

REPORT OF THE  
PERSONNEL SUBCOMMITTEE  
OF THE  
JOINT BUDGET COMMITTEE

February 23, 2011

Mr. Chairmen:

The Personnel Subcommittee of the Joint Budget Committee met on February 17, 2011 at 8:00 a.m. in Room 171 of the State Capitol. The Committee met to review the presented Personnel Reference Guide (**Attachment I**) and discuss the differences between Authorized and Base position totals. No actions were taken.

The Personnel Subcommittee of the Joint Budget Committee also met on February 21, 2011 at 10:00 a.m. in Room 171 of the State Capitol. The Committee makes the following recommendations to the Joint Budget Committee:

1. HB1260 Department of Arkansas Heritage approved as submitted. (Bill is released to the Joint Budget Committee) Positions: 0 over authorized, 0 over base.
2. SB131 & SB132 Minority Health Commission approved as submitted. (Bill is released to the Joint Budget Committee) Positions: 0 over authorized, 0 over base.
3. HB1121 Public Employee Retirement System approved as submitted. (Bill is released to the Joint Budget Committee) Positions: 4/6 over authorized, 4/6 over base.
4. HB1122 Workforce Services (Bill is released to the Joint Budget Committee as amended) **Attachment II** Positions: 50 over authorized, 133 over base.
5. HB1199 Disability Determination (Bill is released to the Joint Budget Committee as amended) **Attachment III** Positions: 254 over authorized, 264 over base
6. HB1291 Military Department approved as submitted. (Bill is released to the Joint Budget Committee) Positions: 3 over authorized, 137 over base
7. HB1309 Department of Environmental Quality approved as submitted. (Bill is released to the Joint Budget Committee) Positions: 1 under authorized, 7 over base
8. HB1311 State Police approved as submitted. (Bill is released to the Joint Budget Committee) Positions: 23 under authorized, 6 over base
9. SB60 Fair Housing Commission (Bill is released to the Joint Budget Committee as amended) **Attachment IV** Positions: 0 over authorized, 0 over base
10. SB110 Economic Development Commission (Bill is released to the Joint Budget Committee as amended) **Attachment V** Positions: 14 over authorized, 17 over base

**Attachment VI** is a list of agencies that have been through Personnel Subcommittee and Joint Budget Committee with positions over authorize and positions over base.

Respectfully Submitted,

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Senator Michael Lamoureux

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Representative Uvalde Lindsey

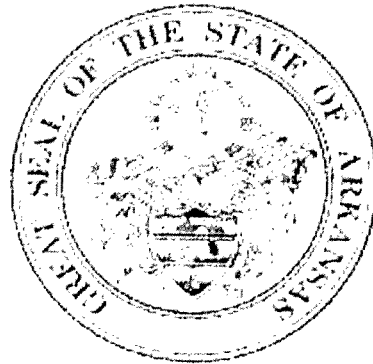
REFERENCE GUIDE

for

THE UNIFORM PERSONNEL CLASSIFICATION AND  
COMPENSATION PLAN SUBCOMMITTEE

of the

88<sup>th</sup> General Assembly  
Joint Budget Committee



2012 - 2013

## CONSTITUTIONAL AUTHORITY

Article 16, Section 4 of the Arkansas Constitution, gives the Legislature the authority to establish the maximum number of state employees and officials and to set their maximum annual salaries. It states:

"Salaries and fees of state officers.

The General Assembly shall fix the salaries and fees of all officers in the State, and no greater salary or fee than that fixed by law shall be paid to any officer, employee or other person, or at any rate other than par value; and the number and salaries of the clerks and employees of the different departments of the State shall be fixed by law."

## TERMS AND PROVISIONS

### **Biennial Budget Process for Personnel**

The Biennial Budget Process is a series of request, review and recommendation phases. In the first phase the agencies make their request for the following biennium. In the second phase the Office of Personnel Management reviews the agencies' requests and presents them to the Executive Review Committee for recommendation. In the third phase Legislative Staff reviews the agencies' requests and the Executive Recommendation and presents to ALC/JBC Personnel Committee for recommendation. Once approved by ALC/JBC, the recommendations become the basis for the agencies' appropriation bills.

### **Base Level and Unbudgeted Positions**

Base Level positions are positions that were budgeted during the last annual budgeting process. An agency does not have to budget for all of their authorized positions when they set their annual budget. This is what creates a difference between authorized position total and budgeted position total.

Authorized positions that were not budgeted are called Unbudgeted Positions and must be requested by the agency to continue into the next biennium. These are generally referred to as "New" positions during ALC/JBC, though they do not increase the agencies total number of authorized positions.

