

Stricken language would be deleted from present law. Underlined language would be added to present law.

1 State of Arkansas
2 81st General Assembly
3 Regular Session, 1997

As Engrossed: H3/18/97

A Bill

ACT 815 OF 1997
SENATE BILL 337

4
5 By: Joint Budget Committee
6
7

For An Act To Be Entitled

8
9 "AN ACT TO MAKE AN APPROPRIATION FOR PERSONAL SERVICES AND
10 OPERATING EXPENSES FOR THE DEPARTMENT OF EDUCATION -
11 VOCATIONAL AND TECHNICAL EDUCATION - ARKANSAS
12 REHABILITATION SERVICES FOR THE BIENNIAL PERIOD ENDING
13 JUNE 30, 1999; AND FOR OTHER PURPOSES."
14

Subtitle

15
16 "AN ACT FOR THE DEPARTMENT OF EDUCATION
17 - VOCATIONAL AND TECHNICAL EDUCATION -
18 ARKANSAS REHABILITATION SERVICES
19 APPROPRIATION FOR THE 1997-99 BIENNIUM."
20

21 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
22

23 SECTION 1. REGULAR SALARIES - OPERATIONS. There is hereby established
24 for the Department of Education - Vocational and Technical Education -
25 Arkansas Rehabilitation Services for the 1997-99 biennium, the following
26 maximum number of regular employees whose salaries shall be governed by the
27 provisions of the Uniform Classification and Compensation Act (Arkansas Code
28 §§21-5-201 et seq.), or its successor, and all laws amendatory thereto.
29 Provided, however, that any position to which a specific maximum annual salary
30 is set out herein in dollars, shall be exempt from the provisions of said
31 Uniform Classification and Compensation Act. All persons occupying positions
32 authorized herein are hereby governed by the provisions of the Regular
33 Salaries Procedures and Restrictions Act (Arkansas Code §21-5-101), or its
34 successor.
35

36

Maximum Annual

1		Maximum	Salary Rate
2	Item Class	No. of	Fiscal Years
3	No. Code Title	Employees	1997-98 1998-99
4	(1) 9982 REHAB COMMISSIONER	1	\$ 78,333 \$ 80,526
5	(2) 7069 HSRC DIR OF PHYSICAL THERAPY	1	\$ 64,207 \$ 66,004
6	(3) 6605 CHIEF PHYSICIAN SPECIALIST	1	\$139,089 \$142,983
7	(4) 6609 PHYSICIAN SPECIALIST	8	\$103,072 \$105,958
8	(5) 6601 DENTIST	1	\$ 95,995 \$ 98,682
9	(6) 6603 GENERAL PHYSICIAN	2	\$ 95,995 \$ 98,682
10	(7) 656Z REHAB DEPUTY COMMISSIONER	1	GRADE 26
11	648Z REHAB ADMINISTRATOR-HSRC	1	
12	(8) 650Z REHAB ASST COMM ADMIN SVCS	1	GRADE 25
13	L124 PSYCHOLOGIST	3	
14	(9) 651Z REHAB ASST COMM MANAGEMENT SVCS	1	GRADE 24
15	652Z REHAB ASST COMM STAFF SVCS	1	
16	992Z REHAB DEPUTY CMSNR - DEAF	1	
17	649Z REHAB ASST ADMINISTRATOR-HSRC	2	
18	076Z HSRC MEDICAL SERVICES MANAGER	1	
19	L096 SR PHARMACIST	1	
20	D130 INFORMATION SYSTEMS ADMINISTRATOR	1	
21	(10) 303Z REHAB CHIEF FIELD SERVICES	2	GRADE 23
22	R184 NURSING SERVICES UNIT MANAGER	1	
23	D046 SYSTEMS APPLICATIONS SUPERVISOR	1	
24	243Z ED COORD VOC PLANNING & EVAL	1	
25	(11) 904Z REHAB PROGRAM ADMINISTRATOR	8	GRADE 22
26	L007 REHAB COORD OF PSYCH SERVICES	1	
27	X338 ENGINEER, PE	1	
28	909Z PROGRAM SUPPORT MANAGER	1	
29	L078 NURSE SUPERVISOR	3	
30	D124 LEAD PROGRAMMER/ANALYST	1	
31	506Z REHAB SERVICES PERSONNEL MANAGER	1	
32	(12) R298 AGENCY PROGRAM COORDINATOR	5	GRADE 21
33	L122 PSYCHOLOGICAL EXAMINER II	9	
34	L090 OCCUPATIONAL THERAPY SUPERVISOR	1	
35	M066 REHAB FIELD SUPERVISOR	11	

