

**EMPLOYEE AND JUDGE
COMPARISON**

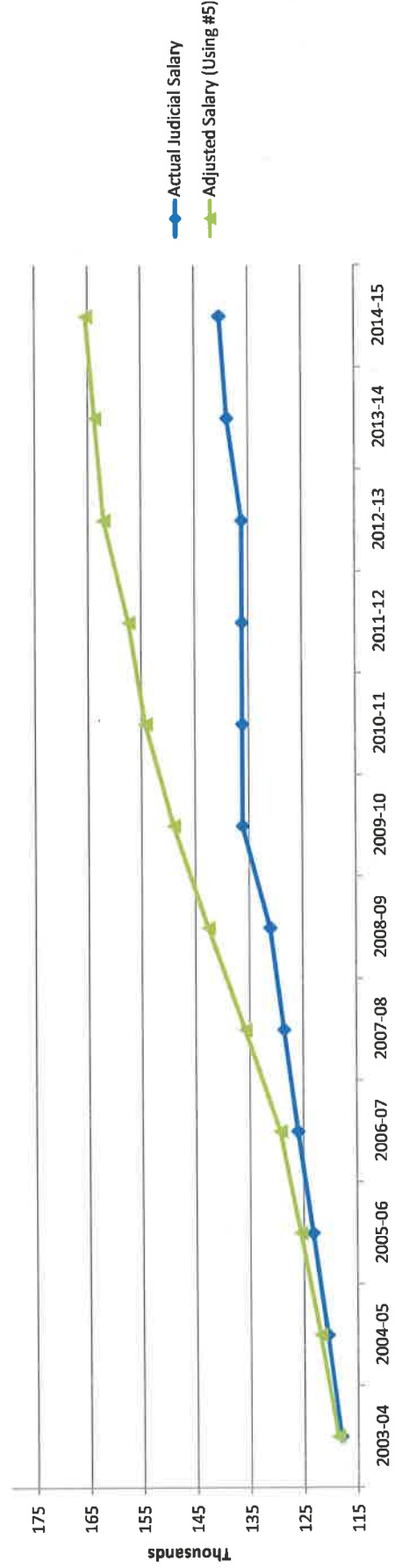
FISCAL YEAR

2003-04 2004-05 2005-06 2006-07 2007-08 2008-09 2009-10 2010-11 2011-12 2012-13 2013-14 2014-15

1 Actual Judicial Salary
118,128 120,632 123,351 126,111 128,633 131,206 136,257 136,257 136,257 136,257 138,982 140,372

| | | | | | | | | | | | | | |
|--------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 2 Judge COLA % Increase | 2.13% | 2.12% | 2.25% | 2.24% | 2.00% | 2.00% | 3.85% | 0.00% | 0.00% | 0.00% | 0.00% | 2.00% | 1.00% |
| 3 State Employee % COLA Increases* | 2.70% | 2.70% | 3.00% | 3.00% | 2.00% | 2.00% | 3.00% | 2.00% | 0.00% | 0.00% | 0.00% | 2.00% | 1.00% |
| 4 Average State Employee % Merit Increase* | 0.00% | 0.00% | 0.00% | 0.00% | 3.00% | 3.00% | 1.50% | 2.00% | 3.00% | 2.00% | 3.00% | 2.00% | NA |
| 5 Average State Employee Increase - COLA + Merit | 2.70% | 2.70% | 3.00% | 3.00% | 5.00% | 5.00% | 4.50% | 2.00% | 3.00% | 3.00% | 3.00% | 4.00% | 1.00% |

6 Adjusted Salary (Using #5)
118,782 121,989 125,649 129,418 135,889 142,683 149,104 154,323 157,409 162,132 163,769 165,406



*Source: DFA Office of Personnel Management

2009-10 Employee COLA Based on Tenure - Calculation determined by using median percentage

2012-13 & 2013-14 MERIT AWARDED AS LUMP SUM PAYMENT TO STATE EMPLOYEES, THEREFORE NOT CALCULATED AS A PERCENTAGE INCREASE TO SALARY.

