



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

OFFICE OF PERSONNEL MANAGEMENT
Administrator's Office
1509 West Seventh Street, Suite 201
Post Office Box 3278
Little Rock, Arkansas 72203-3278
Phone: (501) 682-1823
<http://www.state.ar.us/dfa>

October 19, 2016

Senator Uvalde Lindsey, Co-Chairperson
Representative Lanny Fite, 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) submits a request from Arkansas Tobacco Control for your review.

Arkansas Tobacco Control has requested a special entry rate of \$60,390, maximum of Grade C119, for an exceptionally well-qualified applicant for the classification of ATC Auditor/Investigator, X074C.

Glen Perciful's qualifications include a Bachelor's degree in Accounting and 25 years of law enforcement experience including performing audits of undercover operations. The following is a detailed comparison of minimum qualifications of the classification and Mr. Perciful's education and experience:

MINIMUM QUALIFICATIONS

The formal educational equivalent of a Bachelor's degree in accounting, finance, or related field; plus three years of experience in accounting, including one year in an organizational auditing capacity. Must possess a valid state driver's license.

APPLICANT'S QUALIFICATIONS

EDUCATION

October 1988 – January 1989: Federal Law Enforcement Training Center; Glynco, Georgia;
Federal Law Enforcement Diploma

January 1983 – January 1988: University of Arkansas at Little Rock; Little Rock, Arkansas;
Bachelor's degree, Accounting

April 1987 – June 1987: Arkansas Law Enforcement Training Academy; Camden, Arkansas;
Law Enforcement Certificate

EXPERIENCE

September 2013 – December 2015: United States Postal Service Office of Inspector General; Little Rock, Arkansas; Special Agent GS 14 Specialist

October 1988 – September 2013: Internal Revenue Service Criminal Investigation Division; Little Rock, Arkansas; Supervisory Special Agent

July 1986 – December 1988: Benton Police Department; Benton, Arkansas; Patrolman

JUSTIFICATION

The ATC Auditor/Investigator classification is an agency specific title and only used at Arkansas Tobacco Control. Currently, there is one employee at Arkansas Tobacco Control classified as an ATC Auditor/Investigator with an annual salary of \$65,221 and 22.35 years of state service.

Mr. Perciful was most recently employed with the United States Postal Service Office of Inspector General as a Special Agent GS 14 Specialist, with an average annual salary of \$149,000. In that position, he was responsible for conducting investigations of occurrences of mail theft, conducting investigations of postal employees and related parties, coordinating undercover operations and surveillance assignments and auditing these operations to ensure that they adhere to policy. Mr. Perciful also has 25 years of experience working for the Internal Revenue Service Criminal Investigation Division. During his time at the IRS, he was responsible for conducting criminal tax and money laundering investigations. Mr. Perciful will need minimal training and will be able to contribute to the agency immediately.

Mr. Perciful will be responsible for the enforcement of Arkansas laws regarding tobacco by examining and analyzing accounting records and conducting audits of tobacco permit holders. Arkansas has seen an increase in tobacco smuggling; Arkansas' tax rate is higher than the surrounding states, making it highly profitable to cross state lines to purchase tobacco illegally.

Based on salary analysis and Mr. Perciful's years of related experience, the Office of Personnel Management **recommends** approval of the requested salary of \$60,390, maximum of grade C119, for the classification of ATC Auditor/Investigator, X074C. This will result in a decrease of \$88,610, or 59.47%, from Mr. Perciful's most recent annual salary of \$149,000. Your approval of this request is greatly appreciated.

