



state of arkansas Department of Finance and Administration

OFFICE OF PERSONNEL MANAGEMENT

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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,

Kay Bunkell

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



Department of Career Education Arkansas Rehabilitation Services

Alan McClain, Commissioner

Charisse Childers, Ph.D. Director

Asa Hutchinson Governor

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 Carcer 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,

Van Ma Clim

Alan McClain Commissioner, Arkansas Rehabilitation Services

cc w/ encl.

Jonathan Bibb Administrator, Arkansas Career Training Institute

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 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 <u>net</u> 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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Authority: Ark. Code Ann. §§ 21-3-301 et seq. and 21-5-223

Revised: September 1, 2017

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 <u>extended for a period of twelve (12) months</u> 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 <u>http://www.arstatejobs.com/</u> 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.

0520 WE02	0520 WE02	0520 WE02	0520 W	0520 WE02	0520 WE02	0520 WE02	0520 W	0520 WE02	0520 W	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 M	0520 WED2	0520 WED2	0520 WED2	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 W	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	USZU WEUZ	0520 M	0520 WE02	0520 W	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 W	0520 WE02	0520 WE02	M 0250	0520 WE02	0520 W	BA
WE02		VE02	WE02	VE02	VE02	VEO2	WE02	VEO2	WE02	-		VEO2								-	-	/FO2	/F02	VEO2	-	WE02	VEO2	VE02	/E02	/E02	/E02	VEU2	-		VE02	WE02	/E02	VE02	VE02	VE02	VEO2	WE02	/EO2	WE02	WEDZ	VEO2	WE02	PA
ACTI-Counseling and Evaluation	MEDICAL SERVICES	MEDICAL SERVICES	MEDICAL SERVICES	MEDICAL SERVICES	MEDICAL SERVICES	MEDICAL SERVICES	MEDICAL SERVICES	MEDICAL SERVICES	SkilledTrade Sup	ADMINISTRATION SERVICES	ACTI-Counseling and Evaluation	 MEDICAL SERVICES 	ADMINISTRATION SERVICES	CLIENT SERVICE MANAGEMENT	CLIENT SERVICE MANAGEMENT	CLIENT SERVICE MANAGEMENT	ADMINISTRATION SERVICES	CLIENT SERVICE MANAGEMENT	ADMINISTRATION SERVICES	CLIENT SERVICE MANAGEMENT	Grounds and Transportation Dent	ADMINISTRATION SERVICES	ADMINISTRATION SERVICES	MEDICAL SERVICES	Grounds and Transportation Dept	ADMINISTRATION SERVICES	MEDICAL SERVICES	ADMINISTRATION SERVICES	MEDICAL SERVICES	MEDICAL SERVICES	ADMINISTRATION SERVICES	MEDICAL SERVICES	Grounds and Transportation Dept	ADMINISTRATION SERVICES	ADMINISTRATION SERVICES	ADMINISTRATION SERVICES	ADMINISTRATION SERVICES	MEDICAI SERVICES	ADMINISTRATION SERVICES	MEDICAL SERVICES	MEDICAL SERVICES	ADMINISTRATION SERVICES	MEDICAL SERVICES	MEDICAL SERVICES	ADMINISTRATION SERVICES	MEDICAL SERVICES	ADMINISTRATION SERVICES	Org Unit Name
2099C	C073C	L016N	T087C	M061C	S084C	C073C	S087C	C073C	L027C	S070C	S085C	L069C	S087C	M065C	T087C	\$031C	S084C	T055C	20802	SU82C	SUBJC	T0870	TOR7C	C073C	L015C	T084C	2099C	S044C	E043C	S087C	E043C	10730	20830	C073C	2089C	S087C	C073C	A098C	S086C	L061C	L069C	S084C	G121C	NUSAUC	LUZZN	A052C	S099C	Class Code
