

State of Arkansas
87th General Assembly
Regular Session, 2009

A Bill

SENATE BILL 437

By: Senator Faris
By: Representative Wells

For An Act To Be Entitled

AN ACT TO AMEND THE UNIFORM CLASSIFICATION AND
COMPENSATION ACT; AND FOR OTHER PURPOSES.

Subtitle

TO AMEND THE UNIFORM CLASSIFICATION AND
COMPENSATION ACT.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code § 6-63-305 is amended to read as follows:

6-63-305. New or additional positions.

(a)(1)~~(A)~~ In the event that additional federal funds, grants, gifts, or collections become available that were not authorized or contemplated at the time of the passage of the biennial fiscal year appropriation act for operations for each institution enumerated in subsection (b) of this section, that such new funds make it possible for the recipient institution to engage in educational projects that would be of benefit to the State of Arkansas, and that such projects would make it necessary to employ additional personnel, the president of the recipient institution, ~~upon authorization by the appropriate board of trustees and after review and approval by the Office of Personnel Management and the Legislative Council of the requested classifications or maximum annual salaries set out in dollars,~~ may establish such the positions, as necessary, if:

(A) A request for a specific non-classified position, title, and salary has been requested by the institution of higher education, approved by the institution's board of trustees, recommended by the



1 Department of Higher Education, and reported to the Legislative Council; or
 2 (B) A request for a specific classified position will be
 3 assigned only after a specific position, title, and grade are requested by
 4 the institution of higher education, approved by the institution's board of
 5 trustees, recommended by the Office of Personnel Management, and reported to
 6 the Legislative Council; and

7 (C) The salary rates for these positions do not exceed the
 8 highest maximum annual salary rate or the highest grade level for any
 9 position authorized in the regular salary section of the requesting
 10 institution's appropriation act for operations, under the Uniform
 11 Classification and Compensation Act of 1969, § 21-5-201 et seq., or its
 12 successor.

13 (2) The number of additional positions shall not exceed the
 14 maximum number of positions authorized for the institution in the
 15 appropriation act for operations.

16 ~~(B)~~(3) The source of funding for positions established under
 17 this subsection (a) shall be reported to the office and the Legislative
 18 Council by the institution at the time of the request.

19 ~~(C)~~(4) Determining the number of persons to be employed by a
 20 state agency is the prerogative of the General Assembly and is usually
 21 accomplished by delineating the maximum number of persons by identifying the
 22 job titles and the maximum grades or salaries attached to them. The General
 23 Assembly has determined that the institutions of higher education could be
 24 operated more efficiently if some flexibility were given to the institutions.
 25 That flexibility is being accomplished by providing new or additional
 26 positions in subsection (b) of this section, and since the General Assembly
 27 has granted the institutions broad powers under the new or additional
 28 position concept, it is both necessary and appropriate that the General
 29 Assembly maintain oversight of the utilization of the new or additional
 30 positions by requiring prior approval of the Legislative Council in the
 31 utilization of the new or additional positions. Therefore, the requirement of
 32 approval by the Legislative Council is not a severable part of this section.
 33 If the requirement of approval by the Legislative Council is ruled
 34 unconstitutional by a court of competent jurisdiction, this entire section is
 35 void.

36 ~~(2) The Director of the Office of Personnel Management shall~~

~~report all such approvals to the Legislative Council in the month following approval and shall certify all additional positions established under the provisions of this subsection (a) to the Director of the Department of Finance and Administration and the Auditor of State.~~

(b) The following maximum number of new additional positions is established for the biennium for the following institutions of higher education at salary rates not to exceed the salary rate or the highest grade level position of comparable positions established in the regular salaries section of the ~~biennial~~ appropriations act for operations for each institution:

| <u>Institution</u> | <u>Maximum Number of Additional Positions</u> |
|---|---|
| (1) Arkansas State University | 300 |
| (2) Arkansas State University – Mountain Home | 40 |
| (3) Arkansas State University – Beebe | 80 |
| (4) Arkansas State University – Newport | 60 |
| (5) Arkansas Tech University | 65 |
| (6) Black River Technical College | 44 |
| (7) Cossatot Community College of the University of Arkansas | 70 |
| (8) East Arkansas Community College | 40 |
| (9) National Park Community College | 40 |
| (10) Henderson State University | 60 |
| (11) Mid-South Community College | 75 |
| (12) Arkansas Northeastern College | 70 |
| (13) North Arkansas College | 50 |
| (14) Northwest Arkansas Community College | 80 |
| (15) Ouachita Technical College | 40 |
| (16) Ozarka College | 46 |
| (17) University of Arkansas Community College at Morrilton | 40 |
| (18) Phillips Community College of the University of Arkansas | 40 |
| (19) Pulaski Technical College | 80 |
| (20) Rich Mountain Community College | 40 |
| (21) South Arkansas Community College | 40 |
| (22) Southeast Arkansas College | 40 |

| | | |
|----|--|-------|
| 1 | (23) Southern Arkansas University | 60 |
| 2 | (24) SAU – Tech | 40 |
| 3 | (25) University of Arkansas at Fayetteville | 500 |
| 4 | (26) University of Arkansas – Exp. Stations | 250 |
| 5 | (27) University of Arkansas Cooperative Extension Service | 250 |
| 6 | (28) University of Arkansas – Archaeological Survey | 150 |
| 7 | (29) University of Arkansas – Criminal Justice Institute | 250 |
| 8 | (30) University of Arkansas at Little Rock | 300 |
| 9 | (31) University of Arkansas – Medical Sciences | 1,000 |
| 10 | (32) University of Arkansas at Monticello | 100 |
| 11 | (33) University of Arkansas at Pine Bluff | 130 |
| 12 | (34) University of Arkansas Community College at Batesville | 40 |
| 13 | (35) University of Arkansas Community College at Hope | 40 |
| 14 | (36) University of Central Arkansas | 300 |
| 15 | (37) University of Arkansas at Fort Smith | 40 |
| 16 | (38) University of Arkansas – Arkansas School for Mathematics, | |
| 17 | Science, and the Arts | 60 |
| 18 | (39) University of Arkansas – Clinton School of Public Service | 75 |

19

20 (c) The positions established under this subchapter shall expire at
 21 the end of the fiscal year in which they are established.

22 (d) Each institution shall include in its annual budget request
 23 presented to the Legislative Council a request to continue any position
 24 authorized under this subchapter.

25

26 SECTION 2. Arkansas Code § 21-5-101(b)(1) and (2), concerning the
 27 general provisions of the Uniform Classification and Compensation Act, are
 28 amended to read as follows:

29 (1) For any position authorized by the General Assembly of the
 30 State of Arkansas for the benefit of any department, agency, board,
 31 commission, institution, or program for which the provisions of the Uniform
 32 Classification and Compensation Act, § 21-5-201 et seq., are to be
 33 applicable, it is declared to be the intent of the General Assembly that the
 34 Uniform Classification and Compensation Act, § 21-5-201 et seq., shall govern
 35 with respect to:

36 (A) The entrance salary ~~step~~;

(B) The frequency with which ~~step~~ salary increases may be granted; and

(C) The maximum annual salary that may be paid for the grade assigned each employee under the provisions of the Uniform Classification and Compensation Act, § 21-5-201 et seq.;

(2) For any position authorized by the General Assembly for the benefit of any department, agency, board, commission, institution, or program for which a maximum annual salary is set out in dollars, it is the intent of the General Assembly that the position is to be paid at a rate of pay not to exceed the maximum established for the position during any one (1) fiscal year and that the maximum annual salary authorized is for full-time employment;

SECTION 3. Arkansas Code § 21-5-106(a)(1), concerning annual career service recognition payments, is amended to read as follows:

(a)(1)(A) Employees of state agencies and nonfaculty employees of institutions of higher education shall become eligible for annual career service recognition payments upon completion of ten (10) or more years of service in either elected positions or classified or nonclassified positions with an agency or institution of the State of Arkansas.

(B) ~~However~~ To receive the full amount authorized in subsection (c) of this section, the service shall have been in either elected positions or regular full-time positions.

(C) Employees who work part-time in regular salary positions may receive annual career service recognition payments on a pro-rata basis.

SECTION 4. Arkansas Code § 21-5-203 is amended to read as follows:
21-5-203. Definitions.

As used in this subchapter:

(1) ~~"Agency head" or "agency director"~~ "Agency director" means the executive head of all agencies, authorities, departments, boards, commissions, bureaus, councils, or other agencies of the state;

(2) "Base pay level" means the maximum entry level for classifications assigned to the career service pay plan;

(3) "Base range" means the range of pay between the entry pay

1 level and the base pay level of the appropriate grade for classifications
2 assigned to the career service pay plan;

3 (4) "Career pay level" means the salary level established on the
4 career service compensation plan in a pay grade which is authorized only for
5 current employees who meet established eligibility criteria;

6 ~~(2)~~(5) "Class" or "Classification" means a group of positions
7 sufficiently similar as to duties performed, scope of discretion and
8 responsibility, minimum requirements of training and experience or skill, and
9 other characteristics that the same title, the same test of fitness, and the
10 same scale of compensation have been or may be applied to each position in
11 the group;

12 ~~(3)~~(6) "Class specification" means a written document which
13 identifies a group of positions that have the same type of work and
14 responsibility and states the general components by providing a class title,
15 class code, distinguishing features and ~~example~~ examples of work, knowledge,
16 skills, and abilities, and the necessary minimum education and experience
17 requirements to perform the assigned duties;

18 (7)(A) "Crossgrade" means a temporary reclassification of a
19 position during the fiscal year.

20 (B) Office of Personnel Management of the Division of
21 Management Services of the Department of Finance and Administration may
22 authorize a temporary change in the classification of a position from the
23 classification authorized in an agency or institution appropriation act
24 between legislative sessions to assure correct classification and for other
25 purposes with the following restrictions:

26 (i) A position cannot be crossgraded to a
27 classification having a grade higher than the grade originally authorized for
28 the position by the General Assembly in the agency's or institution's
29 appropriation act;

30 (ii) A position may be crossgraded to a
31 classification having the same or lower grade than the position as originally
32 authorized by the General Assembly in the agency's or institution's
33 appropriation act;

34 (iii) Positions which have been crossgraded may be
35 restored to the original authorized class during the fiscal year with the
36 approval of the Office of Personnel Management for those positions within the

1 same occupational group;

2 (iv) Position classifications may be crossgraded or
 3 restored to the original classification only after the review and approval by
 4 the Office of Personnel Management;

5 (v) Positions established under the career service
 6 compensation plan may not be crossgraded to professional and executive graded
 7 classifications and positions established under the professional and
 8 executive compensation plan may not be crossgraded to career service graded
 9 classifications; and

10 (vi) Positions having an authorized line item
 11 maximum salary by the General Assembly in the agency's or institution's
 12 appropriation act may not be crossgraded from line item status to classified
 13 status;

14 ~~(4)-(8)~~ "Demotion" means the change in duty assignment of an
 15 employee from a position in one classification to a position in another
 16 classification of a lower salary grade ~~requiring fewer qualifications such as~~
 17 ~~lower skill requirements, less job related experience, and a lower level of~~
 18 ~~responsibility;~~

19 ~~(5)-(9)~~ "Employee" means a person regularly appointed or employed
 20 in a position of state service by a state agency or institution of higher
 21 education for which;

22 (A) he He or she is compensated on a full-time basis or on
 23 a pro rata basis; and

24 (B) for which a A class title and pay grade is established
 25 in the appropriation act for such the agency or institution in accordance
 26 with the classification and compensation plan enacted in this subchapter;

27 (10) "Entry pay level" means the minimum entrance salary rate
 28 for classifications assigned to the career service compensation plan;

29 ~~(6)-(11)(A)~~ "Grade" means a an authorized pay range having an
 30 entrance salary rate, intermediate ~~rates~~ rate, and a maximum rate of pay as
 31 provided in this subchapter.

32 (B) The determination of lower or higher grade in relation
 33 to another grade is determined by comparing the base rates of pay assigned to
 34 each grade;

35 ~~(7)-(12)~~ "Head of institution" means the executive head of ~~all~~
 36 ~~institutions~~ an institution of higher education;

~~(8)~~(13) "Institution of higher education" or "institution" means ~~all public institutions~~ a public institution of higher education supported, in whole or in part, by appropriation of state funds;

~~(9)(A)(i)~~(14)(A)(i) "Job sharing" means a form of employment in which the hours of work of two (2) persons are arranged in such a way as to cover a single, regular full-time, or extra help salary position.

(ii) The Department of Finance and Administration may authorize job sharing for ~~all~~ any regular full-time ~~or extra help salary positions, whether permanent or temporary position~~.

(B)~~(i)~~ The Director of the Department of Finance and Administration or his or her designee shall promulgate necessary rules ~~and regulations as deemed necessary~~ to carry out the provisions of this subdivision (14) (9) of this section;

~~(ii) All rules and regulations promulgated pursuant to subdivision (9) of this section shall be reviewed by the House Interim Committee on Public Health, Welfare, and Labor and the Senate Interim Committee on Public Health, Welfare, and Labor or appropriate subcommittees thereof;~~

~~(10) "Legislatively enacted salary grade change" means the enactment of legislation which has the effect of lowering the salary grade level assigned to a specific classification title, referred to as a class downgrade, or raising the salary grade level assigned to a specific classification title, referred to as a class upgrade, from a level other than that assigned to the class title on June 30 of the previous fiscal year;~~

(15) "Maximum pay level" means the highest authorized level of pay for a pay grade for normal compensation administration purposes;

(16) "Midpoint" means the rate of pay midway between the base pay level and the maximum pay level established for each grade;

~~(11)~~(17)(A) "Occupational group" means a collection of classes having similar features of job components and sharing a primary function.

(B) In determining the occupational group to which a class ~~will be~~ is assigned, consideration will be given to the type of work to be performed, the type of education or experience required, job elements or tasks, and the purpose of the job;

~~(12)~~(18) "Office of Personnel Management" or "office" means the Office of Personnel Management of the Division of Management Services of the

1 Department of Finance and Administration acting under the authority granted
 2 in this subchapter and subject to the direction of the Director of the
 3 Department of Finance and Administration;

4 ~~(13)~~(19) "Pay level" means any single rate of pay in a grade
 5 including the entrance rate, intermediate ~~rates~~ rate, and the maximum rate of
 6 pay;

7 ~~(14)~~(20) "Position" means ~~an~~ a single office or employment that
 8 is legislatively authorized in an agency or institution of higher education,
 9 occupied or vacant, ~~involving duties~~ requiring the ~~services of one (1) or two~~
 10 ~~(2) persons~~ services of one (1) full-time equivalent employee;

11 ~~(15)~~(A)(21) "Promotion" means the change in duty assignment of
 12 an employee from a position in one classification to a position in another
 13 classification of a higher salary grade ~~requiring higher qualifications, such~~
 14 ~~as greater skill and longer experience, and involving a higher level of~~
 15 ~~responsibility.~~

16 ~~(B) A promotion, for purposes of salary determination,~~
 17 ~~shall be classified as "minor" if the change in duty assignment is to a~~
 18 ~~classification of one (1) grade higher or "major" if to a classification of~~
 19 ~~two (2) or more grades higher than the employee's grade at the time of~~
 20 ~~promotion;~~

21 ~~(16)~~(A)(22)(A) "Reclassification" means a change in the
 22 assignment of a position from one classification title to another
 23 classification title of either a higher or lower salary grade when material
 24 and permanent changes in the duties and responsibilities of the position
 25 being recommended for reclassification have occurred or when it is necessary
 26 to establish a new classification title to meet federal standards as a
 27 prerequisite for federal programs.

28 (B) Positions eligible for reclassification within an
 29 agency or institution of higher education shall be only those positions
 30 assigned a specific classification title and salary grade.

31 (C) Positions having a line item maximum salary shall be
 32 considered exempt from the provisions in this section and may not be
 33 reclassified from line item status to a classified designation bearing a
 34 salary grade.

35 (D) Positions within an agency allocated to a specific
 36 classification title and salary grade may not be reclassified to a

1 classification title having a maximum annual line item salary amount.

2 (E) Interim reclassifications approved by the Office of
 3 Personnel Management are to be implemented through the crossgrading of
 4 existing authorized positions within an agency or institution or through the
 5 acquisition of pool positions as authorized in § 21-5-225(a)(1); and

6 ~~(17)(23)~~ “State agencies” means all agencies, authorities,
 7 departments, boards, commissions, bureaus, councils, or other agencies of the
 8 state supported by appropriation of state or federal funds, except those
 9 agencies excluded pursuant to in § 21-5-204; and

10 ~~(18) “Working title” means a descriptive title given a position~~
 11 ~~within a class for ready identification of the job being performed. A~~
 12 ~~working title consists of a procedural description of the duties and~~
 13 ~~responsibilities of a position.~~

14
 15 SECTION 5. Arkansas Code § 21-5-207 is amended to read as follows:

16 21-5-207. Office of Personnel Management – Duties.

17 (a) It shall be the duty of the Office of Personnel Management ~~of the~~
 18 ~~Management Division of the Department of Finance and Administration to~~
 19 perform the following administrative responsibilities with respect to the
 20 state classification and compensation plan, subject to ~~the provisions of this~~
 21 subchapter:

22 (1) To determine that each position of a state agency or
 23 institution of higher education affected by this subchapter is allocated to a
 24 class having a written class specification based on the duties and
 25 responsibilities assigned to the position and the requirements necessary to
 26 satisfactorily perform the duties;

27 (2) To assist the various state agencies or institutions of
 28 higher education in the allocation of positions to classes established in
 29 this subchapter, and in the appropriation ~~act~~ acts covering each of the
 30 several state agencies or institutions affected by this subchapter, and to
 31 disallow the allocation of a position to a class that is not in conformance
 32 with ~~the provisions of~~ this subchapter;

33 (3) To cooperate with any other state agency, department, board,
 34 commission, or institution that is not covered by this subchapter which may
 35 wish to voluntarily establish its positions into classifications in a like
 36 manner as provided in this subchapter for state agencies or institutions of

1 higher education covered by it;

2 (4)(A) To authorize the temporary reclassification of positions
3 in a state agency or institution ~~of higher education~~ affected by the
4 ~~provisions of~~ this subchapter in cases where it has been determined by the
5 office that there are material changes in the duties and responsibilities
6 assigned to the position when there is no available vacant position having
7 the proper classification and where it is impracticable to restructure the
8 duties of the position to the proper classification.

9 (B) The reclassification of positions may also be
10 authorized where it is necessary to establish a new classification to meet
11 federal standards as a prerequisite for federal programs, provided that no
12 position may be reclassified to a class with a higher salary grade than that
13 approved by the General Assembly, and the reclassified positions shall not be
14 placed in a class and receive pay at a salary rate in excess of the maximum
15 salary rate authorized for the position, ~~which that~~ was reclassified as
16 provided in the appropriation act of the agency or institution.

17 ~~(C) Reclassifications of positions authorized may be~~
18 ~~approved by the office, but shall be reported monthly to the Legislative~~
19 ~~Council;~~

20 (5)(A) To review all class specifications and all classes and
21 grades and the compensation plan affecting all state agencies and
22 institutions ~~of higher education~~ covered by the ~~provisions of~~ this subchapter
23 and to submit to the Legislative Council and the Governor in advance of the
24 regular general session and fiscal session of the General Assembly
25 recommendations for revisions, modifications, or additions ~~thereto~~.

26 ~~(B) The office shall, when necessary, confer~~ When
27 necessary, the office shall confer with the staff of the Legislative Council
28 on the development of and revisions to uniform classification and
29 compensation systems.

30 (C) Time periods for the development of recommendations
31 and time periods for the review by the Legislative Council of those
32 recommendations ~~will~~ shall be as established by the Personnel Committee of
33 the Legislative Council.

34 (D) The time period shall be sufficiently in advance of
35 budget hearings for the ~~regular general session and fiscal~~ session to allow
36 for the thorough review by the Personnel Committee of the Legislative

1 Council;

2 (6) To develop and implement rules ~~and regulations~~ to accomplish
3 the purposes of this subchapter;

4 ~~(7) To revise, as necessary, upon review by the Legislative~~
5 ~~Council, the minimum education and experience requirements for all class~~
6 ~~specifications in order to maintain a valid relationship between the~~
7 ~~requirements and the duties and responsibilities of the jobs;~~

8 ~~(8)(A)(7)(A)~~ To establish a procedure to allow for the review of
9 the qualifications of applicants whose education and experience do not meet
10 or exceed that required by the class specification but who have other job-
11 related qualifications which might be validly substituted for the class
12 requirements.

13 (B) This procedure is intended ~~specifically~~ to allow
14 agencies or institutions to substitute job-related education and experience
15 for the specific requirements stated on the class specification without the
16 necessity for the revision of the class requirements.

17 (C) The procedure ~~will~~ shall require the final approval of
18 the personnel administrator of the office, with the review of the Personnel
19 Committee of the Legislative Council;

20 ~~(9)(A)(8)(A)~~ To monitor agency and institution personnel
21 transactions to ensure that unqualified appointments, including new ~~hires~~
22 employees, promotions, and reductions in grade are identified.

23 (B) Unqualified appointments shall be reported by the
24 office to the Personnel Committee unless one (1) of the following actions is
25 taken:

26 (i) Questionable appointments ~~shall be were~~
27 forwarded by the office to the personnel administrator for further review;

28 (ii) Payroll actions for questionable appointments
29 that are determined by the state personnel administrator to be unqualified
30 for the specific appointment are not processed until the unqualified
31 appointment is removed from the payroll or is placed into a position in the
32 agency for which the individual meets the minimum qualifications of the
33 classification; or

34 (iii) Corrective action has been documented by the
35 agency or institution.

36 ~~(C) Payroll vouchers containing unqualified appointments~~

1 ~~will not be processed until the unqualified appointment is removed from the~~
 2 ~~payroll or placed into a position for which the individual meets the minimum~~
 3 ~~qualifications of the classification.~~

4 ~~(D)~~(C) It is the specific responsibility of the director
 5 of each agency or the head of each institution covered by ~~the provisions of~~
 6 this subchapter to certify that the qualifications of persons appointed to
 7 positions within the agency or institution do meet or exceed the minimum
 8 education and experience requirements as stated on the class specification;

9 ~~(10)~~(A)(9)(A) To establish ~~during the biennium~~ each year, upon
 10 the review of the ~~Legislative Council~~ Personnel Committee, new
 11 classifications at an appropriate grade level in order to meet new or changed
 12 conditions and to report, at the end of each fiscal year, all class titles
 13 contained in § 21-5-208 for which a class specification has not been written.

14 (B) Any classification established ~~within the biennium~~
 15 under ~~the provisions of~~ this subdivision ~~(10)~~ (9) shall remain in effect for
 16 the remainder of the ~~biennium~~ fiscal year during which it was established
 17 unless specifically authorized to continue by the General Assembly as an
 18 addition to this subchapter;

19 ~~(11)~~(10) To revise, as necessary, ~~with the review of the~~
 20 ~~Legislative Council~~, the class specification of a classification in order to
 21 ensure the accuracy of the description of the assigned duties and the minimum
 22 requirements necessary to perform these duties to maintain a valid
 23 relationship between the requirements and the duties and responsibilities of
 24 the jobs;

25 ~~(12)~~(11) To administer and maintain a system for the evaluation
 26 of employee performance effectiveness;

27 ~~(13)~~(12) To provide assistance to state agencies and
 28 institutions in identifying, developing, and maintaining training and
 29 resource programs; and

30 ~~(14)~~(13) To develop and implement, as needed, upon the review of
 31 the ~~Legislative Council~~ Personnel Committee, rules and regulations to ensure
 32 a uniform system of personnel administration within state government.

33 (b) In order to ensure and provide for the accuracy and efficiency of
 34 this subchapter and to provide for an efficient and equitable system of
 35 personnel management, the office, with the review of the ~~Legislative Council~~
 36 Personnel Committee, is directed to:

(1) Study on a continuing basis and modify and revise when necessary the current classifications, the class specifications, ~~and~~ minimum requirements, and other requirements;

(2) Create when necessary new classifications at an appropriate grade level which will accurately describe those positions for which no appropriate classification exists;

(3) Determine those positions which are improperly classified and reclassify those positions to the appropriate classification subject to ~~the provisions of~~ this subchapter; and

(4) Develop and implement the policies, rules, ~~regulations~~, and procedures necessary for the establishment and maintenance of this subchapter.

SECTION 6. Arkansas Code § 21-5-208 is amended to read as follows:

21-5-208. Classification of positions.

(a)(1) There are established for state agencies and institutions ~~of higher education~~ covered by ~~the provisions of~~ this subchapter the following classification titles and grades.

(2) No payment of salaries may be made except in conformity with the maximum annual salary rates assigned to these grades for each year ~~of the fiscal biennium~~ as provided in the appropriation act of the state agency or the institution and in this subchapter.

(b) The following classification titles with grades indicated are approved for the state classification plan, subject to the appropriation acts for the various state agencies and various institutions ~~of higher education~~ affected by this subchapter:

~~CLASS~~

| CODE | JOB TITLE | GRADE |
|-----------------|--|------------------|
| 010Z | SOIL & WATER DEP DIR/CHIEF ENGINEER | 26 |
| 012Z | WIB DEPUTY DIRECTOR | 26 |
| 016Z | PSC DIR OF ELECTRIC UTILITIES SECT | 26 |
| 017Z | DHHS/DYS ADMIN PROC COMPLIANCE | 26 |
| 020Z | BANK CHIEF EXAMINER | 26 |
| 021Z | ASSESSMENT COORD DEPT ASST DIRECTOR | 26 |
| 022Z | DHHS/DCO CHIEF PROGRAM ADMR | 26 |

| | | | |
|----|-----------------|---|---------------|
| 1 | 026Z | ASD/ASB BUSINESS MANAGER | 26 |
| 2 | 027Z | ED ASSOC DIRECTOR APSCN | 26 |
| 3 | 031Z | ED LEGAL ASST TO DIRECTOR | 26 |
| 4 | 033Z | CRIME LAB SCIENTIFIC OPS MGR | 26 |
| 5 | 053Z | DWS DIR INTERNAL AUDIT & SECURITY | 26 |
| 6 | 056Z | GOR HEAD FARM MANAGER II | 26 |
| 7 | 063Z | PSC GENERAL COUNSEL | 26 |
| 8 | 100Z | VOC ED ASSOC DIR FOR VOC SCHOOLS | 26 |
| 9 | 102Z | CORRECTIONAL WARDEN | 26 |
| 10 | 105Z | VOC ED ASSOC DIR FOR FINANCE | 26 |
| 11 | 106Z | VOC ED ASSOC DIR FOR INSTRUCTION | 26 |
| 12 | 127Z | WRKS COMP DEPARTMENT HEAD | 26 |
| 13 | 132Z | DFA STATE CLASS & COMP MANAGER | 26 |
| 14 | 142Z | HLTH DIR IN HOME SERVICES | 26 |
| 15 | 150Z | DFA ADMR OF INTERGOVERNMENTAL SVCS | 26 |
| 16 | 202Z | DDSSA ASST DIRECTOR | 26 |
| 17 | 213Z | ED LEAD PLNR FOR DESEGREG MONITOR | 26 |
| 18 | 214Z | ED ASSOC DIR INSTRUCTION | 26 |
| 19 | 216Z | ED ASSOC DIR FOR SPECIAL EDUCATION | 26 |
| 20 | 217Z | ASSOC DIR STUDENT SUPPORT SERVICES | 26 |
| 21 | 218Z | ED ASSOC DIR VOC SUPPORT SERVICES | 26 |
| 22 | 221Z | ED ASSOC DIR FINANCE | 26 |
| 23 | 251Z | ED STATE LIBRARY ASSOC DIR DEV SVCS | 26 |
| 24 | 340Z | HLTH DIR ENGINEERING | 26 |
| 25 | 561Z | PRKS & TRSM PARKS OPERATIONS MGR | 26 |
| 26 | 563Z | PRKS & TRSM PARKS PLNG & DEV MGR | 26 |
| 27 | 593Z | CHIEF WATER MANAGEMENT | 26 |
| 28 | 594Z | DEQ CHIEF AIR DIVISION | 26 |
| 29 | 599Z | EXECUTIVE DIR — BAIL BONDSMAN BOARD | 26 |
| 30 | 615Z | MILITARY DEPUTY ADJUTANT GENERAL | 26 |
| 31 | 617Z | STATE POLICE DEP DIR/LT COL | 26 |
| 32 | 648Z | REHAB ADMINISTRATOR HSRG | 26 |
| 33 | 656Z | REHAB DEPUTY COMMISSIONER | 26 |
| 34 | 696Z | SECURITIES DEPUTY COMMISSIONER | 26 |
| 35 | 767Z | WRKS COMP PUB EMP CLAIM ADMR | 26 |
| 36 | 801Z | ASST DIR FRAUD INVESTIGATION | 26 |

| | | | |
|----|-----------------|--|---------------|
| 1 | 827Z | DP CENTER MANAGER | 26 |
| 2 | 855Z | DFA ASST BUDGET ADMR/BUDGET SYSTEMS | 26 |
| 3 | 856Z | DFA ASST ACCOUNTING ADMR | 26 |
| 4 | 917Z | OERZ DIRECTOR | 26 |
| 5 | 922Z | DWS DEP ASST DIR EMPLOYMENT ASSISTANCE | 26 |
| 6 | 924Z | DWS DEP ASST DIR UNEMPLOYMENT INSURANCE | 26 |
| 7 | 928Z | G&F CONSERVATION DIVISION CHIEF | 26 |
| 8 | 946Z | OCSE FIELD OPS MANAGER | 26 |
| 9 | 948Z | DIS SENIOR PROJECT MANAGER | 26 |
| 10 | 950Z | DIS POLICY LEAD MANAGER | 26 |
| 11 | 951Z | DIS OPERATIONS CENTER MANAGER | 26 |
| 12 | 960Z | DIS STRATEGIC FUNDING PROG MGR | 26 |
| 13 | 986Z | INSURANCE RISK MANAGEMENT ADMR | 26 |
| 14 | A005 | INSURANCE PROPERTY & CASUALTY ADMIN | 26 |
| 15 | A146 | INSURANCE LIFE & HEALTH ADMIN | 26 |
| 16 | D023 | DIS APPL DEVELOPMENT SPEC | 26 |
| 17 | D027 | DIS TECH PLANNING SPEC I | 26 |
| 18 | D037 | DIS SYSTEMS PROGRAMMER/ANALYST III | 26 |
| 19 | D109 | DFA AASIS FI/HR TEAM MANAGER | 26 |
| 20 | D119 | DFA AASIS TECHNICAL MANAGER | 26 |
| 21 | D145 | DIS SYSTEMS SPECIALIST III | 26 |
| 22 | D147 | DIS SYSTEMS APPLICATION ARCHITECT | 26 |
| 23 | D148 | DIS TEAM LEAD | 26 |
| 24 | D149 | DIS SENIOR TECHNICAL ACCOUNT REP | 26 |
| 25 | L001 | CERTIFIED NURSE MIDWIFE | 26 |
| 26 | L014 | DIRECTOR OF PHARMACY SERVICES | 26 |
| 27 | L134 | PSYCHOLOGIST SUPERVISOR | 26 |
| 28 | R005 | ED ASSISTANT TO DIRECTOR | 26 |
| 29 | R007 | POL C ADMIN HEARING OFFICER | 26 |
| 30 | R012 | ADMINISTRATIVE LAW JUDGE | 26 |
| 31 | R015 | CLASS A PUBLIC DEFENDER | 26 |
| 32 | R038 | ATTORNEY SUPERVISOR | 26 |
| 33 | 007Z | EXEC DIR CARDVC | 25 |
| 34 | 011Z | PUB DEF DEFENSE SVCS ADMIN | 25 |
| 35 | 019Z | DGP ADMIN SVCS MGR | 25 |
| 36 | 023Z | DHHS/DCO ASST CHIEF PROGRAM ADMR | 25 |

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| 1 | 025Z | FORESTRY DEPUTY STATE FORESTER | 25 |
| 2 | 037Z | INFORMATION SYSTEMS MANAGER | 25 |
| 3 | 038Z | DFA DATA CENTER MANAGER | 25 |
| 4 | 047Z | PLANT BOARD ASSISTANT DIRECTOR | 25 |
| 5 | 054Z | GOR HEAD FARM MANAGER I | 25 |
| 6 | 073Z | DFA REVENUE TAX DIVISION MANAGER | 25 |
| 7 | 079Z | HLTH CHIEF ENGINEER | 25 |
| 8 | 118Z | DHHS NURSING SERVICES ADMINISTRATOR | 25 |
| 9 | 122Z | DFA ACCOUNTING MANAGER | 25 |
| 10 | 180Z | BEHAVIORAL HEALTH ASSOC DIR, AHG | 25 |
| 11 | 201Z | DDSSA ASST DIR FOR ADMIN/FISCAL SVC | 25 |
| 12 | 247Z | ED VO TECH SCHOOL DIRECTOR | 25 |
| 13 | 296Z | G&F ADMINISTRATOR | 25 |
| 14 | 316Z | HLTH DIR RAD CONTROL & EMERG MGMT | 25 |
| 15 | 341Z | HLTH ASSOCIATE BUREAU DIRECTOR | 25 |
| 16 | 351Z | HLTH DIR ENVIR HLTH PROTECTION | 25 |
| 17 | 364Z | HLTH NURSING DIRECTOR | 25 |
| 18 | 388Z | ASST STATE GEOLOGIST | 25 |
| 19 | 397Z | DHHS/DCFS ADMIN COMMUNITY SVCS | 25 |
| 20 | 419Z | HLTH DIR PUBLIC HEALTH LABS | 25 |
| 21 | 474Z | BEHAVIORAL HEALTH PSYCHOLOGIST ADM | 25 |
| 22 | 512Z | DFA REVENUE PROBLEM RESOLUTION OFR | 25 |
| 23 | 559Z | PRKS & TRSM PARKS ADMIN MANAGER | 25 |
| 24 | 586Z | DEQ ADMINISTRATOR MANAGEMENT SVCS | 25 |
| 25 | 592Z | DEQ CHIEF MINING DIVISION | 25 |
| 26 | 595Z | DEQ CHIEF HAZARDOUS WASTE DIV | 25 |
| 27 | 596Z | DEQ CHIEF SOLID WASTE DIVISION | 25 |
| 28 | 597Z | DEQ CHIEF TECHNICAL SVCS DIV | 25 |
| 29 | 598Z | ENVIRONMENTAL CHIEF CONST ASST DIVISION | 25 |
| 30 | 632Z | ADEM DEP DIR CHF FIELD OPNS | 25 |
| 31 | 637Z | STATE POLICE MAJOR | 25 |
| 32 | 650Z | REHAB ASST COMM ADMIN SVCS | 25 |
| 33 | 692Z | ABA STATE CONSTRUCTION ADMR | 25 |
| 34 | 694Z | ABA BUILDING OPERATIONS ADMR | 25 |
| 35 | 695Z | ABA ADMR OF REAL ESTATE SERVICES | 25 |
| 36 | 797Z | COMPUTER APPLICATIONS MANAGER | 25 |

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| 1 | 878Z | DHHS/DCFS ADMR PRGM OPS | 25 |
| 2 | 880Z | DHHS/DCFS ADMR PRGM SUPPORT | 25 |
| 3 | 886Z | DHHS/DCFS ADMR ADMIN SVCS | 25 |
| 4 | 906Z | ADED RESEARCH MANAGER | 25 |
| 5 | 910Z | LIVE & POUL ASSISTANT DIRECTOR | 25 |
| 6 | 915Z | ADEQ PROGRAM CHIEF | 25 |
| 7 | 916Z | ASP FISCAL OFFICER | 25 |
| 8 | 919Z | MILITARY DIR OF STATE RESOURCES | 25 |
| 9 | 952Z | ATRS MANAGER/MEMBER SERVICES | 25 |
| 10 | 954Z | ATRS MANAGER/DATA PROCESSING | 25 |
| 11 | 955Z | DIS BILLING SERVICES MANAGER | 25 |
| 12 | 977Z | STATE ENERGY DEPUTY DIRECTOR | 25 |
| 13 | 984Z | PSC TELECOMM UTILITIES SEC MGR | 25 |
| 14 | 997Z | MUSEUM SERVICES DIRECTOR | 25 |
| 15 | A021 | BANK ASSISTANT CHIEF EXAMINER | 25 |
| 16 | A022 | CERTIFIED FINANCIAL EXAMINER | 25 |
| 17 | A026 | INTERNAL AUDIT ASST ADMINISTRATOR | 25 |
| 18 | A046 | AGENCY CONTROLLER — LARGE/COMPLEX AGENCY | 25 |
| 19 | D008 | DIS DATA BASE ANALYST II | 25 |
| 20 | D054 | DIS PROG ANA/STAFF SPECIALIST II | 25 |
| 21 | D088 | DP PRODUCTION MANAGER II — INST | 25 |
| 22 | D097 | ASST DIR OF COMPUTER SVCS III INST | 25 |
| 23 | D120 | DFA AASIS SOFTWARE SYSTEMS ANALYST II | 25 |
| 24 | D131 | BANK IT ADMINISTRATOR | 25 |
| 25 | D150 | OIT SENIOR TECHNOLOGY ANALYST | 25 |
| 26 | D151 | OIT ENTERPRISE ARCHITECT | 25 |
| 27 | D152 | DIS NETWORK ENGINEER | 25 |
| 28 | D153 | DIS NETWORK SERVICES LEAD | 25 |
| 29 | D154 | DIS POLICY LEAD | 25 |
| 30 | D155 | DIS SUPPORT TEAM LEAD | 25 |
| 31 | D156 | DIS BUSINESS CONTINUITY PROGRAM LEADER | 25 |
| 32 | L011 | DIRECTOR PHARMACY | 25 |
| 33 | L012 | PHARMACIST II | 25 |
| 34 | L124 | PSYCHOLOGIST | 25 |
| 35 | P306 | PRKS & TRSM REGIONAL PARK SUPV | 25 |
| 36 | Q016 | ECC & POULTRY DIVISION MANAGER | 25 |

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| 1 | R011 | SECURITIES ASSISTANT COMMISSIONER | 25 |
| 2 | R016 | CLASS B CHIEF PUBLIC DEFENDER | 25 |
| 3 | R034 | INS ADMR PREPAID FUNERAL BENEFITS | 25 |
| 4 | R092 | GODIS ADMINISTRATOR/DNA SUPERVISOR | 25 |
| 5 | R170 | ATTORNEY SPECIALIST | 25 |
| 6 | R187 | DFA ASST ADMIN/BUDGET ANALYSIS | 25 |
| 7 | R328 | PRKS & TRSM DIR RESEARCH & INFO SVC | 25 |
| 8 | R379 | STATE ECONOMIC DEVELOPER III | 25 |
| 9 | Z718 | UAF DIR OF HOUSING | 25 |
| 10 | Z723 | UAF DIR OF PURCHAS & MATERIALS MGMT | 25 |
| 11 | Z774 | UALR DIRECTOR OF PUBLIC SAFETY | 25 |
| 12 | Z848 | UAMS PURCHASING AGENT | 25 |
| 13 | Z924 | UCA DIRECTOR OF PUBLIC SAFETY | 25 |
| 14 | 014Z | ATEB PROGRAM DIRECTOR | 24 |
| 15 | 035Z | ETV PRODUCTION DIVISION DIRECTOR | 24 |
| 16 | 036Z | AREC DEPUTY EXECUTIVE DIRECTOR | 24 |
| 17 | 040Z | DHHS/DCFS AREA MANAGER | 24 |
| 18 | 044Z | GOR CONSTRUCTION/MAINTENANCE COORD | 24 |
| 19 | 045Z | SOIL & WATER FISCAL ADMINISTRATOR | 24 |
| 20 | 066Z | EDUCATION COMMUNICATION MGR | 24 |
| 21 | 074Z | WRKS COMP PUB EMP BEN DET ASST DIR | 24 |
| 22 | 075Z | BUREAU OF STANDARDS ASST DIRECTOR | 24 |
| 23 | 089Z | OCSE DIVISION MANAGER | 24 |
| 24 | 110Z | A&D ABUSE PREV ASST DEP DIR/PRG DEV | 24 |
| 25 | 115Z | GOR WARDEN I | 24 |
| 26 | 154Z | DFA MARKETING & REDISTRIB MGR | 24 |
| 27 | 162Z | DFA PROCUREMENT MANAGER | 24 |
| 28 | 164Z | DFA RACING COMMISSION MANAGER | 24 |
| 29 | 175Z | DFA RESEARCH AND TECHNICAL SVCS MGR | 24 |
| 30 | 187Z | DHHS/DCFS ADMR INDIV & FAMILY SVCS | 24 |
| 31 | 188Z | A&D ABUSE PREV ASST DEP DIR/DIR SVC | 24 |
| 32 | 203Z | DDSSA ASST DIR — UNIT OPERATIONS | 24 |
| 33 | 211Z | ETV COMMUNICATIONS DIVISION DIRECTOR | 24 |
| 34 | 249Z | ETV EDUCATION DIVISION DIRECTOR | 24 |
| 35 | 250Z | ED STATE LIBRARY DEP DIR FOR ADMIN | 24 |
| 36 | 252Z | ED STATE LIBRARY DEP DIR INFO RSCS | 24 |

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| 1 | 288Z | ETV PROGRAMMING DIVISION DIRECTOR | 24 |
| 2 | 292Z | ETV ADMIN AND FINANCE DIV DIR | 24 |
| 3 | 297Z | GENERAL BUSINESS MANAGER | 24 |
| 4 | 361Z | HLTH MEDICAL CARE SVCS ADMR | 24 |
| 5 | 400Z | DFA FISCAL MANAGER | 24 |
| 6 | 403Z | YOUTH SERVICES CENTER SUPT | 24 |
| 7 | 408Z | MANUFACTURED HOMES COMM DIRECTOR | 24 |
| 8 | 424Z | HLTH PUB HLTH AREA MANAGER | 24 |
| 9 | 434Z | DHHS INSTITUTION OPERATIONS MANAGER | 24 |
| 10 | 500Z | DAH DIR OF DELTA CULTURAL CENTER | 24 |
| 11 | 533Z | DAH NATURAL HERITAGE COMM DIR | 24 |
| 12 | 534Z | DAH ARTS & HUMANITIES DIRECTOR | 24 |
| 13 | 535Z | DAH OLD STATE HOUSE MUSEUM DIR | 24 |
| 14 | 537Z | DAH HISTORIC ARKANSAS MUSEUM DIR | 24 |
| 15 | 557Z | PRKS & TRSM FOLK CENTER MANAGER | 24 |
| 16 | 591Z | DEQ DIVISION CHIEF | 24 |
| 17 | 620Z | ACIC SYSTEMS ADMINISTRATOR | 24 |
| 18 | 622Z | STATE POLICE FISCAL OFFICER | 24 |
| 19 | 630Z | MILITARY FISCAL/PERSONNEL OFFICER | 24 |
| 20 | 649Z | REHAB ASST ADMINISTRATOR HSRG | 24 |
| 21 | 651Z | REHAB CHIEF OF SPECIAL PROGRAMS | 24 |
| 22 | 652Z | REHAB ASST COMM STAFF SVCS | 24 |
| 23 | 710Z | DWS AREA OPERATION CHIEF | 24 |
| 24 | 711Z | DWS DIVISION CHIEF | 24 |
| 25 | 716Z | DWS ASSISTANT ADMINISTRATOR | 24 |
| 26 | 751Z | VETERANS AFFAIRS ASSISTANT DIR | 24 |
| 27 | 752Z | VETERANS HOME SUPERVISOR | 24 |
| 28 | 804Z | DIS FISCAL MANAGER | 24 |
| 29 | 819Z | DAH HIST PRESERVATION DIRECTOR | 24 |
| 30 | 821Z | DDSSA ASST DIR — QUALITY ASSURANCE | 24 |
| 31 | 871Z | BEHAVIORAL HLTH SOCIAL WORK ADM | 24 |
| 32 | 903Z | TECHNICAL ASSISTANCE MANAGER | 24 |
| 33 | 920Z | ADEM ASSOCIATE DEPUTY DIRECTOR | 24 |
| 34 | 921Z | DFA DIVISION MANAGER III | 24 |
| 35 | 935Z | DAH DIRECTOR MOSAIC TEMPLARS CTN | 24 |
| 36 | 956Z | CRIME LAB QUALITY MANAGER | 24 |

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| 1 | 957Z | DIS PROJECT MANAGER | 24 |
| 2 | 962Z | CC/COR ACCOUNTING SUPERVISOR | 24 |
| 3 | 973Z | LABOR SAFETY ADMINISTRATOR | 24 |
| 4 | 992Z | DIRECTOR OF FIELD OPERATIONS | 24 |
| 5 | A013 | DFA SEPSI FISCAL OFFICER | 24 |
| 6 | A033 | INTERNAL AUDIT SPECIALIST | 24 |
| 7 | A049 | PRKS & TRSM REV OPERATIONS MANAGER | 24 |
| 8 | A084 | AGENCY CONTROLLER — MEDIUM AGENCY | 24 |
| 9 | A125 | DFA ACCOUNTING SUPPORT SYSTEM MGR | 24 |
| 10 | A130 | BANK REVIEW ADMINISTRATOR | 24 |
| 11 | A198 | PSC SENIOR RATE CASE ANALYST | 24 |
| 12 | A200 | PSC OPERATIONS MANAGER | 24 |
| 13 | A252 | DHE FINANCIAL MANAGER | 24 |
| 14 | A254 | PUBLIC UTILITY AUDIT MANAGER | 24 |
| 15 | B007 | CRIME LAB CHIEF ILLICIT LABS | 24 |
| 16 | B015 | SENIOR PETROLEUM GEOLOGIST | 24 |
| 17 | B044 | CHIEF FORENSIC QUESTIONED DOC EXAM | 24 |
| 18 | B046 | CHIEF FORENSIC TOXICOLOGIST | 24 |
| 19 | B048 | CHIEF FORENSIC CHEMIST | 24 |
| 20 | B050 | CHIEF FORENSIC SEROLOGIST | 24 |
| 21 | D011 | DP NETWORK MANAGER III — INST | 24 |
| 22 | D028 | DIS PROGRAMMER ANALYST/STAFF SPEC | 24 |
| 23 | D041 | BANK SENIOR IS EXAMINER | 24 |
| 24 | D062 | SYSTEMS ANALYST III — INST | 24 |
| 25 | D064 | SR SYSTEMS PROGRAMMER | 24 |
| 26 | D068 | SYSTEMS PROGRAMMER III — INST | 24 |
| 27 | D087 | DIS TELECOMMUNICATIONS SVCS MGR | 24 |
| 28 | D096 | ASST DIR COMPUTER SVCS II — INST | 24 |
| 29 | D099 | OIT PROGRAMMER ANALYST/STAFF SPEC | 24 |
| 30 | D116 | DFA AASIS FI/HR LEAD SYSTEM ANALYST | 24 |
| 31 | D130 | INFORMATION SYSTEMS ADMINISTRATOR | 24 |
| 32 | D133 | DHHS APPLICATIONS MANAGER | 24 |
| 33 | D135 | DFA AASIS CUSTOMER RELATIONS MANAGER | 24 |
| 34 | D142 | SECURITY ANALYST II | 24 |
| 35 | D157 | OIT SENIOR CIS ANALYST | 24 |
| 36 | D158 | DIS SYSTEMS SPECIALIST II | 24 |

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| 1 | D159 | DIS NETWORK SPECIALIST II | 24 |
| 2 | D160 | DIS TECHNICAL ACCOUNT REP | 24 |
| 3 | D163 | DIS BUSINESS CONTINUITY ANALYST | 24 |
| 4 | D164 | DIS QUALITY ANALYST | 24 |
| 5 | D165 | DIS PROCUREMENT SPECIALIST | 24 |
| 6 | E020 | CURRICULUM DIRECTOR | 24 |
| 7 | F002 | ETV CHIEF ENGINEER | 24 |
| 8 | L005 | PHARMACIST I | 24 |
| 9 | L084 | PATIENT CARE SUPERVISOR | 24 |
| 10 | L096 | SR PHARMACIST | 24 |
| 11 | L112 | PSYCH RESIDENT | 24 |
| 12 | M042 | DHHS/DCO COUNTY ADMINISTRATOR IV | 24 |
| 13 | N339 | CHIEF LATENT PRINTS EXAMINER | 24 |
| 14 | P301 | PRKS AND TRSM PROGRAM SVC ADMR | 24 |
| 15 | P302 | PARK SUPERINTENDENT V | 24 |
| 16 | R006 | ASST RISK MANAGEMENT ADMR | 24 |
| 17 | R029 | CLASS B PUBLIC DEFENDER | 24 |
| 18 | R036 | ATTORNEY | 24 |
| 19 | R050 | PUBLIC SERVICE COMM RURAL LIAISON | 24 |
| 20 | R069 | ED STATISTICAL ANALYST & RESEARCHER | 24 |
| 21 | R078 | PRKS & TRSM MRKTING & PROMOTION DIR | 24 |
| 22 | R080 | STATISTICAL ANALYSIS MANAGER | 24 |
| 23 | R135 | ED COORD RESEARCH & STATISTICS | 24 |
| 24 | R287 | OUTDOOR REC GRANTS PRGM DIR | 24 |
| 25 | R475 | SR BUDGET ANALYST/SPECIALIST | 24 |
| 26 | R482 | PSC CHIEF, PIPELINE SAFETY | 24 |
| 27 | T007 | STATE POLICE CAPTAIN | 24 |
| 28 | T009 | HE PUBLIC SAFETY COMMANDER III | 24 |
| 29 | T046 | CRIME LAB CHIEF FIREARM/TOOL EXAM | 24 |
| 30 | T053 | CRIME LAB CHIEF CRIMINALIST | 24 |
| 31 | X328 | DEQ ASST CHIEF WATER POLLUTION | 24 |
| 32 | X339 | ENGINEER SUPERVISOR | 24 |
| 33 | X363 | ASP/CACD CHIEF ADMINISTRATOR | 24 |
| 34 | Z486 | UAMS ACCOUNTING MANAGER | 24 |
| 35 | Z488 | UAMS DIR OF PATIENT RELATIONS | 24 |
| 36 | Z500 | UAF ASSOC DIR OF PHYSICAL PLANT | 24 |

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| 1 | Z72Z | UAF DIR OF STUDENT UNION | 24 |
| 2 | 002Z | ATRS PROGRAM MGR/MEMBER SVCS | 23 |
| 3 | 008Z | PUB DEFENDER NETWORK ADMINISTRATOR | 23 |
| 4 | 013Z | WIB MONITOR | 23 |
| 5 | 015Z | ASST STATE FORESTER | 23 |
| 6 | 028Z | ED APSCN COOR/INTERNAL OPS | 23 |
| 7 | 030Z | AREC ASST DEPUTY DIRECTOR | 23 |
| 8 | 032Z | PSC TAX DIV ASST DIR/MOTOR CAR PROG | 23 |
| 9 | 043Z | DIRECTOR OF SECONDARY CENTER | 23 |
| 10 | 050Z | PLANT BOARD DIRECTOR MARKETING | 23 |
| 11 | 051Z | PLANT BOARD DIRECTOR PLANT IND | 23 |
| 12 | 055Z | DP MANAGER | 23 |
| 13 | 058Z | PROPERTY ASSESSMENT COORD MGR | 23 |
| 14 | 065Z | OCSE FIELD MANAGER | 23 |
| 15 | 070Z | SECURITIES CHIEF EXAMINER | 23 |
| 16 | 091Z | ASST WARDEN | 23 |
| 17 | 108Z | GOR MEDICAL/DENTAL ADMR | 23 |
| 18 | 117Z | GOR AGRI PRODUCTION SUPERVISOR | 23 |
| 19 | 126Z | STATE REGISTRAR VITAL RECORDS | 23 |
| 20 | 138Z | DFA DIVISION MANAGER II | 23 |
| 21 | 143Z | FED SURPLUS PROPERTY MGR | 23 |
| 22 | 146Z | DFA HUMAN RESOURCES MGR | 23 |
| 23 | 181Z | COMPLIANCE ADMINISTRATOR | 23 |
| 24 | 185Z | DFA TRAINING PROJECT MANAGER | 23 |
| 25 | 196Z | GOR BOOT CAMP ADMINISTRATOR | 23 |
| 26 | 227Z | ED COORD CHAPTER I PROGRAMS | 23 |
| 27 | 233Z | ED DIR CHILD NUTRITION PROGRAMS | 23 |
| 28 | 237Z | ED COORD SPECIAL EDUCATION | 23 |
| 29 | 238Z | ED COORD TEACHER EDUC, CERT & TEST | 23 |
| 30 | 243Z | ED COORD VOC PLANNING & EVAL | 23 |
| 31 | 299Z | G&F ASSISTANT DIVISION CHIEF | 23 |
| 32 | 303Z | REHAB CHIEF — HR DEVELOPMENT & TRAINING | 23 |
| 33 | 323Z | HLTH ASST DIR DIV PUBLIC HEALTH NSG | 23 |
| 34 | 384Z | HLTH HUMAN RESOURCES MANAGER | 23 |
| 35 | 409Z | LABOR CODE ENFORCEMENT ADMINISTRATOR | 23 |
| 36 | 410Z | LABOR FINANCE & PERSONNEL MANAGER | 23 |

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| 1 | 422Z | HLTH DIR HLTH MAINT/PUB HLTH PRGM | 23 |
| 2 | 482Z | ED VO TECH SCHOOL ASST DIR | 23 |
| 3 | 564Z | PRKS & TRSM PERSONNEL MANAGER | 23 |
| 4 | 608Z | PERS MEMBER SERVICES MANAGER | 23 |
| 5 | 610Z | PERS PROG MGR/ADMIN SVCS | 23 |
| 6 | 638Z | DEPUTY DIRECTOR ACADEMY OPERATIONS | 23 |
| 7 | 640Z | DEPUTY DIRECTOR STANDARDS DIVISION | 23 |
| 8 | 717Z | DWS PERSONNEL MANAGER | 23 |
| 9 | 766Z | WRKS COMP PROGRAM MANAGER | 23 |
| 10 | 822Z | HLTH RURAL HLTH PRGM ADMINISTRATOR | 23 |
| 11 | 836Z | COORDINATOR OF CHAPTER II | 23 |
| 12 | 837Z | ED COORD VOC INSTRUCTIONAL PROGRAMS | 23 |
| 13 | 845Z | ED COORD ADULT ED PROGRAMS | 23 |
| 14 | 870Z | BEHAVIORAL HLTH FACILITY ADMINISTRATOR | 23 |
| 15 | 874Z | HLTH COMPTROLLER | 23 |
| 16 | 897Z | DHHS INSTITUTION PROGRAM MANAGER | 23 |
| 17 | 911Z | IFID FISCAL OFFICER | 23 |
| 18 | 913Z | PLANT BOARD DIRECTOR FEED/SEED | 23 |
| 19 | 923Z | DHHS PRGM ADMINISTRATOR | 23 |
| 20 | 949Z | COR INDUSTRY PRGM TRADE SPEC SUPV | 23 |
| 21 | 990Z | ED COORD STUDENT ASSESSMENT PROGRAM | 23 |
| 22 | 995Z | DFA ACCOUNTING UNIT MANAGER | 23 |
| 23 | A007 | INSURANCE CONSUMER SVCS ADMIN | 23 |
| 24 | A014 | BANK SENIOR EXAMINER | 23 |
| 25 | A058 | TEACHER RET MGR BENEFITS & COUNSEL | 23 |
| 26 | A059 | RETIREMENT MANAGER/SUPV MEMBERSHIP | 23 |
| 27 | A083 | AGENCY CONTROLLER — SMALL AGENCY | 23 |
| 28 | A123 | ED INTERNAL AUDITOR | 23 |
| 29 | A127 | ASST CONTROLLER | 23 |
| 30 | A140 | INSURANCE SENIOR EXAMINER | 23 |
| 31 | A143 | INSURANCE LICENSING ADMIN | 23 |
| 32 | A150 | TAX DIVISION ASSISTANT DIRECTOR | 23 |
| 33 | A197 | SR RISK SPECIALIST | 23 |
| 34 | A255 | TEACHER RET INVEST ADMR AR RELATED | 23 |
| 35 | A257 | ATRS SUPERVISOR/BENEFITS & COUNSELING | 23 |
| 36 | A258 | ATRS SUPERVISOR/INVESTMENTS | 23 |

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| 1 | A259 | ATRS SUPERVISOR/FISCAL | 23 |
| 2 | A260 | ATRS SUPERVISOR/RETIRANT PAYROLL | 23 |
| 3 | A261 | ATRS SUPERVISOR/REPORTING | 23 |
| 4 | A262 | ATRS SUPERVISOR/REAL ESTATE | 23 |
| 5 | A263 | DFA ACCOUNTING SPECIALIST III | 23 |
| 6 | B012 | CHEMIST SUPERVISOR | 23 |
| 7 | B016 | G&F CHIEF RIVER BASINS & COV | 23 |
| 8 | B021 | FORENSIC CHEMIST SUPERVISOR | 23 |
| 9 | B040 | HLTH PUB HLTH LAB SECTION DIRECTOR | 23 |
| 10 | B068 | MICROBIOLOGIST SUPV | 23 |
| 11 | B106 | GEOLOGY SUPERVISOR | 23 |
| 12 | B108 | PETROLEUM GEOLOGIST | 23 |
| 13 | C004 | DIS COMMUNICATIONS MANAGER | 23 |
| 14 | D045 | DIS LEAD PROGRAMMER/ANALYST | 23 |
| 15 | D046 | SYSTEMS APPLICATIONS SUPERVISOR | 23 |
| 16 | D053 | DATA BASE COORD II — INST | 23 |
| 17 | D080 | APPLICATIONS & SYSTEMS MANAGER | 23 |
| 18 | D085 | DP PRODUCTION MGR I — INST | 23 |
| 19 | D095 | ASST DIR COMPUTER SVCS I — INST | 23 |
| 20 | D100 | DP SENIOR PROJECT LEADER | 23 |
| 21 | D127 | TELECOMMUNICATIONS PLANNING SPEC II | 23 |
| 22 | D134 | DFA AASIS SOFTWARE SYSTEMS ANALYST I | 23 |
| 23 | D166 | OIT TECHNOLOGY ANALYST | 23 |
| 24 | D167 | DIS RATE RECOVERY ANALYST | 23 |
| 25 | D168 | DIS COMPUTER OPERATIONS TEAM LEAD | 23 |
| 26 | D169 | DIS PRODUCTION CHANGE SCHEDULER | 23 |
| 27 | D186 | DIS SUPPORT SPECIALIST II | 23 |
| 28 | E015 | ED SCHOOL PRINCIPAL | 23 |
| 29 | E018 | HLTH PUB HLTH ED MANAGER | 23 |
| 30 | E032 | ED ACCOUNTABILITY PROGRAM COORD | 23 |
| 31 | E102 | ED CURRICULUM SUPV VOCATIONAL | 23 |
| 32 | L003 | HLTH DIR NUTRITION SERVICES | 23 |
| 33 | M011 | FAMILY SERVICE WORKER PRINCIPAL | 23 |
| 34 | M015 | FAMILY SERVICE WORKER COUNTY SUPERVISOR | 23 |
| 35 | M040 | DHHS/DCO COUNTY ADMINISTRATOR III | 23 |
| 36 | M092 | HLTH SOC SVC PROGRAM DIRECTOR | 23 |