### **Total Positions over Authorized**

This number represents the authorized positions requested or approved by the Legislature over the current authorized number of positions in an agency's budget request.

### **Total Positions Over Base Level**

This number represents the positions requested or approved by the Legislature over the base level (budgeted) number of positions in an agency's budget request.

### **Pool, MFG, and Supplemental Positions**

Pool, MFG and Supplemental positions are those that are in created in addition to the positions established in appropriation acts for state agencies and institutions. These positions can be added at any time during the fiscal year with approval from Personnel or PEER Subcommittees and Legislative Council. Additional positions may be established through the use of the OPM Central Growth Pool, Agency Specific Growth Pools, Miscellaneous Federal Grants, Supplemental Personal Service Positions, and Growth Pool or Provisional Positions for institutions of higher education.

These positions, like unbudgeted positions, must be requested by the agencies and approved by the Legislature during the biennial budget process to continue into the next biennium.

### **Additional Positions**

Additional Positions are positions requested by an agency over and above the current authorized positions total. By approving these positions, the total number of authorized positions for an agency will increase.

Additional Positions can only be requested and approved during the biennial budget process. They are generally requested based on increased work load or establishment of new programs.

### **Classification**

The term "classification" refers to a specific job title which is identified by a Class Code, Title and Pay Grade for an individual position. The pay grade is based on the nature and difficulty of the job duties and the education required.

### **Crossgrade/Downgrade**

A term used when an agency would like to utilize a position in a different classification than the one that is authorized in their Act. This requires approval and oversight by the Office of Personnel Management and can be done any time during the fiscal year.

The pay grade of the used classification must be equal to, or less than the grade of the authorized classification. The salary of the person hired into the crossgraded position is based on the classification being utilized by the agency via the crossgrade/downgrade.

***Example:*** An agency needs to hire an Administrative Specialist II, Grade C109, but they don't have a vacant position with that classification. They do, however, have a vacant Fiscal Support Analyst, Grade C115. The agency requests to crossgrade/downgrade the Fiscal Support Analyst to an Administrative Specialist II. Once the downgrade is approved by OPM, the position will become an Administrative Specialist in AASIS for the purposes of recruiting and hiring at that title and grade. The agency will advertise and hire a candidate with the skill set associated with the Administrative Specialist II classification.

### **Reclassification**

A Reclassification (Reclass) is the changing of the authorized classification of a position. Generally this is done because of a drastic change in job responsibilities or a need for a totally different job classification. The new classification requested can be of a higher or lower grade than the current authorized classification. A reclassification does not affect the agency's overall total number of positions.

Reclassifications are requested by an agency during the Biennial Budget Request and require approval from the Personnel Committee and JBC. The Executive Review Committee makes a recommendation based on their review of the agency request, job duties and utilization history of the classification. The request for reclassification is then presented to ALC/JBC Personnel Subcommittee along with the Executive Recommendation and the Legislative Staff Recommendation for approval.

### **Out of Family Reclassification**

An Out of Family Reclassification is the same as reclassification request except it is made by the Office of Personnel Management and the Executive Review Committee for positions that are currently crossgraded. The approval of an Out of Family Reclassification permanently changes the authorization of the position to the crossgraded classification.

Out of Family Reclassifications are recommended during the Biennial Budget Request in the same manner for which reclassifications are approved. These are presented to the ALC/JBC with Executive and Legislative Staff recommendations.

### **Upgrade**

An Upgrade is a request by an agency to raise the pay grade of an existing classification. Upgrades are generally requested if it is found that job duties or required skill sets have changed or that the current grade does not allow the agency to pay a salary that will meet market conditions. **If approved, an Upgrade will affect all positions (across all agencies) with that classification.**

Upgrades are requested during the Biennial Budget Request and follow the same process as reclassifications.

**Example:** An agency requests that an A100C Payroll Officer, Grade C110, be upgraded to a Grade C112. If recommended then all positions in state government with the Payroll Officer classification will be upgraded to the C112. Salaries will be adjusted if the incumbent employee does not make at least the minimum of the pay grade.

### **Title Change**

A Title Change is simply changing the existing title of a classification to more accurately reflect the duties being performed. Like upgrades, title changes affect all positions (across all agencies) with the specified classification and are commonly requested for agency specific titles.

Title Changes are requested and reviewed during the Biennial Budget Request. They follow the same process as the reclassifications and upgrades, etc.

### **Extraordinary Salary Increase**

An Extraordinary Salary Increase (ESI) is a requested increase to the Line Item Maximum (LIM) of an unclassified title, above the COLA set by the Governor. Most commonly, unclassified titles will be Directors and Deputy Directors but are also found in higher education titles. This type of increase is usually requested due to market conditions, retention and recruiting, organizational structural change in the agency or increased job duties assigned to the classification.