1	D123 APPLICATIONS & SYSTEMS ANALYST	1	
2	683Z REHAB DIR SVCS FOR DEAF & HEAR IMP	1	
3	682Z REHAB SPECIAL PROGRAM ADMINISTRATOR	4	
4	A008 ACCOUNTING SUPERVISOR II	2	
5	R290 PUBLIC SCHOOL PROGRAM ADVISOR	1	
6	(13) R266 MANAGEMENT PROJECT ANALYST II	4	GRADE 20
7	L030 DIETARY SERVICES DIRECTOR	1	
8	M127 SR REHABILITATION COUNSELOR	50	
9	G214 DIRECTOR OF MAINTENANCE	1	
10	M064 REHAB FACILITY SUPERVISOR	8	
11	A006 ACCOUNTING SUPERVISOR I	2	
12	L088 OCCUPATIONAL THERAPIST II	4	
13	L070 NURSE II	10	
14	L140 SPEECH PATHOLOGIST II	2	
15	L104 PHYSICAL THERAPIST II/PHYSICAL THER	4	
16	(14) G026 BUILDING AND GROUNDS COORDINATOR	1	GRADE 19
17	E118 HABILITATION/REHAB INSTRUCTOR SUPV	3	
18	D132 SYSTEMS COORDINATION ANALYST I	2	
19	R030 ASST PERSONNEL MANAGER	1	
20	M069 REHAB SVC FACILITY SPECIALIST	2	
21	R168 GRANTS COORDINATOR II	2	
22	L120 PSYCHOLOGICAL EXAMINER I	1	
23	M086 SOCIAL WORKER I	1	
24	M056 REHAB COUNSELOR III	53	
25	W012 MEDICAL RECORDS ADMINISTRATOR	1	
26	R304 REHAB VOCATIONAL CONSULTANT	1	
27	E045 REHAB STAFF DEVELOPMENT SPECIALIST	2	
28	R412 REHAB PROGRAM PLANNING COORDINATOR	2	
29	(15) L092 ORTHOTIST	1	GRADE 18
30	G050 FABRICATIONS SHOP MANAGER	1	
31	R264 MANAGEMENT PROJECT ANALYST I	2	
32	V040 PURCHASE AGENT II/PURCHASE AGENT	2	
33	E024 INSTITUTIONAL INSTRUCTOR II	16	
34	G028 BUILDING PLANT MAINTENANCE SUPV II	1	
35	M050 RECREATIONAL ACTIVITY LEADER SUPV	1	

1	E082 VOCATIONAL INSTRUCTOR II	1	
2	M054 REHAB COUNSELOR II	6	
3	M117 COORDINATOR OF INTERPRETIVE SVCS	1	
4	M106 VOCATIONAL REHAB EVALUATOR II	10	
5	Y017 CARPENTER SUPERVISOR	1	
6	Y027 ELECTRICIAN SUPERVISOR	1	
7	Y073 PAINTER SUPERVISOR	1	
8	A111 ACCOUNTANT	1	
9	D034 PROGRAMMER ANALYST	1	
10	(16) E086 HABILITATION/REHAB INSTRUCTOR II	7	GRADE 17
11	M095 VOLUNTEER PROGRAM DEVELOPER I	1	
12	M080 SOCIAL SERVICE WORKER II/SOC SVC WK	2	
13	B052 MEDICAL TECHNOLOGIST	1	
14	Y021 STATIONARY ENGINEER	5	
15	R010 ADMINISTRATIVE ASSISTANT II	1	
16	Y039 HEATING & A/C MECHANIC	3	
17	Y055 JOURNEYMAN ELECTRICIAN	2	
18	Y053 JOURNEYMAN CARPENTER	5	
19	Y057 JOURNEYMAN PAINTER	3	
20	Y061 JOURNEYMAN PLUMBER	2	
21	Y107 WELDER	1	
22	E022 INSTITUTIONAL INSTRUCTOR I	4	
23	H034 FOOD PRODUCTION MANAGER II	3	
24	M182 INTERPRETER II	2	
25	V030 INVENTORY CONTROL MANAGER	2	
26	(17) M110 VOLUNTEER SERVICES COORDINATOR	1	GRADE 16
27	G027 BUILDING PLANT MAINTENANCE SUPV I	2	
28	L153 X-RAY TECH SUPV/X-RAY TECH II	1	
29	M052 REHAB COUNSELOR I	3	
30	M181 INTERPRETER I	3	
31	H035 FOOD PRODUCTION SUPERVISOR	2	
32	(18) L179 PHYSICAL THERAPY ASSISTANT	1	GRADE 15
33	A108 ACCOUNTING TECHNICIAN II	6	
34	E084 HABILITATION/REHAB INSTRUCTOR I	7	
35	V051 STOREROOM SUPV/STORE SUPV	3	

