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 1497 of the Regular Session

1	State of Arkansas	A D 111		
2	87th General Assembly	A Bill		
3	Regular Session, 2009		HOUSE BILL	1193
4				
5	By: Joint Budget Committee			
6				
7				
8		For An Act To Be Entitled		
9	AN ACT TO	MAKE AN APPROPRIATION FOR PERSONAL		
10	SERVICES A	ND OPERATING EXPENSES FOR THE		
11	DEPARTMENT	OF WORKFORCE EDUCATION - ARKANSAS		
12	REHABILITA	TION SERVICES FOR THE FISCAL YEAR		
13	ENDING JUN	E 30, 2010; AND FOR OTHER PURPOSES.		
14				
15				
16		Subtitle		
17	AN ACT	FOR THE DEPARTMENT OF WORKFORCE		
18	EDUCATI	ON - ARKANSAS REHABILITATION		
19	SERVICE	S APPROPRIATION FOR THE 2009-2010		
20	FISCAL	YEAR.		
21				
22				
23	BE IT ENACTED BY THE GEN	ERAL ASSEMBLY OF THE STATE OF ARKANS	SAS:	
24				
25	SECTION 1. REGULAR SA	LARIES. There is hereby established	l for the	
26	Department of Workforce	Education - Arkansas Rehabilitation	Services for	the
27	2009-2010 fiscal year, t	he following maximum number of regul	ar employees	
28	whose salaries shall be	governed by the provisions of the Ur	niform	
29	Classification and Compe	nsation Act (Arkansas Code §§21-5-20	ol et seq.), o	r
30	its successor, and all 1	aws amendatory thereto. Provided, h	nowever, that	any
31	position to which a spec	ific maximum annual salary is set ou	ıt herein in	
32	dollars, shall be exempt	from the provisions of said Uniform	n Classificati	on
33	and Compensation Act. A	ll persons occupying positions autho	orized herein	are
34	hereby governed by the p	rovisions of the Regular Salaries Pr	ocedures and	
35	Restrictions Act (Arkans	as Code §21-5-101), or its successor	: .	

1					
2					Maximum Annual
3			Ma	aximum	Salary Rate
4	Item	Class	ı	No. of	Fiscal Year
5	No.	Code	Title Empl	loyees	2009-2010
6	(1)	U012U	REHABILATION SERVICES COMMISSIONER	1	\$110,006
7	(2)	LO11N	DENTIST	1	GRADE N916
8	(3)	L013N	GENERAL PHYSICIAN	7	GRADE N916
9	(4)	L016N	REGISTERED PHARMACIST	1	GRADE N911
10	(5)	N098N	HSRC DIRECTOR OF PHYSICAL THERAPY	1	GRADE N906
11	(6)	N170N	REHAB DIRECTOR - ACTI	1	GRADE N902
12	(7)	N138N	REHAB DIRECTOR FIELD SVCS	1	GRADE N902
13	(8)	L022N	OCCUPATIONAL THERAPIST	6	GRADE N901
14	(9)	L021N	PHYSICAL THERAPIST	4	GRADE N901
15	(10)	A014C	FISCAL DIVISION MANAGER	1	GRADE C127
16	(11)	L003C	PSYCHOLOGIST	4	GRADE C127
17	(12)	L005C	HSRC MEDICAL SERVICES MANAGER	1	GRADE C126
18	(13)	R006C	HUMAN RESOURCES ADMINISTRATOR	1	GRADE C126
19	(14)	L004C	REHAB DIR - PROG, PLAN, DEV & EVAI	L 1	GRADE C126
20	(15)	G040C	REHAB DIRECTOR - SPECIAL PROGRAMS	1	GRADE C126
21	(16)	E005C	REHAB DIRECTOR OF VOC TRAINING	1	GRADE C126
22	(17)	L015C	CLINICAL SPEECH PATHOLOGIST	2	GRADE C124
23	(18)	G070C	DIRECTOR OF FIELD OPERATIONS	2	GRADE C124
24	(19)	L020C	NURSING SERVICES UNIT MANAGER	1	GRADE C123
25	(20)	P004C	PUBLIC INFORMATION MANAGER	1	GRADE C123
26	(21)	L018C	REHAB ASST DIRECTOR - ACTI	1	GRADE C123
27	(22)	L027C	REGISTERED NURSE SUPERVISOR	2	GRADE C122
28	(23)	A052C	ACCOUNTING COORDINATOR	2	GRADE C121
29	(24)	S004C	MAINTENANCE MANAGER	1	GRADE C121
30	(25)	L033C	PSYCHOLOGICAL EXAMINER	12	GRADE C121
31	(26)	L032C	REGISTERED NURSE - HOSPITAL	8	GRADE C121
32	(27)	D052C	SOFTWARE SUPPORT ANALYST	1	GRADE C121
33	(28)	D051C	SYSTEMS APPLICATIONS SUPERVISOR	1	GRADE C121
34	(29)	L040C	DIETARY SERVICES DIRECTOR	1	GRADE C120
35	(30)	P013C	PUBLIC INFORMATION COORDINATOR	1	GRADE C120
36	(31)	L037C	REHAB AREA MANAGER	8	GRADE C120

