



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

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**MEMORANDUM**

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

FROM: Richard A. Weiss, Director 

SUBJECT: Implementation of Act 688 of 2009

DATE: May 14, 2009

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After four years in the making, the 2010 pay plan will be fully implemented June 28, 2009. To implement this pay plan state agencies must maximize our efficiencies by limiting new hires. Cost savings from employee turnover and your conservative use of positions and other budget cuts are necessary to fund this pay plan.

All employees have been assigned to an appropriate classification with a new grade that has a salary range which is more competitive with the current labor market. There will not be a cost of living increase for fiscal year 2010. Current employees will be placed in either the Career Service Pay Plan or the Professional and Executive Plan based on their June 27, 2009 salary. Depending on an employee's placement on the new pay plan, a pay plan implementation increase based on years of state service may be applied to the employee's salary.

The Arkansas Administrative Statewide Information System (AASIS) participating agencies will not be required to perform transactions for implementing the pay plan. An AASIS program will review the recommended classification and grade as well as the career service dates of all employees on AASIS to determine the appropriate placement for each employee.

The 2010 fiscal year pay plan is attached.

## **CAREER SERVICE PAYMENTS**

Annual career service recognition payments may be awarded to eligible employees during the 2010 fiscal year. As before, these rates are retirement eligible. The categories along with dollar amount to be paid are as follows:

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

## **MERIT INCREASE PAY**

As provided in Section 14 of Act 688 of 2009, merit payments may be awarded to employees who satisfy performance evaluation based criteria. However, as also authorized in this section, the Chief Fiscal Officer of the State may reduce the percentages awarded for merit increases. I am authorizing the following merit increase percentages:

- |                             |       |
|-----------------------------|-------|
| • Satisfactory performance  | .75%  |
| • Above Average performance | 1.5%  |
| • Exceeds Standards         | 2.25% |

A follow up memorandum will be forthcoming from Kay B. Terry, State Personnel Administrator that will provide more administrative details on the implementation process. If you have any questions, please feel free to contact Kay at 682-5077 or [kay.terry@dfa.arkansas.gov](mailto:kay.terry@dfa.arkansas.gov) or Herb Scott, Deputy Personnel Administrator at 682-5122 or [herb.scott@dfa.arkansas.gov](mailto:herb.scott@dfa.arkansas.gov) or Vicki Mills, State Payroll Systems Manager at 682-5111 or [vicki.mills@dfa.arkansas.gov](mailto:vicki.mills@dfa.arkansas.gov) .