1	M048 RECREATIONAL ACTIVITY LEADER II	4	
2	R009 ADMINISTRATIVE ASSISTANT I	6	
3	L115 LPN II/LPTN II	10	
4	T047 SECURITY OFFICER III	1	
5	(19) K041 EXECUTIVE SECY/ADMINISTRATIVE SECY	5	GRADE 14
6	K117 MEDICAL OR LEGAL SECRETARY	4	
7	(20) K153 SECRETARY II	19	GRADE 13
8	M037 HOUSEPARENT	8	
9	H049 SUPERVISOR OF COOKING	1	
10	L093 ORTHOTIST AIDE	2	
11	K165 MEDICAL TRANSCRIPTIONIST	1	
12	M067 SOCIAL SERVICE AIDE II	2	
13	D114 DATA PROCESSING PROD SCHEDULER	1	
14	(21) A106 ACCOUNTING TECHNICIAN I	5	GRADE 12
15	T045 SECURITY OFFICER II	1	
16	(22) H047 MEAT CUTTER II/BUTCHER II	1	GRADE 11
17	K155 SECRETARY I	86	
18	T043 SECURITY OFFICER I	4	
19	L081 NURSING ASST II	10	
20	(23) H005 BAKER II	1	GRADE 10
21	H027 COOK II	3	
22	V029 INVENTORY CONTROL CLERK	1	
23	G006 MOTOR VEHICLE OPERATOR	4	
24	K023 CLERK TYPIST	10	
25	(24) C011 SWITCHBOARD OPERATOR II	4	GRADE 09
26	L089 OCCUPATIONAL THERAPY AIDE	1	
27	L105 PHYSICAL THERAPY AIDE	1	
28	(25) H003 BAKER I	3	GRADE 08
29	H053 FOOD SERVICE WORKER III	4	
30	H025 COOK I	3	
31	L079 NURSING AIDE/NURSING ASST I	10	
32	G010 LAUNDRY SUPERVISOR	1	
33	(26) K075 MICRO-PHOTOGRAPHER I	1	GRADE 07
34	K015 OFFICE CLERK	2	
35	(27) G077 HOUSEKEEPER SUPERVISOR	6	GRADE 06

1	(28) H043 FOOD SERVICE WORKER II	6	GRADE 05
2	(29) G035 CUSTODIAL WRKR II	12	GRADE 04
3	G075 HOUSEKEEPER	8	
4	G008 LAUNDRY WORKER	2	
5	G173 MAINTENANCE WORKER I	4	
6	(30) G171 CUSTODIAL WRKR I	9	GRADE 03
7	G041 ELEVATOR OPERATOR	5	
8	H039 FOOD SERVICE WORKER I	<u>9</u>	
9	MAX NO. OF EMPLOYEES	643	

10

11 SECTION 2. EXTRA HELP - OPERATIONS. There is hereby authorized, for
 12 the Department of Education - Vocational and Technical Education - Arkansas
 13 Rehabilitation Services - Operations for the 1997-99 biennium, the following
 14 maximum number of part-time or temporary employees, to be known as "Extra
 15 Help", payable from funds appropriated herein for such purposes: nineteen
 16 (19) temporary or part-time employees, when needed, at rates of pay not to
 17 exceed those provided in the Uniform Classification and Compensation Act, or
 18 its successor, or this act for the appropriate classification.

