



## Division of Higher Education

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Jacob Oliva  
Secretary

Ken Warden, Ed.D.  
Commissioner

February 27, 2024

The Honorable Jonathan Dismang, Chair  
The Honorable Lane Jean, Chair  
Joint Budget Committee  
State Capitol Building  
Little Rock, AR 72201

Dear Senator Dismang and Representative Jean:

Please accept this letter as a formal request to make personnel changes for various institutions of higher education that are listed on the following attachment. Institutions of higher education are currently authorized 38,996 positions. The requested personnel changes result in a net increase of twenty-seven (27) positions for Fiscal Year 2024-25.

Thank you for your consideration on these revisions.

Thank you for your consideration,

A handwritten signature in black ink that reads 'Nicholas Fuller'.

Nicholas Fuller  
Assistant Commissioner for Finance

PERSONAL SERVICES APPROPRIATION CHANGE REQUESTS - 2024 FISCAL SESSION									
Institution	2023-24 Legislative Recommendation Line Item	Type of Change	Authorized Title	2024-25 Legislative Appropriated # of Positions	Positions Requested	2024-25 Requested Total # of Positions	AHECB 2024-25 Recommended Change in # of Positions	AHECB 2024-25 Recommended Total # of Positions	Recommended Line Item Maximum
Arkansas State University	34	Additional Position	Project/Program Administrator	107	1	108	1	108	From \$102,848 to \$175,482
	44	Additional Positions	Academic/Student Support	32	9	41	9	41	From \$91,416 to \$123,553
	96	Move	HEI Program Coordinator	26	-2	24	-2	24	\$67,806
	101	Move	Administrative Support Pool	120	-2	118	-2	118	From \$37,650 to \$65,197
	102	Move	Assistant Registrar	5	1	6	1	6	\$65,197
	108	LIM Correction	Special Events Manager	2	0	2	0	2	\$65,197
	110	Move	Broadcast Production Specialist	3	1	4	1	4	\$62,690
	113	Move	Human Resources Specialist	2	-1	1	-1	1	\$60,279
	117	Move	Records Management Analyst	10	2	12	2	12	\$60,279
	None Assigned	Move	Special Events Supervisor	0	1	1	1	1	\$53,587
	148	LIM Increase	ASU Head Football Coach	1	0	1	0	1	\$247,350
	149	LIM Increase	Head Men's Basketball Coach	1	0	1	0	1	\$247,350
				Net Requested Increase or (Decrease) in # of Positions	10		10	Net Recommended Increase or (Decrease) in # of Positions	

Institution	2023-24 Legislative Recommendation Line Item	Type of Change	Authorized Title	2024-25 Legislative Appropriated # of Positions	Positions Requested	2024-25 Requested Total # of Positions	AHECB 2024-25 Recommended Change in # of Positions	AHECB 2024-25 Recommended Total # of Positions	Recommended Line Item Maximum
Arkansas Tech University	None Assigned	New Position	Project/Program Administrator	0	1	1	1	1	From \$102,847 to \$142,956
	None Assigned	New Position	Sr. Project/Program Director	N/A	N/A	N/A	N/A	N/A	\$142,956
	None Assigned	New Position	Project/Program Director	N/A	N/A	N/A	N/A	N/A	\$131,538
	None Assigned	New Position	Project/Program Manager	N/A	N/A	N/A	N/A	N/A	\$119,205
	None Assigned	New Position	Project/Program Specialist	N/A	N/A	N/A	N/A	N/A	\$102,847
	None Assigned	New Position	Director of Business & Industry	0	1	1	0	0	\$0
	None Assigned	New Position	Business Manager	0	1	1	1	1	\$128,267
	None Assigned	New Position	Dir. of Business & Industrial Training	0	0	0	1	1	\$115,088
	None Assigned	New Position	Director of Placement/Career Service	0	1	1	1	1	\$111,717
	None Assigned	New Position	Database Administrator	0	1	1	1	1	\$103,302
	None Assigned	New Positions	Career Advisor	0	10	10	10	10	\$103,302
	None Assigned	New Position	Website Developer	0	1	1	1	1	\$74,731
	None Assigned	New Position	Administrative Support Pool	0	1	1	1	1	From \$37,650 to \$65,197
	None Assigned	New Position	Administrative Assistant	0	N/A	N/A	N/A	N/A	\$65,197
	None Assigned	New Position	Administrative Analyst	0	N/A	N/A	N/A	N/A	\$65,197
	None Assigned	New Position	Administrative Support Supervisor	0	N/A	N/A	N/A	N/A	\$60,279
	None Assigned	New Position	Administrative Specialist III	0	N/A	N/A	N/A	N/A	\$57,961
	None Assigned	New Position	Administration Support Specialist	0	N/A	N/A	N/A	N/A	\$57,961
	None Assigned	New Position	Administrative Specialist II	0	N/A	N/A	N/A	N/A	\$51,526
	None Assigned	New Position	Administrative Support Specialist	0	N/A	N/A	N/A	N/A	\$51,526
None Assigned	New Position	Administrative Specialist I	0	N/A	N/A	N/A	N/A	\$45,806	
None Assigned	New Position	Extra Help Assistant	0	N/A	N/A	N/A	N/A	\$37,650	
None Assigned	New Position	Institutional Services Assistant	0	1	1	1	1	\$40,722	
				Net Requested Increase or (Decrease) in # of Positions	18		18	Net Recommended Increase or (Decrease) in # of Positions	

