

## 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 Weiss, Director

SUBJECT:

Pay Plan Implementation Procedures for Fiscal Year 2011

DATE:

May 26, 2010

Based on the authority vested in the Chief Fiscal Officer of the State pursuant to Arkansas Code 21-5-211 and Act 688 of 2009 in its entirety, the following procedures for the 2011 fiscal year shall apply:

The pay plans will remain the same as Fiscal Year 2010. Due to the official forecast of general revenues for the fiscal year 2011, it has been determined that the FY2011 2.3% cost of living adjustments (COLA) will be suspended at this time. The 2.3% COLA will not be applied to employees' June 30, 2010 salaries.

Also, annual career service recognition payments and classified and unclassified employee merit increases will be suspended for 2011. However, performance evaluations must be completed on all employees.

If the economy has improved after the first two quarters of FY2011, all of these decisions will be revisited.

If you have any questions, please contact Kay Barnhill Terry at 682-5077 or <u>kay.terry@dfa.arkansas.gov</u>, or Herb Scott at 682-5122 or <u>herb.scott@dfa.arkansas.gov</u>, or Wendy Beadle at 682-3554 or <u>wendy.beadle@dfa.arkansas.gov</u>.

RAW/kt