1	State of Arkansas			
2	80th General Assembly A Bill		<b>ACT 7</b> 0	9 OF 1995
3	Regular Session, 1995	SI	ENATE BI	LL 363
4	By: Joint Budget Committee			
5				
6				
7	For An Act To Be Ent	itled		
8	"AN ACT TO MAKE AN APPROPRIATION FOR PERS	ONAL SER	VICES AND	
9	OPERATING EXPENSES FOR THE SECRETARY OF S	TATE FOR	THE	
10	BIENNIAL PERIOD ENDING JUNE 30, 1997; AND	FOR OTH	ER	
11	PURPOSES."			
12				
13	Subtitle			
14	"AN ACT FOR THE SECRETARY OF ST	ATE		
15	APPROPRIATION FOR THE 1995-97 E	BIENNIUM.	II .	
16				
17	BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STA	TE OF AR	KANSAS:	
18				
19	SECTION 1. REGULAR SALARIES - CENTRAL OPE	RATIONS.	There is	hereby
20	established for the Secretary of State - Central	Operati	ons for the	1995-97
21	biennium, the following maximum number of regula	r employ	ees whose s	alaries
22	shall be governed by the provisions of the Unifo	rm Class	ification a	nd
23	Compensation Act (Arkansas Code §§21-5-201 et se	q.), or	its success	or, and all
24	laws amendatory thereto. Provided, however, tha	t any po	sition to w	hich a
25	specific maximum annual salary is set out herein	in doll	ars, shall	be exempt
26	from the provisions of said Uniform Classificati	on and C	ompensation	Act. All
27	persons occupying positions authorized herein ar	e hereby	governed b	y the
28	provisions of the Regular Salaries Procedures an	d Restri	ctions Act	(Arkansas
29	Code §21-5-101), or its successor.			
30				
31			Maximum	Annual
32		Maximum	Salary	Rate
33		No. of	Fiscal	Years
34		<del>'mployees</del>	1995-96	<del>1996-97</del>
35	(1) 7001 SEC OF STATE CHIEF DEPUTY	1	\$ 54,325	\$ 55,683
36	(2) 7019 SEC OF STATE LEGAL SVCS DIRECTOR	1	\$ 53,300	\$ 54,632

