

Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.

Act 688 of the Regular Session

As Engrossed: S3/5/09 S3/11/09

A Bill

1 State of Arkansas  
2 87th General Assembly  
3 Regular Session, 2009

SENATE BILL 437

4  
5 By: Senator Faris  
6 By: Representative Wells

7  
8  
9 **For An Act To Be Entitled**

10 AN ACT TO AMEND THE UNIFORM CLASSIFICATION AND  
11 COMPENSATION ACT; AND FOR OTHER PURPOSES.

12  
13 **Subtitle**

14 TO AMEND THE UNIFORM CLASSIFICATION AND  
15 COMPENSATION ACT.

16  
17  
18 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

19  
20 SECTION 1. Arkansas Code § 6-63-305 is amended to read as follows:

21 6-63-305. New or additional positions.

22 (a)(1)~~(A)~~ In the event that additional federal funds, grants, gifts,  
23 or collections become available that were not authorized or contemplated at  
24 the time of the passage of the ~~biennial~~ fiscal year appropriation act for  
25 operations for each institution enumerated in subsection (b) of this section,  
26 that such new funds make it possible for the recipient institution to engage  
27 in educational projects that would be of benefit to the State of Arkansas,  
28 and that such projects would make it necessary to employ additional  
29 personnel, the president of the recipient institution, ~~upon authorization by~~  
30 ~~the appropriate board of trustees and after review and approval by the Office~~  
31 ~~of Personnel Management and the Legislative Council of the requested~~  
32 ~~classifications or maximum annual salaries set out in dollars,~~ may establish  
33 ~~such~~ the positions, as necessary, if:

34 (A) A request for a specific non-classified position,  
35 title, and salary has been requested by the institution of higher education,



1 approved by the institution's board of trustees, recommended by the  
2 Department of Higher Education, and reported to the Legislative Council; or

3 (B) A request for a specific classified position will be  
4 assigned only after a specific position, title, and grade are requested by  
5 the institution of higher education, approved by the institution's board of  
6 trustees, recommended by the Office of Personnel Management, and reported to  
7 the Legislative Council; and

8 (C) The salary rates for these positions do not exceed the  
9 highest maximum annual salary rate or the highest grade level for any  
10 position authorized in the regular salary section of the requesting  
11 institution's appropriation act for operations, under the Uniform  
12 Classification and Compensation Act of 1969, § 21-5-201 et seq., or its  
13 successor.

14 (2) The number of additional positions shall not exceed the  
15 maximum number of positions authorized for the institution in the  
16 appropriation act for operations.

17 ~~(B)~~(3) The source of funding for positions established under  
18 this subsection (a) shall be reported to the office and the Legislative  
19 Council by the institution at the time of the request.

20 ~~(C)~~(4) Determining the number of persons to be employed by a  
21 state agency is the prerogative of the General Assembly and is usually  
22 accomplished by delineating the maximum number of persons by identifying the  
23 job titles and the maximum grades or salaries attached to them. The General  
24 Assembly has determined that the institutions of higher education could be  
25 operated more efficiently if some flexibility were given to the institutions.  
26 That flexibility is being accomplished by providing new or additional  
27 positions in subsection (b) of this section, and since the General Assembly  
28 has granted the institutions broad powers under the new or additional  
29 position concept, it is both necessary and appropriate that the General  
30 Assembly maintain oversight of the utilization of the new or additional  
31 positions by requiring prior approval of the Legislative Council in the  
32 utilization of the new or additional positions. Therefore, the requirement of  
33 approval by the Legislative Council is not a severable part of this section.  
34 If the requirement of approval by the Legislative Council is ruled  
35 unconstitutional by a court of competent jurisdiction, this entire section is  
36 void.

1           ~~(2) The Director of the Office of Personnel Management shall~~  
 2 ~~report all such approvals to the Legislative Council in the month following~~  
 3 ~~approval and shall certify all additional positions established under the~~  
 4 ~~provisions of this subsection (a) to the Director of the Department of~~  
 5 ~~Finance and Administration and the Auditor of State.~~

6           (b) The following maximum number of new additional positions is  
 7 established for the biennium for the following institutions of higher  
 8 education at salary rates not to exceed the salary rate or the highest grade  
 9 level position of comparable positions established in the regular salaries  
 10 section of the ~~biennial~~ appropriations act for operations for each  
 11 institution:

<u>Institution</u>	<u>Maximum Number of Additional Positions</u>
(1) Arkansas State University	300
(2) Arkansas State University – Mountain Home	40
(3) Arkansas State University – Beebe	100
(4) Arkansas State University – Newport	60
(5) Arkansas Tech University	65
(6) Black River Technical College	44
(7) Cossatot Community College of the University of Arkansas	105
(8) East Arkansas Community College	40
(9) National Park Community College	40
(10) Henderson State University	60
(11) Mid-South Community College	75
(12) Arkansas Northeastern College	70
(13) North Arkansas College	70
(14) Northwest Arkansas Community College	80
(15) Ouachita Technical College	40
(16) Ozarka College	46
(17) University of Arkansas Community College at Morrilton	40
(18) Phillips Community College of the University of Arkansas	40
(19) Pulaski Technical College	80
(20) Rich Mountain Community College	40
(21) South Arkansas Community College	50

1	(22) Southeast Arkansas College	40
2	(23) Southern Arkansas University	60
3	(24) SAU – Tech	40
4	(25) University of Arkansas at Fayetteville	500
5	(26) University of Arkansas – Exp. Stations	250
6	(27) University of Arkansas Cooperative Extension Service	250
7	(28) University of Arkansas – Archaeological Survey	150
8	(29) University of Arkansas – Criminal Justice Institute	250
9	(30) University of Arkansas at Little Rock	300
10	(31) University of Arkansas – Medical Sciences	1,000
11	(32) University of Arkansas at Monticello	100
12	(33) University of Arkansas at Pine Bluff	130
13	(34) University of Arkansas Community College at Batesville	40
14	(35) University of Arkansas Community College at Hope	40
15	(36) University of Central Arkansas	300
16	(37) University of Arkansas at Fort Smith	40
17	(38) University of Arkansas – Arkansas School for Mathematics,	
18	Science, and the Arts	60
19	(39) University of Arkansas – Clinton School of Public Service	75

20

21 (c) The positions established under this subchapter shall expire at  
 22 the end of the fiscal year in which they are established.

23 (d) Each institution shall include in its annual budget request  
 24 presented to the Legislative Council a request to continue any position  
 25 authorized under this subchapter.

26

27 SECTION 2. Arkansas Code § 21-5-101(b)(1) and (2), concerning the  
 28 general provisions of the Uniform Classification and Compensation Act, are  
 29 amended to read as follows:

30 (1) For any position authorized by the General Assembly of the  
 31 State of Arkansas for the benefit of any department, agency, board,  
 32 commission, institution, or program for which the provisions of the Uniform  
 33 Classification and Compensation Act, § 21-5-201 et seq., are to be  
 34 applicable, it is declared to be the intent of the General Assembly that the  
 35 Uniform Classification and Compensation Act, § 21-5-201 et seq., shall govern  
 36 with respect to:

- 1 (A) The entrance salary ~~step~~;
- 2 (B) The frequency with which ~~step~~ salary increases may be
- 3 granted; and
- 4 (C) The maximum annual salary that may be paid for the
- 5 grade assigned each employee under the provisions of the Uniform
- 6 Classification and Compensation Act, § 21-5-201 et seq.;

7 (2) For any position authorized by the General Assembly for the  
 8 benefit of any department, agency, board, commission, institution, or program  
 9 for which a maximum annual salary is set out in dollars, it is the intent of  
 10 the General Assembly that the position is to be paid at a rate of pay not to  
 11 exceed the maximum established for the position during any one (1) fiscal  
 12 year and that the maximum annual salary authorized is for full-time  
 13 employment;

14  
 15 SECTION 3. Arkansas Code § 21-5-106(a)(1), concerning annual career  
 16 service recognition payments, is amended to read as follows:

17 (a)(1)(A) Employees of state agencies and nonfaculty employees of  
 18 institutions of higher education shall become eligible for annual career  
 19 service recognition payments upon completion of ten (10) or more years of  
 20 service in either elected positions or classified or nonclassified positions  
 21 with an agency or institution of the State of Arkansas.

22 (B) ~~However~~ To receive the full amount authorized in  
 23 subsection (c) of this section, the service shall have been in either elected  
 24 positions or regular full-time positions.

25 (C) Employees who work part-time in regular salary  
 26 positions may receive annual career service recognition payments on a pro-  
 27 rata basis.

28  
 29 SECTION 4. Arkansas Code § 21-5-203 is amended to read as follows:  
 30 21-5-203. Definitions.

31 As used in this subchapter:

32 (1) ~~"Agency head" or "agency director"~~ "Agency director" means  
 33 the executive head of all agencies, authorities, departments, boards,  
 34 commissions, bureaus, councils, or other agencies of the state;

35 (2) "Base pay level" means the maximum entry level for  
 36 classifications assigned to the career service pay plan;

1           (3) "Base range" means the range of pay between the entry pay  
2 level and the base pay level of the appropriate grade for classifications  
3 assigned to the career service pay plan;

4           (4) "Career pay level" means the salary level established on the  
5 career service compensation plan in a pay grade which is authorized only for  
6 current employees who meet established eligibility criteria;

7           ~~(2)~~(5) "Class" or "Classification" means a group of positions  
8 sufficiently similar as to duties performed, scope of discretion and  
9 responsibility, minimum requirements of training and experience or skill, and  
10 other characteristics that the same title, the same test of fitness, and the  
11 same scale of compensation have been or may be applied to each position in  
12 the group;

13           ~~(3)~~(6) "Class specification" means a written document which  
14 identifies a group of positions that have the same type of work and  
15 responsibility and states the general components by providing a class title,  
16 class code, distinguishing features and ~~example~~ examples of work, knowledge,  
17 skills, and abilities, and the necessary minimum education and experience  
18 requirements to perform the assigned duties;

19           (7)(A) "Crossgrade" means a temporary reclassification of a  
20 position during the fiscal year.

21           (B) Office of Personnel Management of the Division of  
22 Management Services of the Department of Finance and Administration may  
23 authorize a temporary change in the classification of a position from the  
24 classification authorized in an agency or institution appropriation act  
25 between legislative sessions to assure correct classification and for other  
26 purposes with the following restrictions:

27           (i) A position cannot be crossgraded to a  
28 classification having a grade higher than the grade originally authorized for  
29 the position by the General Assembly in the agency's or institution's  
30 appropriation act;

31           (ii) A position may be crossgraded to a  
32 classification having the same or lower grade than the position as originally  
33 authorized by the General Assembly in the agency's or institution's  
34 appropriation act;

35           (iii) Positions which have been crossgraded may be  
36 restored to the original authorized class during the fiscal year with the

1 approval of the Office of Personnel Management for those positions within the  
2 same occupational group;

3 (iv) Position classifications may be crossgraded or  
4 restored to the original classification only after the review and approval by  
5 the Office of Personnel Management;

6 (v) Positions established under the career service  
7 compensation plan may not be crossgraded to professional and executive graded  
8 classifications and positions established under the professional and  
9 executive compensation plan may not be crossgraded to career service graded  
10 classifications; and

11 (vi) Positions having an authorized line item  
12 maximum salary by the General Assembly in the agency's or institution's  
13 appropriation act may not be crossgraded from line item status to classified  
14 status;

15 ~~(4)~~(8) "Demotion" means the change in duty assignment of an  
16 employee from a position in one classification to a position in another  
17 classification of a lower salary grade ~~requiring fewer qualifications such as~~  
18 ~~lower skill requirements, less job related experience, and a lower level of~~  
19 ~~responsibility;~~

20 ~~(5)~~(9) "Employee" means a person regularly appointed or employed  
21 in a position of state service by a state agency or institution of higher  
22 education for which:

23 (A) ~~he~~ He or she is compensated on a full-time basis or on  
24 a pro rata basis; and

25 (B) ~~for which a~~ A class title and pay grade is established  
26 in the appropriation act for ~~such~~ the agency or institution in accordance  
27 with the classification and compensation plan enacted in this subchapter;

28 (10) "Entry pay level" means the minimum entrance salary rate  
29 for classifications assigned to the career service compensation plan;

30 ~~(6)~~(11)(A) "Grade" means ~~a~~ an authorized pay range having an  
31 entrance salary rate, intermediate ~~rates~~ rate, and a maximum rate of pay as  
32 provided in this subchapter.

33 (B) The determination of lower or higher grade in relation  
34 to another grade is determined by comparing the base rates of pay assigned to  
35 each grade;

36 ~~(7)~~(12) "Head of institution" means the executive head of ~~all~~

1 ~~institutions~~ an institution of higher education;

2 ~~(8)(13)~~ “Institution of higher education” or “institution” means  
3 ~~all public institutions~~ a public institution of higher education supported,  
4 in whole or in part, by appropriation of state funds;

5 ~~(9)(A)(i)(14)(A)(i)~~ “Job sharing” means a form of employment in  
6 which the hours of work of two (2) persons are arranged in such a way as to  
7 cover a single, regular full-time, or extra help salary position.

8 (ii) The Department of Finance and Administration  
9 may authorize job sharing for ~~all~~ any regular full-time ~~or extra help salary~~  
10 ~~positions, whether permanent or temporary~~ position.

11 (B)~~(i)~~ The Director of the Department of Finance and  
12 Administration or his or her designee shall promulgate necessary rules ~~and~~  
13 ~~regulations as deemed necessary~~ to carry out the provisions of this  
14 subdivision (14) (9) of this section;

15 ~~(ii)~~ ~~All rules and regulations promulgated pursuant~~  
16 ~~to subdivision (9) of this section shall be reviewed by the House Interim~~  
17 ~~Committee on Public Health, Welfare, and Labor and the Senate Interim~~  
18 ~~Committee on Public Health, Welfare, and Labor or appropriate subcommittees~~  
19 ~~thereof;~~

20 ~~(10)~~ “~~Legislatively enacted salary grade change~~” means the  
21 ~~enactment of legislation which has the effect of lowering the salary grade~~  
22 ~~level assigned to a specific classification title, referred to as a class~~  
23 ~~downgrade, or raising the salary grade level assigned to a specific~~  
24 ~~classification title, referred to as a class upgrade, from a level other than~~  
25 ~~that assigned to the class title on June 30 of the previous fiscal year;~~

26 (15) "Maximum pay level" means the highest authorized level of  
27 pay for a pay grade for normal compensation administration purposes;

28 (16) "Midpoint" means the rate of pay midway between the base  
29 pay level and the maximum pay level established for each grade;

30 ~~(11)(17)(A)~~ “Occupational group” means a collection of classes  
31 having similar features of job components and sharing a primary function.

32 (B) In determining the occupational group to which a class  
33 ~~will be~~ is assigned, consideration will be given to the type of work to be  
34 performed, the type of education or experience required, job elements or  
35 tasks, and the purpose of the job;

36 ~~(12)(18)~~ “Office of Personnel Management” or “office” means the



1 Office of Personnel Management of the Division of Management Services of the  
2 Department of Finance and Administration acting under the authority granted  
3 in this subchapter and subject to the direction of the Director of the  
4 Department of Finance and Administration;

5 ~~(13)~~(19) "Pay level" means any single rate of pay in a grade  
6 including the entrance rate, intermediate ~~rates~~ rate, and the maximum rate of  
7 pay;

8 ~~(14)~~(20) "Position" means ~~an~~ a single office or employment that  
9 is legislatively authorized in an agency or institution of higher education,  
10 occupied or vacant, ~~involving duties~~ requiring the ~~services of one (1) or two~~  
11 ~~(2) persons~~ services of one (1) full-time equivalent employee;

12 ~~(15)~~(A)(21) "Promotion" means the change in duty assignment of  
13 an employee from a position in one classification to a position in another  
14 classification of a higher salary grade ~~requiring higher qualifications, such~~  
15 ~~as greater skill and longer experience, and involving a higher level of~~  
16 ~~responsibility.~~

17 ~~(B)~~ A promotion, for purposes of salary determination,  
18 shall be classified as "minor" if the change in duty assignment is to a  
19 classification of one (1) grade higher or "major" if to a classification of  
20 two (2) or more grades higher than the employee's grade at the time of  
21 promotion;

22 ~~(16)~~(A)(22)(A) "Reclassification" means a change in the  
23 assignment of a position from one classification title to another  
24 classification title of either a higher or lower salary grade when material  
25 and permanent changes in the duties and responsibilities of the position  
26 being recommended for reclassification have occurred or when it is necessary  
27 to establish a new classification title to meet federal standards as a  
28 prerequisite for federal programs.

29 (B) Positions eligible for reclassification within an  
30 agency or institution of higher education shall be only those positions  
31 assigned a specific classification title and salary grade.

32 (C) Positions having a line item maximum salary shall be  
33 considered exempt from the provisions in this section and may not be  
34 reclassified from line item status to a classified designation bearing a  
35 salary grade.

36 (D) Positions within an agency allocated to a specific

1 classification title and salary grade may not be reclassified to a  
2 classification title having a maximum annual line item salary amount.

3 (E) Interim reclassifications approved by the Office of  
4 Personnel Management are to be implemented through the crossgrading of  
5 existing authorized positions within an agency or institution or through the  
6 acquisition of pool positions as authorized in § 21-5-225(a)(1); and

7 ~~(17)(23)~~ “State agencies” means all agencies, authorities,  
8 departments, boards, commissions, bureaus, councils, or other agencies of the  
9 state supported by appropriation of state or federal funds, except those  
10 agencies excluded pursuant to in § 21-5-204; ~~and~~

11 ~~(18)~~ “Working title” means a descriptive title given a position  
12 within a class for ready identification of the job being performed. ~~A~~  
13 ~~working title consists of a procedural description of the duties and~~  
14 ~~responsibilities of a position.~~

15  
16 SECTION 5. Arkansas Code § 21-5-207 is amended to read as follows:

17 21-5-207. Office of Personnel Management – Duties.

18 (a) It shall be the duty of the Office of Personnel Management ~~of the~~  
19 ~~Management Division of the Department of Finance and Administration~~ to  
20 perform the following administrative responsibilities with respect to the  
21 state classification and compensation plan, subject to ~~the provisions of this~~  
22 subchapter:

23 (1) To determine that each position of a state agency or  
24 institution of higher education affected by this subchapter is allocated to a  
25 class having a written class specification based on the duties and  
26 responsibilities assigned to the position and the requirements necessary to  
27 satisfactorily perform the duties;

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

34 (3) To cooperate with any other state agency, department, board,  
35 commission, or institution that is not covered by this subchapter which may  
36 wish to voluntarily establish its positions into classifications in a like

1 manner as provided in this subchapter for state agencies or institutions of  
2 higher education covered by it;

3 (4)(A) To authorize the temporary reclassification of positions  
4 in a state agency or institution ~~of higher education~~ affected by ~~the~~  
5 ~~provisions of~~ this subchapter in cases where it has been determined by the  
6 office that there are material changes in the duties and responsibilities  
7 assigned to the position when there is no available vacant position having  
8 the proper classification and where it is impracticable to restructure the  
9 duties of the position to the proper classification.

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

18 ~~(C) Reclassifications of positions authorized may be~~  
19 ~~approved by the office, but shall be reported monthly to the Legislative~~  
20 ~~Council;~~

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

27 (B) ~~The office shall, when necessary, confer~~ When  
28 necessary, the office shall confer with the staff of the Legislative Council  
29 on the development of and revisions to uniform classification and  
30 compensation systems.

31 (C) Time periods for the development of recommendations  
32 and time periods for the review by the Legislative Council of those  
33 recommendations ~~will~~ shall be as established by the Personnel Committee of  
34 the Legislative Council.

35 (D) The time period shall be sufficiently in advance of  
36 budget hearings for the ~~regular~~ general session and fiscal session to allow

1 for the thorough review by the Personnel Committee of the Legislative  
2 Council;

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

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

9 ~~(8)(A)(7)(A)~~ To establish a procedure to allow for the review of  
10 the qualifications of applicants whose education and experience do not meet  
11 or exceed that required by the class specification but who have other job-  
12 related qualifications which might be validly substituted for the class  
13 requirements.

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

18 (C) The procedure ~~will~~ shall require the final approval of  
19 the personnel administrator of the office, with the review of the Personnel  
20 Committee of the Legislative Council;

21 ~~(9)(A)(8)(A)~~ To monitor agency and institution personnel  
22 transactions to ensure that unqualified appointments, including new ~~hires~~  
23 employees, promotions, and reductions in grade are identified.

24 (B) Unqualified appointments shall be reported by the  
25 office to the Personnel Committee unless one (1) of the following actions is  
26 taken:

27 (i) Questionable appointments shall be were  
28 forwarded by the office to the personnel administrator for further review;

29 (ii) Payroll actions for questionable appointments  
30 that are determined by the state personnel administrator to be unqualified  
31 for the specific appointment are not processed until the unqualified  
32 appointment is removed from the payroll or is placed into a position in the  
33 agency for which the individual meets the minimum qualifications of the  
34 classification; or

35 (iii) Corrective action has been documented by the  
36 agency or institution.

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

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

10                   ~~(10)~~(A)(9)(A) To establish ~~during the biennium~~ each year, upon  
11 the review of the ~~Legislative Council~~ Personnel Committee, new  
12 classifications at an appropriate grade level in order to meet new or changed  
13 conditions and to report, at the end of each fiscal year, all class titles  
14 contained in § 21-5-208 for which a class specification has not been written.

15                   (B) Any classification established ~~within the biennium~~  
16 under ~~the provisions of~~ this subdivision ~~(10)~~ (9) shall remain in effect for  
17 the remainder of the ~~biennium~~ fiscal year during which it was established  
18 unless specifically authorized to continue by the General Assembly as an  
19 addition to this subchapter;

20                   ~~(11)~~(10) To revise, as necessary, ~~with the review of the~~  
21 ~~Legislative Council~~, the class specification of a classification in order to  
22 ensure the accuracy of the description of the assigned duties and the minimum  
23 requirements necessary to perform these duties to maintain a valid  
24 relationship between the requirements and the duties and responsibilities of  
25 the jobs;

26                   ~~(12)~~(11) To administer and maintain a system for the evaluation  
27 of employee performance effectiveness;

28                   ~~(13)~~(12) To provide assistance to state agencies and  
29 institutions in identifying, developing, and maintaining training and  
30 resource programs; and

31                   ~~(14)~~(13) To develop and implement, as needed, upon the review of  
32 the ~~Legislative Council~~ Personnel Committee, rules ~~and regulations~~ to ensure  
33 a uniform system of personnel administration within state government.

34                   (b) In order to ensure and provide for the accuracy and efficiency of  
35 this subchapter and to provide for an efficient and equitable system of  
36 personnel management, the office, with the review of the ~~Legislative Council~~

1 Personnel Committee, is directed to:

2 (1) Study on a continuing basis and modify and revise when  
 3 necessary the current classifications, the class specifications, ~~and~~ minimum  
 4 requirements, and other requirements;

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

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

11 (4) Develop and implement the policies, rules, ~~regulations~~, and  
 12 procedures necessary for the establishment and maintenance of this  
 13 subchapter.

14

15 SECTION 6. Arkansas Code § 21-5-208 is amended to read as follows:

16 21-5-208. Classification of positions.

17 (a)(1) There are established for state agencies and institutions ~~of~~  
 18 ~~higher education~~ covered by ~~the provisions of~~ this subchapter the following  
 19 classification titles and grades.

20 (2) No payment of salaries may be made except in conformity with  
 21 the maximum annual salary rates assigned to these grades for each year ~~of the~~  
 22 ~~fiscal biennium~~ as provided in the appropriation act of the state agency or  
 23 the institution and in this subchapter.

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

28

29 ~~CLASS~~

30 <del>CODE</del>	<del>JOB TITLE</del>	<del>GRADE</del>
31 010Z	<del>SOIL &amp; WATER DEP DIR/CHIEF ENGINEER</del>	26
32 012Z	<del>WIB DEPUTY DIRECTOR</del>	26
33 016Z	<del>PSC DIR OF ELECTRIC UTILITIES SECT</del>	26
34 017Z	<del>DHHS/DYS ADMIN PROC COMPLIANCE</del>	26
35 020Z	<del>BANK CHIEF EXAMINER</del>	26
36 021Z	<del>ASSESSMENT COORD DEPT ASST DIRECTOR</del>	26

1	<del>022Z</del>	<del>DHHS/DCO CHIEF PROGRAM ADMR</del>	<del>26</del>
2	<del>026Z</del>	<del>ASD/ASB BUSINESS MANAGER</del>	<del>26</del>
3	<del>027Z</del>	<del>ED ASSOC DIRECTOR APSCN</del>	<del>26</del>
4	<del>031Z</del>	<del>ED LEGAL ASST TO DIRECTOR</del>	<del>26</del>
5	<del>033Z</del>	<del>CRIME LAB SCIENTIFIC OPS MGR</del>	<del>26</del>
6	<del>053Z</del>	<del>DWS DIR INTERNAL AUDIT &amp; SECURITY</del>	<del>26</del>
7	<del>056Z</del>	<del>GOR HEAD FARM MANAGER II</del>	<del>26</del>
8	<del>063Z</del>	<del>PSC GENERAL COUNSEL</del>	<del>26</del>
9	<del>100Z</del>	<del>VOC ED ASSOC DIR FOR VOC SCHOOLS</del>	<del>26</del>
10	<del>102Z</del>	<del>CORRECTIONAL WARDEN</del>	<del>26</del>
11	<del>105Z</del>	<del>VOC ED ASSOC DIR FOR FINANCE</del>	<del>26</del>
12	<del>106Z</del>	<del>VOC ED ASSOC DIR FOR INSTRUCTION</del>	<del>26</del>
13	<del>127Z</del>	<del>WRKS COMP DEPARTMENT HEAD</del>	<del>26</del>
14	<del>132Z</del>	<del>DFA STATE CLASS &amp; COMP MANAGER</del>	<del>26</del>
15	<del>142Z</del>	<del>HLTH DIR IN HOME SERVICES</del>	<del>26</del>
16	<del>150Z</del>	<del>DFA ADMR OF INTERGOVERNMENTAL SVCS</del>	<del>26</del>
17	<del>202Z</del>	<del>DDSSA ASST DIRECTOR</del>	<del>26</del>
18	<del>213Z</del>	<del>ED LEAD PLNR FOR DESEGREG MONITOR</del>	<del>26</del>
19	<del>214Z</del>	<del>ED ASSOC DIR INSTRUCTION</del>	<del>26</del>
20	<del>216Z</del>	<del>ED ASSOC DIR FOR SPECIAL EDUCATION</del>	<del>26</del>
21	<del>217Z</del>	<del>ASSOC DIR STUDENT SUPPORT SERVICES</del>	<del>26</del>
22	<del>218Z</del>	<del>ED ASSOC DIR VOC SUPPORT SERVICES</del>	<del>26</del>
23	<del>221Z</del>	<del>ED ASSOC DIR FINANCE</del>	<del>26</del>
24	<del>251Z</del>	<del>ED STATE LIBRARY ASSOC DIR DEV SVCS</del>	<del>26</del>
25	<del>340Z</del>	<del>HLTH DIR ENGINEERING</del>	<del>26</del>
26	<del>561Z</del>	<del>PRKS &amp; TRSM PARKS OPERATIONS MGR</del>	<del>26</del>
27	<del>563Z</del>	<del>PRKS &amp; TRSM PARKS PLNG &amp; DEV MGR</del>	<del>26</del>
28	<del>593Z</del>	<del>CHIEF WATER MANAGEMENT</del>	<del>26</del>
29	<del>594Z</del>	<del>DEQ CHIEF AIR DIVISION</del>	<del>26</del>
30	<del>599Z</del>	<del>EXECUTIVE DIR BAIL BONDSMAN BOARD</del>	<del>26</del>
31	<del>615Z</del>	<del>MILITARY DEPUTY ADJUTANT GENERAL</del>	<del>26</del>
32	<del>617Z</del>	<del>STATE POLICE DEP DIR/LT COL</del>	<del>26</del>
33	<del>648Z</del>	<del>REHAB ADMINISTRATOR HSRC</del>	<del>26</del>
34	<del>656Z</del>	<del>REHAB DEPUTY COMMISSIONER</del>	<del>26</del>
35	<del>696Z</del>	<del>SECURITIES DEPUTY COMMISSIONER</del>	<del>26</del>
36	<del>767Z</del>	<del>WRKS COMP PUB EMP CLAIM ADMR</del>	<del>26</del>

1	801Z	ASST DIR FRAUD INVESTIGATION	26
2	827Z	DP CENTER MANAGER	26
3	855Z	DFA ASST BUDGET ADMR/BUDGET SYSTEMS	26
4	856Z	DFA ASST ACCOUNTING ADMR	26
5	917Z	OERZ DIRECTOR	26
6	922Z	DWS DEP ASST DIR EMPLOYMENT ASSISTANCE	26
7	924Z	DWS DEP ASST DIR UNEMPLOYMENT INSURANCE	26
8	928Z	G&F CONSERVATION DIVISION CHIEF	26
9	946Z	OCSE FIELD OPS MANAGER	26
10	948Z	DIS SENIOR PROJECT MANAGER	26
11	950Z	DIS POLICY LEAD MANAGER	26
12	951Z	DIS OPERATIONS CENTER MANAGER	26
13	960Z	DIS STRATEGIC FUNDING PROG MGR	26
14	986Z	INSURANCE RISK MANAGEMENT ADMR	26
15	A005	INSURANCE PROPERTY & CASUALTY ADMIN	26
16	A146	INSURANCE LIFE & HEALTH ADMIN	26
17	D023	DIS APPL DEVELOPMENT SPEC	26
18	D027	DIS TECH PLANNING SPEC I	26
19	D037	DIS SYSTEMS PROGRAMMER/ANALYST III	26
20	D109	DFA AASIS FI/HR TEAM MANAGER	26
21	D119	DFA AASIS TECHNICAL MANAGER	26
22	D145	DIS SYSTEMS SPECIALIST III	26
23	D147	DIS SYSTEMS APPLICATION ARCHITECT	26
24	D148	DIS TEAM LEAD	26
25	D149	DIS SENIOR TECHNICAL ACCOUNT REP	26
26	L001	CERTIFIED NURSE MIDWIFE	26
27	L014	DIRECTOR OF PHARMACY SERVICES	26
28	L134	PSYCHOLOGIST SUPERVISOR	26
29	R005	ED ASSISTANT TO DIRECTOR	26
30	R007	POL C ADMIN HEARING OFFICER	26
31	R012	ADMINISTRATIVE LAW JUDGE	26
32	R015	CLASS A PUBLIC DEFENDER	26
33	R038	ATTORNEY SUPERVISOR	26
34	007Z	EXEC DIR CARDVC	25
35	011Z	PUB DEF DEFENSE SVCS ADMIN	25
36	019Z	DGP ADMIN SVCS MGR	25



1	023Z	DHHS/DCO ASST CHIEF PROGRAM ADMR	25
2	025Z	FORESTRY DEPUTY STATE FORESTER	25
3	037Z	INFORMATION SYSTEMS MANAGER	25
4	038Z	DFA DATA CENTER MANAGER	25
5	047Z	PLANT BOARD ASSISTANT DIRECTOR	25
6	054Z	GOR HEAD FARM MANAGER I	25
7	073Z	DFA REVENUE TAX DIVISION MANAGER	25
8	079Z	HLTH CHIEF ENGINEER	25
9	118Z	DHHS NURSING SERVICES ADMINISTRATOR	25
10	122Z	DFA ACCOUNTING MANAGER	25
11	180Z	BEHAVIORAL HEALTH ASSOC DIR, AHG	25
12	201Z	DDSSA ASST DIR FOR ADMIN/FISCAL SVCS	25
13	247Z	ED VO TECH SCHOOL DIRECTOR	25
14	296Z	G&F ADMINISTRATOR	25
15	316Z	HLTH DIR RAD CONTROL & EMERG MGMT	25
16	341Z	HLTH ASSOCIATE BUREAU DIRECTOR	25
17	351Z	HLTH DIR ENVIR HLTH PROTECTION	25
18	364Z	HLTH NURSING DIRECTOR	25
19	388Z	ASST STATE GEOLOGIST	25
20	397Z	DHHS/DCFS ADMIN COMMUNITY SVCS	25
21	419Z	HLTH DIR PUBLIC HEALTH LABS	25
22	474Z	BEHAVIORAL HEALTH PSYCHOLOGIST ADM	25
23	512Z	DFA REVENUE PROBLEM RESOLUTION OFR	25
24	559Z	PRKS & TRSM PARKS ADMIN MANAGER	25
25	586Z	DEQ ADMINISTRATOR MANAGEMENT SVCS	25
26	592Z	DEQ CHIEF MINING DIVISION	25
27	595Z	DEQ CHIEF HAZARDOUS WASTE DIV	25
28	596Z	DEQ CHIEF SOLID WASTE DIVISION	25
29	597Z	DEQ CHIEF TECHNICAL SVCS DIV	25
30	598Z	ENVIRONMENTAL CHIEF CONST ASST DIVISION	25
31	632Z	ADEM DEP DIR CHF FIELD OPNS	25
32	637Z	STATE POLICE MAJOR	25
33	650Z	REHAB ASST COMM ADMIN SVCS	25
34	692Z	ABA STATE CONSTRUCTION ADMR	25
35	694Z	ABA BUILDING OPERATIONS ADMR	25
36	695Z	ABA ADMR OF REAL ESTATE SERVICES	25

1	<del>797Z</del>	<del>COMPUTER APPLICATIONS MANAGER</del>	25
2	<del>878Z</del>	<del>DHHS/DCFS ADMR PRGM OPS</del>	25
3	<del>880Z</del>	<del>DHHS/DCFS ADMR PRGM SUPPORT</del>	25
4	<del>886Z</del>	<del>DHHS/DCFS ADMR ADMIN SVCS</del>	25
5	<del>906Z</del>	<del>ADED RESEARCH MANAGER</del>	25
6	<del>910Z</del>	<del>LIVE &amp; POUL ASSISTANT DIRECTOR</del>	25
7	<del>915Z</del>	<del>ADEQ PROGRAM CHIEF</del>	25
8	<del>916Z</del>	<del>ASP FISCAL OFFICER</del>	25
9	<del>919Z</del>	<del>MILITARY DIR OF STATE RESOURCES</del>	25
10	<del>952Z</del>	<del>ATRS MANAGER/MEMBER SERVICES</del>	25
11	<del>954Z</del>	<del>ATRS MANAGER/DATA PROCESSING</del>	25
12	<del>955Z</del>	<del>DIS BILLING SERVICES MANAGER</del>	25
13	<del>977Z</del>	<del>STATE ENERGY DEPUTY DIRECTOR</del>	25
14	<del>984Z</del>	<del>PSC TELECOMM UTILITIES SEC MGR</del>	25
15	<del>997Z</del>	<del>MUSEUM SERVICES DIRECTOR</del>	25
16	<del>A021</del>	<del>BANK ASSISTANT CHIEF EXAMINER</del>	25
17	<del>A022</del>	<del>CERTIFIED FINANCIAL EXAMINER</del>	25
18	<del>A026</del>	<del>INTERNAL AUDIT ASST ADMINISTRATOR</del>	25
19	<del>A046</del>	<del>AGENCY CONTROLLER — LARGE/COMPLEX AGENCY</del>	25
20	<del>D008</del>	<del>DIS DATA BASE ANALYST II</del>	25
21	<del>D054</del>	<del>DIS PROG ANA/STAFF SPECIALIST II</del>	25
22	<del>D088</del>	<del>DP PRODUCTION MANAGER II — INST</del>	25
23	<del>D097</del>	<del>ASST DIR OF COMPUTER SVCS III INST</del>	25
24	<del>D120</del>	<del>DFA AASIS SOFTWARE SYSTEMS ANALYST II</del>	25
25	<del>D131</del>	<del>BANK IT ADMINISTRATOR</del>	25
26	<del>D150</del>	<del>OIT SENIOR TECHNOLOGY ANALYST</del>	25
27	<del>D151</del>	<del>OIT ENTERPRISE ARCHITECT</del>	25
28	<del>D152</del>	<del>DIS NETWORK ENGINEER</del>	25
29	<del>D153</del>	<del>DIS NETWORK SERVICES LEAD</del>	25
30	<del>D154</del>	<del>DIS POLICY LEAD</del>	25
31	<del>D155</del>	<del>DIS SUPPORT TEAM LEAD</del>	25
32	<del>D156</del>	<del>DIS BUSINESS CONTINUITY PROGRAM LEADER</del>	25
33	<del>L011</del>	<del>DIRECTOR PHARMACY</del>	25
34	<del>L012</del>	<del>PHARMACIST II</del>	25
35	<del>L124</del>	<del>PSYCHOLOGIST</del>	25
36	<del>P306</del>	<del>PRKS &amp; TRSM REGIONAL PARK SUPV</del>	25

1	Q016	EGG & POULTRY DIVISION MANAGER	25
2	R011	SECURITIES ASSISTANT COMMISSIONER	25
3	R016	CLASS B CHIEF PUBLIC DEFENDER	25
4	R034	INS ADMR PREPAID FUNERAL BENEFITS	25
5	R092	GODIS ADMINISTRATOR/DNA SUPERVISOR	25
6	R170	ATTORNEY SPECIALIST	25
7	R187	DFA ASST ADMIN/BUDGET ANALYSIS	25
8	R328	PRKS & TRSM DIR RESEARCH & INFO SVC	25
9	R379	STATE ECONOMIC DEVELOPER III	25
10	Z718	UAF DIR OF HOUSING	25
11	Z723	UAF DIR OF PURCHAS & MATERIALS MGMT	25
12	Z774	UALR DIRECTOR OF PUBLIC SAFETY	25
13	Z848	UAMS PURCHASING AGENT	25
14	Z924	UCA DIRECTOR OF PUBLIC SAFETY	25
15	014Z	ATEB PROGRAM DIRECTOR	24
16	035Z	ETV PRODUCTION DIVISION DIRECTOR	24
17	036Z	AREC DEPUTY EXECUTIVE DIRECTOR	24
18	040Z	DHHS/DCFS AREA MANAGER	24
19	044Z	GOR CONSTRUCTION/MAINTENANCE COORD	24
20	045Z	SOIL & WATER FISCAL ADMINISTRATOR	24
21	066Z	EDUCATION COMMUNICATION MGR	24
22	074Z	WRKS COMP PUB EMP BEN DET ASST DIR	24
23	075Z	BUREAU OF STANDARDS ASST DIRECTOR	24
24	089Z	OCSE DIVISION MANAGER	24
25	110Z	A&D ABUSE PREV ASST DEP DIR/PRG DEV	24
26	115Z	GOR WARDEN I	24
27	154Z	DFA MARKETING & REDISTRIB MGR	24
28	162Z	DFA PROCUREMENT MANAGER	24
29	164Z	DFA RACING COMMISSION MANAGER	24
30	175Z	DFA RESEARCH AND TECHNICAL SVCS MGR	24
31	187Z	DHHS/DCFS ADMR INDIV & FAMILY SVCS	24
32	188Z	A&D ABUSE PREV ASST DEP DIR/DIR SVC	24
33	203Z	DDSSA ASST DIR — UNIT OPERATIONS	24
34	211Z	ETV COMMUNICATIONS DIVISION DIRECTOR	24
35	249Z	ETV EDUCATION DIVISION DIRECTOR	24
36	250Z	ED STATE LIBRARY DEP DIR FOR ADMIN	24

1	252Z	<del>ED STATE LIBRARY DEP DIR INFO RSCES</del>	24
2	288Z	<del>ETV PROGRAMMING DIVISION DIRECTOR</del>	24
3	292Z	<del>ETV ADMIN AND FINANCE DIV DIR</del>	24
4	297Z	<del>GENERAL BUSINESS MANAGER</del>	24
5	361Z	<del>HLTH MEDICAL CARE SVCS ADMR</del>	24
6	400Z	<del>DFA FISCAL MANAGER</del>	24
7	403Z	<del>YOUTH SERVICES CENTER SUPT</del>	24
8	408Z	<del>MANUFACTURED HOMES COMM DIRECTOR</del>	24
9	424Z	<del>HLTH PUB HLTH AREA MANAGER</del>	24
10	434Z	<del>DHHS INSTITUTION OPERATIONS MANAGER</del>	24
11	500Z	<del>DAH DIR OF DELTA CULTURAL CENTER</del>	24
12	533Z	<del>DAH NATURAL HERITAGE COMM DIR</del>	24
13	534Z	<del>DAH ARTS &amp; HUMANITIES DIRECTOR</del>	24
14	535Z	<del>DAH OLD STATE HOUSE MUSEUM DIR</del>	24
15	537Z	<del>DAH HISTORIC ARKANSAS MUSEUM DIR</del>	24
16	557Z	<del>PRKS &amp; TRSM FOLK CENTER MANAGER</del>	24
17	591Z	<del>DEQ DIVISION CHIEF</del>	24
18	620Z	<del>ACIG SYSTEMS ADMINISTRATOR</del>	24
19	622Z	<del>STATE POLICE FISCAL OFFICER</del>	24
20	630Z	<del>MILITARY FISCAL/PERSONNEL OFFICER</del>	24
21	649Z	<del>REHAB ASST ADMINISTRATOR HSRG</del>	24
22	651Z	<del>REHAB CHIEF OF SPECIAL PROGRAMS</del>	24
23	652Z	<del>REHAB ASST COMM STAFF SVCS</del>	24
24	710Z	<del>DWS AREA OPERATION CHIEF</del>	24
25	711Z	<del>DWS DIVISION CHIEF</del>	24
26	716Z	<del>DWS ASSISTANT ADMINISTRATOR</del>	24
27	751Z	<del>VETERANS AFFAIRS ASSISTANT DIR</del>	24
28	752Z	<del>VETERANS HOME SUPERVISOR</del>	24
29	804Z	<del>DIS FISCAL MANAGER</del>	24
30	819Z	<del>DAH HIST PRESERVATION DIRECTOR</del>	24
31	821Z	<del>DDSSA ASST DIR — QUALITY ASSURANCE</del>	24
32	871Z	<del>BEHAVIORAL HLTH SOCIAL WORK ADM</del>	24
33	903Z	<del>TECHNICAL ASSISTANCE MANAGER</del>	24
34	920Z	<del>ADEM ASSOCIATE DEPUTY DIRECTOR</del>	24
35	921Z	<del>DFA DIVISION MANAGER III</del>	24
36	935Z	<del>DAH DIRECTOR MOSAIC TEMPLARS CTN</del>	24

1	956Z	CRIME LAB QUALITY MANAGER	24
2	957Z	DIS PROJECT MANAGER	24
3	962Z	GC/COR ACCOUNTING SUPERVISOR	24
4	973Z	LABOR SAFETY ADMINISTRATOR	24
5	992Z	DIRECTOR OF FIELD OPERATIONS	24
6	A013	DFA SEPSI FISCAL OFFICER	24
7	A033	INTERNAL AUDIT SPECIALIST	24
8	A049	PRKS & TRSM REV OPERATIONS MANAGER	24
9	A084	AGENCY CONTROLLER — MEDIUM AGENCY	24
10	A125	DFA ACCOUNTING SUPPORT SYSTEM MGR	24
11	A130	BANK REVIEW ADMINISTRATOR	24
12	A198	PSC SENIOR RATE CASE ANALYST	24
13	A200	PSC OPERATIONS MANAGER	24
14	A252	DHE FINANCIAL MANAGER	24
15	A254	PUBLIC UTILITY AUDIT MANAGER	24
16	B007	CRIME LAB CHIEF ILLICIT LABS	24
17	B015	SENIOR PETROLEUM GEOLOGIST	24
18	B044	CHIEF FORENSIC QUESTIONED DOC EXAM	24
19	B046	CHIEF FORENSIC TOXICOLOGIST	24
20	B048	CHIEF FORENSIC CHEMIST	24
21	B050	CHIEF FORENSIC SEROLOGIST	24
22	D011	DP NETWORK MANAGER III — INST	24
23	D028	DIS PROGRAMMER ANALYST/STAFF SPEC	24
24	D041	BANK SENIOR IS EXAMINER	24
25	D062	SYSTEMS ANALYST III — INST	24
26	D064	SR SYSTEMS PROGRAMMER	24
27	D068	SYSTEMS PROGRAMMER III — INST	24
28	D087	DIS TELECOMMUNICATIONS SVCS MGR	24
29	D096	ASST DIR COMPUTER SVCS II — INST	24
30	D099	OIT PROGRAMMER ANALYST/STAFF SPEC	24
31	D116	DFA AASIS FI/HR LEAD SYSTEM ANALYST	24
32	D130	INFORMATION SYSTEMS ADMINISTRATOR	24
33	D133	DHHS APPLICATIONS MANAGER	24
34	D135	DFA AASIS CUSTOMER RELATIONS MANAGER	24
35	D142	SECURITY ANALYST II	24
36	D157	OIT SENIOR CIS ANALYST	24

1	D158	<del>DIS SYSTEMS SPECIALIST II</del>	24
2	D159	<del>DIS NETWORK SPECIALIST II</del>	24
3	D160	<del>DIS TECHNICAL ACCOUNT REP</del>	24
4	D163	<del>DIS BUSINESS CONTINUITY ANALYST</del>	24
5	D164	<del>DIS QUALITY ANALYST</del>	24
6	D165	<del>DIS PROCUREMENT SPECIALIST</del>	24
7	E020	<del>CURRICULUM DIRECTOR</del>	24
8	F002	<del>ETV CHIEF ENGINEER</del>	24
9	L005	<del>PHARMACIST I</del>	24
10	L084	<del>PATIENT CARE SUPERVISOR</del>	24
11	L096	<del>SR PHARMACIST</del>	24
12	L112	<del>PSYCH RESIDENT</del>	24
13	M042	<del>DHHS/DCO COUNTY ADMINISTRATOR IV</del>	24
14	N339	<del>CHIEF LATENT PRINTS EXAMINER</del>	24
15	P301	<del>PRKS AND TRSM PROGRAM SVC ADMR</del>	24
16	P302	<del>PARK SUPERINTENDENT V</del>	24
17	R006	<del>ASST RISK MANAGEMENT ADMR</del>	24
18	R029	<del>CLASS B PUBLIC DEFENDER</del>	24
19	R036	<del>ATTORNEY</del>	24
20	R050	<del>PUBLIC SERVICE COMM RURAL LIAISON</del>	24
21	R069	<del>ED STATISTICAL ANALYST &amp; RESEARCHER</del>	24
22	R078	<del>PRKS &amp; TRSM MRKTING &amp; PROMOTION DIR</del>	24
23	R080	<del>STATISTICAL ANALYSIS MANAGER</del>	24
24	R135	<del>ED COORD RESEARCH &amp; STATISTICS</del>	24
25	R287	<del>OUTDOOR REC GRANTS PRGM DIR</del>	24
26	R475	<del>SR BUDGET ANALYST/SPECIALIST</del>	24
27	R482	<del>PSC CHIEF, PIPELINE SAFETY</del>	24
28	T007	<del>STATE POLICE CAPTAIN</del>	24
29	T009	<del>HE PUBLIC SAFETY COMMANDER III</del>	24
30	T046	<del>CRIME LAB CHIEF FIREARM/TOOL EXAM</del>	24
31	T053	<del>CRIME LAB CHIEF CRIMINALIST</del>	24
32	X328	<del>DEQ ASST CHIEF WATER POLLUTION</del>	24
33	X339	<del>ENGINEER SUPERVISOR</del>	24
34	X363	<del>ASP/CACD CHIEF ADMINISTRATOR</del>	24
35	Z486	<del>UAMS ACCOUNTING MANAGER</del>	24
36	Z488	<del>UAMS DIR OF PATIENT RELATIONS</del>	24

1	Z500	UAF ASSOC DIR OF PHYSICAL PLANT	24
2	Z725	UAF DIR OF STUDENT UNION	24
3	002Z	ATRS PROGRAM MGR/MEMBER SVCS	23
4	008Z	PUB DEFENDER NETWORK ADMINISTRATOR	23
5	013Z	WIB MONITOR	23
6	015Z	ASST STATE FORESTER	23
7	028Z	ED APSCN COOR/INTERNAL OPS	23
8	030Z	AREC ASST DEPUTY DIRECTOR	23
9	032Z	PSC TAX DIV ASST DIR/MOTOR CAR PROG	23
10	043Z	DIRECTOR OF SECONDARY CENTER	23
11	050Z	PLANT BOARD DIRECTOR MARKETING	23
12	051Z	PLANT BOARD DIRECTOR PLANT IND	23
13	055Z	DP MANAGER	23
14	058Z	PROPERTY ASSESSMENT COORD MGR	23
15	065Z	OCSE FIELD MANAGER	23
16	070Z	SECURITIES CHIEF EXAMINER	23
17	091Z	ASST WARDEN	23
18	108Z	GOR MEDICAL/DENTAL ADMR	23
19	117Z	GOR AGRI PRODUCTION SUPERVISOR	23
20	126Z	STATE REGISTRAR VITAL RECORDS	23
21	138Z	DFA DIVISION MANAGER II	23
22	143Z	FED SURPLUS PROPERTY MGR	23
23	146Z	DFA HUMAN RESOURCES MGR	23
24	181Z	COMPLIANCE ADMINISTRATOR	23
25	185Z	DFA TRAINING PROJECT MANAGER	23
26	196Z	GOR BOOT CAMP ADMINISTRATOR	23
27	227Z	ED COORD CHAPTER I PROGRAMS	23
28	233Z	ED DIR CHILD NUTRITION PROGRAMS	23
29	237Z	ED COORD SPECIAL EDUCATION	23
30	238Z	ED COORD TEACHER EDUC, CERT & TEST	23
31	243Z	ED COORD VOC PLANNING & EVAL	23
32	299Z	G&F ASSISTANT DIVISION CHIEF	23
33	303Z	REHAB CHIEF HR DEVELOPMENT & TRAINING	23
34	323Z	HLTH ASST DIR DIV PUBLIC HEALTH NSG	23
35	384Z	HLTH HUMAN RESOURCES MANAGER	23
36	409Z	LABOR CODE ENFORCEMENT ADMINISTRATOR	23

1	410Z	LABOR FINANCE & PERSONNEL MANAGER	23
2	422Z	HLTH DIR HLTH MAINT/PUB HLTH PRGM	23
3	482Z	ED VO TECH SCHOOL ASST DIR	23
4	564Z	PRKS & TRSM PERSONNEL MANAGER	23
5	608Z	PERS MEMBER SERVICES MANAGER	23
6	610Z	PERS PROG MGR/ADMIN SVCS	23
7	638Z	DEPUTY DIRECTOR ACADEMY OPERATIONS	23
8	640Z	DEPUTY DIRECTOR STANDARDS DIVISION	23
9	717Z	DWS PERSONNEL MANAGER	23
10	766Z	WRKS COMP PROGRAM MANAGER	23
11	822Z	HLTH RURAL HLTH PRGM ADMINISTRATOR	23
12	836Z	COORDINATOR OF CHAPTER II	23
13	837Z	ED COORD VOC INSTRUCTIONAL PROGRAMS	23
14	845Z	ED COORD ADULT ED PROGRAMS	23
15	870Z	BEHAVIORAL HLTH FACILITY ADMINISTRATOR	23
16	874Z	HLTH COMPTROLLER	23
17	897Z	DHHS INSTITUTION PROGRAM MANAGER	23
18	911Z	IFID FISCAL OFFICER	23
19	913Z	PLANT BOARD DIRECTOR FEED/SEED	23
20	923Z	DHHS PRGM ADMINISTRATOR	23
21	949Z	GOR INDUSTRY PRGM TRADE SPEC SUPV	23
22	990Z	ED COORD STUDENT ASSESSMENT PROGRAM	23
23	995Z	DFA ACCOUNTING UNIT MANAGER	23
24	A007	INSURANCE CONSUMER SVCS ADMIN	23
25	A014	BANK SENIOR EXAMINER	23
26	A058	TEACHER RET MGR BENEFITS & COUNSEL	23
27	A059	RETIREMENT MANAGER/SUPV MEMBERSHIP	23
28	A083	AGENCY CONTROLLER—SMALL AGENCY	23
29	A123	ED INTERNAL AUDITOR	23
30	A127	ASST CONTROLLER	23
31	A140	INSURANCE SENIOR EXAMINER	23
32	A143	INSURANCE LICENSING ADMIN	23
33	A150	TAX DIVISION ASSISTANT DIRECTOR	23
34	A197	SR RISK SPECIALIST	23
35	A255	TEACHER RET INVEST ADMR AR RELATED	23
36	A257	ATRS SUPERVISOR/BENEFITS & COUNSELING	23



