



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 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 kay.terry@dfa.arkansas.gov, or Herb Scott at 682-5122 or herb.scott@dfa.arkansas.gov, or Wendy Beadle at 682-3554 or wendy.beadle@dfa.arkansas.gov.

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