



EMPLOYEE NEWS LETTER



VOLUME 14, NUMBER 1

JANUARY 9, 1986

MARTIN LUTHER KING JR./ROBERT E. LEE'S BIRTHDAY

Monday, January 20, 1986 is a legal holiday for Highway and Transportation Department employees in observance of the birthdays of Martin Luther King, Jr. and Robert E. Lee. All work will be suspended except in case of emergency.

CHANGE IN PAYDAY

Beginning with the pay check received today, January 9, 1986, and each pay period thereafter, pay day will be Thursday, eight calendar days after the end of the bi-weekly pay period.

To enable everyone statewide to be paid about the same time and to reduce lost banking time, the pay warrants are to be released to employees after 4:00 p.m.

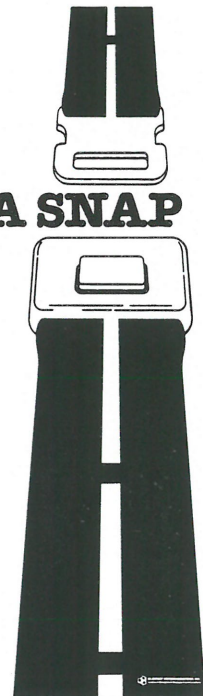
SOCIAL SECURITY TAX INCREASE

Effective with the pay check received today, the Social Security Tax rate has increased from 7.05% to 7.15%. The maximum salary that is subject to Social Security will increase from \$39,600.00 to \$42,000.00. Those individuals who earn the maximum will pay \$3,003.00 in 1986 which is an increase of \$211.20 over the amount paid in 1985.



**MAKE
SAFE
DRIVING A SNAP**

Use your
seat belts...
every day.





EMPLOYEE NEWS LETTER



VOLUME 14, NUMBER 2

FEBRUARY 6, 1986

NO INSURANCE DEDUCTION

There will be no deduction 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).

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 a year). Regular deductions will resume on your next paycheck.

GEORGE WASHINGTON'S BIRTHDAY

Monday, February 17, 1986 is a legal holiday for Highway and Transportation Department employees in observance of George Washington's Birthday. All work will be suspended except in case of emergency.

PERSONNEL CHANGES IN M&R DIVISION

This is to advise all AHTD employees of the following personnel changes in the Materials and Research Division effective January 30, 1986:

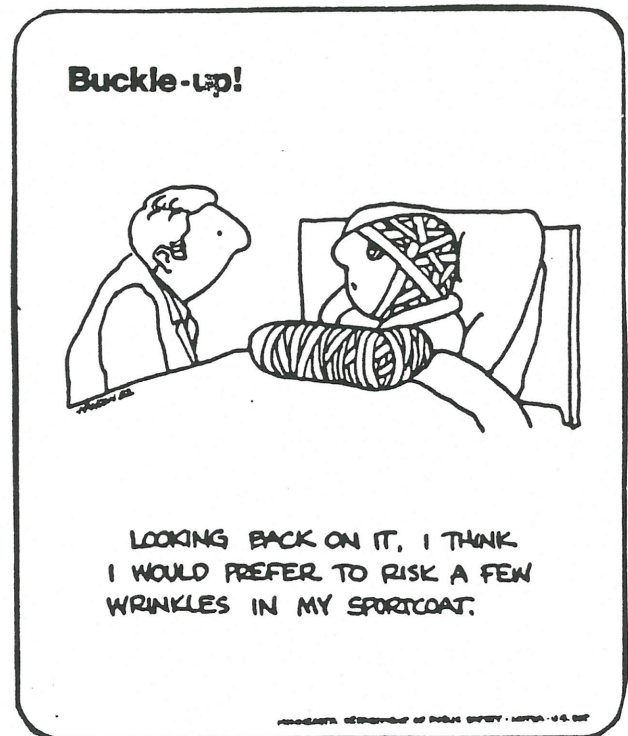
Earl Kirkpatrick, former Staff Research Engineer, has been reassigned as Special Projects Engineer. His primary responsibilities will be the coordination and supervision of soil surveys and subsurface investigations for the 17 proposed projects of the Highway 71 Relocation in Northwest Arkansas. Kirkpatrick will also assume the Area Materials Engineer responsibilities for District 4.

Mike Sebren, former State Materials Engineer, has been reassigned as Staff Research Engineer.