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| 1 | M122 | EVAL/ADMISSIONS/HLTH SVCS MGR | 23 |
| 2 | M178 | DHHS/DDS ASST SUPT — CONWAY | 23 |
| 3 | N297 | PRKS & TRSM TOURISM EDITOR | 23 |
| 4 | N300 | TOURISM DEVELOPMENT MANAGER | 23 |
| 5 | N301 | TOURISM GROUP TRAVEL MANAGER | 23 |
| 6 | N330 | LICENSED ARCHITECT | 23 |
| 7 | N334 | GOR ASST TO THE DIR/PUB RELATIONS | 23 |
| 8 | P303 | PARK SUPERINTENDENT IV | 23 |
| 9 | Q001 | EGG & POULTRY AREA SUPERVISOR | 23 |
| 10 | Q020 | HAZARDOUS WASTE INSPECTOR SUPV | 23 |
| 11 | Q037 | DIRECTOR PROTECTIVE HEALTH CODES | 23 |
| 12 | Q042 | DISTRICT LIVESTOCK INSPECTION MGR | 23 |
| 13 | R017 | PERS INFORMATION SERVICES MANAGER | 23 |
| 14 | R033 | GOR INTERNAL AFFAIRS ADMINISTRATOR | 23 |
| 15 | R039 | AREC CHIEF INVESTIGATOR | 23 |
| 16 | R045 | AREC LICENSING SUPERVISOR | 23 |
| 17 | R051 | HLTH DIR EMERGENCY HLTH SVCS | 23 |
| 18 | R056 | HLTH PUB HLTH NURSING PROGRAM ADMR | 23 |
| 19 | R063 | EDUCATION CURRICULUM SUPERVISOR | 23 |
| 20 | R067 | EDUCATION RESEARCH SPECIALIST | 23 |
| 21 | R089 | DDSSA HR AND LEGAL COMPLIANCE MGR | 23 |
| 22 | R151 | AERONAUTICS ASSISTANT DIRECTOR | 23 |
| 23 | R165 | DHHS CLIENT ADVOCATE | 23 |
| 24 | R179 | DDSSA PROFESSIONAL RELATIONS MGR | 23 |
| 25 | R184 | NURSING SERVICES UNIT MANAGER | 23 |
| 26 | R191 | DFA SENIOR PERSONNEL SUPERVISOR | 23 |
| 27 | R316 | WRKS COMP PUB EMP BEN DET MGR | 23 |
| 28 | R378 | STATE ECONOMIC DEVELOPER II | 23 |
| 29 | R480 | PSC CHIEF, QUALITY OF SERVICE | 23 |
| 30 | R485 | ABA HUMAN RESOURCE MANAGER | 23 |
| 31 | T011 | STATE POLICE LIEUTENANT | 23 |
| 32 | T015 | PAROLE/PROBATION AREA MANAGER | 23 |
| 33 | T020 | HE PUBLIC SAFETY COMMANDER II | 23 |
| 34 | T064 | WORK RELEASE CENTER SUPV III | 23 |
| 35 | T077 | FIRE MARSHAL/EXPLOSIVE TEAM COORDINATOR | 23 |
| 36 | T080 | GAME & FISH MAJOR | 23 |

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| 1 | V062 | ASST PURCHASING ADMINISTRATOR | 23 |
| 2 | X302 | HLTH DIR MEDICARE CERTIFICATION | 23 |
| 3 | X325 | DDSSA CLAIMS HEARING MANAGER | 23 |
| 4 | Z003 | ASU ASSOC DIR PHYSICAL PLANT | 23 |
| 5 | Z007 | HSU DIRECTOR PUBLIC SAFETY | 23 |
| 6 | Z060 | UAF ASSOC DIR OF AR UNION | 23 |
| 7 | Z467 | SAU DIRECTOR OF PUBLIC SAFETY | 23 |
| 8 | Z477 | ATU DIRECTOR OF PUBLIC SAFETY | 23 |
| 9 | Z482 | UAF ENERGY CONSERVATION & MGMT ENGR | 23 |
| 10 | Z492 | UAF DIR OF RISK MGMT & INSURANCE | 23 |
| 11 | Z505 | ASU ENGINEERING COMM FACILITIES DIR | 23 |
| 12 | Z506 | ASU CONSTRUCTION COORDINATOR | 23 |
| 13 | Z513 | ASU DIRECTOR OF HOUSING | 23 |
| 14 | Z520 | ASU PURCHASING AGENT | 23 |
| 15 | Z705 | UAF ENGINEERING MANAGER | 23 |
| 16 | Z708 | UAF ASSOC TREASURER | 23 |
| 17 | Z714 | UAF CONSTRUCTION COORDINATOR | 23 |
| 18 | Z721 | UAF DIR OF PRINTING | 23 |
| 19 | Z733 | UAF ASSOC REGISTRAR | 23 |
| 20 | Z773 | UALR PURCHASING AGENT | 23 |
| 21 | Z821 | UAMS ASSOC DIR OF PHYSICAL PLANT | 23 |
| 22 | Z834 | UAMS DIR OF COMMUNICATIONS SVCS | 23 |
| 23 | Z842 | UAMS DIR OF SOCIAL SERVICE | 23 |
| 24 | Z844 | UAMS INSTRUMENTATION ENGINEER | 23 |
| 25 | Z895 | UAPB DIRECTOR OF PUBLIC SAFETY | 23 |
| 26 | Z916 | UCA DIRECTOR OF HOUSING | 23 |
| 27 | Z919 | UCA CONSTRUCTION COORDINATOR | 23 |
| 28 | Z922 | UCA PURCHASING AGENT | 23 |
| 29 | Z943 | UAMS CONSTRUCTION COORDINATOR | 23 |
| 30 | Z945 | UAF ASST BUSINESS MANAGER | 23 |
| 31 | Z946 | UAF ASST CONTROLLER | 23 |
| 32 | 001Z | DFA MGR PURCHASE & PROP MGMT | 22 |
| 33 | 062Z | ED PERSONNEL MANAGER | 22 |
| 34 | 088Z | ADEM FIRE SVCS ADMINISTRATOR | 22 |
| 35 | 114Z | COR CLASSIFICATION ADMINISTRATOR | 22 |
| 36 | 119Z | CC/COR PERSONNEL MANAGER | 22 |

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| 1 | 147Z | DISTRICT FORESTER | 22 |
| 2 | 161Z | STATE LIBRARY SERVICES COORDINATOR | 22 |
| 3 | 174Z | REHAB PROG PLNG & DEVELOP MANAGER | 22 |
| 4 | 184Z | FORESTRY FISCAL OFFICER | 22 |
| 5 | 219Z | HLTH COMM DISEASE/IMMUNIZ PROG MGR | 22 |
| 6 | 220Z | HLTH PERINATAL HLTH PRGM MANAGER | 22 |
| 7 | 229Z | ED COORD INSTRUCTIONAL MATERIALS | 22 |
| 8 | 235Z | ED COORD SCHOOL PLANT SERVICES | 22 |
| 9 | 506Z | REHAB SERVICES PERSONNEL MANAGER | 22 |
| 10 | 660Z | DSB VENDING FACILITY PROG ADMR | 22 |
| 11 | 698Z | DHHS/DAS MATERIALS MGMT ADMR | 22 |
| 12 | 699Z | DHHS/DCO FIELD MANAGER | 22 |
| 13 | 744Z | DWS EQUAL OPPORTUNITY MANAGER | 22 |
| 14 | 795Z | DWS MANAGER II | 22 |
| 15 | 840Z | ED VOC ED PROGRAM SUPPORT MGR | 22 |
| 16 | 904Z | REHAB PROGRAM ADMINISTRATOR | 22 |
| 17 | 908Z | MLK COMMISSION EXECUTIVE DIRECTOR | 22 |
| 18 | 909Z | PROGRAM SUPPORT MANAGER | 22 |
| 19 | 914Z | DFA STATE PURCHASING CARD ADMINISTRATOR | 22 |
| 20 | 918Z | ABA REAL ESTATE MGR | 22 |
| 21 | 925Z | ELEC COMM DIR OF COMPLIANCE | 22 |
| 22 | 958Z | CERTIFIED VOCATIONAL REHAB MANAGER | 22 |
| 23 | 975Z | DHHS WEATHERIZATION PROGRAM ADMIN | 22 |
| 24 | A023 | LIQUIDATION & REHAB OFFICER | 22 |
| 25 | A032 | AGENCY FISCAL MANAGER | 22 |
| 26 | A044 | SECURITIES EXAMINER SUPERVISOR | 22 |
| 27 | A047 | GENERAL FINANCE COORDINATOR | 22 |
| 28 | A072 | PUBLIC UTILITY AUDITOR SUPERVISOR | 22 |
| 29 | A073 | DFA ACCOUNTING SUPERVISOR | 22 |
| 30 | A088 | DHHS FINANCIAL SECTION MANAGER | 22 |
| 31 | A095 | DHHS AUDIT SUPERVISOR | 22 |
| 32 | A121 | PSC TAX DIV FINANCIAL ANALYST | 22 |
| 33 | A264 | PARKS AND TOURISM ACCOUNTING MANAGER | 22 |
| 34 | A265 | DFA ACCOUNTING SPECIALIST II | 22 |
| 35 | B006 | SR EPIDEMIOLOGIST | 22 |
| 36 | B014 | PROFESSIONAL GEOLOGIST | 22 |

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| 1 | B017 | G&F BIOLOGIST SUPERVISOR | 22 |
| 2 | B023 | DEQ CHIEF ECOLOGIST | 22 |
| 3 | B053 | FORENSIC BIOLOGIST | 22 |
| 4 | B055 | FORENSIC TOXICOLOGIST | 22 |
| 5 | B057 | FORENSIC CHEMIST | 22 |
| 6 | B058 | MEDICAL TECHNOLOGIST III | 22 |
| 7 | B073 | FORENSIC QUESTIONED DOC EXAMINER II | 22 |
| 8 | B086 | HLTH CHEMIST SUPERVISOR | 22 |
| 9 | B089 | HLTH MICROBIOLOGIST SUPERVISOR | 22 |
| 10 | B099 | ENVIRONMENTAL PROGRAM MANAGER | 22 |
| 11 | B102 | NATURAL AREA CHIEF PLANNER | 22 |
| 12 | D009 | DP NETWORK MANAGER II — INST | 22 |
| 13 | D012 | NETWORK PLANNING PROJECT LDR | 22 |
| 14 | D029 | DIS SENIOR PROGRAMMER/ANALYST | 22 |
| 15 | D038 | SYSTEMS PROGRAMMER | 22 |
| 16 | D051 | COMPUTER SUPPORT SPEC III INST | 22 |
| 17 | D060 | SYSTEMS PROGRAMMER II — INST | 22 |
| 18 | D066 | SYSTEMS COORDINATION ANALYST II | 22 |
| 19 | D067 | SYSTEMS ANALYST II — INST | 22 |
| 20 | D072 | DP OPERATIONS SUPV III — INST | 22 |
| 21 | D074 | BANK JUNIOR IS EXAMINER | 22 |
| 22 | D093 | DP NETWORK TECH III — INST | 22 |
| 23 | D106 | DP OPERATIONS MANAGER | 22 |
| 24 | D115 | INFORMATION SYSTEMS PLANNER | 22 |
| 25 | D117 | DFA FI/HR SYSTEM ANALYST II | 22 |
| 26 | D124 | LEAD PROGRAMMER/ANALYST | 22 |
| 27 | D139 | DIS TELECOMM APPLICATIONS SPEC | 22 |
| 28 | D143 | SECURITY ANALYST I | 22 |
| 29 | D170 | OIT GIS ANALYST | 22 |
| 30 | D171 | DIS CUSTOMER RELATIONS SPECIALIST | 22 |
| 31 | D172 | DIS SYSTEMS SPECIALIST I | 22 |
| 32 | D173 | DIS NETWORK SPECIALIST I | 22 |
| 33 | D174 | DIS SUPPORT SPECIALIST I | 22 |
| 34 | D175 | DIS WEB GRAPHICS SPECIALIST | 22 |
| 35 | E010 | GOR TRAINING ADMINISTRATOR | 22 |
| 36 | E051 | TRAINING PROJECT MANAGER | 22 |

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| 1 | E057 | TEACHER F/T SENSORY IMPAIRED SUPV | 22 |
| 2 | J008 | STATE FOREST MANAGER | 22 |
| 3 | L007 | REHAB COORD OF PSYCH SERVICES | 22 |
| 4 | L009 | HLTH PUB HLTH NURSE SUPERVISOR | 22 |
| 5 | L074 | REGISTERED NURSE PRACTITIONER II | 22 |
| 6 | L078 | NURSE SUPERVISOR | 22 |
| 7 | L094 | PHARMACIST | 22 |
| 8 | M009 | FAMILY SERVICE WORKER SUPERVISOR | 22 |
| 9 | M010 | CAREER PLNG & PLAC COORDINATOR | 22 |
| 10 | M012 | CHILD CARE DIRECTOR | 22 |
| 11 | M018 | PUBLIC DEF OMBUDSMAN COORDINATOR | 22 |
| 12 | M032 | DHHS/DCO COUNTY SUPV IV | 22 |
| 13 | M038 | DHHS/DCO COUNTY ADMINISTRATOR II | 22 |
| 14 | M071 | SPINAL CORD COMM CLIENT SVCS ADMR | 22 |
| 15 | M087 | DHHS/DCFS FIELD MANAGER | 22 |
| 16 | M118 | DHHS/DBHS DIR OF COMM SUPPORT PROG | 22 |
| 17 | N284 | DFA EMPLOYEE BENEFIT DIV COMM MGR | 22 |
| 18 | N298 | PRKS & TRSM MUSEUM DIRECTOR | 22 |
| 19 | N336 | LATENT PRINTS EXAMINER | 22 |
| 20 | P332 | PARK SUPERINTENDENT III | 22 |
| 21 | Q004 | OCCUPATIONAL HYGIENIST SUPERVISOR | 22 |
| 22 | Q006 | DEQ PERMIT SUPERVISOR | 22 |
| 23 | Q032 | HLTH PHYSICIST SUPERVISOR | 22 |
| 24 | Q034 | HLTH PUB HLTH INVESTIGATION MANAGER | 22 |
| 25 | Q038 | DIRECTOR HVACR SECTION | 22 |
| 26 | Q078 | HEALTH ENVIRONMENTAL SUPV | 22 |
| 27 | Q092 | LABOR CHIEF BOILER INSPECTOR | 22 |
| 28 | Q102 | SANITARIAN SVCS PROGRAM ADMR | 22 |
| 29 | Q120 | POL C INSPECTOR SUPV | 22 |
| 30 | R031 | ED SUPERVISOR MIGRANT EDUCATION | 22 |
| 31 | R046 | SR BUDGET ANALYST | 22 |
| 32 | R047 | PUBLIC DEFENDER PERSONNEL MANAGER | 22 |
| 33 | R055 | HLTH PUB HLTH NURSING PROGRAM COORD | 22 |
| 34 | R058 | DDS PERSONNEL MANAGER | 22 |
| 35 | R060 | TRS PERSONNEL MANAGER | 22 |
| 36 | R077 | DAH HIST PRESERVATION ASST DIR | 22 |

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| 1 | R079 | ASST DIR ABC | 22 |
| 2 | R081 | MILITARY PERSONNEL MANAGER | 22 |
| 3 | R088 | HIGHER ED FINANCIAL OFFICER | 22 |
| 4 | R094 | ASB/ASD PERSONNEL MANAGER | 22 |
| 5 | R096 | HIGHER ED ASST COORD STUD FIN AID | 22 |
| 6 | R098 | DIRECTOR OF EDUCATIONAL SERVICES | 22 |
| 7 | R119 | PATIENT BUSINESS SERVICES MANAGER | 22 |
| 8 | R127 | ENERGY CONSERVATION PROGRAM ADMR | 22 |
| 9 | R129 | DAH ASST DIR ARTS & HUMANITIES | 22 |
| 10 | R130 | DFA PERSONNEL SUPERVISOR | 22 |
| 11 | R159 | STATE LIBRARY EXT SVCS COORD | 22 |
| 12 | R181 | DDSSA QUALITY ASSURANCE MANAGER | 22 |
| 13 | R185 | DAH MUSEUM ASSISTANT DIRECTOR | 22 |
| 14 | R199 | ASST DIR OF RURAL SERVICES | 22 |
| 15 | R205 | LIBRARY NETWORK SERVICES COORD | 22 |
| 16 | R215 | G&F PERSONNEL MANAGER | 22 |
| 17 | R438 | VETERANS HOME ASSISTANT SUPERVISOR | 22 |
| 18 | R484 | WRKS COMP CLAIMS MANAGER | 22 |
| 19 | R498 | ADFA FINANCE PROGRAM COORDINATOR | 22 |
| 20 | R499 | AR TOBACCO SETTLEMENT COMMSN DIRECTOR | 22 |
| 21 | T014 | CHIEF SECURITY OFFICER | 22 |
| 22 | T038 | WILDLIFE OFFICER SUPERVISOR | 22 |
| 23 | T041 | SOSRA PROGRAM ADMINISTRATOR | 22 |
| 24 | T051 | STATE POLICE SERGEANT | 22 |
| 25 | T052 | FORENSIC CRIMINALIST II | 22 |
| 26 | T060 | CRIME LAB FIREARMS/TOOLMARK EXAM | 22 |
| 27 | T072 | GOR INMATE TRANSPORTATION COORD | 22 |
| 28 | V003 | PROCUREMENT MANAGER | 22 |
| 29 | V042 | GENERAL SERVICES MANAGER | 22 |
| 30 | W007 | HLTH DIR RECORDS MGMT | 22 |
| 31 | X301 | PUB DEF COMM INVESTIGATOR | 22 |
| 32 | X327 | ASP/CACD INVESTIGATOR ADMINISTRATOR | 22 |
| 33 | X338 | ENGINEER, PE | 22 |
| 34 | X344 | ASP/CACD HOTLINE ADMINISTRATOR | 22 |
| 35 | X428 | ABA CONTRACT & CONST MGR | 22 |
| 36 | X456 | PSC RATE CASE ENGINEER | 22 |

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| 1 | Y008 | ABA MAINT & OPER MANAGER | 22 |
| 2 | Y009 | HLTH DIR PLUMBING | 22 |
| 3 | Y013 | MILITARY FACILITIES SUPERVISOR | 22 |
| 4 | Y020 | GOR INDUSTRY PRGM MANAGER | 22 |
| 5 | Y023 | CRIME LAB INSTRUMENTATION ENGINEER | 22 |
| 6 | Y026 | GOR CONSTRUCTION/MAINT SUPV II | 22 |
| 7 | Z476 | UAF PLANT MAINTENANCE ENGINEER | 22 |
| 8 | Z503 | ASU ASST DIRECTOR OF PHYSICAL PLANT | 22 |
| 9 | Z511 | ASU DIRECTOR OF FARMING | 22 |
| 10 | Z518 | ASU DIRECTOR OF STUDENT UNION | 22 |
| 11 | Z532 | ASU ENGINEER/DESIGN SPECIALIST | 22 |
| 12 | Z760 | UALR ASST DIR OF PHYSICAL PLANT | 22 |
| 13 | Z768 | UALR DIRECTOR OF INFORMATION | 22 |
| 14 | Z822 | UAMS ASST DIR OF PHYSICAL PLT | 22 |
| 15 | Z826 | UAMS PAYROLL SERVICES MANAGER | 22 |
| 16 | Z829 | UAMS CHIEF MEDICAL ILLUSTRATOR | 22 |
| 17 | Z855 | UAMS CHIEF INSTRUCTIONAL TV | 22 |
| 18 | Z910 | UCA ASST DIRECTOR OF PHYSICAL PLANT | 22 |
| 19 | Z917 | UCA DIRECTOR OF PERSONNEL | 22 |
| 20 | Z947 | UAF PAYROLL SERVICES MANAGER | 22 |
| 21 | Z950 | UAF FOOD SVC MANAGER — UNION | 22 |
| 22 | 005Z | FINANCIAL AID DIRECTOR — TI | 21 |
| 23 | 167Z | DFA DIVISION MANAGER I | 21 |
| 24 | 417Z | LABOR SAFETY COORDINATOR | 21 |
| 25 | 480Z | BEHAVIORAL HEALTH PERSONNEL MANAGER | 21 |
| 26 | 683Z | REHAB DIR SVCS FOR DEAF & HEAR IMP | 21 |
| 27 | 686Z | REHAB SPECIAL PROGRAM ADMINISTRATOR | 21 |
| 28 | 697Z | DHHS PRGM MANAGER | 21 |
| 29 | 799Z | DWS MANAGER I | 21 |
| 30 | 809Z | DHHS PLANNING & POLICY DEV COORD | 21 |
| 31 | 892Z | DHHS INSTITUTION BUSINESS MANAGER | 21 |
| 32 | A003 | SCIENCE & TECH FINANCE PROG MGR | 21 |
| 33 | A008 | ACCOUNTING SUPERVISOR II | 21 |
| 34 | A057 | OES ADMINISTRATIVE OFFICER | 21 |
| 35 | A067 | DFA ACCOUNTING SPECIALIST | 21 |
| 36 | A075 | FINANCIAL ANALYST II | 21 |

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| 1 | A079 | SR CERTIFIED RATE AND FORM ANALYST | 21 |
| 2 | A097 | RETIREMENT COUNSELOR SUPERVISOR | 21 |
| 3 | A098 | SENIOR SECURITIES EXAMINER | 21 |
| 4 | A104 | TAX AUDITOR SUPERVISOR | 21 |
| 5 | A116 | RATE ANALYST III | 21 |
| 6 | A117 | G&F LICENSING SUPERVISOR | 21 |
| 7 | A132 | APERS MANAGER/SUPERVISOR MEMBERSHIP | 21 |
| 8 | A164 | RETIREMENT FUND INVESTMENT SUPV | 21 |
| 9 | A251 | SR AUDITOR | 21 |
| 10 | B026 | G&F BIOLOGIST III | 21 |
| 11 | B027 | FORENSIC SPECIALIST | 21 |
| 12 | B032 | SR GEOLOGIST | 21 |
| 13 | B042 | PLANT BOARD SEED LAB MANAGER | 21 |
| 14 | B094 | BUREAU OF STANDARDS LAB SUPV | 21 |
| 15 | B126 | WATER USE & RESOURCE SPECIALIST | 21 |
| 16 | C002 | WIB COMMUNICATIONS MANAGER | 21 |
| 17 | C003 | WIB BUSINESS AND INDUSTRY LIAISON | 21 |
| 18 | D010 | DATA BASE ANALYST | 21 |
| 19 | D036 | SR PROGRAMMER/ANALYST | 21 |
| 20 | D052 | DATA BASE COORD I — INST | 21 |
| 21 | D122 | USER SUPPORT SUPERVISOR | 21 |
| 22 | D123 | APPLICATIONS & SYSTEMS ANALYST | 21 |
| 23 | D136 | DFA AASIS TRAINING SPECIALIST II | 21 |
| 24 | D140 | DFA AASIS TECHNICAL WRITER | 21 |
| 25 | D176 | DIS LEAD CALL CENTER AGENT | 21 |
| 26 | D177 | DIS LEAD COMPUTER OPERATOR | 21 |
| 27 | D178 | DIS SCHEDULER II | 21 |
| 28 | E008 | ADEM TRAINING PROJECT MANAGER | 21 |
| 29 | E013 | G&F INFO & ED COORD | 21 |
| 30 | E023 | DHHS/DDS LANGUAGE DEVELOP SUPV | 21 |
| 31 | E028 | ED PROGRAM ADMINISTRATOR | 21 |
| 32 | E031 | TRAINING ACADEMY STAFF ADMR | 21 |
| 33 | E040 | NURSE INSTRUCTOR SUPERVISOR | 21 |
| 34 | E049 | INDUSTRIAL COORDINATOR | 21 |
| 35 | E064 | TV CURRICULUM UTILIZATION COORD | 21 |
| 36 | E067 | INSTITUTION MULTI-MEDIA SVCS DIR | 21 |

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| 1 | E104 | DHHS/DDS ED & TRNG CONSULTANT | 21 |
| 2 | E108 | ETV ADULT EDUCATION COORDINATOR | 21 |
| 3 | E110 | LAW ENFORCE ACADEMY TRAINING SUPV | 21 |
| 4 | F036 | TV PRODUCER | 21 |
| 5 | F046 | ETV CREATIVE SERVICES SUPERVISOR | 21 |
| 6 | G019 | MILITARY HOUSING DIRECTOR | 21 |
| 7 | H001 | GOR COMMODITY & FOOD SVC ADMR | 21 |
| 8 | J006 | FOREST REFORESTATION MANAGER | 21 |
| 9 | J010 | NURSERY SUPERVISOR | 21 |
| 10 | L002 | ASST DIR DIETARY SVCS | 21 |
| 11 | L010 | AUDIOLOGIST SUPERVISOR | 21 |
| 12 | L017 | NUTRITIONIST SUPERVISOR | 21 |
| 13 | L019 | NUTRITIONIST CONSULTANT | 21 |
| 14 | L030 | DIETARY SERVICES DIRECTOR | 21 |
| 15 | L072 | REGISTERED NURSE PRACTITIONER I | 21 |
| 16 | L082 | NURSING SERVICES SPECIALIST | 21 |
| 17 | L090 | OCCUPATIONAL THERAPY SUPERVISOR | 21 |
| 18 | L106 | PHYSICAL THERAPY SUPV | 21 |
| 19 | L122 | PSYCHOLOGICAL EXAMINER II | 21 |
| 20 | L142 | SPEECH PATHOLOGIST SUPV | 21 |
| 21 | M006 | ASST DIR COMMUNITY SERVICES | 21 |
| 22 | M014 | ADMINISTRATOR OF CHAPLAINCY SVCS | 21 |
| 23 | M022 | DHHS/DCO COUNTY ADMINISTRATOR I | 21 |
| 24 | M029 | DHHS/DCO COUNTY SUPV III | 21 |
| 25 | M033 | ATEB OUTREACH MONITOR | 21 |
| 26 | M035 | CERTIFIED VOCATIONAL REHAB FIELD SUP | 21 |
| 27 | M046 | DHHS/DDS TEAM LEADER CONWAY | 21 |
| 28 | M051 | BEHAVIORAL HLTH DIR OF SOCIAL SERVICES | 21 |
| 29 | M055 | CERTIFIED VOCA QUALITY ASSURANCE COORD | 21 |
| 30 | M066 | REHAB FIELD SUPERVISOR | 21 |
| 31 | M081 | DHHS PRGM SPEC FOR DUALY DIAGNOSED | 21 |
| 32 | M085 | DHHS/DCFS PRGM ADMINISTRATOR | 21 |
| 33 | M090 | CAMPUS LIFE COORDINATOR | 21 |
| 34 | M100 | VOCATIONAL COUNSELOR | 21 |
| 35 | M112 | COTTAGE LIFE PROGRAM DIRECTOR | 21 |
| 36 | M113 | VOLUNTEER PROGRAM MANAGER | 21 |

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| 1 | N287 | COORDINATOR OF CRIME PREVENTION | 21 |
| 2 | N293 | DEVELOPMENT SPECIALIST | 21 |
| 3 | N312 | MUSEUM ARCHIVIST CONSERVATOR | 21 |
| 4 | N322 | DFA SUPPORT SERVICES MANAGER | 21 |
| 5 | N326 | FORESTRY INFORMATION & ED MANAGER | 21 |
| 6 | N340 | CHIEF FORENSIC PHOTOGRAPHER | 21 |
| 7 | N373 | ARCHEOLOGIST II | 21 |
| 8 | P331 | PARK SUPERINTENDENT II | 21 |
| 9 | Q070 | HLTH PUB HLTH INVESTIGATOR SUPV | 21 |
| 10 | Q077 | HEALTH ENVIRONMENTAL SPEC III | 21 |
| 11 | Q098 | PLANT BOARD INSPECTION MANAGER | 21 |
| 12 | Q108 | POL C HAZARDOUS WASTE INSPECTOR | 21 |
| 13 | Q110 | MGR GRAIN WRHSE & CATFISH PROC SECT | 21 |
| 14 | R001 | INSURANCE PERSONNEL MANAGER | 21 |
| 15 | R008 | ACD RES & ADM MANAGER | 21 |
| 16 | R023 | NUCLEAR PLNG & RESPONSE MANAGER | 21 |
| 17 | R026 | ASST DIR OF PRINTING | 21 |
| 18 | R028 | ED PROGRAM ANALYST | 21 |
| 19 | R065 | LABOR MEDIATOR | 21 |
| 20 | R074 | BEHAVIORAL HLTH COMM SVCS COORD | 21 |
| 21 | R075 | KEEP ARKANSAS BEAUTIFUL DIRECTOR | 21 |
| 22 | R085 | TECHNICAL ASSISTANCE SPECIALIST | 21 |
| 23 | R091 | DAH PROGRAM MANAGER | 21 |
| 24 | R102 | RURAL CONSTRUCTION GRANT/FIN OFCR | 21 |
| 25 | R103 | VICTIM/WITNESS COORDINATOR | 21 |
| 26 | R111 | DWS PROGRAM OPERATIONS MANAGER | 21 |
| 27 | R115 | OFFICE ON AGING PROGRAM SUPERVISOR | 21 |
| 28 | R120 | PARK PLANNER | 21 |
| 29 | R121 | PRKS & TRSM ASST PERSONNEL MGR | 21 |
| 30 | R123 | DFA POLICY COORDINATOR | 21 |
| 31 | R128 | PERSONNEL REPRESENTATIVE II | 21 |
| 32 | R137 | ED INTERNAL SERVICES MANAGER | 21 |
| 33 | R139 | DFA FINANCIAL ADVISOR | 21 |
| 34 | R141 | DHHS/DCO QUALITY CONTROL MANAGER | 21 |
| 35 | R143 | DHHS RESEARCH & STATISTICS MGR | 21 |
| 36 | R160 | BANK TRAINING & EMPLOYMENT SVCS MGR | 21 |

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| 1 | R172 | INTERSTATE COMPACT ADMR | 21 |
| 2 | R193 | ADEM PROGRAM OPERATIONS MANAGER | 21 |
| 3 | R202 | ASST DIR FEED, FERT, PEST | 21 |
| 4 | R214 | SEED CERTIFICATION MANAGER | 21 |
| 5 | R260 | LIBRARY PROGRAM ADVISOR | 21 |
| 6 | R268 | MEDICAL ECONOMIST | 21 |
| 7 | R286 | PEST CONTROL MANAGER | 21 |
| 8 | R288 | PUBLIC SCHOOL ADMIN ADVISOR | 21 |
| 9 | R290 | PUBLIC SCHOOL PROGRAM ADVISOR | 21 |
| 10 | R298 | AGENCY PROGRAM COORDINATOR | 21 |
| 11 | R306 | REHAB PROG & PLAN DIR | 21 |
| 12 | R310 | VETERANS PROGRAM ADVISOR | 21 |
| 13 | R324 | DDSSA UNIT SUPERVISOR | 21 |
| 14 | R326 | QUALITY ASSURANCE COORDINATOR | 21 |
| 15 | R333 | ED SUPV VOCATIONAL EQUITY PROGRAM | 21 |
| 16 | R346 | PLANT BOARD APIARY MANAGER | 21 |
| 17 | R348 | COMMUNITY DEVELOPMENT CONSULTANT | 21 |
| 18 | R356 | INDUSTRIAL CONSULTANT | 21 |
| 19 | R376 | DEQ ENFORCEMENT ADMINISTRATOR | 21 |
| 20 | R377 | STATE ECONOMIC DEVELOPER I | 21 |
| 21 | R386 | RURAL FIRE DEFENSE ADMR | 21 |
| 22 | R401 | UNIVERSITY PRESS PROMOTION MGR | 21 |
| 23 | R403 | UNIVERSITY PRESS PRODUCTION MGR | 21 |
| 24 | R460 | ENVIRONMENTAL PLANNING SECTION MGR | 21 |
| 25 | R462 | DEQ PROGRAM COORD SECTION MGR | 21 |
| 26 | R471 | SCIENCE & TECH RESEARCH PROG COORD | 21 |
| 27 | R473 | DDPG COORDINATOR | 21 |
| 28 | R474 | INSTITUTION PERSONNEL SVCS MANAGER | 21 |
| 29 | R488 | GRANTS ADMIN SUPV | 21 |
| 30 | T001 | COR INSTITUTIONAL PAROLE ADMR | 21 |
| 31 | T002 | PAROLE/PROBATION ASST AREA MGR | 21 |
| 32 | T008 | CC/COR OFFICER IV | 21 |
| 33 | T019 | MILITARY DEPT DEPUTY FIRE CHIEF | 21 |
| 34 | T023 | HE PUBLIC SAFETY COMMANDER I | 21 |
| 35 | T033 | STATE POLICE CORPORAL | 21 |
| 36 | T040 | WILDLIFE OFFICER III | 21 |

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| 1 | T058 | MILITARY DEPUTY FIRE CHIEF | 21 |
| 2 | T066 | WORK RELEASE CENTER SUPV II | 21 |
| 3 | T076 | DCC PROGRAM COORDINATOR | 21 |
| 4 | T079 | MGR DIVERSION INVESTIGATION UNIT | 21 |
| 5 | V007 | REAL ESTATE OFFICER | 21 |
| 6 | V012 | PURCHASING MANAGER | 21 |
| 7 | V014 | DHHS/DCO COMMODITY SERVICES MANAGER | 21 |
| 8 | V016 | GOR PROCUREMENT & PROPERTY MANAGER | 21 |
| 9 | V080 | MGR PURCHASING & PROPERTY MGT | 21 |
| 10 | X305 | HLTH FACILITY CERT SURVEYOR | 21 |
| 11 | X317 | ASP DL/CDL COORDINATOR | 21 |
| 12 | X320 | ASP/CACD INVESTIGATOR SUPERVISOR | 21 |
| 13 | X324 | CLAIMS HEARING OFFICER II | 21 |
| 14 | X341 | ENGINEER II | 21 |
| 15 | X367 | TCB AUDITOR/INVESTIGATOR | 21 |
| 16 | X410 | LAND RESOURCE SPECIALIST SUPERVISOR | 21 |
| 17 | Y004 | ASP FLEET MANAGER | 21 |
| 18 | Y010 | CHIEF STATE ELECTRICAL INSPECTOR | 21 |
| 19 | Y011 | DAH MANAGER OF HISTORIC PROPERTIES | 21 |
| 20 | Y012 | PARK PROJECT MANAGER | 21 |
| 21 | Y018 | GOR ASST HEAD FARM MANAGER | 21 |
| 22 | Z004 | ATU FINANCIAL ANALYST | 21 |
| 23 | Z005 | ATU GRANT MANAGER | 21 |
| 24 | Z011 | SAU DIRECTOR OF HOUSING | 21 |
| 25 | Z012 | UAM ASST DIR OF PHYSICAL PLANT | 21 |
| 26 | Z058 | PUBLIC SAFETY ADMINISTRATOR UAM | 21 |
| 27 | Z059 | SAU PURCHASING AGENT | 21 |
| 28 | Z466 | UAF FOOD SVC ASST DIR — PURCHASING | 21 |
| 29 | Z468 | UAF FOOD SVC ASST DIR — PERSONNEL | 21 |
| 30 | Z469 | SAU DIRECTOR OF PERSONNEL | 21 |
| 31 | Z473 | ASU ASST DIRECTOR OF FOOD SERVICE | 21 |
| 32 | Z493 | UALR ASSOCIATE REGISTRAR | 21 |
| 33 | Z526 | UALR ASSOC DIR OF ADMISS & REG | 21 |
| 34 | Z570 | ATU ASST DIR OF PHYSICAL PLANT | 21 |
| 35 | Z577 | ATU DIRECTOR OF HOUSING | 21 |
| 36 | Z578 | ATU DIRECTOR OF INFORMATION | 21 |

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| 1 | Z581 | ATU PURCHASING AGENT | 21 |
| 2 | Z584 | ATU DIRECTOR OF PERSONNEL | 21 |
| 3 | Z610 | HSU ASST DIR OF PHYSICAL PLT | 21 |
| 4 | Z616 | HSU DIRECTOR OF HOUSING | 21 |
| 5 | Z618 | HSU DIRECTOR OF PERSONNEL | 21 |
| 6 | Z623 | HSU PURCHASING AGENT | 21 |
| 7 | Z670 | SAU ASST DIRECTOR OF PHYSICAL PLT | 21 |
| 8 | Z675 | SAU DIRECTOR OF INFORMATION | 21 |
| 9 | Z717 | UAF DIR OF HOUSEKEEPING | 21 |
| 10 | Z736 | UAF SPORTS INFORMATION COORDINATOR | 21 |
| 11 | Z772 | UALR DIRECTOR OF STUDENT UNION | 21 |
| 12 | Z793 | UAM DIRECTOR OF HOUSING | 21 |
| 13 | Z796 | UAM PURCHASING AGENT | 21 |
| 14 | Z820 | UAMS AHEC/BUSINESS OFFICER | 21 |
| 15 | Z830 | UAMS CHIEF OF PHOTOGRAPHIC SERVICE | 21 |
| 16 | Z833 | UAMS DEPARTMENT BUSINESS OFFICER | 21 |
| 17 | Z858 | UAMS MCPG MANAGER | 21 |
| 18 | Z880 | UAPB ASST DIR OF PHYSICAL PLT | 21 |
| 19 | Z886 | UAPB DIRECTOR OF INFORMATION | 21 |
| 20 | Z887 | UAPB DIRECTOR OF PERSONNEL | 21 |
| 21 | Z888 | UAPB DIRECTOR OF HOUSING | 21 |
| 22 | Z892 | UAPB PURCHASING AGENT | 21 |
| 23 | Z896 | UAPB PROGRAM DIRECTOR | 21 |
| 24 | Z913 | UCA DIRECTOR OF ALUMNI | 21 |
| 25 | Z928 | WCC PURCHASING AGENT | 21 |
| 26 | Z929 | WCC PUBLIC SAFETY ADMINISTRATOR | 21 |
| 27 | Z941 | WCC DIRECTOR OF PERSONNEL/EEO | 21 |
| 28 | Z952 | UAF PURCHASING AGENT | 21 |
| 29 | 109Z | GOR NURSING DIRECTOR | 20 |
| 30 | 912Z | STAFF FORESTER | 20 |
| 31 | A001 | INDUSTRIAL APPRAISAL SPECIALIST | 20 |
| 32 | A006 | ACCOUNTING SUPERVISOR I | 20 |
| 33 | A010 | CERTIFIED RATE & FORM ANALYST | 20 |
| 34 | A011 | MARKET CONDUCT EXAMINER | 20 |
| 35 | A018 | MEDICAL COST ACCOUNTANT | 20 |
| 36 | A036 | FIELD AUDITOR SUPERVISOR | 20 |

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| 1 | A037 | DFA REVENUE DISTRICT MANAGER | 20 |
| 2 | A038 | FINANCIAL ANALYST | 20 |
| 3 | A042 | FINANCIAL EXAMINER II | 20 |
| 4 | A048 | INSURANCE EXAMINER | 20 |
| 5 | A056 | INTERNAL AUDITOR | 20 |
| 6 | A061 | SENIOR INVESTMENT SPECIALIST | 20 |
| 7 | A062 | SENIOR RETIREMENT COUNSELOR | 20 |
| 8 | A069 | DFA TAX ADMIN SECTION SUPERVISOR | 20 |
| 9 | A076 | PUBLIC UTILITY AUDITOR II | 20 |
| 10 | A085 | HLTH BUDGET & FUND CONTROL MANAGER | 20 |
| 11 | A090 | SECURITIES EXAMINER | 20 |
| 12 | A099 | FINANCE AUTHORITY SPECIALIST SUPV | 20 |
| 13 | A102 | TAX AUDITOR II | 20 |
| 14 | A124 | ACCOUNTING SERVICES REP II | 20 |
| 15 | A182 | INSURANCE RISK SPEC | 20 |
| 16 | A186 | COR BUDGET MANAGER | 20 |
| 17 | A190 | INCOME TAX AUDITOR SUPERVISOR | 20 |
| 18 | A250 | JR AUDITOR | 20 |
| 19 | B003 | EPIDEMIOLOGIST | 20 |
| 20 | B010 | CHEMIST II | 20 |
| 21 | B013 | CRIME LAB AUTOPSY TECHNICIAN SUPV | 20 |
| 22 | B018 | G&F GAME RESEARCH BIOLOGIST | 20 |
| 23 | B024 | BIOLOGIST II | 20 |
| 24 | B036 | SEED ANALYST SUPERVISOR | 20 |
| 25 | B056 | MEDICAL TECHNOLOGIST II | 20 |
| 26 | B066 | MICROBIOLOGIST II | 20 |
| 27 | B070 | MEDICAL EXAMINER CASE COORDINATOR | 20 |
| 28 | B080 | DEQ ECOLOGIST II | 20 |
| 29 | B090 | RESEARCH TECHNOLOGIST II | 20 |
| 30 | B101 | FIELD ECOLOGIST II | 20 |
| 31 | G018 | DWS COMMUNICATIONS & MEDIA OFFICER | 20 |
| 32 | G020 | COMMUNICATIONS SYSTEMS MANAGER | 20 |
| 33 | D001 | DP NETWORK MANAGER I — INST | 20 |
| 34 | D019 | DIS DATA COMMUNICATIONS TECH II | 20 |
| 35 | D050 | COMPUTER SUPPORT SPEC II — INST | 20 |
| 36 | D055 | WEBSITE COORDINATOR II | 20 |

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| 1 | D059 | SYSTEMS PROGRAMMER I — INST | 20 |
| 2 | D065 | SYSTEMS ANALYST I — INST | 20 |
| 3 | D075 | DP INFORMATION SYS COORD — INST | 20 |
| 4 | D086 | ACIG SYSTEMS COORDINATION ANALYST | 20 |
| 5 | D092 | DP NETWORK TECH II — INST | 20 |
| 6 | D118 | DFA FI/HR SYSTEM ANALYST I | 20 |
| 7 | D121 | USER SUPPORT ANALYST | 20 |
| 8 | D126 | TELECOMMUNICATIONS PLANNING SPEC I | 20 |
| 9 | D137 | DFA AASIS TRAINING SPECIALIST I | 20 |
| 10 | D179 | DIS ACCOUNTS SPECIALIST | 20 |
| 11 | E002 | SAFETY TRAINING OFFICER | 20 |
| 12 | E007 | SR REHAB TEACHER F/T BLIND | 20 |
| 13 | E009 | SR ORIENTATION & MOBILITY SPEC | 20 |
| 14 | E012 | GOR INDUSTRIAL SUPV II | 20 |
| 15 | E026 | INSTITUTIONAL INSTRUCTOR SUPERVISOR | 20 |
| 16 | E035 | ADE FINANCIAL ANALYST | 20 |
| 17 | E038 | NURSE INSTRUCTOR | 20 |
| 18 | E044 | PUB HLTH EDUCATOR SUPERVISOR | 20 |
| 19 | E073 | LAW ENFORCE TRAINING INSTRUCTOR | 20 |
| 20 | E077 | TEACHER F/T SENSORY IMPAIRED IV | 20 |
| 21 | E078 | VOCATIONAL INSTRUCTOR IV | 20 |
| 22 | E100 | GOR TRAINING ACADEMY SUPERVISOR | 20 |
| 23 | E112 | WEATHERIZATION TRAINING COORD | 20 |
| 24 | E114 | STAFF DEVELOPMENT COORDINATOR | 20 |
| 25 | E124 | LAW ENFORCE STANDARDS SPECIALIST | 20 |
| 26 | G007 | ABA BUILDING & PLANT MAINTENANCE COORD | 20 |
| 27 | G018 | DFA DOG RACING SUPERVISOR | 20 |
| 28 | G104 | CONSTRUCTION/MAINTENANCE COORD | 20 |
| 29 | G120 | PLANT MAINTENANCE COORDINATOR | 20 |
| 30 | G122 | PLANT MAINTENANCE ENGINEER | 20 |
| 31 | G197 | ABA BUILDING MAINT PRGM COORD | 20 |
| 32 | G214 | DIRECTOR MAINTENANCE | 20 |
| 33 | J003 | AVIATION MANAGER | 20 |
| 34 | L008 | SR AUDIOLOGIST | 20 |
| 35 | L015 | NUTRITIONIST | 20 |
| 36 | L016 | CLINICAL DIETITIAN | 20 |

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| 1 | L034 | HOME HEALTH NURSE II | 20 |
| 2 | L070 | NURSE II | 20 |
| 3 | L088 | OCCUPATIONAL THERAPIST II | 20 |
| 4 | L104 | PHYSICAL THERAPIST II/PHYSICAL THER | 20 |
| 5 | L130 | REGISTERED NURSE II | 20 |
| 6 | L140 | SPEECH PATHOLOGIST II | 20 |
| 7 | L146 | STUDENT HEALTH SVC NURSE II | 20 |
| 8 | L156 | HLTH PUB HLTH NURSE II | 20 |
| 9 | L193 | MEDICAL REHAB REPRESENTATIVE | 20 |
| 10 | M005 | FAMILY SERVICE WORKER SPECIALIST | 20 |
| 11 | M013 | DEVELOPMENTAL DISABILITIES SPEC II | 20 |
| 12 | M016 | SR CHAPLAIN | 20 |
| 13 | M027 | DHHS/DCO COUNTY SUPV II | 20 |
| 14 | M028 | COUNSELOR II | 20 |
| 15 | M030 | PUBLIC DEF OMBUDSMAN/SW | 20 |
| 16 | M045 | COR REHAB FACILITY SUPERVISOR | 20 |
| 17 | M058 | SR CERTIFIED VOC REHAB COUNSELOR | 20 |
| 18 | M064 | REHAB FACILITY SUPERVISOR | 20 |
| 19 | M088 | SOCIAL WORKER II | 20 |
| 20 | M115 | SUBSTANCE ABUSE PROGRAM COORD | 20 |
| 21 | M116 | UTILIZATION REVIEW NURSE | 20 |
| 22 | M127 | SR REHABILITATION COUNSELOR | 20 |
| 23 | M128 | DHHS/DDS PRGM COORDINATOR | 20 |
| 24 | M140 | DHHS/DDS TEAM LEADER | 20 |
| 25 | M172 | ASST DIR FINANCIAL AID | 20 |
| 26 | N281 | ARCHITECT INTERN | 20 |
| 27 | N282 | EXHIBITS SPECIALIST | 20 |
| 28 | N283 | SCIENCE & TECH COMMUNICATIONS MGR | 20 |
| 29 | N289 | ARCHIVAL MANAGER | 20 |
| 30 | N295 | FOLKLIFE DIR OZARK FOLK CENTER | 20 |
| 31 | N318 | CURATOR | 20 |
| 32 | N320 | G&F EDITOR | 20 |
| 33 | N324 | EDITOR | 20 |
| 34 | N333 | MEDIA SPECIALIST | 20 |
| 35 | N370 | ARCHITECTURAL HISTORIAN | 20 |
| 36 | N372 | ARCHEOLOGIST | 20 |

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| 1 | N378 | POULTRY PRODUCTS SPECIALIST | 20 |
| 2 | P305 | STATE TRAILS COORDINATOR | 20 |
| 3 | Q008 | LABOR SAFETY CONSULTANT SUPERVISOR | 20 |
| 4 | Q012 | BOILER ASSISTANT CHIEF | 20 |
| 5 | Q030 | HLTH PHYSICIST | 20 |
| 6 | Q039 | HVACR INSPECTOR SUPERVISOR | 20 |
| 7 | Q046 | MEDICARE/MEDICAID SURVEY SPECIALIST | 20 |
| 8 | Q048 | MANUFACTURED HOUSING SPEC SUPV | 20 |
| 9 | Q058 | PLUMBING INSPECTOR SUPV | 20 |
| 10 | Q060 | HAZARDOUS CHEMICAL SUPV | 20 |
| 11 | Q061 | POL C INSPECTOR | 20 |
| 12 | Q064 | BLASTING INSPECTOR SUPV | 20 |
| 13 | Q076 | HEALTH ENVIRONMENTAL SPEC II | 20 |
| 14 | Q096 | PLANT BOARD FIELD SUPV | 20 |
| 15 | R002 | AREC SR REAL ESTATE INVESTIGATOR | 20 |
| 16 | R004 | STATE ENERGY PROGRAM COORDINATOR | 20 |
| 17 | R013 | WATERWAYS ASST DIR COMMUNICATIONS | 20 |
| 18 | R025 | MEDICAL RELATIONS COORDINATOR | 20 |
| 19 | R044 | BUDGET ANALYST | 20 |
| 20 | R054 | HLTH PROGRAM ANALYST | 20 |
| 21 | R082 | AFHC CHIEF INVESTIGATOR | 20 |
| 22 | R093 | MITIGATION SPECIALIST | 20 |
| 23 | R099 | SUPERVISOR OF VETERANS SERVICE | 20 |
| 24 | R122 | INSTITUTION PERSONNEL ANALYST | 20 |
| 25 | R126 | PERSONNEL REPRESENTATIVE I | 20 |
| 26 | R133 | AGENCY DIRECTOR RESEARCH & STATS | 20 |
| 27 | R144 | PROGRAM COORDINATOR | 20 |
| 28 | R145 | DHHS PROGRAM COORDINATOR | 20 |
| 29 | R167 | TELEVISION PROMOTION SUPERVISOR | 20 |
| 30 | R200 | OSCE PROGRAM COORDINATOR | 20 |
| 31 | R232 | EMERG MEDICAL SERVICES SUPV | 20 |
| 32 | R236 | FORESTRY PERSONNEL MANAGER | 20 |
| 33 | R240 | DHE DATA COLLECTION ANALYST | 20 |
| 34 | R266 | MANAGEMENT PROJECT ANALYST II | 20 |
| 35 | R406 | DHHS PERSONNEL PROCESSING SUPV | 20 |
| 36 | R409 | HLTH ASST PERSONNEL DIRECTOR | 20 |

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| 1 | R490 | STUDENT LOAN PROGRAM COORDINATOR | 20 |
| 2 | T004 | AR BEHAVIORAL HLTH PUBLIC SAFETY DIR | 20 |
| 3 | T006 | CC/COR OFFICER III | 20 |
| 4 | T016 | AGRI UNIT SUPERVISOR II | 20 |
| 5 | T030 | HE PUBLIC SAFETY SUPERVISOR | 20 |
| 6 | T031 | MILITARY FIREFIGHTER SHIFT LEADER | 20 |
| 7 | T034 | PAROLE/PROBATION OFFICER II | 20 |
| 8 | T042 | WILDLIFE OFFICER II | 20 |
| 9 | T044 | CHIEF CRIME LAB FIELD INVESTIGATOR | 20 |
| 10 | T050 | CRIME LAB CRIMINALIST I | 20 |
| 11 | T054 | TROOPER 1ST CLASS | 20 |
| 12 | V001 | MEDICAL BUYER | 20 |
| 13 | V005 | ED SUPERVISOR SPECIAL SERVICES | 20 |
| 14 | V009 | HLTH DIR CENTRAL SUPPLY & SVCS | 20 |
| 15 | V010 | BUYER SUPERVISOR | 20 |
| 16 | V024 | G&F PURCHASING/PRINTING MANAGER | 20 |
| 17 | V066 | FED SURPLUS PROPERTY SUPERVISOR | 20 |
| 18 | V067 | DFA MARKETING & REDISTRIB SUPV | 20 |
| 19 | W006 | BEHAVIORAL HEALTH REGISTRAR | 20 |
| 20 | W014 | DIRECTOR MEDICAL RECORDS | 20 |
| 21 | W038 | RECORDS MANAGEMENT COORD | 20 |
| 22 | X303 | ACIC INFORMATION SYSTEM AGENT | 20 |
| 23 | X304 | ABC SR ENFORCEMENT OFFICER | 20 |
| 24 | X308 | PUBLIC DEFENDER INVESTIGATOR | 20 |
| 25 | X311 | DHHS/DDS PRGM EVALUATOR SUPV | 20 |
| 26 | X313 | REVENUE INVESTIGATOR/FRAUD AUDITOR | 20 |
| 27 | X314 | DEQ AIR COMPLIANCE MONITOR | 20 |
| 28 | X323 | WRKS COMP COMPLIANCE OFFICER | 20 |
| 29 | X326 | DDSSA QUALITY CONTROL ANALYST | 20 |
| 30 | X335 | OCCUPATIONAL SAFETY COORDINATOR | 20 |
| 31 | X337 | ENGINEER | 20 |
| 32 | X340 | CLAIMS HEARING OFFICER I | 20 |
| 33 | X347 | ASP/CACD SENIOR INVESTIGATOR | 20 |
| 34 | X354 | OIL & GAS TECHNICIAN II | 20 |
| 35 | X356 | DDSSA FRAUD INVESTIGATOR | 20 |
| 36 | X360 | DDSSA CASE CONSULTANT | 20 |

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| 1 | X365 | CRIMINAL INSURANCE FRAUD INVESTIGATOR | 20 |
| 2 | X369 | TCB ENFORCEMENT AGENT SUPERVISOR | 20 |
| 3 | X390 | PROPERTY ASSESSMENT AUDITOR SUPV | 20 |
| 4 | X394 | SCHOOL INSURANCE SPECIALIST | 20 |
| 5 | X398 | SURVEYOR | 20 |
| 6 | X403 | OIL & GAS DIST PETROLEUM TECH | 20 |
| 7 | Y006 | ENERGY CONSERVATION COORD | 20 |
| 8 | Y025 | PRINT SHOP MANAGER | 20 |
| 9 | Y046 | INSTRUMENTATION ENGINEER | 20 |
| 10 | Y092 | ABA MAINT & CONSTRUCTION PROJ MGR | 20 |
| 11 | Y116 | MAINTENANCE SYSTEMS SUPV | 20 |
| 12 | Y123 | GOR CONSTRUCTION ELECTRICAL SUPV | 20 |
| 13 | Y125 | GOR CONSTRUCTION PLUMBER SUPV | 20 |
| 14 | Y127 | GOR CONSTRUCTION REFRIGERATION SUPV | 20 |
| 15 | Z002 | SACC DIRECTOR OF PERSONNEL/EEO | 20 |
| 16 | Z006 | ATU PAYROLL SERVICES MANAGER | 20 |
| 17 | Z009 | PUL TECH COLLEGE DIR OF PURCHASING | 20 |
| 18 | Z010 | SAU DIRECTOR OF STUDENT UNION | 20 |
| 19 | Z061 | NWCC DIRECTOR OF PERSONNEL | 20 |
| 20 | Z450 | EACC DIRECTOR OF PERSONNEL/EEO | 20 |
| 21 | Z470 | UAMS REIMBURSEMENT SPECIALIST | 20 |
| 22 | Z474 | ASU STUDENT ACCOUNTS OFFICER | 20 |
| 23 | Z475 | ASU B DIRECTOR OF PERSONNEL/EEO | 20 |
| 24 | Z509 | ASU PAYROLL SERVICES MANAGER | 20 |
| 25 | Z512 | ASU DIRECTOR OF HOUSEKEEPING | 20 |
| 26 | Z517 | ASU ASST DIRECTOR OF FARMING | 20 |
| 27 | Z525 | ASU B DIRECTOR OF PURCHASING | 20 |
| 28 | Z551 | ASU B DIRECTOR OF INFORMATION | 20 |
| 29 | Z574 | ATU DIRECTOR OF ALUMNI | 20 |
| 30 | Z613 | HSU DIRECTOR OF ALUMNI | 20 |
| 31 | Z620 | HSU DIRECTOR OF SCHL & UNIV RELA | 20 |
| 32 | Z622 | HSU DIRECTOR OF STUDENT UNION | 20 |
| 33 | Z651 | NACC DIRECTOR OF PERSONNEL/EEO | 20 |
| 34 | Z662 | SAU DIRECTOR OF ALUMNI AFFAIRS | 20 |
| 35 | Z673 | SAU COORD DESEGREGATION & AFFIRM ACTN | 20 |
| 36 | Z704 | UAF ASST DIRECTOR OF INFORMATION | 20 |

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| 1 | Z738 | UAF CATERING MANAGER | 20 |
| 2 | Z765 | UALR DIRECTOR DESEG & AFFIRM ACTION | 20 |
| 3 | Z767 | UALR PAYROLL SERVICES MANAGER | 20 |
| 4 | Z777 | UALR DIRECTOR OF HOUSING | 20 |
| 5 | Z792 | UAM COORD DESEGREGATION & AFFIRM ACTN | 20 |
| 6 | Z797 | UAM DIRECTOR OF STUDENT UNION | 20 |
| 7 | Z799 | UAM DIRECTOR OF ALUMNI | 20 |
| 8 | Z883 | UAPB PAYROLL SERVICES MANAGER | 20 |
| 9 | Z891 | UAPB DIRECTOR OF STUDENT UNION | 20 |
| 10 | Z912 | UCA COORD DESEGREGATION & AFFIRM ACTN | 20 |
| 11 | Z914 | UCA DIRECTOR OF HOUSEKEEPING | 20 |
| 12 | Z925 | UCA STUDENT ACCOUNTS OFFICER | 20 |
| 13 | Z927 | WCC DIRECTOR OF INFORMATION | 20 |
| 14 | Z930 | WCC DIRECTOR OF ALUMNI | 20 |
| 15 | Z944 | ASU ASST REGISTRAR | 20 |
| 16 | Z951 | UAF PLANT MAINTENANCE COORDINATOR | 20 |
| 17 | Z956 | UAMS ANIMAL RESEARCH FACILITY MGR | 20 |
| 18 | 959Z | AFIS ANALYST MANAGER | 19 |
| 19 | A004 | STUDENT ACCOUNTS OFFICER UAM | 19 |
| 20 | A017 | STUDENT ACCOUNTS OFFICER ATU | 19 |
| 21 | A019 | STUDENT ACCOUNTS OFFICER HSU | 19 |
| 22 | A025 | STUDENT ACCOUNTS OFFICER UAPB | 19 |
| 23 | A035 | STUDENT ACCOUNTS OFFICER SAU | 19 |
| 24 | A060 | INVESTMENT SPECIALIST | 19 |
| 25 | A080 | RATE ANALYST II | 19 |
| 26 | A087 | BUDGET OFFICER | 19 |
| 27 | A101 | SR GRAIN FIELD AUDITOR | 19 |
| 28 | A103 | FIELD AUDITOR | 19 |
| 29 | A110 | ACCOUNTANT II | 19 |
| 30 | A113 | RETIREMENT COUNSELOR | 19 |
| 31 | A122 | ACCOUNTING SERVICES REP I | 19 |
| 32 | A133 | CRIME LAB FISCAL OFFICER | 19 |
| 33 | A154 | DWS FIELD TAX REP III | 19 |
| 34 | B009 | FOREST ENTOMOLOGIST | 19 |
| 35 | B030 | GEOLOGIST | 19 |
| 36 | B060 | MEDICAL TECHNOLOGIST SUPERVISOR | 19 |

