

1 State of Arkansas  
2 89th General Assembly  
3 Fiscal Session, 2014  
4

# A Bill

SENATE BILL 58

5 By: Joint Budget Committee  
6

## For An Act To Be Entitled

8 AN ACT TO MAKE AN APPROPRIATION FOR PERSONAL SERVICES  
9 AND OPERATING EXPENSES FOR THE UNIVERSITY OF ARKANSAS  
10 AT PINE BLUFF FOR THE FISCAL YEAR ENDING JUNE 30,  
11 2015; AND FOR OTHER PURPOSES.  
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## Subtitle

14 AN ACT FOR THE UNIVERSITY OF ARKANSAS AT  
15 PINE BLUFF APPROPRIATION FOR THE 2014-  
16 2015 FISCAL YEAR.  
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20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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22 SECTION 1. REGULAR SALARIES - OPERATIONS. There is hereby established  
23 for the University of Arkansas at Pine Bluff for the 2014-2015 fiscal year,  
24 the following maximum number of regular employees.  
25

Item		Maximum	Maximum Annual
No.	Title	No. of	Salary Rate
		Employees	Fiscal Year
			2014-2015
	<u>TWELVE MONTH EDUCATIONAL AND GENERAL</u>		
	<u>ADMINISTRATIVE POSITIONS</u>		
(1)	Chancellor, U of A at Pine Bluff	1	\$210,000
(2)	Vice-Chancellor for Academic Affairs	1	\$145,145
(3)	Vice-Chancellor for Finance & Admin.	1	\$140,112
(4)	Vice-Chancellor for Student Affairs	1	\$135,905
(5)	Vice-Chancellor of Development	1	\$135,905



1	(6)	Dean of Schools	7	\$125,399
2	(7)	Dir. of Research & Sponsored Prgrms	1	\$125,076
3	(8)	Director of Counseling	1	\$111,619
4	(9)	Director of Computer Services	1	\$104,963
5	(10)	Director of Corporate Giving	1	\$104,023
6	(11)	Director of Facilities Planning	1	\$103,030
7	(12)	Dir. of University Relations	1	\$103,028
8	(13)	Director of Physical Plant	1	\$102,907
9	(13.1)	Director of Development	2	\$102,385
10	(14)	Assistant to the Chancellor	2	\$102,385
11	(15)	Associate Vice Chancellor	3	\$102,385
12	(16)	Business Affairs Administrator	1	\$102,385
13	(17)	Director of Graduate Studies	1	\$102,385
14	(18)	Director of Int'l Programs	1	\$102,385
15	(19)	Controller	1	\$99,728
16	(20)	Project/Program Administrator	15	
17		Project/Program Director		\$97,879
18		Project/Program Manager		\$88,701
19		Project/Program Specialist		\$76,530
20	(21)	Director of Alumni and Governmental	1	\$96,319
21	(22)	Director of Institutional Research	1	\$95,595
22	(23)	Registrar	1	\$93,136
23	(24)	Director of Admissions	1	\$91,013
24	(25)	Director of Student Financial Aid	1	\$91,013
25	(26)	Director of Cooperative Education	1	\$89,436
26	(27)	Director of University Police	1	\$87,122
27	(28)	Dean of Student Life	2	\$86,435
28	(29)	Director of Admin. Services	1	\$83,838
29	(30)	Assoc. Dean of Students	2	\$81,771
30	(31)	Assistant Dean	1	\$76,964
31	(32)	Director of Recruitment	1	\$76,964
32	(33)	Dir. of Educational Assessment	1	\$76,964
33	(34)	Dir. of Health Services	1	\$76,964
34	(35)	Student Development Specialist	2	\$72,576
35	(36)	Director of Disability Services	1	\$71,144
36	(37)	Associate for Administration	2	\$67,736

