



# EMPLOYEE NEWS LETTER



VOLUME 13, NUMBER 1

JANUARY 11, 1985

## HOLIDAYS

By authority of Act 833 of 1983, Tuesday, January 15, 1985 is a legal holiday, in honor of Dr. Martin Luther King, Jr.'s birthday and Saturday, January 19, 1985, is a legal holiday in honor of Robert E. Lee's birthday (to be observed on Friday, January 18, 1985).

State employees may elect any two (2) of the following as holidays: Dr. King's birthday, Lee's birthday, and the employee's birthday. All offices will remain open on these dates.

## AUTOMOBILE INSURANCE

For the past two years the Highway Department's automobile coverage with Bob Scroggin of Scroggin Agency Inc. has been underwritten by Thurston Fire and Casualty of Tulsa, Oklahoma.

Thurston Fire and Casualty has notified the Department that they will no longer write the extended non-owned coverage on state vehicles. Since this coverage is so essential to our employees we have authorized the Scroggin Agency to locate another carrier for our automobile coverage.

Therefore, effective January 1, 1985, American Interinsurance Exchange replaced Thurston Fire and Casualty as our carrier. Each insured should be receiving a letter and new policy from the Scroggin Agency informing them of this change.

If you have additional questions please contact either Bob Scroggin at 1-800-632-2329 or Diann Gwatney at 569-2420.

## ADDITIONAL GROUP LIFE INSURANCE

North American Life Insurance Company is restructuring their age brackets for those employees who carry the additional term life coverage. (Shown as "Life" on the payroll deduction card). The old and new age brackets are shown below, with the monthly cost per \$1,000.

| OLD                   |        | NEW                   |        |
|-----------------------|--------|-----------------------|--------|
| Under 25 . . . . .    | \$.18  | Under 25 . . . . .    | \$.18  |
| 25-29 . . . . .       | \$.20  | 25-29 . . . . .       | \$.20  |
| 30-34 . . . . .       | \$.22  | 30-34 . . . . .       | \$.22  |
| 35-49 . . . . .       | \$.30  | 35-39 . . . . .       | \$.26  |
| 50-64 . . . . .       | \$.90  | 40-44 . . . . .       | \$.30  |
| 65 and over . . . . . | \$2.00 | 45-49 . . . . .       | \$.50  |
|                       |        | 50-54 . . . . .       | \$.70  |
|                       |        | 55-59 . . . . .       | \$.90  |
|                       |        | 50-64 . . . . .       | \$1.20 |
|                       |        | 65 and over . . . . . | \$2.00 |

This change will be effective on the paycheck you receive January 25, 1985. Also, effective with this change will be the ability of the insured to continue coverage after retirement, with no increase in premiums. In the past, term life coverage terminated at retirement regardless of age. Under the revised plan, coverage can be maintained until age 70. For those employees who continue working after age 70 the life amounts will be reduced by one-half.

There will also be an open enrollment during the month of February for those employees who want this additional coverage. This will allow any employee who is not covered now or who has never applied previously to be covered for \$10,000 of insurance without evidence of insurability. Those employees should complete an enrollment card and return it to the Group Insurance Section of Fiscal Services Division.

These changes related to "term" life insurance only. They do not effect those employees who have permanent life with North American.

If there are any questions concerning these changes, contact Diann Gwatney or Kay Hoggard at 569-2420.



# EMPLOYEE NEWS LETTER



VOLUME 13, NUMBER 2

FEBRUARY 8, 1985

## DALTON FARMER APPOINTED TO HIGHWAY COMMISSION

Dalton Farmer, 49, of Jonesboro, was appointed to the State Highway Commission by Governor Bill Clinton, January 29. He replaced David Solomon, of Helena, whose term expired.

The Jonesboro businessman serves on the streets and highways committee of the Jonesboro Chamber of Commerce and is a member of the Board of Directors of the Arkansas Good Roads/Transportation Council. He has also served on the Metropolitan Area Planning Commission in Craighead County.

Farmer is a native of Childers in Craighead County and graduated from Jonesboro High School. He attended Arkansas State University where he studied agriculture. He has several farming operations in Craighead County in addition to his own investment firm.

He and his wife, Nora Dean, have one son, Alec, age 21.

## WASHINGTON'S BIRTHDAY

Monday, February 18 will be a holiday for Highway and Transportation Department employees in observance of Washington's Birthday.

All work will be suspended except in case of emergencies, with the exception of offices in Pulaski County, which will maintain a minimum number of employees since the Legislature is in session.

## NO INSURANCE DEDUCTIONS

There will be no deductions for the following on the paycheck received today:

1. State Employees Group Insurance ("Group" on the deduction card).
2. North American Life Insurance ("Life" on the deduction card).
3. American Interinsurance Exchange ("Auto" on the deduction card).

This is due to the rates being semi-monthly (24 times

a year) and our pay periods being on a bi-weekly basis (26 times per year). Regular deductions will resume on your next paycheck.