2014-15 Employee COLA Awarded 11/09/2014

NA= Not Awarded as of Present Date

**EMPLOYEE AND JUDGE
COMPARISON**

FISCAL YEAR

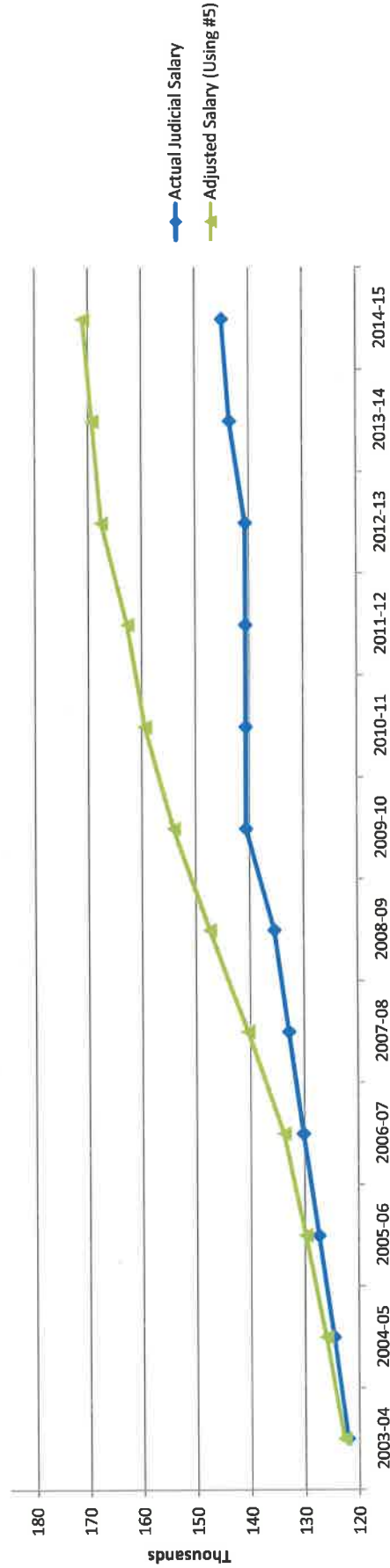
2003-04 2004-05 2005-06 2006-07 2007-08 2008-09 2009-10 2010-11 2011-12 2012-13 2013-14 2014-15

122,093 124,652 127,431 130,253 132,858 135,515 140,732 140,732 140,732 140,732 140,732 143,547 144,982

1 Actual Judicial Salary

| | | | | | | | | | | | | | |
|--------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 2 Judge COLA % Increase | 2.11% | 2.10% | 2.23% | 2.21% | 2.00% | 3.85% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 2.00% | 1.00% |
| 3 State Employee % COLA Increases* | 2.70% | 2.70% | 3.00% | 3.00% | 2.00% | 3.00% | 2.00% | 2.00% | 0.00% | 0.00% | 0.00% | 2.00% | 1.00% |
| 4 Average State Employee % Merit Increase* | 0.00% | 0.00% | 0.00% | 0.00% | 3.00% | 1.50% | 2.00% | 1.50% | 2.00% | 2.00% | 3.00% | 2.00% | NA |
| 5 Average State Employee Increase - COLA + Merit | 2.70% | 2.70% | 3.00% | 3.00% | 5.00% | 4.50% | 2.00% | 3.50% | 2.00% | 3.00% | 3.00% | 4.00% | 1.00% |

6 Adjusted Salary (Using #5) 122,797 126,113 129,896 133,793 140,483 147,507 154,145 159,540 162,731 167,613 169,305 170,998



*Source: DFA Office of Personnel Management

2009-10 Employee COLA Based on Tenure - Calculation determined by using median percentage

2012-13 & 2013-14 MERIT AWARDED AS LUMP SUM PAYMENT TO STATE EMPLOYEES, THEREFORE NOT CALCULATED AS A PERCENTAGE INCREASE TO SALARY.

