



EXHIBIT C

Arkansas Department of Higher Education

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Asa Hutchinson
Governor

Maria Markham, Ph.D.
Director

November 2, 2017

The Honorable John Cooper, Chair
The Honorable Les Eaves, Chair
Arkansas Legislative Council – Personnel Subcommittee
State Capitol Building
Little Rock, AR 72201

Dear Senator Cooper and Representative Eaves:

The Arkansas Department of Higher Education (ADHE) submits a request from the University of Central Arkansas (UCA) for your review. UCA has requested two professional certification differentials totaling 6.0% for five law enforcement officer classifications as established by ACA §21-5-221. The requested professional certification compensation differentials and effected classifications are explained below.

JUSTIFICATION:

The University of Central Arkansas currently possesses thirty positions authorized as the effected classifications, which are listed below:

T018C	HE Public Safety Commander III	C122
T023C	HE Public Safety Commander II	C121
T030C	HE Public Safety Commander I	C120
T051C	HE Public Safety Supervisor	C117
T055C	Public Safety Officer	C116

These positions operate within the UCA Police Department and are responsible for patrolling predetermined sections and enforcing the university's regulations. All positions utilized as the abovementioned classifications require law enforcement officer certification. However, supplemental certifications remain available which may enhance a law enforcement officer's significance within the university. If these certifications are acquired, then the university proposes to grant compensation for them.

Intermediate Law Enforcement Officer Certification is available after undergoing specific education, training and experience requirements. The university proposes a 3.0% professional certification compensation differential for acquisition of this certification. Field

Training Officer Certification or Law Enforcement Instruction Certification are available after undergoing a prescribed instruction course in a precise area of expertise. The university proposes a 3.0% professional certification compensation differential for acquisition for this certification. The university would never grant an individual an excess of 6.0%, regardless of attained certifications. The university would allow the law enforcement officer to acquire these supplemental certifications from a variety of recognized professional certifying organizations. Therefore, the precise course requirements are different and dependent upon the organization.

RECOMMENDATION:

The Arkansas Department of Higher Education (ADHE) has reviewed the submitted documentation by the University of Central Arkansas and recommends the institution's request for approval of the professional certification compensation differentials totaling 6.0% for the abovementioned classifications. The university has guaranteed ADHE that it has sufficient funding to support these compensation differentials for FY18 which has an estimated cost of \$19,000.

Your consideration of this request is appreciated.

Sincerely,

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

Maria Markham
Director