Sincerely,



Kay Barnhill
State Personnel Administrator



Chief Fiscal Officer of the State

OCT 06 2016

Date



Asa Hutchinson
Governor

ARKANSAS TOBACCO CONTROL
101 E. Capitol Ave., Suite 401
Little Rock, AR 72201
Phone: 501-682-9756
Fax: 501-682-9760
Web Address: <http://www.atc.ar.gov>



Steve Goode
Director

September 12, 2016

Ms. Kay Barnhill, State Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
1509 West 7th Street, Suite 201
Little Rock, AR 72203

Dear Ms. Barnhill:

Arkansas Tobacco Control (ATC) has been working to fill one of our ATC Auditor / Investigator positions for over a year now. We have over 200 applicants and have interviewed the top ones. It is in the best interest of the agency to hire a person with extensive experience in financial crimes investigations. We found one applicant that met those needs and made an offer to him which was above mid-point, but he did not accept the offer. After many months, we have now found an outstanding candidate for the job.

The prospective candidate, Glen Perciful, has an extensive background of investigating financial crimes after spending approximately 25 years with the Internal Revenue Service (IRS) – Criminal Investigations Division. Throughout his career, he conducted criminal tax and money laundering investigations ranging from tax evasion, failure to file and pay federal taxes and money laundering pertaining to white collar crimes and drug distribution organizations. He has an extensive knowledge in working asset forfeiture cases which will be very beneficial to our agency as he will be investigating tobacco smuggling cases and seizing assets pursuant to Arkansas state law.

During his time with the IRS, he was responsible for the planning and coordination of all approved undercover operations to include personnel assignments, travel, and budgetary oversight. He conducted reviews and audits of all undercover operations to ensure all agency policy and protocols including financial responsibilities were properly followed.

In addition to the above duties, Mr. Perciful managed the day to day operations and activities of the IRS Criminal Investigations Division for the state of Arkansas including all personnel assigned to the Little Rock, Ft. Smith, and Fayetteville offices. He also managed and supervised the Eastern Judicial District (Little Rock) and the Western Judicial District (Ft. Smith) Financial Crimes Tasks Forces.

After almost 25 years, Mr. Perciful left the IRS in good standing and worked over two (2) years as Special Agent GS 14 Specialist with the U.S. Postal Service – Office of the Inspector General. His duties included investigations of internal mail theft and general crimes for the state of Arkansas. He implemented and conducted criminal and administrative investigations of U. S. Postal employees and related parties.

Ms. Kay Barnhill
September 12, 2016
Page 2

Throughout his career, Mr. Perciful has earned numerous awards and certifications, some of which are included in his application. Including his time at the beginning of his career as a police officer with Benton Police Department, Mr. Perciful has almost 30 years of experience in law enforcement. He is very well respected throughout the law enforcement community. ATC is truly fortunate to have the opportunity to hire him as an ATC Auditor / Investigator. His experience will immediately impact our agency in a very positive manner.

Through his hard work, Mr. Perciful ended his federal law enforcement career with an annual salary of \$149,000 per year. Although he is deserving of much more, ATC is requesting approval to hire Mr. Perciful with an annual salary of \$60,390, which is the maximum on the FY 2016 Career Service Pay Plan.

Attached is a copy of Mr. Perciful's application. Your prompt attention and approval of this request will be greatly appreciated. If you have any questions regarding this request, please let me know.

Sincerely,

A handwritten signature in black ink, appearing to read "G Sled", written in a cursive style.

Greg Sled
Deputy Director

Cc: Steve Goode, ATC Director



DEPARTMENT OF FINANCE AND ADMINISTRATION

Office of Personnel Management

Special Entry Rate

Exceptionally Well Qualified Applicant

0261 / Arkansas Tobacco Control

Agency # / Agency or Institution Name

22095612

X074C

C119

Position/Item Number

Class Code / Title (Attach description of job duties)

Grade

Glen Perciful

\$149,000.00 @ retirement

\$60,390.00

Applicant's Name

Current Annual Salary

Requested Annual Salary

Applicant's Qualifications (Please summarize. Attach Resume and completed State Job Application Form).