### Career Service Pay Plan

	<b>Entry</b>	<b>Base</b>	<b>Midpt</b>	<b>Max</b>	<b>Career</b>
<b><u>C101</u></b>	\$7.2500 \$15,080	\$7.5399 \$15,683	\$8.9725 \$18,663	\$10.4052 \$21,643	\$11.2375 \$23,374
<b><u>C102</u></b>	\$7.4577 \$15,512	\$7.9168 \$16,467	\$9.5004 \$19,761	\$11.0836 \$23,054	\$11.9706 \$24,899
<b><u>C103</u></b>	\$7.8308 \$16,288	\$8.3129 \$17,291	\$10.0586 \$20,922	\$11.8043 \$24,553	\$12.7485 \$26,517
<b><u>C104</u></b>	\$8.2222 \$17,102	\$8.7283 \$18,155	\$10.6485 \$22,149	\$12.5692 \$26,144	\$13.5745 \$28,235
<b><u>C105</u></b>	\$8.6332 \$17,957	\$9.1649 \$19,063	\$11.2730 \$23,448	\$13.3807 \$27,832	\$14.4514 \$30,059
<b><u>C106</u></b>	\$9.0650 \$18,855	\$9.6230 \$20,016	\$11.9326 \$24,820	\$14.2423 \$29,624	\$15.3817 \$31,994
<b><u>C107</u></b>	\$9.5183 \$19,798	\$10.1043 \$21,017	\$12.6302 \$26,271	\$15.1562 \$31,525	\$16.3692 \$34,048
<b><u>C108</u></b>	\$9.9943 \$20,788	\$10.6096 \$22,068	\$13.3677 \$27,805	\$16.1264 \$33,543	\$17.4168 \$36,227
<b><u>C109</u></b>	\$10.4938 \$21,827	\$11.1399 \$23,171	\$14.1475 \$29,427	\$17.1557 \$35,684	\$18.5278 \$38,538
<b><u>C110</u></b>	\$11.0188 \$22,919	\$11.6971 \$24,330	\$14.9721 \$31,142	\$18.2471 \$37,954	\$19.7072 \$40,991
<b><u>C111</u></b>	\$11.5698 \$24,065	\$12.2817 \$25,546	\$15.8437 \$32,955	\$19.4052 \$40,363	\$20.9576 \$43,592
<b><u>C112</u></b>	\$12.1481 \$25,268	\$12.8961 \$26,824	\$16.7649 \$34,871	\$20.6336 \$42,918	\$22.2841 \$46,351
<b><u>C113</u></b>	\$12.7553 \$26,531	\$13.5408 \$28,165	\$17.6028 \$36,614	\$21.6653 \$45,064	\$23.3985 \$48,669
<b><u>C114</u></b>	\$13.3933 \$27,858	\$14.2177 \$29,573	\$18.4831 \$38,445	\$22.7485 \$47,317	\$24.5682 \$51,102
<b><u>C115</u></b>	\$14.0630 \$29,251	\$14.9288 \$31,052	\$19.4072 \$40,367	\$23.8860 \$49,683	\$25.7966 \$53,657
<b><u>C116</u></b>	\$14.7659 \$30,713	\$15.6750 \$32,604	\$20.3778 \$42,386	\$25.0802 \$52,167	\$27.0865 \$56,340
<b><u>C117</u></b>	\$15.5044 \$32,249	\$16.4586 \$34,234	\$21.3966 \$44,505	\$26.3341 \$54,775	\$28.4408 \$59,157
<b><u>C118</u></b>	\$16.2794 \$33,861	\$17.2817 \$35,946	\$22.4663 \$46,730	\$27.6509 \$57,514	\$29.8629 \$62,115

**Career Service Pay Plan**

<b><u>C119</u></b>	\$17.0933 \$35,554	\$18.1456 \$37,743	\$23.5899 \$49,067	\$29.0336 \$60,390	\$31.3562 \$65,221
<b><u>C120</u></b>	\$17.9481 \$37,332	\$19.0533 \$39,631	\$24.5788 \$51,124	\$30.1038 \$62,616	\$32.5125 \$67,626
<b><u>C121</u></b>	\$18.8457 \$39,199	\$20.0057 \$41,612	\$25.6076 \$53,264	\$31.2091 \$64,915	\$33.7057 \$70,108
<b><u>C122</u></b>	\$19.7880 \$41,159	\$21.0062 \$43,693	\$26.6778 \$55,490	\$32.3495 \$67,287	\$34.9375 \$72,670
<b><u>C123</u></b>	\$20.7775 \$43,217	\$22.0562 \$45,877	\$27.7913 \$57,806	\$33.5259 \$69,734	\$36.2076 \$75,312
<b><u>C124</u></b>	\$21.8159 \$45,377	\$23.1591 \$48,171	\$28.9490 \$60,214	\$34.7389 \$72,257	\$37.5182 \$78,038
<b><u>C125</u></b>	\$22.9068 \$47,646	\$24.3173 \$50,580	\$30.1533 \$62,719	\$35.9894 \$74,858	\$38.8687 \$80,847
<b><u>C126</u></b>	\$24.0525 \$50,029	\$25.5331 \$53,109	\$31.4057 \$65,324	\$37.2783 \$77,539	\$40.2605 \$83,742
<b><u>C127</u></b>	\$25.2549 \$52,530	\$26.8096 \$55,764	\$32.7076 \$68,032	\$38.6062 \$80,301	\$41.6947 \$86,725
<b><u>C128</u></b>	\$26.5174 \$55,156	\$28.1504 \$58,553	\$34.0620 \$70,849	\$39.9735 \$83,145	\$43.1711 \$89,796
<b><u>C129</u></b>	\$27.8433 \$57,914	\$29.5576 \$61,480	\$35.4692 \$73,776	\$41.3807 \$86,072	\$44.6913 \$92,958
<b><u>C130</u></b>	\$29.2356 \$60,810	\$31.0355 \$64,554	\$36.9322 \$76,819	\$42.8293 \$89,085	\$46.2557 \$96,212