The ESI requests are requested and reviewed during the Biennial Budget Process.

### **COMPENSATION PLAN (Arkansas Code § 21-5-209)**

The Compensation Plan is set out by the Uniform Classification and Compensation Act, originally established by Act 199 of 1969. The Compensation Plan is established for state agencies and institutions that are covered by the provisions of the Uniform Classification and Compensation Act. The Compensation Plan sets salaries and provides for salary increases, where deserved, of all employees serving in positions covered by the Act.

The Act states that:

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

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

(c) It is the specific intent of the General Assembly to authorize, in the enactment of this compensation plan, maximum rates of pay for each of the appropriate grades assigned to a class, but it is not the intent that any pay increases shall be automatic or that any

employee shall have a claim or a right thereto unless the department head of the agency or the institution shall determine that the employee, by experience, ability, and work performance, has earned the increase in pay authorized for the appropriate rate.

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

(Sections (e)1 and (e)2 establish the grades and pay levels for each year of the biennium. Each of the Compensation Plans (also called Pay Plans) can be found in the inside covers of this book.)

"(f) It is the intent of the General Assembly that the compensation plan provided for in subsections (a) through (e) of this section shall be implemented and function in compliance with the Regular Salary Procedures and Restrictions Act, § 21-5-101 et seq., other provisions in the Uniform Classification and Compensation Act, § 21-5-201 et seq., and other fiscal control laws of this state, where applicable."

### **OFFICE OF PERSONNEL MANAGEMENT (OPM)**

The Office of Personnel Management (OPM) of the Division of Management Services of the Department of Finance and Administration has the overall responsibility of administering the state's personnel system and establishing necessary policies, procedures and regulations to ensure system uniformity in accordance with state and federal law.

Acting under the authority granted in the Uniform Classification and Compensation Act, and subject to the direction of the Director of the Department of Finance and Administration, it is the duty of the Office of Personnel Management to perform the following administrative responsibilities with respect to the state Classification and Compensation: classifying positions, evaluating jobs, developing classification standards and specifications, assigning pay grades to classifications, collecting salary data, developing and administering pay plan policies and procedures, developing and administering performance evaluation procedures, and providing professional assistance and guidance related to personnel management. OPM analyzes all state agency and institution of higher education biennial personal services budget requests and prepare appropriate recommendations to the Governor and the Legislature prior to and during the Legislative session.

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

- study on a continuing basis and modify and revise when and where necessary the current classifications, the class specifications, and minimum requirements;
- create where necessary new classifications at an appropriate grade level which will accurately describe those positions for which no appropriate classification exists;
- determine those positions which are improperly classified and reclassify those positions to the appropriate classification subject to the provisions of this subchapter; and
- develop and implement the policies, rules, regulations, and procedures necessary for the establishment and maintenance of the Uniform Classification and Compensation Act.

CAREER SERVICE PAY PLAN

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

## Professional and Executive Pay Plan

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



Hall of the House of Representatives

88th General Assembly - Regular Session, 2011

Amendment Form

DRAFT

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Subtitle of House Bill No. 1122

AN ACT FOR THE DEPARTMENT OF WORKFORCE SERVICES APPROPRIATION FOR THE 2011-2012 FISCAL YEAR.

\*\*\*\*\*

Amendment No. \_\_\_ to House Bill No. 1122

Amend House Bill No. 1122 as originally introduced:

Page 2, line 21, delete "7" and substitute "6"

And

Page 2, line 28, delete "31" and substitute "29"

And

Page 2, line 30, delete "2" and substitute "1"

And

Page 2, line 33, delete "5" and substitute "4"

And

Page 3, line 14, delete "17" and substitute "16"

And

Page 3, line 26, delete "45" and substitute "43"

And

Page 3, line 29, delete "22" and substitute "20"

And

Page 4, line 9, delete "11" and substitute "8"

And

DRAFT

9

Page 4, line 10, delete "13" and substitute "11"

And

Page 4, line 11, delete in its entirety

And

Page 4, line 12, delete "30" and substitute "26"

And

Page 4, line 14, delete in its entirety

And

Page 4, line 15, delete "\_\_\_2" and substitute "\_\_\_1"

And

Page 4, line 16, delete "1,002" and substitute "979"

And

Appropriately renumber the item numbers in Section 1.