1	(38)	Director of Publications	1	\$67,736
2	(39)	Asst. Dir. of Continuing Educ.	2	\$64,991
3	(40)	Asst. Dir. of Coop. Education	2	\$64,991
4	(41)	Director of Materials Management	1	\$64,991
5	(42)	Academic Advisor	1	\$55,652
6		<u>TWELVE MONTH EDUCATIONAL AND GENERAL</u>		
7		<u>CLASSIFIED</u>		
8	(43)	Assistant Controller	1	GRADE C124
9	(44)	Systems Analyst	1	GRADE C122
10	(45)	HE Public Safety Commander II	1	GRADE C121
11	(46)	Personnel Manager	2	GRADE C121
12	(47)	Television Program Manager	1	GRADE C121
13	(48)	Information Technology Manager	1	GRADE C120
14	(49)	HE Public Safety Commander I	1	GRADE C120
15	(50)	Public Information Coordinator	1	GRADE C120
16	(51)	Asst Dir Computer Services	1	GRADE C120
17	(52)	Computer Support Specialist	1	GRADE C119
18	(53)	Education Program Coordinator	1	GRADE C119
19	(54)	Education Counselor	3	GRADE C119
20	(55)	Campus Maintenance Supervisor	2	GRADE C119
21	(56)	Research Technologist	3	GRADE C119
22	(57)	Payroll Services Coordinator	1	GRADE C119
23	(58)	Network Support Analyst	3	GRADE C118
24	(59)	Fiscal Support Supervisor	3	GRADE C118
25	(60)	Career Plng & Placement Coordinator	1	GRADE C118
26	(61)	Accountant II	2	GRADE C117
27	(62)	Information Systems Analyst	4	GRADE C117
28	(63)	Asst Dir Financial Aid	1	GRADE C117
29	(64)	HE Public Safety Supervisor	1	GRADE C117
30	(65)	Human Resources Analyst	1	GRADE C117
31	(66)	Budget Specialist	1	GRADE C117
32	(67)	Research Project Analyst	4	GRADE C117
33	(68)	Accountant I	2	GRADE C116
34	(69)	Media Specialist	3	GRADE C116
35	(70)	Occupational Safety Coordinator	1	GRADE C116
36	(71)	Print Shop Manager	1	GRADE C116

1	(72)	HEI Program Coordinator	1	GRADE C116
2	(73)	Radio Program Director	1	GRADE C116
3	(74)	Public Safety Officer	15	GRADE C116
4	(75)	Software Support Specialist	1	GRADE C116
5	(76)	Skilled Trades Supervisor	5	GRADE C116
6	(77)	Education & Instruction Specialist	1	GRADE C116
7	(78)	Administrative Analyst	5	GRADE C115
8	(79)	Assistant Registrar	3	GRADE C115
9	(80)	Fiscal Support Analyst	6	GRADE C115
10	(81)	Financial Aid Analyst	4	GRADE C115
11	(82)	Institution Human Resources Coord	1	GRADE C115
12	(83)	Computer Support Technician	3	GRADE C115
13	(84)	Payroll Services Specialist	1	GRADE C115
14	(85)	Skilled Tradesman	18	GRADE C115
15	(86)	Purchasing Specialist	2	GRADE C115
16	(87)	Boiler Operator	2	GRADE C115
17	(88)	Broadcast Production Specialist	1	GRADE C114
18	(89)	Commercial Graphic Artist	1	GRADE C114
19	(90)	Institution Printer	2	GRADE C114
20	(91)	Network Analyst	4	GRADE C114
21	(92)	Stationary Engineer	1	GRADE C114
22	(93)	Warehouse Manager	1	GRADE C114
23	(94)	Student Recruitment Specialist	2	GRADE C113
24	(95)	Financial Aid Specialist	3	GRADE C113
25	(96)	Human Resources Specialist	1	GRADE C113
26	(97)	Inventory Control Manager	1	GRADE C113
27	(98)	Landscape Supervisor	1	GRADE C113
28	(99)	Public Information Technician	1	GRADE C113
29	(100)	Multi-Media Specialist	4	GRADE C113
30	(101)	Admin. Support Supervisor	1	GRADE C113
31	(102)	Farm Foreman - Inst	1	GRADE C112
32	(103)	Administrative Specialist III	26	GRADE C112
33	(104)	Day Care Teacher	2	GRADE C112
34	(105)	Fiscal Support Specialist	3	GRADE C112
35	(106)	Research Assistant	3	GRADE C112
36	(107)	Maintenance Specialist	1	GRADE C112

