



Division of Higher Education

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Johnny Key
Secretary

Maria Markham, Ph.D.
Director

August 7, 2020

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 Division of Higher Education (DHE) submits a request for continuation of differentials for FY21. The requested differentials are attached.

DHE is requesting continuation of the following:

- In accordance with Arkansas Code §21-5-1412, continuation of Certification Differentials for 2 institutions with a total cost for FY20 of \$72,575 utilized by 35 employees
- In accordance with Arkansas Code §21-5-1411, continuation of Shift Differentials for 12 institutions with a total cost for FY20 of \$901,509 utilized by 728 employees

After review of the requests, DHE recommends the approval of the continuation of these previously approved differentials for FY21. The continuations were not submitted to the Bureau of Legislative Research (BLR) in May due to being submitted to DHE after that time. Your consideration of this request is greatly appreciated.

Sincerely,

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

Maria Markham, Ph. D.
Director

2020-21 CERTIFICATION DIFFERENTIAL CONTINUATIONS**Director, Division of Higher Education**

INSTITUTION	CLASS CODE	TITLE	GRADE	PERCENTAGE %	TOTAL NUMBER OF EMPLOYEES PAID FY20	COST
UAMS	S031C	Skilled Tradesman	C115	6% Certification Differential	22	\$ 56,153
TOTAL UAMS					22	\$ 56,153
UCA	T018C	HE Public Safety Commander III	C122	6% Certification Differential	1	\$ 1,450
UCA	T023C	HE Public Safety Commander II	C121	6% Certification Differential	1	\$ 1,646
UCA	T030C	HE Public Safety Commander I	C120	6% Certification Differential	1	\$ 1,290
UCA	T051C	HE Public Safety Supervisor	C117	6% Certification Differential	4	\$ 5,145
UCA	T055C	Public Safety Officer	C116	6% Certification Differential	6	\$ 6,891
TOTAL UCA					13	\$ 16,422
TOTAL					35	\$ 72,575

