



## *Arkansas State Highway & Transportation Department*

# **EMPLOYEE NEWSLETTER**

**VOLUME 16, NUMBER 1 - JANUARY 7, 1988**

### **SMITH NAMED DIRECTOR OF HIGHWAYS & TRANSPORTATION**

Maurice Smith, 66, of Birdeye (Cross County) was named Director of Highways and Transportation by the Arkansas Highway Commission, December 10. Smith took over January 1, 1988 following the retirement of Henry Gray, who had been Director since 1973.

Smith, a farmer and banker, served on the Highway Commission from 1965 to 1975 and was chairman of the Commission during the last two years of his term.

He is a member of the University of Arkansas Board of Trustees, the Board of the Arkansas Livestock Exposition and served as Chief of Staff for Governor Bill Clinton in 1983 and 1984.

Smith and his wife, the former Alva Jane Murray of Wynne, have two daughters, one son and five grandchildren. The Smiths are members of the Wynne Presbyterian Church.

### **VENABLE PROMOTED TO CHIEF ENGINEER**

Charles Venable has been promoted to Chief Engineer, replacing Billy Cooper who retired. Venable has been with the Department for 28 years. He is a Registered Professional Engineer and Land Surveyor and serves on the State Board of Registration. He is a native of Pine Bluff and a graduate of the University of Arkansas with a Master's Degree in Civil Engineering. During his AHTD career, he has worked as a Bridge Designer, Assistant Engineer of Surveys, Engineer of Surveys and Assistant Chief Engineer for Planning.

### **SOCIAL SECURITY AND FEDERAL INCOME TAX CHANGES**

Effective with the paycheck received today, the Social Security tax rate has increased from 7.15% to 7.51%. The maximum salary that is subject to Social Security will increase from \$43,800 to \$45,000. Those individuals who earn the maximum will pay \$3379.50 in 1988, which is an increase of \$247.80 over the amount paid in 1987.

This increase in Social Security tax may be offset by recent changes in the federal income tax rates. Depending upon their particular tax bracket some employees will notice a decrease in their federal tax withholdings, while other employees may see an increase in their federal tax.

### **NO INSURANCE DEDUCTIONS FOR LIFE OR AUTO**

There will be no deductions for the following on the paycheck received today: (1) Principal Casualty Insurance Company ("Auto" on the deduction card), and (2) Life of Georgia 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 per year). Regular deductions will resume on your next paycheck.

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

### **SAVINGS BOND CHANGES**

To improve the cost effectiveness of the U.S. Savings Bonds Program, the Department of the Treasury has decided that, effective February 1, 1988, the \$50 and \$75 denominations will no longer be offered to new participants in the payroll savings plan. For new participants, the minimum denomination will be \$100 with a purchase price of \$50. It is important to note, however, that those already receiving the \$50 and \$75 denominations through payroll savings may continue to do so. Further, these denominations will continue to be available for over-the-counter purchases at financial institutions. If there are any questions concerning this savings bond change, contact Kay Hoggard at 569-2417.

### **MARTIN LUTHER KING, JR./ROBERT E. LEE'S BIRTHDAY OBSERVANCE**

Monday, January 18, 1988 is a legal holiday for AHTD employees in observance of the birthdays of Martin Luther King, Jr. and Robert E. Lee. All work will be suspended except in cases of emergency.



Arkansas State Highway & Transportation Department

# EMPLOYEE NEWSLETTER

VOLUME 16, NUMBER 2 - FEBRUARY 4, 1988

## To All AHTD Employees:

Once again, the employees of the Arkansas State Highway and Transportation Department have shown why they are the best in State Government.

The winter storm that dumped in excess of 14 inches of snow and ice on our state during the first two weeks of January provided many of you with an unexpected test of your endurance. Twelve hour work shifts in blowing snow and sub-freezing temperatures are not ideal working conditions. However, you were there when the people of Arkansas needed you.

In addition to the men and women working to clear the ice and snow, hundreds of others were directly involved in supporting those operations. Mechanics worked around the clock keeping the equipment in working order. Highway Police officers were called on to escort snow plows and work accidents. Our telecommunications operators relayed information to crews throughout the state and kept the public informed of road conditions.

