



Division of Higher Education

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

Johnny Key
Secretary

Maria Markham, Ph.D.
Director

August 10, 2022

The Honorable David Wallace, Co-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 Division of Higher Education (DHE) submits a request for continuation of differentials for FY23. The requested differentials are attached. DHE is requesting continuation of the following:

- In accordance with Arkansas Code §21-5-221, continuation of Professional Certification Differentials for one (1) institution with a total cost for FY22 of \$14,333 utilized by eleven (11) employees
- In accordance with Arkansas Code §21-5-1412, continuation of Compensation Differentials (Education Differentials & Second-Language Differentials) for two (2) institutions with a total cost for FY22 of \$13,872 utilized by five (5) employees
 - Education Differentials with a total cost for FY22 of \$4,315 utilized by two (2) employees
 - Second-Language Differentials with a total cost for FY22 of \$9,557 utilized by three (3) employees
- In accordance with Arkansas Code §21-5-1411, continuation of Shift Differentials for nine (9) institutions with a total cost for FY22 of \$487,094 utilized by four hundred and forty (440) employees

After review of the requests, DHE recommends the approval of the continuation of these previously approved differentials for FY23. Your consideration of this request is greatly appreciated.

Sincerely,

A handwritten signature in black ink that reads 'Maria Markham'.

Maria Markham, Ph.D.
Director

2022-23 PROFESSIONAL CERTIFICATION DIFFERENTIAL CONTINUATIONS
Director, Arkansas Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	PERCENTAGE %	TOTAL NUMBER OF EMPLOYEES PAID FY22	COST
UCA	T051C	*Public Safety Supervisor	C117	Professional Certification Differential of 6%	4	\$ 5,630
UCA	T055C	*Public Safety Officer	C116	Professional Certification Differential of 6%	7	\$ 8,703
TOTAL					11	\$ 14,333

* Denotes positions that are non-classified as of 7/01/22

2022-23 EDUCATION DIFFERENTIAL CONTINUATIONS					
Director, Arkansas Division of Higher Education					
INSTITUTION	CLASS CODE	TITLE	GRADE	TOTAL NUMBER OF EMPLOYEES PAID FY22	COST
NAC	S004C	Maintenance Manager	C121	0	\$ -
NAC	V007C	Procurement Coordinator	C119	0	\$ -
NAC	A074C	*Fiscal Support Supervisor	C118	0	\$ -
NAC	A082C	*Accountant II	C117	0	\$ -
NAC	A089C	*Accountant I	C116	0	\$ -
NAC	G195C	HEI Program Coordinator	C116	0	\$ -
NAC	P031C	Media Specialist	C116	0	\$ -
NAC	C035C	Assistant Registrar	C115	0	\$ -
NAC	G207C	Financial Aid Analyst	C115	0	\$ -
NAC	A091C	*Fiscal Support Analyst	C115	1	\$ 1,475
NAC	R032C	Human Resources Program Rep	C115	0	\$ -
NAC	S033C	Maintenance Supervisor	C115	0	\$ -
NAC	A090C	Payroll Services Specialist	C115	0	\$ -
NAC	C025C	Student Accounts Officer	C115	0	\$ -
NAC	S046C	Maintenance Technician	C113	0	\$ -
NAC	C056C	Administrative Specialist III	C112	0	\$ -
NAC	A098C	*Fiscal Support Specialist	C112	1	\$ 2,840
NAC	A097C	Payroll Technician	C112	0	\$ -
NAC	V022C	Purchasing Technician	C112	0	\$ -
NAC	A101C	*Accounting Technician	C110	0	\$ -
NAC	C064C	Bookstore Office Manager	C110	0	\$ -
NAC	S057C	Landscape Specialist	C110	0	\$ -
NAC	C073C	Administrative Specialist II	C109	0	\$ -
NAC	C069C	*Library Technician	C109	0	\$ -
NAC	S065C	Maintenance Assistant	C108	0	\$ -
NAC	C087C	Administrative Specialist I	C106	0	\$ -
NAC	S084C	Institutional Services Supervisor	C104	0	\$ -
NAC	S087C	Institutional Services Assistant	C103	0	\$ -
TOTAL				2	\$ 4,315

