operate dishwasher or assist with washing dishes, glassware, silverware, utensils, pots, pans, etc. Collects and disposes of garbage left at tables. May assist with stocking food inventory and with light cooking.		12.03
Culpepper		No survey data available.		
Arkansas Childrens Hospital		Increased to minimum wage of \$14/hr effective FY2019. https://www.ualrpublicradio.org/post/arkansas-children-s-raising-minimum-wage-workers-14-hour		14.00



Arkansas Department of Higher Education

Request for Movement of Current Employees to Approved Special Entry Rates

Business Area	Institution Name
0150	University of Arkansas for Medical Sciences

Pay Grade	Class Code	Class Title	Current Approved Special Entry Rate Annual Salary
C104	S086C	Cook	29,023

Position/Item Number	Employee Name	Current Annual Salary	Requested Annual Salary	Justification
50047011	Dunning, Sonja D	19,240.00	29,120.00	Retention Adjustment
50003469	Sanders, Rashawn	21,195.00	29,120.00	Retention Adjustment
50011727	Watson, Yolanda D	22,149.00	29,120.00	Retention Adjustment
50047010	Jenkins, Belinda D	22,149.00	29,120.00	Retention Adjustment
50064638	Baker, Sedrick D	22,149.00	29,120.00	Retention Adjustment
50047012	Russell, Kashaka D	22,149.00	29,120.00	Retention Adjustment
50042757	Abbott, Thomas F	22,149.00	29,120.00	Retention Adjustment
50050367	Robinson, Tatisha S	22,149.00	29,120.00	Retention Adjustment
50003106	Pittman, Claudine W	22,149.00	29,120.00	Retention Adjustment
50043913	Harris, Danalle D	22,149.00	29,120.00	Retention Adjustment



Arkansas Department of Higher Education Request for Movement of Current Employees to Approved Special Entry Rates

Business Area	Institution Name
0150	University of Arkansas for Medical Sciences

Pay Grade	Class Code	Class Title	Current Approved Special Entry Rate Annual Salary
C104	S086C	Cook	29,023

Position/Item Number	Employee Name	Current Annual Salary	Requested Annual Salary	Justification
50003094	Jackson, Sandra D	22,149.00	29,120.00	Retention Adjustment
50049035	Mickles, Ambriel N	22,149.00	29,120.00	Retention Adjustment
50044565	Knowles, Tamera A	22,149.00	29,120.00	Retention Adjustment
50049037	White, Crystal R	22,149.00	29,120.00	Retention Adjustment
50003101	Irwin, Kathleen R	22,194.00	29,120.00	Retention Adjustment
50043214	Love, Shunterius S	22,194.00	29,120.00	Retention Adjustment
50003137	Hall, Jr., Thearders	22,194.00	29,120.00	Retention Adjustment
50002671	Williams, Darrall D	22,194.00	29,120.00	Retention Adjustment
50037242	Mitchell, Brian L	22,194.00	29,120.00	Retention Adjustment
50030973	Butler Jr., Jerry R	22,194.00	29,120.00	Retention Adjustment



Arkansas Department of Higher Education

Request for Movement of Current Employees to Approved Special Entry Rates

Business Area	Institution Name
0150	University of Arkansas for Medical Sciences

Pay Grade	Class Code	Class Title	Current Approved Special Entry Rate Annual Salary
C104	S086C	Cook	29,023.00

Position/Item Number	Employee Name	Current Annual Salary	Requested Annual Salary	Justification
50037359	Pettus, Kimberly L	22,194.00	29,120.00	Retention Adjustment
50003128	Davis, Kevin A	22,194.00	29,120.00	Retention Adjustment
50033696	Plummer, Miracle S	22,194.00	29,120.00	Retention Adjustment
50036814	Badgett, Sharonda R	22,194.00	29,120.00	Retention Adjustment
50045405	Williams, Jolunda Y	22,194.00	29,120.00	Retention Adjustment
50003133	Phillips, Lonnie	22,194.00	29,120.00	Retention Adjustment
50038248	Moore, Vyunyai	22,263.54	29,120.00	Retention Adjustment
50003270	Robinson Jr., Bobby L	22,637.88	29,120.00	Retention Adjustment
50066618	Lovelace, Aaron D	22,637.88	29,120.00	Retention Adjustment
50003478	Gage, Antoine B	22,637.88	29,120.00	Retention Adjustment



Arkansas Department of Higher Education Request for Movement of Current Employees to Approved Special Entry Rates

Business Area	Institution Name
0150	University of Arkansas for Medical Sciences

Pay Grade	Class Code	Class Title	Current Approved Special Entry Rate Annual Salary
C104	S086C	Cook	29,023.00