The Amendment was read \_\_\_\_\_

By: Joint Budget Committee

DAT/DAT - 02/21/11 01:06

DAT003

\_\_\_\_\_  
Chief Clerk

Hall of the House of Representatives

88th General Assembly - Regular Session, 2011

Amendment Form

DRAFT

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Subtitle of House Bill No. 1199

AN ACT FOR THE STATE DEPARTMENT FOR SOCIAL SECURITY ADMINISTRATION  
DISABILITY DETERMINATION APPROPRIATION FOR THE 2011-2012 FISCAL YEAR.

\*\*\*\*\*

Amendment No. \_\_\_ to House Bill No. 1199

Amend House Bill No. 1199 as originally introduced:

Page 1, Line 33 delete in its entirety and insert  
"(2) L003N CHIEF PHYSICIAN SPECIALIST 1 GRADE N921"

AND

Page 1, Line 34 delete in its entirety and insert  
"(3) L025N SENIOR PHYSICIAN SPECIALIST 2 GRADE N920"

AND

Page 1, Line 35 delete in its entirety and insert  
"(4) L024N DDSSA MEDICAL SPECIALIST 24 GRADE N919"

AND

Renumber subsequent item numbers in Section 1 appropriately

**DRAFT**

The Amendment was read \_\_\_\_\_  
By: Joint Budget Committee  
MJH/MJH - 02/18/11 01:19  
MJH001

\_\_\_\_\_  
Chief Clerk

ARKANSAS SENATE

88th General Assembly - Regular Session, 2011

Amendment Form

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Subtitle of Senate Bill No. 60

AN ACT FOR THE ARKANSAS FAIR HOUSING COMMISSION APPROPRIATION FOR  
THE 2011-2012 FISCAL YEAR.

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Amendment No. \_\_\_ to Senate Bill No. 60

Amend Senate Bill No. 60 as originally introduced:

Page 1, line 30, delete "N902" and substitute "N904"

AND

Page 1, line 34, delete "C115" and substitute "C116"

ARKANSAS SENATE

88th General Assembly - Regular Session, 2011

Amendment Form

DRAFT

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Subtitle of Senate Bill No. 110

AN ACT FOR THE ECONOMIC DEVELOPMENT COMMISSION APPROPRIATION FOR THE 2011-2012 FISCAL YEAR.

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Amendment No. \_\_\_ to Senate Bill No. 110

Amend Senate Bill No. 110 as originally introduced:

Page 2, line 28, delete in its entirety

And

Page 3, line 2, delete "14" and substitute "13"

And

Page 3, line 3, delete "116" and substitute "114"

And

Appropriately renumber the item numbers in Section 1.

DRAFT

The Amendment was read the first time, rules suspended and read the second time and \_\_\_\_\_

By: Joint Budget Committee

DAT/DAT - 02/16/11 03:16

DAT002

\_\_\_\_\_  
Secretary

**Joint Budget Committee Personnel Subcommittee Reports Adopted by JBC ATTACHMENT VI**  
**FY 12 and FY 13 Position Counts Over Current Authorized and Base Levels**