**PERSONAL SERVICES APPROPRIATION CHANGE REQUESTS - 2024 FISCAL SESSION**

Institution	2023-24 Legislative Recommendation Line Item	Type of Change	Authorized Title	2024-25 Legislative Appropriated # of Positions	Positions Requested	2024-25 Requested Total # of Positions	AHECB 2024-25 Recommended Change in # of Positions	AHECB 2024-25 Recommended Total # of Positions	Recommended Line Item Maximum
University of Arkansas - Fayetteville	42	Additional Positions	Director of Information Technology	2	3	5	3	5	\$160,957
	58	Additional Positions	Project/Program Administrator	517	8	525	8	525	From \$102,848 to \$142,958
	73	Additional Positions	Academic Counselor	67	4	71	4	71	\$116,915
	75	Additional Positions	Student Development Specialist	73	4	77	4	77	\$112,278
	98	Additional Positions	Systems Analyst	21	2	23	2	23	\$87,425
	107	Additional Positions	Computer Support Specialist	47	4	51	4	51	\$77,721
	126	Deletion	HEI Program Coordinator	77	-1	76	-1	76	\$67,806
	132	Deletion	Computer Support Technician	22	-1	21	-1	21	\$66,436
	133	Deletions	Administrative Support Pool	262	-15	247	-15	247	From \$37,650 to \$65,197
	172	Deletions	Institutional Services Assistant	138	-2	136	-2	136	\$40,722
	178	Additional Position	Research Associate	37	1	38	1	38	\$154,589
	185	Additional Positions	Graduate Assistant	205	21	226	21	226	\$73,413
	187	Additional Positions	Faculty	945	5	950	5	950	From \$104,533 to \$311,586
253	Deletions	Graduate Assistant	17	-3	14	-3	14	\$73,413	
					<b>Net Requested Increase or (Decrease) in # of Positions</b>	<b>30</b>		<b>30</b>	<b>Net Recommended Increase or (Decrease) in # of Positions</b>

Institution	2023-24 Legislative Recommendation Line Item	Type of Change	Authorized Title	2024-25 Legislative Appropriated # of Positions	Positions Requested	2024-25 Requested Total # of Positions	AHECB 2024-25 Recommended Change in # of Positions	AHECB 2024-25 Recommended Total # of Positions	Recommended Line Item Maximum
University of Arkansas at Monticello	40	Deletion	Fiscal Support Pool	10	-1	9	-1	9	From \$49,544 to \$89,227
	52	Deletion	Grants Analyst	1	-1	0	-1	0	\$0
	58	Deletions	Administrative Support Pool	35	-3	32	-3	32	From \$37,650 to \$65,197
	86	Deletion	Senior Research Assistant	8	-1	7	-1	7	\$81,755
	87	Additional Positions	Graduate Assistant	30	5	35	5	35	\$32,100
	93	Deletion	Lecturer	1	-1	0	-1	0	\$0
					<b>Net Requested Increase or (Decrease) in # of Positions</b>	<b>-2</b>		<b>-2</b>	<b>Net Recommended Increase or (Decrease) in # of Positions</b>