19

20 SECTION 3. APPROPRIATIONS - OPERATIONS. There is hereby appropriated,
 21 to the Department of Education - Vocational and Technical Education - Arkansas
 22 Rehabilitation Services, to be payable from the Department of Education -
 23 Rehabilitation Services Paying Account, for personal services and operating
 24 expenses of the Department of Education - Vocational and Technical Education -
 25 ~~Arkansas Rehabilitation Services for the biennial period ending June 30, 1999,~~
 26 the following:

27

28	ITEM	FISCAL YEARS	
29	NO.	1997-98	1998-99
30	(01) REGULAR SALARIES	\$ 17,578,902	\$ 18,057,733
31	(02) EXTRA HELP	120,000	122,000
32	(03) PERSONAL SERV MATCHING	4,995,812	5,083,543
33	(04) EXTRA SALARIES	8,000	8,000
34	(05) MAINT. & GEN. OPERATION		
35	(A) OPER. EXPENSE	4,200,000	4,250,000

1	(B) CONF. & TRVL.	170,000	175,000
2	(C) PROF. FEES	200,000	205,000
3	(D) CAP. OUTLAY	750,000	775,000
4	(E) DATA PROC.	0	0
5	(06) REHABILITATION PROGRAM GRANTS	1,692,450	1,692,450
6	(07) CONTRACTUAL SERVICES	12,153,760	12,273,760
7	(08) DATA PROCESSING SERVICES	400,000	430,000
8	(09) ARK KIDNEY DISEASE COMMIS	980,000	980,000
9	(10) SHELTERED WORKSHOPS	1,156,993	1,156,993
10	(11) DEAF-BLIND PROJECT	143,000	143,000
11	(12) HOT SPRINGS REHAB FEDERAL MATCH	<u>400,000</u>	<u>400,000</u>
12	TOTAL AMOUNT APPROPRIATED	<u>\$ 44,948,917</u>	<u>\$ 45,752,479</u>

13

14 SECTION 4. APPROPRIATIONS - CASH. There is hereby appropriated, to the
 15 Department of Education - Vocational and Technical Education - Arkansas
 16 Rehabilitation Services, to be payable from cash funds as defined by Arkansas
 17 Code 19-4-801 of the Department of Education - Vocational and Technical
 18 Education - Arkansas Rehabilitation Services, for operating expenses of the
 19 ~~Department of Education - Vocational and Technical Education - Arkansas~~
 20 Rehabilitation Services for the biennial period ending June 30, 1999, the
 21 following:

22

23	ITEM	FISCAL YEARS	
24	NO.	1997-98	1998-99
25	(01) MAINT. & GEN. OPERATION		
26	(A) OPER. EXPENSE	\$ 1,500,000	\$ 1,525,000
27	(B) CONF. & TRVL.	45,000	50,000
28	(C) PROF. FEES	68,000	70,000
29	(D) CAP. OUTLAY	0	0
30	(E) DATA PROC.	0	0
31	(02) REHABILITATION PROGRAM GRANTS	<u>60,000</u>	<u>60,000</u>
32	TOTAL AMOUNT APPROPRIATED	<u>\$ 1,673,000</u>	<u>\$ 1,705,000</u>

33

34 SECTION 5. APPROPRIATIONS - STATEWIDE DISABILITY TELECOMMUNICATIONS
 35 EQUIPMENT PROGRAM. There is hereby appropriated, to the Department of

1 Education - Vocational and Technical Education - Arkansas Rehabilitation
 2 ~~Services, to be payable from the Telecommunication Equipment Fund, for~~
 3 personal services and operating expenses of the Department of Education -
 4 Vocational and Technical Education - Arkansas Rehabilitation Services -
 5 Statewide Disability Telecommunications Equipment Program for the biennial
 6 period ending June 30, 1999, the following:

8 ITEM	FISCAL YEARS	
9 NO.	1997-98	1998-99
10 (01) REGULAR SALARIES	\$ 38,758	\$ 39,809
11 (02) PERSONAL SERV MATCHING	10,046	10,238
12 (03) MAINT. & GEN. OPERATION		
13 (A) OPER. EXPENSE	20,000	22,000
14 (B) CONF. & TRVL.	4,000	4,000
15 (C) PROF. FEES	0	0
16 (D) CAP. OUTLAY	400,000	400,000
17 (E) DATA PROC.	<u>0</u>	<u>0</u>
18 TOTAL AMOUNT APPROPRIATED	<u>\$ 472,804</u>	<u>\$ 476,047</u>

