

1 State of Arkansas
2 89th General Assembly
3 Regular Session, 2013
4
5 By: Senator U. Lindsey
6

As Engrossed: S3/13/13

A Bill

SENATE BILL 952

For An Act To Be Entitled

8 AN ACT TO REVISE THE COMPENSATION PLAN UNDER THE
9 UNIFORM CLASSIFICATION AND COMPENSATION ACT FOR THE
10 2013-2015 BIENNIAL PERIOD; TO DECLARE AN EMERGENCY;
11 AND FOR OTHER PURPOSES.
12
13

Subtitle

15 TO REVISE THE COMPENSATION PLAN UNDER THE
16 UNIFORM CLASSIFICATION AND COMPENSATION
17 ACT FOR THE 2013-2015 BIENNIAL PERIOD;
18 AND TO DECLARE AN EMERGENCY.
19
20

21 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
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23 SECTION 1. Arkansas Code § 21-5-208(b), concerning the classification
24 of state salaries, is amended to read as follows:

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

29 Class

<u>Code</u>	<u>Title</u>	<u>Grade</u>
L001N	CRIME LAB DIR MEDICAL EXAMINATION DIV	N922
L003N	CHIEF PHYSICIAN SPECIALIST	N921
L002N	DEPUTY STATE HEALTH OFFICER	N921
L004N	CRIME LAB ASSOC MEDICAL EXAMINER	N920
L025N	SENIOR PHYSICIAN SPECIALIST	N920
L024N	DDSSA MEDICAL SPECIALIST	N919



L005N	PSYCHIATRIC SPECIALIST	N919
N182N	ASH CHIEF OPERATING OFFICER	N918
N001N	DIRECTOR OF PHARMACY BOARD	N918
L007N	REHAB MED DIR ALCOHOL REHAB CTR-BENTON	N918
L009N	DHS BEHAV HLTH GENERAL PHYSICIAN	N917
L008N	PHYSICIAN SPECIALIST	N917
B017N	ADH CHIEF SCIENTIST	N916
L012N	DDSSA MEDICAL CONSULTANT	N916
L011N	DENTIST	N916
L013N	GENERAL PHYSICIAN	N916
N181N	DIRECTOR OF MEDICAL SERVICES	N915
L023N	DHS DEPUTY DIRECTOR	N915
L015N	ASST PHARMACY DIRECTOR	N914
L014N	DIRECTOR OF PHARMACY	N914
B019N	RACING COMMISSION VETERINARIAN	N914
N002N	DHE SENIOR ASSOC DIRECTOR	N913
N179N	DIS CHIEF TECHNOLOGY OFFICER	N912
N005N	ADE ASST COMMISSIONER LEARNING SERVICES	N912
N006N	ADE ASST COMMISSIONER PUB SCH ACCOUNT	N912
G001N	ADE LITIGATION ATTORNEY	N912
N007N	ADH DEPUTY DIRECTOR ADMIN	N912
B001N	ADH SENIOR SCIENTIST	N912
N009N	ASST COMMISSIONER FISCAL & ADMIN SVCS	N912
N010N	ASST COMMISSIONER HUMAN RESOURCES	N912
N008N	ASST COMMISSIONER RESEARCH & TECHNOLOGY	N912
N012N	DFA ACCOUNTING ADMINISTRATOR	N912
N011N	DFA CHIEF INFORMATION OFFICER	N912
N003N	DFA REV ASST COMMISSIONER OPS & ADMIN	N912
N004N	DFA REV ASST COMMISSIONER POLICY & LEGAL	N912
N013N	DIS CHIEF OPERATING OFFICER	N912
N179N	DIS CHIEF TECHNOLOGY OFFICER	N912
N014N	INSURANCE DEP COMMISS FINANCIAL REGS	N912
N015N	ADE DIR PUBLIC SCHOOL FACILITIES & TRANS	N911
N016N	DHS DEP DIR ADMINISTRATIVE SVCS	N911
L016N	REGISTERED PHARMACIST	N911
D001N	STATE APPLICATION DIVISION DIRECTOR	N911