PERSONAL SERVICES APPROPRIATION CHANGE REQUESTS - 2024 FISCAL SESSION

Institution	2023-24 Legislative Recommendation Line Item	Type of Change	Authorized Title	2024-25 Legislative Appropriated # of Positions	Positions Requested	2024-25 Requested Total # of Positions	AHECB 2024-25 Recommended Change in # of Positions	AHECB 2024-25 Recommended Total # of Positions	Recommended Line Item Maximum
University of Arkansas for Medical Sciences	17	Additional Positions	Divisional/Departmental Management Pool	828	36	864	36	864	From \$117,480 to \$288,217
	18	Additional Positions	Project/Program Administrator	841	288	1129	288	1129	From \$94,619 to \$162,192
	None Assigned	Move	Department Business Coordinator	0	28	28	0	0	\$0
	20	Additional Positions	Biological Safety Officer	1	3	4	3	4	\$103,015
	22	Deletions	Systems Analyst	15	-15	0	-15	0	\$0
	24	Deletions	Accounting Coordinator	2	-2	0	-2	0	\$0
	25	Deletions	Campus Construction Coordinator	11	-11	0	-11	0	\$0
	27	Additional Positions	Database Analyst	5	5	10	5	10	\$77,721
	29	Move	Department Business Coordinator	28	-28	0	0	28	\$76,272
	31	Additional Positions	Skilled Trades Pool	163	6	169	6	169	From \$44,882 to \$71,858
	32	Deletions	Clinical Business Services Mgr.	8	-8	0	-8	0	\$0
	33	Deletions	Human Resources Analyst	24	-24	0	-24	0	\$0
	34	Deletions	Maintenance Coordinator	3	-3	0	-3	0	\$0
	35	Deletions	Medical Buyer	23	-23	0	-23	0	\$0
	36	Deletions	Program Eligibility Analyst	14	-14	0	-14	0	\$0
	37	Deletions	Software Support Specialist	7	-7	0	-7	0	\$0
	38	Additional Positions	Computer Support Technician	4	3	7	3	7	\$66,436
	39	Deletions	Buyer	11	-11	0	-11	0	\$0
	40	Deletions	Media Specialist	4	-4	0	-4	0	\$0
	43	Deletions	Public Information Specialist	2	-2	0	-2	0	\$0
44	Deletions	Administrative Support Pool	615	-248	367	-248	367	From \$37,650 to \$65,197	
45	Deletions	Clinical Business Services Supv.	5	-5	0	-5	0	\$0	
46	Move	Library Support Pool	7	-7	0	-7	0	\$0	
46	Move	Library Supervisor (Included in Library Pool)	N/A	N/A	N/A	N/A	N/A	\$0	
46	Move	Library Specialist (Included in Library Pool)	N/A	N/A	N/A	N/A	N/A	\$0	

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PERSONAL SERVICES APPROPRIATION CHANGE REQUESTS - 2024 FISCAL SESSION

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University of Arkansas for Medical Sciences	46	Move	Library Technician (Included in Library Pool)	N/A	N/A	N/A	N/A	N/A	\$0
	46	Move	Library Support Assistant (Included in Library Pool)	N/A	N/A	N/A	N/A	N/A	\$0
	48	Deletions	Medical Records Supervisor	4	-4	0	-4	0	\$0
	49	Deletion	Print Shop Supervisor	1	-1	0	-1	0	\$0
	51	Deletions	Commercial Graphic Artist	4	-4	0	-4	0	\$0
	53	Deletions	Program Eligibility Specialist	5	-5	0	-5	0	\$0
	54	Deletions	Staff Development Specialist	2	-2	0	-2	0	\$0
	55	Deletion	Stationary Engineer	1	-1	0	-1	0	\$0
	56	Deletions	Collection Officer	5	-5	0	-5	0	\$0
	57	Deletions	Commercial Artist I/Graphic Art I	3	-3	0	-3	0	\$0
	58	Deletion	Financial Aid Specialist	1	-1	0	-1	0	\$0
	59	Deletions	Human Resources Specialist	6	-6	0	-6	0	\$0
	61	Deletions	Logistics Manager	5	-5	0	-5	0	\$0
	63	Deletions	Multimedia Specialist	2	-2	0	-2	0	\$0
	64	Deletion	Photographer	1	-1	0	-1	0	\$0
	65	Deletion	Printing Estimator/Planner	1	-1	0	-1	0	\$0
	66	Move	Public Information Technician	9	-9	0	0	9	\$60,279
	67	Deletions	Credit & Collections Supervisor	4	-4	0	-4	0	\$0
	69	Deletions	Purchasing Technician	3	-3	0	-3	0	\$0
	70	Move	Food Preparation Supervisor	28	-28	0	0	28	\$55,731
None Assigned	Move	Food Services Pool	0	321	321	0	0	\$0	
None Assigned	Move	Food Preparation Supervisor (Included in Food Services Pool)	N/A	N/A	N/A	N/A	N/A	\$0	
None Assigned	Move	Cashier (Included in Food Services Pool)	N/A	N/A	N/A	N/A	N/A	\$0	
None Assigned	Move	Cook (Included in Food Services Pool)	N/A	N/A	N/A	N/A	N/A	\$0	