Mike Limbird, former Area Materials Engineer, has been reassigned as Acting Staff Materials Engineer until a permanent replacement can be named.

Reassignment of responsibilities for the Area Materials Engineers is as follows:

- Hayden Cockrill - Districts 1, 5, & 10.
- Dale Gossien - Districts 3, 7, & 2.
- Charles Means - Districts 6, 8, & 9.





EMPLOYEE NEWS LETTER



VOLUME 14, NUMBER 3

April 17, 1986

FOUR DAY WORK WEEK

Effective April 24, 1986, all field maintenance personnel, shop crews and storeroom personnel will work a four-day - ten-hour schedule Monday through Thursday. The four-day 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 five-day - eight-hour week. Vacation or sick leave for a ten-hour day will be charged as 1.25 days. Half days will be charged as 0.625 days.

The districts will rotate service station personnel so that one person will be on a five-day - eight 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.

ARKANSAS SESQUICENTENNIAL PRESENTATION

As part of the Arkansas Sesquicentennial celebration, the Pulaski County Coordinating Committee has prepared a slide/tape presentation which briefly outlines the history of Arkansas and its people and promotes Statehood Weekend, June 13-15.

Hallie Simmons, Pulaski County Coordinator for the Sesquicentennial will make the presentation in the Central Office Auditorium, Tuesday, April 22 at 9:30 a.m. and 10:15 a.m. All Central Office and District 6 Headquarters employees are encouraged to attend one of these two presentations.

Brochures detailing the schedule of events for the celebration will also be available.





EMPLOYEE NEWS LETTER



VOLUME 14, NUMBER 4

MAY 1, 1986

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.

WAIVER OF LIFE INSURANCE PREMIUMS

Those employees who carry life insurance through our health plan (Boston Mutual) or the additional life plan (North American) may be eligible for waiver of premium benefits if they have been totally and permanently disabled for at least six months.

Any employee that becomes permanently disabled should contact the Group Insurance Section of Fiscal Services so that the necessary forms can be completed for the appropriate insurance company. Continued proof of total and permanent disability will be required by the insurance company on a periodic basis from the employee.

If you have additional questions please contact either Kay Hoggard or Diann Gwatney at 569-2420.



EMPLOYEE NEWS LETTER



VOLUME 14, NUMBER 5

June 12, 1986

SALARY CHANGES FOR 1986-87 FISCAL YEAR

In accordance with Legislative guidelines, all regular employees will receive a salary increase of 3% (rounded to the nearest figure divisible by 26) effective June 19, 1986, and received on the paycheck dated July 10, 1986. On the reverse side of this newsletter is a copy of the AHTD Salary Schedule effective June 19, 1986.

JIM BRILEY NAMED DISTRICT ENGINEER AT PINE BLUFF

Jim Briley, Assistant District Engineer at District 9 in Harrison, has been promoted to District Engineer at District 2 in Pine Bluff, effective June 19, 1986. He will be replacing Sam Smith, who retired in May after 33 years of service.

Briley began his career with the Department in 1961 in the Construction Division. He later transferred to Materials and Research and worked in various functions of that Division where he served as Assistant Division Head. He transferred to Harrison as Assistant District Engineer in February 1980. He is a native of Fort Smith and graduated from North Little Rock High School. He has a BSCE degree from the University of Arkansas at Fayetteville and is a registered professional engineer.

CREDIT UNION CHRISTMAS CLUB FORMED

Its not too early to be thinking about Christmas. That last minute shopping can be made much easier if you start planning for it now. The Arkansas State Employees Credit Union has established a Christmas Club Account that will help you save for your Christmas shopping. In order to have an account, you must have a regular share account, deposit a minimum of \$5 each pay day, and make no withdrawals during the year. Deductions can be stopped, increased or decreased by contacting the Credit Union. Early close outs receive no dividends and will be charged a \$10 penalty. Dividends, which are set by the Board, will be paid annually on September 30th and Club checks will automatically be mailed in October each year. For more information, contact the State Employees Credit Union.

STATEHOOD CELEBRATION SET FOR THIS WEEKEND

Fireworks, bands, parades, Indians, famous entertainers, balloon races, and dancing in the streets, are some of the things scheduled for this weekend (June 13-15) in Little Rock as "Salute to Statehood" Weekend gets underway.