Your hard work and dedication did not go unnoticed. The District and the Central Office received many calls of thanks from grateful citizens and letters of appreciation have been written to the Department by many others.

As Highway Commissioners, we also have received many words of praise regarding your efforts. We are extremely proud of the way you performed your jobs and want to commend you for being the best.

Arkansas State Highway Commission

Bobby Hopper, Chairman

Raymond Pritchett, Vice Chairman

Ron Harrod, Member

Rodney Slater, Member

L.W. "Bill" Clark, Member

## AHTD PERSONNEL CHANGES

Due to the many employees who took advantage of the early retirement incentive of 1987, the following have received promotions. Dan Flowers, Assistant Chief Engineer for Operations was promoted to Assistant Director of Highways and Transportation; Roger Almond, District 6 Engineer, was promoted to Assistant Chief Engineer for Planning; Calvin Peevy, State Construction Engineer was promoted to Assistant Chief Engineer for Operations; Allan Holmes, District 4 Engineer, was promoted to State Maintenance Engineer; Robert Wilson, Staff Attorney was promoted to Chief Legal Counsel; Al Sacco, Assistant Division Head of Equipment and Procurement was promoted to Division Head; Jake Weston, Assistant District 6 Engineer, was promoted to Division Head of State Aid; Ralph Hall, Division Head of Materials and Research was promoted to District 6 Engineer and Carl Sanders, Assistant District 4 Engineer was promoted to District 4 Engineer.

## BARNETT AND DICKERSON JOIN RETIREMENT BOARD

Jim Barnett, Traffic Engineer, and Larry Dickerson, Chief, Fiscal Services, recently joined the Arkansas State Highway Employees Retirement Board.

Barnett was appointed to fill a vacancy on the Board and Dickerson, as the Chief Fiscal Officer of the Department, serves by law as the Executive Secretary and is a non-voting member.

Other members serving by law are: Charles Venable, Chief Engineer; Mahlon Martin, Director of the Department of Finance and Administration; and Jimmie Lou Fisher, State Treasurer. Jim Chaney, District Engineer at Batesville, is the Chairman of the Board.

## GEORGE WASHINGTON'S BIRTHDAY HOLIDAY OBSERVANCE

Monday, February 15, 1988 is a legal holiday for Highway and Transportation Department employees in observance of George Washington's Birthday. All work will be suspended except in cases of emergency.



*Arkansas State Highway & Transportation Department*

# EMPLOYEE NEWSLETTER

VOLUME 16, NUMBER 3 - MARCH 31, 1988

## AUTO INSURANCE

Effective March 1, 1988, Principal Casualty has changed their toll-free telephone numbers. Listed below are the new numbers:

For Claims: 1-800-255-6609

Policyholders Service: 1-800-638-1993, ext. 6136

If you have any questions please contact Diann Gwatney at 569-2420.

## SAVINGS BONDS

Employees who need to make name and/or address changes on Savings Bonds must do so in writing and sent it to Group Insurance, Human Resources Division. If you have any questions please contact Kay Hoggard at 569-2417.

## FOUR-DAY WORK WEEK

Effective April 7, all field maintenance personnel, shop crews and storeroom personnel will work a four-day, ten-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, Surveys Division Survey Parties, Heavy Bridge Maintenance Crews and Radio Maintenance Specialists.

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

The Equipment Preventive Maintenance Program is to be carried out fully during the four-day work week period.

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

The four-day, ten-hour work week will end on October 19, 1988.

## PERSONNEL CHANGES

Listed below are the personnel changes and their new positions that have taken place since February 24, 1988.

