

Act 793 of the 1989 Regular Session.

Act 793

HB1916

By: Joint Budget Committee

"AN ACT TO AMEND VARIOUS SECTIONS OF SUBCHAPTER 2 OF CHAPTER 5 OF TITLE 21 OF THE ARKANSAS CODE OF 1987 ANNOTATED, THE UNIFORM CLASSIFICATION AND COMPENSATION ACT, TO PROVIDE FOR A NEW COMPENSATION PLAN FOR STATE EMPLOYEES AND FOR THE PLANS IMPLEMENTATION; TO PROVIDE FOR NEW JOB CLASSIFICATION TITLES AND GRADE LEVELS; TO INCORPORATE THE JOB CLASSIFICATIONS OF THE INSTITUTIONS OF HIGHER EDUCATION AND THE ADMINISTRATION OF HIGHER EDUCATION EMPLOYEE COMPENSATION INTO THE PROVISIONS OF THE LAW; AND TO REPEAL SUBCHAPTER 2 OF CHAPTER 63 OF TITLE 6 OF THE ARKANSAS CODE OF 1987 ANNOTATED, THE HIGHER EDUCATION EMPLOYEE CLASSIFICATION AND COMPENSATION ACT; TO DECLARE AN EMERGENCY; AND FOR OTHER PURPOSES."

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code 21-5-202 is hereby amended to read as follows:

"21-5-202. Legislative intent.

(a) It is the purpose and intent of this subchapter to establish uniform classifications for all affected state employees of agencies, boards, commissions and institutions of higher education covered by the provisions of this subchapter and to establish a uniform compensation plan to be followed by the agencies, boards, commissions and institutions of higher education, with respect to the authorized positions of their employees.

(b) It is the purpose of this subchapter to implement the administration and enforcement of the uniform position classification and compensation plan provided for affected agencies and institutions in accordance with sound business management practices."

SECTION 2. Arkansas Code 21-5-203 is hereby amended to read as follows:

"21-5-203. Definitions. As used in this subchapter, unless the context otherwise requires:

(1) 'Office of Personnel Management' means the Office of Personnel Management of the Department of Finance and Administration acting under the authority granted in this subchapter and subject to the direction of the Director of the Department of Finance and Administration;

(2) 'State agencies' means all agencies, authorities, departments, boards, commissions, bureaus, councils, or other agencies of the state supported by appropriation of state or federal funds, except those agencies excluded pursuant to 21-5-204;

(3) 'Agency head' or 'agency director' means the executive head of all agencies, authorities, departments, boards, commissions, bureaus, councils, or other agencies of the state;

(4) 'Institution of higher education' or 'institution' means all public institutions of higher education supported in whole or in part by appropriation of state funds;

(5) 'Head of institution' means the executive head of all institutions of higher education;

(6) 'Employee' means a person regularly appointed or employed in a position of state service by a state agency or institution of higher

education, as defined in this section, for which he is compensated on a full-time basis, and for which a class title and pay grade is established in the appropriation act for such agency or institution in accordance with the classification and compensation plan enacted in this subchapter;

(7) 'Class' means a group of positions sufficiently similar as to duties performed, scope of discretion and responsibility, minimum requirements of training and experience or skill, and other characteristics that the same title, the same test of fitness, and the same scale of compensation have been or may be applied to each position in the group;

(8) 'Class specification' means a written document which identifies a group of positions that have the same type of work and responsibility and states the general components by providing a class title, class code, distinguishing features and example of work, knowledge, skills, and abilities, and the necessary minimum education and experience requirements to perform the assigned duties;

(9) 'Grade' means a pay range having an entrance salary rate, intermediate rates, and a maximum rate of pay as provided in this subchapter;

(10) 'Position' means an office or employment in an agency or institution of higher education, occupied or vacant, involving duties requiring the services of one (1) person;

(11) 'Step' means any single rate of pay in a grade including the entrance, intermediate rates, and the maximum rate of pay;

(12) 'Occupational group' is defined as a collection of classes having similar features of job components and sharing a primary function. In determining the occupational group to which a class will be assigned, consideration will be given to the type of work to be performed, the type of education or experience required, job elements or tasks, and the purpose of the job;

(13) 'Job family' is defined as a group of jobs that are closely related as to specific types of duties to be performed and areas of education and experience required and that differ mainly in the level or complexity of the specific job to be performed;

(14) 'Working title' is defined as a descriptive title given a position within a class for ready identification of the job being performed. A working title consists of a procedural description of the duties and responsibilities of a position;

(15) 'Reclassification' is defined as a change in the assignment of a position from one (1) classification title to another classification title of either a higher or lower salary grade when material and permanent changes in the duties and responsibilities of the position being recommended for reclassification have occurred or when it is necessary to establish a new classification title to meet federal standards as a prerequisite for federal programs. Positions eligible for reclassification within an agency or institution of higher education shall be only those positions assigned a specific classification title and salary grade. Positions having a line item maximum salary shall be considered exempt from the provisions in this section and may not be reclassified from line item status to a classified designation bearing a salary grade. Positions within the agency allocated to a specific classification title and salary grade may not be reclassified to a classification title having a maximum annual line item salary amount;

(16) 'Promotion' is defined as the change in duty assignment of an employee from a position in one classification to a position in another classification of a higher salary grade requiring higher qualifications, such as greater skill and longer experience, and involving a higher level of responsibility. A promotion, for purposes of salary determination, shall be classified as 'minor' if the change in duty assignment is to a classification of one (1) grade higher or 'major' if to a classification of two (2) or more

grades higher than the employee's grade at the time of promotion;

(17) 'Demotion' is defined as the change in duty assignment of an employee from a position in one classification to a position in another classification of a lower salary grade requiring fewer qualifications such as lower skill requirements, less job-related experience, and a lower level of responsibility;

(18) 'Legislatively enacted salary grade change' is defined as the enactment of legislation which has the effect of lowering the salary grade level assigned to a specific classification title, referred to as a class downgrade, or raising the salary grade level assigned to a specific classification title, referred to as a class upgrade, from a level other than that assigned to the class title on June 30 of the previous fiscal year."

SECTION 3. Arkansas Code 21-5-204 is hereby amended to read as follows:

"21-5-204. Exceptions.

(a) The provisions of this subchapter shall not apply to the following agencies:

(1) The elected constitutional officers of this state and their employees;

(2) The General Assembly and its employees, including employees of the Bureau of Legislative Research of the Arkansas Legislative Council and the Division of Legislative Audit;

(3) Members and employees of the Arkansas Supreme Court, the Court of Appeals, circuit and chancery courts and prosecuting attorneys, and the Arkansas Judicial Department;

(4) The State Highway and Transportation Department;

(5) Federal military technicians, military training support personnel, federally funded personnel of the Arkansas National Guard, and other military personnel who are paid directly by the federal government.

(b) Salaries for agency head, agency director or head of institution positions shall be exempt from the classification and compensation plan, and the maximum annual salary rate shall be authorized in the respective appropriation act."

SECTION 4. Arkansas Code 21-5-205 is hereby amended to read as follows:

"21-5-205. Effect on appropriation acts.

(a) All appropriation acts of all agencies and institutions of higher education subject to the provisions of this subchapter shall be governed by it with respect to grades, class titles, salary increases, salary increase eligibility, and other provisions unless special language in the appropriation act of the agency or institution specifically allows the agency or institution to provide salary increases, grade assignments, class title assignments, salary increase eligibility, and other provisions different from those provided by this subchapter.

(b) Where the intent of the General Assembly, by amendment to appropriation bills, is to allow a higher grade for a classification than that listed in this subchapter, the grade assigned to the classification in the appropriation act for the classification, as designated with the higher grade level, shall be the grade level for the classification in the agency or institution of higher education during the biennium.

(c) When a higher salary grade level is authorized in this subchapter for classifications which are not reflected in the appropriation act of an agency or institution of higher education, this subchapter shall set the salary grade levels to be authorized in an agency's or institution's appropriation act for the biennium unless special language in the appropriation act of an agency or institution allows the agency or institution to provide salary increases other than that provided in this subchapter.

(d) It is the intent of this subsection that the respective agencies and institutions governed by the provisions of this subchapter be authorized to allow salary grade levels as provided in the appropriation acts of the agencies and institutions, provided that the rules which apply to salary increases under the provisions of this subchapter shall not be waived unless special language in the appropriation act of the agency or institution authorizes the agency or institution to provide increases other than those authorized under the provisions of this subchapter."

SECTION 5. Arkansas Code 21-5-206 is hereby amended to read as follows:

"21-5-206. Arkansas Legislative Council - Duties. The Arkansas Legislative Council, in order to assist the General Assembly in more efficiently performing its constitutional duty, that being that '. . . the number and salaries of the clerks and employees of the different departments of the state shall be fixed by law . . .' shall:

(1) Review the establishment and implementation of any new classification titles proposed between legislative sessions due to program changes;

(2) Review the staffing levels of all agencies and institutions covered by the provisions of this subchapter and submit to the General Assembly, when in regular or special session, recommendations for revisions, modifications, or additions thereto;

(3) Conduct, when necessary, salary surveys of the private and public sector of jobs comparable to those contained in 21-5-211 for purposes of establishing equitable and competitive rates of compensation for employees occupying positions affected by this subchapter;

(4) Periodically review and recommend any changes found necessary in the job evaluation system used to set salary grade levels for all classifications affected by the provisions of this section and forward the recommendations to the Office of Personnel Management; and

(5) Prepare and submit recommendations for revisions in this subchapter to the General Assembly when in session."

SECTION 6. Arkansas Code 21-5-207 is hereby amended to read as follows:

"21-5-207. Office of Personnel Management - Duties.

(a) It shall be the duty of the Division of Personnel Management to perform the following administrative responsibilities with respect to the state classification and compensation plan, subject to the provisions of this subchapter:

(1) To determine that each position of a state agency or institution of higher education affected by this subchapter is allocated to a class having a written class specification based on the duties and responsibilities assigned to the position and the requirements necessary to satisfactorily perform the duties. A class specification may include several individual working titles provided the Office of Personnel Management records the working titles on the class specification;

(2) To assist the various state agencies or institutions of higher education in the allocation of positions to classes established in this subchapter, and in the appropriation act covering each of the several state agencies or institutions affected by this subchapter, and to disallow the allocation of a position to a class that is not in conformance with the provisions of this subchapter;

(3) To cooperate with any other state agency, department, board, commission, or institution that is not covered by this subchapter which may wish to voluntarily establish its positions into classifications in a like manner as provided in this subchapter for state agencies or institutions of higher education covered by it;

(4) (A) To authorize the reclassification of positions in a state agency or institution of higher education affected by the provisions of this subchapter in cases where it has been determined by the Office of Personnel Management of the Department of Finance and Administration that there are material changes in the duties and responsibilities assigned to the position when there is no available vacant position having the proper classification and where it is impracticable to restructure the duties of the position to the proper classification.

(B) The reclassification of positions may also be authorized where it is necessary to establish a new classification to meet federal standards as a prerequisite for federal programs, provided that no position may be reclassified to a class with a higher salary grade than that approved by the General Assembly, and the reclassified positions shall not be placed in a class and receive pay at a salary rate in excess of the maximum salary rate authorized for the position, which was reclassified as provided in the appropriation act of the agency or institution.

(C) Reclassifications of positions authorized may be approved by the Office of Personnel Management, but shall be reported monthly to the Arkansas Legislative Council;

(5) (A) To review all class specifications and all classes and grades and the compensation plan affecting all state agencies and institutions of higher education covered by the provisions of this subchapter and to submit to the Arkansas Legislative Council and the Governor in advance of the regular session of the General Assembly recommendations for revisions, modifications, or additions thereto.

(B) The Office of Personnel Management shall, when necessary, confer with the staff of the Arkansas Legislative Council on the development of and revisions to uniform classification and compensation systems.

(C) Time periods for the development of recommendations and time periods for the review by the Arkansas Legislative Council of those recommendations will be as established by the Personnel Committee of the Arkansas Legislative Council.

(D) The time period shall be sufficiently in advance of budget hearings for the regular session to allow for the thorough review by the Personnel Committee of the Arkansas Legislative Council;

(6) To develop and implement rules and regulations to accomplish the purposes of this subchapter;

(7) To revise, as necessary, upon review by the Arkansas Legislative Council, the minimum education and experience requirements for all class specifications in order to maintain a valid relationship between the requirements and the duties and responsibilities of the jobs;

(8) (A) To establish a procedure to allow for the review of the qualifications of applicants whose education and experience do not meet or exceed that required by the class specification, but who have other job related qualifications which might be validly substituted for the class requirements.

(B) This procedure is intended specifically to allow agencies or institutions to substitute job-related education and experience for the specific requirements stated on the class specification without the necessity for the revision of the class requirements.

(C) The procedure will require the final approval of the personnel administrator, with the review of the Arkansas Legislative Council;

(9) (A) To monitor agency and institution personnel transactions to ensure that unqualified appointments, including new hires, promotions, and reductions in grade are identified.

(B) Questionable appointments shall be forwarded to the personnel administrator for further review.

(C) Payroll vouchers containing unqualified appointments will not be processed until the unqualified appointment is removed from the payroll or placed into a position for which the individual meets the minimum qualifications of the classification.

(D) It is the specific responsibility of the director of each agency or the head of each institution covered by the provisions of this subchapter to certify that the qualifications of persons appointed to positions within the agency or institution do meet or exceed the minimum education and experience requirements as stated on the class specification;

(10) To establish during the biennium, upon the review of the Arkansas Legislative Council, new classifications at an appropriate grade level in order to meet new or changed conditions and to report, at the end of each fiscal year, all class titles contained in 21-5-208 for which a class specification has not been written. Any classification established within the biennium under the provisions of this subdivision shall remain in effect for the remainder of the biennium during which they were established unless specifically authorized to continue by the Arkansas General Assembly as an addition to this subchapter;

(11) To revise, as necessary, with the review of the Arkansas Legislative Council, the class specification of a classification in order to ensure the accuracy of the description of the assigned duties and the minimum requirements necessary to perform these duties;

(12) To administer and maintain a system for the evaluation of employee performance effectiveness;

(13) To provide assistance to state agencies or institutions covered by the merit system in the areas of recruitment, testing, and merit placement of applicants under the rules and regulations established for the merit system;

(14) To provide assistance to state agencies and institutions in identifying, developing, and maintaining training and resource programs;

(15) To develop and implement, as needed, upon the review of the Arkansas Legislative Council, rules and regulations to ensure a uniform system of personnel administration within state government.

(b) In order to ensure and provide for the accuracy and efficiency of the Uniform Classification and Compensation Plan of the State of Arkansas and to provide for an efficient and equitable system of personnel management, the Office of Personnel Management of the Department of Finance and Administration, with the review of the Arkansas Legislative Council, is directed to:

(1) Study on a continuing basis and modify and revise when and where necessary the current classifications, the class specifications, and minimum requirements;

(2) Create where necessary new classifications at an appropriate grade level which will accurately describe those positions for which no appropriate classification exists;

(3) Determine those positions which are improperly classified and reclassify those positions to the appropriate classification subject to the provisions of this subchapter;

(4) Develop and implement the policies, rules, regulations, and procedures necessary for the establishment and maintenance of the Uniform Classification and Compensation Act."

SECTION 7. Arkansas Code 21-5-208 is hereby amended to read as follows:
"21-5-208. Classification of positions.

(a) There is established for state agencies and institutions of higher education covered by the provisions of this subchapter, the following classification titles and grades. No payment of salaries may be made except

in conformity with the maximum annual salary rates assigned to these grades for each year of the fiscal biennium as provided in the appropriation act of the agency or the institution and in this subchapter.

(b) The following classification titles with grades indicated are approved for the state classification plan, subject to the appropriation acts for the various state agencies and various institutions of higher education affected by this subchapter:

ITEM	TITLE	CLASS	GRADE
(1)	ELEVATOR OPERATOR	G041	01
(2)	VOCATIONAL TRAINEE	E087	01
(3)	WAITRESS	H051	01
(4)	AUDITORIUM ATTENDANT	G017	02
(5)	CANTEEN OPERATOR I	H015	02
(6)	CLERK I	K013	02
(7)	CUSTODIAL WRKR I	G171	02
(8)	ESCORT	M031	02
(9)	FOOD SERVICE WORKER I	H039	02
(10)	LABORATORY AIDE/LABORATORY AIDE I	B035	02
(11)	LAUNDRY WORKER I	G095	02
(12)	LINEN ROOM WORKER I	G101	02
(13)	MAINTENANCE WORKER I	G173	02
(14)	SWIMMING POOL ATTENDANT	G131	02
(15)	CENTRAL SUPPLY TECH I	V013	03
(16)	COURIER I/MESSENGER	K067	03
(17)	CUSTODIAL WRKR II	G035	03
(18)	HOUSEKEEPER	G075	03
(19)	LAUNDRY WRKR II	G097	03
(20)	LINEN ROOM WORKER II	G103	03
(21)	MAINTENANCE WORKER II	G175	03
(22)	SEAMSTRESS I	Y093	03
(23)	SOCIAL SERVICE AIDE I	M063	03
(24)	STOCK CLERK I	V047	03
(25)	VEHICLE DRIVER	G133	03
(26)	WATCHMAN I	T057	03
(27)	CANTEEN OPERATOR II/SNACKBAR OPER	H017	04
(28)	DATA ENTRY OPERATOR TRAINEE	K139	04
(29)	FORMULA ROOM SUPV	L041	04
(30)	LABORATORY AIDE II	B037	04
(31)	ANIMAL CARETAKER	B003	05
(32)	BLDG/EQUIP MAINT REPAIRMAN I	G107	05
(33)	CENTRAL SUPPLY TECH II	V015	05
(34)	CLERK II	K015	05
(35)	CLERK TYPIST I	K021	05
(36)	COURIER II	K069	05
(37)	DARKROOM TECHNICIAN I	N319	05
(38)	DENTAL AIDE	L177	05
(39)	FOOD SERVICE WORKER II	H043	05
(40)	HOUSEKEEPER SUPV	G077	05
(41)	LIBRARY AIDE	K053	05
(42)	MEDICAL ASSISTANT	L051	05
(43)	MUSEUM GUIDE I	P319	05
(44)	PARK AIDE I	P361	05
(45)	PUBLIC RELATIONS VISITOR COORD	N385	05
(46)	RECEPTIONIST	K097	05
(47)	SEAMSTRESS II	Y095	05
(48)	STATISTICAL ASSISTANT	K125	05

(49)	STOCK CLERK II	V049	05
(50)	SWITCHBOARD OPERATOR I	C009	05
(51)	WATCHMAN II	T073	05
(52)	BOOKKEEPING MACHINE OPERATOR	A015	06
(53)	CUSTODIAL SUPV I	G169	06
(54)	DAY CARE ATTENDANT	E095	06
(55)	FOREST TOWERMAN	J019	06
(56)	LABORATORY TECHNICIAN TRAINEE	B051	06
(57)	LAUNDRY SUPERVISOR I	G091	06
(58)	LINEN SUPERVISOR	G099	06
(59)	LPTN TRAINEE	L119	06
(60)	MAINTENANCE WORKER SUPERVISOR	G177	06
(61)	PUB HEALTH TECHNICIAN I	L155	06
(62)	REPRODUCTION EQUIPMENT OPERATOR I	K101	06
(63)	STADIUM MAINTENANCE SUPV	G127	06
(64)	TV RADIO TRAFFIC CLERK	F039	06
(65)	VENDING SERVICEMAN I	G135	06
(66)	ACADEMIC LABORATORY ASSISTANT	B001	07
(67)	BLDG/EQUIP MAINT REPAIRMAN II	G109	07
(68)	BOOKKEEPER ASSISTANT	A157	07
(69)	CLERK STENO	K017	07
(70)	CLERK TYPIST II	K023	07
(71)	CLOTHING SHOP OPERATOR	G191	07
(72)	DARKROOM TECHNICIAN II	N321	07
(73)	DATA ENTRY OPERATOR I	K157	07
(74)	EQUIPMENT OPERATOR I	G045	07
(75)	FARM WORKER	G059	07
(76)	FILM TECHNICIAN	F005	07
(77)	ISSUANCE CASHIER	A061	07
(78)	LABORATORY ASSISTANT I	B039	07
(79)	LIBRARY TECHNICAL ASST I	K057	07
(80)	LOCKSMITH	Y063	07
(81)	M R AIDE TRAINEE	L063	07
(82)	MAIL PROCESSOR	K182	07
(83)	MENTAL HEALTH WORKER	L055	07
(84)	MESSENGER SUPERVISOR	K071	07
(85)	MICROPHOTOGRAPHER I	K075	07
(86)	MUSEUM GUIDE II	P321	07
(87)	NURSING AIDE/NURSING ASST I	L079	07
(88)	NUTRITION AIDE	M133	07
(89)	OCCUPATIONAL THERAPY AIDE	L089	07
(90)	PARK AIDE II	P363	07
(91)	PHYSICAL THERAPY AIDE	L105	07
(92)	POSTAL SERVICES OFFICER	K095	07
(93)	PRODUCE INSPECTOR	Q065	07
(94)	RECORDS CENTER OPERATOR I	W021	07
(95)	REVENUE INFO AND RECORDS CLERK	K184	07
(96)	SALES CASHIER/CASHIER I	K149	07
(97)	SKILLED TRADES HELPER	Y101	07
(98)	SOCIAL SERVICE AIDE II	M065	07
(99)	SURPLUS PROPERTY WAREHOUSEMAN	V055	07
(100)	SWITCHBOARD OPERATOR II	C011	07
(101)	TRANSIT BUS DRIVER	G185	07
(102)	WARD CLERK	K123	07
(103)	AGRI FARM TECHNICIAN	G057	08
(104)	BAKER I	H003	08
(105)	CANTEEN SUPERVISOR	H019	08

(106)	CASH CONTROL OPERATOR	K180	08
(107)	CENTRAL CONTROL SYSTEM OPERATOR	G149	08
(108)	CHEST X-RAY SPEC	L013	08
(109)	CLAIMS FILE EXAMINER	K007	08
(110)	COOK I	H025	08
(111)	CUSTODIAL SUPV II	G039	08
(112)	EQUIPMENT OPERATOR II	G143	08
(113)	FACILITY MANAGER I	P307	08
(114)	FOOD SERVICE WORKER III	H053	08
(115)	INVESTMENT COURIER	K085	08
(116)	MAIL OFFICER	K065	08
(117)	MEAT CUTTER I/BUTCHER I	H045	08
(118)	MUSIC ASSISTANT	K083	08
(119)	PUB HEALTH TECHNICIAN II	L021	08
(120)	ROVING ISSUANCE CASHIER	A093	08
(121)	TRAVEL CONSULTANT I	P343	08
(122)	VENDING SERVICEMAN II	G137	08
(123)	AGRI LABORATORY TECHNICIAN	G001	09
(124)	ARCHEOLOGICAL FIELD ASST I	G179	09
(125)	ARCHEOLOGICAL LAB ASST I	B121	09
(126)	AUTOPSY TECHNICIAN	L037	09
(127)	BOOKKEEPER I/ACCOUNTING ASST I	A011	09
(128)	CARTOGRAPHER I	N305	09
(129)	CASHIER/CASHIER II	K145	09
(130)	CHEMICAL ANALYST	B007	09
(131)	COUNTY HEALTH RECORDS CLERK I	K025	09
(132)	DATA ENTRY OPERATOR II	K159	09
(133)	DATA PROCESSING SCHEDULER	D015	09
(134)	DENTAL ASSISTANT	L025	09
(135)	DOCUMENT EXAMINER I	K037	09
(136)	FIRE EQUIPMENT SERVICE INSPECTOR	Q023	09
(137)	INSTITUTIONAL BARBER	Y043	09
(138)	INSTITUTIONAL BEAUTICIAN	Y045	09
(139)	INVENTORY CONTROL CLERK	V029	09
(140)	LABORATORY ASSISTANT II	B041	09
(141)	LABORATORY TECHNICIAN I	B047	09
(142)	M R AIDE I	L057	09
(143)	MICROPHOTOGRAPHER II	K077	09
(144)	NURSING ASST II	L081	09
(145)	PHARMACY ASST	L097	09
(146)	PHARMACY ASST-INST	L099	09
(147)	PHARMACY TECH	L101	09
(148)	PRE-AUDIT EXAMINER I	A065	09
(149)	PURCHASING ASSISTANT	V041	09
(150)	REPORTING SPECIALIST I	A089	09
(151)	REPRO EQUIP OPR II/REPRO EQUIP OPR	K103	09
(152)	RESEARCH TECHNICIAN I	B085	09
(153)	RESIDENT HALL MANAGER I	M059	09
(154)	SECRETARY I	K155	09
(155)	SECURITY OFFICER I	T043	09
(156)	STATISTICIAN ASST I	K113	09
(157)	STUDENT UNION SECTION MANAGER	P341	09
(158)	SURGICAL TECHNICIAN	G129	09
(159)	TAPE LIBRARY TECHNICIAN	D072	09
(160)	TAX EXAMINER I	A107	09
(161)	TELECOMMUNICATIONS OPERATOR TRNEE	C025	09
(162)	WAREHOUSE SUPERVISOR	V057	09