	As E	ngros	sed: 2	/8/	95 3/7/9	95 3/8/95 3/9/95			SB 363
1	(3)	7016	SEC	OF	STATE	INFO SYSTEMS DIRECTOR	1	\$ 47,662	\$ 48,853
2	(4)	7015	SEC	OF	STATE	BUSINESS DIRECTOR	1	\$ 46,125	\$ 47,278
3	(5)	7020	SEC	OF	STATE	GOVT AFFAIRS DIRECTOR	1	\$ 43,562	\$ 44,651
4	(6)	7031	SEC	OF	STATE	EVENTS DIRECTOR	1	\$ 42,025	\$ 43,076
5	(7)	7014	SEC	OF	STATE	ELECTION DIRECTOR	1	\$ 41,000	\$ 42,025
6	(8)	7013	SEC	OF	STATE	COMMUNICATION/ED DIR	1	\$ 41,000	\$ 42,025
7	(9)	7041	SEC	OF	STATE	CHIEF PHOTOGRAPHER	1	\$ 36,808	\$ 37,728
8	(10)	7030	SEC	OF	STATE	ELECTION ASSISTANT III	1	\$ 36,502	\$ 37,415
9	(11)	7004	SEC	OF	STATE	COMMUNICATION/ED OFCR	1	\$ 35,849	\$ 36,746
10	(12)		SEC	OF	STATE	PROJECT COORDINATOR	1	\$ 34,850	\$ 35,721
11	(13)	7009	SEC	OF	STATE	PERSONNEL/PAYROLL MGR	1	\$ 34,850	\$ 35,721
12	(14)	7028	SEC	OF	STATE	FRANCHISE/UCC MANAGER	1	\$ 34,850	\$ 35,721
13	(15)	7005	SEC	OF	STATE	PROGRAMMER ANALYST	2	\$ 34,069	\$ 34,921
14	(16)	7018	SEC	OF	STATE	EXECUTIVE ASSISTANT	1	\$ 31,775	\$ 32,569
15	(17)	7058	SEC	OF	STATE	ADMIN ASSISTANT	2	\$ 31,525	\$ 32,313
16	(18)	7006	SEC	OF	STATE	CORP/FRANCHISE TAX SUPV	1	\$ 30,734	\$ 31,503
17	(19)	7007	SEC	OF	STATE	UNIFORM COMM CODE SUPV	1	\$ 30,734	\$ 31,503
18	(20)	7040	SEC	OF	STATE	PURCHASING MANAGER	1	\$ 29,978	\$ 30,727
19	(21)	7150	SEC	OF	STATE	HISTORIAN	1	\$ 29,725	\$ 30,468
20	(22)	7048	SEC	OF	STATE	CHIEF TOUR GUIDE	1	\$ 29,677	\$ 30,419
21	(23)	7008	SEC	OF	STATE	ACCOUNTANT	2	\$ 29,620	\$ 30,361
22	(24)	7033	SEC	OF	STATE	ARK REGISTER EDITOR	1	\$ 27,856	\$ 28,553
23	(25)		SEC	OF	STATE	PRODUCTION SPECIALIST	1	\$ 27,856	\$ 28,553
24	(26)	7042	SEC	OF	STATE	FRANCHISE TAX SUPERVISOR	1	\$ 27,853	\$ 28,550
25	(27)	7017	SEC	OF	STATE	ELECTION ASSISTANT II	1	\$ 27,675	\$ 28,367
26	(28)	7151	SEC	OF	STATE	CORP CLERK II	1	\$ 27,554	\$ 28,232
27	(29)	7035	SEC	OF	STATE	SECRETARY II	2	\$ 23,626	\$ 24,217
28	(30)		SEC	OF	STATE	CORPORATION CLERK II	4	\$ 23,626	\$ 24,217
29	(31)	7010	SEC	OF	STATE	CORPORATION CLERK I	1	\$ 23,562	\$ 24,151
30	(32)		SEC	OF	STATE	PERSONNEL/PAYROLL ASST	1	\$ 23,562	\$ 24,151
31	(33)	7043	SEC	OF	STATE	PHOTOGRAPHER	2	\$ 23,078	\$ 23,655
32	(34)	7154	SEC	OF	STATE	CORP FRANCH CLERK II	2	\$ 22,445	\$ 23,007
33	(35)		SEC	OF	STATE	TRADEMARKS CLERK II	1	\$ 22,445	\$ 23,007
34	(36)	7036	SEC	OF	STATE	UCC CLERK II	1	\$ 21,613	\$ 22,153
35	(37)	7037	SEC	OF	STATE	ELECTION ASSISTANT I	2	\$ 21,448	\$ 21,984

1	(38)	7038	SEC	OF	STATE	CENTRAL SUPPLY SUPV	1	\$ 21,448	\$ 21,984
2	(39)	7152	SEC	OF	STATE	SECRETARY I	1	\$ 16,632	\$ 17,047
3	(40)		SEC	OF	STATE	CORPORATION CLERK I	7	\$ 16,632	\$ 17,047
4	(41)		SEC	OF	STATE	CORP FRANCHISE CLERK I	6	\$ 16,632	\$ 17,047
5	(42)		SEC	OF	STATE	UCC CLERK I	5	\$ 16,632	\$ 17,047
6	(43)		SEC	OF	STATE	PURCHASING ASSISTANT	1	\$ 16,632	\$ 17,047
7	(44)		SEC	OF	STATE	MAILROOM/SUPPLY CLK I	1	\$ 16,632	\$ 17,047
8	(45)		SEC	OF	STATE	NOTARY CLERK I	1	\$ 16,632	\$ 17,047
9					MAΣ	NO. OF EMPLOYEES	70		

11 SECTION 2. EXTRA HELP - CENTRAL OPERATIONS. There is hereby

- 12 authorized, for the Secretary of State Central Operations for the 1995-97
- 13 biennium, the following maximum number of part-time or temporary employees, to
- 14 be known as "Extra Help", payable from funds appropriated herein for such
- 15 purposes: thirty (30) temporary or part-time employees, when needed, at rates
- 16 of pay not to exceed those provided in the Uniform Classification and
- 17 Compensation Act, or its successor, or this act for the appropriate
- 18 classification.