FY20-21 SHIFT DIFFERENTIAL REPORT CONTINUATIONS

Director, Arkansas Division of Higher Education CODE 21-5-1411

DATE RECEIVED	INSTITUTION	CLASS CODE	TITLE	GRADE	PERCENTAGE %	Total Number of employees paid Shift	COST
4/24/2020	UCA	T018C	HE Public Safety Commander III	C122	5.50% for the evening shift of 5:00pm to 3:00am & 10% for night shift from 9:00pm to 7:00am	1	\$ 2,658.00
4/24/2020	UCA	T023C	HE Public Safety Commander II	C121	5.50% for the evening shift of 5:00pm to 3:00am & 10% for night shift from 9:00pm to 7:00am	1	\$ 3,017.00
4/24/2020	UCA	T030C	Public Safety Commander I	C120	5.50% for the evening shift of 5:00pm to 3:00am & 10% for night shift from 9:00pm to 7:00am	2	\$ 8,068.00
4/24/2020	UCA	T051C	Public Safety Supervisor	C117	5.50% for the evening shift of 5:00pm to 3:00am & 10% for night shift from 9:00pm to 7:00am	3	\$ 8,965.00
4/24/2020	UCA	P027C	Public Information Specialist	C116	5.50% for the evening of 2:00pm-10:00pm and 9:00pm to 7:00am night shifts	1	\$ 2,430.00
4/24/2020	UCA	T055C	Public Safety Officer	C116	5.50% for the evening shift of 5:00pm to 3:00am & 10% for night shift from 9:00pm to 7:00am	10	\$ 25,003.00
4/24/2020	UCA	S022C	Skilled Trades Supervisor	C116	5.50% for the evening shift 2:30pm-12:30am	1	\$ 2,030.00
4/24/2020	UCA	D074C	Telecommunications Supervisor	C116	5.50% for the evening shift 4:00pm-2:00am and up to 10% for night shift, 8:00pm-6:00am	2	\$ 4,260.00
4/24/2020	UCA	E050C	Library Supervisor	C115	5% for the evening, 3:00pm-11:30pm and 10% 11 pm-7:30am	2	\$ 4,669.00
4/24/2020	UCA	S033C	Maintenance Supervisor	C115	5.50% for the evening shift 2:30pm-10:30pm	1	\$ 1,776.00
4/24/2020	UCA	S031C	Skilled Tradesman	C115	12.00% Thu-Sun 8am-6pm(shift to be paid starting at 2:30pm on Friday), 5.50% for the evening, 2:30pm-12:30am & 3:00 pm-1:00am	3	\$ 4,320.00
4/24/2020	UCA	D081C	Telecommunications Specialist	C114	5.50% for the evening shift 4:00pm-2:00am and up to 10% for night shift, 8:00pm-6:00am	2	\$ 2,980.00
4/24/2020	UCA	A098C	Fiscal Support Specialist	C112	5% for the evening shift from 2:30pm-11:00pm	1	\$ 1,446.00
4/24/2020	UCA	M077C	Coordinator of Housekeeping	C111	5.50% for Saturday 9:00am-7:00pm	1	\$ 1,624.00
4/24/2020	UCA	T084C	Public Safety Security Officer	C110	5.50% for the evening shift of 5:00pm to 3:00am & 10% for night shift from 9:00pm to 7:00am	4	\$ 10,180.00
4/24/2020	UCA	C069C	Library Technician	C109	5% for the evening, 3:00pm-11:30pm and 10% 11 pm-7:30am	7	\$ 13,228.00
4/24/2020	UCA	S065C	Maintenance Assistant	C108	5.50% for the weekend shift of 9:00am-7:00pm Sunday	1	\$ 1,476.00
4/24/2020	UCA	S064C	Skilled Trades Helper	C108	5.50% for the evening shift 2:30pm-12:30am	1	\$ 1,476.00
4/24/2020	UCA	S080C	Equipment Operator	C105	5.50% for the evening shift 4:00pm-12:00pm and Sat-Sun 6:00am-4:00pm,2:30pm-12:30am	5	\$ 6,363.00
4/24/2020	UCA	S084C	Institutional Services Supervisor	C104	5.50% for the evening shift 4:pm-12:00am	3	\$ 3,731.00