The celebration of Arkansas' 150th birthday begins Friday night at 8:30 at War Memorial Stadium with "Fanfare For The Future". The largest parade in the State's history will begin Saturday morning at 9:30 in downtown Little Rock and North Little Rock. Also Saturday, there will be an Indian Powwow in North Little Rock Riverfront Park. A "Taste of Arkansas History Tour" will be held from 11 a.m. to 3 p.m. Saturday, and the dancing in the streets begins at 5 p.m. Saturday on the Metrocentre Mall. Sunday, the birthday itself, will begin with a Sunrise Ecumenical Service at 8 a.m. at Riverfront Park and will end with a fireworks display at 9:30 p.m.

AHTD
SALARY SCHEDULE

SALARY LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
I	290.00	312.00	335.00	360.00	387.00	417.00	447.00	482.00
	7540.00	8112.00	8710.00	9360.00	10062.00	10842.00	11622.00	12532.00
II	333.00	350.00	375.00	401.00	429.00	462.00	491.00	521.00
	8658.00	9100.00	9750.00	10426.00	11154.00	12012.00	12766.00	13546.00
III	368.00	389.00	417.00	444.00	477.00	509.00	541.00	573.00
	9568.00	10114.00	10842.00	11544.00	12402.00	13234.00	14066.00	14898.00
IV	407.00	431.00	461.00	491.00	526.00	561.00	596.00	628.00
	10582.00	11206.00	11986.00	12766.00	13676.00	14586.00	15496.00	16328.00
V	451.00	478.00	508.00	542.00	579.00	619.00	653.00	688.00
	11726.00	12428.00	13208.00	14092.00	15054.00	16094.00	16978.00	17888.00
VI	496.00	526.00	559.00	596.00	634.00	675.00	713.00	751.00
	12896.00	13676.00	14534.00	15496.00	16484.00	17550.00	18538.00	19526.00
VII	546.00	579.00	615.00	654.00	695.00	738.00	778.00	818.00
	14196.00	15054.00	15990.00	17004.00	18070.00	19188.00	20228.00	21268.00
VIII	600.00	637.00	675.00	716.00	759.00	804.00	846.00	888.00
	15600.00	16562.00	17550.00	18616.00	19734.00	20904.00	21996.00	23088.00
IX	659.00	698.00	739.00	781.00	826.00	874.00	917.00	961.00
	17134.00	18148.00	19214.00	20306.00	21476.00	22724.00	23842.00	24986.00
X	716.00	760.00	803.00	847.00	896.00	946.00	991.00	1039.00
	18616.00	19760.00	20878.00	22022.00	23296.00	24596.00	25766.00	27014.00
XI	783.00	832.00	876.00	922.00	972.00	1025.00	1072.00	1119.00
	20358.00	21632.00	22776.00	23972.00	25272.00	26650.00	27872.00	29094.00
XII	850.00	901.00	948.00	996.00	1049.00	1103.00	1152.00	1202.00
	22100.00	23426.00	24648.00	25896.00	27274.00	28678.00	29952.00	31252.00
XIII	921.00	978.00	1027.00	1078.00	1131.00	1188.00	1238.00	1287.00
	23946.00	25428.00	26702.00	28028.00	29406.00	30888.00	32188.00	33462.00
XIV	996.00	1056.00	1108.00	1160.00	1215.00	1274.00	1324.00	1376.00
	25896.00	27456.00	28808.00	30160.00	31590.00	33124.00	34424.00	35776.00
XV	1073.00	1138.00	1190.00	1245.00	1303.00	1363.00	1415.00	1467.00
	27898.00	29588.00	30940.00	32370.00	33878.00	35438.00	36790.00	38142.00
XVI	1153.00	1224.00	1278.00	1333.00	1392.00	1454.00	1506.00	1558.00
	29978.00	31824.00	33228.00	34658.00	36192.00	37804.00	39156.00	40508.00
XVII	1238.00	1311.00	1366.00	1424.00	1484.00	1547.00	1598.00	1652.00
	32188.00	34086.00	35516.00	37024.00	38584.00	40222.00	41548.00	42952.00
XVIII	1324.00	1403.00	1460.00	1517.00	1579.00	1642.00	1694.00	1746.00
	34424.00	36478.00	37960.00	39442.00	41054.00	42692.00	44044.00	45396.00
XIX	1467.00	1523.00	1582.00	1641.00	1704.00	1755.00	1806.00	
	38142.00	39598.00	41132.00	42666.00	44304.00	45630.00	46956.00	
XX	1574.00	1631.00	1690.00	1752.00	1800.00	1847.00		
	40924.00	42406.00	43940.00	45552.00	46800.00	48022.00		