19

SECTION 3. APPROPRIATIONS - CENTRAL OPERATIONS. There is hereby
appropriated, to the Secretary of State, to be payable from the State Central
Services Fund, for personal services and operating expenses of the Secretary
of State - Central Operations for the biennial period ending June 30, 1997,
the following:

26	ITEM			FISC	AL VEARS
27	NO.			1995-96	1996-97
28	(01)	REGULAR SALARIES		\$ 1,848,785	\$ 1,894,983
29	(02)	EXTRA HELP		56,400	57,640
30	(03)	PERSONAL SERV MATCHING		419,141	429,577
31	(04)	MAINT. & GEN. OPERATION			
32		(A) OPER. EXPENSE \$	335,880 \$	326,924	
33		(B) CONF. & TRVL.	12,200	12,200	
34		(C) PROF. FEES	5,500	5,500	
35		(D) CAP. OUTLAY	131,000	35,000	

1		(E) DATA PROC.	28,000	29,000			
2		TOTAL MAINT. & GEN. O	PER.		512,580		408,624
3	(05)	PRINTING			314,500		0
4	(06)	PUBLISH LEGAL NOTICES			500,000		0
5	TOTAL	AMOUNT APPROPRIATED		<u>\$ 3,</u>	,651,406	\$ 2,	790,824

8 established for the Secretary of State - Support Operations for the 1995-97 9 biennium, the following maximum number of regular employees whose salaries

SECTION 4. REGULAR SALARIES - SUPPORT OPERATIONS. There is hereby

- 10 shall be governed by the provisions of the Uniform Classification and
- 11 Compensation Act (Arkansas Code §§21-5-201 et seq.), or its successor, and all
- 12 laws amendatory thereto. Provided, however, that any position to which a
- 13 specific maximum annual salary is set out herein in dollars, shall be exempt
- $14\,$  from the provisions of said Uniform Classification and Compensation Act. All
- 15 persons occupying positions authorized herein are hereby governed by the
- 16 provisions of the Regular Salaries Procedures and Restrictions Act (Arkansas
- 17 Code §21-5-101), or its successor.

18 19

Maximum Annual

20					<u>Maximum</u>	Salary	Rate
21	Item	Class			No. of	Fiscal	Years
22	No.	Code	Title		Employees	1995-96	1996-97
23	(1)	7063 SE	C OF STATE	HEATING & AIR SPEC	1	\$ 45,338	\$ 46,471
24	(2)	7505 SE	C OF STATE	CAPITOL POLICE CHIEF	1	\$ 44,075	\$ 45,177
25	(3)	7045 SE	C OF STATE	BLDG GROUNDS DIRECTOR	1	\$ 46,125	\$ 47,278
26	(4)	7044 SE	C OF STATE	BLDG MAINT SUPV	1	\$ 39,740	\$ 40,734
27	(5)	7046 SE	C OF STATE	GROUNDS SUPV	1	\$ 39,740	\$ 40,734
28	(6)	7003 SE	C OF STATE	MAINTENANCE SUPV I	1	\$ 32,646	\$ 33,462
29	(7)	7508 SE	C OF STATE	POLICE SERGEANT	3	\$ 29,944	\$ 30,693
30	(8)	7049 SE	C OF STATE	CARPENTER	2	\$ 27,331	\$ 28,014
31	(9)	SE	C OF STATE	PLUMBER	1	\$ 27,331	\$ 28,014
32	(10)	7501 SE	C OF STATE	MECHANICAL ENGR TECH	1	\$ 26,624	\$ 27,290
33	(11)	7050 SE	C OF STATE	ELECT JOURNEYMAN	1	\$ 26,064	\$ 26,715
34	(12)	SE	C OF STATE	AUTOCAD TECHNICIAN	1	\$ 26,000	\$ 26,650
35	(13)	7051 SE	C OF STATE	CUST SVCS SHIFT SUPV	1	\$ 24,860	\$ 25,482

