



STATE OF ARKANSAS
**Department of Finance
and Administration**

**OFFICE OF PERSONNEL MANAGEMENT
Administrator's Office**
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June 18, 2019

Senator David Wallace, Co-Chairperson
Representative Jim Wooten, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Arkansas Legislative Council
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Co-Chairs:

The Office of Personnel Management (OPM) presents the Workforce Reduction (reduction in Force or RIF) information for the Arkansas Career Training Institute ("ACTI") of Arkansas Rehabilitation Services ("ARS"). ACTI is converting their 24-hour, residential facility to a non-residential model to provide improved services to Arkansans with disabilities. The effective date of separation is September 30, 2019.

One hundred seven employees will be affected by this reduction in force. ARS has requested severance pay for the employees based on their years of service. The estimated cost for the severance payments is \$124,000. Additionally, the affected employees have been placed on the Reduction in Workforce List and will receive special reemployment consideration as established in OPM State Personnel Policy #64 dated September 1, 2017. Your review of this information is greatly appreciated.

Sincerely,

A handwritten signature in blue ink that reads "Kay Barnhill".

Kay Barnhill
State Personnel Administrator

Attachments:

ACTI list of affected employees

State Personnel Policy #64 – Reduction in Force (RIF) and Severance Pay

STATE OF ARKANSAS



Asa Hutchinson
Governor

Department of Career Education
Arkansas Rehabilitation Services

Charisse Childers, Ph.D.
Director

Alan McClain, *Commissioner*

June 4, 2019

Kay Barnhill
Administrator
Office of Personnel Management
1509 West 7th Street
Little Rock, AR 72201

Re: Reduction in Force Report

Dear Ms. Barnhill:

Enclosed please find a Reduction in Force Report for the Arkansas Career Training Institute, submitted pursuant to Ark. Code Ann. § 21-5-223 ("Severance pay") and Office of Personnel Management Policy No. 64 ("Reduction in Force and Severance Pay"). The Report includes a spreadsheet with pertinent information on eliminated positions.

Our target date to announce the RIF is June 6, 2019. After receiving confirmation from OPM that the RIF may proceed, we will provide individualized, written notification to affected employees. The date of separation for employees subject to the RIF will be September 30, 2019.

Thank you for your assistance as we work through this process. Do not hesitate to call me at 501-682-2223, or Human Resources Administrator DeCarlia Smith at 501-296-1657, with any questions. Best regards.

Sincerely,

A handwritten signature in black ink that reads "Alan McClain".

Alan McClain
Commissioner,
Arkansas Rehabilitation Services

cc w/ encl.

Jonathan Bibb
Administrator,
Arkansas Career Training Institute

Department of Finance and Administration
Office of Personnel Management

Policy Title: **Reduction in force (RIF) and Severance Pay** Policy Number: **64**

Authority: **Ark. Code Ann. §§ 21-3-301 et seq. and 21-5-223**

Revised: **September 1, 2017**

This policy is to assist state agencies in determining when to implement a reduction in force (RIF) and how to implement it with the least possible impact on the agency and its employees. An agency director may need to implement a RIF, thereby terminating one or more employees without prejudice, for reasons including but not limited to the following:

1. To permit reinstatement of employees upon release from military service;
2. Significant organizational structure changes, including abolishment of positions or duties, curtailment of work, loss of functional responsibility by the agency; or
3. The loss/non-renewal of funding, grants or other special funds, or to promote agency efficiency.

A RIF is the least desirable method of solving staffing issues and agency directors are encouraged to examine alternatives prior to initiating a RIF. Prior to determining that a workforce reduction is necessary, the agency should consider other options such as not filling vacant positions, eliminating extra help or temporary positions, reducing work hours with proportionate pay cuts, assessing expected job attrition, job sharing, reviewing professional services contracts, and limiting travel.

This policy does not constitute any employment contract or agreement, either expressed or implied, between the state agency and its employees and does not abrogate the employment-at-will doctrine. This policy applies to all jobs except where specified by contract or federally mandated requirements. This policy is subject to change without prior notice, wholly or in part; however, employees will be notified of the changes.