* Denotes positions that are non-classified as of 7/01/22

The institution submitted the following differential pay plan for this request based on four degree levels:

Associates's Degree	0.50%
Bachelor's Degree	1.00%
Master's Degree	1.50%
Doctorate	2.00%

2022-23 SECOND LANGUAGE DIFFERENTIAL CONTINUATIONS					
Director, Arkansas Division of Higher Education					
INSTITUTION	CLASS CODE	TITLE	GRADE	TOTAL NUMBER OF EMPLOYEES PAID FY22	COST
UAF	R036C	Human Resources Specialist	C113	1	\$ 3,462
UAF	C078C	Cashier	C108	1	\$ 3,070
UAF	T090C	*Parking Control Officer	C105	1	\$ 3,024
TOTAL				3	\$ 9,557

* Denotes positions that are non-classified as of 7/01/22

There are four levels of proficiency:

- Advanced 10%
- Fluent 7.50%
- Intermediate 5%
- Beginning/Basic 2.50%

The second-language must be utilized at least 25% of the time

2022-23 SHIFT DIFFERENTIAL CONTINUATIONS
Director, Arkansas Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	PERCENTAGE %	TOTAL NUMBER OF EMPLOYEES PAID FY21	COST
ASUJ	M062C	*Student Union Night Manager	C114	5.5% evening and night shift from 3:00pm - 12:00am	1	\$ 1,659
ASUJ	C085C	*Library Support Assistant	C107	5.5% evening and night shift from 5:30pm - 1:30am	1	\$ 1,302
ASUJ	S084C	Institutional Svcs. Supervisor	C104	5.5% evening and night shift from 5:00pm - 12:30am	2	\$ 2,824
ASUJ	S087C	Institutional Svcs. Assistant	C103	5.5% evening and night shift from 4:00pm - 12:30am	14	\$ 17,926
TOTAL ASUJ					18	\$ 23,711
UAF	E050C	*Library Supervisor	C115	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	0	\$ -
UAF	S033C	Maintenance Supervisor	C115	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	2	\$ 1,842
UAF	G219C	Logistics Manager	C113	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	0	\$ -
UAF	S055C	Athletic Facilities Supervisor	C111	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	0	\$ -
UAF	M077C	Coordinator of Housekeeping	C111	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	5	\$ 7,532
UAF	E058C	*Library Specialist	C111	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	0	\$ -
UAF	S062C	*Institutional Bus Driver	C109	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	0	\$ -
UAF	C069C	*Library Technician	C109	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	0	\$ -
UAF	S069C	*Radio Dispatch Operator	C107	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	0	\$ -
UAF	T090C	*Parking Control Officer	C105	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	0	\$ -
UAF	S084C	Institutional Services Supervisor	C104	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	6	\$ 9,313
UAF	S087C	Institutional Services Assistant	C103	6% night shift from 2:30pm - 11:30pm & 12% graveyard shift from 11:00pm - 8:00am, scheduled on a rotating basis	41	\$ 60,411
TOTAL UAF					54	\$ 79,097
UAFS	C069C	*Library Technician	C109	6% evening shift from 2:30pm - 11:00pm	1	\$ 1,433
UAFS	T089C	*HE Public Safety Dispatcher	C106	6% from 4:00pm - 12:00am, Sunday-Saturday	1	\$ 1,395
UAFS	T089C	*HE Public Safety Dispatcher	C106	6% from 12:00am - 8:00am, Sunday-Saturday	0	\$ -
TOTAL UAFS					2	\$ 2,829
UAMS	C037C	Administrative Analyst	C115	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8:00am	4	\$ 123
UAMS	S033C	Maintenance Supervisor	C115	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8:00am	4	\$ 283
UAMS	V020C	Inventory Control Manager	C113	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8:00am	2	\$ 106
UAMS	P045C	Public Information Technician	C113	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8:00am	4	\$ 132
UAMS	S056C	Food Preparation Supervisor	C111	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8:00am	16	\$ 1,753
UAMS	C078C	Cashier	C108	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8:00am	61	\$ 22,653
UAMS	S073C	Housekeeper	C107	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8:00am	160	\$ 140,329
UAMS	T089C	*HE Public Safety Dispatcher	C106	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8:00am	0	\$ -