Earned accounting degree while working for Benton PD. 25 years with IRS and was responsible for the planning/coordination of all approved undercover operations to include personnel assignments, travel, and budgetary oversight. Conducted reviews and audits of all undercover operations to ensure all agency policy and protocols including financial responsibilities were properly followed.

In addition to the above duties, he managed the day to day operations and activities of the IRS Criminal Investigations Division for the state of Arkansas including all personnel assigned to the Little Rock, Ft. Smith, and Fayetteville offices. He also managed and supervised the Eastern Judicial District (Little Rock) and the Western Judicial District (Ft. Smith) Financial Crimes Tasks Forces. See application for more details.

Minimum Qualifications (Use same description as stated on Class Specification).

The formal educational equivalent of a bachelor's degree in accounting, finance, or related field; plus three years of experience in accounting, including one year in an organizational auditing capacity. Must possess a valid state driver's license.

Attach OPM Form 081 For Eligible Applicants Not Selected

Agency/Institution Personnel Representative <i>Chanda B. Mallory</i>	Date 9/12/16
Agency/Institution Director/Chancellor <i>A. J. Jorde</i>	Date 9-12-16

Office of Personnel Management - Action

Reviewed By:

OPM Personnel Representative	Date
Classification and Compensation Manager	Date

Application for Employment: Glen Perciful

Last Name: Perciful

First Name: Glen

Middle Name:

Home Phone:

Work Phone:

Message Phone: [REDACTED]

Mailing Address: [REDACTED]

City: [REDACTED]

State: [REDACTED]

Zip Code: [REDACTED]

E-mail Address: [REDACTED]

Jobs Applied For In Your Agency

Job Name	Closing Date	Position Number	Class Code
ATC AUDITOR/INVESTIGATOR	No Expiration Date	22095612	X074C

Job Name	How did you learn about Job	Apply before	What name did you use at the time
ATC AUDITOR/INVESTIGATOR		No	

Employment Status Section

Will you accept employment anywhere in the State? ☐ Yes ☒ No

If no, where would you accept employment? PULASKI

Will you accept any type of employment? ☐ Yes ☒ No

If no, check which type(s) of employment you will accept: FullPart

Have you ever been employed by Arkansas State Government? ☐ Yes ☒ No

If yes, what was your name at that time? Glen Perciful

May we contact your current employer? ☒ Yes ☐ No

May we contact your former employer(s)? ☒ Yes ☐ No

Professional Licenses

Please list professional license(s) relevant to position(s) for which you are applying. Provide type of license, license number, date of expiration and issuing state.

Work History

List all prior work experience, including military service, beginning with your most recent employment. Include all work experience even if you do not believe that experience is related to the position or positions for which you are applying. You may include volunteer or unpaid work as part of your history; however, you should include the number of hours per week which you performed these duties. If you wish to include a resume instead of completing the work history section, make sure all the requested information is included.

Employment History:

US Postal Service Office of Inspector General

Mailing Address:

████████████████████

City: ██████████

State: ████

Zip Code: ██████

Business Phone: ██████████

Type of Business: Criminal Investigations

Supervisor's Name: ██████████

Name under which you were employed:
Glen Perciful

Your job title:
Special Agent GS 14 Specialist

Employment Dates

From: 09 2013

To: 12 2015

2 years, 3 months

Average hours worked per week: 50

Salary Information

Lowest: \$ 147,000 per Year

Highest: \$ 149,000 per Year

Reason for leaving:

Retirement from Federal Law
Enforcement

Your job duties. Please be specific.

Duties and assignments - Responsible for internal mail theft and general crimes investigations for the state of Arkansas. Implementing and conducting criminal and administrative investigations of U.S. Postal employees and relating parties. Planning and

████████████████████
████████████████████
████████████████████
████████████████████

Preparation of detailed investigative reports with supporting evidence exhibited to support criminal prosecution recommendations and/or administrative personnel actions, to include disciplinary matters and employee termination. Trial and Federal Grand Jury testimony and relating court hearings, as well as administrative hearings concerning employee disciplinary actions. Agency awards received for investigative work. Use of Microsoft Office software; MS Word/Works/Excel/Power point; Video editing/capture Note - salaries quoted above are approximate, but close. The \$147K beginning and \$149K ending does not include any compensation for a vehicle furnished or retirement benefits.