DEVELOPING GOALS FOR THE RIF

The agency should develop goals for the workforce reduction, including what the agency wants to accomplish and when it wants to accomplish it. It may be helpful for the agency to develop a timeline or schedule of the actions that need to occur before, during, and after the RIF. In developing goals, the agency should consider the impact of a RIF, including what work will need to be performed after the reduction and what positions will be used to perform it. The following should be considered:

1. The budget conditions creating the need for a RIF. An agency should identify the number of employees that need to be out-placed in order to meet the cost goals.
2. How critical positions, programs, or divisions are to the agency's mission. This includes determining the extent of customer service the positions, programs, or divisions provide. The agency director should consider positions providing direct services to the public and any regulatory and enforcement responsibilities as being critical to the agency operations, except if the agency director determines

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- that it can maintain current levels of agency operations with less personnel and/or locations.
3. The geographic location of the positions, programs, or divisions.

SEPARATION CRITERIA

Once it is determined the programs or divisions that will be eliminated, employees occupying emergency, provisional, non-disciplinary probationary, extra-help, part-time, intermittent, or temporary positions within that program or division are the first to be separated from state employment, with the exception of a condition where these employees occupy positions operating as full-time employees in a regular position, based on special language, or where such positions are being used to staff critical positions.

Separation

An agency should utilize the following criteria in determining the positions to be eliminated, giving considerable weight to 1-4:

1. Employee's previous 2 years of performance evaluations
2. Employee's demonstrated skills to perform the job
3. Employee's previous 2 years of disciplinary history
4. Employee's veteran status
5. Employee's current work assignments
6. Employee's years of service

Evaluating Objective Criteria

Employees shall be rated on the basis of the above retention criteria without regard to the employees' race, color, religion, gender, age, national origin, disability, or political affiliation. The results of the employee rating process should be analyzed for potential adverse impact based on age, sex, and race. Employees on authorized leave of absence will be protected under this policy until such time they are eligible for return to work. If a tiebreaker is necessary, agencies may use months and days of state service. If an additional tiebreaker is needed, the agency should use any non-discriminatory method deemed suitable as approved by OPM.

Employee Notice

Agency directors are to give employees in positions that will be eliminated advance written notification as soon as possible, preferably 30 calendar days. At the time of notice, the agency is to provide the affected employees with information regarding the employee's outstanding leave balances, continuation of benefits and available

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outplacement assistance. Employees are allowed to collect their personal belongings prior to termination, with or without supervision.

Reporting

Each agency implementing a workforce reduction shall file a report with the Department of Finance and Administration, Office of Personnel Management (OPM). The report shall include the names of out-placed employees, job titles, salaries, programs, work units involved in the layoffs, and whether severance payments will be made. OPM will submit the report to the Personnel Committee of the Legislative Council at the next regularly scheduled meeting.

Positions Affected by a RIF

All positions that have been targeted as workforce reduction positions must be frozen and may not be used until approved by the Chief Fiscal Officer of the State. This does not apply when the RIF is due to reinstatement of employees upon release from military service.

Following implementation of a workforce reduction, the positions left vacant will be filled pursuant to the Special Re-Employment Consideration section of this policy.

Implementation of a workforce reduction shall not be considered a disciplinary action.

Severance Pay

An agency may, upon the approval of the Chief Fiscal Officer of the State, authorize a net lump-sum severance payment to full-time, part-time, and job sharing employees in a regular position according to the following schedule for completed years of services, including any formally implemented probationary period:

Years of Service	Net Amount of Severance Pay
Over one (1) year of service up to five (5) years of service	Eight hundred dollars (\$800)
Over five (5) years of service up to fifteen (15) years of service	One thousand, two hundred dollars (\$1,200)
Over fifteen (15) years of service	One thousand, six hundred dollars (\$1,600)

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The severance payment shall not be construed as exceeding the maximum salary and these payments shall be in addition to any lump-sum payment for annual or sick leave.

If severance payments are authorized, all employees affected by the RIF must receive a severance payment, unless the employee terminates, retires or transfers to another position within the same or another agency prior to the effective date of the RIF.

SPECIAL REEMPLOYMENT CONSIDERATION

RIF List

Employees affected by a workforce reduction will receive special reemployment consideration. A list of employees eligible for special reemployment consideration will be maintained and made available by OPM.

Length of Reemployment Consideration

Special reemployment consideration begins on the date the employee receives notification of a workforce reduction and is extended for a period of twelve (12) months from the date of separation. If an affected employee decides to retire or apply for retirement after receiving an official written notice of the workforce reduction, special reemployment consideration will not be extended.