1	(32)	G121C	REHAB PROGRAM MANAGER	16	GRADE C120
2	(33)	E023C	TRAINING PROJECT MANAGER	1	GRADE C120
3	(34)	E034C	CERTIFIED VOC REHAB COUNSELOR	102	GRADE C119
4	(35)	X062C	QUALITY ASSURANCE COORDINATOR	5	GRADE C119
5	(36)	R024C	ASST PERSONNEL MANAGER	2	GRADE C118
6	(37)	C010C	EXECUTIVE ASSISTANT TO THE DIRECTOR	1	GRADE C118
7	(38)	A074C	FISCAL SUPPORT SUPERVISOR	1	GRADE C118
8	(39)	M026C	LICENSED SOCIAL WORKER	2	GRADE C118
9	(40)	G163C	REHAB PROGRAM COORDINATOR	13	GRADE C118
10	(41)	E043C	CERTIFIED VOCATIONAL TEACHER	28	GRADE C117
11	(42)	M032C	VOCATIONAL REHAB PLACEMENT SPEC	3	GRADE C117
12	(43)	V014C	BUYER	2	GRADE C116
13	(44)	M050C	INTERPRETER	4	GRADE C116
14	(45)	P027C	PUBLIC INFORMATION SPECIALIST	1	GRADE C116
15	(46)	L057C	REHAB SVS FACILITY SPECIALIST	2	GRADE C116
16	(47)	S022C	SKILLED TRADES SUPERVISOR	2	GRADE C116
17	(48)	C037C	ADMINISTRATIVE ANALYST	1	GRADE C115
18	(49)	R033C	BENEFITS ANALYST	1	GRADE C115
19	(50)	M057C	CHAPLAIN	1	GRADE C115
20	(51)	A091C	FISCAL SUPPORT ANALYST	1	GRADE C115
21	(52)	S033C	MAINTENANCE SUPERVISOR	2	GRADE C115
22	(53)	C028C	MEDICAL RECORDS SUPERVISOR	1	GRADE C115
23	(54)	L061C	MEDICAL TECHNOLOGIST	2	GRADE C115
24	(55)	A090C	PAYROLL SERVICES SPECIALIST	1	GRADE C115
25	(56)	S031C	SKILLED TRADESMAN	14	GRADE C115
26	(57)	S041C	BOILER OPERATOR	5	GRADE C114
27	(58)	S044C	FOOD PREPARATION MANAGER	1	GRADE C114
28	(59)	L064C	RADIOLOGY TECHNICIAN	1	GRADE C114
29	(60)	M065C	RECREATIONAL ACTIVITY SUPERVISOR	1	GRADE C114
30	(61)	M061C	VOCATIONAL REHAB EVALUATOR	5	GRADE C114
31	(62)	E054C	ADC/DCC UNIT TRAINER	1	GRADE C113
32	(63)	V020C	INVENTORY CONTROL MANAGER	1	GRADE C113
33	(64)	L069C	LICENSED PRACTICAL NURSE	7	GRADE C113
34	(65)	S046C	MAINTENANCE TECHNICIAN	1	GRADE C113
35	(66)	C056C	ADMINISTRATIVE SPECIALIST III	9	GRADE C112
36	(67)	A098C	FISCAL SUPPORT SPECIALIST	6	GRADE C112