GS04	GS03	MP05	GS03	GS05	GS02	GS03	GS01	GS03	MP02	GS02	GS02	GS06	GS01	GS05	GS03	GS04	GS02	GS05	10201	G202	6501	- COCO	6503	GS03	MP02	GS03	GS04	GS04	GS06	GS01	GS06	6503	GS02	GS03	GS01	GS01	GS03	G\$04	GS01	GS07	GS06	GS02	80S9	2059	204IAI	GS09	GS04	e Grade
STATIONARY ENGINEER	ADMINISTRATIVE SPECIALIST II	REGISTERED PHARMACIST	SECURITY OFFICER	VOCATIONAL REHAB EVALUATOR	INSTITUTIONAL SERVICES SUPERVISOR	ADMINISTRATIVE SPECIALIST II	INSTITUTIONAL SERVICES ASSISTANT	ADMINISTRATIVE SPECIALIST II	REGISTERED NURSE SUPERVISOR	EQUIPMENT TECHNICIAN	FOOD PREPARATION SPECIALIST	LICENSED PRACTICAL NURSE	INSTITUTIONAL SERVICES ASSISTANT	RECREATIONAL ACTIVITY SUPERVISOR	SECURITY OFFICER	SKILLED TRADESMAN	INSTITUTIONAL SERVICES SUPERVISOR	PUBLIC SAFETY OFFICER	FOOD DREPARATION TECHNICIAN	INSTITUTIONAL SERVICES ASSISTANT	INSTITUTIONAL SERVICES ASSISTANT	SECTIBITY OFFICER	SECURITY OFFICER	ADMINISTRATIVE SPECIALIST II	CLINICAL SPEECH PATHOLOGIST	PUBLIC SAFETY SECURITY OFFICER	STATIONARY ENGINEER	FOOD PREPARATION MANAGER	CERTIFIED VOCATIONAL TEACHER	INSTITUTIONAL SERVICES ASSISTANT	CERTIFIED VOCATIONAL TEACHER	ADMINISTRATIVE SPECIALIST #	BAKER	ADMINISTRATIVE SPECIALIST II	FOOD PREPARATION TECHNICIAN	INSTITUTIONAL SERVICES ASSISTANT	ADMINISTRATIVE SPECIALIST II	PERCHASING SPECIALIST	COOK	MEDICAL TECHNOLOGIST	LICENSED PRACTICAL NURSE	INSTITUTIONAL SERVICES SUPERVISOR	REHAB PROGRAM MANAGER	ACTI DIRECTOR OF PHYSICAL THERAPY	INSTITUTIONAL SERVICES SUBERVISOR	ACCOUNTING COORDINATOR	STATIONARY ENGINEER	Authorized Title
78669	73218	72443	71423	69282	67776	66820	66186	65109	64877	64864	64404	64402	63862	63084	62610	62228	60584	58529	57005	55155	57042	51/07	51360	48747	48425	47924	46482	42853	40235	36352	36061	34940	10294	10246	5866	9961	9956	2866	9849	9675	9541	8991	5868	TEQR	8543	7599	2705	PERN
78669 22081789		22112961		22081836	22081521											22081780		22081954					22002020			22081693	22081744					22081664			22081696	22081491	22081669	22081597	22081587	22081949	22081717	22081523	22081980	220818066	22081947	22152095	22081742	PERN Position
TILLMAN	SHAW	FARNELL	SILVESTER	BOUTZALE	MITCHELL	EPTON	GUINN	WATTS	MEHALIC	WHITE	BOGARD	WHITE	FRAZEE	SMITH	DRAKE	OWENS	PRUITT	BALL	RRIGHT	WATSON	DOWING	CHEU	STRICKIN	BUTTRUM	SMITH	WESTFALL	CRAVER	MORGAN	KENNEDY	WEATHERFORD	GORDON	SHELTON	BEASLEY	WESTON	NOSNHOF	MCDEARMON	BOGGS	HATMAKER	MCCALLISTER	WILKIE	MAGNESS	MURPHY	ROBINSON	PHILIPS	BRIDDS	RALPH	MCNEW	Last Name
PHILIP	PATRICIA	KAROL	JOYCE	ASHLEY	THERESA	GARY	DANIEL	PRISCILLA	KIMBERLY	JACQUES	MARK	WILMA	ENMA	KENNETH	ROBERT	DAVID	SWAZY	RONALD	DERBA	INCEPH	RILLY	IAMES	ALAN	DEBBIE	LAURA	NHOL	WILLIAM	PAULA	THOMAS	DEBRA	SUSAN	NANCY	LEE	MARY	PAMELA	MICHAEL	KATHLEEN	CHERVI	MARGARET	SHERI	CHRISTINA	ALMA	BILLY	ALAN	CONNE	DONNA	CHAD	First Name
14.80	12.83	55.80	14.35	15.5793	11.50	12.83	10.84	12.83	35.19	11.50	12.05	17.82	10.84	15.97	14.74	15.42	11.96	23.11	10.66	10 66	10.84	17 83	14.74	12.83	35.19	12.83	14.31	14.88	17.82	10.84	17.82	13.43	15.48	14.52	11.47	11.02	14.97	21.11	12.16	23.83	19.13	11.68	22.18	14.05	14 05	29.91	20.15	Hourly Rate