An employee who has established veteran's preference and is affected by the workforce reduction shall be eligible for reemployment for a period of time no less than the continuous period of his or her service in an agency.

Job Advertising and Hiring

Prior to advertising any vacant position, agencies are to review the RIF list and determine if there are employees who may qualify for the vacant position. The agency may contact OPM or conduct interviews with those employees to determine if their experience and education meet the minimum qualification requirements of the vacancy. Agencies are allowed to forego the advertising requirements should the interview result in the selection of an employee who has been separated due to a workforce reduction.

If the vacancy is not filled by an out-placed employee and the agency wishes to receive other applications for consideration, the vacancy must be posted on the official Arkansas employment website at <http://www.arstatejobs.com/> for 5 business days.

An employee who accepts employment in a lower graded position on the same pay table may continue to receive the same rate of pay the employee received in the higher graded position upon approval of OPM after review by the Legislative Council or Joint Budget

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Committee. If an employee accepts a position that is on a different pay table, the move is considered a transfer and the employee's rate of pay will continue unless the employee's salary falls below the entry pay level of the new grade or if a special rate of pay has been established.

An employee who is separated for more than thirty (30) working days and accepts a new position is eligible for the employee's last rate of pay not to exceed the maximum.

An agency must notify OPM as soon as possible if they hire an employee from the RIF list. An employee who accepts a position and begins employment will be taken off the RIF list and is no longer eligible for reemployment consideration.

ACTI Staff as of June 6, 2019 REDUCTION (106)