Special Entry Step:

Salary Level I	7176.00	276.00	V	10868.00	418.00
II	8112.00	312.00	VI	12038.00	463.00
III	8790.00	345.00	VII	13234.00	509.00
IV	9880.00	380.00	VIII	14560.00	560.00



EMPLOYEE NEWS LETTER



VOLUME 14, NUMBER 6

August 7, 1986

CREDIT UNION CHRISTMAS CLUB FORMED

Its not too early to be thinking about Christmas. That last minute shopping can be made much easier if you start planning for it now. The Arkansas State Employees Credit Union has established a Christmas Club Account that will help you save for your Christmas shopping. In order to have an account, you must have a regular share account, deposit a minimum of \$5 each pay day, and make no withdrawals during the year. Deductions can be stopped, increased or decreased by contacting the Credit Union. Early close outs receive no dividends and will be charged a \$10 penalty. Dividends, which are set by the Board, will be paid annually on September 30th and Club checks will automatically be mailed in October each year. For more information, contact the State Employees Credit Union.

NO INSURANCE DEDUCTIONS

There will be no deductions for the following on the payroll check received today, August 7, 1986:

1. State Employees Group Health Insurance ("Group" on the deduction card).
2. North American Life Insurance ("Life" on the deduction card).
3. Automobile Insurance ("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 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, 1986 on our health insurance premiums (Plan I only). This increase will be effective on the paycheck received August 21, 1986. The amount of increase, per pay period, for the various categories is shown below:

Employee Only	\$ -0-
Employee & Spouse	\$4.42
Employee & Children	\$ -0-
Employee, Spouse & Children	\$4.43
Emp. with Spouse over 70 on Medicare	\$3.61
Emp. with Spouse over 70 on Medicare & Children	\$3.61

Also effective August 1, 1986, the amount of the State's contribution was increased from \$62.50 to \$70.00 a month. 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:

	Total Monthly Premium	Monthly Cost to State	Monthly Cost to Employee	Amount Deducted from Check
Employee Only	\$ 98.20	\$70.00	\$28.20	\$14.10
Employee & Spouse	158.88	70.00	88.88	44.44
Employee & Children	123.38	70.00	53.38	26.69
Employee, Spouse & Children	159.20	70.00	89.20	44.60
Emp. w/Spouse over 70 on Medicare	130.26	70.00	60.26	30.13
Emp. w/Sp. over 70 on Medicare & Children	130.38	70.00	60.38	30.19

Even though a rate increase is not welcome news it is necessary to offset the rising cost of claims paid under the Plan. The money collected from the employees along with the State's contribution is used to pay the health and life claims of the employees.

(Continued on back)

The figures shown below reflect total premiums collected and total claims paid, by health class, from July 1, 1985 to May 31, 1986. Those health classes with claims exceeding premiums collected have received a rate increase.

	<u>Premiums Collected</u>	<u>Claims Paid</u>
Employee Only	\$8,009,265	\$6,048,797
Employee & Spouse	3,046,968	3,353,437*
Employee & Children	3,465,551	3,151,249
Employee, Spouse & Children	7,550,494	8,302,963*
Emp. w/Spouse over 70 on Medicare	155,789	249,218*
Emp. w/Sp. over 70 on Medicare & Children	71,007	167,280*

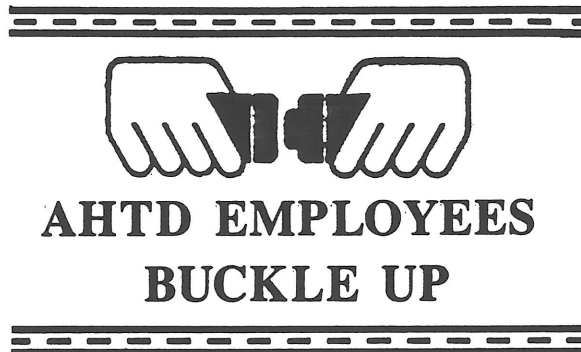
NEW SEAT BELT POLICY FOR AHTD EMPLOYEES

In the July 24 meeting of the Arkansas Highway Commission a Motion to adopt a statement of criteria for wearing seat belts in Highway and Transportation Department vehicles was adopted and is as follows:

Use of Personal Safety Restraint Devices (Seat Belts)

1. AHTD Personnel will wear factory-type vehicle seat belts while operating or riding in a department vehicle.
2. Factory installed seat belts in department vehicles may not be altered without permission from the Director.
3. Guests who are not department personnel who are riding in a AHTD vehicle will be encouraged to wear a seat belt.