**Professional Executive Plan**

	<u>Entry</u>	<u>Base</u>	<u>Midpoint</u>
<b><u>N901</u></b>	\$31.2500 \$65,000	\$35.1562 \$73,125	\$39.0625 \$81,250
<b><u>N902</u></b>	\$32.5000 \$67,600	\$36.5625 \$76,050	\$40.6250 \$84,500
<b><u>N903</u></b>	\$33.8000 \$70,304	\$38.0250 \$79,092	\$42.2500 \$87,880
<b><u>N904</u></b>	\$35.1520 \$73,116	\$39.5461 \$82,256	\$43.9399 \$91,395
<b><u>N905</u></b>	\$36.5582 \$76,041	\$41.1278 \$85,546	\$45.6975 \$95,051
<b><u>N906</u></b>	\$38.0202 \$79,082	\$42.7730 \$88,968	\$47.5254 \$98,853
<b><u>N907</u></b>	\$39.5414 \$82,246	\$44.4836 \$92,526	\$49.4264 \$102,807
<b><u>N908</u></b>	\$41.1231 \$85,536	\$46.2634 \$96,228	\$51.4033 \$106,919
<b><u>N909</u></b>	\$42.7678 \$88,957	\$48.1139 \$100,077	\$53.4596 \$111,196
<b><u>N910</u></b>	\$44.4784 \$92,515	\$50.0384 \$104,080	\$55.5980 \$115,644
<b><u>N911</u></b>	\$46.2577 \$96,216	\$52.0399 \$108,243	\$57.8221 \$120,270
<b><u>N912</u></b>	\$48.1082 \$100,065	\$54.1216 \$112,573	\$60.1350 \$125,081
<b><u>N913</u></b>	\$50.0323 \$104,067	\$56.2860 \$117,075	\$62.5403 \$130,084
<b><u>N914</u></b>	\$52.0337 \$108,230	\$58.5379 \$121,759	\$65.0418 \$135,287
<b><u>N915</u></b>	\$54.1150 \$112,559	\$60.8793 \$126,629	\$67.6437 \$140,699
<b><u>N916</u></b>	\$56.2794	\$63.3144	\$70.3495

**Professional Executive Plan**

	\$117,061	\$131,694	\$146,327
<b><u>N917</u></b>	\$59.0933	\$66.4802	\$73.8668
	\$122,914	\$138,279	\$153,643
<b><u>N918</u></b>	\$62.6390	\$70.4687	\$78.2990
	\$130,289	\$146,575	\$162,862
<b><u>N919</u></b>	\$67.0241	\$75.4019	\$83.7798
	\$139,410	\$156,836	\$174,262
<b><u>N920</u></b>	\$72.3856	\$81.4341	\$90.4822
	\$150,562	\$169,383	\$188,203
<b><u>N921</u></b>	\$78.9005	\$88.7629	\$98.6254
	\$164,113	\$184,627	\$205,141
<b><u>N922</u></b>	\$86.7904	\$97.6394	\$108.4879
	\$180,524	\$203,090	\$225,655