



# EXHIBIT J

## 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

August 4, 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:

Pursuant to Arkansas Code Annotated 21-5-1409 (b) (1) (A) (ii), I am requesting your review of a salary adjustment of more than two percent (2%) provided for classified employees at North Arkansas College. A request letter from North Arkansas College is attached to provide details and justification regarding this request. Upon your review, I am requesting that this salary adjustment be effective as of July 1, 2018 for those employees affected.

Should you require additional information, please let me know and I will be happy to provide.

Thank you for your consideration in this matter.

Sincerely,

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

Maria Markham, Ph.D.  
Director



June 29, 2017

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

Re: Request to Exceed 2.0% FY2018 Salary Adjustments  
Due to \$500 Flat Amount Raise for  
Twenty Lower-Paid Employees

Director Markham,

Faced with limited funding and wanting to be as fair and equitable as possible to all full-time college employees, the approved FY2018 budget for North Arkansas College provided for a flat \$500.00 salary increase for each employee. This applied to all ranks, including the president, vice presidents, directors, deans, faculty, and staff members.

This approach resulted in the salary adjustments falling at or below the 2.0% level for all employees except for twenty lower-paid employees. These twenty employees and their respective current salaries and resulting percent of increases (ranging from 2.06% to 2.67%) are listed on the attached schedule.

I believe these twenty Northark employees are due the same flat rate increase as the other Northark employees and it is only through the misfortune of lower salaries that the \$500 flat amount translated to a fraction higher than two percent. Therefore, your special consideration and approval and that of the Arkansas Legislative Council is respectfully requested to exceed the 2.0% level for these twenty lower-paid employees.

Please let me know if any additional information or action is required.

Sincerely,

A handwritten signature in blue ink, appearing to read "Randy Esters", with a stylized flourish at the end.

Dr. Randy Esters  
President

Attachment – Schedule of Employees Above 2.0%

*A Comprehensive Community College*

North Arkansas College  
 Classified Employees  
 With Equivalent FY2018 Raises Greater Than 2.0%

|                       | Salary   | Flat<br>Raise | Equivalent<br>Percent |
|-----------------------|----------|---------------|-----------------------|
| Alford James S        | \$24,291 | \$500         | 2.06%                 |
| Downes Johnny         | \$24,269 | \$500         | 2.06%                 |
| Moore Ricky A         | \$22,919 | \$500         | 2.18%                 |
| Bingenheimer Jennifer | \$22,919 | \$500         | 2.18%                 |
| Keys Joanna           | \$22,658 | \$500         | 2.21%                 |
| Vanderpool Lacey      | \$22,266 | \$500         | 2.25%                 |
| Gatlin Brandy D       | \$21,827 | \$500         | 2.29%                 |
| Griffin Kristin       | \$21,827 | \$500         | 2.29%                 |
| Markle Haley          | \$21,827 | \$500         | 2.29%                 |
| Jones Teresa G        | \$21,721 | \$500         | 2.30%                 |
| Wallis Kenneth        | \$21,206 | \$500         | 2.36%                 |
| Roe, Iris             | \$20,986 | \$500         | 2.38%                 |
| Roberts Brenda S      | \$20,921 | \$500         | 2.39%                 |
| Davis Kevin           | \$20,788 | \$500         | 2.41%                 |
| Lee Tamela            | \$18,855 | \$500         | 2.65%                 |
| Crow, L. Wesley       | \$18,741 | \$500         | 2.67%                 |
| Harris Travis         | \$18,741 | \$500         | 2.67%                 |
| Moomey Jack A         | \$18,741 | \$500         | 2.67%                 |
| Walters, Gary         | \$18,741 | \$500         | 2.67%                 |
| White, Jerry          | \$18,741 | \$500         | 2.67%                 |