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| 1 | B100 | FIELD ECOLOGIST | 19 |
| 2 | B111 | G&F FORESTRY PROGRAM MANAGER | 19 |
| 3 | D020 | DP SUPERVISOR II | 19 |
| 4 | D044 | APPLICATIONS PROGRAMMER II — INST | 19 |
| 5 | D063 | DIS PRODUCTION SCHEDULER II | 19 |
| 6 | D071 | DP OPERATIONS SUPV II — INST | 19 |
| 7 | D076 | DIS PROGRAMMER/ANALYST | 19 |
| 8 | D079 | DIS DOCUMENTATION SPECIALIST | 19 |
| 9 | D125 | DHHS DP OPERATIONS COORDINATOR | 19 |
| 10 | D132 | SYSTEMS COORDINATION ANALYST I | 19 |
| 11 | D141 | DFA AASIS HELP DESK COORDINATOR | 19 |
| 12 | D180 | DIS CALL CENTER AGENT | 19 |
| 13 | D181 | DIS SCHEDULER I | 19 |
| 14 | E014 | DIRECTOR MULTI-MEDIA SERVICES | 19 |
| 15 | E034 | ARCHIVIST | 19 |
| 16 | E039 | LIBRARIAN III | 19 |
| 17 | E042 | PUB HLTH EDUCATOR | 19 |
| 18 | E045 | REHAB STAFF DEVELOPMENT SPECIALIST | 19 |
| 19 | E047 | REHAB TEACHER FOR THE BLIND | 19 |
| 20 | E063 | TEACHER F/T SENSORY IMPAIRED III | 19 |
| 21 | E068 | TRAINING & EDUCATION COORD EMER SVC | 19 |
| 22 | E074 | TRAINING REPRESENTATIVE | 19 |
| 23 | E076 | VOCATIONAL INSTRUCTOR III | 19 |
| 24 | E094 | DAY CARE TEACHER SUPERVISOR | 19 |
| 25 | E118 | HABILITATION/REHAB INSTRUCTOR SUPV | 19 |
| 26 | E136 | ORIENTATION & MOBILITY SPECIALIST | 19 |
| 27 | E138 | PRKS & TRSM DIR ED & PUB PRGMS | 19 |
| 28 | F003 | CHIEF TV ENGINEER | 19 |
| 29 | F010 | RADIO PROGRAM DIRECTOR | 19 |
| 30 | G009 | ABA BUILDING & PLANT MAINTENANCE SUPV | 19 |
| 31 | G012 | MILITARY HOUSING MANAGER | 19 |
| 32 | G026 | BLDG AND GROUNDS COORDINATOR | 19 |
| 33 | G106 | MAINTENANCE PLANNER | 19 |
| 34 | G209 | TRANSIT OPERATIONS SUPERVISOR | 19 |
| 35 | H030 | CC/COR FOOD PRODUCTION MGR II | 19 |
| 36 | K043 | HEARING REPORTER | 19 |

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| 1 | K188 | PSC MANAGER, COMM DOCKETS | 19 |
| 2 | L028 | DIETICIAN | 19 |
| 3 | L032 | HEALTH PROGRAM CONSULTANT | 19 |
| 4 | L120 | PSYCHOLOGICAL EXAMINER I | 19 |
| 5 | M004 | FAMILY SERVICE WORKER | 19 |
| 6 | M007 | ASST DIR ADMISSIONS | 19 |
| 7 | M008 | CAREER PLNG & PLAC ADVISOR | 19 |
| 8 | M019 | CHAPLAIN | 19 |
| 9 | M025 | DHHS/DCO COUNTY SUPV I | 19 |
| 10 | M044 | DHHS PRGM CONSULTANT | 19 |
| 11 | M056 | REHAB COUNSELOR III | 19 |
| 12 | M057 | DHS/DDS FOSTER GRANDPARENT ADMR | 19 |
| 13 | M060 | CERTIFIED VOC REHAB COUNSELOR III | 19 |
| 14 | M069 | REHAB SVC FACILITY SPECIALIST | 19 |
| 15 | M086 | SOCIAL WORKER I | 19 |
| 16 | M097 | VOLUNTEER PROGRAM DEVELOPER II | 19 |
| 17 | M107 | GOR COUNSELING PROGRAM LEADER | 19 |
| 18 | M114 | SUBSTANCE ABUSE PROGRAM LEADER | 19 |
| 19 | M138 | YOUTH SERVICES COUNSELOR III | 19 |
| 20 | M154 | DHHS FIELD REPRESENTATIVE | 19 |
| 21 | M160 | DHHS/DCFS FIELD SVCS REP | 19 |
| 22 | M164 | QUALITY CONTROL REVIEW SUPV | 19 |
| 23 | N199 | TAXPAYER INFORMATION OFFICER | 19 |
| 24 | N285 | TOURIST INFORMATION CENTER MGR II | 19 |
| 25 | N292 | HISTORIC SITES SPECIALIST | 19 |
| 26 | N294 | MUSEUM PROGRAMS SPECIALIST | 19 |
| 27 | N310 | CARTOGRAPHER SUPV | 19 |
| 28 | N315 | COORDINATOR OF INFORMATION SERVICES | 19 |
| 29 | N317 | COORDINATOR OF SPORTS INFORMATION | 19 |
| 30 | N347 | TOURISM CONSULTANT | 19 |
| 31 | N350 | ETV PROGRAM DEPARTMENT SUPERVISOR | 19 |
| 32 | N368 | HISTORIAN | 19 |
| 33 | P312 | FACILITY MANAGER IV | 19 |
| 34 | P329 | PARK SUPERINTENDENT I | 19 |
| 35 | Q013 | STATE BOILER INSPECTOR II | 19 |
| 36 | Q015 | SAFETY AND HEALTH SPECIALIST II | 19 |

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| 1 | Q026 | EGG & POULTRY FIELD INSPECTOR SUPV | 19 |
| 2 | Q036 | CHIEF ELEVATOR INSPECTOR | 19 |
| 3 | Q040 | AREA LIVESTOCK INSPECTOR SUPV | 19 |
| 4 | Q054 | PEST CONTROL INSPECTOR SUPV | 19 |
| 5 | Q066 | BLASTING INSPECTOR | 19 |
| 6 | Q068 | PUB HLTH INVESTIGATOR II | 19 |
| 7 | Q074 | HEALTH ENVIRONMENTAL SPEC I | 19 |
| 8 | Q090 | STATE ELECTRICAL INSPECTOR | 19 |
| 9 | Q160 | PLANT BOARD AGRI SPECIALIST II | 19 |
| 10 | R019 | DFA RACING COMMISSION JUDGE | 19 |
| 11 | R030 | ASST PERSONNEL MANAGER | 19 |
| 12 | R037 | AREC INVESTIGATOR | 19 |
| 13 | R040 | BOOKSTORE MANAGER | 19 |
| 14 | R043 | COURT REPORTER | 19 |
| 15 | R048 | BUDGET SPECIALIST | 19 |
| 16 | R059 | DWS APPEALS REFEREE | 19 |
| 17 | R064 | EMERG SVCS AREA COORD | 19 |
| 18 | R066 | EMERG SVCS OPERATIONS OFFICER | 19 |
| 19 | R068 | EEO/GRIEVANCE OFFICER | 19 |
| 20 | R070 | GOR MARKETING SPECIALIST | 19 |
| 21 | R072 | GOR SALES REPRESENTATIVE | 19 |
| 22 | R083 | AFHC INVESTIGATOR | 19 |
| 23 | R084 | DHHS STAFF SUPERVISOR | 19 |
| 24 | R086 | CIVIL RIGHTS COORDINATOR | 19 |
| 25 | R087 | RURAL HEALTH PROGRAM SPECIALIST | 19 |
| 26 | R097 | CHIEF CLAIMS & APPEALS SECTION | 19 |
| 27 | R150 | RESEARCH PROJECT ANALYST | 19 |
| 28 | R157 | SPECIAL EVENTS MANAGER | 19 |
| 29 | R163 | CIVIL AIR PATROL SVCS COORD | 19 |
| 30 | R168 | GRANTS COORDINATOR II | 19 |
| 31 | R174 | MUSEUM CONSULTANT | 19 |
| 32 | R204 | PARALEGAL/LEGAL ASSISTANT | 19 |
| 33 | R206 | OCSE PROGRAM CONSULTANT | 19 |
| 34 | R207 | OCSE STAFF SUPERVISOR | 19 |
| 35 | R209 | LIBRARY SUPERVISOR II | 19 |
| 36 | R280 | ENVIRONMENTAL PROGRAM COORDINATOR | 19 |

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| 1 | R304 | REHAB VOCATIONAL CONSULTANT | 19 |
| 2 | R315 | VETERANS AFFAIRS EXEC ASST TO DIR | 19 |
| 3 | R332 | DHHS POLICY DEVELOPMENT COORD | 19 |
| 4 | R344 | DWS SATELLITE OFFICE SUPERVISOR | 19 |
| 5 | R400 | WRKS COMP PUB EMP BEN DET ASST MGR | 19 |
| 6 | R412 | REHAB PROGRAM PLANNING COORDINATOR | 19 |
| 7 | R424 | FAIR HEARING REFEREE | 19 |
| 8 | R456 | HMO MEDICAL CONTRACT COORD | 19 |
| 9 | R494 | ASSOCIATE BOOKSTORE MANAGER | 19 |
| 10 | T010 | CC/COR SERGEANT | 19 |
| 11 | T017 | PARK RANGER II | 19 |
| 12 | T018 | AGRI UNIT SUPERVISOR I | 19 |
| 13 | T022 | LIVE & POUL CHIEF INVESTIGATOR | 19 |
| 14 | T029 | SR MILITARY FIREFIGHTER | 19 |
| 15 | T036 | WILDLIFE OFFICER I | 19 |
| 16 | T039 | STATE POLICE TROOPER | 19 |
| 17 | T055 | UNIFORM COMMANDER | 19 |
| 18 | T065 | HLTH PHYSICS TECHNOLOGIST | 19 |
| 19 | T068 | WORK RELEASE CENTER SUPV I | 19 |
| 20 | T074 | PUBLIC SAFETY DIRECTOR | 19 |
| 21 | T075 | RECORDS/INTAKE SUPV | 19 |
| 22 | V002 | BUYER | 19 |
| 23 | V008 | BUYER III | 19 |
| 24 | V022 | LEASING SPECIALIST II | 19 |
| 25 | V036 | DFA PURCHASING CARD COORDINATOR | 19 |
| 26 | V060 | CENTRAL WAREHOUSE SUPERVISOR | 19 |
| 27 | W012 | MEDICAL RECORDS ADMINISTRATOR | 19 |
| 28 | W026 | HLTH RECORDS SPECIALIST | 19 |
| 29 | X306 | CHIEF CONSTRUCTION INSPECTOR | 19 |
| 30 | X309 | DHHS/DDS PRGM EVALUATOR | 19 |
| 31 | X321 | ASP/FPU INVESTIGATOR | 19 |
| 32 | X334 | ASP/CACD HOTLINE SUPERVISOR | 19 |
| 33 | X358 | HLTH FACILITY SURVEYOR | 19 |
| 34 | X408 | LAND RESOURCE SPECIALIST | 19 |
| 35 | X438 | PSC UTILITY SERVICES SUPERVISOR | 19 |
| 36 | X440 | DDSSA CLAIMS ADJUDICATOR III | 19 |

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| 1 | Y002 | ASST DIR PHYSICAL PLANT | 19 |
| 2 | Y007 | ABA TRADES SUPERVISOR | 19 |
| 3 | Y015 | AVIATION TECHNICIAN | 19 |
| 4 | Y030 | SKILLED TRADES FOREMAN | 19 |
| 5 | Y031 | DWS PRINT SHOP SUPERVISOR | 19 |
| 6 | Z001 | SAU DIRECTOR OF HOUSEKEEPING | 19 |
| 7 | Z008 | ATU DIRECTOR OF HOUSEKEEPING | 19 |
| 8 | Z481 | HSU DIRECTOR OF HOUSEKEEPING | 19 |
| 9 | Z485 | UAM DIRECTOR OF HOUSEKEEPING | 19 |
| 10 | Z501 | ASU ASST DIRECTOR OF HOUSING | 19 |
| 11 | Z502 | ASU ASST DIRECTOR OF INFORMATION | 19 |
| 12 | Z508 | UCA ASSISTANT DIRECTOR OF HOUSING | 19 |
| 13 | Z790 | ATU ASST DIR OF FOOD SERVICES | 19 |
| 14 | Z791 | ATU DIRECTOR GROUNDS AND MAINTENANCE | 19 |
| 15 | Z926 | WCC BOOKSTORE MANAGER | 19 |
| 16 | A029 | DFA REVENUE SECTION SUPERVISOR | 18 |
| 17 | A040 | FINANCIAL EXAMINER I | 18 |
| 18 | A043 | DFA CASHIER SPECIALIST | 18 |
| 19 | A065 | DFA RACING COMMISSION OFFICE AUDITOR | 18 |
| 20 | A070 | DWS FIELD TAX REP II | 18 |
| 21 | A071 | REVENUE AGENT IV | 18 |
| 22 | A074 | PUBLIC UTILITY AUDITOR I | 18 |
| 23 | A077 | STUDENT LOAN OFFICER | 18 |
| 24 | A078 | RATE ANALYST I | 18 |
| 25 | A094 | SECURITIES CUSTODIAN | 18 |
| 26 | A096 | FINANCE AUTHORITY SPECIALIST | 18 |
| 27 | A100 | TAX AUDITOR I | 18 |
| 28 | A111 | ACCOUNTANT | 18 |
| 29 | A114 | GC/COR BUSINESS MANAGER | 18 |
| 30 | A118 | GRAIN FIELD AUDITOR | 18 |
| 31 | A176 | DFA REVENUE ASST DIST MANAGER | 18 |
| 32 | A192 | INCOME TAX AUDITOR | 18 |
| 33 | A194 | TAX EXAMINER SUPV | 18 |
| 34 | B008 | CHEMIST I | 18 |
| 35 | B022 | BIOLOGIST I | 18 |
| 36 | B025 | SEED ANALYST III | 18 |

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| 1 | B054 | MEDICAL TECHNOLOGIST I | 18 |
| 2 | B059 | CRIME LAB AUTOPSY TECHNICIAN | 18 |
| 3 | B063 | METROLOGIST | 18 |
| 4 | B064 | MICROBIOLOGIST I | 18 |
| 5 | B065 | CRIME LAB HISTOLOGY TECHNICIAN SUPV | 18 |
| 6 | B071 | MOISTURE METER LABORATORY TECH | 18 |
| 7 | B072 | FORENSIC QUESTIONED DOC EXAMINER I | 18 |
| 8 | B088 | RESEARCH TECHNOLOGIST I | 18 |
| 9 | C006 | COMMUNICATIONS SUPERVISOR | 18 |
| 10 | C037 | TELECOMMUNICATIONS SUPERVISOR | 18 |
| 11 | D032 | JR SYSTEMS PROGRAMMER | 18 |
| 12 | D034 | PROGRAMMER ANALYST | 18 |
| 13 | D049 | COMPUTER SUPPORT SPEC I — INST | 18 |
| 14 | D070 | WEBSITE COORDINATOR I | 18 |
| 15 | D084 | DIS TELECOMMUNICATION TECH III | 18 |
| 16 | D090 | OPERATIONS ANALYST | 18 |
| 17 | D091 | DP NETWORK TECH I — INST | 18 |
| 18 | D128 | P-C SUPPORT SPECIALIST | 18 |
| 19 | D129 | DP COORDINATOR | 18 |
| 20 | D182 | DIS SENIOR COMPUTER OPERATOR | 18 |
| 21 | D183 | DIS IT BILLING SPECIALIST | 18 |
| 22 | E011 | GOR INDUSTRIAL SUPV | 18 |
| 23 | E024 | INSTITUTIONAL INSTRUCTOR II | 18 |
| 24 | E037 | LIBRARIAN II | 18 |
| 25 | E050 | STAFF DEVELOPMENT SPECIALIST II | 18 |
| 26 | E053 | GOR UNIT TRAINING SUPERVISOR | 18 |
| 27 | E061 | TEACHER F/T SENSORY IMPAIRED II | 18 |
| 28 | E062 | STUDENT ADVISOR | 18 |
| 29 | E072 | TRAINING INSTRUCTOR | 18 |
| 30 | E082 | VOCATIONAL INSTRUCTOR II | 18 |
| 31 | F006 | TV MICROWAVE SPECIALIST | 18 |
| 32 | F008 | ETV VIDEO TECHNICIAN II | 18 |
| 33 | F011 | RADIO PRODUCTION ENGINEER | 18 |
| 34 | F012 | UPLINK COORDINATOR | 18 |
| 35 | F014 | ETV BROADCAST SPEC. I | 18 |
| 36 | F034 | TV MODERATOR/ON CAMERA TALENT | 18 |

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| 1 | F045 | TV TRANSMITTER SUPERVISOR | 18 |
| 2 | G004 | RECYCLING/SOLID WASTE MGMT COORD | 18 |
| 3 | G028 | BLDG PLANT MAINTENANCE SUPV II | 18 |
| 4 | G031 | CONSTRUCTION/MAINTENANCE PROJ EST | 18 |
| 5 | G050 | FABRICATIONS SHOP MANAGER | 18 |
| 6 | G124 | PLANT MAINTENANCE SUPV | 18 |
| 7 | H032 | FOOD PRODUCTION MANAGER | 18 |
| 8 | J001 | ARK FORESTRY COMM INVESTIGATOR | 18 |
| 9 | J022 | FORESTER II | 18 |
| 10 | J023 | G&F FORESTER II | 18 |
| 11 | L033 | HOME HEALTH NURSE I | 18 |
| 12 | L036 | CERTIFIED RESPIRATORY THERAPY TECH | 18 |
| 13 | L038 | AUDIOLOGIST | 18 |
| 14 | L068 | NURSE I | 18 |
| 15 | L086 | OCCUPATIONAL THERAPIST I | 18 |
| 16 | L092 | ORTHOTIST | 18 |
| 17 | L102 | PHYSICAL THERAPIST I | 18 |
| 18 | L138 | SPEECH PATHOLOGIST I | 18 |
| 19 | L144 | STUDENT HEALTH SVC NURSE I | 18 |
| 20 | L149 | X-RAY TECH III | 18 |
| 21 | L154 | HLTH PUB HLTH NURSE I | 18 |
| 22 | M003 | FAMILY SERVICE WORKER TRAINEE | 18 |
| 23 | M024 | FAMILY SUPPORT SPECIALIST SUPV | 18 |
| 24 | M026 | COUNSELOR I | 18 |
| 25 | M050 | RECREATIONAL ACTIVITY LEADER SUPV | 18 |
| 26 | M054 | REHAB COUNSELOR II | 18 |
| 27 | M068 | DHHS PROGRAM ANALYST | 18 |
| 28 | M072 | SOCIAL SERVICE INVESTIGATOR II | 18 |
| 29 | M075 | SOCIAL SERVICE REPRESENTATIVE II | 18 |
| 30 | M076 | SOCIAL SERVICE REPRESENTATIVE III | 18 |
| 31 | M078 | DHHS/DEMS SUPERVISOR | 18 |
| 32 | M082 | SOCIAL SERVICE WORKER III | 18 |
| 33 | M093 | FINANCIAL AID OFFICER II | 18 |
| 34 | M096 | CC/COR PROGRAM COORD | 18 |
| 35 | M098 | VETERANS CLAIMS SPECIALIST | 18 |
| 36 | M099 | COTTAGE LIFE PROGRAM SUPERVISOR | 18 |

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| 1 | M105 | CC/COR COUNSELOR | 18 |
| 2 | M106 | VOCATIONAL REHAB EVALUATOR II | 18 |
| 3 | M117 | COORDINATOR OF INTERPRETIVE SVCS | 18 |
| 4 | M124 | DEVELOPMENTAL DISABILITIES SPEC I | 18 |
| 5 | M136 | YOUTH SERVICES COUNSELOR II | 18 |
| 6 | M156 | ADOPTION SPECIALIST | 18 |
| 7 | M168 | CHILD CARE LICENSING SPECIALIST | 18 |
| 8 | M170 | QUALITY CONTROL REVIEWER | 18 |
| 9 | N280 | TRAVEL INFORMATION WRITER II | 18 |
| 10 | N288 | HISTORICAL RESEARCHER | 18 |
| 11 | N313 | COORDINATOR OF ALUMNI AFFAIRS | 18 |
| 12 | N314 | MUSEUM INTERPRETIVE SPECIALIST | 18 |
| 13 | N328 | INFORMATION OFFICER II | 18 |
| 14 | N342 | FORENSIC PHOTOGRAPHER | 18 |
| 15 | N346 | MUSIC PROGRAM & PROMOTIONAL COORD | 18 |
| 16 | N360 | PUBLIC AFFAIRS SPECIALIST | 18 |
| 17 | N365 | PUBLICITY & STUDENT RECRUIT SPEC II | 18 |
| 18 | N380 | CHIEF PHOTOGRAPHER | 18 |
| 19 | P304 | ASST DIR STUDENT UNION | 18 |
| 20 | P325 | PARK INTERPRETER | 18 |
| 21 | P338 | STUDENT UNION MANAGER | 18 |
| 22 | Q003 | STATE BOILER INSPECTOR I | 18 |
| 23 | Q022 | SR EGG & POULTRY FIELD INSPECTOR | 18 |
| 24 | Q024 | BRUCELLOSIS TESTING COORD | 18 |
| 25 | Q033 | LIQUIFIED PETROLEUM GAS INSPECTOR | 18 |
| 26 | Q045 | HVACR MECHANICAL INSPECTOR | 18 |
| 27 | Q047 | MANUFACTURED HOUSING SPEC | 18 |
| 28 | Q057 | PLUMBING INSPECTOR | 18 |
| 29 | Q062 | HAZARDOUS CHEMICAL TRAINER/INSPEC | 18 |
| 30 | Q073 | SAFETY AND HEALTH SPECIALIST I | 18 |
| 31 | Q104 | EMERG MEDICAL SERVICES SPEC | 18 |
| 32 | Q122 | PLUMBING PLANS REVIEW COORDINATOR | 18 |
| 33 | R018 | ASST ADMINISTRATOR PROF SVCS | 18 |
| 34 | R022 | ASST BUSINESS MANAGER | 18 |
| 35 | R032 | ASST REGISTRAR | 18 |
| 36 | R035 | ED VOC ED EXECUTIVE ASSISTANT | 18 |

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| 1 | R057 | WIB ADMIN ASST | 18 |
| 2 | R124 | PERSONNEL ASSISTANT II — INST | 18 |
| 3 | R134 | PLANNING SPECIALIST II | 18 |
| 4 | R169 | DWS EMPLOYMENT SERVICES REP | 18 |
| 5 | R183 | COMMUNITY PUNISHMENT SPECIALIST | 18 |
| 6 | R195 | PERSONNEL ANALYST | 18 |
| 7 | R196 | PROPERTY DISPOSITION COORD | 18 |
| 8 | R203 | OCSE PROGRAM ANALYST | 18 |
| 9 | R237 | DWS PROGRAM SUPERVISOR | 18 |
| 10 | R264 | MANAGEMENT PROJECT ANALYST I | 18 |
| 11 | R322 | CC/COR UNIT PERS & TRNG OFFICER | 18 |
| 12 | R327 | DWS RESEARCH & ANALYSIS ANALYST | 18 |
| 13 | R329 | PAYROLL SERVICES SPECIALIST | 18 |
| 14 | R458 | PRINTING ESTIMATOR/PLANNER | 18 |
| 15 | T005 | CC/COR OFFICER II | 18 |
| 16 | T012 | DISCIPLINARY HEARING OFFICER | 18 |
| 17 | T028 | MILITARY RANGE OFFICER | 18 |
| 18 | T048 | CRIME LAB FIELD INVESTIGATOR | 18 |
| 19 | T059 | PUB SAFETY INVEST & TRNG OFCR | 18 |
| 20 | T062 | PAROLE/PROBATION OFFICER | 18 |
| 21 | T069 | DRUG DIVERSION INVESTIGATOR | 18 |
| 22 | T071 | HE PUBLIC SAFETY OFFICER II | 18 |
| 23 | V006 | BUYER II | 18 |
| 24 | V020 | LEASING SPECIALIST | 18 |
| 25 | V023 | REAL PROPERTY MANAGEMENT SPECIALIST | 18 |
| 26 | V025 | RURAL FIRE PROGRAM COORDINATOR | 18 |
| 27 | V034 | PLANT WAREHOUSE FOREMAN | 18 |
| 28 | V040 | PURCHASE AGENT II/PURCHASE AGENT | 18 |
| 29 | V044 | SPECIFICATIONS SPEC | 18 |
| 30 | W009 | CC/COR RECORDS SUPERVISOR | 18 |
| 31 | W030 | RECORDS MANAGEMENT ANALYST II | 18 |
| 32 | X296 | INVESTIGATIVE/ANALYST | 18 |
| 33 | X299 | DOT CORROSION PROGRAM SPECIALIST | 18 |
| 34 | X310 | DWS TECHNICIAN II | 18 |
| 35 | X315 | CONSTRUCTION INSPECTOR | 18 |
| 36 | X316 | ABC ENFORCEMENT OFFICER | 18 |

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| 1 | X345 | LABOR STANDARDS INVESTIGATOR | 18 |
| 2 | X346 | DWS UI CLAIM TECHNICIAN | 18 |
| 3 | X348 | FIELD SERVICES REPRESENTATIVE | 18 |
| 4 | X351 | OCSE INVESTIGATOR II | 18 |
| 5 | X355 | DWS UI INVESTIGATOR II | 18 |
| 6 | X359 | INFORMATION SERVICES AGENT | 18 |
| 7 | X361 | INSURANCE INVESTIGATOR | 18 |
| 8 | X371 | TCB ENFORCEMENT AGENT | 18 |
| 9 | X372 | PARK CONSTRUCTION INSPECTOR | 18 |
| 10 | X379 | OIL & GAS TECHNICIAN | 18 |
| 11 | X386 | DDSSA CLAIMS ADJUDICATOR II | 18 |
| 12 | X389 | PROPERTY ASSESSMENT AUDITOR III | 18 |
| 13 | X392 | SAFETY SUPERVISOR | 18 |
| 14 | X412 | WEIGHTS & MEASURES INVEST SUPV | 18 |
| 15 | X422 | AIRPORT INSPECTOR | 18 |
| 16 | X450 | CC/COR INTERNAL AFFAIRS INVESTGTR | 18 |
| 17 | X459 | RURAL LAND SPECIALIST | 18 |
| 18 | Y005 | AUTO/DIESEL MECHANIC SUPERVISOR | 18 |
| 19 | Y017 | CARPENTER SUPERVISOR | 18 |
| 20 | Y022 | STATIONARY ENGINEER SUPERVISOR | 18 |
| 21 | Y027 | ELECTRICIAN SUPERVISOR | 18 |
| 22 | Y034 | SKILLED TRADES SUPERVISOR | 18 |
| 23 | Y041 | HEATING & A/C MECHANIC SUPERVISOR | 18 |
| 24 | Y073 | PAINTER SUPERVISOR | 18 |
| 25 | Y081 | PLUMBER SUPERVISOR | 18 |
| 26 | Y087 | PRINTER SUPERVISOR | 18 |
| 27 | Y131 | CC/COR CONSTR/MAINT SUPV I | 18 |
| 28 | Z521 | ASU DIRECTOR OF VENDING OPERATIONS | 18 |
| 29 | Z573 | ATU COLISEUM MANAGER | 18 |
| 30 | Z661 | PCCG ASST CHIEF FISCAL OFFICER | 18 |
| 31 | A034 | FIELD AUDITOR | 17 |
| 32 | A045 | FINANCIAL EXAMINER TRAINEE | 17 |
| 33 | A052 | PSC TAX DIV VALUATION ANALYST II | 17 |
| 34 | A055 | DWS FIELD TAX REP I | 17 |
| 35 | A064 | FISCAL COORDINATOR | 17 |
| 36 | A105 | TAX AUDITOR TRAINEE | 17 |

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| 1 | A172 | REVENUE AGENT III | 17 |
| 2 | B038 | LABORATORY ANIMAL TECHNICIAN SUPV | 17 |
| 3 | B052 | MEDICAL TECHNOLOGIST | 17 |
| 4 | B078 | DEQ ECOLOGIST I | 17 |
| 5 | G017 | TELECOMMUNICATIONS SUPERVISOR | 17 |
| 6 | G021 | TELECOMMUNICATIONS COORDINATOR | 17 |
| 7 | D018 | DP SUPERVISOR I | 17 |
| 8 | D042 | APPLICATIONS PROGRAMMER I — INST | 17 |
| 9 | D061 | TELEPROCESSING MONITOR | 17 |
| 10 | D069 | DP OPERATIONS SUPV I — INST | 17 |
| 11 | D077 | DIS PRODUCTION SCHEDULER | 17 |
| 12 | E019 | HUNTER SAFETY EDUC & TRNG OFFICER | 17 |
| 13 | E021 | HUNTER SAFETY TRNG AREA CARETAKER | 17 |
| 14 | E022 | INSTITUTIONAL INSTRUCTOR I | 17 |
| 15 | E029 | MILITARY TRAINING OFFICE MGR | 17 |
| 16 | E036 | LIBRARIAN I | 17 |
| 17 | E055 | GC/COR UNIT TRAINER | 17 |
| 18 | E059 | TEACHER F/T SENSORY IMPAIRED I | 17 |
| 19 | E080 | VOCATIONAL INSTRUCTOR I | 17 |
| 20 | E086 | HABILITATION/REHAB INSTRUCTOR II | 17 |
| 21 | E092 | MULTI-MEDIA SPECIALIST | 17 |
| 22 | E122 | AUDIOVISUAL AIDS SUPV | 17 |
| 23 | F001 | ETV PRODUCTION TECHNICIAN II | 17 |
| 24 | F009 | RADIO NEWS DIRECTOR | 17 |
| 25 | F027 | TV ENGINEER | 17 |
| 26 | F033 | TV MICROWAVE TECHNICIAN | 17 |
| 27 | F050 | SPECIAL EVENTS COORDINATOR | 17 |
| 28 | G016 | ABA BUILDING & PLANT MAINTENANCE WORKER | 17 |
| 29 | G040 | DIRECTOR TRANSIT & PARKING | 17 |
| 30 | G053 | FARM FOREMAN — INST | 17 |
| 31 | G089 | LANDSCAPE SUPERVISOR II | 17 |
| 32 | G141 | WATER FILTER/WASTE DISPOS PLNT SUPV | 17 |
| 33 | G150 | CENTRAL CONTROL SYSTEM SUPERVISOR | 17 |
| 34 | G161 | GENERAL MAINTENANCE REPAIRMAN | 17 |
| 35 | H011 | VENDING FACILITY PROGRAM SPECIALIST | 17 |
| 36 | H029 | GC/COR FOOD PRODUCTION MGR I | 17 |

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| 1 | H034 | FOOD PRODUCTION MANAGER II | 17 |
| 2 | J004 | AIRCRAFT PILOT | 17 |
| 3 | J013 | FOREST RANGER III | 17 |
| 4 | J020 | FORESTER I | 17 |
| 5 | J024 | G&F FORESTER | 17 |
| 6 | K013 | PRK & TRSM ARCHIVAL MICROPHOTO SUPV | 17 |
| 7 | K040 | DWS UNIT SUPERVISOR II | 17 |
| 8 | K046 | APERS CALL CENTER AGENT | 17 |
| 9 | L004 | GOR HIV/AIDS EDUCATOR | 17 |
| 10 | L044 | HOME ECONOMIST | 17 |
| 11 | L117 | LPN/LPTN SUPERVISOR | 17 |
| 12 | M023 | FAMILY SUPPORT SPECIALIST III | 17 |
| 13 | M039 | HOUSEPARENT SUPERVISOR | 17 |
| 14 | M070 | SOCIAL SERVICE INVESTIGATOR I | 17 |
| 15 | M080 | SOCIAL SERVICE WORKER II/SOC SVC WK | 17 |
| 16 | M095 | VOLUNTEER PROGRAM DEVELOPER I | 17 |
| 17 | M102 | VOCATIONAL PLAC & EVAL PROG COORD | 17 |
| 18 | M125 | WORK PROGRAM ADVISOR | 17 |
| 19 | M144 | GOR VOLUNTEER SERVICE COORDINATOR | 17 |
| 20 | M182 | INTERPRETER II | 17 |
| 21 | N290 | COMMERCIAL ARTIST II/GRAPHIC ART II | 17 |
| 22 | N299 | MUSEUM REGISTRAR | 17 |
| 23 | N337 | MEDICAL PHOTOGRAPHER II | 17 |
| 24 | N343 | MUSEUM EXHIBIT SPECIALIST | 17 |
| 25 | N355 | PHOTOGRAPHER | 17 |
| 26 | N361 | PUBLICITY & INFORMATION SPECIALIST | 17 |
| 27 | N367 | SPORTS INFORMATION SPECIALIST | 17 |
| 28 | N369 | THEATER ARTS TECHNICAL SUPERVISOR | 17 |
| 29 | N375 | PROOF EDITOR | 17 |
| 30 | P317 | TOURIST INFORMATION CENTER MANAGER | 17 |
| 31 | P334 | RECREATION COORDINATOR | 17 |
| 32 | P340 | STUDENT UNION NIGHT MANAGER | 17 |
| 33 | Q010 | EIA INSPECTOR | 17 |
| 34 | Q021 | EGG & POULTRY FIELD INSPECTOR | 17 |
| 35 | Q052 | PEST CONTROL INSPECTOR II | 17 |
| 36 | Q055 | PEST CONTROL TECHNICIAN SUPERVISOR | 17 |

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| 1 | Q067 | HLTH PUB HLTH INVESTIGATOR I | 17 |
| 2 | Q083 | SR EGG PRODUCTS INSPECTOR | 17 |
| 3 | Q085 | SR POULTRY GRADER | 17 |
| 4 | Q087 | SR SHELL EGG GRADER | 17 |
| 5 | Q152 | PLANT BOARD AGRI SPECIALIST I | 17 |
| 6 | R010 | ADMINISTRATIVE ASSISTANT II | 17 |
| 7 | R049 | CLASSIFICATION & ASSIGNMENT OFFICER | 17 |
| 8 | R061 | ELECTRICIAN LICENSING COORDINATOR | 17 |
| 9 | R090 | PATIENT ACCESS COORDINATOR | 17 |
| 10 | R104 | LOGISTICS MANAGER | 17 |
| 11 | R110 | MEDICAL PROGRAM REPRESENTATIVE | 17 |
| 12 | R140 | PROGRAM ADVISOR | 17 |
| 13 | R162 | STATISTICIAN/STATISTICIAN II | 17 |
| 14 | R166 | GRANTS COORDINATOR I | 17 |
| 15 | R186 | PERSONNEL REPRESENTATIVE TRAINEE | 17 |
| 16 | R190 | PERSONNEL OFFICER II | 17 |
| 17 | R211 | LIBRARY SUPERVISOR I | 17 |
| 18 | R257 | DWS INTERVIEWER II | 17 |
| 19 | R321 | GOR GRIEVANCE OFFICER | 17 |
| 20 | R402 | WRKS COMP SELF INSURERS PROG COORD | 17 |
| 21 | R430 | ADMINISTRATIVE OFFICER | 17 |
| 22 | T021 | PARK RANGER | 17 |
| 23 | T024 | LIVE & POUL INSPECTOR/INVESTIGATOR | 17 |
| 24 | T026 | MILITARY FIREFIGHTER | 17 |
| 25 | T049 | SECURITY OFFICER SUPERVISOR | 17 |
| 26 | T056 | DRUG HANDLER INVESTIGATOR | 17 |
| 27 | V018 | SURPLUS PROP INVENTORY CONTROL MGR | 17 |
| 28 | V027 | EVIDENCE SUPERVISOR | 17 |
| 29 | V030 | INVENTORY CONTROL MANAGER | 17 |
| 30 | V064 | CONTRACT EXPEDITER | 17 |
| 31 | W002 | CHIEF OF RECORDS & IDENTIFICATION | 17 |
| 32 | W016 | MEDICAL DIAGNOSTIC ANALYST | 17 |
| 33 | W028 | RECORDS MANAGEMENT ANALYST I | 17 |
| 34 | W034 | UTILIZATION REVIEW COORDINATOR | 17 |
| 35 | X322 | DDSSA CLAIMS ADJUDICATOR I | 17 |
| 36 | X342 | COMPLAINTS INVESTIGATION SUPERVISOR | 17 |

| | | | |
|----|------|--------------------------------|----|
| 1 | X343 | ASP/CACD HOTLINE OPERATOR | 17 |
| 2 | X349 | TAX INVESTIGATOR | 17 |
| 3 | X352 | HLTH CARE ANALYST II | 17 |
| 4 | X353 | DWS UI INVESTIGATOR I | 17 |
| 5 | X357 | OCSE INVESTIGATOR I | 17 |
| 6 | X370 | OCCUPATIONAL HYGIENIST II | 17 |
| 7 | X387 | PROPERTY ASSESSMENT AUDITOR II | 17 |
| 8 | X458 | ENGINEER TECHNICIAN SUPERVISOR | 17 |
| 9 | Y003 | AUTO/DIESEL MECHANIC | 17 |
| 10 | Y014 | PRINTER III | 17 |
| 11 | Y021 | STATIONARY ENGINEER | 17 |
| 12 | Y035 | SKILLED TRADES WORKER | 17 |
| 13 | Y039 | HEATING & A/C MECHANIC | 17 |
| 14 | Y049 | INSTRUMENTATION TECHNICIAN II | 17 |
| 15 | Y053 | JOURNEYMAN CARPENTER | 17 |
| 16 | Y055 | JOURNEYMAN ELECTRICIAN | 17 |
| 17 | Y057 | JOURNEYMAN PAINTER | 17 |
| 18 | Y059 | JOURNEYMAN PLASTERER | 17 |
| 19 | Y061 | JOURNEYMAN PLUMBER | 17 |
| 20 | Y065 | JOURNEYMAN LOCKSMITH | 17 |
| 21 | Y104 | TELEPHONE TECHNICIAN | 17 |
| 22 | Y107 | WELDER | 17 |
| 23 | Y129 | ELECTRONIC TECHNICIAN | 17 |
| 24 | A002 | MEMBER ADVOCATE | 16 |
| 25 | A024 | COLLECTION OFFICER | 16 |
| 26 | A030 | CREDIT & COLLECTIONS SUPV | 16 |
| 27 | A053 | INSURANCE SPECIALIST II | 16 |
| 28 | A126 | GRAIN FIELD AUDITOR TRAINEE | 16 |
| 29 | A134 | TAXPAYER SERVICES REP | 16 |
| 30 | A174 | INDIRECT COST RATE ANALYST | 16 |
| 31 | B011 | CHEMIST INTERN | 16 |
| 32 | B029 | SEED ANALYST II | 16 |
| 33 | B061 | CRIME LAB HISTOLOGY TECHNICIAN | 16 |
| 34 | B067 | MICROBIOLOGIST INTERN | 16 |
| 35 | B114 | G&F TECHNICIAN III | 16 |
| 36 | C008 | COMMUNICATION TECH II | 16 |

| | | | |
|----|------|-------------------------------------|----|
| 1 | G015 | TELECOMMUNICATIONS OPERATOR | 16 |
| 2 | G016 | EMERG COMMUNICATION SPECIALIST | 16 |
| 3 | G029 | NATIONAL GUARD COMM SUPERVISOR | 16 |
| 4 | G035 | ASP TELECOMMUNICATIONS OPERATOR | 16 |
| 5 | D015 | COMPUTER TECH II — INST | 16 |
| 6 | D017 | COMPUTER TAPE LIBRARIAN — INST | 16 |
| 7 | D035 | PROGRAMMER TRAINEE | 16 |
| 8 | D094 | COMPUTER TAPE LIBRARIAN | 16 |
| 9 | D101 | DIS TELECOMMUNICATIONS TECH II | 16 |
| 10 | D161 | DIS SYSTEM TECHNICIAN | 16 |
| 11 | D184 | DIS COMPUTER OPERATOR | 16 |
| 12 | E048 | STAFF DEVELOPMENT SPECIALIST I | 16 |
| 13 | E079 | MULTI-MEDIA TECHNICAL CONTROLLER II | 16 |
| 14 | E096 | DAY CARE TEACHER | 16 |
| 15 | E116 | HLTH EDUCATOR | 16 |
| 16 | F025 | TV CONTINUITY EDITOR | 16 |
| 17 | F043 | ETV VIDEO TECHNICIAN | 16 |
| 18 | F053 | TELEVISION DIRECTOR | 16 |
| 19 | G015 | ATHLETIC FACILITY SUPV | 16 |
| 20 | G027 | BLDG PLANT MAINTENANCE SUPV I | 16 |
| 21 | G079 | COORDINATOR OF HOUSEKEEPING | 16 |
| 22 | G113 | MINERAL EXPLORATION CORE DRILLER | 16 |
| 23 | G167 | EXECUTIVE HOUSEKEEPER I | 16 |
| 24 | G215 | MAJOR APPLIANCE REPAIRMAN | 16 |
| 25 | H035 | FOOD PRODUCTION SUPERVISOR | 16 |
| 26 | J033 | STATE FOREST FOREMAN | 16 |
| 27 | K008 | PRKS & TRSM ADMIN SUPPORT COORD | 16 |
| 28 | K044 | DWS UNIT SUPERVISOR I | 16 |
| 29 | K048 | LEGAL SECRETARY II | 16 |
| 30 | K093 | DFA PAYROLL TECHNICIAN | 16 |
| 31 | K129 | BUDGET TECHNICIAN | 16 |
| 32 | L026 | DENTAL HYGIENIST | 16 |
| 33 | L042 | DFA VETERINARIAN ASST II | 16 |
| 34 | L067 | MOBILE X-RAY TECH SUPV | 16 |
| 35 | L116 | LPN III/LPTN III | 16 |
| 36 | L126 | PSYCHOLOGICAL INTERN | 16 |

| | | | |
|----|------|-------------------------------------|----|
| 1 | L128 | REGISTERED NURSE I | 16 |
| 2 | L153 | X-RAY TECH SUPV/X-RAY TECH II | 16 |
| 3 | L160 | COR INFIRMARY ADMR | 16 |
| 4 | M021 | FAMILY SUPPORT SPECIALIST II | 16 |
| 5 | M043 | MEN HLTH ASSISTANT II | 16 |
| 6 | M052 | REHAB COUNSELOR I | 16 |
| 7 | M062 | RESIDENT PROGRAM COORDINATOR | 16 |
| 8 | M091 | FINANCIAL AID OFFICER I | 16 |
| 9 | M110 | VOLUNTEER SERVICES COORDINATOR | 16 |
| 10 | M134 | YOUTH SERVICES COUNSELOR I | 16 |
| 11 | M141 | DHHS/DDS TEAM SHIFT COORDINATOR | 16 |
| 12 | M148 | YOUTH SERVICES WORKER II | 16 |
| 13 | M181 | INTERPRETER I | 16 |
| 14 | N302 | ALUMNI AFFAIRS SPECIALIST | 16 |
| 15 | N329 | INFORMATION SPECIALIST | 16 |
| 16 | N359 | PHOTOGRAPHER II INST | 16 |
| 17 | N363 | PUBLICITY & STUDENT RECRUIT SPEC I | 16 |
| 18 | P308 | PARK TECHNICIAN III | 16 |
| 19 | P310 | FACILITY MANAGER III | 16 |
| 20 | Q019 | EGG PRODUCTS INSPECTOR | 16 |
| 21 | Q031 | APIARY INSPECTOR | 16 |
| 22 | Q035 | LIQUIFIED PETROLEUM GAS TECHNICIAN | 16 |
| 23 | Q041 | LIVESTOCK INSPECTOR | 16 |
| 24 | Q063 | POULTRY GRADER | 16 |
| 25 | Q089 | SHELL EGG GRADER | 16 |
| 26 | Q112 | PETROLEUM PROD TEST TECHNICIAN | 16 |
| 27 | R003 | ADMISSIONS ANALYST SUPERVISOR | 16 |
| 28 | R014 | ATEB ADMINISTRATIVE ASSISTANT | 16 |
| 29 | R020 | ASST BOOKSTORE MANAGER | 16 |
| 30 | R024 | CASE COORDINATOR | 16 |
| 31 | R071 | EXTENSION FIELD REPRESENTATIVE | 16 |
| 32 | R105 | MANAGER OF MAILING SERVICES | 16 |
| 33 | R132 | PLANNING SPECIALIST I | 16 |
| 34 | R156 | REVENUE DEPT SUPERVISOR | 16 |
| 35 | R383 | PERSONNEL REPRESENTATIVE TECHNICIAN | 16 |
| 36 | R440 | BUSINESS CONTROLLER II | 16 |

| | | | |
|----|------|-------------------------------------|----|
| 1 | T003 | CC/COR OFFICER I | 16 |
| 2 | T027 | MILITARY FIRE & POLICE OFFICER SUPV | 16 |
| 3 | T037 | PUB SAFETY OFFICER II | 16 |
| 4 | T070 | HE PUBLIC SAFETY OFFICER I | 16 |
| 5 | V028 | CRIME LAB EVIDENCE TECHNICIAN | 16 |
| 6 | V033 | PLANT WAREHOUSE ASSISTANT FOREMAN | 16 |
| 7 | V053 | SURPLUS PROPERTY AGENT | 16 |
| 8 | V056 | WAREHOUSE MANAGER | 16 |
| 9 | V070 | FED SURPLUS PROP UTILIZATION INSP | 16 |
| 10 | V076 | COR PROPERTY OFFICER | 16 |
| 11 | W001 | ASP AFIS TECHNICIAN | 16 |
| 12 | X318 | CC/COR ADMIN REVIEW OFFICER | 16 |
| 13 | X333 | ENGINEER TECHNICIAN | 16 |
| 14 | X368 | OCCUPATIONAL HYGIENIST I | 16 |
| 15 | X391 | BAIL BONDSMAN INVESTIGATOR | 16 |
| 16 | X395 | SURVEY CREW CHIEF | 16 |
| 17 | X411 | WEIGHTS & MEASURES INVEST II | 16 |
| 18 | Y085 | PRINTER II | 16 |
| 19 | A009 | ACCOUNTS SUPERVISOR | 15 |
| 20 | A028 | REVENUE AGENT II | 15 |
| 21 | A031 | DELINQUENT TAX COLLECTOR | 15 |
| 22 | A063 | PAYROLL OFFICER | 15 |
| 23 | A092 | REPORTING SPECIALIST III | 15 |
| 24 | A108 | ACCOUNTING TECHNICIAN II | 15 |
| 25 | A109 | TAX EXAMINER II | 15 |
| 26 | A155 | ICF COORDINATOR | 15 |
| 27 | A178 | INSURANCE REPRESENTATIVE | 15 |
| 28 | A206 | PATIENT ACCOUNTS SPECIALIST | 15 |
| 29 | B045 | LABORATORY COORDINATOR | 15 |
| 30 | B077 | PATHOLOGY CURATOR | 15 |
| 31 | B117 | ARCHEOLOGICAL LAB ASST III | 15 |
| 32 | D005 | COMPUTER OPERATOR II | 15 |
| 33 | D040 | COMPUTER LAB TECH II — INST | 15 |
| 34 | E003 | ATHLETIC TRAINER | 15 |
| 35 | E084 | HABILITATION/REHAB INSTRUCTOR I | 15 |
| 36 | F004 | ETV PRODUCTION TECHNICIAN I | 15 |

| | | | |
|----|------|-----------------------------------|----|
| 1 | F013 | SPECIAL EVENTS SUPERVISOR | 15 |
| 2 | F051 | TV PRODUCTION ASSISTANT | 15 |
| 3 | G003 | VEHICLE FACILITIES COORD | 15 |
| 4 | G043 | EQUIPMENT MECHANIC | 15 |
| 5 | G055 | FARM MAINTENANCE MECHANIC | 15 |
| 6 | G087 | LANDSCAPE SUPERVISOR I | 15 |
| 7 | G183 | ARCHEOLOGICAL FIELD ASST III | 15 |
| 8 | G213 | INST MAINT WORK PLNR & SCHEDULER | 15 |
| 9 | J011 | FOREST RANGER II | 15 |
| 10 | J015 | FOREST TECHNICIAN | 15 |
| 11 | K003 | CAMPUS POSTMASTER | 15 |
| 12 | K011 | ADMINISTRATIVE OFFICE SUPERVISOR | 15 |
| 13 | K017 | PUBLIC DEFENDER SECRETARY II | 15 |
| 14 | K027 | SUBPOENA COORDINATOR | 15 |
| 15 | K028 | CLAIMS DATA SPECIALIST II | 15 |
| 16 | K034 | INSURANCE LICENSING SPECIALIST | 15 |
| 17 | K045 | REHAB TECHNICIAN | 15 |
| 18 | K105 | REPROD EQUIPMENT OPERATOR SUPV | 15 |
| 19 | L035 | PHARMACY TECHNICIAN SUPERVISOR | 15 |
| 20 | L061 | LIFE SKILLS TRAINER SUPERVISOR | 15 |
| 21 | L115 | LPN II/LPTN II | 15 |
| 22 | L179 | PHYSICAL THERAPY ASSISTANT | 15 |
| 23 | L183 | OCCUPATIONAL THERAPY ASSISTANT | 15 |
| 24 | M002 | ADMISSIONS INTERVIEWER SUPV | 15 |
| 25 | M020 | FAMILY SUPPORT SPECIALIST I | 15 |
| 26 | M034 | HOUSEPARENT II | 15 |
| 27 | M048 | RECREATIONAL ACTIVITY LEADER II | 15 |
| 28 | M073 | SOCIAL SERVICE REPRESENTATIVE I | 15 |
| 29 | M079 | SOCIAL SERVICE WORKER I | 15 |
| 30 | M104 | VOCATIONAL REHAB EVALUATOR I | 15 |
| 31 | M149 | YOUTH SERVICES WORKER I | 15 |
| 32 | N311 | COMMERCIAL ARTIST I/GRAPHIC ART I | 15 |
| 33 | N316 | MUSEUM PROGRAM ASSISTANT | 15 |
| 34 | N331 | LIVESTOCK NEWS REPORTER | 15 |
| 35 | Q049 | MOISTURE METER INSPECTOR | 15 |
| 36 | Q051 | PEST CONTROL INSPECTOR I | 15 |

| | | | |
|----|------|--------------------------------------|----|
| 1 | Q053 | PEST CONTROL TECH | 15 |
| 2 | R009 | ADMINISTRATIVE ASSISTANT I | 15 |
| 3 | R042 | AREC EXAMINER | 15 |
| 4 | R148 | RESEARCH ASSISTANT | 15 |
| 5 | R177 | LEGAL ASSISTANT | 15 |
| 6 | R259 | DWS INTERVIEWER I | 15 |
| 7 | R342 | INTERVIEWER | 15 |
| 8 | R444 | BUSINESS CONTROLLER I | 15 |
| 9 | T025 | MILITARY FIRE & POLICE OFFICER | 15 |
| 10 | T047 | SECURITY OFFICER III | 15 |
| 11 | T073 | DCC INTAKE OFFICER | 15 |
| 12 | V011 | CENTRAL SUPPLY SUPV | 15 |
| 13 | V021 | COMMODITY DIST REP | 15 |
| 14 | V039 | PURCHASE AGENT I/ASST PURCHASE AGENT | 15 |
| 15 | V051 | STOREROOM SUPV/STORE SUPV | 15 |
| 16 | W015 | MEDICAL RECORDS TECHNICIAN | 15 |
| 17 | W025 | RECORDS CONSULTANT | 15 |
| 18 | X307 | COMPLAINTS INVESTIGATOR | 15 |
| 19 | X350 | HLTH CARE ANALYST I | 15 |
| 20 | X382 | ASP DRIVERS LICENSE EXAMINER | 15 |
| 21 | X385 | PROPERTY ASSESSMENT AUDITOR I | 15 |
| 22 | Y047 | INSTRUMENTATION TECHNICIAN I | 15 |
| 23 | Y135 | SOLAR SYSTEM OPERATOR | 15 |
| 24 | A016 | COLLECTOR | 14 |
| 25 | A027 | REVENUE AGENT I | 14 |
| 26 | A050 | PSC TAX DIV VALUATION ANALYST I | 14 |
| 27 | A208 | PATIENT ACCOUNTS CLERK II | 14 |
| 28 | B002 | PHLEBOTOMIST II | 14 |
| 29 | B031 | SEED ANALYST I | 14 |
| 30 | B113 | G&F TECHNICIAN II | 14 |
| 31 | D014 | COMPUTER TECH I — INST | 14 |
| 32 | D089 | DIS TELECOMMUNICATIONS TECH I | 14 |
| 33 | E081 | AUDIOVISUAL TECHNICIAN | 14 |
| 34 | F007 | RADIO ANNOUNCER | 14 |
| 35 | G014 | CHDC LAUNDRY OPERATIONS MANAGER | 14 |
| 36 | G017 | RESEARCH FIELD TECHNICIAN | 14 |

| | | | |
|----|------|------------------------------------|----|
| 1 | G065 | GREENHOUSE TECHNICIAN | 14 |
| 2 | G187 | INSTITUTIONAL BUS DRIVER | 14 |
| 3 | H002 | MANAGER OF CATERING | 14 |
| 4 | H023 | COMMISSARY MANAGER | 14 |
| 5 | J005 | FOREST DISPATCHER | 14 |
| 6 | J009 | FOREST RANGER I | 14 |
| 7 | J031 | NURSERY/SEED ORCHARD TECHNICIAN | 14 |
| 8 | K001 | COMPUTER PUBLISHING OPERATOR | 14 |
| 9 | K005 | ADMISSIONS ANALYST II | 14 |
| 10 | K014 | LIBRARY ACADEMIC TECH III | 14 |
| 11 | K016 | TRANSPORTATION SERVICES REP | 14 |
| 12 | K018 | CHILD SUPPORT TECHNICIAN | 14 |
| 13 | K019 | PUBLIC DEFENDER SECRETARY I | 14 |
| 14 | K021 | REHABILITATION ASSISTANT II | 14 |
| 15 | K029 | CLAIMS DATA SPECIALIST I | 14 |
| 16 | K030 | AGIC TECHNICIAN | 14 |
| 17 | K032 | INSURANCE LICENSE TECHNICIAN | 14 |
| 18 | K036 | CLAIMS EXAMINER | 14 |
| 19 | K041 | EXECUTIVE SECY/ADMINISTRATIVE SECY | 14 |
| 20 | K042 | ASP ADMINISTRATIVE SPECIALIST | 14 |
| 21 | K061 | LIBRARY TECHNICAL ASST III | 14 |
| 22 | K079 | MICRO PHOTOGRAPHER SUPERVISOR | 14 |
| 23 | K091 | PERSONNEL ASSISTANT I INST | 14 |
| 24 | K117 | MEDICAL OR LEGAL SECRETARY | 14 |
| 25 | K174 | BRAILLE & RECORDING SPECIALIST | 14 |
| 26 | L113 | LPN I/LPTN I | 14 |
| 27 | L151 | X-RAY TECH/X-RAY TECH I | 14 |
| 28 | L184 | DIETETIC TECHNICIAN | 14 |
| 29 | M036 | FOSTER GRANDPARENT SUPERVISOR | 14 |
| 30 | M061 | RESIDENT HALL MANAGER II | 14 |
| 31 | N286 | TRAVEL INFORMATION WRITER I | 14 |
| 32 | N303 | ARCHITECTURAL DRAFTSMAN | 14 |
| 33 | N327 | INFORMATION OFFICER I | 14 |
| 34 | N335 | MEDICAL PHOTOGRAPHER I | 14 |
| 35 | N338 | LATENT PRINTS TECHNICIAN | 14 |
| 36 | N377 | AUDIOVISUAL COORD/PHOTOGRAPHER | 14 |

| | | | |
|----|------|-------------------------------------|----|
| 1 | P309 | FACILITY MANAGER II | 14 |
| 2 | P367 | PARK TECH II | 14 |
| 3 | R041 | BOOKSTORE OFFICE MANAGER | 14 |
| 4 | T032 | HE PUBLIC SAFETY SECURITY OFFCR II | 14 |
| 5 | T035 | PUB SAFETY OFFICER I | 14 |
| 6 | V004 | BUYER I | 14 |
| 7 | V019 | COMMODITY ANALYST | 14 |
| 8 | W005 | FINGERPRINT TECH | 14 |
| 9 | W017 | NOSOLOGIST | 14 |
| 10 | X332 | DRIVERS LICENSE EXAMINER | 14 |
| 11 | X336 | DWS CLAIMS ADJUDICATOR | 14 |
| 12 | X409 | WEIGHTS & MEASURES INVEST I | 14 |
| 13 | Y105 | UPHOLSTERER | 14 |
| 14 | A012 | DWS ACCOUNTING CLERK | 13 |
| 15 | A039 | FINANCIAL COUNSELOR | 13 |
| 16 | A051 | INSURANCE SPECIALIST I | 13 |
| 17 | A081 | REFUND SPECIALIST | 13 |
| 18 | A091 | REPORTING SPECIALIST II | 13 |
| 19 | A120 | G&F LICENSING CLERK | 13 |
| 20 | B043 | LABORATORY ASSISTANT III | 13 |
| 21 | B049 | LABORATORY TECHNICIAN II | 13 |
| 22 | B069 | MINERAL TECHNICIAN | 13 |
| 23 | B087 | RESEARCH TECHNICIAN II | 13 |
| 24 | B119 | ARCHEOLOGICAL LAB ASST II | 13 |
| 25 | D003 | COMPUTER OPERATOR I | 13 |
| 26 | D030 | COMPUTER LAB TECH I — INST | 13 |
| 27 | D114 | DP PRODUCTION SCHEDULER | 13 |
| 28 | D185 | DIS CALL CENTER OPERATOR | 13 |
| 29 | E017 | INSTITUTION ASSISTANT LIBRARIAN | 13 |
| 30 | E025 | CHILDCARE TEACHER/SUPERVISOR | 13 |
| 31 | E027 | INSTITUTIONAL TEACHER ASSISTANT | 13 |
| 32 | E033 | MULTI-MEDIA TECHNICAL CONTROLLER I | 13 |
| 33 | G021 | BOILER OPERATOR | 13 |
| 34 | G115 | NURSERY ASST & GROUNDSKEEPER SUPV | 13 |
| 35 | G129 | SURGICAL TECHNICIAN | 13 |
| 36 | G139 | WATER FILTER/WASTE DISPOS PLNT OPER | 13 |