30,784.21	26,684.74	116,065.46	29,845.92	32404.94	23,918.34	26,684.74	22,549.90	26,684.74	73,187.92	23,918.34	25,071.07	37,058.94	22,549.90	33,215.10	30,668.14	32,065.90	24,873.06	48,060.48	22,107.00	22 164 90	22,007.17	26 684 74	30.668.14	26,684./4	73,187.92	26,684.74	29,772.08	30,944.16	37,058.94	22.549.90	37,058,94	27.925.66	32,207.76	30,211.17	23,866.54	22,928.88	31.131.78	43,916.70	25,299.87	49,572.22	39,782.08	24,298.56	46,135.23	47 677 84	14,800.80	62,206.56	41,914.08	Ann Sal
7,225.05	+			7,605.44	5,613,63		5,292.46		17,177.20						1	-	1	+	+	+	t	+	7 197 81	+	t	6,262.91		H	+	+	+	6.554.15	+	-			+	10,307.25 8 173.29	-			+	+	0,800.34 22 924 99	t	+	+	Fringe @ 23.47%
38,009.26	32,947.65	143,306.02	36,850.76	40,010.38	29,531.97	32,947.65	27,842.36	32,947.65	90,365.12	29,531.97	30,955.25	45,756.67	27,842.36	41,010.68	37,865.95	39,591.77	30,710.77	59,340.27	27 367 00	27 367 00	27 842 36	37 947 65	37 865 95	32,947.65	90,365.12	32,947.65	36,759.59	38,206.75	45,756.67	27.842.36	45,756.67	34.479.81	39,766.92	37,301.73	29,468.02	28,310.29	38.438.41	47 997 69	31,237.75	61,206.82	49,118.93	30,001.43	56,963.17	120 602 83	92,430.70	76,806.44	51,751.31	Ann Sal. w/Fringe
5/10/1995	10/19/2008	8/28/2008	7/7/2008	2/25/2008	11/18/2007	10/1/2007	8/12/2007	6/18/2007	6/3/2007	2/6/1995	5/6/2007	5/6/2007	4/8/2007	2/25/2007	1/29/2007	1/2/2007	9/24/2006	1/1/1971	3/20/2/06	11/20/2005	7/18/2005	10/18/1980	6/6/2005	12/6/2004	11/22/2004	10/10/2004	7/18/2004	10/28/2003	5/19/2003	8/19/2002	8/5/2002	5/28/2002	6/61/6/21	5/3/1987	1/7/2001	11/28/1994	2/9/1986	5/11/1980 8/5/1985	6/4/1995	5/20/1984	8/15/2000	11/11/1996	3/21/1988	4/16/1990	T961/21/0	8/31/1992	6/22/1998	Original Hire Date
7/16/1995	10/19/2008	8/28/2008	7/7/2008	10/25/2017	11/18/2007	5/18/2008	8/12/2007	6/18/2007	6/3/2007	3/3/2005	5/6/2007	5/6/2007	4/8/2007	2/25/2007	1/29/2007	1/2/2007	9/24/2006	10/15/1978	3/00/2010	9/26/2013	7/18/2005	8/16/2003	11/11/2007	12/6/2004	11/22/2004	10/10/2004	7/18/2004	1/4/2004	5/19/2003	8/19/2002	8/5/2002	5/28/2002	6/ 61/6/71	5/3/1987	1/7/2001	11/28/1994	2/9/1986	9/8/1985	9/23/1996	5/20/1984	10/5/2000	11/11/1996	3/21/1988	4/16/1990	TQ6T/CT/7	1/26/1993	11/28/1998	Original Hire Career Service Date Date
5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	6107/07/5	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019 9/20/2019	6100/00/2 6107/07/C	5/20/2019	5/20/2019	Current Date
23years, 10months	10years, 7months	10years,8months	10years, 10months	1years,6months	11years,6months	11years,0months	11years,9months	11years,11months	11years,11months	14years,2months	12years,0months	12years,0months	12years, 1months	12years,2months	12years,3months	12years,4months	12years,7months	40 years,7 months	13vears.1months	Svears 7months	13vears.10months	15vears 9months	11vears.6months	14years, Smonths	14years,5months	14years, 7months	14years,10months	15years,4months	16years,0months	16years,9months	16years,9months	16vears,11months	39years, 5months	32years,0months	18years,4months	24years,5months	33years,3months	39years,umonths	22years,7months	35years,0months	18years,7months	22years,6months	31years, 1months	29vears.1months	28vears, 28vears	26years,3months	20years,5months	Years of Service
NO NO		T		t		S NO									SNO		SNO		NO		NO	T	1	NO	T	t		NO		1		NO	T	T			1	NO	T				NO		T		NO	Retirement Notice