(163)	WORK STUDY COORD	R173	09
(164)	ADMISSIONS INTERVIEWER	M001	10
(165)	APIARY INSPECTOR	Q007	10
(166)	APPRENTICE TRADESMAN	Y001	10
(167)	ASSISTANT REVENUE AGENT	A184	10
(168)	ASST CORE DRILLER	G147	10
(169)	ASST LABORATORY ANIMAL TECH	B005	10
(170)	AUDIOVISUAL LABORATORY ASSISTANT	E005	10
(171)	BAKER II	H005	10
(172)	CENTRAL SUPPLY TECH SHIFT SUPV	V017	10
(173)	CLAIMS EXAMINER	K005	10
(174)	COOK II	H027	10
(175)	COSMETOLOGY INSPECTOR	X319	10
(176)	DCS DATA ENTRY OPERATOR-LEAD	D103	10
(177)	DEPARTMENTAL ADMISSIONS ASSISTANT	K026	10
(178)	EXPERIMENTAL MEAT CUTTER	H061	10
(179)	FACILITY MANAGER II	P309	10
(180)	FINANCIAL COUNSELOR	A039	10
(181)	FINGERPRINT TECH	W005	10
(182)	FIRE FIGHTER	T019	10
(183)	FOREST RANGER I	J009	10
(184)	FURNITURE REPAIRMAN	G061	10
(185)	HEAD CASHIER	K147	10
(186)	HEAVY EQUIP OPERATOR	G073	10
(187)	LAND RECORDS CUSTODIAN	W011	10
(188)	LAUNDRY SUPERVISOR II	G093	10
(189)	LIBRARY TECHNICAL ASST II	K059	10
(190)	MEAT CUTTER II/BUTCHER II	H047	10
(191)	MERIT SYSTEM TECHNICIAN	K143	10
(192)	MINERAL TECHNICIAN	B069	10
(193)	MOBILE SIMULATOR OPERATOR	Y119	10
(194)	PARK TECH I	P365	10
(195)	PATIENT ACCOUNTS CLERK I	A210	10
(196)	PERSONNEL ASSISTANT	K089	10
(197)	RADIO DISPATCH OPR/DISPATCH OPR	C007	10
(198)	RECORDS CENTER OPERATOR II	W023	10
(199)	REGISTRARS ASSISTANT	K099	10
(200)	RODENT CONTROL TECHNICIAN	G125	10
(201)	SECRETARY/WORD PROCESSING OPERATOR	K178	10
(202)	SEED ANALYST I	Q081	10
(203)	SHIPPING & RECEIVING CLERK	V043	10
(204)	SOC SVCS REP TRAINEE	M174	10
(205)	SOCIAL SERVICE AIDE III	M067	10
(206)	SWITCHBOARD OPERATOR SUPERVISOR	C013	10
(207)	TV PRODUCTION CREWPERSON	F049	10
(208)	UPHOLSTERER	Y105	10
(209)	VETERANS AID ASST (MCCC)	K172	10
(210)	VOLUNTEER SERVICES COORDINATOR I	M109	10
(211)	WARD COORDINATOR	K124	10
(212)	WORK MAINTENANCE LEADER	G165	10
(213)	APMIS DATA TECHNICIAN	K135	11
(214)	ARCHEOLOGICAL FIELD ASST II	G181	11
(215)	ARCHEOLOGICAL LAB ASST II	B119	11
(216)	ARCHIVAL MICROPHOTOGRAPHER	K078	11
(217)	BOOKKEEPER II/ACCOUNTING ASST II	A013	11
(218)	CARDIAC ULTRASOUND TECHNOLOGIST	L173	11
(219)	CLERICAL SUPERVISOR	K011	11

(220)	CLINICAL PSYCHOLOGIST INTERN	L171	11
(221)	COLLECTION FIELD MAINTENANCE SPEC	Y133	11
(222)	COMPUTER OPERATOR TRAINEE	D007	11
(223)	COUNTY HEALTH RECORDS CLERK II	K024	11
(224)	CUSTODIAL SERVICE SHIFT MANAGER	G151	11
(225)	DATA ENTRY SUPV I/DATA ENTRY OP SUP	K161	11
(226)	DCS COMMUNICATION BILLING REP I	D062	11
(227)	DOCUMENTATION SPECIALIST	W003	11
(228)	DRAFTSMAN	N323	11
(229)	EEG/EKG TECHNICIAN	L031	11
(230)	HISTOLOGY TECHNICIAN	B033	11
(231)	HOUSEPARENT	M037	11
(232)	INSTITUTIONAL TEACHER ASSISTANT	E027	11
(233)	LABORATORY ASSISTANT III	B043	11
(234)	LABORATORY TECHNICIAN II	B049	11
(235)	LPN I	L047	11
(236)	M R AIDE II	L059	11
(237)	MAILROOM SUPV	K170	11
(238)	MAINT WORK PLANNER & SCHEDULER I	G111	11
(239)	MEDICAL TRANSCRIPTIONIST	K165	11
(240)	MENTAL HEALTH AIDE	L181	11
(241)	MOBILE X-RAY TECH	L065	11
(242)	MULTI-MEDIA TECHNICAL CONTROLLER I	E033	11
(243)	NURSERY ASST & GROUNDSKEEPER SUPV	G115	11
(244)	ORTHOTIST AIDE	L093	11
(245)	PERSONNEL ASSISTANT I-INST	K091	11
(246)	PHLEBOTOMIST I	B004	11
(247)	PHOTO LAB TECHNICIAN	N351	11
(248)	PRE-AUDIT EXAMINER II	A067	11
(249)	PRINTER I	Y083	11
(250)	RESEARCH TECHNICIAN II	B087	11
(251)	RESIDENT HALL MANAGER II	M061	11
(252)	SECRETARY II	K153	11
(253)	SECURITY OFFICER II	T045	11
(254)	SPECIAL EVENTS WORKER	F015	11
(255)	STEAMFITTER	Y103	11
(256)	SURVEY CREWMAN	X397	11
(257)	TELEPROCESSING MONITOR TRAINEE	D059	11
(258)	TRAVEL CONSULTANT II	P345	11
(259)	TV FILM VIDEO TAPE SPECIALIST	F029	11
(260)	ARCHITECTURAL DRAFTSMAN	N303	12
(261)	ATHLETIC EQUIP SUPV	G011	12
(262)	AUDIOVISUAL COORD/PHOTOGRAPHER	N377	12
(263)	AUDIOVISUAL TECHNICIAN	E115	12
(264)	BOILER OPERATOR	G021	12
(265)	BOOKSTORE OFFICE MANAGER	R041	12
(266)	CARTOGRAPHER II	N307	12
(267)	CHILD CARE ATTENDANT SUPV	M011	12
(268)	COMPUTER OPERATOR I	D003	12
(269)	COURIER SUPERVISOR	K127	12
(270)	DCS SERVICE REPRESENTATIVE	D051	12
(271)	DCS SWITCHBOARD OPERATOR SUPERVISOR	C027	12
(272)	DCS USER SVC REP I	D110	12
(273)	DCS VOICE INFO OPERATOR	D104	12
(274)	DOCUMENT EXAMINER II	K039	12
(275)	ESD CLAIMS ADJUDICATOR TRAINEE	X330	12
(276)	ESD MAILROOM SUPERVISOR	K181	12

(277)	EXTENSION SPECIALIST ASSISTANT	R073	12
(278)	FIRE & SAFETY COORD	T013	12
(279)	FIRE CAPTAIN	T015	12
(280)	FOREST DISPATCHER	J005	12
(281)	FOREST RANGER II	J011	12
(282)	FOREST TECHNICIAN	J015	12
(283)	G & F TECHNICIAN I	B112	12
(284)	HLTH HAZARD INVESTIGATOR I	Q025	12
(285)	HOSPITAL ADMISSIONS SUPERVISOR	R095	12
(286)	HUNTER SAFETY TRNG AREA CARETAKER	E021	12
(287)	ICF COORDINATOR	A155	12
(288)	INVESTIGATIVE ASSISTANT	T023	12
(289)	LAUNDRY OPERATIONS MANAGER	G092	12
(290)	LPTN I	L113	12
(291)	MEDICAL CLAIMS AUDITOR	A054	12
(292)	MEDICAL OR LEGAL SECRETARY	K117	12
(293)	MEDICAL TRANSCRIPTIONIST SUPERVISOR	K167	12
(294)	MEN HLTH ASSISTANT I	M041	12
(295)	MIL FIRE & SECURITY OFCR	T025	12
(296)	PARK TECH II	P367	12
(297)	PARKING CONTROL SUPV	G207	12
(298)	PATIENT ACCOUNTS CLERK II	A208	12
(299)	PAYROLL OFFICER	A063	12
(300)	PHOTOGRAPHER I	N353	12
(301)	PHOTOGRAPHER I-INST	N357	12
(302)	PHYSICAL THERAPY WORKER	L107	12
(303)	POL C TECHNICIAN	B083	12
(304)	PUB SAFETY OFFICER I	T035	12
(305)	RADIO ANNOUNCER	F007	12
(306)	RADIO WEATHER BROADCASTER	C019	12
(307)	RECREATIONAL ACTIVITY LEADER I	M047	12
(308)	REVENUE AGENT I	A027	12
(309)	SECRETARY/WORD PROCESS SPECIALIST	K179	12
(310)	STATISTICIAN ASST II/STATISTICIAN I	K115	12
(311)	STUDENT UNION ASSISTANT MANAGER	P335	12
(312)	SUPERVISOR OF COOKING	H049	12
(313)	TRANSIT OPERATIONS SUPV	G209	12
(314)	TV ANNOUNCER	F017	12
(315)	TV FLOOR MANAGER	F031	12
(316)	WATER FILTER/WASTE DISPOSAL PLNT OP	G139	12
(317)	WORD PROCESSING REPRESENTATIVE	K177	12
(318)	X-RAY TECH/X-RAY TECH I	L151	12
(319)	ACCOUNTS SUPERVISOR	A009	13
(320)	APIARY SPECIALIST	Q009	13
(321)	ARCHEOLOGICAL FIELD ASSISTANT III	G183	13
(322)	ARCHEOLOGICAL LAB ASST III	B117	13
(323)	ART SLIDE CURATOR	E089	13
(324)	ASSOCIATE DIRECTOR OF HOUSEKEEPING	G009	13
(325)	BOOKKEEPING SUPERVISOR	A017	13
(326)	BRAILLE & RECORDING SPECIALIST	K174	13
(327)	CAMPUS POSTMASTER	K003	13
(328)	CARRIER LIABILITY CLERK	A019	13
(329)	COMMISSARY SUPV I	H021	13
(330)	DATA CONTROL TECHNICIAN	D013	13
(331)	DATA ENTRY SUPV II	K163	13
(332)	DCS COMM INVENTORY CONTROL CLERK	D071	13
(333)	DCS VOICE INFO OPERATOR SUPV	D107	13

(334)	ELECTRO MEDICAL EQUIP TECHNICIAN	Y029	13
(335)	ESD ACCOUNTING CLERK	A012	13
(336)	EXECUTIVE SECY/ADMINISTRATIVE SECY	K041	13
(337)	FARM FOREMAN	G051	13
(338)	FIELD INVESTIGATOR I	X343	13
(339)	FOOD PRODUCTION MANAGER I	H033	13
(340)	FOOD PRODUCTION SUPERVISOR	H035	13
(341)	FOREST LAW ENFORCEMENT OFFICER	J007	13
(342)	GREENHOUSE TECHNICIAN	G065	13
(343)	HISTOLOGY TECHNOLOGIST	B105	13
(344)	HOUSEPARENT SUPERVISOR	M039	13
(345)	HOUSING MAINTENANCE COORDINATOR	G079	13
(346)	INSURANCE SPECIALIST I	A051	13
(347)	INTERPRETER I	M181	13
(348)	LANDSCAPE SUPERVISOR I	G087	13
(349)	LIBRARY TECHNICAL ASST III	K061	13
(350)	LIVESTOCK NEWS REPORTER	N331	13
(351)	LPN II	L049	13
(352)	M R AIDE SUPERVISOR	L061	13
(353)	MANAGEMENT SUPPORT TECHNICIAN	K133	13
(354)	MEDICAL RECORDS TECHNICIAN	W015	13
(355)	MEN HLTH COUNSELOR I	L052	13
(356)	MIL PERSONNEL OFFICER I	R113	13
(357)	MILITARY FIREFIGHTER	T026	13
(358)	NOSOLOGIST	W017	13
(359)	NURSERY/SEED ORCHARD TECHNICIAN	J031	13
(360)	OCCUPATIONAL THERAPY ASSISTANT	L183	13
(361)	OCCUPATIONAL THERAPY WORKER	L091	13
(362)	OFFICE SERVICES SUPV/OFFICE MANAGER	K087	13
(363)	PATHOLOGY CURATOR	B077	13
(364)	PATIENT ACCOUNTS SPECIALIST	A206	13
(365)	PERSONNEL OFFICER	R125	13
(366)	PEST CONTROL INSPECTOR I	Q051	13
(367)	PETROLEUM PROD TEST TECHNICIAN	Q112	13
(368)	PHLEBOTOMIST II	B002	13
(369)	PHYSICAL THERAPY ASSISTANT	L179	13
(370)	PLACEMENT INTERVIEWER	R131	13
(371)	PUB SAFETY OFFICER II	T037	13
(372)	PUBLICITY & STUDENT RECRUIT SPEC I	N363	13
(373)	RADIATION SAFETY OFFICER	Q114	13
(374)	REALTY APPRAISER I	X385	13
(375)	REFUND SPECIALIST	A081	13
(376)	REPORTING SPECIALIST II	A091	13
(377)	REPRO EQUIP OPR SUPV	K105	13
(378)	SPEECH LAB TECH	L137	13
(379)	STOREROOM SUPV/STORE SUPV	V051	13
(380)	SUB-GRANT ADMINISTRATOR I	R164	13
(381)	TAX EXAMINER II	A109	13
(382)	TELECOMMUNICATIONS OPERATOR	C015	13
(383)	UTILIZATION REVIEW COORDINATOR I	W036	13
(384)	WEIGHTS & MEASURES INVEST I	X409	13
(385)	ACCOUNTING SERVICES REP TRAINEE	R180	14
(386)	ADMINISTRATIVE ASSISTANT I	R009	14
(387)	ADMISSIONS INTERVIEWER SUPV	M002	14
(388)	AGENCY DATA SYSTEMS COORDINATOR	R015	14
(389)	ALCOHOLIC REHAB THERAPIST II	M004	14
(390)	ALUMNI AFFAIRS SPECIALIST	N302	14

(391)	ASST BOOKSTORE MANAGER	R020	14
(392)	ASST MEDICAL RECORDS ADMINISTRATOR	W001	14
(393)	ATHLETIC TRAINER	E003	14
(394)	AUDITORIUM MANAGER	G019	14
(395)	BOILER OPERATOR SUPV	G023	14
(396)	BUSINESS CONTROLLER I	R444	14
(397)	BUYER I	V004	14
(398)	CANTEEN MANAGER	H013	14
(399)	CARTOGRAPHER SUPV I	N309	14
(400)	CEMENT FINISHER	Y019	14
(401)	CENTRAL SUPPLY SUPV	V011	14
(402)	CHEMIST INTERN	B011	14
(403)	CLASSIFICATION SPECIALIST	R389	14
(404)	COMMISSARY SUPV II	H023	14
(405)	COMMODITY ANALYST	V019	14
(406)	COMMODITY DIST REP	V021	14
(407)	COMMTY ALCOHOL & DRUG ABUSE CNSLT I	M018	14
(408)	COMPUTER OPERATOR II	D005	14
(409)	COMPUTER PUBLISHING OPERATOR	K001	14
(410)	COMPUTER TECHNICIAN	D009	14
(411)	CONSERVATION CORPS SITE COORDINATOR	P354	14
(412)	COORDINATOR VETERANS AFFAIRS	R052	14
(413)	COR INDUSTRIAL SUPV I	E009	14
(414)	CORRECTIONAL COUNSELOR I	M021	14
(415)	COSMETOLOGY INSPECTOR SUPERVISOR	X321	14
(416)	CREDIT & COLLECTIONS SUPV	A030	14
(417)	DCS JUNIOR COMPUTER TECHNICIAN	D055	14
(418)	DCS NETWORK SERVICES SUPERVISOR	D049	14
(419)	DCS TELECOMMUNICATIONS TECH I	D089	14
(420)	DCS USER SERVICE REP II	D109	14
(421)	DELINQUENT TAX COLLECTOR	A031	14
(422)	DIETETIC TECHNICIAN	L184	14
(423)	DRIVERS LICENSE EXAMINER	X332	14
(424)	ED ETV TELEVISION TECHNICIAN	F041	14
(425)	EGG PRODUCTS INSPECTOR	Q019	14
(426)	EQUIPMENT MECHANIC	G043	14
(427)	ESD CLAIMS ADJUDICATOR	X336	14
(428)	ESD UNIT SUPERVISOR I	K044	14
(429)	EXTENSION FIELD REPRESENTATIVE	R071	14
(430)	FACILITY MANAGER III	P310	14
(431)	FARM FOREMAN-INST	G053	14
(432)	FARM MAINTENANCE MECHANIC	G055	14
(433)	FIELD AUDITOR I	A033	14
(434)	FIELD INSPECTOR SPECIALIST	V074	14
(435)	FORCE STRUCTURE & READINESS COORD	E030	14
(436)	FOREST RANGER III	J013	14
(437)	FORESTER TRAINEE	J034	14
(438)	FOSTER GRANDPARENT SUPERVISOR	M036	14
(439)	G & F TECHNICIAN II	B113	14
(440)	HATCHERY INSPECTOR	X435	14
(441)	HISTORICAL ARTIST	N325	14
(442)	HLTH CARE ANALYST I	X350	14
(443)	INFORMATION OFFICER I	N327	14
(444)	INFORMATION SPECIALIST	N329	14
(445)	INMATE RECORDS SUPERVISOR	W009	14
(446)	INSTITUTIONAL BUS DRIVER	G187	14
(447)	INSTRUMENTATION TECHNICIAN I	Y047	14

(448)	INSURANCE REP	A178	14
(449)	LABORATORY COORDINATOR	B045	14
(450)	LEGAL ASSISTANT	R177	14
(451)	LIQUID PETROLEUM GAS TECHNICIAN	Q035	14
(452)	LIVESTOCK INSPECTOR	Q041	14
(453)	LPTN II	L115	14
(454)	MAINT WORK PLNR & SCHEDULER II	G213	14
(455)	MEDICAL PHOTOGRAPHER I	N335	14
(456)	MENTAL HLTH ASSISTANT II	M043	14
(457)	MICROPHOTOGRAPHER SUPERVISOR	K079	14
(458)	MICROBIOLOGIST INTERN	B067	14
(459)	MIL FIRE & SECURITY OFFICER SUPV	T027	14
(460)	MINERAL EXPLORATION CORE DRILLER	G113	14
(461)	MISCELLANEOUS FIELD TAX EXAMINER	A115	14
(462)	MOBILE X-RAY TECH SUPV	L067	14
(463)	MOISTURE METER INSPECTOR	Q049	14
(464)	MUSEUM PROGRAM ASSISTANT	P359	14
(465)	MUSEUM REGISTRAR	K081	14
(466)	NATIONAL GUARD COMM SUPERVISOR	C029	14
(467)	NPIP INSPECTOR	Q044	14
(468)	OPERA THEATER ARTISTIC & TECH ASST	N373	14
(469)	PARKING COORDINATOR	G203	14
(470)	PERSONNEL SELECTION SPECIALIST I	R408	14
(471)	PEST CONTROL TECH	Q053	14
(472)	PLANNING SPECIALIST I	R132	14
(473)	POULTRY GRADER	Q063	14
(474)	PRINTER II	Y085	14
(475)	PROGRAM ADVISOR	R140	14
(476)	PROGRAMMER TRAINEE	D035	14
(477)	PSYCHOLOGICAL INTERN	L126	14
(478)	PUBLIC HLTH EDUCATOR I	E041	14
(479)	PUBLICITY & INFORMATION SPECIALIST	N361	14
(480)	PURCHASE AGENT I/ASST PURCHASE AGEN	V039	14
(481)	RECORDS CONSULTANT	W025	14
(482)	RECREATIONAL ACTIVITY LEADER II	M048	14
(483)	REGISTERED NURSE INTERN	L182	14
(484)	RESIDENT PROGRAM COORDINATOR	M062	14
(485)	REVENUE AGENT II	A028	14
(486)	RODENT CONTROL TECH SUPV	X396	14
(487)	SAFETY INSPECTOR I	Q071	14
(488)	SECURITY OFFICER III	T047	14
(489)	SEED ANALYST II	Q080	14
(490)	SHELL EGG GRADER	Q089	14
(491)	SPECIAL EVENTS SUPERVISOR	F013	14
(492)	SPORTS INFORMATION SPECIALIST	N367	14
(493)	STAFF DEVELOPMENT SPECIALIST I	E048	14
(494)	STATE FOREST FOREMAN	J033	14
(495)	STUDENT AID OFFICER I	M091	14
(496)	STUDENT LOAN OFFICER I	M179	14
(497)	TELEVISION DIRECTOR	F053	14
(498)	TRAVEL INFORMATION WRITER I	N286	14
(499)	TREATMENT COORDINATOR I	M094	14
(500)	TV CONTINUITY EDITOR	F025	14
(501)	TV PRODUCTION ASSISTANT	F051	14
(502)	VOCATIONAL REHAB EVALUATOR I	M104	14
(503)	WAREHOUSE MANAGER	V056	14
(504)	ABC ENFORCEMENT OFFICER I	X303	15