1	A258	<del>ATRS SUPERVISOR/INVESTMENTS</del>	23
2	A259	<del>ATRS SUPERVISOR/FISCAL</del>	23
3	A260	<del>ATRS SUPERVISOR/RETIRANT PAYROLL</del>	23
4	A261	<del>ATRS SUPERVISOR/REPORTING</del>	23
5	A262	<del>ATRS SUPERVISOR/REAL ESTATE</del>	23
6	A263	<del>DFA ACCOUNTING SPECIALIST III</del>	23
7	B012	<del>CHEMIST SUPERVISOR</del>	23
8	B016	<del>G&amp;F CHIEF RIVER BASINS &amp; GOV</del>	23
9	B021	<del>FORENSIC CHEMIST SUPERVISOR</del>	23
10	B040	<del>HLTH PUB HLTH LAB SECTION DIRECTOR</del>	23
11	B068	<del>MICROBIOLOGIST SUPV</del>	23
12	B106	<del>GEOLOGY SUPERVISOR</del>	23
13	B108	<del>PETROLEUM GEOLOGIST</del>	23
14	G004	<del>DIS COMMUNICATIONS MANAGER</del>	23
15	D045	<del>DIS LEAD PROGRAMMER/ANALYST</del>	23
16	D046	<del>SYSTEMS APPLICATIONS SUPERVISOR</del>	23
17	D053	<del>DATA BASE COORD II — INST</del>	23
18	D080	<del>APPLICATIONS &amp; SYSTEMS MANAGER</del>	23
19	D085	<del>DP PRODUCTION MGR I — INST</del>	23
20	D095	<del>ASST DIR COMPUTER SVCS I — INST</del>	23
21	D100	<del>DP SENIOR PROJECT LEADER</del>	23
22	D127	<del>TELECOMMUNICATIONS PLANNING SPEC II</del>	23
23	D134	<del>DFA AASIS SOFTWARE SYSTEMS ANALYST I</del>	23
24	D166	<del>OIT TECHNOLOGY ANALYST</del>	23
25	D167	<del>DIS RATE RECOVERY ANALYST</del>	23
26	D168	<del>DIS COMPUTER OPERATIONS TEAM LEAD</del>	23
27	D169	<del>DIS PRODUCTION CHANGE SCHEDULER</del>	23
28	D186	<del>DIS SUPPORT SPECIALIST II</del>	23
29	E015	<del>ED SCHOOL PRINCIPAL</del>	23
30	E018	<del>HLTH PUB HLTH ED MANAGER</del>	23
31	E032	<del>ED ACCOUNTABILITY PROGRAM COORD</del>	23
32	E102	<del>ED CURRICULUM SUPV VOCATIONAL</del>	23
33	L003	<del>HLTH DIR NUTRITION SERVICES</del>	23
34	M011	<del>FAMILY SERVICE WORKER PRINCIPAL</del>	23
35	M015	<del>FAMILY SERVICE WORKER COUNTY SUPERVISOR</del>	23
36	M040	<del>DHHS/DCO COUNTY ADMINISTRATOR III</del>	23

1	M092	HLTH SOC SVC PROGRAM DIRECTOR	23
2	M122	EVAL/ADMISSIONS/HLTH SVCS MGR	23
3	M178	DHHS/DDS ASST SUPT CONWAY	23
4	N297	PRKS & TRSM TOURISM EDITOR	23
5	N300	TOURISM DEVELOPMENT MANAGER	23
6	N301	TOURISM GROUP TRAVEL MANAGER	23
7	N330	LICENSED ARCHITECT	23
8	N334	GOR ASST TO THE DIR/PUB RELATIONS	23
9	P303	PARK SUPERINTENDENT IV	23
10	Q001	EGG & POULTRY AREA SUPERVISOR	23
11	Q020	HAZARDOUS WASTE INSPECTOR SUPV	23
12	Q037	DIRECTOR PROTECTIVE HEALTH CODES	23
13	Q042	DISTRICT LIVESTOCK INSPECTION MGR	23
14	R017	PERS INFORMATION SERVICES MANAGER	23
15	R033	GOR INTERNAL AFFAIRS ADMINISTRATOR	23
16	R039	AREC CHIEF INVESTIGATOR	23
17	R045	AREC LICENSING SUPERVISOR	23
18	R051	HLTH DIR EMERGENCY HLTH SVCS	23
19	R056	HLTH PUB HLTH NURSING PROGRAM ADMR	23
20	R063	EDUCATION CURRICULUM SUPERVISOR	23
21	R067	EDUCATION RESEARCH SPECIALIST	23
22	R089	DDSSA HR AND LEGAL COMPLIANCE MGR	23
23	R151	AERONAUTICS ASSISTANT DIRECTOR	23
24	R165	DHHS CLIENT ADVOCATE	23
25	R179	DDSSA PROFESSIONAL RELATIONS MGR	23
26	R184	NURSING SERVICES UNIT MANAGER	23
27	R191	DFA SENIOR PERSONNEL SUPERVISOR	23
28	R316	WRKS COMP PUB EMP BEN DET MGR	23
29	R378	STATE ECONOMIC DEVELOPER II	23
30	R480	PSC CHIEF, QUALITY OF SERVICE	23
31	R485	ABA HUMAN RESOURCE MANAGER	23
32	T011	STATE POLICE LIEUTENANT	23
33	T015	PAROLE/PROBATION AREA MANAGER	23
34	T020	HE PUBLIC SAFETY COMMANDER II	23
35	T064	WORK RELEASE CENTER SUPV III	23
36	T077	FIRE MARSHAL/EXPLOSIVE TEAM COORDINATOR	23

1	T080	GAME & FISH MAJOR	23
2	V062	ASST PURCHASING ADMINISTRATOR	23
3	X302	HLTH DIR MEDICARE CERTIFICATION	23
4	X325	DDSSA CLAIMS HEARING MANAGER	23
5	Z003	ASU ASSOC DIR PHYSICAL PLANT	23
6	Z007	HSU DIRECTOR PUBLIC SAFETY	23
7	Z060	UAF ASSOC DIR OF AR UNION	23
8	Z467	SAU DIRECTOR OF PUBLIC SAFETY	23
9	Z477	ATU DIRECTOR OF PUBLIC SAFETY	23
10	Z482	UAF ENERGY CONSERVATION & MGMT ENGR	23
11	Z492	UAF DIR OF RISK MGMT & INSURANCE	23
12	Z505	ASU ENGINEERING COMM FACILITIES DIR	23
13	Z506	ASU CONSTRUCTION COORDINATOR	23
14	Z513	ASU DIRECTOR OF HOUSING	23
15	Z520	ASU PURCHASING AGENT	23
16	Z705	UAF ENGINEERING MANAGER	23
17	Z708	UAF ASSOC TREASURER	23
18	Z714	UAF CONSTRUCTION COORDINATOR	23
19	Z721	UAF DIR OF PRINTING	23
20	Z733	UAF ASSOC REGISTRAR	23
21	Z773	UALR PURCHASING AGENT	23
22	Z821	UAMS ASSOC DIR OF PHYSICAL PLANT	23
23	Z834	UAMS DIR OF COMMUNICATIONS SVCS	23
24	Z842	UAMS DIR OF SOCIAL SERVICE	23
25	Z844	UAMS INSTRUMENTATION ENGINEER	23
26	Z895	UAPB DIRECTOR OF PUBLIC SAFETY	23
27	Z916	UCA DIRECTOR OF HOUSING	23
28	Z919	UCA CONSTRUCTION COORDINATOR	23
29	Z922	UCA PURCHASING AGENT	23
30	Z943	UAMS CONSTRUCTION COORDINATOR	23
31	Z945	UAF ASST BUSINESS MANAGER	23
32	Z946	UAF ASST CONTROLLER	23
33	001Z	DFA MGR PURCHASE & PROP MGMT	22
34	062Z	ED PERSONNEL MANAGER	22
35	088Z	ADEM FIRE SVCS ADMINISTRATOR	22
36	114Z	GOR CLASSIFICATION ADMINISTRATOR	22

1	<del>119Z</del>	<del>CC/COR PERSONNEL MANAGER</del>	<del>22</del>
2	<del>147Z</del>	<del>DISTRICT FORESTER</del>	<del>22</del>
3	<del>161Z</del>	<del>STATE LIBRARY SERVICES COORDINATOR</del>	<del>22</del>
4	<del>174Z</del>	<del>REHAB PROG PLNG &amp; DEVELOP MANAGER</del>	<del>22</del>
5	<del>184Z</del>	<del>FORESTRY FISCAL OFFICER</del>	<del>22</del>
6	<del>219Z</del>	<del>HLTH COMM DISEASE/IMMUNIZ PROG MGR</del>	<del>22</del>
7	<del>220Z</del>	<del>HLTH PERINATAL HLTH PRGM MANAGER</del>	<del>22</del>
8	<del>229Z</del>	<del>ED COORD INSTRUCTIONAL MATERIALS</del>	<del>22</del>
9	<del>235Z</del>	<del>ED COORD SCHOOL PLANT SERVICES</del>	<del>22</del>
10	<del>506Z</del>	<del>REHAB SERVICES PERSONNEL MANAGER</del>	<del>22</del>
11	<del>660Z</del>	<del>DSB VENDING FACILITY PROG ADMR</del>	<del>22</del>
12	<del>698Z</del>	<del>DHHS/DAS MATERIALS MGMT ADMR</del>	<del>22</del>
13	<del>699Z</del>	<del>DHHS/DCO FIELD MANAGER</del>	<del>22</del>
14	<del>744Z</del>	<del>DWS EQUAL OPPORTUNITY MANAGER</del>	<del>22</del>
15	<del>795Z</del>	<del>DWS MANAGER II</del>	<del>22</del>
16	<del>840Z</del>	<del>ED VOC ED PROGRAM SUPPORT MGR</del>	<del>22</del>
17	<del>904Z</del>	<del>REHAB PROGRAM ADMINISTRATOR</del>	<del>22</del>
18	<del>908Z</del>	<del>MLK COMMISSION EXECUTIVE DIRECTOR</del>	<del>22</del>
19	<del>909Z</del>	<del>PROGRAM SUPPORT MANAGER</del>	<del>22</del>
20	<del>914Z</del>	<del>DFA STATE PURCHASING CARD ADMINISTRATOR</del>	<del>22</del>
21	<del>918Z</del>	<del>ABA REAL ESTATE MGR</del>	<del>22</del>
22	<del>925Z</del>	<del>ELEC COMM DIR OF COMPLIANCE</del>	<del>22</del>
23	<del>958Z</del>	<del>CERTIFIED VOCATIONAL REHAB MANAGER</del>	<del>22</del>
24	<del>975Z</del>	<del>DHHS WEATHERIZATION PROGRAM ADMIN</del>	<del>22</del>
25	<del>A023</del>	<del>LIQUIDATION &amp; REHAB OFFICER</del>	<del>22</del>
26	<del>A032</del>	<del>AGENCY FISCAL MANAGER</del>	<del>22</del>
27	<del>A044</del>	<del>SECURITIES EXAMINER SUPERVISOR</del>	<del>22</del>
28	<del>A047</del>	<del>GENERAL FINANCE COORDINATOR</del>	<del>22</del>
29	<del>A072</del>	<del>PUBLIC UTILITY AUDITOR SUPERVISOR</del>	<del>22</del>
30	<del>A073</del>	<del>DFA ACCOUNTING SUPERVISOR</del>	<del>22</del>
31	<del>A088</del>	<del>DHHS FINANCIAL SECTION MANAGER</del>	<del>22</del>
32	<del>A095</del>	<del>DHHS AUDIT SUPERVISOR</del>	<del>22</del>
33	<del>A121</del>	<del>PSC TAX DIV FINANCIAL ANALYST</del>	<del>22</del>
34	<del>A264</del>	<del>PARKS AND TOURISM ACCOUNTING MANAGER</del>	<del>22</del>
35	<del>A265</del>	<del>DFA ACCOUNTING SPECIALIST II</del>	<del>22</del>
36	<del>B006</del>	<del>SR EPIDEMIOLOGIST</del>	<del>22</del>

1	B014	PROFESSIONAL GEOLOGIST	22
2	B017	G&F BIOLOGIST SUPERVISOR	22
3	B023	DEQ CHIEF ECOLOGIST	22
4	B053	FORENSIC BIOLOGIST	22
5	B055	FORENSIC TOXICOLOGIST	22
6	B057	FORENSIC CHEMIST	22
7	B058	MEDICAL TECHNOLOGIST III	22
8	B073	FORENSIC QUESTIONED DOC EXAMINER II	22
9	B086	HLTH CHEMIST SUPERVISOR	22
10	B089	HLTH MICROBIOLOGIST SUPERVISOR	22
11	B099	ENVIRONMENTAL PROGRAM MANAGER	22
12	B102	NATURAL AREA CHIEF PLANNER	22
13	D009	DP NETWORK MANAGER II — INST	22
14	D012	NETWORK PLANNING PROJECT LDR	22
15	D029	DIS SENIOR PROGRAMMER/ANALYST	22
16	D038	SYSTEMS PROGRAMMER	22
17	D051	COMPUTER SUPPORT SPEC III INST	22
18	D060	SYSTEMS PROGRAMMER II — INST	22
19	D066	SYSTEMS COORDINATION ANALYST II	22
20	D067	SYSTEMS ANALYST II — INST	22
21	D072	DP OPERATIONS SUPV III — INST	22
22	D074	BANK JUNIOR IS EXAMINER	22
23	D093	DP NETWORK TECH III — INST	22
24	D106	DP OPERATIONS MANAGER	22
25	D115	INFORMATION SYSTEMS PLANNER	22
26	D117	DFA FI/HR SYSTEM ANALYST II	22
27	D124	LEAD PROGRAMMER/ANALYST	22
28	D139	DIS TELECOMM APPLICATIONS SPEC	22
29	D143	SECURITY ANALYST I	22
30	D170	OIT GIS ANALYST	22
31	D171	DIS CUSTOMER RELATIONS SPECIALIST	22
32	D172	DIS SYSTEMS SPECIALIST I	22
33	D173	DIS NETWORK SPECIALIST I	22
34	D174	DIS SUPPORT SPECIALIST I	22
35	D175	DIS WEB GRAPHICS SPECIALIST	22
36	E010	GOR TRAINING ADMINISTRATOR	22

1	E051	TRAINING PROJECT MANAGER	22
2	E057	TEACHER F/T SENSORY IMPAIRED SUPV	22
3	J008	STATE FOREST MANAGER	22
4	L007	REHAB COORD OF PSYCH SERVICES	22
5	L009	HLTH PUB HLTH NURSE SUPERVISOR	22
6	L074	REGISTERED NURSE PRACTITIONER II	22
7	L078	NURSE SUPERVISOR	22
8	L094	PHARMACIST	22
9	M009	FAMILY SERVICE WORKER SUPERVISOR	22
10	M010	CAREER PLNG & PLAC COORDINATOR	22
11	M012	CHILD CARE DIRECTOR	22
12	M018	PUBLIC DEF OMBUDSMAN COORDINATOR	22
13	M032	DHHS/DCO COUNTY SUPV IV	22
14	M038	DHHS/DCO COUNTY ADMINISTRATOR II	22
15	M071	SPINAL CORD COMM CLIENT SVCS ADMR	22
16	M087	DHHS/DCFS FIELD MANAGER	22
17	M118	DHHS/DBHS DIR OF COMM SUPPORT PROG	22
18	N284	DFA EMPLOYEE BENEFIT DIV COMM MGR	22
19	N298	PRKS & TRSM MUSEUM DIRECTOR	22
20	N336	LATENT PRINTS EXAMINER	22
21	P332	PARK SUPERINTENDENT III	22
22	Q004	OCCUPATIONAL HYGIENIST SUPERVISOR	22
23	Q006	DEQ PERMIT SUPERVISOR	22
24	Q032	HLTH PHYSICIST SUPERVISOR	22
25	Q034	HLTH PUB HLTH INVESTIGATION MANAGER	22
26	Q038	DIRECTOR HVACR SECTION	22
27	Q078	HEALTH ENVIRONMENTAL SUPV	22
28	Q092	LABOR CHIEF BOILER INSPECTOR	22
29	Q102	SANITARIAN SVCS PROGRAM ADMR	22
30	Q120	POL C INSPECTOR SUPV	22
31	R031	ED SUPERVISOR MIGRANT EDUCATION	22
32	R046	SR BUDGET ANALYST	22
33	R047	PUBLIC DEFENDER PERSONNEL MANAGER	22
34	R055	HLTH PUB HLTH NURSING PROGRAM COORD	22
35	R058	DDS PERSONNEL MANAGER	22
36	R060	TRS PERSONNEL MANAGER	22

1	R077	DAH HIST PRESERVATION ASST DIR	22
2	R079	ASST DIR ABC	22
3	R081	MILITARY PERSONNEL MANAGER	22
4	R088	HIGHER ED FINANCIAL OFFICER	22
5	R094	ASB/ASD PERSONNEL MANAGER	22
6	R096	HIGHER ED ASST COORD STUD FIN AID	22
7	R098	DIRECTOR OF EDUCATIONAL SERVICES	22
8	R119	PATIENT BUSINESS SERVICES MANAGER	22
9	R127	ENERGY CONSERVATION PROGRAM ADMR	22
10	R129	DAH ASST DIR ARTS & HUMANITIES	22
11	R130	DFA PERSONNEL SUPERVISOR	22
12	R159	STATE LIBRARY EXT SVCS COORD	22
13	R181	DDSSA QUALITY ASSURANCE MANAGER	22
14	R185	DAH MUSEUM ASSISTANT DIRECTOR	22
15	R199	ASST DIR OF RURAL SERVICES	22
16	R205	LIBRARY NETWORK SERVICES COORD	22
17	R215	G&F PERSONNEL MANAGER	22
18	R438	VETERANS HOME ASSISTANT SUPERVISOR	22
19	R484	WRKS COMP CLAIMS MANAGER	22
20	R498	ADFA FINANCE PROGRAM COORDINATOR	22
21	R499	AR TOBACCO SETTLEMENT COMMSN DIRECTOR	22
22	T014	CHIEF SECURITY OFFICER	22
23	T038	WILDLIFE OFFICER SUPERVISOR	22
24	T041	SOSRA PROGRAM ADMINISTRATOR	22
25	T051	STATE POLICE SERGEANT	22
26	T052	FORENSIC CRIMINALIST II	22
27	T060	CRIME LAB FIREARMS/TOOLMARK EXAM	22
28	T072	GOR INMATE TRANSPORTATION COORD	22
29	V003	PROCUREMENT MANAGER	22
30	V042	GENERAL SERVICES MANAGER	22
31	W007	HLTH DIR RECORDS MGMT	22
32	X301	PUB DEF COMM INVESTIGATOR	22
33	X327	ASP/CACD INVESTIGATOR ADMINISTRATOR	22
34	X338	ENGINEER, PE	22
35	X344	ASP/CACD HOTLINE ADMINISTRATOR	22
36	X428	ABA CONTRACT & CONST MGR	22

1	X456	PSC RATE CASE ENGINEER	22
2	Y008	ABA MAINT & OPER MANAGER	22
3	Y009	HLTH DIR PLUMBING	22
4	Y013	MILITARY FACILITIES SUPERVISOR	22
5	Y020	GOR INDUSTRY PRGM MANAGER	22
6	Y023	CRIME LAB INSTRUMENTATION ENGINEER	22
7	Y026	GOR CONSTRUCTION/MAINT SUPV II	22
8	Z476	UAF PLANT MAINTENANCE ENGINEER	22
9	Z503	ASU ASST DIRECTOR OF PHYSICAL PLANT	22
10	Z511	ASU DIRECTOR OF FARMING	22
11	Z518	ASU DIRECTOR OF STUDENT UNION	22
12	Z532	ASU ENGINEER/DESIGN SPECIALIST	22
13	Z760	UALR ASST DIR OF PHYSICAL PLANT	22
14	Z768	UALR DIRECTOR OF INFORMATION	22
15	Z822	UAMS ASST DIR OF PHYSICAL PLT	22
16	Z826	UAMS PAYROLL SERVICES MANAGER	22
17	Z829	UAMS CHIEF MEDICAL ILLUSTRATOR	22
18	Z855	UAMS CHIEF INSTRUCTIONAL TV	22
19	Z910	UCA ASST DIRECTOR OF PHYSICAL PLANT	22
20	Z917	UCA DIRECTOR OF PERSONNEL	22
21	Z947	UAF PAYROLL SERVICES MANAGER	22
22	Z950	UAF FOOD SVC MANAGER — UNION	22
23	005Z	FINANCIAL AID DIRECTOR — TI	21
24	167Z	DFA DIVISION MANAGER I	21
25	417Z	LABOR SAFETY COORDINATOR	21
26	480Z	BEHAVIORAL HEALTH PERSONNEL MANAGER	21
27	683Z	REHAB DIR SVCS FOR DEAF & HEAR IMP	21
28	686Z	REHAB SPECIAL PROGRAM ADMINISTRATOR	21
29	697Z	DHHS PRGM MANAGER	21
30	799Z	DWS MANAGER I	21
31	809Z	DHHS PLANNING & POLICY DEV COORD	21
32	892Z	DHHS INSTITUTION BUSINESS MANAGER	21
33	A003	SCIENCE & TECH FINANCE PROG MGR	21
34	A008	ACCOUNTING SUPERVISOR II	21
35	A057	OES ADMINISTRATIVE OFFICER	21
36	A067	DFA ACCOUNTING SPECIALIST	21



1	A075	FINANCIAL ANALYST II	21
2	A079	SR CERTIFIED RATE AND FORM ANALYST	21
3	A097	RETIREMENT COUNSELOR SUPERVISOR	21
4	A098	SENIOR SECURITIES EXAMINER	21
5	A104	TAX AUDITOR SUPERVISOR	21
6	A116	RATE ANALYST III	21
7	A117	G&F LICENSING SUPERVISOR	21
8	A132	APERS MANAGER/SUPERVISOR MEMBERSHIP	21
9	A164	RETIREMENT FUND INVESTMENT SUPV	21
10	A251	SR AUDITOR	21
11	B026	G&F BIOLOGIST III	21
12	B027	FORENSIC SPECIALIST	21
13	B032	SR GEOLOGIST	21
14	B042	PLANT BOARD SEED LAB MANAGER	21
15	B094	BUREAU OF STANDARDS LAB SUPV	21
16	B126	WATER USE & RESOURCE SPECIALIST	21
17	G002	WIB COMMUNICATIONS MANAGER	21
18	G003	WIB BUSINESS AND INDUSTRY LIAISON	21
19	D010	DATA BASE ANALYST	21
20	D036	SR PROGRAMMER/ANALYST	21
21	D052	DATA BASE COORD I — INST	21
22	D122	USER SUPPORT SUPERVISOR	21
23	D123	APPLICATIONS & SYSTEMS ANALYST	21
24	D136	DFA AASIS TRAINING SPECIALIST II	21
25	D140	DFA AASIS TECHNICAL WRITER	21
26	D176	DIS LEAD CALL CENTER AGENT	21
27	D177	DIS LEAD COMPUTER OPERATOR	21
28	D178	DIS SCHEDULER II	21
29	E008	ADEM TRAINING PROJECT MANAGER	21
30	E013	G&F INFO & ED COORD	21
31	E023	DHHS/DDS LANGUAGE DEVELOP SUPV	21
32	E028	ED PROGRAM ADMINISTRATOR	21
33	E031	TRAINING ACADEMY STAFF ADMR	21
34	E040	NURSE INSTRUCTOR SUPERVISOR	21
35	E049	INDUSTRIAL COORDINATOR	21
36	E064	TV CURRICULUM UTILIZATION COORD	21

1	E067	INSTITUTION MULTI-MEDIA SVCS DIR	21
2	E104	DHHS/DDS ED & TRNG CONSULTANT	21
3	E108	ETV ADULT EDUCATION COORDINATOR	21
4	E110	LAW ENFORCE ACADEMY TRAINING SUPV	21
5	F036	TV PRODUCER	21
6	F046	ETV CREATIVE SERVICES SUPERVISOR	21
7	G019	MILITARY HOUSING DIRECTOR	21
8	H001	GOR COMMODITY & FOOD SVC ADMR	21
9	J006	FOREST REFORESTATION MANAGER	21
10	J010	NURSERY SUPERVISOR	21
11	L002	ASST DIR DIETARY SVCS	21
12	L010	AUDIOLOGIST SUPERVISOR	21
13	L017	NUTRITIONIST SUPERVISOR	21
14	L019	NUTRITIONIST CONSULTANT	21
15	L030	DIETARY SERVICES DIRECTOR	21
16	L072	REGISTERED NURSE PRACTITIONER I	21
17	L082	NURSING SERVICES SPECIALIST	21
18	L090	OCCUPATIONAL THERAPY SUPERVISOR	21
19	L106	PHYSICAL THERAPY SUPV	21
20	L122	PSYCHOLOGICAL EXAMINER II	21
21	L142	SPEECH PATHOLOGIST SUPV	21
22	M006	ASST DIR COMMUNITY SERVICES	21
23	M014	ADMINISTRATOR OF CHAPLAINCY SVCS	21
24	M022	DHHS/DCO COUNTY ADMINISTRATOR I	21
25	M029	DHHS/DCO COUNTY SUPV III	21
26	M033	ATEB OUTREACH MONITOR	21
27	M035	CERTIFIED VOCATIONAL REHAB FIELD SUP	21
28	M046	DHHS/DDS TEAM LEADER CONWAY	21
29	M051	BEHAVIORAL HLTH DIR OF SOCIAL SERVICES	21
30	M055	CERTIFIED VOCA QUALITY ASSURANCE COORD	21
31	M066	REHAB FIELD SUPERVISOR	21
32	M081	DHHS PRGM SPEC FOR DUALY DIAGNOSED	21
33	M085	DHHS/DCFS PRGM ADMINISTRATOR	21
34	M090	CAMPUS LIFE COORDINATOR	21
35	M100	VOCATIONAL COUNSELOR	21
36	M112	COTTAGE LIFE PROGRAM DIRECTOR	21

1	M113	VOLUNTEER PROGRAM MANAGER	21
2	N287	COORDINATOR OF CRIME PREVENTION	21
3	N293	DEVELOPMENT SPECIALIST	21
4	N312	MUSEUM ARCHIVIST CONSERVATOR	21
5	N322	DFA SUPPORT SERVICES MANAGER	21
6	N326	FORESTRY INFORMATION & ED MANAGER	21
7	N340	CHIEF FORENSIC PHOTOGRAPHER	21
8	N373	ARCHEOLOGIST II	21
9	P331	PARK SUPERINTENDENT II	21
10	Q070	HLTH PUB HLTH INVESTIGATOR SUPV	21
11	Q077	HEALTH ENVIRONMENTAL SPEC III	21
12	Q098	PLANT BOARD INSPECTION MANAGER	21
13	Q108	POL C HAZARDOUS WASTE INSPECTOR	21
14	Q110	MGR GRAIN WRHSE & CATFISH PROC SECT	21
15	R001	INSURANCE PERSONNEL MANAGER	21
16	R008	ACD RES & ADM MANAGER	21
17	R023	NUCLEAR PLNG & RESPONSE MANAGER	21
18	R026	ASST DIR OF PRINTING	21
19	R028	ED PROGRAM ANALYST	21
20	R065	LABOR MEDIATOR	21
21	R074	BEHAVIORAL HLTH COMM SVCS COORD	21
22	R075	KEEP ARKANSAS BEAUTIFUL DIRECTOR	21
23	R085	TECHNICAL ASSISTANCE SPECIALIST	21
24	R091	DAH PROGRAM MANAGER	21
25	R102	RURAL CONSTRUCTION GRANT/FIN OFCR	21
26	R103	VICTIM/WITNESS COORDINATOR	21
27	R111	DWS PROGRAM OPERATIONS MANAGER	21
28	R115	OFFICE ON AGING PROGRAM SUPERVISOR	21
29	R120	PARK PLANNER	21
30	R121	PRKS & TRSM ASST PERSONNEL MGR	21
31	R123	DFA POLICY COORDINATOR	21
32	R128	PERSONNEL REPRESENTATIVE II	21
33	R137	ED INTERNAL SERVICES MANAGER	21
34	R139	DFA FINANCIAL ADVISOR	21
35	R141	DHHS/DCO QUALITY CONTROL MANAGER	21
36	R143	DHHS RESEARCH & STATISTICS MGR	21

1	R160	BANK TRAINING & EMPLOYMENT SVCS MGR	21
2	R172	INTERSTATE COMPACT ADMR	21
3	R193	ADEM PROGRAM OPERATIONS MANAGER	21
4	R202	ASST DIR FEED, FERT, PEST	21
5	R214	SEED CERTIFICATION MANAGER	21
6	R260	LIBRARY PROGRAM ADVISOR	21
7	R268	MEDICAL ECONOMIST	21
8	R286	PEST CONTROL MANAGER	21
9	R288	PUBLIC SCHOOL ADMIN ADVISOR	21
10	R290	PUBLIC SCHOOL PROGRAM ADVISOR	21
11	R298	AGENCY PROGRAM COORDINATOR	21
12	R306	REHAB PROG & PLAN DIR	21
13	R310	VETERANS PROGRAM ADVISOR	21
14	R324	DDSSA UNIT SUPERVISOR	21
15	R326	QUALITY ASSURANCE COORDINATOR	21
16	R333	ED SUPV VOCATIONAL EQUITY PROGRAM	21
17	R346	PLANT BOARD APIARY MANAGER	21
18	R348	COMMUNITY DEVELOPMENT CONSULTANT	21
19	R356	INDUSTRIAL CONSULTANT	21
20	R376	DEQ ENFORCEMENT ADMINISTRATOR	21
21	R377	STATE ECONOMIC DEVELOPER I	21
22	R386	RURAL FIRE DEFENSE ADMR	21
23	R401	UNIVERSITY PRESS PROMOTION MGR	21
24	R403	UNIVERSITY PRESS PRODUCTION MGR	21
25	R460	ENVIRONMENTAL PLANNING SECTION MGR	21
26	R462	DEQ PROGRAM COORD SECTION MGR	21
27	R471	SCIENCE & TECH RESEARCH PROG COORD	21
28	R473	DDPG COORDINATOR	21
29	R474	INSTITUTION PERSONNEL SVCS MANAGER	21
30	R488	GRANTS ADMIN SUPV	21
31	T001	COR INSTITUTIONAL PAROLE ADMR	21
32	T002	PAROLE/PROBATION ASST AREA MGR	21
33	T008	CC/COR OFFICER IV	21
34	T019	MILITARY DEPT DEPUTY FIRE CHIEF	21
35	T023	HE PUBLIC SAFETY COMMANDER I	21
36	T033	STATE POLICE CORPORAL	21

1	<del>T040</del>	<del>WILDLIFE OFFICER III</del>	<del>21</del>
2	<del>T058</del>	<del>MILITARY DEPUTY FIRE CHIEF</del>	<del>21</del>
3	<del>T066</del>	<del>WORK RELEASE CENTER SUPV II</del>	<del>21</del>
4	<del>T076</del>	<del>DCC PROGRAM COORDINATOR</del>	<del>21</del>
5	<del>T079</del>	<del>MGR DIVERSION INVESTIGATION UNIT</del>	<del>21</del>
6	<del>V007</del>	<del>REAL ESTATE OFFICER</del>	<del>21</del>
7	<del>V012</del>	<del>PURCHASING MANAGER</del>	<del>21</del>
8	<del>V014</del>	<del>DHHS/DCO COMMODITY SERVICES MANAGER</del>	<del>21</del>
9	<del>V016</del>	<del>GOR PROCUREMENT &amp; PROPERTY MANAGER</del>	<del>21</del>
10	<del>V080</del>	<del>MGR PURCHASING &amp; PROPERTY MGT</del>	<del>21</del>
11	<del>X305</del>	<del>HLTH FACILITY CERT SURVEYOR</del>	<del>21</del>
12	<del>X317</del>	<del>ASP DL/CDL COORDINATOR</del>	<del>21</del>
13	<del>X320</del>	<del>ASP/CACD INVESTIGATOR SUPERVISOR</del>	<del>21</del>
14	<del>X324</del>	<del>CLAIMS HEARING OFFICER II</del>	<del>21</del>
15	<del>X341</del>	<del>ENGINEER II</del>	<del>21</del>
16	<del>X367</del>	<del>TCB AUDITOR/INVESTIGATOR</del>	<del>21</del>
17	<del>X410</del>	<del>LAND RESOURCE SPECIALIST SUPERVISOR</del>	<del>21</del>
18	<del>Y004</del>	<del>ASP FLEET MANAGER</del>	<del>21</del>
19	<del>Y010</del>	<del>CHIEF STATE ELECTRICAL INSPECTOR</del>	<del>21</del>
20	<del>Y011</del>	<del>DAH MANAGER OF HISTORIC PROPERTIES</del>	<del>21</del>
21	<del>Y012</del>	<del>PARK PROJECT MANAGER</del>	<del>21</del>
22	<del>Y018</del>	<del>GOR ASST HEAD FARM MANAGER</del>	<del>21</del>
23	<del>Z004</del>	<del>ATU FINANCIAL ANALYST</del>	<del>21</del>
24	<del>Z005</del>	<del>ATU GRANT MANAGER</del>	<del>21</del>
25	<del>Z011</del>	<del>SAU DIRECTOR OF HOUSING</del>	<del>21</del>
26	<del>Z012</del>	<del>UAM ASST DIR OF PHYSICAL PLANT</del>	<del>21</del>
27	<del>Z058</del>	<del>PUBLIC SAFETY ADMINISTRATOR UAM</del>	<del>21</del>
28	<del>Z059</del>	<del>SAU PURCHASING AGENT</del>	<del>21</del>
29	<del>Z466</del>	<del>UAF FOOD SVC ASST DIR — PURCHASING</del>	<del>21</del>
30	<del>Z468</del>	<del>UAF FOOD SVC ASST DIR — PERSONNEL</del>	<del>21</del>
31	<del>Z469</del>	<del>SAU DIRECTOR OF PERSONNEL</del>	<del>21</del>
32	<del>Z473</del>	<del>ASU ASST DIRECTOR OF FOOD SERVICE</del>	<del>21</del>
33	<del>Z493</del>	<del>UALR ASSOCIATE REGISTRAR</del>	<del>21</del>
34	<del>Z526</del>	<del>UALR ASSOC DIR OF ADMISS &amp; REG</del>	<del>21</del>
35	<del>Z570</del>	<del>ATU ASST DIR OF PHYSICAL PLANT</del>	<del>21</del>
36	<del>Z577</del>	<del>ATU DIRECTOR OF HOUSING</del>	<del>21</del>

1	Z578	ATU DIRECTOR OF INFORMATION	21
2	Z581	ATU PURCHASING AGENT	21
3	Z584	ATU DIRECTOR OF PERSONNEL	21
4	Z610	HSU ASST DIR OF PHYSICAL PLT	21
5	Z616	HSU DIRECTOR OF HOUSING	21
6	Z618	HSU DIRECTOR OF PERSONNEL	21
7	Z623	HSU PURCHASING AGENT	21
8	Z670	SAU ASST DIRECTOR OF PHYSICAL PLT	21
9	Z675	SAU DIRECTOR OF INFORMATION	21
10	Z717	UAF DIR OF HOUSEKEEPING	21
11	Z736	UAF SPORTS INFORMATION COORDINATOR	21
12	Z772	UALR DIRECTOR OF STUDENT UNION	21
13	Z793	UAM DIRECTOR OF HOUSING	21
14	Z796	UAM PURCHASING AGENT	21
15	Z820	UAMS AHEC/BUSINESS OFFICER	21
16	Z830	UAMS CHIEF OF PHOTOGRAPHIC SERVICE	21
17	Z833	UAMS DEPARTMENT BUSINESS OFFICER	21
18	Z858	UAMS MCPG MANAGER	21
19	Z880	UAPB ASST DIR OF PHYSICAL PLT	21
20	Z886	UAPB DIRECTOR OF INFORMATION	21
21	Z887	UAPB DIRECTOR OF PERSONNEL	21
22	Z888	UAPB DIRECTOR OF HOUSING	21
23	Z892	UAPB PURCHASING AGENT	21
24	Z896	UAPB PROGRAM DIRECTOR	21
25	Z913	UCA DIRECTOR OF ALUMNI	21
26	Z928	WCC PURCHASING AGENT	21
27	Z929	WCC PUBLIC SAFETY ADMINISTRATOR	21
28	Z941	WCC DIRECTOR OF PERSONNEL/EEO	21
29	Z952	UAF PURCHASING AGENT	21
30	109Z	GOR NURSING DIRECTOR	20
31	912Z	STAFF FORESTER	20
32	A001	INDUSTRIAL APPRAISAL SPECIALIST	20
33	A006	ACCOUNTING SUPERVISOR I	20
34	A010	CERTIFIED RATE & FORM ANALYST	20
35	A011	MARKET CONDUCT EXAMINER	20
36	A018	MEDICAL COST ACCOUNTANT	20

1	A036	FIELD AUDITOR SUPERVISOR	20
2	A037	DFA REVENUE DISTRICT MANAGER	20
3	A038	FINANCIAL ANALYST	20
4	A042	FINANCIAL EXAMINER II	20
5	A048	INSURANCE EXAMINER	20
6	A056	INTERNAL AUDITOR	20
7	A061	SENIOR INVESTMENT SPECIALIST	20
8	A062	SENIOR RETIREMENT COUNSELOR	20
9	A069	DFA TAX ADMIN SECTION SUPERVISOR	20
10	A076	PUBLIC UTILITY AUDITOR II	20
11	A085	HLTH BUDGET & FUND CONTROL MANAGER	20
12	A090	SECURITIES EXAMINER	20
13	A099	FINANCE AUTHORITY SPECIALIST SUPV	20
14	A102	TAX AUDITOR II	20
15	A124	ACCOUNTING SERVICES REP II	20
16	A182	INSURANCE RISK SPEC	20
17	A186	GOR BUDGET MANAGER	20
18	A190	INCOME TAX AUDITOR SUPERVISOR	20
19	A250	JR AUDITOR	20
20	B003	EPIDEMIOLOGIST	20
21	B010	CHEMIST II	20
22	B013	CRIME LAB AUTOPSY TECHNICIAN SUPV	20
23	B018	G&F GAME RESEARCH BIOLOGIST	20
24	B024	BIOLOGIST II	20
25	B036	SEED ANALYST SUPERVISOR	20
26	B056	MEDICAL TECHNOLOGIST II	20
27	B066	MICROBIOLOGIST II	20
28	B070	MEDICAL EXAMINER CASE COORDINATOR	20
29	B080	DEQ ECOLOGIST II	20
30	B090	RESEARCH TECHNOLOGIST II	20
31	B101	FIELD ECOLOGIST II	20
32	G018	DWS COMMUNICATIONS & MEDIA OFFICER	20
33	G020	COMMUNICATIONS SYSTEMS MANAGER	20
34	D001	DP NETWORK MANAGER I — INST	20
35	D019	DIS DATA COMMUNICATIONS TECH II	20
36	D050	COMPUTER SUPPORT SPEC II — INST	20

1	D055	WEBSITE COORDINATOR II	20
2	D059	SYSTEMS PROGRAMMER I—INST	20
3	D065	SYSTEMS ANALYST I—INST	20
4	D075	DP INFORMATION SYS COORD—INST	20
5	D086	ACIG SYSTEMS COORDINATION ANALYST	20
6	D092	DP NETWORK TECH II—INST	20
7	D118	DFA FI/HR SYSTEM ANALYST I	20
8	D121	USER SUPPORT ANALYST	20
9	D126	TELECOMMUNICATIONS PLANNING SPEC I	20
10	D137	DFA AASIS TRAINING SPECIALIST I	20
11	D179	DIS ACCOUNTS SPECIALIST	20
12	E002	SAFETY TRAINING OFFICER	20
13	E007	SR REHAB TEACHER F/T BLIND	20
14	E009	SR ORIENTATION & MOBILITY SPEC	20
15	E012	GOR INDUSTRIAL SUPV II	20
16	E026	INSTITUTIONAL INSTRUCTOR SUPERVISOR	20
17	E035	ADE FINANCIAL ANALYST	20
18	E038	NURSE INSTRUCTOR	20
19	E044	PUB HLTH EDUCATOR SUPERVISOR	20
20	E073	LAW ENFORCE TRAINING INSTRUCTOR	20
21	E077	TEACHER F/T SENSORY IMPAIRED IV	20
22	E078	VOCATIONAL INSTRUCTOR IV	20
23	E100	GOR TRAINING ACADEMY SUPERVISOR	20
24	E112	WEATHERIZATION TRAINING COORD	20
25	E114	STAFF DEVELOPMENT COORDINATOR	20
26	E124	LAW ENFORCE STANDARDS SPECIALIST	20
27	G007	ABA BUILDING & PLANT MAINTENANCE COORD	20
28	G018	DFA DOG RACING SUPERVISOR	20
29	G104	CONSTRUCTION/MAINTENANCE COORD	20
30	G120	PLANT MAINTENANCE COORDINATOR	20
31	G122	PLANT MAINTENANCE ENGINEER	20
32	G197	ABA BUILDING MAINT PRGM COORD	20
33	G214	DIRECTOR MAINTENANCE	20
34	J003	AVIATION MANAGER	20
35	L008	SR AUDIOLOGIST	20
36	L015	NUTRITIONIST	20



1	L016	CLINICAL DIETITIAN	20
2	L034	HOME HEALTH NURSE II	20
3	L070	NURSE II	20
4	L088	OCCUPATIONAL THERAPIST II	20
5	L104	PHYSICAL THERAPIST II/PHYSICAL THER	20
6	L130	REGISTERED NURSE II	20
7	L140	SPEECH PATHOLOGIST II	20
8	L146	STUDENT HEALTH SVC NURSE II	20
9	L156	HLTH PUB HLTH NURSE II	20
10	L193	MEDICAL REHAB REPRESENTATIVE	20
11	M005	FAMILY SERVICE WORKER SPECIALIST	20
12	M013	DEVELOPMENTAL DISABILITIES SPEC II	20
13	M016	SR CHAPLAIN	20
14	M027	DHHS/DCO COUNTY SUPV II	20
15	M028	COUNSELOR II	20
16	M030	PUBLIC DEF OMBUDSMAN/SW	20
17	M045	GOR REHAB FACILITY SUPERVISOR	20
18	M058	SR CERTIFIED VOC REHAB COUNSELOR	20
19	M064	REHAB FACILITY SUPERVISOR	20
20	M088	SOCIAL WORKER II	20
21	M115	SUBSTANCE ABUSE PROGRAM COORD	20
22	M116	UTILIZATION REVIEW NURSE	20
23	M127	SR REHABILITATION COUNSELOR	20
24	M128	DHHS/DDS PRGM COORDINATOR	20
25	M140	DHHS/DDS TEAM LEADER	20
26	M172	ASST DIR FINANCIAL AID	20
27	N281	ARCHITECT INTERN	20
28	N282	EXHIBITS SPECIALIST	20
29	N283	SCIENCE & TECH COMMUNICATIONS MGR	20
30	N289	ARCHIVAL MANAGER	20
31	N295	FOLKLIFE DIR OZARK FOLK CENTER	20
32	N318	CURATOR	20
33	N320	G&F EDITOR	20
34	N324	EDITOR	20
35	N333	MEDIA SPECIALIST	20
36	N370	ARCHITECTURAL HISTORIAN	20

1	N372	ARCHEOLOGIST	20
2	N378	POULTRY PRODUCTS SPECIALIST	20
3	P305	STATE TRAILS COORDINATOR	20
4	Q008	LABOR SAFETY CONSULTANT SUPERVISOR	20
5	Q012	BOILER ASSISTANT CHIEF	20
6	Q030	HLTH PHYSICIST	20
7	Q039	HVACR INSPECTOR SUPERVISOR	20
8	Q046	MEDICARE/MEDICAID SURVEY SPECIALIST	20
9	Q048	MANUFACTURED HOUSING SPEC SUPV	20
10	Q058	PLUMBING INSPECTOR SUPV	20
11	Q060	HAZARDOUS CHEMICAL SUPV	20
12	Q061	POL C INSPECTOR	20
13	Q064	BLASTING INSPECTOR SUPV	20
14	Q076	HEALTH ENVIRONMENTAL SPEC II	20
15	Q096	PLANT BOARD FIELD SUPV	20
16	R002	AREG SR REAL ESTATE INVESTIGATOR	20
17	R004	STATE ENERGY PROGRAM COORDINATOR	20
18	R013	WATERWAYS ASST DIR COMMUNICATIONS	20
19	R025	MEDICAL RELATIONS COORDINATOR	20
20	R044	BUDGET ANALYST	20
21	R054	HLTH PROGRAM ANALYST	20
22	R082	AFHC CHIEF INVESTIGATOR	20
23	R093	MITIGATION SPECIALIST	20
24	R099	SUPERVISOR OF VETERANS SERVICE	20
25	R122	INSTITUTION PERSONNEL ANALYST	20
26	R126	PERSONNEL REPRESENTATIVE I	20
27	R133	AGENCY DIRECTOR RESEARCH & STATS	20
28	R144	PROGRAM COORDINATOR	20
29	R145	DHHS PROGRAM COORDINATOR	20
30	R167	TELEVISION PROMOTION SUPERVISOR	20
31	R200	OSCE PROGRAM COORDINATOR	20
32	R232	EMERG MEDICAL SERVICES SUPV	20
33	R236	FORESTRY PERSONNEL MANAGER	20
34	R240	DHE DATA COLLECTION ANALYST	20
35	R266	MANAGEMENT PROJECT ANALYST II	20
36	R406	DHHS PERSONNEL PROCESSING SUPV	20

1	R409	HLTH ASST PERSONNEL DIRECTOR	20
2	R490	STUDENT LOAN PROGRAM COORDINATOR	20
3	T004	AR BEHAVIORAL HLTH PUBLIC SAFETY DIR	20
4	T006	CC/COR OFFICER III	20
5	T016	AGRI UNIT SUPERVISOR II	20
6	T030	HE PUBLIC SAFETY SUPERVISOR	20
7	T031	MILITARY FIREFIGHTER SHIFT LEADER	20
8	T034	PAROLE/PROBATION OFFICER II	20
9	T042	WILDLIFE OFFICER II	20
10	T044	CHIEF CRIME LAB FIELD INVESTIGATOR	20
11	T050	CRIME LAB CRIMINALIST I	20
12	T054	TROOPER 1ST CLASS	20
13	V001	MEDICAL BUYER	20
14	V005	ED SUPERVISOR SPECIAL SERVICES	20
15	V009	HLTH DIR CENTRAL SUPPLY & SVCS	20
16	V010	BUYER SUPERVISOR	20
17	V024	G&F PURCHASING/PRINTING MANAGER	20
18	V066	FED SURPLUS PROPERTY SUPERVISOR	20
19	V067	DFA MARKETING & REDISTRIB SUPV	20
20	W006	BEHAVIORAL HEALTH REGISTRAR	20
21	W014	DIRECTOR MEDICAL RECORDS	20
22	W038	RECORDS MANAGEMENT COORD	20
23	X303	ACIG INFORMATION SYSTEM AGENT	20
24	X304	ABC SR ENFORCEMENT OFFICER	20
25	X308	PUBLIC DEFENDER INVESTIGATOR	20
26	X311	DHHS/DDS PRGM EVALUATOR SUPV	20
27	X313	REVENUE INVESTIGATOR/FRAUD AUDITOR	20
28	X314	DEQ AIR COMPLIANCE MONITOR	20
29	X323	WRKS COMP COMPLIANCE OFFICER	20
30	X326	DDSSA QUALITY CONTROL ANALYST	20
31	X335	OCCUPATIONAL SAFETY COORDINATOR	20
32	X337	ENGINEER	20
33	X340	CLAIMS HEARING OFFICER I	20
34	X347	ASP/CACD SENIOR INVESTIGATOR	20
35	X354	OIL & GAS TECHNICIAN II	20
36	X356	DDSSA FRAUD INVESTIGATOR	20

1	X360	DDSSA CASE CONSULTANT	20
2	X365	CRIMINAL INSURANCE FRAUD INVESTIGATOR	20
3	X369	TCB ENFORCEMENT AGENT SUPERVISOR	20
4	X390	PROPERTY ASSESSMENT AUDITOR SUPV	20
5	X394	SCHOOL INSURANCE SPECIALIST	20
6	X398	SURVEYOR	20
7	X403	OIL & GAS DIST PETROLEUM TECH	20
8	Y006	ENERGY CONSERVATION COORD	20
9	Y025	PRINT SHOP MANAGER	20
10	Y046	INSTRUMENTATION ENGINEER	20
11	Y092	ABA MAINT & CONSTRUCTION PROJ MGR	20
12	Y116	MAINTENANCE SYSTEMS SUPV	20
13	Y123	GOR CONSTRUCTION ELECTRICAL SUPV	20
14	Y125	GOR CONSTRUCTION PLUMBER SUPV	20
15	Y127	GOR CONSTRUCTION REFRIGERATION SUPV	20
16	Z002	SACC DIRECTOR OF PERSONNEL/EEO	20
17	Z006	ATU PAYROLL SERVICES MANAGER	20
18	Z009	PUL TECH COLLEGE DIR OF PURCHASING	20
19	Z010	SAU DIRECTOR OF STUDENT UNION	20
20	Z061	NWCC DIRECTOR OF PERSONNEL	20
21	Z450	EACC DIRECTOR OF PERSONNEL/EEO	20
22	Z470	UAMS REIMBURSEMENT SPECIALIST	20
23	Z474	ASU STUDENT ACCOUNTS OFFICER	20
24	Z475	ASU B DIRECTOR OF PERSONNEL/EEO	20
25	Z509	ASU PAYROLL SERVICES MANAGER	20
26	Z512	ASU DIRECTOR OF HOUSEKEEPING	20
27	Z517	ASU ASST DIRECTOR OF FARMING	20
28	Z525	ASU B DIRECTOR OF PURCHASING	20
29	Z551	ASU B DIRECTOR OF INFORMATION	20
30	Z574	ATU DIRECTOR OF ALUMNI	20
31	Z613	HSU DIRECTOR OF ALUMNI	20
32	Z620	HSU DIRECTOR OF SCHL & UNIV RELA	20
33	Z622	HSU DIRECTOR OF STUDENT UNION	20
34	Z651	NACC DIRECTOR OF PERSONNEL/EEO	20
35	Z662	SAU DIRECTOR OF ALUMNI AFFAIRS	20
36	Z673	SAU COORD DESEGREGATION & AFFIRM ACTN	20

1	Z704	UAF ASST DIRECTOR OF INFORMATION	20
2	Z738	UAF CATERING MANAGER	20
3	Z765	UALR DIRECTOR DESEG & AFFIRM ACTION	20
4	Z767	UALR PAYROLL SERVICES MANAGER	20
5	Z777	UALR DIRECTOR OF HOUSING	20
6	Z792	UAM COORD DESEGREGATION & AFFIRM ACTN	20
7	Z797	UAM DIRECTOR OF STUDENT UNION	20
8	Z799	UAM DIRECTOR OF ALUMNI	20
9	Z883	UAPB PAYROLL SERVICES MANAGER	20
10	Z891	UAPB DIRECTOR OF STUDENT UNION	20
11	Z912	UCA COORD DESEGREGATION & AFFIRM ACTN	20
12	Z914	UCA DIRECTOR OF HOUSEKEEPING	20
13	Z925	UCA STUDENT ACCOUNTS OFFICER	20
14	Z927	WCC DIRECTOR OF INFORMATION	20
15	Z930	WCC DIRECTOR OF ALUMNI	20
16	Z944	ASU ASST REGISTRAR	20
17	Z951	UAF PLANT MAINTENANCE COORDINATOR	20
18	Z956	UAMS ANIMAL RESEARCH FACILITY MGR	20
19	959Z	AFIS ANALYST MANAGER	19
20	A004	STUDENT ACCOUNTS OFFICER UAM	19
21	A017	STUDENT ACCOUNTS OFFICER ATU	19
22	A019	STUDENT ACCOUNTS OFFICER HSU	19
23	A025	STUDENT ACCOUNTS OFFICER UAPB	19
24	A035	STUDENT ACCOUNTS OFFICER SAU	19
25	A060	INVESTMENT SPECIALIST	19
26	A080	RATE ANALYST II	19
27	A087	BUDGET OFFICER	19
28	A101	SR GRAIN FIELD AUDITOR	19
29	A103	FIELD AUDITOR	19
30	A110	ACCOUNTANT II	19
31	A113	RETIREMENT COUNSELOR	19
32	A122	ACCOUNTING SERVICES REP I	19
33	A133	CRIME LAB FISCAL OFFICER	19
34	A154	DWS FIELD TAX REP III	19
35	B009	FOREST ENTOMOLOGIST	19
36	B030	GEOLOGIST	19

1	B060	MEDICAL TECHNOLOGIST SUPERVISOR	19
2	B100	FIELD ECOLOGIST	19
3	B111	G&F FORESTRY PROGRAM MANAGER	19
4	D020	DP SUPERVISOR II	19
5	D044	APPLICATIONS PROGRAMMER II — INST	19
6	D063	DIS PRODUCTION SCHEDULER II	19
7	D071	DP OPERATIONS SUPV II — INST	19
8	D076	DIS PROGRAMMER/ANALYST	19
9	D079	DIS DOCUMENTATION SPECIALIST	19
10	D125	DHHS DP OPERATIONS COORDINATOR	19
11	D132	SYSTEMS COORDINATION ANALYST I	19
12	D141	DFA AASIS HELP DESK COORDINATOR	19
13	D180	DIS CALL CENTER AGENT	19
14	D181	DIS SCHEDULER I	19
15	E014	DIRECTOR MULTI-MEDIA SERVICES	19
16	E034	ARCHIVIST	19
17	E039	LIBRARIAN III	19
18	E042	PUB HLTH EDUCATOR	19
19	E045	REHAB STAFF DEVELOPMENT SPECIALIST	19
20	E047	REHAB TEACHER FOR THE BLIND	19
21	E063	TEACHER F/T SENSORY IMPAIRED III	19
22	E068	TRAINING & EDUCATION COORD EMER SVC	19
23	E074	TRAINING REPRESENTATIVE	19
24	E076	VOCATIONAL INSTRUCTOR III	19
25	E094	DAY CARE TEACHER SUPERVISOR	19
26	E118	HABILITATION/REHAB INSTRUCTOR SUPV	19
27	E136	ORIENTATION & MOBILITY SPECIALIST	19
28	E138	PRKS & TRSM DIR ED & PUB PRGMS	19
29	F003	CHIEF TV ENGINEER	19
30	F010	RADIO PROGRAM DIRECTOR	19
31	G009	ABA BUILDING & PLANT MAINTENANCE SUPV	19
32	G012	MILITARY HOUSING MANAGER	19
33	G026	BLDG AND GROUNDS COORDINATOR	19
34	G106	MAINTENANCE PLANNER	19
35	G209	TRANSIT OPERATIONS SUPERVISOR	19
36	H030	CC/COR FOOD PRODUCTION MGR II	19

