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Department of Transformation and Shared Services

Governor Asa Hutchinson

Secretary Amy Fecher

Director Kay Barnhill

June 15, 2022

The Honorable David Wallace, Co-Chairperson
The Honorable David Hillman, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Joint Budget Committee
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Senator Wallace and Representative Hillman:

The Office of Personnel Management (OPM) submits a request from the Arkansas Department of Education, Northwest Technical Institute (NWTI) for your review. Northwest Technical Institute requests a special entry rate of \$110,000, which is between midpoint and maximum of pay grade GS13, for an exceptionally well qualified applicant for the classification NWTI Ammonia Refrigeration Technical Specialist & Training Manager, E077C.

Mr. Rodney E. Ellis's background includes a Bachelor of Science in Agricultural Education as well as thirty-seven (37) years of experience in the fields of educational instruction and equipment repair. The following is a detailed comparison of the minimum qualifications of the classification and Mr. Ellis's experience.

MINIMUM REQUIREMENTS:

The formal education equivalent of a bachelor's degree in education, vocational education, ammonia refrigeration or a related field; plus six years of progressively more responsible experience in vocational education or a related field, including one year in a managerial or supervisory capacity.

APPLICANT'S QUALIFICATIONS

EDUCATION:

August 2006 – May 2009; University of Arkansas; Fayetteville, Arkansas; Bachelor of Science in Agricultural Education.

August 1988 – May 1990; Spartan College of Aeronautics and Technology; Tulsa, Oklahoma; Associate of Applied Science in Aviation Maintenance Technology.

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EXPERIENCE:

June 2017 – Present; Tyson Foods, Inc.; Springdale, Arkansas; Technical Education Liaison.

June 2009 – June 2017; Siloam Springs School District; Siloam Springs, Arkansas; Educational Instructor.

June 2004 – June 2009; Ellis Trucking; Summers, Arkansas; Agriculture / Heavy Equipment Mechanic.

JUSTIFICATION:

Mr. Ellis is currently employed through Tyson Foods, Inc. as a Technical Education Liaison with an approximate annual salary of \$135,000. His responsibilities within the company include developing and then supporting sixty (60) technical school partnerships near Tyson locations across the United States, establishing partnerships with state workforce groups and local industries to enhance and sustain the existing technically skilled workforce, supporting location maintenance training demands by creating third-party external training opportunities, developing a curriculum for maintenance training, as well as instructing high school and post-secondary students to support potential maintenance team member proficiencies. His forthcoming position within NWTI should necessitate managing their industrial arts program.

Based on salary analysis, the Office of Personnel Management recommends the requested rate of \$110,000, which is between midpoint and maximum of pay grade GS13, for the classification NWTI Ammonia Refrigeration Technical Specialist and Training Manager. Approval of this requested special entry rate would result in a \$39,554 or 8% decrease in the applicant's current annual salary. The agency guarantees our office that it possesses sufficient funding to support this request. Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill, Director
Office of Personnel Management



SECRETARY OF TRANSFORMATION & SHARED SERVICES

06/03/2022
DATE



**Department of Transformation and Shared Services
Office of Personnel Management
Special Entry Rate-Exceptionally Well Qualified Applicant**

0552	Northwest Technical Institute	
Business Area	Department / Agency Name	
44990401	E077C	GS13
Position / Item Number	Class Code / Title <i>(Attach description of job duties)</i>	Grade
Rodney E. Ellis	\$77,862	\$110,000
Applicant's Name	Current Annual Salary	Requested Annual Salary

Applicant's Qualifications *(Please summarize. Attach Resume and completed State Job Application Form).*

Mr. Ellis has 37 years of experience in the Vocational Trades and Vocational Education. He is currently the Technical Education Liason for Tyson Foods, for which he develops education opportunities in areas Tyson plants are located. Over the course of his career he has developed many educational programs in for the skill trades industry and serves on several skill trades advisory boards. He has 10 plus years of leadership and supervisory eperience. He has successfully established, owned and operated a heavy equipment business in Northwest Arkansas. His education inculdes an Associate's Degree, a Bachelor'ss degree, Commercial Drivers License A, HVAC certificate, Airframe and Powerplant certificate and numbersous NCCER Instructor certificates.