(505)	ACCOUNTANT I	A002	15
(506)	AIR RESOURCES SPECIALIST	Q005	15
(507)	AIRCRAFT PILOT I	G005	15
(508)	ATHLETIC FACILITY SUPV	G015	15
(509)	AUTO BODY REPAIRMAN	Y121	15
(510)	BUDGET TECHNICIAN	K129	15
(511)	BUILDING PLANT MAINTENANCE SUPV I	G027	15
(512)	CHIEF APIARY INSPECTOR	Q014	15
(513)	COMMERCIAL ARTIST I/GRAPHIC ART I	N311	15
(514)	COMPLAINTS INVESTIGATOR	X307	15
(515)	CONTINUING EDUCATION PROJECT COORD	R416	15
(516)	CORRECTIONAL OFFICER I	T003	15
(517)	COTTAGE LIFE PROGRAM SUPV	R057	15
(518)	DATA CONTROL SUPERVISOR	D011	15
(519)	DAY CARE TEACHER	E096	15
(520)	DCS COMMUNICATIONS BILLING REP II	D063	15
(521)	DCS NETWORK SPECIALIST	D088	15
(522)	DDS TEAM SHIFT COORDINATOR	M141	15
(523)	DFA MESSENGER SERVICE COORDINATOR	K140	15
(524)	DRUG HANDLER INVESTIGATOR	T056	15
(525)	EMERGENCY COMMUNICATION SPECIALIST	C016	15
(526)	ESD FIELD TAX REPRESENTATIVE I	A055	15
(527)	ESD INTERVIEWER I	R259	15
(528)	FED SURPLUS PROP UTILIZATION INSP	V070	15
(529)	FIELD INVESTIGATOR II	X345	15
(530)	FISCAL SPECIALIST	A046	15
(531)	FOOD PRODUCTION MANAGER II	H034	15
(532)	HABILITATION/REHAB INSTRUCTOR I	E084	15
(533)	HLTH HAZARD INVESTIGATOR II	Q027	15
(534)	HOS & NURSING HOME SUPVEYOR I	X356	15
(535)	HUNTER SAFETY EDUC & TRNG OFFICER	E019	15
(536)	INSURANCE INVESTIGATOR	X361	15
(537)	INSURANCE SPECIALIST II	A053	15
(538)	INTERPRETER II	M182	15
(539)	INTERVIEWER	R342	15
(540)	INVENTORY CONTROL MANAGER	V030	15
(541)	LABORATORY ANIMAL TECHNICIAN SUPV	B038	15
(542)	LIBRARIAN I	R252	15
(543)	LIVESTOCK & POULTRY COMPLIANCE OFFR	T024	15
(544)	LOGISTICS MANAGER	R104	15
(545)	LPTN III	L116	15
(546)	MANAGER TOURIST INFORMATION CENTER	P317	15
(547)	MEDICAL DIAGNOSTIC ANALYST	W016	15
(548)	MEDICAL TECHNOLOGIST I	B054	15
(549)	MEN HLTH COUNSELOR II	L054	15
(550)	MULTI-MEDIA SPECIALIST	E092	15
(551)	MULTI-MEDIA TECHNICAL CONTROLLER II	E035	15
(552)	PARK INTERPRETER	P325	15
(553)	PARK RANGER	P327	15
(554)	PARK SUPERINTENDENT I	P329	15
(555)	PERSONNEL ASSISTANT II	R124	15
(556)	PERSONNEL OFFICER II	R190	15
(557)	PERSONNEL REPRESENTATIVE TECHNICIAN	R383	15
(558)	PERSONNEL TECHNICIAN	K093	15
(559)	PHOTOGRAPHER II	N355	15
(560)	PHOTOGRAPHER II-INST	N359	15
(561)	PLANT WAREHOUSE ASSISTANT FOREMAN	V033	15

(562)	PROOF EDITOR	N375	15
(563)	PUB SAFETY INVESTIGATION & TRNG OFF	T059	15
(564)	PUBLICITY & STUDENT RECRUIT SPEC II	N365	15
(565)	RADIO NEWS DIRECTOR	F009	15
(566)	RADIOLOGICAL DEFENSE SUPV	T041	15
(567)	REALTY APPRAISER II	X387	15
(568)	RECORDS MANAGEMENT ANALYST I	W028	15
(569)	RECREATION COORDINATOR	P334	15
(570)	REHAB COUNSELOR I	M052	15
(571)	REPORTING SPECIALIST III	A092	15
(572)	RESEARCH ASSISTANT	R148	15
(573)	REVENUE DEPT SUPERVISOR I	R154	15
(574)	SENIOR MILITARY FIREFIGHTER	T029	15
(575)	SOCIAL SERVICE REPRESENTATIVE I	M073	15
(576)	SOCIAL SERVICE WORKER I	M079	15
(577)	SOLAR SYSTEM OPERATOR	Y135	15
(578)	SPEECH PATHOLOGIST I	L138	15
(579)	STATIONARY ENGINEER	Q091	15
(580)	STUDENT UNION NIGHT MANAGER	P340	15
(581)	SURPLUS PROPERTY AGENT	V053	15
(582)	SURVEY CREW CHIEF	X395	15
(583)	SURVEY REGISTRAR	R192	15
(584)	TAX INVESTIGATOR	X349	15
(585)	TELEPROCESSING MONITOR	D061	15
(586)	TRAINING INSTRUCTOR I	E070	15
(587)	TV ARTIST	F019	15
(588)	TV INSTRUCTOR I	E060	15
(589)	TV UTILIZATION SPECIALIST	E066	15
(590)	UNIFORM COMMANDER	T055	15
(591)	UTILIZATION REVIEW COORDINATOR II	W034	15
(592)	VENDING FACILITY PROGRAM SPECIALIST	H011	15
(593)	VOCATIONAL INSTRUCTOR I	E080	15
(594)	WATER FILTER/WASTE DISPOSAL SUPV	G141	15
(595)	WEIGHTS & MEASURES INVEST II	X411	15
(596)	WORD PROCESSING SUPV	K186	15
(597)	X-RAY TECH SUPV/X-RAY TECH II	L153	15
(598)	YOUTH SVCS COUNSELOR I	M134	15
(599)	ADMINISTRATIVE ASSISTANT II	R010	16
(600)	ADMISSIONS COUNSELOR	M003	16
(601)	APPLICATIONS PROGRAMMER/APPL PGMR I	D001	16
(602)	ARCHIVAL ASST	K002	16
(603)	ASSOCIATE DIRECTOR PUB SAFETY	T002	16
(604)	ASST DIR OF PARKING	G199	16
(605)	ASST DIR OF TRANSPORTATION	G201	16
(606)	ASST DIRECTOR STUDENT UNION	P304	16
(607)	ASST HUNTER SAFETY COORDINATOR	E001	16
(608)	ASST LANGUAGE DEVELOPMENT SUPV	L172	16
(609)	ASST REGISTRAR	R032	16
(610)	AURAL HABILITATION SPECIALIST	E006	16
(611)	AUTO/DIESEL MECHANIC	Y003	16
(612)	BRICKMASON	Y007	16
(613)	BUSINESS CONTROLLER II	R440	16
(614)	CARTOGRAPHER SUPV II	N310	16
(615)	CENTRAL CONTROL SYSTEM SUPERVISOR	G150	16
(616)	CERTIFICATION SUPERVISOR	K138	16
(617)	CHEMIST I	B008	16
(618)	CHIEF RADIOLOGIC TECHNOLOGIST	L166	16

(619)	CLASSIFICATION & ASSIGNMENT OFFICER	R049	16
(620)	COLLECTION OFFICER	A024	16
(621)	COMMERCIAL ARTIST II/GRAPHIC ART II	N290	16
(622)	COMPUTER TAPE LIBRARIAN	D094	16
(623)	COMTY ALCOHOL & DRUG ABUSE CNSLT II	M020	16
(624)	CONTRACT EXPEDITER	V064	16
(625)	COORD OF STUDENT AFFAIRS & HOUSING	R448	16
(626)	COORDINATOR OF ALUMNI AFFAIRS	N313	16
(627)	COR ADMIN REVIEW OFFICER	X318	16
(628)	COR BUSINESS MANAGER	A114	16
(629)	COR INFIRMARY ADMR	L160	16
(630)	COR PROPERTY OFFICER	V076	16
(631)	COR VOLUNTEER SERVICE COORDINATOR	M144	16
(632)	CORRECTIONAL COUNSELOR II	M023	16
(633)	COUNSELOR I	M026	16
(634)	CYTOTECHNOLOGIST	L023	16
(635)	DATA PROCESSING SHIFT SUPV I	D017	16
(636)	DATA PROCESSING SUPERVISOR I	D018	16
(637)	DCS CUSTOMER SERVICE REP I	D065	16
(638)	DCS DATA ENTRY SUPERVISOR	D075	16
(639)	DCS NETWORK TECHNICIAN	D053	16
(640)	DCS PROGRAM LIBRARIAN	D083	16
(641)	DCS SENIOR COMPUTER TECHNICIAN	D048	16
(642)	DCS TAPE LIBRARIAN	D082	16
(643)	DCS TELECOMMUNICATIONS TECH II	D101	16
(644)	DCS USER SERVICE REP MANAGER	D111	16
(645)	DENTAL HYGIENIST	L026	16
(646)	DISTRICT INVESTIGATOR	X327	16
(647)	DRIVERS LICENSE HEARING OFFICER I	X329	16
(648)	ED ETV VIDEO TECHNICIAN	F043	16
(649)	EIA INSPECTOR	X426	16
(650)	ELECTRICIAN LICENSING COORDINATOR	R061	16
(651)	ELECTRONIC TECHNICIAN	Y129	16
(652)	EMERGENCY COMMUNICATION SUPERVISOR	C022	16
(653)	ENGINEER TECHNICIAN	X333	16
(654)	ESD UNIT SUPERVISOR II	K040	16
(655)	EXAMINATION SUPERVISOR	K152	16
(656)	EXECUTIVE HOUSEKEEPER I	G167	16
(657)	FAMILY SERVICE WORKER I	M034	16
(658)	FIELD ECOLOGIST I	B096	16
(659)	FINANCIAL EXAMINER TRAINEE	A045	16
(660)	FIRE CHIEF	T017	16
(661)	FOREST PRODUCT SPECIALIST	R234	16
(662)	FORESTER I	J020	16
(663)	G & F FORESTER	J024	16
(664)	G & F TECHNICIAN III	B114	16
(665)	G&F BIOLOGIST I	B022	16
(666)	GENERAL MAINTENANCE REPAIRMAN	G161	16
(667)	GEOLOGIST I	B028	16
(668)	GRAIN FIELD AUDITOR I	A126	16
(669)	HAZARDOUS/TOXIC MATERIAL WORKER	Y033	16
(670)	HEALTH EDUCATOR-UAMS	E116	16
(671)	HEATING & A/C MECHANIC	Y039	16
(672)	HISTORICAL RESEARCHER	N288	16
(673)	HOME ECONOMIST	L044	16
(674)	INDIRECT COST RATE ANALYST	A174	16
(675)	INSTITUTIONAL INSTRUCTOR I	E022	16

(676)	INSTITUTIONAL LODGING COORD	V078	16
(677)	INSTRUMENTATION TECHNICIAN II	Y049	16
(678)	JOURNEYMAN CARPENTER	Y053	16
(679)	JOURNEYMAN ELECTRICIAN	Y055	16
(680)	JOURNEYMAN LOCKSMITH	Y065	16
(681)	JOURNEYMAN PAINTER	Y057	16
(682)	JOURNEYMAN PLASTERER	Y059	16
(683)	JOURNEYMAN PLUMBER	Y061	16
(684)	LAND REMONUMENTATION COORDINATOR	X362	16
(685)	LANDSCAPE SUPERVISOR II	G089	16
(686)	LIQUID PETROLEUM GAS INSPECTOR	Q033	16
(687)	LONG-TERM CARE FACILITY SURVEYOR	X444	16
(688)	LPTN SUPERVISOR	L117	16
(689)	MACHINIST	Y067	16
(690)	MAJOR APPLIANCE REPAIRMAN	G215	16
(691)	MANAGER OF MAILING SERVICES	R105	16
(692)	MEDICAL PHOTOGRAPHER II	N337	16
(693)	MEDICAL PROGRAM REPRESENTATIVE	R110	16
(694)	MEDICAL TECHNOLOGIST	B052	16
(695)	METROLOGIST	B063	16
(696)	MICROBIOLOGIST I	B064	16
(697)	MILITARY BANDMASTER	E032	16
(698)	MILITARY TRAINING OFFICE MGR	E029	16
(699)	MOISTURE METER LABORATORY TECH	B071	16
(700)	MUSEUM EXHIBIT SPECIALIST	N343	16
(701)	MUSEUM INTERPRETIVE SPECIALIST	P358	16
(702)	NPIP INSPECTOR SUPERVISOR	Q043	16
(703)	NURSE I	L068	16
(704)	OCCUPATIONAL HYGIENIST I	X368	16
(705)	OCCUPATIONAL THERAPIST I	L086	16
(706)	PERSONNEL REPRESENTATIVE TRAINEE	R186	16
(707)	PEST CONTROL INSPECTOR II	Q052	16
(708)	PEST CONTROL TECHNICIAN SUPERVISOR	Q055	16
(709)	PHYSICAL THERAPIST I	L102	16
(710)	PLT BRD AGRI SPECIALIST I	Q152	16
(711)	POL C ECOLOGIST I	B078	16
(712)	POL C INSPECTOR I	Q059	16
(713)	PRINTING COST ESTIMATOR	R138	16
(714)	PRINTING ESTIMATOR/PLANNER	R458	16
(715)	PUBLIC HLTH EDUCATOR II	E042	16
(716)	PUBLIC HLTH INVESTIGATOR I	Q067	16
(717)	PUBLIC HLTH NURSE INTERN	L158	16
(718)	QUALITY CONTROL REVIEWER	M170	16
(719)	RADIO PRODUCTION ENGINEER	F011	16
(720)	REALTY APPRAISER III	X389	16
(721)	RECRUITMENT SPECIALIST	R340	16
(722)	REFRIGERATION MECHANIC SUPERVISOR	Y089	16
(723)	REGISTERED NURSE I	L128	16
(724)	RESEARCH TECHNOLOGIST I	B088	16
(725)	REVENUE AGENT III	A172	16
(726)	REVENUE DEPT SUPERVISOR II	R156	16
(727)	ROOFER	Y091	16
(728)	SECURITY OFFICER SUPERVISOR	T049	16
(729)	SEED ANALYST III	Q079	16
(730)	SHEET METAL WORKER	Y097	16
(731)	SOCIAL SERVICE INVESTIGATOR I	M070	16
(732)	SOCIAL WORKER I	M084	16

(733)	SPECIAL EVENTS COORDINATOR	F050	16
(734)	SPECIAL INVESTIGATOR	X382	16
(735)	SR EGG PRODUCTS INSPECTOR	Q083	16
(736)	SR POULTRY GRADER	Q085	16
(737)	SR SHELL EGG GRADER	Q087	16
(738)	STATISTICIAN/STATISTICIAN II	R162	16
(739)	STUDENT AID OFFICER II	M093	16
(740)	STUDENT HEALTH SVC NURSE I	L144	16
(741)	STUDENT UNION MANAGER	P338	16
(742)	SUB-GRANT ADMINISTRATOR II	R166	16
(743)	TAX AUDITOR TRAINEE	A105	16
(744)	TEACHER F/T SENSORY IMPAIRED I	E059	16
(745)	TELECOMMUNICATIONS COORDINATOR	C021	16
(746)	TELECOMMUNICATIONS SUPERVISOR	C017	16
(747)	TELEPHONE TECHNICIAN	Y104	16
(748)	THEATER ARTS TECHNICAL SUPERVISOR	N369	16
(749)	TREATMENT COORDINATOR II	M096	16
(750)	TUTORIAL COORD	E120	16
(751)	TV ENGINEER	F027	16
(752)	TV MICROWAVE TECHNICIAN	F033	16
(753)	VOCATIONAL PLAC & EVAL PROG COORD	M102	16
(754)	VOLUNTEER SERVICES COORDINATOR	M110	16
(755)	WAGE & HOUR INVESTIGATOR	X445	16
(756)	WELDER	Y107	16
(757)	WILDLIFE OFFICER I	P351	16
(758)	WK CMP COMPLIANCE OFFICER	X414	16
(759)	X-RAY TECH III	L149	16
(760)	ABC ENFORCEMENT OFFICER II	X316	17
(761)	ACCOUNTANT II	A004	17
(762)	ADMINISTRATIVE OFFICER	R430	17
(763)	ADOPTION SPECIALIST	M156	17
(764)	AIRCRAFT PILOT II	G007	17
(765)	APPLICATIONS PROGRAMMER II	D070	17
(766)	ASST ADMINISTRATOR PROF SVCS	R018	17
(767)	ASST BUSINESS MANAGER	R022	17
(768)	ASST PERSONNEL MANAGER	R030	17
(769)	ASU ASST DIRECTOR OF HOUSING	Z501	17
(770)	ATU COLISEUM MANAGER	Z573	17
(771)	AUDIOVISUAL AIDS SUPV	E122	17
(772)	AUTO/DIESEL MECHANIC SUPERVISOR	Y005	17
(773)	BOILER INSPECTOR	Q013	17
(774)	BOOKSTORE MANAGER	R040	17
(775)	BUILDING ENGINEER	G024	17
(776)	BUILDING PLANT MAINTENANCE SUPV II	G028	17
(777)	BUYER	V002	17
(778)	CAREER PLNG & PLAC ADVISOR	M008	17
(779)	CARPENTER SUPERVISOR	Y017	17
(780)	CHIEF OF RECORDS & IDENTIFICATION	W002	17
(781)	CHIEF PHOTOGRAPHER	N380	17
(782)	CHILD CARE LICENSING SPECIALIST	M168	17
(783)	COMMUNITY SVCS REGIONAL REP	R112	17
(784)	COMPLAINTS INVESTIGATION SUPERVISOR	X342	17
(785)	CONSTR & MAINT PROJECT ESTIMATOR	G031	17
(786)	CONSTRUCTION INSPECTOR	X315	17
(787)	COORDINATOR OF INFORMATION SERVICES	N315	17
(788)	COORDINATOR OF SPORTS INFORMATION	N317	17
(789)	COR FOOD PRODUCTION MGR I	H029	17

(790)	COR GRIEVANCE OFFICER	R321	17
(791)	COR INDUSTRIAL SUPV II	E011	17
(792)	COR UNIT TRAINER	T085	17
(793)	CORRECTIONAL OFFICER II	T005	17
(794)	DATA PROCESSING SHIFT SUPV II	D052	17
(795)	DATA PROCESSING SUPERVISOR II	D020	17
(796)	DCS LIBRARY SUPERVISOR	D081	17
(797)	DCS PRODUCTION SCHEDULER	D077	17
(798)	DDS COUNSELOR	M124	17
(799)	DENTAL HYGIENIST SUPV	L174	17
(800)	DFA REVENUE DISTRICT SUPERVISOR	A176	17
(801)	DHS EXECUTIVE AIDE	R222	17
(802)	DIRECTOR OF TRANSIT & PARKING	G040	17
(803)	DIS DET CLAIMS ADJUDICATOR I	X322	17
(804)	DISTRICT INVESTIGATOR CORPORAL	X402	17
(805)	DRIVERS LICENSE HEARING OFFICER II	X331	17
(806)	DRUG DIVERSION INVESTIGATOR	T069	17
(807)	ED ADMIN SVCS COORDINATOR	K141	17
(808)	EDUCATION CHIEF READER	E065	17
(809)	ELECTRICIAN SUPERVISOR	Y027	17
(810)	EMERG MEDICAL SERVICES SPEC	Q104	17
(811)	EMERG SVCS AREA COOR	R064	17
(812)	ENGINEER TECH SUPERVISOR	X458	17
(813)	ESD EMPLOYMENT COUNSELOR	R221	17
(814)	ESD EXECUTIVE ASSISTANT	R014	17
(815)	ESD FIELD TAX REP II	A071	17
(816)	ESD INTERVIEWER II	R257	17
(817)	ESD TECHNICIAN I	X312	17
(818)	ESD U I INVESTIGATOR I	X353	17
(819)	EXECUTIVE HOUSEKEEPER II	G168	17
(820)	FIELD AUDITOR II	A034	17
(821)	FIELD INVESTIGATOR SUPV	X346	17
(822)	FIELD REPRESENTATIVE ON AGING	M033	17
(823)	FIELD SERVICES REPRESENTATIVE	X348	17
(824)	FOOD PRODUCTION MANAGER	H032	17
(825)	HABILITATION/REHAB INSTRUCTOR II	E086	17
(826)	HEATING & A/C MECHANIC SUPERVISOR	Y041	17
(827)	HLTH CARE ANALYST II	X352	17
(828)	HLTH PHYSICS TECHNOLOGIST	T020	17
(829)	HMO MEDICAL CONTRACT COORD	R456	17
(830)	HOUSING DEVELOPMENT OFFICER	R196	17
(831)	INCOME TAX AUDITOR	A192	17
(832)	INFORMATION OFFICER II	N328	17
(833)	ITV/ETV RECEPTIONIST	F001	17
(834)	JR PROGRAMMER ANALYST	D030	17
(835)	LIBRARIAN II	R254	17
(836)	LIBRARY PROGRAM ADVISOR I	R258	17
(837)	MANUFACTURED HOUSING SPECL	Q047	17
(838)	MEDIA SCRIPTWRITER	N296	17
(839)	MEDICAL RECORDS ADMINISTRATOR	W012	17
(840)	MEDICAL RECORDS FIELD REP	W032	17
(841)	MEDICAL TECHNOLOGIST II	B056	17
(842)	MEDICAL TECHNOLOGIST SUPERVISOR	B060	17
(843)	METEOROLOGIST	B062	17
(844)	MIL RANGE OFFICER	T028	17
(845)	MILITARY FIREFIGHTER SHIFT LEADER	T031	17
(846)	NURSERY/SEED ORCHARD SUPERVISOR	J026	17

(847)	OCCUPATIONAL HYGIENIST II	X370	17
(848)	ORIENTATION & MOBILITY SPECL I	E134	17
(849)	PAINTER SUPERVISOR	Y073	17
(850)	PARK CONSTRUCTION INSPECTOR	X372	17
(851)	PARK SUPERINTENDENT II	P331	17
(852)	PATIENT BUSINESS SERVICES SUPV	R275	17
(853)	PCCC ASST CHIEF FISCAL OFFICER	Z661	17
(854)	PEST CONTROL INSPECTOR SUPV	Q054	17
(855)	PETROLEUM TECHNICIAN	X379	17
(856)	PLANNING SPECIALIST II	R134	17
(857)	PLANT MAINTENANCE SUPV	G124	17
(858)	PLANT WAREHOUSE FOREMAN	V034	17
(859)	PLASTERER SUPERVISOR	Y077	17
(860)	PLUMBER SUPERVISOR	Y081	17
(861)	PLUMBING INSPECTOR	Q057	17
(862)	PLUMBING PLANS REVIEWER	Q122	17
(863)	PRK&TRSM FLK CENTER ADMV SVCS MGR	552Z	17
(864)	PROGRAM CONSULTANT	R142	17
(865)	PROPERTY OFFICER	V038	17
(866)	PSC MANAGER, COMM DOCKETS	K188	17
(867)	PUBLIC AFFAIRS SPECIALIST	N360	17
(868)	QUALITY CONTROL REVIEW SUPV	M164	17
(869)	RADIO PROGRAM DIRECTOR	F010	17
(870)	RATE & FORM ANALYST	A142	17
(871)	RECORDS/INTAKE SUPV	T075	17
(872)	RECREATIONAL ACTIVITY LEADER SUPV	M050	17
(873)	REHAB COUNSELOR II	M054	17
(874)	REHAB TEACHER FOR THE BLIND I	E046	17
(875)	RURAL LAND SPECIALIST	X459	17
(876)	SAFETY INSPECTOR II	Q073	17
(877)	SAFETY SUPERVISOR	X392	17
(878)	SANITARIAN I	Q074	17
(879)	SOCIAL SERVICE INVESTIGATOR II	M072	17
(880)	SOCIAL SERVICE REPRESENTATIVE II	M075	17
(881)	SOCIAL SERVICE WORKER II/SOC SVC WK	M080	17
(882)	STAFF DEVELOPMENT SPECIALIST II	E050	17
(883)	STATE POLICE TROOPER	T039	17
(884)	STATIONARY ENGINEER SUPERVISOR	X462	17
(885)	STUDENT LOAN OFFICER II	M180	17
(886)	TAX EXAMINER SUPV	A194	17
(887)	TELEPROCESSING SUPERVISOR	D050	17
(888)	TRAINING & EDUCATION COORD EMER SVC	E068	17
(889)	TRAINING INSTRUCTOR II	E072	17
(890)	TRAVEL INFORMATION WRITER II	N280	17
(891)	TV INSTRUCTOR II	E062	17
(892)	TV TRANSMITTER SUPERVISOR	F045	17
(893)	UAPB DIRECTOR OF ALUMNI	Z884	17
(894)	VENDING FACILITY TRAINING SPEC	R284	17
(895)	VETERANS CLAIMS SPECIALIST	M098	17
(896)	VOCATIONAL INSTRUCTOR II	E082	17
(897)	VOCATIONAL REHAB EVALUATOR II	M106	17
(898)	VOLUNTEER PROGRAM DEVELOPER	M111	17
(899)	WEIGHTS & MEASURES INVEST SUPV	X412	17
(900)	WK CMP SELF-INSURERS ASST ADMR	R402	17
(901)	YOUTH SVCS COUNSELOR II	M136	17
(902)	ACCOUNTING SUPV I	A006	18
(903)	ACIC SYSTEMS COORDINATION ANALYST	D086	18