| | | | |
|----|------|-----------------------------------|----|
| 1 | G181 | ARCHEOLOGICAL FIELD ASST II | 13 |
| 2 | H021 | COMMISSARY SUPERVISOR | 13 |
| 3 | H049 | SUPERVISOR OF COOKING | 13 |
| 4 | H061 | EXPERIMENTAL MEAT CUTTER | 13 |
| 5 | K002 | CASHIER III | 13 |
| 6 | K024 | COUNTY HEALTH RECORDS CLERK II | 13 |
| 7 | K026 | DATA ENTRY OPERATOR SUPERVISOR | 13 |
| 8 | K147 | HEAD CASHIER | 13 |
| 9 | K153 | SECRETARY II | 13 |
| 10 | K165 | MEDICAL TRANSCRIPTIONIST | 13 |
| 11 | K172 | VETERANS AID ASST | 13 |
| 12 | L031 | EEG/EKG TECHNICIAN | 13 |
| 13 | L040 | DFA VETERINARIAN ASST I | 13 |
| 14 | L054 | EMERGENCY ROOM TECHNICIAN | 13 |
| 15 | L059 | LIFE SKILLS TRAINER II | 13 |
| 16 | L065 | MOBILE X-RAY TECH | 13 |
| 17 | L091 | OCCUPATIONAL THERAPY WORKER | 13 |
| 18 | L093 | ORTHOTIST AIDE | 13 |
| 19 | L107 | PHYSICAL THERAPY WORKER | 13 |
| 20 | M037 | HOUSEPARENT I | 13 |
| 21 | M047 | RECREATIONAL ACTIVITY LEADER I | 13 |
| 22 | M067 | SOCIAL SERVICE AIDE II | 13 |
| 23 | M174 | SOCIAL SERVICE REPRESENTATIVE TRN | 13 |
| 24 | N307 | CARTOGRAPHER II | 13 |
| 25 | N351 | PHOTO LAB TECHNICIAN | 13 |
| 26 | N357 | PHOTOGRAPHER I-INST | 13 |
| 27 | P341 | STUDENT UNION SECTION MANAGER | 13 |
| 28 | R073 | EXTENSION SPECIALIST ASSISTANT | 13 |
| 29 | R125 | PERSONNEL OFFICER | 13 |
| 30 | R173 | WORK STUDY COORD | 13 |
| 31 | X319 | COSMETOLOGY INSPECTOR | 13 |
| 32 | Y083 | PRINTER I | 13 |
| 33 | A106 | ACCOUNTING TECHNICIAN I | 12 |
| 34 | A107 | TAX EXAMINER I | 12 |
| 35 | A184 | ASST REVENUE AGENT | 12 |
| 36 | A210 | PATIENT ACCOUNTS CLERK I | 12 |

| | | | |
|----|------|-------------------------------------|----|
| 1 | B004 | PHLEBOTOMIST I | 12 |
| 2 | B083 | DEQ TECHNICIAN | 12 |
| 3 | B112 | G&F TECHNICIAN I | 12 |
| 4 | G007 | RADIO DISPATCH OPR/DISPATCH OPR | 12 |
| 5 | G013 | SWITCHBOARD OPERATOR SUPERVISOR | 12 |
| 6 | D013 | COMPUTER TECH TRAINEE—INST | 12 |
| 7 | E006 | CARE GIVER III | 12 |
| 8 | E030 | PROGRAM ASSISTANT—CES | 12 |
| 9 | F029 | TV FILM VIDEOTAPE SPECIALIST | 12 |
| 10 | G011 | ATHLETIC EQUIPMENT SUPV | 12 |
| 11 | G092 | LAUNDRY OPERATIONS MANAGER | 12 |
| 12 | G149 | CENTRAL CONTROL SYSTEM OPERATOR | 12 |
| 13 | G207 | PARKING CONTROL SUPV | 12 |
| 14 | K007 | REPRODUCTION TECHNICIAN SPECIALIST | 12 |
| 15 | K009 | ADMISSIONS ANALYST I | 12 |
| 16 | K012 | LIBRARY ACADEMIC TECH II | 12 |
| 17 | K039 | DOCUMENT EXAMINER II | 12 |
| 18 | K089 | PERSONNEL ASSISTANT | 12 |
| 19 | K099 | REGISTRARS ASSISTANT | 12 |
| 20 | K115 | STATISTICIAN ASST II/STATISTICIAN I | 12 |
| 21 | K124 | WARD COORDINATOR | 12 |
| 22 | K127 | COURIER SUPERVISOR | 12 |
| 23 | K135 | AHRMS DATA TECHNICIAN | 12 |
| 24 | K145 | CASHIER/CASHIER II | 12 |
| 25 | K181 | MAILROOM SUPERVISOR | 12 |
| 26 | L013 | CHEST X RAY SPEC | 12 |
| 27 | L020 | CERTIFIED NURSING ASSISTANT II | 12 |
| 28 | M041 | MEN HLTH ASSISTANT I | 12 |
| 29 | M059 | RESIDENT HALL MANAGER I | 12 |
| 30 | P307 | FACILITY MANAGER I | 12 |
| 31 | P345 | TRAVEL CONSULTANT II | 12 |
| 32 | P365 | PARK TECH I | 12 |
| 33 | Q023 | FIRE EQUIPMENT SERVICE INSPECTOR | 12 |
| 34 | T013 | FIRE & SAFETY COORD | 12 |
| 35 | T045 | SECURITY OFFICER II | 12 |
| 36 | T057 | HE PUBLIC SAFETY SECURITY OFFCR I | 12 |

| | | | |
|----|------|----------------------------------|----|
| 1 | T067 | HE PUBLIC SAFETY DISPATCHER | 12 |
| 2 | V017 | CENTRAL SUPPLY TECH SHIFT SUPV | 12 |
| 3 | W011 | LAND RECORDS CUSTODIAN | 12 |
| 4 | X330 | DWS CLAIMS ADJUDICATOR TRAINEE | 12 |
| 5 | A089 | REPORTING SPECIALIST I | 11 |
| 6 | B005 | ASST LABORATORY ANIMAL TECH | 11 |
| 7 | B033 | HISTOLOGY TECHNICIAN | 11 |
| 8 | B041 | LABORATORY ASSISTANT II | 11 |
| 9 | B047 | LABORATORY TECHNICIAN I | 11 |
| 10 | B085 | RESEARCH TECHNICIAN I | 11 |
| 11 | B121 | ARCHEOLOGICAL LAB ASST I | 11 |
| 12 | D007 | COMPUTER OPERATOR TRAINEE | 11 |
| 13 | E005 | AUDIOVISUAL LABORATORY ASSISTANT | 11 |
| 14 | F015 | SPECIAL EVENTS WORKER | 11 |
| 15 | G001 | AGRI LABORATORY TECHNICIAN | 11 |
| 16 | G061 | FURNITURE REPAIRMAN | 11 |
| 17 | G073 | HEAVY EQUIP OPERATOR | 11 |
| 18 | G111 | MAINT WORK PLANNER & SCHEDULER | 11 |
| 19 | G151 | CUSTODIAL SERVICE SHIFT SUPV | 11 |
| 20 | G179 | ARCHEOLOGICAL FIELD ASST I | 11 |
| 21 | H047 | MEAT CUTTER II/BUTCHER II | 11 |
| 22 | K020 | REHABILITATION ASSISTANT I | 11 |
| 23 | K025 | COUNTY HEALTH RECORDS CLERK I | 11 |
| 24 | K059 | LIBRARY TECHNICAL ASST II | 11 |
| 25 | K078 | ARCHIVAL MICRO PHOTOGRAPHER | 11 |
| 26 | K155 | SECRETARY I | 11 |
| 27 | L018 | CERTIFIED NURSING ASSISTANT I | 11 |
| 28 | L025 | DENTAL ASSISTANT | 11 |
| 29 | L057 | LIFE SKILLS TRAINER I | 11 |
| 30 | L081 | NURSING ASST II | 11 |
| 31 | L101 | PHARMACY TECH | 11 |
| 32 | L181 | BEHAVIORAL HEALTH AIDE | 11 |
| 33 | M001 | ADMISSIONS INTERVIEWER | 11 |
| 34 | M065 | SOCIAL SERVICE AIDE I | 11 |
| 35 | N305 | CARTOGRAPHER I/DRAFTSMAN | 11 |
| 36 | N308 | MUSEUM GUIDE II | 11 |

| | | | |
|----|------|-----------------------------------|----|
| 1 | T043 | SECURITY OFFICER I | 11 |
| 2 | V026 | EVIDENCE CLERK | 11 |
| 3 | V041 | PURCHASING ASSISTANT | 11 |
| 4 | V043 | SHIPPING & RECEIVING CLERK | 11 |
| 5 | X397 | SURVEY CREWMAN | 11 |
| 6 | Y001 | APPRENTICE TRADESMAN | 11 |
| 7 | Y133 | COLLECTION FIELD MAINTENANCE SPEC | 11 |
| 8 | G006 | MOTOR VEHICLE OPERATOR | 10 |
| 9 | G013 | WAREHOUSE WORKER | 10 |
| 10 | G057 | AGRI FARM TECHNICIAN | 10 |
| 11 | G127 | STADIUM MAINTENANCE SUPV | 10 |
| 12 | G147 | ASST CORE DRILLER | 10 |
| 13 | G165 | WORK MAINTENANCE LEADER | 10 |
| 14 | G185 | TRANSIT BUS DRIVER | 10 |
| 15 | H005 | BAKER II | 10 |
| 16 | H027 | COOK II | 10 |
| 17 | K006 | DATA ENTRY SPECIALIST | 10 |
| 18 | K010 | LIBRARY ACADEMIC TECH I | 10 |
| 19 | K023 | CLERICAL ASSISTANT | 10 |
| 20 | K037 | DOCUMENT EXAMINER I | 10 |
| 21 | K097 | RECEPTIONIST | 10 |
| 22 | K103 | REPROD EQUIPMENT OPERATOR | 10 |
| 23 | K113 | STATISTICIAN ASST I | 10 |
| 24 | L021 | HLTH PUB HLTH TECHNICIAN II | 10 |
| 25 | L097 | PHARMACY ASST | 10 |
| 26 | L099 | PHARMACY ASST INST | 10 |
| 27 | P343 | TRAVEL CONSULTANT I | 10 |
| 28 | V029 | INVENTORY CONTROL CLERK | 10 |
| 29 | W023 | RECORDS CENTER OPERATOR II | 10 |
| 30 | A129 | BOOKKEEPER ASSISTANT | 09 |
| 31 | B001 | ACADEMIC LABORATORY ASSISTANT | 09 |
| 32 | B039 | LABORATORY ASSISTANT I | 09 |
| 33 | G011 | SWITCHBOARD OPERATOR II | 09 |
| 34 | G025 | TELECOMMUNICATIONS OPERATOR TRNEE | 09 |
| 35 | E016 | CHILDCARE ASSISTANT | 09 |
| 36 | E095 | DAY CARE ATTENDANT | 09 |

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| 1 | G005 | PARKING CONTROL OFFICER | 09 |
| 2 | G137 | VENDING SERVICEMAN | 09 |
| 3 | H045 | MEAT CUTTER I/BUTCHER I | 09 |
| 4 | K004 | PRKS & TRSM DESK CLERK | 09 |
| 5 | K038 | BED AND BREAKFAST DESK CLERK | 09 |
| 6 | K065 | MAIL OFFICER | 09 |
| 7 | K077 | MICRO PHOTOGRAPHER II | 09 |
| 8 | K149 | SALES CASHIER/CASHIER I | 09 |
| 9 | K180 | CASH CONTROL OPERATOR | 09 |
| 10 | L089 | OCCUPATIONAL THERAPY AIDE | 09 |
| 11 | L105 | PHYSICAL THERAPY AIDE | 09 |
| 12 | N306 | MUSEUM GUIDE I | 09 |
| 13 | N321 | DARKROOM TECHNICIAN | 09 |
| 14 | P363 | PARK AIDE II | 09 |
| 15 | V015 | CENTRAL SUPPLY TECHNICIAN | 09 |
| 16 | V055 | SURPLUS PROPERTY ASSISTANT | 09 |
| 17 | Y045 | INSTITUTIONAL BEAUTICIAN | 09 |
| 18 | E004 | CARE GIVER II | 08 |
| 19 | G002 | CLINICAL HOUSEKEEPER | 08 |
| 20 | G010 | LAUNDRY SUPERVISOR | 08 |
| 21 | G039 | CUSTODIAL SUPV II | 08 |
| 22 | G045 | EQUIPMENT OPERATOR | 08 |
| 23 | G059 | FARM WORKER | 08 |
| 24 | G099 | LINEN SUPERVISOR | 08 |
| 25 | G109 | BLDG/EQUIP MAINT REPAIRMAN II | 08 |
| 26 | H003 | BAKER I | 08 |
| 27 | H019 | CANTEEN SUPERVISOR | 08 |
| 28 | H025 | COOK I | 08 |
| 29 | H053 | FOOD SERVICE WORKER III | 08 |
| 30 | K057 | LIBRARY TECHNICAL ASST I | 08 |
| 31 | K182 | MAIL PROCESSOR | 08 |
| 32 | L022 | CERTIFIED NURSING ASST TRAINEE | 08 |
| 33 | L055 | MEN HLTH WORKER | 08 |
| 34 | L063 | LIFE SKILLS TRAINER TRAINEE | 08 |
| 35 | L079 | NURSING AIDE/NURSING ASST I | 08 |
| 36 | L155 | HLTH PUB HLTH TECHNICIAN I | 08 |

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| 1 | Y101 | SKILLED TRADES HELPER | 08 |
| 2 | B051 | LABORATORY TECHNICIAN TRAINEE | 07 |
| 3 | G009 | SWITCHBOARD OPERATOR I | 07 |
| 4 | F005 | FILM TECHNICIAN | 07 |
| 5 | G177 | MAINTENANCE WORKER SUPERVISOR | 07 |
| 6 | G191 | CLOTHING SHOP OPERATOR | 07 |
| 7 | K015 | OFFICE CLERK | 07 |
| 8 | K071 | MESSENGER SUPERVISOR | 07 |
| 9 | K075 | MICRO PHOTOGRAPHER I | 07 |
| 10 | P361 | PARK AIDE I | 07 |
| 11 | Q065 | PRODUCE INSPECTOR | 07 |
| 12 | W021 | RECORDS CENTER OPERATOR I | 07 |
| 13 | G077 | HOUSEKEEPER SUPERVISOR | 06 |
| 14 | G107 | BLDG/EQUIP MAINT REPAIRMAN I | 06 |
| 15 | G169 | CUSTODIAL SUPV I | 06 |
| 16 | M017 | ESCORT SERVICES COORDINATOR | 06 |
| 17 | B037 | LABORATORY AIDE II | 05 |
| 18 | G175 | MAINTENANCE WORKER II | 05 |
| 19 | H017 | CANTEEN OPERATOR II/SNACKBAR OPER | 05 |
| 20 | H043 | FOOD SERVICE WORKER II | 05 |
| 21 | K069 | COURIER II | 05 |
| 22 | N385 | PUBLIC RELATIONS VISITOR COORD | 05 |
| 23 | V049 | STOCK CLERK II | 05 |
| 24 | Y095 | SEAMSTRESS II | 05 |
| 25 | E001 | CARE GIVER I | 04 |
| 26 | G008 | LAUNDRY WORKER | 04 |
| 27 | G035 | CUSTODIAL WRKR II | 04 |
| 28 | G075 | HOUSEKEEPER | 04 |
| 29 | G173 | MAINTENANCE WORKER I | 04 |
| 30 | B035 | LABORATORY AIDE/LABORATORY AIDE I | 03 |
| 31 | E087 | VOCATIONAL TRAINEE | 03 |
| 32 | G041 | ELEVATOR OPERATOR | 03 |
| 33 | G171 | CUSTODIAL WRKR I | 03 |
| 34 | H015 | CANTEEN OPERATOR I | 03 |
| 35 | H039 | FOOD SERVICE WORKER I | 03 |
| 36 | H051 | WAITRESS/WAITER | 03 |

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| 1 | K067 | COURIER I/MESSENGER | 03 |
| 2 | M031 | ESCORT | 03 |
| 3 | T061 | WATCHMAN | 03 |
| 4 | V047 | STOCK CLERK I | 03 |
| 5 | Y093 | SEAMSTRESS I | 03 |
| 6 | | | |
| 7 | <u>Class</u> | | |
| 8 | <u>Code</u> | <u>Grade</u> | <u>Title</u> |
| 9 | <u>L001N</u> | <u>N922</u> | <u>CRIME LAB DIR MEDICAL EXAMINATION DIV</u> |
| 10 | <u>L003N</u> | <u>N921</u> | <u>CHIEF PHYSICIAN SPECIALIST</u> |
| 11 | <u>L002N</u> | <u>N921</u> | <u>DEPUTY STATE HEALTH OFFICER</u> |
| 12 | <u>L004N</u> | <u>N920</u> | <u>CRIME LAB ASSOC MEDICAL EXAMINER</u> |
| 13 | <u>L005N</u> | <u>N919</u> | <u>PSYCHIATRIC SPECIALIST</u> |
| 14 | <u>L006N</u> | <u>N918</u> | <u>DDSSA CHIEF MEDICAL OFFICER</u> |
| 15 | <u>L007N</u> | <u>N918</u> | <u>REHAB MED DIR ALCOHOL REHAB CTR-BENTON</u> |
| 16 | <u>L010N</u> | <u>N917</u> | <u>DDSSA ASST CHIEF MEDICAL OFFICER</u> |
| 17 | <u>L009N</u> | <u>N917</u> | <u>DHS BEHAV HLTH GENERAL PHYSICIAN</u> |
| 18 | <u>L008N</u> | <u>N917</u> | <u>PHYSICIAN SPECIALIST</u> |
| 19 | <u>L012N</u> | <u>N916</u> | <u>DDSSA MEDICAL CONSULTANT</u> |
| 20 | <u>L011N</u> | <u>N916</u> | <u>DENTIST</u> |
| 21 | <u>L013N</u> | <u>N916</u> | <u>GENERAL PHYSICIAN</u> |
| 22 | <u>L014N</u> | <u>N914</u> | <u>DIRECTOR OF PHARMACY</u> |
| 23 | <u>N001N</u> | <u>N914</u> | <u>DIRECTOR OF PHARMACY BOARD</u> |
| 24 | <u>N002N</u> | <u>N913</u> | <u>DHE SENIOR ASSOC DIRECTOR</u> |
| 25 | <u>N005N</u> | <u>N912</u> | <u>ADE ASST COMMISSIONER LEARNING SERVICES</u> |
| 26 | <u>N006N</u> | <u>N912</u> | <u>ADE ASST COMMISSIONER PUB SCH ACCOUNT</u> |
| 27 | <u>G001N</u> | <u>N912</u> | <u>ADE LITIGATION ATTORNEY</u> |
| 28 | <u>N007N</u> | <u>N912</u> | <u>ADH DEPUTY DIRECTOR ADMIN</u> |
| 29 | <u>B001N</u> | <u>N912</u> | <u>ADH SENIOR SCIENTIST</u> |
| 30 | <u>N009N</u> | <u>N912</u> | <u>ASST COMMISSIONER FISCAL & ADMIN SVCS</u> |
| 31 | <u>N010N</u> | <u>N912</u> | <u>ASST COMMISSIONER HUMAN RESOURCES</u> |
| 32 | <u>N008N</u> | <u>N912</u> | <u>ASST COMMISSIONER RESEARCH & TECHNOLOGY</u> |
| 33 | <u>L015N</u> | <u>N912</u> | <u>ASST PHARMACY DIRECTOR</u> |
| 34 | <u>N012N</u> | <u>N912</u> | <u>DFA ADMINISTRATOR FOR FISCAL & BUDGET</u> |
| 35 | <u>N011N</u> | <u>N912</u> | <u>DFA CHIEF INFORMATION OFFICER</u> |
| 36 | <u>N003N</u> | <u>N912</u> | <u>DFA REV ASST COMMISSIONER OPS & ADMIN</u> |

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| 1 | <u>N004N</u> | <u>N912</u> | <u>DFA REV ASST COMMISSIONER POLICY & LEGAL</u> |
| 2 | <u>N013N</u> | <u>N912</u> | <u>DIS CHIEF OPERATING OFFICER</u> |
| 3 | <u>N014N</u> | <u>N912</u> | <u>INSURANCE DEP COMMISS FINANCIAL REGS</u> |
| 4 | <u>N015N</u> | <u>N911</u> | <u>ADE DIR PUBLIC SCHOOL FACILITIES & TRANS</u> |
| 5 | <u>N016N</u> | <u>N911</u> | <u>DHS DEP DIR ADMINISTRATIVE SVCS</u> |
| 6 | <u>L016N</u> | <u>N911</u> | <u>REGISTERED PHARMACIST</u> |
| 7 | <u>D001N</u> | <u>N911</u> | <u>STATE APPLICATION DIVISION DIRECTOR</u> |
| 8 | <u>N017N</u> | <u>N910</u> | <u>ADH CHIEF INFORMATION OFFICER</u> |
| 9 | <u>N020N</u> | <u>N910</u> | <u>DHS DDS COMMISSIONER</u> |
| 10 | <u>N019N</u> | <u>N910</u> | <u>DHS DEP DIR BEHAV HLTH SERVICES</u> |
| 11 | <u>N018N</u> | <u>N910</u> | <u>DHS DEP DIR COUNTY OPERATIONS</u> |
| 12 | <u>N022N</u> | <u>N910</u> | <u>DHS DEP DIR MEDICAL SERVICES</u> |
| 13 | <u>N021N</u> | <u>N910</u> | <u>DHS DEPUTY DIRECTOR - DCFS</u> |
| 14 | <u>N024N</u> | <u>N910</u> | <u>DIRECTOR STUDENT LOAN AUTHORITY</u> |
| 15 | <u>N023N</u> | <u>N910</u> | <u>INSURANCE DEPUTY COMMISSIONER</u> |
| 16 | <u>N025N</u> | <u>N910</u> | <u>INSURANCE DEPUTY COMMISSIONER INFO SVCS</u> |
| 17 | <u>N039N</u> | <u>N909</u> | <u>ADC DEPUTY DIRECTOR</u> |
| 18 | <u>N038N</u> | <u>N909</u> | <u>DFA ACCOUNTING ADMINISTRATOR</u> |
| 19 | <u>N033N</u> | <u>N909</u> | <u>DFA ADMINISTRATIVE SVCS ADMINISTRATOR</u> |
| 20 | <u>N037N</u> | <u>N909</u> | <u>DFA DRIVER LICENSE ADMINISTRATOR</u> |
| 21 | <u>N036N</u> | <u>N909</u> | <u>DFA EBD ADMINISTRATOR</u> |
| 22 | <u>D004N</u> | <u>N909</u> | <u>DFA IGS/STATE TECHNOLOGY ADMINISTRATOR</u> |
| 23 | <u>N035N</u> | <u>N909</u> | <u>DFA MOTOR VEHICLE ADMINISTRATOR</u> |
| 24 | <u>N034N</u> | <u>N909</u> | <u>DFA OCSE ADMINISTRATOR</u> |
| 25 | <u>G002N</u> | <u>N909</u> | <u>DFA REVENUE CHIEF COUNSEL</u> |
| 26 | <u>N032N</u> | <u>N909</u> | <u>DFA STATE PERSONNEL ADMINISTRATOR</u> |
| 27 | <u>N031N</u> | <u>N909</u> | <u>DFA STATE PROCUREMENT ADMINISTRATOR</u> |
| 28 | <u>N030N</u> | <u>N909</u> | <u>DFA STATE REVENUE OFFICE ADMINISTRATOR</u> |
| 29 | <u>N029N</u> | <u>N909</u> | <u>DFA TAX ADMINISTRATOR</u> |
| 30 | <u>N028N</u> | <u>N909</u> | <u>DFA TAX AUDIT ADMINISTRATOR</u> |
| 31 | <u>N042N</u> | <u>N909</u> | <u>DFA TAX RESEARCH ADMINISTRATOR</u> |
| 32 | <u>N041N</u> | <u>N909</u> | <u>DHE ASSOC DIR FOR ACADEMIC AFFAIRS</u> |
| 33 | <u>N040N</u> | <u>N909</u> | <u>DHS CHIEF INFORMATION OFFICER</u> |
| 34 | <u>N027N</u> | <u>N909</u> | <u>DHS DEPUTY DIRECTOR ADULT SERVICES</u> |
| 35 | <u>N026N</u> | <u>N909</u> | <u>DHS DEPUTY DIRECTOR OF DYS</u> |
| 36 | <u>N045N</u> | <u>N909</u> | <u>DIRECTOR OF POULTRY DISEASES</u> |

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| 1 | <u>N044N</u> | <u>N909</u> | <u>DIS CUST RELATIONS MGMT ADMR</u> |
| 2 | <u>G003N</u> | <u>N909</u> | <u>PSC CHIEF ADMIN LAW JUDGE</u> |
| 3 | <u>N043N</u> | <u>N909</u> | <u>PSC DIRECTOR OF FINANCIAL ANALYSIS</u> |
| 4 | <u>D003N</u> | <u>N909</u> | <u>STATE CHIEF SECURITY OFFICER</u> |
| 5 | <u>D002N</u> | <u>N909</u> | <u>STATE DATABASE ADMINISTRATOR LEAD</u> |
| 6 | <u>B003N</u> | <u>N908</u> | <u>ABA STATE ARCHITECT</u> |
| 7 | <u>B002N</u> | <u>N908</u> | <u>ABA STATE ENGINEER</u> |
| 8 | <u>N048N</u> | <u>N908</u> | <u>ADC ASSISTANT DIRECTOR</u> |
| 9 | <u>N047N</u> | <u>N908</u> | <u>ADE APSCN DIRECTOR</u> |
| 10 | <u>N046N</u> | <u>N908</u> | <u>ADE ASST DIR ACADEMIC FACILITIES</u> |
| 11 | <u>N069N</u> | <u>N908</u> | <u>ADE SPECIAL ADVISOR</u> |
| 12 | <u>N068N</u> | <u>N908</u> | <u>ADE SPECIAL ASSISTANT TO COMMISSIONER</u> |
| 13 | <u>N067N</u> | <u>N908</u> | <u>ADEQ DEPUTY DIRECTOR - LAND RESOURCES</u> |
| 14 | <u>N066N</u> | <u>N908</u> | <u>ADFA DEPUTY DIRECTOR</u> |
| 15 | <u>N065N</u> | <u>N908</u> | <u>ADH CENTER DIRECTOR-HEALTH PROTECTION</u> |
| 16 | <u>N064N</u> | <u>N908</u> | <u>ADH CENTER DIR-LOCAL PUBLIC HEALTH</u> |
| 17 | <u>N063N</u> | <u>N908</u> | <u>ADH EPIDEMIOLOGY OFFICER</u> |
| 18 | <u>N062N</u> | <u>N908</u> | <u>AEDC BUSINESS DEV DIV DIR</u> |
| 19 | <u>N061N</u> | <u>N908</u> | <u>AEDC BUSINESS FINANCE DIRECTOR</u> |
| 20 | <u>N060N</u> | <u>N908</u> | <u>AEDC INTERNATIONAL RELATIONS MANAGER</u> |
| 21 | <u>N059N</u> | <u>N908</u> | <u>AEDC TRAINING DIVISION DIRECTOR</u> |
| 22 | <u>N056N</u> | <u>N908</u> | <u>AGRI COORDINATOR OF LABORATORY</u> |
| 23 | <u>N057N</u> | <u>N908</u> | <u>ASP DEPUTY DIRECTOR/LT. COLONEL</u> |
| 24 | <u>N058N</u> | <u>N908</u> | <u>DEPUTY DIRECTOR OF ARLPC</u> |
| 25 | <u>D005N</u> | <u>N908</u> | <u>DFA IT TECHNICAL SPECIALIST</u> |
| 26 | <u>N055N</u> | <u>N908</u> | <u>DHE ASSOCIATE DIRECTOR</u> |
| 27 | <u>N054N</u> | <u>N908</u> | <u>DHE CAREER PATHWAYS DIRECTOR</u> |
| 28 | <u>N053N</u> | <u>N908</u> | <u>DHS ASH CHIEF EXECUTIVE OFFICER</u> |
| 29 | <u>G004N</u> | <u>N908</u> | <u>DHS CHIEF ATTORNEY</u> |
| 30 | <u>N052N</u> | <u>N908</u> | <u>DHS EXEC DIR EARLY CHILDHOOD COMM</u> |
| 31 | <u>N051N</u> | <u>N908</u> | <u>DWS ASST DIR, EMPLOYMENT ASSIST</u> |
| 32 | <u>N050N</u> | <u>N908</u> | <u>DWS ASST DIR, FINANCIAL MANAGEMENT</u> |
| 33 | <u>N049N</u> | <u>N908</u> | <u>DWS ASST DIR, INFO AND TECHNOLOGY</u> |
| 34 | <u>N074N</u> | <u>N908</u> | <u>DWS ASST DIR, UNEMPLOYMENT INS</u> |
| 35 | <u>N075N</u> | <u>N908</u> | <u>DWS DEP ASST DIR EMPLOYMENT ASSISTANCE</u> |
| 36 | <u>G007N</u> | <u>N908</u> | <u>DWS GENERAL COUNSEL</u> |

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| 1 | <u>N073N</u> | <u>N908</u> | <u>INSURANCE CHF FIN/MKT CONDUCT EXMR</u> |
| 2 | <u>G006N</u> | <u>N908</u> | <u>PSC CHIEF COUNSEL</u> |
| 3 | <u>N072N</u> | <u>N908</u> | <u>PSC DIRECTOR RESEARCH & POLICY</u> |
| 4 | <u>N071N</u> | <u>N908</u> | <u>PSC TAX DIVISION DIRECTOR</u> |
| 5 | <u>B004N</u> | <u>N908</u> | <u>STATE VETERINARIAN</u> |
| 6 | <u>N070N</u> | <u>N908</u> | <u>WCC ASST CHIEF EXECUTIVE OFFICER</u> |
| 7 | <u>G005N</u> | <u>N908</u> | <u>WCC CHIEF ADMIN LAW JUDGE</u> |
| 8 | <u>N077N</u> | <u>N907</u> | <u>ADPT CENTRAL ADMIN DIV DIR</u> |
| 9 | <u>N085N</u> | <u>N907</u> | <u>AEDC DIR TECH & ENTREPRENEURSHIP</u> |
| 10 | <u>N084N</u> | <u>N907</u> | <u>AEDC MRKT & COMMUNICATIONS DIR</u> |
| 11 | <u>N083N</u> | <u>N907</u> | <u>AEDC STRATEGIC PLANNING DIRECTOR</u> |
| 12 | <u>B006N</u> | <u>N907</u> | <u>ARLPC BOARD CERTIFIED PATHOLOGIST</u> |
| 13 | <u>G008N</u> | <u>N907</u> | <u>CHIEF PUBLIC DEFENDER</u> |
| 14 | <u>N082N</u> | <u>N907</u> | <u>DFA INTERNAL AUDIT ADMINISTRATOR</u> |
| 15 | <u>N081N</u> | <u>N907</u> | <u>DHS DDS SUPT HDC/CONWAY</u> |
| 16 | <u>N080N</u> | <u>N907</u> | <u>DHS/DMS ASSISTANT DIRECTOR - FISCAL</u> |
| 17 | <u>N079N</u> | <u>N907</u> | <u>DIS DIVISION DIRECTOR</u> |
| 18 | <u>N078N</u> | <u>N907</u> | <u>DIS PROJECT & ENTERPRISE PROG MGMT ADMIN</u> |
| 19 | <u>N076N</u> | <u>N907</u> | <u>PSC DIRECTOR OF QUALITY SERVICES</u> |
| 20 | <u>D007N</u> | <u>N907</u> | <u>STATE GEOGRAPHIC INFO OFFICER</u> |
| 21 | <u>D006N</u> | <u>N907</u> | <u>STATE SYSTEMS ARCHITECT</u> |
| 22 | <u>B005N</u> | <u>N907</u> | <u>VETERINARIAN</u> |
| 23 | <u>D009N</u> | <u>N906</u> | <u>AASIS SYSTEM ADMINISTRATOR</u> |
| 24 | <u>T001N</u> | <u>N906</u> | <u>ADC SUPERINTENDENT</u> |
| 25 | <u>N097N</u> | <u>N906</u> | <u>ADH CHIEF FINANCIAL OFFICER</u> |
| 26 | <u>G009N</u> | <u>N906</u> | <u>ADH CHIEF LEGAL COUNSEL</u> |
| 27 | <u>B007N</u> | <u>N906</u> | <u>AETN ENGINEERING DIVISION MANAGER</u> |
| 28 | <u>N096N</u> | <u>N906</u> | <u>APERS ASST DIRECTOR OF FINANCE</u> |
| 29 | <u>N095N</u> | <u>N906</u> | <u>ARKANSAS BUREAU OF STANDARDS DIRECTOR</u> |
| 30 | <u>N094N</u> | <u>N906</u> | <u>ASTA EPSCOR DIRECTOR</u> |
| 31 | <u>N093N</u> | <u>N906</u> | <u>ATRS ASSOCIATE DIRECTOR FISCAL AFFAIRS</u> |
| 32 | <u>N092N</u> | <u>N906</u> | <u>ATRS ASSOCIATE DIRECTOR OF OPERATIONS</u> |
| 33 | <u>A103C</u> | <u>N906</u> | <u>CERTIFIED FINANCIAL EXAMINER MANAGER</u> |
| 34 | <u>N090N</u> | <u>N906</u> | <u>CONTRACTORS LICENSE ADMR/INVEST</u> |
| 35 | <u>N089N</u> | <u>N906</u> | <u>DFA DIRECTOR ABC ADMINISTRATION</u> |
| 36 | <u>D008N</u> | <u>N906</u> | <u>DFA PBAS TECHNICAL SUPPORT MANAGER</u> |

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| 1 | <u>N088N</u> | <u>N906</u> | <u>DHS AHC DIRECTOR OF NURSING</u> |
| 2 | <u>N087N</u> | <u>N906</u> | <u>DHS BEHAV HLTH DIR HOSPITAL OPS</u> |
| 3 | <u>N086N</u> | <u>N906</u> | <u>DHS DDS DIR EVAL PLAN & MGMT SYSTEMS</u> |
| 4 | <u>N103N</u> | <u>N906</u> | <u>DHS MENTAL HEALTH CENTER DIRECTOR</u> |
| 5 | <u>N102N</u> | <u>N906</u> | <u>DHS/DCO ASSISTANT DIRECTOR</u> |
| 6 | <u>N101N</u> | <u>N906</u> | <u>DHS/DCO ASST DEP DIR PGM & ADMN SPT</u> |
| 7 | <u>N099N</u> | <u>N906</u> | <u>DHS/DMS ADD -- LONG-TERM CARE</u> |
| 8 | <u>N100N</u> | <u>N906</u> | <u>DHS/DMS ADD - MEDICAL SERVICES</u> |
| 9 | <u>N098N</u> | <u>N906</u> | <u>HSRC DIRECTOR OF PHYSICAL THERAPY</u> |
| 10 | <u>G011N</u> | <u>N906</u> | <u>PSC ADMINISTRATIVE LAW JUDGE</u> |
| 11 | <u>G010N</u> | <u>N906</u> | <u>WCC ADMINISTRATIVE LAW JUDGE</u> |
| 12 | <u>E003N</u> | <u>N905</u> | <u>ADE COORD SCH. IMP / STANDARDS ASSURANCE</u> |
| 13 | <u>E002N</u> | <u>N905</u> | <u>ADE COORDINATOR OF SPECIAL PROJECTS</u> |
| 14 | <u>E001N</u> | <u>N905</u> | <u>ADE COORDINATOR SPECIAL PROGRAMS</u> |
| 15 | <u>R001N</u> | <u>N905</u> | <u>ADH CHIEF HUMAN RESOURCES OFFICER</u> |
| 16 | <u>N104N</u> | <u>N905</u> | <u>ADH DIRECTOR STATISTICS & VITAL RECORDS</u> |
| 17 | <u>G013N</u> | <u>N905</u> | <u>ASBN GENERAL COUNSEL</u> |
| 18 | <u>N113N</u> | <u>N905</u> | <u>ATC DIRECTOR</u> |
| 19 | <u>B009N</u> | <u>N905</u> | <u>DFA DOG RACING VETERINARIAN</u> |
| 20 | <u>L017N</u> | <u>N905</u> | <u>DHS ALEXANDER CHIEF PSYCHOLOGIST</u> |
| 21 | <u>N112N</u> | <u>N905</u> | <u>DHS ASST DEP DIR FIN SUPPORT SYSTEM</u> |
| 22 | <u>N111N</u> | <u>N905</u> | <u>DHS ASST DEP DIR FOR MGR ACCOUNTING</u> |
| 23 | <u>N110N</u> | <u>N905</u> | <u>DHS ASST DIR CONTRACT MONITORING UNIT</u> |
| 24 | <u>N108N</u> | <u>N905</u> | <u>DHS/DCO ASST DEP DIR</u> |
| 25 | <u>N107N</u> | <u>N905</u> | <u>DHS/OFA ASSISTANT DIR - ACCOUNTING OPS</u> |
| 26 | <u>N109N</u> | <u>N905</u> | <u>DHS/OFA ASSISTANT DIRECTOR</u> |
| 27 | <u>G229C</u> | <u>N905</u> | <u>JDDC DEPUTY EXEC DIRECTOR</u> |
| 28 | <u>N106N</u> | <u>N905</u> | <u>PRIVATE CAREER EDUCATION BOARD DIRECTOR</u> |
| 29 | <u>G012N</u> | <u>N905</u> | <u>PUBLIC DEFENDER III</u> |
| 30 | <u>B008N</u> | <u>N905</u> | <u>SENIOR PETROLEUM ENGINEER</u> |
| 31 | <u>N105N</u> | <u>N905</u> | <u>STADIUM COMMISSION EXECUTIVE DIRECTOR</u> |
| 32 | <u>G014N</u> | <u>N904</u> | <u>ADC COMPLIANCE ATTORNEY</u> |
| 33 | <u>N120N</u> | <u>N904</u> | <u>ADC FARM ADMINISTRATOR</u> |
| 34 | <u>N119N</u> | <u>N904</u> | <u>ADC INDUSTRY ADMINISTRATOR</u> |
| 35 | <u>P001N</u> | <u>N904</u> | <u>ADE DIR OF COMMUNICATIONS</u> |
| 36 | <u>B011N</u> | <u>N904</u> | <u>ADH DIR ENGINEERING</u> |

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| 1 | <u>N118N</u> | <u>N904</u> | <u>ADH DIR IN-HOME SERVICES</u> |
| 2 | <u>N117N</u> | <u>N904</u> | <u>BD OF ACCT EXECUTIVE DIRECTOR</u> |
| 3 | <u>N116N</u> | <u>N904</u> | <u>BOARD OF ARCHITECTS EXECUTIVE DIRECTOR</u> |
| 4 | <u>N115N</u> | <u>N904</u> | <u>CRIMINAL INSURANCE FRAUD DIRECTOR</u> |
| 5 | <u>N114N</u> | <u>N904</u> | <u>DCC DEP DIRECTOR RESIDENTIAL SVCS</u> |
| 6 | <u>N130N</u> | <u>N904</u> | <u>DCC DEPUTY DIR ADMINISTRATIVE SERVICES</u> |
| 7 | <u>N129N</u> | <u>N904</u> | <u>DCC DEPUTY DIR PAROLE/PROBATION SERVICES</u> |
| 8 | <u>N128N</u> | <u>N904</u> | <u>DHS ASST DIR QUALITY ASSURANCE</u> |
| 9 | <u>N126N</u> | <u>N904</u> | <u>DHS DDS SUPT HDC</u> |
| 10 | <u>N125N</u> | <u>N904</u> | <u>DHS DEP DIR SVCS FOR THE BLIND</u> |
| 11 | <u>R002N</u> | <u>N904</u> | <u>DHS DIRECTOR OF HUMAN RESOURCES</u> |
| 12 | <u>N123N</u> | <u>N904</u> | <u>DHS/DBHS ASST DIR FOR FINANCE</u> |
| 13 | <u>N127N</u> | <u>N904</u> | <u>DHS/DBHS DIR ALCOHOL & DRUG ABUSE PREV</u> |
| 14 | <u>N122N</u> | <u>N904</u> | <u>DHS/DCC ASSISTANT DIR FINANCE & ADMIN</u> |
| 15 | <u>N121N</u> | <u>N904</u> | <u>DHS/DCFS DEPUTY DIRECTOR</u> |
| 16 | <u>N124N</u> | <u>N904</u> | <u>DHS/DYS ASSISTANT DIVISION DIRECTOR</u> |
| 17 | <u>G018N</u> | <u>N904</u> | <u>DIRECTOR RISK MANAGEMENT</u> |
| 18 | <u>G017N</u> | <u>N904</u> | <u>DWS ASST DIR - TANF</u> |
| 19 | <u>G016N</u> | <u>N904</u> | <u>DWS ASST DIR GRANTS RESOURCE ADMIN</u> |
| 20 | <u>G015N</u> | <u>N904</u> | <u>DWS ASST DIR NEW HIRE REGISTRY</u> |
| 21 | <u>D010N</u> | <u>N904</u> | <u>INSURANCE CHIEF TECHNOLOGY OFFICER</u> |
| 22 | <u>L018N</u> | <u>N904</u> | <u>NURSE PRACTITIONER</u> |
| 23 | <u>G019N</u> | <u>N904</u> | <u>PAROLE BOARD MEMBER</u> |
| 24 | <u>B010N</u> | <u>N904</u> | <u>VETERINARY VIROLOGIST</u> |
| 25 | <u>N136N</u> | <u>N903</u> | <u>ADC HLTH SVCS ADMR</u> |
| 26 | <u>L019N</u> | <u>N903</u> | <u>ADH CHIEF EPIDEMIOLOGIST</u> |
| 27 | <u>P002N</u> | <u>N903</u> | <u>ADH DIRECTOR OF COMMUNICATIONS</u> |
| 28 | <u>G020N</u> | <u>N903</u> | <u>AGFC GENERAL COUNSEL</u> |
| 29 | <u>B012N</u> | <u>N903</u> | <u>ASTA ASSISTANT DIRECTOR OF ENGINEERING</u> |
| 30 | <u>N135N</u> | <u>N903</u> | <u>DHS AHC NURSING HOME ADMINISTRATOR</u> |
| 31 | <u>N134N</u> | <u>N903</u> | <u>DHS/DCFS ASSISTANT DIRECTOR</u> |
| 32 | <u>N133N</u> | <u>N903</u> | <u>DIRECTOR MINORITY HEALTH COMMISSION</u> |
| 33 | <u>N132N</u> | <u>N903</u> | <u>ENG & LAND SURVEYORS EXEC DIRECTOR</u> |
| 34 | <u>G021N</u> | <u>N903</u> | <u>PSYCHOMETRICIAN</u> |
| 35 | <u>N131N</u> | <u>N903</u> | <u>SBEC DIRECTOR</u> |
| 36 | <u>A001N</u> | <u>N903</u> | <u>STUDENT LOAN CHIEF FINANCIAL OFFICER</u> |

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| 1 | <u>G024N</u> | <u>N902</u> | <u>ADC GENERAL COUNSEL</u> |
| 2 | <u>N149N</u> | <u>N902</u> | <u>ADE COORD FISCAL DISTRESS</u> |
| 3 | <u>N148N</u> | <u>N902</u> | <u>ADH GOVERNMENTAL AFFAIRS POLICY DIR</u> |
| 4 | <u>B013N</u> | <u>N902</u> | <u>ASST STATE GEOLOGIST</u> |
| 5 | <u>X001N</u> | <u>N902</u> | <u>BD OF COLLECTION EXEC DIR</u> |
| 6 | <u>N146N</u> | <u>N902</u> | <u>BOARD OF APPRAISER EXECUTIVE DIRECTOR</u> |
| 7 | <u>N145N</u> | <u>N902</u> | <u>DHS ASSISTANT DIRECTOR CMS</u> |
| 8 | <u>N144N</u> | <u>N902</u> | <u>DHS DDS DIR CLIENT SERVICES</u> |
| 9 | <u>N143N</u> | <u>N902</u> | <u>DHS DDS DIVISION MANAGER</u> |
| 10 | <u>N147N</u> | <u>N902</u> | <u>DHS/DAAS ASST DEP DIR</u> |
| 11 | <u>N142N</u> | <u>N902</u> | <u>DHS/DAAS DEPUTY DIRECTOR</u> |
| 12 | <u>N141N</u> | <u>N902</u> | <u>DHS/DCO AREA DIRECTOR</u> |
| 13 | <u>N140N</u> | <u>N902</u> | <u>INS ASST DEP COMMISSIONER FINANCE</u> |
| 14 | <u>N139N</u> | <u>N902</u> | <u>MINORITY HLTH & HLTH DISPARITIES DIR</u> |
| 15 | <u>G023N</u> | <u>N902</u> | <u>PAROLE BOARD HEARING EXAMINER</u> |
| 16 | <u>G022N</u> | <u>N902</u> | <u>PUBLIC DEFENDER II</u> |
| 17 | <u>N170N</u> | <u>N902</u> | <u>REHAB DIRECTOR - ACTI</u> |
| 18 | <u>N138N</u> | <u>N902</u> | <u>REHAB DIRECTOR FIELD SVCS</u> |
| 19 | <u>N137N</u> | <u>N902</u> | <u>SECURITIES DEPUTY COMMISSIONER</u> |
| 20 | <u>N150N</u> | <u>N902</u> | <u>TECHNICAL INSTITUTE DIRECTOR</u> |
| 21 | <u>P003N</u> | <u>N901</u> | <u>ADC PUBLIC INFORMATION OFFICER</u> |
| 22 | <u>N163N</u> | <u>N901</u> | <u>ADPT TOURISM ADMIN DIRECTOR</u> |
| 23 | <u>N159N</u> | <u>N901</u> | <u>APERS INVESTMENT OPERATIONS MANAGER</u> |
| 24 | <u>N158N</u> | <u>N901</u> | <u>ASBN ASSISTANT DIRECTOR</u> |
| 25 | <u>G026N</u> | <u>N901</u> | <u>ASTA ASSISTANT DIRECTOR MGMT SVS</u> |
| 26 | <u>A002N</u> | <u>N901</u> | <u>ASTA ASSISTANT DIRECTOR OF FINANCE</u> |
| 27 | <u>B015N</u> | <u>N901</u> | <u>ASTA ASSISTANT DIRECTOR OF RESEARCH</u> |
| 28 | <u>N157N</u> | <u>N901</u> | <u>ATRS ASSOCIATE DIRECTOR OF INVESTMENTS</u> |
| 29 | <u>N156N</u> | <u>N901</u> | <u>BEHAV HLTH ASST DIR CHILDRENS SVS</u> |
| 30 | <u>N155N</u> | <u>N901</u> | <u>CAPITOL ZONING DISTRICT ADMINISTRATOR</u> |
| 31 | <u>N154N</u> | <u>N901</u> | <u>CLAIMS COMMISSION DIRECTOR</u> |
| 32 | <u>N166N</u> | <u>N901</u> | <u>DFA DIRECTOR ABC ENFORCEMENT</u> |
| 33 | <u>N168N</u> | <u>N901</u> | <u>DHS DIR HOME & COMMUNITY BASED SVCS</u> |
| 34 | <u>P004N</u> | <u>N901</u> | <u>DHS DIRECTOR OF PUBLIC RELATIONS</u> |
| 35 | <u>N167N</u> | <u>N901</u> | <u>DHS POLICY & RESEARCH DIRECTOR</u> |
| 36 | <u>G027N</u> | <u>N901</u> | <u>DHS RESEARCH ANALYSIS MANAGER</u> |

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| 1 | <u>N152N</u> | <u>N901</u> | <u>DHS/DBHS ASSISTANT DIR ADMIN SVCS</u> |
| 2 | <u>N153N</u> | <u>N901</u> | <u>DHS/DBHS CLINICAL DIRECTOR</u> |
| 3 | <u>N151N</u> | <u>N901</u> | <u>DHS/DCFS ADMR ADMIN SERVICES</u> |
| 4 | <u>B016N</u> | <u>N901</u> | <u>LAND SURVEY STATE SURVEYOR</u> |
| 5 | <u>N165N</u> | <u>N901</u> | <u>LP GAS BOARD DIRECTOR</u> |
| 6 | <u>N164N</u> | <u>N901</u> | <u>MILITARY DEPUTY ADJUTANT GENERAL</u> |
| 7 | <u>N169N</u> | <u>N901</u> | <u>MOTOR VEHICLE COMMISSION DIRECTOR</u> |
| 8 | <u>L022N</u> | <u>N901</u> | <u>OCCUPATIONAL THERAPIST</u> |
| 9 | <u>L021N</u> | <u>N901</u> | <u>PHYSICAL THERAPIST</u> |
| 10 | <u>G025N</u> | <u>N901</u> | <u>PUBLIC DEFENDER I</u> |
| 11 | <u>B014N</u> | <u>N901</u> | <u>SENIOR PETROLEUM GEOLOGIST</u> |
| 12 | <u>L020N</u> | <u>N901</u> | <u>SPECIALIZED LICENSED PROF COUNSELOR</u> |
| 13 | <u>N162N</u> | <u>N901</u> | <u>STATE DRUG PREVENTION DIRECTOR</u> |
| 14 | <u>N161N</u> | <u>N901</u> | <u>STATE LIBRARY DEPUTY DIRECTOR</u> |
| 15 | <u>N160N</u> | <u>N901</u> | <u>TEACHER HOUSING DEVELOP CMSN DIR</u> |
| 16 | <u>G003C</u> | <u>C130</u> | <u>ANRC DEPUTY DIRECTOR</u> |
| 17 | <u>T001C</u> | <u>C130</u> | <u>ASP MAJOR</u> |
| 18 | <u>X003C</u> | <u>C130</u> | <u>ASP/CACD CHIEF ADMINISTRATOR</u> |
| 19 | <u>A004C</u> | <u>C130</u> | <u>CERTIFIED FINANCIAL EXAMINER</u> |
| 20 | <u>B001C</u> | <u>C130</u> | <u>DEPUTY STATE FORESTER</u> |
| 21 | <u>A002C</u> | <u>C130</u> | <u>DFA ASSISTANT ACCOUNTING ADMINISTRATOR</u> |
| 22 | <u>G001C</u> | <u>C130</u> | <u>DFA ASSISTANT ADMIN SVCS ADMINISTRATOR</u> |
| 23 | <u>R002C</u> | <u>C130</u> | <u>DFA ASSISTANT BUDGET ADMINISTRATOR</u> |
| 24 | <u>R003C</u> | <u>C130</u> | <u>DFA ASSISTANT EBD ADMINISTRATOR</u> |
| 25 | <u>G002C</u> | <u>C130</u> | <u>DFA ASSISTANT IGS ADMINISTRATOR</u> |
| 26 | <u>R001C</u> | <u>C130</u> | <u>DFA ASSISTANT PERSONNEL ADMINISTRATOR</u> |
| 27 | <u>V001C</u> | <u>C130</u> | <u>DFA ASSISTANT PROCUREMENT ADMINISTRATOR</u> |
| 28 | <u>A001C</u> | <u>C130</u> | <u>DFA ASSISTANT TAX RESEARCH ADMINISTRATOR</u> |
| 29 | <u>D002C</u> | <u>C130</u> | <u>DFA OIS ASSISTANT ADMINISTRATOR</u> |
| 30 | <u>A003C</u> | <u>C130</u> | <u>DFA REVENUE ASSISTANT ADMINISTRATOR</u> |
| 31 | <u>X002C</u> | <u>C130</u> | <u>INSURANCE PUBLIC EMP CLAIMS DIV DIR</u> |
| 32 | <u>X001C</u> | <u>C130</u> | <u>PSC DIR OF ELECTRIC UTILITIES SECT</u> |
| 33 | <u>D001C</u> | <u>C130</u> | <u>STATE DATABASE ADMINISTRATOR</u> |
| 34 | <u>A008C</u> | <u>C129</u> | <u>ADE FINANCE DIVISION MANAGER</u> |
| 35 | <u>G006C</u> | <u>C129</u> | <u>ADE SPECIAL EDUCATION DIVISION MANAGER</u> |
| 36 | <u>X004C</u> | <u>C129</u> | <u>ADEQ AIR DIVISION MANAGER</u> |

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| 1 | <u>G005C</u> | <u>C129</u> | <u>ADEQ WATER DIVISION MANAGER</u> |
| 2 | <u>T002C</u> | <u>C129</u> | <u>AGFC COLONEL</u> |
| 3 | <u>B003C</u> | <u>C129</u> | <u>AGFC DIVISION CHIEF</u> |
| 4 | <u>B002C</u> | <u>C129</u> | <u>AGRI DIRECTOR OF MARKETING</u> |
| 5 | <u>A007C</u> | <u>C129</u> | <u>AUDIT MANAGER</u> |
| 6 | <u>A006C</u> | <u>C129</u> | <u>DFA REVENUE TAX DIVISION MANAGER</u> |
| 7 | <u>R004C</u> | <u>C129</u> | <u>DFA STATE PAYROLL SYSTEMS MANAGER</u> |
| 8 | <u>A005C</u> | <u>C129</u> | <u>DIR OF COST ALLOCATION & RATE DESIGN</u> |
| 9 | <u>G004C</u> | <u>C129</u> | <u>MANAGING ATTORNEY</u> |
| 10 | <u>L001C</u> | <u>C129</u> | <u>PSYCHOLOGIST SUPERVISOR</u> |
| 11 | <u>D003C</u> | <u>C129</u> | <u>STATE SYSTEMS ADMINISTRATOR LEAD</u> |
| 12 | <u>G012C</u> | <u>C128</u> | <u>ADE ASSISTANT TO DIRECTOR</u> |
| 13 | <u>G013C</u> | <u>C128</u> | <u>AEDC DIR ARKANSAS ENERGY OFFICE</u> |
| 14 | <u>G016C</u> | <u>C128</u> | <u>AEDC DIR BUSINESS RETENTION & EXPAN</u> |
| 15 | <u>G014C</u> | <u>C128</u> | <u>AEDC DIR OF COMMUNITY DEVELOPMENT</u> |
| 16 | <u>P002C</u> | <u>C128</u> | <u>AEDC DIRECTOR FILM COMMISSION</u> |
| 17 | <u>G015C</u> | <u>C128</u> | <u>AEDC SMALL/MINORITY BUSINESS DIRECTOR</u> |
| 18 | <u>A011C</u> | <u>C128</u> | <u>AETN DEP DIR FOR ADMIN & FINANCE</u> |
| 19 | <u>E003C</u> | <u>C128</u> | <u>AETN EDUCATION DIVISION DIRECTOR</u> |
| 20 | <u>E002C</u> | <u>C128</u> | <u>AETN OUTREACH DIVISION DIRECTOR</u> |
| 21 | <u>P001C</u> | <u>C128</u> | <u>AETN PRODUCTION DIVISION DIRECTOR</u> |
| 22 | <u>E001C</u> | <u>C128</u> | <u>AETN PROGRAMMING DIVISION DIRECTOR</u> |
| 23 | <u>G009C</u> | <u>C128</u> | <u>AFHC DIRECTOR</u> |
| 24 | <u>A010C</u> | <u>C128</u> | <u>AGENCY CONTROLLER II</u> |
| 25 | <u>B006C</u> | <u>C128</u> | <u>ANRC CONSERVATION DIVISION CHIEF</u> |
| 26 | <u>B005C</u> | <u>C128</u> | <u>ANRC WATER DEVELOPMENT DIVISION MANAGER</u> |
| 27 | <u>B004C</u> | <u>C128</u> | <u>ANRC WATER RESOURCES DIVISION MANAGER</u> |
| 28 | <u>T003C</u> | <u>C128</u> | <u>ASP CAPTAIN</u> |
| 29 | <u>A012C</u> | <u>C128</u> | <u>ASST DEPUTY BANK COMMISSIONER</u> |
| 30 | <u>B007C</u> | <u>C128</u> | <u>CRIME LAB SCIENTIFIC OPERATION MGR</u> |
| 31 | <u>D010C</u> | <u>C128</u> | <u>DATA WAREHOUSE LEAD</u> |
| 32 | <u>T004C</u> | <u>C128</u> | <u>DCC PROGRAM ADMR PAROLE & PROBATION SVCS</u> |
| 33 | <u>M001C</u> | <u>C128</u> | <u>DCC TREATMENT ADMINISTRATOR</u> |
| 34 | <u>A009C</u> | <u>C128</u> | <u>DFA ACCOUNTING DIVISION MANAGER</u> |
| 35 | <u>G225C</u> | <u>C128</u> | <u>DFA OCSE FIELD OPERATIONS MANAGER</u> |
| 36 | <u>R005C</u> | <u>C128</u> | <u>DFA STATE BUDGET MANAGER</u> |