Leonard Hall ..... Assistant District Engineer - District Six  
E.J. "Joe" Shipman ..... Assistant District Engineer - District Four  
Ed Hoppe ..... Assistant Division Head - Programs and Contracts Division  
Kit Carson ..... Assistant Division Head - Surveys Division  
Mark Bradley ..... Staff Program Management Engineer - Programming & Scheduling  
Tom Harrell ..... Assistant Division Head - Planning Division  
David Cook ..... Staff Construction Engineer - Construction and Maintenance Division  
Jimmie E. Trost ..... Staff Maintenance Engineer - Construction and Maintenance Division



*Arkansas State Highway & Transportation Department*

# **EMPLOYEE NEWSLETTER**

**VOLUME 16, NUMBER 4 - JUNE 23, 1988**

## **AUTO INSURANCE**

Effective March 1, 1988, Principal Casualty has changed their toll-free telephone numbers. Listed below are the new numbers:

For Claims: 1-800-255-6609

Policyholders Service: 1-800-638-1993, ext. 6136

If you have any questions please contact Diann Gwatney at 569-2420.

## **SAVINGS BONDS**

Employees who need to make name and/or address changes on Savings Bonds must do so in writing and send it to Group Insurance, Human Resources Division. If you have any questions please contact Kay Hoggard at 569-2417.

## **JULY 4th HOLIDAY**

Monday, July 4, will be a holiday for Highway and Transportation Department personnel in observance of Independence Day. All work will be suspended except in cases of emergency.

## **RETIREMENT BOARD**

Jim Barnett, Traffic Engineer, and Jim Chaney, District 5 Engineer, were recently re-elected as employee-members of the Board of Trustees of the Arkansas Highway Employees Retirement System. Barnett will serve until June 30, 1989 and Chaney until June 30, 1990. Other members of the Retirement Board are Charles Venable, AHTD Chief Engineer; Mahlon Martin, Director of the Department of Finance and Administration; Jimmie Lou Fisher, State Treasurer; and Larry Dickerson, AHTD Fiscal Officer, is the Executive Secretary.

## **COMMISSION MEETING NOTICE**

The following dates have been scheduled for the Highway Commission Meetings and Lettings. Please see that all work schedules are planned accordingly.

July 13, 1988

August 24, 1988

October 5, 1988

November 16, 1988

January 11, 1989



Arkansas State Highway & Transportation Department

**EMPLOYEE NEWSLETTER**

VOLUME 16, NUMBER 6 - OCTOBER 13, 1988

**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, 1988 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>36-50</u>	<u>51-64</u>	<u>65-69</u>
5,000	0.32	0.48	2.63	5.15
10,000	0.65	0.97	5.26	10.29
15,000	0.97	1.45	7.89	15.44
20,000	1.29	1.94	10.52	20.58
25,000	1.62	2.42	13.15	25.73
30,000	1.94	2.91	15.78	30.88
35,000	2.26	3.39	18.42	36.02
40,000	2.58	3.88	21.05	41.17
45,000	2.91	4.36	23.68	46.32

**AGE CHANGE FOR 'ADDITIONAL' LIFE INSURANCE**

If you have the additional life insurance with Life of Georgia and your age as of November 1, 1988 places you in a higher age bracket as shown on the chart below, your premium will increase with the paycheck received today.

Additional Life - Cost Per Pay Period

<u>Age</u>	<u>\$10,000</u>	<u>\$20,000</u>	<u>\$30,000</u>	<u>\$40,000</u>	<u>\$50,000</u>
Under 25	.90	1.80	2.70	3.60	4.50
25-29	1.00	2.00	3.00	4.00	5.00
30-34	1.10	2.20	3.30	4.40	5.50
35-39	1.30	2.60	3.90	5.20	6.50
40-44	1.50	3.00	4.50	6.00	7.50
45-49	2.50	5.00	7.50	10.00	12.50
50-54	3.50	7.00	10.50	14.00	17.50
55-59	4.50	9.00	13.50	18.00	22.50
60-64	6.00	12.00	18.00	24.00	30.00
65 & Over	10.00	20.00	30.00	40.00	50.00

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

**ADDRESS CHANGE FOR INSURNATIONAL INCORPORATED**

Effective October 3, 1988, Insurnational has changed their mailing and physical address.