19
 20 SECTION 6. APPROPRIATIONS - TECHNOLOGY REVOLVING. There is hereby
 21 appropriated, to the Department of Education - Vocational and Technical
 22 Education - Arkansas Rehabilitation Services, to be payable from the Technolgy
 23 ~~Equipment Revolving Loan Fund, for providing loans to individuals with~~
 24 disabilities for essential assistive technology, adaptive equipment and *for*
 25 *loan administration/servicing* by the Department of Education - Vocational and
 26 Technical Education - Arkansas Rehabilitation Services for the biennial period
 27 ending June 30, 1999, the following:

29 ITEM	FISCAL YEARS	
30 NO.	1997-98	1998-99
31 (01) LOANS/LOAN ADMINISTRATION/SERVICING	<u>\$ 650,000</u>	<u>\$ 650,000</u>

32
 33 SECTION 7. SPECIAL LANGUAGE. The appropriation and general revenue
 34 funds authorized in Section 3 of this Act for "HOT SPRINGS REHAB FEDERAL
 35 MATCH" shall be used exclusively for and by the Hot Springs Rehabilitation

1 Center for the purpose of providing monies to match any federal funds that may
2 become available.

3

4 SECTION 8. SPECIAL LANGUAGE - DEPARTMENT OF EDUCATION - VOCATIONAL
5 TECHNICAL EDUCATION DIVISION - REHABILITATION SERVICES. Any savings made in
6 State or Federal appropriations for Regular Salaries, Extra Help, Social
7 Security and Retirement Matching or Maintenance and General Operation, and
8 Grants for Approved Projects may, after seeking prior review by the Arkansas
9 Legislative Council or Joint Budget Committee and upon approval of the
10 Department of Finance and Administration, be transferred to the "Contractural
11 Services" line item for disabled and in the establishment, operation and
12 maintenance of facilities, centers or workshops.

13

14 SECTION 9. SPECIAL LANGUAGE - EXTRA SALARIES. There is hereby
15 authorized for the Department of Education - Vocational Technical Education
16 Division - Rehabilitation Services for the 1997-99 biennium the following
17 increases in salaries for certain positions provided in the regular salary
18 schedule of the Department of Education - Vocational Technical Education
19 Division - Rehabilitation Services and to be in addition to the annual amounts
20 as established by the Uniform Classification and Compensation Act, as amended:
21 for full time physicians certified by the American Specialty Boards a rate of
22 pay not to exceed an additional \$4,500 per year; for each full time physician
23 eligible to be certified by the American Specialty Boards a rate of pay not to
24 exceed \$2,500 per year with the total not to exceed \$7,000. In the event the
25 physician is not a full-time employee, the amount specified herein shall be
26 adjusted proportionately to the amount of time worked for the Department of
27 Education - Vocational Technical Education Division - Rehabilitation Services
28 by that physician.

29

30 SECTION 10. SPECIAL LANGUAGE - SPECIAL RATES OF PAY. Due to the highly
31 competitive job market conditions for health care professionals, the need for
32 competent health care, and the necessity of recruiting and retaining qualified
33 personnel at the Hot Springs Rehabilitation Center Hospital, Arkansas
34 Rehabilitation Services is authorized special rates of pay for current and new
35 employees in the classifications listed under subsection (a) below.

1

2 (a) Special rates of pay may be authorized up to the maximum authorized for
3 the grade assigned the classification of a position for the following specific
4 classifications only:

5

6 Class

Code	Title	Grade
------	-------	-------

8

9 076Z HSRC Medical Services Manager 24

10 L096 Sr Pharmacist 24

11 L124 Psychologist 25

12 L122 Psychological Examiner II 21

13 R184 Nursing Service Unit Manager 23

14 L078 Nurse Supervisor 22

15 L088 Occupational Therapist II 20

16 L086 Occupational Therapist I 18

17 L070 Nurse II 20

18 L140 Speech Pathologist II 20

19 L104 Physical Therapist II/Physical Thpt 20

20 L102 Physical Therapist I 18

21 L115 LPN II 15

22 L081 Nursing Assistant II 11

23 L079 Nursing Aide/Nursing Assistant I 8

24

25 (b) Applications for special rates of pay indicated in subsection (a)
26 shall be reviewed and approved by the Office of Personnel Management, and
27 prior review by Arkansas Legislative Council or Joint Budget Committee.