Position/Item Number	Employee Name	Current Annual Salary	Requested Annual Salary	Justification
50029970	Thomasson, Kevin L	22,637.88	29,120.00	Retention Adjustment
50030972	Williams, Jasmine E	23,192.00	29,120.00	Retention Adjustment
50045778	Murphy, Bryan	23,192.00	29,120.00	Retention Adjustment
50060122	Baker, Rochelle N	23,192.00	29,120.00	Retention Adjustment
50066180	Roy, Ashley R	23,192.00	29,120.00	Retention Adjustment
50060123	Owens, Brenda	23,192.00	29,120.00	Retention Adjustment
50060124	Hudson, Michael	23,281.08	29,120.00	Retention Adjustment
50003174	Green, Nancy A	23,281.09	29,120.00	Retention Adjustment
50059735	Sherman, Rose A	23,877.88	29,120.00	Retention Adjustment
50003097	Virden, Teresa B	23,981.98	29,120.00	Retention Adjustment



Arkansas Department of Higher Education

Request for Movement of Current Employees to Approved Special Entry Rates

Business Area	Institution Name
0150	University of Arkansas for Medical Sciences

Pay Grade	Class Code	Class Title	Current Approved Special Entry Rate Annual Salary
C104	S086C	Cook	29,023.00

Position/Item Number	Employee Name	Current Annual Salary	Requested Annual Salary	Justification
50003134	Walton, Delyssa D	24,190.00	29,120.00	Retention Adjustment
50003271	Bradley, Rochelle D	24,190.00	29,120.00	Retention Adjustment
50049036	Wright, Dorrell M	24,190.00	29,120.00	Retention Adjustment
50051287	Willis, Natalie A	24,190.00	29,120.00	Retention Adjustment
50030137	Ford, Vanessa C	24,190.00	29,120.00	Retention Adjustment



Arkansas Department of Higher Education Special Entry Rate Request - Labor Market Conditions

Institution University of Arkansas for Medical Sciences						
Class Title Institutional Services Assistant		Grade C103		Class Code S087C		
Current Entry Salary/Pay Level	Requested Entry Salary/Pay Level	<u>Institutions Only</u> Number of Positions				
		Authorized	Budgeted	Filled		
\$28,162.00	\$34,871.00 29,120	108	108	17		

☒ If current employee is to be moved to the requested rate attach ADHE Movement of Current Employees to Approved Special Entry Rates.

Filled Positions by Pay Level				
Entry	Base	Mid-Point	Maximum	Career
16.5				

Institution Personnel Representative	Date
Institution Head	Date

ADHE - ACTION

Attach Salary Survey:
See attached.

ADHE Personnel Representative	Date
ADHE Director/Deputy Director	Date

Institutional Services Assistant S087C				
Source	Code	Description	Requirements	25th %
AHA	041850	Laundry Aide		9.77
Towers Watson	8721	Performs a variety of general cleaning tasks to maintain patient rooms, offices, hallways and other assigned areas. Operates mechanical floor cleaners, polishers and vacuums. Moves furniture and other heavy objects as required. Performs terminal cleaning procedures of patient rooms and prepares rooms for new occupant following isolation procedures as appropriate.		11.71
Culpepper	OP35-05-200	Perform routine cleaning duties and unskilled maintenance work. Perform outside maintenance, including grounds work, as needed. Remain knowledgeable of janitorial supplies and chemicals, including hazardous materials. Ensure equipment is cleaned and stored following use. Notify appropriate personnel concerning the need for major repairs or additions to building operating systems. Requisition supplies and equipment needed for cleaning and maintenance duties Entry-level support role. Performs routine tasks as directed and under close supervision.	Typically requires little to no related experience.	12.41
Arkansas Childrens Hospital		Increased to minimum wage of \$14/hr effective FY2019. https://www.ualrpublicradio.org/post/arkansas-children-s-raising-minimum-wage-workers-14-hour		14.00



Arkansas Department of Higher Education Request for Movement of Current Employees to Approved Special Entry Rates

Business Area	Institution Name
0150	University of Arkansas for Medical Sciences

Pay Grade	Class Code	Class Title	Current Approved Special Entry Rate Annual Salary
C103	S087C	Institutional Services Assistant	28,162.00

Position/Item Number	Employee Name	Current Annual Salary	Requested Annual Salary	Justification
50065222	Tunstall, Calvin D	19,326.00	29,120.00	Retention Adjustment
50040166	Owens, Anthony	19,326.00	29,120.00	Retention Adjustment
50032408	Grant, John D	20,922.00	29,120.00	Retention Adjustment
50022505	Chatmon, Martha	20,922.00	29,120.00	Retention Adjustment
50003495	Duncan, Michael E - PT 86.25%	17,591.46	25,116.00	Retention Adjustment
50032041	Hughes, Rachel A	20,922.00	29,120.00	Retention Adjustment
50032535	Tell, Kimberly	20,922.00	29,120.00	Retention Adjustment
50051814	Bush, Solomon D - PT 50%	9,620.00	14,560.00	Retention Adjustment
50049029	Archer, Walter C	20,922.00	29,120.00	Retention Adjustment
50032581	Geeter, Michael B	20,922.00	29,120.00	Retention Adjustment