2014-15 Employee COLA Awarded 11/09/2014

NA= Not Awarded as of Present Date

**EMPLOYEE AND JUDGE
COMPARISON**

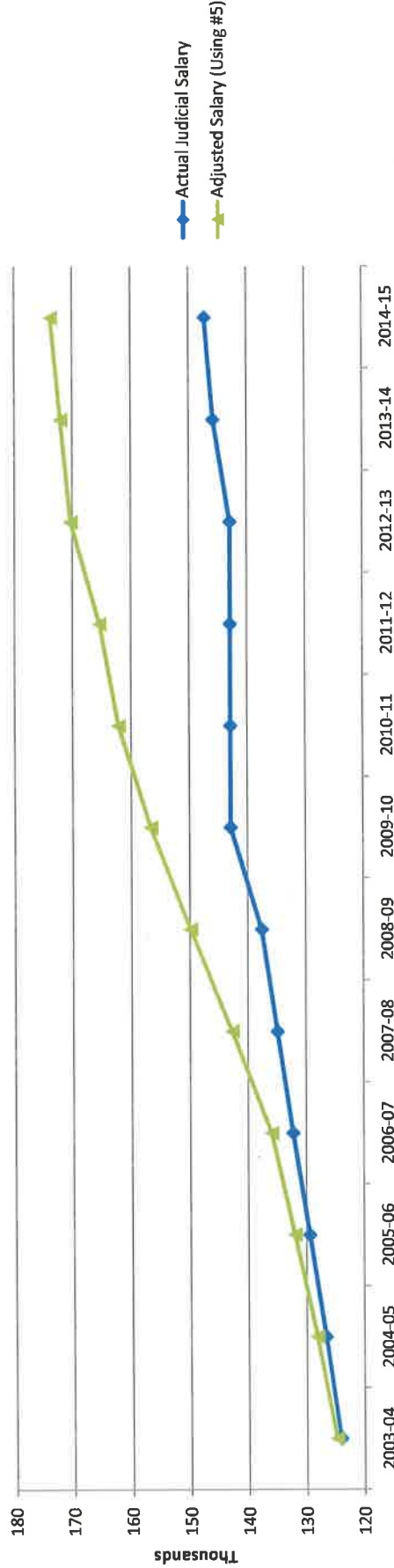
FISCAL YEAR

CHIEF COA JUDGE 2003-04 2004-05 2005-06 2006-07 2007-08 2008-09 2009-10 2010-11 2011-12 2012-13 2013-14 2014-15

1 Actual Judicial Salary 124,074 126,661 129,470 132,323 134,969 137,669 142,969 142,969 142,969 142,969 145,828 147,286

| | | | | | | | | | | | | |
|---------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 2 Judge COLA % Increase | 2.10% | 2.09% | 2.22% | 2.20% | 2.00% | 2.00% | 3.85% | 0.00% | 0.00% | 0.00% | 2.00% | 1.00% |
| 3 State Employee % COLA Increases* | 2.70% | 2.70% | 3.00% | 3.00% | 2.00% | 2.00% | 3.00% | 2.00% | 0.00% | 0.00% | 2.00% | 1.00% |
| 4 Average State Employee % Merit Increase* | 0.00% | 0.00% | 0.00% | 0.00% | 3.00% | 3.00% | 1.50% | 1.50% | 3.00% | 3.00% | 2.00% | NA |
| 5 Average State Employee Increase - COLA + Merit | 2.70% | 2.70% | 3.00% | 3.00% | 5.00% | 5.00% | 4.50% | 2.00% | 3.00% | 3.00% | 4.00% | 1.00% |

6 Adjusted Salary (Using #5) 124,804 128,174 132,019 135,980 142,779 149,918 156,664 162,147 165,390 170,352 172,072 173,792



*Source: DFA Office of Personnel Management

2009-10 Employee COLA Based on Tenure - Calculation determined by using median percentage

2012-13 & 2013-14 MERIT AWARDED AS LUMP SUM PAYMENT TO STATE EMPLOYEES, THEREFORE NOT CALCULATED AS A PERCENTAGE INCREASE TO SALARY.