All AHTD Personnel are strongly encouraged to wear seat belts while in any other vehicle for their own protection and thereby encouraging the public to do so by setting an example.





EMPLOYEE NEWS LETTER



VOLUME 14, NUMBER 7

AUGUST 21, 1986

HEALTH INSURANCE PREMIUM INCREASE

Effective with the paycheck received today the new increase in health insurance has been implemented. The rates for Plan I and Plan II are shown in the chart below. If an employee has optional or dependent life coverage these amounts must be added to the health premium in order to determine the actual amount deducted from your paycheck.

	<u>Plan I</u>	<u>Plan II</u>
Employee Only	\$14.10	\$ 4.63
Employee & Spouse	\$44.44	\$16.53
Employee & Children	\$26.69	\$10.23
Employee, Spouse & Children	\$44.60	\$16.60
Emp. with Spouse over 70 on Medicare	\$30.13	\$15.33
Emp. with Spouse over 70 on Medicare & Children	\$30.19	\$15.40

NOTE: Rate includes \$5000 Basic Life. If employee is under 70, and spouse is under 70, Health Class is 2 or 4. If employee is under 70, and spouse is over 70 or on Disability Medicare, Health Class is 5 or 6.

Dependent Life Rates

Units	1	2	3	4	5	6	7	8	9	10
Amount	2,000	4,000	6,000	8,000	10,000	12,000	14,000	16,000	18,000	20,000
Cost	\$0.55	\$1.10	\$1.65	\$2.20	\$2.75	\$3.30	\$3.85	\$4.40	\$4.95	\$5.50

Optional Life Rates

<u>Amounts</u>	<u>Age 1-35</u>	<u>36-50</u>	<u>51-64</u>	<u>65-69</u>
5,000	.35	.53	2.85	5.58
10,000	.70	1.05	5.70	11.15
15,000	1.05	1.58	8.55	16.73
20,000	1.40	2.10	11.49	22.30
25,000	1.75	2.63	14.25	27.88
30,000	2.10	3.15	17.10	33.45
35,000	2.45	3.68	19.95	39.03
40,000	2.80	4.20	22.80	44.60
45,000	3.15	4.73	25.65	50.18

JIM CHANEY ELECTED NEW MEMBER OF RETIREMENT BOARD

Jim Chaney, District Engineer of District 5 in Batesville, has been elected to a 2-year term as the employee member of the Arkansas State Highway Employees Retirement System Board of Trustees. Chaney replaces Sam Smith who retired.



EMPLOYEE NEWS LETTER



VOLUME 14, NUMBER 8

SEPTEMBER 18, 1986

ANNUAL LEAVE CARRY-OVER DATE TO CHANGE

For many years annual leave carry-over was computed as of December 31 of each year. The maximum number of days any employee was eligible to carry forward into the next year was rolled back at that time.

Beginning in March 1987 the carry-over and cutoff date will be changed to March 31. This will allow an employee to carry any number of days forward at the end of this calendar year (1986) until the end of March 1987.

CREDIT UNION TO CLOSE

The State Employees Credit Union will be closed September 29 and 30 in order to prepare Quarterly Statements. It will reopen Wednesday, October 1.

FOUR-DAY WORK WEEK TO END

The four-day, 10-hour day, work week will end September 24, 1986 which is the last pay period in September. Pay checks will still be received on Thursdays.

MAGAZINE NEWS DEADLINE

The deadline for news for the Winter 1986 issue of Arkansas Highways magazine will be Thursday, October 2, 1986. No copy or photographs will be accepted after that date. The early copy deadline is necessary in order for all typesetting and layout to be completed in time to meet the printer's deadline. If you have any articles or items to be included in this magazine, please make sure your District/Division reporter has it in plenty of time to meet the deadline.



EMPLOYEE NEWS LETTER



VOLUME 14, NUMBER 9

OCTOBER 2, 1986

HEALTH INSURANCE UPDATE Spouse on Disability Medicare

Any employee who has a spouse on Disability Medicare or soon to be eligible for Disability Medicare should promptly notify their district payroll office or the group insurance section of Fiscal Services Division.