Employment History:

IRS Criminal Investigation Division

Mailing Address:

████████████████████

Employment Dates

From: 10 1988

To: 09 2013

24 years, 11 months

City: [REDACTED]

State: [REDACTED]

Zip Code: [REDACTED]

Average hours worked per week: 50

Business Phone: [REDACTED]

Salary Information

Type of Business: Criminal Investigations

Lowest: \$ 19,000 per Year

Supervisor's Name: [REDACTED]

Highest: \$ 147,000 per Year

Name under which you were employed:

Glen Perciful

Reason for leaving:

I had anticipated retiring on 12/31/13, however received the Postal Inspector General opportunity and decided to accept the challenge and continue my Federal career. IRSCID retired my badge and credentials and issued me a credential reflecting I left the agency in good standing.

Your job title:

Supervisory Special Agent

Your job duties. Please be specific.

[REDACTED]

[REDACTED] Management of covert equipment and assets to include acquisition and disposal. Supervisory Special Agent - State of Arkansas - Leading and managing the day to day operations and activities Special Agents (criminal investigators) and support personnel assigned to Arkansas, to include the Little Rock, Ft. Smith, and

Fayetteville offices of IRS Criminal Investigation Division. Supervision and management of the Eastern Judicial District (Little Rock) and Western Judicial District (Ft. Smith) Financial Crimes Task Forces to include assigned Task Force Officers (municipal and county law enforcement officers). Fiscal and budgetary formulation, implementation, and oversight for Federal funding reimbursement for each task forces operations, to include asset acquisitions, law enforcement vehicle leasing, maintenance, and overtime reimbursement payments to the participating agencies. Monthly auditing of the task force expenditures claimed and supporting documentation for approval of reimbursement payments. Development of case projects/initiatives and implementation through directing personnel in all work assignments. Oversight and accountability for all IRS Criminal Investigation Division investigations within the state of Arkansas. Coordination and managerial interaction with the United States Attorneys offices in the Eastern and Western Districts of Arkansas, as well with our Federal, State, and Local law enforcement partners. Preparation of reports measuring investigative efficiencies and employee performance for all subordinate employees, to include recommendations for awards, promotions, and disciplinary actions. Extensive use of Microsoft Office - MS Word/Excel/Works/Power Point and other agency specific programs and data bases Note - salaries quoted above are approximate, but close. The \$147K does not include any compensation for a vehicle furnished or retirement benefits.

Employment History:

Benton Police Dept

Mailing Address:

██████████

City: ██████

State: ███

Zip Code: ██████

Business Phone: ██████████

Type of Business: Municipal Police Dept

Supervisor's Name: ████████████████████

Name under which you were employed:
Glen Perciful

Your job title:
Patrolman

Employment Dates

From: 07 1986

To: 10 1988

2 years, 3 months

Average hours worked per week: 40

Salary Information

Lowest: \$ est 16,000 per Year

Highest: \$ est 18,000 per Year

Reason for leaving:

Please note the beginning work date is an estimate. I began in the summer of 1986 however I do not have the exact start date. I had obtained my Bachelor of Science in Accounting in May 1988 and received a job offer from IRS Criminal Investigation, and chose to pursue a career in Federal Law Enforcement. Almost everyone I worked with at Benton PD has now retired, however, I worked along side of the current Benton Police Chief, ██████████ who worked at Benton with me until he left and began work

with the Pulaski County Sheriff's Office and returned to Benton as the Chief. Also [REDACTED], still works for Benton PD and can also provide any work history/performance if needed.