## CANCER INSURANCE INFORMATION

American Family Life Assurance Company has introduced a new version of its Cancer Expense Protection Plan.

The New Cancer Plan has 3 parts: the Basic Plan, an Additional Benefits Rider, and a Dread Disease Rider.

The Basic Plan pays fixed daily amounts for hospitalization and out-patient treatments. It also has a First Occurrence Benefit starting at \$1000. The First Time the primary insured or an insured family member have internal cancer diagnosed (not skin cancer) \$1000 will be paid. Plus, for insured and insured spouse, an additional \$25 will be paid for each month the coverage has been in force to age 65. (First Occurrence Benefit payable in addition to other benefits).

The Additional Benefits Rider provides a Schedule of Benefits for reimbursement of certain in-hospital expenses plus benefits for transportation and Hospice Care.

The Dread Disease Rider pays daily indemnities for hospital treatment of 16 specified dread diseases.

Employees currently covered under one of the other versions of CancerCare may continue their present plan. Those who wish to change may make application for conversion to new plan.

Hospital Intensive Care: There is no Lifetime Dollar Limit for all policies now in force.

Enrollment for all above plans is open to all employees. Current brochures, applications, and information will be available at all Department headquarters. For further information contact your agent of record:

Cullus Z. Walker  
P.O. Box 673

Newport, Arkansas 72112  
Telephone 523-2342

## LEGISLATIVE REPORT

Several bills pertaining to AHTD employees have been introduced in the current session of the Arkansas General Assembly. As of Monday, February 4, the bills listed below were all in various stages of consideration, although none had been signed into law.

### Senate Bill 83

Redefines average compensation for the State Highway Employees Retirement System benefits to allow averaging of four best 12-month periods and requiring 48-months of credited service in the system to begin such averaging. Received Do Not Pass in Committee.

### Senate Bill 99

For the State Highway Employees Retirement System, the bill provides changes to annuity options: adds to Option B where retirant may by written notification to the System, cancel Option B and return to Straight Life annuity; prescribes terms of Straight Life annuity; and adds Option C. Passed both Senate and House - goes to the Governor for signature.

### Senate Bill 215

Appropriation bill for the Arkansas Highway and Transportation Department for construction, maintenance, and operations. Passed the Senate and is now in the House.

### House Bill 74

Allows retirement after 30 years of credited service under the State Highway Employees Retirement System. Passed the House and is now in the Senate awaiting action.

### House Bill 330

Appropriation bill for all state employees. Provides maximum annual salary increases of 9% effective February 24, 1985. Also, effective July 1, 1986, all salary increases will be based on Performance Based Employee Evaluation System. Passed both Houses - goes to the Governor for signature.

### House Bill 346

Increases annuities paid to retirees and beneficiaries of the State Highway Employee Retirement System. Passed the House and is now in the Senate.



# EMPLOYEE NEWS LETTER



VOLUME 13, NUMBER 3

APRIL 5, 1985

## LEGISLATIVE UPDATE 75th Arkansas General Assembly

The 75th General Assembly ensured Arkansas of a much brighter transportation future with passage of some critically needed legislation. Highway Department employees benefitted significantly too. Following is a review of important legislative activities, as of March 25, 1985, which affect AHTD's operations and employees.

### Departmental Operations

ACT 456 — Levies an additional 4 cents/gallon tax on gasoline and LPG and 2 cents/gallon on diesel effective April 1, 1985. About \$34 million annually will be available to the Department to spend on improving rural highways. More information is included with your paycheck this week.

ACT 112 — Requires the taxation of gasohol at 13½ cents/gallon effective May 30, 1985. This will stop the erosion of highway revenues.

ACT 138 — AHTD appropriations for Fiscal Years 1986 and 1987 at \$360 million each year plus \$10 million each year for Highway Special Construction and also appropriates remaining revenue sharing funds. Appropriates \$20 million each year for State Aid Roads. Provides for reimbursement of monies due the federal government for the Norfolk Reservoir Bridges.

ACT 493 — Creates the State Constitutional Boards and Commissions Management Audit and Review Study Commission, including the Arkansas State Highway Commission. House Bill 870 appropriates \$500,000 for this purpose.

ACT 721 — Provides for reimbursement by AHTD for any retaliatory tax paid by truckers after July 1, 1983, to another state resulting from the Highway Use Equalization Tax of 1983.

HOUSE BILL 780 — Directs State Treasurer to transfer to State Aid Road Fund from Special Highway Construction Account 100% (instead of 70%) until total of \$13 million (instead of \$9 million) is reached/year. Diminishes AHTD revenues by \$4 million/year.

### Employee Benefits

ACT 100 — Allowed for 9% salary increases for AHTD employees. These were granted all employees on February 28, 1985. (Salary schedule on back of this newsletter should be kept for your reference.)

SENATE BILL 306 — Provides that the State, after July 1, 1985, will pay to the spouse or surviving children of any Arkansas Highway Policeman or State Highway Employee who is killed in the

official line of duty \$25,000. In the event of total and permanent disability the payment will be \$10,000. Also provides for an additional \$75,000 payment to the spouse or surviving children of any Arkansas Highway Policeman whose death occurs in the official line of duty and was the result of a felonious criminal action of another person or persons.