BA	PA	Org Unit Name	Class Code	Grade	Authorized Title	FERN	Position	Last Name	First Name	Hourly Rate	Ann Sal	Fringe @ 23.47%	Ann Sal w/Fringe	Original Hire Date	Career Service Date	Current Date	Years of Service	Retirement Notice
0520	WB02	ADMINISTRATION SERVICES	S096C	GS04	STATIONARY ENGINEER	2705	22081742	MCNEIV	CHAD	20.15	41,914.08	9,837.23	51,751.31	6/2/1998	11/28/1998	5/20/2019	20years,5months	NO
0520	WB02	MEDICAL SERVICES	A052C	GS09	ACCOUNTING COORDINATOR	7599	22152095	RALPH	DONNA	29.91	62,206.56	14,599.88	76,806.44	8/31/1992	11/28/1993	5/20/2019	26years,3months	NO
0520	WB02	ADMINISTRATION SERVICES	L022N	MP02	OCCUPATIONAL THERAPIST	8543	22081947	BRIIGGS	CONNIE	35.99	74,860.86	17,569.84	92,430.70	2/15/1981	2/15/1981	5/20/2019	38years,3months	NO
0520	WB02	MEDICAL SERVICES	S084C	GS02	INSTITUTIONAL SERVICES SUPERVISOR	8631	22081522	PHILLIPS	JOETTA	14.05	29,230.24	6,860.34	36,090.58	9/17/1990	9/17/1990	5/20/2019	29years,8months	NO
0520	WB02	MEDICAL SERVICES	M098N	GS13	ACTI DIRECTOR OF PHYSICAL THERAPY	8833	22081986	PHILLIPS	ALAN	46.96	97,677.84	22,924.99	120,602.83	4/16/1990	4/16/1990	5/20/2019	29years,1months	NO
0520	WB02	MEDICAL SERVICES	G121C	GS08	REHAB PROGRAM MANAGER	8995	22081980	ROBINSON	BILLY	22.18	46,135.23	10,827.94	56,963.17	3/21/1988	3/21/1988	5/20/2019	31years,1months	NO
0520	WB02	ADMINISTRATION SERVICES	S084C	GS02	INSTITUTIONAL SERVICES SUPERVISOR	8991	22081523	MURPHY	ALMA	11.68	24,298.56	5,702.87	30,001.43	11/11/1996	11/11/1996	5/20/2019	22years,6months	NO
0520	WB02	MEDICAL SERVICES	L061C	GS06	LICENSED PRACTICAL NURSE	9541	22081717	MAGNESS	CHRISTINA	19.13	39,782.08	9,336.85	49,118.93	8/15/2000	10/5/2000	5/20/2019	18years,1months	YES
0520	WB02	MEDICAL SERVICES	L061C	GS07	MEDICAL TECHNOLOGIST	9675	22081949	WILKIE	SHERI	23.83	49,572.22	11,634.60	61,206.82	5/20/1984	5/20/1984	5/20/2019	35years,0months	NO
0520	WB02	ADMINISTRATION SERVICES	A096C	GS01	COOK	9849	22081897	MCALISTER	MARGARET	12.16	25,299.87	5,937.88	31,237.75	6/4/1995	9/23/1995	5/20/2019	22years,7months	NO
0520	WB02	ADMINISTRATION SERVICES	V015C	GS04	FISCAL SUPPORT SPECIALIST	9857	22081927	VALOVICH	ELZABETH	21.11	43,916.70	10,307.25	54,223.95	5/11/1980	5/11/1980	5/20/2019	39years,0months	NO
0520	WB02	MEDICAL SERVICES	V015C	GS05	PURCHASING SPECIALIST	9953	22081845	HAYMAKER	CHEVY	16.74	34,824.40	8,173.29	42,997.69	8/5/1985	9/8/1985	5/20/2019	33years,8months	NO
0520	WB02	ADMINISTRATION SERVICES	C073C	GS03	ADMINISTRATIVE SPECIALIST II	9956	22081659	BOGGS	KATHLEEN	14.97	31,131.78	7,306.63	38,438.41	2/9/1986	2/9/1986	5/20/2019	33years,5months	NO
0520	WB02	ADMINISTRATION SERVICES	S087C	GS01	INSTITUTIONAL SERVICES ASSISTANT	9961	22081491	MCDERMON	MICHAEL	11.02	22,928.88	5,381.41	28,310.29	11/28/1994	11/28/1994	5/20/2019	24years,5months	NO
0520	WB02	ADMINISTRATION SERVICES	S089C	GS01	FOOD PREPARATION TECHNICIAN	9985	22081966	JOHNSON	PAMELA	11.47	23,866.54	5,601.48	29,468.02	1/7/2001	1/7/2001	5/20/2019	18years,0months	NO
0520	WB02	ADMINISTRATION SERVICES	C073C	GS03	ADMINISTRATIVE SPECIALIST II	10246	22081837	WESTON	MARY	14.52	30,211.17	7,090.56	37,301.73	5/8/1987	5/8/1987	5/20/2019	32years,0months	NO
0520	WB02	Grounds and Transportation Dept	S083C	GS02	BAKER	10294	22081950	BEASLEY	LEE	15.48	32,207.76	7,559.16	39,766.92	12/9/1979	12/9/1979	5/20/2019	39years,5months	NO