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| 1 | <u>G011C</u> | <u>C128</u> | <u>DHE ACADEMIC AFFAIRS MANAGER</u> |
| 2 | <u>D009C</u> | <u>C128</u> | <u>DIS OPERATIONS CENTER MANAGER</u> |
| 3 | <u>G010C</u> | <u>C128</u> | <u>DWE DIVISION MANAGER</u> |
| 4 | <u>B008C</u> | <u>C128</u> | <u>ENG & LAND SURVEYORS PROF ENGINEER</u> |
| 5 | <u>D008C</u> | <u>C128</u> | <u>GIS LEAD</u> |
| 6 | <u>D007C</u> | <u>C128</u> | <u>INFORMATION SYSTEMS MANAGER</u> |
| 7 | <u>L002C</u> | <u>C128</u> | <u>NURSING DIRECTOR</u> |
| 8 | <u>X005C</u> | <u>C128</u> | <u>PROPERTY & CASUALTY MANAGER</u> |
| 9 | <u>G008C</u> | <u>C128</u> | <u>RISK MANAGEMENT ASSISTANT DIRECTOR</u> |
| 10 | <u>D006C</u> | <u>C128</u> | <u>SOFTWARE ENGINEER LEAD</u> |
| 11 | <u>D005C</u> | <u>C128</u> | <u>STATE IT SECURITY ANALYST</u> |
| 12 | <u>D004C</u> | <u>C128</u> | <u>STATE NETWORK SUPPORT LEAD</u> |
| 13 | <u>G007C</u> | <u>C128</u> | <u>WCC DIVISION MANAGER</u> |
| 14 | <u>G036C</u> | <u>C127</u> | <u>ABA DIVISION MANAGER</u> |
| 15 | <u>T006C</u> | <u>C127</u> | <u>ADC HEAD FARM MANAGER II</u> |
| 16 | <u>T005C</u> | <u>C127</u> | <u>ADC/DCC CORRECTIONAL WARDEN</u> |
| 17 | <u>G035C</u> | <u>C127</u> | <u>ADEQ ADMINISTRATION DIVISION MANAGER</u> |
| 18 | <u>G034C</u> | <u>C127</u> | <u>ADEQ ASST AIR/WATER DIVISION MANAGER</u> |
| 19 | <u>B012C</u> | <u>C127</u> | <u>ADEQ ENGINEER P.E. BRANCH MANAGER</u> |
| 20 | <u>G033C</u> | <u>C127</u> | <u>ADEQ HAZARDOUS WASTE DIVISION MANAGER</u> |
| 21 | <u>G032C</u> | <u>C127</u> | <u>ADEQ MINING DIVISION MANAGER</u> |
| 22 | <u>G031C</u> | <u>C127</u> | <u>ADEQ PUBLIC OUTREACH DIVISION MANAGER</u> |
| 23 | <u>G030C</u> | <u>C127</u> | <u>ADEQ REGULATED STORAGE TANKS DIV MANAGER</u> |
| 24 | <u>G029C</u> | <u>C127</u> | <u>ADEQ SOLID WASTE DIVISION MANAGER</u> |
| 25 | <u>G028C</u> | <u>C127</u> | <u>ADEQ TECHNICAL SERVICES DIVISION MANAGER</u> |
| 26 | <u>G027C</u> | <u>C127</u> | <u>ADFA PROGRAM OFFICER</u> |
| 27 | <u>G026C</u> | <u>C127</u> | <u>ADH ASSOC CENTER DIR-MGMT & OPS</u> |
| 28 | <u>B011C</u> | <u>C127</u> | <u>ADH CHIEF ENGINEER</u> |
| 29 | <u>G018C</u> | <u>C127</u> | <u>ADPT PARKS ADMIN MANAGER</u> |
| 30 | <u>S001C</u> | <u>C127</u> | <u>ADPT PARKS OPERATIONS MGR</u> |
| 31 | <u>G037C</u> | <u>C127</u> | <u>ADPT PARKS PLANNING & DEV MGR</u> |
| 32 | <u>B010C</u> | <u>C127</u> | <u>AGRI DIVISION MANAGER</u> |
| 33 | <u>G025C</u> | <u>C127</u> | <u>ATTORNEY SUPERVISOR</u> |
| 34 | <u>A018C</u> | <u>C127</u> | <u>BANK CHIEF EXAMINER</u> |
| 35 | <u>D013C</u> | <u>C127</u> | <u>BANK IT ADMINISTRATOR</u> |
| 36 | <u>D012C</u> | <u>C127</u> | <u>DATABASE SPECIALIST</u> |

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| 1 | <u>G024C</u> | <u>C127</u> | <u>DEPARTMENT ADMINISTRATIVE LAW JUDGE</u> |
| 2 | <u>G023C</u> | <u>C127</u> | <u>DEPUTY PROSECUTOR COORDINATOR</u> |
| 3 | <u>A017C</u> | <u>C127</u> | <u>DFA CAFR ACCOUNTING MANAGER</u> |
| 4 | <u>D011C</u> | <u>C127</u> | <u>DFA ERP SYSTEM MANAGER</u> |
| 5 | <u>M002C</u> | <u>C127</u> | <u>DHS BEHAV HLTH ASSOC DIR, AHC</u> |
| 6 | <u>M003C</u> | <u>C127</u> | <u>DHS BEHAV HLTH CHILDRENS SYSTEM CARE DIR</u> |
| 7 | <u>G022C</u> | <u>C127</u> | <u>DHS DIRECTOR OF EMERGENCY OPERATIONS</u> |
| 8 | <u>A016C</u> | <u>C127</u> | <u>DHS DMS BUSINESS OPERATIONS MANAGER</u> |
| 9 | <u>G021C</u> | <u>C127</u> | <u>DHS/DSB ASSISTANT DIRECTOR</u> |
| 10 | <u>X007C</u> | <u>C127</u> | <u>DHS/DYS ADMIN PROG COMPLIANCE</u> |
| 11 | <u>B009C</u> | <u>C127</u> | <u>DIRECTOR WATERWAYS COMMISSION</u> |
| 12 | <u>A015C</u> | <u>C127</u> | <u>DWS DIR INTERNAL AUDIT & SECURITY</u> |
| 13 | <u>G020C</u> | <u>C127</u> | <u>DWS PROGRAM ADMINISTRATOR</u> |
| 14 | <u>A014C</u> | <u>C127</u> | <u>FISCAL DIVISION MANAGER</u> |
| 15 | <u>G019C</u> | <u>C127</u> | <u>GENERAL COUNSEL</u> |
| 16 | <u>G017C</u> | <u>C127</u> | <u>PLANT BOARD ASSISTANT DIRECTOR</u> |
| 17 | <u>A013C</u> | <u>C127</u> | <u>PSC DIRECTOR OF REVENUE REQUIREMENTS</u> |
| 18 | <u>L003C</u> | <u>C127</u> | <u>PSYCHOLOGIST</u> |
| 19 | <u>G052C</u> | <u>C126</u> | <u>ACIC DIVISION MANAGER</u> |
| 20 | <u>G051C</u> | <u>C126</u> | <u>ADE ACADEMIC FACILITIES SR PROJECT ADMIN</u> |
| 21 | <u>G050C</u> | <u>C126</u> | <u>ADE APSCN DIVISION MANAGER</u> |
| 22 | <u>E007C</u> | <u>C126</u> | <u>ADE OERZ DIRECTOR</u> |
| 23 | <u>G055C</u> | <u>C126</u> | <u>ADEM DEPUTY DIRECTOR</u> |
| 24 | <u>G049C</u> | <u>C126</u> | <u>ADH REGIONAL DIRECTOR</u> |
| 25 | <u>G038C</u> | <u>C126</u> | <u>ADVA ASSISTANT DIRECTOR</u> |
| 26 | <u>G048C</u> | <u>C126</u> | <u>AEDC STRATEGIC PLANNING ASST DIR</u> |
| 27 | <u>S002C</u> | <u>C126</u> | <u>AETN OPERATIONS DIVISION DIRECTOR</u> |
| 28 | <u>A021C</u> | <u>C126</u> | <u>AGENCY CONTROLLER I</u> |
| 29 | <u>T008C</u> | <u>C126</u> | <u>AGFC MAJOR</u> |
| 30 | <u>B017C</u> | <u>C126</u> | <u>AGFC REAL ESTATE AND ENGINEER MANAGER</u> |
| 31 | <u>G054C</u> | <u>C126</u> | <u>AREC DEPUTY EXECUTIVE DIRECTOR</u> |
| 32 | <u>L007C</u> | <u>C126</u> | <u>ASBN PROGRAM COORDINATOR</u> |
| 33 | <u>A020C</u> | <u>C126</u> | <u>ASD/ASB BUSINESS MANAGER</u> |
| 34 | <u>C002C</u> | <u>C126</u> | <u>ASP HIGHWAY SAFETY OFFICE ADMINISTRATOR</u> |
| 35 | <u>T007C</u> | <u>C126</u> | <u>ASP LIEUTENANT</u> |
| 36 | <u>T009C</u> | <u>C126</u> | <u>ASP SPECIAL OPERATIONS ADMINISTRATOR</u> |

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| 1 | <u>X011C</u> | <u>C126</u> | <u>ASP/CACD INVESTIGATOR ADMINISTRATOR</u> |
| 2 | <u>L006C</u> | <u>C126</u> | <u>ASSOCIATE DIRECTOR OF NURSING</u> |
| 3 | <u>B014C</u> | <u>C126</u> | <u>ASST STATE FORESTER</u> |
| 4 | <u>B016C</u> | <u>C126</u> | <u>ASTA ASSISTANT DIRECTOR EPSCOR</u> |
| 5 | <u>G041C</u> | <u>C126</u> | <u>ATRS MEMBER SERVICES ADMINISTRATOR</u> |
| 6 | <u>G047C</u> | <u>C126</u> | <u>ATTORNEY SPECIALIST</u> |
| 7 | <u>G046C</u> | <u>C126</u> | <u>DCC PLANNING & MGMT SVCS ADMINISTRATOR</u> |
| 8 | <u>G053C</u> | <u>C126</u> | <u>DDSSA ASSISTANT DIRECTOR</u> |
| 9 | <u>G045C</u> | <u>C126</u> | <u>DFA DIVISION MANAGER III</u> |
| 10 | <u>G228C</u> | <u>C126</u> | <u>DFA RACING COMMISSION MANAGER</u> |
| 11 | <u>G044C</u> | <u>C126</u> | <u>DFA REVENUE PROBLEM RESOLUTION OFFICER</u> |
| 12 | <u>R007C</u> | <u>C126</u> | <u>DFA STATE OPM MANAGER</u> |
| 13 | <u>G043C</u> | <u>C126</u> | <u>DHE FINANCIAL AID MANAGER</u> |
| 14 | <u>G042C</u> | <u>C126</u> | <u>DHS ADMINISTRATIVE LAW JUDGE</u> |
| 15 | <u>D018C</u> | <u>C126</u> | <u>DIS INFORMATION SYSTEMS COORD</u> |
| 16 | <u>B015C</u> | <u>C126</u> | <u>ENGINEER SUPERVISOR</u> |
| 17 | <u>P003C</u> | <u>C126</u> | <u>HERITAGE AGENCY DIRECTOR</u> |
| 18 | <u>L005C</u> | <u>C126</u> | <u>HSRC MEDICAL SERVICES MANAGER</u> |
| 19 | <u>R006C</u> | <u>C126</u> | <u>HUMAN RESOURCES ADMINISTRATOR</u> |
| 20 | <u>D017C</u> | <u>C126</u> | <u>INFORMATION SYSTEMS SECURITY SPECIALIST</u> |
| 21 | <u>X009C</u> | <u>C126</u> | <u>INSURANCE DEPT DIR OF SECURITY OPS</u> |
| 22 | <u>B013C</u> | <u>C126</u> | <u>PETROLEUM ENGINEER</u> |
| 23 | <u>A019C</u> | <u>C126</u> | <u>PSC TAX DIVISION ASSISTANT DIRECTOR</u> |
| 24 | <u>E006C</u> | <u>C126</u> | <u>PUBLIC SCHOOL PROGRAM MANAGER</u> |
| 25 | <u>L004C</u> | <u>C126</u> | <u>REHAB DIRECTOR - PROG, PLAN, DEV & EVAL</u> |
| 26 | <u>G040C</u> | <u>C126</u> | <u>REHAB DIRECTOR - SPECIAL PROGRAMS</u> |
| 27 | <u>E005C</u> | <u>C126</u> | <u>REHAB DIRECTOR OF VOCATIONAL TRAINING</u> |
| 28 | <u>E004C</u> | <u>C126</u> | <u>SCHOOL PRINCIPAL</u> |
| 29 | <u>X008C</u> | <u>C126</u> | <u>SECURITIES CHIEF EXAMINER</u> |
| 30 | <u>D016C</u> | <u>C126</u> | <u>SENIOR TECHNOLOGY ANALYST</u> |
| 31 | <u>G039C</u> | <u>C126</u> | <u>SENIOR TRANSPORTATION MANAGER</u> |
| 32 | <u>C001C</u> | <u>C126</u> | <u>STADIUM COMMISSION ASST MANAGER/ADMR</u> |
| 33 | <u>D015C</u> | <u>C126</u> | <u>STATE NETWORK ENGINEER</u> |
| 34 | <u>D014C</u> | <u>C126</u> | <u>STATE SYSTEMS ADMINISTRATOR</u> |
| 35 | <u>A027C</u> | <u>C125</u> | <u>ACCOUNTING OPERATIONS MANAGER</u> |
| 36 | <u>G061C</u> | <u>C125</u> | <u>ACD DEPUTY DIRECTOR</u> |

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| 1 | <u>R009C</u> | <u>C125</u> | <u>ADE BUDGET MANAGER</u> |
| 2 | <u>G063C</u> | <u>C125</u> | <u>ADEQ BRANCH MANAGER</u> |
| 3 | <u>L013C</u> | <u>C125</u> | <u>ADH BRANCH MANAGER</u> |
| 4 | <u>D019C</u> | <u>C125</u> | <u>ADPT DIR RESEARCH & INFO SVC</u> |
| 5 | <u>G062C</u> | <u>C125</u> | <u>AEDC PROJECT/REGIONAL MANAGER</u> |
| 6 | <u>L012C</u> | <u>C125</u> | <u>ASD SPECIALTY PROGRAM DIRECTOR</u> |
| 7 | <u>G060C</u> | <u>C125</u> | <u>DDSSA ASST DIRECTOR - QUALITY ASSURANCE</u> |
| 8 | <u>G059C</u> | <u>C125</u> | <u>DDSSA ASST DIRECTOR - UNIT OPERATIONS</u> |
| 9 | <u>A025C</u> | <u>C125</u> | <u>DFA ACCOUNTING CAFR COORDINATOR</u> |
| 10 | <u>D021C</u> | <u>C125</u> | <u>DFA ERP GROUP LEAD</u> |
| 11 | <u>A026C</u> | <u>C125</u> | <u>DFA STATE ACCOUNTING MANAGER</u> |
| 12 | <u>G058C</u> | <u>C125</u> | <u>DHE FEDERAL PROGRAM MANAGER</u> |
| 13 | <u>L011C</u> | <u>C125</u> | <u>DHS ALCOHOL/DRUG ABUSE PREV ASST DEP DIR</u> |
| 14 | <u>M005C</u> | <u>C125</u> | <u>DHS ASSISTANT SUPERINTENDENT - CONWAY</u> |
| 15 | <u>G057C</u> | <u>C125</u> | <u>DHS DEP DIR OFFICE OF VOL SVCS</u> |
| 16 | <u>A024C</u> | <u>C125</u> | <u>DHS DIVISION CHIEF FISCAL OFFICER</u> |
| 17 | <u>L010C</u> | <u>C125</u> | <u>DHS DMS MEDICAL ASSISTANCE MANAGER</u> |
| 18 | <u>R008C</u> | <u>C125</u> | <u>DHS EMPLOYEE RELATIONS MANAGER</u> |
| 19 | <u>G056C</u> | <u>C125</u> | <u>DHS/DCC ASST DIR OPS & PROG SUPV</u> |
| 20 | <u>E010C</u> | <u>C125</u> | <u>DHS/DYS EDUCATION MANAGER</u> |
| 21 | <u>T010C</u> | <u>C125</u> | <u>DIRECTOR OF PUBLIC SAFETY II</u> |
| 22 | <u>X012C</u> | <u>C125</u> | <u>EDUCATION CHIEF INVESTIGATOR</u> |
| 23 | <u>X013C</u> | <u>C125</u> | <u>ENVIRONMENTAL HEALTH MANAGER</u> |
| 24 | <u>B019C</u> | <u>C125</u> | <u>FORENSIC ADMINISTRATOR</u> |
| 25 | <u>D020C</u> | <u>C125</u> | <u>INST INFORMATION TECHNOLOGY COORD</u> |
| 26 | <u>L009C</u> | <u>C125</u> | <u>NURSE MANAGER</u> |
| 27 | <u>L008C</u> | <u>C125</u> | <u>NURSING HOME ADMINISTRATOR</u> |
| 28 | <u>A023C</u> | <u>C125</u> | <u>PHARMACY BOARD CHIEF FISCAL OFFICER</u> |
| 29 | <u>M004C</u> | <u>C125</u> | <u>RESIDENTIAL OPERATIONS MANAGER</u> |
| 30 | <u>B018C</u> | <u>C125</u> | <u>SENIOR BROADCAST ENGINEER</u> |
| 31 | <u>A022C</u> | <u>C125</u> | <u>STUDENT LOAN FINANCE SPECIALIST</u> |
| 32 | <u>E009C</u> | <u>C125</u> | <u>TECHNICAL INSTITUTE ASSISTANT DIRECTOR</u> |
| 33 | <u>E008C</u> | <u>C125</u> | <u>VO TECH TECHNICIAN I</u> |
| 34 | <u>B026C</u> | <u>C124</u> | <u>ADC CONSTRUCTION/MAINTENANCE COORD</u> |
| 35 | <u>T015C</u> | <u>C124</u> | <u>ADC/DCC DEPUTY WARDEN</u> |
| 36 | <u>D037C</u> | <u>C124</u> | <u>ADE APSCN APPLICATIONS MANAGER</u> |

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| 1 | <u>G074C</u> | <u>C124</u> | <u>ADE COORD OF GOVERNMENTAL AFFAIRS</u> |
| 2 | <u>A032C</u> | <u>C124</u> | <u>ADE FINANCE PROGRAM COORDINATOR</u> |
| 3 | <u>G075C</u> | <u>C124</u> | <u>ADE PROGRAM ADMINISTRATOR</u> |
| 4 | <u>L017C</u> | <u>C124</u> | <u>ADH AREA NURSING DIRECTOR</u> |
| 5 | <u>L016C</u> | <u>C124</u> | <u>ADH PUBLIC HEALTH ADMINISTRATOR</u> |
| 6 | <u>G076C</u> | <u>C124</u> | <u>ADMINISTRATIVE SERVICES MANAGER</u> |
| 7 | <u>B020C</u> | <u>C124</u> | <u>ADPT REGIONAL PARK SUPV</u> |
| 8 | <u>B025C</u> | <u>C124</u> | <u>AERONAUTICS ASSISTANT DIRECTOR</u> |
| 9 | <u>E014C</u> | <u>C124</u> | <u>AETN PROGRAM AND SERVICES DIV MANAGER</u> |
| 10 | <u>D036C</u> | <u>C124</u> | <u>AETN WEBSITE COORDINATOR</u> |
| 11 | <u>T014C</u> | <u>C124</u> | <u>AGFC CAPTAIN</u> |
| 12 | <u>T013C</u> | <u>C124</u> | <u>ASP PILOT</u> |
| 13 | <u>T011C</u> | <u>C124</u> | <u>ASP SERGEANT</u> |
| 14 | <u>A031C</u> | <u>C124</u> | <u>ASSISTANT CONTROLLER</u> |
| 15 | <u>G073C</u> | <u>C124</u> | <u>ATTORNEY</u> |
| 16 | <u>X022C</u> | <u>C124</u> | <u>BAIL BONDSMAN BOARD EXECUTIVE DIRECTOR</u> |
| 17 | <u>A030C</u> | <u>C124</u> | <u>BANK REVIEW ADMINISTRATOR</u> |
| 18 | <u>X021C</u> | <u>C124</u> | <u>BD OF ACCT INVESTIGATOR</u> |
| 19 | <u>X020C</u> | <u>C124</u> | <u>BURIAL ASSOCIATION BD EXEC SEC</u> |
| 20 | <u>L015C</u> | <u>C124</u> | <u>CLINICAL SPEECH PATHOLOGIST</u> |
| 21 | <u>D035C</u> | <u>C124</u> | <u>COMPUTER SUPPORT MANAGER</u> |
| 22 | <u>B024C</u> | <u>C124</u> | <u>CONSERVATION PROGRAM MANAGER</u> |
| 23 | <u>D034C</u> | <u>C124</u> | <u>DATABASE ADMINISTRATOR</u> |
| 24 | <u>D033C</u> | <u>C124</u> | <u>DFA ERP ANALYST</u> |
| 25 | <u>G071C</u> | <u>C124</u> | <u>DHE PROGRAM COORDINATOR</u> |
| 26 | <u>G070C</u> | <u>C124</u> | <u>DIRECTOR OF FIELD OPERATIONS</u> |
| 27 | <u>A029C</u> | <u>C124</u> | <u>DIS FISCAL MANAGER</u> |
| 28 | <u>D032C</u> | <u>C124</u> | <u>DIS IT ASSET MANAGER</u> |
| 29 | <u>G069C</u> | <u>C124</u> | <u>DIS QUALITY ASSURANCE LEAD</u> |
| 30 | <u>D031C</u> | <u>C124</u> | <u>DISASTER RECOVERY ANALYST</u> |
| 31 | <u>B022C</u> | <u>C124</u> | <u>DISTRICT FORESTER</u> |
| 32 | <u>X019C</u> | <u>C124</u> | <u>DRUG COURT ADMINISTRATOR</u> |
| 33 | <u>G068C</u> | <u>C124</u> | <u>DWS AREA OPERATIONS CHIEF</u> |
| 34 | <u>G072C</u> | <u>C124</u> | <u>DWS WORKFORCE INVESTMENT PROG MGR</u> |
| 35 | <u>E013C</u> | <u>C124</u> | <u>EDUCATION PROGRAM MANAGER</u> |
| 36 | <u>B023C</u> | <u>C124</u> | <u>ENGINEER, P.E.</u> |

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| 1 | <u>T012C</u> | <u>C124</u> | <u>EXPLOSIVE TEAM COORDINATOR</u> |
| 2 | <u>V002C</u> | <u>C124</u> | <u>FEDERAL SURPLUS PROPERTY MANAGER</u> |
| 3 | <u>L014C</u> | <u>C124</u> | <u>HIPAA PROGRAM CONSULTANT</u> |
| 4 | <u>D030C</u> | <u>C124</u> | <u>INFORMATION SYSTEMS COORDINATOR</u> |
| 5 | <u>X018C</u> | <u>C124</u> | <u>INSURANCE CONSUMER PROTECTION MANAGER</u> |
| 6 | <u>X017C</u> | <u>C124</u> | <u>INSURANCE LICENSING MANAGER</u> |
| 7 | <u>B021C</u> | <u>C124</u> | <u>LICENSED ARCHITECT</u> |
| 8 | <u>X016C</u> | <u>C124</u> | <u>MANUFACTURED HOMES COMMISSION DIRECTOR</u> |
| 9 | <u>G077C</u> | <u>C124</u> | <u>MLK COMMISSION EXECUTIVE DIRECTOR</u> |
| 10 | <u>G067C</u> | <u>C124</u> | <u>PSC CUSTOMER SERVICE MANAGER</u> |
| 11 | <u>A028C</u> | <u>C124</u> | <u>PSC SENIOR RATE CASE ANALYST</u> |
| 12 | <u>G066C</u> | <u>C124</u> | <u>PSC TELECOM AND QUALITY OF SERVICE MGR</u> |
| 13 | <u>G065C</u> | <u>C124</u> | <u>PUBLIC DEFENDER ATTORNEY I</u> |
| 14 | <u>X015C</u> | <u>C124</u> | <u>SECURITIES EXAMINER SUPERVISOR</u> |
| 15 | <u>D029C</u> | <u>C124</u> | <u>SENIOR GIS ANALYST</u> |
| 16 | <u>D028C</u> | <u>C124</u> | <u>SENIOR SOFTWARE SUPPORT SPECIALIST</u> |
| 17 | <u>D027C</u> | <u>C124</u> | <u>SOFTWARE ENGINEER</u> |
| 18 | <u>G064C</u> | <u>C124</u> | <u>SR HLTH INSURANCE INFORMATION PRG MGR</u> |
| 19 | <u>D026C</u> | <u>C124</u> | <u>STATE HELP DESK LEAD</u> |
| 20 | <u>D025C</u> | <u>C124</u> | <u>STATE IT SECURITY SPECIALIST</u> |
| 21 | <u>E012C</u> | <u>C124</u> | <u>STATE LIBRARY DIVISION MANAGER</u> |
| 22 | <u>D024C</u> | <u>C124</u> | <u>STATE NETWORK SPECIALIST</u> |
| 23 | <u>D023C</u> | <u>C124</u> | <u>STATE SYSTEMS SPECIALIST</u> |
| 24 | <u>D022C</u> | <u>C124</u> | <u>SYSTEMS SPECIALIST</u> |
| 25 | <u>X014C</u> | <u>C124</u> | <u>TOBACCO SETTLEMENT COMMISSION DIRECTOR</u> |
| 26 | <u>E011C</u> | <u>C124</u> | <u>VOCATIONAL EDUCATION COORDINATOR</u> |
| 27 | <u>G090C</u> | <u>C123</u> | <u>ADE AREA PROJECT MANAGER</u> |
| 28 | <u>G089C</u> | <u>C123</u> | <u>ADEM ADMINISTRATION DIVISION DIRECTOR</u> |
| 29 | <u>G088C</u> | <u>C123</u> | <u>ADEM DISASTER MGMT DIV DIR</u> |
| 30 | <u>D043C</u> | <u>C123</u> | <u>ADEM INFO TECHNOLOGY DIVISION DIRECTOR</u> |
| 31 | <u>G087C</u> | <u>C123</u> | <u>ADEM PREPAREDNESS DIVISION DIRECTOR</u> |
| 32 | <u>A040C</u> | <u>C123</u> | <u>ADFA FISCAL PROGRAM MANAGER</u> |
| 33 | <u>L026C</u> | <u>C123</u> | <u>ADH NURSING PROGRAM COORD</u> |
| 34 | <u>L025C</u> | <u>C123</u> | <u>ADH PUBLIC HEALTH SECTION CHIEF III</u> |
| 35 | <u>M006C</u> | <u>C123</u> | <u>ADH SOC SVC PROGRAM DIRECTOR</u> |
| 36 | <u>G091C</u> | <u>C123</u> | <u>ADPT MARKETING & PROMOTION DIR</u> |

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| 1 | <u>G078C</u> | <u>C123</u> | <u>ADPT PRG SVS ADMIN</u> |
| 2 | <u>A036C</u> | <u>C123</u> | <u>ADPT REV OPERATIONS MANAGER</u> |
| 3 | <u>R013C</u> | <u>C123</u> | <u>AGENCY HUMAN RESOURCES MANAGER</u> |
| 4 | <u>T017C</u> | <u>C123</u> | <u>AGFC LIEUTENANT</u> |
| 5 | <u>X031C</u> | <u>C123</u> | <u>AGFC OPERATIONS & FACILITY MANAGER</u> |
| 6 | <u>B029C</u> | <u>C123</u> | <u>AGRI PLANT BOARD DIVISION MGR</u> |
| 7 | <u>T016C</u> | <u>C123</u> | <u>ALETA DEP DIR ACADEMY OPERATIONS</u> |
| 8 | <u>B028C</u> | <u>C123</u> | <u>ALETA DEP DIR STANDARDS DIVISION</u> |
| 9 | <u>X029C</u> | <u>C123</u> | <u>ASP COMPLIANCE ADMINISTRATOR</u> |
| 10 | <u>G086C</u> | <u>C123</u> | <u>ASP PROGRAM ASST ADMINISTRATOR</u> |
| 11 | <u>E017C</u> | <u>C123</u> | <u>ASST PRINCIPAL</u> |
| 12 | <u>A039C</u> | <u>C123</u> | <u>BANK SENIOR EXAMINER</u> |
| 13 | <u>X028C</u> | <u>C123</u> | <u>BD OF BARBER EXAM SECRETARY</u> |
| 14 | <u>X030C</u> | <u>C123</u> | <u>BOARD OF APPRAISER CHIEF INVESTIGATOR</u> |
| 15 | <u>X026C</u> | <u>C123</u> | <u>CRIMINAL DETENTION FACILITIES COORD</u> |
| 16 | <u>D042C</u> | <u>C123</u> | <u>DATA WAREHOUSE SPECIALIST</u> |
| 17 | <u>X025C</u> | <u>C123</u> | <u>DCC PAROLE/PROBATION AREA MANAGER</u> |
| 18 | <u>G085C</u> | <u>C123</u> | <u>DDSSA PROFESSIONAL RELATIONS MGR</u> |
| 19 | <u>X027C</u> | <u>C123</u> | <u>DENTAL EXAMINERS BD EXEC DIR</u> |
| 20 | <u>R012C</u> | <u>C123</u> | <u>DFA ASSISTANT STATE PAYROLL MANAGER</u> |
| 21 | <u>G084C</u> | <u>C123</u> | <u>DFA DIVISION MANAGER II</u> |
| 22 | <u>G223C</u> | <u>C123</u> | <u>DFA OCSE DIVISION MANAGER</u> |
| 23 | <u>G226C</u> | <u>C123</u> | <u>DFA OCSE PROGRAM MANAGER</u> |
| 24 | <u>V003C</u> | <u>C123</u> | <u>DFA PROCUREMENT DIVISION MANAGER</u> |
| 25 | <u>R011C</u> | <u>C123</u> | <u>DFA SENIOR STATE BUDGET ANALYST</u> |
| 26 | <u>R010C</u> | <u>C123</u> | <u>DFA SENIOR STATE PERSONNEL ANALYST</u> |
| 27 | <u>P005C</u> | <u>C123</u> | <u>DHE COMMUNICATIONS COORDINATOR</u> |
| 28 | <u>L024C</u> | <u>C123</u> | <u>DHS BEHAV HLTH FACILITY ADMIN</u> |
| 29 | <u>G083C</u> | <u>C123</u> | <u>DHS/DAAS DIVISION MANAGER</u> |
| 30 | <u>G082C</u> | <u>C123</u> | <u>DHS/DYS ADMISSIONS EVALUATOR</u> |
| 31 | <u>D041C</u> | <u>C123</u> | <u>DIS TECHNICAL ACCOUNTS SPECIALIST</u> |
| 32 | <u>G081C</u> | <u>C123</u> | <u>DWS DIVISION CHIEF</u> |
| 33 | <u>A038C</u> | <u>C123</u> | <u>FISCAL SUPPORT MANAGER</u> |
| 34 | <u>B030C</u> | <u>C123</u> | <u>FORENSIC SCIENTIST COORDINATOR</u> |
| 35 | <u>D040C</u> | <u>C123</u> | <u>GIS ANALYST</u> |
| 36 | <u>L023C</u> | <u>C123</u> | <u>HEALTH FACILITIES SUPERVISOR</u> |

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| 1 | <u>A037C</u> | <u>C123</u> | <u>INVESTMENT MANAGER</u> |
| 2 | <u>G080C</u> | <u>C123</u> | <u>NATIONAL & COMMUNITY SERVICES EXEC DIR</u> |
| 3 | <u>D039C</u> | <u>C123</u> | <u>NETWORK SUPPORT SPECIALIST</u> |
| 4 | <u>L022C</u> | <u>C123</u> | <u>NURSING CLINIC COORDINATOR</u> |
| 5 | <u>L021C</u> | <u>C123</u> | <u>NURSING HOME ASSISTANT ADMINISTRATOR</u> |
| 6 | <u>L020C</u> | <u>C123</u> | <u>NURSING SERVICES UNIT MANAGER</u> |
| 7 | <u>G079C</u> | <u>C123</u> | <u>OUTDOOR REC GRANTS PRGM DIR</u> |
| 8 | <u>B027C</u> | <u>C123</u> | <u>PARK SUPERINTENDENT V</u> |
| 9 | <u>A035C</u> | <u>C123</u> | <u>PSC TAX DIV ASST DIR/MOTOR CAR PROG</u> |
| 10 | <u>P004C</u> | <u>C123</u> | <u>PUBLIC INFORMATION MANAGER</u> |
| 11 | <u>E016C</u> | <u>C123</u> | <u>PUBLIC SCHOOL PROGRAM COORDINATOR</u> |
| 12 | <u>L019C</u> | <u>C123</u> | <u>REGISTERED NURSE COORDINATOR</u> |
| 13 | <u>L018C</u> | <u>C123</u> | <u>REHAB ASST DIRECTOR - ACTI</u> |
| 14 | <u>A034C</u> | <u>C123</u> | <u>RETIREMENT SECTION MANAGER</u> |
| 15 | <u>D038C</u> | <u>C123</u> | <u>SENIOR SOFTWARE SUPPORT ANALYST</u> |
| 16 | <u>E015C</u> | <u>C123</u> | <u>SPECIAL EDUCATION SUPERVISOR</u> |
| 17 | <u>A033C</u> | <u>C123</u> | <u>TAX AUDITOR SUPERVISOR</u> |
| 18 | <u>T021C</u> | <u>C122</u> | <u>ADC HEAD FARM MANAGER I</u> |
| 19 | <u>E020C</u> | <u>C122</u> | <u>ADE OERZ TECHNICAL ASSIST SPECIALIST</u> |
| 20 | <u>X036C</u> | <u>C122</u> | <u>ADEQ INSPECTOR SUPERVISOR</u> |
| 21 | <u>L030C</u> | <u>C122</u> | <u>ADH DISTRICT MANAGER</u> |
| 22 | <u>L029C</u> | <u>C122</u> | <u>ADH PUBLIC HEALTH SECTION CHIEF II</u> |
| 23 | <u>G105C</u> | <u>C122</u> | <u>ADPT DEVELOPMENT MANAGER</u> |
| 24 | <u>G104C</u> | <u>C122</u> | <u>AEDC AREA/PROGRAM REPRESENTATIVE</u> |
| 25 | <u>P007C</u> | <u>C122</u> | <u>AETN CHIEF POST PRODUCTION EDITOR</u> |
| 26 | <u>T020C</u> | <u>C122</u> | <u>AGFC SERGEANT</u> |
| 27 | <u>X035C</u> | <u>C122</u> | <u>ASP/CACD AREA MANAGER</u> |
| 28 | <u>G103C</u> | <u>C122</u> | <u>ASSOCIATE REGISTRAR</u> |
| 29 | <u>A044C</u> | <u>C122</u> | <u>AUDIT COORDINATOR</u> |
| 30 | <u>B037C</u> | <u>C122</u> | <u>CHEMIST SUPERVISOR</u> |
| 31 | <u>B032C</u> | <u>C122</u> | <u>CHIEF PARK PLANNER</u> |
| 32 | <u>B036C</u> | <u>C122</u> | <u>CRIME LAB QUALITY MANAGER</u> |
| 33 | <u>M007C</u> | <u>C122</u> | <u>DCC ASST TREATMENT PROGRAM MGR</u> |
| 34 | <u>G102C</u> | <u>C122</u> | <u>DHE PROGRAM SPECIALIST</u> |
| 35 | <u>G101C</u> | <u>C122</u> | <u>DHS AREA MANAGER</u> |
| 36 | <u>G100C</u> | <u>C122</u> | <u>DHS COUNTY ADMINISTRATOR III</u> |

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| 1 | <u>G099C</u> | <u>C122</u> | <u>DHS PROGRAM ADMINISTRATOR</u> |
| 2 | <u>T019C</u> | <u>C122</u> | <u>DIRECTOR OF PUBLIC SAFETY I</u> |
| 3 | <u>D049C</u> | <u>C122</u> | <u>DIS PROJECT MANAGER</u> |
| 4 | <u>G098C</u> | <u>C122</u> | <u>DIS QUALITY ASSURANCE COORDINATOR</u> |
| 5 | <u>D048C</u> | <u>C122</u> | <u>DP NETWORK TECH III - INST</u> |
| 6 | <u>L028C</u> | <u>C122</u> | <u>EPIDEMIOLOGIST</u> |
| 7 | <u>S003C</u> | <u>C122</u> | <u>FOOD & BEVERAGE DIRECTOR</u> |
| 8 | <u>B035C</u> | <u>C122</u> | <u>GEOLOGY SUPERVISOR</u> |
| 9 | <u>T018C</u> | <u>C122</u> | <u>HE PUBLIC SAFETY COMMANDER III</u> |
| 10 | <u>P006C</u> | <u>C122</u> | <u>HERITAGE AGENCY ASSISTANT DIRECTOR</u> |
| 11 | <u>D047C</u> | <u>C122</u> | <u>INFORMATION SYSTEMS BUSINESS ANALYST</u> |
| 12 | <u>A043C</u> | <u>C122</u> | <u>INSURANCE FORENSIC ACCOUNTANT</u> |
| 13 | <u>A042C</u> | <u>C122</u> | <u>INSURANCE SENIOR EXAMINER</u> |
| 14 | <u>G096C</u> | <u>C122</u> | <u>LABOR DIVISION MANAGER</u> |
| 15 | <u>G095C</u> | <u>C122</u> | <u>LODGE MANAGER</u> |
| 16 | <u>B034C</u> | <u>C122</u> | <u>MICROBIOLOGIST SUPERVISOR</u> |
| 17 | <u>G094C</u> | <u>C122</u> | <u>OIL & GAS PROGRAM MANAGER</u> |
| 18 | <u>G093C</u> | <u>C122</u> | <u>OPERATIONS MANAGER</u> |
| 19 | <u>B031C</u> | <u>C122</u> | <u>PARK SUPERINTENDENT IV</u> |
| 20 | <u>X034C</u> | <u>C122</u> | <u>PREPAID FUNERAL MANAGER</u> |
| 21 | <u>A041C</u> | <u>C122</u> | <u>PROGRAM FISCAL MANAGER</u> |
| 22 | <u>X033C</u> | <u>C122</u> | <u>PSC SENIOR PUBLIC UTILITY AUDITOR</u> |
| 23 | <u>G092C</u> | <u>C122</u> | <u>PUBLIC DEFENDER PROGRAM MANAGER</u> |
| 24 | <u>E019C</u> | <u>C122</u> | <u>PUBLIC SCHOOL PROGRAM ADVISOR</u> |
| 25 | <u>L027C</u> | <u>C122</u> | <u>REGISTERED NURSE SUPERVISOR</u> |
| 26 | <u>G097C</u> | <u>C122</u> | <u>SBEC DEPUTY DIRECTOR</u> |
| 27 | <u>D050C</u> | <u>C122</u> | <u>SECURITY ANALYST</u> |
| 28 | <u>X032C</u> | <u>C122</u> | <u>SENIOR SECURITIES EXAMINER</u> |
| 29 | <u>E018C</u> | <u>C122</u> | <u>SPECIALIZED TECHNICAL FACULTY</u> |
| 30 | <u>D046C</u> | <u>C122</u> | <u>STATE PRODUCTION CONTROL SUPERVISOR</u> |
| 31 | <u>D045C</u> | <u>C122</u> | <u>STATE SYSTEMS ANALYST</u> |
| 32 | <u>D044C</u> | <u>C122</u> | <u>SYSTEMS ANALYST</u> |
| 33 | <u>B033C</u> | <u>C122</u> | <u>UAF CONSTRUCTION COORDINATOR</u> |
| 34 | <u>A052C</u> | <u>C121</u> | <u>ACCOUNTING COORDINATOR</u> |
| 35 | <u>X046C</u> | <u>C121</u> | <u>ACD DIVISION ADMINISTRATOR</u> |
| 36 | <u>B040C</u> | <u>C121</u> | <u>ADC AGRI PRODUCTION SUPERVISOR</u> |

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| 1 | <u>G222C</u> | <u>C121</u> | <u>ADC/DCC INTERNAL AFFAIRS ADMINISTRATOR</u> |
| 2 | <u>T027C</u> | <u>C121</u> | <u>ADC/DCC TRAINING ADMINISTRATOR</u> |
| 3 | <u>D055C</u> | <u>C121</u> | <u>ADE APSCN FIELD ANALYST</u> |
| 4 | <u>A051C</u> | <u>C121</u> | <u>ADFA FINANCE PROGRAM COORDINATOR</u> |
| 5 | <u>X044C</u> | <u>C121</u> | <u>ADH DIR PLUMBING INSPECTIONS</u> |
| 6 | <u>X043C</u> | <u>C121</u> | <u>ADH ENVIRONMENTAL SUPV</u> |
| 7 | <u>B047C</u> | <u>C121</u> | <u>ADH LABORATORY MANAGER</u> |
| 8 | <u>L091C</u> | <u>C121</u> | <u>ADH PUBLIC HEALTH SECTION CHIEF I</u> |
| 9 | <u>A050C</u> | <u>C121</u> | <u>AGENCY FISCAL MANAGER</u> |
| 10 | <u>B046C</u> | <u>C121</u> | <u>AGFC BIOLOGIST PROGRAM SPECIALIST</u> |
| 11 | <u>T026C</u> | <u>C121</u> | <u>AGFC CORPORAL</u> |
| 12 | <u>C005C</u> | <u>C121</u> | <u>AGFC LICENSING MANAGER</u> |
| 13 | <u>B039C</u> | <u>C121</u> | <u>AGFC NATURE CENTER MANAGER</u> |
| 14 | <u>T025C</u> | <u>C121</u> | <u>ALETA TRAINING SUPV</u> |
| 15 | <u>C004C</u> | <u>C121</u> | <u>AREC LICENSING SUPERVISOR</u> |
| 16 | <u>T022C</u> | <u>C121</u> | <u>ASP CORPORAL</u> |
| 17 | <u>T024C</u> | <u>C121</u> | <u>ASP/CACD HOTLINE ADMINISTRATOR</u> |
| 18 | <u>G115C</u> | <u>C121</u> | <u>ASST DIR OF RURAL SERVICES</u> |
| 19 | <u>S005C</u> | <u>C121</u> | <u>AVIATION MANAGER</u> |
| 20 | <u>B045C</u> | <u>C121</u> | <u>BIOLOGIST SUPERVISOR</u> |
| 21 | <u>D054C</u> | <u>C121</u> | <u>COMPUTER SUPPORT COORDINATOR</u> |
| 22 | <u>X042C</u> | <u>C121</u> | <u>DCC PAROLE/PROBATION ASST AREA MGR</u> |
| 23 | <u>G113C</u> | <u>C121</u> | <u>DDSSA HEARING OFFICER COORDINATOR</u> |
| 24 | <u>G112C</u> | <u>C121</u> | <u>DDSSA UNIT SUPERVISOR</u> |
| 25 | <u>X041C</u> | <u>C121</u> | <u>DFA ABC ENFORCEMENT ASSISTANT DIRECTOR</u> |
| 26 | <u>G224C</u> | <u>C121</u> | <u>DFA OCSE FIELD MANAGER</u> |
| 27 | <u>A049C</u> | <u>C121</u> | <u>DFA REVENUE OFFICE DISTRICT MANAGER</u> |
| 28 | <u>G111C</u> | <u>C121</u> | <u>DHS COUNTY ADMINISTRATOR II</u> |
| 29 | <u>X039C</u> | <u>C121</u> | <u>DIRECTOR OF COSMETOLOGY BOARD</u> |
| 30 | <u>D053C</u> | <u>C121</u> | <u>DIS ACCOUNT ANALYST</u> |
| 31 | <u>A048C</u> | <u>C121</u> | <u>DIS RATE ANALYST</u> |
| 32 | <u>G110C</u> | <u>C121</u> | <u>DWS PROGRAM MANAGER</u> |
| 33 | <u>G114C</u> | <u>C121</u> | <u>DWS WORKFORCE INVEST REG ADVISOR</u> |
| 34 | <u>E022C</u> | <u>C121</u> | <u>EDUCATION & INSTRUCTION MANAGER</u> |
| 35 | <u>X037C</u> | <u>C121</u> | <u>EDUCATION INVESTIGATOR</u> |
| 36 | <u>B042C</u> | <u>C121</u> | <u>ENGINEER</u> |

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| 1 | <u>P010C</u> | <u>C121</u> | <u>EXHIBITS COORDINATOR</u> |
| 2 | <u>M010C</u> | <u>C121</u> | <u>FAMILY SERVICE WORKER CLINICAL SPEC</u> |
| 3 | <u>M011C</u> | <u>C121</u> | <u>FAMILY SERVICE WORKER COUNTY SUPERVISOR</u> |
| 4 | <u>A047C</u> | <u>C121</u> | <u>FINANCIAL ANALYST II</u> |
| 5 | <u>G109C</u> | <u>C121</u> | <u>GRANTS MANAGER</u> |
| 6 | <u>T023C</u> | <u>C121</u> | <u>HE PUBLIC SAFETY COMMANDER II</u> |
| 7 | <u>B044C</u> | <u>C121</u> | <u>HEALTH PHYSICIST SUPERVISOR</u> |
| 8 | <u>A105C</u> | <u>C121</u> | <u>JDDC FISCAL MANAGER</u> |
| 9 | <u>M009C</u> | <u>C121</u> | <u>LICENSED CERTIFIED SOCIAL WORKER</u> |
| 10 | <u>L031C</u> | <u>C121</u> | <u>LICENSED PROF MARRIAGE/FAMILY THERAPIST</u> |
| 11 | <u>G116C</u> | <u>C121</u> | <u>LOCAL HEALTH UNIT ADMINISTRATOR II</u> |
| 12 | <u>S004C</u> | <u>C121</u> | <u>MAINTENANCE MANAGER</u> |
| 13 | <u>L036C</u> | <u>C121</u> | <u>NURSE INSTRUCTOR</u> |
| 14 | <u>L035C</u> | <u>C121</u> | <u>NUTRITIONIST CONSULTANT</u> |
| 15 | <u>L034C</u> | <u>C121</u> | <u>NUTRITIONIST SUPERVISOR</u> |
| 16 | <u>R014C</u> | <u>C121</u> | <u>PERSONNEL MANAGER</u> |
| 17 | <u>V004C</u> | <u>C121</u> | <u>PROCUREMENT MANAGER</u> |
| 18 | <u>B043C</u> | <u>C121</u> | <u>PROFESSIONAL GEOLOGIST</u> |
| 19 | <u>A046C</u> | <u>C121</u> | <u>PSC RATE CASE ANALYST</u> |
| 20 | <u>L033C</u> | <u>C121</u> | <u>PSYCHOLOGICAL EXAMINER</u> |
| 21 | <u>G108C</u> | <u>C121</u> | <u>PUBLIC DEF OMBUDSMAN COORDINATOR</u> |
| 22 | <u>X038C</u> | <u>C121</u> | <u>QUALITY ASSURANCE MANAGER</u> |
| 23 | <u>L032C</u> | <u>C121</u> | <u>REGISTERED NURSE - HOSPITAL</u> |
| 24 | <u>D052C</u> | <u>C121</u> | <u>SOFTWARE SUPPORT ANALYST</u> |
| 25 | <u>C003C</u> | <u>C121</u> | <u>STADIUM COMMISSION MARKETING/EVENT MGR</u> |
| 26 | <u>B041C</u> | <u>C121</u> | <u>STATE CLIMATOLOGIST</u> |
| 27 | <u>B038C</u> | <u>C121</u> | <u>STATE FOREST MANAGER</u> |
| 28 | <u>E021C</u> | <u>C121</u> | <u>STATE LIBRARY MANAGER</u> |
| 29 | <u>A045C</u> | <u>C121</u> | <u>STATISTICAL ANALYSIS MANAGER</u> |
| 30 | <u>D051C</u> | <u>C121</u> | <u>SYSTEMS APPLICATIONS SUPERVISOR</u> |
| 31 | <u>P009C</u> | <u>C121</u> | <u>TELEVISION PRODUCTION MANAGER</u> |
| 32 | <u>P008C</u> | <u>C121</u> | <u>TELEVISION PROGRAM MANAGER</u> |
| 33 | <u>G107C</u> | <u>C121</u> | <u>WCC PROGRAM MANAGER</u> |
| 34 | <u>G106C</u> | <u>C121</u> | <u>WCC CLAIMS SPECIALIST</u> |
| 35 | <u>M008C</u> | <u>C121</u> | <u>YOUTH PROGRAM DIRECTOR</u> |
| 36 | <u>L041C</u> | <u>C120</u> | <u>ADC ASST MEDICAL PROGRAM MANAGER</u> |

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| 1 | <u>G142C</u> | <u>C120</u> | <u>ADC CLASSIFICATION ADMINISTRATOR</u> |
| 2 | <u>G141C</u> | <u>C120</u> | <u>ADC INDUSTRY ASST ADMR</u> |
| 3 | <u>T033C</u> | <u>C120</u> | <u>ADC/DCC MAJOR</u> |
| 4 | <u>G140C</u> | <u>C120</u> | <u>ADEM PROGRAM MANAGER</u> |
| 5 | <u>X059C</u> | <u>C120</u> | <u>ADEQ ENFORCEMENT COORDINATOR</u> |
| 6 | <u>G139C</u> | <u>C120</u> | <u>ADEQ FACILITY SUPPORT SVCS MANAGER</u> |
| 7 | <u>G138C</u> | <u>C120</u> | <u>AGENCY ADMINISTRATIVE REVIEW OFFICER</u> |
| 8 | <u>X058C</u> | <u>C120</u> | <u>AGRI COMMODITY AREA SUPERVISOR</u> |
| 9 | <u>B049C</u> | <u>C120</u> | <u>AGRI PROGRAM MANAGER</u> |
| 10 | <u>T029C</u> | <u>C120</u> | <u>ALETA TRAINING INSTRUCTOR</u> |
| 11 | <u>C006C</u> | <u>C120</u> | <u>ARKANSAS SENTENCING COMMISSION ASSISTANT</u> |
| 12 | <u>D060C</u> | <u>C120</u> | <u>ASST DIR COMPUTER SVCS</u> |
| 13 | <u>G137C</u> | <u>C120</u> | <u>ASTA RESEARCH PROGRAM COORDINATOR</u> |
| 14 | <u>S006C</u> | <u>C120</u> | <u>ASU ASSOC DIR PHYSICAL PLANT</u> |
| 15 | <u>B056C</u> | <u>C120</u> | <u>ASU CONSTRUCTION COORDINATOR</u> |
| 16 | <u>G136C</u> | <u>C120</u> | <u>ASU DIRECTOR OF HOUSING</u> |
| 17 | <u>D059C</u> | <u>C120</u> | <u>ASU ENGINEERING COMM FACILITIES DIR</u> |
| 18 | <u>X057C</u> | <u>C120</u> | <u>ATC DEPUTY DIRECTOR</u> |
| 19 | <u>R019C</u> | <u>C120</u> | <u>BUDGET MANAGER</u> |
| 20 | <u>B054C</u> | <u>C120</u> | <u>CAMPUS CONSTRUCTION COORDINATOR</u> |
| 21 | <u>X056C</u> | <u>C120</u> | <u>CAPITAL CONFLICTS INVESTIGATOR</u> |
| 22 | <u>E027C</u> | <u>C120</u> | <u>CAREER & TECHNICAL FACULTY</u> |
| 23 | <u>M017C</u> | <u>C120</u> | <u>CHILD ABUSE & NEGLECT PREVENTION BD DIR</u> |
| 24 | <u>D058C</u> | <u>C120</u> | <u>COMPUTER OPERATIONS COORDINATOR</u> |
| 25 | <u>G135C</u> | <u>C120</u> | <u>COORD DESEGREGATION & AFFIRM ACTN</u> |
| 26 | <u>G134C</u> | <u>C120</u> | <u>DDSSA CASE CONSULTANT</u> |
| 27 | <u>A058C</u> | <u>C120</u> | <u>DFA CAFR ACCOUNTANT</u> |
| 28 | <u>G133C</u> | <u>C120</u> | <u>DFA DIVISION MANAGER I</u> |
| 29 | <u>R018C</u> | <u>C120</u> | <u>DFA EBD PROGRAM SUPERVISOR</u> |
| 30 | <u>G227C</u> | <u>C120</u> | <u>DFA OCSE PROGRAM SUPERVISOR</u> |
| 31 | <u>V006C</u> | <u>C120</u> | <u>DFA OSP TEAM LEADER</u> |
| 32 | <u>V005C</u> | <u>C120</u> | <u>DFA PROCUREMENT MANAGER</u> |
| 33 | <u>G132C</u> | <u>C120</u> | <u>DFA PROGRAM MANAGER</u> |
| 34 | <u>T032C</u> | <u>C120</u> | <u>DFA REVENUE SECURITY COORDINATOR</u> |
| 35 | <u>R017C</u> | <u>C120</u> | <u>DFA STATE BUDGET ANALYST</u> |
| 36 | <u>R016C</u> | <u>C120</u> | <u>DFA STATE PERSONNEL ANALYST</u> |

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| 1 | <u>A057C</u> | <u>C120</u> | <u>DFA TAX RESEARCH ANALYST</u> |
| 2 | <u>G131C</u> | <u>C120</u> | <u>DHS BEHAV HLTH MED BUS PRACTICES ADMIN</u> |
| 3 | <u>T031C</u> | <u>C120</u> | <u>DHS BEHAV HLTH PUBLIC SAFETY DIR</u> |
| 4 | <u>G130C</u> | <u>C120</u> | <u>DHS COUNTY ADMINISTRATOR I</u> |
| 5 | <u>M016C</u> | <u>C120</u> | <u>DHS FIELD MANAGER</u> |
| 6 | <u>A056C</u> | <u>C120</u> | <u>DHS FINANCIAL SECTION MANAGER</u> |
| 7 | <u>A055C</u> | <u>C120</u> | <u>DHS INSTITUTION BUSINESS MANAGER</u> |
| 8 | <u>G129C</u> | <u>C120</u> | <u>DHS/DCO PROGRAM MANAGER</u> |
| 9 | <u>L040C</u> | <u>C120</u> | <u>DIETARY SERVICES DIRECTOR</u> |
| 10 | <u>R015C</u> | <u>C120</u> | <u>DWS EQUAL OPPORTUNITY MANAGER</u> |
| 11 | <u>G128C</u> | <u>C120</u> | <u>DWS FIELD MANAGER II</u> |
| 12 | <u>G127C</u> | <u>C120</u> | <u>DWS PROGRAM OPERATIONS MANAGER</u> |
| 13 | <u>B055C</u> | <u>C120</u> | <u>ECOLOGIST COORDINATOR</u> |
| 14 | <u>E026C</u> | <u>C120</u> | <u>EDUCATION & INSTRUCTION COORDINATOR</u> |
| 15 | <u>E025C</u> | <u>C120</u> | <u>EDUCATIONAL SPECIALIST</u> |
| 16 | <u>X054C</u> | <u>C120</u> | <u>ENVIRONMENTAL PROGRAM COORDINATOR</u> |
| 17 | <u>M015C</u> | <u>C120</u> | <u>FAMILY SERVICE WORKER SUPERVISOR</u> |
| 18 | <u>G126C</u> | <u>C120</u> | <u>FINANCE PROGRAM COORDINATOR</u> |
| 19 | <u>B053C</u> | <u>C120</u> | <u>FORENSIC SCIENTIST</u> |
| 20 | <u>B052C</u> | <u>C120</u> | <u>FORENSIC SPECIALIST</u> |
| 21 | <u>B051C</u> | <u>C120</u> | <u>GEOLOGIST</u> |
| 22 | <u>T030C</u> | <u>C120</u> | <u>HE PUBLIC SAFETY COMMANDER I</u> |
| 23 | <u>D057C</u> | <u>C120</u> | <u>INFORMATION TECHNOLOGY MANAGER</u> |
| 24 | <u>G125C</u> | <u>C120</u> | <u>INSURANCE SPECIAL PROJECTS COORDINATOR</u> |
| 25 | <u>X053C</u> | <u>C120</u> | <u>INTERNAL AFFAIRS MANAGER</u> |
| 26 | <u>X052C</u> | <u>C120</u> | <u>LABOR INSPECTOR SUPERVISOR</u> |
| 27 | <u>X051C</u> | <u>C120</u> | <u>LABOR MEDIATOR</u> |
| 28 | <u>G143C</u> | <u>C120</u> | <u>LOCAL HEALTH UNIT ADMINISTRATOR I</u> |
| 29 | <u>P014C</u> | <u>C120</u> | <u>MUSEUM MANAGER</u> |
| 30 | <u>L039C</u> | <u>C120</u> | <u>NUTRITIONIST</u> |
| 31 | <u>B050C</u> | <u>C120</u> | <u>OIL & GAS DISTRICT PETROLEUM SUPERVISOR</u> |
| 32 | <u>G124C</u> | <u>C120</u> | <u>OMBUDSMAN</u> |
| 33 | <u>B048C</u> | <u>C120</u> | <u>PARK SUPERINTENDENT III</u> |
| 34 | <u>X050C</u> | <u>C120</u> | <u>PHYSICAL THERAPY BD EXEC DIR</u> |
| 35 | <u>M014C</u> | <u>C120</u> | <u>PROGRAM ELIGIBILITY COORDINATOR III</u> |
| 36 | <u>X049C</u> | <u>C120</u> | <u>PROPERTY ASSESSMENT COORD MANAGER</u> |

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| 1 | <u>G123C</u> | <u>C120</u> | <u>PSC CLERK</u> |
| 2 | <u>X048C</u> | <u>C120</u> | <u>PSC PIPELINE SAFETY SPECIALIST</u> |
| 3 | <u>G122C</u> | <u>C120</u> | <u>PUBLIC DEFENDER PROGRAM COORDINATOR</u> |
| 4 | <u>P013C</u> | <u>C120</u> | <u>PUBLIC INFORMATION COORDINATOR</u> |
| 5 | <u>X047C</u> | <u>C120</u> | <u>REAL ESTATE MANAGER</u> |
| 6 | <u>L038C</u> | <u>C120</u> | <u>REGISTERED NURSE</u> |
| 7 | <u>L037C</u> | <u>C120</u> | <u>REHAB AREA MANAGER</u> |
| 8 | <u>G121C</u> | <u>C120</u> | <u>REHAB PROGRAM MANAGER</u> |
| 9 | <u>G120C</u> | <u>C120</u> | <u>RISK CONSULTANT</u> |
| 10 | <u>G119C</u> | <u>C120</u> | <u>SBEC EDUCATIONAL SERVICES MANAGER</u> |
| 11 | <u>T028C</u> | <u>C120</u> | <u>SOSRA PROGRAM ADMINISTRATOR</u> |
| 12 | <u>M013C</u> | <u>C120</u> | <u>SPINAL CORD COMMISSION CLIENT SVS ADMIN</u> |
| 13 | <u>D056C</u> | <u>C120</u> | <u>SYSTEMS COORDINATION ANALYST II</u> |
| 14 | <u>A054C</u> | <u>C120</u> | <u>TAX AUDITOR II</u> |
| 15 | <u>E024C</u> | <u>C120</u> | <u>TEACHER SUPERVISOR</u> |
| 16 | <u>P012C</u> | <u>C120</u> | <u>TELEVISION PRODUCER</u> |
| 17 | <u>E023C</u> | <u>C120</u> | <u>TRAINING PROJECT MANAGER</u> |
| 18 | <u>G118C</u> | <u>C120</u> | <u>UAF ASSOC DIR OF AR UNION</u> |
| 19 | <u>A053C</u> | <u>C120</u> | <u>UAF ASST BUSINESS MANAGER</u> |
| 20 | <u>P011C</u> | <u>C120</u> | <u>UAF SPORTS INFORMATION COORDINATOR</u> |
| 21 | <u>B057C</u> | <u>C120</u> | <u>VETERINARY BOARD EXEC SECRETARY</u> |
| 22 | <u>M012C</u> | <u>C120</u> | <u>YOUTH PROGRAM MANAGER</u> |
| 23 | <u>G158C</u> | <u>C119</u> | <u>ACIC PROGRAM MANAGER</u> |
| 24 | <u>B070C</u> | <u>C119</u> | <u>ADC CONSTRUCTION PROJECT SUPV</u> |
| 25 | <u>S010C</u> | <u>C119</u> | <u>ADC INDUSTRY PRGM MANAGER</u> |
| 26 | <u>T040C</u> | <u>C119</u> | <u>ADC ASST HEAD FARM MANAGER</u> |
| 27 | <u>S011C</u> | <u>C119</u> | <u>ADC COMMODITY & FOOD SVC ADMR</u> |
| 28 | <u>B069C</u> | <u>C119</u> | <u>ADC CONSTRUCTION PROJECT SPECIALIST</u> |
| 29 | <u>T039C</u> | <u>C119</u> | <u>ADC INMATE TRANSPORTATION COORD</u> |
| 30 | <u>V009C</u> | <u>C119</u> | <u>ADC PROCUREMENT & PROPERTY MANAGER</u> |
| 31 | <u>T038C</u> | <u>C119</u> | <u>ADC TRAINING ACADEMY SUPERVISOR</u> |
| 32 | <u>G157C</u> | <u>C119</u> | <u>ADEM AREA COORDINATOR</u> |
| 33 | <u>B068C</u> | <u>C119</u> | <u>ADEQ ECOLOGIST</u> |
| 34 | <u>X075C</u> | <u>C119</u> | <u>ADEQ ENFORCEMENT ANALYST</u> |
| 35 | <u>A071C</u> | <u>C119</u> | <u>ADFA FINANCE PROGRAM ANALYST</u> |
| 36 | <u>T037C</u> | <u>C119</u> | <u>AGFC WILDLIFE OFFICER 1ST CLASS</u> |