0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	USZU WEDZ	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WEU2	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WED2	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WE02	0520 WEU2	JSZU WEUZ	0520 WE02	0520 WE02	0520 WE02	0520 WE02	DSDD WEDD
2 ACTI-Counseling and Evaluation			A					2 ACTI-RIDAC PROGRAM			0				ADMINISTRATION SERVICES	-	CLIEN			2 ADMINISTRATION SERVICES				CLIEN		2 HUMAN RESOURCES		T		ADN	ADMI		2 SkilledTrade Sup									ADMINISTRATION SERVICES	AUMI	A				MEDICAL SERVICES
A091C	S031C	1098C	L098C	C073C	C073C	D680S	M083C	M083C	E043C	S087C	M083C	C073C	S087C	V027C	SO87C	JUSUC	5087C	2080C	E043C	M032C	S068C	T087C	S089C	T087C	C087C	S086C	MU/bC	NTTON	S089C	T087C	S087C	S086C	M083C	A0910	R033C	S031C	S031C	L003C	S056C	C073C	\$070C	10330	AUSSC	20090C	G163C	M076C	S084C	10640
GS04	GS02	80SD	GS03	GS03	GS01	GS02	GS02	GS06	GS01	GS02	GS03	GS01	GS03	GS01	GS04	GOUT	GS01	GS06	GS07	GS02	GS03	GS01	GS03	GS02	GS01	GS04	GSUJ	NIPUb	GS03	GS01	GS01	GS02	GS03	G2U2	GS05	GS04	GS04	MP03	GS03	GS03	GS02	6059	4069	GS04	GS07	GS02	GS02	G\$07
SKILLED TRADESMAN	Administrative Specialist I	CERTIFIED VOCATIONAL REHAB COUNSELOR	ADMINISTRATIVE SPECIALIST II	ADMINISTRATIVE SPECIALIST II	FOOD PREPARATION TECHNICIAN	RESIDENTIAL CARE TECHNICIAN	RESIDENTIAL CARE TECHNICIAN	CERTIFIED VOCATIONAL TEACHER	INSTITUTIONAL SERVICES ASSISTANT	RESIDENTIAL CARE TECHNICIAN	ADMINISTRATIVE SPECIALIST II	INSTITUTIONAL SERVICES ASSISTANT	INVENTORY CONTROL TECHNICIAN	INSTITUTIONAL SERVICES ASSISTANT	SKILLED TRADESMAN	ECHIDAGENT OFFATOR	FOOD PREPARATION TECHNICIAN	CERTIFIED VOCATIONAL TEACHER	VOCATIONAL REHAB PLACEMENT SPEC	FOOD PREPARATION COORDINATOR	SECURITY OFFICER	FOOD PREPARATION TECHNICIAN	SECURITY OFFICER	ADMINISTRATIVE SPECIALIST I	COOK	SKILLED TRADESMAN	RECREATIONAL ACTIVITY LEADER II	DENIISI	SECURITY OFFICER	INSTITUTIONAL SERVICES ASSISTANT	COOK	RESIDENTIAL CARE TECHNICIAN	INVENTORY CONTROL TECHNICIAN	EISCAL SUBPORT ANALYST	BENEFITS ANALYST	SKILLED TRADESMAN	SKILLED TRADESMAN	PSYCHOLOGIST	FOOD PREPARATION SUPERVISOR	ADMINISTRATIVE SPECIALIST II	EQUIPMENT TECHNICIAN	PSYCHOLOGICAL EXAMINER	FISCAL SUPPORT SPECIALIST	STATIONARY ENGINEER	REHAB PROGRAM COORDINATOR	RECREATIONAL ACTIVITY LEADER II	INSTITUTIONAL SERVICES SUPERVISOR	RADIOLOGY TECHNICIAN
132418	132044	132031	130578	130451	128962	128500	127955	125547	125369	124962	124476	124098	122865	122662	122376	121135	120930	120555	120162	118885	118422	118263	118090	118088	117165	113951	113800	5687TT	112543	112458	112452	112340	108832	108157	105040	102529	102242	100476	100403	97931	95576	94502	16676	88730	87166	85939	85774	8794R