	As Engro	ssed: 2/8/95 3/7/9	05 3/8/95 3/9/95			SB 363
1	(14) 705	2 SEC OF STATE	SKILLED TRADE H	ELPER 3	\$ 21,45	\$ 21,989
2	(15) 708	O SEC OF STATE	CUSTODIAL WORKER	R II 2	\$ 21,18	\$ 21,710
3	(16) 705	4 SEC OF STATE	POLICE II	10	\$ 21,18	\$ 21,710
4	(17) 705	5 SEC OF STATE	GROUNDSKEEPER	4	\$ 16,63	2 \$ 17,047
5	(18) 714	3 SEC OF STATE	RADIO OPERATOR	1	\$ 16,63	2 \$ 17,047
6	(19) 715	3 SEC OF STATE	PARKING ATTENDAM	NT 1	\$ 16,63	2 \$ 17,047
7	(20) 705	SEC OF STATE	CUSTODIAL WORKER	R I 16	\$ 16,63	2 \$ 17,047
8	(21)	SEC OF STATE	SECRETARY I	1	\$ 16,63	2 \$ 17,047
9	(22)	SEC OF STATE	DISPATCHER	1	\$ 16,63	2 \$ 17,047
10		MAX	NO. OF EMPLOYER	ES 55		
11						
12	SE	CTION 5. APPRO	PRIATIONS - SUPI	PORT OPERATIONS	. There is	hereby
13	appropri	ated, to the Se	ecretary of State	e, to be payable	e from the	State Central
14	Services	Fund for ners	onal carridae ar			
		rana, ror perc	onal services ar	nd operating exp	penses of t	he Secretary
15		_	rations for the k			_
		- Support Oper				_
	of State	- Support Oper				_
16	of State	- Support Oper			ending Jun	_
16 17	of State	- Support Oper			ending Jun	e 30, 1997,
16 17 18	of State the foll  ITEM NO.	- Support Oper			ending Jun	e 30, 1997,
16 17 18 19	of State the foll  ITEM NO. (01) RE	- Support Oper	rations for the k	piennial period	ending Jun FISCA 1995-96	L YEARS 1996-97
16 17 18 19 20	of State the foll  ITEM NO. (01) RE (02) PE	- Support Oper	rations for the l	piennial period	FISCA 1995-96 1,240,733	L YEARS 1996-97 \$ 1,271,729
16 17 18 19 20 21	of State the foll  ITEM NO. (01) RE (02) PE (03) MA	- Support Oper owing:  GULAR SALARIES RSONAL SERV MAT	rations for the A	piennial period	FISCA 1995-96 1,240,733	L YEARS 1996-97 \$ 1,271,729
16 17 18 19 20 21 22	of State the foll  ITEM NO. (01) RE (02) PE (03) MA (A	- Support Oper  - Support Oper	CCHING CRATION C \$ 482,730	piennial period	FISCA 1995-96 1,240,733	L YEARS 1996-97 \$ 1,271,729
16 17 18 19 20 21 22 23	of State the foll  ITEM NO. (01) RE (02) PE (03) MA (A	- Support Oper  Swing:  GULAR SALARIES  RSONAL SERV MAT  INT. & GEN. OPE  OPER. EXPENSE	CCHING CRATION C \$ 482,730	\$ 493,367 4,800	FISCA 1995-96 1,240,733	L YEARS 1996-97 \$ 1,271,729
16 17 18 19 20 21 22 23 24	of State the foll  ITEM NO. (01) RE (02) PE (03) MA (A	- Support Oper owing:  GULAR SALARIES RSONAL SERV MAT INT. & GEN. OPE OPER. EXPENSE CONF. & TRVL.	CCHING ERATION E \$ 482,730 4,800	\$ 493,367 4,800	FISCA 1995-96 1,240,733	L YEARS 1996-97 \$ 1,271,729
16 17 18 19 20 21 22 23 24 25	of State the foll  ITEM NO. (01) RE (02) PE (03) MA (A (B (C) (D	- Support Oper  Swing:  GULAR SALARIES  RSONAL SERV MAT  INT. & GEN. OPE  OPER. EXPENSE  CONF. & TRVL.  PROF. FEES	Tations for the A TCHING ERATION 4,800 150,000	\$ 493,367 4,800 150,000	FISCA 1995-96 1,240,733	L YEARS 1996-97 \$ 1,271,729
16 17 18 19 20 21 22 23 24 25 26	of State the foll  ITEM NO. (01) RE (02) PE (03) MA (A (B (C) (D (E	- Support Oper  Swing:  GULAR SALARIES  RSONAL SERV MAT  INT. & GEN. OPE  OPER. EXPENSE  CONF. & TRVL.  PROF. FEES  CAP. OUTLAY	CCHING ERATION 4,800 150,000 116,800	\$ 493,367 4,800 150,000 20,000	FISCA 1995-96 1,240,733	L YEARS 1996-97 \$ 1,271,729
16 17 18 19 20 21 22 23 24 25 26 27	of State the foll  ITEM NO. (01) RE (02) PE (03) MA (A (B (C) (D (E	- Support Oper  Swing:  GULAR SALARIES  RSONAL SERV MAT  INT. & GEN. OPE  OPER. EXPENSE  CONF. & TRVL.  PROF. FEES  CAP. OUTLAY  DATA PROC.	CCHING ERATION  4,800 150,000 116,800 0 EN. OPER.	\$ 493,367 4,800 150,000 20,000	FISCA 1995-96 1,240,733 272,961	E 30, 1997,  L YEARS 1996-97 \$ 1,271,729 279,780