HOUSE BILL 132 — Combines holidays for Dr. Martin Luther King, Jr. and Robert E. Lee's Birthdays so that both will be observed as one on the third Monday in January.

ACT 615 — Increases the State's contributions for each state employee's life and health insurance by \$7.50/month to a monthly total of \$62.50 for Fiscal Year 1986 and \$70.00 for Fiscal Year 1987. This will offset a part of any premium increase for health insurance.

### Retirement

ACT 379 — Allows AHTD employees to retire after 30 years service, regardless of age. Effective July 1, 1985.

ACT 611 — Increases annuities paid to present retirees and beneficiaries of State Highway Employees Retirement System by 1% to 10% depending on number of years retired, up to 10.

ACT 486 — AHTD employees retiring after December 31, 1989 will be required to pay State income taxes on all annual retirement benefits over \$6,000.

ACT 412 — Requires Arkansas Highway Employees Retirement System to invest 5% to 10% in businesses that will help the economy of the State of Arkansas.

### FOUR-DAY WORK WEEK

Effective April 11, 1985 all field maintenance personnel, shop crews and storeroom personnel will work a 4-day, 10-hour schedule Monday through Thursday. The four-day work week will include Area Foremen, Job Superintendents, Shop Foremen, and District Equipment Maintenance Supervisors. Also included will be Traffic Division striping and signing crews, Materials and Research Division geotechnical field crews and Surveys Division survey parties.

On those weeks containing a holiday, the work schedule will revert to a 5-day, 8-hour work week. Vacation or sick leave for a 10-hour day will be charged as 1.25 days. Half days will be charged as .625 days.

The districts will rotate the service station personnel so that one person will be on a 5-day, 8-hour work week to allow the station to be kept open all week.

Work hours will be 7:00 A.M. to 5:30 P.M. with a half-hour for lunch.