These employees may be eligible for a reduction in their insurance premiums with the State Plan. In addition to the savings for the employee, the State Plan will also benefit since Medicare will then become the primary insurer and the State Plan will be the secondary provider.

If you have additional questions please contact Diann Gwatney or Kay Hoggard at 569-2420.

UNITED WAY DEADLINE

The United Way deadline for Pulaski County employees is Friday, October 3. Please turn in your contribution to your Division Head, who will then make a report and turn in all contributions to the Public Affairs Office. If any employee outside of Pulaski County would like to contribute to the United Way campaign, please submit your contribution to the Public Affairs Office, Rm 1002, 10324 Interstate 30, Little Rock, Arkansas 72203.

BREAST CANCER AWARENESS DAY SET FOR OCTOBER 25

CARTI and the Arkansas Cancer Research Center are sponsoring a "Breast Cancer Awareness Day" on Saturday, October 25 from 9:00 a.m. to 4:00 p.m. at CARTI. During the program, women will learn how to do breast self-examinations and about breast cancer detection and treatment methods. Appointments are necessary. Call 664-7106 from 9:00 a.m. to 4:00 p.m., Monday through Friday to schedule a time for this free program.

According to CARTI, breast cancer is the most frequently diagnosed cancer in women. One in eleven women will develop breast cancer during her lifetime. These statistics point out the need for better education about breast cancer, its warning signals, early detection methods and treatment.

If you cannot attend the program, but would like information about breast self-examination or breast cancer, call CARTI's Community Affairs Office at 664-8573 (in Little Rock) or toll free at 1-800-482-8561.



EMPLOYEE NEWS LETTER



VOLUME 14, NUMBER 10

OCTOBER 16, 1986

STATE EMPLOYEE POLITICAL ACTIVITY POLICY

Tuesday, November 4, is election day in Arkansas. All employees are encouraged to register and vote in all local, state, and national elections.

The Highway and Transportation Department's general policy regarding voting recognizes that there may be unusual circumstances when an employee is unable to vote either before or after working hours. If that is the case, you should contact your supervisor, who may allow sufficient time off for voting purposes.

Recently, a copy of the Governor's Policy Directive pertaining to State Employee Political Activity was circulated throughout the Department. If you did not read this policy, please contact your supervisor to obtain a copy. The Department's policy in regard to this matter is also included in your Employee Handbook.

AGE CHANGE FOR "GROUP" OPTIONAL LIFE INSURANCE

If you have optional life insurance with the State Employee's Group Plan and your age as of October 1, 1986 places you in a higher age bracket as shown on the chart below, your premium will increase on this paycheck.

Bi-Weekly Active Employees Optional Life Rates

<u>Amount Carried</u>	<u>Age up to 35</u>	<u>36 thru 50</u>	<u>51 thru 64</u>	<u>65 thru 69</u>
\$ 5,000	.35	.53	2.85	5.58
10,000	.70	1.05	5.70	11.15
15,000	1.05	1.58	8.55	16.73
20,000	1.40	2.10	11.40	22.30
25,000	1.75	2.63	14.25	27.88
30,000	2.10	3.15	17.10	33.45
35,000	2.45	3.68	19.95	39.03
40,000	2.80	4.20	22.80	44.60
45,000	3.15	4.73	25.65	50.18

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

PERSONAL DATA CHANGES

The Department maintains various information on each employee that was furnished when you were employed. Keeping this record up to date is important. Promptly notify your supervisor if there are any changes in your: name; home address; telephone number; number of dependents; education (courses completed, and other training or skills acquired); and professional registration or certification.

For changes in your beneficiary, contact either the Retirement Office or the Insurance Office, whichever is appropriate.

RETIREMENT SYSTEM FINANCIAL REPORT

On the reverse side of this Newsletter is a copy of the Arkansas State Highway Employees Retirement System Financial Report for Fiscal Year 1986. If you have any questions concerning this report, contact the Retirement Office.

ARKANSAS STATE HIGHWAY
EMPLOYEES RETIREMENT SYSTEM
JUNE 30, 1986

TO: ALL MEMBERS OF THE ARKANSAS STATE HIGHWAY
EMPLOYEES RETIREMENT SYSTEM

THE COMPARATIVE INFORMATION BELOW WILL GIVE YOU AN IDEA OF THE GROWTH AND FINANCIAL POSITION OF YOUR RETIREMENT SYSTEM.