2022-23 SHIFT DIFFERENTIAL CONTINUATIONS
Director, Arkansas Division of Higher Education

INSTITUTION	CLASS CODE	TITLE	GRADE	PERCENTAGE %	TOTAL NUMBER OF EMPLOYEES PAID FY21	COST
UAMS	V030	Shipping & Receiving Clerk	C105	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8:00am	3	\$ 333
UAMS	S086C	Cook	C104	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8:00am	37	\$ 13,193
UAMS	S087C	Institutional Services Assistant	C103	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8:00am	10	\$ 8,771
UAMS	S089C	Food Preparation Technician	C102	6% evening shift and 10% night shift , with the evening shift beginning on or after noon (12:00pm) with a full scheduled shift. The night shift begins on or after 2:30pm with a full scheduled shift. Both evening and night shifts must end prior to 8:00am	7	\$ 6,549
TOTAL UAMS					308	\$ 194,225
UAPB	T089C	*HE Public Safety Dispatcher	C106	5.5% from 4:00pm - 11:00pm	1	\$ 1,650
TOTAL UAPB					1	\$ 1,650
UCA	P027C	Public Information Specialist	C116	5.50% for the evening shift from 2:00pm - 10:00pm & night shift from 9:00pm - 7:00am	0	\$ -
UCA	E050C	*Library Supervisor	C115	5% for the evening shift from 3:00pm - 11:30pm & 10% for the night shift from 11:00pm - 7:30am	0	\$ -
UCA	S033C	Maintenance Supervisor	C115	5.50% for the evening shift 2:30pm - 10:30pm	0	\$ -
UCA	A098C	*Fiscal Support Specialist	C112	5% for the evening shift from 2:30pm - 11:00pm	0	\$ -
UCA	M077C	Coordinator of Housekeeping	C111	5.50% on Saturday from 9:00am - 7:00pm	1	\$ 1,671
UCA	C069C	*Library Technician	C109	5% for the evening shift from 3:00pm - 11:30pm & 10% for the night shift from 11:00pm - 7:30am	0	\$ -
UCA	S065C	Maintenance Assistant	C108	5.50% for the weekend shift from 9:00am - 7:00pm on Sunday	1	\$ 1,505
UCA	S080C	Equipment Operator	C105	5.50% for the evening shift from 4:00pm - 12:00pm & Saturday-Sunday from 6:00am - 4:00pm and 2:30pm - 12:30am	0	\$ -
UCA	S084C	Institutional Services Supervisor	C104	5.50% for the evening shift from 4:00pm - 12:00am	3	\$ 3,891
UCA	S087C	Institutional Services Assistant	C103	5.50% for the evening shift from 4:00pm - 12:00am	33	\$ 43,146
TOTAL UCA					38	\$ 50,213
NAC	S084C	Institutional Services Supervisor	C104	2.3% from 2:00pm - 11:00pm	1	\$ 1,061
NAC	S087C	Institutional Services Assistant	C103	2.4% from 2:00pm - 11:00 pm	5	\$ 4,243
TOTAL NAC					6	\$ 5,304
NPC	S087C	Institutional Services Assistant	C103	6% evening shift from 4:30pm - 1:00am	6	\$ 119,465
TOTAL NPC					6	\$ 119,465
UACCM	C069C	*Library Technician	C109	5.5% July - June, regular schedule from 11:30pm - 8:00pm, Monday - Thursday and from 12:00pm - 6pm on Sunday	0	\$ -
UACCM	S071C	Institutional Services Shift Supervisor	C107	5.5% July - June, regular schedule from 2:30pm - 11:00pm, Monday - Friday	1	\$ 1,600
UACCM	S087C	Institutional Services Assistant	C103	5.5% July - June, regular schedule from 2:30pm - 11:00pm, Monday - Friday	6	\$ 9,000
TOTAL UACCM					7	\$ 10,600
TOTAL ALL INSTITUTIONS					440	\$ 487,094

* Denotes positions that are non-classified as of 7/01/22