22081777	132044 22081543	132031 22081919	130578 22081699		22081591		22081531	125547 22081829	125369 22081510	22081729	124476 22081556	124098 22081490	22081596	122662 22081503	22081991	121142 22081504	22081585	120555 22081803	22081874	22081678	118422 22081710	22081583	118090 22081697	118088 22081465	22081584	113951 22081778	113800 33081735	112893 22082034	22081598	112458 22081541	112452 22081574	22081686	108832 22081739	22001020	103069 22081827	22081783	102242 22081774	100476 22082040	22081724	22081538	95576 22081578	94602 22082002	90/T8077	22081743	87166 22081982	22081738	85774 22081575	87948 22081750
WOMACK	WELLS	SMITH	DICUS	BRUMLEY	REED	BRYANT	BISHOP	ALMSTROM	CARPENTER	HOLLIS	WOMACK	RICHARDSON	ROBINSON	SILVA	TODD	COVENS-BAINGS	PAYNE	METCALF	MOTE	THOMAS	BISHOP	MOORE	REAVES	JONES	MITCHELL	BUTTRUM	THOME	DUUGLAS	OBRECHT	MOREHEAD	HICKEY	JARRELL	WEATHERFORD	HUDGENS	HURD-LEMONS	BRESHEARS	KEENER	JENKINS	HARRIS	PARKER	STEWART	PARSONS	WILLIAWS	LOE	GRANT	DUVALL	GRAHAM	MAIONE
LONNIE	AMBER	ALLYCEN	MARY	MARIA	JEFFERY	ANTHONY	STEPHANIE	JAMES	RHONDA	MARK	ALICE	VICKI	TRAVIS	SHERILYN	CHRISTOPHER	ALYSSA	TESSA	TONI	REBECCA	LESA	JAMES	JULES	ADAM	KANDIS	MARCUS	TODD	WIIIE	WARDN	MATTHEW	CANDACE	NHOL	JESSE	LATASHA	TONYA	DORIS	GAREY	BRIAN	CAROLYN	CYNTHIA	DONNA	NORMAN	CHAD	RICHARD	RAY	VIVIAN	DENISE	TAMMY	RARRARA
13.9644	11.50	17.82	12.52	12.52	-	-	11.22	20.14	-	-	12.83		-	10.66	14.31	+	+	17.82	+	-	-	10.66	12.83	11.50	10.66	-	11 30	+	+	+			-	15.97	+	+	-		-		+	24.33	+	+	+	12.46		19.88
29045.95	23,335.00	37,058.74	26,033.90	26,033.90	21,999.95	23,334.90	23,334.90	41,889.74	22,164.90	23,918.34	26,684.74	22,164.90	26,033.90	22,164.90	29.772.08	22,549.90	22,549.90	37,058.94	41,348.53	23,578.26	26,684.74	22,164.90	26,684.74	23,918.34	22,164.90	30,282.10	22,549.90	30,296.92	26,033.90	22,549.90	22,549.90	30,675.63	26,684.74	33,215,10	33,215.10	30,890.70	30,890.70	81,875.87	26,229.22	26,684.74	31,508.67	23,918.34	29,045,95	30,008.37	41,348.53	25,922.62	23,918.34	41 348 53
6817.08	28,811.72	8,697.69	6,110.16	6,110.16	5,163.39	5,476.70	5,476.70	9,831.52	5,202.10	5,613.63	6,262.91	5,202.10	6,110.16	5,202.10	6.987.51	5,292.40	5,292.46	8,697.73	9,704.50	5,533.82	6,262.91	5,202.10	6,262.91	5,613.63	5,202.10	7,107.21	5,292.46	/,110.09	6,110.16	5,292.46	5,292.46	7,199.57	6,262.91	7,795.58	7,795.58	7,250.05	7,250.05	19,216.27	6,156.00	6,262.91	7,395.08	11.875.47	C 2 212 22	7,042.96	9,704.50	6,084.04	5,613.63	9 704 50