(904)	AGRICULTURAL UNIT SUPERVISOR I	G160	18
(905)	AIRPORT INSPECTOR	X422	18
(906)	APPL PROGRAMMER III	D002	18
(907)	ARCHEOLOGIST	N372	18
(908)	ARCHITECT I	N304	18
(909)	ARCHIVIST	R016	18
(910)	AREA LIVESTOCK INSPECTOR SUPV	Q040	18
(911)	ASSOCIATE BOOKSTORE MANAGER	R494	18
(912)	ASST CHIEF RESPIRATORY THERAPIST	L164	18
(913)	ASST DIR OF ADMISSIONS	M007	18
(914)	ASST DIRECTOR OF COMMUNITY SERVICES	M006	18
(915)	ASST DIRECTOR PHYSICAL PLANT	Y002	18
(916)	ASST DIRECTOR STUDENT AID	M172	18
(917)	ASST MANAGEMENT FORESTER	J002	18
(918)	ASU ASST DIRECTOR OF INFORMATION	Z502	18
(919)	ASU ASST REGISTRAR	Z944	18
(920)	ASU-B COORD PERSONNEL & AFFIRM ACTN	Z475	18
(921)	ASU-B DIRECTOR OF INFORMATION	Z551	18
(922)	ATU DIRECTOR OF ALUMNI	Z574	18
(923)	ATU DIRECTOR OF PUBLIC SAFETY	Z477	18
(924)	ATU STUDENT ACCOUNTS OFFICER	Z582	18
(925)	AUDIOLOGIST	L008	18
(926)	AUTO/DIESEL MECHANIC FOREMAN	Y004	18
(927)	BIOMETRICIAN	R204	18
(928)	BOATING SAFETY COORDINATOR	E007	18
(929)	BUDGET SPECIALIST	R048	18
(930)	BUYER II	V006	18
(931)	BUYER SUPERVISOR	V010	18
(932)	CARPENTER FOREMAN	Y014	18
(933)	CHIEF CONSTRUCTION INSPECTOR	X306	18
(934)	CHIEF RADIO TELEVISION ENGINEER	F004	18
(935)	CLINICAL DIETITIAN	L016	18
(936)	COMMUNICATIONS SUPERVISOR	C006	18
(937)	COR CONSTR/MAINTENANCE SUPV I	Y131	18
(938)	COR INTERNAL AFFAIRS INVESTIGATOR	X450	18
(939)	COR MANAGER OF FLEET MAINTENANCE	107Z	18
(940)	COR MENTAL HEALTH COUNSELOR III	L022	18
(941)	COR SALES REPRESENTATIVE	R072	18
(942)	COR TRAINING ACADEMY SUPERVISOR	E100	18
(943)	COR UNIT PERS & TRAINING OFFICER	R322	18
(944)	COR UNIT TRAINER SUPV	T084	18
(945)	CORRECTIONAL COMMUNITY COUNSELOR	L180	18
(946)	CORRECTIONAL COUNSELOR III	M024	18
(947)	CORRECTIONAL SERGEANT	T010	18
(948)	COUNSELOR II	M028	18
(949)	DAY CARE TEACHER SUPERVISOR	E094	18
(950)	DCS CUSTOMER SVC REP II	D067	18
(951)	DCS DATA COMMUNICATIONS TECH I	D016	18
(952)	DCS INFO CENTER ANALYST I	D057	18
(953)	DCS LEAD COMPUTER TECHNICIAN	D047	18
(954)	DCS TELECOMMUNICATION TECH III	D084	18
(955)	DDS ANCILLARY SVCS & DORM SUPV	M162	18
(956)	DDS COTTAGE LIFE PROGRAM SUPV	493Z	18
(957)	DFA MARKETING & REDISTRIBUTION SUPV	V067	18
(958)	DFA RACING COMM TRACK SUPV	860Z	18
(959)	DFA REVENUE SECTION SUPERVISOR	171Z	18
(960)	DFA VEHICLE MAINT COORD	R492	18

(961)	DHS PROGRAM ANALYST	M068	18
(962)	DHS STAFF SUPERVISOR	M078	18
(963)	DHS/DEMS ECONOMIC & MEDICAL SUPV I	M025	18
(964)	DHS/DEMS INCOME MAINT FIELD REP	M154	18
(965)	DIETICIAN	L028	18
(966)	DIETICIAN SURVEYOR	X320	18
(967)	DIS DET CLAIMS ADJUDICATOR II	X386	18
(968)	DISCIPLINARY COMMITTEE CHAIRPERSON	T012	18
(969)	DISTRICT INVESTIGATOR SERGEANT	X400	18
(970)	DIV SVCS FOR BLIND POLICY DEV COORD	R274	18
(971)	EACC COORD PERSONNEL & AFFIRM ACTN	Z450	18
(972)	ED EXECUTIVE ASSISTANT DIRECTOR OFC	R422	18
(973)	ED VOCATIONAL EDUCATION EXEC ASST	291Z	18
(974)	EDITOR	N324	18
(975)	EGG & POULTRY GRADER SUPERVISOR	Q018	18
(976)	ELECTRICIAN FOREMAN	Y028	18
(977)	ENTOMOLOGIST	B098	18
(978)	ESD DATA PROCESSING COORDINATOR	D060	18
(979)	ESD FIELD TAX REP II (SP LANG)	A070	18
(980)	ESD PROGRAM SUPERVISOR	R237	18
(981)	ESD RESEARCH & ANALYSIS ANALYST	R327	18
(982)	ESD TECHNICIAN II	X310	18
(983)	ESD U I INVESTIGATOR II	X355	18
(984)	FABRICATIONS SHOP MANAGER	G050	18
(985)	FACILITY MANAGER IV	P312	18
(986)	FAIR HEARING REFEREE	R424	18
(987)	FAMILY SERVICE WORKER II	M030	18
(988)	FIELD ECOLOGIST II	B100	18
(989)	FINANCIAL EXAMINER I	A040	18
(990)	FOREST ENTOMOLOGIST	028Z	18
(991)	FORESTER II	J022	18
(992)	G & F BIOLOGIST II	B024	18
(993)	G & F FORESTER II	J023	18
(994)	GRAIN FIELD AUDITOR II	A118	18
(995)	HAZARDOUS/TOXIC MATERIAL FOREMAN	Y032	18
(996)	HEATING & A/C FOREMAN	Y036	18
(997)	HIGHER ED EIC COUNSELOR	R336	18
(998)	HIGHER ED PROGRAM ANALYST	R092	18
(999)	HISTORIAN	N368	18
(1000)	HISTORIC SITES SPECIALIST	N292	18
(1001)	HLTH PHYSICIST I	Q028	18
(1002)	HLTH RECORDS SPECIALIST	W026	18
(1003)	HOS & NURSING HOME SURVEYOR II	X358	18
(1004)	HSU DIR OF HOUSEKEEPING	Z481	18
(1005)	HSU DIRECTOR OF ALUMNI	Z613	18
(1006)	HSU DIRECTOR OF SCHL & COLLEGE RELA	Z620	18
(1007)	HUNTING SAFETY COORDINATOR	E017	18
(1008)	INFORMATION SERVICES AGENT	X359	18
(1009)	INSTITUTIONAL INSTRUCTOR II	E024	18
(1010)	INSTITUTIONAL OMBUDSMAN DEV SPEC	R404	18
(1011)	INSTRUCTIONAL MATERIALS DEVELOPER	E004	18
(1012)	INSTRUMENTATION ENGINEER	Y046	18
(1013)	INVESTMENT SPECIALIST	A060	18
(1014)	JR SYSTEMS PROGRAMMER	D032	18
(1015)	LAND RESOURCE SPECIALIST	X408	18
(1016)	LEASING SPECIALIST	R098	18
(1017)	LIBRARIAN III	R256	18

(1018)	LIVE & POUL COMPLIANCE OFFICER SUPV	T022	18
(1019)	LPTN ADMINISTRATOR	L178	18
(1020)	M R FACILITY PROGRAM EVALUATOR	504Z	18
(1021)	MANAGEMENT PROJECT ANALYST I	R264	18
(1022)	MCCC CORD DESEGREGATION&AFFIRM ACTN	Z455	18
(1023)	MEN HLTH HOUSEKEEPING SUPERVISOR	G078	18
(1024)	MEN HLTH LAUNDRY SUPV	470Z	18
(1025)	MOTION PICTURE PRODUCTION DIRECTOR	N341	18
(1026)	MUSEUM CONSULTANT	R174	18
(1027)	MUSEUM PROGRAMS SPECIALIST	N294	18
(1028)	MUSIC PROGRAM & PROMOTIONAL COORD	N346	18
(1029)	NURSE II	L070	18
(1030)	NURSE PRACTITIONER I	L072	18
(1031)	NURSING SERVICES INSPECTOR	X366	18
(1032)	NUTRITIONIST	R114	18
(1033)	OCCUPATIONAL PROGRAM CONSULTANT	M044	18
(1034)	OCCUPATIONAL THERAPIST II	L088	18
(1035)	OPERATIONS ANALYST	D090	18
(1036)	ORIENTATION & MOBILITY SPECL II	E136	18
(1037)	ORTHOTIST	L092	18
(1038)	PAINT SHOP SUPERVISOR	Y069	18
(1039)	PAROLE OFFICER	T062	18
(1040)	PCCC CORD DESEGREGATION&AFFIRM ACTN	Z457	18
(1041)	PERSONNEL ANALYST	R122	18
(1042)	PHYSICAL PLANT SUPT	G146	18
(1043)	PHYSICAL THERAPIST II/PHYSICAL THPT	L104	18
(1044)	PLANNING SPECIALIST III	R136	18
(1045)	PLT BRD AGRI SPECIALIST II	Q160	18
(1046)	PLUMBER FOREMAN	Y080	18
(1047)	PLUMBING INSPECTOR SUPV	Q058	18
(1048)	POL C HAZARDOUS WASTE INSPECTOR	Q108	18
(1049)	POL C INSPECTOR II	Q061	18
(1050)	POL C MGR ADMINISTRATIVE SVC AIR	598Z	18
(1051)	PRE-RETIREMENT COUNSELOR	A064	18
(1052)	PRINTER SUPERVISOR	Y087	18
(1053)	PRK & TRSM DIR OF ED & PUBLIC PRGMS	E138	18
(1054)	PROGRAM COORDINATOR	R144	18
(1055)	PROGRAMMER ANALYST	D034	18
(1056)	PROJ REVIEW SPEC	319Z	18
(1057)	PSYCHOLOGICAL EXAMINER I	L120	18
(1058)	PUBLIC HLTH EDUCATOR SUPERVISOR	E044	18
(1059)	PUBLIC HLTH INVESTIGATOR II	Q068	18
(1060)	PUBLIC HLTH NURSE I	L154	18
(1061)	PUBLIC SAFETY ADMINISTRATOR-UAM	T058	18
(1062)	PUBLIC SAFETY DIRECTOR	T074	18
(1063)	PUBLIC UTILITY AUDITOR I	A074	18
(1064)	PURCHASE AGENT II/PURCHASE AGENT	V040	18
(1065)	RATE ANALYST I	A078	18
(1066)	REAL PROPERTY MANAGEMENT SPECIALIST	R147	18
(1067)	REALTY APPRAISER SUPV	X390	18
(1068)	RECLAMATION GEOLOGIST	B084	18
(1069)	RECORDS MANAGEMENT ANALYST II	W030	18
(1070)	RECREATION PROGRAM COORDINATOR	E090	18
(1071)	REGISTERED NURSE II	L130	18
(1072)	REHAB COUNSELOR III	M056	18
(1073)	REHAB PLAN & EVAL SPECL	R304	18
(1074)	REHAB STAFF DEVELOPMENT SPECIALIST	R308	18

(1075)	REHAB TEACHER FOR THE BLIND II	E047	18
(1076)	RESEARCH PROJECT ANALYST	R150	18
(1077)	RESOURCE SYSTEMS COORDINATOR	R412	18
(1078)	RETIRANT SPECIALIST	A083	18
(1079)	RETIREMENT BENEFITS COUNSELOR	A084	18
(1080)	RURAL FIRE PROGRAM COORD	R388	18
(1081)	SANITARIAN II	Q076	18
(1082)	SAU BOOKSTORE MANAGER	Z671	18
(1083)	SAU DIRECTOR OF ALUMNI AFFAIRS	Z662	18
(1084)	SAU-EL AFFIRMATIVE ACTION OFFICER	Z690	18
(1085)	SECURITIES CUSTODIAN	A094	18
(1086)	SOC SVCS FIELD SVCS REP	M160	18
(1087)	SOCIAL SERVICE WORKER III	M082	18
(1088)	SOCIAL SERVICES REPRESENTATIVE III	M076	18
(1089)	SOCIAL WORKER II/SOCIAL WORKER I	M086	18
(1090)	SPECIAL EVENTS MANAGER	R157	18
(1091)	SPECIFICATIONS SPEC	V044	18
(1092)	SPEECH PATHOLOGIST II	L140	18
(1093)	STUDENT AID ANALYST	R486	18
(1094)	STUDENT HEALTH SVC NURSE II	L146	18
(1095)	STUDENT LOAN COUNSELOR	R490	18
(1096)	SUB-GRANT ADMINISTRATOR III	R168	18
(1097)	SYSTEMS ANALYST/PROGRAMMER	D044	18
(1098)	TAX AUDITOR I	A100	18
(1099)	TEACHER F/T SENSORY IMPAIRED II	E061	18
(1100)	TELECOMMUNICATIONS MANAGER	C001	18
(1101)	TOXIC SUBSTANCES COORD	R318	18
(1102)	TRAINING REPRESENTATIVE	E074	18
(1103)	TROOPER 1ST CLASS	T054	18
(1104)	TV MODERATOR/ON CAMERA TALENT	F034	18
(1105)	UAF ASST TREASURER	Z706	18
(1106)	UAF SCIENTIFIC GLASSBLOWER	Z735	18
(1107)	UAM DIRECTOR OF INFORMATION	Z794	18
(1108)	UAM DIRECTOR OF STUDENT UNION	Z797	18
(1109)	UAM PURCHASING AGENT	Z796	18
(1110)	UAMS ASST TO HOSPITAL DIRECTOR	Z825	18
(1111)	UAMS ASST TO THE DEAN	Z824	18
(1112)	UAMS BOOKSTORE MANAGER	Z827	18
(1113)	UCA DIRECTOR OF ALUMNI	Z913	18
(1114)	VETERANS CHIEF FIELD SVC DIV	753Z	18
(1115)	VETERANS DEP DIR CLAIMS	755Z	18
(1116)	VOCATIONAL INSTRUCTOR III	E076	18
(1117)	VOCATIONAL REHAB EVALUATOR SUPV	M108	18
(1118)	WCC BOOKSTORE MANAGER	Z926	18
(1119)	WCC PUBLIC SAFETY ADMINISTRATOR	Z929	18
(1120)	WILDLIFE OFFICER II	P355	18
(1121)	WORK PROGRAM SUPERVISOR	M176	18
(1122)	YOUTH SVCS COUNSELOR III	M138	18
(1123)	ACCOUNTING SERVICES REP I	A122	19
(1124)	ACIC FIELD SUPERVISOR	X363	19
(1125)	AGENCY PROGRAM COORDINATOR	R298	19
(1126)	ASSISTANT DIRECTOR OF PRINTING	R026	19
(1127)	ASST DIRECTOR OF DIETARY SVCS	L002	19
(1128)	ASST DIRECTOR PERSONNEL	R024	19
(1129)	ASU COORD OF DESEG & AFFIRM ACTION	Z510	19
(1130)	ASU DIRECTOR OF ALUMNI	Z508	19
(1131)	ASU DIRECTOR OF HOUSEKEEPING	Z512	19

(1132)	ATU ASST DIRECTOR OF PHYSICAL PLT	Z570	19
(1133)	ATU BOOKSTORE MANAGER	Z571	19
(1134)	ATU COORD DESEGREGATION&AFFIRM ACTN	Z576	19
(1135)	ATU DIRECTOR OF HOUSING	Z577	19
(1136)	ATU DIRECTOR OF INFORMATION	Z578	19
(1137)	ATU DIRECTOR OF PERSONNEL	Z584	19
(1138)	ATU PURCHASING AGENT	Z581	19
(1139)	ATU TITLE III COORDINATOR	Z471	19
(1140)	AUDIOLOGIST SUPERVISOR	L010	19
(1141)	BUILDING AND GROUNDS COORDINATOR	G026	19
(1142)	BUYER III	V008	19
(1143)	CENTRAL WAREHOUSE SUPERVISOR	V060	19
(1144)	CHAPLAIN	M019	19
(1145)	CHEMIST II	B010	19
(1146)	CHILD CARE DIRECTOR	M012	19
(1147)	CIVIL RIGHTS COORDINATOR	724Z	19
(1148)	CLINICAL LABORATORY ASSISTANT MGR	B014	19
(1149)	COMMUNITY SVCS REGIONAL REP SUPV	M132	19
(1150)	CONSTRUCTION ENGINEER I	X432	19
(1151)	COR COMMUNITY COUNSELOR	L024	19
(1152)	COR FOOD PRODUCTION MGR II	H030	19
(1153)	COR SALES REPRESENTATIVE MGR	R070	19
(1154)	CORRECTIONAL OFFICER III	T006	19
(1155)	CURATOR	N318	19
(1156)	CYTOLOGY LABORATORY MANAGER	B013	19
(1157)	DATA PROCESSING MANAGER II	D014	19
(1158)	DCS COMPUTER/DATA OPERATIONS SUPV	D073	19
(1159)	DCS DOCUMENTATION SPECIALIST	D079	19
(1160)	DCS PROGRAMMER/ANALYST	D076	19
(1161)	DDS FIELD COUNSELOR SUPERVISOR	M126	19
(1162)	DDS FOSTER GRANDPARENT ADMR	521Z	19
(1163)	DDS PLANNING COUNCIL COORDINATOR	956Z	19
(1164)	DDS PROGRAM COORDINATOR	M128	19
(1165)	DDS TEAM LEADER	M140	19
(1166)	DFA BUDGET OFFICER	R500	19
(1167)	DFA DIR EXECUTIVE ASSISTANT	R218	19
(1168)	DFA FED SURPLUS PROP SUPV	V066	19
(1169)	DFA PURCH DEV & PRODUCTION SUPV	V068	19
(1170)	DFA REVENUE DISTRICT MANAGER I	176Z	19
(1171)	DHS POLICY DEVELOPMENT COORD	R332	19
(1172)	DHS STAFF MANAGER	719Z	19
(1173)	DHS/DCFS INSTITUTION ED COORD	545Z	19
(1174)	DHS/DEMS ECONOMIC MEDICAL SUPV II	M027	19
(1175)	DHS/DPO COUNTY ADMIN I	001Z	19
(1176)	DIR DIV OF HEALTH STATISTICS	R224	19
(1177)	DIRECTOR OF MEDICAL RECORDS	W014	19
(1178)	DIRECTOR OF MULTI-MEDIA SERVICES	E014	19
(1179)	DIS DET CLAIMS ADJUDICATOR III	X440	19
(1180)	ED ETV CREATIVE SVCS SUPERVISOR	F046	19
(1181)	EEO/GRIEVANCE OFFICER	R068	19
(1182)	EMERG MED SVCS SUPERVISOR	R232	19
(1183)	EMERG SVCS OPERATIONS OFFICER	R066	19
(1184)	ESD APPEALS REFEREE	R059	19
(1185)	ESD EMPLOYMENT SVC TEST ANALYST	R496	19
(1186)	ESD FIELD TAX REP III	A154	19
(1187)	ESD PRINT SHOP SUPERVISOR	Y031	19
(1188)	ESD SATELLITE OFFICE SUPERVISOR	R344	19

(1189)	ESD TECHNICIAN III	X308	19
(1190)	EXHIBITS SPECIALIST	N282	19
(1191)	FAMILY SERVICE WORKER III	M035	19
(1192)	FIELD REPRESENTATIVE/CHEMIST	B110	19
(1193)	FOLK ARTS COORDINATOR	N345	19
(1194)	G & F GAME RESEARCH BIOLOGIST	309Z	19
(1195)	G & F PURCHASING/PRINTING MANAGER	R189	19
(1196)	G&F ACRES FOR WILDLIFE PROG MGR	B111	19
(1197)	G&F FEDERAL AID COORDINATOR	308Z	19
(1198)	GEOLOGIST II	B030	19
(1199)	HABILITATION/REHAB INST SUPV	E118	19
(1200)	HEARING REPORTER	K043	19
(1201)	HISTOLOGY LAB MANAGER	B034	19
(1202)	HISTORIC SITES SUPERVISOR	539Z	19
(1203)	HLTH DIR BLOOD ALCOHOL DIV	331Z	19
(1204)	HLTH DIR DIV CENTRAL SUPPLY & SVCS	421Z	19
(1205)	HLTH DIR DIV CHLD BLOODLEAD SCRNG	378Z	19
(1206)	HLTH DIR VECTOR CONTROL DIVISION	353Z	19
(1207)	HLTH PROJECTS & GRANTS COORD	R244	19
(1208)	HLTH RADIOLOGICAL DEFENSE PRGM MGR	R243	19
(1209)	HLTH RURAL HEALTH PROGRAM SPEC	R087	19
(1210)	HLTH SANITARIAN PROGRAM SPECIALIST	Q077	19
(1211)	HSU ASST DIRECTOR OF PHYSICAL PLT	Z610	19
(1212)	HSU BOOKSTORE MANAGER	Z611	19
(1213)	HSU DIRECTOR OF HOUSING	Z616	19
(1214)	HSU DIRECTOR OF PERSONNEL	Z618	19
(1215)	HSU DIRECTOR OF STUDENT UNION	Z622	19
(1216)	HSU PURCHASING AGENT	Z623	19
(1217)	INCOME TAX AUDITOR SUPERVISOR	A190	19
(1218)	INSPECTION ENGINEER I	X436	19
(1219)	INSTITUTIONAL INSTRUCTOR SUPERVISOR	E026	19
(1220)	INSURANCE EXAMINER	A048	19
(1221)	JTPA PROGRAM REVIEW SUPERVISOR	R050	19
(1222)	LABOR MEDIATOR	412Z	19
(1223)	LABOR OSHA COMPLIANCE SUPERVISOR	414Z	19
(1224)	LABOR STANDARDS MANAGER	416Z	19
(1225)	LAW ENFORCE STANDARDS SPECIALIST	E124	19
(1226)	LEASING SUPERVISOR	R100	19
(1227)	LIBRARY PROGRAM ADVISOR II	R260	19
(1228)	LOAN & GRANT OFFICER	R102	19
(1229)	LOCAL GOV'T INFORMATION OFFICER	N284	19
(1230)	M R FACILITY PROGRAM EVALUATOR SUPV	516Z	19
(1231)	MAINTENANCE ASSISTANT SPECIALIST	G104	19
(1232)	MAINTENANCE PLANNER	G106	19
(1233)	MAINTENANCE SYSTEMS SUPV	Y116	19
(1234)	MANAGEMENT PROJECT ANALYST II	R266	19
(1235)	MANUFACTURED HOUSING SPEC SUPV	Q048	19
(1236)	MEDICAL BUYER	V001	19
(1237)	MEDICAL RELATIONS COORDINATOR	205Z	19
(1238)	MEDICAL TECHNOLOGIST III	B058	19
(1239)	MEDICARE SURVEY SPECIALIST	Q046	19
(1240)	MICROBIOLOGIST II	B066	19
(1241)	NACC DIRECTOR OF INFORMATION	Z650	19
(1242)	NUCLEAR CIVIL PROT PLAN OFFICER	R330	19
(1243)	NUTRITIONIST SUPERVISOR	R116	19
(1244)	OCCUPATIONAL THERAPY SUPERVISOR	L090	19
(1245)	OES COMM/WARN SUPERVISOR	626Z	19