1	K043	HEARING REPORTER	19
2	K188	PSC MANAGER, COMM DOCKETS	19
3	L028	DIETICIAN	19
4	L032	HEALTH PROGRAM CONSULTANT	19
5	L120	PSYCHOLOGICAL EXAMINER I	19
6	M004	FAMILY SERVICE WORKER	19
7	M007	ASST DIR ADMISSIONS	19
8	M008	CAREER PLNG & PLAC ADVISOR	19
9	M019	CHAPLAIN	19
10	M025	DHHS/DCO COUNTY SUPV I	19
11	M044	DHHS PRGM CONSULTANT	19
12	M056	REHAB COUNSELOR III	19
13	M057	DHS/DDS FOSTER GRANDPARENT ADMR	19
14	M060	CERTIFIED VOC REHAB COUNSELOR III	19
15	M069	REHAB SVC FACILITY SPECIALIST	19
16	M086	SOCIAL WORKER I	19
17	M097	VOLUNTEER PROGRAM DEVELOPER II	19
18	M107	GOR COUNSELING PROGRAM LEADER	19
19	M114	SUBSTANCE ABUSE PROGRAM LEADER	19
20	M138	YOUTH SERVICES COUNSELOR III	19
21	M154	DHHS FIELD REPRESENTATIVE	19
22	M160	DHHS/DCFS FIELD SVCS REP	19
23	M164	QUALITY CONTROL REVIEW SUPV	19
24	N199	TAXPAYER INFORMATION OFFICER	19
25	N285	TOURIST INFORMATION CENTER MGR II	19
26	N292	HISTORIC SITES SPECIALIST	19
27	N294	MUSEUM PROGRAMS SPECIALIST	19
28	N310	CARTOGRAPHER SUPV	19
29	N315	COORDINATOR OF INFORMATION SERVICES	19
30	N317	COORDINATOR OF SPORTS INFORMATION	19
31	N347	TOURISM CONSULTANT	19
32	N350	ETV PROGRAM DEPARTMENT SUPERVISOR	19
33	N368	HISTORIAN	19
34	P312	FACILITY MANAGER IV	19
35	P329	PARK SUPERINTENDENT I	19
36	Q013	STATE BOILER INSPECTOR II	19

1	Q015	<del>SAFETY AND HEALTH SPECIALIST II</del>	19
2	Q026	<del>EGG &amp; POULTRY FIELD INSPECTOR SUPV</del>	19
3	Q036	<del>CHIEF ELEVATOR INSPECTOR</del>	19
4	Q040	<del>AREA LIVESTOCK INSPECTOR SUPV</del>	19
5	Q054	<del>PEST CONTROL INSPECTOR SUPV</del>	19
6	Q066	<del>BLASTING INSPECTOR</del>	19
7	Q068	<del>PUB HLTH INVESTIGATOR II</del>	19
8	Q074	<del>HEALTH ENVIRONMENTAL SPEC I</del>	19
9	Q090	<del>STATE ELECTRICAL INSPECTOR</del>	19
10	Q160	<del>PLANT BOARD AGRI SPECIALIST II</del>	19
11	R019	<del>DFA RACING COMMISSION JUDGE</del>	19
12	R030	<del>ASST PERSONNEL MANAGER</del>	19
13	R037	<del>AREC INVESTIGATOR</del>	19
14	R040	<del>BOOKSTORE MANAGER</del>	19
15	R043	<del>COURT REPORTER</del>	19
16	R048	<del>BUDGET SPECIALIST</del>	19
17	R059	<del>DWS APPEALS REFEREE</del>	19
18	R064	<del>EMERG SVCS AREA COORD</del>	19
19	R066	<del>EMERG SVCS OPERATIONS OFFICER</del>	19
20	R068	<del>EEO/GRIEVANCE OFFICER</del>	19
21	R070	<del>GOR MARKETING SPECIALIST</del>	19
22	R072	<del>GOR SALES REPRESENTATIVE</del>	19
23	R083	<del>AFHC INVESTIGATOR</del>	19
24	R084	<del>DHHS STAFF SUPERVISOR</del>	19
25	R086	<del>CIVIL RIGHTS COORDINATOR</del>	19
26	R087	<del>RURAL HEALTH PROGRAM SPECIALIST</del>	19
27	R097	<del>CHIEF CLAIMS &amp; APPEALS SECTION</del>	19
28	R150	<del>RESEARCH PROJECT ANALYST</del>	19
29	R157	<del>SPECIAL EVENTS MANAGER</del>	19
30	R163	<del>CIVIL AIR PATROL SVCS COORD</del>	19
31	R168	<del>GRANTS COORDINATOR II</del>	19
32	R174	<del>MUSEUM CONSULTANT</del>	19
33	R204	<del>PARALEGAL/LEGAL ASSISTANT</del>	19
34	R206	<del>OCSE PROGRAM CONSULTANT</del>	19
35	R207	<del>OCSE STAFF SUPERVISOR</del>	19
36	R209	<del>LIBRARY SUPERVISOR II</del>	19



1	R280	ENVIRONMENTAL PROGRAM COORDINATOR	19
2	R304	REHAB VOCATIONAL CONSULTANT	19
3	R315	VETERANS AFFAIRS EXEC ASST TO DIR	19
4	R332	DHHS POLICY DEVELOPMENT COORD	19
5	R344	DWS SATELLITE OFFICE SUPERVISOR	19
6	R400	WRKS COMP PUB EMP BEN DET ASST MGR	19
7	R412	REHAB PROGRAM PLANNING COORDINATOR	19
8	R424	FAIR HEARING REFEREE	19
9	R456	HMO MEDICAL CONTRACT COORD	19
10	R494	ASSOCIATE BOOKSTORE MANAGER	19
11	T010	CC/COR SERGEANT	19
12	T017	PARK RANGER II	19
13	T018	AGRI UNIT SUPERVISOR I	19
14	T022	LIVE & POUL CHIEF INVESTIGATOR	19
15	T029	SR MILITARY FIREFIGHTER	19
16	T036	WILDLIFE OFFICER I	19
17	T039	STATE POLICE TROOPER	19
18	T055	UNIFORM COMMANDER	19
19	T065	HLTH PHYSICS TECHNOLOGIST	19
20	T068	WORK RELEASE CENTER SUPV I	19
21	T074	PUBLIC SAFETY DIRECTOR	19
22	T075	RECORDS/INTAKE SUPV	19
23	V002	BUYER	19
24	V008	BUYER III	19
25	V022	LEASING SPECIALIST II	19
26	V036	DFA PURCHASING CARD COORDINATOR	19
27	V060	CENTRAL WAREHOUSE SUPERVISOR	19
28	W012	MEDICAL RECORDS ADMINISTRATOR	19
29	W026	HLTH RECORDS SPECIALIST	19
30	X306	CHIEF CONSTRUCTION INSPECTOR	19
31	X309	DHHS/DDS PRGM EVALUATOR	19
32	X321	ASP/FPU INVESTIGATOR	19
33	X334	ASP/CACD HOTLINE SUPERVISOR	19
34	X358	HLTH FACILITY SURVEYOR	19
35	X408	LAND RESOURCE SPECIALIST	19
36	X438	PSC UTILITY SERVICES SUPERVISOR	19

1	X440	DDSSA CLAIMS ADJUDICATOR III	19
2	Y002	ASST DIR PHYSICAL PLANT	19
3	Y007	ABA TRADES SUPERVISOR	19
4	Y015	AVIATION TECHNICIAN	19
5	Y030	SKILLED TRADES FOREMAN	19
6	Y031	DWS PRINT SHOP SUPERVISOR	19
7	Z001	SAU DIRECTOR OF HOUSEKEEPING	19
8	Z008	ATU DIRECTOR OF HOUSEKEEPING	19
9	Z481	HSU DIRECTOR OF HOUSEKEEPING	19
10	Z485	UAM DIRECTOR OF HOUSEKEEPING	19
11	Z501	ASU ASST DIRECTOR OF HOUSING	19
12	Z502	ASU ASST DIRECTOR OF INFORMATION	19
13	Z508	UCA ASSISTANT DIRECTOR OF HOUSING	19
14	Z790	ATU ASST DIR OF FOOD SERVICES	19
15	Z791	ATU DIRECTOR GROUNDS AND MAINTENANCE	19
16	Z926	WCC BOOKSTORE MANAGER	19
17	A029	DFA REVENUE SECTION SUPERVISOR	18
18	A040	FINANCIAL EXAMINER I	18
19	A043	DFA CASHIER SPECIALIST	18
20	A065	DFA RACING COMMISSION OFFICE AUDITOR	18
21	A070	DWS FIELD TAX REP II	18
22	A071	REVENUE AGENT IV	18
23	A074	PUBLIC UTILITY AUDITOR I	18
24	A077	STUDENT LOAN OFFICER	18
25	A078	RATE ANALYST I	18
26	A094	SECURITIES CUSTODIAN	18
27	A096	FINANCE AUTHORITY SPECIALIST	18
28	A100	TAX AUDITOR I	18
29	A111	ACCOUNTANT	18
30	A114	GC/COR BUSINESS MANAGER	18
31	A118	GRAIN FIELD AUDITOR	18
32	A176	DFA REVENUE ASST DIST MANAGER	18
33	A192	INCOME TAX AUDITOR	18
34	A194	TAX EXAMINER SUPV	18
35	B008	CHEMIST I	18
36	B022	BIOLOGIST I	18

1	B025	<del>SEED ANALYST III</del>	18
2	B054	<del>MEDICAL TECHNOLOGIST I</del>	18
3	B059	<del>CRIME LAB AUTOPSY TECHNICIAN</del>	18
4	B063	<del>METROLOGIST</del>	18
5	B064	<del>MICROBIOLOGIST I</del>	18
6	B065	<del>CRIME LAB HISTOLOGY TECHNICIAN SUPV</del>	18
7	B071	<del>MOISTURE METER LABORATORY TECH</del>	18
8	B072	<del>FORENSIC QUESTIONED DOC EXAMINER I</del>	18
9	B088	<del>RESEARCH TECHNOLOGIST I</del>	18
10	G006	<del>COMMUNICATIONS SUPERVISOR</del>	18
11	G037	<del>TELECOMMUNICATIONS SUPERVISOR</del>	18
12	D032	<del>JR SYSTEMS PROGRAMMER</del>	18
13	D034	<del>PROGRAMMER ANALYST</del>	18
14	D049	<del>COMPUTER SUPPORT SPEC I — INST</del>	18
15	D070	<del>WEBSITE COORDINATOR I</del>	18
16	D084	<del>DIS TELECOMMUNICATION TECH III</del>	18
17	D090	<del>OPERATIONS ANALYST</del>	18
18	D091	<del>DP NETWORK TECH I — INST</del>	18
19	D128	<del>P-C SUPPORT SPECIALIST</del>	18
20	D129	<del>DP COORDINATOR</del>	18
21	D182	<del>DIS SENIOR COMPUTER OPERATOR</del>	18
22	D183	<del>DIS IT BILLING SPECIALIST</del>	18
23	E011	<del>GOR INDUSTRIAL SUPV</del>	18
24	E024	<del>INSTITUTIONAL INSTRUCTOR II</del>	18
25	E037	<del>LIBRARIAN II</del>	18
26	E050	<del>STAFF DEVELOPMENT SPECIALIST II</del>	18
27	E053	<del>GOR UNIT TRAINING SUPERVISOR</del>	18
28	E061	<del>TEACHER F/T SENSORY IMPAIRED II</del>	18
29	E062	<del>STUDENT ADVISOR</del>	18
30	E072	<del>TRAINING INSTRUCTOR</del>	18
31	E082	<del>VOCATIONAL INSTRUCTOR II</del>	18
32	F006	<del>TV MICROWAVE SPECIALIST</del>	18
33	F008	<del>ETV VIDEO TECHNICIAN II</del>	18
34	F011	<del>RADIO PRODUCTION ENGINEER</del>	18
35	F012	<del>UPLINK COORDINATOR</del>	18
36	F014	<del>ETV BROADCAST SPEC. I</del>	18

1	F034	TV MODERATOR/ON CAMERA TALENT	18
2	F045	TV TRANSMITTER SUPERVISOR	18
3	G004	RECYCLING/SOLID WASTE MGMT COORD	18
4	G028	BLDG PLANT MAINTENANCE SUPV II	18
5	G031	CONSTRUCTION/MAINTENANCE PROJ EST	18
6	G050	FABRICATIONS SHOP MANAGER	18
7	G124	PLANT MAINTENANCE SUPV	18
8	H032	FOOD PRODUCTION MANAGER	18
9	J001	ARK FORESTRY COMM INVESTIGATOR	18
10	J022	FORESTER II	18
11	J023	G&F FORESTER II	18
12	L033	HOME HEALTH NURSE I	18
13	L036	CERTIFIED RESPIRATORY THERAPY TECH	18
14	L038	AUDIOLOGIST	18
15	L068	NURSE I	18
16	L086	OCCUPATIONAL THERAPIST I	18
17	L092	ORTHOTIST	18
18	L102	PHYSICAL THERAPIST I	18
19	L138	SPEECH PATHOLOGIST I	18
20	L144	STUDENT HEALTH SVC NURSE I	18
21	L149	X-RAY TECH III	18
22	L154	HLTH PUB HLTH NURSE I	18
23	M003	FAMILY SERVICE WORKER TRAINEE	18
24	M024	FAMILY SUPPORT SPECIALIST SUPV	18
25	M026	COUNSELOR I	18
26	M050	RECREATIONAL ACTIVITY LEADER SUPV	18
27	M054	REHAB COUNSELOR II	18
28	M068	DHHS PROGRAM ANALYST	18
29	M072	SOCIAL SERVICE INVESTIGATOR II	18
30	M075	SOCIAL SERVICE REPRESENTATIVE II	18
31	M076	SOCIAL SERVICE REPRESENTATIVE III	18
32	M078	DHHS/DEMS SUPERVISOR	18
33	M082	SOCIAL SERVICE WORKER III	18
34	M093	FINANCIAL AID OFFICER II	18
35	M096	CC/COR PROGRAM COORD	18
36	M098	VETERANS CLAIMS SPECIALIST	18

1	M099	COTTAGE LIFE PROGRAM SUPERVISOR	18
2	M105	GC/COR COUNSELOR	18
3	M106	VOCATIONAL REHAB EVALUATOR II	18
4	M117	COORDINATOR OF INTERPRETIVE SVCS	18
5	M124	DEVELOPMENTAL DISABILITIES SPEC I	18
6	M136	YOUTH SERVICES COUNSELOR II	18
7	M156	ADOPTION SPECIALIST	18
8	M168	CHILD CARE LICENSING SPECIALIST	18
9	M170	QUALITY CONTROL REVIEWER	18
10	N280	TRAVEL INFORMATION WRITER II	18
11	N288	HISTORICAL RESEARCHER	18
12	N313	COORDINATOR OF ALUMNI AFFAIRS	18
13	N314	MUSEUM INTERPRETIVE SPECIALIST	18
14	N328	INFORMATION OFFICER II	18
15	N342	FORENSIC PHOTOGRAPHER	18
16	N346	MUSIC PROGRAM & PROMOTIONAL COORD	18
17	N360	PUBLIC AFFAIRS SPECIALIST	18
18	N365	PUBLICITY & STUDENT RECRUIT SPEC II	18
19	N380	CHIEF PHOTOGRAPHER	18
20	P304	ASST DIR STUDENT UNION	18
21	P325	PARK INTERPRETER	18
22	P338	STUDENT UNION MANAGER	18
23	Q003	STATE BOILER INSPECTOR I	18
24	Q022	SR EGG & POULTRY FIELD INSPECTOR	18
25	Q024	BRUCELLOSIS TESTING COORD	18
26	Q033	LIQUIFIED PETROLEUM GAS INSPECTOR	18
27	Q045	HVACR MECHANICAL INSPECTOR	18
28	Q047	MANUFACTURED HOUSING SPEC	18
29	Q057	PLUMBING INSPECTOR	18
30	Q062	HAZARDOUS CHEMICAL TRAINER/INSPEC	18
31	Q073	SAFETY AND HEALTH SPECIALIST I	18
32	Q104	EMERG MEDICAL SERVICES SPEC	18
33	Q122	PLUMBING PLANS REVIEW COORDINATOR	18
34	R018	ASST ADMINISTRATOR PROF SVCS	18
35	R022	ASST BUSINESS MANAGER	18
36	R032	ASST REGISTRAR	18

1	R035	<del>ED VOC ED EXECUTIVE ASSISTANT</del>	18
2	R057	<del>WIB ADMIN ASST</del>	18
3	R124	<del>PERSONNEL ASSISTANT II — INST</del>	18
4	R134	<del>PLANNING SPECIALIST II</del>	18
5	R169	<del>DWS EMPLOYMENT SERVICES REP</del>	18
6	R183	<del>COMMUNITY PUNISHMENT SPECIALIST</del>	18
7	R195	<del>PERSONNEL ANALYST</del>	18
8	R196	<del>PROPERTY DISPOSITION COORD</del>	18
9	R203	<del>OCSE PROGRAM ANALYST</del>	18
10	R237	<del>DWS PROGRAM SUPERVISOR</del>	18
11	R264	<del>MANAGEMENT PROJECT ANALYST I</del>	18
12	R322	<del>CC/COR UNIT PERS &amp; TRNG OFFICER</del>	18
13	R327	<del>DWS RESEARCH &amp; ANALYSIS ANALYST</del>	18
14	R329	<del>PAYROLL SERVICES SPECIALIST</del>	18
15	R458	<del>PRINTING ESTIMATOR/PLANNER</del>	18
16	T005	<del>CC/COR OFFICER II</del>	18
17	T012	<del>DISCIPLINARY HEARING OFFICER</del>	18
18	T028	<del>MILITARY RANGE OFFICER</del>	18
19	T048	<del>CRIME LAB FIELD INVESTIGATOR</del>	18
20	T059	<del>PUB SAFETY INVEST &amp; TRNG OFCR</del>	18
21	T062	<del>PAROLE/PROBATION OFFICER</del>	18
22	T069	<del>DRUG DIVERSION INVESTIGATOR</del>	18
23	T071	<del>HE PUBLIC SAFETY OFFICER II</del>	18
24	V006	<del>BUYER II</del>	18
25	V020	<del>LEASING SPECIALIST</del>	18
26	V023	<del>REAL PROPERTY MANAGEMENT SPECIALIST</del>	18
27	V025	<del>RURAL FIRE PROGRAM COORDINATOR</del>	18
28	V034	<del>PLANT WAREHOUSE FOREMAN</del>	18
29	V040	<del>PURCHASE AGENT II/PURCHASE AGENT</del>	18
30	V044	<del>SPECIFICATIONS SPEC</del>	18
31	W009	<del>CC/COR RECORDS SUPERVISOR</del>	18
32	W030	<del>RECORDS MANAGEMENT ANALYST II</del>	18
33	X296	<del>INVESTIGATIVE/ANALYST</del>	18
34	X299	<del>DOT CORROSION PROGRAM SPECIALIST</del>	18
35	X310	<del>DWS TECHNICIAN II</del>	18
36	X315	<del>CONSTRUCTION INSPECTOR</del>	18

1	X316	ABC ENFORCEMENT OFFICER	18
2	X345	LABOR STANDARDS INVESTIGATOR	18
3	X346	DWS UI CLAIM TECHNICIAN	18
4	X348	FIELD SERVICES REPRESENTATIVE	18
5	X351	OCSE INVESTIGATOR II	18
6	X355	DWS UI INVESTIGATOR II	18
7	X359	INFORMATION SERVICES AGENT	18
8	X361	INSURANCE INVESTIGATOR	18
9	X371	TCB ENFORCEMENT AGENT	18
10	X372	PARK CONSTRUCTION INSPECTOR	18
11	X379	OIL & GAS TECHNICIAN	18
12	X386	DDSSA CLAIMS ADJUDICATOR II	18
13	X389	PROPERTY ASSESSMENT AUDITOR III	18
14	X392	SAFETY SUPERVISOR	18
15	X412	WEIGHTS & MEASURES INVEST SUPV	18
16	X422	AIRPORT INSPECTOR	18
17	X450	CC/COR INTERNAL AFFAIRS INVESTCTR	18
18	X459	RURAL LAND SPECIALIST	18
19	Y005	AUTO/DIESEL MECHANIC SUPERVISOR	18
20	Y017	CARPENTER SUPERVISOR	18
21	Y022	STATIONARY ENGINEER SUPERVISOR	18
22	Y027	ELECTRICIAN SUPERVISOR	18
23	Y034	SKILLED TRADES SUPERVISOR	18
24	Y041	HEATING & A/C MECHANIC SUPERVISOR	18
25	Y073	PAINTER SUPERVISOR	18
26	Y081	PLUMBER SUPERVISOR	18
27	Y087	PRINTER SUPERVISOR	18
28	Y131	CC/COR CONSTR/MAINT SUPV I	18
29	Z521	ASU DIRECTOR OF VENDING OPERATIONS	18
30	Z573	ATU COLISEUM MANAGER	18
31	Z661	PCCG ASST CHIEF FISCAL OFFICER	18
32	A034	FIELD AUDITOR	17
33	A045	FINANCIAL EXAMINER TRAINEE	17
34	A052	PSC TAX DIV VALUATION ANALYST II	17
35	A055	DWS FIELD TAX REP I	17
36	A064	FISCAL COORDINATOR	17

1	A105	TAX AUDITOR TRAINEE	17
2	A172	REVENUE AGENT III	17
3	B038	LABORATORY ANIMAL TECHNICIAN SUPV	17
4	B052	MEDICAL TECHNOLOGIST	17
5	B078	DEQ ECOLOGIST I	17
6	G017	TELECOMMUNICATIONS SUPERVISOR	17
7	G021	TELECOMMUNICATIONS COORDINATOR	17
8	D018	DP SUPERVISOR I	17
9	D042	APPLICATIONS PROGRAMMER I — INST	17
10	D061	TELEPROCESSING MONITOR	17
11	D069	DP OPERATIONS SUPV I — INST	17
12	D077	DIS PRODUCTION SCHEDULER	17
13	E019	HUNTER SAFETY EDUC & TRNG OFFICER	17
14	E021	HUNTER SAFETY TRNG AREA CARETAKER	17
15	E022	INSTITUTIONAL INSTRUCTOR I	17
16	E029	MILITARY TRAINING OFFICE MGR	17
17	E036	LIBRARIAN I	17
18	E055	GC/COR UNIT TRAINER	17
19	E059	TEACHER F/T SENSORY IMPAIRED I	17
20	E080	VOCATIONAL INSTRUCTOR I	17
21	E086	HABILITATION/REHAB INSTRUCTOR II	17
22	E092	MULTI-MEDIA SPECIALIST	17
23	E122	AUDIOVISUAL AIDS SUPV	17
24	F001	ETV PRODUCTION TECHNICIAN II	17
25	F009	RADIO NEWS DIRECTOR	17
26	F027	TV ENGINEER	17
27	F033	TV MICROWAVE TECHNICIAN	17
28	F050	SPECIAL EVENTS COORDINATOR	17
29	G016	ABA BUILDING & PLANT MAINTENANCE WORKER	17
30	G040	DIRECTOR TRANSIT & PARKING	17
31	G053	FARM FOREMAN — INST	17
32	G089	LANDSCAPE SUPERVISOR II	17
33	G141	WATER FILTER/WASTE DISPOS PLNT SUPV	17
34	G150	CENTRAL CONTROL SYSTEM SUPERVISOR	17
35	G161	GENERAL MAINTENANCE REPAIRMAN	17
36	H011	VENDING FACILITY PROGRAM SPECIALIST	17



1	H029	GC/COR FOOD PRODUCTION MGR I	17
2	H034	FOOD PRODUCTION MANAGER II	17
3	J004	AIRCRAFT PILOT	17
4	J013	FOREST RANGER III	17
5	J020	FORESTER I	17
6	J024	G&F FORESTER	17
7	K013	PRK & TRSM ARCHIVAL MICROPHOTO SUPV	17
8	K040	DWS UNIT SUPERVISOR II	17
9	K046	APERS CALL CENTER AGENT	17
10	L004	COR HIV/AIDS EDUCATOR	17
11	L044	HOME ECONOMIST	17
12	L117	LPN/LPTN SUPERVISOR	17
13	M023	FAMILY SUPPORT SPECIALIST III	17
14	M039	HOUSEPARENT SUPERVISOR	17
15	M070	SOCIAL SERVICE INVESTIGATOR I	17
16	M080	SOCIAL SERVICE WORKER II/SOC SVC WK	17
17	M095	VOLUNTEER PROGRAM DEVELOPER I	17
18	M102	VOCATIONAL PLAC & EVAL PROG COORD	17
19	M125	WORK PROGRAM ADVISOR	17
20	M144	COR VOLUNTEER SERVICE COORDINATOR	17
21	M182	INTERPRETER II	17
22	N290	COMMERCIAL ARTIST II/GRAPHIC ART II	17
23	N299	MUSEUM REGISTRAR	17
24	N337	MEDICAL PHOTOGRAPHER II	17
25	N343	MUSEUM EXHIBIT SPECIALIST	17
26	N355	PHOTOGRAPHER	17
27	N361	PUBLICITY & INFORMATION SPECIALIST	17
28	N367	SPORTS INFORMATION SPECIALIST	17
29	N369	THEATER ARTS TECHNICAL SUPERVISOR	17
30	N375	PROOF EDITOR	17
31	P317	TOURIST INFORMATION CENTER MANAGER	17
32	P334	RECREATION COORDINATOR	17
33	P340	STUDENT UNION NIGHT MANAGER	17
34	Q010	EIA INSPECTOR	17
35	Q021	EGG & POULTRY FIELD INSPECTOR	17
36	Q052	PEST CONTROL INSPECTOR II	17

1	Q055	PEST CONTROL TECHNICIAN SUPERVISOR	17
2	Q067	HLTH PUB HLTH INVESTIGATOR I	17
3	Q083	SR EGG PRODUCTS INSPECTOR	17
4	Q085	SR POULTRY GRADER	17
5	Q087	SR SHELL EGG GRADER	17
6	Q152	PLANT BOARD AGRI SPECIALIST I	17
7	R010	ADMINISTRATIVE ASSISTANT II	17
8	R049	CLASSIFICATION & ASSIGNMENT OFFICER	17
9	R061	ELECTRICIAN LICENSING COORDINATOR	17
10	R090	PATIENT ACCESS COORDINATOR	17
11	R104	LOGISTICS MANAGER	17
12	R110	MEDICAL PROGRAM REPRESENTATIVE	17
13	R140	PROGRAM ADVISOR	17
14	R162	STATISTICIAN/STATISTICIAN II	17
15	R166	GRANTS COORDINATOR I	17
16	R186	PERSONNEL REPRESENTATIVE TRAINEE	17
17	R190	PERSONNEL OFFICER II	17
18	R211	LIBRARY SUPERVISOR I	17
19	R257	DWS INTERVIEWER II	17
20	R321	GOR GRIEVANCE OFFICER	17
21	R402	WRKS COMP SELF INSURERS PROG COORD	17
22	R430	ADMINISTRATIVE OFFICER	17
23	T021	PARK RANGER	17
24	T024	LIVE & POUL INSPECTOR/INVESTIGATOR	17
25	T026	MILITARY FIREFIGHTER	17
26	T049	SECURITY OFFICER SUPERVISOR	17
27	T056	DRUG HANDLER INVESTIGATOR	17
28	V018	SURPLUS PROP INVENTORY CONTROL MGR	17
29	V027	EVIDENCE SUPERVISOR	17
30	V030	INVENTORY CONTROL MANAGER	17
31	V064	CONTRACT EXPEDITER	17
32	W002	CHIEF OF RECORDS & IDENTIFICATION	17
33	W016	MEDICAL DIAGNOSTIC ANALYST	17
34	W028	RECORDS MANAGEMENT ANALYST I	17
35	W034	UTILIZATION REVIEW COORDINATOR	17
36	X322	DDSSA CLAIMS ADJUDICATOR I	17

1	X342	COMPLAINTS INVESTIGATION SUPERVISOR	17
2	X343	ASP/CACD HOTLINE OPERATOR	17
3	X349	TAX INVESTIGATOR	17
4	X352	HLTH CARE ANALYST II	17
5	X353	DWS UI INVESTIGATOR I	17
6	X357	OCSE INVESTIGATOR I	17
7	X370	OCCUPATIONAL HYGIENIST II	17
8	X387	PROPERTY ASSESSMENT AUDITOR II	17
9	X458	ENGINEER TECHNICIAN SUPERVISOR	17
10	Y003	AUTO/DIESEL MECHANIC	17
11	Y014	PRINTER III	17
12	Y021	STATIONARY ENGINEER	17
13	Y035	SKILLED TRADES WORKER	17
14	Y039	HEATING & A/C MECHANIC	17
15	Y049	INSTRUMENTATION TECHNICIAN II	17
16	Y053	JOURNEYMAN CARPENTER	17
17	Y055	JOURNEYMAN ELECTRICIAN	17
18	Y057	JOURNEYMAN PAINTER	17
19	Y059	JOURNEYMAN PLASTERER	17
20	Y061	JOURNEYMAN PLUMBER	17
21	Y065	JOURNEYMAN LOCKSMITH	17
22	Y104	TELEPHONE TECHNICIAN	17
23	Y107	WELDER	17
24	Y129	ELECTRONIC TECHNICIAN	17
25	A002	MEMBER ADVOCATE	16
26	A024	COLLECTION OFFICER	16
27	A030	CREDIT & COLLECTIONS SUPV	16
28	A053	INSURANCE SPECIALIST II	16
29	A126	GRAIN FIELD AUDITOR TRAINEE	16
30	A134	TAXPAYER SERVICES REP	16
31	A174	INDIRECT COST RATE ANALYST	16
32	B011	CHEMIST INTERN	16
33	B029	SEED ANALYST II	16
34	B061	CRIME LAB HISTOLOGY TECHNICIAN	16
35	B067	MICROBIOLOGIST INTERN	16
36	B114	G&F TECHNICIAN III	16

1	G008	COMMUNICATION TECH II	16
2	G015	TELECOMMUNICATIONS OPERATOR	16
3	G016	EMERG COMMUNICATION SPECIALIST	16
4	G029	NATIONAL GUARD COMM SUPERVISOR	16
5	G035	ASP TELECOMMUNICATIONS OPERATOR	16
6	D015	COMPUTER TECH II—INST	16
7	D017	COMPUTER TAPE LIBRARIAN—INST	16
8	D035	PROGRAMMER TRAINEE	16
9	D094	COMPUTER TAPE LIBRARIAN	16
10	D101	DIS TELECOMMUNICATIONS TECH II	16
11	D161	DIS SYSTEM TECHNICIAN	16
12	D184	DIS COMPUTER OPERATOR	16
13	E048	STAFF DEVELOPMENT SPECIALIST I	16
14	E079	MULTI-MEDIA TECHNICAL CONTROLLER II	16
15	E096	DAY CARE TEACHER	16
16	E116	HLTH EDUCATOR	16
17	F025	TV CONTINUITY EDITOR	16
18	F043	ETV VIDEO TECHNICIAN	16
19	F053	TELEVISION DIRECTOR	16
20	G015	ATHLETIC FACILITY SUPV	16
21	G027	BLDG PLANT MAINTENANCE SUPV I	16
22	G079	COORDINATOR OF HOUSEKEEPING	16
23	G113	MINERAL EXPLORATION CORE DRILLER	16
24	G167	EXECUTIVE HOUSEKEEPER I	16
25	G215	MAJOR APPLIANCE REPAIRMAN	16
26	H035	FOOD PRODUCTION SUPERVISOR	16
27	J033	STATE FOREST FOREMAN	16
28	K008	PRKS & TRSM ADMIN SUPPORT COORD	16
29	K044	DWS UNIT SUPERVISOR I	16
30	K048	LEGAL SECRETARY II	16
31	K093	DFA PAYROLL TECHNICIAN	16
32	K129	BUDGET TECHNICIAN	16
33	L026	DENTAL HYGIENIST	16
34	L042	DFA VETERINARIAN ASST II	16
35	L067	MOBILE X-RAY TECH SUPV	16
36	L116	LPN III/LPTN III	16

1	L126	PSYCHOLOGICAL INTERN	16
2	L128	REGISTERED NURSE I	16
3	L153	X-RAY TECH SUPV/X-RAY TECH II	16
4	L160	GOR INFIRMARY ADMR	16
5	M021	FAMILY SUPPORT SPECIALIST II	16
6	M043	MEN HLTH ASSISTANT II	16
7	M052	REHAB COUNSELOR I	16
8	M062	RESIDENT PROGRAM COORDINATOR	16
9	M091	FINANCIAL AID OFFICER I	16
10	M110	VOLUNTEER SERVICES COORDINATOR	16
11	M134	YOUTH SERVICES COUNSELOR I	16
12	M141	DHHS/DDS TEAM SHIFT COORDINATOR	16
13	M148	YOUTH SERVICES WORKER II	16
14	M181	INTERPRETER I	16
15	N302	ALUMNI AFFAIRS SPECIALIST	16
16	N329	INFORMATION SPECIALIST	16
17	N359	PHOTOGRAPHER II INST	16
18	N363	PUBLICITY & STUDENT RECRUIT SPEC I	16
19	P308	PARK TECHNICIAN III	16
20	P310	FACILITY MANAGER III	16
21	Q019	EGG PRODUCTS INSPECTOR	16
22	Q031	APIARY INSPECTOR	16
23	Q035	LIQUIFIED PETROLEUM GAS TECHNICIAN	16
24	Q041	LIVESTOCK INSPECTOR	16
25	Q063	POULTRY GRADER	16
26	Q089	SHELL EGG GRADER	16
27	Q112	PETROLEUM PROD TEST TECHNICIAN	16
28	R003	ADMISSIONS ANALYST SUPERVISOR	16
29	R014	ATEB ADMINISTRATIVE ASSISTANT	16
30	R020	ASST BOOKSTORE MANAGER	16
31	R024	CASE COORDINATOR	16
32	R071	EXTENSION FIELD REPRESENTATIVE	16
33	R105	MANAGER OF MAILING SERVICES	16
34	R132	PLANNING SPECIALIST I	16
35	R156	REVENUE DEPT SUPERVISOR	16
36	R383	PERSONNEL REPRESENTATIVE TECHNICIAN	16

1	R440	BUSINESS CONTROLLER II	16
2	T003	CC/COR OFFICER I	16
3	T027	MILITARY FIRE & POLICE OFFICER SUPV	16
4	T037	PUB SAFETY OFFICER II	16
5	T070	HE PUBLIC SAFETY OFFICER I	16
6	V028	CRIME LAB EVIDENCE TECHNICIAN	16
7	V033	PLANT WAREHOUSE ASSISTANT FOREMAN	16
8	V053	SURPLUS PROPERTY AGENT	16
9	V056	WAREHOUSE MANAGER	16
10	V070	FED SURPLUS PROP UTILIZATION INSP	16
11	V076	COR PROPERTY OFFICER	16
12	W001	ASP AFIS TECHNICIAN	16
13	X318	CC/COR ADMIN REVIEW OFFICER	16
14	X333	ENGINEER TECHNICIAN	16
15	X368	OCCUPATIONAL HYGIENIST I	16
16	X391	BAIL BONDSMAN INVESTIGATOR	16
17	X395	SURVEY CREW CHIEF	16
18	X411	WEIGHTS & MEASURES INVEST II	16
19	Y085	PRINTER II	16
20	A009	ACCOUNTS SUPERVISOR	15
21	A028	REVENUE AGENT II	15
22	A031	DELINQUENT TAX COLLECTOR	15
23	A063	PAYROLL OFFICER	15
24	A092	REPORTING SPECIALIST III	15
25	A108	ACCOUNTING TECHNICIAN II	15
26	A109	TAX EXAMINER II	15
27	A155	ICF COORDINATOR	15
28	A178	INSURANCE REPRESENTATIVE	15
29	A206	PATIENT ACCOUNTS SPECIALIST	15
30	B045	LABORATORY COORDINATOR	15
31	B077	PATHOLOGY CURATOR	15
32	B117	ARCHEOLOGICAL LAB ASST III	15
33	D005	COMPUTER OPERATOR II	15
34	D040	COMPUTER LAB TECH II — INST	15
35	E003	ATHLETIC TRAINER	15
36	E084	HABILITATION/REHAB INSTRUCTOR I	15

1	F004	ETV PRODUCTION TECHNICIAN I	15
2	F013	SPECIAL EVENTS SUPERVISOR	15
3	F051	TV PRODUCTION ASSISTANT	15
4	G003	VEHICLE FACILITIES COORD	15
5	G043	EQUIPMENT MECHANIC	15
6	G055	FARM MAINTENANCE MECHANIC	15
7	G087	LANDSCAPE SUPERVISOR I	15
8	G183	ARCHEOLOGICAL FIELD ASST III	15
9	G213	INST MAINT WORK PLNR & SCHEDULER	15
10	J011	FOREST RANGER II	15
11	J015	FOREST TECHNICIAN	15
12	K003	CAMPUS POSTMASTER	15
13	K011	ADMINISTRATIVE OFFICE SUPERVISOR	15
14	K017	PUBLIC DEFENDER SECRETARY II	15
15	K027	SUBPOENA COORDINATOR	15
16	K028	CLAIMS DATA SPECIALIST II	15
17	K034	INSURANCE LICENSING SPECIALIST	15
18	K045	REHAB TECHNICIAN	15
19	K105	REPROD EQUIPMENT OPERATOR SUPV	15
20	L035	PHARMACY TECHNICIAN SUPERVISOR	15
21	L061	LIFE SKILLS TRAINER SUPERVISOR	15
22	L115	LPN II/LPTN II	15
23	L179	PHYSICAL THERAPY ASSISTANT	15
24	L183	OCCUPATIONAL THERAPY ASSISTANT	15
25	M002	ADMISSIONS INTERVIEWER SUPV	15
26	M020	FAMILY SUPPORT SPECIALIST I	15
27	M034	HOUSEPARENT II	15
28	M048	RECREATIONAL ACTIVITY LEADER II	15
29	M073	SOCIAL SERVICE REPRESENTATIVE I	15
30	M079	SOCIAL SERVICE WORKER I	15
31	M104	VOCATIONAL REHAB EVALUATOR I	15
32	M149	YOUTH SERVICES WORKER I	15
33	N311	COMMERCIAL ARTIST I/GRAPHIC ART I	15
34	N316	MUSEUM PROGRAM ASSISTANT	15
35	N331	LIVESTOCK NEWS REPORTER	15
36	Q049	MOISTURE METER INSPECTOR	15

1	Q051	PEST CONTROL INSPECTOR I	15
2	Q053	PEST CONTROL TECH	15
3	R009	ADMINISTRATIVE ASSISTANT I	15
4	R042	AREC EXAMINER	15
5	R148	RESEARCH ASSISTANT	15
6	R177	LEGAL ASSISTANT	15
7	R259	DWS INTERVIEWER I	15
8	R342	INTERVIEWER	15
9	R444	BUSINESS CONTROLLER I	15
10	T025	MILITARY FIRE & POLICE OFFICER	15
11	T047	SECURITY OFFICER III	15
12	T073	DGC INTAKE OFFICER	15
13	V011	CENTRAL SUPPLY SUPV	15
14	V021	COMMODITY DIST REP	15
15	V039	PURCHASE AGENT I/ASST PURCHASE AGENT	15
16	V051	STOREROOM SUPV/STORE SUPV	15
17	W015	MEDICAL RECORDS TECHNICIAN	15
18	W025	RECORDS CONSULTANT	15
19	X307	COMPLAINTS INVESTIGATOR	15
20	X350	HLTH CARE ANALYST I	15
21	X382	ASP DRIVERS LICENSE EXAMINER	15
22	X385	PROPERTY ASSESSMENT AUDITOR I	15
23	Y047	INSTRUMENTATION TECHNICIAN I	15
24	Y135	SOLAR SYSTEM OPERATOR	15
25	A016	COLLECTOR	14
26	A027	REVENUE AGENT I	14
27	A050	PSC TAX DIV VALUATION ANALYST I	14
28	A208	PATIENT ACCOUNTS CLERK II	14
29	B002	PHLEBOTOMIST II	14
30	B031	SEED ANALYST I	14
31	B113	G&F TECHNICIAN II	14
32	D014	COMPUTER TECH I — INST	14
33	D089	DIS TELECOMMUNICATIONS TECH I	14
34	E081	AUDIOVISUAL TECHNICIAN	14
35	F007	RADIO ANNOUNCER	14
36	G014	GHDC LAUNDRY OPERATIONS MANAGER	14



1	G017	RESEARCH FIELD TECHNICIAN	14
2	G065	GREENHOUSE TECHNICIAN	14
3	G187	INSTITUTIONAL BUS DRIVER	14
4	H002	MANAGER OF CATERING	14
5	H023	COMMISSARY MANAGER	14
6	J005	FOREST DISPATCHER	14
7	J009	FOREST RANGER I	14
8	J031	NURSERY/SEED ORCHARD TECHNICIAN	14
9	K001	COMPUTER PUBLISHING OPERATOR	14
10	K005	ADMISSIONS ANALYST II	14
11	K014	LIBRARY ACADEMIC TECH III	14
12	K016	TRANSPORTATION SERVICES REP	14
13	K018	CHILD SUPPORT TECHNICIAN	14
14	K019	PUBLIC DEFENDER SECRETARY I	14
15	K021	REHABILITATION ASSISTANT II	14
16	K029	CLAIMS DATA SPECIALIST I	14
17	K030	AGIC TECHNICIAN	14
18	K032	INSURANCE LICENSE TECHNICIAN	14
19	K036	CLAIMS EXAMINER	14
20	K041	EXECUTIVE SECY/ADMINISTRATIVE SECY	14
21	K042	ASP ADMINISTRATIVE SPECIALIST	14
22	K061	LIBRARY TECHNICAL ASST III	14
23	K079	MICRO PHOTOGRAPHER SUPERVISOR	14
24	K091	PERSONNEL ASSISTANT I INST	14
25	K117	MEDICAL OR LEGAL SECRETARY	14
26	K174	BRAILLE & RECORDING SPECIALIST	14
27	L113	LPN I/LPTN I	14
28	L151	X-RAY TECH/X-RAY TECH I	14
29	L184	DIETETIC TECHNICIAN	14
30	M036	FOSTER GRANDPARENT SUPERVISOR	14
31	M061	RESIDENT HALL MANAGER II	14
32	N286	TRAVEL INFORMATION WRITER I	14
33	N303	ARCHITECTURAL DRAFTSMAN	14
34	N327	INFORMATION OFFICER I	14
35	N335	MEDICAL PHOTOGRAPHER I	14
36	N338	LATENT PRINTS TECHNICIAN	14

1	N377	AUDIOVISUAL COORD/PHOTOGRAPHER	14
2	P309	FACILITY MANAGER II	14
3	P367	PARK TECH II	14
4	R041	BOOKSTORE OFFICE MANAGER	14
5	T032	HE PUBLIC SAFETY SECURITY OFFCR II	14
6	T035	PUB SAFETY OFFICER I	14
7	V004	BUYER I	14
8	V019	COMMODITY ANALYST	14
9	W005	FINGERPRINT TECH	14
10	W017	NOSOLOGIST	14
11	X332	DRIVERS LICENSE EXAMINER	14
12	X336	DWS CLAIMS ADJUDICATOR	14
13	X409	WEIGHTS & MEASURES INVEST I	14
14	Y105	UPHOLSTERER	14
15	A012	DWS ACCOUNTING CLERK	13
16	A039	FINANCIAL COUNSELOR	13
17	A051	INSURANCE SPECIALIST I	13
18	A081	REFUND SPECIALIST	13
19	A091	REPORTING SPECIALIST II	13
20	A120	G&F LICENSING CLERK	13
21	B043	LABORATORY ASSISTANT III	13
22	B049	LABORATORY TECHNICIAN II	13
23	B069	MINERAL TECHNICIAN	13
24	B087	RESEARCH TECHNICIAN II	13
25	B119	ARCHEOLOGICAL LAB ASST II	13
26	D003	COMPUTER OPERATOR I	13
27	D030	COMPUTER LAB TECH I INST	13
28	D114	DP PRODUCTION SCHEDULER	13
29	D185	DIS CALL CENTER OPERATOR	13
30	E017	INSTITUTION ASSISTANT LIBRARIAN	13
31	E025	CHILDCARE TEACHER/SUPERVISOR	13
32	E027	INSTITUTIONAL TEACHER ASSISTANT	13
33	E033	MULTI MEDIA TECHNICAL CONTROLLER I	13
34	G021	BOILER OPERATOR	13
35	G115	NURSERY ASST & GROUNDSKEEPER SUPV	13
36	G129	SURGICAL TECHNICIAN	13

1	G139	WATER FILTER/WASTE DISPOS PLNT OPER	13
2	G181	ARCHEOLOGICAL FIELD ASST II	13
3	H021	COMMISSARY SUPERVISOR	13
4	H049	SUPERVISOR OF COOKING	13
5	H061	EXPERIMENTAL MEAT CUTTER	13
6	K002	CASHIER III	13
7	K024	COUNTY HEALTH RECORDS CLERK II	13
8	K026	DATA ENTRY OPERATOR SUPERVISOR	13
9	K147	HEAD CASHIER	13
10	K153	SECRETARY II	13
11	K165	MEDICAL TRANSCRIPTIONIST	13
12	K172	VETERANS AID ASST	13
13	L031	EEG/EKG TECHNICIAN	13
14	L040	DFA VETERINARIAN ASST I	13
15	L054	EMERGENCY ROOM TECHNICIAN	13
16	L059	LIFE SKILLS TRAINER II	13
17	L065	MOBILE X RAY TECH	13
18	L091	OCCUPATIONAL THERAPY WORKER	13
19	L093	ORTHOTIST AIDE	13
20	L107	PHYSICAL THERAPY WORKER	13
21	M037	HOUSEPARENT I	13
22	M047	RECREATIONAL ACTIVITY LEADER I	13
23	M067	SOCIAL SERVICE AIDE II	13
24	M174	SOCIAL SERVICE REPRESENTATIVE TRN	13
25	N307	CARTOGRAPHER II	13
26	N351	PHOTO LAB TECHNICIAN	13
27	N357	PHOTOGRAPHER I INST	13
28	P341	STUDENT UNION SECTION MANAGER	13
29	R073	EXTENSION SPECIALIST ASSISTANT	13
30	R125	PERSONNEL OFFICER	13
31	R173	WORK STUDY COORD	13
32	X319	COSMETOLOGY INSPECTOR	13
33	Y083	PRINTER I	13
34	A106	ACCOUNTING TECHNICIAN I	12
35	A107	TAX EXAMINER I	12
36	A184	ASST REVENUE AGENT	12

1	A210	PATIENT ACCOUNTS CLERK I	12
2	B004	PHLEBOTOMIST I	12
3	B083	DEQ TECHNICIAN	12
4	B112	G&F TECHNICIAN I	12
5	G007	RADIO DISPATCH OPR/DISPATCH OPR	12
6	G013	SWITCHBOARD OPERATOR SUPERVISOR	12
7	D013	COMPUTER TECH TRAINEE—INST	12
8	E006	CARE GIVER III	12
9	E030	PROGRAM ASSISTANT—CES	12
10	F029	TV FILM VIDEOTAPE SPECIALIST	12
11	G011	ATHLETIC EQUIPMENT SUPV	12
12	G092	LAUNDRY OPERATIONS MANAGER	12
13	G149	CENTRAL CONTROL SYSTEM OPERATOR	12
14	G207	PARKING CONTROL SUPV	12
15	K007	REPRODUCTION TECHNICIAN SPECIALIST	12
16	K009	ADMISSIONS ANALYST I	12
17	K012	LIBRARY ACADEMIC TECH II	12
18	K039	DOCUMENT EXAMINER II	12
19	K089	PERSONNEL ASSISTANT	12
20	K099	REGISTRARS ASSISTANT	12
21	K115	STATISTICIAN ASST II/STATISTICIAN I	12
22	K124	WARD COORDINATOR	12
23	K127	COURIER SUPERVISOR	12
24	K135	AHRMS DATA TECHNICIAN	12
25	K145	CASHIER/CASHIER II	12
26	K181	MAILROOM SUPERVISOR	12
27	L013	CHEST X RAY SPEC	12
28	L020	CERTIFIED NURSING ASSISTANT II	12
29	M041	MEN HLTH ASSISTANT I	12
30	M059	RESIDENT HALL MANAGER I	12
31	P307	FACILITY MANAGER I	12
32	P345	TRAVEL CONSULTANT II	12
33	P365	PARK TECH I	12
34	Q023	FIRE EQUIPMENT SERVICE INSPECTOR	12
35	T013	FIRE & SAFETY COORD	12
36	T045	SECURITY OFFICER II	12

1	T057	HE PUBLIC SAFETY SECURITY OFFCR I	12
2	T067	HE PUBLIC SAFETY DISPATCHER	12
3	V017	CENTRAL SUPPLY TECH SHIFT SUPV	12
4	W011	LAND RECORDS CUSTODIAN	12
5	X330	DWS CLAIMS ADJUDICATOR TRAINEE	12
6	A089	REPORTING SPECIALIST I	11
7	B005	ASST LABORATORY ANIMAL TECH	11
8	B033	HISTOLOGY TECHNICIAN	11
9	B041	LABORATORY ASSISTANT II	11
10	B047	LABORATORY TECHNICIAN I	11
11	B085	RESEARCH TECHNICIAN I	11
12	B121	ARCHEOLOGICAL LAB ASST I	11
13	D007	COMPUTER OPERATOR TRAINEE	11
14	E005	AUDIOVISUAL LABORATORY ASSISTANT	11
15	F015	SPECIAL EVENTS WORKER	11
16	G001	AGRI LABORATORY TECHNICIAN	11
17	G061	FURNITURE REPAIRMAN	11
18	G073	HEAVY EQUIP OPERATOR	11
19	G111	MAINT WORK PLANNER & SCHEDULER	11
20	G151	CUSTODIAL SERVICE SHIFT SUPV	11
21	G179	ARCHEOLOGICAL FIELD ASST I	11
22	H047	MEAT CUTTER II/BUTCHER II	11
23	K020	REHABILITATION ASSISTANT I	11
24	K025	COUNTY HEALTH RECORDS CLERK I	11
25	K059	LIBRARY TECHNICAL ASST II	11
26	K078	ARCHIVAL MICRO PHOTOGRAPHER	11
27	K155	SECRETARY I	11
28	L018	CERTIFIED NURSING ASSISTANT I	11
29	L025	DENTAL ASSISTANT	11
30	L057	LIFE SKILLS TRAINER I	11
31	L081	NURSING ASST II	11
32	L101	PHARMACY TECH	11
33	L181	BEHAVIORAL HEALTH AIDE	11
34	M001	ADMISSIONS INTERVIEWER	11
35	M065	SOCIAL SERVICE AIDE I	11
36	N305	CARTOGRAPHER I/DRAFTSMAN	11

1	N308	MUSEUM GUIDE II	11
2	T043	SECURITY OFFICER I	11
3	V026	EVIDENCE CLERK	11
4	V041	PURCHASING ASSISTANT	11
5	V043	SHIPPING & RECEIVING CLERK	11
6	X397	SURVEY CREWMAN	11
7	Y001	APPRENTICE TRADESMAN	11
8	Y133	COLLECTION FIELD MAINTENANCE SPEC	11
9	G006	MOTOR VEHICLE OPERATOR	10
10	G013	WAREHOUSE WORKER	10
11	G057	AGRI FARM TECHNICIAN	10
12	G127	STADIUM MAINTENANCE SUPV	10
13	G147	ASST CORE DRILLER	10
14	G165	WORK MAINTENANCE LEADER	10
15	G185	TRANSIT BUS DRIVER	10
16	H005	BAKER II	10
17	H027	COOK II	10
18	K006	DATA ENTRY SPECIALIST	10
19	K010	LIBRARY ACADEMIC TECH I	10
20	K023	CLERICAL ASSISTANT	10
21	K037	DOCUMENT EXAMINER I	10
22	K097	RECEPTIONIST	10
23	K103	REPROD EQUIPMENT OPERATOR	10
24	K113	STATISTICIAN ASST I	10
25	L021	HLTH PUB HLTH TECHNICIAN II	10
26	L097	PHARMACY ASST	10
27	L099	PHARMACY ASST INST	10
28	P343	TRAVEL CONSULTANT I	10
29	V029	INVENTORY CONTROL CLERK	10
30	W023	RECORDS CENTER OPERATOR II	10
31	A129	BOOKKEEPER ASSISTANT	09
32	B001	ACADEMIC LABORATORY ASSISTANT	09
33	B039	LABORATORY ASSISTANT I	09
34	G011	SWITCHBOARD OPERATOR II	09
35	G025	TELECOMMUNICATIONS OPERATOR TRNEE	09
36	E016	CHILDCARE ASSISTANT	09

1	E095	DAY CARE ATTENDANT	09
2	G005	PARKING CONTROL OFFICER	09
3	G137	VENDING SERVICEMAN	09
4	H045	MEAT CUTTER I/BUTCHER I	09
5	K004	PRKS & TRSM DESK CLERK	09
6	K038	BED AND BREAKFAST DESK CLERK	09
7	K065	MAIL OFFICER	09
8	K077	MICRO PHOTOGRAPHER II	09
9	K149	SALES CASHIER/CASHIER I	09
10	K180	CASH CONTROL OPERATOR	09
11	L089	OCCUPATIONAL THERAPY AIDE	09
12	L105	PHYSICAL THERAPY AIDE	09
13	N306	MUSEUM GUIDE I	09
14	N321	DARKROOM TECHNICIAN	09
15	P363	PARK AIDE II	09
16	V015	CENTRAL SUPPLY TECHNICIAN	09
17	V055	SURPLUS PROPERTY ASSISTANT	09
18	Y045	INSTITUTIONAL BEAUTICIAN	09
19	E004	CARE GIVER II	08
20	G002	CLINICAL HOUSEKEEPER	08
21	G010	LAUNDRY SUPERVISOR	08
22	G039	CUSTODIAL SUPV II	08
23	G045	EQUIPMENT OPERATOR	08
24	G059	FARM WORKER	08
25	G099	LINEN SUPERVISOR	08
26	G109	BLDG/EQUIP MAINT REPAIRMAN II	08
27	H003	BAKER I	08
28	H019	CANTEEN SUPERVISOR	08
29	H025	COOK I	08
30	H053	FOOD SERVICE WORKER III	08
31	K057	LIBRARY TECHNICAL ASST I	08
32	K182	MAIL PROCESSOR	08
33	L022	CERTIFIED NURSING ASST TRAINEE	08
34	L055	MEN HLTH WORKER	08
35	L063	LIFE SKILLS TRAINER TRAINEE	08
36	L079	NURSING AIDE/NURSING ASST I	08