Effective 2-28-85

AHTD  
SALARY SCHEDULE

| SALARY LEVEL | STEP 1   | STEP 2   | STEP 3   | STEP 4   | STEP 5   | STEP 6   | STEP 7   | STEP 8   |
|--------------|----------|----------|----------|----------|----------|----------|----------|----------|
| I            | 268.00   | 288.00   | 309.00   | 332.00   | 357.00   | 384.00   | 412.00   | 444.00   |
|              | 6968.00  | 7488.00  | 8034.00  | 8632.00  | 9282.00  | 9984.00  | 10712.00 | 11544.00 |
| II           | 308.00   | 323.00   | 346.00   | 370.00   | 396.00   | 426.00   | 453.00   | 480.00   |
|              | 8008.00  | 8398.00  | 8996.00  | 9620.00  | 10296.00 | 11076.00 | 11778.00 | 12480.00 |
| III          | 340.00   | 359.00   | 384.00   | 410.00   | 440.00   | 470.00   | 499.00   | 528.00   |
|              | 8840.00  | 9334.00  | 9984.00  | 10660.00 | 11440.00 | 12220.00 | 12974.00 | 13728.00 |
| IV           | 376.00   | 398.00   | 425.00   | 453.00   | 485.00   | 517.00   | 549.00   | 579.00   |
|              | 9776.00  | 10348.00 | 11050.00 | 11778.00 | 12610.00 | 13442.00 | 14274.00 | 15054.00 |
| V            | 416.00   | 441.00   | 469.00   | 500.00   | 534.00   | 570.00   | 601.00   | 634.00   |
|              | 10816.00 | 11466.00 | 12194.00 | 13000.00 | 13884.00 | 14820.00 | 15626.00 | 16484.00 |
| VI           | 457.00   | 485.00   | 515.00   | 549.00   | 584.00   | 622.00   | 657.00   | 692.00   |
|              | 11882.00 | 12610.00 | 13390.00 | 14274.00 | 15184.00 | 16172.00 | 17082.00 | 17992.00 |
| VII          | 504.00   | 534.00   | 567.00   | 602.00   | 640.00   | 680.00   | 717.00   | 754.00   |
|              | 13104.00 | 13884.00 | 14742.00 | 15652.00 | 16640.00 | 17680.00 | 18642.00 | 19604.00 |
| VIII         | 553.00   | 587.00   | 622.00   | 660.00   | 699.00   | 741.00   | 780.00   | 818.00   |
|              | 14378.00 | 15262.00 | 16172.00 | 17160.00 | 18174.00 | 19266.00 | 20280.00 | 21268.00 |
| IX           | 607.00   | 643.00   | 681.00   | 720.00   | 761.00   | 805.00   | 845.00   | 885.00   |
|              | 15782.00 | 16718.00 | 17706.00 | 18720.00 | 19786.00 | 20930.00 | 21970.00 | 23010.00 |
| X            | 660.00   | 700.00   | 740.00   | 781.00   | 825.00   | 872.00   | 913.00   | 957.00   |
|              | 17160.00 | 18200.00 | 19240.00 | 20306.00 | 21450.00 | 22672.00 | 23738.00 | 24882.00 |
| XI           | 722.00   | 766.00   | 807.00   | 850.00   | 895.00   | 945.00   | 987.00   | 1031.00  |
|              | 18772.00 | 19916.00 | 20982.00 | 22100.00 | 23270.00 | 24570.00 | 25662.00 | 26806.00 |
| XII          | 783.00   | 830.00   | 873.00   | 917.00   | 966.00   | 1016.00  | 1061.00  | 1107.00  |
|              | 20358.00 | 21580.00 | 22698.00 | 23842.00 | 25116.00 | 26416.00 | 27586.00 | 28782.00 |
| XIII         | 849.00   | 901.00   | 946.00   | 993.00   | 1042.00  | 1094.00  | 1140.00  | 1185.00  |
|              | 22074.00 | 23426.00 | 24596.00 | 25818.00 | 27092.00 | 28444.00 | 29640.00 | 30810.00 |
| XIV          | 917.00   | 973.00   | 1020.00  | 1069.00  | 1119.00  | 1173.00  | 1219.00  | 1267.00  |
|              | 23842.00 | 25298.00 | 26520.00 | 27794.00 | 29094.00 | 30498.00 | 31694.00 | 32942.00 |
| XV           | 988.00   | 1048.00  | 1096.00  | 1146.00  | 1200.00  | 1255.00  | 1303.00  | 1351.00  |
|              | 25688.00 | 27248.00 | 28496.00 | 29796.00 | 31200.00 | 32630.00 | 33878.00 | 35126.00 |
| XVI          | 1062.00  | 1127.00  | 1177.00  | 1228.00  | 1282.00  | 1339.00  | 1387.00  | 1435.00  |
|              | 27612.00 | 29302.00 | 30602.00 | 31928.00 | 33332.00 | 34814.00 | 36062.00 | 37310.00 |
| XVII         | 1140.00  | 1207.00  | 1258.00  | 1311.00  | 1366.00  | 1424.00  | 1472.00  | 1521.00  |
|              | 29640.00 | 31382.00 | 32708.00 | 34086.00 | 35516.00 | 37024.00 | 38272.00 | 39546.00 |
| XVIII        | 1219.00  | 1292.00  | 1345.00  | 1397.00  | 1454.00  | 1512.00  | 1560.00  | 1608.00  |
|              | 31694.00 | 33592.00 | 34970.00 | 36322.00 | 37804.00 | 39312.00 | 40560.00 | 41808.00 |
| XIX          | 1351.00  | 1402.00  | 1456.00  | 1511.00  | 1569.00  | 1616.00  | 1663.00  |          |
|              | 35126.00 | 36452.00 | 37856.00 | 39286.00 | 40794.00 | 42016.00 | 43238.00 |          |
| XX           | 1450.00  | 1502.00  | 1556.00  | 1613.00  | 1657.00  | 1701.00  |          |          |
|              | 37700.00 | 39052.00 | 40456.00 | 41938.00 | 43082.00 | 44226.00 |          |          |

Special Entry Step:

|                 |          |        |      |          |        |
|-----------------|----------|--------|------|----------|--------|
| Salary Level II | 7488.00  | 288.00 | VI   | 11102.00 | 427.00 |
| III             | 8268.00  | 318.00 | VII  | 12220.00 | 470.00 |
| IV              | 9100.00  | 350.00 | VIII | 13416.00 | 516.00 |
| V               | 10010.00 | 385.00 |      |          |        |



# EMPLOYEE NEWS LETTER



VOLUME 13, NUMBER 4

JUNE 13, 1985

## HEART FUND CONTRIBUTIONS

Employees in Pulaski County contributed \$335 to the 1985 Heart Fund Drive which was recently completed.

Your contributions are greatly appreciated by the Pulaski County Chapter of the American Heart Association.

## THE ARKANSAS FLAG GARDEN

Arkansas State Employees are being asked to express their pride and honor Arkansas' 150th Anniversary by sponsoring the construction of the Arkansas Flag Garden.

The flag will be a living memorial to the Arkansas Sesquicentennial for present and future generations to enjoy when visiting the State Capitol grounds. Current and former state employees would be the source of funding for the project.

The Arkansas Flag Garden, which would be the largest flag garden in the United States, will be built 40x60 feet in the shape of our flag with red, white, and blue flowers and easily replaced potted plants.

There are also plans to build a walking path to provide a scenic access for the vast amount of tourist who would be interested in the garden.

The estimated cost of the project is \$51,000, which includes an underground watering system, maintenance, and lights. The project will be dedicated in a special ceremony to be held on Flag Day, June 14, 1986.

A time capsule will also be buried within the garden with the names of all state employees who

contribute \$2.00 or more to the project. The capsule will be opened during the Arkansas Bicentennial 2036. Any interested employee may send their contributions to the Public Affairs Office, Room 1002, Central Office Building.