Your job duties. Please be specific.

Duties and assignments - Radio communications assignment for a short period of time with duties that included answering emergency calls from the public for police assistance and dispatching officers. Operation of Arkansas Crime Information Center computer database for license/criminal history checks as requested. Police Officer-Patrolman Assigned patrol duties that included patrol of the assigned areas of the City of Benton, investigation of property and personal crimes and traffic law enforcement. Issuing citations and making arrests when appropriate and assisting citizens as needed or when requested. Assigned to the Special Weapons and Tactics unit (SWAT), that included additional training and exercises in emergency, to include completion of the Memphis Police Advanced SWAT training school.

Educational History

High School Education

Received Diploma: Bachelor Certificate Type:

If none, highest grade completed:

Post-Secondary, College, University, Trade/Vocational Schools Attended

School Name:

UALR

City:

Little Rock

State:

AR

Major/Minor:Accounting/

From: 01 1983

To: 01 1988

Hours Completed: 120 Semester

Graduation: 01 1988

Degree or Diploma Awarded:

Bachelor--Other:

School Name:

Arkansas Law Enforcement Training Academy

City:

Camden

State:

AR

Major/Minor:Law Enforcement/

From: 04 1987

To: 06 1987

Hours Completed: 320 Clock

Graduation: 06 1987

Degree or Diploma Awarded:

Other--Other:Certificate

School Name:

Federal Law Enforcement Training Center

City:

Glynco

State:

GA

Major/Minor:Federal Law Enforcement/

From: 10 1988

To: 01 1989

Hours Completed: 320 Clock

Graduation: 01 1989

Degree or Diploma Awarded:

Other--Other:Diploma

Special Skills

Typing Speed - Corrected words per minute: 40

Stenographic Speed - Words per minute:

Can you transcribe machine dictation? Yes ☐ No ☒

List the business machines, computers and word processors you can operate:

Proficiency with Microsoft Office and relating programs; Microsoft Word, Excel, Powerpoint, and other Windows based applications.

List any other skills relative to the job(s) for which you are applying:

I have skills in accounting, auditing, and criminal investigation obtained through my career with the Internal Revenue Service Criminal Investigation and the United States Postal Service Office of Inspector General. I have received significant and relevant training in these prior jobs in planning and implementing criminal investigations regarding tax, money laundering, and other crimes.

References

Please list three (3) persons not related to you, who have knowledge of your work qualifications, are not previous or current employer(s), and can serve as a reference for you.

Name:

[REDACTED]

Address, City, State, Zip:

[REDACTED]

Phone Number:

[REDACTED]

Name:

[REDACTED]

Address, City, State, Zip:

[REDACTED]

Phone Number:

[REDACTED]

Name:

[REDACTED]

Address, City, State, Zip:

[REDACTED]

Phone Number:

[REDACTED]

Name:

[REDACTED]

Address, City, State, Zip:

[REDACTED]

Phone Number:

[REDACTED]

Disclosure Requirements

Governor's Executive Order 98-04, Governor's Policy Directive #8, and ACA §21-8-304 require that the following information be disclosed to be considered for employment with the State of Arkansas.

1. Are **you** one of the following

☐ current member of the AR General Assembly?

☐ former member of the AR General Assembly?

☐ current constitutional officer?

☐ former constitutional officer?

Before You Sign this Application

Check over your answers to make sure that all questions have been completed properly. If the job you are applying for requires a college degree or certification, a copy of your transcript, certificate, or license may be required as a condition of employment.

I, the undersigned, hereby declare that, to the best of my knowledge and my ability, the information provided on this application is true and factual.

I understand that, should I become an employee of the State of Arkansas, I will be required to disclose any benefit obtained from a state contract by a business in which I have a financial interest, pursuant to ACA §19-11-706, and will be subject to civil, criminal, and/or administrative remedies if I fail to report such benefits.