1	L155	HLTH PUB HLTH TECHNICIAN I	08
2	Y101	SKILLED TRADES HELPER	08
3	B051	LABORATORY TECHNICIAN TRAINEE	07
4	G009	SWITCHBOARD OPERATOR I	07
5	F005	FILM TECHNICIAN	07
6	G177	MAINTENANCE WORKER SUPERVISOR	07
7	G191	CLOTHING SHOP OPERATOR	07
8	K015	OFFICE CLERK	07
9	K071	MESSENGER SUPERVISOR	07
10	K075	MICRO PHOTOGRAPHER I	07
11	P361	PARK AIDE I	07
12	Q065	PRODUCE INSPECTOR	07
13	W021	RECORDS CENTER OPERATOR I	07
14	G077	HOUSEKEEPER SUPERVISOR	06
15	G107	BLDG/EQUIP MAINT REPAIRMAN I	06
16	G169	CUSTODIAL SUPV I	06
17	M017	ESCORT SERVICES COORDINATOR	06
18	B037	LABORATORY AIDE II	05
19	G175	MAINTENANCE WORKER II	05
20	H017	CANTEEN OPERATOR II/SNACKBAR OPER	05
21	H043	FOOD SERVICE WORKER II	05
22	K069	COURIER II	05
23	N385	PUBLIC RELATIONS VISITOR COORD	05
24	V049	STOCK CLERK II	05
25	Y095	SEAMSTRESS II	05
26	E001	CARE GIVER I	04
27	G008	LAUNDRY WORKER	04
28	G035	CUSTODIAL WRKR II	04
29	G075	HOUSEKEEPER	04
30	G173	MAINTENANCE WORKER I	04
31	B035	LABORATORY AIDE/LABORATORY AIDE I	03
32	E087	VOCATIONAL TRAINEE	03
33	G041	ELEVATOR OPERATOR	03
34	G171	CUSTODIAL WRKR I	03
35	H015	CANTEEN OPERATOR I	03
36	H039	FOOD SERVICE WORKER I	03



1	H051	WAITRESS/WAITER	03
2	K067	COURIER I/MESSENGER	03
3	M031	ESCORT	03
4	T061	WATCHMAN	03
5	V047	STOCK CLERK I	03
6	Y093	SEAMSTRESS I	03

7

8 Class

9	<u>Code</u>	<u>Grade</u>	<u>Title</u>
10	<u>L001N</u>	<u>N922</u>	<u>CRIME LAB DIR MEDICAL EXAMINATION DIV</u>
11	<u>L003N</u>	<u>N921</u>	<u>CHIEF PHYSICIAN SPECIALIST</u>
12	<u>L002N</u>	<u>N921</u>	<u>DEPUTY STATE HEALTH OFFICER</u>
13	<u>L004N</u>	<u>N920</u>	<u>CRIME LAB ASSOC MEDICAL EXAMINER</u>
14	<u>L005N</u>	<u>N919</u>	<u>PSYCHIATRIC SPECIALIST</u>
15	<u>L006N</u>	<u>N918</u>	<u>DDSSA CHIEF MEDICAL OFFICER</u>
16	<u>L007N</u>	<u>N918</u>	<u>REHAB MED DIR ALCOHOL REHAB CTR-BENTON</u>
17	<u>L010N</u>	<u>N917</u>	<u>DDSSA ASST CHIEF MEDICAL OFFICER</u>
18	<u>L009N</u>	<u>N917</u>	<u>DHS BEHAV HLTH GENERAL PHYSICIAN</u>
19	<u>L008N</u>	<u>N917</u>	<u>PHYSICIAN SPECIALIST</u>
20	<u>L012N</u>	<u>N916</u>	<u>DDSSA MEDICAL CONSULTANT</u>
21	<u>L011N</u>	<u>N916</u>	<u>DENTIST</u>
22	<u>L013N</u>	<u>N916</u>	<u>GENERAL PHYSICIAN</u>
23	<u>L014N</u>	<u>N914</u>	<u>DIRECTOR OF PHARMACY</u>
24	<u>N001N</u>	<u>N914</u>	<u>DIRECTOR OF PHARMACY BOARD</u>
25	<u>N002N</u>	<u>N913</u>	<u>DHE SENIOR ASSOC DIRECTOR</u>
26	<u>N005N</u>	<u>N912</u>	<u>ADE ASST COMMISSIONER LEARNING SERVICES</u>
27	<u>N006N</u>	<u>N912</u>	<u>ADE ASST COMMISSIONER PUB SCH ACCOUNT</u>
28	<u>G001N</u>	<u>N912</u>	<u>ADE LITIGATION ATTORNEY</u>
29	<u>N007N</u>	<u>N912</u>	<u>ADH DEPUTY DIRECTOR ADMIN</u>
30	<u>B001N</u>	<u>N912</u>	<u>ADH SENIOR SCIENTIST</u>
31	<u>N009N</u>	<u>N912</u>	<u>ASST COMMISSIONER FISCAL &amp; ADMIN SVCS</u>
32	<u>N010N</u>	<u>N912</u>	<u>ASST COMMISSIONER HUMAN RESOURCES</u>
33	<u>N008N</u>	<u>N912</u>	<u>ASST COMMISSIONER RESEARCH &amp; TECHNOLOGY</u>
34	<u>L015N</u>	<u>N912</u>	<u>ASST PHARMACY DIRECTOR</u>
35	<u>N012N</u>	<u>N912</u>	<u>DFA ADMINISTRATOR FOR FISCAL &amp; BUDGET</u>
36	<u>N011N</u>	<u>N912</u>	<u>DFA CHIEF INFORMATION OFFICER</u>

1	<u>N003N</u>	<u>N912</u>	<u>DFA REV ASST COMMISSIONER OPS &amp; ADMIN</u>
2	<u>N004N</u>	<u>N912</u>	<u>DFA REV ASST COMMISSIONER POLICY &amp; LEGAL</u>
3	<u>N013N</u>	<u>N912</u>	<u>DIS CHIEF OPERATING OFFICER</u>
4	<u>N014N</u>	<u>N912</u>	<u>INSURANCE DEP COMMISS FINANCIAL REGS</u>
5	<u>N015N</u>	<u>N911</u>	<u>ADE DIR PUBLIC SCHOOL FACILITIES &amp; TRANS</u>
6	<u>N016N</u>	<u>N911</u>	<u>DHS DEP DIR ADMINISTRATIVE SVCS</u>
7	<u>L016N</u>	<u>N911</u>	<u>REGISTERED PHARMACIST</u>
8	<u>DO01N</u>	<u>N911</u>	<u>STATE APPLICATION DIVISION DIRECTOR</u>
9	<u>N017N</u>	<u>N910</u>	<u>ADH CHIEF INFORMATION OFFICER</u>
10	<u>N020N</u>	<u>N910</u>	<u>DHS DDS COMMISSIONER</u>
11	<u>N019N</u>	<u>N910</u>	<u>DHS DEP DIR BEHAV HLTH SERVICES</u>
12	<u>N018N</u>	<u>N910</u>	<u>DHS DEP DIR COUNTY OPERATIONS</u>
13	<u>N022N</u>	<u>N910</u>	<u>DHS DEP DIR MEDICAL SERVICES</u>
14	<u>N021N</u>	<u>N910</u>	<u>DHS DEPUTY DIRECTOR - DCFS</u>
15	<u>N024N</u>	<u>N910</u>	<u>DIRECTOR STUDENT LOAN AUTHORITY</u>
16	<u>N023N</u>	<u>N910</u>	<u>INSURANCE DEPUTY COMMISSIONER</u>
17	<u>N025N</u>	<u>N910</u>	<u>INSURANCE DEPUTY COMMISSIONER INFO SVCS</u>
18	<u>N039N</u>	<u>N909</u>	<u>ADC DEPUTY DIRECTOR</u>
19	<u>N038N</u>	<u>N909</u>	<u>DFA ACCOUNTING ADMINISTRATOR</u>
20	<u>N033N</u>	<u>N909</u>	<u>DFA ADMINISTRATIVE SVCS ADMINISTRATOR</u>
21	<u>N037N</u>	<u>N909</u>	<u>DFA DRIVER LICENSE ADMINISTRATOR</u>
22	<u>N036N</u>	<u>N909</u>	<u>DFA EBD ADMINISTRATOR</u>
23	<u>DO04N</u>	<u>N909</u>	<u>DFA IGS/STATE TECHNOLOGY ADMINISTRATOR</u>
24	<u>N035N</u>	<u>N909</u>	<u>DFA MOTOR VEHICLE ADMINISTRATOR</u>
25	<u>N034N</u>	<u>N909</u>	<u>DFA OCSE ADMINISTRATOR</u>
26	<u>G002N</u>	<u>N909</u>	<u>DFA REVENUE CHIEF COUNSEL</u>
27	<u>N032N</u>	<u>N909</u>	<u>DFA STATE PERSONNEL ADMINISTRATOR</u>
28	<u>N031N</u>	<u>N909</u>	<u>DFA STATE PROCUREMENT ADMINISTRATOR</u>
29	<u>N030N</u>	<u>N909</u>	<u>DFA STATE REVENUE OFFICE ADMINISTRATOR</u>
30	<u>N029N</u>	<u>N909</u>	<u>DFA TAX ADMINISTRATOR</u>
31	<u>N028N</u>	<u>N909</u>	<u>DFA TAX AUDIT ADMINISTRATOR</u>
32	<u>N042N</u>	<u>N909</u>	<u>DFA TAX RESEARCH ADMINISTRATOR</u>
33	<u>N041N</u>	<u>N909</u>	<u>DHE ASSOC DIR FOR ACADEMIC AFFAIRS</u>
34	<u>N040N</u>	<u>N909</u>	<u>DHS CHIEF INFORMATION OFFICER</u>
35	<u>N027N</u>	<u>N909</u>	<u>DHS DEPUTY DIRECTOR ADULT SERVICES</u>
36	<u>N026N</u>	<u>N909</u>	<u>DHS DEPUTY DIRECTOR OF DYS</u>

1	<u>N045N</u>	<u>N909</u>	<u>DIRECTOR OF POULTRY DISEASES</u>
2	<u>N044N</u>	<u>N909</u>	<u>DIS CUST RELATIONS MGMT ADMR</u>
3	<u>G003N</u>	<u>N909</u>	<u>PSC CHIEF ADMIN LAW JUDGE</u>
4	<u>N043N</u>	<u>N909</u>	<u>PSC DIRECTOR OF FINANCIAL ANALYSIS</u>
5	<u>D003N</u>	<u>N909</u>	<u>STATE CHIEF SECURITY OFFICER</u>
6	<u>D002N</u>	<u>N909</u>	<u>STATE DATABASE ADMINISTRATOR LEAD</u>
7	<u>B003N</u>	<u>N908</u>	<u>ABA STATE ARCHITECT</u>
8	<u>B002N</u>	<u>N908</u>	<u>ABA STATE ENGINEER</u>
9	<u>N048N</u>	<u>N908</u>	<u>ADC ASSISTANT DIRECTOR</u>
10	<u>N047N</u>	<u>N908</u>	<u>ADE APSCN DIRECTOR</u>
11	<u>N046N</u>	<u>N908</u>	<u>ADE ASST DIR ACADEMIC FACILITIES</u>
12	<u>N069N</u>	<u>N908</u>	<u>ADE SPECIAL ADVISOR</u>
13	<u>N068N</u>	<u>N908</u>	<u>ADE SPECIAL ASSISTANT TO COMMISSIONER</u>
14	<u>N067N</u>	<u>N908</u>	<u>ADEQ DEPUTY DIRECTOR - LAND RESOURCES</u>
15	<u>N066N</u>	<u>N908</u>	<u>ADFA DEPUTY DIRECTOR</u>
16	<u>N065N</u>	<u>N908</u>	<u>ADH CENTER DIRECTOR-HEALTH PROTECTION</u>
17	<u>N064N</u>	<u>N908</u>	<u>ADH CENTER DIR-LOCAL PUBLIC HEALTH</u>
18	<u>N063N</u>	<u>N908</u>	<u>ADH EPIDEMIOLOGY OFFICER</u>
19	<u>N062N</u>	<u>N908</u>	<u>AEDC BUSINESS DEV DIV DIR</u>
20	<u>N061N</u>	<u>N908</u>	<u>AEDC BUSINESS FINANCE DIRECTOR</u>
21	<u>N060N</u>	<u>N908</u>	<u>AEDC INTERNATIONAL RELATIONS MANAGER</u>
22	<u>N059N</u>	<u>N908</u>	<u>AEDC TRAINING DIVISION DIRECTOR</u>
23	<u>N056N</u>	<u>N908</u>	<u>AGRI COORDINATOR OF LABORATORY</u>
24	<u>N057N</u>	<u>N908</u>	<u>ASP DEPUTY DIRECTOR/LT. COLONEL</u>
25	<u>N058N</u>	<u>N908</u>	<u>DEPUTY DIRECTOR OF ARLPC</u>
26	<u>D005N</u>	<u>N908</u>	<u>DFA IT TECHNICAL SPECIALIST</u>
27	<u>N055N</u>	<u>N908</u>	<u>DHE ASSOCIATE DIRECTOR</u>
28	<u>N054N</u>	<u>N908</u>	<u>DHE CAREER PATHWAYS DIRECTOR</u>
29	<u>N053N</u>	<u>N908</u>	<u>DHS ASH CHIEF EXECUTIVE OFFICER</u>
30	<u>G004N</u>	<u>N908</u>	<u>DHS CHIEF ATTORNEY</u>
31	<u>N052N</u>	<u>N908</u>	<u>DHS EXEC DIR EARLY CHILDHOOD COMM</u>
32	<u>N051N</u>	<u>N908</u>	<u>DWS ASST DIR, EMPLOYMENT ASSIST</u>
33	<u>N050N</u>	<u>N908</u>	<u>DWS ASST DIR, FINANCIAL MANAGEMENT</u>
34	<u>N049N</u>	<u>N908</u>	<u>DWS ASST DIR, INFO AND TECHNOLOGY</u>
35	<u>N074N</u>	<u>N908</u>	<u>DWS ASST DIR, UNEMPLOYMENT INS</u>
36	<u>N075N</u>	<u>N908</u>	<u>DWS DEP ASST DIR EMPLOYMENT ASSISTANCE</u>

1	<u>G007N</u>	<u>N908</u>	<u>DWS GENERAL COUNSEL</u>
2	<u>N073N</u>	<u>N908</u>	<u>INSURANCE CHF FIN/MKT CONDUCT EXMR</u>
3	<u>G006N</u>	<u>N908</u>	<u>PSC CHIEF COUNSEL</u>
4	<u>N072N</u>	<u>N908</u>	<u>PSC DIRECTOR RESEARCH &amp; POLICY</u>
5	<u>N071N</u>	<u>N908</u>	<u>PSC TAX DIVISION DIRECTOR</u>
6	<u>B004N</u>	<u>N908</u>	<u>STATE VETERINARIAN</u>
7	<u>N070N</u>	<u>N908</u>	<u>WCC ASST CHIEF EXECUTIVE OFFICER</u>
8	<u>G005N</u>	<u>N908</u>	<u>WCC CHIEF ADMIN LAW JUDGE</u>
9	<u>N077N</u>	<u>N907</u>	<u>ADPT CENTRAL ADMIN DIV DIR</u>
10	<u>N085N</u>	<u>N907</u>	<u>AEDC DIR TECH &amp; ENTREPRENEURSHIP</u>
11	<u>N084N</u>	<u>N907</u>	<u>AEDC MRKT &amp; COMMUNICATIONS DIR</u>
12	<u>N083N</u>	<u>N907</u>	<u>AEDC STRATEGIC PLANNING DIRECTOR</u>
13	<u>B006N</u>	<u>N907</u>	<u>ARLPC BOARD CERTIFIED PATHOLOGIST</u>
14	<u>G008N</u>	<u>N907</u>	<u>CHIEF PUBLIC DEFENDER</u>
15	<u>N082N</u>	<u>N907</u>	<u>DFA INTERNAL AUDIT ADMINISTRATOR</u>
16	<u>N081N</u>	<u>N907</u>	<u>DHS DDS SUPT HDC/CONWAY</u>
17	<u>N080N</u>	<u>N907</u>	<u>DHS/DMS ASSISTANT DIRECTOR - FISCAL</u>
18	<u>N079N</u>	<u>N907</u>	<u>DIS DIVISION DIRECTOR</u>
19	<u>N078N</u>	<u>N907</u>	<u>DIS PROJECT &amp; ENTERPRISE PROG MGMT ADMIN</u>
20	<u>N076N</u>	<u>N907</u>	<u>PSC DIRECTOR OF QUALITY SERVICES</u>
21	<u>D007N</u>	<u>N907</u>	<u>STATE GEOGRAPHIC INFO OFFICER</u>
22	<u>D006N</u>	<u>N907</u>	<u>STATE SYSTEMS ARCHITECT</u>
23	<u>B005N</u>	<u>N907</u>	<u>VETERINARIAN</u>
24	<u>D009N</u>	<u>N906</u>	<u>AASIS SYSTEM ADMINISTRATOR</u>
25	<u>T001N</u>	<u>N906</u>	<u>ADC SUPERINTENDENT</u>
26	<u>N097N</u>	<u>N906</u>	<u>ADH CHIEF FINANCIAL OFFICER</u>
27	<u>G009N</u>	<u>N906</u>	<u>ADH CHIEF LEGAL COUNSEL</u>
28	<u>B007N</u>	<u>N906</u>	<u>AETN ENGINEERING DIVISION MANAGER</u>
29	<u>N096N</u>	<u>N906</u>	<u>APERS ASST DIRECTOR OF FINANCE</u>
30	<u>N095N</u>	<u>N906</u>	<u>ARKANSAS BUREAU OF STANDARDS DIRECTOR</u>
31	<u>N094N</u>	<u>N906</u>	<u>ASTA EPSCOR DIRECTOR</u>
32	<u>N093N</u>	<u>N906</u>	<u>ATRS ASSOCIATE DIRECTOR FISCAL AFFAIRS</u>
33	<u>N092N</u>	<u>N906</u>	<u>ATRS ASSOCIATE DIRECTOR OF OPERATIONS</u>
34	<u>A103C</u>	<u>N906</u>	<u>CERTIFIED FINANCIAL EXAMINER MANAGER</u>
35	<u>N090N</u>	<u>N906</u>	<u>CONTRACTORS LICENSE ADMR/INVEST</u>
36	<u>N089N</u>	<u>N906</u>	<u>DFA DIRECTOR ABC ADMINISTRATION</u>

1	<u>D008N</u>	<u>N906</u>	<u>DFA PBAS TECHNICAL SUPPORT MANAGER</u>
2	<u>N088N</u>	<u>N906</u>	<u>DHS AHC DIRECTOR OF NURSING</u>
3	<u>N087N</u>	<u>N906</u>	<u>DHS BEHAV HLTH DIR HOSPITAL OPS</u>
4	<u>N086N</u>	<u>N906</u>	<u>DHS DDS DIR EVAL PLAN &amp; MGMT SYSTEMS</u>
5	<u>N103N</u>	<u>N906</u>	<u>DHS MENTAL HEALTH CENTER DIRECTOR</u>
6	<u>N102N</u>	<u>N906</u>	<u>DHS/DCO ASSISTANT DIRECTOR</u>
7	<u>N101N</u>	<u>N906</u>	<u>DHS/DCO ASST DEP DIR PGM &amp; ADMN SPT</u>
8	<u>N099N</u>	<u>N906</u>	<u>DHS/DMS ADD – LONG-TERM CARE</u>
9	<u>N100N</u>	<u>N906</u>	<u>DHS/DMS ADD - MEDICAL SERVICES</u>
10	<u>N098N</u>	<u>N906</u>	<u>HSRC DIRECTOR OF PHYSICAL THERAPY</u>
11	<u>G011N</u>	<u>N906</u>	<u>PSC ADMINISTRATIVE LAW JUDGE</u>
12	<u>G010N</u>	<u>N906</u>	<u>WCC ADMINISTRATIVE LAW JUDGE</u>
13	<u>E003N</u>	<u>N905</u>	<u>ADE COORD SCH. IMP / STANDARDS ASSURANCE</u>
14	<u>E002N</u>	<u>N905</u>	<u>ADE COORDINATOR OF SPECIAL PROJECTS</u>
15	<u>E001N</u>	<u>N905</u>	<u>ADE COORDINATOR SPECIAL PROGRAMS</u>
16	<u>R001N</u>	<u>N905</u>	<u>ADH CHIEF HUMAN RESOURCES OFFICER</u>
17	<u>N104N</u>	<u>N905</u>	<u>ADH DIRECTOR STATISTICS &amp; VITAL RECORDS</u>
18	<u>G013N</u>	<u>N905</u>	<u>ASBN GENERAL COUNSEL</u>
19	<u>N113N</u>	<u>N905</u>	<u>ATC DIRECTOR</u>
20	<u>B009N</u>	<u>N905</u>	<u>DFA DOG RACING VETERINARIAN</u>
21	<u>L017N</u>	<u>N905</u>	<u>DHS ALEXANDER CHIEF PSYCHOLOGIST</u>
22	<u>N112N</u>	<u>N905</u>	<u>DHS ASST DEP DIR FIN SUPPORT SYSTEM</u>
23	<u>N111N</u>	<u>N905</u>	<u>DHS ASST DEP DIR FOR MGR ACCOUNTING</u>
24	<u>N110N</u>	<u>N905</u>	<u>DHS ASST DIR CONTRACT MONITORING UNIT</u>
25	<u>N108N</u>	<u>N905</u>	<u>DHS/DCO ASST DEP DIR</u>
26	<u>N107N</u>	<u>N905</u>	<u>DHS/OFA ASSISTANT DIR - ACCOUNTING OPS</u>
27	<u>N109N</u>	<u>N905</u>	<u>DHS/OFA ASSISTANT DIRECTOR</u>
28	<u>G229C</u>	<u>N905</u>	<u>JDDC DEPUTY EXEC DIRECTOR</u>
29	<u>N106N</u>	<u>N905</u>	<u>PRIVATE CAREER EDUCATION BOARD DIRECTOR</u>
30	<u>G012N</u>	<u>N905</u>	<u>PUBLIC DEFENDER III</u>
31	<u>B008N</u>	<u>N905</u>	<u>SENIOR PETROLEUM ENGINEER</u>
32	<u>N105N</u>	<u>N905</u>	<u>STADIUM COMMISSION EXECUTIVE DIRECTOR</u>
33	<u>G014N</u>	<u>N904</u>	<u>ADC COMPLIANCE ATTORNEY</u>
34	<u>N120N</u>	<u>N904</u>	<u>ADC FARM ADMINISTRATOR</u>
35	<u>N119N</u>	<u>N904</u>	<u>ADC INDUSTRY ADMINISTRATOR</u>
36	<u>P001N</u>	<u>N904</u>	<u>ADE DIR OF COMMUNICATIONS</u>

1	<u>B011N</u>	<u>N904</u>	<u>ADH DIR ENGINEERING</u>
2	<u>N118N</u>	<u>N904</u>	<u>ADH DIR IN-HOME SERVICES</u>
3	<u>N117N</u>	<u>N904</u>	<u>BD OF ACCT EXECUTIVE DIRECTOR</u>
4	<u>N116N</u>	<u>N904</u>	<u>BOARD OF ARCHITECTS EXECUTIVE DIRECTOR</u>
5	<u>N115N</u>	<u>N904</u>	<u>CRIMINAL INSURANCE FRAUD DIRECTOR</u>
6	<u>N114N</u>	<u>N904</u>	<u>DCC DEP DIRECTOR RESIDENTIAL SVCS</u>
7	<u>N130N</u>	<u>N904</u>	<u>DCC DEPUTY DIR ADMINISTRATIVE SERVICES</u>
8	<u>N129N</u>	<u>N904</u>	<u>DCC DEPUTY DIR PAROLE/PROBATION SERVICES</u>
9	<u>N128N</u>	<u>N904</u>	<u>DHS ASST DIR QUALITY ASSURANCE</u>
10	<u>N126N</u>	<u>N904</u>	<u>DHS DDS SUPT HDC</u>
11	<u>N125N</u>	<u>N904</u>	<u>DHS DEP DIR SVCS FOR THE BLIND</u>
12	<u>R002N</u>	<u>N904</u>	<u>DHS DIRECTOR OF HUMAN RESOURCES</u>
13	<u>N123N</u>	<u>N904</u>	<u>DHS/DBHS ASST DIR FOR FINANCE</u>
14	<u>N127N</u>	<u>N904</u>	<u>DHS/DBHS DIR ALCOHOL &amp; DRUG ABUSE PREV</u>
15	<u>N122N</u>	<u>N904</u>	<u>DHS/DCC ASSISTANT DIR FINANCE &amp; ADMIN</u>
16	<u>N121N</u>	<u>N904</u>	<u>DHS/DCFS DEPUTY DIRECTOR</u>
17	<u>N124N</u>	<u>N904</u>	<u>DHS/DYS ASSISTANT DIVISION DIRECTOR</u>
18	<u>G018N</u>	<u>N904</u>	<u>DIRECTOR RISK MANAGEMENT</u>
19	<u>G017N</u>	<u>N904</u>	<u>DWS ASST DIR - TANF</u>
20	<u>G016N</u>	<u>N904</u>	<u>DWS ASST DIR GRANTS RESOURCE ADMIN</u>
21	<u>G015N</u>	<u>N904</u>	<u>DWS ASST DIR NEW HIRE REGISTRY</u>
22	<u>D010N</u>	<u>N904</u>	<u>INSURANCE CHIEF TECHNOLOGY OFFICER</u>
23	<u>L018N</u>	<u>N904</u>	<u>NURSE PRACTITIONER</u>
24	<u>G019N</u>	<u>N904</u>	<u>PAROLE BOARD MEMBER</u>
25	<u>B010N</u>	<u>N904</u>	<u>VETERINARY VIROLOGIST</u>
26	<u>N136N</u>	<u>N903</u>	<u>ADC HLTH SVCS ADMR</u>
27	<u>L019N</u>	<u>N903</u>	<u>ADH CHIEF EPIDEMIOLOGIST</u>
28	<u>P002N</u>	<u>N903</u>	<u>ADH DIRECTOR OF COMMUNICATIONS</u>
29	<u>G020N</u>	<u>N903</u>	<u>AGFC GENERAL COUNSEL</u>
30	<u>B012N</u>	<u>N903</u>	<u>ASTA ASSISTANT DIRECTOR OF ENGINEERING</u>
31	<u>N135N</u>	<u>N903</u>	<u>DHS AHC NURSING HOME ADMINISTRATOR</u>
32	<u>N134N</u>	<u>N903</u>	<u>DHS/DCFS ASSISTANT DIRECTOR</u>
33	<u>N133N</u>	<u>N903</u>	<u>DIRECTOR MINORITY HEALTH COMMISSION</u>
34	<u>N132N</u>	<u>N903</u>	<u>ENG &amp; LAND SURVEYORS EXEC DIRECTOR</u>
35	<u>G021N</u>	<u>N903</u>	<u>PSYCHOMETRICIAN</u>
36	<u>N131N</u>	<u>N903</u>	<u>SBEC DIRECTOR</u>

1	<u>A001N</u>	<u>N903</u>	<u>STUDENT LOAN CHIEF FINANCIAL OFFICER</u>
2	<u>G024N</u>	<u>N902</u>	<u>ADC GENERAL COUNSEL</u>
3	<u>N149N</u>	<u>N902</u>	<u>ADE COORD FISCAL DISTRESS</u>
4	<u>N148N</u>	<u>N902</u>	<u>ADH GOVERNMENTAL AFFAIRS POLICY DIR</u>
5	<u>B013N</u>	<u>N902</u>	<u>ASST STATE GEOLOGIST</u>
6	<u>X001N</u>	<u>N902</u>	<u>BD OF COLLECTION EXEC DIR</u>
7	<u>N146N</u>	<u>N902</u>	<u>BOARD OF APPRAISER EXECUTIVE DIRECTOR</u>
8	<u>N145N</u>	<u>N902</u>	<u>DHS ASSISTANT DIRECTOR CMS</u>
9	<u>N144N</u>	<u>N902</u>	<u>DHS DDS DIR CLIENT SERVICES</u>
10	<u>N143N</u>	<u>N902</u>	<u>DHS DDS DIVISION MANAGER</u>
11	<u>N147N</u>	<u>N902</u>	<u>DHS/DAAS ASST DEP DIR</u>
12	<u>N142N</u>	<u>N902</u>	<u>DHS/DAAS DEPUTY DIRECTOR</u>
13	<u>N141N</u>	<u>N902</u>	<u>DHS/DCO AREA DIRECTOR</u>
14	<u>N140N</u>	<u>N902</u>	<u>INS ASST DEP COMMISSIONER FINANCE</u>
15	<u>N139N</u>	<u>N902</u>	<u>MINORITY HLTH &amp; HLTH DISPARITIES DIR</u>
16	<u>G023N</u>	<u>N902</u>	<u>PAROLE BOARD HEARING EXAMINER</u>
17	<u>G022N</u>	<u>N902</u>	<u>PUBLIC DEFENDER II</u>
18	<u>N170N</u>	<u>N902</u>	<u>REHAB DIRECTOR - ACTI</u>
19	<u>N138N</u>	<u>N902</u>	<u>REHAB DIRECTOR FIELD SVCS</u>
20	<u>N137N</u>	<u>N902</u>	<u>SECURITIES DEPUTY COMMISSIONER</u>
21	<u>N150N</u>	<u>N902</u>	<u>TECHNICAL INSTITUTE DIRECTOR</u>
22	<u>P003N</u>	<u>N901</u>	<u>ADC PUBLIC INFORMATION OFFICER</u>
23	<u>N163N</u>	<u>N901</u>	<u>ADPT TOURISM ADMIN DIRECTOR</u>
24	<u>N159N</u>	<u>N901</u>	<u>APERS INVESTMENT OPERATIONS MANAGER</u>
25	<u>N158N</u>	<u>N901</u>	<u>ASBN ASSISTANT DIRECTOR</u>
26	<u>G026N</u>	<u>N901</u>	<u>ASTA ASSISTANT DIRECTOR MGMT SVS</u>
27	<u>A002N</u>	<u>N901</u>	<u>ASTA ASSISTANT DIRECTOR OF FINANCE</u>
28	<u>B015N</u>	<u>N901</u>	<u>ASTA ASSISTANT DIRECTOR OF RESEARCH</u>
29	<u>N157N</u>	<u>N901</u>	<u>ATRS ASSOCIATE DIRECTOR OF INVESTMENTS</u>
30	<u>N156N</u>	<u>N901</u>	<u>BEHAV HLTH ASST DIR CHILDRENS SVS</u>
31	<u>N155N</u>	<u>N901</u>	<u>CAPITOL ZONING DISTRICT ADMINISTRATOR</u>
32	<u>N154N</u>	<u>N901</u>	<u>CLAIMS COMMISSION DIRECTOR</u>
33	<u>N166N</u>	<u>N901</u>	<u>DFA DIRECTOR ABC ENFORCEMENT</u>
34	<u>N168N</u>	<u>N901</u>	<u>DHS DIR HOME &amp; COMMUNITY BASED SVCS</u>
35	<u>P004N</u>	<u>N901</u>	<u>DHS DIRECTOR OF PUBLIC RELATIONS</u>
36	<u>N167N</u>	<u>N901</u>	<u>DHS POLICY &amp; RESEARCH DIRECTOR</u>

1	<u>G027N</u>	<u>N901</u>	<u>DHS RESEARCH ANALYSIS MANAGER</u>
2	<u>N152N</u>	<u>N901</u>	<u>DHS/DBHS ASSISTANT DIR ADMIN SVCS</u>
3	<u>N153N</u>	<u>N901</u>	<u>DHS/DBHS CLINICAL DIRECTOR</u>
4	<u>N151N</u>	<u>N901</u>	<u>DHS/DCFS ADMR ADMIN SERVICES</u>
5	<u>B016N</u>	<u>N901</u>	<u>LAND SURVEY STATE SURVEYOR</u>
6	<u>N165N</u>	<u>N901</u>	<u>LP GAS BOARD DIRECTOR</u>
7	<u>N164N</u>	<u>N901</u>	<u>MILITARY DEPUTY ADJUTANT GENERAL</u>
8	<u>N169N</u>	<u>N901</u>	<u>MOTOR VEHICLE COMMISSION DIRECTOR</u>
9	<u>L022N</u>	<u>N901</u>	<u>OCCUPATIONAL THERAPIST</u>
10	<u>L021N</u>	<u>N901</u>	<u>PHYSICAL THERAPIST</u>
11	<u>G025N</u>	<u>N901</u>	<u>PUBLIC DEFENDER I</u>
12	<u>B014N</u>	<u>N901</u>	<u>SENIOR PETROLEUM GEOLOGIST</u>
13	<u>L020N</u>	<u>N901</u>	<u>SPECIALIZED LICENSED PROF COUNSELOR</u>
14	<u>N162N</u>	<u>N901</u>	<u>STATE DRUG PREVENTION DIRECTOR</u>
15	<u>N161N</u>	<u>N901</u>	<u>STATE LIBRARY DEPUTY DIRECTOR</u>
16	<u>N160N</u>	<u>N901</u>	<u>TEACHER HOUSING DEVELOP CMSN DIR</u>
17	<u>G003C</u>	<u>C130</u>	<u>ANRC DEPUTY DIRECTOR</u>
18	<u>T001C</u>	<u>C130</u>	<u>ASP MAJOR</u>
19	<u>X003C</u>	<u>C130</u>	<u>ASP/CACD CHIEF ADMINISTRATOR</u>
20	<u>A004C</u>	<u>C130</u>	<u>CERTIFIED FINANCIAL EXAMINER</u>
21	<u>B001C</u>	<u>C130</u>	<u>DEPUTY STATE FORESTER</u>
22	<u>A002C</u>	<u>C130</u>	<u>DFA ASSISTANT ACCOUNTING ADMINISTRATOR</u>
23	<u>G001C</u>	<u>C130</u>	<u>DFA ASSISTANT ADMIN SVCS ADMINISTRATOR</u>
24	<u>R002C</u>	<u>C130</u>	<u>DFA ASSISTANT BUDGET ADMINISTRATOR</u>
25	<u>R003C</u>	<u>C130</u>	<u>DFA ASSISTANT EBD ADMINISTRATOR</u>
26	<u>G002C</u>	<u>C130</u>	<u>DFA ASSISTANT IGS ADMINISTRATOR</u>
27	<u>R001C</u>	<u>C130</u>	<u>DFA ASSISTANT PERSONNEL ADMINISTRATOR</u>
28	<u>V001C</u>	<u>C130</u>	<u>DFA ASSISTANT PROCUREMENT ADMINISTRATOR</u>
29	<u>A001C</u>	<u>C130</u>	<u>DFA ASSISTANT TAX RESEARCH ADMINISTRATOR</u>
30	<u>D002C</u>	<u>C130</u>	<u>DFA OIS ASSISTANT ADMINISTRATOR</u>
31	<u>A003C</u>	<u>C130</u>	<u>DFA REVENUE ASSISTANT ADMINISTRATOR</u>
32	<u>X002C</u>	<u>C130</u>	<u>INSURANCE PUBLIC EMP CLAIMS DIV DIR</u>
33	<u>X001C</u>	<u>C130</u>	<u>PSC DIR OF ELECTRIC UTILITIES SECT</u>
34	<u>D001C</u>	<u>C130</u>	<u>STATE DATABASE ADMINISTRATOR</u>
35	<u>A008C</u>	<u>C129</u>	<u>ADE FINANCE DIVISION MANAGER</u>
36	<u>G006C</u>	<u>C129</u>	<u>ADE SPECIAL EDUCATION DIVISION MANAGER</u>



1	<u>X004C</u>	<u>C129</u>	<u>ADEQ AIR DIVISION MANAGER</u>
2	<u>G005C</u>	<u>C129</u>	<u>ADEQ WATER DIVISION MANAGER</u>
3	<u>T002C</u>	<u>C129</u>	<u>AGFC COLONEL</u>
4	<u>B003C</u>	<u>C129</u>	<u>AGFC DIVISION CHIEF</u>
5	<u>B002C</u>	<u>C129</u>	<u>AGRI DIRECTOR OF MARKETING</u>
6	<u>A007C</u>	<u>C129</u>	<u>AUDIT MANAGER</u>
7	<u>A006C</u>	<u>C129</u>	<u>DFA REVENUE TAX DIVISION MANAGER</u>
8	<u>R004C</u>	<u>C129</u>	<u>DFA STATE PAYROLL SYSTEMS MANAGER</u>
9	<u>A005C</u>	<u>C129</u>	<u>DIR OF COST ALLOCATION &amp; RATE DESIGN</u>
10	<u>G004C</u>	<u>C129</u>	<u>MANAGING ATTORNEY</u>
11	<u>L001C</u>	<u>C129</u>	<u>PSYCHOLOGIST SUPERVISOR</u>
12	<u>D003C</u>	<u>C129</u>	<u>STATE SYSTEMS ADMINISTRATOR LEAD</u>
13	<u>G012C</u>	<u>C128</u>	<u>ADE ASSISTANT TO DIRECTOR</u>
14	<u>G013C</u>	<u>C128</u>	<u>AEDC DIR ARKANSAS ENERGY OFFICE</u>
15	<u>G016C</u>	<u>C128</u>	<u>AEDC DIR BUSINESS RETENTION &amp; EXPAN</u>
16	<u>G014C</u>	<u>C128</u>	<u>AEDC DIR OF COMMUNITY DEVELOPMENT</u>
17	<u>P002C</u>	<u>C128</u>	<u>AEDC DIRECTOR FILM COMMISSION</u>
18	<u>G015C</u>	<u>C128</u>	<u>AEDC SMALL/MINORITY BUSINESS DIRECTOR</u>
19	<u>A011C</u>	<u>C128</u>	<u>AETN DEP DIR FOR ADMIN &amp; FINANCE</u>
20	<u>E003C</u>	<u>C128</u>	<u>AETN EDUCATION DIVISION DIRECTOR</u>
21	<u>E002C</u>	<u>C128</u>	<u>AETN OUTREACH DIVISION DIRECTOR</u>
22	<u>P001C</u>	<u>C128</u>	<u>AETN PRODUCTION DIVISION DIRECTOR</u>
23	<u>E001C</u>	<u>C128</u>	<u>AETN PROGRAMMING DIVISION DIRECTOR</u>
24	<u>G009C</u>	<u>C128</u>	<u>AFHC DIRECTOR</u>
25	<u>A010C</u>	<u>C128</u>	<u>AGENCY CONTROLLER II</u>
26	<u>B006C</u>	<u>C128</u>	<u>ANRC CONSERVATION DIVISION CHIEF</u>
27	<u>B005C</u>	<u>C128</u>	<u>ANRC WATER DEVELOPMENT DIVISION MANAGER</u>
28	<u>B004C</u>	<u>C128</u>	<u>ANRC WATER RESOURCES DIVISION MANAGER</u>
29	<u>T003C</u>	<u>C128</u>	<u>ASP CAPTAIN</u>
30	<u>A012C</u>	<u>C128</u>	<u>ASST DEPUTY BANK COMMISSIONER</u>
31	<u>B007C</u>	<u>C128</u>	<u>CRIME LAB SCIENTIFIC OPERATION MGR</u>
32	<u>D010C</u>	<u>C128</u>	<u>DATA WAREHOUSE LEAD</u>
33	<u>T004C</u>	<u>C128</u>	<u>DCC PROGRAM ADMR PAROLE &amp; PROBATION SVCS</u>
34	<u>M001C</u>	<u>C128</u>	<u>DCC TREATMENT ADMINISTRATOR</u>
35	<u>A009C</u>	<u>C128</u>	<u>DFA ACCOUNTING DIVISION MANAGER</u>
36	<u>G225C</u>	<u>C128</u>	<u>DFA OCSE FIELD OPERATIONS MANAGER</u>

1	<u>R005C</u>	<u>C128</u>	<u>DFA STATE BUDGET MANAGER</u>
2	<u>G011C</u>	<u>C128</u>	<u>DHE ACADEMIC AFFAIRS MANAGER</u>
3	<u>D009C</u>	<u>C128</u>	<u>DIS OPERATIONS CENTER MANAGER</u>
4	<u>G010C</u>	<u>C128</u>	<u>DWE DIVISION MANAGER</u>
5	<u>B008C</u>	<u>C128</u>	<u>ENG &amp; LAND SURVEYORS PROF ENGINEER</u>
6	<u>D008C</u>	<u>C128</u>	<u>GIS LEAD</u>
7	<u>D007C</u>	<u>C128</u>	<u>INFORMATION SYSTEMS MANAGER</u>
8	<u>L002C</u>	<u>C128</u>	<u>NURSING DIRECTOR</u>
9	<u>X005C</u>	<u>C128</u>	<u>PROPERTY &amp; CASUALTY MANAGER</u>
10	<u>G008C</u>	<u>C128</u>	<u>RISK MANAGEMENT ASSISTANT DIRECTOR</u>
11	<u>D006C</u>	<u>C128</u>	<u>SOFTWARE ENGINEER LEAD</u>
12	<u>D005C</u>	<u>C128</u>	<u>STATE IT SECURITY ANALYST</u>
13	<u>D004C</u>	<u>C128</u>	<u>STATE NETWORK SUPPORT LEAD</u>
14	<u>G007C</u>	<u>C128</u>	<u>WCC DIVISION MANAGER</u>
15	<u>G036C</u>	<u>C127</u>	<u>ABA DIVISION MANAGER</u>
16	<u>T006C</u>	<u>C127</u>	<u>ADC HEAD FARM MANAGER II</u>
17	<u>T005C</u>	<u>C127</u>	<u>ADC/DCC CORRECTIONAL WARDEN</u>
18	<u>G035C</u>	<u>C127</u>	<u>ADEQ ADMINISTRATION DIVISION MANAGER</u>
19	<u>G034C</u>	<u>C127</u>	<u>ADEQ ASST AIR/WATER DIVISION MANAGER</u>
20	<u>B012C</u>	<u>C127</u>	<u>ADEQ ENGINEER P.E. BRANCH MANAGER</u>
21	<u>G033C</u>	<u>C127</u>	<u>ADEQ HAZARDOUS WASTE DIVISION MANAGER</u>
22	<u>G032C</u>	<u>C127</u>	<u>ADEQ MINING DIVISION MANAGER</u>
23	<u>G031C</u>	<u>C127</u>	<u>ADEQ PUBLIC OUTREACH DIVISION MANAGER</u>
24	<u>G030C</u>	<u>C127</u>	<u>ADEQ REGULATED STORAGE TANKS DIV MANAGER</u>
25	<u>G029C</u>	<u>C127</u>	<u>ADEQ SOLID WASTE DIVISION MANAGER</u>
26	<u>G028C</u>	<u>C127</u>	<u>ADEQ TECHNICAL SERVICES DIVISION MANAGER</u>
27	<u>G027C</u>	<u>C127</u>	<u>ADFA PROGRAM OFFICER</u>
28	<u>G026C</u>	<u>C127</u>	<u>ADH ASSOC CENTER DIR-MGMT &amp; OPS</u>
29	<u>B011C</u>	<u>C127</u>	<u>ADH CHIEF ENGINEER</u>
30	<u>G018C</u>	<u>C127</u>	<u>ADPT PARKS ADMIN MANAGER</u>
31	<u>S001C</u>	<u>C127</u>	<u>ADPT PARKS OPERATIONS MGR</u>
32	<u>G037C</u>	<u>C127</u>	<u>ADPT PARKS PLANNING &amp; DEV MGR</u>
33	<u>B010C</u>	<u>C127</u>	<u>AGRI DIVISION MANAGER</u>
34	<u>G025C</u>	<u>C127</u>	<u>ATTORNEY SUPERVISOR</u>
35	<u>A018C</u>	<u>C127</u>	<u>BANK CHIEF EXAMINER</u>
36	<u>D013C</u>	<u>C127</u>	<u>BANK IT ADMINISTRATOR</u>

1	<u>D012C</u>	<u>C127</u>	<u>DATABASE SPECIALIST</u>
2	<u>G024C</u>	<u>C127</u>	<u>DEPARTMENT ADMINISTRATIVE LAW JUDGE</u>
3	<u>G023C</u>	<u>C127</u>	<u>DEPUTY PROSECUTOR COORDINATOR</u>
4	<u>A017C</u>	<u>C127</u>	<u>DFA CAFR ACCOUNTING MANAGER</u>
5	<u>D011C</u>	<u>C127</u>	<u>DFA ERP SYSTEM MANAGER</u>
6	<u>M002C</u>	<u>C127</u>	<u>DHS BEHAV HLTH ASSOC DIR, AHC</u>
7	<u>M003C</u>	<u>C127</u>	<u>DHS BEHAV HLTH CHILDRENS SYSTEM CARE DIR</u>
8	<u>G022C</u>	<u>C127</u>	<u>DHS DIRECTOR OF EMERGENCY OPERATIONS</u>
9	<u>A016C</u>	<u>C127</u>	<u>DHS DMS BUSINESS OPERATIONS MANAGER</u>
10	<u>G021C</u>	<u>C127</u>	<u>DHS/DSB ASSISTANT DIRECTOR</u>
11	<u>X007C</u>	<u>C127</u>	<u>DHS/DYS ADMIN PROG COMPLIANCE</u>
12	<u>B009C</u>	<u>C127</u>	<u>DIRECTOR WATERWAYS COMMISSION</u>
13	<u>A015C</u>	<u>C127</u>	<u>DWS DIR INTERNAL AUDIT &amp; SECURITY</u>
14	<u>G020C</u>	<u>C127</u>	<u>DWS PROGRAM ADMINISTRATOR</u>
15	<u>A014C</u>	<u>C127</u>	<u>FISCAL DIVISION MANAGER</u>
16	<u>G019C</u>	<u>C127</u>	<u>GENERAL COUNSEL</u>
17	<u>G017C</u>	<u>C127</u>	<u>PLANT BOARD ASSISTANT DIRECTOR</u>
18	<u>A013C</u>	<u>C127</u>	<u>PSC DIRECTOR OF REVENUE REQUIREMENTS</u>
19	<u>L003C</u>	<u>C127</u>	<u>PSYCHOLOGIST</u>
20	<u>G052C</u>	<u>C126</u>	<u>ACIC DIVISION MANAGER</u>
21	<u>G051C</u>	<u>C126</u>	<u>ADE ACADEMIC FACILITIES SR PROJECT ADMIN</u>
22	<u>G050C</u>	<u>C126</u>	<u>ADE APSCN DIVISION MANAGER</u>
23	<u>E007C</u>	<u>C126</u>	<u>ADE OERZ DIRECTOR</u>
24	<u>G055C</u>	<u>C126</u>	<u>ADEM DEPUTY DIRECTOR</u>
25	<u>G049C</u>	<u>C126</u>	<u>ADH REGIONAL DIRECTOR</u>
26	<u>G038C</u>	<u>C126</u>	<u>ADVA ASSISTANT DIRECTOR</u>
27	<u>G048C</u>	<u>C126</u>	<u>AEDC STRATEGIC PLANNING ASST DIR</u>
28	<u>S002C</u>	<u>C126</u>	<u>AETN OPERATIONS DIVISION DIRECTOR</u>
29	<u>A021C</u>	<u>C126</u>	<u>AGENCY CONTROLLER I</u>
30	<u>T008C</u>	<u>C126</u>	<u>AGFC MAJOR</u>
31	<u>B017C</u>	<u>C126</u>	<u>AGFC REAL ESTATE AND ENGINEER MANAGER</u>
32	<u>G054C</u>	<u>C126</u>	<u>AREC DEPUTY EXECUTIVE DIRECTOR</u>
33	<u>L007C</u>	<u>C126</u>	<u>ASBN PROGRAM COORDINATOR</u>
34	<u>A020C</u>	<u>C126</u>	<u>ASD/ASB BUSINESS MANAGER</u>
35	<u>C002C</u>	<u>C126</u>	<u>ASP HIGHWAY SAFETY OFFICE ADMINISTRATOR</u>
36	<u>T007C</u>	<u>C126</u>	<u>ASP LIEUTENANT</u>

1	<u>T009C</u>	<u>C126</u>	<u>ASP SPECIAL OPERATIONS ADMINISTRATOR</u>
2	<u>X011C</u>	<u>C126</u>	<u>ASP/CACD INVESTIGATOR ADMINISTRATOR</u>
3	<u>L006C</u>	<u>C126</u>	<u>ASSOCIATE DIRECTOR OF NURSING</u>
4	<u>B014C</u>	<u>C126</u>	<u>ASST STATE FORESTER</u>
5	<u>B016C</u>	<u>C126</u>	<u>ASTA ASSISTANT DIRECTOR EPSCOR</u>
6	<u>G041C</u>	<u>C126</u>	<u>ATRS MEMBER SERVICES ADMINISTRATOR</u>
7	<u>G047C</u>	<u>C126</u>	<u>ATTORNEY SPECIALIST</u>
8	<u>G046C</u>	<u>C126</u>	<u>DCC PLANNING &amp; MGMT SVCS ADMINISTRATOR</u>
9	<u>G053C</u>	<u>C126</u>	<u>DDSSA ASSISTANT DIRECTOR</u>
10	<u>G045C</u>	<u>C126</u>	<u>DFA DIVISION MANAGER III</u>
11	<u>G228C</u>	<u>C126</u>	<u>DFA RACING COMMISSION MANAGER</u>
12	<u>G044C</u>	<u>C126</u>	<u>DFA REVENUE PROBLEM RESOLUTION OFFICER</u>
13	<u>R007C</u>	<u>C126</u>	<u>DFA STATE OPM MANAGER</u>
14	<u>G043C</u>	<u>C126</u>	<u>DHE FINANCIAL AID MANAGER</u>
15	<u>G042C</u>	<u>C126</u>	<u>DHS ADMINISTRATIVE LAW JUDGE</u>
16	<u>D018C</u>	<u>C126</u>	<u>DIS INFORMATION SYSTEMS COORD</u>
17	<u>B015C</u>	<u>C126</u>	<u>ENGINEER SUPERVISOR</u>
18	<u>P003C</u>	<u>C126</u>	<u>HERITAGE AGENCY DIRECTOR</u>
19	<u>L005C</u>	<u>C126</u>	<u>HSRC MEDICAL SERVICES MANAGER</u>
20	<u>R006C</u>	<u>C126</u>	<u>HUMAN RESOURCES ADMINISTRATOR</u>
21	<u>D017C</u>	<u>C126</u>	<u>INFORMATION SYSTEMS SECURITY SPECIALIST</u>
22	<u>X009C</u>	<u>C126</u>	<u>INSURANCE DEPT DIR OF SECURITY OPS</u>
23	<u>B013C</u>	<u>C126</u>	<u>PETROLEUM ENGINEER</u>
24	<u>A019C</u>	<u>C126</u>	<u>PSC TAX DIVISION ASSISTANT DIRECTOR</u>
25	<u>E006C</u>	<u>C126</u>	<u>PUBLIC SCHOOL PROGRAM MANAGER</u>
26	<u>L004C</u>	<u>C126</u>	<u>REHAB DIRECTOR - PROG, PLAN, DEV &amp; EVAL</u>
27	<u>G040C</u>	<u>C126</u>	<u>REHAB DIRECTOR - SPECIAL PROGRAMS</u>
28	<u>E005C</u>	<u>C126</u>	<u>REHAB DIRECTOR OF VOCATIONAL TRAINING</u>
29	<u>E004C</u>	<u>C126</u>	<u>SCHOOL PRINCIPAL</u>
30	<u>X008C</u>	<u>C126</u>	<u>SECURITIES CHIEF EXAMINER</u>
31	<u>D016C</u>	<u>C126</u>	<u>SENIOR TECHNOLOGY ANALYST</u>
32	<u>G039C</u>	<u>C126</u>	<u>SENIOR TRANSPORTATION MANAGER</u>
33	<u>C001C</u>	<u>C126</u>	<u>STADIUM COMMISSION ASST MANAGER/ADMR</u>
34	<u>D015C</u>	<u>C126</u>	<u>STATE NETWORK ENGINEER</u>
35	<u>D014C</u>	<u>C126</u>	<u>STATE SYSTEMS ADMINISTRATOR</u>
36	<u>A027C</u>	<u>C125</u>	<u>ACCOUNTING OPERATIONS MANAGER</u>