## U.S. SAVINGS BOND DRIVE UNDERWAY

The U.S. Savings Bond Drive is currently in progress to encourage state employees to take advantage of the payroll deduction plan for purchasing bonds.

Last year less than 10% of Arkansas' state employees bought bonds under this program while in many states, more than 50% took advantage of payroll deductions to buy bonds and save. There are many advantages to buying U.S. Savings Bonds, including:

**Education** — A college fund built with savings bonds can provide a tax savings. When bonds are purchased in the child's name (with parent as beneficiary rather than co-owner) and an income tax return is filed annually in the child's name listing the accrued interest as income, no tax will be due as long as the child's total income does not exceed the amount of his or her personal exemption.

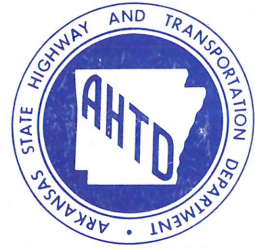
**Retirement** — Income from savings bonds is exempt from state and local taxation. Of equal advantage to highway employees is that the duration of this income for federal taxation can be deferred until later years (possibly in a lower tax bracket).

For more information concerning U.S. Savings Bonds, contact the Fiscal Services Division in the Central Office Building.





# EMPLOYEE NEWS LETTER



VOLUME 13, NUMBER 5

JULY 25, 1985

## AUTOMOBILE INSURANCE

The Highway and Transportation Department has received notification from American Inter-Insurance Exchange that effective September 1, 1985 they will discontinue their automobile insurance coverage in the state of Arkansas. American is currently in the process of mailing notices of non-renewal to all employees covered under the payroll deduction plan.

The Department has been in contact with several insurance companies to pick up our automobile plan on September 1, so that all employees will have continuous coverage.

Additional details on the new company will be provided in forthcoming newsletters when final arrangements have been made.

## ARKANSAS FLAG GARDEN

Arkansas State Employees are being asked to express their pride and honor Arkansas' 150th Anniversary by sponsoring the construction of the Arkansas Flag Garden.

The flag will be a living memorial to the Arkansas Sesquicentennial for present and future generations to enjoy when visiting the State Capitol grounds.

Current and former state employees would be the source of funding for the project.

The Arkansas Flag Garden, which would be the largest flag garden in the United States, will be built 40x60 feet in the shape of our flag with red, white, and blue flowers and easily replaced potted plants.

There are also plans to build a walking path to provide a scenic access for the vast amount of tourists who would be interested in the garden.

The estimated cost of the project is \$51,000, which includes an underground watering system, maintenance, and lights. The project will be dedicated in a special ceremony to be held on Flag Day, June 14, 1986.

A time capsule will also be buried within the garden with the names of all state employees who contribute \$2.00 or more to the project. The capsule will be opened during the Arkansas Bicentennial 2036. Any interested employee may send their contributions to the Public Affairs Office, Room 1002, Central Office Building. Please make checks payable to "Arkansas Flag Garden". Your contributions are tax deductible.

## SALARY SCHEDULE

Shown on the back of this newsletter is the new salary schedule for AHTD employees that became effective June 20, 1985.