1	(68)	S056C	FOOD PREPARATION SUPERVISOR	2	GRADE C111
2	(69)	M076C	RECREATIONAL ACTIVITY LEADER II	3	GRADE C111
3	(70)	T084C	PUBLIC SAFETY SECURITY OFFICER	3	GRADE C110
4	(71)	L074C	THERAPY ASSISTANT	1	GRADE C110
5	(72)	C073C	ADMINISTRATIVE SPECIALIST II	93	GRADE C109
6	(73)	L082C	CERTIFIED NURSING ASSISTANT	14	GRADE C109
7	(74)	S068C	FOOD PREPARATION COORDINATOR	2	GRADE C108
8	(75)	V027C	INVENTORY CONTROL TECHNICIAN	3	GRADE C108
9	(76)	M083C	RESIDENTIAL CARE TECHNICIAN	9	GRADE C108
10	(77)	S070C	EQUIPMENT TECHNICIAN	5	GRADE C107
11	(78)	C087C	ADMINISTRATIVE SPECIALIST I	16	GRADE C106
12	(79)	V029C	PURCHASING ASSISTANT	1	GRADE C106
13	(80)	T087C	SECURITY OFFICER	5	GRADE C106
14	(81)	V028C	WAREHOUSE WORKER	3	GRADE C106
15	(82)	S080C	EQUIPMENT OPERATOR	3	GRADE C105
16	(83)	C088C	MAIL SERVICES ASSISTANT	1	GRADE C105
17	(84)	S083C	BAKER	2	GRADE C104
18	(85)	S086C	COOK	5	GRADE C104
19	(86)	S085C	FOOD PREPARATION SPECIALIST	3	GRADE C104
20	(87)	S084C	INSTITUTIONAL SERVICES SUPERVISOR	6	GRADE C104
21	(88)	S087C	INSTITUTIONAL SERVICES ASSISTANT	15	GRADE C103
22	(89)	S089C	FOOD PREPARATION TECHNICIAN	11	GRADE C102
23		MAX. N	O. OF EMPLOYEES	530	

 SECTION 2. EXTRA HELP. There is hereby authorized, for the Department of Workforce Education - Arkansas Rehabilitation Services for the 2009-2010 fiscal year, the following maximum number of part-time or temporary employees, to be known as "Extra Help", payable from funds appropriated herein for such purposes: nineteen (19) temporary or part-time employees, when needed, at rates of pay not to exceed those provided in the Uniform Classification and Compensation Act, or its successor, or this act for the appropriate classification.

SECTION 3. APPROPRIATION - OPERATIONS. There is hereby appropriated, to the Department of Workforce Education - Arkansas Rehabilitation Services, to be payable from the paying account as determined by the Chief Fiscal Officer

1 of the State, for personal services and operating expenses of the Department 2 of Workforce Education - Arkansas Rehabilitation Services - Operations for 3 the fiscal year ending June 30, 2010, the following: 4 FISCAL YEAR 5 ITEM 6 2009-2010 NO. 7 (01) REGULAR SALARIES Ś 20,242,256 8 (02) EXTRA HELP 172,000 9 (03) PERSONAL SERVICES MATCHING 7,207,771 (04) EXTRA SALARIES 10 8,000 11 (05) MAINT. & GEN. OPERATION (A) OPER. EXPENSE 12 7,513,280 (B) CONF. & TRAVEL 155,506 13 (C) PROF. FEES 14 882,029 15 (D) CAP. OUTLAY 0 16 (E) DATA PROC. 0 17 (06) REHABILITATION PROGRAM GRANTS 1,900,000 (07) CONTRACT SERVICES 18 17,050,000 19 (08) DATA PROCESSING SERVICES 530,000 (09) ARKANSAS KIDNEY DISEASE COMMISSION 20 950,000 21 (10) SHELTERED WORKSHOPS 1,156,993 22 (11) DEAF-BLIND PROJECT 35,000 TOTAL AMOUNT APPROPRIATED 2.3 57,802,835 24 SECTION 4. APPROPRIATION - INCREASING CAPABILITIES ACCESS NETWORK -25 26 FEDERAL. There is hereby appropriated, to the Department of Workforce 27 Education - Arkansas Rehabilitation Services, to be payable from the paying 28 account as determined by the Chief Fiscal Officer of the State, for operating 29 expenses of the Department of Workforce Education - Arkansas Rehabilitation 30 Services - Increasing Capabilities Access Network for the fiscal year ending June 30, 2010, the following: 31 32 33 ITEM FISCAL YEAR 34 2009-2010 NO. 35 (01) MAINT. & GEN. OPERATION \$ 36 (A) OPER. EXPENSE 291,500