1	<u>G061C</u>	<u>C125</u>	<u>ACD DEPUTY DIRECTOR</u>
2	<u>R009C</u>	<u>C125</u>	<u>ADE BUDGET MANAGER</u>
3	<u>G063C</u>	<u>C125</u>	<u>ADEQ BRANCH MANAGER</u>
4	<u>L013C</u>	<u>C125</u>	<u>ADH BRANCH MANAGER</u>
5	<u>D019C</u>	<u>C125</u>	<u>ADPT DIR RESEARCH &amp; INFO SVC</u>
6	<u>G062C</u>	<u>C125</u>	<u>AEDC PROJECT/REGIONAL MANAGER</u>
7	<u>L012C</u>	<u>C125</u>	<u>ASD SPECIALTY PROGRAM DIRECTOR</u>
8	<u>G060C</u>	<u>C125</u>	<u>DDSSA ASST DIRECTOR - QUALITY ASSURANCE</u>
9	<u>G059C</u>	<u>C125</u>	<u>DDSSA ASST DIRECTOR - UNIT OPERATIONS</u>
10	<u>A025C</u>	<u>C125</u>	<u>DFA ACCOUNTING CAFR COORDINATOR</u>
11	<u>D021C</u>	<u>C125</u>	<u>DFA ERP GROUP LEAD</u>
12	<u>A026C</u>	<u>C125</u>	<u>DFA STATE ACCOUNTING MANAGER</u>
13	<u>G058C</u>	<u>C125</u>	<u>DHE FEDERAL PROGRAM MANAGER</u>
14	<u>L011C</u>	<u>C125</u>	<u>DHS ALCOHOL/DRUG ABUSE PREV ASST DEP DIR</u>
15	<u>M005C</u>	<u>C125</u>	<u>DHS ASSISTANT SUPERINTENDENT - CONWAY</u>
16	<u>G057C</u>	<u>C125</u>	<u>DHS DEP DIR OFFICE OF VOL SVCS</u>
17	<u>A024C</u>	<u>C125</u>	<u>DHS DIVISION CHIEF FISCAL OFFICER</u>
18	<u>L010C</u>	<u>C125</u>	<u>DHS DMS MEDICAL ASSISTANCE MANAGER</u>
19	<u>R008C</u>	<u>C125</u>	<u>DHS EMPLOYEE RELATIONS MANAGER</u>
20	<u>G056C</u>	<u>C125</u>	<u>DHS/DCC ASST DIR OPS &amp; PROG SUPV</u>
21	<u>E010C</u>	<u>C125</u>	<u>DHS/DYS EDUCATION MANAGER</u>
22	<u>T010C</u>	<u>C125</u>	<u>DIRECTOR OF PUBLIC SAFETY II</u>
23	<u>X012C</u>	<u>C125</u>	<u>EDUCATION CHIEF INVESTIGATOR</u>
24	<u>X013C</u>	<u>C125</u>	<u>ENVIRONMENTAL HEALTH MANAGER</u>
25	<u>B019C</u>	<u>C125</u>	<u>FORENSIC ADMINISTRATOR</u>
26	<u>D020C</u>	<u>C125</u>	<u>INST INFORMATION TECHNOLOGY COORD</u>
27	<u>L009C</u>	<u>C125</u>	<u>NURSE MANAGER</u>
28	<u>L008C</u>	<u>C125</u>	<u>NURSING HOME ADMINISTRATOR</u>
29	<u>A023C</u>	<u>C125</u>	<u>PHARMACY BOARD CHIEF FISCAL OFFICER</u>
30	<u>M004C</u>	<u>C125</u>	<u>RESIDENTIAL OPERATIONS MANAGER</u>
31	<u>B018C</u>	<u>C125</u>	<u>SENIOR BROADCAST ENGINEER</u>
32	<u>A022C</u>	<u>C125</u>	<u>STUDENT LOAN FINANCE SPECIALIST</u>
33	<u>E009C</u>	<u>C125</u>	<u>TECHNICAL INSTITUTE ASSISTANT DIRECTOR</u>
34	<u>E008C</u>	<u>C125</u>	<u>VO TECH TECHNICIAN I</u>
35	<u>B026C</u>	<u>C124</u>	<u>ADC CONSTRUCTION/MAINTENANCE COORD</u>
36	<u>T015C</u>	<u>C124</u>	<u>ADC/DCC DEPUTY WARDEN</u>

1	<u>D037C</u>	<u>C124</u>	<u>ADE APSCN APPLICATIONS MANAGER</u>
2	<u>G074C</u>	<u>C124</u>	<u>ADE COORD OF GOVERNMENTAL AFFAIRS</u>
3	<u>A032C</u>	<u>C124</u>	<u>ADE FINANCE PROGRAM COORDINATOR</u>
4	<u>G075C</u>	<u>C124</u>	<u>ADE PROGRAM ADMINISTRATOR</u>
5	<u>L017C</u>	<u>C124</u>	<u>ADH AREA NURSING DIRECTOR</u>
6	<u>L016C</u>	<u>C124</u>	<u>ADH PUBLIC HEALTH ADMINISTRATOR</u>
7	<u>G076C</u>	<u>C124</u>	<u>ADMINISTRATIVE SERVICES MANAGER</u>
8	<u>B020C</u>	<u>C124</u>	<u>ADPT REGIONAL PARK SUPV</u>
9	<u>B025C</u>	<u>C124</u>	<u>AERONAUTICS ASSISTANT DIRECTOR</u>
10	<u>E014C</u>	<u>C124</u>	<u>AETN PROGRAM AND SERVICES DIV MANAGER</u>
11	<u>D036C</u>	<u>C124</u>	<u>AETN WEBSITE COORDINATOR</u>
12	<u>T014C</u>	<u>C124</u>	<u>AGFC CAPTAIN</u>
13	<u>T013C</u>	<u>C124</u>	<u>ASP PILOT</u>
14	<u>T011C</u>	<u>C124</u>	<u>ASP SERGEANT</u>
15	<u>A031C</u>	<u>C124</u>	<u>ASSISTANT CONTROLLER</u>
16	<u>G073C</u>	<u>C124</u>	<u>ATTORNEY</u>
17	<u>X022C</u>	<u>C124</u>	<u>BAIL BONDSMAN BOARD EXECUTIVE DIRECTOR</u>
18	<u>A030C</u>	<u>C124</u>	<u>BANK REVIEW ADMINISTRATOR</u>
19	<u>X021C</u>	<u>C124</u>	<u>BD OF ACCT INVESTIGATOR</u>
20	<u>X020C</u>	<u>C124</u>	<u>BURIAL ASSOCIATION BD EXEC SEC</u>
21	<u>L015C</u>	<u>C124</u>	<u>CLINICAL SPEECH PATHOLOGIST</u>
22	<u>D035C</u>	<u>C124</u>	<u>COMPUTER SUPPORT MANAGER</u>
23	<u>B024C</u>	<u>C124</u>	<u>CONSERVATION PROGRAM MANAGER</u>
24	<u>D034C</u>	<u>C124</u>	<u>DATABASE ADMINISTRATOR</u>
25	<u>D033C</u>	<u>C124</u>	<u>DFA ERP ANALYST</u>
26	<u>G071C</u>	<u>C124</u>	<u>DHE PROGRAM COORDINATOR</u>
27	<u>G070C</u>	<u>C124</u>	<u>DIRECTOR OF FIELD OPERATIONS</u>
28	<u>A029C</u>	<u>C124</u>	<u>DIS FISCAL MANAGER</u>
29	<u>D032C</u>	<u>C124</u>	<u>DIS IT ASSET MANAGER</u>
30	<u>G069C</u>	<u>C124</u>	<u>DIS QUALITY ASSURANCE LEAD</u>
31	<u>D031C</u>	<u>C124</u>	<u>DISASTER RECOVERY ANALYST</u>
32	<u>B022C</u>	<u>C124</u>	<u>DISTRICT FORESTER</u>
33	<u>X019C</u>	<u>C124</u>	<u>DRUG COURT ADMINISTRATOR</u>
34	<u>G068C</u>	<u>C124</u>	<u>DWS AREA OPERATIONS CHIEF</u>
35	<u>G072C</u>	<u>C124</u>	<u>DWS WORKFORCE INVESTMENT PROG MGR</u>
36	<u>E013C</u>	<u>C124</u>	<u>EDUCATION PROGRAM MANAGER</u>

1	<u>B023C</u>	<u>C124</u>	<u>ENGINEER, P.E.</u>
2	<u>T012C</u>	<u>C124</u>	<u>EXPLOSIVE TEAM COORDINATOR</u>
3	<u>V002C</u>	<u>C124</u>	<u>FEDERAL SURPLUS PROPERTY MANAGER</u>
4	<u>L014C</u>	<u>C124</u>	<u>HIPAA PROGRAM CONSULTANT</u>
5	<u>D030C</u>	<u>C124</u>	<u>INFORMATION SYSTEMS COORDINATOR</u>
6	<u>X018C</u>	<u>C124</u>	<u>INSURANCE CONSUMER PROTECTION MANAGER</u>
7	<u>X017C</u>	<u>C124</u>	<u>INSURANCE LICENSING MANAGER</u>
8	<u>B021C</u>	<u>C124</u>	<u>LICENSED ARCHITECT</u>
9	<u>X016C</u>	<u>C124</u>	<u>MANUFACTURED HOMES COMMISSION DIRECTOR</u>
10	<u>G077C</u>	<u>C124</u>	<u>MLK COMMISSION EXECUTIVE DIRECTOR</u>
11	<u>G067C</u>	<u>C124</u>	<u>PSC CUSTOMER SERVICE MANAGER</u>
12	<u>A028C</u>	<u>C124</u>	<u>PSC SENIOR RATE CASE ANALYST</u>
13	<u>G066C</u>	<u>C124</u>	<u>PSC TELECOM AND QUALITY OF SERVICE MGR</u>
14	<u>G065C</u>	<u>C124</u>	<u>PUBLIC DEFENDER ATTORNEY I</u>
15	<u>X015C</u>	<u>C124</u>	<u>SECURITIES EXAMINER SUPERVISOR</u>
16	<u>D029C</u>	<u>C124</u>	<u>SENIOR GIS ANALYST</u>
17	<u>D028C</u>	<u>C124</u>	<u>SENIOR SOFTWARE SUPPORT SPECIALIST</u>
18	<u>D027C</u>	<u>C124</u>	<u>SOFTWARE ENGINEER</u>
19	<u>G064C</u>	<u>C124</u>	<u>SR HLTH INSURANCE INFORMATION PRG MGR</u>
20	<u>D026C</u>	<u>C124</u>	<u>STATE HELP DESK LEAD</u>
21	<u>D025C</u>	<u>C124</u>	<u>STATE IT SECURITY SPECIALIST</u>
22	<u>E012C</u>	<u>C124</u>	<u>STATE LIBRARY DIVISION MANAGER</u>
23	<u>D024C</u>	<u>C124</u>	<u>STATE NETWORK SPECIALIST</u>
24	<u>D023C</u>	<u>C124</u>	<u>STATE SYSTEMS SPECIALIST</u>
25	<u>D022C</u>	<u>C124</u>	<u>SYSTEMS SPECIALIST</u>
26	<u>X014C</u>	<u>C124</u>	<u>TOBACCO SETTLEMENT COMMISSION DIRECTOR</u>
27	<u>E011C</u>	<u>C124</u>	<u>VOCATIONAL EDUCATION COORDINATOR</u>
28	<u>G090C</u>	<u>C123</u>	<u>ADE AREA PROJECT MANAGER</u>
29	<u>G089C</u>	<u>C123</u>	<u>ADEM ADMINISTRATION DIVISION DIRECTOR</u>
30	<u>G088C</u>	<u>C123</u>	<u>ADEM DISASTER MGMT DIV DIR</u>
31	<u>D043C</u>	<u>C123</u>	<u>ADEM INFO TECHNOLOGY DIVISION DIRECTOR</u>
32	<u>G087C</u>	<u>C123</u>	<u>ADEM PREPAREDNESS DIVISION DIRECTOR</u>
33	<u>A040C</u>	<u>C123</u>	<u>ADFA FISCAL PROGRAM MANAGER</u>
34	<u>L026C</u>	<u>C123</u>	<u>ADH NURSING PROGRAM COORD</u>
35	<u>L025C</u>	<u>C123</u>	<u>ADH PUBLIC HEALTH SECTION CHIEF III</u>
36	<u>M006C</u>	<u>C123</u>	<u>ADH SOC SVC PROGRAM DIRECTOR</u>

1	<u>G091C</u>	<u>C123</u>	<u>ADPT MARKETING &amp; PROMOTION DIR</u>
2	<u>G078C</u>	<u>C123</u>	<u>ADPT PRG SVS ADMIN</u>
3	<u>A036C</u>	<u>C123</u>	<u>ADPT REV OPERATIONS MANAGER</u>
4	<u>R013C</u>	<u>C123</u>	<u>AGENCY HUMAN RESOURCES MANAGER</u>
5	<u>T017C</u>	<u>C123</u>	<u>AGFC LIEUTENANT</u>
6	<u>X031C</u>	<u>C123</u>	<u>AGFC OPERATIONS &amp; FACILITY MANAGER</u>
7	<u>B029C</u>	<u>C123</u>	<u>AGRI PLANT BOARD DIVISION MGR</u>
8	<u>T016C</u>	<u>C123</u>	<u>ALETA DEP DIR ACADEMY OPERATIONS</u>
9	<u>B028C</u>	<u>C123</u>	<u>ALETA DEP DIR STANDARDS DIVISION</u>
10	<u>X029C</u>	<u>C123</u>	<u>ASP COMPLIANCE ADMINISTRATOR</u>
11	<u>G086C</u>	<u>C123</u>	<u>ASP PROGRAM ASST ADMINISTRATOR</u>
12	<u>E017C</u>	<u>C123</u>	<u>ASST PRINCIPAL</u>
13	<u>A039C</u>	<u>C123</u>	<u>BANK SENIOR EXAMINER</u>
14	<u>X028C</u>	<u>C123</u>	<u>BD OF BARBER EXAM SECRETARY</u>
15	<u>X030C</u>	<u>C123</u>	<u>BOARD OF APPRAISER CHIEF INVESTIGATOR</u>
16	<u>X026C</u>	<u>C123</u>	<u>CRIMINAL DETENTION FACILITIES COORD</u>
17	<u>D042C</u>	<u>C123</u>	<u>DATA WAREHOUSE SPECIALIST</u>
18	<u>X025C</u>	<u>C123</u>	<u>DCC PAROLE/PROBATION AREA MANAGER</u>
19	<u>G085C</u>	<u>C123</u>	<u>DDSSA PROFESSIONAL RELATIONS MGR</u>
20	<u>X027C</u>	<u>C123</u>	<u>DENTAL EXAMINERS BD EXEC DIR</u>
21	<u>R012C</u>	<u>C123</u>	<u>DFA ASSISTANT STATE PAYROLL MANAGER</u>
22	<u>G084C</u>	<u>C123</u>	<u>DFA DIVISION MANAGER II</u>
23	<u>G223C</u>	<u>C123</u>	<u>DFA OCSE DIVISION MANAGER</u>
24	<u>G226C</u>	<u>C123</u>	<u>DFA OCSE PROGRAM MANAGER</u>
25	<u>V003C</u>	<u>C123</u>	<u>DFA PROCUREMENT DIVISION MANAGER</u>
26	<u>R011C</u>	<u>C123</u>	<u>DFA SENIOR STATE BUDGET ANALYST</u>
27	<u>R010C</u>	<u>C123</u>	<u>DFA SENIOR STATE PERSONNEL ANALYST</u>
28	<u>P005C</u>	<u>C123</u>	<u>DHE COMMUNICATIONS COORDINATOR</u>
29	<u>L024C</u>	<u>C123</u>	<u>DHS BEHAV HLTH FACILITY ADMIN</u>
30	<u>G083C</u>	<u>C123</u>	<u>DHS/DAAS DIVISION MANAGER</u>
31	<u>G082C</u>	<u>C123</u>	<u>DHS/DYS ADMISSIONS EVALUATOR</u>
32	<u>D041C</u>	<u>C123</u>	<u>DIS TECHNICAL ACCOUNTS SPECIALIST</u>
33	<u>G081C</u>	<u>C123</u>	<u>DWS DIVISION CHIEF</u>
34	<u>A038C</u>	<u>C123</u>	<u>FISCAL SUPPORT MANAGER</u>
35	<u>B030C</u>	<u>C123</u>	<u>FORENSIC SCIENTIST COORDINATOR</u>
36	<u>D040C</u>	<u>C123</u>	<u>GIS ANALYST</u>



1	<u>L023C</u>	<u>C123</u>	<u>HEALTH FACILITIES SUPERVISOR</u>
2	<u>A037C</u>	<u>C123</u>	<u>INVESTMENT MANAGER</u>
3	<u>G080C</u>	<u>C123</u>	<u>NATIONAL &amp; COMMUNITY SERVICES EXEC DIR</u>
4	<u>D039C</u>	<u>C123</u>	<u>NETWORK SUPPORT SPECIALIST</u>
5	<u>L022C</u>	<u>C123</u>	<u>NURSING CLINIC COORDINATOR</u>
6	<u>L021C</u>	<u>C123</u>	<u>NURSING HOME ASSISTANT ADMINISTRATOR</u>
7	<u>L020C</u>	<u>C123</u>	<u>NURSING SERVICES UNIT MANAGER</u>
8	<u>G079C</u>	<u>C123</u>	<u>OUTDOOR REC GRANTS PRGM DIR</u>
9	<u>B027C</u>	<u>C123</u>	<u>PARK SUPERINTENDENT V</u>
10	<u>A035C</u>	<u>C123</u>	<u>PSC TAX DIV ASST DIR/MOTOR CAR PROG</u>
11	<u>P004C</u>	<u>C123</u>	<u>PUBLIC INFORMATION MANAGER</u>
12	<u>E016C</u>	<u>C123</u>	<u>PUBLIC SCHOOL PROGRAM COORDINATOR</u>
13	<u>L019C</u>	<u>C123</u>	<u>REGISTERED NURSE COORDINATOR</u>
14	<u>L018C</u>	<u>C123</u>	<u>REHAB ASST DIRECTOR - ACTI</u>
15	<u>A034C</u>	<u>C123</u>	<u>RETIREMENT SECTION MANAGER</u>
16	<u>D038C</u>	<u>C123</u>	<u>SENIOR SOFTWARE SUPPORT ANALYST</u>
17	<u>E015C</u>	<u>C123</u>	<u>SPECIAL EDUCATION SUPERVISOR</u>
18	<u>A033C</u>	<u>C123</u>	<u>TAX AUDITOR SUPERVISOR</u>
19	<u>T021C</u>	<u>C122</u>	<u>ADC HEAD FARM MANAGER I</u>
20	<u>E020C</u>	<u>C122</u>	<u>ADE OERZ TECHNICAL ASSIST SPECIALIST</u>
21	<u>X036C</u>	<u>C122</u>	<u>ADEQ INSPECTOR SUPERVISOR</u>
22	<u>L030C</u>	<u>C122</u>	<u>ADH DISTRICT MANAGER</u>
23	<u>L029C</u>	<u>C122</u>	<u>ADH PUBLIC HEALTH SECTION CHIEF II</u>
24	<u>G105C</u>	<u>C122</u>	<u>ADPT DEVELOPMENT MANAGER</u>
25	<u>G104C</u>	<u>C122</u>	<u>AEDC AREA/PROGRAM REPRESENTATIVE</u>
26	<u>P007C</u>	<u>C122</u>	<u>AETN CHIEF POST PRODUCTION EDITOR</u>
27	<u>T020C</u>	<u>C122</u>	<u>AGFC SERGEANT</u>
28	<u>X035C</u>	<u>C122</u>	<u>ASP/CACD AREA MANAGER</u>
29	<u>G103C</u>	<u>C122</u>	<u>ASSOCIATE REGISTRAR</u>
30	<u>A044C</u>	<u>C122</u>	<u>AUDIT COORDINATOR</u>
31	<u>B037C</u>	<u>C122</u>	<u>CHEMIST SUPERVISOR</u>
32	<u>B032C</u>	<u>C122</u>	<u>CHIEF PARK PLANNER</u>
33	<u>B036C</u>	<u>C122</u>	<u>CRIME LAB QUALITY MANAGER</u>
34	<u>M007C</u>	<u>C122</u>	<u>DCC ASST TREATMENT PROGRAM MGR</u>
35	<u>G102C</u>	<u>C122</u>	<u>DHE PROGRAM SPECIALIST</u>
36	<u>G101C</u>	<u>C122</u>	<u>DHS AREA MANAGER</u>

1	<u>G100C</u>	<u>C122</u>	<u>DHS COUNTY ADMINISTRATOR III</u>
2	<u>G099C</u>	<u>C122</u>	<u>DHS PROGRAM ADMINISTRATOR</u>
3	<u>T019C</u>	<u>C122</u>	<u>DIRECTOR OF PUBLIC SAFETY I</u>
4	<u>D049C</u>	<u>C122</u>	<u>DIS PROJECT MANAGER</u>
5	<u>G098C</u>	<u>C122</u>	<u>DIS QUALITY ASSURANCE COORDINATOR</u>
6	<u>D048C</u>	<u>C122</u>	<u>DP NETWORK TECH III - INST</u>
7	<u>L028C</u>	<u>C122</u>	<u>EPIDEMIOLOGIST</u>
8	<u>S003C</u>	<u>C122</u>	<u>FOOD &amp; BEVERAGE DIRECTOR</u>
9	<u>B035C</u>	<u>C122</u>	<u>GEOLOGY SUPERVISOR</u>
10	<u>T018C</u>	<u>C122</u>	<u>HE PUBLIC SAFETY COMMANDER III</u>
11	<u>P006C</u>	<u>C122</u>	<u>HERITAGE AGENCY ASSISTANT DIRECTOR</u>
12	<u>D047C</u>	<u>C122</u>	<u>INFORMATION SYSTEMS BUSINESS ANALYST</u>
13	<u>A043C</u>	<u>C122</u>	<u>INSURANCE FORENSIC ACCOUNTANT</u>
14	<u>A042C</u>	<u>C122</u>	<u>INSURANCE SENIOR EXAMINER</u>
15	<u>G096C</u>	<u>C122</u>	<u>LABOR DIVISION MANAGER</u>
16	<u>G095C</u>	<u>C122</u>	<u>LODGE MANAGER</u>
17	<u>B034C</u>	<u>C122</u>	<u>MICROBIOLOGIST SUPERVISOR</u>
18	<u>G094C</u>	<u>C122</u>	<u>OIL &amp; GAS PROGRAM MANAGER</u>
19	<u>G093C</u>	<u>C122</u>	<u>OPERATIONS MANAGER</u>
20	<u>B031C</u>	<u>C122</u>	<u>PARK SUPERINTENDENT IV</u>
21	<u>X034C</u>	<u>C122</u>	<u>PREPAID FUNERAL MANAGER</u>
22	<u>A041C</u>	<u>C122</u>	<u>PROGRAM FISCAL MANAGER</u>
23	<u>X033C</u>	<u>C122</u>	<u>PSC SENIOR PUBLIC UTILITY AUDITOR</u>
24	<u>G092C</u>	<u>C122</u>	<u>PUBLIC DEFENDER PROGRAM MANAGER</u>
25	<u>E019C</u>	<u>C122</u>	<u>PUBLIC SCHOOL PROGRAM ADVISOR</u>
26	<u>L027C</u>	<u>C122</u>	<u>REGISTERED NURSE SUPERVISOR</u>
27	<u>G097C</u>	<u>C122</u>	<u>SBEC DEPUTY DIRECTOR</u>
28	<u>D050C</u>	<u>C122</u>	<u>SECURITY ANALYST</u>
29	<u>X032C</u>	<u>C122</u>	<u>SENIOR SECURITIES EXAMINER</u>
30	<u>E018C</u>	<u>C122</u>	<u>SPECIALIZED TECHNICAL FACULTY</u>
31	<u>D046C</u>	<u>C122</u>	<u>STATE PRODUCTION CONTROL SUPERVISOR</u>
32	<u>D045C</u>	<u>C122</u>	<u>STATE SYSTEMS ANALYST</u>
33	<u>D044C</u>	<u>C122</u>	<u>SYSTEMS ANALYST</u>
34	<u>B033C</u>	<u>C122</u>	<u>UAF CONSTRUCTION COORDINATOR</u>
35	<u>A052C</u>	<u>C121</u>	<u>ACCOUNTING COORDINATOR</u>
36	<u>X046C</u>	<u>C121</u>	<u>ACD DIVISION ADMINISTRATOR</u>

1	<u>B040C</u>	<u>C121</u>	<u>ADC AGRI PRODUCTION SUPERVISOR</u>
2	<u>G222C</u>	<u>C121</u>	<u>ADC/DCC INTERNAL AFFAIRS ADMINISTRATOR</u>
3	<u>T027C</u>	<u>C121</u>	<u>ADC/DCC TRAINING ADMINISTRATOR</u>
4	<u>D055C</u>	<u>C121</u>	<u>ADE APSCN FIELD ANALYST</u>
5	<u>A051C</u>	<u>C121</u>	<u>ADFA FINANCE PROGRAM COORDINATOR</u>
6	<u>X044C</u>	<u>C121</u>	<u>ADH DIR PLUMBING INSPECTIONS</u>
7	<u>X043C</u>	<u>C121</u>	<u>ADH ENVIRONMENTAL SUPV</u>
8	<u>B047C</u>	<u>C121</u>	<u>ADH LABORATORY MANAGER</u>
9	<u>L091C</u>	<u>C121</u>	<u>ADH PUBLIC HEALTH SECTION CHIEF I</u>
10	<u>A050C</u>	<u>C121</u>	<u>AGENCY FISCAL MANAGER</u>
11	<u>B046C</u>	<u>C121</u>	<u>AGFC BIOLOGIST PROGRAM SPECIALIST</u>
12	<u>T026C</u>	<u>C121</u>	<u>AGFC CORPORAL</u>
13	<u>C005C</u>	<u>C121</u>	<u>AGFC LICENSING MANAGER</u>
14	<u>B039C</u>	<u>C121</u>	<u>AGFC NATURE CENTER MANAGER</u>
15	<u>T025C</u>	<u>C121</u>	<u>ALETA TRAINING SUPV</u>
16	<u>C004C</u>	<u>C121</u>	<u>AREC LICENSING SUPERVISOR</u>
17	<u>T022C</u>	<u>C121</u>	<u>ASP CORPORAL</u>
18	<u>T024C</u>	<u>C121</u>	<u>ASP/CACD HOTLINE ADMINISTRATOR</u>
19	<u>G115C</u>	<u>C121</u>	<u>ASST DIR OF RURAL SERVICES</u>
20	<u>S005C</u>	<u>C121</u>	<u>AVIATION MANAGER</u>
21	<u>B045C</u>	<u>C121</u>	<u>BIOLOGIST SUPERVISOR</u>
22	<u>D054C</u>	<u>C121</u>	<u>COMPUTER SUPPORT COORDINATOR</u>
23	<u>X042C</u>	<u>C121</u>	<u>DCC PAROLE/PROBATION ASST AREA MGR</u>
24	<u>G113C</u>	<u>C121</u>	<u>DDSSA HEARING OFFICER COORDINATOR</u>
25	<u>G112C</u>	<u>C121</u>	<u>DDSSA UNIT SUPERVISOR</u>
26	<u>X041C</u>	<u>C121</u>	<u>DFA ABC ENFORCEMENT ASSISTANT DIRECTOR</u>
27	<u>G224C</u>	<u>C121</u>	<u>DFA OCSE FIELD MANAGER</u>
28	<u>A049C</u>	<u>C121</u>	<u>DFA REVENUE OFFICE DISTRICT MANAGER</u>
29	<u>G111C</u>	<u>C121</u>	<u>DHS COUNTY ADMINISTRATOR II</u>
30	<u>X039C</u>	<u>C121</u>	<u>DIRECTOR OF COSMETOLOGY BOARD</u>
31	<u>D053C</u>	<u>C121</u>	<u>DIS ACCOUNT ANALYST</u>
32	<u>A048C</u>	<u>C121</u>	<u>DIS RATE ANALYST</u>
33	<u>G110C</u>	<u>C121</u>	<u>DWS PROGRAM MANAGER</u>
34	<u>G114C</u>	<u>C121</u>	<u>DWS WORKFORCE INVEST REG ADVISOR</u>
35	<u>E022C</u>	<u>C121</u>	<u>EDUCATION &amp; INSTRUCTION MANAGER</u>
36	<u>X037C</u>	<u>C121</u>	<u>EDUCATION INVESTIGATOR</u>

1	<u>B042C</u>	<u>C121</u>	<u>ENGINEER</u>
2	<u>P010C</u>	<u>C121</u>	<u>EXHIBITS COORDINATOR</u>
3	<u>M010C</u>	<u>C121</u>	<u>FAMILY SERVICE WORKER CLINICAL SPEC</u>
4	<u>M011C</u>	<u>C121</u>	<u>FAMILY SERVICE WORKER COUNTY SUPERVISOR</u>
5	<u>A047C</u>	<u>C121</u>	<u>FINANCIAL ANALYST II</u>
6	<u>G109C</u>	<u>C121</u>	<u>GRANTS MANAGER</u>
7	<u>T023C</u>	<u>C121</u>	<u>HE PUBLIC SAFETY COMMANDER II</u>
8	<u>B044C</u>	<u>C121</u>	<u>HEALTH PHYSICIST SUPERVISOR</u>
9	<u>A105C</u>	<u>C121</u>	<u>JDDC FISCAL MANAGER</u>
10	<u>M009C</u>	<u>C121</u>	<u>LICENSED CERTIFIED SOCIAL WORKER</u>
11	<u>L031C</u>	<u>C121</u>	<u>LICENSED PROF MARRIAGE/FAMILY THERAPIST</u>
12	<u>G116C</u>	<u>C121</u>	<u>LOCAL HEALTH UNIT ADMINISTRATOR II</u>
13	<u>S004C</u>	<u>C121</u>	<u>MAINTENANCE MANAGER</u>
14	<u>L036C</u>	<u>C121</u>	<u>NURSE INSTRUCTOR</u>
15	<u>L035C</u>	<u>C121</u>	<u>NUTRITIONIST CONSULTANT</u>
16	<u>L034C</u>	<u>C121</u>	<u>NUTRITIONIST SUPERVISOR</u>
17	<u>R014C</u>	<u>C121</u>	<u>PERSONNEL MANAGER</u>
18	<u>V004C</u>	<u>C121</u>	<u>PROCUREMENT MANAGER</u>
19	<u>B043C</u>	<u>C121</u>	<u>PROFESSIONAL GEOLOGIST</u>
20	<u>A046C</u>	<u>C121</u>	<u>PSC RATE CASE ANALYST</u>
21	<u>L033C</u>	<u>C121</u>	<u>PSYCHOLOGICAL EXAMINER</u>
22	<u>G108C</u>	<u>C121</u>	<u>PUBLIC DEF OMBUDSMAN COORDINATOR</u>
23	<u>X038C</u>	<u>C121</u>	<u>QUALITY ASSURANCE MANAGER</u>
24	<u>L032C</u>	<u>C121</u>	<u>REGISTERED NURSE - HOSPITAL</u>
25	<u>D052C</u>	<u>C121</u>	<u>SOFTWARE SUPPORT ANALYST</u>
26	<u>C003C</u>	<u>C121</u>	<u>STADIUM COMMISSION MARKETING/EVENT MGR</u>
27	<u>B041C</u>	<u>C121</u>	<u>STATE CLIMATOLOGIST</u>
28	<u>B038C</u>	<u>C121</u>	<u>STATE FOREST MANAGER</u>
29	<u>E021C</u>	<u>C121</u>	<u>STATE LIBRARY MANAGER</u>
30	<u>A045C</u>	<u>C121</u>	<u>STATISTICAL ANALYSIS MANAGER</u>
31	<u>D051C</u>	<u>C121</u>	<u>SYSTEMS APPLICATIONS SUPERVISOR</u>
32	<u>P009C</u>	<u>C121</u>	<u>TELEVISION PRODUCTION MANAGER</u>
33	<u>P008C</u>	<u>C121</u>	<u>TELEVISION PROGRAM MANAGER</u>
34	<u>G107C</u>	<u>C121</u>	<u>WCC PROGRAM MANAGER</u>
35	<u>G106C</u>	<u>C121</u>	<u>WCC CLAIMS SPECIALIST</u>
36	<u>M008C</u>	<u>C121</u>	<u>YOUTH PROGRAM DIRECTOR</u>

1	<u>L041C</u>	<u>C120</u>	<u>ADC ASST MEDICAL PROGRAM MANAGER</u>
2	<u>G142C</u>	<u>C120</u>	<u>ADC CLASSIFICATION ADMINISTRATOR</u>
3	<u>G141C</u>	<u>C120</u>	<u>ADC INDUSTRY ASST ADMR</u>
4	<u>T033C</u>	<u>C120</u>	<u>ADC/DCC MAJOR</u>
5	<u>G140C</u>	<u>C120</u>	<u>ADEM PROGRAM MANAGER</u>
6	<u>X059C</u>	<u>C120</u>	<u>ADEQ ENFORCEMENT COORDINATOR</u>
7	<u>G139C</u>	<u>C120</u>	<u>ADEQ FACILITY SUPPORT SVCS MANAGER</u>
8	<u>G138C</u>	<u>C120</u>	<u>AGENCY ADMINISTRATIVE REVIEW OFFICER</u>
9	<u>X058C</u>	<u>C120</u>	<u>AGRI COMMODITY AREA SUPERVISOR</u>
10	<u>B049C</u>	<u>C120</u>	<u>AGRI PROGRAM MANAGER</u>
11	<u>T029C</u>	<u>C120</u>	<u>ALETA TRAINING INSTRUCTOR</u>
12	<u>C006C</u>	<u>C120</u>	<u>ARKANSAS SENTENCING COMMISSION ASSISTANT</u>
13	<u>D060C</u>	<u>C120</u>	<u>ASST DIR COMPUTER SVCS</u>
14	<u>G137C</u>	<u>C120</u>	<u>ASTA RESEARCH PROGRAM COORDINATOR</u>
15	<u>S006C</u>	<u>C120</u>	<u>ASU ASSOC DIR PHYSICAL PLANT</u>
16	<u>B056C</u>	<u>C120</u>	<u>ASU CONSTRUCTION COORDINATOR</u>
17	<u>G136C</u>	<u>C120</u>	<u>ASU DIRECTOR OF HOUSING</u>
18	<u>D059C</u>	<u>C120</u>	<u>ASU ENGINEERING COMM FACILITIES DIR</u>
19	<u>X057C</u>	<u>C120</u>	<u>ATC DEPUTY DIRECTOR</u>
20	<u>R019C</u>	<u>C120</u>	<u>BUDGET MANAGER</u>
21	<u>B054C</u>	<u>C120</u>	<u>CAMPUS CONSTRUCTION COORDINATOR</u>
22	<u>X056C</u>	<u>C120</u>	<u>CAPITAL CONFLICTS INVESTIGATOR</u>
23	<u>E027C</u>	<u>C120</u>	<u>CAREER &amp; TECHNICAL FACULTY</u>
24	<u>M017C</u>	<u>C120</u>	<u>CHILD ABUSE &amp; NEGLECT PREVENTION BD DIR</u>
25	<u>D058C</u>	<u>C120</u>	<u>COMPUTER OPERATIONS COORDINATOR</u>
26	<u>G135C</u>	<u>C120</u>	<u>COORD DESEGREGATION &amp; AFFIRM ACTN</u>
27	<u>G134C</u>	<u>C120</u>	<u>DDSSA CASE CONSULTANT</u>
28	<u>A058C</u>	<u>C120</u>	<u>DFA CAFR ACCOUNTANT</u>
29	<u>G133C</u>	<u>C120</u>	<u>DFA DIVISION MANAGER I</u>
30	<u>R018C</u>	<u>C120</u>	<u>DFA EBD PROGRAM SUPERVISOR</u>
31	<u>G227C</u>	<u>C120</u>	<u>DFA OCSE PROGRAM SUPERVISOR</u>
32	<u>V006C</u>	<u>C120</u>	<u>DFA OSP TEAM LEADER</u>
33	<u>V005C</u>	<u>C120</u>	<u>DFA PROCUREMENT MANAGER</u>
34	<u>G132C</u>	<u>C120</u>	<u>DFA PROGRAM MANAGER</u>
35	<u>T032C</u>	<u>C120</u>	<u>DFA REVENUE SECURITY COORDINATOR</u>
36	<u>R017C</u>	<u>C120</u>	<u>DFA STATE BUDGET ANALYST</u>

1	<u>R016C</u>	<u>C120</u>	<u>DFA STATE PERSONNEL ANALYST</u>
2	<u>A057C</u>	<u>C120</u>	<u>DFA TAX RESEARCH ANALYST</u>
3	<u>G131C</u>	<u>C120</u>	<u>DHS BEHAV HLTH MED BUS PRACTICES ADMIN</u>
4	<u>T031C</u>	<u>C120</u>	<u>DHS BEHAV HLTH PUBLIC SAFETY DIR</u>
5	<u>G130C</u>	<u>C120</u>	<u>DHS COUNTY ADMINISTRATOR I</u>
6	<u>M016C</u>	<u>C120</u>	<u>DHS FIELD MANAGER</u>
7	<u>A056C</u>	<u>C120</u>	<u>DHS FINANCIAL SECTION MANAGER</u>
8	<u>A055C</u>	<u>C120</u>	<u>DHS INSTITUTION BUSINESS MANAGER</u>
9	<u>G129C</u>	<u>C120</u>	<u>DHS/DCO PROGRAM MANAGER</u>
10	<u>L040C</u>	<u>C120</u>	<u>DIETARY SERVICES DIRECTOR</u>
11	<u>R015C</u>	<u>C120</u>	<u>DWS EQUAL OPPORTUNITY MANAGER</u>
12	<u>G128C</u>	<u>C120</u>	<u>DWS FIELD MANAGER II</u>
13	<u>G127C</u>	<u>C120</u>	<u>DWS PROGRAM OPERATIONS MANAGER</u>
14	<u>B055C</u>	<u>C120</u>	<u>ECOLOGIST COORDINATOR</u>
15	<u>E026C</u>	<u>C120</u>	<u>EDUCATION &amp; INSTRUCTION COORDINATOR</u>
16	<u>E025C</u>	<u>C120</u>	<u>EDUCATIONAL SPECIALIST</u>
17	<u>X054C</u>	<u>C120</u>	<u>ENVIRONMENTAL PROGRAM COORDINATOR</u>
18	<u>M015C</u>	<u>C120</u>	<u>FAMILY SERVICE WORKER SUPERVISOR</u>
19	<u>G126C</u>	<u>C120</u>	<u>FINANCE PROGRAM COORDINATOR</u>
20	<u>B053C</u>	<u>C120</u>	<u>FORENSIC SCIENTIST</u>
21	<u>B052C</u>	<u>C120</u>	<u>FORENSIC SPECIALIST</u>
22	<u>B051C</u>	<u>C120</u>	<u>GEOLOGIST</u>
23	<u>T030C</u>	<u>C120</u>	<u>HE PUBLIC SAFETY COMMANDER I</u>
24	<u>D057C</u>	<u>C120</u>	<u>INFORMATION TECHNOLOGY MANAGER</u>
25	<u>G125C</u>	<u>C120</u>	<u>INSURANCE SPECIAL PROJECTS COORDINATOR</u>
26	<u>X053C</u>	<u>C120</u>	<u>INTERNAL AFFAIRS MANAGER</u>
27	<u>X052C</u>	<u>C120</u>	<u>LABOR INSPECTOR SUPERVISOR</u>
28	<u>X051C</u>	<u>C120</u>	<u>LABOR MEDIATOR</u>
29	<u>G143C</u>	<u>C120</u>	<u>LOCAL HEALTH UNIT ADMINISTRATOR I</u>
30	<u>P014C</u>	<u>C120</u>	<u>MUSEUM MANAGER</u>
31	<u>L039C</u>	<u>C120</u>	<u>NUTRITIONIST</u>
32	<u>B050C</u>	<u>C120</u>	<u>OIL &amp; GAS DISTRICT PETROLEUM SUPERVISOR</u>
33	<u>G124C</u>	<u>C120</u>	<u>OMBUDSMAN</u>
34	<u>B048C</u>	<u>C120</u>	<u>PARK SUPERINTENDENT III</u>
35	<u>X050C</u>	<u>C120</u>	<u>PHYSICAL THERAPY BD EXEC DIR</u>
36	<u>M014C</u>	<u>C120</u>	<u>PROGRAM ELIGIBILITY COORDINATOR III</u>

1	<u>X049C</u>	<u>C120</u>	<u>PROPERTY ASSESSMENT COORD MANAGER</u>
2	<u>G123C</u>	<u>C120</u>	<u>PSC CLERK</u>
3	<u>X048C</u>	<u>C120</u>	<u>PSC PIPELINE SAFETY SPECIALIST</u>
4	<u>G122C</u>	<u>C120</u>	<u>PUBLIC DEFENDER PROGRAM COORDINATOR</u>
5	<u>P013C</u>	<u>C120</u>	<u>PUBLIC INFORMATION COORDINATOR</u>
6	<u>X047C</u>	<u>C120</u>	<u>REAL ESTATE MANAGER</u>
7	<u>L038C</u>	<u>C120</u>	<u>REGISTERED NURSE</u>
8	<u>L037C</u>	<u>C120</u>	<u>REHAB AREA MANAGER</u>
9	<u>G121C</u>	<u>C120</u>	<u>REHAB PROGRAM MANAGER</u>
10	<u>G120C</u>	<u>C120</u>	<u>RISK CONSULTANT</u>
11	<u>G119C</u>	<u>C120</u>	<u>SBEC EDUCATIONAL SERVICES MANAGER</u>
12	<u>T028C</u>	<u>C120</u>	<u>SOSRA PROGRAM ADMINISTRATOR</u>
13	<u>M013C</u>	<u>C120</u>	<u>SPINAL CORD COMMISSION CLIENT SVS ADMIN</u>
14	<u>D056C</u>	<u>C120</u>	<u>SYSTEMS COORDINATION ANALYST II</u>
15	<u>A054C</u>	<u>C120</u>	<u>TAX AUDITOR II</u>
16	<u>E024C</u>	<u>C120</u>	<u>TEACHER SUPERVISOR</u>
17	<u>P012C</u>	<u>C120</u>	<u>TELEVISION PRODUCER</u>
18	<u>E023C</u>	<u>C120</u>	<u>TRAINING PROJECT MANAGER</u>
19	<u>G118C</u>	<u>C120</u>	<u>UAF ASSOC DIR OF AR UNION</u>
20	<u>A053C</u>	<u>C120</u>	<u>UAF ASST BUSINESS MANAGER</u>
21	<u>P011C</u>	<u>C120</u>	<u>UAF SPORTS INFORMATION COORDINATOR</u>
22	<u>B057C</u>	<u>C120</u>	<u>VETERINARY BOARD EXEC SECRETARY</u>
23	<u>M012C</u>	<u>C120</u>	<u>YOUTH PROGRAM MANAGER</u>
24	<u>G158C</u>	<u>C119</u>	<u>ACIC PROGRAM MANAGER</u>
25	<u>B070C</u>	<u>C119</u>	<u>ADC CONSTRUCTION PROJECT SUPV</u>
26	<u>S010C</u>	<u>C119</u>	<u>ADC INDUSTRY PRGM MANAGER</u>
27	<u>T040C</u>	<u>C119</u>	<u>ADC ASST HEAD FARM MANAGER</u>
28	<u>S011C</u>	<u>C119</u>	<u>ADC COMMODITY &amp; FOOD SVC ADMR</u>
29	<u>B069C</u>	<u>C119</u>	<u>ADC CONSTRUCTION PROJECT SPECIALIST</u>
30	<u>T039C</u>	<u>C119</u>	<u>ADC INMATE TRANSPORTATION COORD</u>
31	<u>V009C</u>	<u>C119</u>	<u>ADC PROCUREMENT &amp; PROPERTY MANAGER</u>
32	<u>T038C</u>	<u>C119</u>	<u>ADC TRAINING ACADEMY SUPERVISOR</u>
33	<u>G157C</u>	<u>C119</u>	<u>ADEM AREA COORDINATOR</u>
34	<u>B068C</u>	<u>C119</u>	<u>ADEQ ECOLOGIST</u>
35	<u>X075C</u>	<u>C119</u>	<u>ADEQ ENFORCEMENT ANALYST</u>
36	<u>A071C</u>	<u>C119</u>	<u>ADFA FINANCE PROGRAM ANALYST</u>

1	<u>T037C</u>	<u>C119</u>	<u>AGFC WILDLIFE OFFICER 1ST CLASS</u>
2	<u>B059C</u>	<u>C119</u>	<u>ANRC PROGRAM COORDINATOR</u>
3	<u>B067C</u>	<u>C119</u>	<u>ARCHAEOLOGIST</u>
4	<u>S009C</u>	<u>C119</u>	<u>ASD/ASB TRANSPORTATION SERVICES COORD</u>
5	<u>G156C</u>	<u>C119</u>	<u>ASP PROGRAM MANAGER</u>
6	<u>B064C</u>	<u>C119</u>	<u>ASU DIRECTOR OF FARMING</u>
7	<u>X074C</u>	<u>C119</u>	<u>ATC AUDITOR/INVESTIGATOR</u>
8	<u>L045C</u>	<u>C119</u>	<u>AUDIOLOGIST</u>
9	<u>A070C</u>	<u>C119</u>	<u>BANK EXAMINER</u>
10	<u>R022C</u>	<u>C119</u>	<u>BENEFITS COORDINATOR</u>
11	<u>B066C</u>	<u>C119</u>	<u>BIOLOGIST SPECIALIST</u>
12	<u>R021C</u>	<u>C119</u>	<u>BUDGET ANALYST</u>
13	<u>V008C</u>	<u>C119</u>	<u>BUYER SUPERVISOR</u>
14	<u>S008C</u>	<u>C119</u>	<u>CAMPUS MAINTENANCE SUPERVISOR</u>
15	<u>E036C</u>	<u>C119</u>	<u>CERTIFIED MASTERS DEGREE LIBRARIAN</u>
16	<u>E035C</u>	<u>C119</u>	<u>CERTIFIED MASTERS TEACHER</u>
17	<u>E034C</u>	<u>C119</u>	<u>CERTIFIED VOCATIONAL REHAB COUNSELOR</u>
18	<u>D063C</u>	<u>C119</u>	<u>COMPUTER SUPPORT SPECIALIST</u>
19	<u>X073C</u>	<u>C119</u>	<u>CONTRACTORS BOARD INVESTIGATOR</u>
20	<u>X072C</u>	<u>C119</u>	<u>CRIMINAL INSURANCE FRAUD INVESTIGATOR</u>
21	<u>P016C</u>	<u>C119</u>	<u>CURATOR</u>
22	<u>P015C</u>	<u>C119</u>	<u>DAH MANAGER OF HISTORIC PROPERTIES</u>
23	<u>G155C</u>	<u>C119</u>	<u>DAH PROGRAM MANAGER</u>
24	<u>D062C</u>	<u>C119</u>	<u>DATABASE ANALYST</u>
25	<u>G154C</u>	<u>C119</u>	<u>DCC PROGRAM COORDINATOR</u>
26	<u>M021C</u>	<u>C119</u>	<u>DCC TREATMENT SUPERVISOR</u>
27	<u>X071C</u>	<u>C119</u>	<u>DDSSA CLAIMS ADJUDICATOR III</u>
28	<u>X070C</u>	<u>C119</u>	<u>DDSSA FRAUD INVESTIGATOR</u>
29	<u>G159C</u>	<u>C119</u>	<u>DEPARTMENT BUSINESS COORDINATOR</u>
30	<u>P065C</u>	<u>C119</u>	<u>DEVELOPMENT SPECIALIST</u>
31	<u>X069C</u>	<u>C119</u>	<u>DFA HORSE RACING SUPERVISOR</u>
32	<u>E033C</u>	<u>C119</u>	<u>DFA ORGANIZATIONAL DEVELOPMENT SPEC</u>
33	<u>A069C</u>	<u>C119</u>	<u>DFA REVENUE OFFICE ASST DISTRICT MANAGER</u>
34	<u>L044C</u>	<u>C119</u>	<u>DHS BEHAV HLTH CASE REVIEW ANALYST</u>
35	<u>R020C</u>	<u>C119</u>	<u>DHS EMPLOYEE RELATIONS/CIVIL RIGHTS SUPV</u>
36	<u>G152C</u>	<u>C119</u>	<u>DHS PROGRAM MANAGER</u>



1	<u>G153C</u>	<u>C119</u>	<u>DHS/DAAS PROGRAM SUPERVISOR</u>
2	<u>G151C</u>	<u>C119</u>	<u>DHS/DCO COUNTY SUPERVISOR</u>
3	<u>G150C</u>	<u>C119</u>	<u>DHS/DOV ASST DEP DIR</u>
4	<u>S007C</u>	<u>C119</u>	<u>DIRECTOR HVACR SECTION</u>
5	<u>A068C</u>	<u>C119</u>	<u>DIS BILLING SERVICES MANAGER</u>
6	<u>G149C</u>	<u>C119</u>	<u>DWS FIELD MANAGER I</u>
7	<u>B065C</u>	<u>C119</u>	<u>ECOLOGIST</u>
8	<u>E032C</u>	<u>C119</u>	<u>EDUCATION COUNSELOR</u>
9	<u>E031C</u>	<u>C119</u>	<u>EDUCATION PROGRAM COORDINATOR</u>
10	<u>G148C</u>	<u>C119</u>	<u>ENERGY PROGRAM MANAGER</u>
11	<u>X068C</u>	<u>C119</u>	<u>ETHICS COMMISSION COMPLIANCE SPECIALIST</u>
12	<u>B062C</u>	<u>C119</u>	<u>FOREST HEALTH SPECIALIST</u>
13	<u>G147C</u>	<u>C119</u>	<u>GRANTS COORDINATOR</u>
14	<u>X067C</u>	<u>C119</u>	<u>HEALTH FACILITIES SURVEYOR</u>
15	<u>B063C</u>	<u>C119</u>	<u>HEALTH PHYSICIST</u>
16	<u>L043C</u>	<u>C119</u>	<u>HEALTH PROGRAM SPECIALIST III</u>
17	<u>D061C</u>	<u>C119</u>	<u>INFORMATION SYSTEMS COORDINATION SPEC</u>
18	<u>A067C</u>	<u>C119</u>	<u>INSURANCE EXAMINER</u>
19	<u>X066C</u>	<u>C119</u>	<u>INSURANCE PREMIUM TAX EXAMINER</u>
20	<u>A066C</u>	<u>C119</u>	<u>INTERNAL AUDITOR</u>
21	<u>X187C</u>	<u>C119</u>	<u>INVESTIGATOR</u>
22	<u>X065C</u>	<u>C119</u>	<u>LABOR INSPECTOR</u>
23	<u>B060C</u>	<u>C119</u>	<u>LAND RESOURCE SPECIALIST SUPERVISOR</u>
24	<u>E030C</u>	<u>C119</u>	<u>LIBRARY COORDINATOR</u>
25	<u>M020C</u>	<u>C119</u>	<u>LICENSED PROFESSIONAL COUNSELOR</u>
26	<u>T036C</u>	<u>C119</u>	<u>MILITARY FACILITIES SUPERVISOR</u>
27	<u>M019C</u>	<u>C119</u>	<u>MILITARY HOUSING DIRECTOR</u>
28	<u>G146C</u>	<u>C119</u>	<u>MITIGATION SPECIALIST</u>
29	<u>A065C</u>	<u>C119</u>	<u>PAYROLL SERVICES COORDINATOR</u>
30	<u>V007C</u>	<u>C119</u>	<u>PROCUREMENT COORDINATOR</u>
31	<u>M018C</u>	<u>C119</u>	<u>PROGRAM ELIGIBILITY COORDINATOR II</u>
32	<u>X064C</u>	<u>C119</u>	<u>PSC PUBLIC UTILITY AUDITOR</u>
33	<u>A064C</u>	<u>C119</u>	<u>PSC TAX VALUATION SUPERVISOR</u>
34	<u>X063C</u>	<u>C119</u>	<u>PUBLIC DEFENDER INVESTIGATOR</u>
35	<u>X062C</u>	<u>C119</u>	<u>QUALITY ASSURANCE COORDINATOR</u>
36	<u>A063C</u>	<u>C119</u>	<u>RESEARCH &amp; STATISTICS SUPERVISOR</u>