(1246)	PARK PLANNER	R120	19
(1247)	PARK SUPERINTENDENT III	P332	19
(1248)	PERSONNEL REPRESENTATIVE I	R126	19
(1249)	PHYSICAL THERAPY SUPV	L106	19
(1250)	PLANT BOARD FIELD SUPV	Q096	19
(1251)	PLANT MAINTENANCE COORDINATOR	G120	19
(1252)	PLANT MAINTENANCE ENGINEER	G122	19
(1253)	POL C AIR COMPLIANCE MONITOR	R276	19
(1254)	POL C ECOLOGIST II	B080	19
(1255)	POL C PROGRAM COORDINATOR	R280	19
(1256)	PSC UTILITY SERVICES SUPERVISOR	X438	19
(1257)	PUBLIC HLTH NURSE II	L156	19
(1258)	PURCHASING & PROPERTY MANAGER	R043	19
(1259)	RAILWAY SAFETY INSPECTOR	Q072	19
(1260)	RATE ANALYST II	A080	19
(1261)	REHAB FACILITY SUPV I	658Z	19
(1262)	REHAB SERV FACILITY SPECIALIST I	675Z	19
(1263)	REHAB SERV PROGRAM SPECIALIST	678Z	19
(1264)	RESEARCH & STATISTICS ADMR	R152	19
(1265)	RESEARCH TECHNOLOGIST II	B090	19
(1266)	SAU ASST DIRECTOR OF PHYSICAL PLT	Z670	19
(1267)	SAU COORD DESEGREGATION&AFFIRM ACTN	Z673	19
(1268)	SAU DIRECTOR OF INFORMATION	Z675	19
(1269)	SEED ANALYST SUPV	Q082	19
(1270)	SOCIAL WORKER III/SOCIAL WORKER II	M088	19
(1271)	SPECIAL INVESTIGATOR SUPERVISOR	X380	19
(1272)	SPEECH PATHOLOGIST SUPV	L142	19
(1273)	STAFF DEVELOPMENT COORDINATOR	E114	19
(1274)	STATE POLICE CORPORAL	T033	19
(1275)	STATE SAFETY INSPECTOR SUPV	Q090	19
(1276)	STUDENT LOAN AUTHORITY ASST DIR	R428	19
(1277)	SURVEYOR	X398	19
(1278)	SYSTEMS ANALYST I	D040	19
(1279)	TEACHER FOR SENSORY IMPAIRED III	E063	19
(1280)	TEST TECHNICIAN	R338	19
(1281)	TV PRODUCER	F036	19
(1282)	TV PRODUCTION SUPERVISOR	F038	19
(1283)	UAF ASST DIRECTOR OF INFORMATION	Z704	19
(1284)	UAF BUILDING MANAGER (TECH CAMPUS)	Z711	19
(1285)	UAF PLANT MAINTENANCE COORDINATOR	Z951	19
(1286)	UALR DIR DESEGREGATION&AFFIRM ACTN	Z765	19
(1287)	UALR DIRECTOR OF ALUMNI	Z766	19
(1288)	UAM COORD DESEGREGATION&AFFIRM ACTN	Z792	19
(1289)	UAM DIRECTOR OF HOUSING	Z793	19
(1290)	UAM DIRECTOR OF PERSONNEL	Z798	19
(1291)	UAMS ANIMAL RESEARCH FACILITY MGR	Z956	19
(1292)	UAMS CHIEF OF PHOTOGRAPHIC SERVICE	Z830	19
(1293)	UAMS DIR OF HOSPITAL ADMISSIONS	Z959	19
(1294)	UAMS REIMBURSEMENT SPECIALIST	Z470	19
(1295)	UAPB ASST DIRECTOR OF PHYSICAL PLT	Z880	19
(1296)	UAPB BOOKSTORE MANAGER	Z881	19
(1297)	UAPB CORD DESEGREGATION&AFFIRM ACTN	Z878	19
(1298)	UAPB DIRECTOR OF HOUSING	Z888	19
(1299)	UAPB DIRECTOR OF INFORMATION	Z886	19
(1300)	UAPB DIRECTOR OF PERSONNEL	Z887	19
(1301)	UAPB DIRECTOR OF STUDENT UNION	Z891	19
(1302)	UAPB PROGRAM DIRECTOR	Z896	19

(1303)	UAPB PURCHASING AGENT	Z892	19
(1304)	UCA BOOKSTORE MANAGER	Z911	19
(1305)	UCA COORD DESEGREGATION&AFFIRM ACTN	Z912	19
(1306)	UCA DIRECTOR OF HOUSEKEEPING	Z914	19
(1307)	UCA DIRECTOR OF HOUSING	Z916	19
(1308)	UCA DIRECTOR OF PERSONNEL	Z917	19
(1309)	UCA DIRECTOR OF PUBLIC SAFETY	Z924	19
(1310)	UCA PURCHASING AGENT	Z922	19
(1311)	UCA STUDENT ACCOUNTS OFFICER	Z925	19
(1312)	UNIVERSITY PRESS PRODUCTION MGR	R403	19
(1313)	UNIVERSITY PRESS PROMOTION MGR	R401	19
(1314)	UTILITY APPRAISER	X455	19
(1315)	VET AFFAIRS EXEC ASST TO DIRECTOR	R315	19
(1316)	VISION SCREENING PROGRAM COORD	R175	19
(1317)	VO TECH ADVISORY COUNCIL ASST DIR	761Z	19
(1318)	VOCATIONAL EDUCATION PROGRAM COORD	E108	19
(1319)	VOCATIONAL INSTRUCTOR IV	E078	19
(1320)	WATER RESOURCES ENGINEER I	X454	19
(1321)	WCC DIRECTOR OF INFORMATION	Z927	19
(1322)	WCC DIRECTOR OF PERSONNEL/EEO	Z941	19
(1323)	WCC PURCHASING AGENT	Z928	19
(1324)	WILDLIFE OFFICER III	P353	19
(1325)	WK CMP PUB EMPL BEN DETER ASST MGR	R400	19
(1326)	WORK RELEASE CENTER SUPERVISOR I	T068	19
(1327)	YOUTH SVCS COTTAGE LIFE PROG COORD	401Z	19
(1328)	ACCOUNTING SERVICES REP II	A124	20
(1329)	ACCOUNTING SUPV II	A008	20
(1330)	ACIC FISCAL OFFICER	A162	20
(1331)	AGENCY DIR RESEARCH & STATISTICS	826Z	20
(1332)	AGENCY FISCAL SUPERVISOR	607Z	20
(1333)	AGRICULTURAL UNIT SUPERVISOR II	G004	20
(1334)	ARCHITECTURAL HISTORIAN	N370	20
(1335)	ARCHIVAL MANAGER	241Z	20
(1336)	ASST DIRECTOR OF FEEDS	R202	20
(1337)	ASST HEAD NURSE	L006	20
(1338)	ASU ASST DIRECTOR OF PHYSICAL PLT	Z503	20
(1339)	ASU DIRECTOR OF INFORMATION	Z515	20
(1340)	ASU PURCHASING AGENT	Z520	20
(1341)	ASU SYSTEMS DEVELOPMENT MANAGER	Z524	20
(1342)	AVIATION MANAGER	G003	20
(1343)	BOILER ASSISTANT CHIEF	X317	20
(1344)	BUDGET ANALYST	R044	20
(1345)	CAREER PLNG & PLAC COORDINATOR	M010	20
(1346)	CHARGE NURSE	L014	20
(1347)	CLINICAL NURSING SPECIALIST I	L018	20
(1348)	COMMUNICATIONS ANALYST I	D054	20
(1349)	COMMUNICATIONS SYSTEMS MANAGER	C020	20
(1350)	CONTRACT EXAMINER	X428	20
(1351)	COR BUDGET MANAGER	A186	20
(1352)	COR CONSTRUCTION ELECTRICAL SUPV	Y123	20
(1353)	COR CONSTRUCTION PLUMBER SUPV	Y125	20
(1354)	COR CONSTRUCTION REFRIGERATION SUPV	Y127	20
(1355)	COR INDUSTRIAL SUPV III	E012	20
(1356)	COR NURSING DIRECTOR	109Z	20
(1357)	COR PROCUREMENT & PROPERTY MANAGER	947Z	20
(1358)	COR REHAB FACILITY SUPERVISOR	111Z	20
(1359)	COR THERAPEUTIC COMM DIRECTOR	M152	20

(1360)	CORRECTIONAL OFFICER IV	T008	20
(1361)	CORRECTIONAL OFFICER SUPV (DDP)	T009	20
(1362)	DAH ASST DIR ARTS & HUMANITIES	818Z	20
(1363)	DAH HISTORIC PRESERV ASST DIR	536Z	20
(1364)	DAH MGR OF HISTORIC PROPERTIES	540Z	20
(1365)	DATA BASE ANALYST	D010	20
(1366)	DATA PROCESSING SECURITY MANAGER	798Z	20
(1367)	DCFS PROGRAM COORD (GUARDIANSHIP)	M083	20
(1368)	DCS DATA COMMUNICATIONS TECH II	D019	20
(1369)	DCS INFO CENTER ANALYST II	D058	20
(1370)	DCS VOICE MESSAGING SYSTEMS COORD	D112	20
(1371)	DDS BUSINESS MANAGER	487Z	20
(1372)	DDS COTTAGE LIFE DIRECTOR	491Z	20
(1373)	DDS DIR OF EDUCATION AND TRAINING	501Z	20
(1374)	DDS EDUCATION & TRAINING CONSULTANT	E104	20
(1375)	DDS LANGUAGE DEVELOPMENT SUPV	503Z	20
(1376)	DDS MEDICAL SERVICES MANAGER	505Z	20
(1377)	DDS TEAM LEADER - CONWAY	137Z	20
(1378)	DEAF SCHOOL PROGRAM COORDINATOR	R499	20
(1379)	DEVELOPMENT SPECIALIST	532Z	20
(1380)	DFA ACCOUNTING OPERATIONS MANAGER	853Z	20
(1381)	DFA CASH CONTROL MGR	A168	20
(1382)	DFA CRIMINAL JUSTICE PROGRAM MGR	R411	20
(1383)	DFA MANAGER STATE CLEARINGHOUSE	442Z	20
(1384)	DFA MGR STATE & FEDERAL SVCS	165Z	20
(1385)	DFA REVENUE DISTRICT MANAGER II	177Z	20
(1386)	DFA SUPPORT SERVICES MANAGER	N322	20
(1387)	DFA TAX ADMIN SECTION SUPV	862Z	20
(1388)	DHE DATA COLLECTION ANALYST	R240	20
(1389)	DHS CLASSIFICATION & COMP MANAGER	726Z	20
(1390)	DHS EQUAL EMPLOYMENT OPP MANAGER	895Z	20
(1391)	DHS INSTITUTION BUSINESS MANAGER	892Z	20
(1392)	DHS PERSONNEL PROCESSING MANAGER	R406	20
(1393)	DHS PROGRAM COORDINATOR	932Z	20
(1394)	DHS/DCFS PROGRAM MGR STAFF SVCS	543Z	20
(1395)	DHS/DEMS ECONOMIC & MED SUPV III	M029	20
(1396)	DHS/DPO COUNTY ADMIN II	002Z	20
(1397)	DIETARY SERVICES DIRECTOR	L030	20
(1398)	DIRECTOR OF MAINTENANCE-BENTON	G214	20
(1399)	DIS DET CASE CONSULTANT	X360	20
(1400)	DIS DET CLAIMS HEARING OFFICER	X324	20
(1401)	DIS DET QUALITY CONTROL ANALYST	X326	20
(1402)	ECONOMIST	R188	20
(1403)	ED MSRTS DP CONTROL ANALYST	842Z	20
(1404)	ED SUPV SPECIAL SERVICES	280Z	20
(1405)	ESD COMMUNICATIONS & MEDIA OFFICER	C018	20
(1406)	ESD PROGRAM OPERATIONS MGR	791Z	20
(1407)	ESD RESEARCH & ANALYSIS MGR	R426	20
(1408)	FIELD AUDITOR SUPERVISOR	A036	20
(1409)	FINANCIAL ANALYST	A038	20
(1410)	FINANCIAL EXAMINER II	A042	20
(1411)	FOLKLIFE DIRECTOR OZARK FLK CNTR	554Z	20
(1412)	FOREST REFORESTATION MANAGER	R210	20
(1413)	FORESTER III	912Z	20
(1414)	FORESTRY INFO & ED MANAGER	R208	20
(1415)	FORESTRY PERSONNEL MANAGER	R236	20
(1416)	G & F BIOLOGIST III	B026	20

(1417)	G & F EDITOR	R069	20
(1418)	G&F ASST REAL ESTATE OFFICER	R464	20
(1419)	HEAD-GRAIN WAREHOUSE SECTION	Q110	20
(1420)	HEALTH ASST PERSONNEL DIRECTOR	R409	20
(1421)	HEALTH PROGRAM ANALYST	360Z	20
(1422)	HIGHER ED EIC COORD	828Z	20
(1423)	HLTH BUDGET & FUND CONTROL MGR	R242	20
(1424)	HLTH DIR DIV EMERG HLTH SVCS	339Z	20
(1425)	HLTH DIR NURSING HOME CERTIFICATION	347Z	20
(1426)	HLTH DIRECTOR RECORDS MGMT DIV	R250	20
(1427)	HLTH MGR HLTH MANPOWER PROG	363Z	20
(1428)	HLTH PHYSICIST II	Q030	20
(1429)	HLTH PLANNING MGR FACIL PLNG PROG	888Z	20
(1430)	HLTH PLANNING MGR HLTH PLN/DEV PROG	890Z	20
(1431)	HLTH PLANNING MGR HLTH PLNG PROG	359Z	20
(1432)	HLTH PUB HLTH NURSING PROG COOR	367Z	20
(1433)	HLTH PUBLIC HLTH EDUCATION MGR	372Z	20
(1434)	HLTH RURAL HOME HLTH PROG COORD	882Z	20
(1435)	INDUSTRIAL APPRAISAL SPECIALIST	A001	20
(1436)	INDUSTRIAL COORDINATOR	R357	20
(1437)	INSURANCE CONSUMER SVCS SUPV	A145	20
(1438)	INSURANCE LICENSING SUPV	A143	20
(1439)	INTERNAL AUDITOR	A056	20
(1440)	JR AUDITOR	A250	20
(1441)	LABOR AOSH INSPECTOR SUPERVISOR	407Z	20
(1442)	LABOR SAFETY CNSLTNT SUPV	971Z	20
(1443)	LAND RESOURCE SPECIALIST SUPV	X410	20
(1444)	LAW ENFORCE ACADEMY TRAINING SUPV	E110	20
(1445)	MEDIA SPECIALIST	T030	20
(1446)	MEDICAL ECONOMIST	R268	20
(1447)	MEDICAL REHAB REPRESENTATIVE	L193	20
(1448)	MEN HLTH COMMUNITY SVCS COORD	459Z	20
(1449)	MEN HLTH NURSING HOME ADMR	471Z	20
(1450)	MEN HLTH REGISTRAR	477Z	20
(1451)	MGR DIVERSION INVESTIGATION UNIT	T079	20
(1452)	MGR PURCHASING & PROPERTY MGT	V080	20
(1453)	MIL FACILITIES SUPERVISOR	628Z	20
(1454)	MUSEUM/ARCHIVIST CONSERVATOR	P356	20
(1455)	NATURAL AREA CHIEF PLANNER	B102	20
(1456)	NURSE INSTRUCTOR	E038	20
(1457)	NURSE PRACTITIONER II	L074	20
(1458)	NURSE SUPERVISOR	L078	20
(1459)	NURSING SERVICES SPECIALIST	L082	20
(1460)	NUTRITIONIST CONSULTANT	R146	20
(1461)	OES ADMINISTRATIVE OFFICER	625Z	20
(1462)	OIL & GAS DIST PETROLEUM TECH	X403	20
(1463)	PARK PROJECT MANAGER	550Z	20
(1464)	PARK SUPT IV	558Z	20
(1465)	PAROLE & PROBATION OFFICER SUPV	T034	20
(1466)	PERSONNEL REPRESENTATIVE II	R128	20
(1467)	PEST CONTROL MANAGER	R286	20
(1468)	PLANT BOARD APIARY MANAGER	R346	20
(1469)	PLANT BOARD HEAD SEED LAB	R212	20
(1470)	PLANT BOARD INSPECTION MANAGER	Q098	20
(1471)	PLANT BOARD SEED CERT MANAGER	R214	20
(1472)	POL C INSPECTOR SUPV	Q120	20
(1473)	POL C PLANNING SECTION MGR	R460	20

(1474)	POL C PROGRAM COORD SECTION MGR	R462	20
(1475)	POULTRY PRODUCTS SPECIALIST	N378	20
(1476)	PRE-RETIREMENT COUNSELOR SUPV	A066	20
(1477)	PRKS & TRSM PERSONNEL/RECRUITNG MGR	R121	20
(1478)	PROCUREMENT MANAGER	V003	20
(1479)	PSC ACD RES & ADM MANAGER	059Z	20
(1480)	PSYCHOLOGICAL EXAMINER II	L122	20
(1481)	PUBLIC HLTH INVESTIGATOR SUPV	Q070	20
(1482)	PUBLIC UTILITY AUDITOR II	A076	20
(1483)	QUALITY ASSURANCE COORDINATOR	R326	20
(1484)	RACING CHEMIST	B104	20
(1485)	RATE & FORM ANALYST SUPERVISOR	A146	20
(1486)	RECORDS MANAGEMENT COORD	W038	20
(1487)	REHAB FACILITY SUPV II	659Z	20
(1488)	REHAB FIELD SUPERVISOR	661Z	20
(1489)	REHAB PROG & PLAN DIR	R306	20
(1490)	REHAB PROG ADMR STAFF DEVELOPMENT	R296	20
(1491)	RETIRANT SPECIALIST SUPV	A082	20
(1492)	RETIREMENT FUND INVESTMENT SUPV	A164	20
(1493)	RETIREMENT MGR/SUPV MEMBERSHIP	747Z	20
(1494)	RURAL FIRE DEFENSE ADMR	R386	20
(1495)	SANITARIAN SUPV	Q078	20
(1496)	SANITARIAN SVCS PROGRAM ADMIN	Q102	20
(1497)	SAU NETWORK MANAGER	Z678	20
(1498)	SBS BUILDING MAINT PRGM COORD	G197	20
(1499)	SBS FISCAL/PERSONNEL OFFICER	R485	20
(1500)	SBS MAINT & CONSTRUCTION PROJ MGR	Y092	20
(1501)	SCHOOL INSURANCE SPECIALIST	X394	20
(1502)	SENIOR CHAPLAIN	M016	20
(1503)	SPINAL CORD COM CLIENT SERVICES ADM	681Z	20
(1504)	SR PROGRAMMER/ANALYST	D036	20
(1505)	STATE ENERGY ADMINISTRATOR	023Z	20
(1506)	STATE FOREST MANAGER	J008	20
(1507)	STATE POLICE SERGEANT	T051	20
(1508)	STATE TRAILS COORDINATOR	P305	20
(1509)	SUPERVISOR OF VETERANS SERVICE	754Z	20
(1510)	SYSTEMS PROGRAMMER	D038	20
(1511)	TAX AUDITOR II	A102	20
(1512)	TEA RET MGR BENEFITS & COUNSELING	746Z	20
(1513)	TRANS ENFORCEMENT ASST DIRECTOR	X452	20
(1514)	TV CURRICULUM UTILIZATION COORD	E064	20
(1515)	UAF ASSOC DIRECTOR OF PUBLIC SAFETY	Z707	20
(1516)	UAF DIRECTOR OF HOUSEKEEPING	Z717	20
(1517)	UAF DIRECTOR OF PRINTING	Z721	20
(1518)	UAF DIRECTOR OF TRANSIT & PARKING	Z497	20
(1519)	UAF OPERATIONS SUPERVISOR III	Z726	20
(1520)	UALR ASSOCIATE REGISTRAR	Z493	20
(1521)	UALR ASST DIRECTOR OF PHYSICAL PLT	Z760	20
(1522)	UALR BOOKSTORE MANAGER	Z761	20
(1523)	UALR DATA BASE ANALYST	Z778	20
(1524)	UALR DIRECTOR OF HOUSING	Z777	20
(1525)	UALR DIRECTOR OF INFORMATION	Z768	20
(1526)	UALR DIRECTOR OF STUDENT UNION	Z772	20
(1527)	UALR PURCHASING AGENT	Z773	20
(1528)	UAMS AHEC/BUSINESS OFFICER	Z820	20
(1529)	UAMS CHIEF INSTRUCTIONAL TV	Z855	20
(1530)	UAMS CHIEF MEDICAL ILLUSTRATOR	Z829	20