I understand that, should I become an employee of the State of Arkansas, I will be restricted both during and after state employment from certain activities concerning procurement and selling to the state, pursuant to ACA §19-11-709, and will be subject to civil, criminal, and/or administrative remedies if I violate any of these restrictions.

I understand that, if I am hired, my employment is not for any definite period of time, and I may be terminated at any time.

I understand that if I state that I have a college degree, and do not have one, my application will be rejected or, if already hired, I will be terminated in accordance with ACA §21-12-102.

I understand that my application may be subject to disclosure as a public record under the Arkansas Freedom of Information Act.

I understand that certain jobs may require an acceptable driver's safety record, and that if my current or future driver's record is unacceptable under the State Vehicle Safety Program, my application may be rejected or, if already hired, I may be subject to termination.

I understand that I will be required to provide proof of eligibility to work in the United States pursuant to the Immigration Reform and Control Act of 1986 as a condition of any employment.

I understand that false, misleading, or incomplete statements could lead to my dismissal as an employee or rejection as an applicant.

I also understand that some jobs require special background checks, security clearance, or compliance with other specific agency hiring policies prior to my employment, or as a condition of employment, and that failure to meet these requirements may lead to my rejection as an applicant for, or termination from, that job.

I affirm that it is my genuine intent to seek, and if offered accept, employment in Arkansas State Government, and this application is submitted solely for that purpose and for no other purposes.

Signature:	Date:
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Equal Employment Data

This section is designed to collect information which will be used in the completion of various state and federal reports and will not be used in the processing of, or remain part of, your application. The completion of this section is voluntary.

Name: Glen Perciful
Gender: Male ☒ Female ☒
Date of birth: [REDACTED]

Check one of the five (5) listed races which you consider yourself to be:

White ☒

Black ☐

American Indian or Alaskan Native ☐

Asian or Pacific Islander ☐

Hispanic ☐

If you do not consider yourself to any of the above please enter other

Military History

Certain applicants may be eligible for veterans preference consideration, in compliance with the Arkansas Veterans Preference Act, A.C.A. § 21-3-301 et seq.

For specific information and requirements, contact the Human Resources Office of the agency to which you are applying.

Have you served at least six (6) years in the National Guard or U.S. Reserve, or have you been honorably discharged from active duty in the United States military, excluding Active Duty for Training (AcDuTra) and Reserve Military Annual Training (AT)? Yes ☐ No ☒

Are you the widow or widower of such a veteran and have you remained unmarried at the time of application? Yes ☐ No ☒

If "yes" to either of the above and if selected for an interview, please bring a copy of your DD-214 and other appropriate documents to the interview.

Are you a disabled veteran? Yes ☐ No ☒

Are you the spouse of a disabled veteran? Yes ☐ No ☒

Are you the widow or widower of a deceased, disabled veteran and have you remained unmarried at the time of application? Yes ☐ No ☒

If "yes" to either of the above and if selected for an interview, please bring a current letter from the Veterans Administration and other appropriate documents to the interview.

Branch of Service: USNR USNA Prep

Date of Entry: 07-26-1982

Date of Discharge: 11-19-1982

Type of Discharge: Honorable

Attached Resume: Glen Perciful

Law Enforcement Work History (1986-2015)

United States Postal Service Office of Inspector General

[REDACTED]
[REDACTED]

Position: Special Agent - Criminal Investigator (Specialist -GS14)
September 2013 through December 31, 2015 - Retirement from Federal Law Enforcement

Duties and assignments are more specifically discussed in the Employment section of this application.

During my tenure with the Postal Service I received specialized training, to include narcotics investigation training, and was designated as the back-up Subject Matter Expert for the Southern Region which encompassed states from Florida to Texas.

Internal Revenue Service Criminal Investigation Division

[REDACTED]
[REDACTED]

Positions: Special Agent; Undercover Program Manager; Supervisory Special Agent
October 1988 through September 2013

Duties and assignments are more specifically discussed in the Employment section of this application.