1	<u>B061C</u>	<u>C119</u>	<u>RESEARCH TECHNOLOGIST</u>
2	<u>A062C</u>	<u>C119</u>	<u>RETIREMENT COORDINATOR</u>
3	<u>A061C</u>	<u>C119</u>	<u>RETIREMENT INVESTMENT SPECIALIST</u>
4	<u>G145C</u>	<u>C119</u>	<u>RURAL CONST GRANT/FINANCIAL OFFICER</u>
5	<u>L042C</u>	<u>C119</u>	<u>SCHOOL SPEECH PATHOLOGIST</u>
6	<u>X061C</u>	<u>C119</u>	<u>SECURITIES EXAMINER</u>
7	<u>A060C</u>	<u>C119</u>	<u>SENIOR AUDITOR</u>
8	<u>X060C</u>	<u>C119</u>	<u>SENIOR ENVIRONMENTAL HEALTH SPECIALIST</u>
9	<u>E029C</u>	<u>C119</u>	<u>SIGN LANGUAGE COORDINATOR</u>
10	<u>B058C</u>	<u>C119</u>	<u>STAFF FORESTER</u>
11	<u>T035C</u>	<u>C119</u>	<u>STATE POLICE TROOPER 1ST CLASS</u>
12	<u>A059C</u>	<u>C119</u>	<u>TAX AUDITOR</u>
13	<u>G144C</u>	<u>C119</u>	<u>TECHNICAL INSTITUTE PROGRAM COORDINATOR</u>
14	<u>T034C</u>	<u>C119</u>	<u>WORK RELEASE CENTER SUPV</u>
15	<u>S013C</u>	<u>C118</u>	<u>ABA BUILDING/PROGRAM SUPERVISOR</u>
16	<u>T048C</u>	<u>C118</u>	<u>ADC/DCC CAPTAIN</u>
17	<u>G175C</u>	<u>C118</u>	<u>ADEM PROGRAM COORDINATOR</u>
18	<u>X186C</u>	<u>C118</u>	<u>ADEQ AIR COMPLIANCE MONITOR</u>
19	<u>X093C</u>	<u>C118</u>	<u>ADEQ INSPECTOR</u>
20	<u>G173C</u>	<u>C118</u>	<u>ADFA PROGRAM COORDINATOR</u>
21	<u>M031C</u>	<u>C118</u>	<u>ADMINISTRATOR OF CHAPLAINCY SVCS</u>
22	<u>T042C</u>	<u>C118</u>	<u>ADPT CHIEF RANGER</u>
23	<u>G165C</u>	<u>C118</u>	<u>ADPT SPECIALTY OPERATIONS MANAGER</u>
24	<u>C090C</u>	<u>C118</u>	<u>AGFC LICENSING SUPERVISOR</u>
25	<u>T047C</u>	<u>C118</u>	<u>AGFC WILDLIFE OFFICER</u>
26	<u>B072C</u>	<u>C118</u>	<u>AGRI PROGRAM COORDINATOR</u>
27	<u>P018C</u>	<u>C118</u>	<u>ARCHIVAL MANAGER</u>
28	<u>X091C</u>	<u>C118</u>	<u>AREC SR REAL ESTATE INVESTIGATOR</u>
29	<u>T100C</u>	<u>C118</u>	<u>ASP TROOPER</u>
30	<u>T046C</u>	<u>C118</u>	<u>ASP/CACD HOTLINE SUPERVISOR</u>
31	<u>X090C</u>	<u>C118</u>	<u>ASP/CACD SENIOR INVESTIGATOR</u>
32	<u>S015C</u>	<u>C118</u>	<u>ASST LODGE MANAGER</u>
33	<u>R024C</u>	<u>C118</u>	<u>ASST PERSONNEL MANAGER</u>
34	<u>S012C</u>	<u>C118</u>	<u>ASU ASST DIRECTOR OF PHYSICAL PLANT</u>
35	<u>X089C</u>	<u>C118</u>	<u>AUCTIONEER BD SECRETARY</u>
36	<u>C011C</u>	<u>C118</u>	<u>BD OF ARCH ADMIN ASST/OFFICE MGR</u>

1	<u>G172C</u>	<u>C118</u>	<u>CAREER PLANNING &amp; PLAC COORDINATOR</u>
2	<u>L050C</u>	<u>C118</u>	<u>CERTIFIED RESPIRATORY THERAPY TECHNICIAN</u>
3	<u>M030C</u>	<u>C118</u>	<u>CHILD CARE DIRECTOR</u>
4	<u>M029C</u>	<u>C118</u>	<u>CHILD SUPPORT SUPERVISOR II</u>
5	<u>X087C</u>	<u>C118</u>	<u>CHIROPRACTIC EXAMINER EXEC SEC</u>
6	<u>X086C</u>	<u>C118</u>	<u>CLAIMS HEARING OFFICER</u>
7	<u>G171C</u>	<u>C118</u>	<u>COORD OF AFRICAN AMERICAN HIST PRGM</u>
8	<u>M028C</u>	<u>C118</u>	<u>COUNSELING BOARD DIRECTOR</u>
9	<u>T045C</u>	<u>C118</u>	<u>DCC PAROLE/PROBATION OFFICER</u>
10	<u>X085C</u>	<u>C118</u>	<u>DFA ABC ENFORCEMENT OFFICER</u>
11	<u>X084C</u>	<u>C118</u>	<u>DFA DOG RACING SUPERVISOR</u>
12	<u>A077C</u>	<u>C118</u>	<u>DFA LOCAL REVENUE OFFICE MANAGER</u>
13	<u>V010C</u>	<u>C118</u>	<u>DFA OSP BUYER</u>
14	<u>G170C</u>	<u>C118</u>	<u>DHS ADMINISTRATIVE REVIEW OFFICER</u>
15	<u>E039C</u>	<u>C118</u>	<u>DHS/DSB TEACHER FOR THE BLIND</u>
16	<u>D066C</u>	<u>C118</u>	<u>DIGITAL BROADCAST SPECIALIST</u>
17	<u>G169C</u>	<u>C118</u>	<u>DIRECTOR OF STUDENT UNION</u>
18	<u>L049C</u>	<u>C118</u>	<u>DISEASE INTERVENTION SPEC SUPV</u>
19	<u>E038C</u>	<u>C118</u>	<u>EDUCATION &amp; INSTRUCTION ANALYST</u>
20	<u>E037C</u>	<u>C118</u>	<u>EDUCATION PROGRAM SPECIALIST</u>
21	<u>X088C</u>	<u>C118</u>	<u>EMBALMERS &amp; FUNERAL DIR INVESTIGATOR</u>
22	<u>C010C</u>	<u>C118</u>	<u>EXECUTIVE ASSISTANT TO THE DIRECTOR</u>
23	<u>M027C</u>	<u>C118</u>	<u>FAMILY SERVICE WORKER SPECIALIST</u>
24	<u>A076C</u>	<u>C118</u>	<u>FINANCE PROGRAM ANALYST</u>
25	<u>A075C</u>	<u>C118</u>	<u>FINANCIAL ANALYST I</u>
26	<u>A074C</u>	<u>C118</u>	<u>FISCAL SUPPORT SUPERVISOR</u>
27	<u>B073C</u>	<u>C118</u>	<u>FORENSIC TECHNICIAN SUPERVISOR</u>
28	<u>L048C</u>	<u>C118</u>	<u>HEALTH PROGRAM SPECIALIST II</u>
29	<u>C009C</u>	<u>C118</u>	<u>HEARING REPORTER</u>
30	<u>G168C</u>	<u>C118</u>	<u>INDUSTRIAL CONSULTANT</u>
31	<u>R023C</u>	<u>C118</u>	<u>INSTITUTION PERSONNEL SVCS MANAGER</u>
32	<u>X083C</u>	<u>C118</u>	<u>INSURANCE LIFE &amp; HEALTH COMP OFFICER</u>
33	<u>T044C</u>	<u>C118</u>	<u>INTELLIGENCE ANALYST SUPERVISOR</u>
34	<u>G167C</u>	<u>C118</u>	<u>KEEP ARKANSAS BEAUTIFUL DIRECTOR</u>
35	<u>L046C</u>	<u>C118</u>	<u>LICENSED ASSOC MARRIAGE/FAMILY THERAPIST</u>
36	<u>M026C</u>	<u>C118</u>	<u>LICENSED SOCIAL WORKER</u>

1	<u>L047C</u>	<u>C118</u>	<u>MEDICAL TECHNOLOGIST SUPERVISOR</u>
2	<u>T043C</u>	<u>C118</u>	<u>MILITARY DEPUTY FIRE CHIEF</u>
3	<u>G166C</u>	<u>C118</u>	<u>MILITARY PROGRAM COORDINATOR</u>
4	<u>D065C</u>	<u>C118</u>	<u>NETWORK SUPPORT ANALYST</u>
5	<u>X082C</u>	<u>C118</u>	<u>OIL &amp; GAS INSPECTOR</u>
6	<u>B075C</u>	<u>C118</u>	<u>PARK PLANNER</u>
7	<u>B071C</u>	<u>C118</u>	<u>PARK SUPERINTENDENT II</u>
8	<u>X081C</u>	<u>C118</u>	<u>PLUMBING/HVACR INSPECTOR SUPERVISOR</u>
9	<u>M025C</u>	<u>C118</u>	<u>PROGRAM ELIGIBILITY COORDINATOR I</u>
10	<u>A073C</u>	<u>C118</u>	<u>PROGRAM/FIELD AUDITOR SUPERVISOR</u>
11	<u>X080C</u>	<u>C118</u>	<u>PROPERTY &amp; CASUALTY COMPLIANCE OFFICER</u>
12	<u>X079C</u>	<u>C118</u>	<u>PROPERTY ASSESSMENT AUDITOR SUPERVISOR</u>
13	<u>G164C</u>	<u>C118</u>	<u>PSC ADMINISTRATIVE COORDINATOR</u>
14	<u>X078C</u>	<u>C118</u>	<u>PSC UTILITIES SERVICES SPECIALIST</u>
15	<u>X077C</u>	<u>C118</u>	<u>REAL ESTATE OFFICER</u>
16	<u>G163C</u>	<u>C118</u>	<u>REHAB PROGRAM COORDINATOR</u>
17	<u>A072C</u>	<u>C118</u>	<u>RESEARCH &amp; STATISTICS MANAGER</u>
18	<u>M024C</u>	<u>C118</u>	<u>RESIDENTIAL SERVICES MANAGER</u>
19	<u>S014C</u>	<u>C118</u>	<u>RESTAURANT MANAGER</u>
20	<u>G162C</u>	<u>C118</u>	<u>SBEC ELECTION COORDINATOR</u>
21	<u>C008C</u>	<u>C118</u>	<u>STADIUM COMMISSION OFFICE MANAGER</u>
22	<u>M023C</u>	<u>C118</u>	<u>SUBSTANCE ABUSE PROGRAM COORD</u>
23	<u>B074C</u>	<u>C118</u>	<u>SURVEYOR</u>
24	<u>P017C</u>	<u>C118</u>	<u>TELEVISION PRODUCTION COORDINATOR</u>
25	<u>X076C</u>	<u>C118</u>	<u>TITLE INSURANCE COMPLIANCE OFFICER</u>
26	<u>M022C</u>	<u>C118</u>	<u>UAPB DIRECTOR OF HOUSING</u>
27	<u>G161C</u>	<u>C118</u>	<u>VICTIM/WITNESS COORDINATOR</u>
28	<u>G160C</u>	<u>C118</u>	<u>WCC PROGRAM COORDINATOR</u>
29	<u>D064C</u>	<u>C118</u>	<u>WEBSITE DEVELOPER</u>
30	<u>T041C</u>	<u>C118</u>	<u>WORK RELEASE PROGRAM SUPERVISOR</u>
31	<u>A082C</u>	<u>C117</u>	<u>ACCOUNTANT II</u>
32	<u>D073C</u>	<u>C117</u>	<u>ACIC FIELD AGENT</u>
33	<u>G192C</u>	<u>C117</u>	<u>ACIC PROGRAM ANALYST</u>
34	<u>D072C</u>	<u>C117</u>	<u>ACIC SYSTEMS SUPERVISOR</u>
35	<u>E045C</u>	<u>C117</u>	<u>ACIC TRAINING COORDINATOR</u>
36	<u>T054C</u>	<u>C117</u>	<u>ADC/DCC LIEUTENANT</u>

1	<u>M046C</u>	<u>C117</u>	<u>ADC/DCC TREATMENT COORDINATOR</u>
2	<u>M045C</u>	<u>C117</u>	<u>ADULT PROTECTIVE SERVICES WORKER</u>
3	<u>G185C</u>	<u>C117</u>	<u>ADVA PROGRAM COORDINATOR</u>
4	<u>X109C</u>	<u>C117</u>	<u>AFC INVESTIGATOR</u>
5	<u>X112C</u>	<u>C117</u>	<u>AFHC CHIEF INVESTIGATOR</u>
6	<u>T053C</u>	<u>C117</u>	<u>AGRICULTURE UNIT SUPERVISOR II</u>
7	<u>B084C</u>	<u>C117</u>	<u>AGS SUPERVISOR</u>
8	<u>T050C</u>	<u>C117</u>	<u>ALETA STANDARDS SPECIALIST</u>
9	<u>C015C</u>	<u>C117</u>	<u>ALRPC ADMINISTRATIVE COORDINATOR</u>
10	<u>P024C</u>	<u>C117</u>	<u>ARCHIVIST</u>
11	<u>X111C</u>	<u>C117</u>	<u>AREA LIVESTOCK INSPECTOR SUPV</u>
12	<u>X110C</u>	<u>C117</u>	<u>AREC INVESTIGATOR</u>
13	<u>B083C</u>	<u>C117</u>	<u>ASP AFIS COORDINATOR</u>
14	<u>X108C</u>	<u>C117</u>	<u>ASP DL/CDL COORDINATOR</u>
15	<u>G191C</u>	<u>C117</u>	<u>ASP HIGHWAY SAFETY PROGRAM SPECIALIST</u>
16	<u>X107C</u>	<u>C117</u>	<u>ASP/CACD INVESTIGATOR</u>
17	<u>M044C</u>	<u>C117</u>	<u>ASSOCIATE PROFESSIONAL COUNSELOR</u>
18	<u>G190C</u>	<u>C117</u>	<u>ASST DIR FINANCIAL AID</u>
19	<u>G189C</u>	<u>C117</u>	<u>ATU DIRECTOR OF HOUSING</u>
20	<u>A081C</u>	<u>C117</u>	<u>AUDITOR</u>
21	<u>S020C</u>	<u>C117</u>	<u>AVIATION TECHNICIAN</u>
22	<u>B082C</u>	<u>C117</u>	<u>BIOLOGIST</u>
23	<u>P023C</u>	<u>C117</u>	<u>BROADCAST PROMOTION SPECIALIST</u>
24	<u>R027C</u>	<u>C117</u>	<u>BUDGET SPECIALIST</u>
25	<u>G188C</u>	<u>C117</u>	<u>BUSINESS &amp; INDUSTRIAL ENERGY SPECIALIST</u>
26	<u>X106C</u>	<u>C117</u>	<u>CAPITOL ZONING DISTRICT PLNG &amp; PRESV DIR</u>
27	<u>V013C</u>	<u>C117</u>	<u>CENTRAL WAREHOUSE OPERATIONS MGR</u>
28	<u>E044C</u>	<u>C117</u>	<u>CERTIFIED BACHELORS TEACHER</u>
29	<u>E043C</u>	<u>C117</u>	<u>CERTIFIED VOCATIONAL TEACHER</u>
30	<u>B081C</u>	<u>C117</u>	<u>CHEMIST</u>
31	<u>R026C</u>	<u>C117</u>	<u>CIVIL RIGHTS/EMPLOYEE RELATIONS COORD</u>
32	<u>C019C</u>	<u>C117</u>	<u>CLINIC BUSINESS SVCS MANAGER</u>
33	<u>D071C</u>	<u>C117</u>	<u>COMPUTER SUPPORT ANALYST</u>
34	<u>X105C</u>	<u>C117</u>	<u>CONTRACTORS LICENSING COORDINATOR</u>
35	<u>P022C</u>	<u>C117</u>	<u>COORDINATOR OF SPORTS INFORMATION</u>
36	<u>G187C</u>	<u>C117</u>	<u>CREDENTIALING COORDINATION SUPERVISOR</u>

1	<u>G186C</u>	<u>C117</u>	<u>DAH PROGRAM COORDINATOR</u>
2	<u>M043C</u>	<u>C117</u>	<u>DDS PROGRAM COORDINATOR</u>
3	<u>X104C</u>	<u>C117</u>	<u>DDSSA CLAIMS ADJUDICATOR II</u>
4	<u>X103C</u>	<u>C117</u>	<u>DENTAL EXAMINERS BD INVESTIGATOR</u>
5	<u>C018C</u>	<u>C117</u>	<u>DFA EXECUTIVE ASSISTANT TO THE CMSNR</u>
6	<u>L056C</u>	<u>C117</u>	<u>DHS BEHAV HLTH REGISTRAR</u>
7	<u>G184C</u>	<u>C117</u>	<u>DHS PROGRAM CONSULTANT</u>
8	<u>G183C</u>	<u>C117</u>	<u>DHS PROGRAM COORDINATOR</u>
9	<u>M042C</u>	<u>C117</u>	<u>DHS STAFF SUPERVISOR</u>
10	<u>T052C</u>	<u>C117</u>	<u>DHS/DBHS PUBLIC SAFETY SUPERVISOR</u>
11	<u>M041C</u>	<u>C117</u>	<u>DHS/DCFS FIELD SERVICES REPRESENTATIVE</u>
12	<u>G182C</u>	<u>C117</u>	<u>DHS/DDS PROGRAM COORDINATOR</u>
13	<u>L055C</u>	<u>C117</u>	<u>DIETICIAN</u>
14	<u>S019C</u>	<u>C117</u>	<u>DIRECTOR MAINTENANCE</u>
15	<u>D070C</u>	<u>C117</u>	<u>DIS ACCOUNTS SPECIALIST</u>
16	<u>D069C</u>	<u>C117</u>	<u>DIS SCHEDULER</u>
17	<u>G181C</u>	<u>C117</u>	<u>DWS PROGRAM MONITOR</u>
18	<u>P021C</u>	<u>C117</u>	<u>EDITOR</u>
19	<u>L054C</u>	<u>C117</u>	<u>EMERGENCY MEDICAL SERVICES SUPV</u>
20	<u>X102C</u>	<u>C117</u>	<u>ENVIRONMENTAL HEALTH SPECIALIST</u>
21	<u>M040C</u>	<u>C117</u>	<u>FAMILY SERVICES PROGRAM COORDINATOR</u>
22	<u>V012C</u>	<u>C117</u>	<u>FEDERAL SURPLUS PROPERTY SUPERVISOR</u>
23	<u>A080C</u>	<u>C117</u>	<u>FINANCE AUTHORITY SPECIALIST</u>
24	<u>B080C</u>	<u>C117</u>	<u>FORESTER</u>
25	<u>G180C</u>	<u>C117</u>	<u>GRANTS ANALYST</u>
26	<u>T051C</u>	<u>C117</u>	<u>HE PUBLIC SAFETY SUPERVISOR</u>
27	<u>C017C</u>	<u>C117</u>	<u>HEALTH ADMINISTRATIVE COORDINATOR</u>
28	<u>B079C</u>	<u>C117</u>	<u>HEALTH FACILITY LABORATORY SURVEYOR</u>
29	<u>L053C</u>	<u>C117</u>	<u>HEALTH PROGRAM SPECIALIST I</u>
30	<u>R025C</u>	<u>C117</u>	<u>HUMAN RESOURCES ANALYST</u>
31	<u>S018C</u>	<u>C117</u>	<u>HVACR MECHANICAL INSPECTOR</u>
32	<u>D068C</u>	<u>C117</u>	<u>INFORMATION SYSTEMS ANALYST</u>
33	<u>D067C</u>	<u>C117</u>	<u>INFORMATION SYSTEMS SECURITY ANALYST</u>
34	<u>C016C</u>	<u>C117</u>	<u>INSURANCE ADMINISTRATIVE COORDINATOR</u>
35	<u>X101C</u>	<u>C117</u>	<u>INTERNAL AFFAIRS INVESTIGATOR</u>
36	<u>A079C</u>	<u>C117</u>	<u>INVESTMENT ANALYST</u>

1	<u>G230C</u>	<u>C117</u>	<u>JDDC PARALEGAL</u>
2	<u>G179C</u>	<u>C117</u>	<u>LEGAL SERVICES SPECIALIST</u>
3	<u>X100C</u>	<u>C117</u>	<u>LP GAS INSPECTOR</u>
4	<u>S017C</u>	<u>C117</u>	<u>MAINTENANCE COORDINATOR</u>
5	<u>M039C</u>	<u>C117</u>	<u>MEDICAID SERVICES SUPERVISOR</u>
6	<u>V011C</u>	<u>C117</u>	<u>MEDICAL BUYER</u>
7	<u>C014C</u>	<u>C117</u>	<u>MEDICAL EXAMINER CASE COORDINATOR</u>
8	<u>C013C</u>	<u>C117</u>	<u>MEDICAL SERVICES REPRESENTATIVE</u>
9	<u>B078C</u>	<u>C117</u>	<u>METROLOGIST</u>
10	<u>B077C</u>	<u>C117</u>	<u>MICROBIOLOGIST</u>
11	<u>T049C</u>	<u>C117</u>	<u>MILITARY FIREFIGHTER SHIFT LEADER</u>
12	<u>X099C</u>	<u>C117</u>	<u>MOTOR VEHICLE LICENSE SUPERVISOR</u>
13	<u>X098C</u>	<u>C117</u>	<u>OIL &amp; GAS TECHNICIAN</u>
14	<u>X097C</u>	<u>C117</u>	<u>PLANT BOARD AGRICULTURE SPECIALIST</u>
15	<u>X096C</u>	<u>C117</u>	<u>PLUMBING INSPECTOR</u>
16	<u>G178C</u>	<u>C117</u>	<u>POLICY DEVELOPMENT COORDINATOR</u>
17	<u>P020C</u>	<u>C117</u>	<u>PRODUCTION ARTIST</u>
18	<u>M038C</u>	<u>C117</u>	<u>PROGRAM ELIGIBILITY ANALYST</u>
19	<u>M037C</u>	<u>C117</u>	<u>PROGRAM ELIGIBILITY SUPERVISOR</u>
20	<u>E042C</u>	<u>C117</u>	<u>PUBLIC HEALTH EDUCATOR SUPERVISOR</u>
21	<u>C012C</u>	<u>C117</u>	<u>PUBLIC DEFENDER SUPPORT SVCS SPECIALIST</u>
22	<u>X095C</u>	<u>C117</u>	<u>QUALITY ASSURANCE ANALYST</u>
23	<u>L052C</u>	<u>C117</u>	<u>REHAB FACILITY SUPERVISOR</u>
24	<u>L051C</u>	<u>C117</u>	<u>REHABILITATION COUNSELOR</u>
25	<u>B076C</u>	<u>C117</u>	<u>RESEARCH PROJECT ANALYST</u>
26	<u>A078C</u>	<u>C117</u>	<u>RETIREMENT COUNSELOR</u>
27	<u>E041C</u>	<u>C117</u>	<u>SENIOR LIBRARIAN</u>
28	<u>X094C</u>	<u>C117</u>	<u>SERVICES &amp; PROGRAM LICENSING SPECIALIST</u>
29	<u>S016C</u>	<u>C117</u>	<u>SKILLED TRADES FOREMAN</u>
30	<u>E040C</u>	<u>C117</u>	<u>STAFF DEVELOPMENT COORDINATOR</u>
31	<u>G177C</u>	<u>C117</u>	<u>STUDENT LOAN PROGRAM COORDINATOR</u>
32	<u>P019C</u>	<u>C117</u>	<u>TRAVEL INFORMATION WRITER</u>
33	<u>M036C</u>	<u>C117</u>	<u>UAF DIR OF HOUSEKEEPING</u>
34	<u>M035C</u>	<u>C117</u>	<u>UALR DIRECTOR OF HOUSING</u>
35	<u>M034C</u>	<u>C117</u>	<u>UAM DIRECTOR OF HOUSING</u>
36	<u>M033C</u>	<u>C117</u>	<u>UCA ASSISTANT DIRECTOR OF HOUSING</u>

1	<u>M032C</u>	<u>C117</u>	<u>VOCATIONAL REHAB PLACEMENT SPEC</u>
2	<u>G176C</u>	<u>C117</u>	<u>VOLUNTEER PROGRAM MANAGER</u>
3	<u>A089C</u>	<u>C116</u>	<u>ACCOUNTANT I</u>
4	<u>S027C</u>	<u>C116</u>	<u>ADC INDUSTRIAL SUPV II</u>
5	<u>S026C</u>	<u>C116</u>	<u>ADC/DCC ASST MAINTENANCE SUPERVISOR</u>
6	<u>X133C</u>	<u>C116</u>	<u>ADC/DCC INTERNAL AFFAIRS INVESTIGATOR</u>
7	<u>T059C</u>	<u>C116</u>	<u>ADC/DCC FOOD PREPARATION MANAGER</u>
8	<u>C024C</u>	<u>C116</u>	<u>ADC/DCC RECORDS SUPERVISOR</u>
9	<u>C021C</u>	<u>C116</u>	<u>ADPT ARCHIVAL MICROPHOTO SUPV</u>
10	<u>X132C</u>	<u>C116</u>	<u>AGRI COMMODITY COMPLIANCE INSPECTOR</u>
11	<u>T058C</u>	<u>C116</u>	<u>AGRI UNIT SUPERVISOR I</u>
12	<u>A088C</u>	<u>C116</u>	<u>ASSETS COORDINATOR</u>
13	<u>C023C</u>	<u>C116</u>	<u>ASSOCIATE BOOKSTORE MANAGER</u>
14	<u>B089C</u>	<u>C116</u>	<u>ASU ASST DIRECTOR OF FARMING</u>
15	<u>S029C</u>	<u>C116</u>	<u>ASU DIRECTOR OF HOUSEKEEPING</u>
16	<u>A087C</u>	<u>C116</u>	<u>ASU PAYROLL SERVICES MANAGER</u>
17	<u>X131C</u>	<u>C116</u>	<u>ATC ENFORCEMENT AGENT</u>
18	<u>L059C</u>	<u>C116</u>	<u>AUDIOLOGY OFFICE MANAGER</u>
19	<u>A086C</u>	<u>C116</u>	<u>BD OF ACCT FISCAL OFFICER/CPE COORD</u>
20	<u>X130C</u>	<u>C116</u>	<u>BD OF COLLECTION FIELD INVESTIGATOR</u>
21	<u>S025C</u>	<u>C116</u>	<u>BUILDING AND GROUNDS COORDINATOR</u>
22	<u>C022C</u>	<u>C116</u>	<u>BUSINESS OPERATIONS SPECIALIST</u>
23	<u>V014C</u>	<u>C116</u>	<u>BUYER</u>
24	<u>M053C</u>	<u>C116</u>	<u>CHILD CARE SERVICE SPECIALIST</u>
25	<u>M052C</u>	<u>C116</u>	<u>CHILD SUPPORT SUPERVISOR I</u>
26	<u>G200C</u>	<u>C116</u>	<u>CLASSIFICATION &amp; ASSIGNMENT OFFICER</u>
27	<u>D076C</u>	<u>C116</u>	<u>COMMUNICATIONS SYSTEMS SUPERVISOR</u>
28	<u>X129C</u>	<u>C116</u>	<u>CONSTRUCTION INSPECTOR</u>
29	<u>B091C</u>	<u>C116</u>	<u>CONSTRUCTION SUPERVISOR</u>
30	<u>S024C</u>	<u>C116</u>	<u>CONSTRUCTION/MAINTENANCE COORD</u>
31	<u>X128C</u>	<u>C116</u>	<u>CORRECTIONAL UNIT ACCREDITATION SPEC</u>
32	<u>B088C</u>	<u>C116</u>	<u>COUNTY FOREST RANGER</u>
33	<u>G199C</u>	<u>C116</u>	<u>DDSSA PROFESSIONAL RELATIONS OFFICER</u>
34	<u>P032C</u>	<u>C116</u>	<u>DESIGN CONSULTANT</u>
35	<u>G198C</u>	<u>C116</u>	<u>DHS/DAAS PROGRAM SPECIALIST</u>
36	<u>G197C</u>	<u>C116</u>	<u>DIRECTOR OF ALUMNI</u>



1	<u>X127C</u>	<u>C116</u>	<u>DISCIPLINARY HEARING OFFICER</u>
2	<u>L058C</u>	<u>C116</u>	<u>DISEASE INTERVENTION SPECIALIST</u>
3	<u>G196C</u>	<u>C116</u>	<u>DWS SATELLITE OFFICE SUPERVISOR</u>
4	<u>A085C</u>	<u>C116</u>	<u>DWS SR FIELD TAX REPRESENTATIVE</u>
5	<u>E048C</u>	<u>C116</u>	<u>EDUCATION &amp; INSTRUCTION SPECIALIST</u>
6	<u>R030C</u>	<u>C116</u>	<u>EEO/GRIEVANCE OFFICER</u>
7	<u>X126C</u>	<u>C116</u>	<u>EMBALMERS &amp; FUNERAL DIR INSPECTOR</u>
8	<u>B087C</u>	<u>C116</u>	<u>ENERGY CONSERVATION COORD</u>
9	<u>B090C</u>	<u>C116</u>	<u>ENGINEER TECHNICIAN</u>
10	<u>M051C</u>	<u>C116</u>	<u>FAMILY SERVICE WORKER</u>
11	<u>X125C</u>	<u>C116</u>	<u>FRAUD INVESTIGATOR COORDINATOR</u>
12	<u>X124C</u>	<u>C116</u>	<u>HEALTH FACILITY REVIEWER</u>
13	<u>G195C</u>	<u>C116</u>	<u>HIGHER ED INSTITUTION PROG COORD</u>
14	<u>R029C</u>	<u>C116</u>	<u>HUMAN RESOURCES RECRUITER</u>
15	<u>X123C</u>	<u>C116</u>	<u>INSURANCE INVESTIGATOR</u>
16	<u>M050C</u>	<u>C116</u>	<u>INTERPRETER</u>
17	<u>X122C</u>	<u>C116</u>	<u>LABOR STANDARDS INVESTIGATOR</u>
18	<u>B086C</u>	<u>C116</u>	<u>LAND MANAGEMENT SPECIALIST</u>
19	<u>X121C</u>	<u>C116</u>	<u>MANUFACTURED HOUSING SPEC SUPV</u>
20	<u>P031C</u>	<u>C116</u>	<u>MEDIA SPECIALIST</u>
21	<u>T057C</u>	<u>C116</u>	<u>MILITARY FIRE &amp; POLICE CAPTAIN</u>
22	<u>X120C</u>	<u>C116</u>	<u>MOTOR VEHICLE INVESTIGATOR</u>
23	<u>P030C</u>	<u>C116</u>	<u>MUSEUM EXHIBIT PROGRAM SPECIALIST</u>
24	<u>P029C</u>	<u>C116</u>	<u>MUSEUM PROGRAMS SPECIALIST</u>
25	<u>X119C</u>	<u>C116</u>	<u>OCCUPATIONAL SAFETY COORDINATOR</u>
26	<u>P028C</u>	<u>C116</u>	<u>PARK INTERPRETER II</u>
27	<u>T056C</u>	<u>C116</u>	<u>PARK RANGER II</u>
28	<u>B085C</u>	<u>C116</u>	<u>PARK SUPERINTENDENT I</u>
29	<u>X118C</u>	<u>C116</u>	<u>PLANT BOARD INSPECTOR SUPERVISOR</u>
30	<u>S023C</u>	<u>C116</u>	<u>PRINT SHOP MANAGER</u>
31	<u>A084C</u>	<u>C116</u>	<u>PROGRAM/FIELD AUDIT SPECIALIST</u>
32	<u>X117C</u>	<u>C116</u>	<u>PROPERTY ASSESSMENT AUDITOR</u>
33	<u>T055C</u>	<u>C116</u>	<u>PUBLIC SAFETY OFFICER</u>
34	<u>G194C</u>	<u>C116</u>	<u>PUBLIC DEFENDER INTERPRETER</u>
35	<u>E047C</u>	<u>C116</u>	<u>PUBLIC HEALTH EDUCATOR</u>
36	<u>P027C</u>	<u>C116</u>	<u>PUBLIC INFORMATION SPECIALIST</u>

1	<u>P026C</u>	<u>C116</u>	<u>RADIO PROGRAM DIRECTOR</u>
2	<u>L057C</u>	<u>C116</u>	<u>REHAB SVS FACILITY SPECIALIST</u>
3	<u>A083C</u>	<u>C116</u>	<u>RETIREMENT ANALYST</u>
4	<u>S028C</u>	<u>C116</u>	<u>SCHOOL BUS DRIVER TRAINER</u>
5	<u>X116C</u>	<u>C116</u>	<u>SCHOOL BUS TRANS INSPECTOR</u>
6	<u>M049C</u>	<u>C116</u>	<u>SENIOR CHAPLAIN</u>
7	<u>S022C</u>	<u>C116</u>	<u>SKILLED TRADES SUPERVISOR</u>
8	<u>X115C</u>	<u>C116</u>	<u>SOCIAL SECURITY ANALYST</u>
9	<u>D075C</u>	<u>C116</u>	<u>SOFTWARE SUPPORT SPECIALIST</u>
10	<u>X114C</u>	<u>C116</u>	<u>SR AGRI COMMODITY COMPLIANCE INSPECTOR</u>
11	<u>R028C</u>	<u>C116</u>	<u>STATE PAYROLL SYSTEMS SPECIALIST</u>
12	<u>C020C</u>	<u>C116</u>	<u>STUDENT APPLICATIONS SPECIALIST</u>
13	<u>M048C</u>	<u>C116</u>	<u>SUBSTANCE ABUSE PROGRAM LEADER</u>
14	<u>P025C</u>	<u>C116</u>	<u>SUPERVISOR OF INTERPRETIVE PROGRAMS</u>
15	<u>D074C</u>	<u>C116</u>	<u>TELECOMMUNICATIONS SUPERVISOR</u>
16	<u>E046C</u>	<u>C116</u>	<u>TRAINING INSTRUCTOR</u>
17	<u>X113C</u>	<u>C116</u>	<u>VETERANS CLAIMS SPECIALIST</u>
18	<u>S021C</u>	<u>C116</u>	<u>WATER FILTER/WASTE DISPOSAL PLNT SUPV</u>
19	<u>G193C</u>	<u>C116</u>	<u>WCC PROGRAM SPECIALIST</u>
20	<u>M047C</u>	<u>C116</u>	<u>YOUTH SERVICES ADVISOR</u>
21	<u>S037C</u>	<u>C115</u>	<u>ABA BUILDING MAINTENANCE SPECIALIST</u>
22	<u>D080C</u>	<u>C115</u>	<u>ACIC SYSTEMS SPECIALIST</u>
23	<u>M059C</u>	<u>C115</u>	<u>ADC/DCC ADVISOR</u>
24	<u>T065C</u>	<u>C115</u>	<u>ADC/DCC CORRECTIONAL SERGEANT</u>
25	<u>M058C</u>	<u>C115</u>	<u>ADC/DCC PROGRAM SPECIALIST</u>
26	<u>C038C</u>	<u>C115</u>	<u>ADEM EMERGENCY MANAGEMENT DUTY OFFICER</u>
27	<u>C037C</u>	<u>C115</u>	<u>ADMINISTRATIVE ANALYST</u>
28	<u>C036C</u>	<u>C115</u>	<u>ADMINISTRATIVE REVIEW ANALYST</u>
29	<u>P034C</u>	<u>C115</u>	<u>ADPT CONSULTANT</u>
30	<u>C027C</u>	<u>C115</u>	<u>ADPT WELCOME CENTER MANAGER II</u>
31	<u>X150C</u>	<u>C115</u>	<u>AFHC INVESTIGATOR</u>
32	<u>X149C</u>	<u>C115</u>	<u>AGRI COMMODITY COMPLIANCE SPECIALIST</u>
33	<u>X148C</u>	<u>C115</u>	<u>AIRCRAFT PILOT</u>
34	<u>X147C</u>	<u>C115</u>	<u>AR TOWING &amp; RECOVERY BOARD DIRECTOR</u>
35	<u>X146C</u>	<u>C115</u>	<u>ARLPC INSPECTOR/INVESTIGATOR</u>
36	<u>G212C</u>	<u>C115</u>	<u>ASST DIR STUDENT UNION</u>

1	<u>C035C</u>	<u>C115</u>	<u>ASST REGISTRAR</u>
2	<u>G211C</u>	<u>C115</u>	<u>ASU ASST DIRECTOR OF HOUSING</u>
3	<u>S036C</u>	<u>C115</u>	<u>AUTO/DIESEL MECHANIC SUPERVISOR</u>
4	<u>R033C</u>	<u>C115</u>	<u>BENEFITS ANALYST</u>
5	<u>X145C</u>	<u>C115</u>	<u>BOARD OF OPTOMETRY EXECUTIVE DIRECTOR</u>
6	<u>C034C</u>	<u>C115</u>	<u>BOOKSTORE MANAGER</u>
7	<u>M057C</u>	<u>C115</u>	<u>CHAPLAIN</u>
8	<u>T064C</u>	<u>C115</u>	<u>CIVIL AIR PATROL SVCS COORD</u>
9	<u>C033C</u>	<u>C115</u>	<u>CLINIC BUSINESS SVCS SUPERVISOR</u>
10	<u>V017C</u>	<u>C115</u>	<u>COMMISSARY COORDINATOR</u>
11	<u>V016C</u>	<u>C115</u>	<u>COMMODITY SPECIALIST</u>
12	<u>D079C</u>	<u>C115</u>	<u>COMPUTER SUPPORT TECHNICIAN</u>
13	<u>B095C</u>	<u>C115</u>	<u>CONSTRUCTION SPECIALIST</u>
14	<u>X144C</u>	<u>C115</u>	<u>CORROSION INSPECTOR</u>
15	<u>X143C</u>	<u>C115</u>	<u>DDSSA CLAIMS ADJUDICATOR I</u>
16	<u>X142C</u>	<u>C115</u>	<u>DFA RACING COMMISSION JUDGE</u>
17	<u>G210C</u>	<u>C115</u>	<u>DHS PROGRAM SPECIALIST</u>
18	<u>X141C</u>	<u>C115</u>	<u>DIETETICS LICENSING BOARD SECRETARY</u>
19	<u>X140C</u>	<u>C115</u>	<u>DIRECTOR OF PSYCHOLOGY BOARD</u>
20	<u>A092C</u>	<u>C115</u>	<u>DWS FIELD TAX REP</u>
21	<u>G209C</u>	<u>C115</u>	<u>DWS PROGRAM SUPERVISOR</u>
22	<u>C032C</u>	<u>C115</u>	<u>DWS UI CLAIM TECHNICIAN</u>
23	<u>X139C</u>	<u>C115</u>	<u>DWS UI INVESTIGATOR</u>
24	<u>G208C</u>	<u>C115</u>	<u>EMERGENCY PLANNER</u>
25	<u>C031C</u>	<u>C115</u>	<u>ENG &amp; LAND SURVEYORS ASST EXEC DIRECTOR</u>
26	<u>S035C</u>	<u>C115</u>	<u>FABRICATION SHOP MANAGER</u>
27	<u>L063C</u>	<u>C115</u>	<u>FAMILY CONSUMER SCIENCE SPECIALIST</u>
28	<u>G207C</u>	<u>C115</u>	<u>FINANCIAL AID ANALYST</u>
29	<u>X138C</u>	<u>C115</u>	<u>FIRE PROTECTION LICENSING BOARD DIRECTOR</u>
30	<u>A091C</u>	<u>C115</u>	<u>FISCAL SUPPORT ANALYST</u>
31	<u>B094C</u>	<u>C115</u>	<u>FORENSIC TECHNICIAN</u>
32	<u>D078C</u>	<u>C115</u>	<u>GIS TECHNICIAN</u>
33	<u>C030C</u>	<u>C115</u>	<u>HEALTH RECORDS SPECIALIST</u>
34	<u>C029C</u>	<u>C115</u>	<u>HEARING OFFICER</u>
35	<u>D077C</u>	<u>C115</u>	<u>HELP DESK SPECIALIST</u>
36	<u>P038C</u>	<u>C115</u>	<u>HISTORIAN</u>

1	<u>R032C</u>	<u>C115</u>	<u>HUMAN RESOURCES PROGRAM REPRESENTATIVE</u>
2	<u>R031C</u>	<u>C115</u>	<u>INSTITUTION HUMAN RESOURCES COORDINATOR</u>
3	<u>S034C</u>	<u>C115</u>	<u>INTERSTATE TRUCK DRIVER</u>
4	<u>B093C</u>	<u>C115</u>	<u>LAND RESOURCE SPECIALIST</u>
5	<u>E050C</u>	<u>C115</u>	<u>LIBRARY SUPERVISOR</u>
6	<u>L062C</u>	<u>C115</u>	<u>LICENSED PRACTICAL NURSE SUPERVISOR</u>
7	<u>G206C</u>	<u>C115</u>	<u>LODGE SALES DIRECTOR</u>
8	<u>S033C</u>	<u>C115</u>	<u>MAINTENANCE SUPERVISOR</u>
9	<u>C028C</u>	<u>C115</u>	<u>MEDICAL RECORDS SUPERVISOR</u>
10	<u>L061C</u>	<u>C115</u>	<u>MEDICAL TECHNOLOGIST</u>
11	<u>M056C</u>	<u>C115</u>	<u>MILITARY HOUSING MANAGER</u>
12	<u>P037C</u>	<u>C115</u>	<u>MUSEUM INTERPRETIVE SPECIALIST</u>
13	<u>P036C</u>	<u>C115</u>	<u>MUSEUM STORE MANAGER</u>
14	<u>P035C</u>	<u>C115</u>	<u>PARK INTERPRETER</u>
15	<u>G205C</u>	<u>C115</u>	<u>PARK PROGRAM SPECIALIST</u>
16	<u>T063C</u>	<u>C115</u>	<u>PARK RANGER</u>
17	<u>X137C</u>	<u>C115</u>	<u>PAROLE BOARD INVESTIGATOR</u>
18	<u>A090C</u>	<u>C115</u>	<u>PAYROLL SERVICES SPECIALIST</u>
19	<u>G204C</u>	<u>C115</u>	<u>PLANNING SPECIALIST</u>
20	<u>S032C</u>	<u>C115</u>	<u>PRINT SHOP SUPERVISOR</u>
21	<u>T062C</u>	<u>C115</u>	<u>PUBLIC SAFETY DIRECTOR</u>
22	<u>V015C</u>	<u>C115</u>	<u>PURCHASING SPECIALIST</u>
23	<u>X136C</u>	<u>C115</u>	<u>QUALITY ASSURANCE REVIEWER</u>
24	<u>C026C</u>	<u>C115</u>	<u>RECORDS/INTAKE SUPERVISOR</u>
25	<u>L060C</u>	<u>C115</u>	<u>REHAB INSTRUCTOR SUPERVISOR</u>
26	<u>M055C</u>	<u>C115</u>	<u>SAU DIRECTOR OF HOUSEKEEPING</u>
27	<u>B092C</u>	<u>C115</u>	<u>SEED ANALYST SUPERVISOR</u>
28	<u>T061C</u>	<u>C115</u>	<u>SENIOR INTELLIGENCE ANALYST</u>
29	<u>T060C</u>	<u>C115</u>	<u>SENIOR MILITARY FIREFIGHTER</u>
30	<u>S031C</u>	<u>C115</u>	<u>SKILLED TRADESMAN</u>
31	<u>M054C</u>	<u>C115</u>	<u>SOCIAL SERVICE WORKER</u>
32	<u>X135C</u>	<u>C115</u>	<u>SOCIAL WORK LICENSING BD EXEC DIR</u>
33	<u>P033C</u>	<u>C115</u>	<u>SPECIAL EVENTS MANAGER</u>
34	<u>C025C</u>	<u>C115</u>	<u>STUDENT ACCOUNTS OFFICER</u>
35	<u>G203C</u>	<u>C115</u>	<u>STUDENT LOAN OFFICER</u>
36	<u>X134C</u>	<u>C115</u>	<u>THERAPY TECHNOLOGY BOARD SECRETARY</u>

1	<u>S038C</u>	<u>C115</u>	<u>TRANSIT OPERATIONS SUPERVISOR</u>
2	<u>E049C</u>	<u>C115</u>	<u>VOCATIONAL INSTRUCTOR</u>
3	<u>G202C</u>	<u>C115</u>	<u>VOLUNTEER PROGRAM COORDINATOR</u>
4	<u>S030C</u>	<u>C115</u>	<u>WATER FILTER/WASTE DISPOSAL PLNT OPER</u>
5	<u>G201C</u>	<u>C115</u>	<u>WCC CLAIMS ANALYST</u>
6	<u>S043C</u>	<u>C114</u>	<u>ADC INDUSTRIAL SUPV I</u>
7	<u>G216C</u>	<u>C114</u>	<u>ADC INMATE GRIEVANCE COORDINATOR</u>
8	<u>P044C</u>	<u>C114</u>	<u>ADC SALES REPRESENTATIVE</u>
9	<u>T071C</u>	<u>C114</u>	<u>ADC UNIT TRAINING SUPERVISOR</u>
10	<u>T070C</u>	<u>C114</u>	<u>ADC/DCC FOOD PREPARATION SUPERVISOR</u>
11	<u>C039C</u>	<u>C114</u>	<u>ADPT OFFICE MANAGER II</u>
12	<u>X162C</u>	<u>C114</u>	<u>AGRI COMMODITY GRADER II</u>
13	<u>B100C</u>	<u>C114</u>	<u>ARCHITECTURAL DRAFTSMAN</u>
14	<u>P043C</u>	<u>C114</u>	<u>ARCHIVAL ASSISTANT</u>
15	<u>X161C</u>	<u>C114</u>	<u>ASP INVESTIGATOR SPECIALIST</u>
16	<u>X160C</u>	<u>C114</u>	<u>ASP USED MOTOR VEHICLE INSPECTOR</u>
17	<u>S042C</u>	<u>C114</u>	<u>ATU COLISEUM MANAGER</u>
18	<u>X159C</u>	<u>C114</u>	<u>BD OF BARBER EXAM INSPECTOR</u>
19	<u>S041C</u>	<u>C114</u>	<u>BOILER OPERATOR</u>
20	<u>T069C</u>	<u>C114</u>	<u>BOMB TECHNICIAN</u>
21	<u>P042C</u>	<u>C114</u>	<u>BROADCAST PRODUCTION SPECIALIST</u>
22	<u>S040C</u>	<u>C114</u>	<u>CALIBRATION TECHNICIAN</u>
23	<u>D086C</u>	<u>C114</u>	<u>CALL CENTER ANALYST</u>
24	<u>G215C</u>	<u>C114</u>	<u>CAREER PLANNING &amp; PLACEMENT SPECIALIST</u>
25	<u>M067C</u>	<u>C114</u>	<u>CHILD SUPPORT SPECIALIST II</u>
26	<u>P041C</u>	<u>C114</u>	<u>COMMERCIAL GRAPHIC ARTIST</u>
27	<u>D085C</u>	<u>C114</u>	<u>COMMUNICATIONS SUPERVISOR</u>
28	<u>D084C</u>	<u>C114</u>	<u>COMPUTER OPERATOR</u>
29	<u>R034C</u>	<u>C114</u>	<u>DFA EBD BENEFITS SPECIALIST</u>
30	<u>A094C</u>	<u>C114</u>	<u>DFA LOCAL REVENUE OFFICE SUPERVISOR</u>
31	<u>A104C</u>	<u>C114</u>	<u>DFA RACING COMMISSION OFFICE AUDITOR</u>
32	<u>C042C</u>	<u>C114</u>	<u>DFA REVENUE SUPERVISOR</u>
33	<u>C041C</u>	<u>C114</u>	<u>DHS/DOV AREA COORDINATOR</u>
34	<u>D083C</u>	<u>C114</u>	<u>DIGITAL BROADCAST TECHNICIAN</u>
35	<u>G217C</u>	<u>C114</u>	<u>DWS WORKFORCE SPECIALIST</u>
36	<u>X157C</u>	<u>C114</u>	<u>EIA INSPECTOR</u>

1	<u>L065C</u>	<u>C114</u>	<u>EMERGENCY MEDICAL SERVICES SPEC</u>
2	<u>T068C</u>	<u>C114</u>	<u>FIRING RANGE SPECIALIST</u>
3	<u>S044C</u>	<u>C114</u>	<u>FOOD PREPARATION MANAGER</u>
4	<u>B098C</u>	<u>C114</u>	<u>FOREST RANGER II</u>
5	<u>X156C</u>	<u>C114</u>	<u>FRAUD INVESTIGATOR</u>
6	<u>G214C</u>	<u>C114</u>	<u>GRANTS SPECIALIST</u>
7	<u>T067C</u>	<u>C114</u>	<u>HE PUBLIC SAFETY OFFICER II</u>
8	<u>P040C</u>	<u>C114</u>	<u>HISTORICAL RESEARCHER</u>
9	<u>P039C</u>	<u>C114</u>	<u>INSTITUTIONAL PRINTER</u>
10	<u>C040C</u>	<u>C114</u>	<u>LEASING SPECIALIST</u>
11	<u>E052C</u>	<u>C114</u>	<u>LIBRARIAN</u>
12	<u>X155C</u>	<u>C114</u>	<u>MANUFACTURED HOUSING SPEC</u>
13	<u>T066C</u>	<u>C114</u>	<u>MILITARY FIREFIGHTER</u>
14	<u>B097C</u>	<u>C114</u>	<u>NATURAL RESOURCES PROGRAM SPECIALIST</u>
15	<u>D082C</u>	<u>C114</u>	<u>NETWORK ANALYST</u>
16	<u>M066C</u>	<u>C114</u>	<u>PROGRAM ELIGIBILITY SPECIALIST</u>
17	<u>X154C</u>	<u>C114</u>	<u>PUBLIC ASSISTANCE INVESTIGATOR</u>
18	<u>L064C</u>	<u>C114</u>	<u>RADIOLOGY TECHNICIAN</u>
19	<u>X153C</u>	<u>C114</u>	<u>REAL ESTATE ANALYST</u>
20	<u>X152C</u>	<u>C114</u>	<u>REAL PROPERTY MANAGEMENT SPECIALIST</u>
21	<u>M065C</u>	<u>C114</u>	<u>RECREATIONAL ACTIVITY SUPERVISOR</u>
22	<u>M064C</u>	<u>C114</u>	<u>RESIDENTIAL ACTIVITIES SUPERVISOR</u>
23	<u>M063C</u>	<u>C114</u>	<u>RESIDENTIAL CARE PROGRAM COORDINATOR</u>
24	<u>X151C</u>	<u>C114</u>	<u>SAFETY SUPERVISOR</u>
25	<u>B096C</u>	<u>C114</u>	<u>SENIOR SEED ANALYST</u>
26	<u>E051C</u>	<u>C114</u>	<u>STAFF DEVELOPMENT SPECIALIST</u>
27	<u>B099C</u>	<u>C114</u>	<u>STATIONARY ENGINEER</u>
28	<u>A093C</u>	<u>C114</u>	<u>STATISTICIAN</u>
29	<u>M062C</u>	<u>C114</u>	<u>STUDENT UNION NIGHT MANAGER</u>
30	<u>G213C</u>	<u>C114</u>	<u>TECHNICAL INSTITUTE PROGRAM SPECIALIST</u>
31	<u>D081C</u>	<u>C114</u>	<u>TELECOMMUNICATIONS SPECIALIST</u>
32	<u>S039C</u>	<u>C114</u>	<u>TELEVISION PROGRAM SPECIALIST</u>
33	<u>M061C</u>	<u>C114</u>	<u>VOCATIONAL REHAB EVALUATOR</u>
34	<u>V018C</u>	<u>C114</u>	<u>WAREHOUSE MANAGER</u>
35	<u>M060C</u>	<u>C114</u>	<u>YOUTH PROGRAM COORDINATOR</u>
36	<u>T077C</u>	<u>C113</u>	<u>ADC MAILROOM SERVICES COORDINATOR</u>

1	<u>T076C</u>	<u>C113</u>	<u>ADC/DCC ADMIN REVIEW OFFICER</u>
2	<u>T075C</u>	<u>C113</u>	<u>ADC/DCC CORPORAL</u>
3	<u>E054C</u>	<u>C113</u>	<u>ADC/DCC UNIT TRAINER</u>
4	<u>C050C</u>	<u>C113</u>	<u>ADMINISTRATIVE SUPPORT SUPERVISOR</u>
5	<u>C091C</u>	<u>C113</u>	<u>ADPT WELCOME CENTER MANAGER I</u>
6	<u>X171C</u>	<u>C113</u>	<u>AGRI COMMODITY SPECIALIST I</u>
7	<u>B103C</u>	<u>C113</u>	<u>AGS SPECIALIST</u>
8	<u>X170C</u>	<u>C113</u>	<u>AR TOWING &amp; RECOVERY BD INVESTIGATOR</u>
9	<u>X169C</u>	<u>C113</u>	<u>AREC EXAMINER</u>
10	<u>T074C</u>	<u>C113</u>	<u>ASP/CACD HOTLINE OPERATOR</u>
11	<u>S048C</u>	<u>C113</u>	<u>ASST RESTAURANT MANAGER</u>
12	<u>E053C</u>	<u>C113</u>	<u>AUDIOVISUAL AIDS SUPV</u>
13	<u>X168C</u>	<u>C113</u>	<u>BAIL BONDSMAN BOARD INVESTIGATOR</u>
14	<u>M068C</u>	<u>C113</u>	<u>CHILD SUPPORT SPECIALIST I</u>
15	<u>A096C</u>	<u>C113</u>	<u>COLLECTION OFFICER</u>
16	<u>P049C</u>	<u>C113</u>	<u>COMMERCIAL ARTIST I/GRAPHIC ART I</u>
17	<u>X167C</u>	<u>C113</u>	<u>COMPLAINTS INVESTIGATOR</u>
18	<u>D087C</u>	<u>C113</u>	<u>DATABASE COORD/BUSINESS LICENSE ANALYST</u>
19	<u>C049C</u>	<u>C113</u>	<u>DDSSA ADJUDICATIVE ASSISTANT</u>
20	<u>L071C</u>	<u>C113</u>	<u>DENTAL HYGIENIST</u>
21	<u>C048C</u>	<u>C113</u>	<u>DFA SUPERVISOR</u>
22	<u>G220C</u>	<u>C113</u>	<u>DWS UNIT SUPERVISOR</u>
23	<u>C051C</u>	<u>C113</u>	<u>FINANCIAL AID SPECIALIST</u>
24	<u>X166C</u>	<u>C113</u>	<u>FIRE PROT LIC BRD INSPECTOR/INVESTIGATOR</u>
25	<u>B102C</u>	<u>C113</u>	<u>FOREST RANGER I</u>
26	<u>C047C</u>	<u>C113</u>	<u>FRONT DESK SUPERVISOR</u>
27	<u>L070C</u>	<u>C113</u>	<u>HEALTH CARE ANALYST</u>
28	<u>R036C</u>	<u>C113</u>	<u>HUMAN RESOURCES SPECIALIST</u>
29	<u>V020C</u>	<u>C113</u>	<u>INVENTORY CONTROL MANAGER</u>
30	<u>C092C</u>	<u>C113</u>	<u>JDDC LEGAL/ADMIN SECRETARY</u>
31	<u>S047C</u>	<u>C113</u>	<u>LANDSCAPE SUPERVISOR</u>
32	<u>C046C</u>	<u>C113</u>	<u>LEGAL SUPPORT SPECIALIST</u>
33	<u>L069C</u>	<u>C113</u>	<u>LICENSED PRACTICAL NURSE</u>
34	<u>C045C</u>	<u>C113</u>	<u>LICENSING COORDINATOR</u>
35	<u>X165C</u>	<u>C113</u>	<u>LIVESTOCK INSPECTOR</u>
36	<u>S049C</u>	<u>C113</u>	<u>LODGE HOUSEKEEPING SUPERVISOR</u>