The address to mail claims to is:

Insurnational Incorporated  
P.O. Box 8061  
Little Rock, Arkansas 72203

Their physical address is:

Insurnational Incorporated  
Rebsamen Building  
1500 Riverfront Drive, Suite 100  
Little Rock, Arkansas 72203

Their telephone number is 666-7396 and the WATS line is 1-800-288-0926.

**FELLOWSHIP AVAILABLE FOR ENGINEERS**

The National Society of Professional Engineers (NSPE) Education Foundation is pleased to announce the 5th year of the Professional Engineers in Government (PEG) Fellowship for engineers pursuing graduate study on management. PEG is funding the \$1,000 Fellowship to promote and encourage Professional Engineers (PE) and Engineers-in-Training (EIT) in any field of practice to pursue continuing professional development in the area of management.

Any PE or EIT interested should contact the Personnel Office of the Human Resources Division. The number is 569-2452.

ARKANSAS STATE HIGHWAY  
EMPLOYEES RETIREMENT SYSTEM  
JUNE 30, 1988

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>1987</u>	<u>1988</u>	<u>INCREASE</u>
NUMBER OF ACTIVE MEMBERS	4,110	4,155	45
NUMBER OF RETIRED MEMBERS	1,566	1,760	194
ANNUITIES	8,107,944	11,380,406	3,272,462
INVESTMENTS	214,721,316	241,626,618	26,905,302
INTEREST & DIVIDENDS FROM INVESTMENTS	16,709,346	16,666,428	(42,918)
GAIN ON SALE OF SECURITIES	11,086,085	6,118,067	(4,968,018)
YIELD TO COST:			
FIXED INCOME	9.37%	9.05%	(0.32%)
*COMMON STOCK	2.93%	2.36%	(0.57%)
YIELD TO MARKET:			
FIXED INCOME	9.27%	9.21%	(0.06%)
*COMMON STOCK	2.58%	2.65%	0.07%

\*EXCLUDES CAPITAL GAINS ON SALES AND OPTION INCOME FOR 1987 AND 1988, \$13.7 MILLION AND \$6.9 MILLION, RESPECTIVELY.

AS SHOWN ABOVE, YOUR RETIREMENT SYSTEM HAS INVESTMENT IN STOCK AND FIXED INCOME SECURITIES OF \$241,626,618.00 FROM WHICH WE RECEIVED EARNINGS OF \$16,666,428.00. THESE INVESTMENTS ARE COMPOSED OF THE FOLLOWING SECURITIES AT COST:

	<u>AVERAGE RATE EARNED ON COST</u>	<u>COST</u>	<u>PORTFOLIO</u>
<b>CORPORATE BONDS:</b>			
UTILITIES	7.62%	39,461,582	36.03%
TRANSPORTATION	9.30%	3,429,186	
EDUCATIONAL SERVICES	9.20%	1,000,000	
PETROLEUM PRODUCTS & EQUIPMENT	8.47%	195,314	
FINANCE	9.48%	9,683,785	
DRUGS, MEDICAL AND CHEMICAL	8.52%	11,069,800	
RETAIL & RESTAURANTS	9.44%	12,171,473	
AUTOMOTIVE & MACHINERY	9.60%	10,038,513	
CAPITAL NOTES-BANKS	10.90%	992,480	0.41%
U.S. GOVERNMENT AGENCIES	9.65%	74,841,411	30.97%
<b>COMMON STOCK-GROWTH:</b>			
BANKS AND FINANCIAL		5,863,492	32.59%
DRUGS, MEDICAL AND CHEMICAL		16,501,455	
ELECTRICAL EQUIPMENT		7,041,725	
FOOD AND BEVERAGES		9,381,631	
INSURANCE		3,590,663	
MACHINERY AND BUILDING MATERIALS		6,687,999	
PETROLEUM PRODUCTS & EQUIPMENT		6,338,431	
OFFICE EQUIPMENT		4,415,018	
PUBLIC UTILITIES AND RETAIL TRADE		13,852,334	
TRANSPORTATION		5,079,638	

OVERALL, THE ASSETS OF THE RETIREMENT SYSTEM INCREASED FROM \$222,453,711.00 TO \$248,518,364.00, A GAIN OF \$26,064,653.00.