Minimum Qualifications *(Use same description as stated on Class Specification).*

The formal education equivalent of a bachelor's degree in education, vocational education, ammonia refrigeration or a related field; plus six years of progressively more responsible experience in vocational education or a related field, including one year in a managerial or supervisory capacity.

HR Administrator or designee	Date
	05/25/2022
Department Secretary / Agency Director or designee	Date
	5/21/2022

Office of Personnel Management - Action

Reviewed By:

OPM Personnel Representative	Date
OPM Director or designee	Date



1390-11

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Springdale, AR 72765-2000
(479) 751-8824
Fax : (479) 756-0985

Mr. Johnny Key,
Cabinet Secretary
Arkansas Department of Education
Four Capitol Mall, Room 304 A
Little Rock, AR 72701

May 23, 2022

Re: Exceptionally Well Qualified Applicant

Dear Secretary Key:

I am presenting Mr. Rodney Ellis as an Exceptionally Well Qualified applicant based on his education, work experience, skills and knowledge in Career & Technical education, and service to his community.

The position of NWTI Ammonia Refrigeration Technical Specialist & Training Manager (Vice President of Industrial Trades and Skill Development) requires the successful applicant to have a bachelor's degree. Mr. Ellis has:

- AAS Degree in Aviation Maintenance Technology from Spartan School of Aeronautics, Tulsa, OK.
- BS Degree in Agricultural Education from the University of Arkansas, Fayetteville AR.
- HVAC Certification from Oklahoma State University in Oklahoma City, OK.
- Airframe & Powerplant Certificate issued by Federal Aviation Administration
- The National Center for Construction and Education Research, NCCER, Master Trainer Certificate
- NCCER Craft Instructor - Industrial Maintenance, Welding, Machining, Electrical
- Commercial Driver's License, Class A.

Minimum qualifications for the position require the applicant to have to have six years of progressively more responsible experience in vocational education or a related field, including one year in a managerial or supervisory capacity. Mr. Ellis has:

- 37 Years of Experience in Vocational Trades and Vocational Education
- 10+ Years of Direct Leadership and Supervising Education Programs for Siloam Springs High School and Tyson Foods, Inc.
- 5 Years of Experience as the Owner/Operator of a Successful Heavy Equipment Company.

Mr. Ellis moved to Northwest Arkansas (NWA) in 2003. He has spent the last 13 years teaching secondary students and developing Career & Technical programs for Tyson Foods "Grow Our Own" initiative. This work has led to many successful business and education partnerships in NWA and across the United States. These partnerships create high paying jobs and provide an invaluable service to the business community. He works

closely with the Office of Skills Development in providing educational opportunities for student who have historically missed these skill enhancing opportunities. He serves as the Chairman of the NWTI Ammonia Refrigeration & Industrial Maintenance Advisory Board, Berryville HS Skill Trades Advisory Board, Don Tyson School of Innovation Advisory Board and Clarksville HS Industrial Maintenance Advisory Board. Additionally, he serves on the advisory boards of Panola Community College in Center, Texas, UA Cossatot in Lockesburg, UACCM in Morrilton, and UA Pulaski Tech in North Little Rock.

Mr. Ellis education and work experience have all been centered around Career & Technical fields. His knowledge, skills and abilities give him the flexibility to work in numerous career specialties. He wants to work for NWTI. Mr. Ellis is willing to be a key member of our leadership team, as we continue to be the State leader in technical instruction.

If I can provide any additional information or answer any questions, please do not hesitate to contact me,

Respectfully,

A handwritten signature in black ink that reads "Jim Rollins". The signature is written in a cursive, flowing style.

Dr. Jim Rollins
President,
Northwest Technical Institute

Enc.
CC: File