1	(108)	Athletic Facility Supervisor	1	GRADE C111
2	(109)	Coordinator of Housekeeping	1	GRADE C111
3	(110)	Food Preparation Supervisor	1	GRADE C111
4	(111)	Printer	1	GRADE C111
5	(112)	Storeroom Supervisor	1	GRADE C111
6	(113)	Computer Lab Technician	1	GRADE C110
7	(114)	Landscape Specialist	1	GRADE C110
8	(115)	Human Resources Assistant	1	GRADE C110
9	(116)	Laboratory Technician	3	GRADE C110
10	(117)	Research Technician	2	GRADE C109
11	(118)	Administrative Specialist II	28	GRADE C109
12	(119)	Library Technician	8	GRADE C109
13	(120)	Heavy Equipment Operator	3	GRADE C109
14	(121)	Certified Nursing Assistant	1	GRADE C109
15	(122)	Inventory Control Technician	2	GRADE C108
16	(123)	Maintenance Assistant	16	GRADE C108
17	(124)	Registrar's Assistant	2	GRADE C107
18	(125)	Library Support Assistant	4	GRADE C107
19	(126)	HE Public Safety Dispatcher	1	GRADE C106
20	(127)	Parking Control Supervisor	1	GRADE C106
21	(128)	Administrative Specialist I	15	GRADE C106
22	(129)	Shipping & Receiving Clerk	4	GRADE C105
23	(130)	Institutional Services Supervisor	6	GRADE C104
24	(131)	Farm Worker	4	GRADE C104
25	(132)	Institutional Services Assistant	33	GRADE C103
26		<u>TWELVE MONTH EDUCATIONAL AND GENERAL</u>		
27		<u>ACADEMIC POSITIONS</u>		
28	(133)	Department Chairperson	15	\$115,462
29	(134)	Faculty	38	
30		Professor		\$110,441
31		Assoc. Professor		\$97,881
32		Asst. Professor		\$90,348
33		Instructor		\$75,268
34	(135)	Director of Library	1	\$97,881
35	(136)	Research Associate	1	\$96,206
36	(137)	Assoc. Director of Library	1	\$93,725

1	(138)	Assoc. Librarian	5	\$79,370
2	(139)	Special Instructor	1	\$75,268
3	(140)	Asst. Librarian	2	\$69,755
4	(141)	Graduate Assistant	2	\$24,888
5		<u>NINE MONTH EDUCATIONAL AND GENERAL</u>		
6		<u>ACADEMIC POSITIONS</u>		
7	(142)	Faculty	132	
8		Distinguished Professor		\$116,685
9		Professor		\$107,930
10		Assoc. Professor		\$95,365
11		Asst. Professor		\$87,831
12		Instructor		\$72,758
13	(143)	Special Instructor	2	\$72,758
14	(144)	Lecturer	4	\$54,274
15	(145)	Part-Time Faculty	53	\$40,412
16	(146)	Laboratory Assistant	8	\$28,959
17		<u>TWELVE MONTH AUXILIARY ENTERPRISES</u>		
18		<u>NON-CLASSIFIED POSITIONS</u>		
19	(147)	Head Coach	7	\$141,175
20	(148)	Director of Athletics	1	\$115,256
21	(149)	Director of Auxiliary Enterprises	1	\$90,526
22	(150)	Senior Women's Sports Administrator	1	\$88,152
23	(151)	Asst. Dir. of Athletics	1	\$88,152
24	(152)	Coach	13	\$88,140
25	(153)	Athletic Compliance Coordinator	1	\$85,708
26	(154)	Assistant Coach	4	\$82,780
27	(155)	Head Athletic Trainer	1	\$82,780
28	(156)	Academic Counselor	1	\$76,530
29	(156.1)	Sports Information Director	1	\$71,958
30	(157)	Business Manager	1	\$71,958
31	(158)	Athletic Facility Manager	1	\$69,637
32		<u>TWELVE MONTH AUXILIARY ENTERPRISES</u>		
33		<u>CLASSIFIED POSITIONS</u>		
34	(159)	Registered Nurse	1	GRADE C120
35	(160)	Education Counselor	3	GRADE C119
36	(161)	UAPB Director of Housing	1	GRADE C118