Arkansas Department of Higher Education Request for Movement of Current Employees to Approved Special Entry Rates

Business Area	Institution Name
0150	University of Arkansas for Medical Sciences

Pay Grade	Class Code	Class Title	Current Approved Special Entry Rate Annual Salary
C103	S087C	Institutional Services Assistant	28,162.00

Position/Item Number	Employee Name	Current Annual Salary	Requested Annual Salary	Justification
50066219	Lee, Frank E	20,922.00	29,120.00	Retention Adjustment
50040167	Mccollins, David C	20,922.00	29,120.00	Retention Adjustment
50032583	Wilbon, Keishawn	20,922.00	29,120.00	Retention Adjustment
50032532	Clemons, Marvin L	20,922.00	29,120.00	Retention Adjustment
50049033	Thrower, Briana M	20,922.00	29,120.00	Retention Adjustment
50065214	Harris, Finnie B	20,922.00	29,120.00	Retention Adjustment
50032576	Wright, Robert A	22,372.59	29,120.00	Retention Adjustment



Arkansas Department of Higher Education Special Entry Rate Request - Labor Market Conditions

Institution University of Arkansas for Medical Sciences						
Class Title Food Preparation Technician		Grade C102		Class Code S089C		
Current Entry Salary/Pay Level \$27,328.00	Requested Entry Salary/Pay Level \$33,530.00 29,120	Institutions Only Number of Positions				
		Authorized 85	Budgeted 85	Filled 15		

☒ If current employee is to be moved to the requested rate attach ADHE Movement of Current Employees to Approved Special Entry Rates.

Filled Positions by Pay Level				
Entry	Base	Mid-Point	Maximum	Career
15				

Institution Personnel Representative	Date
Institution Head	Date

ADHE - ACTION

Attach Salary Survey: See attached.
--

ADHE Personnel Representative	Date
ADHE Director/Deputy Director	Date

Food Preparation Technician S089C				
Source	Code	Description	Requirements	25th %
AHA	213000	Food Service worker		9.81
Towers Watson	2148	Performs routine duties related to serving food and beverages, as well as clearing dishes and cleaning. May operate dishwasher or assist with washing dishes, glassware, silverware, utensils, pots, pans, etc. Collects and disposes of garbage left at tables. May assist with stocking food inventory and with light cooking.		12.03
Culpepper		No survey data available.		
Arkansas Childrens Hospital		Increased to minimum wage of \$14/hr effective FY2019. https://www.ualpublicradio.org/post/arkansas-children-s-raising-minimum-wage-workers-14-hour		14.00



Arkansas Department of Higher Education Request for Movement of Current Employees to Approved Special Entry Rates

Business Area	Institution Name
0150	University of Arkansas for Medical Sciences

Pay Grade	Class Code	Class Title	Current Approved Special Entry Rate Annual Salary
C102	S089C	Food Preparation Technician	27,328.00

Position/Item Number	Employee Name	Current Annual Salary	Requested Annual Salary	Justification
50022672	Heard, Georgie L	19,240.00	29,120.00	Retention Adjustment
50012280	Mize-Miller, Ella M	19,240.00	29,120.00	Retention Adjustment
50056853	Franks, Danielle A	19,240.00	29,120.00	Retention Adjustment
50057416	Rasavong, Philaviene	19,240.00	29,120.00	Retention Adjustment
50051002	Banditt, Kristle	19,240.00	29,120.00	Retention Adjustment
50017957	Weaver, Chelsea S	19,240.00	29,120.00	Retention Adjustment
50012225	Byers, Nachone M	19,536.32	29,120.00	Retention Adjustment
50013276	Ziegler, Michele L	19,699.22	29,120.00	Retention Adjustment
50045683	Marcelo, Fritzie F	20,876.34	29,120.00	Retention Adjustment
50003479	Hamilton, Dwight D	21,007.65	29,120.00	Retention Adjustment



Arkansas Department of Higher Education

Request for Movement of Current Employees to Approved Special Entry Rates

Business Area	Institution Name
0150	University of Arkansas for Medical Sciences

Pay Grade	Class Code	Class Title	Current Approved Special Entry Rate Annual Salary
C102	S089C	Food Preparation Technician	27,328.00

Position/Item Number	Employee Name	Current Annual Salary	Requested Annual Salary	Justification
50003686	Arnold, Michael S	21,203.76	29,120.00	Retention Adjustment
50053028	Price, Lenese	21,402.43	29,120.00	Retention Adjustment
50020663	Kelley, Dana L	21,702.62	29,120.00	Retention Adjustment
50012240	Jordan, Lola D	22,894.49	29,120.00	Retention Adjustment
50037239	Maxwell, Treatha	24,899.00	29,120.00	Retention Adjustment