

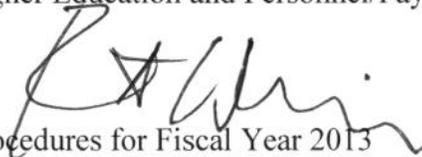


STATE OF ARKANSAS
**Department of Finance
 and Administration**

OFFICE OF THE DIRECTOR
 1509 West Seventh Street, Suite 401
 Post Office Box 3278
 Little Rock, Arkansas 72203-3278
 Phone: (501) 682-2242
 Fax: (501) 682-1029
<http://www.state.ar.us/dfa>

MEMORANDUM

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

FROM: Richard A. Weiss, Director 

SUBJECT: Pay Plan Implementation Procedures for Fiscal Year 2013

DATE: June 27, 2012

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 2013 fiscal year shall apply:

PAY PLAN

The pay plan for fiscal year 2013 remains the same as FY12. A copy is attached. There will be no cost of living adjustment awarded in July 2012.

CAREER SERVICE PAYMENTS

Annual career service recognition payments may be awarded to eligible employees during the 2013 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

Recently, the announcement was made that employees will be eligible for merit increases in accordance with the guidelines previously published by the Office of Personnel Management. Those lump sum payments will be distributed through the June 29, 2012, pay checks. The award of merit increases has not been determined for FY13, however, it is imperative that agencies, boards, commissions, and institutions

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Pay Plan Implementation Procedures Memo

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of higher education continue to comply with Arkansas Code 21-5-1101 regarding the establishment, maintenance and conveyance of employee performance evaluations.

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

RAW/kbt

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 | \$43,386 | \$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 |

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 |