1	(B) CONF. & TRAVEL	7,190			
2	(C) PROF. FEES	0			
3	(D) CAP. OUTLAY	0			
4	(E) DATA PROC.	0			
5	TOTAL AMOUNT APPROPRIATED	\$ 298,690			
6					
7	SECTION 5. APPROPRIATION - STATEWIDE DISABILITY TELEC	COMMUNICATIONS			
8	EQUIPMENT PROGRAM. There is hereby appropriated, to the	Department of			
9	Workforce Education - Arkansas Rehabilitation Services,	to be payable from			
10	the Telecommunication Equipment Fund, for personal serv	ices and operating			
11	expenses of the Department of Workforce Education - Arka	ansas Rehabilitation			
12	Services - Statewide Disability Telecommunications Equip	oment Program for the			
13	fiscal year ending June 30, 2010, the following:				
14					
15	ITEM	FISCAL YEAR			
16	NO.	2009-2010			
17	(01) REGULAR SALARIES	\$ 123,150			
18	(02) PERSONAL SERVICES MATCHING	42,701			
19	(03) MAINT. & GEN. OPERATION				
20	(A) OPER. EXPENSE	54,000			
21	(B) CONF. & TRAVEL	4,000			
22	(C) PROF. FEES	5,000			
23	(D) CAP. OUTLAY	0			
24	(E) DATA PROC.	0			
25	(04) ASSISTIVE EQUIPMENT PURCHASE GRANTS	<u>270,000</u>			
26	TOTAL AMOUNT APPROPRIATED	\$ 498 , 851			
27					
28	SECTION 6. APPROPRIATION - PEOPLE WITH DISABILITIES 1	PROGRAM - SPECIAL.			
29	There is hereby appropriated, to the Department of Workforce Education -				
30	Arkansas Rehabilitation Services, to be payable from the Governors Commission				
31	on People with Disabilities Fund, for operating expenses of the Department of				
32	Workforce Education - Arkansas Rehabilitation Services - People with				
33	Disabilities Program for the fiscal year ending June 30	, 2010, the following:			
34					
35	ITEM	FISCAL YEAR			
36	NO.	2009-2010			