	<u>1985</u>	<u>1986</u>	<u>INCREASE</u>
NUMBER OF ACTIVE MEMBERS	4,038	4,125	87
NUMBER OF RETIRED MEMBERS	1,418	1,485	67
ANNUITIES	6,193,704	7,231,741	1,038,037
INVESTMENTS	146,771,545	179,478,591	32,707,046
INTEREST & DIVIDENDS FROM INVESTMENTS	13,012,717	14,607,140	1,594,423
GAIN ON SALE OF SECURITIES	3,924,895	8,636,630	4,711,735
YIELD TO COST	8.55%	7.59%	(0.96%)
YIELD TO MARKET	8.62%	7.05%	(1.57%)

AS SHOWN ABOVE, YOUR RETIREMENT SYSTEM HAS INVESTMENTS IN STOCK AND FIXED INCOME SECURITIES OF \$179,478,591.00 FROM WHICH WE RECEIVED EARNINGS OF \$14,607,140.00. THESE INVESTMENTS ARE COMPOSED OF THE FOLLOWING SECURITIES AT COST:

	<u>AVERAGE RATE EARNED ON COST</u>	<u>COST</u>	<u>PORTFOLIO</u>
CORPORATE BONDS:			33.16%
UTILITIES	8.01%	\$38,717,842	
TRANSPORTATION	8.12	3,230,037	
INDUSTRIAL	10.02	2,497,127	
PETROLEUM	8.84	298,244	
FINANCE	11.12	6,503,081	
DRUGS, MEDICAL AND CHEMICAL	9.01	299,434	
FOOD OPERATIONS	9.25	7,970,285	
SAVINGS AND LOAN ASSOCIATIONS	6.70	500,000	0.28
CAPITAL NOTES--BANKS	10.87	1,158,650	0.65
U. S. GOVERNMENT AGENCIES	11.54	57,467,096	32.01
COMMON STOCK--GROWTH			33.90
BANKS AND FINANCE		4,212,454	
DRUGS, MEDICAL AND CHEMICAL		11,542,245	
ELECTRICAL EQUIPMENT		8,476,088	
FOOD AND BEVERAGES		5,758,605	
INSURANCE		3,259,426	
MACHINERY AND BUILDING MATERIALS		11,262,591	
OIL		1,954,989	
OFFICE EQUIPMENT AND PHOTOGRAPHIC		5,103,746	
PUBLIC UTILITIES AND RETAIL TRADE		7,293,007	
TRANSPORTATION		1,973,644	

OVERALL, THE ASSETS OF THE RETIREMENT SYSTEM INCREASED FROM \$156,667,232.00 TO \$187,212,079.00 A GAIN OF \$30,544,847.00.


BROOKS O. NICHOLS, CHAIRMAN

Arkansas State Highway &
Transportation Department

EMPLOYEE NEWSLETTER

Volume 14, Number 11 December 23, 1986

**MERRY CHRISTMAS
AND
HAPPY NEW YEAR**



CHRISTMAS AND NEW YEAR HOLIDAYS

In accordance with Minute Order 75-156, Christmas and New Year holidays will include Wednesday, December 24; Thursday, December 25; and Thursday, January 1. The Highway Commissioners wish you a happy and safe holiday season.

GROUP HEALTH INSURANCE CLAIMS

Insurance health claims will not be considered for payment if submitted beyond one year after the calendar year in which they were incurred. This means that expenses incurred during 1985 will not be paid unless filed before December 31, 1986.

Claims should be filed with:

Insurnational Incorporated
Arkansas State Employees Claims Office
645 Plaza West Building
Little Rock, Arkansas 72205

Claim forms may be obtained from the District Offices or from the Group Insurance Section in the Central Office.

BLOOD DONORS NEEDED DURING THE HOLIDAY SEASON

Now that the holiday season is here, the demand for blood donors will be increasing. Contact your local American Red Cross Office for information. The Highway and Transportation Department Blood Bank Program assures that all employees and their families, including parents and grandparents, are fully protected for the year against all requirements for blood and blood derivatives. Department blood donors make the program possible by their voluntary participation. Contact your supervisor for any need that might arise. Arrangements will be made to provide for your blood needs.