During my employment with the Internal Revenue Service, I held increasingly more responsible and sensitive positions requiring specialized training and accountability, which is more detailed in the Employment section of this application. I also held security clearances of Top Secret/Top Secret SCI, as required for my duties associated with the FBI Joint Terrorism Task Force where I served as an investigator at the Special Agent level and at the executive level during my tenure as Supervisory Special Agent.

Benton Police Department

[REDACTED]
[REDACTED]

Position: Radio Communications / Police Officer - Patrolman
Summer 1986 through October 1988

Duties and assignments are more specifically discussed in the Employment section of this application.

Police Officer-Patrolman

Duties and assignments are more specifically discussed in the Employment section of this application.

During my tenure with the Benton Police Dept., I also attended the University of Arkansas at Little Rock, and while working rotating work shifts, earned my Bachelor of Science in Accounting in May 1988.

Please see attachments:

1. Diploma University of Arkansas at Little Rock
2. Arkansas Law Enforcement Training Academy -Diploma
3. Arkansas Law Enforcement Standards Certificate-
Certified Law Enforcement Officer
4. Federal Law Enforcement Training Center - Diploma
5. United States Postal Service Office of Inspector General
Diploma

I have additional documents that I would like to be considered as a part of my application, however this program will not allow me to add any additional documents.

The documents are as follows:

1. IRS Tax for Criminal Investigations - diploma
2. IRS Special Agent Investigative Techniques - diploma
3. FBI Joint Terrorism Task Force - certificate
4. IRS Anti Terrorism Financing Investigations - certificate
5. United States Attorney's Office - Terrorism related training -certificate
6. Dept. of Justice Anti Terrorism training - certificate
7. IRS Electronic- spread sheet training - certificate
8. Arkansas Crime Information Center - Terminal Operations training certificate

Print Application

University of Arkansas at Little Rock

To all to whom these presents shall come

Greeting

Be it known that

Glen Dale Herriford

having completed the studies and fulfilled the requirements of the faculty for the degree of

Bachelor of Science

has accordingly been admitted to that degree with all the rights, honors, and privileges thereto appertaining.

In witness whereof, the seals of the University and the signatures of duly authorized officers are affixed to this diploma.

Given at Little Rock, in the State of Arkansas, this twenty-first day of May in the year of our Lord nineteen hundred and eighty-eight.



W. Lybba Hani
Chancellor of the Board of Trustees
University of Arkansas

Ray Thon
President
University of Arkansas

James H. Young
University of Arkansas at Little Rock



ARKANSAS LAW ENFORCEMENT TRAINING ACADEMY

THIS IS TO CERTIFY THAT

GIVEN DATE PERCENTAGE

HAS SUCCESSFULLY COMPLETED A

BASIC POLICE TRAINING COURSE

COMPLETION BY

62/133-87-55 (2206 HOURS)

THE ARKANSAS LAW ENFORCEMENT TRAINING ACADEMY

FROM April 26 TO June 19 19 87

Robby Newman
Director

J. Gary Williams
CHAIRMAN

STATE OF ARKANSAS

Commission on Law Enforcement Standards

THIS

Basic Certificate

IS AWARDED TO

GLEN DALE PERCIFUL

who has qualified pursuant to Act 452 of 1975 as a

Certified Law Enforcement Officer

given under our hands and seal this 15TH day of NOVEMBER, 19 87.