Business Area	Agency Name	FY 10-11	FY 12	FY12-13	Total	Total
		Authorized Positions	Base Level Positions	Authorized Positions	Positions Over Authorized	Positions Over Base
9	Legislative Audit, Division of	290	290	290	0	0
18	Court of Appeals	49	49	49	0	0
28	Prosecutor Coordinator, Office of the	12	12	12	0	0
32	Supreme Court	45	45	46	1	1
34	Governor, Office of	60	60	60	0	0
51	Lieutenant Governor, Office of the	4	4	4	0	0
53	Attorney General, Office of the	169	169	169	0	0
61	Lands, Commissioner of State	45	45	45	0	0
69	Treasurer of State	33	33	33	0	0
80	Game & Fish Commission	611	611	602	-9	-9
200	Abstracters' Board	1	1	1	0	0
203	Accountancy Board	9	9	9	0	0
205	Appraisers Licensing & Certif. Board	4	4	4	0	0
206	Architects, Landscape Archts Interior Design	3	3	3	0	0
210	Auctioneer's Licensing Board	1	1	1	0	0
211	Bail Bondman Licensing Board, Professional	3	3	3	0	0
212	Barber Examiners Board, State Board of	3	3	3	0	0
215	Burial Association Board	3	3	3	0	0
216	Private Career Education Board	4	4	4	0	0
220	Child Abuse & Neglect Prevention Board	2	2	2	0	0
221	Collection Agencies, State Board of	4	4	4	0	0
228	Counseling Examiners Board (pos dif pay grid)	3	3	3	0	0
232	Election Commissioners, State Board of	7	7	7	0	0
233	Embalmers & Funeral Directors Board	3	3	3	0	0
236	Engineers & Land Surveyors Board	5	5	5	0	0
238	Ethics Commission	9	9	9	0	0
240	Geologists, State Board for Prof	1	1	1	0	0
241	Judicial Discipline and Disability Commission	6	6	6	0	0
245	Massage Therapy Board	2	2	2	0	0
246	Physical Therapy, Arkansas State Board of	2	2	2	0	0
248	Real Estate Commission	15	15	15	0	0
250	Rural Services, Department of	6	6	6	0	0
254	Social Work Licensing Board	1	1	1	0	0
258	Towing and Recovery Board	3	3	3	0	0
261	Tobacco Control Board, Arkansas	22	22	22	0	0
263	Fire Protection Licensing Board	2	2	3	1	1
265	Chiropractic Examiners Board	1	1	1	0	0
268	Dental Examiners Board	3	3	3	0	0
270	Dietetics Licensing Board	1	1	1	0	0
274	Medical Board	41	41	41	0	0
277	Nursing Board	26	26	27	1	1
279	Dispensing Opticians Board	1	1	1	0	0
280	Optometry Board	2	2	2	0	0
289	Psychology Board, Arkansas	2	2	2	0	0
292	Speech-Language Pathology & Audiology Board	1	1	1	0	0
298	Veterinary Medical Board	1	1	1	0	0
305	Manufactured Home Commission	5	5	3	-2	-2
314	Governor's Mansion Commission	10	10	10	0	0
315	Capitol Zoning District Commission	3	3	3	0	0
318	Martin Luther King, Jr. Commission	4	4	4	0	0
320	Motor Vehicle Commission	7	7	7	0	0
323	Parole Board	22	22	22	0	0
327	Science & Technology Authority	17	17	21	4	4
328	Sentencing Commission, Arkansas	5	5	5	0	0
334	Tobacco Settlement Commission, Arkansas	3	3	3	0	0
338	War Memorial Stadium Commission	7	7	7	0	0

**Joint Budget Committee Personnel Subcommittee Reports Adopted by JBC  
FY 12 and FY 13 Position Counts Over Current Authorized and Base Levels**

<b>Business Area</b>	<b>Agency Name</b>	<b>FY 10-11 Authorized Positions</b>	<b>FY 12 Base Level Positions</b>	<b>FY12-13 Authorized Positions</b>	<b>Total Positions Over Authorized</b>	<b>Total Positions Over Base</b>
341	Waterways Commission, Arkansas	3	2	2	-1	0
350	Arkansas Building Authority	93	89	93	0	4
360	Claims Commission, Arkansas State	10	10	10	0	0
365	Disabled Veterans' Services Office	1	1	1	0	0
375	Teacher Retirement System	89	89	92	3	3
380	Veterans' Child Welfare Service Office	3	3	2	-1	-1
385	Veterans' Affairs, Department of	221	216	225	4	9
395	Development Finance Authority, Arkansas	62	62	62	0	0
402	Aeronautics Department	4	4	5	1	1
405	Bank Department, State	74	72	74	0	2
410	Securities Department	38	38	40	2	2
420	Geological Survey, Arkansas	30	30	29	-1	-1
425	Insurance Department	184	184	194	10	10
430	Liquefied Petroleum Gas Board	7	7	7	0	0
450	Public Service Commission, Arkansas	115	115	118	3	3
455	Natural Resources Commission, Arkansas	94	93	93	-1	0
470	Information Systems, Department of	257	257	257	0	0
472	Geographic Information Services, Office of	5	5	6	1	1
490	Assessment Coordination Department	36	36	36	0	0
510	School for the Blind, Arkansas	101	97	97	-4	0
513	School for the Deaf, Arkansas	176	170	170	-6	0
516	Educational Television Commission, Arkansas	113	113	113	0	0
519	State Library, Arkansas	56	56	56	0	0
610	DFA-Management Services Division	451	445	455	4	10
611	DFA-Alcohol Beverage Control Administration Division	10	10	12	2	2
612	DFA-Alcohol Beverage Control Enforcement Division	20	20	20	0	0
630	DFA-Revenue Services Division	1506	1485	1506	0	21
631	DFA-Racing Commission	13	13	13	0	0
634	DFA-Child Support Enforcement, Office of	876	842	876	0	34
915	Parks & Tourism-History Commission	25	25	25	0	0
955	Crime Laboratory, State	141	141	141	0	0
990	Crime Information Center, Arkansas	72	72	75	3	3
<b>Totals</b>		<b>6490</b>	<b>6406</b>	<b>6505</b>	<b>15</b>	<b>99</b>