2014-15 Employee COLA Awarded 11/09/2014

NA= Not Awarded as of Present Date

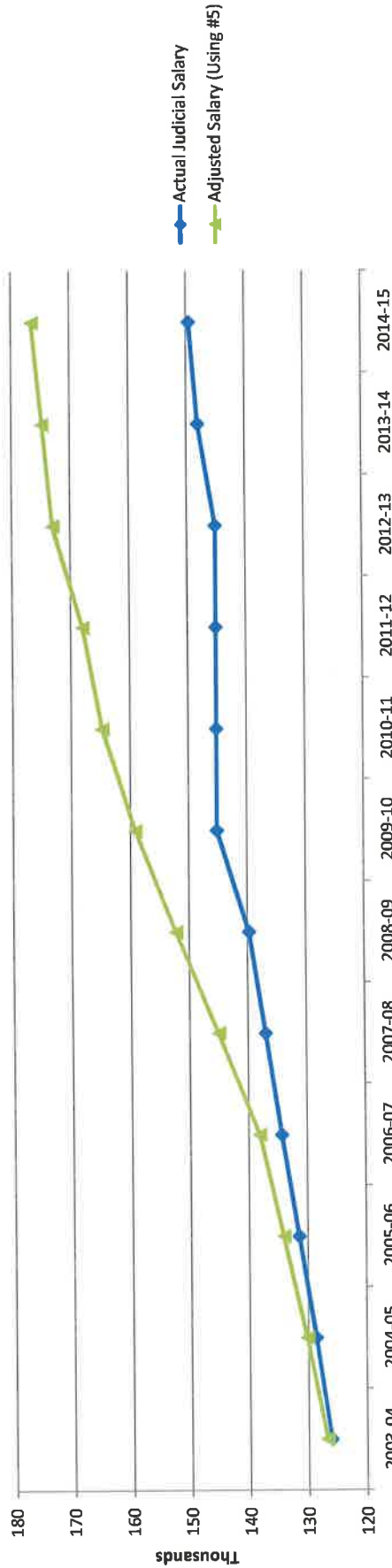
**EMPLOYEE AND JUDGE
COMPARISON**

FISCAL YEAR

| | 2003-04 | 2004-05 | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
|---------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| SUPREME COURT JUSTICES | | | | | | | | | | | | |
| 1 Actual Judicial Salary | 126,054 | 128,669 | 131,509 | 134,392 | 137,080 | 139,821 | 145,204 | 145,204 | 145,204 | 145,204 | 148,108 | 149,589 |

| | | | | | | | | | | | | |
|---------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 2 Judge COLA % Increase | 2.09% | 2.07% | 2.21% | 2.19% | 2.00% | 2.00% | 3.85% | 0.00% | 0.00% | 0.00% | 2.00% | 1.00% |
| 3 State Employee % COLA Increases* | 2.70% | 2.70% | 3.00% | 3.00% | 2.00% | 2.00% | 3.00% | 2.00% | 2.00% | 0.00% | 2.00% | 1.00% |
| 4 Average State Employee % Merit Increase* | 0.00% | 0.00% | 0.00% | 0.00% | 3.00% | 3.00% | 1.50% | 1.50% | 2.00% | 3.00% | 2.00% | NA |
| 5 Average State Employee Increase - COLA + Merit | 2.70% | 2.70% | 3.00% | 3.00% | 5.00% | 5.00% | 4.50% | 3.50% | 2.00% | 3.00% | 4.00% | 1.00% |

| | | | | | | | | | | | | |
|-------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 6 Adjusted Salary (Using #5) | 126,809 | 130,233 | 134,140 | 138,164 | 145,072 | 152,326 | 159,180 | 164,752 | 168,047 | 173,088 | 174,836 | 176,584 |
|-------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|



*Source: DFA Office of Personnel Management

2009-10 Employee COLA Based on Tenure - Calculation determined by using median percentage

2012-13 & 2013-14 MERIT AWARDED AS LUMP SUM PAYMENT TO STATE EMPLOYEES, THEREFORE NOT CALCULATED AS A PERCENTAGE INCREASE TO SALARY.