34 SECTION 6. APPROPRIATIONS - CASH. There is hereby appropriated, to the 35 Secretary of State, to be payable from cash funds as defined by Arkansas Code

31 (06) CAPITOL GROUND IMPROVEMENTS

3233

TOTAL AMOUNT APPROPRIATED

60,500 60,500

<u>\$ 2,521,824</u> <u>\$ 2,479,476</u>

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1 19-4-801 of the Secretary of State, for operating expenses of the Secretary of
 2 State for the biennial period ending June 30, 1997, the following:
 3
 4 ITEM
                                                           FISCAL YEARS
   NO.
                                                       1995-96 1996-97
  (01) MAINT. & GEN. OPERATION
        (A) OPER. EXPENSE $ 118,750 $
 7
                                              118,750
        (B) CONF. & TRVL.
                                      Λ
 g
        (C) PROF. FEES
 9
                                      0
        (D) CAP. OUTLAY
10
                                      Λ
11
        (E) DATA PROC.
                                      0
        TOTAL MAINT. & GEN. OPER.
12
                                                        118,750 118,750
        TOTAL AMOUNT APPROPRIATED
13
                                                        118,750 $
                                                                       118,750
14
15
        SECTION 7. APPROPRIATIONS - CORPORATE FILING FEES/FRANCHISE TAX REFUNDS.
    There is hereby appropriated, to the Secretary of State, to be payable from
   the Miscellaneous Revolving Fund, for making refunds of various corporate
   filing fees and corporate franchise tax paid for the biennial period ending
19 June 30, 1997, the following:
20
21 ITEM
                                                           FISCAL YEARS
22 NO.
                                                       1995-96 1996-97
                                                        500,000 $ 500,000
23 (01) REFUNDS/REIMBURSEMENTS
2.4
2.5
        SECTION 8. APPROPRIATIONS - LEGISLATIVE PORTRAITS. There is hereby
26 appropriated, to the Secretary of State, to be payable from the State Central
27 Services Fund, for costs associated with the repair of legislative portraits
28 by the Secretary of State for the biennial period ending June 30, 1997, the
29 sum of ......$ 3,600.
30
        SECTION 9. APPROPRIATIONS - STATE BOARD OF ELECTION COMMISSIONERS.
31
32 There is hereby appropriated to the Secretary of State, to be payable from the
33 State Central Services Fund for the State Board of Election Commissioners for
34 costs associated with the publishing of election law booklets and payment of a
35 stipend and expense reimbursement to board members as authorized by law for
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2.
3
        SECTION 10. APPROPRIATIONS - SIGNATURE IMAGING SYSTEM. There is hereby
4 appropriated, to the Secretary of State, to be payable from the Signature
5 Imaging System Fund, for the acquisition and operation of a signature imaging
6 system by the Secretary of State for the biennial period ending June 30, 1997,
7 the sum of ......$ 300,000.
g
9
        SECTION 11. REIMBURSEMENT. The Miscellaneous Revolving Fund shall be
10 reimbursed in the manner provided by law.
11
        SECTION 12. CARRY FORWARD. At the close of the fiscal year ending June
12
13 30, 1996, any unexpended appropriation and funds provided in item (04)(D),
14 (05) and (06) of Section 3 and items (03)(D) of Section 5 herein, shall be
15 carried forward and made available for the same purposes for the fiscal year
16 ending June 30, 1997.
17
        SECTION 13. The State Board of Election Commissioners may, by a
18
19 majority vote of the total membership of the board cast during its first
20 regularly scheduled meeting of each calendar year, authorize expense
21 reimbursement for the board members to perform official duties of the board
22 and such expense reimbursement shall not exceed the rate established for state
23 employees in the state travel regulations. The board may, by a majority vote
24 of the total membership of the board cast during its first regularly scheduled
25 meeting of each calendar year, authorize payment to its members of a stipend
26 not to exceed fifty dollars ($50.00) per meeting attended, and the board
27 members shall receive no other compensation, expense reimbursement, or in lieu
28 payments except as provided in this section.
29
30
        SECTION 14. COMPLIANCE WITH OTHER LAWS. Disbursement of funds
31 authorized by this Act shall be limited to the appropriation for such agency
32 and funds made available by law for the support of such appropriations; and
33 the restrictions of the State Purchasing Law, the General Accounting and
34 Budgetary Procedures Law, the Revenue Stabilization Law, the Regular Salary
35 Procedures and Restrictions Act, or their successors, and other fiscal control
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1 laws of this State, where applicable, and regulations promulgated by the 2 Department of Finance and Administration, as authorized by law, shall be 3 strictly complied with in disbursement of said funds. SECTION 15. Arkansas Code §25-18-206(c) is hereby amended to read as 5 follows: "(c) The Secretary of State shall reserve from sale copies of the acts 8 of the General Assembly for free distribution of one (1) copy of each as they 9 are published and bound to the following officers, only upon written request 10 therefor within thirty days following the date of sine die adjournment of any 11 legislative session: County and probate judges, county clerks, prosecuting 12 attorneys, municipal judges, circuit judges, chancery judges, Supreme Court 13 Reporter, Supreme Court Justices, Court of Appeals Justices, Supreme Court 14 Librarian, Attorney General, each state department, Justices of the peace, 15 circuit clerks, sheriffs, tax collectors, county treasurers, assessors and 16 members of the General Assembly. However, the Attorney General shall, upon 17 written request within the same time period, be supplied with two (2) copies 18 of each." 19 20 SECTION 16. Arkansas Code §25-18-206(e) is hereby amended to read as 21 follows: 22 "(e) A justice of the peace must state in his request that as justice 23 of the peace he is actively engaged in the hearing and trial of civil or 24 criminal cases and matters." 25 SECTION 17. LEGISLATIVE INTENT. It is the intent of the General 26 27 Assembly that any funds disbursed under the authority of the appropriations 28 contained in this Act shall be in compliance with the stated reasons for which 29 this Act was adopted, as evidenced by the Agency Requests, Executive 30 Recommendations and Legislative Recommendations contained in the budget 31 manuals prepared by the Department of Finance and Administration, letters, or 32 summarized oral testimony in the official minutes of the Arkansas Legislative 33 Council or Joint Budget Committee which relate to its passage and adoption. 34