AHTD  
SALARY SCHEDULE

| SALARY LEVEL | STEP 1              | STEP 2              | STEP 3              | STEP 4              | STEP 5              | STEP 6              | STEP 7              | STEP 8              |
|--------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| I            | 282.00<br>7332.00   | 303.00<br>7878.00   | 326.00<br>8476.00   | 350.00<br>9100.00   | 376.00<br>9776.00   | 405.00<br>10530.00  | 434.00<br>11284.00  | 468.00<br>12168.00  |
| II           | 324.00<br>8424.00   | 340.00<br>8840.00   | 365.00<br>9490.00   | 390.00<br>10140.00  | 417.00<br>10842.00  | 449.00<br>11674.00  | 477.00<br>12402.00  | 506.00<br>13156.00  |
| III          | 358.00<br>9308.00   | 378.00<br>9828.00   | 405.00<br>10530.00  | 432.00<br>11232.00  | 464.00<br>12064.00  | 495.00<br>12870.00  | 526.00<br>13676.00  | 557.00<br>14482.00  |
| IV           | 396.00<br>10296.00  | 419.00<br>10894.00  | 448.00<br>11648.00  | 477.00<br>12402.00  | 511.00<br>13286.00  | 545.00<br>14170.00  | 579.00<br>15054.00  | 610.00<br>15860.00  |
| V            | 438.00<br>11388.00  | 465.00<br>12090.00  | 494.00<br>12844.00  | 527.00<br>13702.00  | 563.00<br>14638.00  | 601.00<br>15626.00  | 634.00<br>16484.00  | 668.00<br>17368.00  |
| VI           | 482.00<br>12532.00  | 511.00<br>13286.00  | 543.00<br>14118.00  | 579.00<br>15054.00  | 616.00<br>16016.00  | 656.00<br>17056.00  | 693.00<br>18018.00  | 730.00<br>18980.00  |
| VII          | 531.00<br>13806.00  | 563.00<br>14638.00  | 598.00<br>15548.00  | 635.00<br>16510.00  | 675.00<br>17550.00  | 717.00<br>18642.00  | 756.00<br>19656.00  | 795.00<br>20670.00  |
| VIII         | 583.00<br>15158.00  | 619.00<br>16094.00  | 656.00<br>17056.00  | 696.00<br>18096.00  | 737.00<br>19162.00  | 781.00<br>20306.00  | 822.00<br>21372.00  | 863.00<br>22438.00  |
| IX           | 640.00<br>16640.00  | 678.00<br>17628.00  | 718.00<br>18668.00  | 759.00<br>19734.00  | 802.00<br>20852.00  | 849.00<br>22074.00  | 891.00<br>23166.00  | 933.00<br>24258.00  |
| X            | 696.00<br>18096.00  | 738.00<br>19188.00  | 780.00<br>20280.00  | 823.00<br>21398.00  | 870.00<br>22620.00  | 919.00<br>23894.00  | 963.00<br>25038.00  | 1009.00<br>26234.00 |
| XI           | 761.00<br>19786.00  | 808.00<br>21008.00  | 851.00<br>22126.00  | 896.00<br>23296.00  | 944.00<br>24544.00  | 996.00<br>25896.00  | 1041.00<br>27066.00 | 1087.00<br>28262.00 |
| XII          | 826.00<br>21476.00  | 875.00<br>22750.00  | 921.00<br>23946.00  | 967.00<br>25142.00  | 1019.00<br>26494.00 | 1071.00<br>27846.00 | 1119.00<br>29094.00 | 1167.00<br>30342.00 |
| XIII         | 895.00<br>23270.00  | 950.00<br>24700.00  | 998.00<br>25948.00  | 1047.00<br>27222.00 | 1099.00<br>28574.00 | 1154.00<br>30004.00 | 1202.00<br>31252.00 | 1250.00<br>32500.00 |
| XIV          | 967.00<br>25142.00  | 1026.00<br>26676.00 | 1076.00<br>27976.00 | 1127.00<br>29302.00 | 1180.00<br>30680.00 | 1237.00<br>32162.00 | 1286.00<br>33436.00 | 1336.00<br>34736.00 |
| XV           | 1042.00<br>27092.00 | 1105.00<br>28730.00 | 1156.00<br>30056.00 | 1209.00<br>31434.00 | 1266.00<br>32916.00 | 1324.00<br>34424.00 | 1374.00<br>35724.00 | 1425.00<br>37050.00 |
| XVI          | 1120.00<br>29120.00 | 1189.00<br>30914.00 | 1241.00<br>32266.00 | 1295.00<br>33670.00 | 1352.00<br>35152.00 | 1412.00<br>36712.00 | 1463.00<br>38038.00 | 1513.00<br>39338.00 |
| XVII         | 1202.00<br>31252.00 | 1273.00<br>33098.00 | 1327.00<br>34502.00 | 1383.00<br>35958.00 | 1441.00<br>37466.00 | 1502.00<br>39052.00 | 1552.00<br>40352.00 | 1604.00<br>41704.00 |
| XVIII        | 1286.00<br>33436.00 | 1363.00<br>35438.00 | 1418.00<br>36868.00 | 1473.00<br>38298.00 | 1533.00<br>39858.00 | 1595.00<br>41470.00 | 1645.00<br>42770.00 | 1696.00<br>44096.00 |
| XIX          | 1425.00<br>37050.00 | 1479.00<br>38454.00 | 1536.00<br>39936.00 | 1594.00<br>41444.00 | 1655.00<br>43030.00 | 1704.00<br>44304.00 | 1754.00<br>45604.00 |                     |
| XX           | 1529.00<br>39754.00 | 1584.00<br>41184.00 | 1641.00<br>42666.00 | 1701.00<br>44226.00 | 1748.00<br>45448.00 | 1794.00<br>46644.00 |                     |                     |

## Special Entry Step:

|                |         |        |      |          |        |
|----------------|---------|--------|------|----------|--------|
| Salary Level I | 6968.00 | 268.00 | V    | 10556.00 | 406.00 |
| II             | 7878.00 | 303.00 | VI   | 11700.00 | 450.00 |
| III            | 8710.00 | 335.00 | VII  | 12870.00 | 495.00 |
| IV             | 9594.00 | 369.00 | VIII | 14144.00 | 544.00 |





# EMPLOYEE NEWS LETTER



Volume 13, Number 6

August 8, 1985

## NO INSURANCE DEDUCTIONS

There will be no deductions for the following on the paycheck received today, 8-8-85: (1) State Employees Group Insurance ("Group" on the deduction card); and (2) North American Life Insurance ("Life" on the deduction card). This is due to the rates being semi-monthly (24 times a year) and our pay periods being on a bi-weekly (26 times a year). Regular deductions will resume on your next paycheck.