1	<u>G219C</u>	<u>C113</u>	<u>LOGISTICS MANAGER</u>
2	<u>S046C</u>	<u>C113</u>	<u>MAINTENANCE TECHNICIAN</u>
3	<u>C044C</u>	<u>C113</u>	<u>MEDICAL BILLING SPECIALIST</u>
4	<u>L068C</u>	<u>C113</u>	<u>MEDICAL DIAGNOSTIC ANALYST</u>
5	<u>T073C</u>	<u>C113</u>	<u>MILITARY FIRE &amp; POLICE OFFICER SUPV</u>
6	<u>P048C</u>	<u>C113</u>	<u>MULTI-MEDIA SPECIALIST</u>
7	<u>P047C</u>	<u>C113</u>	<u>MUSEUM REGISTRAR</u>
8	<u>B101C</u>	<u>C113</u>	<u>NATURAL RESOURCES PROGRAM TECHNICIAN</u>
9	<u>R035C</u>	<u>C113</u>	<u>PERSONNEL ASSISTANT II - INST</u>
10	<u>P046C</u>	<u>C113</u>	<u>PHOTOGRAPHER</u>
11	<u>X164C</u>	<u>C113</u>	<u>PLANT BOARD INSPECTOR</u>
12	<u>S045C</u>	<u>C113</u>	<u>PRINTING ESTIMATOR/PLANNER</u>
13	<u>A095C</u>	<u>C113</u>	<u>PSC TAX DIV VALUATION ANALYST</u>
14	<u>L067C</u>	<u>C113</u>	<u>PSYCHOLOGICAL INTERN</u>
15	<u>P045C</u>	<u>C113</u>	<u>PUBLIC INFORMATION TECHNICIAN</u>
16	<u>X163C</u>	<u>C113</u>	<u>QUALITY ASSURANCE TECHNICIAN</u>
17	<u>C043C</u>	<u>C113</u>	<u>RECORDS MANAGEMENT ANALYST</u>
18	<u>L066C</u>	<u>C113</u>	<u>REHABILITATION INSTRUCTOR</u>
19	<u>T072C</u>	<u>C113</u>	<u>SECURITY OFFICER SUPERVISOR</u>
20	<u>G218C</u>	<u>C113</u>	<u>STUDENT RECRUITMENT SPECIALIST</u>
21	<u>V019C</u>	<u>C113</u>	<u>SURPLUS PROPERTY SPECIALIST</u>
22	<u>L072C</u>	<u>C112</u>	<u>ADC HIV/AIDS EDUCATOR</u>
23	<u>T083C</u>	<u>C112</u>	<u>ADC/DCC CORRECTIONAL OFFICER I</u>
24	<u>C057C</u>	<u>C112</u>	<u>ADMINISTRATION SUPPORT SPECIALIST</u>
25	<u>C056C</u>	<u>C112</u>	<u>ADMINISTRATIVE SPECIALIST III</u>
26	<u>B107C</u>	<u>C112</u>	<u>ASP AFIS TECHNICIAN</u>
27	<u>T082C</u>	<u>C112</u>	<u>ASP EXECUTIVE SECURITY GUARD</u>
28	<u>C055C</u>	<u>C112</u>	<u>ASSISTANT BOOKSTORE MANAGER</u>
29	<u>P054C</u>	<u>C112</u>	<u>ASST LODGE SALES DIRECTOR</u>
30	<u>S053C</u>	<u>C112</u>	<u>AUTO/DIESEL MECHANIC</u>
31	<u>X176C</u>	<u>C112</u>	<u>BD OF ACCT ADMIN ASST/LICENSING SPEC</u>
32	<u>X175C</u>	<u>C112</u>	<u>BD OF ACCT CREDENTIALING COORD/EXAM SPEC</u>
33	<u>R037C</u>	<u>C112</u>	<u>BENEFITS TECHNICIAN</u>
34	<u>T081C</u>	<u>C112</u>	<u>COMMISSARY MANAGER</u>
35	<u>X174C</u>	<u>C112</u>	<u>COSMETOLOGY INSPECTOR</u>
36	<u>A099C</u>	<u>C112</u>	<u>CREDIT &amp; COLLECTIONS SUPV</u>



1	<u>E055C</u>	<u>C112</u>	<u>DAY CARE TEACHER</u>
2	<u>T080C</u>	<u>C112</u>	<u>DIRECTOR TRANSIT &amp; PARKING</u>
3	<u>D088C</u>	<u>C112</u>	<u>EMERGENCY COMMUNICATION SPECIALIST</u>
4	<u>T079C</u>	<u>C112</u>	<u>FACILITY MANAGER II</u>
5	<u>B105C</u>	<u>C112</u>	<u>FARM FOREMAN - INST</u>
6	<u>A098C</u>	<u>C112</u>	<u>FISCAL SUPPORT SPECIALIST</u>
7	<u>S052C</u>	<u>C112</u>	<u>HEAVY EQUIPMENT SPECIALIST</u>
8	<u>S051C</u>	<u>C112</u>	<u>INSTRUMENTATION TECHNICIAN</u>
9	<u>C054C</u>	<u>C112</u>	<u>LOCAL OFFICE ADMINISTRATIVE SPECIALIST</u>
10	<u>S050C</u>	<u>C112</u>	<u>MAINTENANCE SPECIALIST</u>
11	<u>C053C</u>	<u>C112</u>	<u>MEDICAL RECORDS TECHNICIAN</u>
12	<u>T078C</u>	<u>C112</u>	<u>MILITARY FIRE &amp; POLICE OFFICER</u>
13	<u>C052C</u>	<u>C112</u>	<u>PARK OFFICE MANAGER I</u>
14	<u>A097C</u>	<u>C112</u>	<u>PAYROLL TECHNICIAN</u>
15	<u>X173C</u>	<u>C112</u>	<u>PEST CONTROL TECHNICIAN SUPERVISOR</u>
16	<u>V022C</u>	<u>C112</u>	<u>PURCHASING TECHNICIAN</u>
17	<u>M072C</u>	<u>C112</u>	<u>RECREATION COORDINATOR</u>
18	<u>B106C</u>	<u>C112</u>	<u>RESEARCH ASSISTANT</u>
19	<u>M071C</u>	<u>C112</u>	<u>RESIDENTIAL CARE SHIFT COORDINATOR</u>
20	<u>B104C</u>	<u>C112</u>	<u>SEED ANALYST</u>
21	<u>P053C</u>	<u>C112</u>	<u>SPECIAL EVENTS COORDINATOR</u>
22	<u>P052C</u>	<u>C112</u>	<u>SPORTS INFORMATION SPECIALIST</u>
23	<u>V021C</u>	<u>C112</u>	<u>SURPLUS PROPERTY AGENT</u>
24	<u>X172C</u>	<u>C112</u>	<u>TAX INVESTIGATOR</u>
25	<u>P051C</u>	<u>C112</u>	<u>THEATER ARTS TECHNICAL SUPERVISOR</u>
26	<u>M070C</u>	<u>C112</u>	<u>YOUTH PROGRAM SPECIALIST</u>
27	<u>M069C</u>	<u>C112</u>	<u>YOUTH SERVICES TECHNICIAN</u>
28	<u>V024C</u>	<u>C111</u>	<u>ADC PROPERTY OFFICER</u>
29	<u>C060C</u>	<u>C111</u>	<u>ALUMNI AFFAIRS SPECIALIST</u>
30	<u>X179C</u>	<u>C111</u>	<u>ASP COMMERCIAL DRIVER LICENSE EXAMINER</u>
31	<u>S055C</u>	<u>C111</u>	<u>ATHLETIC FACILITY SUPV</u>
32	<u>M077C</u>	<u>C111</u>	<u>COORDINATOR OF HOUSEKEEPING</u>
33	<u>C059C</u>	<u>C111</u>	<u>DFA SERVICE REPRESENTATIVE</u>
34	<u>C058C</u>	<u>C111</u>	<u>EDUCATION PARAPROFESSIONAL</u>
35	<u>X178C</u>	<u>C111</u>	<u>FINGERPRINT TECHNICIAN</u>
36	<u>S056C</u>	<u>C111</u>	<u>FOOD PREPARATION SUPERVISOR</u>

1	<u>D089C</u>	<u>C111</u>	<u>INFORMATION TECHNOLOGY ASSISTANT</u>
2	<u>B108C</u>	<u>C111</u>	<u>LABORATORY COORDINATOR</u>
3	<u>L073C</u>	<u>C111</u>	<u>LACTATION CONSULTANT</u>
4	<u>X177C</u>	<u>C111</u>	<u>PEST CONTROL TECHNICIAN</u>
5	<u>S054C</u>	<u>C111</u>	<u>PRINTER</u>
6	<u>M076C</u>	<u>C111</u>	<u>RECREATIONAL ACTIVITY LEADER II</u>
7	<u>M075C</u>	<u>C111</u>	<u>RESIDENT HALL SPECIALIST</u>
8	<u>M074C</u>	<u>C111</u>	<u>RESIDENTIAL ADVISOR</u>
9	<u>M073C</u>	<u>C111</u>	<u>RESIDENTIAL CARE SUPERVISOR</u>
10	<u>V023C</u>	<u>C111</u>	<u>STOREROOM SUPERVISOR</u>
11	<u>B109C</u>	<u>C111</u>	<u>SURVEY CREW CHIEF</u>
12	<u>B110C</u>	<u>C111</u>	<u>VETERINARIAN ASSISTANT</u>
13	<u>M078C</u>	<u>C111</u>	<u>VOLUNTEER SERVICES COORDINATOR</u>
14	<u>C065C</u>	<u>C110</u>	<u>ADMISSIONS ANALYST SUPERVISOR</u>
15	<u>X182C</u>	<u>C110</u>	<u>ASP DRIVERS LICENSE EXAMINER</u>
16	<u>L092C</u>	<u>C110</u>	<u>ATHLETIC TRAINER</u>
17	<u>R039C</u>	<u>C110</u>	<u>BENEFITS SPECIALIST</u>
18	<u>C064C</u>	<u>C110</u>	<u>BOOKSTORE OFFICE MANAGER</u>
19	<u>D092C</u>	<u>C110</u>	<u>CALL CENTER SPECIALIST</u>
20	<u>C063C</u>	<u>C110</u>	<u>CAMPUS POSTMASTER</u>
21	<u>X181C</u>	<u>C110</u>	<u>COLLECTOR</u>
22	<u>D091C</u>	<u>C110</u>	<u>COMPUTER LAB TECHNICIAN</u>
23	<u>D090C</u>	<u>C110</u>	<u>COMPUTER PUBLISHING OPERATOR</u>
24	<u>X183C</u>	<u>C110</u>	<u>DWS CLAIMS ADJUDICATOR</u>
25	<u>S058C</u>	<u>C110</u>	<u>EQUIPMENT MECHANIC</u>
26	<u>L078C</u>	<u>C110</u>	<u>FAMILY SERVICES ASSISTANT</u>
27	<u>L077C</u>	<u>C110</u>	<u>HEALTH SERVICES SPECIALIST II</u>
28	<u>L076C</u>	<u>C110</u>	<u>HOSPITAL PROGRAM SERVICES ASSISTANT</u>
29	<u>R038C</u>	<u>C110</u>	<u>HUMAN RESOURCES ASSISTANT</u>
30	<u>X180C</u>	<u>C110</u>	<u>INSURANCE LICENSING TECHNICIAN</u>
31	<u>B111C</u>	<u>C110</u>	<u>LABORATORY TECHNICIAN</u>
32	<u>S057C</u>	<u>C110</u>	<u>LANDSCAPE SPECIALIST</u>
33	<u>P057C</u>	<u>C110</u>	<u>LIVESTOCK NEWS REPORTER</u>
34	<u>C062C</u>	<u>C110</u>	<u>LOCAL OFFICE ADMINISTRATIVE ASSISTANT</u>
35	<u>S059C</u>	<u>C110</u>	<u>LODGE COOK</u>
36	<u>P056C</u>	<u>C110</u>	<u>MUSEUM PROGRAM ASSISTANT II</u>

1	<u>L075C</u>	<u>C110</u>	<u>ORTHOTIST AIDE</u>
2	<u>A100C</u>	<u>C110</u>	<u>PAYROLL OFFICER</u>
3	<u>T084C</u>	<u>C110</u>	<u>PUBLIC SAFETY SECURITY OFFICER</u>
4	<u>P055C</u>	<u>C110</u>	<u>SPECIAL EVENTS SUPERVISOR</u>
5	<u>C061C</u>	<u>C110</u>	<u>STUDENT ACCOUNT SPECIALIST</u>
6	<u>L074C</u>	<u>C110</u>	<u>THERAPY ASSISTANT</u>
7	<u>G221C</u>	<u>C110</u>	<u>VEHICLE FACILITIES COORD</u>
8	<u>V025C</u>	<u>C110</u>	<u>WAREHOUSE SPECIALIST</u>
9	<u>A101C</u>	<u>C109</u>	<u>ACCOUNTING TECHNICIAN</u>
10	<u>C073C</u>	<u>C109</u>	<u>ADMINISTRATIVE SPECIALIST II</u>
11	<u>C072C</u>	<u>C109</u>	<u>ADMINISTRATIVE SUPPORT SPECIALIST</u>
12	<u>C071C</u>	<u>C109</u>	<u>ADMISSIONS ANALYST</u>
13	<u>C067C</u>	<u>C109</u>	<u>ADPT WELCOME CENTER ASSISTANT MANAGER</u>
14	<u>P059C</u>	<u>C109</u>	<u>BROADCAST ANNOUNCER</u>
15	<u>V026C</u>	<u>C109</u>	<u>CENTRAL SUPPLY TECH SHIFT SUPV</u>
16	<u>L082C</u>	<u>C109</u>	<u>CERTIFIED NURSING ASSISTANT</u>
17	<u>S061C</u>	<u>C109</u>	<u>CHDC LAUNDRY OPERATIONS MANAGER</u>
18	<u>L081C</u>	<u>C109</u>	<u>DENTAL ASSISTANT</u>
19	<u>L080C</u>	<u>C109</u>	<u>DIETETIC TECHNICIAN</u>
20	<u>C070C</u>	<u>C109</u>	<u>DUPLICATION ASSISTANT</u>
21	<u>T085C</u>	<u>C109</u>	<u>FACILITY MANAGER I</u>
22	<u>B112C</u>	<u>C109</u>	<u>GREENHOUSE TECHNICIAN</u>
23	<u>S060C</u>	<u>C109</u>	<u>HEAVY EQUIPMENT OPERATOR</u>
24	<u>L079C</u>	<u>C109</u>	<u>HOSPITAL TECHNICIAN</u>
25	<u>S063C</u>	<u>C109</u>	<u>INNKEEPER SPECIALIST</u>
26	<u>S062C</u>	<u>C109</u>	<u>INSTITUTIONAL BUS DRIVER</u>
27	<u>C069C</u>	<u>C109</u>	<u>LIBRARY TECHNICIAN</u>
28	<u>C066C</u>	<u>C109</u>	<u>PATIENT ACCOUNT SPECIALIST</u>
29	<u>M082C</u>	<u>C109</u>	<u>RECREATIONAL ACTIVITY LEADER I</u>
30	<u>B113C</u>	<u>C109</u>	<u>RESEARCH TECHNICIAN</u>
31	<u>M081C</u>	<u>C109</u>	<u>RESIDENTIAL CARE SHIFT SUPERVISOR</u>
32	<u>C068C</u>	<u>C109</u>	<u>RETAIL SPECIALIST</u>
33	<u>M080C</u>	<u>C109</u>	<u>STUDENT UNION SECTION MANAGER</u>
34	<u>E056C</u>	<u>C109</u>	<u>TEACHER ASSISTANT</u>
35	<u>M079C</u>	<u>C109</u>	<u>WORK STUDY COORD</u>
36	<u>C079C</u>	<u>C108</u>	<u>ADMISSIONS SPECIALIST</u>

1	<u>M084C</u>	<u>C108</u>	<u>BEHAV HLTH AIDE</u>
2	<u>C078C</u>	<u>C108</u>	<u>CASHIER</u>
3	<u>C077C</u>	<u>C108</u>	<u>COOP EXTENSION SRV PRG ASST</u>
4	<u>C080C</u>	<u>C108</u>	<u>CREDENTIALING ASSISTANT</u>
5	<u>C076C</u>	<u>C108</u>	<u>DFA TECHNICIAN</u>
6	<u>C075C</u>	<u>C108</u>	<u>DHS PROGRAM ASSISTANT</u>
7	<u>A102C</u>	<u>C108</u>	<u>FISCAL SUPPORT TECHNICIAN</u>
8	<u>S068C</u>	<u>C108</u>	<u>FOOD PREPARATION COORDINATOR</u>
9	<u>L083C</u>	<u>C108</u>	<u>HEALTH SERVICES SPECIALIST I</u>
10	<u>V027C</u>	<u>C108</u>	<u>INVENTORY CONTROL TECHNICIAN</u>
11	<u>S066C</u>	<u>C108</u>	<u>LANDSCAPE TECHNICIAN</u>
12	<u>S065C</u>	<u>C108</u>	<u>MAINTENANCE ASSISTANT</u>
13	<u>C074C</u>	<u>C108</u>	<u>MEDICAL RECORDS ASSISTANT</u>
14	<u>P060C</u>	<u>C108</u>	<u>MULTI-MEDIA TECHNICIAN</u>
15	<u>X184C</u>	<u>C108</u>	<u>OPTICIANS' BOARD SECRETARY TREASURER</u>
16	<u>S067C</u>	<u>C108</u>	<u>PARK HOUSEKEEPER SUPERVISOR</u>
17	<u>B114C</u>	<u>C108</u>	<u>RESEARCH FIELD TECHNICIAN</u>
18	<u>M083C</u>	<u>C108</u>	<u>RESIDENTIAL CARE TECHNICIAN</u>
19	<u>S064C</u>	<u>C108</u>	<u>SKILLED TRADES HELPER</u>
20	<u>X185C</u>	<u>C107</u>	<u>ABSTRACTORS BOARD SECRETARY GENERAL</u>
21	<u>P062C</u>	<u>C107</u>	<u>ARCHIVAL TECHNICIAN</u>
22	<u>C086C</u>	<u>C107</u>	<u>DESK CLERK</u>
23	<u>S070C</u>	<u>C107</u>	<u>EQUIPMENT TECHNICIAN</u>
24	<u>T086C</u>	<u>C107</u>	<u>FIRE &amp; SAFETY COORDINATOR</u>
25	<u>S073C</u>	<u>C107</u>	<u>HOUSEKEEPER</u>
26	<u>S071C</u>	<u>C107</u>	<u>INSITUTIONAL SERVICES SHIFT SUPV</u>
27	<u>C085C</u>	<u>C107</u>	<u>LIBRARY SUPPORT ASSISTANT</u>
28	<u>C083C</u>	<u>C107</u>	<u>MAIL SERVICES COORDINATOR</u>
29	<u>C084C</u>	<u>C107</u>	<u>MAIL SERVICES SPECIALIST</u>
30	<u>S069C</u>	<u>C107</u>	<u>RADIO DISPATCH OPERATOR</u>
31	<u>C082C</u>	<u>C107</u>	<u>REGISTRARS ASSISTANT</u>
32	<u>S074C</u>	<u>C107</u>	<u>RESIDENT HALL MANAGER I</u>
33	<u>S072C</u>	<u>C107</u>	<u>STADIUM COMMISSION CUSTODIAN</u>
34	<u>P061C</u>	<u>C107</u>	<u>TRAVEL CONSULTANT</u>
35	<u>C081C</u>	<u>C107</u>	<u>WARD COORDINATOR</u>
36	<u>C087C</u>	<u>C106</u>	<u>ADMINISTRATIVE SPECIALIST I</u>

1	<u>B115C</u>	<u>C106</u>	<u>AGRI FARM TECHNICIAN</u>
2	<u>B116C</u>	<u>C106</u>	<u>AGRI LABORATORY TECHNICIAN</u>
3	<u>S075C</u>	<u>C106</u>	<u>ATHLETIC EQUIPMENT SUPV</u>
4	<u>E057C</u>	<u>C106</u>	<u>AUDIOVISUAL LABORATORY ASSISTANT</u>
5	<u>T089C</u>	<u>C106</u>	<u>HE PUBLIC SAFETY DISPATCHER</u>
6	<u>S077C</u>	<u>C106</u>	<u>INNKEEPER ASSISTANT</u>
7	<u>S076C</u>	<u>C106</u>	<u>INSTITUTIONAL BEAUTICIAN</u>
8	<u>P064C</u>	<u>C106</u>	<u>MUSEUM PROGRAM ASSISTANT I</u>
9	<u>T088C</u>	<u>C106</u>	<u>PARKING CONTROL SUPV</u>
10	<u>L086C</u>	<u>C106</u>	<u>PHARMACY ASSISTANT</u>
11	<u>L085C</u>	<u>C106</u>	<u>PHYSICAL THERAPY AIDE</u>
12	<u>V029C</u>	<u>C106</u>	<u>PURCHASING ASSISTANT</u>
13	<u>L087C</u>	<u>C106</u>	<u>RESIDENTIAL CARE ASSISTANT</u>
14	<u>T087C</u>	<u>C106</u>	<u>SECURITY OFFICER</u>
15	<u>P063C</u>	<u>C106</u>	<u>SPECIAL EVENTS WORKER</u>
16	<u>L084C</u>	<u>C106</u>	<u>THERAPY AIDE</u>
17	<u>V028C</u>	<u>C106</u>	<u>WAREHOUSE WORKER</u>
18	<u>B117C</u>	<u>C105</u>	<u>ACADEMIC LABORATORY ASSISTANT</u>
19	<u>S081C</u>	<u>C105</u>	<u>APPRENTICE TRADESMAN</u>
20	<u>S082C</u>	<u>C105</u>	<u>CANTEEN SUPERVISOR</u>
21	<u>M086C</u>	<u>C105</u>	<u>CHILD CARE TECHNICIAN</u>
22	<u>S080C</u>	<u>C105</u>	<u>EQUIPMENT OPERATOR</u>
23	<u>C089C</u>	<u>C105</u>	<u>LIBRARY TECHNICAL ASSISTANT</u>
24	<u>C088C</u>	<u>C105</u>	<u>MAIL SERVICES ASSISTANT</u>
25	<u>L088C</u>	<u>C105</u>	<u>NURSING AIDE/NURSING ASST I</u>
26	<u>T090C</u>	<u>C105</u>	<u>PARKING CONTROL OFFICER</u>
27	<u>S079C</u>	<u>C105</u>	<u>REPROD EQUIPMENT OPERATOR</u>
28	<u>V030C</u>	<u>C105</u>	<u>SHIPPING &amp; RECEIVING CLERK</u>
29	<u>S078C</u>	<u>C105</u>	<u>STADIUM MAINTENANCE SUPV</u>
30	<u>S083C</u>	<u>C104</u>	<u>BAKER</u>
31	<u>M085C</u>	<u>C104</u>	<u>CAREGIVER</u>
32	<u>S086C</u>	<u>C104</u>	<u>COOK</u>
33	<u>B118C</u>	<u>C104</u>	<u>FARM WORKER</u>
34	<u>S085C</u>	<u>C104</u>	<u>FOOD PREPARATION SPECIALIST</u>
35	<u>S084C</u>	<u>C104</u>	<u>INSTITUTIONAL SERVICES SUPERVISOR</u>
36	<u>S087C</u>	<u>C103</u>	<u>INSTITUTIONAL SERVICES ASSISTANT</u>

1	<u>B119C</u>	<u>C103</u>	<u>LAB ASSISTANT</u>
2	<u>S089C</u>	<u>C102</u>	<u>FOOD PREPARATION TECHNICIAN</u>
3	<u>S088C</u>	<u>C102</u>	<u>KITCHEN ASSISTANT</u>
4	<u>V031C</u>	<u>C102</u>	<u>STOCK CLERK</u>
5	<u>S090C</u>	<u>C101</u>	<u>WAITRESS/WAITER</u>
6	<u>T091C</u>	<u>C101</u>	<u>WATCHMAN</u>

7

8 SECTION 7. Arkansas Code § 21-5-209 is amended to read as follows:  
9 21-5-209. Compensation plan.

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

14 (b)(1) No employee shall be paid at a rate of pay higher than the  
15 appropriate rate in the grade assigned to his or her class, and no employee  
16 shall be paid more than the ~~maximum for his or her grade~~ highest pay level  
17 established for the employee's grade unless otherwise provided for in this  
18 subchapter.

19 (2) However, an employee presently employed in a position who is  
20 being paid at a rate in excess of the maximum for his or her assigned grade  
21 may continue to receive his or her rate of pay.

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

30 (d) Pay levels established in this subchapter are for compensation  
31 management purposes and are not to be construed as a contract, right, or  
32 other expectation of actual employee salary determination.

33 ~~(d)(1)(e)(1)~~ (e)(1) The following grades and pay levels shall be the  
34 authorized ~~compensation plan, effective July 1, 2007, for the state service~~  
35 ~~for all positions of state agencies and institutions covered by this~~  
36 ~~subchapter to which a classification title and salary grade have been~~

1 ~~assigned, in accordance with this subchapter and the appropriation act of the~~  
 2 ~~state agency or institution career service pay plan, effective July 1, 2009,~~  
 3 ~~and thereafter, for the state service for all positions of state agencies and~~  
 4 ~~institutions covered by this subchapter to which a classification title and~~  
 5 ~~career service salary grade have been assigned, in accordance with this~~  
 6 ~~subchapter and the appropriation act of the state agency or institution:~~

7					
8	PAY GRADE	Level I	Level II	Level III	Level IV
9	GRADE 1	\$13,243	\$13,243	\$13,243	\$13,414
10	GRADE 2	\$13,243	\$15,511	\$18,459	\$24,549
11	GRADE 3	\$13,667	\$15,827	\$18,808	\$25,050
12	GRADE 4	\$13,667	\$16,140	\$19,194	\$25,591
13	GRADE 5	\$13,667	\$16,457	\$19,582	\$26,021
14	GRADE 6	\$13,874	\$16,774	\$19,965	\$26,599
15	GRADE 7	\$14,164	\$17,123	\$20,388	\$27,099
16	GRADE 8	\$14,451	\$17,474	\$20,774	\$27,675
17	GRADE 9	\$14,992	\$18,106	\$21,543	\$28,645
18	GRADE 10	\$15,964	\$19,298	\$22,947	\$30,513
19	GRADE 11	\$17,010	\$20,528	\$24,422	\$32,526
20	GRADE 12	\$18,091	\$21,861	\$26,036	\$34,648
21	GRADE 13	\$19,281	\$23,299	\$27,722	\$36,911
22	GRADE 14	\$20,543	\$24,808	\$29,512	\$39,320
23	GRADE 15	\$21,875	\$26,423	\$31,440	\$41,837
24	GRADE 16	\$23,316	\$28,142	\$33,475	\$44,605
25	GRADE 17	\$24,614	\$29,969	\$35,652	\$47,479
26	GRADE 18	\$26,415	\$31,897	\$37,967	\$50,570
27	GRADE 19	\$28,182	\$34,003	\$40,458	\$53,876
28	GRADE 20	\$29,982	\$36,214	\$43,092	\$57,435
29	GRADE 21	\$31,966	\$38,564	\$45,863	\$61,209
30	GRADE 22	\$34,021	\$41,056	\$48,846	\$65,055
31	GRADE 23	\$36,220	\$43,722	\$52,038	\$69,296
32	GRADE 24	\$38,597	\$46,564	\$55,407	\$73,789
33	GRADE 25	\$41,083	\$49,582	\$59,021	\$78,570
34	GRADE 26	\$43,749	\$52,811	\$62,847	\$83,708

35

36 ~~(2) The following grades and pay levels shall be the authorized~~

1 ~~compensation plan, effective July 1, 2008, and thereafter, for the state~~  
 2 ~~service for all positions of state agencies and institutions covered by this~~  
 3 ~~subchapter to which a classification title and salary grade have been~~  
 4 ~~assigned, in accordance with this subchapter and the appropriation act of the~~  
 5 ~~state agency or institution.~~

6					
7	<del>PAY GRADE</del>	<del>Level I</del>	<del>Level II</del>	<del>Level III</del>	<del>Level IV</del>
8	<del>GRADE 1</del>	<del>\$13,508</del>	<del>\$13,508</del>	<del>\$13,508</del>	<del>\$13,682</del>
9	<del>GRADE 2</del>	<del>\$13,508</del>	<del>\$15,821</del>	<del>\$18,828</del>	<del>\$25,040</del>
10	<del>GRADE 3</del>	<del>\$13,940</del>	<del>\$16,144</del>	<del>\$19,184</del>	<del>\$25,551</del>
11	<del>GRADE 4</del>	<del>\$13,940</del>	<del>\$16,463</del>	<del>\$19,578</del>	<del>\$26,103</del>
12	<del>GRADE 5</del>	<del>\$13,940</del>	<del>\$16,786</del>	<del>\$19,974</del>	<del>\$26,542</del>
13	<del>GRADE 6</del>	<del>\$14,152</del>	<del>\$17,109</del>	<del>\$20,365</del>	<del>\$27,131</del>
14	<del>GRADE 7</del>	<del>\$14,447</del>	<del>\$17,465</del>	<del>\$20,796</del>	<del>\$27,641</del>
15	<del>GRADE 8</del>	<del>\$14,740</del>	<del>\$17,823</del>	<del>\$21,190</del>	<del>\$28,228</del>
16	<del>GRADE 9</del>	<del>\$15,292</del>	<del>\$18,468</del>	<del>\$21,974</del>	<del>\$29,218</del>
17	<del>GRADE 10</del>	<del>\$16,283</del>	<del>\$19,684</del>	<del>\$23,406</del>	<del>\$31,124</del>
18	<del>GRADE 11</del>	<del>\$17,350</del>	<del>\$20,938</del>	<del>\$24,910</del>	<del>\$33,176</del>
19	<del>GRADE 12</del>	<del>\$18,453</del>	<del>\$22,298</del>	<del>\$26,556</del>	<del>\$35,341</del>
20	<del>GRADE 13</del>	<del>\$19,667</del>	<del>\$23,765</del>	<del>\$28,276</del>	<del>\$37,649</del>
21	<del>GRADE 14</del>	<del>\$20,954</del>	<del>\$25,305</del>	<del>\$30,102</del>	<del>\$40,106</del>
22	<del>GRADE 15</del>	<del>\$22,312</del>	<del>\$26,952</del>	<del>\$32,069</del>	<del>\$42,674</del>
23	<del>GRADE 16</del>	<del>\$23,783</del>	<del>\$28,705</del>	<del>\$34,145</del>	<del>\$45,497</del>
24	<del>GRADE 17</del>	<del>\$25,106</del>	<del>\$30,568</del>	<del>\$36,365</del>	<del>\$48,429</del>
25	<del>GRADE 18</del>	<del>\$26,943</del>	<del>\$32,535</del>	<del>\$38,727</del>	<del>\$51,581</del>
26	<del>GRADE 19</del>	<del>\$28,745</del>	<del>\$34,683</del>	<del>\$41,267</del>	<del>\$54,954</del>
27	<del>GRADE 20</del>	<del>\$30,582</del>	<del>\$36,938</del>	<del>\$43,954</del>	<del>\$58,584</del>
28	<del>GRADE 21</del>	<del>\$32,605</del>	<del>\$39,335</del>	<del>\$46,781</del>	<del>\$62,433</del>
29	<del>GRADE 22</del>	<del>\$34,702</del>	<del>\$41,877</del>	<del>\$49,823</del>	<del>\$66,356</del>
30	<del>GRADE 23</del>	<del>\$36,945</del>	<del>\$44,597</del>	<del>\$53,079</del>	<del>\$70,682</del>
31	<del>GRADE 24</del>	<del>\$39,369</del>	<del>\$47,495</del>	<del>\$56,516</del>	<del>\$75,265</del>
32	<del>GRADE 25</del>	<del>\$41,904</del>	<del>\$50,574</del>	<del>\$60,202</del>	<del>\$80,141</del>
33	<del>GRADE 26</del>	<del>\$44,624</del>	<del>\$53,867</del>	<del>\$64,104</del>	<del>\$85,383</del>

34

35 PAY LEVEL

36	<u>GRADE:</u>	<u>ENTRY</u>	<u>BASE</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	<u>CAREER</u>
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1	<u>C101</u>	<u>\$15,080</u>	<u>\$15,683</u>	<u>\$18,663</u>	<u>\$21,643</u>	<u>\$23,374</u>
2	<u>C102</u>	<u>\$15,512</u>	<u>\$16,467</u>	<u>\$19,761</u>	<u>\$23,054</u>	<u>\$24,899</u>
3	<u>C103</u>	<u>\$16,288</u>	<u>\$17,291</u>	<u>\$20,922</u>	<u>\$24,553</u>	<u>\$26,517</u>
4	<u>C104</u>	<u>\$17,102</u>	<u>\$18,155</u>	<u>\$22,149</u>	<u>\$26,144</u>	<u>\$28,235</u>
5	<u>C105</u>	<u>\$17,957</u>	<u>\$19,063</u>	<u>\$23,448</u>	<u>\$27,832</u>	<u>\$30,059</u>
6	<u>C106</u>	<u>\$18,855</u>	<u>\$20,016</u>	<u>\$24,820</u>	<u>\$29,624</u>	<u>\$31,994</u>
7	<u>C107</u>	<u>\$19,798</u>	<u>\$21,017</u>	<u>\$26,271</u>	<u>\$31,525</u>	<u>\$34,048</u>
8	<u>C108</u>	<u>\$20,788</u>	<u>\$22,068</u>	<u>\$27,805</u>	<u>\$33,543</u>	<u>\$36,227</u>
9	<u>C109</u>	<u>\$21,827</u>	<u>\$23,171</u>	<u>\$29,427</u>	<u>\$35,684</u>	<u>\$38,538</u>
10	<u>C110</u>	<u>\$22,919</u>	<u>\$24,330</u>	<u>\$31,142</u>	<u>\$37,954</u>	<u>\$40,991</u>
11	<u>C111</u>	<u>\$24,065</u>	<u>\$25,546</u>	<u>\$32,955</u>	<u>\$40,363</u>	<u>\$43,592</u>
12	<u>C112</u>	<u>\$25,268</u>	<u>\$26,824</u>	<u>\$34,871</u>	<u>\$42,918</u>	<u>\$46,351</u>
13	<u>C113</u>	<u>\$26,531</u>	<u>\$28,165</u>	<u>\$36,614</u>	<u>\$45,064</u>	<u>\$48,669</u>
14	<u>C114</u>	<u>\$27,858</u>	<u>\$29,573</u>	<u>\$38,445</u>	<u>\$47,317</u>	<u>\$51,102</u>
15	<u>C115</u>	<u>\$29,251</u>	<u>\$31,052</u>	<u>\$40,367</u>	<u>\$49,683</u>	<u>\$53,657</u>
16	<u>C116</u>	<u>\$30,713</u>	<u>\$32,604</u>	<u>\$42,386</u>	<u>\$52,167</u>	<u>\$56,340</u>
17	<u>C117</u>	<u>\$32,249</u>	<u>\$34,234</u>	<u>\$44,505</u>	<u>\$54,775</u>	<u>\$59,157</u>
18	<u>C118</u>	<u>\$33,861</u>	<u>\$35,946</u>	<u>\$46,730</u>	<u>\$57,514</u>	<u>\$62,115</u>
19	<u>C119</u>	<u>\$35,554</u>	<u>\$37,743</u>	<u>\$49,067</u>	<u>\$60,390</u>	<u>\$65,221</u>
20	<u>C120</u>	<u>\$37,332</u>	<u>\$39,631</u>	<u>\$51,124</u>	<u>\$62,616</u>	<u>\$67,626</u>
21	<u>C121</u>	<u>\$39,199</u>	<u>\$41,612</u>	<u>\$53,264</u>	<u>\$64,915</u>	<u>\$70,108</u>
22	<u>C122</u>	<u>\$41,159</u>	<u>\$43,693</u>	<u>\$55,490</u>	<u>\$67,287</u>	<u>\$72,670</u>
23	<u>C123</u>	<u>\$43,217</u>	<u>\$45,877</u>	<u>\$57,806</u>	<u>\$69,734</u>	<u>\$75,312</u>
24	<u>C124</u>	<u>\$45,377</u>	<u>\$48,171</u>	<u>\$60,214</u>	<u>\$72,257</u>	<u>\$78,038</u>
25	<u>C125</u>	<u>\$47,646</u>	<u>\$50,580</u>	<u>\$62,719</u>	<u>\$74,858</u>	<u>\$80,847</u>
26	<u>C126</u>	<u>\$50,029</u>	<u>\$53,109</u>	<u>\$65,324</u>	<u>\$77,539</u>	<u>\$83,742</u>
27	<u>C127</u>	<u>\$52,530</u>	<u>\$55,764</u>	<u>\$68,032</u>	<u>\$80,301</u>	<u>\$86,725</u>
28	<u>C128</u>	<u>\$55,156</u>	<u>\$58,553</u>	<u>\$70,849</u>	<u>\$83,145</u>	<u>\$89,796</u>
29	<u>C129</u>	<u>\$57,914</u>	<u>\$61,480</u>	<u>\$73,776</u>	<u>\$86,072</u>	<u>\$92,958</u>
30	<u>C130</u>	<u>\$60,810</u>	<u>\$64,554</u>	<u>\$76,819</u>	<u>\$89,085</u>	<u>\$96,212</u>

31

32 (2) The following grades and pay levels shall be the authorized  
33 professional and executive pay plan, effective July 1, 2009, and thereafter,  
34 for the state service for all positions of state agencies and institutions  
35 covered by this subchapter to which a classification title and professional  
36 and executive salary grade have been assigned, in accordance with this

1 subchapter and the appropriation act of the state agency or institution:

2

3 PAY LEVEL

4 <u>GRADE:</u>	<u>BASE</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
5			
6 <u>N901</u>	<u>\$65,000</u>	<u>\$73,125</u>	<u>\$81,250</u>
7 <u>N902</u>	<u>\$67,600</u>	<u>\$76,050</u>	<u>\$84,500</u>
8 <u>N903</u>	<u>\$70,304</u>	<u>\$79,092</u>	<u>\$87,880</u>
9 <u>N904</u>	<u>\$73,116</u>	<u>\$82,256</u>	<u>\$91,395</u>
10 <u>N905</u>	<u>\$76,041</u>	<u>\$85,546</u>	<u>\$95,051</u>
11 <u>N906</u>	<u>\$79,082</u>	<u>\$88,968</u>	<u>\$98,853</u>
12 <u>N907</u>	<u>\$82,246</u>	<u>\$92,526</u>	<u>\$102,807</u>
13 <u>N908</u>	<u>\$85,536</u>	<u>\$96,228</u>	<u>\$106,919</u>
14 <u>N909</u>	<u>\$88,957</u>	<u>\$100,077</u>	<u>\$111,196</u>
15 <u>N910</u>	<u>\$92,515</u>	<u>\$104,080</u>	<u>\$115,644</u>
16 <u>N911</u>	<u>\$96,216</u>	<u>\$108,243</u>	<u>\$120,270</u>
17 <u>N912</u>	<u>\$100,065</u>	<u>\$112,573</u>	<u>\$125,081</u>
18 <u>N913</u>	<u>\$104,067</u>	<u>\$117,075</u>	<u>\$130,084</u>
19 <u>N914</u>	<u>\$108,230</u>	<u>\$121,759</u>	<u>\$135,287</u>
20 <u>N915</u>	<u>\$112,559</u>	<u>\$126,629</u>	<u>\$140,699</u>
21 <u>N916</u>	<u>\$117,061</u>	<u>\$131,694</u>	<u>\$146,327</u>
22 <u>N917</u>	<u>\$122,914</u>	<u>\$138,279</u>	<u>\$153,643</u>
23 <u>N918</u>	<u>\$130,289</u>	<u>\$146,575</u>	<u>\$162,862</u>
24 <u>N919</u>	<u>\$139,410</u>	<u>\$156,836</u>	<u>\$174,262</u>
25 <u>N920</u>	<u>\$150,562</u>	<u>\$169,383</u>	<u>\$188,203</u>
26 <u>N921</u>	<u>\$164,113</u>	<u>\$184,627</u>	<u>\$205,141</u>
27 <u>N922</u>	<u>\$180,524</u>	<u>\$203,090</u>	<u>\$225,655</u>

28

29 ~~(e)~~(f) It is the intent of the General Assembly that the compensation  
 30 ~~plan plans provided for~~ in this section shall be implemented and function in  
 31 compliance with other provisions in this subchapter, the Regular Salary  
 32 Procedures and Restrictions Act, § 21-5-101, and other fiscal control laws of  
 33 this state, when applicable.

34

35 SECTION 8. Arkansas Code § 21-5-210 is amended to read as follows:  
 36 21-5-210. Implementation of plan – Changes in class specifications.

1 (a) For the purposes of implementing the uniform employee  
2 classification and compensation plan for the respective agencies or  
3 institutions ~~of higher education~~ covered by ~~the provisions of this~~  
4 subchapter, the General Assembly determines that the class specifications  
5 prepared by the Office of Personnel Management of the Division of Management  
6 Services of the Department of Finance and Administration in classifying the  
7 various positions authorized in the respective appropriation acts shall be  
8 the class specifications to be followed in implementing the respective  
9 appropriations for all part-time and full-time employees of the respective  
10 agencies and institutions covered by ~~the provisions of this subchapter.~~

11 (b) Changes in class specifications may be made, in whole or in part  
12 by regulation of the office, ~~with the review of the Legislative Council and~~  
13 the changes shall be reported on a quarterly basis to the Personnel  
14 Committee.

15  
16 SECTION 9. Arkansas Code § 21-5-211 is amended to read as follows:

17 21-5-211. Implementation procedure for grade changes – Salary  
18 adjustments.

19 (a) The Office of Personnel Management ~~of the Division of Management~~  
20 ~~Services of the Department of Finance and Administration~~ shall have  
21 administrative responsibility for enforcing compliance by state agencies and  
22 institutions affected by this subchapter in implementing classification and  
23 grade changes.

24 (b) Subject to funds and appropriations being provided as determined  
25 in § 21-5-211(e), the following implementation procedures shall apply to  
26 state agencies and institutions covered by ~~the provisions of this subchapter,~~  
27 commencing on July 1 of each fiscal year:

28 (1) The maximum annual salary rate for which an employee covered  
29 by ~~the provisions of this subchapter~~ shall be eligible ~~for each year of the~~  
30 ~~biennium shall be determined as follows~~ on July 1, 2009, is determined by  
31 increasing the employee's salary as of June 30, 2009, as follows:

32 (A) One percent (1%) for an employee with less than two  
33 (2) years of cumulative service;

34 (B) One and one-half percent (1.5%) for an employee with  
35 more than two (2) years of cumulative service and up to five (5) years of  
36 cumulative service;

1                   (C) Two percent (2%) for an employee with more than five  
2 (5) years of cumulative service and up to ten (10) years of cumulative  
3 service;

4                   (D) Two and one-half percent (2.5%) for an employee with  
5 more than ten (10) years of cumulative service and up to fifteen (15) years  
6 of cumulative service;

7                   (E) Three percent (3%) for an employee with more than  
8 fifteen (15) years of cumulative service and up to twenty (20) years of  
9 cumulative service;

10                   (F) Three and one-half percent (3.5%) for an employee with  
11 more than twenty (20) years of cumulative service and up to twenty-five (25)  
12 years of cumulative service;

13                   (G) Four percent (4%) for an employee with more than  
14 twenty-five (25) years of cumulative service and up to thirty (30) years of  
15 cumulative service;

16                   (H) Four and one-half percent (4.5%) for an employee with  
17 more than thirty (30) years of cumulative service and up to thirty-five (35)  
18 years of cumulative service; and

19                   (I) Five percent (5%) for employees with more than thirty-  
20 five (35) years of cumulative service.

21                   ~~(A)(i) The maximum rate of compensation for which an~~  
22 ~~employee shall be eligible on July 1, 2007, shall be determined by increasing~~  
23 ~~the employee's June 30, 2007 salary by two percent (2.0%).~~

24                   ~~(ii) An employee whose salary falls below Pay Level~~  
25 ~~I for the grade assigned to his or her classification may be adjusted to the~~  
26 ~~entry level.~~

27                   ~~(iii) All other employees' salaries shall be~~  
28 ~~adjusted to the appropriate pay level for the grade assigned to their~~  
29 ~~classification but may not exceed the maximum rate provided for that grade~~  
30 ~~unless otherwise provided for by this section.~~

31                   ~~(iv) An employee whose June 30 annual salary rate is~~  
32 ~~at Pay Level IV shall be eligible for the increase provided in subdivision~~  
33 ~~(b)(1)(A)(i) of this section, but the increase shall be paid as a lump sum on~~  
34 ~~the last pay period of the fiscal year of the year in which the increase is~~  
35 ~~to occur;~~

36                   ~~(B)(i) The maximum rate of compensation for which an~~

1 ~~employee shall be eligible on July 1, 2008, shall be determined by increasing~~  
2 ~~the employee's June 30, 2008, salary by two percent (2.0%).~~

3 ~~(ii) An employee whose salary falls below Pay Level~~  
4 ~~I for the grade assigned to his or her classification may be adjusted to the~~  
5 ~~entry level.~~

6 ~~(iii) All other employees' salaries shall be~~  
7 ~~adjusted to the appropriate pay level for the grade assigned to their~~  
8 ~~classification but may not exceed the maximum rate provided for that grade~~  
9 ~~unless otherwise provided for by this section.~~

10 ~~(iv) An employee whose June 30 annual salary rate is~~  
11 ~~at Pay Level IV shall be eligible for the increase provided in subdivision~~  
12 ~~(b)(1)(B)(i) of this section, but the increase shall be paid as a lump sum on~~  
13 ~~the last pay period of the fiscal year in which the increase is to occur;~~

14 ~~(C) Salary adjustments provided for in this section shall~~  
15 ~~be made for all employees covered by the provisions of this subchapter prior~~  
16 ~~to all other salary adjustments;~~

17 ~~(D) When an employee is demoted for cause or voluntarily~~  
18 ~~solicits a demotion, his or her rate of pay shall be fixed in the lower-~~  
19 ~~graded position at a rate equal to six percent (6%) less than the employee's~~  
20 ~~rate of pay at the time of demotion for demotions of one (1) grade and a~~  
21 ~~maximum of eight percent (8%) less than the employee's rate of pay at the~~  
22 ~~time of demotion for demotions of two (2) or more grades;~~

23 ~~(E)(i) An employee covered by the provisions of this~~  
24 ~~subchapter shall be eligible for an additional salary increase of two percent~~  
25 ~~(2%) each year of the biennium, provided that:~~

26 ~~(a) The Chief Fiscal Officer of the State~~  
27 ~~determines that sufficient general revenues become available; and~~

28 ~~(b) The additional salary increase of two~~  
29 ~~percent (2%) shall not allow an employee's compensation to exceed the amount~~  
30 ~~set out for Pay Level IV for the position.~~

31 ~~(ii) An employee compensated at Pay Level IV shall~~  
32 ~~be eligible to receive the salary increase of two percent (2%) authorized in~~  
33 ~~this section during the biennium as lump sum payments, and the payments shall~~  
34 ~~not be construed as exceeding the maximum salary;~~

35 ~~(F)(i) An employee who due to legislative enactment is to~~  
36 ~~be compensated at a higher grade, that is, an upgrade, than that which was in~~

1 ~~effect on June 30 of the previous fiscal year shall be eligible for an~~  
2 ~~additional increase of six percent (6%) in his or her maximum annual salary~~  
3 ~~in the new grade.~~

4 ~~(ii) An employee who due to legislative enactment is~~  
5 ~~to be compensated at a lower grade, that is, a downgrade, than that which was~~  
6 ~~in effect on June 30 of the previous year shall not have his or her maximum~~  
7 ~~salary rate reduced due to the grade reduction, and the employee's salary~~  
8 ~~shall remain constant until that employee's assigned grade maximum is equal~~  
9 ~~to or exceeds the employee's established salary; and~~

10 ~~(G)(i) Any employee whose specific job assignment requires~~  
11 ~~the skill to communicate in a language other than English, including American~~  
12 ~~Sign Language, and that skill is required as a secondary minimum~~  
13 ~~qualification by the classification specification for the position occupied~~  
14 ~~by the employee, shall be eligible to be paid up to an additional ten percent~~  
15 ~~(10%) of the employee's annual salary as set by § 21-5-209.~~

16 ~~(ii) In those instances in which the granting of the~~  
17 ~~additional compensation would have the effect of exceeding the maximum annual~~  
18 ~~rate for the grade assigned to the employee's classification, the additional~~  
19 ~~compensation shall not be considered as exceeding the maximum allowable rate~~  
20 ~~for that grade.~~

21 ~~(iii) An employee who is receiving additional~~  
22 ~~compensation under the provisions of this section and who moves into a~~  
23 ~~position that does not require the skill to communicate in a language other~~  
24 ~~than English or whose position no longer requires the use of the skill shall~~  
25 ~~revert on the effective date of the change to the rate of pay that the~~  
26 ~~employee would otherwise receive.~~

27 ~~(iv) Authority to implement the provisions of this~~  
28 ~~subsection may be approved by the office after review of the Legislative~~  
29 ~~Council for specific positions identified by agencies and institutions of~~  
30 ~~higher education;~~

31 ~~(2)(A) An employee promoted on or after July 1, 1999, shall have~~  
32 ~~the maximum annual salary for which he or she is eligible established as~~  
33 ~~follows:~~

34 ~~(i) For a minor promotion, the employee's maximum~~  
35 ~~rate of pay shall be increased by six percent (6%); and~~

36 ~~(ii) For a major promotion, the employee's maximum~~

1 ~~rate of pay shall be increased by eight percent (8%).~~

2 ~~(B)(i)(a) An employee who upon promotion is receiving a~~  
3 ~~rate of pay below Pay Level I for the new grade may be adjusted to the entry~~  
4 ~~level for that grade.~~

5 ~~(b) However, in no event may an employee's~~  
6 ~~rate of pay upon promotion exceed the amount provided for by Pay Level IV of~~  
7 ~~the grade assigned to the classification.~~

8 ~~(ii) An employee's anniversary date shall not change~~  
9 ~~due to promotion.~~

10 ~~(3)(A) Any employee who is assigned to a position in a~~  
11 ~~classification the employee formerly occupied within a twelve month period~~  
12 ~~after promotion from the classification shall be eligible for a rate of pay~~  
13 ~~no greater than that for which the employee would have been eligible had the~~  
14 ~~employee remained in the lower graded classification.~~

15 ~~(B) Any employee who is placed in a lower graded position~~  
16 ~~because the original position has expired due to lack of funding, program~~  
17 ~~changes, or withdrawal of federal grant funds may continue to be paid at the~~  
18 ~~same rate as the employee was being paid in the higher graded position upon~~  
19 ~~approval of the office after seeking the review of the Legislative Council;~~  
20 ~~and~~

21 ~~(4)(A)(i) When an employee's position has been approved for~~  
22 ~~reclassification to a classification title of a higher salary grade, the~~  
23 ~~employee shall be eligible for an additional increase of six percent (6%) in~~  
24 ~~the new classification.~~

25 ~~(ii) Upon reclassification, the salary of an~~  
26 ~~employee who is receiving a rate of pay that is less than the entrance rate~~  
27 ~~for the new grade may be adjusted to the new entrance rate.~~

28 ~~(B) When an employee's position has been approved for~~  
29 ~~reclassification to a classification title of a lower salary grade, the~~  
30 ~~employee's pay shall be fixed at a rate in the lower grade that does not~~  
31 ~~exceed the employee's rate of pay in the higher graded position at the time~~  
32 ~~of reclassification.~~

33 ~~(c)(1) In the event that the Chief Fiscal Officer of the State~~  
34 ~~determines that general revenue funds are insufficient to implement the~~  
35 ~~salary increases authorized in this subchapter or by any other law that~~  
36 ~~affects salary increases for state employees, the Chief Fiscal Officer of the~~

1 State, upon approval of the Governor, may reduce the percentage of all  
2 authorized salary increases for all state employees covered by this  
3 subchapter without regard to whether the employees are compensated from  
4 general or special revenues, federal funds, or trust funds.

5 (2) However, if sufficient general revenues should then become  
6 available at any time during the biennium to provide the maximum additional  
7 salary increases for all state employees without regard to the source of  
8 revenues, salary increases for state employees provided for in this  
9 subchapter or by any other law may then be fully implemented by the Chief  
10 Fiscal Officer of the State.

11 (d) All percentage calculations stipulated in this subchapter or any  
12 other law affecting salaries of state employees may be rounded to the nearest  
13 even dollar amount by the office when making the percentage changes to state  
14 employee salaries.