4/24/2020	UCA	S087C	Institutional Services Assistant	C103	5.50% for the evening shift 4:pm-12:00am	29	\$ 34,250.00
						TOTAL UCA	\$ 143,950.00
5/4/2020	ASUJ	M062C	Student Union Night Manager	C114	5.5% evening and night shift 3pm-12am	1	\$ 1,627.00
5/4/2020	ASUJ	S087C	Institutional Services Assistant	C103	5.5% evening and night shift 4pm-12:30am	15	\$ 17,964.00
5/4/2020	ASUJ	S084C	Institutional Services Supervisor	C104	5.5% evening and night shift 5:00pm-12:30am	2	\$ 2,546.00
5/4/2020	ASUJ	C085C	Library Support Assistant	C107	5.5% evening and night shift 5:30pm-1:30am	1	\$ 1,277.00
5/4/2020	ASUJ	D092C	Call Center Specialist	C110	5.5% evening and night shift 3pm-11pm & 11pm-7am	4	\$ 6,136.00
5/4/2020	ASUJ	T055C	Public Safety Officer	C116	5.5% evening and night shift 2:30pm-10:30pm & 10:30pm-6:30am	7	\$ 14,849.00
5/4/2020	ASUJ	T051C	Public Safety Supervisor	C117	5.5% evening and night shift 2:30pm-10:30pm & 10:30pm-6:30am	2	\$ 4,682.00
5/4/2020	ASUJ	T030C	Public Safety Commander I	C120	5.5% evening and night shift 2:30pm-11:00pm and 11:00pm to 7:00am	2	\$ 5,348.00
5/4/2020	ASUJ	T067C	Public Safety Officer II	C114	5.5% evening and night shift 2:30pm-11:00pm and 11:00pm to 7:00am	0	\$ -
5/4/2020	ASUJ	T084C	Public Safety Security Officer	C110	5.5% evening and night shift 2:30pm-11:00pm and 11:00pm to 7:00am	0	\$ -
						TOTAL ASUJ	\$ 54,429
5/8/2020	UACCM	T051C	Public Safety Supervisor	C117	5.5% July - June, reg. schedule 2:30pm-11:00pm, Monday -Friday	1	\$ 1,015.81
5/8/2020	UACCM	T055C	Public Safety Officers	C116	5.5% July - June, reg. schedule 2:30pm-11:00pm, Monday -Friday	2	\$ 1,959.81
5/8/2020	UACCM	S071C	Institutional Services Shift Supvt	C107	5.5% July - June, reg. schedule 2:30pm-11:00pm, Monday -Friday	1	\$ 1,415.95
5/8/2020	UACCM	S087C	Institutional Services Assistant	C103	5.5% July - June, reg. schedule 2:30pm-11:00pm, Monday -Friday	6	\$ 7,305.18
5/8/2020	UACCM	C069C	Library Technician	C109	5.5% July - June, reg. schedule 11:30pm-8:00pm, Monday -Thursday and 12:00pm-6 pm Sunday	1	\$ 1,313.42
						TOTAL UACCM	\$ 13,010.17
5/8/2020	NAC	S087C	Institution Svcs Assistant	C103	2.4 % 2pm-11 pm	4	\$ 2,196.48
5/8/2020	NAC	S084C	Institution Svcs Supervisor	C104	2.3 % 2pm-11pm	1	\$ 270
						TOTAL NAC	\$ 2,466.88
5/8/2020	UAMS	C037C	Administrative Analyst	C115	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	2	\$ 26.52
5/8/2020	UAMS	C078C	Cashier	108	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	48	\$ 21,787.44
5/8/2020	UAMS	D084C	Computer Operator	C114	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	2	\$ 38.31
5/8/2020	UAMS	S056C	Food Preparation Supervisor	C111	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	21	\$ 9,028.56
5/8/2020	UAMS	S086C	Cook	C104	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	4	\$ 2,258.62
5/8/2020	UAMS	S089C	Food Preparation Technician	C102	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	15	\$ 1,572.48
5/8/2020	UAMS	T089C	HE Public Safety Dispatcher	C106	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	5	\$ 5,237.40

