

Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.

1 State of Arkansas
2 87th General Assembly
3 Regular Session, 2009
4

As Engrossed: S3/5/09 S3/11/09

A Bill

SENATE BILL 437

5 By: Senator Faris
6 By: Representative Wells
7
8

For An Act To Be Entitled

10 AN ACT TO AMEND THE UNIFORM CLASSIFICATION AND
11 COMPENSATION ACT; AND FOR OTHER PURPOSES.
12

Subtitle

14 TO AMEND THE UNIFORM CLASSIFICATION AND
15 COMPENSATION ACT.
16
17

18 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
19

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

21 6-63-305. New or additional positions.

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

34 (A) A request for a specific non-classified position,
35 title, and salary has been requested by the institution of higher education,
36 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	100
(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	105
(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	70
(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	50
(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~~;

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

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

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

13
14 SECTION 3. Arkansas Code § 21-5-106(a)(1), concerning annual career
15 service recognition payments, is amended to read as follows:

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

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

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

27
28 SECTION 4. Arkansas Code § 21-5-203 is amended to read as follows:
29 21-5-203. Definitions.

30 As used in this subchapter:

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

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

36 (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;

1 ~~(8)~~(13) "Institution of higher education" or "institution" means
2 all ~~public institutions~~ a public institution of higher education supported,
3 in whole or in part, by appropriation of state funds;

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

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

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

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

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

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

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

29 ~~(11)~~(17)(A) "Occupational group" means a collection of classes
30 having similar features of job components and sharing a primary function.

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

35 ~~(12)~~(18) "Office of Personnel Management" or "office" means the
36 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~~ 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~~ 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 (1) Study on a continuing basis and modify and revise when
2 necessary the current classifications, the class specifications, ~~and~~ minimum
3 requirements, and other requirements;

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

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

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

13
14 SECTION 6. Arkansas Code § 21-5-208 is amended to read as follows:

15 21-5-208. Classification of positions.

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

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

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

28 CLASS		
29 CODE	JOB TITLE	GRADE
30 010Z	SOIL & WATER DEP DIR/CHIEF ENGINEER	26
31 012Z	WIB DEPUTY DIRECTOR	26
32 016Z	PSC DIR OF ELECTRIC UTILITIES SECT	26
33 017Z	DHHS/DYS ADMIN PROC COMPLIANCE	26
34 020Z	BANK CHIEF EXAMINER	26
35 021Z	ASSESSMENT COORD DEPT ASST DIRECTOR	26
36 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 HSRC	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

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

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

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 RSCES	24

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

1	957Z	DIS PROJECT MANAGER	24
2	962Z	GC/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 GIS ANALYST	24
36	D158	DIS SYSTEMS SPECIALIST II	24

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

1	Z725	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

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	GOR 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

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 & GOV	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

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

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

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

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

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

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

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

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	G002	WIB COMMUNICATIONS MANAGER	21
17	G003	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

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

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

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

1	T058	MILITARY DEPUTY FIRE CHIEF	21
2	T066	WORK RELEASE CENTER SUPV II	21
3	T076	DGC 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

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

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	GOR 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

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

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	GOR 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

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

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	ACIG 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

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

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

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

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

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

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

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

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	G006	COMMUNICATIONS SUPERVISOR	18
10	G037	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

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

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

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

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

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	CC/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	CC/COR FOOD PRODUCTION MGR I	17

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

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	G008	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	GOR 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	GHDC 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

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

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

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>

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>

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>

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>

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>

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>DO10N</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>

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>

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>

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>

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>

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>DO11C</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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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>

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)~~ (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~~

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

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

34
 35 (2) ~~The following grades and pay levels shall be the authorized~~
 36 ~~compensation plan, effective July 1, 2008, and thereafter, for the state~~

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

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

33

34 PAY LEVEL

35	<u>GRADE:</u>	<u>ENTRY</u>	<u>BASE</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	<u>CAREER</u>
36	<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:

1				
2	<u>PAY LEVEL</u>			
3	<u>GRADE:</u>	<u>BASE</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
4				
5	<u>N901</u>	<u>\$65,000</u>	<u>\$73,125</u>	<u>\$81,250</u>
6	<u>N902</u>	<u>\$67,600</u>	<u>\$76,050</u>	<u>\$84,500</u>
7	<u>N903</u>	<u>\$70,304</u>	<u>\$79,092</u>	<u>\$87,880</u>
8	<u>N904</u>	<u>\$73,116</u>	<u>\$82,256</u>	<u>\$91,395</u>
9	<u>N905</u>	<u>\$76,041</u>	<u>\$85,546</u>	<u>\$95,051</u>
10	<u>N906</u>	<u>\$79,082</u>	<u>\$88,968</u>	<u>\$98,853</u>
11	<u>N907</u>	<u>\$82,246</u>	<u>\$92,526</u>	<u>\$102,807</u>
12	<u>N908</u>	<u>\$85,536</u>	<u>\$96,228</u>	<u>\$106,919</u>
13	<u>N909</u>	<u>\$88,957</u>	<u>\$100,077</u>	<u>\$111,196</u>
14	<u>N910</u>	<u>\$92,515</u>	<u>\$104,080</u>	<u>\$115,644</u>
15	<u>N911</u>	<u>\$96,216</u>	<u>\$108,243</u>	<u>\$120,270</u>
16	<u>N912</u>	<u>\$100,065</u>	<u>\$112,573</u>	<u>\$125,081</u>
17	<u>N913</u>	<u>\$104,067</u>	<u>\$117,075</u>	<u>\$130,084</u>
18	<u>N914</u>	<u>\$108,230</u>	<u>\$121,759</u>	<u>\$135,287</u>
19	<u>N915</u>	<u>\$112,559</u>	<u>\$126,629</u>	<u>\$140,699</u>
20	<u>N916</u>	<u>\$117,061</u>	<u>\$131,694</u>	<u>\$146,327</u>
21	<u>N917</u>	<u>\$122,914</u>	<u>\$138,279</u>	<u>\$153,643</u>
22	<u>N918</u>	<u>\$130,289</u>	<u>\$146,575</u>	<u>\$162,862</u>
23	<u>N919</u>	<u>\$139,410</u>	<u>\$156,836</u>	<u>\$174,262</u>
24	<u>N920</u>	<u>\$150,562</u>	<u>\$169,383</u>	<u>\$188,203</u>
25	<u>N921</u>	<u>\$164,113</u>	<u>\$184,627</u>	<u>\$205,141</u>
26	<u>N922</u>	<u>\$180,524</u>	<u>\$203,090</u>	<u>\$225,655</u>

27

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

33

34 SECTION 8. Arkansas Code § 21-5-210 is amended to read as follows:
 35 21-5-210. Implementation of plan – Changes in class specifications.

36 (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

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

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

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

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

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

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

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

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

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

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

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

35 ~~(B)(i) The maximum rate of compensation for which an~~
36 ~~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%).~~

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

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

7 ~~(ii) — An employee's anniversary date shall not change~~
8 ~~due to promotion;~~

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

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

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

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

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

32 ~~(c)(1) — In the event that the Chief Fiscal Officer of the State~~
33 ~~determines that general revenue funds are insufficient to implement the~~
34 ~~salary increases authorized in this subchapter or by any other law that~~
35 ~~affects salary increases for state employees, the Chief Fiscal Officer of the~~
36 ~~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 he 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, and state agency shall be eligible to receive a ~~two percent (2%)~~
36 ~~salary increase, provided that the Chief Fiscal Officer of the State~~

1 ~~determines that sufficient general revenues become available, as lump sum~~
2 ~~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, or state agency is eligible to receive an additional salary
32 increase of two percent (2%) each fiscal year, provided that the Chief Fiscal
33 Officer of the State determines that sufficient general revenues become
34 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.

6
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

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

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

6
 7 21-5-223. Severance pay

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

19
 20 Over 1 year up to 5 years Eight hundred dollars (\$800)
 21 Over 5 years up to 15 years One thousand two hundred dollars (\$1,200)
 22 Over 15 years One thousand six hundred dollars (\$1,600)

23
 24 (b) These payments shall be in addition to the lump sum payments
 25 allowed under the Uniform Attendance and Leave Policy Act, § 21-4-201 et seq.

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

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

32
 33 21-5-224. Extra help positions.

34 (a) A position authorized as extra help in an agency or institution
 35 shall be assigned an authorized career service classification by the agency
 36 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 C130 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 C130 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.

1 (a) The Department of Finance and Administration is authorized to
2 develop and implement ~~a job series promotion system~~ and a merit increase pay
3 system in accordance with the performance evaluation process under § 21-5-
4 1001 et seq. for the following employees:

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

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

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

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

20 (c) For the purpose of this subchapter+

21 ~~(1)~~ "Merit increase pay system" means a merit-based pay system
22 which incorporates pay and performance evaluation standards according to §
23 21-5-1001 et seq. and establishes criteria for salary adjustments or lump sum
24 payments for employees who meet requisite performance categories.

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

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

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

34 (1) Employees who receive an overall satisfactory rating under
35 an approved performance evaluation system shall be eligible for a one and
36 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.

33
34 /s/ Faris
35
36