1	(01) MAINT. & GEN. OPERATION				
2	(A) OPER. EXPENSE	\$	45,000		
3	(B) CONF. & TRAVEL		0		
4	(C) PROF. FEES		0		
5	(D) CAP. OUTLAY		0		
6	(E) DATA PROC.		0		
7	TOTAL AMOUNT APPROPRIATED	\$	45,000		
8					
9	SECTION 7. APPROPRIATION - TECHNOLOGY EQUIPMENT RE	VOLVING I	OAN PROGRAM.		
10	There is hereby appropriated, to the Department of Wo	rkforce E	Education -		
11	Arkansas Rehabilitation Services, to be payable from	the cash	fund deposited		
12	in the State Treasury as determined by the Chief Fisc	al Office	er of the State,		
13	for providing loans to individuals with disabilities	for esser	ntial assistive		
14	technology, adaptive equipment, and for loan administ	ration/se	ervicing of the		
15	Department of Workforce Education - Arkansas Rehabili	tation Se	ervices -		
16	Technology Equipment Revolving Loan Program for the fiscal year ending June				
17	30, 2010, the following:				
18					
19	ITEM	FI	SCAL YEAR		
20	NO.		2009-2010		
21	(01) LOANS	\$	80,000		
22					
23	SECTION 8. APPROPRIATION - CASH OPERATIONS. There	is hereby	appropriated,		
24	to the Department of Workforce Education - Arkansas R	ehabilita	ution Services.		
25			cron berviess,		
23	to be payable from the cash fund deposited in the Sta				
26	to be payable from the cash fund deposited in the Stated determined by the Chief Fiscal Officer of the State,	te Treasu	iry as		
		te Treasu for opera	ry as ting expenses		
26	determined by the Chief Fiscal Officer of the State,	te Treasu for opera	ry as ting expenses		
26 27	determined by the Chief Fiscal Officer of the State, of the Department of Workforce Education - Arkansas R	te Treasu for opera	ry as ting expenses		
26 27 28	determined by the Chief Fiscal Officer of the State, of the Department of Workforce Education - Arkansas R	te Treasu for opera ehabilita ng:	ry as ting expenses		
26 27 28 29	determined by the Chief Fiscal Officer of the State, of the Department of Workforce Education - Arkansas R for the fiscal year ending June 30, 2010, the following	te Treasu for opera ehabilita ng:	ary as ating expenses ation Services		
26 27 28 29 30	determined by the Chief Fiscal Officer of the State, of the Department of Workforce Education - Arkansas R for the fiscal year ending June 30, 2010, the following ITEM	te Treasu for opera ehabilita ng:	ary as ating expenses ation Services		
262728293031	determined by the Chief Fiscal Officer of the State, of the Department of Workforce Education - Arkansas R for the fiscal year ending June 30, 2010, the following ITEM NO.	te Treasu for opera ehabilita ng:	ary as ating expenses ation Services		
26 27 28 29 30 31 32	determined by the Chief Fiscal Officer of the State, of the Department of Workforce Education - Arkansas R for the fiscal year ending June 30, 2010, the following ITEM NO. (01) MAINT. & GEN. OPERATION	for operatehabilita	ating expenses ation Services ESCAL YEAR 2009-2010		
26 27 28 29 30 31 32 33	determined by the Chief Fiscal Officer of the State, of the Department of Workforce Education - Arkansas R for the fiscal year ending June 30, 2010, the followi ITEM NO. (01) MAINT. & GEN. OPERATION (A) OPER. EXPENSE	for operatehabilita	ating expenses ation Services ESCAL YEAR 2009-2010		

1	(E) DATA PROC.	0
2	TOTAL AMOUNT APPROPRIATED	\$ 851,400
3		
4	SECTION 9. SPECIAL LANGUAGE. NOT TO BE INCORPORATED I	INTO THE ARKANSAS
5	CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPO	RARY LAW.
6	COMPREHENSIVE SYSTEM OF PERSONNEL DEVELOPMENT. Section 10)1(a)(7) of the
7	Rehabilitation Act Amendments of 1992, commonly referred	to as the
8	Comprehensive System of Personnel Development (CSPD), red	juires State
9	Vocational Rehabilitation (VR) agencies to establish qual	ified personnel
10	standards for rehabilitation personnel, including VR cour	selors, that are
11	consistent with any national or State-approved or recogni	zed certification,
12	licensing, or registration that apply to a particular pro	ofession. In order to
13	comply with the Rehabilitation Act and its State Plan red	quirements, there
14	There is hereby authorized for the Department of Workford	e Education-Arkansas
15	Rehabilitation Services a general waiver of the Financial	Management Guide,
16	R1-19-4-522 Continuing Professional Education. This waive	ver allows the agency
17	to provide college level coursework in degree programs for	or any eligible
18	employees selected by the agency. The Workforce Investmen	it Act of 1998
19	provides federal training funds along with the requirement	it that state
20	rehabilitation agencies enact and maintain a Comprehensiv	re System of
21	Personnel Development. This requirement assures that qual	ified, professional
22	personnel are in place to provide rehabilitation services	∺ This provision
23	covers any and all formula and discretionary grants funde	ed by the U.S.D.O.E.
24	Rehabilitation Services Administration, now or in the fut	ure, including, but
25	not limited to, the Vocational Rehabilitation Program, St	upported Employment,
26	Independent Living, and the Staff Development Grant. The	waiver applies to
27	federal financial participation (FFP), state general reve	enue share, and
28	program income.	
29	The provisions of this section shall be in effect f	from July 1, 2007
30	2009 through June 30, 2009 2010.	
31		
32	SECTION 10. SPECIAL LANGUAGE. NOT TO BE INCORPORATED	INTO THE ARKANSAS
33	CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPO	RARY LAW.
34	FORGIVENESS OF STUDENT LOAN PROGRAM. The Forgiveness of	Student Loan Program
35	shall be available to counselors employed by Arkansas Reh	nabilitation Services
36	that have been determined eligible by rules promulgated h	ov Arkansas