0520	WB02	MEDICAL SERVICES	M026C	GS07	LICENSED SOCIAL WORKER	32510	22081838	WAITE	LEE ANN	26.00	54,077.09	12,691.89	66,768.98	12/20/2001	12/20/2001	5/20/2019	17years,5months	NO
0520	WB02	MEDICAL SERVICES	C073C	GS06	ADMINISTRATIVE SPECIALIST II	34940	22081664	SHELTON	NANCY	13.43	27,925.66	6,554.15	34,479.81	5/28/2002	5/28/2002	5/20/2019	16years,11months	NO
0520	WB02	ADMINISTRATION SERVICES	E043C	GS06	CERTIFIED VOCATIONAL TEACHER	36061	22081935	GORDON	SUNNY	17.82	37,058.94	8,697.73	45,756.67	8/5/2002	8/5/2002	5/20/2019	16years,9months	NO
0520	WB02	MEDICAL SERVICES	S087C	GS01	INSTITUTIONAL SERVICES ASSISTANT	36352	22081492	WEATHERFORD	DEBRA	10.84	22,549.90	5,292.46	27,842.36	8/19/2002	8/19/2002	5/20/2019	16years,9months	NO
0520	WB02	MEDICAL SERVICES	E043C	GS06	CERTIFIED VOCATIONAL TEACHER	40235	22081993	KENNEDY	THOMAS	17.82	37,058.94	8,697.73	45,756.67	5/19/2003	5/19/2003	5/20/2019	16years,0months	NO
0520	WB02	ADMINISTRATION SERVICES	S094C	GS04	FOOD PREPARATION MANAGER	42853	22081751	MORCAN	PAULIA	14.88	30,944.16	7,622.59	38,566.75	10/28/2003	1/4/2004	5/20/2019	15years,0months	NO
0520	WB02	MEDICAL SERVICES	S094C	GS04	STATIONARY ENGINEER	46482	22081744	CRAVER	WILLIAM	14.31	29,772.08	6,987.51	36,759.59	7/18/2003	7/18/2003	5/20/2019	14years,10months	NO
0520	WB02	ADMINISTRATION SERVICES	T084C	GS03	PUBLIC SAFETY SECURITY OFFICER	47924	22081693	WESTLAW	LAURA	12.83	26,684.74	6,262.91	32,947.65	10/10/2004	10/10/2004	5/20/2019	14years,7months	NO
0520	WB02	Grounds and Transportation Dept	L015C	MP02	CINICAL SPEECH PATHOLOGIST	48425	22081855	SMITH	LAURA	35.19	73,187.92	17,177.20	90,365.12	11/22/2004	11/22/2004	5/20/2019	14years,5months	NO
0520	WB02	MEDICAL SERVICES	C073C	GS03	ADMINISTRATIVE SPECIALIST II	48747	22081563	BOUTRIM	DEBBIE	12.83	26,684.74	6,262.91	32,947.65	12/6/2004	12/6/2004	5/20/2019	14years,5months	NO
0520	WB02	ADMINISTRATION SERVICES	L013N	MP06	GENERAL PHYSICIAN	50190	22082036	BRINSON	MICHAEL	64.23	133,601.31	31,356.23	164,957.54	3/28/2005	3/28/2005	5/20/2019	14years,0months	NO
0520	WB02	ADMINISTRATION SERVICES	T087C	GS03	SECURITY OFFICER	51360	22081820	STRICKLIN	ALAN	14.74	30,668.14	7,197.81	37,865.95	6/6/2005	11/1/2007	5/20/2019	11years,6months	NO
0520	WB02	ADMINISTRATION SERVICES	T087C	GS03	SECURITY OFFICER	51497	22081600	SCHLU	JAMES	12.83	26,684.74	6,262.91	32,947.65	10/18/1982	8/16/2005	5/20/2019	15years,9months	NO
0520	WB02	Grounds and Transportation Dept	S087C	GS01	INSTITUTIONAL SERVICES ASSISTANT	52042	22081513	DOWNING	BILLY	10.84	22,549.90	5,292.46	27,842.36	7/18/2005	7/18/2005	5/20/2019	13years,10months	NO
0520	WB02	CLIENT SERVICE MANAGEMENT	S087C	GS01	INSTITUTIONAL SERVICES ASSISTANT	55155	22081520	WATSON	JOSEPH	10.66	22,164.90	5,202.10	27,367.00	11/20/2005	9/28/2013	5/20/2019	13years,7months	NO
0520	WB02	ADMINISTRATION SERVICES	S089C	GS05	FOOD PREPARATION TECHNICIAN	57006	22081986	BRIGHT	DEBRA	10.66	22,164.90	5,202.10	27,367.00	3/29/2006	3/29/2006	5/20/2019	13years,2months	NO
0520	WB02	CLIENT SERVICE MANAGEMENT	T055C	GS05	PUBLIC SAFETY OFFICER	58529	22081584	BALL	RONALD	23.11	48,060.48	11,279.79	59,340.27	1/1/1971	10/15/1978	5/20/2019	40years,7months	NO
0520	WB02	ADMINISTRATION SERVICES	S084C	GS04	INSTITUTIONAL SERVICES SUPERVISOR	60584	22081524	PUUIT	SWAYZ	11.96	24,873.06	5,837.71	30,710.77	9/24/2006	9/24/2006	5/20/2019	12years,7months	NO