28

29 (c) This provision shall be in full force and effect for the biennial
30 period ending June 30, 1999.

31

32 SECTION 11. ARKANSAS CODE ANNOTATED §19-5-1059(a) is hereby
33 amended to read as follows:

34 "(a) ~~There is established on the books of the Treasurer of State,~~
35 ~~Auditor of State, and Chief Fiscal Officer of the State a~~ Cash Fund, as

1 defined by Arkansas Code Annotated 19-4-801, fund to be known as the
2 Technology Equipment Revolving Loan Fund."

3

4 SECTION 12. APPROPRIATION. TRANSFER. There is hereby
5 appropriated, to the Department of Education - Vocational and Technical
6 Education - Arkansas Rehabilitation Services, to be payable from the
7 Technology Equipment Revolving Loan Fund, for making transfers by State
8 warrant from the State Treasury to a state financial institution all monies on
9 deposit in the State Treasury that is credited to the Technology Equipment
10 Revolving Loan Fund, on the effective date of this Act, the sum of \$300,000.

11

12 SECTION 13. Immediately upon the effective date of this Act, the
13 Chief Fiscal Officer of the State is hereby authorized to transfer on his
14 books and those of the State Treasurer the sum of two hundred fifty thousand
15 dollars (\$250,000) from the General Improvement Fund, or its successor fund or
16 fund accounts to the Technology Equipment Revolving Loan Fund to provide funds
17 for the appropriation authorized in Section 6 of this Act.

18

19 SECTION 14. COMPLIANCE WITH OTHER LAWS. Disbursement of funds
20 authorized by this Act shall be limited to the appropriation for such agency
21 and funds made available by law for the support of such appropriations; and
22 the restrictions of the State Purchasing Law, the General Accounting and
23 Budgetary Procedures Law, the Revenue Stabilization Law, the Regular Salary
24 Procedures and Restrictions Act, or their successors, and other fiscal control
25 laws of this State, where applicable, and regulations promulgated by the
26 Department of Finance and Administration, as authorized by law, shall be
27 strictly complied with in disbursement of said funds.

28

29 SECTION 15. LEGISLATIVE INTENT. It is the intent of the General
30 Assembly that any funds disbursed under the authority of the appropriations
31 contained in this Act shall be in compliance with the stated reasons for which
32 this Act was adopted, as evidenced by the Agency Requests, Executive
33 Recommendations and Legislative Recommendations contained in the budget
34 manuals prepared by the Department of Finance and Administration, letters, or
35 summarized oral testimony in the official minutes of the Arkansas Legislative

1 Council or Joint Budget Committee which relate to its passage and adoption.

2

3 SECTION 16. CODE. All provisions of this Act of a general and
4 permanent nature are amendatory to the Arkansas Code of 1987 Annotated and the
5 Arkansas Code Revision Commission shall incorporate the same in the Code.

6

7 SECTION 17. SEVERABILITY. If any provision of this Act or the
8 application thereof to any person or circumstance is held invalid, such
9 invalidity shall not affect other provisions or applications of the Act which
10 can be given effect without the invalid provision or application, and to this
11 end the provisions of this Act are declared to be severable.

12

13 SECTION 18. GENERAL REPEALER. All laws and parts of laws in
14 conflict with this Act are hereby repealed.

15

16 SECTION 19. EMERGENCY CLAUSE. It is hereby found and determined
17 by the Eighty-First General Assembly, that the Constitution of the State of
18 Arkansas prohibits the appropriation of funds for more than a two (2) year
19 period; that the effectiveness of this Act on July 1, 1997 is essential to the
20 operation of the agency for which the appropriations in this Act are provided,
21 and that in the event of an extension of the Regular Session, the delay in the
22 effective date of this Act beyond July 1, 1997 could work irreparable harm
23 upon the proper administration and provision of essential governmental
24 programs. Therefore, an emergency is hereby declared to exist and this Act
25 being necessary for the immediate preservation of the public peace, health and
26 safety shall be in full force and effect from and after July 1, 1997.

27

/s/JBC

28

29

APPROVED:3-26-97

30

31

32

33

34

35

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12