(1531)	UAMS COORD OF BEHAVIORAL TESTING	Z832	20
(1532)	UAMS DEPARTMENT BUSINESS OFFICER	Z833	20
(1533)	UAMS DIRECTOR OF ALUMNI	Z790	20
(1534)	UAMS DIRECTOR OF HOUSEKEEPING	Z836	20
(1535)	UAMS PUBLIC HEALTH NURSE COORD	Z847	20
(1536)	UAPB DIRECTOR OF PUBLIC SAFETY	Z895	20
(1537)	UCA ASST DIRECTOR OF PHYSICAL PLT	Z910	20
(1538)	UCA DIRECTOR OF STUDENT UNION	Z921	20
(1539)	UTILITY & CARRIER APPRAISER	R495	20
(1540)	VETERANS HOME ASSISTANT SUPERVISOR	R438	20
(1541)	VOCATIONAL COUNSELOR	M100	20
(1542)	WEATHERIZATION TRAINING COORD	E112	20
(1543)	WILDLIFE OFFICER SUPERVISOR	P352	20
(1544)	WK CMP ASST EXEC SEC/OPR MGR	R314	20
(1545)	ADMINISTRATOR OF CHAPLAINCY SVCS	M014	21
(1546)	ADMR OF THERAPEUTIC CMMTY DIRS	M005	21
(1547)	ADVISORY SYSTEMS PROGRAMMER	D096	21
(1548)	AIDC ECONOMIC CONSULTANT	R364	21
(1549)	ASST CONTROLLER	A010	21
(1550)	ASST DIRECTOR ABC	616Z	21
(1551)	ASST PURCHASING ADMINISTRATOR	V062	21
(1552)	ASU ASST DIRECTOR OF FOOD SERVICE	Z473	21
(1553)	ASU BOOKSTORE MANAGER	Z504	21
(1554)	ASU DIRECTOR OF HOUSING	Z513	21
(1555)	ASU DIRECTOR OF PERSONNEL	Z514	21
(1556)	ASU DIRECTOR OF PUBLIC SAFETY	Z522	21
(1557)	ASU DIRECTOR OF STUDENT UNION	Z518	21
(1558)	BANK FINANCIAL ANALYST	A128	21
(1559)	CDBG PROGRAM FISCAL MANAGER	775Z	21
(1560)	CHEMIST SUPERVISOR	B012	21
(1561)	CHIEF FUEL ALLOCATION OFFICER	024Z	21
(1562)	COMMUNICATION ANALYST II	D056	21
(1563)	COMMUNITY DEVELOPMENT CONSULTANT	R348	21
(1564)	CONSTRUCTION ENGINEER II	X434	21
(1565)	COORD OF CRIME PREVENTION	026Z	21
(1566)	COR ADMR OF PLNNG, TRNG, & RESRCH	083Z	21
(1567)	COR ASST HEAD FARM MANAGER	941Z	21
(1568)	COR CHIEF SECURITY OFFICER	993Z	21
(1569)	COR COMMODITY&FOOD SERVICE ADMR	082Z	21
(1570)	COR COORDINATOR OF COMMUNITY SVCS	101Z	21
(1571)	COR INDUSTRY PROG TRADE SPEC SUPV	949Z	21
(1572)	COR INDUSTRY PROGRAM MANAGER	948Z	21
(1573)	COR PARDONS & PAROLE ASST ADMR	085Z	21
(1574)	DATA PROCESSING OPERATIONS MANAGER	794Z	21
(1575)	DCFS PROGRAM ADMINISTRATOR	M085	21
(1576)	DCS OPERATIONS TECH SPECIALIST	D026	21
(1577)	DCS PERSONNEL MANAGER	R118	21
(1578)	DDS ACCOUNTING MANAGER	486Z	21
(1579)	DDS ASST SUPERINTENDENT - CONWAY	M178	21
(1580)	DDS COORD PROG PLNG & EVAL	522Z	21
(1581)	DDS NURSING SERVICES ADMR	508Z	21
(1582)	DDSSA UNIT SUPERVISOR	R324	21
(1583)	DEMS COUNTY SUPERVISOR IV	M032	21
(1584)	DFA DATA PROCESSING MANAGER	186Z	21
(1585)	DFA INTERNAL AUDIT MANAGER	858Z	21
(1586)	DFA PERSONNEL SUPERVISOR	R130	21
(1587)	DFA POLICY COORDINATOR	807Z	21

(1588)	DFA REVENUE DIVISION MANAGER I	167Z	21
(1589)	DHS POLICY ANALYSIS COORD	809Z	21
(1590)	DHS PROG SPEC FOR DUALY DIAGNOSED	R001	21
(1591)	DHS PROGRAM MANAGER	697Z	21
(1592)	DHS RECRUITING MANAGER	061Z	21
(1593)	DHS SPECIALTY PROGRAM DIRECTOR	925Z	21
(1594)	DHS/DEMS COMMODITY SVCS MGR	926Z	21
(1595)	DHS/DMS MATERIALS MGMT ADMR	698Z	21
(1596)	DHS/DEMS QUALITY CONTROL MGR	930Z	21
(1597)	DHS/DMS DATA PROCESSING MANAGER	721Z	21
(1598)	DHS/DMS MGR RESEARCH & STATISTICS	931Z	21
(1599)	DHS/DPO COUNTY ADMIN III	003Z	21
(1600)	DIRECTOR OF TECHNICAL SUPPORT	R117	21
(1601)	DP JR PROJECT LEADER	D098	21
(1602)	ECONOMIC DEVELOPMENT PLANNER	R350	21
(1603)	ED ADMR GED TESTING & GUIDANCE PROG	839Z	21
(1604)	ED COORD CETA INST SKILL TRNG	244Z	21
(1605)	ED COORD LIBRARY RESOURCES	239Z	21
(1606)	ED COORD PLANNING & EVALUATION	232Z	21
(1607)	ED INTERNAL SERVICES MANAGER	850Z	21
(1608)	ED MGR MEDIA IMPLEMENTATION CENTER	844Z	21
(1609)	ED MSRTS USER SVCS CONSULTANT	R272	21
(1610)	ED PROGRAM ADMINISTRATOR	843Z	21
(1611)	ED PROGRAM ANALYST	260Z	21
(1612)	ED STUDENT LIFE SERVICES COORD	265Z	21
(1613)	ED SUPV VOCATIONAL EQUITY PROGRAM	R333	21
(1614)	ED VO TECH SCHOOL ASST DIR	482Z	21
(1615)	ED VOCATIONAL EQUITY PROGRAM MGR	841Z	21
(1616)	ENVIRONMENTAL PROGRAM MANAGER	B099	21
(1617)	EPIDEMIOLOGIST	B006	21
(1618)	ESD COST MODEL COORDINATOR	R182	21
(1619)	ESD JTPA MANAGER	713Z	21
(1620)	ESD MANAGER I	799Z	21
(1621)	ESD PERSONNEL MANAGER	717Z	21
(1622)	ETV COORD OF PROGRAM SERVICES	248Z	21
(1623)	EVAL/ADMISSIONS/HLTH SVCS MGR	M122	21
(1624)	FINANCE CONSULTANT	A158	21
(1625)	FOREST TECHNICAL SVCS MANAGER	911Z	21
(1626)	G & F REAL ESTATE OFFICER	313Z	21
(1627)	GEOLOGIST III	B032	21
(1628)	GRANTS ADMIN SUPV	R488	21
(1629)	HIGHER ED ADMIN I	391Z	21
(1630)	HIGHER ED HUMAN RESOURCES COORD	R334	21
(1631)	HLTH ASST DIR ADMN SUPPORT	959Z	21
(1632)	HLTH ASST DIR SANITARIAN SVCS	342Z	21
(1633)	HLTH DIR DIV COMM HLTH FISCAL MGMT	A050	21
(1634)	HLTH DIR DIV EMERG HLTH P&R	337Z	21
(1635)	HLTH DIR DIV OF HLTH MAINTENANCE	R229	21
(1636)	HLTH DIR NUTRITION SVCS DIV	346Z	21
(1637)	HLTH DIR PLUMBING DIV	349Z	21
(1638)	HLTH DIR RADIOLOGICAL HLTH	350Z	21
(1639)	HLTH PHYSICIST SUPERVISOR	Q032	21
(1640)	HLTH PUB HLTH NURSE SUPERVISOR	814Z	21
(1641)	HLTH SOCIAL SERVICE PROGRAM DIR	376Z	21
(1642)	HOSPITAL CERTIFICATION SURVEYOR	387Z	21
(1643)	HSU ASST DIR OF COMPUTER SVCS	Z612	21
(1644)	HWY SAFETY MGR PLANNING & PRGMG	944Z	21

(1645)	INDUSTRIAL CONSULTANT	R356	21
(1646)	INSPECTION ENGINEER II	X430	21
(1647)	INTERGOVERNMENTAL ENERGY COORD	N374	21
(1648)	LABOR CHIEF MINE INSPECTOR	Q094	21
(1649)	LABOR ELECTRICAL ADMINISTRATOR	406Z	21
(1650)	LABOR EXECUTIVE ASST TO DIRECTOR	974Z	21
(1651)	LABOR SAFETY COORDINATOR	417Z	21
(1652)	MANPOWER TRAINING PROGRAM ADVISOR	R270	21
(1653)	MEN HLTH ACCOUNTING SUPERVISOR	451Z	21
(1654)	MEN HLTH ADULT EDUCATION COORD	452Z	21
(1655)	MEN HLTH ASST DIRECTOR OF NURSING	453Z	21
(1656)	MEN HLTH DIRECTOR OF SOCIAL SVCS	465Z	21
(1657)	MICROBIOLOGIST SUPV	B068	21
(1658)	MILITARY PERSONNEL MANAGER	629Z	21
(1659)	MINERAL LEASING OFFICER	T081	21
(1660)	NUCLEAR PLANNING & RESPONSE MANAGER	195Z	21
(1661)	NURSE INSTRUCTOR SUPERVISOR	E040	21
(1662)	NURSE PRACTITIONER III	L076	21
(1663)	OCCUPATIONAL HYGIENIST SUPERVISOR	418Z	21
(1664)	OFFICE ON AGING PROGRAM SUPERVISOR	806Z	21
(1665)	PARK SUPERINTENDENT V	556Z	21
(1666)	PATIENT BUSINESS SERVICES MANAGER	R119	21
(1667)	POL C CHIEF ECOLOGIST	587Z	21
(1668)	POL C ENFORCEMENT ADMINISTRATOR	R376	21
(1669)	POL C FIELD SERVICES SUPERVISOR	581Z	21
(1670)	POL C WATER QUALITY PLNG MANAGER	919Z	21
(1671)	POLICY & PLANNING ADMINISTRATOR	R398	21
(1672)	PRK&TRSM PROG SVC ADM	549Z	21
(1673)	PRK&TRSM REV OPR MGR	551Z	21
(1674)	PRK&TRSM TRAVEL INFO CNTR ADMR	568Z	21
(1675)	PRK&TRSM/TOURISM EDITOR	567Z	21
(1676)	PSC ACD REALTY APPRAIS MANAGER	058Z	21
(1677)	PUBLIC SCHOOL ADMIN ADVISOR	R288	21
(1678)	PUBLIC SCHOOL PROGRAM ADVISOR	R290	21
(1679)	PURCHASING MANAGER	510Z	21
(1680)	RATE ANALYST III	A116	21
(1681)	REHAB COORDINATOR OF PSYCH SVCS	667Z	21
(1682)	REHAB DIR SVCS FOR DEAF&HEARING IMP	683Z	21
(1683)	REHAB FACILITY ADMINISTRATOR	813Z	21
(1684)	REHAB NURSING SVCS ADMR	663Z	21
(1685)	REHAB SPECIAL PROGRAM ADMINISTRATOR	682Z	21
(1686)	REHAB VOCATIONAL PREP SVCS MGR	812Z	21
(1687)	SOC SVCS ACCOUNTING MGR	129Z	21
(1688)	SR AUDITOR	A251	21
(1689)	STATE ACCOUNTING SUPERVISOR	A148	21
(1690)	STATE APPR AGENCY VETS PGM ADVISOR	R310	21
(1691)	STATE ECONOMIC DEVELOPER I	R377	21
(1692)	STATE POLICE LIEUTENANT	636Z	21
(1693)	STATE REGISTRAR VITAL RECORDS	R312	21
(1694)	SUPERVISOR HOSPITAL LICENSURE	R226	21
(1695)	SYSTEMS ANALYST II	D042	21
(1696)	SYSTEMS COORDINATION ANALYST	D066	21
(1697)	TAX AUDITOR SUPERVISOR	A104	21
(1698)	TAX DIV ASST DIRECTOR	A150	21
(1699)	TEACHER F/T SENSORY IMPAIRED SUPV	E057	21
(1700)	TOURISM DEVELOPMENT MANAGER	834Z	21
(1701)	TOURISM GROUP TRAVEL MANAGER	835Z	21

(1702)	TRAINING ACADEMY STAFF ADMR	943Z	21
(1703)	TRANS ENFORCEMENT DIRECTOR	072Z	21
(1704)	TRANS SAFETY FISCAL OFFICER	945Z	21
(1705)	UAF ASST BUSINESS MANAGER	Z945	21
(1706)	UAF ASST CONTROLLER	Z946	21
(1707)	UAF ASST DIR OF HOUSING-OPERATIONS	Z495	21
(1708)	UAF ASST DIR OF HOUSING-PROGRAMS	Z496	21
(1709)	UAF ASST DIR STUDENT UNION OPS	Z739	21
(1710)	UAF ASST DIR STUDENT UNION PRGMS	Z741	21
(1711)	UAF FD SVC ASST DIR - PURCHASING	Z466	21
(1712)	UAF FOOD SVC ASST DIR - PERSONNEL	Z468	21
(1713)	UAF PLANT MAINTENANCE ENGINEER	Z476	21
(1714)	UAF PURCHASING AGENT	Z952	21
(1715)	UALR DIRECTOR OF PERSONNEL	Z769	21
(1716)	UALR DIRECTOR OF PUBLIC SAFETY	Z774	21
(1717)	UALR STATION MANAGER	Z783	21
(1718)	UALR SYSTEMS PROGRAMMER III	Z776	21
(1719)	UAM ASSOC DIR OF COMPUTING SVCS	Z788	21
(1720)	UAMS ASST DIRECTOR OF PHYSICAL PLT	Z822	21
(1721)	UAMS DIRECTOR OF PATIENT ACCOUNTS	Z839	21
(1722)	UAMS DIRECTOR OF PUBLIC SAFETY	Z857	21
(1723)	UAMS DIRECTOR OF QUALITY ASSURANCE	Z795	21
(1724)	UAMS DIRECTOR OF SOCIAL SERVICE	Z842	21
(1725)	UAMS MCPG MANAGER	Z858	21
(1726)	UAMS TECHNICAL DIR RESP THERAPY	Z831	21
(1727)	UAPB ASSOC DIR OF COMPUTING SVCS	Z879	21
(1728)	VICTIM/WITNESS COORDINATOR	758Z	21
(1729)	VOLUNTEER SVCS RESRCH & TRNG COORD	M113	21
(1730)	WATER RESOURCES ENGINEER II	X446	21
(1731)	WATER USE & RESOURCE SPECIALIST	B126	21
(1732)	WCC OFFICE MANAGER	700Z	21
(1733)	WEIGHTS & MEASURES ASST DIRECTOR	075Z	21
(1734)	WEIGHTS & MEASURES LABORATORY SUPV	B094	21
(1735)	WORK RELEASE CENTER SUPV II	T066	21
(1736)	YOUTH SERVICES ASSISTANT SUPT	402Z	21
(1737)	YOUTH SVCS FISCAL MANAGER	405Z	21
(1738)	ASST DIR OF MEDICAL RECORDS	W004	22
(1739)	ADFA FINANCE PROGRAM COORDINATOR	R498	22
(1740)	AGENCY FISCAL MANAGER	A032	22
(1741)	APERS RESEARCH & SUPPORT MANAGER	R017	22
(1742)	ASST STATE FORESTER	015Z	22
(1743)	ASU AGRI/ENGINEERING AFFAIRS SPEC	Z530	22
(1744)	ASU CONSTRUCTION COORDINATOR	Z506	22
(1745)	ASU DIRECTOR OF FARMING	Z511	22
(1746)	ASU DIRECTOR OF PUBLIC RELATIONS	Z516	22
(1747)	ASU ENGINEER/DESIGN SPECIALIST	Z532	22
(1748)	ASU NETWORK MANAGER	Z507	22
(1749)	ASU PRODUCTION MANAGER	Z519	22
(1750)	ASU SYSTEMS ANALYST III	Z523	22
(1751)	ATU ASST DIR OF COMPUTER SVCS	Z568	22
(1752)	BANK JR EDP EXAMINER	D074	22
(1753)	CLINICAL NURSING SPECIALIST II	L020	22
(1754)	COMMUNICATIONS MANAGER	R384	22
(1755)	CONSTRUCTION ENGINEER SUPERVISOR	X344	22
(1756)	COORD LIBRARY NETWORK SERVICES	R205	22
(1757)	COR ASST SUPERINTENDENT	091Z	22
(1758)	COR CLASS & INTERNAL AFF ADMR	093Z	22

(1759)	COR CONSTR/MAINTENANCE SUPV II	Y026	22
(1760)	COR PERSONNEL ADMINISTRATOR	119Z	22
(1761)	COR TRAINING ADMINISTRATOR	120Z	22
(1762)	DAH NATURAL & SCENIC RIVERS DIR	817Z	22
(1763)	DATA SERVICES MANAGER	785Z	22
(1764)	DCS ACCOUNT REPRESENTATIVE	780Z	22
(1765)	DCS DATA BASE ANALYST I	D006	22
(1766)	DCS DATA COMMUNICATIONS ANALYST	D012	22
(1767)	DCS FACILITY MANAGER	803Z	22
(1768)	DCS NETWORK ADMINISTRATOR	D068	22
(1769)	DCS SENIOR PROGRAMMER/ANALYST	D029	22
(1770)	DCS SYSTEMS PROGRAMMER/ANALYST I	D031	22
(1771)	DCS VENDOR LIAISON	D113	22
(1772)	DDS PERSONNEL MANAGER	509Z	22
(1773)	DEAF EDUCATION SCHOOL PRINCIPAL	E140	22
(1774)	DFA FEDERAL SURPLUS PROPERTY MGR	143Z	22
(1775)	DFA MARKETING & REDISTRIB MGR	154Z	22
(1776)	DFA PAYROLL SYSTEMS MANAGER	160Z	22
(1777)	DFA PERSONNEL MANAGER	159Z	22
(1778)	DFA PROCUREMENT MANAGER	162Z	22
(1779)	DFA TAX AUDIT MGR	863Z	22
(1780)	DFA TRAINING PROJECT MANAGER	185Z	22
(1781)	DHS FIELD MANAGER	M087	22
(1782)	DHS WEATHERIZATION PROGRAM ADMIN	975Z	22
(1783)	DHS/DCFS DIR DIAGNOSTIC SVCS	544Z	22
(1784)	DHS/DCFS FIELD SUPPORT ADMR	393Z	22
(1785)	DHS/DCFS INSTITUTION PROGRAM MGR	897Z	22
(1786)	DHS/DEMS FIELD MANAGER	699Z	22
(1787)	DHS/DEMS MEDICAL ASST ADMR	L192	22
(1788)	DHS/DEMS MGT & SYS ANALYSIS MGR	924Z	22
(1789)	DHS/DOF FINANCIAL COORDINATOR	A026	22
(1790)	DHS/DPO COUNTY ADMIN IV	004Z	22
(1791)	DIRECTOR OF DEVELOPMENT	206Z	22
(1792)	DIS DET CLAIMS HEARING SUPERVISOR	X325	22
(1793)	ED ASST SUPT-SCHOOL FOR THE BLIND	222Z	22
(1794)	ED COORD ECON & ENVIR CONS EDUC	223Z	22
(1795)	ED COORD FEDERAL FINANCE	226Z	22
(1796)	ED COORD GUIDANCE SERVICES	228Z	22
(1797)	ED COORD INSTRUCTIONAL MATERIALS	229Z	22
(1798)	ED COORD SCHOOL INSURANCE	234Z	22
(1799)	ED COORD SCHOOL PLANT SERVICES	235Z	22
(1800)	ED COORD STATE LIBRARY SERVICES	161Z	22
(1801)	ED CURRICULUM SUPV-VOCATIONAL	E102	22
(1802)	ED ETV ASST DIR ADMIN & FINANCE	292Z	22
(1803)	ED MSRTS ADVANCED SYSTEMS TECH CORD	D102	22
(1804)	ED SCHOOL PRINCIPAL	257Z	22
(1805)	ED SPECIALIST-EXEMPLARY PROGRAMS	264Z	22
(1806)	ED STATE LIBRARY EXT SVCS COORD	999Z	22
(1807)	ED SUPV MIGRANT EDUCATION	276Z	22
(1808)	ED SUPV TRADE & INDUSTRIAL EDUC	281Z	22
(1809)	ED SUPV VETERANS TRAINING PROGRAM	268Z	22
(1810)	ED SUPV VOCATIONAL STANDARDS	282Z	22
(1811)	ED VOCATIONAL ED PRGM SUPPORT MGR	840Z	22
(1812)	EGG & POULTRY AREA SUPERVISOR	044Z	22
(1813)	ENERGY CONSRV PRGM ADMR	816Z	22
(1814)	ESD BUDGET MANAGER	R042	22
(1815)	ESD DISLOCATED WORKERS PRGM CHIEF	712Z	22

(1816)	ESD EQUAL OPPORTUNITY MANAGER	744Z	22
(1817)	ESD JTPA PROGRAM MGR	786Z	22
(1818)	ESD MANAGER II	795Z	22
(1819)	ESD RECORDS MGT SYSTEMS MGR	R176	22
(1820)	FINANCIAL EXAMINER SUPERVISOR	A044	22
(1821)	FOREST REGIONAL FORESTER	034Z	22
(1822)	FORESTRY FISCAL OFFICER	184Z	22
(1823)	G & F CHIEF COMMUNICATIONS DIV	302Z	22
(1824)	G & F CHIEF RIVER BASINS & GOV	304Z	22
(1825)	G&F ASSISTANT DIVISION CHIEF	299Z	22
(1826)	GENERAL FINANCE COORDINATOR	A047	22
(1827)	GENERAL SERVICES MANAGER	V042	22
(1828)	GEOLOGY SUPERVISOR	B106	22
(1829)	HIGHER ED ACADEMIC ANALYST	R091	22
(1830)	HIGHER ED ASST COORD STDNT FIN AID	R096	22
(1831)	HIGHER ED FINANCIAL OFFICER	R088	22
(1832)	HIGHER ED STUDENT AID ADMR	390Z	22
(1833)	HLTH ASST DIR DIV PUBLIC HEALTH NSG	323Z	22
(1834)	HLTH DIR ADMINISTRATIVE SUPPORT	330Z	22
(1835)	HLTH DIR DIVISION HOME HEALTH	483Z	22
(1836)	HLTH DIR HLTH MAINT/PUB HLTH PROG	422Z	22
(1837)	HLTH DIR MEDICARE CERTIFICATION	345Z	22
(1838)	HLTH PERSONNEL MANAGER	384Z	22
(1839)	HLTH PUB HLTH NURSING PROG ADMR	368Z	22
(1840)	HLTH PUBLIC HEALTH AREA MANAGER	424Z	22
(1841)	INSPECTION ENGINEER SUPV	X420	22
(1842)	INSURANCE RISK SPEC	A182	22
(1843)	LABOR CHIEF BOILER INSPECTOR	Q092	22
(1844)	LICENSED ENGINEER	X424	22
(1845)	LIQUIDATION & REHAB OFF	042Z	22
(1846)	LIVESTOCK INSPECTOR SUPERVISOR	Q042	22
(1847)	MEN HLTH PERSONNEL MANAGER	480Z	22
(1848)	OES DEPUTY DIR CHIEF FIELD OPNS	632Z	22
(1849)	OUTDOOR REC GRANTS PRGM DIR	R287	22
(1850)	PATIENT CARE SUPERVISOR	L084	22
(1851)	PHARMACIST	L094	22
(1852)	PLANNING & EVALUATION MANAGER	914Z	22
(1853)	PLANT BOARD DIRECTOR FEED/SEED	913Z	22
(1854)	PLANT BOARD DIRECTOR FERTILIZER	197Z	22
(1855)	PLANT BOARD DIRECTOR MARKETING	050Z	22
(1856)	PLANT BOARD DIRECTOR PLANT IND	051Z	22
(1857)	POL C ASST CHIEF WATER POLLUTION	583Z	22
(1858)	POL C CHIEF ENGINEER - AIR	588Z	22
(1859)	POL C PERMIT SUPERVISOR	922Z	22
(1860)	PRK & TRSM MUSEUM DIRECTOR	569Z	22
(1861)	PRK&TRSM MARKETING & PROMOTION DIR	562Z	22
(1862)	PRK&TRSM PERSONNEL MANAGER	564Z	22
(1863)	PRK&TRSM/PARKS CHIEF ENGINEER	560Z	22
(1864)	PRK&TRSM/REGIONAL PARK SUPV	565Z	22
(1865)	PROGRAM SUPPORT MANAGER	909Z	22
(1866)	PSC MANAGER, GAS & PIPELINE SECTION	R482	22
(1867)	PSC RATE CASE ENGINEER	X456	22
(1868)	PSYCH RESIDENT I	L110	22
(1869)	PUB HLTH LAB SECTION DIRECTOR	B040	22
(1870)	PUBLIC UTILITY AUDITOR SUPERVISOR	A072	22
(1871)	REHAB FACILITIES PROGRAM ADMR	670Z	22
(1872)	REHAB FIELD PROGRAM ADMINISTRATOR	904Z	22