35863.03	52,146.72	45,756.43	32,144.06	32,144.06	27,163.34	28,811.60	28,811.60	51,721.26	27,367.00	29,531.97	32,947.65	27,367.00	32,144.06	27,367.00	36.759.59	27,042.30	27,842.36	45,756.67	51,053.03	29,112.08	32,947.65	27,367.00	32,947.65	29,531.97	27,367.00	37,389.31	27,842.30	37,407.01	32,144.06	27,842.36	27,842.36	37,875.20	32,947.65	41.010.68	41,010.68	38,140.75	38,140.75	101,092.14	32,385.22	32,947.65	38,903.75	62.473.97	35,803.03	37,051.33	51,053.03	32,006.66	29,531.97	51.053.03
5/5/2019	4/7/2019	4/7/2019	12/16/2018	12/2/2018	8/12/2018	7/15/2018	6/17/2018	1/14/2018	12/31/2017	11/19/2017	10/8/2017	9/10/2017	8/13/2017	7/30/2017	7/16/2017	5/7/2017	4/23/2017	3/26/2017	2/26/2017	12/19/2016	11/6/2016	10/23/2016	10/9/2016	10/9/2016	8/14/2016	1/31/2016	5TD7/52/DT	ST07/8/TT	10/12/2015	10/11/2015	10/11/2015	10/5/2015	1/26/1986	6/25/1995 9/14/2014	4/27/2014	3/16/2014	3/2/2014	10/28/2013	10/27/2013	6/3/2013	1/20/2013	10/29/2012	2707/2/1	8/21/2011	5/16/2011	3/7/2011	2/21/2011	7/26/2010
5/5/2019	4/7/2019	4/7/2019	12/16/2018	12/2/2018	8/12/2018	7/15/2018	6/17/2018	1/14/2018	12/31/2017	11/19/2017	10/8/2017	9/10/2017	8/13/2017	7/30/2017	7/16/2017	1102/1/C	4/23/2017	3/26/2017	2/26/2017	2/13/2017	11/6/2016	10/23/2016	10/9/2016	10/9/2016	8/14/2016	1/31/2016	1/17/2015 2102/22/01	10/0F/004F	10/12/2015	10/11/2015	10/11/2015	10/5/2015	3/15/2006	5/3/2010	4/2//2014	3/16/2014	3/2/2014	10/28/2013	10/27/2013	6/3/2013	4/13/2014	10/23/2013	CT07/CT/0T	10/15/2011	5/16/2011	3/7/2011	2/21/2011	7/26/2010
5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/02/02/C	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	6TD7/D7/2	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019	6100/2010	5/20/2019	5/20/2019	5/20/2019	5/20/2019	5/20/2019
Oyears,Omonths	0 years,1 months	0 years,1 months	0 years,5 months	0 years,5 months	0years,9months	Oyears, 10months	Oyears,11months	1years,4months	1years,4months	1years,6months	1 years,7 months	1years,8months	1years,9months	1years,9months	1years, 10months	2years Omonths	Zyears,Umonths	2years, 1months	2years,2months	2years,3months	2years,6months	2years,6months	2years,7months	2years,7months	2years,9months	3years, 3months	3years 4months	Syears, ornorthe	3years,7months	3years,7months	3years,7months	3years,7months	13years,2months	9years.0months	Syears,Umonths	Syears,2months	5years,2months	5years,6months	5years,6months	5years,11months	5years, 1months	Syears, 6months	Gyears Zmonths	Tyears,8months	8years,0months	8years,2months	8years,2months	8vears.9months
ON	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO		NO	NO	NO	NO	NO	NO	NO	NO	NO	NO			NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	8	NO	NO	NO	NO	NO