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**PERSONAL SERVICES APPROPRIATION CHANGE REQUESTS - 2024 FISCAL SESSION**

Institution	2023-24 Legislative Recommendation Line Item	Type of Change	Authorized Title	2024-25 Legislative Appropriated # of Positions	Positions Requested	2024-25 Requested Total # of Positions	AHECB 2024-25 Recommended Change in # of Positions	AHECB 2024-25 Recommended Total # of Positions	Recommended Line Item Maximum
University of Arkansas for Medical Sciences	None Assigned	Move	Institutional Services Assistant (Included in Food Services Pool)	N/A	N/A	N/A	N/A	N/A	\$0
	None Assigned	Move	Food Preparation Technician (Included in Food Services Pool)	N/A	N/A	N/A	N/A	N/A	\$0
	71	Deletion	Printer	1	-1	0	-1	0	\$0
	73	Deletions	Collector	4	-4	0	-4	0	\$0
	74	Deletions	Laboratory Technician	7	-7	0	-7	0	\$0
	75	Deletions	Warehouse Specialist	3	-3	0	-3	0	\$0
	76	Deletions	Institutional Bus Driver	2	-2	0	-2	0	\$0
	78	Move	Cashier	55	-55	0	0	55	\$49,544
	80	Deletions	Maintenance Assistant	2	-2	0	-2	0	\$0
	81	Deletions	Medical Records Assistant	3	-3	0	-3	0	\$0
	82	Deletions	Housekeeper	389	-364	25	-364	25	\$47,639
	83	Deletions	Child Care Technician	232	-49	183	-49	183	\$44,045
	85	Deletions	Shipping & Receiving Clerk	34	-34	0	-34	0	\$0
	87	Move	Cook	45	-45	0	0	45	\$42,351
	88	Deletions	Institutional Services Supervisor	4	-4	0	-4	0	\$0
	89	Move	Institutional Services Assistant	108	-108	0	0	108	\$40,722
	90	Move	Laboratory Assistant	4	-4	0	-4	0	\$0
	91	Move	Food Preparation Technician	85	-85	0	0	85	\$39,156
	95	Additional Positions	Library Pool	17	16	33	7	24	From \$47,639 to \$150,717
	None Assigned	Move	Library Supervisor (Included in Library Pool)	N/A	N/A	N/A	N/A	N/A	\$65,197
	None Assigned	Move	Public Information Technician (Included in Library Pool)	N/A	N/A	N/A	N/A	N/A	\$0
	None Assigned	Move	Library Specialist (Included in Library Pool)	N/A	N/A	N/A	N/A	N/A	\$55,731
	None Assigned	Move	Library Technician (Included in Library Pool)	N/A	N/A	N/A	N/A	N/A	\$51,526
	None Assigned	Move	Library Support Assistant (Included in Library Pool)	N/A	N/A	N/A	N/A	N/A	\$47,639
	96	Deletions	Research Support Pool	487	-60	427	-60	427	From \$51,526 to \$137,799
	100	Deletions	Medical Services	458	-50	408	-50	408	From \$51,526 to \$307,409
	101	Additional Positions	Nursing Services	2681	545	3226	545	3226	From \$51,526 to \$262,562
102	Additional Positions & Move	Medical Ancillary Support	1643	71	1714	71	1714	From \$40,722 to \$226,447	
None Assigned	Move	Laboratory Assistant (Included in Medical Ancillary Support pool)	N/A	N/A	N/A	N/A	N/A	\$40,722	
103	Additional Positions	Rehabilitation Therapy Pool	108	40	148	40	148	From \$117,480 to \$175,826	
104	Additional Positions	Psychiatry Pool	150	15	165	15	165	From \$53,587 to \$118,434	
Net Requested Increase or (Decrease) in # of Positions					0		0	Net Recommended Increase or (Decrease) in # of Positions	