1	(162)	Director of Student Union	1	GRADE C118
2	(163)	HEI Program Coordinator	2	GRADE C116
3	(164)	Athletic Ticket Sales Coord	1	GRADE C116
4	(165)	Asst Director of Student Union	1	GRADE C115
5	(166)	Licensed Practical Nurse	2	GRADE C113
6	(167)	Recreation Coordinator	1	GRADE C112
7	(168)	Administrative Specialist III	2	GRADE C112
8	(169)	Resident Hall Specialist	12	GRADE C111
9	(170)	Athletic Trainer	2	GRADE C110
10	(171)	Campus Postmaster	1	GRADE C110
11	(172)	Inventory Control Technician	1	GRADE C108
12	(173)	Mail Services Coordinator	1	GRADE C107
13	(174)	Administrative Specialist I	1	GRADE C106
14	(175)	Mail Services Assistant	1	GRADE C105
15	(176)	Institutional Services Supervisor	1	GRADE C104
16	(177)	Institutional Services Assistant	6	GRADE C103
17		<u>AGRICULTURAL EXPERIMENT STATION</u>		
18		<u>TWELVE MONTH EDUCATIONAL &amp; GENERAL</u>		
19		<u>ADMINISTRATIVE POSITIONS</u>		
20	(178)	Dir. UAPB Agri Experiment Station	1	\$125,399
21	(179)	Resident Director	1	\$76,157
22		<u>TWELVE MONTH EDUCATIONAL AND GENERAL</u>		
23		<u>CLASSIFIED</u>		
24	(180)	Administrative Specialist III	2	GRADE C112
25	(181)	Research Assistant	5	GRADE C112
26	(182)	Laboratory Coordinator	2	GRADE C111
27	(183)	Administrative Specialist II	4	GRADE C109
28	(184)	Maintenance Assistant	1	GRADE C108
29	(185)	Administrative Specialist I	3	GRADE C106
30	(186)	Agricultural Farm Technician	5	GRADE C106
31		<u>TWELVE MONTH EDUCATIONAL &amp; GENERAL</u>		
32		<u>ACADEMIC POSITIONS</u>		
33	(187)	Faculty	37	
34		Distinguished Professor		\$116,685
35		Professor		\$110,443
36		Associate Professor		\$97,881

1		Assistant Professor		\$90,348
2		Instructor		\$75,268
3	(188)	Research Associate	10	\$96,206
4	(189)	Research Specialist	8	\$76,524
5	(190)	Research Assistant	16	\$72,758
6	(191)	Graduate Assistant	33	\$41,373
7		<u>UAPB 1890 EXTENSION PROGRAM</u>		
8		<u>TWELVE MONTH EDUCATIONAL &amp; GENERAL</u>		
9		<u>ADMINISTRATIVE POSITIONS</u>		
10	(192)	UAPB 1890 Extension Administrator	1	\$125,399
11	(193)	Project/Program Director	1	\$97,879
12		<u>TWELVE MONTH EDUCATIONAL AND GENERAL</u>		
13		<u>CLASSIFIED POSITIONS</u>		
14	(194)	Administrative Specialist II	2	GRADE C109
15	(195)	Administrative Specialist I	4	GRADE C106
16		<u>TWELVE MONTH EDUCATIONAL AND GENERAL</u>		
17		<u>ACADEMIC POSITIONS</u>		
18	(196)	Extension Faculty	24	
19		Extension Specialist V		\$174,758
20		Extension Specialist IV		\$161,432
21		Extension Specialist III		\$137,742
22		Extension Specialist II		\$130,337
23		Extension Specialist I		\$92,855
24		Extension Asst. Specialist		\$81,805
25	(197)	Extension Associate	9	\$72,763
26	(198)	Multi-County Ext. Agent	3	\$42,624
27	(199)	Extension Program Aide	<u>10</u>	\$40,556
28		MAX. NO. OF EMPLOYEES	914	

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30 SECTION 2. EXTRA HELP - OPERATIONS. There is hereby authorized, for  
 31 the University of Arkansas at Pine Bluff for the 2014-2015 fiscal year, the  
 32 following maximum number of part-time or temporary employees, to be known as  
 33 "Extra Help", payable from funds appropriated herein for such purposes: nine  
 34 hundred twenty-four (924) temporary or part-time employees, when needed, at  
 35 rates of pay not to exceed those provided in the Uniform Classification and  
 36 Compensation Act, or its successor, or this act for the appropriate



1 classification.