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| 1 | <u>B059C</u> | <u>C119</u> | <u>ANRC PROGRAM COORDINATOR</u> |
| 2 | <u>B067C</u> | <u>C119</u> | <u>ARCHAEOLOGIST</u> |
| 3 | <u>S009C</u> | <u>C119</u> | <u>ASD/ASB TRANSPORTATION SERVICES COORD</u> |
| 4 | <u>G156C</u> | <u>C119</u> | <u>ASP PROGRAM MANAGER</u> |
| 5 | <u>B064C</u> | <u>C119</u> | <u>ASU DIRECTOR OF FARMING</u> |
| 6 | <u>X074C</u> | <u>C119</u> | <u>ATC AUDITOR/INVESTIGATOR</u> |
| 7 | <u>L045C</u> | <u>C119</u> | <u>AUDIOLOGIST</u> |
| 8 | <u>A070C</u> | <u>C119</u> | <u>BANK EXAMINER</u> |
| 9 | <u>R022C</u> | <u>C119</u> | <u>BENEFITS COORDINATOR</u> |
| 10 | <u>B066C</u> | <u>C119</u> | <u>BIOLOGIST SPECIALIST</u> |
| 11 | <u>R021C</u> | <u>C119</u> | <u>BUDGET ANALYST</u> |
| 12 | <u>V008C</u> | <u>C119</u> | <u>BUYER SUPERVISOR</u> |
| 13 | <u>S008C</u> | <u>C119</u> | <u>CAMPUS MAINTENANCE SUPERVISOR</u> |
| 14 | <u>E036C</u> | <u>C119</u> | <u>CERTIFIED MASTERS DEGREE LIBRARIAN</u> |
| 15 | <u>E035C</u> | <u>C119</u> | <u>CERTIFIED MASTERS TEACHER</u> |
| 16 | <u>E034C</u> | <u>C119</u> | <u>CERTIFIED VOCATIONAL REHAB COUNSELOR</u> |
| 17 | <u>D063C</u> | <u>C119</u> | <u>COMPUTER SUPPORT SPECIALIST</u> |
| 18 | <u>X073C</u> | <u>C119</u> | <u>CONTRACTORS BOARD INVESTIGATOR</u> |
| 19 | <u>X072C</u> | <u>C119</u> | <u>CRIMINAL INSURANCE FRAUD INVESTIGATOR</u> |
| 20 | <u>P016C</u> | <u>C119</u> | <u>CURATOR</u> |
| 21 | <u>P015C</u> | <u>C119</u> | <u>DAH MANAGER OF HISTORIC PROPERTIES</u> |
| 22 | <u>G155C</u> | <u>C119</u> | <u>DAH PROGRAM MANAGER</u> |
| 23 | <u>D062C</u> | <u>C119</u> | <u>DATABASE ANALYST</u> |
| 24 | <u>G154C</u> | <u>C119</u> | <u>DCC PROGRAM COORDINATOR</u> |
| 25 | <u>M021C</u> | <u>C119</u> | <u>DCC TREATMENT SUPERVISOR</u> |
| 26 | <u>X071C</u> | <u>C119</u> | <u>DDSSA CLAIMS ADJUDICATOR III</u> |
| 27 | <u>X070C</u> | <u>C119</u> | <u>DDSSA FRAUD INVESTIGATOR</u> |
| 28 | <u>G159C</u> | <u>C119</u> | <u>DEPARTMENT BUSINESS COORDINATOR</u> |
| 29 | <u>P065C</u> | <u>C119</u> | <u>DEVELOPMENT SPECIALIST</u> |
| 30 | <u>X069C</u> | <u>C119</u> | <u>DFA HORSE RACING SUPERVISOR</u> |
| 31 | <u>E033C</u> | <u>C119</u> | <u>DFA ORGANIZATIONAL DEVELOPMENT SPEC</u> |
| 32 | <u>A069C</u> | <u>C119</u> | <u>DFA REVENUE OFFICE ASST DISTRICT MANAGER</u> |
| 33 | <u>L044C</u> | <u>C119</u> | <u>DHS BEHAV HLTH CASE REVIEW ANALYST</u> |
| 34 | <u>R020C</u> | <u>C119</u> | <u>DHS EMPLOYEE RELATIONS/CIVIL RIGHTS SUPV</u> |
| 35 | <u>G152C</u> | <u>C119</u> | <u>DHS PROGRAM MANAGER</u> |
| 36 | <u>G153C</u> | <u>C119</u> | <u>DHS/DAAS PROGRAM SUPERVISOR</u> |

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| 1 | <u>G151C</u> | <u>C119</u> | <u>DHS/DCO COUNTY SUPERVISOR</u> |
| 2 | <u>G150C</u> | <u>C119</u> | <u>DHS/DOV ASST DEP DIR</u> |
| 3 | <u>S007C</u> | <u>C119</u> | <u>DIRECTOR HVACR SECTION</u> |
| 4 | <u>A068C</u> | <u>C119</u> | <u>DIS BILLING SERVICES MANAGER</u> |
| 5 | <u>G149C</u> | <u>C119</u> | <u>DWS FIELD MANAGER I</u> |
| 6 | <u>B065C</u> | <u>C119</u> | <u>ECOLOGIST</u> |
| 7 | <u>E032C</u> | <u>C119</u> | <u>EDUCATION COUNSELOR</u> |
| 8 | <u>E031C</u> | <u>C119</u> | <u>EDUCATION PROGRAM COORDINATOR</u> |
| 9 | <u>G148C</u> | <u>C119</u> | <u>ENERGY PROGRAM MANAGER</u> |
| 10 | <u>X068C</u> | <u>C119</u> | <u>ETHICS COMMISSION COMPLIANCE SPECIALIST</u> |
| 11 | <u>B062C</u> | <u>C119</u> | <u>FOREST HEALTH SPECIALIST</u> |
| 12 | <u>G147C</u> | <u>C119</u> | <u>GRANTS COORDINATOR</u> |
| 13 | <u>X067C</u> | <u>C119</u> | <u>HEALTH FACILITIES SURVEYOR</u> |
| 14 | <u>B063C</u> | <u>C119</u> | <u>HEALTH PHYSICIST</u> |
| 15 | <u>L043C</u> | <u>C119</u> | <u>HEALTH PROGRAM SPECIALIST III</u> |
| 16 | <u>D061C</u> | <u>C119</u> | <u>INFORMATION SYSTEMS COORDINATION SPEC</u> |
| 17 | <u>A067C</u> | <u>C119</u> | <u>INSURANCE EXAMINER</u> |
| 18 | <u>X066C</u> | <u>C119</u> | <u>INSURANCE PREMIUM TAX EXAMINER</u> |
| 19 | <u>A066C</u> | <u>C119</u> | <u>INTERNAL AUDITOR</u> |
| 20 | <u>X187C</u> | <u>C119</u> | <u>INVESTIGATOR</u> |
| 21 | <u>X065C</u> | <u>C119</u> | <u>LABOR INSPECTOR</u> |
| 22 | <u>B060C</u> | <u>C119</u> | <u>LAND RESOURCE SPECIALIST SUPERVISOR</u> |
| 23 | <u>E030C</u> | <u>C119</u> | <u>LIBRARY COORDINATOR</u> |
| 24 | <u>M020C</u> | <u>C119</u> | <u>LICENSED PROFESSIONAL COUNSELOR</u> |
| 25 | <u>T036C</u> | <u>C119</u> | <u>MILITARY FACILITIES SUPERVISOR</u> |
| 26 | <u>M019C</u> | <u>C119</u> | <u>MILITARY HOUSING DIRECTOR</u> |
| 27 | <u>G146C</u> | <u>C119</u> | <u>MITIGATION SPECIALIST</u> |
| 28 | <u>A065C</u> | <u>C119</u> | <u>PAYROLL SERVICES COORDINATOR</u> |
| 29 | <u>V007C</u> | <u>C119</u> | <u>PROCUREMENT COORDINATOR</u> |
| 30 | <u>M018C</u> | <u>C119</u> | <u>PROGRAM ELIGIBILITY COORDINATOR II</u> |
| 31 | <u>X064C</u> | <u>C119</u> | <u>PSC PUBLIC UTILITY AUDITOR</u> |
| 32 | <u>A064C</u> | <u>C119</u> | <u>PSC TAX VALUATION SUPERVISOR</u> |
| 33 | <u>X063C</u> | <u>C119</u> | <u>PUBLIC DEFENDER INVESTIGATOR</u> |
| 34 | <u>X062C</u> | <u>C119</u> | <u>QUALITY ASSURANCE COORDINATOR</u> |
| 35 | <u>A063C</u> | <u>C119</u> | <u>RESEARCH & STATISTICS SUPERVISOR</u> |
| 36 | <u>B061C</u> | <u>C119</u> | <u>RESEARCH TECHNOLOGIST</u> |

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| 1 | <u>A062C</u> | <u>C119</u> | <u>RETIREMENT COORDINATOR</u> |
| 2 | <u>A061C</u> | <u>C119</u> | <u>RETIREMENT INVESTMENT SPECIALIST</u> |
| 3 | <u>G145C</u> | <u>C119</u> | <u>RURAL CONST GRANT/FINANCIAL OFFICER</u> |
| 4 | <u>L042C</u> | <u>C119</u> | <u>SCHOOL SPEECH PATHOLOGIST</u> |
| 5 | <u>X061C</u> | <u>C119</u> | <u>SECURITIES EXAMINER</u> |
| 6 | <u>A060C</u> | <u>C119</u> | <u>SENIOR AUDITOR</u> |
| 7 | <u>X060C</u> | <u>C119</u> | <u>SENIOR ENVIRONMENTAL HEALTH SPECIALIST</u> |
| 8 | <u>E029C</u> | <u>C119</u> | <u>SIGN LANGUAGE COORDINATOR</u> |
| 9 | <u>B058C</u> | <u>C119</u> | <u>STAFF FORESTER</u> |
| 10 | <u>T035C</u> | <u>C119</u> | <u>STATE POLICE TROOPER 1ST CLASS</u> |
| 11 | <u>A059C</u> | <u>C119</u> | <u>TAX AUDITOR</u> |
| 12 | <u>G144C</u> | <u>C119</u> | <u>TECHNICAL INSTITUTE PROGRAM COORDINATOR</u> |
| 13 | <u>T034C</u> | <u>C119</u> | <u>WORK RELEASE CENTER SUPV</u> |
| 14 | <u>S013C</u> | <u>C118</u> | <u>ABA BUILDING/PROGRAM SUPERVISOR</u> |
| 15 | <u>T048C</u> | <u>C118</u> | <u>ADC/DCC CAPTAIN</u> |
| 16 | <u>G175C</u> | <u>C118</u> | <u>ADEM PROGRAM COORDINATOR</u> |
| 17 | <u>X186C</u> | <u>C118</u> | <u>ADEQ AIR COMPLIANCE MONITOR</u> |
| 18 | <u>X093C</u> | <u>C118</u> | <u>ADEQ INSPECTOR</u> |
| 19 | <u>G173C</u> | <u>C118</u> | <u>ADFA PROGRAM COORDINATOR</u> |
| 20 | <u>M031C</u> | <u>C118</u> | <u>ADMINISTRATOR OF CHAPLAINCY SVCS</u> |
| 21 | <u>T042C</u> | <u>C118</u> | <u>ADPT CHIEF RANGER</u> |
| 22 | <u>G165C</u> | <u>C118</u> | <u>ADPT SPECIALTY OPERATIONS MANAGER</u> |
| 23 | <u>C090C</u> | <u>C118</u> | <u>AGFC LICENSING SUPERVISOR</u> |
| 24 | <u>T047C</u> | <u>C118</u> | <u>AGFC WILDLIFE OFFICER</u> |
| 25 | <u>B072C</u> | <u>C118</u> | <u>AGRI PROGRAM COORDINATOR</u> |
| 26 | <u>P018C</u> | <u>C118</u> | <u>ARCHIVAL MANAGER</u> |
| 27 | <u>X091C</u> | <u>C118</u> | <u>AREC SR REAL ESTATE INVESTIGATOR</u> |
| 28 | <u>T100C</u> | <u>C118</u> | <u>ASP TROOPER</u> |
| 29 | <u>T046C</u> | <u>C118</u> | <u>ASP/CACD HOTLINE SUPERVISOR</u> |
| 30 | <u>X090C</u> | <u>C118</u> | <u>ASP/CACD SENIOR INVESTIGATOR</u> |
| 31 | <u>S015C</u> | <u>C118</u> | <u>ASST LODGE MANAGER</u> |
| 32 | <u>R024C</u> | <u>C118</u> | <u>ASST PERSONNEL MANAGER</u> |
| 33 | <u>S012C</u> | <u>C118</u> | <u>ASU ASST DIRECTOR OF PHYSICAL PLANT</u> |
| 34 | <u>X089C</u> | <u>C118</u> | <u>AUCTIONEER BD SECRETARY</u> |
| 35 | <u>C011C</u> | <u>C118</u> | <u>BD OF ARCH ADMIN ASST/OFFICE MGR</u> |
| 36 | <u>G172C</u> | <u>C118</u> | <u>CAREER PLANNING & PLAC COORDINATOR</u> |

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| 1 | <u>L050C</u> | <u>C118</u> | <u>CERTIFIED RESPIRATORY THERAPY TECHNICIAN</u> |
| 2 | <u>M030C</u> | <u>C118</u> | <u>CHILD CARE DIRECTOR</u> |
| 3 | <u>M029C</u> | <u>C118</u> | <u>CHILD SUPPORT SUPERVISOR II</u> |
| 4 | <u>X087C</u> | <u>C118</u> | <u>CHIROPRACTIC EXAMINER EXEC SEC</u> |
| 5 | <u>X086C</u> | <u>C118</u> | <u>CLAIMS HEARING OFFICER</u> |
| 6 | <u>G171C</u> | <u>C118</u> | <u>COORD OF AFRICAN AMERICAN HIST PRGM</u> |
| 7 | <u>M028C</u> | <u>C118</u> | <u>COUNSELING BOARD DIRECTOR</u> |
| 8 | <u>T045C</u> | <u>C118</u> | <u>DCC PAROLE/PROBATION OFFICER</u> |
| 9 | <u>X085C</u> | <u>C118</u> | <u>DFA ABC ENFORCEMENT OFFICER</u> |
| 10 | <u>X084C</u> | <u>C118</u> | <u>DFA DOG RACING SUPERVISOR</u> |
| 11 | <u>A077C</u> | <u>C118</u> | <u>DFA LOCAL REVENUE OFFICE MANAGER</u> |
| 12 | <u>V010C</u> | <u>C118</u> | <u>DFA OSP BUYER</u> |
| 13 | <u>G170C</u> | <u>C118</u> | <u>DHS ADMINISTRATIVE REVIEW OFFICER</u> |
| 14 | <u>E039C</u> | <u>C118</u> | <u>DHS/DSB TEACHER FOR THE BLIND</u> |
| 15 | <u>D066C</u> | <u>C118</u> | <u>DIGITAL BROADCAST SPECIALIST</u> |
| 16 | <u>G169C</u> | <u>C118</u> | <u>DIRECTOR OF STUDENT UNION</u> |
| 17 | <u>L049C</u> | <u>C118</u> | <u>DISEASE INTERVENTION SPEC SUPV</u> |
| 18 | <u>E038C</u> | <u>C118</u> | <u>EDUCATION & INSTRUCTION ANALYST</u> |
| 19 | <u>E037C</u> | <u>C118</u> | <u>EDUCATION PROGRAM SPECIALIST</u> |
| 20 | <u>X088C</u> | <u>C118</u> | <u>EMBALMERS & FUNERAL DIR INVESTIGATOR</u> |
| 21 | <u>C010C</u> | <u>C118</u> | <u>EXECUTIVE ASSISTANT TO THE DIRECTOR</u> |
| 22 | <u>M027C</u> | <u>C118</u> | <u>FAMILY SERVICE WORKER SPECIALIST</u> |
| 23 | <u>A076C</u> | <u>C118</u> | <u>FINANCE PROGRAM ANALYST</u> |
| 24 | <u>A075C</u> | <u>C118</u> | <u>FINANCIAL ANALYST I</u> |
| 25 | <u>A074C</u> | <u>C118</u> | <u>FISCAL SUPPORT SUPERVISOR</u> |
| 26 | <u>B073C</u> | <u>C118</u> | <u>FORENSIC TECHNICIAN SUPERVISOR</u> |
| 27 | <u>L048C</u> | <u>C118</u> | <u>HEALTH PROGRAM SPECIALIST II</u> |
| 28 | <u>C009C</u> | <u>C118</u> | <u>HEARING REPORTER</u> |
| 29 | <u>G168C</u> | <u>C118</u> | <u>INDUSTRIAL CONSULTANT</u> |
| 30 | <u>R023C</u> | <u>C118</u> | <u>INSTITUTION PERSONNEL SVCS MANAGER</u> |
| 31 | <u>X083C</u> | <u>C118</u> | <u>INSURANCE LIFE & HEALTH COMP OFFICER</u> |
| 32 | <u>T044C</u> | <u>C118</u> | <u>INTELLIGENCE ANALYST SUPERVISOR</u> |
| 33 | <u>G167C</u> | <u>C118</u> | <u>KEEP ARKANSAS BEAUTIFUL DIRECTOR</u> |
| 34 | <u>L046C</u> | <u>C118</u> | <u>LICENSED ASSOC MARRIAGE/FAMILY THERAPIST</u> |
| 35 | <u>M026C</u> | <u>C118</u> | <u>LICENSED SOCIAL WORKER</u> |
| 36 | <u>L047C</u> | <u>C118</u> | <u>MEDICAL TECHNOLOGIST SUPERVISOR</u> |

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| 1 | <u>T043C</u> | <u>C118</u> | <u>MILITARY DEPUTY FIRE CHIEF</u> |
| 2 | <u>G166C</u> | <u>C118</u> | <u>MILITARY PROGRAM COORDINATOR</u> |
| 3 | <u>D065C</u> | <u>C118</u> | <u>NETWORK SUPPORT ANALYST</u> |
| 4 | <u>X082C</u> | <u>C118</u> | <u>OIL & GAS INSPECTOR</u> |
| 5 | <u>B075C</u> | <u>C118</u> | <u>PARK PLANNER</u> |
| 6 | <u>B071C</u> | <u>C118</u> | <u>PARK SUPERINTENDENT II</u> |
| 7 | <u>X081C</u> | <u>C118</u> | <u>PLUMBING/HVACR INSPECTOR SUPERVISOR</u> |
| 8 | <u>M025C</u> | <u>C118</u> | <u>PROGRAM ELIGIBILITY COORDINATOR I</u> |
| 9 | <u>A073C</u> | <u>C118</u> | <u>PROGRAM/FIELD AUDITOR SUPERVISOR</u> |
| 10 | <u>X080C</u> | <u>C118</u> | <u>PROPERTY & CASUALTY COMPLIANCE OFFICER</u> |
| 11 | <u>X079C</u> | <u>C118</u> | <u>PROPERTY ASSESSMENT AUDITOR SUPERVISOR</u> |
| 12 | <u>G164C</u> | <u>C118</u> | <u>PSC ADMINISTRATIVE COORDINATOR</u> |
| 13 | <u>X078C</u> | <u>C118</u> | <u>PSC UTILITIES SERVICES SPECIALIST</u> |
| 14 | <u>X077C</u> | <u>C118</u> | <u>REAL ESTATE OFFICER</u> |
| 15 | <u>G163C</u> | <u>C118</u> | <u>REHAB PROGRAM COORDINATOR</u> |
| 16 | <u>A072C</u> | <u>C118</u> | <u>RESEARCH & STATISTICS MANAGER</u> |
| 17 | <u>M024C</u> | <u>C118</u> | <u>RESIDENTIAL SERVICES MANAGER</u> |
| 18 | <u>S014C</u> | <u>C118</u> | <u>RESTAURANT MANAGER</u> |
| 19 | <u>G162C</u> | <u>C118</u> | <u>SBEC ELECTION COORDINATOR</u> |
| 20 | <u>C008C</u> | <u>C118</u> | <u>STADIUM COMMISSION OFFICE MANAGER</u> |
| 21 | <u>M023C</u> | <u>C118</u> | <u>SUBSTANCE ABUSE PROGRAM COORD</u> |
| 22 | <u>B074C</u> | <u>C118</u> | <u>SURVEYOR</u> |
| 23 | <u>P017C</u> | <u>C118</u> | <u>TELEVISION PRODUCTION COORDINATOR</u> |
| 24 | <u>X076C</u> | <u>C118</u> | <u>TITLE INSURANCE COMPLIANCE OFFICER</u> |
| 25 | <u>M022C</u> | <u>C118</u> | <u>UAPB DIRECTOR OF HOUSING</u> |
| 26 | <u>G161C</u> | <u>C118</u> | <u>VICTIM/WITNESS COORDINATOR</u> |
| 27 | <u>G160C</u> | <u>C118</u> | <u>WCC PROGRAM COORDINATOR</u> |
| 28 | <u>D064C</u> | <u>C118</u> | <u>WEBSITE DEVELOPER</u> |
| 29 | <u>T041C</u> | <u>C118</u> | <u>WORK RELEASE PROGRAM SUPERVISOR</u> |
| 30 | <u>A082C</u> | <u>C117</u> | <u>ACCOUNTANT II</u> |
| 31 | <u>D073C</u> | <u>C117</u> | <u>ACIC FIELD AGENT</u> |
| 32 | <u>G192C</u> | <u>C117</u> | <u>ACIC PROGRAM ANALYST</u> |
| 33 | <u>D072C</u> | <u>C117</u> | <u>ACIC SYSTEMS SUPERVISOR</u> |
| 34 | <u>E045C</u> | <u>C117</u> | <u>ACIC TRAINING COORDINATOR</u> |
| 35 | <u>T054C</u> | <u>C117</u> | <u>ADC/DCC LIEUTENANT</u> |
| 36 | <u>M046C</u> | <u>C117</u> | <u>ADC/DCC TREATMENT COORDINATOR</u> |

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| 1 | <u>M045C</u> | <u>C117</u> | <u>ADULT PROTECTIVE SERVICES WORKER</u> |
| 2 | <u>G185C</u> | <u>C117</u> | <u>ADVA PROGRAM COORDINATOR</u> |
| 3 | <u>X109C</u> | <u>C117</u> | <u>AFC INVESTIGATOR</u> |
| 4 | <u>X112C</u> | <u>C117</u> | <u>AFHC CHIEF INVESTIGATOR</u> |
| 5 | <u>T053C</u> | <u>C117</u> | <u>AGRICULTURE UNIT SUPERVISOR II</u> |
| 6 | <u>B084C</u> | <u>C117</u> | <u>AGS SUPERVISOR</u> |
| 7 | <u>T050C</u> | <u>C117</u> | <u>ALETA STANDARDS SPECIALIST</u> |
| 8 | <u>C015C</u> | <u>C117</u> | <u>ALRPC ADMINISTRATIVE COORDINATOR</u> |
| 9 | <u>P024C</u> | <u>C117</u> | <u>ARCHIVIST</u> |
| 10 | <u>X111C</u> | <u>C117</u> | <u>AREA LIVESTOCK INSPECTOR SUPV</u> |
| 11 | <u>X110C</u> | <u>C117</u> | <u>AREC INVESTIGATOR</u> |
| 12 | <u>B083C</u> | <u>C117</u> | <u>ASP AFIS COORDINATOR</u> |
| 13 | <u>X108C</u> | <u>C117</u> | <u>ASP DL/CDL COORDINATOR</u> |
| 14 | <u>G191C</u> | <u>C117</u> | <u>ASP HIGHWAY SAFETY PROGRAM SPECIALIST</u> |
| 15 | <u>X107C</u> | <u>C117</u> | <u>ASP/CACD INVESTIGATOR</u> |
| 16 | <u>M044C</u> | <u>C117</u> | <u>ASSOCIATE PROFESSIONAL COUNSELOR</u> |
| 17 | <u>G190C</u> | <u>C117</u> | <u>ASST DIR FINANCIAL AID</u> |
| 18 | <u>G189C</u> | <u>C117</u> | <u>ATU DIRECTOR OF HOUSING</u> |
| 19 | <u>A081C</u> | <u>C117</u> | <u>AUDITOR</u> |
| 20 | <u>S020C</u> | <u>C117</u> | <u>AVIATION TECHNICIAN</u> |
| 21 | <u>B082C</u> | <u>C117</u> | <u>BIOLOGIST</u> |
| 22 | <u>P023C</u> | <u>C117</u> | <u>BROADCAST PROMOTION SPECIALIST</u> |
| 23 | <u>R027C</u> | <u>C117</u> | <u>BUDGET SPECIALIST</u> |
| 24 | <u>G188C</u> | <u>C117</u> | <u>BUSINESS & INDUSTRIAL ENERGY SPECIALIST</u> |
| 25 | <u>X106C</u> | <u>C117</u> | <u>CAPITOL ZONING DISTRICT PLNG & PRESV DIR</u> |
| 26 | <u>V013C</u> | <u>C117</u> | <u>CENTRAL WAREHOUSE OPERATIONS MGR</u> |
| 27 | <u>E044C</u> | <u>C117</u> | <u>CERTIFIED BACHELORS TEACHER</u> |
| 28 | <u>E043C</u> | <u>C117</u> | <u>CERTIFIED VOCATIONAL TEACHER</u> |
| 29 | <u>B081C</u> | <u>C117</u> | <u>CHEMIST</u> |
| 30 | <u>R026C</u> | <u>C117</u> | <u>CIVIL RIGHTS/EMPLOYEE RELATIONS COORD</u> |
| 31 | <u>C019C</u> | <u>C117</u> | <u>CLINIC BUSINESS SVCS MANAGER</u> |
| 32 | <u>D071C</u> | <u>C117</u> | <u>COMPUTER SUPPORT ANALYST</u> |
| 33 | <u>X105C</u> | <u>C117</u> | <u>CONTRACTORS LICENSING COORDINATOR</u> |
| 34 | <u>P022C</u> | <u>C117</u> | <u>COORDINATOR OF SPORTS INFORMATION</u> |
| 35 | <u>G187C</u> | <u>C117</u> | <u>CREDENTIALING COORDINATION SUPERVISOR</u> |
| 36 | <u>G186C</u> | <u>C117</u> | <u>DAH PROGRAM COORDINATOR</u> |

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| 1 | <u>M043C</u> | <u>C117</u> | <u>DDS PROGRAM COORDINATOR</u> |
| 2 | <u>X104C</u> | <u>C117</u> | <u>DDSSA CLAIMS ADJUDICATOR II</u> |
| 3 | <u>X103C</u> | <u>C117</u> | <u>DENTAL EXAMINERS BD INVESTIGATOR</u> |
| 4 | <u>C018C</u> | <u>C117</u> | <u>DFA EXECUTIVE ASSISTANT TO THE CMSNR</u> |
| 5 | <u>L056C</u> | <u>C117</u> | <u>DHS BEHAV HLTH REGISTRAR</u> |
| 6 | <u>G184C</u> | <u>C117</u> | <u>DHS PROGRAM CONSULTANT</u> |
| 7 | <u>G183C</u> | <u>C117</u> | <u>DHS PROGRAM COORDINATOR</u> |
| 8 | <u>M042C</u> | <u>C117</u> | <u>DHS STAFF SUPERVISOR</u> |
| 9 | <u>T052C</u> | <u>C117</u> | <u>DHS/DBHS PUBLIC SAFETY SUPERVISOR</u> |
| 10 | <u>M041C</u> | <u>C117</u> | <u>DHS/DCFS FIELD SERVICES REPRESENTATIVE</u> |
| 11 | <u>G182C</u> | <u>C117</u> | <u>DHS/DDS PROGRAM COORDINATOR</u> |
| 12 | <u>L055C</u> | <u>C117</u> | <u>DIETICIAN</u> |
| 13 | <u>S019C</u> | <u>C117</u> | <u>DIRECTOR MAINTENANCE</u> |
| 14 | <u>D070C</u> | <u>C117</u> | <u>DIS ACCOUNTS SPECIALIST</u> |
| 15 | <u>D069C</u> | <u>C117</u> | <u>DIS SCHEDULER</u> |
| 16 | <u>G181C</u> | <u>C117</u> | <u>DWS PROGRAM MONITOR</u> |
| 17 | <u>P021C</u> | <u>C117</u> | <u>EDITOR</u> |
| 18 | <u>L054C</u> | <u>C117</u> | <u>EMERGENCY MEDICAL SERVICES SUPV</u> |
| 19 | <u>X102C</u> | <u>C117</u> | <u>ENVIRONMENTAL HEALTH SPECIALIST</u> |
| 20 | <u>M040C</u> | <u>C117</u> | <u>FAMILY SERVICES PROGRAM COORDINATOR</u> |
| 21 | <u>V012C</u> | <u>C117</u> | <u>FEDERAL SURPLUS PROPERTY SUPERVISOR</u> |
| 22 | <u>A080C</u> | <u>C117</u> | <u>FINANCE AUTHORITY SPECIALIST</u> |
| 23 | <u>B080C</u> | <u>C117</u> | <u>FORESTER</u> |
| 24 | <u>G180C</u> | <u>C117</u> | <u>GRANTS ANALYST</u> |
| 25 | <u>T051C</u> | <u>C117</u> | <u>HE PUBLIC SAFETY SUPERVISOR</u> |
| 26 | <u>C017C</u> | <u>C117</u> | <u>HEALTH ADMINISTRATIVE COORDINATOR</u> |
| 27 | <u>B079C</u> | <u>C117</u> | <u>HEALTH FACILITY LABORATORY SURVEYOR</u> |
| 28 | <u>L053C</u> | <u>C117</u> | <u>HEALTH PROGRAM SPECIALIST I</u> |
| 29 | <u>R025C</u> | <u>C117</u> | <u>HUMAN RESOURCES ANALYST</u> |
| 30 | <u>S018C</u> | <u>C117</u> | <u>HVACR MECHANICAL INSPECTOR</u> |
| 31 | <u>D068C</u> | <u>C117</u> | <u>INFORMATION SYSTEMS ANALYST</u> |
| 32 | <u>D067C</u> | <u>C117</u> | <u>INFORMATION SYSTEMS SECURITY ANALYST</u> |
| 33 | <u>C016C</u> | <u>C117</u> | <u>INSURANCE ADMINISTRATIVE COORDINATOR</u> |
| 34 | <u>X101C</u> | <u>C117</u> | <u>INTERNAL AFFAIRS INVESTIGATOR</u> |
| 35 | <u>A079C</u> | <u>C117</u> | <u>INVESTMENT ANALYST</u> |
| 36 | <u>G230C</u> | <u>C117</u> | <u>JDDC PARALEGAL</u> |

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| 1 | <u>G179C</u> | <u>C117</u> | <u>LEGAL SERVICES SPECIALIST</u> |
| 2 | <u>X100C</u> | <u>C117</u> | <u>LP GAS INSPECTOR</u> |
| 3 | <u>S017C</u> | <u>C117</u> | <u>MAINTENANCE COORDINATOR</u> |
| 4 | <u>M039C</u> | <u>C117</u> | <u>MEDICAID SERVICES SUPERVISOR</u> |
| 5 | <u>V011C</u> | <u>C117</u> | <u>MEDICAL BUYER</u> |
| 6 | <u>C014C</u> | <u>C117</u> | <u>MEDICAL EXAMINER CASE COORDINATOR</u> |
| 7 | <u>C013C</u> | <u>C117</u> | <u>MEDICAL SERVICES REPRESENTATIVE</u> |
| 8 | <u>B078C</u> | <u>C117</u> | <u>METROLOGIST</u> |
| 9 | <u>B077C</u> | <u>C117</u> | <u>MICROBIOLOGIST</u> |
| 10 | <u>T049C</u> | <u>C117</u> | <u>MILITARY FIREFIGHTER SHIFT LEADER</u> |
| 11 | <u>X099C</u> | <u>C117</u> | <u>MOTOR VEHICLE LICENSE SUPERVISOR</u> |
| 12 | <u>X098C</u> | <u>C117</u> | <u>OIL & GAS TECHNICIAN</u> |
| 13 | <u>X097C</u> | <u>C117</u> | <u>PLANT BOARD AGRICULTURE SPECIALIST</u> |
| 14 | <u>X096C</u> | <u>C117</u> | <u>PLUMBING INSPECTOR</u> |
| 15 | <u>G178C</u> | <u>C117</u> | <u>POLICY DEVELOPMENT COORDINATOR</u> |
| 16 | <u>P020C</u> | <u>C117</u> | <u>PRODUCTION ARTIST</u> |
| 17 | <u>M038C</u> | <u>C117</u> | <u>PROGRAM ELIGIBILITY ANALYST</u> |
| 18 | <u>M037C</u> | <u>C117</u> | <u>PROGRAM ELIGIBILITY SUPERVISOR</u> |
| 19 | <u>E042C</u> | <u>C117</u> | <u>PUBLIC HEALTH EDUCATOR SUPERVISOR</u> |
| 20 | <u>C012C</u> | <u>C117</u> | <u>PUBLIC DEFENDER SUPPORT SVCS SPECIALIST</u> |
| 21 | <u>X095C</u> | <u>C117</u> | <u>QUALITY ASSURANCE ANALYST</u> |
| 22 | <u>L052C</u> | <u>C117</u> | <u>REHAB FACILITY SUPERVISOR</u> |
| 23 | <u>L051C</u> | <u>C117</u> | <u>REHABILITATION COUNSELOR</u> |
| 24 | <u>B076C</u> | <u>C117</u> | <u>RESEARCH PROJECT ANALYST</u> |
| 25 | <u>A078C</u> | <u>C117</u> | <u>RETIREMENT COUNSELOR</u> |
| 26 | <u>E041C</u> | <u>C117</u> | <u>SENIOR LIBRARIAN</u> |
| 27 | <u>X094C</u> | <u>C117</u> | <u>SERVICES & PROGRAM LICENSING SPECIALIST</u> |
| 28 | <u>S016C</u> | <u>C117</u> | <u>SKILLED TRADES FOREMAN</u> |
| 29 | <u>E040C</u> | <u>C117</u> | <u>STAFF DEVELOPMENT COORDINATOR</u> |
| 30 | <u>G177C</u> | <u>C117</u> | <u>STUDENT LOAN PROGRAM COORDINATOR</u> |
| 31 | <u>P019C</u> | <u>C117</u> | <u>TRAVEL INFORMATION WRITER</u> |
| 32 | <u>M036C</u> | <u>C117</u> | <u>UAF DIR OF HOUSEKEEPING</u> |
| 33 | <u>M035C</u> | <u>C117</u> | <u>UALR DIRECTOR OF HOUSING</u> |
| 34 | <u>M034C</u> | <u>C117</u> | <u>UAM DIRECTOR OF HOUSING</u> |
| 35 | <u>M033C</u> | <u>C117</u> | <u>UCA ASSISTANT DIRECTOR OF HOUSING</u> |
| 36 | <u>M032C</u> | <u>C117</u> | <u>VOCATIONAL REHAB PLACEMENT SPEC</u> |

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| 1 | <u>G176C</u> | <u>C117</u> | <u>VOLUNTEER PROGRAM MANAGER</u> |
| 2 | <u>A089C</u> | <u>C116</u> | <u>ACCOUNTANT I</u> |
| 3 | <u>S027C</u> | <u>C116</u> | <u>ADC INDUSTRIAL SUPV II</u> |
| 4 | <u>S026C</u> | <u>C116</u> | <u>ADC/DCC ASST MAINTENANCE SUPERVISOR</u> |
| 5 | <u>X133C</u> | <u>C116</u> | <u>ADC/DCC INTERNAL AFFAIRS INVESTIGATOR</u> |
| 6 | <u>T059C</u> | <u>C116</u> | <u>ADC/DCC FOOD PREPARATION MANAGER</u> |
| 7 | <u>C024C</u> | <u>C116</u> | <u>ADC/DCC RECORDS SUPERVISOR</u> |
| 8 | <u>C021C</u> | <u>C116</u> | <u>ADPT ARCHIVAL MICROPHOTO SUPV</u> |
| 9 | <u>X132C</u> | <u>C116</u> | <u>AGRI COMMODITY COMPLIANCE INSPECTOR</u> |
| 10 | <u>T058C</u> | <u>C116</u> | <u>AGRI UNIT SUPERVISOR I</u> |
| 11 | <u>A088C</u> | <u>C116</u> | <u>ASSETS COORDINATOR</u> |
| 12 | <u>C023C</u> | <u>C116</u> | <u>ASSOCIATE BOOKSTORE MANAGER</u> |
| 13 | <u>B089C</u> | <u>C116</u> | <u>ASU ASST DIRECTOR OF FARMING</u> |
| 14 | <u>S029C</u> | <u>C116</u> | <u>ASU DIRECTOR OF HOUSEKEEPING</u> |
| 15 | <u>A087C</u> | <u>C116</u> | <u>ASU PAYROLL SERVICES MANAGER</u> |
| 16 | <u>X131C</u> | <u>C116</u> | <u>ATC ENFORCEMENT AGENT</u> |
| 17 | <u>L059C</u> | <u>C116</u> | <u>AUDIOLOGY OFFICE MANAGER</u> |
| 18 | <u>A086C</u> | <u>C116</u> | <u>BD OF ACCT FISCAL OFFICER/CPE COORD</u> |
| 19 | <u>X130C</u> | <u>C116</u> | <u>BD OF COLLECTION FIELD INVESTIGATOR</u> |
| 20 | <u>S025C</u> | <u>C116</u> | <u>BUILDING AND GROUNDS COORDINATOR</u> |
| 21 | <u>C022C</u> | <u>C116</u> | <u>BUSINESS OPERATIONS SPECIALIST</u> |
| 22 | <u>V014C</u> | <u>C116</u> | <u>BUYER</u> |
| 23 | <u>M053C</u> | <u>C116</u> | <u>CHILD CARE SERVICE SPECIALIST</u> |
| 24 | <u>M052C</u> | <u>C116</u> | <u>CHILD SUPPORT SUPERVISOR I</u> |
| 25 | <u>G200C</u> | <u>C116</u> | <u>CLASSIFICATION & ASSIGNMENT OFFICER</u> |
| 26 | <u>D076C</u> | <u>C116</u> | <u>COMMUNICATIONS SYSTEMS SUPERVISOR</u> |
| 27 | <u>X129C</u> | <u>C116</u> | <u>CONSTRUCTION INSPECTOR</u> |
| 28 | <u>B091C</u> | <u>C116</u> | <u>CONSTRUCTION SUPERVISOR</u> |
| 29 | <u>S024C</u> | <u>C116</u> | <u>CONSTRUCTION/MAINTENANCE COORD</u> |
| 30 | <u>X128C</u> | <u>C116</u> | <u>CORRECTIONAL UNIT ACCREDITATION SPEC</u> |
| 31 | <u>B088C</u> | <u>C116</u> | <u>COUNTY FOREST RANGER</u> |
| 32 | <u>G199C</u> | <u>C116</u> | <u>DDSSA PROFESSIONAL RELATIONS OFFICER</u> |
| 33 | <u>P032C</u> | <u>C116</u> | <u>DESIGN CONSULTANT</u> |
| 34 | <u>G198C</u> | <u>C116</u> | <u>DHS/DAAS PROGRAM SPECIALIST</u> |
| 35 | <u>G197C</u> | <u>C116</u> | <u>DIRECTOR OF ALUMNI</u> |
| 36 | <u>X127C</u> | <u>C116</u> | <u>DISCIPLINARY HEARING OFFICER</u> |

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| 1 | <u>L058C</u> | <u>C116</u> | <u>DISEASE INTERVENTION SPECIALIST</u> |
| 2 | <u>G196C</u> | <u>C116</u> | <u>DWS SATELLITE OFFICE SUPERVISOR</u> |
| 3 | <u>A085C</u> | <u>C116</u> | <u>DWS SR FIELD TAX REPRESENTATIVE</u> |
| 4 | <u>E048C</u> | <u>C116</u> | <u>EDUCATION & INSTRUCTION SPECIALIST</u> |
| 5 | <u>R030C</u> | <u>C116</u> | <u>EEO/GRIEVANCE OFFICER</u> |
| 6 | <u>X126C</u> | <u>C116</u> | <u>EMBALMERS & FUNERAL DIR INSPECTOR</u> |
| 7 | <u>B087C</u> | <u>C116</u> | <u>ENERGY CONSERVATION COORD</u> |
| 8 | <u>B090C</u> | <u>C116</u> | <u>ENGINEER TECHNICIAN</u> |
| 9 | <u>M051C</u> | <u>C116</u> | <u>FAMILY SERVICE WORKER</u> |
| 10 | <u>X125C</u> | <u>C116</u> | <u>FRAUD INVESTIGATOR COORDINATOR</u> |
| 11 | <u>X124C</u> | <u>C116</u> | <u>HEALTH FACILITY REVIEWER</u> |
| 12 | <u>G195C</u> | <u>C116</u> | <u>HIGHER ED INSTITUTION PROG COORD</u> |
| 13 | <u>R029C</u> | <u>C116</u> | <u>HUMAN RESOURCES RECRUITER</u> |
| 14 | <u>X123C</u> | <u>C116</u> | <u>INSURANCE INVESTIGATOR</u> |
| 15 | <u>M050C</u> | <u>C116</u> | <u>INTERPRETER</u> |
| 16 | <u>X122C</u> | <u>C116</u> | <u>LABOR STANDARDS INVESTIGATOR</u> |
| 17 | <u>B086C</u> | <u>C116</u> | <u>LAND MANAGEMENT SPECIALIST</u> |
| 18 | <u>X121C</u> | <u>C116</u> | <u>MANUFACTURED HOUSING SPEC SUPV</u> |
| 19 | <u>P031C</u> | <u>C116</u> | <u>MEDIA SPECIALIST</u> |
| 20 | <u>T057C</u> | <u>C116</u> | <u>MILITARY FIRE & POLICE CAPTAIN</u> |
| 21 | <u>X120C</u> | <u>C116</u> | <u>MOTOR VEHICLE INVESTIGATOR</u> |
| 22 | <u>P030C</u> | <u>C116</u> | <u>MUSEUM EXHIBIT PROGRAM SPECIALIST</u> |
| 23 | <u>P029C</u> | <u>C116</u> | <u>MUSEUM PROGRAMS SPECIALIST</u> |
| 24 | <u>X119C</u> | <u>C116</u> | <u>OCCUPATIONAL SAFETY COORDINATOR</u> |
| 25 | <u>P028C</u> | <u>C116</u> | <u>PARK INTERPRETER II</u> |
| 26 | <u>T056C</u> | <u>C116</u> | <u>PARK RANGER II</u> |
| 27 | <u>B085C</u> | <u>C116</u> | <u>PARK SUPERINTENDENT I</u> |
| 28 | <u>X118C</u> | <u>C116</u> | <u>PLANT BOARD INSPECTOR SUPERVISOR</u> |
| 29 | <u>S023C</u> | <u>C116</u> | <u>PRINT SHOP MANAGER</u> |
| 30 | <u>A084C</u> | <u>C116</u> | <u>PROGRAM/FIELD AUDIT SPECIALIST</u> |
| 31 | <u>X117C</u> | <u>C116</u> | <u>PROPERTY ASSESSMENT AUDITOR</u> |
| 32 | <u>T055C</u> | <u>C116</u> | <u>PUBLIC SAFETY OFFICER</u> |
| 33 | <u>G194C</u> | <u>C116</u> | <u>PUBLIC DEFENDER INTERPRETER</u> |
| 34 | <u>E047C</u> | <u>C116</u> | <u>PUBLIC HEALTH EDUCATOR</u> |
| 35 | <u>P027C</u> | <u>C116</u> | <u>PUBLIC INFORMATION SPECIALIST</u> |
| 36 | <u>P026C</u> | <u>C116</u> | <u>RADIO PROGRAM DIRECTOR</u> |

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| 1 | <u>L057C</u> | <u>C116</u> | <u>REHAB SVS FACILITY SPECIALIST</u> |
| 2 | <u>A083C</u> | <u>C116</u> | <u>RETIREMENT ANALYST</u> |
| 3 | <u>S028C</u> | <u>C116</u> | <u>SCHOOL BUS DRIVER TRAINER</u> |
| 4 | <u>X116C</u> | <u>C116</u> | <u>SCHOOL BUS TRANS INSPECTOR</u> |
| 5 | <u>M049C</u> | <u>C116</u> | <u>SENIOR CHAPLAIN</u> |
| 6 | <u>S022C</u> | <u>C116</u> | <u>SKILLED TRADES SUPERVISOR</u> |
| 7 | <u>X115C</u> | <u>C116</u> | <u>SOCIAL SECURITY ANALYST</u> |
| 8 | <u>D075C</u> | <u>C116</u> | <u>SOFTWARE SUPPORT SPECIALIST</u> |
| 9 | <u>X114C</u> | <u>C116</u> | <u>SR AGRI COMMODITY COMPLIANCE INSPECTOR</u> |
| 10 | <u>R028C</u> | <u>C116</u> | <u>STATE PAYROLL SYSTEMS SPECIALIST</u> |
| 11 | <u>C020C</u> | <u>C116</u> | <u>STUDENT APPLICATIONS SPECIALIST</u> |
| 12 | <u>M048C</u> | <u>C116</u> | <u>SUBSTANCE ABUSE PROGRAM LEADER</u> |
| 13 | <u>P025C</u> | <u>C116</u> | <u>SUPERVISOR OF INTERPRETIVE PROGRAMS</u> |
| 14 | <u>D074C</u> | <u>C116</u> | <u>TELECOMMUNICATIONS SUPERVISOR</u> |
| 15 | <u>E046C</u> | <u>C116</u> | <u>TRAINING INSTRUCTOR</u> |
| 16 | <u>X113C</u> | <u>C116</u> | <u>VETERANS CLAIMS SPECIALIST</u> |
| 17 | <u>S021C</u> | <u>C116</u> | <u>WATER FILTER/WASTE DISPOSAL PLNT SUPV</u> |
| 18 | <u>G193C</u> | <u>C116</u> | <u>WCC PROGRAM SPECIALIST</u> |
| 19 | <u>M047C</u> | <u>C116</u> | <u>YOUTH SERVICES ADVISOR</u> |
| 20 | <u>S037C</u> | <u>C115</u> | <u>ABA BUILDING MAINTENANCE SPECIALIST</u> |
| 21 | <u>D080C</u> | <u>C115</u> | <u>ACIC SYSTEMS SPECIALIST</u> |
| 22 | <u>M059C</u> | <u>C115</u> | <u>ADC/DCC ADVISOR</u> |
| 23 | <u>T065C</u> | <u>C115</u> | <u>ADC/DCC CORRECTIONAL SERGEANT</u> |
| 24 | <u>M058C</u> | <u>C115</u> | <u>ADC/DCC PROGRAM SPECIALIST</u> |
| 25 | <u>C038C</u> | <u>C115</u> | <u>ADEM EMERGENCY MANAGEMENT DUTY OFFICER</u> |
| 26 | <u>C037C</u> | <u>C115</u> | <u>ADMINISTRATIVE ANALYST</u> |
| 27 | <u>C036C</u> | <u>C115</u> | <u>ADMINISTRATIVE REVIEW ANALYST</u> |
| 28 | <u>P034C</u> | <u>C115</u> | <u>ADPT CONSULTANT</u> |
| 29 | <u>C027C</u> | <u>C115</u> | <u>ADPT WELCOME CENTER MANAGER II</u> |
| 30 | <u>X150C</u> | <u>C115</u> | <u>AFHC INVESTIGATOR</u> |
| 31 | <u>X149C</u> | <u>C115</u> | <u>AGRI COMMODITY COMPLIANCE SPECIALIST</u> |
| 32 | <u>X148C</u> | <u>C115</u> | <u>AIRCRAFT PILOT</u> |
| 33 | <u>X147C</u> | <u>C115</u> | <u>AR TOWING & RECOVERY BOARD DIRECTOR</u> |
| 34 | <u>X146C</u> | <u>C115</u> | <u>ARLPC INSPECTOR/INVESTIGATOR</u> |
| 35 | <u>G212C</u> | <u>C115</u> | <u>ASST DIR STUDENT UNION</u> |
| 36 | <u>C035C</u> | <u>C115</u> | <u>ASST REGISTRAR</u> |

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| 1 | <u>G211C</u> | <u>C115</u> | <u>ASU ASST DIRECTOR OF HOUSING</u> |
| 2 | <u>S036C</u> | <u>C115</u> | <u>AUTO/DIESEL MECHANIC SUPERVISOR</u> |
| 3 | <u>R033C</u> | <u>C115</u> | <u>BENEFITS ANALYST</u> |
| 4 | <u>X145C</u> | <u>C115</u> | <u>BOARD OF OPTOMETRY EXECUTIVE DIRECTOR</u> |
| 5 | <u>C034C</u> | <u>C115</u> | <u>BOOKSTORE MANAGER</u> |
| 6 | <u>M057C</u> | <u>C115</u> | <u>CHAPLAIN</u> |
| 7 | <u>T064C</u> | <u>C115</u> | <u>CIVIL AIR PATROL SVCS COORD</u> |
| 8 | <u>C033C</u> | <u>C115</u> | <u>CLINIC BUSINESS SVCS SUPERVISOR</u> |
| 9 | <u>V017C</u> | <u>C115</u> | <u>COMMISSARY COORDINATOR</u> |
| 10 | <u>V016C</u> | <u>C115</u> | <u>COMMODITY SPECIALIST</u> |
| 11 | <u>D079C</u> | <u>C115</u> | <u>COMPUTER SUPPORT TECHNICIAN</u> |
| 12 | <u>B095C</u> | <u>C115</u> | <u>CONSTRUCTION SPECIALIST</u> |
| 13 | <u>X144C</u> | <u>C115</u> | <u>CORROSION INSPECTOR</u> |
| 14 | <u>X143C</u> | <u>C115</u> | <u>DDSSA CLAIMS ADJUDICATOR I</u> |
| 15 | <u>X142C</u> | <u>C115</u> | <u>DFA RACING COMMISSION JUDGE</u> |
| 16 | <u>G210C</u> | <u>C115</u> | <u>DHS PROGRAM SPECIALIST</u> |
| 17 | <u>X141C</u> | <u>C115</u> | <u>DIETETICS LICENSING BOARD SECRETARY</u> |
| 18 | <u>X140C</u> | <u>C115</u> | <u>DIRECTOR OF PSYCHOLOGY BOARD</u> |
| 19 | <u>A092C</u> | <u>C115</u> | <u>DWS FIELD TAX REP</u> |
| 20 | <u>G209C</u> | <u>C115</u> | <u>DWS PROGRAM SUPERVISOR</u> |
| 21 | <u>C032C</u> | <u>C115</u> | <u>DWS UI CLAIM TECHNICIAN</u> |
| 22 | <u>X139C</u> | <u>C115</u> | <u>DWS UI INVESTIGATOR</u> |
| 23 | <u>G208C</u> | <u>C115</u> | <u>EMERGENCY PLANNER</u> |
| 24 | <u>C031C</u> | <u>C115</u> | <u>ENG & LAND SURVEYORS ASST EXEC DIRECTOR</u> |
| 25 | <u>S035C</u> | <u>C115</u> | <u>FABRICATION SHOP MANAGER</u> |
| 26 | <u>L063C</u> | <u>C115</u> | <u>FAMILY CONSUMER SCIENCE SPECIALIST</u> |
| 27 | <u>G207C</u> | <u>C115</u> | <u>FINANCIAL AID ANALYST</u> |
| 28 | <u>X138C</u> | <u>C115</u> | <u>FIRE PROTECTION LICENSING BOARD DIRECTOR</u> |
| 29 | <u>A091C</u> | <u>C115</u> | <u>FISCAL SUPPORT ANALYST</u> |
| 30 | <u>B094C</u> | <u>C115</u> | <u>FORENSIC TECHNICIAN</u> |
| 31 | <u>D078C</u> | <u>C115</u> | <u>GIS TECHNICIAN</u> |
| 32 | <u>C030C</u> | <u>C115</u> | <u>HEALTH RECORDS SPECIALIST</u> |
| 33 | <u>C029C</u> | <u>C115</u> | <u>HEARING OFFICER</u> |
| 34 | <u>D077C</u> | <u>C115</u> | <u>HELP DESK SPECIALIST</u> |
| 35 | <u>P038C</u> | <u>C115</u> | <u>HISTORIAN</u> |
| 36 | <u>R032C</u> | <u>C115</u> | <u>HUMAN RESOURCES PROGRAM REPRESENTATIVE</u> |

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| 1 | <u>R031C</u> | <u>C115</u> | <u>INSTITUTION HUMAN RESOURCES COORDINATOR</u> |
| 2 | <u>S034C</u> | <u>C115</u> | <u>INTERSTATE TRUCK DRIVER</u> |
| 3 | <u>B093C</u> | <u>C115</u> | <u>LAND RESOURCE SPECIALIST</u> |
| 4 | <u>E050C</u> | <u>C115</u> | <u>LIBRARY SUPERVISOR</u> |
| 5 | <u>L062C</u> | <u>C115</u> | <u>LICENSED PRACTICAL NURSE SUPERVISOR</u> |
| 6 | <u>G206C</u> | <u>C115</u> | <u>LODGE SALES DIRECTOR</u> |
| 7 | <u>S033C</u> | <u>C115</u> | <u>MAINTENANCE SUPERVISOR</u> |
| 8 | <u>C028C</u> | <u>C115</u> | <u>MEDICAL RECORDS SUPERVISOR</u> |
| 9 | <u>L061C</u> | <u>C115</u> | <u>MEDICAL TECHNOLOGIST</u> |
| 10 | <u>M056C</u> | <u>C115</u> | <u>MILITARY HOUSING MANAGER</u> |
| 11 | <u>P037C</u> | <u>C115</u> | <u>MUSEUM INTERPRETIVE SPECIALIST</u> |
| 12 | <u>P036C</u> | <u>C115</u> | <u>MUSEUM STORE MANAGER</u> |
| 13 | <u>P035C</u> | <u>C115</u> | <u>PARK INTERPRETER</u> |
| 14 | <u>G205C</u> | <u>C115</u> | <u>PARK PROGRAM SPECIALIST</u> |
| 15 | <u>T063C</u> | <u>C115</u> | <u>PARK RANGER</u> |
| 16 | <u>X137C</u> | <u>C115</u> | <u>PAROLE BOARD INVESTIGATOR</u> |
| 17 | <u>A090C</u> | <u>C115</u> | <u>PAYROLL SERVICES SPECIALIST</u> |
| 18 | <u>G204C</u> | <u>C115</u> | <u>PLANNING SPECIALIST</u> |
| 19 | <u>S032C</u> | <u>C115</u> | <u>PRINT SHOP SUPERVISOR</u> |
| 20 | <u>T062C</u> | <u>C115</u> | <u>PUBLIC SAFETY DIRECTOR</u> |
| 21 | <u>V015C</u> | <u>C115</u> | <u>PURCHASING SPECIALIST</u> |
| 22 | <u>X136C</u> | <u>C115</u> | <u>QUALITY ASSURANCE REVIEWER</u> |
| 23 | <u>C026C</u> | <u>C115</u> | <u>RECORDS/INTAKE SUPERVISOR</u> |
| 24 | <u>L060C</u> | <u>C115</u> | <u>REHAB INSTRUCTOR SUPERVISOR</u> |
| 25 | <u>M055C</u> | <u>C115</u> | <u>SAU DIRECTOR OF HOUSEKEEPING</u> |
| 26 | <u>B092C</u> | <u>C115</u> | <u>SEED ANALYST SUPERVISOR</u> |
| 27 | <u>T061C</u> | <u>C115</u> | <u>SENIOR INTELLIGENCE ANALYST</u> |
| 28 | <u>T060C</u> | <u>C115</u> | <u>SENIOR MILITARY FIREFIGHTER</u> |
| 29 | <u>S031C</u> | <u>C115</u> | <u>SKILLED TRADESMAN</u> |
| 30 | <u>M054C</u> | <u>C115</u> | <u>SOCIAL SERVICE WORKER</u> |
| 31 | <u>X135C</u> | <u>C115</u> | <u>SOCIAL WORK LICENSING BD EXEC DIR</u> |
| 32 | <u>P033C</u> | <u>C115</u> | <u>SPECIAL EVENTS MANAGER</u> |
| 33 | <u>C025C</u> | <u>C115</u> | <u>STUDENT ACCOUNTS OFFICER</u> |
| 34 | <u>G203C</u> | <u>C115</u> | <u>STUDENT LOAN OFFICER</u> |
| 35 | <u>X134C</u> | <u>C115</u> | <u>THERAPY TECHNOLOGY BOARD SECRETARY</u> |
| 36 | <u>S038C</u> | <u>C115</u> | <u>TRANSIT OPERATIONS SUPERVISOR</u> |