N183N	DIR OF PREVENTION, TREATMENT & RECOVERY	N910
N017N	ADH CHIEF INFORMATION OFFICER	N910
N020N	DHS DDS COMMISSIONER	N910
N019N	DHS DEP DIR BEHAV HLTH SERVICES	N910
N018N	DHS DEP DIR COUNTY OPERATIONS	N910
N022N	DHS DEP DIR MEDICAL SERVICES	N910
N021N	DHS DEPUTY DIRECTOR - DCFS	N910
G029N	DHS DIRECTOR OF POLICY AND LEGAL	N910
N024N	DIRECTOR STUDENT LOAN AUTHORITY	N910
N023N	INSURANCE DEPUTY COMMISSIONER	N910
N025N	INSURANCE DEPUTY COMMISSIONER INFO SVCS	N910
A003N	SENIOR INVESTMENT ANALYST	N910
DO11N	ADE DIRECTOR OF INFORMATION SYSTEMS	N909
N039N	ADC DEPUTY DIRECTOR	N909
A007N	ASLA FEDERAL PROGRAMS FINANCIAL OFFICER	N909
N033N	DFA ADMINISTRATIVE SVCS ADMINISTRATOR	N909
N038N	DFA BUDGET ADMINISTRATOR	N909
N037N	DFA DRIVER LICENSE ADMINISTRATOR	N909
N036N	DFA EBD ADMINISTRATOR	N909
DO04N	DFA IGS/STATE TECHNOLOGY ADMINISTRATOR	N909
N035N	DFA MOTOR VEHICLE ADMINISTRATOR	N909
N034N	DFA OCSE ADMINISTRATOR	N909
G002N	DFA REVENUE CHIEF COUNSEL	N909
N032N	DFA STATE PERSONNEL ADMINISTRATOR	N909
N031N	DFA STATE PROCUREMENT ADMINISTRATOR	N909
N030N	DFA STATE REVENUE OFFICE ADMINISTRATOR	N909
N029N	DFA TAX ADMINISTRATOR	N909
N028N	DFA TAX AUDIT ADMINISTRATOR	N909
N042N	DFA TAX RESEARCH ADMINISTRATOR	N909
N041N	DHE ASSOC DIR FOR ACADEMIC AFFAIRS	N909
N040N	DHS CHIEF INFORMATION OFFICER	N909
N027N	DHS DEPUTY DIRECTOR ADULT SERVICES	N909
N026N	DHS DEPUTY DIRECTOR OF DYS	N909
N045N	DIRECTOR OF POULTRY DISEASES	N909
N044N	DIS CUST RELATIONS MGMT ADMR	N909
G003N	PSC CHIEF ADMIN LAW JUDGE	N909

N043N	PSC DIRECTOR OF FINANCIAL ANALYSIS	N909
D003N	STATE CHIEF SECURITY OFFICER	N909
D002N	STATE DATABASE ADMINISTRATOR LEAD	N909
N180N	AEDC ARKANSAS ENERGY OFFICE DIRECTOR	N908
D013N	ATRS ASSOC DIR OF INFORMATION TECHNOLOGY	N908
N184N	DHS DIR OF PROG IMP AND INVESTIGATIONS	N908
B003N	ABA STATE ARCHITECT	N908
B002N	ABA STATE ENGINEER	N908
N048N	ADC ASSISTANT DIRECTOR	N908
N047N	ADE APSCN DIRECTOR	N908
N046N	ADE ASST DIR ACADEMIC FACILITIES	N908
N069N	ADE SPECIAL ADVISOR	N908
N068N	ADE SPECIAL ASSISTANT TO COMMISSIONER	N908
N067N	ADEQ DEPUTY DIRECTOR - LAND RESOURCES	N908
N066N	ADFA DEPUTY DIRECTOR	N908
N065N	ADH CENTER DIRECTOR-HEALTH PROTECTION	N908
N064N	ADH CENTER DIR-LOCAL PUBLIC HEALTH	N908
N063N	ADH EPIDEMIOLOGY OFFICER	N908
N062N	AEDC BUSINESS DEV DIV DIR	N908
N061N	AEDC BUSINESS FINANCE DIRECTOR	N908
N059N	AEDC TRAINING DIVISION DIRECTOR	N908
N056N	AGRI COORDINATOR OF LABORATORY	N908
N057N	ASP DEPUTY DIRECTOR/LT. COLONEL	N908
N058N	DEPUTY DIRECTOR OF ARLPC	N908
D005N	DFA IT TECHNICAL SPECIALIST	N908
N055N	DHE ASSOCIATE DIRECTOR	N908
N054N	DHE CAREER PATHWAYS DIRECTOR	N908
N053N	DHS ASH CHIEF EXECUTIVE OFFICER	N908
G004N	DHS CHIEF ATTORNEY	N908
N052N	DHS EXEC DIR EARLY CHILDHOOD COMM	N908
G015N	DWS ASSISTANT DIRECTOR	N908
N051N	DWS ASST DIR, EMPLOYMENT ASSIST	N908
N050N	DWS ASST DIR, FINANCIAL MANAGEMENT	N908
N049N	DWS ASST DIR, INFO AND TECHNOLOGY	N908
N074N	DWS ASST DIR, UNEMPLOYMENT INS	N908
N075N	DWS DEP ASST DIR EMPLOYMENT ASSISTANCE	N908