PERSONAL SERVICES APPROPRIATION CHANGE REQUESTS - 2024 FISCAL SESSION									
Institution	2023-24 Legislative Recommendation Line Item	Type of Change	Authorized Title	2024-25 Legislative Appropriated # of Positions	Positions Requested	2024-25 Requested Total # of Positions	AHECB 2024-25 Recommended Change in # of Positions	AHECB 2024-25 Recommended Total # of Positions	Recommended Line Item Maximum
University of Central Arkansas	41	Additional Positions	Project/Program Administrator	104	3	107	3	107	From \$102,848 to \$131,538
	64	Additional Positions	Senior Software Support Specialist	1	2	3	2	3	\$94,560
	65	Deletions	Senior Software Support Analyst	2	-2	0	-2	0	\$0
	70	Additional Positions	Systems Analyst	3	3	6	3	6	\$87,425
	73	Additional Positions	Systems Coordination Analyst	1	4	5	4	5	\$80,829
	74	Additional Positions	Computer Support Specialist	6	2	8	2	8	\$77,721
	79	Deletions	Network Support Analyst	5	-5	0	-5	0	\$0
	80	Deletions	Computer Support Analyst	2	-2	0	-2	0	\$0
	81	Deletions	Information Systems Analyst	4	-2	2	-2	2	\$71,858
	96	Additional Positions	HEI Program Coordinator	30	3	33	3	33	\$67,806
	151	Additional Position	Head Coach	11	1	12	1	12	\$141,519
	158	Additional Position	Assistant Coach	29	1	30	1	30	\$111,247
	176	Deletions	Food Preparation Manager	2	-2	0	-2	0	\$0
182	Deletions	Food Preparation Supervisor	4	-4	0	-4	0	\$0	
192	Deletions	Cook	2	-2	0	-2	0	\$0	
Net Requested Increase or (Decrease) in # of Positions					0		0	Net Recommended Increase or (Decrease) in # of Positions	

Institution	2023-24 Legislative Recommendation Line Item	Type of Change	Authorized Title	2024-25 Legislative Appropriated # of Positions	Positions Requested	2024-25 Requested Total # of Positions	AHECB 2024-25 Recommended Change in # of Positions	AHECB 2024-25 Recommended Total # of Positions	Recommended Line Item Maximum
East Arkansas Community College	21	Deletion	General Counsel	1	-1	0	-1	0	\$0
	33	Deletion	Personnel Manager	1	-1	0	-1	0	\$0
	38	Deletions	Skilled Trades Pool	2	-2	0	-2	0	\$0
	38	Deletions	Skilled Trades Foreman	N/A	N/A	N/A	N/A	N/A	\$0
	38	Deletions	Skilled Trades Supervisor	N/A	N/A	N/A	N/A	N/A	\$0
	38	Deletions	Skilled Tradesman	N/A	N/A	N/A	N/A	N/A	\$0
	38	Deletions	Skilled Trades Helper	N/A	N/A	N/A	N/A	N/A	\$0
	38	Deletions	Apprentice Tradesman	N/A	N/A	N/A	N/A	N/A	\$0
	57	Additional Positions	Faculty	6	6	12	6	12	\$135,019
61	Deletions	Faculty	57	-3	54	-3	54	\$107,909	
Net Requested Increase or (Decrease) in # of Positions					-1		-1	Net Recommended Increase or (Decrease) in # of Positions	