## HEALTH INSURANCE PREMIUM INCREASE

The State Employees Insurance Advisory Committee has received approval from the Legislative Council to implement a rate increase effective August 1, 1985 on our health insurance premiums (Plan I only). This increase will be effective on the paycheck received August 22, 1985. The amount of increase, per pay period, for the various categories is shown below:

|  |        |
|--|--------|
| Employee only.....                                   | \$2.28 |
| Employee & Spouse.....                               | \$3.62 |
| Employee & Children.....                             | \$2.93 |
| Employee, Spouse, & Children.....                    | \$3.63 |
| Emp. with Spouse over 70 on Medicare.....            | \$2.93 |
| Emp. with Spouse over 70 on Medicare & Children..... | \$2.93 |

Also effective August 1, 1985, the amount of the State's contribution was increased from \$55.00 to \$62.50 a monthly. This is the amount paid by the State for each employee's health insurance premium. To provide a better understanding of the total cost of your health and life insurance premium, the chart below illustrates the amount paid by the State and the employee:

|   | <u>Total Monthly Premium</u> | <u>Monthly Cost to State</u> | <u>Monthly Cost to Employee</u> | <u>Amount Deducted from Check</u> |
|---|------------------------------|------------------------------|---------------------------------|-----------------------------------|
| Employee Only.....                      | \$ 90.70                     | \$62.50                      | \$28.20                         | \$14.10                           |
| Employee & Spouse.....                  | 142.54                       | 62.50                        | 80.04                           | 40.02                             |
| Employee & Children.....                | 115.88                       | 62.50                        | 53.38                           | 26.69                             |
| Employee, Spouse & Children.....        | 142.84                       | 62.50                        | 80.34                           | 40.17                             |
| Emp. w/Sp. over 70 on Medicare.....     | 115.54                       | 62.50                        | 53.04                           | 26.52                             |
| Emp. w/Sp. over 70 on Medicare & Ch.... | 115.66                       | 62.50                        | 53.16                           | 26.58                             |

## PERSONNEL CHANGE

Effective immediately, Terry Nanney, Assistant Section Head in the Permits Section, is being promoted to Section Head of Permits. Nanney has been with the Department for 12 years and has been an employee of the Permits Section during his entire tenure. He has been involved in the development of the Permit Section we now have. He is a graduate of North Little Rock High School and also attended Arkansas Tech at Russellville.

## NICHOLS RE-ELECTED TO RETIREMENT BOARD

Brooks Nichols, Assistant Chief Engineer for Design, has been re-elected to the Arkansas State Highway Employees Retirement System Board of Trustees. Nichols will serve a two-year term which will expire June 30, 1987.



# EMPLOYEE NEWS LETTER



VOLUME 13, NUMBER 8

OCTOBER 4, 1985

## HEALTH INSURANCE UPDATE

### Cost Containment Measures

In an effort to avoid additional premium increases or drastic changes in benefits, the State Employees Insurance Advisory Committee has been studying several measures.

### SECOND SURGICAL OPINIONS

One way to promote cost savings is by obtaining a second opinion on non-emergency surgery. This second visit is a covered charge under the Plan. The Committee encourages this idea as a method of preventing unnecessary surgery and therefore, excessive claims.

### GENERIC DRUGS

Another way to save money is by requesting generic drugs whenever possible. In many cases, the medication prescribed by the physician is available in generic forms which cost less. These drugs are also covered under the Plan. More information may be obtained from any pharmacist.

### Pre-Authorization of Specific Procedures

One of the functions of the State Employees' Claims Office is to answer questions about covered charges. Many factors affect payment and these are not always known at the time of an inquiry. In order to insure that a particular procedure is covered, a written request should be made to Insurnational, Inc. Your cooperation in providing a written request will avoid any misunderstandings.

Some procedures are complicated and require pre-authorization. This should always be requested in writing, outlining very specifically the procedure in question. Address your correspondence to: Insurnational Inc. of Arkansas, Suite 645 Plaza West Building, McKinley and Lee Streets, Little Rock, Arkansas 72205, telephone 666-7396.

### Non-Covered Surgery

One specific surgery that is not covered under the State Employees Insurance Plan is Radial Keratotomy Surgery. This is an elective surgery which allows a patient to stop wearing glasses by changing the contour of the eye itself.

This surgery is addressed in the exclusion section of the supplement to the Plan Booklet which became effective September 1, 1985.

The Plan does not cover "the purchase of...any artificial lens, device, services or surgery for correction of refractive error, or astigmatism...".

## PERSONNEL CHANGE

Effective September 12, 1985, Steven B. Teague, Assistant Division Head in the Programs and Contracts Division, was promoted to Division Head to replace Hubert R. Holland who retired August 30, 1985.

Teague is a graduate Civil Engineer from the University of Arkansas and is a Registered Professional Engineer. He began his career with the Department in February 1971 and entered the Department's orientation program. Upon completion of the program he chose the Planning Division as his permanent area of duty. He has served as Assistant Section Head of Program Planning, Research Manager of the Research Section, Section Head of Program Planning and Assistant Division Head of the Programs and Contracts Division.