G007N	DWS GENERAL COUNSEL	N908
N174N	HEALTH INFORMATION TECH POLICY DIRECTOR	N908
N073N	INSURANCE CHF FIN/MKT CONDUCT EXMR	N908
G006N	PSC CHIEF COUNSEL	N908
N072N	PSC DIRECTOR RESEARCH & POLICY	N908
N071N	PSC TAX DIVISION DIRECTOR	N908
B004N	STATE VETERINARIAN	N908
N070N	WCC ASST CHIEF EXECUTIVE OFFICER	N908
G005N	WCC CHIEF ADMIN LAW JUDGE	N908
G032N	PC&E HEARING OFFICER	N907
N077N	ADPT CENTRAL ADMIN DIV DIR	N907
N085N	AEDC DIR TECH & ENTREPRENEURSHIP	N907
N084N	AEDC MRKT & COMMUNICATIONS DIR	N907
N083N	AEDC STRATEGIC PLANNING DIRECTOR	N907
B006N	ARLPC BOARD CERTIFIED PATHOLOGIST	N907
A006N	ATRS INTERNAL AUDITOR	N907
G008N	CHIEF PUBLIC DEFENDER	N907
N082N	DFA INTERNAL AUDIT ADMINISTRATOR	N907
N081N	DHS DDS SUPT HDC/CONWAY	N907
N080N	DHS/DMS ASSISTANT DIRECTOR - FISCAL	N907
N175N	DHSDDS ASST DIR FOR RESIDENTIAL SERVICES	N907
N079N	DIS DIVISION DIRECTOR	N907
N078N	DIS PROJECT & ENTERPRISE PROG MGMT ADMIN	N907
N076N	PSC DIRECTOR OF QUALITY SERVICES	N907
D007N	STATE GEOGRAPHIC INFO OFFICER	N907
D006N	STATE SYSTEMS ARCHITECT	N907
B005N	VETERINARIAN	N907
G031N	ASP GENERAL COUNSEL	N906
G033N	ASTA AMS DIRECTOR	N906
D012N	DFA ASSISTANT CHIEF INFORMATION OFFICER	N906
D009N	AASIS SYSTEM ADMINISTRATOR	N906
N172N	ACE REHAB OPERATIONS DIRECTOR	N906
N098N	ACTI DIRECTOR OF PHYSICAL THERAPY	N906
T001N	ADC SUPERINTENDENT	N906
N097N	ADH CHIEF FINANCIAL OFFICER	N906
G009N	ADH CHIEF LEGAL COUNSEL	N906

B007N	AETN ENGINEERING DIVISION MANAGER	N906
G020N	AGFC GENERAL COUNSEL	N906
N096N	APERS ASST DIRECTOR OF FINANCE	N906
A005N	ASST DEPUTY BANK COMMISSIONER	N906
N094N	ASTA EPSCOR DIRECTOR	N906
N093N	ATRS ASSOCIATE DIRECTOR FISCAL AFFAIRS	N906
N092N	ATRS ASSOCIATE DIRECTOR OF OPERATIONS	N906
A004N	CERTIFIED FINANCIAL EXAMINER MANAGER	N906
N090N	CONTRACTORS LICENSE ADMR/INVEST	N906
N089N	DFA DIRECTOR ABC ADMINISTRATION	N906
DO08N	DFA PBAS TECHNICAL SUPPORT MANAGER	N906
N088N	DHS AHC DIRECTOR OF NURSING	N906
N087N	DHS BEHAV HLTH DIR HOSPITAL OPS	N906
N086N	DHS DDS DIR EVAL PLAN & MGMT SYSTEMS	N906
N103N	DHS MENTAL HEALTH CENTER DIRECTOR	N906
N102N	DHS/DCO ASSISTANT DIRECTOR	N906
N101N	DHS/DCO ASST DEP DIR PGM & ADMN SPT	N906
N099N	DHS/DMS ADD - LONG TERM CARE	N906
N100N	DHS/DMS ADD - MEDICAL SERVICES	N906
A008N	DIRECTOR OF RATES AND DEMAND RESOURCES	N906
G031N	PLANT BOARD ASSISTANT DIRECTOR	N906
G011N	PSC ADMINISTRATIVE LAW JUDGE	N906
G010N	WCC ADMINISTRATIVE LAW JUDGE	N906
A009N	ADE CHIEF FISCAL OFFICER	N905
E003N	ADE COORD SCH. IMP / STANDARDS ASSURANCE	N905
E002N	ADE COORDINATOR OF SPECIAL PROJECTS	N905
E001N	ADE COORDINATOR SPECIAL PROGRAMS	N905
R001N	ADH CHIEF HUMAN RESOURCES OFFICER	N905
N104N	ADH DIRECTOR STATISTICS & VITAL RECORDS	N905
G013N	ASBN GENERAL COUNSEL	N905
N113N	ATC DIRECTOR	N905
B009N	DFA DOG RACING VETERINARIAN	N905
L017N	DHS ALEXANDER CHIEF PSYCHOLOGIST	N905
N112N	DHS ASST DEP DIR FIN SUPPORT SYSTEM	N905
N111N	DHS ASST DEP DIR FOR MGR ACCOUNTING	N905
N110N	DHS ASST DIR CONTRACT MONITORING UNIT	N905