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3 SECTION 3. APPROPRIATION - STATE OPERATIONS. There is hereby  
 4 appropriated, to the University of Arkansas at Pine Bluff, to be payable from  
 5 the University of Arkansas at Pine Bluff Fund, for personal services and  
 6 operating expenses of the University of Arkansas at Pine Bluff for the fiscal  
 7 year ending June 30, 2015, the following:

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9 ITEM	FISCAL YEAR
10 <u>NO.</u>	<u>2014-2015</u>
11 (01) REGULAR SALARIES	\$17,759,331
12 (02) EXTRA HELP	972,375
13 (03) PERSONAL SERVICES MATCHING	4,828,664
14 (04) MAINT. & GEN. OPERATION	
15 (A) OPER. EXPENSE	4,134,518
16 (B) CONF. & TRAVEL	0
17 (C) PROF. FEES	293,635
18 (D) CAP. OUTLAY	0
19 (E) DATA PROC.	0
20 (05) FUNDED DEPRECIATION	<u>1,160,177</u>
21 TOTAL AMOUNT APPROPRIATED	<u>\$29,148,700</u>

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23 SECTION 4. APPROPRIATION - CASH FUNDS. There is hereby appropriated,  
 24 to the University of Arkansas at Pine Bluff, to be payable from cash funds as  
 25 defined by Arkansas Code 19-4-801 of the University of Arkansas at Pine  
 26 Bluff, for personal services and operating expenses of the University of  
 27 Arkansas at Pine Bluff for the fiscal year ending June 30, 2015, the  
 28 following:

29

30 ITEM	FISCAL YEAR
31 <u>NO.</u>	<u>2014-2015</u>
32 (01) REGULAR SALARIES	\$29,128,852
33 (02) EXTRA HELP	4,363,674
34 (03) PERSONAL SERVICES MATCHING	9,271,482
35 (04) MAINT. & GEN. OPERATION	
36 (A) OPER. EXPENSE	17,563,789

1	(B) CONF. & TRAVEL	2,345,475
2	(C) PROF. FEES	2,345,475
3	(D) CAP. OUTLAY	14,345,579
4	(E) DATA PROC.	0
5	(05) CAPITAL IMPROVEMENTS	22,472,923
6	(06) DEBT SERVICE	3,654,578
7	(07) FUND TRANSFERS, REFUNDS AND	
8	INVESTMENTS	9,818,267
9	(08) PROMOTIONAL ITEMS	109,092
10	(09) OVERTIME	<u>4,581,858</u>
11	TOTAL AMOUNT APPROPRIATED	<u>\$120,001,044</u>

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13 SECTION 5. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
 14 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. SPECIAL  
 15 ALLOWANCES. The Board of Trustees, after seeking prior review by the  
 16 Arkansas Legislative Council, may approve the employment of competent  
 17 scientists with extraordinary research capabilities to conduct research in  
 18 the Biomedical Research Center established at the University of Arkansas at  
 19 Pine Bluff. Further, that the Board of Trustees of the University of  
 20 Arkansas be authorized to approve salaries for scientists up to, but not to  
 21 exceed, one and one-half of that portion of the Distinguished Professor line  
 22 item maximum authorized by the General Assembly to be paid from University of  
 23 Arkansas at Pine Bluff funds.

24 The provisions of this section shall be in effect only from July 1, ~~2013~~  
 25 2014 through June 30, ~~2014~~ 2015.

26

27 SECTION 6. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
 28 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. JENKINS  
 29 CENTER. Of the funds appropriated in Section 3, the sum of \$252,558 for the  
 30 fiscal year shall be used to provide support to the Jenkins Center in Pine  
 31 Bluff. Provided, however, such funds shall be used to conduct and maintain a  
 32 University training program in cooperation with the Jenkins Center.  
 33 Provided, further, any reductions in funding for appropriation provided in  
 34 Section 3 shall be proportionately applied to the funds set out herein for  
 35 support.