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North Arkansas College	19	Deletion	Dir. of Systems Programming & Database	1	-1	0	-1	0	\$0
	21	Deletion	Systems Specialist	1	-1	0	-1	0	\$0
	28	Deletion	Accounting Coordinator	1	-1	0	-1	0	\$0
	32	Additional Positions	Academic Advisor	1	3	4	3	4	\$74,790
	37	Additional Position	Skilled Trades Pool	2	1	3	1	3	From \$44,882 to \$71,858
	38	Additional Positions	HEI Program Coordinator	1	2	3	2	3	\$67,806
	39	Additional Position	Student Applications Specialist	1	1	2	1	2	\$67,806
	44	Deletions	Administrative Support Pool	13	-2	11	-2	11	From \$37,650 to \$65,197
	47	Deletion	Human Resources Program Rep	1	-1	0	-1	0	\$0
	54	Deletion	Payroll Technician	1	-1	0	-1	0	\$0
	56	Deletion	Equipment Mechanic	1	-1	0	-1	0	\$0
	57	Deletion	Landscape Specialist	1	-1	0	-1	0	\$0
	None Assigned	New Position	Food Preparation Manager	0	1	1	1	1	\$62,690
None Assigned	New Position	Food Preparation Supervisor	0	1	1	1	1	\$55,731	
Net Requested Increase or (Decrease) in # of Positions				0	0	0	0	Net Recommended Increase or (Decrease) in # of Positions	

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South Arkansas College	6	Deletion	Dir. of Comm. Service & Cont. Ed.	1	-1	0	-1	0	\$0
	10	Deletion	Director of Administrative Services	1	-1	0	-1	0	\$0
	12	Deletion	Counselor	3	-1	2	-1	2	\$123,555
	13	Title Change	Director Learning Center	1	-1	0	-1	0	\$0
	None Assigned	Title Change	Dean of Student Support Services	0	1	1	0	0	\$0
	None Assigned	Title Change	Dean of Students	0	0	0	1	1	\$117,718
	23	Title Change	Assessment and Planning Coordinator	1	-1	0	-1	0	\$0
	None Assigned	Title Change	Dean of Student Success	0	1	1	0	0	\$0
	None Assigned	Title Change	Dean of Students	0	0	0	1	1	\$117,718
	24	Title Change	Director of Enrollment Management	1	-1	0	-1	0	\$0
	None Assigned	Title Change	Dean of Enrollment Management	0	1	1	0	0	\$0
	None Assigned	Title Change	Dean Student Affairs-Enrollment Svcs.	0	0	0	1	1	\$107,997
	28	Additional Position	Project/Program Manager	2	1	3	1	3	\$98,116
	32	Additional Positions	Public Safety Pool	3	2	5	2	5	From \$37,650 to \$87,425
	None Assigned	New Position	Registrar	0	1	1	1	1	\$118,458
	39	Deletion	Executive Assistant to Director	1	-1	0	-1	0	\$0
41	Deletion	Research Project Analyst	1	-1	0	-1	0	\$0	
42	Deletions	Administrative Support Pool	16	-4	12	-4	12	From \$37,650 to \$65,197	

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South Arkansas College	44	Additional Position	Financial Aid Analyst	1	1	2	1	2	\$65,197
	49	Additional Position	Student Recruitment Specialist	2	1	3	1	3	\$60,279
	52	Title Change	Registrar's Assistant	1	-1	0	-1	0	\$0
	None Assigned	Title Change	Admissions Analyst	0	1	1	1	1	\$51,526
	53	Deletion	Audiovisual Lab Assistant	1	-1	0	-1	0	\$0
	56	Additional Position	Division Chairperson	3	1	4	1	4	\$141,668
	61	Deletions	Faculty	68	-4	64	-4	64	\$107,909
	62	Deletions	Part-Time Faculty	114	-34	80	-34	80	\$54,308
	None Assigned	New Positions	Project/Program Director	0	8	8	0	0	\$0
	63	Additional Positions	Program Manager	1	4	5	-1	0	\$0
	None Assigned	New Positions	Project/Program Administrator	0	0	0	12	12	From \$88,573 to \$117,170
	None Assigned	New Positions	Project/Program Director	N/A	N/A	N/A	N/A	N/A	\$117,170
	None Assigned	New Positions	Project/Program Manager	N/A	N/A	N/A	N/A	N/A	\$98,116
	None Assigned	New Positions	Project Program Specialist	N/A	N/A	N/A	N/A	N/A	\$88,573
	67	Additional Position	Skilled Trades Pool	1	1	2	1	2	From \$44,882 to \$71,858
None Assigned	New Position	Residential Life Coordinator	0	0	0	1	1	\$56,073	
Net Requested Increase or (Decrease) in # of Positions					-28		-28	Net Recommended Increase or (Decrease) in # of Positions	