# EMPLOYEE NEWS LETTER



VOLUME 13, NUMBER 9

NOVEMBER 1, 1985

## ADDITIONAL GROUP LIFE INSURANCE

If you have additional term life insurance with the North American Life Insurance Company (shown as "Life" on the payroll deduction card) and your age as of November 1, 1985 places you in a higher age bracket as shown on the chart below, your premium will increase with the paycheck received today.

| <u>Age Classes</u> | <u>Cost per \$1000 per month</u> |
|--------------------|----------------------------------|
| Under 25           | \$ .18                           |
| 25-29              | .20                              |
| 30-34              | .22                              |
| 35-39              | .26                              |
| 40-44              | .30                              |
| 45-49              | .50                              |
| 50-54              | .70                              |
| 55-59              | .90                              |
| 60-64              | 1.20                             |
| 65 and over        | 2.00                             |

If there are any questions concerning the life insurance changes contact Diann Gwatney or Kay Hoggard at 569-2420.

## VETERAN'S DAY HOLIDAY

Monday, November 11, 1985 will be a holiday for Highway and Transportation Department employees in observance of Veteran's Day. All work will be suspended except in cases of emergency.

## UNITED WAY CAMPAIGN

The annual United Way Campaign for Highway and Transportation Department employees is now underway. Please join in again this year in helping the human-service agencies by giving to the United Way. All contributions should be turned in to your Section or Division Head by today, November 1, 1985. Those who do contribute can be sure that their money is used effectively, to do the most good for the most people.

## PERSONNEL CHANGES

Calvin Peevy has assumed the duties of State Construction Engineer, replacing Norman Pumphrey who recently retired. A career employee with 26 years of service, Peevy is a graduate civil engineer of the University of Arkansas at Fayetteville and is a Registered Professional Engineer. Has has considerable experience with the Department and has served in the capacity of Resident Engineer, District Engineer, Assistant State Construction Engineer, Division Head of Materials and Research Division, and State Maintenance Engineer.

John E. Hall has replaced Peevy as State Maintenance Engineer. Hall was Heavy Bridge Maintenance Engineer at the time of his promotion. Hall joined the Department following his graduation from the University of Arkansas at Fayetteville in civil engineering and is a Registered Professional Engineer. He worked in various capacities in the Construction Division before being promoted to Bridge Designer in 1952. In 1966 he was promoted to Heavy Bridge Maintenance Engineer.



# EMPLOYEE NEWS LETTER



Volume 13, Number 10

November 27, 1985

## THANKSGIVING HOLIDAY

The Arkansas Highway Commission has declared Friday, November 29, 1985, a holiday for employees of the Arkansas Highway and Transportation Department. This is in addition to the Thanksgiving holiday set up in Minute Order 75-156. All work will be suspended November 28 and 29, 1985, except for the case of emergencies.

## PERSONNEL CHANGE

David Lambert has recently been promoted from Staff Bridge Maintenance Engineer to Bridge Maintenance Engineer replacing John E. Hall who was promoted to Maintenance Engineer. David is a graduate of the University of Arkansas and is a Registered Professional Engineer. He has been with the Department since 1972 and has been a Bridge Designer and Resident Engineer before assuming the duties of Staff Bridge Maintenance Engineer. His duties will include responsibilities of the Heavy Bridge Maintenance Section and coordinating the Bridge Inspection Program in accordance with the National Bridge Inspection Standard.

## SEAT BELT USE REQUIREMENT

The Legislative Joint Interim Committee on Public Transportation has passed a resolution urging State agencies to require their employees, when on official business in State vehicles, to utilize seat belts.

The resolution also encourages all State employees to use their seat belts during personal travels.

Data indicates that seat belt use could provide a 50% reduction in fatalities and more serious injuries. The committee feels that Arkansas lives can be saved by immediately putting a Seat Belt Use requirement into effect, and that it is fitting that State employees should lead the way.

## STATE FLAG GARDEN

The Arkansas Sesquicentennial Celebration will be a year-long, statewide series of events and projects designed to make every Arkansan proud of the many special attributes of our State. One of the lasting memorials of the 150th anniversary of Arkansas statehood should be the State Flag Garden, a project of public employees intended to be a living legacy of our pride in being a part of Arkansas.

Ground was broken September 12 on the northwest slope of the Capitol grounds, but if the State Flag Garden is to become a reality by June 14, 1986, many more State employees will have to join in as contributors. Less than \$9,000 has been collected from State employees by the end of October. Members of the Arkansas Education Association have pledged an additional \$5,000, but it will take at least \$40,000 to create the nation's largest flag garden.

Many AHTD employees have already contributed to the Flag Garden, however, as you can see, more contributions are needed for this living memorial.

Please fill out the form below and return it and your contribution to the Public Affairs Office in the Central Office by December 2. Every employee contributing \$2.00 or more will have their name placed in a time capsule that will be buried in the Flag Garden.

Agency \_\_\_\_\_

Employee \_\_\_\_\_ Amount \_\_\_\_\_  
(First) (Last) \$2.00 minimum