15 (2) An employee whose classification and grade assignment is on  
16 the career service compensation plan may have his or her salary eligibility  
17 further adjusted as follows:

18 (A) An employee whose adjusted annual salary falls below  
19 the entry pay level for the grade assigned to his or her classification may  
20 be further adjusted to the entry pay level;

21 (B) An employee whose adjusted annual salary falls above  
22 the entry pay level and below the base pay level for the grade assigned to  
23 his or her classification may be further adjusted to the base pay level if  
24 the employee has at least two (2) years of cumulative full-time employment;

25 (C) The salary for an employee whose June 30, 2009,  
26 unadjusted annual salary rate is at or above the maximum pay level for his or  
27 her grade may be further adjusted up to the career pay level;

28 (D) An employee whose June 30, 2009, unadjusted annual  
29 salary exceeds the career pay level for the grade to which assigned shall be  
30 eligible for the increase provided in subdivision (b)(1) of this section, but  
31 the increase shall be paid as a lump sum on the last pay period of the fiscal  
32 year of the year in which the increase is to occur; or

33 (E) An employee whose June 30, 2009, unadjusted annual  
34 salary exceeds the career pay level for the grade to which assigned shall not  
35 have his or her salary reduced and the employee's salary shall remain  
36 constant until the employee's salary rate falls below the highest rate in the



1 grade, at which time the salary may be adjusted to that level, if the  
2 employee is otherwise qualified.

3 (3) An employee whose classification and grade assignment is on  
4 the professional and executive pay plan may have his or her salary  
5 eligibility further adjusted as follows:

6 (A) An employee whose adjusted annual salary falls below  
7 the base pay level for the grade assigned to his or her classification may be  
8 further adjusted to the base pay level;

9 (B) An employee whose June 30, 2009, unadjusted annual  
10 salary rate is at or above the maximum level rate of pay authorized for the  
11 grade assigned to his or her classification shall be eligible for the  
12 increase provided in subdivision (b)(1) of this section, but the increase is  
13 paid as a lump sum on the last pay period of the fiscal year of the year in  
14 which the increase is to occur; or

15 (C) An employee whose June 30, 2009, unadjusted annual  
16 salary exceeds the maximum pay level for the grade to which assigned shall  
17 not have his or her salary reduced and the employee's salary shall remain  
18 constant until the employee's salary rate falls below the highest rate in the  
19 grade, at which time the salary may be adjusted to that level, if the  
20 employee is otherwise qualified.

21 (4) All other employees' salaries shall be adjusted within the  
22 salary levels of the grade assigned to their classification but may not  
23 exceed the maximum rate provided for that grade unless otherwise provided in  
24 this section.

25 (c)(1) The maximum annual rate of compensation for which an employee  
26 is eligible on July 1, 2010, shall be determined by increasing the employee's  
27 June 30, 2010, salary by two and three-tenths percent (2.3%).

28 (2) The additional salary increase of two and three-tenths  
29 percent (2.3%) shall not allow an employee's compensation to exceed the  
30 maximum pay level amount set out for the position unless the employee is  
31 eligible for the career pay level as established in § 21-5-214.

32 (3) If an employee does not meet the service requirements in §  
33 21-5-214(a), the increase shall be paid as a lump sum on the last pay period  
34 of the fiscal year of the year in which the increase is to occur.

35 (4)(A) An employee compensated at the highest pay level rate  
36 authorized for the grade assigned to his or her classification may receive

1 the salary increase of two and three-tenths percent (2.3%) authorized in this  
2 section as a lump sum payment.

3 (B) However, the increase shall be paid as a lump sum on  
4 the last pay period of the fiscal year of the year in which the increase is  
5 to occur and the payment shall not be construed as exceeding the maximum  
6 salary.

7 (d)(1) An employee covered by this subchapter is eligible for an  
8 additional salary increase of two percent (2%) each fiscal year upon approval  
9 by the Governor if:

10 (A) The Chief Fiscal Officer of the State determines that  
11 sufficient general revenues become available; and

12 (B) The additional salary increase of two percent (2%)  
13 does not result in an employee's compensation exceeding the maximum pay level  
14 amount set out for the position unless the employee is eligible for the  
15 career pay level on the career service pay plan as established in § 21-5-214.

16 (2)(A) An employee compensated at the highest pay level rate  
17 authorized for the grade assigned to his or her classification is eligible to  
18 receive the salary increase of two percent (2%) authorized in this section as  
19 a lump sum payment.

20 (B) However, the increase shall be paid as a lump sum on  
21 the last pay period of the fiscal year of the year in which the increase is  
22 to occur and the payment shall not be construed as exceeding the maximum  
23 salary.

24 (e)(1) If the Chief Fiscal Officer of the State determines that  
25 general revenue funds are insufficient to implement the salary increases  
26 authorized in this subchapter or by any other law that affects salary  
27 increases for state employees, the Chief Fiscal Officer of the State upon  
28 approval by the Governor may reduce the percentage of all authorized salary  
29 increases for all state employees covered by this subchapter without regard  
30 to whether the employees are compensated from general or special revenues,  
31 federal funds, or trust funds.

32 (2) However, if sufficient general revenues should then become  
33 available at any time during the year to provide the maximum additional  
34 salary increases for all state employees without regard to the source of  
35 revenues, salary increases for state employees provided for in this  
36 subchapter or by any other law may be fully implemented by the Chief Fiscal

1 Officer of the State.

2 (3) Any salary adjustments made by the Chief Fiscal Officer of  
3 the State in accordance with this subsection shall be reported to the  
4 Personnel Committee.

5 (f) All percentage calculations stipulated in this subchapter or any  
6 other law affecting salaries of state employees may be rounded to the nearest  
7 even-dollar amount by the office when making the percentage changes to state  
8 employee salaries.

9  
10 SECTION 10. Arkansas Code § 21-5-212 is amended to read as follows:

11 21-5-212. Rehired or transferred employees.

12 (a) When an employee who has been terminated for more than ~~two (2) pay~~  
13 periods ~~thirty (30) working days~~ returns to state service, the rate of pay of  
14 the rehired employee shall be fixed from the last position occupied for which  
15 the rehired employee is eligible shall be established from the last position  
16 and shall be calculated as follows:

17 (1)(A) If returning to the same classification or to the same  
18 grade as previously occupied, the employee may return at the same rate of pay  
19 within the grade for the classification to which he or she is returning which  
20 does not exceed the salary the employee previously earned.

21 (B) If that salary falls below Pay Level I the lowest  
22 entry salary level of the grade or classification, the salary may be adjusted  
23 to Pay Level I the lowest entry salary level.

24 (2)(A) If the employee returns to a different classification of  
25 a different grade, the employee's salary will be determined by adjusting the  
26 salary of the former grade to the grade of the new classification on the  
27 current authorized pay plan fixing the salary of the former grade within the  
28 grade of the new classification on the appropriate current authorized pay  
29 plan.

30 (B) If the rate of pay falls below Pay Level I the lowest  
31 entry salary level of the grade, the salary may be adjusted to Pay Level I  
32 the lowest entry salary of the grade.

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

1 ~~salary he or she previously earned~~ If a former or transferring employee was  
2 previously employed in a position in which a specific line item maximum  
3 annual salary was set out in dollars in an appropriation act, the rate of pay  
4 for which the employee is eligible may be fixed at a rate within the grade on  
5 the appropriate current authorized pay plan for the classification to which  
6 he or she is returning or transferring that does not exceed the salary he or  
7 she previously earned, and that does not exceed the maximum pay level of the  
8 grade, unless the employee qualified for the career pay level on the career  
9 service pay plan.

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

13 (b) Upon transfer of employment from one (1) agency or institution to  
14 another, an employee is to receive a lump sum payment from the original  
15 agency or institution for any overtime that has been accrued and not been  
16 paid and for any compensatory time accrued which has not been used at the  
17 higher rate of either the:

18 (1) Average regular rate of pay received by an employee during  
19 the last three (3) years of his or her employment; or

20 (2) Final regular rate of pay received by an employee.

21 (c) A process to review positions vacated by employees retiring under  
22 any state retirement system shall be developed and implemented by the Office  
23 of Personnel Management after review of the Personnel Committee.

24  
25 SECTION 11. Arkansas Code § 21-5-214 is amended to read as follows:

26 21-5-214. New appointments and other compensation plan provisions.

27 ~~A new appointment to positions in a state agency or institution of~~  
28 ~~higher education covered by this subchapter shall not be at greater than Pay~~  
29 ~~Level I unless a special rate is requested and approved as follows:~~

30 ~~(1)(A) A state agency or institution of higher education may~~  
31 ~~request special rates of compensation for either current or prospective~~  
32 ~~employees within the state agency or institution under the following~~  
33 ~~conditions:~~

34 ~~(i) Prevailing market rates of compensation for a~~  
35 ~~specific classification title are such that the state agency or institution~~  
36 ~~is unable to competitively recruit at the entry level for the salary grade~~

1 ~~assigned to that classification;~~

2 ~~(ii) An acute shortage of qualified applicants for a~~  
3 ~~specific classification exists;~~

4 ~~(iii) The state agency or institution desires to~~  
5 ~~obtain the services of an exceptionally well-qualified applicant for a~~  
6 ~~specific classification; or~~

7 ~~(iv) To meet any requirements of the Fair Labor~~  
8 ~~Standards Act, 29 U.S.C. § 201 et seq.~~

9 ~~(B)(i) A state agency or institution of higher education~~  
10 ~~may request special rates of compensation for a specific classification due~~  
11 ~~to prevailing market rates of compensation to hire new employees up to a pay~~  
12 ~~level equal to fifty percent (50%) of the range between Pay Level II and Pay~~  
13 ~~Level III of the appropriate grade with the written approval of the Chief~~  
14 ~~Fiscal Officer of the State or above that level only with the approval of the~~  
15 ~~Chief Fiscal Officer of the State after review by the Legislative Council for~~  
16 ~~new appointments when qualified applicants cannot be obtained at Pay Level I~~  
17 ~~of the assigned grade.~~

18 ~~(ii) No special rates of compensation shall be~~  
19 ~~approved under the provisions of this section unless the classification is~~  
20 ~~properly reviewed and approved as a market rate classification and listed on~~  
21 ~~a register of such classifications to be maintained by the Office of~~  
22 ~~Personnel Management of the Division of Management Services of the Department~~  
23 ~~of Finance and Administration.~~

24 ~~(iii) The office shall file a report of all such~~  
25 ~~classifications with the Legislative Council within the month following such~~  
26 ~~approval.~~

27 ~~(C)(i)(a) In all instances in which a special rate of~~  
28 ~~compensation has been approved for a specific classification due to~~  
29 ~~prevailing market rates of compensation or an acute shortage of qualified~~  
30 ~~applicants, current employees within the state agency or institution~~  
31 ~~allocated to the affected classifications of Grade 13 and below shall be~~  
32 ~~adjusted to that new rate by the state agency or institution if sufficient~~  
33 ~~revenues exist to do so.~~

34 ~~(b) Current employees within the state agency~~  
35 ~~or institution allocated to affected classifications of Grade 14 and above~~  
36 ~~shall not be adjusted to that new rate by the state agency or institution~~

1 until it has received approval to do so, when justified, by the office after  
2 seeking the review of the Legislative Council.

3 (ii) State agency or institution requests for  
4 special rates of compensation due to prevailing market rates or an acute  
5 shortage of qualified applicants for a specific classification may be  
6 approved up to the maximum annual rate authorized for the grade assigned to a  
7 classification.

8 (iii) The office shall file a report of all such  
9 classifications with the Legislative Council within the month following such  
10 approval.

11 (D)(i) Agency directors and presidents and chancellors of  
12 institutions of higher education may approve starting salaries for new  
13 employees up to the level equal to fifty percent (50%) of the range between  
14 Pay Level II and Pay Level III of the appropriate grade.

15 (ii) As used in this section, "hiring range" means  
16 the range of pay rates between Pay Level I and a pay level equal to fifty  
17 percent (50%) of the range between Pay Level II and Pay Level III of the  
18 appropriate grade.

19 (iii) The use of the hiring range shall be in  
20 accordance with the guidelines established in this subdivision (1)(D):

21 (a) The hiring range shall be used only for  
22 establishing a starting salary for an employee in an individual position;

23 (b) Any person hired at or above Pay Level I  
24 shall meet or exceed the minimum qualifications for the job classification;

25 (c) Salary determination within the hiring  
26 range shall be based on the applicant's qualifications, competitive  
27 compensation rates, and effect on internal equity within the agency or  
28 institution;

29 (d) The hiring of a new employee under the  
30 provisions of this section shall not affect the salary level or salary  
31 eligibility of any existing employee within the state agency or institution;

32 (e) The office may promulgate rules and  
33 regulations regarding the use of the hiring range subject to the approval of  
34 the Legislative Council. State agencies and institutions shall not utilize  
35 the hiring range until authorized to do so by the office. Authorization for  
36 salaries within the hiring range for new appointments referenced in this

1 subsection shall require the approval of the Chief Fiscal Officer of the  
2 State until such time that the state agency or institution is authorized to  
3 do so by the office; and

4 (f) Quarterly audits of the use of the hiring  
5 range by state agencies and institutions shall be performed by the office.  
6 State agencies and institutions that are not in compliance with the use of  
7 the hiring range authority shall be reported to the Legislative Council and  
8 may have their hiring range authority suspended or revoked pending further  
9 investigation by the office.

10 (iv) A monthly report of new hires above Pay Level I  
11 shall be prepared and reviewed by the office. The report shall be presented  
12 to the Legislative Council at its regular monthly meeting;

13 (2)(A) A state agency or institution may hire a new employee  
14 from a pay level equal to fifty percent (50%) of the range between Pay Level  
15 II and Pay Level III of the appropriate pay grade up to Pay Level IV with the  
16 approval of the Chief Fiscal Officer of the State after review by the  
17 Legislative Council.

18 (B) However, this provision is intended to be used  
19 exclusively for the hiring of an exceptionally well-qualified employee whose  
20 background and experience qualify the applicant to perform the job with very  
21 little or substantially less orientation and training than would be the case  
22 for a qualified applicant.

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

27 (i) The state agency or institution has documented  
28 to the satisfaction of the Chief Fiscal Officer of the State that no current  
29 employee of the affected state agency or institution applied for promotion  
30 and was determined by the state agency or institution not to be an equivalent  
31 alternative to the exceptionally well-qualified applicant. The Chief Fiscal  
32 Officer of the State shall supply, upon request, any documentation to the  
33 Legislative Council; and

34 (ii) The prospective employee possesses a level of  
35 experience or educational credentials that would permit him or her to perform  
36 the duties and responsibilities of the position for which the special rate is

1 being requested with significantly less training and orientation than all  
2 other qualified applicants.

3           (D) ~~The hiring of a new employee under this subdivision~~  
4 ~~(2) shall not affect the salary level or salary eligibility of any existing~~  
5 ~~employee within the state agency or institution.~~

6           (E)(i) ~~The provisions of this section shall apply to both~~  
7 ~~current and prospective state employees.~~

8           (ii) ~~The provisions of this section shall apply to~~  
9 ~~current employees only in instances in which the job has been advertised and~~  
10 ~~the employee has competitively applied for the promotion by submitting a~~  
11 ~~state application for consideration for the position. Otherwise, employees~~  
12 ~~accepting internal promotions shall be compensated in accordance with § 21-5-~~  
13 ~~211(b)(2)(A);~~

14           (3) ~~In all instances in which approval has been granted to a~~  
15 ~~requesting state agency or institution for special rates of compensation in~~  
16 ~~accordance with the provisions of this section, the Chief Fiscal Officer of~~  
17 ~~the State shall report all approvals monthly to the Legislative Council;~~

18           (4)(A) ~~The office may develop a compensation plan to be known as~~  
19 ~~the "Statewide Nursing Grid" for attracting and retaining nursing personnel~~  
20 ~~in classified positions subject to the review and approval of the Legislative~~  
21 ~~Council.~~

22           (B) ~~A state agency or institution requesting to use and~~  
23 ~~add nurses to the Statewide Nursing Grid shall submit requests to the office~~  
24 ~~for review.~~

25           (C) ~~A state agency or institution using and adding nurses~~  
26 ~~to the Statewide Nursing Grid shall be subject to the review and approval of~~  
27 ~~the Legislative Council.~~

28           (D) ~~The office shall promulgate rules and regulations~~  
29 ~~regarding the use of the Statewide Nursing Grid with the review and approval~~  
30 ~~of the Personnel Committee of the Legislative Council;~~

31           (5)(A) ~~There shall be established a pool of two hundred (200)~~  
32 ~~positions at grade 26 assigned to the office to be used to reclassify~~  
33 ~~positions in state agencies and institutions, when justified, to the proper~~  
34 ~~classification and grade when the state agency or institution does not have a~~  
35 ~~vacant position available with the appropriate classification and grade.~~

36           (B) ~~To obtain a position from the pool, a state agency or~~



1 ~~institution must surrender to the pool the position being reclassified.~~

2 ~~(C) The office shall review all requests and may grant~~  
3 ~~approval of the reclassification after seeking the review of the Legislative~~  
4 ~~Council; and~~

5 ~~(6) An employee's anniversary date may be changed on approval of~~  
6 ~~the office with the review of the Legislative Council in the event that an~~  
7 ~~inequity is created due to the implementation procedures of this subchapter.~~

8 (a)(1) A new appointment to a career service position in a state  
9 agency or institution covered by this subchapter shall not be at a rate  
10 greater than the entry pay level established for the grade of the position  
11 unless a rate of pay within the base range is approved as follows:

12 (A) The agency or institution director has approved the  
13 rate of pay;

14 (B) The rate of pay does not exceed the base pay level;  
15 and

16 (C) The rate of pay is determined under the guidelines  
17 established by the Office of Personnel Management.

18 (2)(A) An agency or institution director may authorize hiring an  
19 employee at the entry pay level and may subsequently adjust the employee's  
20 salary to the base pay level upon satisfactory performance or other factors  
21 established by the agency or institution after approval by the Office of  
22 Personnel Management.

23 (B) Increases may be given in a single adjustment or in  
24 incremental adjustments but shall not exceed the base pay level.

25 (3) All salary adjustments made at the discretion of the agency  
26 or institution director shall be reported to the Office of Personnel  
27 Management and to the Personnel Committee within the month following the  
28 approval.

29 (b) A new appointment to a position in a state agency or institution  
30 of higher education covered by this subchapter shall not be at a rate of pay  
31 greater than the base pay level established for the grade of the position  
32 unless a special rate of pay is requested and approved as follows:

33 (1)(A) A state agency or institution of higher education may  
34 request a special rate of pay for either a current or prospective employee  
35 within the state agency or institution if:

36 (i) Prevailing market rates of pay for a specific

1 classification title are such that the state agency or institution is unable  
2 to competitively recruit at the base pay level for the grade assigned to that  
3 classification;

4 (ii) An acute shortage of qualified applicants for a  
5 specific classification exists;

6 (iii) The state agency or institution desires to  
7 obtain the services of an exceptionally well-qualified applicant for a  
8 specific position; or

9 (iv) To meet any requirements of the Fair Labor  
10 Standards Act, 29 U.S.C. § 201 et seq as it exists on July 1, 2009;

11 (B)(i) A state agency or institution of higher education  
12 may request a special rate of pay for a specific classification due to  
13 prevailing market rates of pay to hire a new employee up to the midpoint pay  
14 level of the appropriate grade of a classification on the appropriate pay  
15 plan with the written approval of the Chief Fiscal Officer of the State.

16 (ii) A state agency or institution of higher  
17 education may request a special rate of pay for a specific classification due  
18 to prevailing market rates of pay to hire a new employee up to the maximum  
19 pay level annual rate authorized for the grade assigned to a classification  
20 only with the approval of the Chief Fiscal Officer of the State after review  
21 by the Personnel Committee.

22 (iii) A special rate of pay shall not be approved  
23 under this section unless the classification is properly reviewed and  
24 approved as a market rate classification and listed on a register of such  
25 classifications maintained by the Office of Personnel Management.

26 (iv) The Office of Personnel Management shall file a  
27 report of all such classifications with the Personnel Committee within the  
28 month following the approval; or

29 (C)(i) If a special rate of pay has been approved for a  
30 specific classification due to prevailing market rates of pay or an acute  
31 shortage of qualified applicants, current employees within the state agency  
32 or institution assigned to the affected classification may be adjusted to the  
33 new approved rate of pay by the state agency or institution upon written  
34 approval by the Chief Fiscal Officer of the State.

35 (ii) The Office of Personnel Management shall file a  
36 report of all the employee salary adjustments with the Personnel Committee

1 within the month following the approval; or

2 (2)(A) A state agency or institution may request a special rate  
3 of pay for a specific individual applicant due to exceptional qualifications  
4 to hire a new employee at a salary level up to and including the midpoint pay  
5 level of the appropriate pay grade of a specific position with the written  
6 approval of the Chief Fiscal Officer of the State and up to the maximum pay  
7 level of the appropriate grade with the approval of the Chief Fiscal Officer  
8 of the State after review by the Personnel Committee.

9 (B) This subdivision (b)(2) shall be used only for the  
10 hiring of an exceptionally well-qualified employee whose background and  
11 experience qualify the applicant to perform the job with very little or  
12 substantially less orientation and training than would be the case for a  
13 qualified applicant.

14 (C) Requests by a state agency or institution for a  
15 special rate of pay based on an exceptional level of qualifications held by a  
16 prospective employee may be approved if the:

17 (i) State agency or institution has documented to  
18 the satisfaction of the Chief Fiscal Officer of the State that no current  
19 employee of the affected state agency or institution applied for the position  
20 and who was determined by the state agency or institution to not be an  
21 equivalent alternative to the exceptionally well-qualified applicant. The  
22 Chief Fiscal Officer of the State shall supply upon request any supporting  
23 documentation to the Personnel Committee; and

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

29 (D) The hiring of a new employee under this subdivision  
30 (b)(2) shall not affect the salary level or salary eligibility of any  
31 existing employee within the state agency or institution.

32 (E)(i) This section shall apply to both prospective and  
33 current state employees.

34 (ii) This section shall apply only to current  
35 employees in positions in which the position has been advertised and the  
36 employee has competitively applied for the position by submitting a state

1 application for consideration for the position. Otherwise, employees shall  
2 be compensated in accordance with § 21-5-214(e).

3 (c) If approval has been granted to a requesting state agency or  
4 institution for a special rate of pay at or below the midpoint pay level  
5 under this section, the Chief Fiscal Officer of the State shall report all  
6 approvals monthly to the Personnel Committee.

7 (d)(1) An employee who is compensated at the maximum pay level in a  
8 position assigned to the career service pay plan is eligible for salary  
9 adjustments authorized in this subchapter as an addition to his or her base  
10 salary up to the career pay level if the:

11 (A) Employee meets or exceeds the eligibility requirements  
12 approved by the Office of Personnel Management after review by the Personnel  
13 Committee, which shall include at a minimum:

14 (i) Fifteen (15) cumulative years of full-time  
15 equivalent state service which may be in either classified or nonclassified  
16 regular positions, but not in extra-help positions; and

17 (ii) A performance evaluation rating at or above the  
18 satisfactory level for he preceding rating period; and

19 (B) Additional salary increase does not allow an  
20 employee's pay to exceed the career pay level for the position.

21 (e)(1) An employee promoted on or after July 1, 2009, shall have the  
22 maximum annual salary for which he or she is eligible established as follows:

23 (A) For a promotion to a position of a higher grade on the  
24 same pay plan, the employee's maximum rate of pay shall be increased by ten  
25 percent (10%); and

26 (B) For a promotion from a position on the career service  
27 pay plan to a position on the professional and executive pay plan, the  
28 employee's maximum rate of pay shall be increased by twelve percent (12%).

29 (2)(A) An employee who upon promotion is receiving a rate of pay  
30 below the lowest entrance pay level established for the new grade may be  
31 adjusted to that lowest entrance pay level for that grade.

32 (B) However, an employee's rate of pay upon promotion  
33 shall not exceed the maximum pay level of the grade assigned to the  
34 classification, unless the employee is eligible for career pay level on the  
35 career service pay plan as established in § 21-5-214(d)(1).

36 (f)(1) When an employee is demoted for cause or voluntarily solicits a

1 demotion, his or her rate of pay shall be:

2 (A) Fixed in the lower-graded position at a rate equal to  
3 ten percent (10%) less than the employee's rate of pay at the time of  
4 demotion for demotions of one (1) or more grades on the career service pay  
5 plan or on the professional and executive pay plan; and

6 (B) At a rate equal to twelve percent (12%) less than the  
7 employee's rate of pay at the time of demotion for demotions of one (1) or  
8 more grades on the professional and executive pay plan or from a position on  
9 the professional and executive pay plan to a position on the career service  
10 pay plan.

11 (2) If the employee's salary falls below the lowest entrance pay  
12 level of the new grade upon demotion, his or her salary may be adjusted to  
13 that lowest entrance level for that grade.

14 (3) An employee's rate of pay upon a demotion shall not exceed  
15 the amount provided by the maximum pay level of the grade assigned to the  
16 classification, unless the employee is eligible for career pay level on the  
17 career pay service plan under § 21-5-214.

18 (g)(1) An employee who returns to a position in a classification the  
19 employee formerly occupied within a twelve-month period after promotion from  
20 the classification is eligible for a rate of pay no greater than that for  
21 which the employee would have been eligible had the employee remained in the  
22 lower-graded classification.

23 (2) An employee who is placed in a lower-graded position on  
24 either compensation plan because the original position has expired due to  
25 lack of funding, program changes, or withdrawal of federal grant funds may  
26 continue to be paid at the same rate as the employee was being paid in the  
27 higher-graded position upon approval of the Office of Personnel Management  
28 after seeking the review of the Personnel Committee.

29  
30 SECTION 12. Arkansas Code § 21-5-219 is amended to read as follows:

31 21-5-219. Nonclassified employees.

32 (a) ~~Employees~~ An employee compensated with a maximum annual salary  
33 ~~rates~~ rate ~~for the biennium~~ as set out in dollars by law enacted by the  
34 General Assembly for all departments, boards, commissions, institutions of  
35 higher education, and state agencies shall be a department, board,  
36 commission, and state agency shall be eligible to receive a two percent ~~(2%)~~

1 salary increase, provided that the Chief Fiscal Officer of the State  
2 determines that sufficient general revenues become available, as lump sum  
3 payments.

4 ~~(b) The payments shall not be construed as exceeding the maximum~~  
5 ~~salary. an annual rate of pay which shall be determined by increasing the~~  
6 ~~employee's June 30, 2009, salary as follows:~~

7 (1) One percent (1%) for an employee with less than two (2)  
8 years of cumulative service;

9 (2) One and one-half percent (1.5%) for an employee with two (2)  
10 years or more and up to five (5) years of cumulative service;

11 (3) Two percent (2%) for an employee with more than five (5)  
12 years and up to ten (10) years of cumulative service;

13 (4) Two and one-half percent (2.5%) for an employee with more  
14 than ten (10) years and up to fifteen (15) years of cumulative service;

15 (5) Three percent (3%) for an employee with more than fifteen  
16 (15) years and up to (20) years of cumulative service;

17 (6) Three and one-half percent (3.5%) for an employee with more  
18 than twenty (20) years and up to twenty-five (25) years of cumulative  
19 service;

20 (7) Four percent (4%) for an employee with more than twenty-five  
21 (25) years and up to thirty (30) years of cumulative service;

22 (8) Four and one-half percent (4.5%) for an employee with more  
23 than thirty (30) years and up to thirty-five (35) years of cumulative  
24 service;

25 (9) Five percent (5%) for an employee with more than thirty-five  
26 (35) years of cumulative service.

27 (b) The maximum annual rate of compensation for which a nonclassified  
28 employee is eligible on July 1, 2010, shall be determined by increasing the  
29 employee's June 30, 2010, salary by two and three-tenths percent (2.3%).

30 (c) An employee compensated with maximum annual salary rate as set out  
31 in dollars by law enacted by the General Assembly for a department, board,  
32 commission, or state agency is eligible to receive an additional salary  
33 increase of two percent (2%) each fiscal year, provided that the Chief Fiscal  
34 Officer of the State determines that sufficient general revenues become  
35 available.

36 (d) A nonclassified employee compensated at the highest pay rate

1 authorized for his or her position shall be eligible to receive the salary  
2 increase authorized in this section, but the increase shall be paid as a lump  
3 sum on the last pay period of the fiscal year of the year in which the  
4 increase is to occur.

5 (e) Lump sum payments made under this section shall not be construed  
6 as exceeding the maximum salary.

7  
8 SECTION 13. Arkansas Code Title 21, Chapter 5, Subchapter 2 is amended  
9 to add new sections as follow:

10 21-5-220. Shift differential.

11 (a)(1) Upon the approval of the Office of Personnel Management, an  
12 employee whose working hours do not conform to normal state business hours  
13 shall be eligible for additional compensation up to twelve percent (12%) of  
14 the hourly rate for which he or she is eligible under this subchapter as a  
15 shift differential if:

16 (A) The agency or institution routinely schedules more  
17 than one (1) work shift per day;

18 (B) The shift to which the employee is assigned is a full:

19 (i) Evening work shift beginning not earlier than  
20 2:30 p.m. and ending not later than 11:30 p.m.; or

21 (ii) Night work shift beginning not earlier than  
22 11:00 p.m. and ending not later than 8:00 a.m. the next day; and

23 (C) The employee is regularly assigned to the late shift  
24 or is assigned to the shift on a regularly scheduled rotating basis.

25 (2) An employee assigned to an evening shift may not receive  
26 additional compensation that exceeds six percent (6%) above that for which he  
27 or she is eligible under this subchapter.

28 (3) An employee assigned to a night shift may not receive  
29 additional compensation that exceeds twelve percent (12%) above that for  
30 which he or she is eligible under this subchapter.

31 (4)(A) An employee at or near the maximum authorized salary  
32 level for the grade assigned to his or her classification may be compensated  
33 at an additional rate not to exceed twelve percent (12%) of his or her  
34 eligible salary under this subchapter.

35 (B) In those instances in which the granting of such  
36 additional compensation has the effect of temporarily exceeding the maximum

1 annual rate for the grade assigned to the employee's classification, the  
2 additional compensation shall not be considered as exceeding the maximum  
3 allowable rate for that grade.

4 (b)(1) A person employed in areas providing critical support, custody,  
5 and care to designated client service units at state-operated inpatient  
6 hospital facilities, at state operated human development centers, and at  
7 maximum security units at correctional facilities during weekend hours is  
8 eligible to receive up to twenty percent (20%) of the hourly rate for which  
9 he or she is eligible under this subchapter paid as a shift or weekend  
10 differential.

11 (2) Designated weekend hours begin no earlier than 2:30 p.m. on  
12 Friday and end no later than 8:00 a.m. on the following Monday.

13 (c)(1) If a facility uses shifts other than traditional eight-hour  
14 shifts, a shift differential may be paid for those shifts exceeding the  
15 normal day shift of the facility.

16 (2) If shift and weekend differentials are provided to an  
17 employee, the total compensation may exceed the maximum annual rate for the  
18 assigned pay grade for those positions included in this subchapter.

19 (3)(A) The agency or institution shall identify the shifts, job  
20 classifications, and positions to be eligible for the shift differential and  
21 the differential percentage for which each classification is eligible within  
22 each shift.

23 (B) The shift schedule, job classifications, positions,  
24 and the percentage of shift differential for which the job titles will be  
25 eligible shall be submitted to the office for approval by the Chief Fiscal  
26 Officer of the State.

27 (C) Subsequent changes to the shift schedule, job  
28 classifications, positions, and shift differential percentages shall receive  
29 prior approval by the Chief Fiscal Officer of the State.

30 (d) An employee who is receiving additional compensation under this  
31 section and then is reassigned to a normal shift shall revert on the day of  
32 the reassignment to the rate of pay for which he or she is eligible under  
33 this subchapter.

34 (e) The Office of Personnel Management shall report all shift  
35 differential approvals to the Personnel Committee.

36



1           21-5-221. Compensation differentials.

2           (a) To address specific employee compensation needs not otherwise  
3 provided for in this subchapter, a state agency or institution may pay  
4 additional compensation for current employees in specific positions or for  
5 classifications of positions assigned to a compensation plan authorized by  
6 the General Assembly for one (1) or more compensation differentials.

7           (b)(1) Authorization for one (1) or more compensation differentials  
8 may be approved if the:

9                   (A) Agency or institution has documented the need for a  
10 compensation differential for specified positions or classifications;

11                   (B) Agency or institution submits a plan of the terms and  
12 conditions for eligibility which must directly address the needs of the  
13 targeted positions or classifications for any requested compensation  
14 differential;

15                   (C) Cost of implementing and maintaining a compensation  
16 differential is within the agency's or institution's existing appropriation  
17 and shall not be implemented using funds specifically set aside for other  
18 programs within the agency or institution; and

19                   (D) Compensation differential plan has been approved by  
20 the Office of Personnel Management after review by the Personnel Committee.

21           (2) Any compensation differential authorized under this section  
22 shall be renewed each fiscal year.

23           (3) The cumulative total of any compensation differentials paid  
24 to an employee shall not exceed twenty-five percent (25%) of the employee's  
25 base salary.

26           (c)(1) Hazardous duty differential of up to six percent (6%) may be  
27 authorized for the increased risk of personal physical injury for an employee  
28 occupying a certain identified high risk position if the:

29                   (A) Position classification is determined to be physically  
30 hazardous or dangerous due to location, facility, services provided, or other  
31 factors directly related to the duty assignment of the positions; and

32                   (B) Employee's regularly assigned work schedule exposes  
33 him or her to clear, direct, and unavoidable hazards during at least fifty  
34 percent (50%) of the work time and the employee is not compensated for the  
35 hazardous exposure.

36           (2)(A) The director of the requesting agency or institution

1 shall identify the facility or unit, location, and eligible positions and  
2 classifications within the facility or unit that are identified as high risk.

3 (B) The positions shall be certified by the agency or  
4 institution director as having been assigned to a work environment that poses  
5 an increased risk of personal injury and shall be submitted as part of the  
6 plan for payment of hazardous duty differential to the Office of Personnel  
7 Management for approval by the Chief Fiscal Officer of the State after review  
8 and approval of the Personnel Committee.

9 (C) Subsequent changes to the facility or unit, location,  
10 and eligible positions or classifications within the facility or unit on file  
11 with the Office of Personnel Management shall receive prior approval by the  
12 Chief Fiscal Officer of the State after review and approval by the Personnel  
13 Committee.

14 (d) If the granting of the additional hazardous duty compensation has  
15 the effect of temporarily exceeding the maximum annual rate for the grade  
16 assigned to the employee's classification, the additional compensation shall  
17 not be considered as exceeding the maximum allowable rate for that grade.

18 (e) It is the intent of this subsection that hazardous duty  
19 compensation shall be at the discretion of the Chief Fiscal Officer of the  
20 State and the director of the agency or institution and shall not be  
21 implemented using funds specifically set aside for other programs within the  
22 agency or institution.

23 (f) An employee who receives additional hazardous duty compensation  
24 under this section and then is reassigned to normal duty shall revert on the  
25 day of the reassignment to the rate of pay for which he or she is eligible  
26 under this subchapter.

27 (g) An additional six percent (6%), but not to exceed a total of  
28 twelve percent (12%), hazardous duty differential may be authorized for  
29 employees occupying positions assigned to a maximum security unit or facility  
30 if the regularly assigned work schedules expose employees at least eighty-  
31 five percent (85%) of the work time to clear, direct, and unavoidable hazards  
32 from clients, inmates, or patients who are in units or facilities that are  
33 classified as maximum security.

34 (h) An employee who is receiving additional compensation for hazardous  
35 duty and then is reassigned to normal duty shall revert on the day of the  
36 reassignment to the rate of pay for which he or she is eligible under this

1 subchapter.

2 (i)(1) A professional certification differential of up to six percent  
3 (6%) for job-related professional certifications for individual positions or  
4 for specific classifications within an agency or institution may be  
5 authorized if the certification is:

6 (A) From a recognized professional certifying organization  
7 and is determined to be directly related to the predominant purpose and use  
8 of the position or classification; and

9 (B) Not included as a minimum qualification established or  
10 as a special requirement for the classification by the official class  
11 specification.

12 (2)(A) A professional certification differential may be paid  
13 only while the certification is current and maintained by the employee and  
14 while employed in a position or classification covered by the plan.

15 (B) Documentation of continuation or renewal of the  
16 certification of the employee is required for continuation of certification  
17 differential.

18 (j) An education differential of up to six percent (6%) for job-  
19 related education for individual positions or for specific classifications  
20 within an agency or institution may be authorized if:

21 (1) Attainment of additional education is from an accredited  
22 institution of higher education, documented by official transcript,  
23 certificate, or degree award, and directly related to the predominant purpose  
24 and use of the position or classification; and

25 (2) The education to be compensated is not included as a special  
26 requirement or minimum qualification established for the classification by  
27 the official class specification.

28 (k) A geographic area differential of up to six percent (6%) may be  
29 authorized to address the documented inability to recruit and retain certain  
30 employees in a specific geographic area of the state if the additional  
31 geographic area differential is based on documented recruitment, turnover, or  
32 other competitive pay issue in a specific geographic area, but which does not  
33 justify a statewide labor market special entry rate.

34 (l)(1) A second language differential of up to ten percent (10%) may  
35 be authorized for an employee who has the demonstrated ability and skill to  
36 communicate in a language other than English, including American Sign

1 Language, and that skill is determined by the agency or institution to be  
2 directly related to the effective performance of the job duties for the  
3 position occupied by the employee.

4 (2) If the granting of the additional compensation would have  
5 the effect of exceeding the maximum or the career pay level for the grade  
6 assigned to the employee's classification, the additional compensation shall  
7 not be considered as exceeding the maximum allowable rate for that grade.

8 (3) An employee who receives additional compensation under this  
9 section and who moves into a position that does not need the skill to  
10 communicate in a language other than English shall revert on the effective  
11 date of the change to the rate of pay that the employee would otherwise  
12 receive.

13 (m)(1) On-call duty or standby duty differential may be authorized for  
14 an employee whose job requires him or her to provide services on nights,  
15 weekends, holidays, or other situations when the agency or institution does  
16 not have regularly scheduled staff coverage.

17 (2) On-call duty or standby duty differential is to be used for  
18 officially scheduled duty outside regular work hours during which an employee  
19 is required to be accessible by telephone, pager, or other means and must  
20 return to the designated work site upon notification of need within a  
21 specified response time.

22 (3)(A) An employee who is required to be available for duty on  
23 nights, weekends, and holidays will be eligible to receive on-call or standby  
24 duty pay equivalent of an hourly rate not to exceed twenty percent (20%) of  
25 his or her base hourly pay rate for each on-call or standby hour for not more  
26 than forty-eight (48) hours during any seven-day work period.

27 (B)(i) Compensation shall not be paid to any employee  
28 required to be on-call and standby who fails to respond after the second  
29 notification that his or her services are needed.

30 (ii) If the equipment or paging device malfunctions,  
31 the penalty shall not apply.

32 (C)(i) An employee on on-call or standby duty who is  
33 called in to work shall be compensated for the actual hours worked at the  
34 appropriate rate of pay, with a minimum of two (2) hours for each call back.

35 (ii) The employee shall not be paid on-call or  
36 standby pay for hours actually worked during a call back.

1                   (D) If on-call or standby pay is provided to an employee,  
2 the total compensation may exceed the maximum salaries for the position.

3  
4                   21-5-222. Salary administration grids.

5                   (a)(1) A state agency or institution may request that a salary  
6 administration grid be approved for specific classifications of positions  
7 assigned to the career service compensation plan if the:

8                   (A) State agency or institution has documented the need  
9 for a salary administration grid for specified positions or classifications;

10                   (B) Terms and conditions of a grid proposed by the agency  
11 or institution address the needs of the targeted positions;

12                   (C) Cost of implementing and maintaining a salary  
13 administration grid is within the agency's or institution's existing  
14 appropriation and implementation does not use funds specifically set aside  
15 for other programs within the agency or institution; and

16                   (D) Salary administration grid has been approved by the  
17 Chief Fiscal Officer of the State after review by the Personnel Committee.

18                   (2)(A) Special salary rates may be authorized up to the maximum  
19 pay level authorized for the grade assigned the classification of a career  
20 service position for specific classifications only.

21                   (B) An approved salary administration grid shall be used  
22 for establishing a starting salary for an employee in an individual position.

23                   (C) A person hired above the entry pay level shall meet or  
24 exceed the minimum qualifications for the job classification.

25                   (D) Subsequent salary determinations within a salary  
26 administration grid shall be based on the employee's qualifications, relevant  
27 competitive compensation rates, professional or education achievements, and  
28 internal equity within the agency or institution.

29                   (E) A plan of implementation and salary progression must  
30 be approved by the office on a biennial basis.

31                   (3) An approved grid may be amended only upon approval by the  
32 office after review by the Personnel Committee.

33                   (4) Compensation differentials that are included in an agency or  
34 institution's grid plan may not exceed rates provided in § 21-5-221.

35                   (b)(1) A monthly report shall be made to the Personnel Committee  
36 describing all personnel transactions involving applications of this section.

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

4           (3) The office shall promulgate rules regarding the  
 5 implementation and use of a salary administration grid with the review of the  
 6 Personnel Committee.

7  
 8           21-5-223. Severance pay

9           (a) If the agency or institution director determines that it is  
 10 necessary to implement the state workforce reduction policy due to agency or  
 11 institution organization structure change, budgetary reductions, abolishment  
 12 of positions or duties, loss of functional responsibility by the agency, or  
 13 the loss of federal funding, grants, or other special funds, the agency or  
 14 institution director, upon approval by the Chief Fiscal Officer of the State,  
 15 may authorize the payment of funds on a regular payroll schedule as severance  
 16 pay to full-time, part-time, and job sharing classified and non-classified  
 17 employees in regular positions affected by the workforce reduction on the  
 18 basis of the following pro rata lump sum for completed years of service,  
 19 including any formally implemented probationary period:

20  
 21           Over 1 year up to 5 years           Eight hundred dollars (\$800)  
 22           Over 5 years up to 15 years       One thousand two hundred dollars (\$1,200)  
 23           Over 15 years                           One thousand six hundred dollars (\$1,600)

24  
 25           (b) These payments shall be in addition to the lump sum payments  
 26 allowed under the Uniform Attendance and Leave Policy Act, § 21-4-201 et seq.

27           (c) The severance payments shall not be construed as exceeding the  
 28 maximum salary.

29           (d) The agency or institution director shall file a notice of the  
 30 anticipated implementation of the workforce reduction policy and of the lump  
 31 sum severance payments to be made under the state workforce reduction policy  
 32 with the Personnel Committee.

33  
 34           21-5-224. Extra help positions.

35           (a) A position authorized as extra help in an agency or institution  
 36 shall be assigned an authorized career service classification by the agency

1 or institution and any person hired in an extra help position shall meet the  
2 minimum qualifications and any other requirements set by the official class  
3 specification of the classification assigned to the position.

4 (1) The rates of pay for extra help employees shall be set in  
5 accordance with and shall not exceed those provided in this subchapter, or  
6 its successor, for the appropriate classification.

7 (2) Extra help employees of agencies may not exceed one thousand  
8 (1,000) hours per fiscal year as set out in § 19-4-521.

9 (3) Extra help employees of institutions of higher education may  
10 not exceed one thousand five hundred (1,500) hours per fiscal year as set in  
11 § 6-63-314.

12 (b) The salary eligibility for an employee transferring or returning  
13 from an extra help position to a regular position shall be established at the  
14 minimum entrance rate of pay for the grade of the assigned classification  
15 with the following exceptions:

16 (1) The classification has an established current labor market  
17 special entry rate;

18 (2) The position is approved for shift differential in  
19 accordance with this subchapter;

20 (3) The employee's eligibility is based on prior state service  
21 in a regular position; or

22 (4) A base range salary has been approved under § 21-5-  
23 214(a)(1).

24 (d) A former employee from a state agency, institution, board, or  
25 commission who is rehired in an extra-help position is ineligible for  
26 benefits except holiday pay.

27  
28 21-5-225. Position pools.

29 (a)(1) There is established a pool of two hundred fifty (250) career  
30 service positions at grade C130 and one hundred fifty (150) professional and  
31 executive positions at grade N922 assigned to the Office of Personnel  
32 Management to be used to reclassify positions in state agencies and  
33 institutions to the proper classification and grade if the state agency or  
34 institution does not have a vacant position available with the appropriate  
35 classification and grade.

36 (2)(A) Positions authorized as career service positions may not

1 be reclassified as professional and executive classifications utilizing these  
2 pool positions.

3 (B) Positions authorized as professional and executive  
4 classifications may not be reclassified into career service classifications  
5 utilizing these pool positions.

6 (3) To obtain a position from the pool, a state agency or  
7 institution must surrender to the pool the position being reclassified.

8 (4) The office shall review all requests and may grant approval  
9 of the reclassification after review by the Personnel Committee.

10 (5) No position established under this section shall exceed a  
11 salary rate in excess of the highest rate established by grade in the  
12 requesting agency's or institution's appropriation act.

13 (b)(1) The office shall establish and maintain a central growth pool  
14 of two hundred (200) career service positions at grade C130 and one hundred  
15 (100) professional and executive positions at grade N922 to be used to  
16 establish additional positions in state agencies of the proper classification  
17 and grade when the state agency does not have sufficient positions available  
18 with the appropriate classification and grade to meet an agency's mandated  
19 responsibilities.

20 (2) Central growth pool positions are to be used by the state  
21 agencies if the personnel service needs exceed the number of positions in a  
22 classification authorized by the General Assembly and were not anticipated at  
23 the time of the passage of the agency's operating appropriation act.

24 (3) No position established under this section may exceed a  
25 salary rate in excess of the highest rate established by grade in the  
26 requesting agency's appropriation act.

27 (4) The agency shall provide justification to the office for the  
28 need to allocate positions from the central growth pool.

29 (5) Titles shall not be assigned to the agency from the central  
30 growth pool until specific positions are requested by the agency, recommended  
31 by the office, and reviewed by the Personnel Committee.

32 (6) If the new classifications are necessary for any of these  
33 additional positions, the office may assign the appropriate title and grade  
34 after review by the Personnel Committee.

35 (7) If an agency requests any central growth pool position to be  
36 continued during the subsequent fiscal year, the position must be requested



1 as a new position in the agency's subsequent fiscal year budget request.

2 (c)(1) The office shall establish and maintain a temporary transition  
3 pool of twenty-five (25) career service positions at grade C130 and twenty-  
4 five (25) professional and executive positions at grade N922 to be used to  
5 establish additional temporary positions in state agencies of the proper  
6 classification and grade if the state agency does not have sufficient  
7 positions available with the appropriate classification and grade to address  
8 organizational transition issues such as succession planning or other changes  
9 in agency administration.

10 (2) Temporary transition pool positions are to be used by state  
11 agencies only if the personal service needs exceed the number of positions in  
12 a classification authorized by the General Assembly and were not anticipated  
13 at the time of the passage of the agency's operating appropriation act.

14 (3) A position established under this section shall not exceed a  
15 salary rate in excess of the highest rate established by grade or by line  
16 item in the requesting agency's appropriation act.

17 (4) No position shall be authorized to the agency from the  
18 temporary transition pool until the specific positions are requested by the  
19 agency, recommended by the office, and reviewed by the Personnel Committee.

20 (5) Temporary transition pool positions shall be authorized for  
21 not more than one hundred eighty (180) calendar days in a fiscal year and may  
22 not be renewed or extended.

23 (d)(1) There is established a temporary pool of two hundred fifty  
24 (250) career service positions at grade C130 and one hundred fifty (150)  
25 professional and executive positions at grade N922 assigned to the office to  
26 be used to reclassify positions in state agencies and institutions when the  
27 office has determined that the reclassification is necessary to address a  
28 classification or grade issue related to the implementation of the  
29 classification and compensation plan study required by Act 868 of 2007.

30 (2) A position classification title and grade established under  
31 this section shall be reviewed by the Personnel Committee.

32 (3) To obtain a position from the pool, a state agency or  
33 institution must surrender to the pool the position being reclassified.

34 (4) This subsection shall expire on June 30, 2010.

35  
36 SECTION 14. Arkansas Code § 21-5-1101 is amended to read as follows:

1 21-5-1101. Merit increase pay system.

2 (a) The Department of Finance and Administration is authorized to  
3 develop and implement ~~a job series promotion system and~~ a merit increase pay  
4 system in accordance with the performance evaluation process under § 21-5-  
5 1001 et seq. for the following employees:

6 (1) Employees of all state agencies, boards, commissions, and  
7 institutions ~~of higher education~~ covered by the Uniform Classification and  
8 Compensation Act, § 21-5-201 et seq.; and

9 (2) Employees in ~~unclassified~~ non-classified positions of all  
10 state agencies, boards, and commissions, excluding institutions ~~of higher~~  
11 ~~education~~.

12 (b)(1) Except as provided in subdivision (b)(2) of this section, to be  
13 eligible to be evaluated under the merit increase pay system an employee  
14 shall have continuous employment with the state in a regular full-time  
15 position for twelve (12) months.

16 (2) A part-time employee in a regular salary position ~~that~~  
17 ~~completes two thousand eighty (2,080) hours~~ who has had continuous part-time  
18 employment with the state for twelve (12) months shall be eligible to be  
19 evaluated for a pay increase under the merit increase pay system and to  
20 receive the merit pay increase on a pro-rata basis.

21 (c) For the purpose of this subchapter+

22 ~~(1)~~ “Merit increase pay system” means a merit-based pay system  
23 which incorporates pay and performance evaluation standards according to §  
24 21-5-1001 et seq. and establishes criteria for salary adjustments or lump sum  
25 payments for employees who meet requisite performance categories.

26 ~~(2) “Job series promotion” means a cluster of hierarchical~~  
27 ~~classes with similar duties and functions that is grouped for professional~~  
28 ~~promotion purposes.~~

29 (d) Merit payments may be awarded to employees who satisfy performance  
30 evaluation-based criteria developed by agencies and institutions in  
31 accordance with rules and policies developed and approved by the Office of  
32 Personnel Management of the Division of Management Services of the Department  
33 of Finance and Administration after review by the Legislative Council.

34 (e) Effective July 1, 2007, ~~for the 2007-2009 biennium~~ 2009:

35 (1) Employees who receive an overall satisfactory rating under  
36 an approved performance evaluation system shall be eligible for a one and

1 five-tenths percent (1.5%) merit increase;

2 (2) Employees who receive an overall above average rating under  
3 an approved performance evaluation system shall be eligible for a three  
4 percent (3.0%) merit increase; and

5 (3) Employees who receive an overall exceeds standards rating  
6 under an approved performance evaluation system shall be eligible for a four  
7 and five-tenths percent (4.5%) merit increase.

8 (f)(1)(A) ~~Except as provided in subdivision (f)(1)(B) of this section,~~  
9 ~~the payments shall be added to the employee's base salary.~~ Employees in  
10 positions assigned to the career service pay plan shall be eligible for a  
11 merit increase to be added to the employee's base salary rate with the  
12 following conditions:

13 (i) An employee whose annual base salary rate that  
14 is at or above the maximum pay level for his or her grade may receive the  
15 merit increase up to the career pay level if the employee is eligible for  
16 career pay level adjustments as established in § 21-5-214 (d);

17 (ii) An employee whose annual base salary rate is at  
18 or above the maximum pay level for his or her grade and who is not eligible  
19 for career pay level adjustments may receive the merit increase as a lump sum  
20 on the last pay period of the fiscal year of the year in which the increase  
21 is to occur; or

22 (iii) An employee whose annual base salary rate is  
23 above the career pay level is eligible for the merit increase, but the  
24 increase shall be paid as a lump sum on the last pay period of the fiscal  
25 year of the year in which the increase is to occur.

26 (B) ~~If the merit increase awarded will cause the~~  
27 ~~employee's base salary to exceed pay level IV or the line item maximum annual~~  
28 ~~salary rate of the position, the amount above pay level IV or the maximum~~  
29 ~~annual salary rate of the position shall not be construed as exceeding the~~  
30 ~~maximum salary and shall be paid to the employee as a lump sum payment~~  
31 Employees in positions assigned to the professional and executive pay plan  
32 shall be eligible for the merit increase as provided in this section, but the  
33 increase shall be paid as a lump sum on the last pay period of the fiscal  
34 year of the year in which the increase is to occur.

35 (C) Nonclassified employees in positions with maximum annual  
36 salary rates set out in dollars established by law shall be eligible to

1 receive a merit increase as provided in this section, but the increase shall  
2 be paid as a lump sum on the last pay period of the fiscal year of the year  
3 in which the increase is to occur.

4 (2) The lump-sum payments authorized in this section shall be  
5 considered as salary for the purposes of retirement eligibility.

6 (g) Management or supervisory personnel who fail to complete annual  
7 evaluations of employees under their administrative control shall not be  
8 eligible for merit payments ~~themselves~~.

9 (h)(1) If the Chief Fiscal Officer of the State determines that  
10 general revenue funds are insufficient to implement the merit increases  
11 authorized in this subchapter or by any other law that affects salary  
12 increases for state employees, the Chief Fiscal Officer of the State, upon  
13 approval of the Governor, may reduce the percentage of all authorized merit  
14 increases for all state employees covered by this subchapter without regard  
15 to whether the employees are compensated from general or special revenues,  
16 federal funds, or trust funds.

17 (2) However, if sufficient general revenues should then become  
18 available at any time during the fiscal year to provide the merit increases  
19 for all state employees without regard to the source of revenues, merit  
20 increases for state employees provided for in this subchapter or by any other  
21 law may then be fully implemented by the Chief Fiscal Officer of the State.

22 (3) Any adjustments in the implementation of authorized merit  
23 increases made by the Chief Fiscal Officer of the State under this subsection  
24 shall be reported to the Personnel Committee.

25  
26 SECTION 15. EMERGENCY CLAUSE. It is found and determined by the  
27 General Assembly of the State of Arkansas that the fiscal year for employees  
28 begins on July 1 of every year and that the implementation of the Uniform  
29 Classification and Compensation Act is immediately necessary to ensure the  
30 continued services and operations of the state. Therefore, an emergency is  
31 declared to exist and this act being immediately necessary for the  
32 preservation of the public peace, health, and safety shall become effective  
33 on July 1, 2009.

34  
35 /s/ Faris

36 **APPROVED: 3/27/2009**