(1873)	REHAB PROG ADMR	660Z	22
(1874)	REHAB PROG ADMR PHYSICAL RESTORAT	668Z	22
(1875)	SBS MAINTENANCE & OPERATIONS MGR	136Z	22
(1876)	SR BUDGET ANALYST	R046	22
(1877)	STATE ENERGY FISCAL COORDINATOR	815Z	22
(1878)	STATE POLICE CAPTAIN	635Z	22
(1879)	SYSTEMS APPLICATIONS SUPERVISOR	D046	22
(1880)	TEACHER RETIREMENT INVESTMENT COORD	A086	22
(1881)	TRAINING PROJECT MANAGER	R380	22
(1882)	TRUST EXAMINER	A110	22
(1883)	UAF ASSOC DIR OF PHYSICAL PLANT	Z500	22
(1884)	UAF BOOKSTORE MANAGER	Z709	22
(1885)	UAF CONSTRUCTION COORDINATOR	Z714	22
(1886)	UAF ENERGY CONSERVATION & MGMT ENGR	Z482	22
(1887)	UAF ENGINEERING MANAGER	Z705	22
(1888)	UAF FOOD SERVICE MANAGER - UNION	Z950	22
(1889)	UAF MGR OF MACHINE ROOM OPERATIONS	Z480	22
(1890)	UAF MGR OF USER SERVICES	Z484	22
(1891)	UAF SYSTEMS ANALYST III	Z729	22
(1892)	UALR DATA PROCESSING CENTER MGR	Z764	22
(1893)	UALR PRODUCTION MANAGER	Z779	22
(1894)	UALR SYSTEMS ANALYST III	Z782	22
(1895)	UALR SYSTEMS DEVELOPMENT MANAGER	Z775	22
(1896)	UAMS CONSTRUCTION COORDINATOR	Z943	22
(1897)	UAMS DIR OF COMMUNICATIONS SVCS	Z834	22
(1898)	UAMS INSTRUMENTATION ENGINEER	Z844	22
(1899)	UAMS PRODUCTION MANAGER	Z845	22
(1900)	UAMS SYSTEMS ANALYST III	Z859	22
(1901)	UCA CONSTRUCTION COORDINATOR	Z919	22
(1902)	VETERANS HOME SUPERVISOR	752Z	22
(1903)	WATER RESOURCES ENGINEER SUPV	135Z	22
(1904)	WK COMP SECOND INJURY FUND OFFICER	R484	22
(1905)	WORKERS COMP DEP EXEC DIRECTOR	R472	22
(1906)	ACIC STATISTICAL ANALYSIS MGR	621Z	23
(1907)	AERONAUTICS ASSISTANT DIRECTOR	961Z	23
(1908)	AGING & ADULT SVCS ASST DEP DIR	743Z	23
(1909)	ALCH&DRUG ABUSE PREV ASST DEP DIR	770Z	23
(1910)	APPLICATIONS & SYSTEMS MANAGER	D080	23
(1911)	ARCHITECT II	N330	23
(1912)	ASST DIR TRANS SAFETY AGENCY	942Z	23
(1913)	ASU ASSOC DIR OF COMPUTER SVCS	Z499	23
(1914)	ASU ENGINEERING COMM FACILITIES DIR	Z505	23
(1915)	BANK SENIOR EXAMINER	A014	23
(1916)	CHIEF CONSTRUCTION ENGINEER	079Z	23
(1917)	COORD OF CHAPTER II	836Z	23
(1918)	COORDINATOR CHAPTER I	227Z	23
(1919)	COR AGRI PRODUCTION SUPERVISOR	117Z	23
(1920)	COR ASST TO THE DIR/PUBLIC RELATION	425Z	23
(1921)	COR CHIEF PSYCHOLOGIST	096Z	23
(1922)	COR MEDICAL/DENTAL ADMR	108Z	23
(1923)	DAH ARTS & HUMANITIES DIRECTOR	534Z	23
(1924)	DAH COMMEMORATIVE COMM DIR	535Z	23
(1925)	DAH HISTORIC PRESERVATION DIR	819Z	23
(1926)	DAH NATURAL HERITAGE COMM DIR	533Z	23
(1927)	DAH TERRITORIAL RESTORATION DIR	537Z	23
(1928)	DATA PROCESSING MANAGER	055Z	23
(1929)	DCS ACCOUNT SERVICES MANAGER	779Z	23

(1930)	DCS CUSTOMER SERVICE MANAGER	D069	23
(1931)	DCS LEAD PROGRAMMER/ANALYST	D045	23
(1932)	DCS TELECOMMUNICATIONS SVCS MGR	D087	23
(1933)	DDS DIR EVAL, PLAN & MGMT SYSTEMS	950Z	23
(1934)	DDS SUPT HUMAN DEVELOPMENT CENTER	518Z	23
(1935)	DDSSA ADMINISTRATIVE SVCS MANAGER	201Z	23
(1936)	DDSSA TRNG & QUALITY ASSURANCE MGR	821Z	23
(1937)	DDSSA UNIT OPERATIONS MGR	203Z	23
(1938)	DEPUTY DIRECTOR ACADEMY OPERATIONS	638Z	23
(1939)	DEPUTY DIRECTOR STANDARDS DIVISION	640Z	23
(1940)	DFA ASST PURCH ADMR	163Z	23
(1941)	DFA FEDERAL GRANTS SYSTEMS MANAGER	995Z	23
(1942)	DFA FINANCIAL ADVISOR	852Z	23
(1943)	DFA FISCAL MANAGER	146Z	23
(1944)	DFA MERIT SYSTEM MANAGER	192Z	23
(1945)	DFA REVENUE DIVISION MANAGER II	138Z	23
(1946)	DFA STATE EMPLOYEE INSURANCE MGR	175Z	23
(1947)	DHS CENTRAL PERSONNEL ADMINISTRATOR	R420	23
(1948)	DHS POLICY AND PROGRAM MANAGER	209Z	23
(1949)	DHS PROGRAM ADMR	923Z	23
(1950)	DHS PROGRAM SERVICES MANAGER	810Z	23
(1951)	DP SR PROJECT LEADER	D100	23
(1952)	ED COORD ADULT ED PROGRAMSS	845Z	23
(1953)	ED COORD ED PLAN & SCHOOL IMPROVE	230Z	23
(1954)	ED COORD ELEMENTARY EDUCATION	224Z	23
(1955)	ED COORD SECONDARY EDUCATION	236Z	23
(1956)	ED COORD SPECIAL EDUCATION	237Z	23
(1957)	ED COORD STUDENT ASSESSMENT PROGRAM	990Z	23
(1958)	ED COORD TEACHER EDUC, CERT & TEST	238Z	23
(1959)	ED COORD VOC INSTRUCTIONAL PROGRAMS	837Z	23
(1960)	ED COORD VOCATIONAL EQUITY PROGRAMS	295Z	23
(1961)	ED COORD VOCATIONAL FINANCE	242Z	23
(1962)	ED COORD VOCATIONAL PLNG & EVAL	243Z	23
(1963)	ED DIR SCHOOL FOOD SERVICES	233Z	23
(1964)	ED ETV ASST DIR FOR EDUCATIVE SVCS	249Z	23
(1965)	ED ETV ASST DIR FOR MARKETING	211Z	23
(1966)	ED ETV ASST DIR FOR PROG/PROD	288Z	23
(1967)	ED ETV CHIEF ENGINEER-MAINT/OPS	F002	23
(1968)	ED ETV CHIEF TRANSMISSION ENGINEER	284Z	23
(1969)	ED MSRTS SR USER SVCS CONSULTANT	290Z	23
(1970)	ED STATE LIBRARY DEP DIR FOR ADMIN	250Z	23
(1971)	ED STATE LIBRARY DEP DIR INFO RSCES	252Z	23
(1972)	ENERGY CONSERV PRGM RESEARCH ADMR	820Z	23
(1973)	ESD AREA OPERATIONS CHIEF	710Z	23
(1974)	ESD DIVISION CHIEF	711Z	23
(1975)	EXEC DIR ADV COUNCIL VO-TECH	851Z	23
(1976)	G&F ADMINISTATOR-INTERNAL SERVICES	745Z	23
(1977)	GENERAL BUSINESS MANAGER	297Z	23
(1978)	HIGHER ED SR FINANCIAL OFFICER	R060	23
(1979)	HLTH ASST DIR OF ENGINEERING	382Z	23
(1980)	HLTH ASST DIR PUB HLTH LAB DIV	324Z	23
(1981)	HLTH COMPTROLLER	874Z	23
(1982)	HLTH MANAGEMENT SYSTEMS ADMR	379Z	23
(1983)	HLTH MEDICAL CARE SVCS ADMR	361Z	23
(1984)	HLTH RURAL HLTH PROG ADMINISTRATOR	822Z	23
(1985)	INSURANCE ASSOC COUNSEL	987Z	23
(1986)	INSURANCE ASST TO COMMISSIONER	006Z	23

(1987)	INSURANCE FINANCIAL RESEARCH SPEC	A204	23
(1988)	INSURANCE SENIOR EXAMINER	A140	23
(1989)	LABOR FINANCE & PERSONNEL MANAGER	410Z	23
(1990)	LABOR STANDARDS ADMR	409Z	23
(1991)	LAND SURVEY STATE SURVEYOR	043Z	23
(1992)	MEN HLTH COMMUNITY SVCS ADMR	458Z	23
(1993)	MEN HLTH PHYS PLANT DIR	865Z	23
(1994)	MEN HLTH PLAN & PROGRAM COORD	869Z	23
(1995)	MEN HLTH SOCIAL WORK ADMINISTRATOR	871Z	23
(1996)	PERS PROGRAM MGR/ADMIN SVCS	610Z	23
(1997)	PERS PROGRAM MGR/RETIREMENT	608Z	23
(1998)	PETROLEUM GEOLOGIST	B108	23
(1999)	PRK&TRSM ASST TOURISM DIRECTOR	998Z	23
(2000)	PRK&TRSM DIR RESEARCH & INFO SVCS	R328	23
(2001)	PRK&TRSM FLK CNTR MGR	557Z	23
(2002)	PRK&TRSM GREAT RIVER ROAD DIR	555Z	23
(2003)	PSC MANAGER, POWER & WATER SERVICES	R478	23
(2004)	PSC MANAGER, TELECOMM SECTION	R480	23
(2005)	PSC RATES FINANCE SUPV	A200	23
(2006)	PSYCH RESIDENT II	L112	23
(2007)	REHAB ASST ADMINISTRATOR-HSRC	649Z	23
(2008)	REHAB PROG ADMR FACILITY SVCS	671Z	23
(2009)	SECURITIES CHIEF EXAMINER	070Z	23
(2010)	SENIOR PHARMACIST	L096	23
(2011)	SR RISK SPECIALIST	A197	23
(2012)	STATE CDBG PROGRAM ADMINISTRATOR	907Z	23
(2013)	STATE ECONOMIC DEVELOPER II	R378	23
(2014)	STATE POLICE FISCAL OFFICER	622Z	23
(2015)	STATE/DISTRICT/COUNTY FAIR ADMR	A166	23
(2016)	TV MASTER TEACHER	E002	23
(2017)	UAF ASSOC REGISTRAR	Z733	23
(2018)	UAF DIR OF PURCHAS & MATERIALS MGMT	Z723	23
(2019)	UAF DIR OF RISK MGMNT & INSURANCE	Z492	23
(2020)	UAF DIRECTOR OF HOUSING	Z718	23
(2021)	UAF DIRECTOR OF PERSONNEL	Z719	23
(2022)	UAF DIRECTOR OF STUDENT UNION	Z725	23
(2023)	UAF SYSTEMS DEVELOPMENT MANAGER	Z730	23
(2024)	UAF SYSTEMS PROGRAMMER III	Z731	23
(2025)	UALR ASST DIR OF COMPUTER SERVICES	Z490	23
(2026)	UAMS ACCOUNTING MANAGER	Z486	23
(2027)	UAMS DIR OF PATIENT RELATIONS	Z488	23
(2028)	UAMS DIRECTOR OF PERSONNEL	Z840	23
(2029)	UAMS PURCHASING AGENT	Z848	23
(2030)	WCC SPECIAL FUNDS DEFENSE ATTY	762Z	23
(2031)	WK CMP PROGRAM MANAGER	766Z	23
(2032)	WK CMP PUB EMP BENEFITS DET MGR	R316	23
(2033)	WORK RELEASE CENTER SUPV III	T064	23
(2034)	YOUTH SVCS CENTER SUPT	403Z	23
(2035)	ABC STAFF ATTORNEY	R394	24
(2036)	ACIC SYSTEM ADMINISTRATOR	620Z	24
(2037)	ADFA FISCAL MANAGER	400Z	24
(2038)	AHRMS DATA ADMINISTRATOR	385Z	24
(2039)	ASSISTANT STATE GEOLOGIST	388Z	24
(2040)	ASSOC DIR - INVESTMENTS	988Z	24
(2041)	ATTORNEY	R036	24
(2042)	AUDIT MANAGER I	A252	24
(2043)	BANK REVIEW ADMINISTRATOR	A130	24

(2044)	BANK SR EDP EXAMINER	021Z	24
(2045)	COR ACCOUNTING SUPERVISOR	962Z	24
(2046)	COR ASST PAROLE HEARING EXMR	T083	24
(2047)	COR HEAD FARM MANAGER	090Z	24
(2048)	COR SUPT I	115Z	24
(2049)	DAH DEPUTY DIRECTOR	994Z	24
(2050)	DATA PROCESSING CENTER MANAGER	827Z	24
(2051)	DCFS ADMR ADMINISTRATIVE SERVICES	886Z	24
(2052)	DCFS ADMR PROGRAM OPERATIONS	878Z	24
(2053)	DCFS ADMR PROGRAM SUPPORT	880Z	24
(2054)	DCS DATA BASE ANALYST II	D008	24
(2055)	DCS DATA COMMUNICATIONS MANAGER	D021	24
(2056)	DCS FISCAL MANAGER	804Z	24
(2057)	DCS PRODUCTION CONTROL MANAGER	D039	24
(2058)	DCS PROGRAMMER ANALYST/STAFF SPEC	D028	24
(2059)	DCS SYSTEMS PROGRAMMER/ANALYST II	D033	24
(2060)	DDS SUPT HUMAN DEVELOP CNTR-CONWAY	951Z	24
(2061)	DEPUTY CMSNR SVCS FOR THE BLIND	027Z	24
(2062)	DFA ACCOUNTING MANAGER	122Z	24
(2063)	DFA ASST ACCOUNTING ADMR	856Z	24
(2064)	DFA ASST BUDGET ADMR	855Z	24
(2065)	DFA CLASS & COMP MANAGER	132Z	24
(2066)	DFA INFORMATION SYSTEMS MGR	152Z	24
(2067)	DFA RACING COMMISSION MANAGER	164Z	24
(2068)	DFA REVENUE DATA PLANNING MANAGER	168Z	24
(2069)	DFA REVENUE TAX ATTORNEY	R058	24
(2070)	DHS OPERATIONS MANAGER	434Z	24
(2071)	DHS/DMS ASST DEP DIR ADMIN SUPPORT	012Z	24
(2072)	DHS/DMS ASST DEP DIR PLAN, REV ANLY	014Z	24
(2073)	DHS/DOF FINANCIAL PLANNING MANAGER	A025	24
(2074)	DHS/DPO ASST DEP DIR FOR PROG OPS	005Z	24
(2075)	ED COORD RESEARCH & STATISTICS	838Z	24
(2076)	ED VO TECH SCHOOL DIRECTOR	247Z	24
(2077)	ESD ASSISTANT DIRECTOR	716Z	24
(2078)	ESD CHIEF APPEALS REFEREE	734Z	24
(2079)	ESD CHIEF BENEFIT PAYMENT CONTROL	735Z	24
(2080)	ESD CHIEF OF CONTRIBUTIONS	736Z	24
(2081)	ESD CHIEF OF RESEARCH & ANALYSIS	740Z	24
(2082)	FOREST DEP STATE FORESTER	025Z	24
(2083)	G & F ADMINISTRATOR	296Z	24
(2084)	HEALTH ASSOCIATE BUREAU DIRECTOR	341Z	24
(2085)	HLTH DEPUTY DIR ADMINISTRATION	329Z	24
(2086)	HLTH DIR DIV ENGINEERING	340Z	24
(2087)	HLTH DIR DIV ENVIRONMENT HLTH PROT	316Z	24
(2088)	HLTH DIR DIV HLTH FACILITY SVCS&SYS	362Z	24
(2089)	HLTH DIR DIV IN-HOME SVCS	R497	24
(2090)	HLTH DIR DIV PUBLIC HEALTH LABS	419Z	24
(2091)	HLTH DIR SANITARIAN SERVICES	351Z	24
(2092)	HLTH NURSING DIRECTOR	364Z	24
(2093)	INSURANCE FISCAL OFFICER	036Z	24
(2094)	LABOR SAFETY ADMINISTRATOR	973Z	24
(2095)	MEN HLTH PSYCHIATRIC NURSING ADMR	473Z	24
(2096)	MILITARY FISCAL/PERSONNEL OFFICER	630Z	24
(2097)	MUSEUM SERVICES DIRECTOR	997Z	24
(2098)	PLANT BOARD ASSISTANT DIRECTOR	047Z	24
(2099)	POL CONTROL CHIEF ADMIN DIVISION	586Z	24
(2100)	PRK&TRSM/PARKS ADMIN MANAGER	559Z	24

(2101)	PRK&TRSM/PARKS OPERATIONS MGR	561Z	24
(2102)	PRK&TRSM/PARKS PLNG & DEV MGR	563Z	24
(2103)	PSC ACD DIRECTOR	057Z	24
(2104)	PSC HEARING OFFICER	R292	24
(2105)	PSC SR RATE CASE ANALYST	A198	24
(2106)	PSC TAX DIVISION DIRECTOR	067Z	24
(2107)	PSYCHOLOGIST	L124	24
(2108)	REHAB ASST COMM ADMIN SVCS	650Z	24
(2109)	REHAB ASST COMM MANAGEMENT SVCS	651Z	24
(2110)	REHAB ASST COMM STAFF SVCS	652Z	24
(2111)	REHAB DEPUTY CMSNR - DEAF	992Z	24
(2112)	SBS BLDG OPERATIONS ADMR	694Z	24
(2113)	SOIL & WATER DEP DIR/CHIEF ENGINEER	010Z	24
(2114)	SR SYSTEMS PROGRAMMER	D064	24
(2115)	STATE POLICE MAJOR	637Z	24
(2116)	TECHNICAL ASSISTANCE MANAGER	903Z	24
(2117)	UAF ASST DIR COMPUTING SERVICES	Z737	24
(2118)	UAF DIRECTOR OF PUBLIC SAFETY	Z722	24
(2119)	UAMS APPLICATIONS MANAGER	Z853	24
(2120)	UAMS DATA BASE ADMINISTRATOR	Z487	24
(2121)	VETERANS AFFAIRS ASSISTANT DIRECTOR	751Z	24
(2122)	WCC LEGAL ADVISOR	R405	24
(2123)	WCC SR SPECIAL FUNDS DEFENSE ATTY	764Z	24
(2124)	WK COMP PUB EMPL BEN DET ASST DIR	074Z	24
(2125)	YOUTH SVCS DEP CMSNR COMM SVCS	397Z	24
(2126)	ADMINISTRATIVE LAW JUDGE	R012	25
(2127)	AGRI DEVELOPMENT SPECIALIST	900Z	25
(2128)	AIDC RESEARCH MANAGER	906Z	25
(2129)	ASST DEPUTY DIR COMMUNITY SERVICES	619Z	25
(2130)	ATTORNEY SUPERVISOR	R038	25
(2131)	AUDIT ADMINISTRATOR	A253	25
(2132)	BANK ASSISTANT CHIEF EXAMINER	022Z	25
(2133)	CERTIFIED FINANCIAL EXAMINER	A022	25
(2134)	COMPUTER APPLICATIONS MANAGER	797Z	25
(2135)	COR SUPT II	102Z	25
(2136)	DATA BASE ADMINISTRATOR	784Z	25
(2137)	DATA PROCESSING SYSTEMS SUPPORT MGR	793Z	25
(2138)	DDS DEP CMSNR COMMUNITY SVC	496Z	25
(2139)	DDS DEP CMSNR FOR INSTITUTIONAL SVC	497Z	25
(2140)	DDS DEP CMSNR PROGRAM SUPPORT SVCS	007Z	25
(2141)	DDSSA ASST DIRECTOR	202Z	25
(2142)	DFA ADMR OF INTERGOVERNMENTAL SVCS	150Z	25
(2143)	DFA REV DEPUTY CHIEF COUNSEL	134Z	25
(2144)	DHS ASST DEP DIR FOR AUD/FISCAL REV	018Z	25
(2145)	DHS ASST DEP DIR FOR FIN SUPP SYS	017Z	25
(2146)	DHS ASST DEP DIR FOR GEN ACCTG	019Z	25
(2147)	DHS ASST DEP DIR FOR MANAGER ACCTG	016Z	25
(2148)	DHS DEPUTY ATTORNEY	R501	25
(2149)	DHS INFORMATION SYSTEMS COORD	808Z	25
(2150)	DHS/DEMS ASST DEP DIR LONG-TRM CARE	937Z	25
(2151)	DHS/DEMS ASST DEP DIR PGM&ADMIN SPT	704Z	25
(2152)	DHS/DMS ASST DEP DIR HUMAN RESOURCE	013Z	25
(2153)	DIRECTOR OF PHARMACY	866Z	25
(2154)	ED ASSOC DIR FOR SPECIAL EDUCATION	216Z	25
(2155)	ED ASSOC DIR PRSNL ADM&OFC RURL SVC	215Z	25
(2156)	ED MSRTS - ADVANCED SYSTEMS MGR	849Z	25
(2157)	ED MSRTS - DP PRODUCTION MANAGER	847Z	25