SECTION 18. CODE. All provisions of this Act of a general and

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1 permanent nature are amendatory to the Arkansas Code of 1987 Annotated and the
 2 Arkansas Code Revision Commission shall incorporate the same in the Code.
 3
         SECTION 19. SEVERABILITY. If any provision of this Act or the
 5 application thereof to any person or circumstance is held invalid, such
 6 invalidity shall not affect other provisions or applications of the Act which
 7 can be given effect without the invalid provision or application, and to this
 8 end the provisions of this Act are declared to be severable.
 9
         SECTION 20. GENERAL REPEALER. All laws and parts of laws in conflict
10
11 with this Act are hereby repealed.
12
         SECTION 21. EMERGENCY CLAUSE. It is hereby found and determined by the
13
14 Eightieth General Assembly, that the Constitution of the State of Arkansas
15 prohibits the appropriation of funds for more than a two (2) year period; that
16 the effectiveness of this Act on July 1, 1995 is essential to the operation of
17 the agency for which the appropriations in this Act are provided, and that in
18 the event of an extension of the Regular Session, the delay in the effective
19 date of this Act beyond July 1, 1995 could work irreparable harm upon the
20 proper administration and provision of essential governmental programs.
21 Therefore, an emergency is hereby declared to exist and this Act being
22 necessary for the immediate preservation of the public peace, health and
23 safety shall be in full force and effect from and after July 1, 1995.
                                       /s/Russ
2.4
2.5
                                 APPROVED: 3-21-95
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34
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