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| 1 | <u>E049C</u> | <u>C115</u> | <u>VOCATIONAL INSTRUCTOR</u> |
| 2 | <u>G202C</u> | <u>C115</u> | <u>VOLUNTEER PROGRAM COORDINATOR</u> |
| 3 | <u>S030C</u> | <u>C115</u> | <u>WATER FILTER/WASTE DISPOSAL PLNT OPER</u> |
| 4 | <u>G201C</u> | <u>C115</u> | <u>WCC CLAIMS ANALYST</u> |
| 5 | <u>S043C</u> | <u>C114</u> | <u>ADC INDUSTRIAL SUPV I</u> |
| 6 | <u>G216C</u> | <u>C114</u> | <u>ADC INMATE GRIEVANCE COORDINATOR</u> |
| 7 | <u>P044C</u> | <u>C114</u> | <u>ADC SALES REPRESENTATIVE</u> |
| 8 | <u>T071C</u> | <u>C114</u> | <u>ADC UNIT TRAINING SUPERVISOR</u> |
| 9 | <u>T070C</u> | <u>C114</u> | <u>ADC/DCC FOOD PREPARATION SUPERVISOR</u> |
| 10 | <u>C039C</u> | <u>C114</u> | <u>ADPT OFFICE MANAGER II</u> |
| 11 | <u>X162C</u> | <u>C114</u> | <u>AGRI COMMODITY GRADER II</u> |
| 12 | <u>B100C</u> | <u>C114</u> | <u>ARCHITECTURAL DRAFTSMAN</u> |
| 13 | <u>P043C</u> | <u>C114</u> | <u>ARCHIVAL ASSISTANT</u> |
| 14 | <u>X161C</u> | <u>C114</u> | <u>ASP INVESTIGATOR SPECIALIST</u> |
| 15 | <u>X160C</u> | <u>C114</u> | <u>ASP USED MOTOR VEHICLE INSPECTOR</u> |
| 16 | <u>S042C</u> | <u>C114</u> | <u>ATU COLISEUM MANAGER</u> |
| 17 | <u>X159C</u> | <u>C114</u> | <u>BD OF BARBER EXAM INSPECTOR</u> |
| 18 | <u>S041C</u> | <u>C114</u> | <u>BOILER OPERATOR</u> |
| 19 | <u>T069C</u> | <u>C114</u> | <u>BOMB TECHNICIAN</u> |
| 20 | <u>P042C</u> | <u>C114</u> | <u>BROADCAST PRODUCTION SPECIALIST</u> |
| 21 | <u>S040C</u> | <u>C114</u> | <u>CALIBRATION TECHNICIAN</u> |
| 22 | <u>D086C</u> | <u>C114</u> | <u>CALL CENTER ANALYST</u> |
| 23 | <u>G215C</u> | <u>C114</u> | <u>CAREER PLANNING & PLACEMENT SPECIALIST</u> |
| 24 | <u>M067C</u> | <u>C114</u> | <u>CHILD SUPPORT SPECIALIST II</u> |
| 25 | <u>P041C</u> | <u>C114</u> | <u>COMMERCIAL GRAPHIC ARTIST</u> |
| 26 | <u>D085C</u> | <u>C114</u> | <u>COMMUNICATIONS SUPERVISOR</u> |
| 27 | <u>D084C</u> | <u>C114</u> | <u>COMPUTER OPERATOR</u> |
| 28 | <u>R034C</u> | <u>C114</u> | <u>DFA EBD BENEFITS SPECIALIST</u> |
| 29 | <u>A094C</u> | <u>C114</u> | <u>DFA LOCAL REVENUE OFFICE SUPERVISOR</u> |
| 30 | <u>A104C</u> | <u>C114</u> | <u>DFA RACING COMMISSION OFFICE AUDITOR</u> |
| 31 | <u>C042C</u> | <u>C114</u> | <u>DFA REVENUE SUPERVISOR</u> |
| 32 | <u>C041C</u> | <u>C114</u> | <u>DHS/DOV AREA COORDINATOR</u> |
| 33 | <u>D083C</u> | <u>C114</u> | <u>DIGITAL BROADCAST TECHNICIAN</u> |
| 34 | <u>G217C</u> | <u>C114</u> | <u>DWS WORKFORCE SPECIALIST</u> |
| 35 | <u>X157C</u> | <u>C114</u> | <u>EIA INSPECTOR</u> |
| 36 | <u>L065C</u> | <u>C114</u> | <u>EMERGENCY MEDICAL SERVICES SPEC</u> |

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| 1 | <u>T068C</u> | <u>C114</u> | <u>FIRING RANGE SPECIALIST</u> |
| 2 | <u>S044C</u> | <u>C114</u> | <u>FOOD PREPARATION MANAGER</u> |
| 3 | <u>B098C</u> | <u>C114</u> | <u>FOREST RANGER II</u> |
| 4 | <u>X156C</u> | <u>C114</u> | <u>FRAUD INVESTIGATOR</u> |
| 5 | <u>G214C</u> | <u>C114</u> | <u>GRANTS SPECIALIST</u> |
| 6 | <u>T067C</u> | <u>C114</u> | <u>HE PUBLIC SAFETY OFFICER II</u> |
| 7 | <u>P040C</u> | <u>C114</u> | <u>HISTORICAL RESEARCHER</u> |
| 8 | <u>P039C</u> | <u>C114</u> | <u>INSTITUTIONAL PRINTER</u> |
| 9 | <u>C040C</u> | <u>C114</u> | <u>LEASING SPECIALIST</u> |
| 10 | <u>E052C</u> | <u>C114</u> | <u>LIBRARIAN</u> |
| 11 | <u>X155C</u> | <u>C114</u> | <u>MANUFACTURED HOUSING SPEC</u> |
| 12 | <u>T066C</u> | <u>C114</u> | <u>MILITARY FIREFIGHTER</u> |
| 13 | <u>B097C</u> | <u>C114</u> | <u>NATURAL RESOURCES PROGRAM SPECIALIST</u> |
| 14 | <u>D082C</u> | <u>C114</u> | <u>NETWORK ANALYST</u> |
| 15 | <u>M066C</u> | <u>C114</u> | <u>PROGRAM ELIGIBILITY SPECIALIST</u> |
| 16 | <u>X154C</u> | <u>C114</u> | <u>PUBLIC ASSISTANCE INVESTIGATOR</u> |
| 17 | <u>L064C</u> | <u>C114</u> | <u>RADIOLOGY TECHNICIAN</u> |
| 18 | <u>X153C</u> | <u>C114</u> | <u>REAL ESTATE ANALYST</u> |
| 19 | <u>X152C</u> | <u>C114</u> | <u>REAL PROPERTY MANAGEMENT SPECIALIST</u> |
| 20 | <u>M065C</u> | <u>C114</u> | <u>RECREATIONAL ACTIVITY SUPERVISOR</u> |
| 21 | <u>M064C</u> | <u>C114</u> | <u>RESIDENTIAL ACTIVITIES SUPERVISOR</u> |
| 22 | <u>M063C</u> | <u>C114</u> | <u>RESIDENTIAL CARE PROGRAM COORDINATOR</u> |
| 23 | <u>X151C</u> | <u>C114</u> | <u>SAFETY SUPERVISOR</u> |
| 24 | <u>B096C</u> | <u>C114</u> | <u>SENIOR SEED ANALYST</u> |
| 25 | <u>E051C</u> | <u>C114</u> | <u>STAFF DEVELOPMENT SPECIALIST</u> |
| 26 | <u>B099C</u> | <u>C114</u> | <u>STATIONARY ENGINEER</u> |
| 27 | <u>A093C</u> | <u>C114</u> | <u>STATISTICIAN</u> |
| 28 | <u>M062C</u> | <u>C114</u> | <u>STUDENT UNION NIGHT MANAGER</u> |
| 29 | <u>G213C</u> | <u>C114</u> | <u>TECHNICAL INSTITUTE PROGRAM SPECIALIST</u> |
| 30 | <u>D081C</u> | <u>C114</u> | <u>TELECOMMUNICATIONS SPECIALIST</u> |
| 31 | <u>S039C</u> | <u>C114</u> | <u>TELEVISION PROGRAM SPECIALIST</u> |
| 32 | <u>M061C</u> | <u>C114</u> | <u>VOCATIONAL REHAB EVALUATOR</u> |
| 33 | <u>V018C</u> | <u>C114</u> | <u>WAREHOUSE MANAGER</u> |
| 34 | <u>M060C</u> | <u>C114</u> | <u>YOUTH PROGRAM COORDINATOR</u> |
| 35 | <u>T077C</u> | <u>C113</u> | <u>ADC MAILROOM SERVICES COORDINATOR</u> |
| 36 | <u>T076C</u> | <u>C113</u> | <u>ADC/DCC ADMIN REVIEW OFFICER</u> |

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| 1 | <u>T075C</u> | <u>C113</u> | <u>ADC/DCC CORPORAL</u> |
| 2 | <u>E054C</u> | <u>C113</u> | <u>ADC/DCC UNIT TRAINER</u> |
| 3 | <u>C050C</u> | <u>C113</u> | <u>ADMINISTRATIVE SUPPORT SUPERVISOR</u> |
| 4 | <u>C091C</u> | <u>C113</u> | <u>ADPT WELCOME CENTER MANAGER I</u> |
| 5 | <u>X171C</u> | <u>C113</u> | <u>AGRI COMMODITY SPECIALIST I</u> |
| 6 | <u>B103C</u> | <u>C113</u> | <u>AGS SPECIALIST</u> |
| 7 | <u>X170C</u> | <u>C113</u> | <u>AR TOWING & RECOVERY BD INVESTIGATOR</u> |
| 8 | <u>X169C</u> | <u>C113</u> | <u>AREC EXAMINER</u> |
| 9 | <u>T074C</u> | <u>C113</u> | <u>ASP/CACD HOTLINE OPERATOR</u> |
| 10 | <u>S048C</u> | <u>C113</u> | <u>ASST RESTAURANT MANAGER</u> |
| 11 | <u>E053C</u> | <u>C113</u> | <u>AUDIOVISUAL AIDS SUPV</u> |
| 12 | <u>X168C</u> | <u>C113</u> | <u>BAIL BONDSMAN BOARD INVESTIGATOR</u> |
| 13 | <u>M068C</u> | <u>C113</u> | <u>CHILD SUPPORT SPECIALIST I</u> |
| 14 | <u>A096C</u> | <u>C113</u> | <u>COLLECTION OFFICER</u> |
| 15 | <u>P049C</u> | <u>C113</u> | <u>COMMERCIAL ARTIST I/GRAPHIC ART I</u> |
| 16 | <u>X167C</u> | <u>C113</u> | <u>COMPLAINTS INVESTIGATOR</u> |
| 17 | <u>D087C</u> | <u>C113</u> | <u>DATABASE COORD/BUSINESS LICENSE ANALYST</u> |
| 18 | <u>C049C</u> | <u>C113</u> | <u>DDSSA ADJUDICATIVE ASSISTANT</u> |
| 19 | <u>L071C</u> | <u>C113</u> | <u>DENTAL HYGIENIST</u> |
| 20 | <u>C048C</u> | <u>C113</u> | <u>DFA SUPERVISOR</u> |
| 21 | <u>G220C</u> | <u>C113</u> | <u>DWS UNIT SUPERVISOR</u> |
| 22 | <u>C051C</u> | <u>C113</u> | <u>FINANCIAL AID SPECIALIST</u> |
| 23 | <u>X166C</u> | <u>C113</u> | <u>FIRE PROT LIC BRD INSPECTOR/INVESTIGATOR</u> |
| 24 | <u>B102C</u> | <u>C113</u> | <u>FOREST RANGER I</u> |
| 25 | <u>C047C</u> | <u>C113</u> | <u>FRONT DESK SUPERVISOR</u> |
| 26 | <u>L070C</u> | <u>C113</u> | <u>HEALTH CARE ANALYST</u> |
| 27 | <u>R036C</u> | <u>C113</u> | <u>HUMAN RESOURCES SPECIALIST</u> |
| 28 | <u>V020C</u> | <u>C113</u> | <u>INVENTORY CONTROL MANAGER</u> |
| 29 | <u>C092C</u> | <u>C113</u> | <u>JDDC LEGAL/ADMIN SECRETARY</u> |
| 30 | <u>S047C</u> | <u>C113</u> | <u>LANDSCAPE SUPERVISOR</u> |
| 31 | <u>C046C</u> | <u>C113</u> | <u>LEGAL SUPPORT SPECIALIST</u> |
| 32 | <u>L069C</u> | <u>C113</u> | <u>LICENSED PRACTICAL NURSE</u> |
| 33 | <u>C045C</u> | <u>C113</u> | <u>LICENSING COORDINATOR</u> |
| 34 | <u>X165C</u> | <u>C113</u> | <u>LIVESTOCK INSPECTOR</u> |
| 35 | <u>S049C</u> | <u>C113</u> | <u>LODGE HOUSEKEEPING SUPERVISOR</u> |
| 36 | <u>G219C</u> | <u>C113</u> | <u>LOGISTICS MANAGER</u> |

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| 1 | <u>S046C</u> | <u>C113</u> | <u>MAINTENANCE TECHNICIAN</u> |
| 2 | <u>C044C</u> | <u>C113</u> | <u>MEDICAL BILLING SPECIALIST</u> |
| 3 | <u>L068C</u> | <u>C113</u> | <u>MEDICAL DIAGNOSTIC ANALYST</u> |
| 4 | <u>T073C</u> | <u>C113</u> | <u>MILITARY FIRE & POLICE OFFICER SUPV</u> |
| 5 | <u>P048C</u> | <u>C113</u> | <u>MULTI-MEDIA SPECIALIST</u> |
| 6 | <u>P047C</u> | <u>C113</u> | <u>MUSEUM REGISTRAR</u> |
| 7 | <u>B101C</u> | <u>C113</u> | <u>NATURAL RESOURCES PROGRAM TECHNICIAN</u> |
| 8 | <u>R035C</u> | <u>C113</u> | <u>PERSONNEL ASSISTANT II - INST</u> |
| 9 | <u>P046C</u> | <u>C113</u> | <u>PHOTOGRAPHER</u> |
| 10 | <u>X164C</u> | <u>C113</u> | <u>PLANT BOARD INSPECTOR</u> |
| 11 | <u>S045C</u> | <u>C113</u> | <u>PRINTING ESTIMATOR/PLANNER</u> |
| 12 | <u>A095C</u> | <u>C113</u> | <u>PSC TAX DIV VALUATION ANALYST</u> |
| 13 | <u>L067C</u> | <u>C113</u> | <u>PSYCHOLOGICAL INTERN</u> |
| 14 | <u>P045C</u> | <u>C113</u> | <u>PUBLIC INFORMATION TECHNICIAN</u> |
| 15 | <u>X163C</u> | <u>C113</u> | <u>QUALITY ASSURANCE TECHNICIAN</u> |
| 16 | <u>C043C</u> | <u>C113</u> | <u>RECORDS MANAGEMENT ANALYST</u> |
| 17 | <u>L066C</u> | <u>C113</u> | <u>REHABILITATION INSTRUCTOR</u> |
| 18 | <u>T072C</u> | <u>C113</u> | <u>SECURITY OFFICER SUPERVISOR</u> |
| 19 | <u>G218C</u> | <u>C113</u> | <u>STUDENT RECRUITMENT SPECIALIST</u> |
| 20 | <u>V019C</u> | <u>C113</u> | <u>SURPLUS PROPERTY SPECIALIST</u> |
| 21 | <u>L072C</u> | <u>C112</u> | <u>ADC HIV/AIDS EDUCATOR</u> |
| 22 | <u>T083C</u> | <u>C112</u> | <u>ADC/DCC CORRECTIONAL OFFICER I</u> |
| 23 | <u>C057C</u> | <u>C112</u> | <u>ADMINISTRATION SUPPORT SPECIALIST</u> |
| 24 | <u>C056C</u> | <u>C112</u> | <u>ADMINISTRATIVE SPECIALIST III</u> |
| 25 | <u>B107C</u> | <u>C112</u> | <u>ASP AFIS TECHNICIAN</u> |
| 26 | <u>T082C</u> | <u>C112</u> | <u>ASP EXECUTIVE SECURITY GUARD</u> |
| 27 | <u>C055C</u> | <u>C112</u> | <u>ASSISTANT BOOKSTORE MANAGER</u> |
| 28 | <u>P054C</u> | <u>C112</u> | <u>ASST LODGE SALES DIRECTOR</u> |
| 29 | <u>S053C</u> | <u>C112</u> | <u>AUTO/DIESEL MECHANIC</u> |
| 30 | <u>X176C</u> | <u>C112</u> | <u>BD OF ACCT ADMIN ASST/LICENSING SPEC</u> |
| 31 | <u>X175C</u> | <u>C112</u> | <u>BD OF ACCT CREDENTIALING COORD/EXAM SPEC</u> |
| 32 | <u>R037C</u> | <u>C112</u> | <u>BENEFITS TECHNICIAN</u> |
| 33 | <u>T081C</u> | <u>C112</u> | <u>COMMISSARY MANAGER</u> |
| 34 | <u>X174C</u> | <u>C112</u> | <u>COSMETOLOGY INSPECTOR</u> |
| 35 | <u>A099C</u> | <u>C112</u> | <u>CREDIT & COLLECTIONS SUPV</u> |
| 36 | <u>E055C</u> | <u>C112</u> | <u>DAY CARE TEACHER</u> |

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| 1 | <u>T080C</u> | <u>C112</u> | <u>DIRECTOR TRANSIT & PARKING</u> |
| 2 | <u>D088C</u> | <u>C112</u> | <u>EMERGENCY COMMUNICATION SPECIALIST</u> |
| 3 | <u>T079C</u> | <u>C112</u> | <u>FACILITY MANAGER II</u> |
| 4 | <u>B105C</u> | <u>C112</u> | <u>FARM FOREMAN - INST</u> |
| 5 | <u>A098C</u> | <u>C112</u> | <u>FISCAL SUPPORT SPECIALIST</u> |
| 6 | <u>S052C</u> | <u>C112</u> | <u>HEAVY EQUIPMENT SPECIALIST</u> |
| 7 | <u>S051C</u> | <u>C112</u> | <u>INSTRUMENTATION TECHNICIAN</u> |
| 8 | <u>C054C</u> | <u>C112</u> | <u>LOCAL OFFICE ADMINISTRATIVE SPECIALIST</u> |
| 9 | <u>S050C</u> | <u>C112</u> | <u>MAINTENANCE SPECIALIST</u> |
| 10 | <u>C053C</u> | <u>C112</u> | <u>MEDICAL RECORDS TECHNICIAN</u> |
| 11 | <u>T078C</u> | <u>C112</u> | <u>MILITARY FIRE & POLICE OFFICER</u> |
| 12 | <u>C052C</u> | <u>C112</u> | <u>PARK OFFICE MANAGER I</u> |
| 13 | <u>A097C</u> | <u>C112</u> | <u>PAYROLL TECHNICIAN</u> |
| 14 | <u>X173C</u> | <u>C112</u> | <u>PEST CONTROL TECHNICIAN SUPERVISOR</u> |
| 15 | <u>V022C</u> | <u>C112</u> | <u>PURCHASING TECHNICIAN</u> |
| 16 | <u>M072C</u> | <u>C112</u> | <u>RECREATION COORDINATOR</u> |
| 17 | <u>B106C</u> | <u>C112</u> | <u>RESEARCH ASSISTANT</u> |
| 18 | <u>M071C</u> | <u>C112</u> | <u>RESIDENTIAL CARE SHIFT COORDINATOR</u> |
| 19 | <u>B104C</u> | <u>C112</u> | <u>SEED ANALYST</u> |
| 20 | <u>P053C</u> | <u>C112</u> | <u>SPECIAL EVENTS COORDINATOR</u> |
| 21 | <u>P052C</u> | <u>C112</u> | <u>SPORTS INFORMATION SPECIALIST</u> |
| 22 | <u>V021C</u> | <u>C112</u> | <u>SURPLUS PROPERTY AGENT</u> |
| 23 | <u>X172C</u> | <u>C112</u> | <u>TAX INVESTIGATOR</u> |
| 24 | <u>P051C</u> | <u>C112</u> | <u>THEATER ARTS TECHNICAL SUPERVISOR</u> |
| 25 | <u>M070C</u> | <u>C112</u> | <u>YOUTH PROGRAM SPECIALIST</u> |
| 26 | <u>M069C</u> | <u>C112</u> | <u>YOUTH SERVICES TECHNICIAN</u> |
| 27 | <u>V024C</u> | <u>C111</u> | <u>ADC PROPERTY OFFICER</u> |
| 28 | <u>C060C</u> | <u>C111</u> | <u>ALUMNI AFFAIRS SPECIALIST</u> |
| 29 | <u>X179C</u> | <u>C111</u> | <u>ASP COMMERCIAL DRIVER LICENSE EXAMINER</u> |
| 30 | <u>S055C</u> | <u>C111</u> | <u>ATHLETIC FACILITY SUPV</u> |
| 31 | <u>M077C</u> | <u>C111</u> | <u>COORDINATOR OF HOUSEKEEPING</u> |
| 32 | <u>C059C</u> | <u>C111</u> | <u>DFA SERVICE REPRESENTATIVE</u> |
| 33 | <u>C058C</u> | <u>C111</u> | <u>EDUCATION PARAPROFESSIONAL</u> |
| 34 | <u>X178C</u> | <u>C111</u> | <u>FINGERPRINT TECHNICIAN</u> |
| 35 | <u>S056C</u> | <u>C111</u> | <u>FOOD PREPARATION SUPERVISOR</u> |
| 36 | <u>D089C</u> | <u>C111</u> | <u>INFORMATION TECHNOLOGY ASSISTANT</u> |

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| 1 | <u>B108C</u> | <u>C111</u> | <u>LABORATORY COORDINATOR</u> |
| 2 | <u>L073C</u> | <u>C111</u> | <u>LACTATION CONSULTANT</u> |
| 3 | <u>X177C</u> | <u>C111</u> | <u>PEST CONTROL TECHNICIAN</u> |
| 4 | <u>S054C</u> | <u>C111</u> | <u>PRINTER</u> |
| 5 | <u>M076C</u> | <u>C111</u> | <u>RECREATIONAL ACTIVITY LEADER II</u> |
| 6 | <u>M075C</u> | <u>C111</u> | <u>RESIDENT HALL SPECIALIST</u> |
| 7 | <u>M074C</u> | <u>C111</u> | <u>RESIDENTIAL ADVISOR</u> |
| 8 | <u>M073C</u> | <u>C111</u> | <u>RESIDENTIAL CARE SUPERVISOR</u> |
| 9 | <u>V023C</u> | <u>C111</u> | <u>STOREROOM SUPERVISOR</u> |
| 10 | <u>B109C</u> | <u>C111</u> | <u>SURVEY CREW CHIEF</u> |
| 11 | <u>B110C</u> | <u>C111</u> | <u>VETERINARIAN ASSISTANT</u> |
| 12 | <u>M078C</u> | <u>C111</u> | <u>VOLUNTEER SERVICES COORDINATOR</u> |
| 13 | <u>C065C</u> | <u>C110</u> | <u>ADMISSIONS ANALYST SUPERVISOR</u> |
| 14 | <u>X182C</u> | <u>C110</u> | <u>ASP DRIVERS LICENSE EXAMINER</u> |
| 15 | <u>L092C</u> | <u>C110</u> | <u>ATHLETIC TRAINER</u> |
| 16 | <u>R039C</u> | <u>C110</u> | <u>BENEFITS SPECIALIST</u> |
| 17 | <u>C064C</u> | <u>C110</u> | <u>BOOKSTORE OFFICE MANAGER</u> |
| 18 | <u>D092C</u> | <u>C110</u> | <u>CALL CENTER SPECIALIST</u> |
| 19 | <u>C063C</u> | <u>C110</u> | <u>CAMPUS POSTMASTER</u> |
| 20 | <u>X181C</u> | <u>C110</u> | <u>COLLECTOR</u> |
| 21 | <u>D091C</u> | <u>C110</u> | <u>COMPUTER LAB TECHNICIAN</u> |
| 22 | <u>D090C</u> | <u>C110</u> | <u>COMPUTER PUBLISHING OPERATOR</u> |
| 23 | <u>X183C</u> | <u>C110</u> | <u>DWS CLAIMS ADJUDICATOR</u> |
| 24 | <u>S058C</u> | <u>C110</u> | <u>EQUIPMENT MECHANIC</u> |
| 25 | <u>L078C</u> | <u>C110</u> | <u>FAMILY SERVICES ASSISTANT</u> |
| 26 | <u>L077C</u> | <u>C110</u> | <u>HEALTH SERVICES SPECIALIST II</u> |
| 27 | <u>L076C</u> | <u>C110</u> | <u>HOSPITAL PROGRAM SERVICES ASSISTANT</u> |
| 28 | <u>R038C</u> | <u>C110</u> | <u>HUMAN RESOURCES ASSISTANT</u> |
| 29 | <u>X180C</u> | <u>C110</u> | <u>INSURANCE LICENSING TECHNICIAN</u> |
| 30 | <u>B111C</u> | <u>C110</u> | <u>LABORATORY TECHNICIAN</u> |
| 31 | <u>S057C</u> | <u>C110</u> | <u>LANDSCAPE SPECIALIST</u> |
| 32 | <u>P057C</u> | <u>C110</u> | <u>LIVESTOCK NEWS REPORTER</u> |
| 33 | <u>C062C</u> | <u>C110</u> | <u>LOCAL OFFICE ADMINISTRATIVE ASSISTANT</u> |
| 34 | <u>S059C</u> | <u>C110</u> | <u>LODGE COOK</u> |
| 35 | <u>P056C</u> | <u>C110</u> | <u>MUSEUM PROGRAM ASSISTANT II</u> |
| 36 | <u>L075C</u> | <u>C110</u> | <u>ORTHOTIST AIDE</u> |

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| 1 | <u>A100C</u> | <u>C110</u> | <u>PAYROLL OFFICER</u> |
| 2 | <u>T084C</u> | <u>C110</u> | <u>PUBLIC SAFETY SECURITY OFFICER</u> |
| 3 | <u>P055C</u> | <u>C110</u> | <u>SPECIAL EVENTS SUPERVISOR</u> |
| 4 | <u>C061C</u> | <u>C110</u> | <u>STUDENT ACCOUNT SPECIALIST</u> |
| 5 | <u>L074C</u> | <u>C110</u> | <u>THERAPY ASSISTANT</u> |
| 6 | <u>G221C</u> | <u>C110</u> | <u>VEHICLE FACILITIES COORD</u> |
| 7 | <u>V025C</u> | <u>C110</u> | <u>WAREHOUSE SPECIALIST</u> |
| 8 | <u>A101C</u> | <u>C109</u> | <u>ACCOUNTING TECHNICIAN</u> |
| 9 | <u>C073C</u> | <u>C109</u> | <u>ADMINISTRATIVE SPECIALIST II</u> |
| 10 | <u>C072C</u> | <u>C109</u> | <u>ADMINISTRATIVE SUPPORT SPECIALIST</u> |
| 11 | <u>C071C</u> | <u>C109</u> | <u>ADMISSIONS ANALYST</u> |
| 12 | <u>C067C</u> | <u>C109</u> | <u>ADPT WELCOME CENTER ASSISTANT MANAGER</u> |
| 13 | <u>P059C</u> | <u>C109</u> | <u>BROADCAST ANNOUNCER</u> |
| 14 | <u>V026C</u> | <u>C109</u> | <u>CENTRAL SUPPLY TECH SHIFT SUPV</u> |
| 15 | <u>L082C</u> | <u>C109</u> | <u>CERTIFIED NURSING ASSISTANT</u> |
| 16 | <u>S061C</u> | <u>C109</u> | <u>CHDC LAUNDRY OPERATIONS MANAGER</u> |
| 17 | <u>L081C</u> | <u>C109</u> | <u>DENTAL ASSISTANT</u> |
| 18 | <u>L080C</u> | <u>C109</u> | <u>DIETETIC TECHNICIAN</u> |
| 19 | <u>C070C</u> | <u>C109</u> | <u>DUPLICATION ASSISTANT</u> |
| 20 | <u>T085C</u> | <u>C109</u> | <u>FACILITY MANAGER I</u> |
| 21 | <u>B112C</u> | <u>C109</u> | <u>GREENHOUSE TECHNICIAN</u> |
| 22 | <u>S060C</u> | <u>C109</u> | <u>HEAVY EQUIPMENT OPERATOR</u> |
| 23 | <u>L079C</u> | <u>C109</u> | <u>HOSPITAL TECHNICIAN</u> |
| 24 | <u>S063C</u> | <u>C109</u> | <u>INNKEEPER SPECIALIST</u> |
| 25 | <u>S062C</u> | <u>C109</u> | <u>INSTITUTIONAL BUS DRIVER</u> |
| 26 | <u>C069C</u> | <u>C109</u> | <u>LIBRARY TECHNICIAN</u> |
| 27 | <u>C066C</u> | <u>C109</u> | <u>PATIENT ACCOUNT SPECIALIST</u> |
| 28 | <u>M082C</u> | <u>C109</u> | <u>RECREATIONAL ACTIVITY LEADER I</u> |
| 29 | <u>B113C</u> | <u>C109</u> | <u>RESEARCH TECHNICIAN</u> |
| 30 | <u>M081C</u> | <u>C109</u> | <u>RESIDENTIAL CARE SHIFT SUPERVISOR</u> |
| 31 | <u>C068C</u> | <u>C109</u> | <u>RETAIL SPECIALIST</u> |
| 32 | <u>M080C</u> | <u>C109</u> | <u>STUDENT UNION SECTION MANAGER</u> |
| 33 | <u>E056C</u> | <u>C109</u> | <u>TEACHER ASSISTANT</u> |
| 34 | <u>M079C</u> | <u>C109</u> | <u>WORK STUDY COORD</u> |
| 35 | <u>C079C</u> | <u>C108</u> | <u>ADMISSIONS SPECIALIST</u> |
| 36 | <u>M084C</u> | <u>C108</u> | <u>BEHAV HLTH AIDE</u> |

| | | | |
|----|--------------|-------------|---|
| 1 | <u>C078C</u> | <u>C108</u> | <u>CASHIER</u> |
| 2 | <u>C077C</u> | <u>C108</u> | <u>COOP EXTENSION SRV PRG ASST</u> |
| 3 | <u>C080C</u> | <u>C108</u> | <u>CREDENTIALING ASSISTANT</u> |
| 4 | <u>C076C</u> | <u>C108</u> | <u>DFA TECHNICIAN</u> |
| 5 | <u>C075C</u> | <u>C108</u> | <u>DHS PROGRAM ASSISTANT</u> |
| 6 | <u>A102C</u> | <u>C108</u> | <u>FISCAL SUPPORT TECHNICIAN</u> |
| 7 | <u>S068C</u> | <u>C108</u> | <u>FOOD PREPARATION COORDINATOR</u> |
| 8 | <u>L083C</u> | <u>C108</u> | <u>HEALTH SERVICES SPECIALIST I</u> |
| 9 | <u>V027C</u> | <u>C108</u> | <u>INVENTORY CONTROL TECHNICIAN</u> |
| 10 | <u>S066C</u> | <u>C108</u> | <u>LANDSCAPE TECHNICIAN</u> |
| 11 | <u>S065C</u> | <u>C108</u> | <u>MAINTENANCE ASSISTANT</u> |
| 12 | <u>C074C</u> | <u>C108</u> | <u>MEDICAL RECORDS ASSISTANT</u> |
| 13 | <u>P060C</u> | <u>C108</u> | <u>MULTI-MEDIA TECHNICIAN</u> |
| 14 | <u>X184C</u> | <u>C108</u> | <u>OPTICIANS' BOARD SECRETARY TREASURER</u> |
| 15 | <u>S067C</u> | <u>C108</u> | <u>PARK HOUSEKEEPER SUPERVISOR</u> |
| 16 | <u>B114C</u> | <u>C108</u> | <u>RESEARCH FIELD TECHNICIAN</u> |
| 17 | <u>M083C</u> | <u>C108</u> | <u>RESIDENTIAL CARE TECHNICIAN</u> |
| 18 | <u>S064C</u> | <u>C108</u> | <u>SKILLED TRADES HELPER</u> |
| 19 | <u>X185C</u> | <u>C107</u> | <u>ABSTRACTORS BOARD SECRETARY GENERAL</u> |
| 20 | <u>P062C</u> | <u>C107</u> | <u>ARCHIVAL TECHNICIAN</u> |
| 21 | <u>C086C</u> | <u>C107</u> | <u>DESK CLERK</u> |
| 22 | <u>S070C</u> | <u>C107</u> | <u>EQUIPMENT TECHNICIAN</u> |
| 23 | <u>T086C</u> | <u>C107</u> | <u>FIRE & SAFETY COORDINATOR</u> |
| 24 | <u>S073C</u> | <u>C107</u> | <u>HOUSEKEEPER</u> |
| 25 | <u>S071C</u> | <u>C107</u> | <u>INSITUTIONAL SERVICES SHIFT SUPV</u> |
| 26 | <u>C085C</u> | <u>C107</u> | <u>LIBRARY SUPPORT ASSISTANT</u> |
| 27 | <u>C083C</u> | <u>C107</u> | <u>MAIL SERVICES COORDINATOR</u> |
| 28 | <u>C084C</u> | <u>C107</u> | <u>MAIL SERVICES SPECIALIST</u> |
| 29 | <u>S069C</u> | <u>C107</u> | <u>RADIO DISPATCH OPERATOR</u> |
| 30 | <u>C082C</u> | <u>C107</u> | <u>REGISTRARS ASSISTANT</u> |
| 31 | <u>S074C</u> | <u>C107</u> | <u>RESIDENT HALL MANAGER I</u> |
| 32 | <u>S072C</u> | <u>C107</u> | <u>STADIUM COMMISSION CUSTODIAN</u> |
| 33 | <u>P061C</u> | <u>C107</u> | <u>TRAVEL CONSULTANT</u> |
| 34 | <u>C081C</u> | <u>C107</u> | <u>WARD COORDINATOR</u> |
| 35 | <u>C087C</u> | <u>C106</u> | <u>ADMINISTRATIVE SPECIALIST I</u> |
| 36 | <u>B115C</u> | <u>C106</u> | <u>AGRI FARM TECHNICIAN</u> |

| | | | |
|----|--------------|-------------|--|
| 1 | <u>B116C</u> | <u>C106</u> | <u>AGRI LABORATORY TECHNICIAN</u> |
| 2 | <u>S075C</u> | <u>C106</u> | <u>ATHLETIC EQUIPMENT SUPV</u> |
| 3 | <u>E057C</u> | <u>C106</u> | <u>AUDIOVISUAL LABORATORY ASSISTANT</u> |
| 4 | <u>T089C</u> | <u>C106</u> | <u>HE PUBLIC SAFETY DISPATCHER</u> |
| 5 | <u>S077C</u> | <u>C106</u> | <u>INNKEEPER ASSISTANT</u> |
| 6 | <u>S076C</u> | <u>C106</u> | <u>INSTITUTIONAL BEAUTICIAN</u> |
| 7 | <u>P064C</u> | <u>C106</u> | <u>MUSEUM PROGRAM ASSISTANT I</u> |
| 8 | <u>T088C</u> | <u>C106</u> | <u>PARKING CONTROL SUPV</u> |
| 9 | <u>L086C</u> | <u>C106</u> | <u>PHARMACY ASSISTANT</u> |
| 10 | <u>L085C</u> | <u>C106</u> | <u>PHYSICAL THERAPY AIDE</u> |
| 11 | <u>V029C</u> | <u>C106</u> | <u>PURCHASING ASSISTANT</u> |
| 12 | <u>L087C</u> | <u>C106</u> | <u>RESIDENTIAL CARE ASSISTANT</u> |
| 13 | <u>T087C</u> | <u>C106</u> | <u>SECURITY OFFICER</u> |
| 14 | <u>P063C</u> | <u>C106</u> | <u>SPECIAL EVENTS WORKER</u> |
| 15 | <u>L084C</u> | <u>C106</u> | <u>THERAPY AIDE</u> |
| 16 | <u>V028C</u> | <u>C106</u> | <u>WAREHOUSE WORKER</u> |
| 17 | <u>B117C</u> | <u>C105</u> | <u>ACADEMIC LABORATORY ASSISTANT</u> |
| 18 | <u>S081C</u> | <u>C105</u> | <u>APPRENTICE TRADESMAN</u> |
| 19 | <u>S082C</u> | <u>C105</u> | <u>CANTEEN SUPERVISOR</u> |
| 20 | <u>M086C</u> | <u>C105</u> | <u>CHILD CARE TECHNICIAN</u> |
| 21 | <u>S080C</u> | <u>C105</u> | <u>EQUIPMENT OPERATOR</u> |
| 22 | <u>C089C</u> | <u>C105</u> | <u>LIBRARY TECHNICAL ASSISTANT</u> |
| 23 | <u>C088C</u> | <u>C105</u> | <u>MAIL SERVICES ASSISTANT</u> |
| 24 | <u>L088C</u> | <u>C105</u> | <u>NURSING AIDE/NURSING ASST I</u> |
| 25 | <u>T090C</u> | <u>C105</u> | <u>PARKING CONTROL OFFICER</u> |
| 26 | <u>S079C</u> | <u>C105</u> | <u>REPROD EQUIPMENT OPERATOR</u> |
| 27 | <u>V030C</u> | <u>C105</u> | <u>SHIPPING & RECEIVING CLERK</u> |
| 28 | <u>S078C</u> | <u>C105</u> | <u>STADIUM MAINTENANCE SUPV</u> |
| 29 | <u>S083C</u> | <u>C104</u> | <u>BAKER</u> |
| 30 | <u>M085C</u> | <u>C104</u> | <u>CAREGIVER</u> |
| 31 | <u>S086C</u> | <u>C104</u> | <u>COOK</u> |
| 32 | <u>B118C</u> | <u>C104</u> | <u>FARM WORKER</u> |
| 33 | <u>S085C</u> | <u>C104</u> | <u>FOOD PREPARATION SPECIALIST</u> |
| 34 | <u>S084C</u> | <u>C104</u> | <u>INSTITUTIONAL SERVICES SUPERVISOR</u> |
| 35 | <u>S087C</u> | <u>C103</u> | <u>INSTITUTIONAL SERVICES ASSISTANT</u> |
| 36 | <u>B119C</u> | <u>C103</u> | <u>LAB ASSISTANT</u> |

| | | | |
|---|--------------|-------------|------------------------------------|
| 1 | <u>S089C</u> | <u>C102</u> | <u>FOOD PREPARATION TECHNICIAN</u> |
| 2 | <u>S088C</u> | <u>C102</u> | <u>KITCHEN ASSISTANT</u> |
| 3 | <u>V031C</u> | <u>C102</u> | <u>STOCK CLERK</u> |
| 4 | <u>S090C</u> | <u>C101</u> | <u>WAITRESS/WAITER</u> |
| 5 | <u>T091C</u> | <u>C101</u> | <u>WATCHMAN</u> |

6

7 SECTION 7. Arkansas Code § 21-5-209 is amended to read as follows:
 8 21-5-209. Compensation plan.

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

13 (b)(1) No employee shall be paid at a rate of pay higher than the
 14 appropriate rate in the grade assigned to his or her class, and no employee
 15 shall be paid more than the ~~maximum for his or her grade~~ highest pay level
 16 established for the employee's grade unless otherwise provided for in this
 17 subchapter.

18 (2) However, an employee presently employed in a position who is
 19 being paid at a rate in excess of the maximum for his or her assigned grade
 20 may continue to receive his or her rate of pay.

21 (c) It is the specific intent of the General Assembly to authorize, in
 22 the enactment of ~~this the~~ the compensation plan plans, ~~maximum~~ rates of pay for
 23 each of the appropriate grades assigned to a class, but it is not the intent
 24 that any pay increases shall be automatic or that any employee shall have a
 25 claim or a right to pay increases unless the department head of the state
 26 agency or the institution ~~shall determine~~ determines that the employee, by
 27 experience, ability, and work performance, ~~has earned~~ is eligible for the
 28 increase in pay authorized for the appropriate rate.

29 (d) Pay levels established in this subchapter are for compensation
 30 management purposes and are not to be construed as a contract, right, or
 31 other expectation of actual employee salary determination.

32 ~~(d)-(1)~~ (e)(1) The following grades and pay levels shall be the
 33 authorized ~~compensation plan~~, effective July 1, 2007, for the state service
 34 ~~for all positions of state agencies and institutions covered by this~~
 35 ~~subchapter to which a classification title and salary grade have been~~
 36 ~~assigned, in accordance with this subchapter and the appropriation act of the~~

state agency or institution career service pay plan, effective July 1, 2009, and thereafter, for the state service for all positions of state agencies and institutions covered by this subchapter to which a classification title and career service salary grade have been assigned, in accordance with this subchapter and the appropriation act of the state agency or institution:

| PAY GRADE | Level I | Level II | Level III | Level IV |
|----------------------|---------------------|---------------------|----------------------|---------------------|
| GRADE 1 | \$13,243 | \$13,243 | \$13,243 | \$13,414 |
| GRADE 2 | \$13,243 | \$15,511 | \$18,459 | \$24,549 |
| GRADE 3 | \$13,667 | \$15,827 | \$18,808 | \$25,050 |
| GRADE 4 | \$13,667 | \$16,140 | \$19,194 | \$25,591 |
| GRADE 5 | \$13,667 | \$16,457 | \$19,582 | \$26,021 |
| GRADE 6 | \$13,874 | \$16,774 | \$19,965 | \$26,599 |
| GRADE 7 | \$14,164 | \$17,123 | \$20,388 | \$27,099 |
| GRADE 8 | \$14,451 | \$17,474 | \$20,774 | \$27,675 |
| GRADE 9 | \$14,992 | \$18,106 | \$21,543 | \$28,645 |
| GRADE 10 | \$15,964 | \$19,298 | \$22,947 | \$30,513 |
| GRADE 11 | \$17,010 | \$20,528 | \$24,422 | \$32,526 |
| GRADE 12 | \$18,091 | \$21,861 | \$26,036 | \$34,648 |
| GRADE 13 | \$19,281 | \$23,299 | \$27,722 | \$36,911 |
| GRADE 14 | \$20,543 | \$24,808 | \$29,512 | \$39,320 |
| GRADE 15 | \$21,875 | \$26,423 | \$31,440 | \$41,837 |
| GRADE 16 | \$23,316 | \$28,142 | \$33,475 | \$44,605 |
| GRADE 17 | \$24,614 | \$29,969 | \$35,652 | \$47,479 |
| GRADE 18 | \$26,415 | \$31,897 | \$37,967 | \$50,570 |
| GRADE 19 | \$28,182 | \$34,003 | \$40,458 | \$53,876 |
| GRADE 20 | \$29,982 | \$36,214 | \$43,092 | \$57,435 |
| GRADE 21 | \$31,966 | \$38,564 | \$45,863 | \$61,209 |
| GRADE 22 | \$34,021 | \$41,056 | \$48,846 | \$65,055 |
| GRADE 23 | \$36,220 | \$43,722 | \$52,038 | \$69,296 |
| GRADE 24 | \$38,597 | \$46,564 | \$55,407 | \$73,789 |
| GRADE 25 | \$41,083 | \$49,582 | \$59,021 | \$78,570 |
| GRADE 26 | \$43,749 | \$52,811 | \$62,847 | \$83,708 |

~~(2) The following grades and pay levels shall be the authorized compensation plan, effective July 1, 2008, and thereafter, for the state~~

~~service for all positions of state agencies and institutions covered by this subchapter to which a classification title and salary grade have been assigned, in accordance with this subchapter and the appropriation act of the state agency or institution.~~

| PAY GRADE | Level I | Level II | Level III | Level IV |
|----------------------|---------------------|---------------------|----------------------|---------------------|
| GRADE 1 | \$13,508 | \$13,508 | \$13,508 | \$13,682 |
| GRADE 2 | \$13,508 | \$15,821 | \$18,828 | \$25,040 |
| GRADE 3 | \$13,940 | \$16,144 | \$19,184 | \$25,551 |
| GRADE 4 | \$13,940 | \$16,463 | \$19,578 | \$26,103 |
| GRADE 5 | \$13,940 | \$16,786 | \$19,974 | \$26,542 |
| GRADE 6 | \$14,152 | \$17,109 | \$20,365 | \$27,131 |
| GRADE 7 | \$14,447 | \$17,465 | \$20,796 | \$27,641 |
| GRADE 8 | \$14,740 | \$17,823 | \$21,190 | \$28,228 |
| GRADE 9 | \$15,292 | \$18,468 | \$21,974 | \$29,218 |
| GRADE 10 | \$16,283 | \$19,684 | \$23,406 | \$31,124 |
| GRADE 11 | \$17,350 | \$20,938 | \$24,910 | \$33,176 |
| GRADE 12 | \$18,453 | \$22,298 | \$26,556 | \$35,341 |
| GRADE 13 | \$19,667 | \$23,765 | \$28,276 | \$37,649 |
| GRADE 14 | \$20,954 | \$25,305 | \$30,102 | \$40,106 |
| GRADE 15 | \$22,312 | \$26,952 | \$32,069 | \$42,674 |
| GRADE 16 | \$23,783 | \$28,705 | \$34,145 | \$45,497 |
| GRADE 17 | \$25,106 | \$30,568 | \$36,365 | \$48,429 |
| GRADE 18 | \$26,943 | \$32,535 | \$38,727 | \$51,581 |
| GRADE 19 | \$28,745 | \$34,683 | \$41,267 | \$54,954 |
| GRADE 20 | \$30,582 | \$36,938 | \$43,954 | \$58,584 |
| GRADE 21 | \$32,605 | \$39,335 | \$46,781 | \$62,433 |
| GRADE 22 | \$34,702 | \$41,877 | \$49,823 | \$66,356 |
| GRADE 23 | \$36,945 | \$44,597 | \$53,079 | \$70,682 |
| GRADE 24 | \$39,369 | \$47,495 | \$56,516 | \$75,265 |
| GRADE 25 | \$41,904 | \$50,574 | \$60,202 | \$80,141 |
| GRADE 26 | \$44,624 | \$53,867 | \$64,104 | \$85,383 |

PAY LEVEL

| <u>GRADE:</u> | <u>ENTRY</u> | <u>BASE</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> | <u>CAREER</u> |
|---------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <u>C101</u> | <u>\$15,080</u> | <u>\$15,683</u> | <u>\$18,663</u> | <u>\$21,643</u> | <u>\$23,374</u> |

| | | | | | | |
|----|-------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | <u>C102</u> | <u>\$15,512</u> | <u>\$16,467</u> | <u>\$19,761</u> | <u>\$23,054</u> | <u>\$24,899</u> |
| 2 | <u>C103</u> | <u>\$16,288</u> | <u>\$17,291</u> | <u>\$20,922</u> | <u>\$24,553</u> | <u>\$26,517</u> |
| 3 | <u>C104</u> | <u>\$17,102</u> | <u>\$18,155</u> | <u>\$22,149</u> | <u>\$26,144</u> | <u>\$28,235</u> |
| 4 | <u>C105</u> | <u>\$17,957</u> | <u>\$19,063</u> | <u>\$23,448</u> | <u>\$27,832</u> | <u>\$30,059</u> |
| 5 | <u>C106</u> | <u>\$18,855</u> | <u>\$20,016</u> | <u>\$24,820</u> | <u>\$29,624</u> | <u>\$31,994</u> |
| 6 | <u>C107</u> | <u>\$19,798</u> | <u>\$21,017</u> | <u>\$26,271</u> | <u>\$31,525</u> | <u>\$34,048</u> |
| 7 | <u>C108</u> | <u>\$20,788</u> | <u>\$22,068</u> | <u>\$27,805</u> | <u>\$33,543</u> | <u>\$36,227</u> |
| 8 | <u>C109</u> | <u>\$21,827</u> | <u>\$23,171</u> | <u>\$29,427</u> | <u>\$35,684</u> | <u>\$38,538</u> |
| 9 | <u>C110</u> | <u>\$22,919</u> | <u>\$24,330</u> | <u>\$31,142</u> | <u>\$37,954</u> | <u>\$40,991</u> |
| 10 | <u>C111</u> | <u>\$24,065</u> | <u>\$25,546</u> | <u>\$32,955</u> | <u>\$40,363</u> | <u>\$43,592</u> |
| 11 | <u>C112</u> | <u>\$25,268</u> | <u>\$26,824</u> | <u>\$34,871</u> | <u>\$42,918</u> | <u>\$46,351</u> |
| 12 | <u>C113</u> | <u>\$26,531</u> | <u>\$28,165</u> | <u>\$36,614</u> | <u>\$45,064</u> | <u>\$48,669</u> |
| 13 | <u>C114</u> | <u>\$27,858</u> | <u>\$29,573</u> | <u>\$38,445</u> | <u>\$47,317</u> | <u>\$51,102</u> |
| 14 | <u>C115</u> | <u>\$29,251</u> | <u>\$31,052</u> | <u>\$40,367</u> | <u>\$49,683</u> | <u>\$53,657</u> |
| 15 | <u>C116</u> | <u>\$30,713</u> | <u>\$32,604</u> | <u>\$42,386</u> | <u>\$52,167</u> | <u>\$56,340</u> |
| 16 | <u>C117</u> | <u>\$32,249</u> | <u>\$34,234</u> | <u>\$44,505</u> | <u>\$54,775</u> | <u>\$59,157</u> |
| 17 | <u>C118</u> | <u>\$33,861</u> | <u>\$35,946</u> | <u>\$46,730</u> | <u>\$57,514</u> | <u>\$62,115</u> |
| 18 | <u>C119</u> | <u>\$35,554</u> | <u>\$37,743</u> | <u>\$49,067</u> | <u>\$60,390</u> | <u>\$65,221</u> |
| 19 | <u>C120</u> | <u>\$37,332</u> | <u>\$39,631</u> | <u>\$51,124</u> | <u>\$62,616</u> | <u>\$67,626</u> |
| 20 | <u>C121</u> | <u>\$39,199</u> | <u>\$41,612</u> | <u>\$53,264</u> | <u>\$64,915</u> | <u>\$70,108</u> |
| 21 | <u>C122</u> | <u>\$41,159</u> | <u>\$43,693</u> | <u>\$55,490</u> | <u>\$67,287</u> | <u>\$72,670</u> |
| 22 | <u>C123</u> | <u>\$43,217</u> | <u>\$45,877</u> | <u>\$57,806</u> | <u>\$69,734</u> | <u>\$75,312</u> |
| 23 | <u>C124</u> | <u>\$45,377</u> | <u>\$48,171</u> | <u>\$60,214</u> | <u>\$72,257</u> | <u>\$78,038</u> |
| 24 | <u>C125</u> | <u>\$47,646</u> | <u>\$50,580</u> | <u>\$62,719</u> | <u>\$74,858</u> | <u>\$80,847</u> |
| 25 | <u>C126</u> | <u>\$50,029</u> | <u>\$53,109</u> | <u>\$65,324</u> | <u>\$77,539</u> | <u>\$83,742</u> |
| 26 | <u>C127</u> | <u>\$52,530</u> | <u>\$55,764</u> | <u>\$68,032</u> | <u>\$80,301</u> | <u>\$86,725</u> |
| 27 | <u>C128</u> | <u>\$55,156</u> | <u>\$58,553</u> | <u>\$70,849</u> | <u>\$83,145</u> | <u>\$89,796</u> |
| 28 | <u>C129</u> | <u>\$57,914</u> | <u>\$61,480</u> | <u>\$73,776</u> | <u>\$86,072</u> | <u>\$92,958</u> |
| 29 | <u>C130</u> | <u>\$60,810</u> | <u>\$64,554</u> | <u>\$76,819</u> | <u>\$89,085</u> | <u>\$96,212</u> |

30

31 (2) The following grades and pay levels shall be the authorized
 32 professional and executive pay plan, effective July 1, 2009, and thereafter,
 33 for the state service for all positions of state agencies and institutions
 34 covered by this subchapter to which a classification title and professional
 35 and executive salary grade have been assigned, in accordance with this
 36 subchapter and the appropriation act of the state agency or institution:

PAY LEVEL

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

~~(e)~~(f) It is the intent of the General Assembly that the compensation plan ~~plans provided for~~ in this section shall be implemented and function in compliance with other provisions in this subchapter, the Regular Salary Procedures and Restrictions Act, § 21-5-101, and other fiscal control laws of this state, when applicable.

SECTION 8. Arkansas Code § 21-5-210 is amended to read as follows:

21-5-210. Implementation of plan – Changes in class specifications.

(a) For the purposes of implementing the uniform employee

1 classification and compensation plan for the respective agencies or
 2 institutions ~~of higher education covered by the provisions of this~~
 3 subchapter, the General Assembly determines that the class specifications
 4 prepared by the Office of Personnel Management of the Division of Management
 5 Services of the Department of Finance and Administration in classifying the
 6 various positions authorized in the respective appropriation acts shall be
 7 the class specifications to be followed in implementing the respective
 8 appropriations for all part-time and full-time employees of the respective
 9 agencies and institutions covered by ~~the provisions of this subchapter.~~

10 (b) Changes in class specifications may be made, in whole or in part
 11 by regulation of the office, ~~with the review of the Legislative Council and~~
 12 the changes shall be reported on a quarterly basis to the Personnel
 13 Committee.

14
 15 SECTION 9. Arkansas Code § 21-5-211 is amended to read as follows:

16 21-5-211. Implementation procedure for grade changes – Salary
 17 adjustments.

18 (a) ~~The Office of Personnel Management of the Division of Management~~
 19 ~~Services of the Department of Finance and Administration~~ shall have
 20 administrative responsibility for enforcing compliance by state agencies and
 21 institutions affected by this subchapter in implementing classification and
 22 grade changes.

23 (b) Subject to funds and appropriations being provided as determined
 24 in § 21-5-211(e), the following implementation procedures shall apply to
 25 state agencies and institutions covered by ~~the provisions of this subchapter,~~
 26 commencing on July 1 of each fiscal year:

27 (1) The maximum annual salary rate for which an employee covered
 28 by ~~the provisions of this subchapter shall be eligible for each year of the~~
 29 ~~biennium shall be determined as follows~~ on July 1, 2009, is determined by
 30 increasing the employee's salary as of June 30, 2009, as follows:

31 (A) One percent (1%) for an employee with less than two
 32 (2) years of cumulative service;

33 (B) One and one-half percent (1.5%) for an employee with
 34 more than two (2) years of cumulative service and up to five (5) years of
 35 cumulative service;

36 (C) Two percent (2%) for an employee with more than five

(5) years of cumulative service and up to ten (10) years of cumulative service;

(D) Two and one-half percent (2.5%) for an employee with more than ten (10) years of cumulative service and up to fifteen (15) years of cumulative service;

(E) Three percent (3%) for an employee with more than fifteen (15) years of cumulative service and up to twenty (20) years of cumulative service;

(F) Three and one-half percent (3.5%) for an employee with more than twenty (20) years of cumulative service and up to twenty-five (25) years of cumulative service;

(G) Four percent (4%) for an employee with more than twenty-five (25) years of cumulative service and up to thirty (30) years of cumulative service;

(H) Four and one-half percent (4.5%) for an employee with more than thirty (30) years of cumulative service and up to thirty-five (35) years of cumulative service; and

(I) Five percent (5%) for employees with more than thirty-five (35) years of cumulative service.

~~(A)(i) The maximum rate of compensation for which an employee shall be eligible on July 1, 2007, shall be determined by increasing the employee's June 30, 2007 salary by two percent (2.0%).~~

~~(ii) An employee whose salary falls below Pay Level I for the grade assigned to his or her classification may be adjusted to the entry level.~~

~~(iii) All other employees' salaries shall be adjusted to the appropriate pay level for the grade assigned to their classification but may not exceed the maximum rate provided for that grade unless otherwise provided for by this section.~~

~~(iv) An employee whose June 30 annual salary rate is at Pay Level IV shall be eligible for the increase provided in subdivision (b)(1)(A)(i) of this section, but the increase shall be paid as a lump sum on the last pay period of the fiscal year of the year in which the increase is to occur;~~

~~(B)(i) The maximum rate of compensation for which an employee shall be eligible on July 1, 2008, shall be determined by increasing~~

1 ~~the employee's June 30, 2008, salary by two percent (2.0%).~~

2 ~~(ii) An employee whose salary falls below Pay Level~~
 3 ~~I for the grade assigned to his or her classification may be adjusted to the~~
 4 ~~entry level.~~

5 ~~(iii) All other employees' salaries shall be~~
 6 ~~adjusted to the appropriate pay level for the grade assigned to their~~
 7 ~~classification but may not exceed the maximum rate provided for that grade~~
 8 ~~unless otherwise provided for by this section.~~

9 ~~(iv) An employee whose June 30 annual salary rate is~~
 10 ~~at Pay Level IV shall be eligible for the increase provided in subdivision~~
 11 ~~(b)(1)(B)(i) of this section, but the increase shall be paid as a lump sum on~~
 12 ~~the last pay period of the fiscal year in which the increase is to occur;~~

13 ~~(C) Salary adjustments provided for in this section shall~~
 14 ~~be made for all employees covered by the provisions of this subchapter prior~~
 15 ~~to all other salary adjustments;~~

16 ~~(D) When an employee is demoted for cause or voluntarily~~
 17 ~~solicits a demotion, his or her rate of pay shall be fixed in the lower-~~
 18 ~~graded position at a rate equal to six percent (6%) less than the employee's~~
 19 ~~rate of pay at the time of demotion for demotions of one (1) grade and a~~
 20 ~~maximum of eight percent (8%) less than the employee's rate of pay at the~~
 21 ~~time of demotion for demotions of two (2) or more grades;~~

22 ~~(E)(i) An employee covered by the provisions of this~~
 23 ~~subchapter shall be eligible for an additional salary increase of two percent~~
 24 ~~(2%) each year of the biennium, provided that;~~

25 ~~(a) The Chief Fiscal Officer of the State~~
 26 ~~determines that sufficient general revenues become available; and~~

27 ~~(b) The additional salary increase of two~~
 28 ~~percent (2%) shall not allow an employee's compensation to exceed the amount~~
 29 ~~set out for Pay Level IV for the position.~~

30 ~~(ii) An employee compensated at Pay Level IV shall~~
 31 ~~be eligible to receive the salary increase of two percent (2%) authorized in~~
 32 ~~this section during the biennium as lump sum payments, and the payments shall~~
 33 ~~not be construed as exceeding the maximum salary;~~

34 ~~(F)(i) An employee who due to legislative enactment is to~~
 35 ~~be compensated at a higher grade, that is, an upgrade, than that which was in~~
 36 ~~effect on June 30 of the previous fiscal year shall be eligible for an~~

1 additional increase of six percent (6%) in his or her maximum annual salary
2 in the new grade.