(2158)	ED MSRTS - DP SYSTEMS DEV MGR	846Z	25
(2159)	ED MSRTS - HEALTH SVCS MGR	848Z	25
(2160)	ED MSRTS REGIONAL USER SVCS MGR	210Z	25
(2161)	ED MSRTS SPEC SVCS & TECH ADV MGR	294Z	25
(2162)	ED STATE LIBRARY ASSOC DIR DEV SVCS	251Z	25
(2163)	GENERAL ED INSTRUCTIONAL ADMR	289Z	25
(2164)	INSURANCE CHIEF COUNSEL	040Z	25
(2165)	MEN HLTH DIRECTOR OF NURSING SVCS	467Z	25
(2166)	MEN HLTH HOSPITAL ADMINISTRATOR	870Z	25
(2167)	MEN HLTH SVCS CHIEF PSYCHOLOGIST	867Z	25
(2168)	MEN HLTH SVCS REGIONAL DIRECTOR	460Z	25
(2169)	PSC CHIEF OF COMPLIANCE	009Z	25
(2170)	PSC CHIEF OF FIN & RESEARCH	984Z	25
(2171)	PSYCHOLOGIST SUPERVISOR	L134	25
(2172)	REHAB ADMINISTRATOR-HSRC	648Z	25
(2173)	SBS DEPUTY DIR FIN & ADMIN	691Z	25
(2174)	SBS STATE CONSTRUCTION ADMR	692Z	25
(2175)	SBS STATE LEASING ADMR	693Z	25
(2176)	SECURITIES ASSISTANT COMMISSIONER	068Z	25
(2177)	SECURITIES CHIEF COUNSEL	069Z	25
(2178)	STATE ECONOMIC DEVELOPER III	R379	25
(2179)	STATE ENERGY DEPUTY DIRECTOR	977Z	25
(2180)	UAF PRODUCTION MANAGER	Z727	25
(2181)	UAMS ASST DIR OF COMPUTER SERVICES	Z850	25
(2182)	UAMS DIR OF PATIENT BUSINESS SVCS	Z838	25
(2183)	AIDC SMALL BUSINESS DEVELOP SPEC	905Z	26
(2184)	ASSOCIATE DIRECTOR VO-TECH ED	240Z	26
(2185)	ASST DIR STATE POLICE	617Z	26
(2186)	BANK CHIEF EXAMINER	020Z	26
(2187)	COR BUSINESS ADMINISTRATOR	104Z	26
(2188)	COR SUPT III	112Z	26
(2189)	DATA CENTER ADMINISTRATOR	193Z	26
(2190)	DCS APPL DEVELOPMENT MANAGER	D022	26
(2191)	DCS APPL DEVELOPMENT SPEC II	D023	26
(2192)	DCS DATA BASE SPECIALIST	D004	26
(2193)	DCS INFORMATION SVCS ADMR	D024	26
(2194)	DCS NETWORK MANAGER	200Z	26
(2195)	DCS OPERATIONS MANAGER	D025	26
(2196)	DCS SYSTEMS PROGRAMMER/ANALYST III	D037	26
(2197)	DCS TECH PLANNING SPEC I	D027	26
(2198)	DFA INCOME TAX ADMINISTRATOR	130Z	26
(2199)	DFA TAX RESEARCH ADMINISTRATOR	183Z	26
(2200)	DHS CHIEF DEPUTY ATTORNEY	706Z	26
(2201)	DHS/DEMS ASST DEP DIR - MEDICAL SVC	896Z	26
(2202)	DHS/DEMS ASST DEP DIR ECON SVCS	705Z	26
(2203)	ED ASSOC DIR FEDERAL PROGRAMS	217Z	26
(2204)	ED ASSOC DIR FINANCE & ADMIN	221Z	26
(2205)	ED ASSOC DIR INSTRUCTION	214Z	26
(2206)	ED ASSOC DIR MANAGEMENT & DEVELOP	213Z	26
(2207)	ED ASSOC DIR VO-TECH & ADULT EDUC	218Z	26
(2208)	ESD CHIEF COUNSEL/OFC OF LEGAL SVCS	727Z	26
(2209)	ESD DIR OFC OF EMPLOYMT & TNG SVCS	731Z	26
(2210)	ESD DIR OFC OF FIELD OPERATIONS	714Z	26
(2211)	ESD DIR OFC OF FIN MGMT & ADMN SVCS	720Z	26
(2212)	ESD DIR OFC OF UNEMPLOYMENT INS	732Z	26
(2213)	ESD DIRECTOR OF ADMIN SERVICES	728Z	26
(2214)	ESD DIRECTOR OF JTPA SVCS	729Z	26

(2215)	HEALTH BUREAU DIRECTOR	315Z	26
(2216)	INSURANCE CHIEF EXAMINER	041Z	26
(2217)	INSURANCE RISK MANAGEMENT ADMR	986Z	26
(2218)	MEN HLTH DIR BENTON SERVICE CENTER	463Z	26
(2219)	MEN HLTH DIR OF ADMIN SVCS	462Z	26
(2220)	MEN HLTH DIR OF COMMUNITY SERVICES	461Z	26
(2221)	MILITARY ASST ADJUTANT GENERAL	615Z	26
(2222)	PERS ASSISTANT DIRECTOR	606Z	26
(2223)	POL C DEPUTY DIRECTOR	199Z	26
(2224)	REHAB DEPUTY COMMISSIONER	656Z	26
(2225)	SECURITIES DEPUTY COMMISSIONER	696Z	26
(2226)	TEACHER RETIREMENT DEPUTY DIRECTOR	989Z	26
(2227)	TRANSPORTATION COMMISSION ADMR	071Z	26
(2228)	WC CHIEF LEGAL ADVISOR	769Z	26
(2229)	WCC DEPARTMENT HEAD	R407	26
(2230)	WK CMP PUBLIC EMPLOYEES CLAIM ADMR	767Z	26
(2231)	YOUTH SVCS DEP CMSNR OPERATIONS	396Z	26"

SECTION 8. Arkansas Code 21-5-209 is hereby amended to read as follows:
 "21-5-209. Compensation plan.

(a) There is established for state agencies and institutions covered by the provisions of this subchapter a compensation plan for the setting of salaries and salary increases, where deserved, of all employees serving in positions covered by this subchapter.

(b) No employee shall be paid at a rate of pay higher than the appropriate rate in the grade assigned to his class, and no employee shall be paid more than the maximum for his grade, provided that employees presently employed in a position who are being paid at a rate in excess of the maximum for their assigned grade may continue to receive their rate of pay.

(c) It is the specific intent of the General Assembly to authorize, in the enactment of this compensation plan, maximum rates of pay for each of the appropriate grades assigned to a class, but it is not the intent that any pay increases shall be automatic or that any employee shall have a claim or a right thereto unless the department head of the agency or the institution shall determine that the employee, by experience, ability, and work performance, has earned the increase in pay authorized for the appropriate rate.

(d) The required time in each pay level for an employee to be eligible for a salary increase is twelve (12) months.

(e) The following grades and pay levels shall be the authorized compensation plan, effective July 1, 1989, for the state service for all positions of agencies and institutions covered by this subchapter to which a classification title and salary grade has been assigned, in accordance with this subchapter and the appropriation act of the agency or institution:

PAY LEVELS

Grade	<u>I</u>	<u>II</u>	<u>III</u>	<u>IV</u>
1	6,968	9,282	11,544	14,404
2	8,814	10,296	12,298	14,664
3	8,944	10,478	12,506	14,898
4	9,074	10,634	12,688	15,132
5	9,230	10,790	12,870	15,366
6	9,386	10,998	13,104	15,626
7	9,542	11,154	13,312	15,886
8	9,698	11,362	13,546	16,146
9	10,270	12,038	14,352	17,108

10	10,946	12,818	15,288	18,226
11	11,674	13,650	16,276	19,422
12	12,428	14,534	17,342	20,696
13	13,260	15,522	18,512	22,074
14	14,118	16,536	19,734	23,530
15	15,054	17,628	21,034	25,064
16	16,068	18,798	22,386	26,702
17	17,108	20,020	23,868	28,444
18	18,200	21,346	25,454	30,342
19	19,422	22,750	27,118	32,318
20	20,696	24,232	28,886	34,450
21	22,074	25,818	30,784	36,712
22	23,426	27,170	32,136	37,986
23	24,986	28,990	34,294	40,560
24	26,676	30,966	36,582	43,264
25	28,470	33,046	39,052	46,176
26	30,368	35,256	41,678	49,270

(f) All salary increases for the employees occupying positions covered under the provisions of this subchapter shall be based solely upon the results of a Performance Based Employee Evaluation System which has been implemented by the Office of Personnel Management of the Department of Finance and Administration or a similar system approved by the Office of Personnel Management with the review of the Arkansas Legislative Council for use in a limited number of agencies, in accordance with the provisions and standards as may be set by law for the systems. However, the Office of Personnel Management shall first seek the review of the Arkansas Legislative Council before implementing the provisions of any Performance Based Employee Evaluation System.

(g) It is the intent of the General Assembly that the compensation plan provided for in subsections (a) through (e) of this section shall be implemented and function in compliance with the Regular Salary Procedures and Restrictions Act, other provisions in Act 199 of 1969, as amended, the same being the Uniform Classification and Compensation Act, 21-5-201 et seq., and other fiscal control laws of this state, where applicable."

SECTION 9. Arkansas Code 21-5-210 is hereby amended to read as follows:
"21-5-210. Implementation of plan - Changes in class specifications.

(a) For the purposes of implementing the uniform employee classification and compensation plan for the respective agencies or institutions of higher education covered by the provisions of this subchapter, the General Assembly determines that the class specifications prepared by the Office of Personnel Management in classifying the various positions authorized in the respective appropriation acts shall be the class specifications to be followed in implementing the respective appropriations for all part-time and full-time employees of the respective agencies and institutions covered by the provisions of this subchapter.

(b) Changes in class specifications may be made in whole or in part by regulation of the Office of Personnel Management with the review of the Legislative Council, so long as the changes do not substantially change or alter the original class specifications adopted in this subchapter."

SECTION 10. Arkansas Code 21-5-211 is hereby amended to read as follows:
"21-5-211. Implementation procedure for grade changes.

(a) The Office of Personnel Management shall have administrative responsibility for enforcing compliance by state agencies and institutions affected by this subchapter in implementing classification grade changes.

(b) Subject to funds and appropriations being provided, the following implementation procedures shall apply to state agencies and institutions covered by the provisions of this subchapter, commencing on July 1 of each fiscal year:

(1) The maximum annual salary rate for which an employee covered by the provisions of this subchapter shall be eligible for each year of the biennium shall be determined as follows:

(A) (i) The maximum rate of compensation for which an employee shall be eligible on July 1, 1989, shall be determined by increasing the employee's June 30th salary by seven percent (7%). Employees whose salary falls below pay level "I" for the grade assigned to their classification may be adjusted to the entry level. All other employees shall be adjusted to the appropriate pay range for the grade assigned to their classification but may not exceed the maximum rate provided for that grade unless otherwise provided for by this section. Salary adjustments provided for in this section shall be made for all employees covered by the provisions of this subchapter prior to all other salary adjustments.

(ii) Effective with the fiscal year beginning July 1, 1990, all employees covered by the compensation plan set forth in this subchapter shall be eligible for an additional three percent (3%) increase in their maximum annual salary rate. If the employee's maximum annual salary resulting from the three percent (3%) increase is within two percent (2%) of the maximum salary for the grade assigned to his position, the employee's maximum annual authorized salary may be the maximum for the grade.

(B) An employee, who due to legislative enactment is to be compensated at a higher grade (upgrade) than that which was in effect on June 30 of the previous fiscal year, shall be eligible for an additional two percent (2%) increase in his maximum annual salary in the new grade. Employees, who due to legislative enactment are to be compensated at a lower grade (downgrade) than that which was in effect on June 30 of the previous fiscal year, shall not have their maximum salary rate reduced due to the grade reduction.

(2) (A) Employees promoted on or after July 1, 1989, shall have the maximum annual salary for which they are eligible established as follows:

(i) Minor promotion: the employee's maximum rate of pay shall be increased by six percent (6%);

(ii) Major promotion: the employee's maximum rate of pay shall be increased by eight percent (8%).

(B) An employee who upon promotion is receiving a rate of pay below pay level "I" for the new grade may be adjusted to the entry level for that grade. In no event, however, may an employee's rate of pay upon promotion exceed the amount provided for by level "IV" of the grade assigned to the classification. An employee's anniversary date shall not change due to promotion.

(3) (A) An employee, upon demotion, shall retain his rate of pay the time of demotion with the following exceptions:

(i) Any employee who is assigned to a position in a classification he formerly occupied within a twelve (12) month period after promotion from the classification shall be eligible for a rate of pay no greater than that for which he would have been eligible had he remained in the lower graded classification;

(ii) Any employee who is placed in a lower graded position because his original position has expired, due to lack of funding, program changes, or withdrawal of federal grant funds, may continue to be paid at the same rate as he was being paid in the higher graded position upon approval of the Office of Personnel Management after seeking the review of the Arkansas Legislative Council.

(B) When an employee's position has been approved for reclassification to a classification title of a higher salary grade, the employee shall be eligible for compensation at a rate of pay in the new grade which is equal to the employee's maximum annual salary at the time of reclassification. An employee, upon reclassification, who is receiving a rate of pay that is less than the entrance rate for the new grade may be adjusted to the new entrance rate.

(C) When an employee's position has been approved for reclassification to a classification title of a lower salary grade, the employee's pay shall be fixed at a rate in the lower grade which does not exceed the employee's rate of pay in the higher graded position at the time of reclassification;

(4) It is the specific intent of the General Assembly that a performance evaluation instrument for use in evaluating the eligibility of employees covered under the provisions of this subchapter for salary increases be implemented for statewide use;

(5) (A) Employees who are rated under the approved evaluation system as either "satisfactory" or "exceptional" shall be eligible for additional salary increases over and above their rate of pay at the time of evaluation.

(i) "Satisfactory," as used in this section, shall mean an overall rating which demonstrates performance of the duties and responsibilities expected of the employee in the position at or above job requirements.

(ii) "Exceptional," as used in this section, shall mean an overall rating which demonstrates performance of the duties and responsibilities expected of the employee in the position at a level significantly exceeding that of a "satisfactory" rating.

(B) Employees shall be eligible for additional salary increases based on a "satisfactory" or "exceptional" rating as follows:

(i) Satisfactory: a two-and-one-half percent (2 and 1/2%) increase over the employee's maximum annual salary within his assigned grade at the time of evaluation;

(ii) Exceptional: an additional three percent (3%) over the amount for which the employee would have been eligible if rated as "satisfactory."

(C) In no event, however, shall the total percentage increase awarded to an employee achieving an "exceptional" rating exceed five-and-one-half percent (5 and 1/2%) of the employee's maximum annual salary within his assigned grade at the time of evaluation.

(D) It is further intended by the General Assembly that:

(i) Agencies or institutions which have an operational performance evaluation system in place on June 28, 1985 may, after receiving the approval of the Office of Personnel Management, continue to use that system for purposes of complying with the provisions of this section;

(ii) No employee shall receive more than one (1) performance-based salary increase within any twelve (12) month period;

(iii) Employees being compensated at the maximum of their assigned grade shall not be eligible for performance-based salary adjustments;

(iv) Part-time, seasonal, or extra-help employees shall be excluded from the provisions of this section;

(v) Management or supervisory personnel who fail to achieve an annual rating of all employees under their administrative control at least once in a twelve (12) month period shall be reported to the Office of Personnel Management of the Department of Finance and Administration and the Arkansas Legislative Council by the agency director or institution head at the conclusion of each fiscal year.

(E) Any proposed changes to the Performance Based Employee

Evaluation System referenced in this section may be approved by the Office of Personnel Management of the Department of Finance and Administration after their seeking the review of the Arkansas Legislative Council.

(c) In the event that the Chief Fiscal Officer of the State determines that general revenue funds are insufficient to implement the salary increases authorized in this subchapter or any other law which affects salary increases for state employees, the Chief Fiscal Officer may, upon approval of the Governor, reduce the percentage of all authorized salary increases for all state employees covered by this subchapter without regard to whether the employees are compensated from general or special revenues, federal funds, or trust funds. Provided that if sufficient general revenues should then become available at any time during the biennium to provide the maximum additional salary increases for all state employees without regard to the source of revenues, salary increases for state employees provided for in this subchapter or any other law may then be fully implemented by the Chief Fiscal Officer of the State.

(d) All percentage calculations stipulated in this subchapter or any other law affecting salaries of state employees may be rounded to the nearest even dollar amount by the Office of Personnel Management when making the percentage changes to state employee salaries."

SECTION 11. Arkansas Code 21-5-212 is hereby amended to read as follows:

"21-5-212. Rehired or transferred employees. When an employee who has been terminated for more than two (2) pay periods returns to state service, the rate of pay of the rehired employee shall be fixed from the last position occupied and shall be calculated as follows:

(1) (A) If returning to the same classification, the employee may return at the same rate of pay.

(B) If the grade of the classification has changed, the employee's salary will be determined by adjusting the salary of the former grade into the current pay plan as was done for other employees at the time the grade change was implemented and adjusting that salary to the new grade.

(C) If that salary falls below pay level "I", the salary may be adjusted to pay level "I."

(2) (A) If the employee returns to a different classification of a different grade, the employee's salary will be determined by adjusting the salary of the former grade to the grade of the new classification on the current authorized pay plan.

(B) If the rate of pay falls below pay level "I", the salary may be adjusted to pay level "I".

(3) If a former or transferred employee was previously employed in a nonclassified position according to this subchapter, the rate of pay of the employee may be fixed at a rate within the grade for the classification to which he is returning or transferring which does not exceed the salary he previously earned.

(4) A former state employee may return as a new employee should the provisions of this section provide a lower salary than he could otherwise receive upon entering state service."

SECTION 12. Arkansas Code 21-5-213 is hereby amended to read as follows:

"21-5-213. Employees working late shifts.

(a) Subject to the approval of the Chief Fiscal Officer, employees whose working hours do not conform to normal state business hours shall be eligible for additional compensation not to exceed five-and-one-half percent (5 and 1/2%) above that for which they are eligible under this subchapter, provided:

(1) The agency or institution or any sections thereof routinely schedules more than one (1) work shift per day;

(2) The shift to which the employee is assigned is a full work shift beginning not earlier than 2:30 p.m. and ending not later than 8:00 a.m. the next day; and

(3) An employee is regularly assigned to the late shift or is assigned to the shift on a regularly scheduled rotating basis.

(b) Employees at or near the maximum authorized salary level for the grade assigned to their classification may be compensated at an additional rate not to exceed five-and-one-half percent (5 and 1/2%) of their eligible salary under the provisions of this subchapter. In those instances where the granting of such additional compensation would have the effect of temporarily exceeding the maximum annual rate for the grade assigned to the employee's classification, the additional compensation shall not be considered as exceeding the maximum allowable rate for that grade.

(c) An employee who is receiving additional compensation under the provisions of this section and then is reassigned to a normal shift shall, on the day of the reassignment, revert to the rate of pay for which he is eligible under the provisions of this subchapter."

SECTION 13. Arkansas Code 21-5-214 is hereby amended to read as follows:

"21-5-214. New appointments. All new appointments to positions in a state agency or institution of higher education covered by this subchapter shall not be greater than at pay level "I" unless a special rate is requested and approved as follows:

(1) (A) State agencies or institutions of higher education may request special rates of compensation for either current or prospective employees within the agency or institution under the following conditions:

(i) Where prevailing market rates of compensation for a specific classification title are such that the agency or institution is unable to competitively recruit at the entry level for the salary grade assigned to that classification;

(ii) Where an acute shortage of qualified applicants for a specific classification exists;

(iii) Where the agency or institution desires to obtain the services of an exceptionally well-qualified applicant for a specific classification; or

(iv) To meet any requirements of the federal Fair Labor Standards Act.

(B) State agencies or institutions of higher education may hire a new employee up to pay level "II" of the appropriate grade with the written approval of the Chief Fiscal Officer of the State, or above pay level "II" with the approval of the Chief Fiscal Officer of the State, after he has solicited the review of the Arkansas Legislative Council, for new appointments where qualified applicants cannot be obtained at pay level "I" of the assigned grade. No special rates of compensation shall be approved under the provisions of this section unless the classification is properly reviewed and approved as a "market rate classification" and listed on a register of such classifications to be maintained by the Office of Personnel Management. The Office of Personnel Management shall file a report of all such classifications with the Legislative Council within the month following such approval.

(C) In all instances where a special rate of compensation has been approved for a specific classification due to prevailing market rates of compensation or an acute shortage of qualified applicants, current employees within the state agency or institution allocated the affected classification shall not be adjusted to that new rate by the agency or institution until it has received approval to do so, where justified, by the Office of Personnel Management after seeking the review of the Arkansas Legislative Council. Agency or institution requests for special rates of compensation due to

prevailing market rates or an acute shortage of qualified applicants for a specific classification may be approved up to the maximum annual rate authorized for the grade assigned to a classification;

(2) (A) State agencies or institutions may hire a new employee at pay level "II" of the appropriate grade with the written approval of the Chief Fiscal Officer and up to pay level "III" with the approval of the Chief Fiscal Officer after he has solicited the review of the Arkansas Legislative Council, provided that this provision is intended to be used exclusively for the hiring of the exceptionally well-qualified employee whose background and experience qualifies him to perform the job with very little or substantially less orientation and training than would be the case for a qualified applicant.

(B) Requests by state agencies or institutions for special rates of compensation based on an exceptional level of qualifications held by a prospective employee may be approved only after the agency or institution has met the following conditions:

(i) That it has documented to the satisfaction of the Chief Fiscal Officer that no current employee of the affected agency or institution could have been considered for promotion as an equivalent alternative to the exceptionally well-qualified applicant. The Chief Fiscal Officer shall upon request supply any documentation to the Arkansas Legislative Council;

(ii) That the prospective employee possesses a level of experience or educational credentials that would permit him to perform the duties and responsibilities of the position for which the special rate is being requested with significantly less training and orientation than all other qualified applicants.

(C) The hiring of a new employee under subdivision (2) of this section shall not affect the salary level or salary eligibility of any existing employee within the agency or institution.

(D) The provisions of this section shall apply to both current and prospective state employees;

(3) In all instances where approval has been granted to a requesting agency or institution for special rates of compensation at or below pay level "II" in accordance with the provisions of this section, the Chief Fiscal Officer shall report all approvals monthly to the Arkansas Legislative Council;

(4) (A) There shall be established a pool of fifty-five (55) positions at grade 26 assigned to the Office of Personnel Management to be used to reclassify positions in state agencies and institutions, when justified, to the proper classification and grade when the agency or institution does not have a vacant position available with the proper classification and grade.

(B) To obtain a position from the pool, an agency or institution must surrender to the pool the position being reclassified.

(C) The Office of Personnel Management shall review all requests and may grant approval of the reclassification after seeking the review of the Arkansas Legislative Council;

(5) An employee's anniversary date may be changed on approval of the Office of Personnel Management with the review of the Arkansas Legislative Council in the event that an inequity is created due to the implementation procedures of this subchapter."

SECTION 14. Arkansas Code 21-5-215 is hereby amended to read as follows:

"21-5-215. Certified public school employees. A certified public school employee entering state employment shall be eligible for a rate of pay equal to that rate of pay to which the employee would be entitled if the employee were transferring from an unclassified state agency."

SECTION 15. Arkansas Code 21-5-216 is hereby amended to read as follows:

"21-5-216. In the event that any agency, board, commission, department or institution of higher education is authorized to utilize special rates of pay to recruit at competitive market rates or to attract exceptionally well-qualified applicants and the term 'step' is used to limit the special rates of pay, the following shall be used in lieu thereof: Pay level 'II' shall be the limit in lieu of 'step 4'; Pay level 'III' shall be the limit in lieu of 'step 5', 'step 6', 'step 7' or 'step 8'; Pay level 'IV' shall be the limit in lieu of 'step 9' or 'step 10'.

In the event that any agency, board, commission, department or institution of higher education is authorized in their appropriation act to utilize special rates of pay due to special or hazardous conditions and the term 'step' is used to determine the additional amount for which the employee is eligible, the amount of increase is to be five-and-one-half percent (5 and 1/2%) for each 'step' so authorized in additional compensation."

SECTION 16. Arkansas Code 21-5-217 is hereby amended to read as follows:

"21-5-217. Employment of Public Information Officers. No agency, board, commission, or institution may employ more Public Information Officer I's or Public Information Officer II's than those specifically authorized by line item in their regular salary schedule approved by the General Assembly."

SECTION 17. All provisions of this act of general and permanent nature are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code Revision Commission shall incorporate the same in the Code.

SECTION 18. (a) Subchapter 2 of Chapter 63 of Title 6 of the Arkansas Code of 1987 Annotated, Sections 6-63-201 through 6-63-216, the Higher Education Employee Classification and Compensation Act, is hereby repealed.

(b) All other laws and parts of laws in conflict with this act are hereby repealed.

SECTION 19. Emergency. It is hereby found and determined by the Seventy-Seventh General Assembly of the State of Arkansas that the current Uniform Compensation Plan is inadequate to pay the employees of the various state agencies and institutions of higher education; that the current Uniform Personnel Classification plan describing the job titles and grade levels of state employees is no longer descriptive of the jobs being performed and the levels of pay needed to compensate them; and therefore that it is essential for the State of Arkansas to adopt a more competitive salary structure and to adopt more descriptive job titles and appropriate grade levels to provide for the essential functioning of state agencies and state supported institutions of higher education. Therefore, in order to keep the government services of the State of Arkansas functioning properly, an emergency is hereby declared to exist, and this act being necessary for the immediate preservation of the public peace, health, and safety, shall be in full force and effect from and after its passage and approval.

APPROVED: March 21, 1989