- l Rehabilitation Services as required by Section 2 of the Act that was
- 2 introduced as House Bill 2646 of 2007 Arkansas Code §25-30-206. These rules
- 3 shall be submitted to the Administrative Rules and Regulations Subcommittee
- 4 of the Arkansas Legislative Council and receive prior review. These rules
- 5 must include the following eligibility requirements:
- 6 (1) Satisfactory completion of any probationary period;
- 7 (2) Proof of a student loan that remains unpaid, including the name and 8 address of the creditor;
- 9 (3) An executed employment contract in which the counselor agrees to the following:
- 11 (a) work for Arkansas Rehabilitation Services for a term that equals two
- 12 (2) years for each year that the program makes a payment on the counselor's
- 13 student loan and
- 14 (b) reimburse the program the full amount of any loan payments made under
- 15 this program in the event that the counselor resigns or is terminated for
- 16 cause before the term of the contract terminates.
- The amount of payment to be made directly to the counselor's student loan creditor may not exceed:
- 19 (1) Two thousand dollars (\$2,000) per year; or
- 20 (2) Ten thousand dollars (\$10,000) per employee.
- 21 The Arkansas Rehabilitation Services agency shall pay for the Forgiveness
- 22 of Student Loan Program from the Rehabilitation Program Grants Grants and
- 23 Aid line item authorized for the appropriation entitled Rehabilitation
- 24 Services Operations in an amount not to exceed eighty thousand dollars
- 25 <u>(\$80,000)</u> per fiscal year.
- 26 <u>In addition, the Arkansas Rehabilitation Services agency shall provide a</u>
- 27 formal, written notification to all counselors employed by Arkansas
- 28 Rehabilitation Services of the availability of the Forgiveness of Student
- 29 Loan Program by July 1 of each fiscal year. The agency shall include with the
- 30 notification, the promulgated rules which shall outline the eligibility
- 31 <u>requirements for participation.</u>
- 32 The agency shall submit a copy of this notification to the Arkansas
- 33 Legislative Council or Joint Budget Committee by July 1 of each fiscal year.
- 34 In addition, Arkansas Rehabilitation Services shall report bi-annually, by
- 35 the 15th day of the month following the end of each six month period, to the
- 36 Arkansas Legislative Council or Joint Budget Committee the number of

36	
35	APPROVED: 4/14/2009
34	
32 33	safety shall be in full force and effect from and after July 1, 2009.
31	necessary for the immediate preservation of the public peace, health and
30	Therefore, an emergency is hereby declared to exist and this Act being
29	proper administration and provision of essential governmental programs.
28	date of this Act beyond July 1, 2009 could work irreparable harm upon the
27	the event of an extension of the Regular Session, the delay in the effective
26	the agency for which the appropriations in this Act are provided, and that in
25	effectiveness of this Act on July 1, 2009 is essential to the operation of
24	appropriation of funds for more than a one (1) year period; that the
23	Assembly, that the Constitution of the State of Arkansas prohibits the
22	SECTION 13. EMERGENCY CLAUSE. It is found and determined by the General
21	
20	Joint Budget Committee which relate to its passage and adoption.
19	testimony in the official minutes of the Arkansas Legislative Council or
18	the Department of Finance and Administration, letters, or summarized oral
17	and Legislative Recommendations contained in the budget manuals prepared by
16	was adopted, as evidenced by the Agency Requests, Executive Recommendations
15	in this act shall be in compliance with the stated reasons for which this act
14	that any funds disbursed under the authority of the appropriations contained
13	SECTION 12. LEGISLATIVE INTENT. It is the intent of the General Assembly
12	
11	strictly complied with in disbursement of said funds.
10	the Department of Finance and Administration, as authorized by law, shall be
9	control laws of this State, where applicable, and regulations promulgated by
8	Procedures and Restrictions Act, or their successors, and other fiscal
7	Budgetary Procedures Law, the Revenue Stabilization Law, the Regular Salary
6	restrictions of the State Procurement Law, the General Accounting and
5	made available by law for the support of such appropriations; and the
4	by this act shall be limited to the appropriation for such agency and funds
3	SECTION 11. COMPLIANCE WITH OTHER LAWS. Disbursement of funds authorized
2	emproyees participating in the program.
1	employees participating in the program.