36 The provisions of this section shall be in effect only from July 1, ~~2013~~

1 2014 through June 30, ~~2014~~ 2015.

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3 SECTION 7. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
4 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. FORMULA  
5 COMPUTATIONS – 1890 MATCHING FUNDS. Any computations made by the Department  
6 of Higher Education and the Arkansas Higher Education Coordinating Board in  
7 determining levels of recommended funding for the University of Arkansas at  
8 Pine Bluff shall include 100% matching funds for the 1890 Research and  
9 Extension Programs in the base.

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11 SECTION 8. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS  
12 CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. SPECIAL  
13 ALLOWANCES. For the purpose of providing necessary allowances for housing and  
14 other unusual expenses incurred by or in behalf of the athletic director,  
15 associate/assistant athletic directors, head coaches, and assistant coaches  
16 at the University of Arkansas at Pine Bluff, the Board of Trustees may make  
17 special allowances available therefore in such amounts as the Board of  
18 Trustees may determine as justified, an equitable allowance in view of the  
19 unusual and exacting duties of said athletic director, associate/assistant  
20 athletic directors, head coaches, and assistant coaches, and for the purpose  
21 of providing such allowances, the Board of Trustees is authorized to expend  
22 from the auxiliary income of the University of Arkansas at Pine Bluff, which  
23 is derived from athletic event receipts. Provided that any such allowances  
24 shall be in addition to the regular salary of such athletic director,  
25 associate/assistant athletic directors, head coaches and assistant coaches,  
26 as established herein provided that the amount of such allowance shall not  
27 exceed ten thousand dollars (\$10,000) per annum for any one salaried  
28 position. Further, if the special allowance funds authorized herein are  
29 utilized the University of Arkansas at Pine Bluff shall report annually to  
30 the Legislative Joint Auditing Committee the exact disposition of those  
31 special allowance funds.

32 The provisions of this section shall be in effect only from July 1, ~~2013~~  
33 2014 through June 30, ~~2014~~ 2015.

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35 SECTION 9. COMPLIANCE WITH OTHER LAWS. Disbursement of funds  
36 authorized by this act shall be limited to the appropriation for such agency

1 and funds made available by law for the support of such appropriations; and  
2 the restrictions of the State Procurement Law, the General Accounting and  
3 Budgetary Procedures Law, the Revenue Stabilization Law, the Regular Salary  
4 Procedures and Restrictions Act, the Higher Education Expenditures  
5 Restrictions Act, or their successors, and other fiscal control laws of this  
6 State, where applicable, and regulations promulgated by the Department of  
7 Finance and Administration, as authorized by law, shall be strictly complied  
8 with in disbursement of said funds.

9  
10 SECTION 10. LEGISLATIVE INTENT. It is the intent of the General  
11 Assembly that any funds disbursed under the authority of the appropriations  
12 contained in this act shall be in compliance with the stated reasons for  
13 which this act was adopted, as evidenced by the Agency Requests, Executive  
14 Recommendations and Legislative Recommendations contained in the budget  
15 manuals prepared by the Department of Finance and Administration, letters, or  
16 summarized oral testimony in the official minutes of the Arkansas Legislative  
17 Council or Joint Budget Committee which relate to its passage and adoption.

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19 SECTION 11. EMERGENCY CLAUSE. It is found and determined by the  
20 General Assembly, that the Constitution of the State of Arkansas prohibits  
21 the appropriation of funds for more than a one (1) year period; that the  
22 effectiveness of this Act on July 1, 2014 is essential to the operation of  
23 the agency for which the appropriations in this Act are provided, and that in  
24 the event of an extension of the legislative session, the delay in the  
25 effective date of this Act beyond July 1, 2014 could work irreparable harm  
26 upon the proper administration and provision of essential governmental  
27 programs. Therefore, an emergency is hereby declared to exist and this Act  
28 being necessary for the immediate preservation of the public peace, health  
29 and safety shall be in full force and effect from and after July 1, 2014.

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32 APPROVED: 02/28/2014  
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