W. Raymond G. Perry Williams
DIRECTOR

Chairman

William F. Brown

Executive Director

Department of the Treasury
Federal Law Enforcement Training Center
Glynco, Georgia

*By authority of the Board of Directors and on
recommendation of the Faculty awards this*

Certificate of Graduation

to

GLEN D. PERCIFUL

for having completed all requirements in the

CRIMINAL INVESTIGATOR TRAINING PROGRAM CI-905

JANUARY 19, 1989

Date



Charles F. Penick
Director

U.S. Postal Service Office of Inspector General



Certificate of Completion

presented to

Glen Perciful

for successfully completing

New Special Agent Training


William Siemer
Assistant Inspector General for Investigations

11/21/13
Date



DEPARTMENT OF FINANCE AND ADMINISTRATION

Office of Personnel Management

Special Entry Rate Applicant Summary Sheet

(APPLICANT NOT HIRED)

0261 / Arkansas Tobacco Control

Agency/Institution

ATC Auditor / Investigator

C119

X074C

Class Title

Grade

Class Code

Jamar Reheem Bennett

11/05/2015

Applicant's Name

Date Interviewed

Steve Goode, Greg Sled, Chanda Mallory & David Potter

Interviewed By

Minimum**Requirements for
Classification**

The formal educational equivalent of a bachelor's degree in accounting, finance, or related field; plus three years of experience in accounting, including one year in an organizational auditing capacity. Must possess a valid state driver's license.

**Applicant's
Qualifications**

Employed with the Benton Police Department for over nine (9) years. For the last five (5) years, Detective Bennett has been assigned the Internal Revenue Service – Criminal Investigations Division as a Task Force Officer on the Financial Crimes Task Force for the Eastern and Western Districts of Arkansas.

**Reason
Not Hired**

Offered above mid-point salary, but did not accept.

Rate at which Employee would have entered Classification:

Grade C119

Pay Level \$55,067

Agency Personnel Representative

Chanda R. Mallory

Date

9/12/14

Agency Director

S. Goode

Date

9-12-16

Special Entry Rate Applicant Summary Sheet (R 12/28/2011)



DEPARTMENT OF FINANCE AND ADMINISTRATION

Office of Personnel Management

Special Entry Rate Applicant Summary Sheet

(APPLICANT NOT HIRED)

0261 / Arkansas Tobacco Control

Agency/Institution

ATC Auditor / Investigator

C119

X074C

Class Title

Grade

Class Code

Clinton Hays

11/04/2015

Applicant's Name

Date Interviewed

Steve Goode, Greg Sled, Chanda Mallory & David Potter

Interviewed By

Minimum**Requirements for
Classification**

The formal educational equivalent of a bachelor's degree in accounting, finance, or related field; plus three years of experience in accounting, including one year in an organizational auditing capacity. Must possess a valid state driver's license.

Applicant's**Qualifications**

Bachelor Degree in Accounting and various internships

Reason**Not Hired**

No experience

Rate at which Employee would have entered Classification:

Grade C119

Pay Level \$35,554

Agency Personnel Representative

Agency Director

Chanda H. Mallory

Date

Date

9/12/16



DEPARTMENT OF FINANCE AND ADMINISTRATION

Office of Personnel Management

Special Entry Rate Applicant Summary Sheet

(APPLICANT NOT HIRED)

0261 / Arkansas Tobacco Control

Agency/Institution

ATC Auditor / Investigator

C119

X074C

Class Title

Grade

Class Code

Charles Adams

11/04/2015

Applicant's Name

Date Interviewed

Steve Goode, Greg Sled, Chanda Mallory & David Potter

Interviewed By

**Minimum
Requirements for
Classification**

The formal educational equivalent of a bachelor's degree in accounting, finance, or related field; plus three years of experience in accounting, including one year in an organizational auditing capacity. Must possess a valid state driver's license.

**Applicant's
Qualifications**

Bachelor Degree in Speech Communications / Industrial Psychology and Post-Baccalaureate in Accounting. Various accounting jobs.

**Reason
Not Hired**

Another applicant had much more investigative experience.

Rate at which Employee would have entered Classification:

Grade C119

Pay Level \$39,000

Agency Personnel Representative

Agency Director

Date

Date

SA Hord
9-12-16

Special Entry Rate Applicant Summary Sheet (R 12/28/2011)