0520	WB02	CLIENT SERVICE MANAGEMENT	S031C	GS04	SKILLED TRADESMAN	62228	22081780	OWENS	DAVID	15.42	32,065.90	7,525.87	39,591.77	1/2/2007	1/2/2007	5/20/2019	12years,0months	NO
0520	WB02	CLIENT SERVICE MANAGEMENT	T087C	GS03	SECURITY OFFICER	62620	22081940	DRAKE	ROBERT	14.74	30,668.14	7,197.81	37,865.95	1/29/2007	1/29/2007	5/20/2019	12years,0months	NO
0520	WB02	ADMINISTRATION SERVICES	M055C	GS05	RECREATIONAL ACTIVITY SUPERVISOR	63084	22081844	SMITH	KENNETH	15.97	33,215.10	7,795.58	41,010.68	2/15/2007	2/15/2007	5/20/2019	12years,2months	NO
0520	WB02	CLIENT SERVICE MANAGEMENT	S087C	GS01	INSTITUTIONAL SERVICES ASSISTANT	63862	22081511	FAZEE	ENMA	10.84	22,164.90	5,292.46	27,457.36	4/8/2007	4/8/2007	5/20/2019	12years,1months	NO
0520	WB02	MEDICAL SERVICES	L069C	GS06	LICENSED PRACTICAL NURSE	64402	22081719	WHITE	WILMA	17.82	37,058.94	8,697.73	45,756.67	5/6/2007	5/6/2007	5/20/2019	12years,0months	NO
0520	WB02	ACTI-Counseling and Evaluation	S085C	GS02	FOOD PREPARATION SPECIALIST	64404	22081892	BOGARD	MARK	12.95	26,971.07	6,584.18	33,555.25	5/6/2007	5/6/2007	5/20/2019	12years,0months	NO
0520	WB02	ADMINISTRATION SERVICES	S070C	GS02	EQUIPMENT TECHNICIAN	64864	22081994	WHITE	JACQUES	11.50	23,918.34	5,613.63	29,531.97	2/6/1995	3/3/2005	5/20/2019	14years,2months	NO
0520	WB02	Skilled Trade Sup	L027C	MP02	REGISTERED NURSE SUPERVISOR	64877	22082006	MEHALIC	KIMBERLY	35.19	73,187.92	17,177.20	90,365.12	6/3/2007	6/3/2007	5/20/2019	11years,11months	NO
0520	WB02	MEDICAL SERVICES	C073C	GS03	ADMINISTRATIVE SPECIALIST II	65109	22081733	WATTS	PRISCILLA	12.83	26,684.74	6,262.91	32,947.65	6/18/2007	6/18/2007	5/20/2019	11years,11months	NO
0520	WB02	MEDICAL SERVICES	S087C	GS01	INSTITUTIONAL SERVICES ASSISTANT	66186	22081469	GUINN	DANIEL	10.84	22,164.90	5,292.46	27,457.36	8/12/2007	8/12/2007	5/20/2019	11years,9months	NO
0520	WB02	MEDICAL SERVICES	C073C	GS03	ADMINISTRATIVE SPECIALIST II	66820	22081529	FEYTON	GARY	12.83	26,684.74	6,262.91	32,947.65	10/1/2007	5/18/2008	5/20/2019	11years,0months	NO
0520	WB02	MEDICAL SERVICES	S094C	GS02	INSTITUTIONAL SERVICES SUPERVISOR	67776	22081521	MITCHELL	THERESA	11.50	23,918.34	5,613.63	29,531.97	11/18/2007	11/18/2007	5/20/2019	11years,6months	NO
0520	WB02	MEDICAL SERVICES	M061C	GS05	VOCATIONAL REHAB EVALUATOR	69282	22081936	BOUJTALE	ASHLEY	15.573	32,404.94	7,605.44	40,010.38	2/15/2008	10/25/2017	5/20/2019	11years,0months	NO
0520	WB02	MEDICAL SERVICES	T087C	GS03	SECURITY OFFICER	71423	22081698	SILVESTER	JOYCE	14.93	29,845.92	7,004.94	36,850.76	7/7/2008	7/7/2008	5/20/2019	10years,10months	NO
0520	WB02	MEDICAL SERVICES	L016M	MP05	REGISTERED PHARMACIST	72443	220812661	FANIELL	KAROL	55.80	116,065.46	27,240.56	143,306.02	8/28/2008	8/28/2008	5/20/2019	10years,0months	NO
0520	WB02	MEDICAL SERVICES	C073C	GS03	ADMINISTRATIVE SPECIALIST II	73238	22081607	SHAW	PATRICIA	12.83	26,684.74	6,262.91	32,947.65	10/19/2008	10/19/2008	5/20/2019	10years,7months	NO
0520	WB02	ACTI-Counseling and Evaluation	S099C	GS04	STATIONARY ENGINEER	78669	22081789	TILLMAN	PHILIP	14.80	30,784.21	7,225.05	38,009.26	5/10/1995	7/16/1995	5/20/2019	23years,10months	NO
0520	WB02	MEDICAL SERVICES	L069C	GS06	LICENSED PRACTICAL NURSE	78802	22081713	CHARLOTTE	GREEN	17.82	37,058.94	8,697.73	45,756.67	9/6/2009	9/6/2009	5/20/2019	9years,0months	NO

