

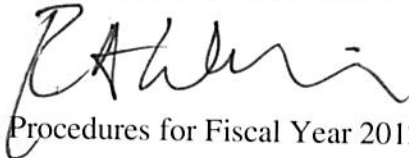


STATE OF ARKANSAS
**Department of Finance
and Administration**

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MEMORANDUM

TO: All State Agency Directors, Boards, Commissions, Presidents/Chancellors of State Supported Institutions of Higher Education and Personnel/Payroll Representatives

FROM: Richard Weiss, Director 

SUBJECT: Pay Plan Implementation Procedures for Fiscal Year 2012

DATE: April 20, 2011

Based on the authority vested in the Chief Fiscal Officer of the State pursuant to Arkansas Code 21-5-211 and Act 1017 of 2011 in its entirety, the following compensation procedures for the 2012 fiscal year shall apply:

The 2012 fiscal year-pay plans for both career service and professional/executive employees are attached. There are no changes in the pay plans from FY11.

COST OF LIVING ADJUSTMENTS (COLA)

Funding was not provided to award the 1.86% COLA for fiscal year 2012. Career Service and Professional/Executive Employees' salaries will remain constant. Likewise, unclassified employees will not be adjusted to the 2012 line item maximums. New hires into unclassified positions may be compensated at the 2011 line item maximum.

CAREER SERVICE PAYMENTS

Annual career service recognition payments may be awarded to eligible employees during the 2012 fiscal year on their career service date. The rates for each category of service are listed below and are retirement eligible.

10 – 14 years of state service	\$600
15 – 19 years of state service	\$700
20 – 24 years of state service	\$800
25 or more years of state service	\$900

MERIT INCREASE PAY

Act 1017 allows for merit increases to be paid to all employees in a lump sum payment. All eligible employees-classified, professional/executive, and unclassified-will receive merit lump sum payments at the end of the 2012 fiscal year based on the availability of funding.

If you have any questions, please contact Kay Barnhill Terry, State Personnel Administrator, at 682-5077 or kay.barnhill@dfa.arkansas.gov, or Herb Scott, Deputy State Personnel Administrator, at 682-5122 or herb.scott@dfa.arkansas.gov or your Office of Personnel Management Analyst.

RAW/kb

FISCAL YEAR 2012 CAREER SERVICE PAY PLAN

PAY GRADE	ENTRY	BASE	MIDPOINT	MAXIMUM	CAREER
C101	\$15,080	\$15,683	\$18,663	\$21,643	\$23,374
C102	\$15,512	\$16,467	\$19,761	\$23,054	\$24,899
C103	\$16,288	\$17,291	\$20,922	\$24,553	\$26,517
C104	\$17,102	\$18,155	\$22,149	\$26,144	\$28,235
C105	\$17,957	\$19,063	\$23,448	\$27,832	\$30,059
C106	\$18,855	\$20,016	\$24,820	\$29,624	\$31,994
C107	\$19,798	\$21,017	\$26,271	\$31,525	\$34,048
C108	\$20,788	\$22,068	\$27,805	\$33,543	\$36,227
C109	\$21,827	\$23,171	\$29,427	\$35,684	\$38,538
C110	\$22,919	\$24,330	\$31,142	\$37,954	\$40,991
C111	\$24,065	\$25,546	\$32,955	\$40,363	\$43,592
C112	\$25,268	\$26,824	\$34,871	\$42,918	\$46,351
C113	\$26,531	\$28,165	\$36,814	\$45,624	\$48,669
C114	\$27,858	\$29,573	\$38,845	\$47,317	\$51,102
C115	\$29,251	\$31,052	\$40,967	\$49,683	\$53,657
C116	\$30,713	\$32,604	\$42,386	\$52,167	\$56,340
C117	\$32,249	\$34,234	\$44,505	\$54,775	\$59,157
C118	\$33,861	\$35,946	\$46,730	\$57,514	\$62,115
C119	\$35,554	\$37,743	\$49,067	\$60,390	\$65,221
C120	\$37,332	\$39,631	\$51,124	\$62,616	\$67,626
C121	\$39,199	\$41,612	\$53,264	\$64,915	\$70,108
C122	\$41,159	\$43,693	\$55,490	\$67,287	\$72,670
C123	\$43,217	\$45,877	\$57,806	\$69,734	\$75,312
C124	\$45,377	\$48,171	\$60,214	\$72,257	\$78,038
C125	\$47,646	\$50,580	\$62,719	\$74,858	\$80,847
C126	\$50,029	\$53,109	\$65,324	\$77,539	\$83,742
C127	\$52,530	\$55,764	\$68,032	\$80,301	\$86,725
C128	\$55,156	\$58,553	\$70,849	\$83,145	\$89,796
C129	\$57,914	\$61,480	\$73,776	\$86,072	\$92,958
C130	\$60,810	\$64,554	\$76,819	\$89,085	\$96,212

FISCAL YEAR 2012 PROFESSIONAL & EXECUTIVE PAY PLAN

PAY GRADE	BASE	MIDPOINT	MAXIMUM
N901	\$65,000	\$73,125	\$81,250
N902	\$67,600	\$76,050	\$84,500
N903	\$70,304	\$79,092	\$87,880
N904	\$73,116	\$82,256	\$91,395
N905	\$76,041	\$85,546	\$95,051
N906	\$79,082	\$88,968	\$98,853
N907	\$82,246	\$92,526	\$102,807
N908	\$85,536	\$96,228	\$106,919
N909	\$88,957	\$100,077	\$111,196
N910	\$92,515	\$104,080	\$115,644
N911	\$96,216	\$108,243	\$120,270
N912	\$100,065	\$112,573	\$125,081
N913	\$104,067	\$117,075	\$130,084
N914	\$108,230	\$121,759	\$135,287
N915	\$112,559	\$126,629	\$140,699
N916	\$117,061	\$131,694	\$146,327
N917	\$122,914	\$138,279	\$153,643
N918	\$130,289	\$146,575	\$162,862
N919	\$139,410	\$156,836	\$174,262
N920	\$150,562	\$169,383	\$188,203
N921	\$164,113	\$184,627	\$205,141
N922	\$180,524	\$203,090	\$225,655