5/8/2020	UAMS	T051C	Public Safety Supervisor	C117	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	4	\$	5,334.00
5/8/2020	UAMS	S073C	Housekeeper	C107	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	75	\$	63,205.80
5/8/2020	UAMS	S087C	Institutional Services Assistant	C103	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	18	\$	11,361.84
5/8/2020	UAMS	V020C	Inventory Control Manager	C113	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	2	\$	100.96
5/8/2020	UAMS	S033C	Maintenance Supervisor	C115	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	9	\$	5,377.68
5/8/2020	UAMS	P045C	Public Information Technician	C113	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	4	\$	2,084.40
5/8/2020	UAMS	T055C	Public Safety Officer	C116	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	33	\$	32,180.16
5/8/2020	UAMS	T084C	Public Safety Security Officer	C110	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	20	\$	13,888.56
5/8/2020	UAMS	V030C	Shipping and Receiving Clerk	C105	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	2	\$	70.33
5/8/2020	UAMS	S064C	Skilled Trades Helper	C108	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	5	\$	244.38
5/8/2020	UAMS	S031C	Skilled Tradesman	C115	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	88	\$	44,820.84
5/8/2020	UAMS	V023C	Storeroom Supervisor	C111	6% evening and 10% night shifts , with the evening shifts beginning on or after noon (12pm) 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 8am	1	\$	16.70
						TOTAL UAMS		\$ 218,634.98
5/8/2020	UAF	S055C	Athletic Facilities Supervisor	C111	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	1	\$	1,454
5/8/2020	UAF	D084C	Computer Operator	C114	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	4	\$	13,003
5/8/2020	UAF	D063C	Computer Support Specialist	C119	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	2	\$	4,904
5/8/2020	UAF	M077C	Coordinator of Housekeeping	C111	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	9	\$	18,660
5/8/2020	UAF	T030C	Public Safety Commander I	C120	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	3	\$	11,121
5/8/2020	UAF	T055C	Public Safety Officer	C116	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	13	\$	39,970
5/8/2020	UAF	T084C	Public Safety Sec Officer	C110	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	1	\$	1,409
5/8/2020	UAF	T051C	Public Safety Supervisor	C117	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	3	\$	11,290
5/8/2020	UAF	S062C	Institutional Bus Driver	C109	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	11	\$	19,620
5/8/2020	UAF	S087C	Institutional Service Asst.	C103	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	111	\$	186,354
5/8/2020	UAF	S084C	Institutional Service Super.	C104	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	11	\$	19,174
5/8/2020	UAF	E058C	Library Specialist	C111	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	1	\$	1,502
5/8/2020	UAF	E050C	Library Supervisor	C115	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	1	\$	1,899
5/8/2020	UAF	C069C	Library Technician	C109	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	1	\$	1,320
5/8/2020	UAF	S033C	Maintenance Supervisor	C115	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	2	\$	5,204
5/8/2020	UAF	T090C	Parking Control Officer	C105	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	4	\$	5,085
5/8/2020	UAF	S031C	Skilled Tradesman	C115	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	13	\$	48,904
5/8/2020	UAF	D081C	Telecommunications Specialist	C114	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	8	\$	18,294
5/8/2020	UAF	D079C	Computer Support Technician	C115	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	1	\$	1,789
5/8/2020	UAF	S069C	Radio Dispatch Operator	C107	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	4	\$	5,354
5/8/2020	UAF	G219C	Logistics Manager	C113	6% night shift 2:30pm-11:30pm & 12 % graveyard shift 11pm-8am ,scheduled rotating basis	1	\$	2,127
						TOTAL UAF		\$ 418,437
5/8/2020	UAFS	C069C	Library Technician	C109	6% evening 2:30pm-11:00pm	1	\$	1,405
5/8/2020	UAFS	D079C	Computer Support Technician	C115	6% evening 2:30pm-11:00pm	1	\$	1,876
						TOTAL UAFS		\$ 3,281
5/11/2020	UAPB	T023C	HE Public Safety Commander II	C121	5.5% 6pm to 6:00am	0	\$	-
5/11/2020	UAPB	T030C	Public Safety Commander I	C120	5.5% 6pm to 6:00am	0	\$	-
5/11/2020	UAPB	T051C	Public Safety Supervisor	C117	5.5% 6pm to 6:00am	0	\$	-
5/11/2020	UAPB	T055C	Public Safety Officer	C116	5.5% 6pm to 6:00am	4	\$	8,102
5/11/2020	UAPB	T089C	HE Public Safety Dispatcher	C106	5.5% 4pm to 11:00pm	1	\$	1,390
						TOTAL UAPB		\$ 9,492
5/12/2020	SEARK	S087C	Institutional Services Assistant	C103	4.85% for the evening shift of 1:30pm to 10:30pm	3	\$	3,120
5/12/2020	SEARK	S084C	Institutional Services Supervisor	C104	4.78% for the evening shift of 1:30pm to 10:30pm	1	\$	1,040
						TOTAL SEARK		\$ 4,160
5/15/2020	NWACC	T055C	Public Safety Officer	C116	6% for evening shift from 2pm-10pm & 10% from 10pm to 6am for night shift.	2	\$	4,938
5/15/2020	NWACC	T084C	Public Safety Security Officer	C110	6% for evening shift from 2pm-10pm & 10% from 10pm to 6am for night shift.	6	\$	6,574

5/15/2020	NWACC	T051C	HE Public Safety Supervisor	C117	6% for evening shift from 2pm-10pm & 10% from 10pm to 6am for night shift.	1	\$ 2,244
						TOTAL NWACC	\$ 13,757
5/19/2020	NPC	S087C	Institutional Services Assistant	C103	6% evening 4:30pm-01:00am	7	\$ 9,009
5/19/2020	NPC	S065C	Maintenance Assistant	C108	6% evening 4:30pm-01:00am	1	\$ 2,131
						TOTAL NPC	\$ 11,140
5/22/2020	ASUMH	S071C	Institutional Services Shift Supvt	C107	6% from 3:00pm-11:30pm	1	\$ 1,594
5/22/2020	ASUMH	T055C	Public Safety Officer	C116	6% from 3:00pm-11:30pm	1	\$ 1,957
5/22/2020	ASUMH	S087C	Institutional Services Assistant	C103	6% from 3:00pm-11:30pm	4	\$ 5,200
5/22/2020	ASUMH	T084C	Pulic Safety Security Officer	C110	6% from 3:00pm-11:30pm	0	\$ -
						TOTAL ASUMH	\$ 8,751.00