3 ~~(ii) An employee who due to legislative enactment is~~
4 ~~to be compensated at a lower grade, that is, a downgrade, than that which was~~
5 ~~in effect on June 30 of the previous year shall not have his or her maximum~~
6 ~~salary rate reduced due to the grade reduction, and the employee's salary~~
7 ~~shall remain constant until that employee's assigned grade maximum is equal~~
8 ~~to or exceeds the employee's established salary; and~~

9 ~~(G)(i) Any employee whose specific job assignment requires~~
10 ~~the skill to communicate in a language other than English, including American~~
11 ~~Sign Language, and that skill is required as a secondary minimum~~
12 ~~qualification by the classification specification for the position occupied~~
13 ~~by the employee, shall be eligible to be paid up to an additional ten percent~~
14 ~~(10%) of the employee's annual salary as set by § 21-5-209.~~

15 ~~(ii) In those instances in which the granting of the~~
16 ~~additional compensation would have the effect of exceeding the maximum annual~~
17 ~~rate for the grade assigned to the employee's classification, the additional~~
18 ~~compensation shall not be considered as exceeding the maximum allowable rate~~
19 ~~for that grade.~~

20 ~~(iii) An employee who is receiving additional~~
21 ~~compensation under the provisions of this section and who moves into a~~
22 ~~position that does not require the skill to communicate in a language other~~
23 ~~than English or whose position no longer requires the use of the skill shall~~
24 ~~revert on the effective date of the change to the rate of pay that the~~
25 ~~employee would otherwise receive.~~

26 ~~(iv) Authority to implement the provisions of this~~
27 ~~subsection may be approved by the office after review of the Legislative~~
28 ~~Council for specific positions identified by agencies and institutions of~~
29 ~~higher education;~~

30 ~~(2)(A) An employee promoted on or after July 1, 1999, shall have~~
31 ~~the maximum annual salary for which he or she is eligible established as~~
32 ~~follows:~~

33 ~~(i) For a minor promotion, the employee's maximum~~
34 ~~rate of pay shall be increased by six percent (6%); and~~

35 ~~(ii) For a major promotion, the employee's maximum~~
36 ~~rate of pay shall be increased by eight percent (8%).~~

~~(B)(i)(a) An employee who upon promotion is receiving a rate of pay below Pay Level I for the new grade may be adjusted to the entry level for that grade.~~

~~(b) However, in no event may an employee's rate of pay upon promotion exceed the amount provided for by Pay Level IV of the grade assigned to the classification.~~

~~(ii) An employee's anniversary date shall not change due to promotion.~~

~~(3)(A) Any employee who is assigned to a position in a classification the employee formerly occupied within a twelve-month period after promotion from the classification shall be eligible for a rate of pay no greater than that for which the employee would have been eligible had the employee remained in the lower-graded classification.~~

~~(B) Any employee who is placed in a lower-graded position because the original position has expired due to lack of funding, program changes, or withdrawal of federal grant funds may continue to be paid at the same rate as the employee was being paid in the higher-graded position upon approval of the office after seeking the review of the Legislative Council; and~~

~~(4)(A)(i) When an employee's position has been approved for reclassification to a classification title of a higher salary grade, the employee shall be eligible for an additional increase of six percent (6%) in the new classification.~~

~~(ii) Upon reclassification, the salary of an employee who is receiving a rate of pay that is less than the entrance rate for the new grade may be adjusted to the new entrance rate.~~

~~(B) When an employee's position has been approved for reclassification to a classification title of a lower salary grade, the employee's pay shall be fixed at a rate in the lower grade that does not exceed the employee's rate of pay in the higher-graded position at the time of reclassification.~~

~~(c)(1) In the event that the Chief Fiscal Officer of the State determines that general revenue funds are insufficient to implement the salary increases authorized in this subchapter or by any other law that affects salary increases for state employees, the Chief Fiscal Officer of the State, upon approval of the Governor, may reduce the percentage of all~~

1 authorized salary increases for all state employees covered by this
2 subchapter without regard to whether the employees are compensated from
3 general or special revenues, federal funds, or trust funds.

4 (2) However, if sufficient general revenues should then become
5 available at any time during the biennium to provide the maximum additional
6 salary increases for all state employees without regard to the source of
7 revenues, salary increases for state employees provided for in this
8 subchapter or by any other law may then be fully implemented by the Chief
9 Fiscal Officer of the State.

10 (d) All percentage calculations stipulated in this subchapter or any
11 other law affecting salaries of state employees may be rounded to the nearest
12 even dollar amount by the office when making the percentage changes to state
13 employee salaries.

14 (2) An employee whose classification and grade assignment is on
15 the career service compensation plan may have his or her salary eligibility
16 further adjusted as follows:

17 (A) An employee whose adjusted annual salary falls below
18 the entry pay level for the grade assigned to his or her classification may
19 be further adjusted to the entry pay level;

20 (B) An employee whose adjusted annual salary falls above
21 the entry pay level and below the base pay level for the grade assigned to
22 his or her classification may be further adjusted to the base pay level if
23 the employee has at least two (2) years of cumulative full-time employment;

24 (C) The salary for an employee whose June 30, 2009,
25 unadjusted annual salary rate is at or above the maximum pay level for his or
26 her grade may be further adjusted up to the career pay level;

27 (D) An employee whose June 30, 2009, unadjusted annual
28 salary exceeds the career pay level for the grade to which assigned shall be
29 eligible for the increase provided in subdivision (b)(1) of this section, but
30 the increase shall be paid as a lump sum on the last pay period of the fiscal
31 year of the year in which the increase is to occur; or

32 (E) An employee whose June 30, 2009, unadjusted annual
33 salary exceeds the career pay level for the grade to which assigned shall not
34 have his or her salary reduced and the employee's salary shall remain
35 constant until the employee's salary rate falls below the highest rate in the
36 grade, at which time the salary may be adjusted to that level, if the

1 employee is otherwise qualified.

2 (3) An employee whose classification and grade assignment is on
3 the professional and executive pay plan may have his or her salary
4 eligibility further adjusted as follows:

5 (A) An employee whose adjusted annual salary falls below
6 the base pay level for the grade assigned to his or her classification may be
7 further adjusted to the base pay level;

8 (B) An employee whose June 30, 2009, unadjusted annual
9 salary rate is at or above the maximum level rate of pay authorized for the
10 grade assigned to his or her classification shall be eligible for the
11 increase provided in subdivision (b)(1) of this section, but the increase is
12 paid as a lump sum on the last pay period of the fiscal year of the year in
13 which the increase is to occur; or

14 (C) An employee whose June 30, 2009, unadjusted annual
15 salary exceeds the maximum pay level for the grade to which assigned shall
16 not have his or her salary reduced and the employee's salary shall remain
17 constant until the employee's salary rate falls below the highest rate in the
18 grade, at which time the salary may be adjusted to that level, if the
19 employee is otherwise qualified.

20 (4) All other employees' salaries shall be adjusted within the
21 salary levels of the grade assigned to their classification but may not
22 exceed the maximum rate provided for that grade unless otherwise provided in
23 this section.

24 (c)(1) The maximum annual rate of compensation for which an employee
25 is eligible on July 1, 2010, shall be determined by increasing the employee's
26 June 30, 2010, salary by two and three-tenths percent (2.3%).

27 (2) The additional salary increase of two and three-tenths
28 percent (2.3%) shall not allow an employee's compensation to exceed the
29 maximum pay level amount set out for the position unless the employee is
30 eligible for the career pay level as established in § 21-5-214.

31 (3) If an employee does not meet the service requirements in §
32 21-5-214(a), the increase shall be paid as a lump sum on the last pay period
33 of the fiscal year of the year in which the increase is to occur.

34 (4)(A) An employee compensated at the highest pay level rate
35 authorized for the grade assigned to his or her classification may receive
36 the salary increase of two and three-tenths percent (2.3%) authorized in this

1 section as a lump sum payment.

2 (B) However, the increase shall be paid as a lump sum on
3 the last pay period of the fiscal year of the year in which the increase is
4 to occur and the payment shall not be construed as exceeding the maximum
5 salary.

6 (d)(1) An employee covered by this subchapter is eligible for an
7 additional salary increase of two percent (2%) each fiscal year upon approval
8 by the Governor if:

9 (A) The Chief Fiscal Officer of the State determines that
10 sufficient general revenues become available; and

11 (B) The additional salary increase of two percent (2%)
12 does not result in an employee's compensation exceeding the maximum pay level
13 amount set out for the position unless the employee is eligible for the
14 career pay level on the career service pay plan as established in § 21-5-214.

15 (2)(A) An employee compensated at the highest pay level rate
16 authorized for the grade assigned to his or her classification is eligible to
17 receive the salary increase of two percent (2%) authorized in this section as
18 a lump sum payment.

19 (B) However, the increase shall be paid as a lump sum on
20 the last pay period of the fiscal year of the year in which the increase is
21 to occur and the payment shall not be construed as exceeding the maximum
22 salary.

23 (e)(1) If the Chief Fiscal Officer of the State determines that
24 general revenue funds are insufficient to implement the salary increases
25 authorized in this subchapter or by any other law that affects salary
26 increases for state employees, the Chief Fiscal Officer of the State upon
27 approval by the Governor may reduce the percentage of all authorized salary
28 increases for all state employees covered by this subchapter without regard
29 to whether the employees are compensated from general or special revenues,
30 federal funds, or trust funds.

31 (2) However, if sufficient general revenues should then become
32 available at any time during the year to provide the maximum additional
33 salary increases for all state employees without regard to the source of
34 revenues, salary increases for state employees provided for in this
35 subchapter or by any other law may be fully implemented by the Chief Fiscal
36 Officer of the State.

1 (3) Any salary adjustments made by the Chief Fiscal Officer of
 2 the State in accordance with this subsection shall be reported to the
 3 Personnel Committee.

4 (f) All percentage calculations stipulated in this subchapter or any
 5 other law affecting salaries of state employees may be rounded to the nearest
 6 even-dollar amount by the office when making the percentage changes to state
 7 employee salaries.

8
 9 SECTION 10. Arkansas Code § 21-5-212 is amended to read as follows:

10 21-5-212. Rehired or transferred employees.

11 (a) When an employee who has been terminated for more than ~~two (2) pay~~
 12 periods ~~thirty (30) working days~~ returns to state service, the rate of pay of
 13 the rehired employee shall be fixed from the last position occupied for which
 14 the rehired employee is eligible shall be established from the last position
 15 and shall be calculated as follows:

16 (1)(A) If returning to the same classification or to the same
 17 grade as previously occupied, the employee may return at the same rate of pay
 18 within the grade for the classification to which he or she is returning which
 19 does not exceed the salary the employee previously earned.

20 (B) If that salary falls below ~~Pay Level I~~ the lowest
 21 entry salary level of the grade or classification, the salary may be adjusted
 22 to ~~Pay Level I~~ the lowest entry salary level.

23 (2)(A) If the employee returns to a different classification of
 24 a different grade, the employee's salary will be determined by ~~adjusting the~~
 25 ~~salary of the former grade to the grade of the new classification on the~~
 26 ~~current authorized pay plan~~ fixing the salary of the former grade within the
 27 grade of the new classification on the appropriate current authorized pay
 28 plan.

29 (B) If the rate of pay falls below ~~Pay Level I~~ the lowest
 30 entry salary level of the grade, the salary may be adjusted to ~~Pay Level I~~
 31 the lowest entry salary of the grade.

32 (3) ~~If a former or transferred employee was previously employed~~
 33 ~~in a nonclassified position according to this subchapter, the rate of pay of~~
 34 ~~the employee may be fixed at a rate within the grade for the classification~~
 35 ~~to which he or she is returning or transferring which does not exceed the~~
 36 ~~salary he or she previously earned~~ If a former or transferring employee was

1 previously employed in a position in which a specific line item maximum
 2 annual salary was set out in dollars in an appropriation act, the rate of pay
 3 for which the employee is eligible may be fixed at a rate within the grade on
 4 the appropriate current authorized pay plan for the classification to which
 5 he or she is returning or transferring that does not exceed the salary he or
 6 she previously earned, and that does not exceed the maximum pay level of the
 7 grade, unless the employee qualified for the career pay level on the career
 8 service pay plan.

9 (4) A former state employee may return as a new employee should
 10 ~~the provisions of~~ this section provide a lower salary than he or she could
 11 otherwise receive upon entering state service.

12 (b) Upon transfer of employment from one (1) agency or institution to
 13 another, an employee is to receive a lump sum payment from the original
 14 agency or institution for any overtime that has been accrued and not been
 15 paid and for any compensatory time accrued which has not been used at the
 16 higher rate of either the:

17 (1) Average regular rate of pay received by an employee during
 18 the last three (3) years of his or her employment; or

19 (2) Final regular rate of pay received by an employee.

20 (c) A process to review positions vacated by employees retiring under
 21 any state retirement system shall be developed and implemented by the Office
 22 of Personnel Management after review of the Personnel Committee.

23
 24 SECTION 11. Arkansas Code § 21-5-214 is amended to read as follows:

25 21-5-214. New appointments and other compensation plan provisions.

26 ~~A new appointment to positions in a state agency or institution of~~
 27 ~~higher education covered by this subchapter shall not be at greater than Pay~~
 28 ~~Level I unless a special rate is requested and approved as follows:~~

29 ~~(1)(A) A state agency or institution of higher education may~~
 30 ~~request special rates of compensation for either current or prospective~~
 31 ~~employees within the state agency or institution under the following~~
 32 ~~conditions:~~

33 ~~(i) Prevailing market rates of compensation for a~~
 34 ~~specific classification title are such that the state agency or institution~~
 35 ~~is unable to competitively recruit at the entry level for the salary grade~~
 36 ~~assigned to that classification;~~

1 ~~(ii) An acute shortage of qualified applicants for a~~
2 ~~specific classification exists;~~

3 ~~(iii) The state agency or institution desires to~~
4 ~~obtain the services of an exceptionally well-qualified applicant for a~~
5 ~~specific classification; or~~

6 ~~(iv) To meet any requirements of the Fair Labor~~
7 ~~Standards Act, 29 U.S.C. § 201 et seq.~~

8 ~~(B)(i) A state agency or institution of higher education~~
9 ~~may request special rates of compensation for a specific classification due~~
10 ~~to prevailing market rates of compensation to hire new employees up to a pay~~
11 ~~level equal to fifty percent (50%) of the range between Pay Level II and Pay~~
12 ~~Level III of the appropriate grade with the written approval of the Chief~~
13 ~~Fiscal Officer of the State or above that level only with the approval of the~~
14 ~~Chief Fiscal Officer of the State after review by the Legislative Council for~~
15 ~~new appointments when qualified applicants cannot be obtained at Pay Level I~~
16 ~~of the assigned grade.~~

17 ~~(ii) No special rates of compensation shall be~~
18 ~~approved under the provisions of this section unless the classification is~~
19 ~~properly reviewed and approved as a market rate classification and listed on~~
20 ~~a register of such classifications to be maintained by the Office of~~
21 ~~Personnel Management of the Division of Management Services of the Department~~
22 ~~of Finance and Administration.~~

23 ~~(iii) The office shall file a report of all such~~
24 ~~classifications with the Legislative Council within the month following such~~
25 ~~approval.~~

26 ~~(C)(i)(a) In all instances in which a special rate of~~
27 ~~compensation has been approved for a specific classification due to~~
28 ~~prevailing market rates of compensation or an acute shortage of qualified~~
29 ~~applicants, current employees within the state agency or institution~~
30 ~~allocated to the affected classifications of Grade 13 and below shall be~~
31 ~~adjusted to that new rate by the state agency or institution if sufficient~~
32 ~~revenues exist to do so.~~

33 ~~(b) Current employees within the state agency~~
34 ~~or institution allocated to affected classifications of Grade 14 and above~~
35 ~~shall not be adjusted to that new rate by the state agency or institution~~
36 ~~until it has received approval to do so, when justified, by the office after~~

1 seeking the review of the Legislative Council.

2 (ii) ~~State agency or institution requests for~~
3 ~~special rates of compensation due to prevailing market rates or an acute~~
4 ~~shortage of qualified applicants for a specific classification may be~~
5 ~~approved up to the maximum annual rate authorized for the grade assigned to a~~
6 ~~classification.~~

7 (iii) ~~The office shall file a report of all such~~
8 ~~classifications with the Legislative Council within the month following such~~
9 ~~approval.~~

10 (D)(i) ~~Agency directors and presidents and chancellors of~~
11 ~~institutions of higher education may approve starting salaries for new~~
12 ~~employees up to the level equal to fifty percent (50%) of the range between~~
13 ~~Pay Level II and Pay Level III of the appropriate grade.~~

14 (ii) ~~As used in this section, "hiring range" means~~
15 ~~the range of pay rates between Pay Level I and a pay level equal to fifty~~
16 ~~percent (50%) of the range between Pay Level II and Pay Level III of the~~
17 ~~appropriate grade.~~

18 (iii) ~~The use of the hiring range shall be in~~
19 ~~accordance with the guidelines established in this subdivision (1)(D):~~

20 (a) ~~The hiring range shall be used only for~~
21 ~~establishing a starting salary for an employee in an individual position;~~

22 (b) ~~Any person hired at or above Pay Level I~~
23 ~~shall meet or exceed the minimum qualifications for the job classification;~~

24 (c) ~~Salary determination within the hiring~~
25 ~~range shall be based on the applicant's qualifications, competitive~~
26 ~~compensation rates, and effect on internal equity within the agency or~~
27 ~~institution;~~

28 (d) ~~The hiring of a new employee under the~~
29 ~~provisions of this section shall not affect the salary level or salary~~
30 ~~eligibility of any existing employee within the state agency or institution;~~

31 (e) ~~The office may promulgate rules and~~
32 ~~regulations regarding the use of the hiring range subject to the approval of~~
33 ~~the Legislative Council. State agencies and institutions shall not utilize~~
34 ~~the hiring range until authorized to do so by the office. Authorization for~~
35 ~~salaries within the hiring range for new appointments referenced in this~~
36 ~~subsection shall require the approval of the Chief Fiscal Officer of the~~

1 ~~State until such time that the state agency or institution is authorized to~~
2 ~~do so by the office; and~~

3 ~~(f) Quarterly audits of the use of the hiring~~
4 ~~range by state agencies and institutions shall be performed by the office.~~
5 ~~State agencies and institutions that are not in compliance with the use of~~
6 ~~the hiring range authority shall be reported to the Legislative Council and~~
7 ~~may have their hiring range authority suspended or revoked pending further~~
8 ~~investigation by the office.~~

9 ~~(iv) A monthly report of new hires above Pay Level I~~
10 ~~shall be prepared and reviewed by the office. The report shall be presented~~
11 ~~to the Legislative Council at its regular monthly meeting;~~

12 ~~(2)(A) A state agency or institution may hire a new employee~~
13 ~~from a pay level equal to fifty percent (50%) of the range between Pay Level~~
14 ~~II and Pay Level III of the appropriate pay grade up to Pay Level IV with the~~
15 ~~approval of the Chief Fiscal Officer of the State after review by the~~
16 ~~Legislative Council.~~

17 ~~(B) However, this provision is intended to be used~~
18 ~~exclusively for the hiring of an exceptionally well-qualified employee whose~~
19 ~~background and experience qualify the applicant to perform the job with very~~
20 ~~little or substantially less orientation and training than would be the case~~
21 ~~for a qualified applicant.~~

22 ~~(C) Requests by a state agency or institution for special~~
23 ~~rates of compensation based on an exceptional level of qualifications held by~~
24 ~~a prospective employee may be approved only after the state agency or~~
25 ~~institution has met the following conditions:~~

26 ~~(i) The state agency or institution has documented~~
27 ~~to the satisfaction of the Chief Fiscal Officer of the State that no current~~
28 ~~employee of the affected state agency or institution applied for promotion~~
29 ~~and was determined by the state agency or institution not to be an equivalent~~
30 ~~alternative to the exceptionally well-qualified applicant. The Chief Fiscal~~
31 ~~Officer of the State shall supply, upon request, any documentation to the~~
32 ~~Legislative Council; and~~

33 ~~(ii) The prospective employee possesses a level of~~
34 ~~experience or educational credentials that would permit him or her to perform~~
35 ~~the duties and responsibilities of the position for which the special rate is~~
36 ~~being requested with significantly less training and orientation than all~~

1 ~~other qualified applicants.~~

2 ~~(D) The hiring of a new employee under this subdivision~~
 3 ~~(2) shall not affect the salary level or salary eligibility of any existing~~
 4 ~~employee within the state agency or institution.~~

5 ~~(E)(i) The provisions of this section shall apply to both~~
 6 ~~current and prospective state employees.~~

7 ~~(ii) The provisions of this section shall apply to~~
 8 ~~current employees only in instances in which the job has been advertised and~~
 9 ~~the employee has competitively applied for the promotion by submitting a~~
 10 ~~state application for consideration for the position. Otherwise, employees~~
 11 ~~accepting internal promotions shall be compensated in accordance with § 21-5-~~
 12 ~~211(b)(2)(A);~~

13 ~~(3) In all instances in which approval has been granted to a~~
 14 ~~requesting state agency or institution for special rates of compensation in~~
 15 ~~accordance with the provisions of this section, the Chief Fiscal Officer of~~
 16 ~~the State shall report all approvals monthly to the Legislative Council;~~

17 ~~(4)(A) The office may develop a compensation plan to be known as~~
 18 ~~the "Statewide Nursing Grid" for attracting and retaining nursing personnel~~
 19 ~~in classified positions subject to the review and approval of the Legislative~~
 20 ~~Council.~~

21 ~~(B) A state agency or institution requesting to use and~~
 22 ~~add nurses to the Statewide Nursing Grid shall submit requests to the office~~
 23 ~~for review.~~

24 ~~(C) A state agency or institution using and adding nurses~~
 25 ~~to the Statewide Nursing Grid shall be subject to the review and approval of~~
 26 ~~the Legislative Council.~~

27 ~~(D) The office shall promulgate rules and regulations~~
 28 ~~regarding the use of the Statewide Nursing Grid with the review and approval~~
 29 ~~of the Personnel Committee of the Legislative Council;~~

30 ~~(5)(A) There shall be established a pool of two hundred (200)~~
 31 ~~positions at grade 26 assigned to the office to be used to reclassify~~
 32 ~~positions in state agencies and institutions, when justified, to the proper~~
 33 ~~classification and grade when the state agency or institution does not have a~~
 34 ~~vacant position available with the appropriate classification and grade.~~

35 ~~(B) To obtain a position from the pool, a state agency or~~
 36 ~~institution must surrender to the pool the position being reclassified.~~

1 ~~(C) The office shall review all requests and may grant~~
2 ~~approval of the reclassification after seeking the review of the Legislative~~
3 ~~Council; and~~

4 ~~(6) An employee's anniversary date may be changed on approval of~~
5 ~~the office with the review of the Legislative Council in the event that an~~
6 ~~inequity is created due to the implementation procedures of this subchapter.~~

7 (a)(1) A new appointment to a career service position in a state
8 agency or institution covered by this subchapter shall not be at a rate
9 greater than the entry pay level established for the grade of the position
10 unless a rate of pay within the base range is approved as follows:

11 (A) The agency or institution director has approved the
12 rate of pay;

13 (B) The rate of pay does not exceed the base pay level;
14 and

15 (C) The rate of pay is determined under the guidelines
16 established by the Office of Personnel Management.

17 (2)(A) An agency or institution director may authorize hiring an
18 employee at the entry pay level and may subsequently adjust the employee's
19 salary to the base pay level upon satisfactory performance or other factors
20 established by the agency or institution after approval by the Office of
21 Personnel Management.

22 (B) Increases may be given in a single adjustment or in
23 incremental adjustments but shall not exceed the base pay level.

24 (3) All salary adjustments made at the discretion of the agency
25 or institution director shall be reported to the Office of Personnel
26 Management and to the Personnel Committee within the month following the
27 approval.

28 (b) A new appointment to a position in a state agency or institution
29 of higher education covered by this subchapter shall not be at a rate of pay
30 greater than the base pay level established for the grade of the position
31 unless a special rate of pay is requested and approved as follows:

32 (1)(A) A state agency or institution of higher education may
33 request a special rate of pay for either a current or prospective employee
34 within the state agency or institution if:

35 (i) Prevailing market rates of pay for a specific
36 classification title are such that the state agency or institution is unable

1 to competitively recruit at the base pay level for the grade assigned to that
2 classification;

3 (ii) An acute shortage of qualified applicants for a
4 specific classification exists;

5 (iii) The state agency or institution desires to
6 obtain the services of an exceptionally well-qualified applicant for a
7 specific position; or

8 (iv) To meet any requirements of the Fair Labor
9 Standards Act, 29 U.S.C. § 201 et seq as it exists on July 1, 2009;

10 (B)(i) A state agency or institution of higher education
11 may request a special rate of pay for a specific classification due to
12 prevailing market rates of pay to hire a new employee up to the midpoint pay
13 level of the appropriate grade of a classification on the appropriate pay
14 plan with the written approval of the Chief Fiscal Officer of the State.

15 (ii) A state agency or institution of higher
16 education may request a special rate of pay for a specific classification due
17 to prevailing market rates of pay to hire a new employee up to the maximum
18 pay level annual rate authorized for the grade assigned to a classification
19 only with the approval of the Chief Fiscal Officer of the State after review
20 by the Personnel Committee.

21 (iii) A special rate of pay shall not be approved
22 under this section unless the classification is properly reviewed and
23 approved as a market rate classification and listed on a register of such
24 classifications maintained by the Office of Personnel Management.

25 (iv) The Office of Personnel Management shall file a
26 report of all such classifications with the Personnel Committee within the
27 month following the approval; or

28 (C)(i) If a special rate of pay has been approved for a
29 specific classification due to prevailing market rates of pay or an acute
30 shortage of qualified applicants, current employees within the state agency
31 or institution assigned to the affected classification may be adjusted to the
32 new approved rate of pay by the state agency or institution upon written
33 approval by the Chief Fiscal Officer of the State.

34 (ii) The Office of Personnel Management shall file a
35 report of all the employee salary adjustments with the Personnel Committee
36 within the month following the approval; or

1 (2)(A) A state agency or institution may request a special rate
2 of pay for a specific individual applicant due to exceptional qualifications
3 to hire a new employee at a salary level up to and including the midpoint pay
4 level of the appropriate pay grade of a specific position with the written
5 approval of the Chief Fiscal Officer of the State and up to the maximum pay
6 level of the appropriate grade with the approval of the Chief Fiscal Officer
7 of the State after review by the Personnel Committee.

8 (B) This subdivision (b)(2) shall be used only for the
9 hiring of an exceptionally well-qualified employee whose background and
10 experience qualify the applicant to perform the job with very little or
11 substantially less orientation and training than would be the case for a
12 qualified applicant.

13 (C) Requests by a state agency or institution for a
14 special rate of pay based on an exceptional level of qualifications held by a
15 prospective employee may be approved if the:

16 (i) State agency or institution has documented to
17 the satisfaction of the Chief Fiscal Officer of the State that no current
18 employee of the affected state agency or institution applied for the position
19 and who was determined by the state agency or institution to not be an
20 equivalent alternative to the exceptionally well-qualified applicant. The
21 Chief Fiscal Officer of the State shall supply upon request any supporting
22 documentation to the Personnel Committee; and

23 (ii) Prospective employee possesses a level of
24 experience or educational credentials that would permit him or her to perform
25 the duties and responsibilities of the position for which the special rate is
26 being requested with significantly less training and orientation than all
27 other qualified applicants.

28 (D) The hiring of a new employee under this subdivision
29 (b)(2) shall not affect the salary level or salary eligibility of any
30 existing employee within the state agency or institution.

31 (E)(i) This section shall apply to both prospective and
32 current state employees.

33 (ii) This section shall apply only to current
34 employees in positions in which the position has been advertised and the
35 employee has competitively applied for the position by submitting a state
36 application for consideration for the position. Otherwise, employees shall

1 be compensated in accordance with § 21-5-214(e).

2 (c) If approval has been granted to a requesting state agency or
3 institution for a special rate of pay at or below the midpoint pay level
4 under this section, the Chief Fiscal Officer of the State shall report all
5 approvals monthly to the Personnel Committee.

6 (d)(1) An employee who is compensated at the maximum pay level in a
7 position assigned to the career service pay plan is eligible for salary
8 adjustments authorized in this subchapter as an addition to his or her base
9 salary up to the career pay level if the:

10 (A) Employee meets or exceeds the eligibility requirements
11 approved by the Office of Personnel Management after review by the Personnel
12 Committee, which shall include at a minimum:

13 (i) Fifteen (15) cumulative years of full-time
14 equivalent state service which may be in either classified or nonclassified
15 regular positions, but not in extra-help positions; and

16 (ii) A performance evaluation rating at or above the
17 satisfactory level for the preceding rating period; and

18 (B) Additional salary increase does not allow an
19 employee's pay to exceed the career pay level for the position.

20 (e)(1) An employee promoted on or after July 1, 2009, shall have the
21 maximum annual salary for which he or she is eligible established as follows:

22 (A) For a promotion to a position of a higher grade on the
23 same pay plan, the employee's maximum rate of pay shall be increased by ten
24 percent (10%); and

25 (B) For a promotion from a position on the career service
26 pay plan to a position on the professional and executive pay plan, the
27 employee's maximum rate of pay shall be increased by twelve percent (12%).

28 (2)(A) An employee who upon promotion is receiving a rate of pay
29 below the lowest entrance pay level established for the new grade may be
30 adjusted to that lowest entrance pay level for that grade.

31 (B) However, an employee's rate of pay upon promotion
32 shall not exceed the maximum pay level of the grade assigned to the
33 classification, unless the employee is eligible for career pay level on the
34 career service pay plan as established in § 21-5-214(d)(1).

35 (f)(1) When an employee is demoted for cause or voluntarily solicits a
36 demotion, his or her rate of pay shall be:

1 (A) Fixed in the lower-graded position at a rate equal to
 2 ten percent (10%) less than the employee's rate of pay at the time of
 3 demotion for demotions of one (1) or more grades on the career service pay
 4 plan or on the professional and executive pay plan; and

5 (B) At a rate equal to twelve percent (12%) less than the
 6 employee's rate of pay at the time of demotion for demotions of one (1) or
 7 more grades on the professional and executive pay plan or from a position on
 8 the professional and executive pay plan to a position on the career service
 9 pay plan.

10 (2) If the employee's salary falls below the lowest entrance pay
 11 level of the new grade upon demotion, his or her salary may be adjusted to
 12 that lowest entrance level for that grade.

13 (3) An employee's rate of pay upon a demotion shall not exceed
 14 the amount provided by the maximum pay level of the grade assigned to the
 15 classification, unless the employee is eligible for career pay level on the
 16 career pay service plan under § 21-5-214.

17 (g)(1) An employee who returns to a position in a classification the
 18 employee formerly occupied within a twelve-month period after promotion from
 19 the classification is eligible for a rate of pay no greater than that for
 20 which the employee would have been eligible had the employee remained in the
 21 lower-graded classification.

22 (2) An employee who is placed in a lower-graded position on
 23 either compensation plan because the original position has expired due to
 24 lack of funding, program changes, or withdrawal of federal grant funds may
 25 continue to be paid at the same rate as the employee was being paid in the
 26 higher-graded position upon approval of the Office of Personnel Management
 27 after seeking the review of the Personnel Committee.

28
 29 SECTION 12. Arkansas Code § 21-5-219 is amended to read as follows:

30 21-5-219. Nonclassified employees.

31 (a) ~~Employees~~ An employee compensated with a maximum annual salary
 32 ~~rates rate for the biennium~~ as set out in dollars by law enacted by the
 33 General Assembly for ~~all departments, boards, commissions, institutions of~~
 34 ~~higher education, and state agencies shall be~~ a department, board,
 35 commission, institution of higher education, and state agency is shall be
 36 eligible to receive ~~a two percent (2%) salary increase, provided that the~~

1 ~~Chief Fiscal Officer of the State determines that sufficient general revenues~~
2 ~~become available, as lump sum payments.~~

3 ~~(b) The payments shall not be construed as exceeding the maximum~~
4 ~~salary. an annual rate of pay which shall be determined by increasing the~~
5 ~~employee's June 30, 2009, salary as follows:~~

6 ~~(1) One percent (1%) for an employee with less than two (2)~~
7 ~~years of cumulative service;~~

8 ~~(2) One and one-half percent (1.5%) for an employee with two (2)~~
9 ~~years or more and up to five (5) years of cumulative service;~~

10 ~~(3) Two percent (2%) for an employee with more than five (5)~~
11 ~~years and up to ten (10) years of cumulative service;~~

12 ~~(4) Two and one-half percent (2.5%) for an employee with more~~
13 ~~than ten (10) years and up to fifteen (15) years of cumulative service;~~

14 ~~(5) Three percent (3%) for an employee with more than fifteen~~
15 ~~(15) years and up to (20) years of cumulative service;~~

16 ~~(6) Three and one-half percent (3.5%) for an employee with more~~
17 ~~than twenty (20) years and up to twenty-five (25) years of cumulative~~
18 ~~service;~~

19 ~~(7) Four percent (4%) for an employee with more than twenty-five~~
20 ~~(25) years and up to thirty (30) years of cumulative service;~~

21 ~~(8) Four and one-half percent (4.5%) for an employee with more~~
22 ~~than thirty (30) years and up to thirty-five (35) years of cumulative~~
23 ~~service;~~

24 ~~(9) Five percent (5%) for an employee with more than thirty-five~~
25 ~~(35) years of cumulative service.~~

26 ~~(b) The maximum annual rate of compensation for which a nonclassified~~
27 ~~employee is eligible on July 1, 2010, shall be determined by increasing the~~
28 ~~employee's June 30, 2010, salary by two and three-tenths percent (2.3%).~~

29 ~~(c) An employee compensated with maximum annual salary rate as set out~~
30 ~~in dollars by law enacted by the General Assembly for a department, board,~~
31 ~~commission, institution of higher education, or state agency is eligible to~~
32 ~~receive an additional salary increase of two percent (2%) each fiscal year,~~
33 ~~provided that the Chief Fiscal Officer of the State determines that~~
34 ~~sufficient general revenues become available.~~

35 ~~(d) A nonclassified employee compensated at the highest pay rate~~
36 ~~authorized for his or her position shall be eligible to receive the salary~~

1 increase authorized in this section, but the increase shall be paid as a lump
2 sum on the last pay period of the fiscal year of the year in which the
3 increase is to occur.

4 (e) Lump sum payments made under this section shall not be construed
5 as exceeding the maximum salary.

7 SECTION 13. Arkansas Code Title 21, Chapter 5, Subchapter 2 is amended
8 to add new sections as follow:

9 21-5-220. Shift differential.

10 (a)(1) Upon the approval of the Office of Personnel Management, an
11 employee whose working hours do not conform to normal state business hours
12 shall be eligible for additional compensation up to twelve percent (12%) of
13 the hourly rate for which he or she is eligible under this subchapter as a
14 shift differential if:

15 (A) The agency or institution routinely schedules more
16 than one (1) work shift per day;

17 (B) The shift to which the employee is assigned is a full:

18 (i) Evening work shift beginning not earlier than
19 2:30 p.m. and ending not later than 11:30 p.m.; or

20 (ii) Night work shift beginning not earlier than
21 11:00 p.m. and ending not later than 8:00 a.m. the next day; and

22 (C) The employee is regularly assigned to the late shift
23 or is assigned to the shift on a regularly scheduled rotating basis.

24 (2) An employee assigned to an evening shift may not receive
25 additional compensation that exceeds six percent (6%) above that for which he
26 or she is eligible under this subchapter.

27 (3) An employee assigned to a night shift may not receive
28 additional compensation that exceeds twelve percent (12%) above that for
29 which he or she is eligible under this subchapter.

30 (4)(A) An employee at or near the maximum authorized salary
31 level for the grade assigned to his or her classification may be compensated
32 at an additional rate not to exceed twelve percent (12%) of his or her
33 eligible salary under this subchapter.

34 (B) In those instances in which the granting of such
35 additional compensation has the effect of temporarily exceeding the maximum
36 annual rate for the grade assigned to the employee's classification, the

1 additional compensation shall not be considered as exceeding the maximum
2 allowable rate for that grade.

3 (b)(1) A person employed in areas providing critical support, custody,
4 and care to designated client service units at state-operated inpatient
5 hospital facilities, at state operated human development centers, and at
6 maximum security units at correctional facilities during weekend hours is
7 eligible to receive up to twenty percent (20%) of the hourly rate for which
8 he or she is eligible under this subchapter paid as a shift or weekend
9 differential.

10 (2) Designated weekend hours begin no earlier than 2:30 p.m. on
11 Friday and end no later than 8:00 a.m. on the following Monday.

12 (c)(1) If a facility uses shifts other than traditional eight-hour
13 shifts, a shift differential may be paid for those shifts exceeding the
14 normal day shift of the facility.

15 (2) If shift and weekend differentials are provided to an
16 employee, the total compensation may exceed the maximum annual rate for the
17 assigned pay grade for those positions included in this subchapter.

18 (3)(A) The agency or institution shall identify the shifts, job
19 classifications, and positions to be eligible for the shift differential and
20 the differential percentage for which each classification is eligible within
21 each shift.

22 (B) The shift schedule, job classifications, positions,
23 and the percentage of shift differential for which the job titles will be
24 eligible shall be submitted to the office for approval by the Chief Fiscal
25 Officer of the State.

26 (C) Subsequent changes to the shift schedule, job
27 classifications, positions, and shift differential percentages shall receive
28 prior approval by the Chief Fiscal Officer of the State.

29 (d) An employee who is receiving additional compensation under this
30 section and then is reassigned to a normal shift shall revert on the day of
31 the reassignment to the rate of pay for which he or she is eligible under
32 this subchapter.

33 (e) The Office of Personnel Management shall report all shift
34 differential approvals to the Personnel Committee.

35
36 21-5-221. Compensation differentials.

1 (a) To address specific employee compensation needs not otherwise
2 provided for in this subchapter, a state agency or institution may pay
3 additional compensation for current employees in specific positions or for
4 classifications of positions assigned to a compensation plan authorized by
5 the General Assembly for one (1) or more compensation differentials.

6 (b)(1) Authorization for one (1) or more compensation differentials
7 may be approved if the:

8 (A) Agency or institution has documented the need for a
9 compensation differential for specified positions or classifications;

10 (B) Agency or institution submits a plan of the terms and
11 conditions for eligibility which must directly address the needs of the
12 targeted positions or classifications for any requested compensation
13 differential;

14 (C) Cost of implementing and maintaining a compensation
15 differential is within the agency's or institution's existing appropriation
16 and shall not be implemented using funds specifically set aside for other
17 programs within the agency or institution; and

18 (D) Compensation differential plan has been approved by
19 the Office of Personnel Management after review by the Personnel Committee.

20 (2) Any compensation differential authorized under this section
21 shall be renewed each fiscal year.

22 (3) The cumulative total of any compensation differentials paid
23 to an employee shall not exceed twenty-five percent (25%) of the employee's
24 base salary.

25 (c)(1) Hazardous duty differential of up to six percent (6%) may be
26 authorized for the increased risk of personal physical injury for an employee
27 occupying a certain identified high risk position if the:

28 (A) Position classification is determined to be physically
29 hazardous or dangerous due to location, facility, services provided, or other
30 factors directly related to the duty assignment of the positions; and

31 (B) Employee's regularly assigned work schedule exposes
32 him or her to clear, direct, and unavoidable hazards during at least fifty
33 percent (50%) of the work time and the employee is not compensated for the
34 hazardous exposure.

35 (2)(A) The director of the requesting agency or institution
36 shall identify the facility or unit, location, and eligible positions and

1 classifications within the facility or unit that are identified as high risk.

2 (B) The positions shall be certified by the agency or
3 institution director as having been assigned to a work environment that poses
4 an increased risk of personal injury and shall be submitted as part of the
5 plan for payment of hazardous duty differential to the Office of Personnel
6 Management for approval by the Chief Fiscal Officer of the State after review
7 and approval of the Personnel Committee.

8 (C) Subsequent changes to the facility or unit, location,
9 and eligible positions or classifications within the facility or unit on file
10 with the Office of Personnel Management shall receive prior approval by the
11 Chief Fiscal Officer of the State after review and approval by the Personnel
12 Committee.

13 (d) If the granting of the additional hazardous duty compensation has
14 the effect of temporarily exceeding the maximum annual rate for the grade
15 assigned to the employee's classification, the additional compensation shall
16 not be considered as exceeding the maximum allowable rate for that grade.

17 (e) It is the intent of this subsection that hazardous duty
18 compensation shall be at the discretion of the Chief Fiscal Officer of the
19 State and the director of the agency or institution and shall not be
20 implemented using funds specifically set aside for other programs within the
21 agency or institution.

22 (f) An employee who receives additional hazardous duty compensation
23 under this section and then is reassigned to normal duty shall revert on the
24 day of the reassignment to the rate of pay for which he or she is eligible
25 under this subchapter.

26 (g) An additional six percent (6%), but not to exceed a total of
27 twelve percent (12%), hazardous duty differential may be authorized for
28 employees occupying positions assigned to a maximum security unit or facility
29 if the regularly assigned work schedules expose employees at least eighty-
30 five percent (85%) of the work time to clear, direct, and unavoidable hazards
31 from clients, inmates, or patients who are in units or facilities that are
32 classified as maximum security.

33 (h) An employee who is receiving additional compensation for hazardous
34 duty and then is reassigned to normal duty shall revert on the day of the
35 reassignment to the rate of pay for which he or she is eligible under this
36 subchapter.

1 (i)(1) A professional certification differential of up to six percent
2 (6%) for job-related professional certifications for individual positions or
3 for specific classifications within an agency or institution may be
4 authorized if the certification is:

5 (A) From a recognized professional certifying organization
6 and is determined to be directly related to the predominant purpose and use
7 of the position or classification; and

8 (B) Not included as a minimum qualification established or
9 as a special requirement for the classification by the official class
10 specification.

11 (2)(A) A professional certification differential may be paid
12 only while the certification is current and maintained by the employee and
13 while employed in a position or classification covered by the plan.

14 (B) Documentation of continuation or renewal of the
15 certification of the employee is required for continuation of certification
16 differential.

17 (j) An education differential of up to six percent (6%) for job-
18 related education for individual positions or for specific classifications
19 within an agency or institution may be authorized if:

20 (1) Attainment of additional education is from an accredited
21 institution of higher education, documented by official transcript,
22 certificate, or degree award, and directly related to the predominant purpose
23 and use of the position or classification; and

24 (2) The education to be compensated is not included as a special
25 requirement or minimum qualification established for the classification by
26 the official class specification.

27 (k) A geographic area differential of up to six percent (6%) may be
28 authorized to address the documented inability to recruit and retain certain
29 employees in a specific geographic area of the state if the additional
30 geographic area differential is based on documented recruitment, turnover, or
31 other competitive pay issue in a specific geographic area, but which does not
32 justify a statewide labor market special entry rate.

33 (l)(1) A second language differential of up to ten percent (10%) may
34 be authorized for an employee who has the demonstrated ability and skill to
35 communicate in a language other than English, including American Sign
36 Language, and that skill is determined by the agency or institution to be

1 directly related to the effective performance of the job duties for the
2 position occupied by the employee.

3 (2) If the granting of the additional compensation would have
4 the effect of exceeding the maximum or the career pay level for the grade
5 assigned to the employee's classification, the additional compensation shall
6 not be considered as exceeding the maximum allowable rate for that grade.

7 (3) An employee who receives additional compensation under this
8 section and who moves into a position that does not need the skill to
9 communicate in a language other than English shall revert on the effective
10 date of the change to the rate of pay that the employee would otherwise
11 receive.

12 (m)(1) On-call duty or standby duty differential may be authorized for
13 an employee whose job requires him or her to provide services on nights,
14 weekends, holidays, or other situations when the agency or institution does
15 not have regularly scheduled staff coverage.

16 (2) On-call duty or standby duty differential is to be used for
17 officially scheduled duty outside regular work hours during which an employee
18 is required to be accessible by telephone, pager, or other means and must
19 return to the designated work site upon notification of need within a
20 specified response time.

21 (3)(A) An employee who is required to be available for duty on
22 nights, weekends, and holidays will be eligible to receive on-call or standby
23 duty pay equivalent of an hourly rate not to exceed twenty percent (20%) of
24 his or her base hourly pay rate for each on-call or standby hour for not more
25 than forty-eight (48) hours during any seven-day work period.

26 (B)(i) Compensation shall not be paid to any employee
27 required to be on-call and standby who fails to respond after the second
28 notification that his or her services are needed.

29 (ii) If the equipment or paging device malfunctions,
30 the penalty shall not apply.

31 (C)(i) An employee on on-call or standby duty who is
32 called in to work shall be compensated for the actual hours worked at the
33 appropriate rate of pay, with a minimum of two (2) hours for each call back.

34 (ii) The employee shall not be paid on-call or
35 standby pay for hours actually worked during a call back.

36 (D) If on-call or standby pay is provided to an employee,

1 the total compensation may exceed the maximum salaries for the position.

2
3 21-5-222. Salary administration grids.

4 (a)(1) A state agency or institution may request that a salary
5 administration grid be approved for specific classifications of positions
6 assigned to the career service compensation plan if the:

7 (A) State agency or institution has documented the need
8 for a salary administration grid for specified positions or classifications;

9 (B) Terms and conditions of a grid proposed by the agency
10 or institution address the needs of the targeted positions;

11 (C) Cost of implementing and maintaining a salary
12 administration grid is within the agency's or institution's existing
13 appropriation and implementation does not use funds specifically set aside
14 for other programs within the agency or institution; and

15 (D) Salary administration grid has been approved by the
16 Chief Fiscal Officer of the State after review by the Personnel Committee.

17 (2)(A) Special salary rates may be authorized up to the maximum
18 pay level authorized for the grade assigned the classification of a career
19 service position for specific classifications only.

20 (B) An approved salary administration grid shall be used
21 for establishing a starting salary for an employee in an individual position.

22 (C) A person hired above the entry pay level shall meet or
23 exceed the minimum qualifications for the job classification.

24 (D) Subsequent salary determinations within a salary
25 administration grid shall be based on the employee's qualifications, relevant
26 competitive compensation rates, professional or education achievements, and
27 internal equity within the agency or institution.

28 (E) A plan of implementation and salary progression must
29 be approved by the office on a biennial basis.

30 (3) An approved grid may be amended only upon approval by the
31 office after review by the Personnel Committee.

32 (4) Compensation differentials that are included in an agency or
33 institution's grid plan may not exceed rates provided in § 21-5-221.

34 (b)(1) A monthly report shall be made to the Personnel Committee
35 describing all personnel transactions involving applications of this section.

36 (2) The hiring of a new employee under this section shall not

affect the salary level or salary eligibility of any existing employee within the state agency or institution.

(3) The office shall promulgate rules regarding the implementation and use of a salary administration grid with the review of the Personnel Committee.

21-5-223. Severance pay

(a) If the agency or institution director determines that it is necessary to implement the state workforce reduction policy due to agency or institution organization structure change, budgetary reductions, abolishment of positions or duties, loss of functional responsibility by the agency, or the loss of federal funding, grants, or other special funds, the agency or institution director, upon approval by the Chief Fiscal Officer of the State, may authorize the payment of funds on a regular payroll schedule as severance pay to full-time, part-time, and job sharing classified and non-classified employees in regular positions affected by the workforce reduction on the basis of the following pro rata lump sum for completed years of service, including any formally implemented probationary period:

| | |
|------------------------------------|---|
| <u>Over 1 year up to 5 years</u> | <u>Eight hundred dollars (\$800)</u> |
| <u>Over 5 years up to 15 years</u> | <u>One thousand two hundred dollars (\$1,200)</u> |
| <u>Over 15 years</u> | <u>One thousand six hundred dollars (\$1,600)</u> |

(b) These payments shall be in addition to the lump sum payments allowed under the Uniform Attendance and Leave Policy Act, § 21-4-201 et seq.

(c) The severance payments shall not be construed as exceeding the maximum salary.

(d) The agency or institution director shall file a notice of the anticipated implementation of the workforce reduction policy and of the lump sum severance payments to be made under the state workforce reduction policy with the Personnel Committee.

21-5-224. Extra help positions.

(a) A position authorized as extra help in an agency or institution shall be assigned an authorized career service classification by the agency or institution and any person hired in an extra help position shall meet the

1 minimum qualifications and any other requirements set by the official class
2 specification of the classification assigned to the position.

3 (1) The rates of pay for extra help employees shall be set in
4 accordance with and shall not exceed those provided in this subchapter, or
5 its successor, for the appropriate classification.

6 (2) Extra help employees of agencies may not exceed one thousand
7 (1,000) hours per fiscal year as set out in § 19-4-521.

8 (3) Extra help employees of institutions of higher education may
9 not exceed one thousand five hundred (1,500) hours per fiscal year as set in
10 § 6-63-314.

11 (b) The salary eligibility for an employee transferring or returning
12 from an extra help position to a regular position shall be established at the
13 minimum entrance rate of pay for the grade of the assigned classification
14 with the following exceptions:

15 (1) The classification has an established current labor market
16 special entry rate;

17 (2) The position is approved for shift differential in
18 accordance with this subchapter;

19 (3) The employee's eligibility is based on prior state service
20 in a regular position; or

21 (4) A base range salary has been approved under § 21-5-
22 214(a)(1).

23 (d) A former employee from a state agency, institution, board, or
24 commission who is rehired in an extra-help position is ineligible for
25 benefits except holiday pay.

26
27 21-5-225. Position pools.

28 (a)(1) There is established a pool of two hundred fifty (250) career
29 service positions at grade C130 and one hundred fifty (150) professional and
30 executive positions at grade N922 assigned to the Office of Personnel
31 Management to be used to reclassify positions in state agencies and
32 institutions to the proper classification and grade if the state agency or
33 institution does not have a vacant position available with the appropriate
34 classification and grade.

35 (2)(A) Positions authorized as career service positions may not
36 be reclassified as professional and executive classifications utilizing these

1 pool positions.

2 (B) Positions authorized as professional and executive
3 classifications may not be reclassified into career service classifications
4 utilizing these pool positions.

5 (3) To obtain a position from the pool, a state agency or
6 institution must surrender to the pool the position being reclassified.

7 (4) The office shall review all requests and may grant approval
8 of the reclassification after review by the Personnel Committee.

9 (5) No position established under this section shall exceed a
10 salary rate in excess of the highest rate established by grade in the
11 requesting agency's or institution's appropriation act.

12 (b)(1) The office shall establish and maintain a central growth pool
13 of two hundred (200) career service positions at grade C130 and one hundred
14 (100) professional and executive positions at grade N922 to be used to
15 establish additional positions in state agencies of the proper classification
16 and grade when the state agency does not have sufficient positions available
17 with the appropriate classification and grade to meet an agency's mandated
18 responsibilities.

19 (2) Central growth pool positions are to be used by the state
20 agencies if the personnel service needs exceed the number of positions in a
21 classification authorized by the General Assembly and were not anticipated at
22 the time of the passage of the agency's operating appropriation act.

23 (3) No position established under this section may exceed a
24 salary rate in excess of the highest rate established by grade in the
25 requesting agency's appropriation act.

26 (4) The agency shall provide justification to the office for the
27 need to allocate positions from the central growth pool.

28 (5) Titles shall not be assigned to the agency from the central
29 growth pool until specific positions are requested by the agency, recommended
30 by the office, and reviewed by the Personnel Committee.

31 (6) If the new classifications are necessary for any of these
32 additional positions, the office may assign the appropriate title and grade
33 after review by the Personnel Committee.

34 (7) If an agency requests any central growth pool position to be
35 continued during the subsequent fiscal year, the position must be requested
36 as a new position in the agency's subsequent fiscal year budget request.

1 (c)(1) The office shall establish and maintain a temporary transition
2 pool of twenty-five (25) career service positions at grade Cl30 and twenty-
3 five (25) professional and executive positions at grade N922 to be used to
4 establish additional temporary positions in state agencies of the proper
5 classification and grade if the state agency does not have sufficient
6 positions available with the appropriate classification and grade to address
7 organizational transition issues such as succession planning or other changes
8 in agency administration.

9 (2) Temporary transition pool positions are to be used by state
10 agencies only if the personal service needs exceed the number of positions in
11 a classification authorized by the General Assembly and were not anticipated
12 at the time of the passage of the agency's operating appropriation act.

13 (3) A position established under this section shall not exceed a
14 salary rate in excess of the highest rate established by grade or by line
15 item in the requesting agency's appropriation act.

16 (4) No position shall be authorized to the agency from the
17 temporary transition pool until the specific positions are requested by the
18 agency, recommended by the office, and reviewed by the Personnel Committee.

19 (5) Temporary transition pool positions shall be authorized for
20 not more than one hundred eighty (180) calendar days in a fiscal year and may
21 not be renewed or extended.

22 (d)(1) There is established a temporary pool of two hundred fifty
23 (250) career service positions at grade Cl30 and one hundred fifty (150)
24 professional and executive positions at grade N922 assigned to the office to
25 be used to reclassify positions in state agencies and institutions when the
26 office has determined that the reclassification is necessary to address a
27 classification or grade issue related to the implementation of the
28 classification and compensation plan study required by Act 868 of 2007.

29 (2) A position classification title and grade established under
30 this section shall be reviewed by the Personnel Committee.

31 (3) To obtain a position from the pool, a state agency or
32 institution must surrender to the pool the position being reclassified.

33 (4) This subsection shall expire on June 30, 2010.
34

35 SECTION 14. Arkansas Code § 21-5-1101 is amended to read as follows:
36 21-5-1101. Merit increase pay system.

(a) The Department of Finance and Administration is authorized to develop and implement ~~a job series promotion system and~~ a merit increase pay system in accordance with the performance evaluation process under § 21-5-1001 et seq. for the following employees:

(1) Employees of all state agencies, boards, commissions, and institutions ~~of higher education~~ covered by the Uniform Classification and Compensation Act, § 21-5-201 et seq.; and

(2) Employees in ~~unclassified~~ non-classified positions of all state agencies, boards, and commissions, excluding institutions ~~of higher education~~.

(b)(1) Except as provided in subdivision (b)(2) of this section, to be eligible to be evaluated under the merit increase pay system an employee shall have continuous employment with the state in a regular full-time position for twelve (12) months.

(2) A part-time employee in a regular salary position ~~that completes two thousand eighty (2,080) hours~~ who has had continuous part-time employment with the state for twelve (12) months shall be eligible to be evaluated for a pay increase under the merit increase pay system and to receive the merit pay increase on a pro-rata basis.

(c) For the purpose of this subchapter:

~~(1)~~ "Merit increase pay system" means a merit-based pay system which incorporates pay and performance evaluation standards according to § 21-5-1001 et seq. and establishes criteria for salary adjustments or lump sum payments for employees who meet requisite performance categories.

~~(2)~~ "Job series promotion" means a cluster of hierarchical classes with similar duties and functions that is grouped for professional promotion purposes.

(d) Merit payments may be awarded to employees who satisfy performance evaluation-based criteria developed by agencies and institutions in accordance with rules and policies developed and approved by the Office of Personnel Management of the Division of Management Services of the Department of Finance and Administration after review by the Legislative Council.

(e) Effective July 1, ~~2007, for the 2007-2009 biennium~~ 2009:

(1) Employees who receive an overall satisfactory rating under an approved performance evaluation system shall be eligible for a one and five-tenths percent (1.5%) merit increase;

1 (2) Employees who receive an overall above average rating under
2 an approved performance evaluation system shall be eligible for a three
3 percent (3.0%) merit increase; and

4 (3) Employees who receive an overall exceeds standards rating
5 under an approved performance evaluation system shall be eligible for a four
6 and five-tenths percent (4.5%) merit increase.

7 ~~(f)(1)(A) Except as provided in subdivision (f)(1)(B) of this section,~~
8 ~~the payments shall be added to the employee's base salary.~~ Employees in
9 positions assigned to the career service pay plan shall be eligible for a
10 merit increase to be added to the employee's base salary rate with the
11 following conditions:

12 (i) An employee whose annual base salary rate that
13 is at or above the maximum pay level for his or her grade may receive the
14 merit increase up to the career pay level if the employee is eligible for
15 career pay level adjustments as established in § 21-5-214 (d);

16 (ii) An employee whose annual base salary rate is at
17 or above the maximum pay level for his or her grade and who is not eligible
18 for career pay level adjustments may receive the merit increase as a lump sum
19 on the last pay period of the fiscal year of the year in which the increase
20 is to occur; or

21 (iii) An employee whose annual base salary rate is
22 above the career pay level is eligible for the merit increase, but the
23 increase shall be paid as a lump sum on the last pay period of the fiscal
24 year of the year in which the increase is to occur.

25 ~~(B) If the merit increase awarded will cause the~~
26 ~~employee's base salary to exceed pay level IV or the line item maximum annual~~
27 ~~salary rate of the position, the amount above pay level IV or the maximum~~
28 ~~annual salary rate of the position shall not be construed as exceeding the~~
29 ~~maximum salary and shall be paid to the employee as a lump sum payment~~
30 Employees in positions assigned to the professional and executive pay plan
31 shall be eligible for the merit increase as provided in this section, but the
32 increase shall be paid as a lump sum on the last pay period of the fiscal
33 year of the year in which the increase is to occur.

34 (C) Nonclassified employees in positions with maximum annual
35 salary rates set out in dollars established by law shall be eligible to
36 receive a merit increase as provided in this section, but the increase shall

1 be paid as a lump sum on the last pay period of the fiscal year of the year
2 in which the increase is to occur.

3 (2) The lump-sum payments authorized in this section shall be
4 considered as salary for the purposes of retirement eligibility.

5 (g) Management or supervisory personnel who fail to complete annual
6 evaluations of employees under their administrative control shall not be
7 eligible for merit payments ~~themselves~~.

8 (h)(1) If the Chief Fiscal Officer of the State determines that
9 general revenue funds are insufficient to implement the merit increases
10 authorized in this subchapter or by any other law that affects salary
11 increases for state employees, the Chief Fiscal Officer of the State, upon
12 approval of the Governor, may reduce the percentage of all authorized merit
13 increases for all state employees covered by this subchapter without regard
14 to whether the employees are compensated from general or special revenues,
15 federal funds, or trust funds.

16 (2) However, if sufficient general revenues should then become
17 available at any time during the fiscal year to provide the merit increases
18 for all state employees without regard to the source of revenues, merit
19 increases for state employees provided for in this subchapter or by any other
20 law may then be fully implemented by the Chief Fiscal Officer of the State.

21 (3) Any adjustments in the implementation of authorized merit
22 increases made by the Chief Fiscal Officer of the State under this subsection
23 shall be reported to the Personnel Committee.

24
25 SECTION 15. EMERGENCY CLAUSE. It is found and determined by the
26 General Assembly of the State of Arkansas that the fiscal year for employees
27 begins on July 1 of every year and that the implementation of the Uniform
28 Classification and Compensation Act is immediately necessary to ensure the
29 continued services and operations of the state. Therefore, an emergency is
30 declared to exist and this act being immediately necessary for the
31 preservation of the public peace, health, and safety shall become effective
32 on July 1, 2009.