2014-15 Employee COLA Awarded 11/09/2014

NA= Not Awarded as of Present Date

**ARKANSAS STATE EMPLOYEE AND JUDGE
COMPARISON**

FISCAL YEAR

2003-04 2004-05 2005-06 2006-07 2007-08 2008-09 2009-10 2010-11 2011-12 2012-13 2013-14 2014-15

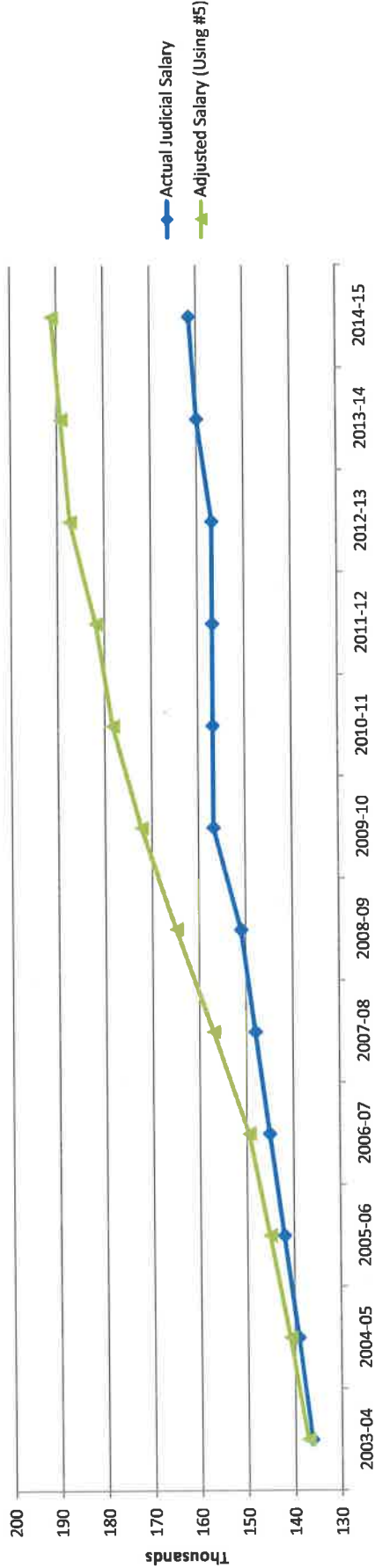
1 Actual Judicial Salary

136,384 139,143 142,140 145,184 148,088 151,049 156,864 156,864 156,864 156,864 160,001 161,601

| | | | | | | | | | | | | | |
|--------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 2 Judge COLA % Increase | 2.04% | 2.02% | 2.15% | 2.14% | 2.00% | 2.00% | 3.85% | 0.00% | 0.00% | 0.00% | 0.00% | 2.00% | 1.00% |
| 3 State Employee % COLA Increases* | 2.70% | 2.70% | 3.00% | 3.00% | 2.00% | 2.00% | 3.00% | 2.00% | 2.00% | 2.00% | 0.00% | 2.00% | 1.00% |
| 4 Average State Employee % Merit Increase* | 0.00% | 0.00% | 0.00% | 0.00% | 3.00% | 3.00% | 1.50% | 1.50% | 2.00% | 3.00% | 3.00% | 2.00% | NA |
| 5 Average State Employee Increase - COLA + Merit | 2.70% | 2.70% | 3.00% | 3.00% | 5.00% | 5.00% | 4.50% | 3.50% | 2.00% | 2.00% | 3.00% | 4.00% | 1.00% |

6 Adjusted Salary (Using #5)

137,272 140,978 145,208 149,564 157,042 164,894 172,314 178,345 181,912 187,370 189,262 191,154



*Source: DFA Office of Personnel Management

2009-10 Employee COLA Based on Tenure - Calculation determined by using median percentage

2012-13 & 2013-14 MERIT AWARDED AS LUMP SUM PAYMENT TO STATE EMPLOYEES, THEREFORE NOT CALCULATED AS A PERCENTAGE INCREASE TO SALARY.

2014-15 Employee COLA Awarded 11/09/2014

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