N108N	DHS/DCO ASST DEP DIR	N905
N107N	DHS/OFA ASSISTANT DIR - ACCOUNTING OPS	N905
N109N	DHS/OFA ASSISTANT DIRECTOR	N905
G028N	JDDC DEPUTY EXEC DIRECTOR	N905
N106N	PRIVATE CAREER EDUCATION BOARD DIRECTOR	N905
G012N	PUBLIC DEFENDER III	N905
B008N	SENIOR PETROLEUM ENGINEER	N905
N105N	STADIUM COMMISSION EXECUTIVE DIRECTOR	N905
N185N	DIR OF OUTCOMES MGMT & PRACTICE IMPROVEM	N904
G014N	ADC COMPLIANCE ATTORNEY	N904
N120N	ADC FARM ADMINISTRATOR	N904
N119N	ADC INDUSTRY ADMINISTRATOR	N904
P001N	ADE DIR OF COMMUNICATIONS	N904
B011N	ADH DIR ENGINEERING	N904
N118N	ADH DIR IN-HOME SERVICES	N904
N177N	AFHC DIRECTOR	N904
N095N	ARKANSAS BUREAU OF STANDARDS DIRECTOR	N904
N178N	ARS CHIEF INFORMATION OFFICER	N904
N117N	BD OF ACCT EXECUTIVE DIRECTOR	N904
N116N	BOARD OF ARCHITECTS EXECUTIVE DIRECTOR	N904
N115N	CRIMINAL INSURANCE FRAUD DIRECTOR	N904
N130N	DCC DEPUTY DIR ADMINISTRATIVE SERVICES	N904
N129N	DCC DEPUTY DIR PAROLE/PROBATION SERVICES	N904
N114N	DCC DEPUTY DIR RESIDENTIAL SVCS	N904
N128N	DHS ASST DIR QUALITY ASSURANCE	N904
N126N	DHS DDS SUPT HDC	N904
N125N	DHS DEP DIR SVCS FOR THE BLIND	N904
R002N	DHS DIRECTOR OF HUMAN RESOURCES	N904
N123N	DHS/DBHS ASST DIR FOR FINANCE	N904
N127N	DHS/DBHS DIR ALCOHOL & DRUG ABUSE PREV	N904
N122N	DHS/DCC ASSISTANT DIR FINANCE & ADMIN	N904
N121N	DHS/DCFS DEPUTY DIRECTOR	N904
N124N	DHS/DYS ASSISTANT DIVISION DIRECTOR	N904
G018N	DIRECTOR RISK MANAGEMENT	N904
G017N	DWS ASST DIR - TANF	N904
G016N	DWS ASST DIR GRANTS RESOURCE ADMIN	N904

D010N	INSURANCE CHIEF TECHNOLOGY OFFICER	N904
L018N	NURSE PRACTITIONER	N904
G019N	PAROLE BOARD MEMBER	N904
B010N	VETERINARY VIROLOGIST	N904
G034N	ASTA ASST DIRECTOR SALES AND MARKETING	N903
N136N	ADC HEALTH SERVICE ADMINISTRATOR	N903
L019N	ADH CHIEF EPIDEMIOLOGIST	N903
P002N	ADH DIRECTOR OF COMMUNICATIONS	N903
B012N	ASTA ASSISTANT DIRECTOR OF ENGINEERING	N903
N135N	DHS AHC NURSING HOME ADMINISTRATOR	N903
N134N	DHS/DCFS ASSISTANT DIRECTOR	N903
N133N	DIRECTOR MINORITY HEALTH COMMISSION	N903
N173N	ENERGY OFFICE DEPUTY DIRECTOR	N903
N132N	ENG & LAND SURVEYORS EXEC DIRECTOR	N903
N131N	SBEC DIRECTOR	N903
A001N	STUDENT LOAN CHIEF FINANCIAL OFFICER	N903
B018N	ASTA FIELD ENGINEER	N902
G024N	ADC GENERAL COUNSEL	N902
N149N	ADE COORD FISCAL DISTRESS	N902
N148N	ADH GOVERNMENTAL AFFAIRS POLICY DIR	N902
B013N	ASST STATE GEOLOGIST	N902
G030N	ASTA ASST DIR OF STEM EDUCATION	N902
X001N	BD OF COLLECTION EXEC DIR	N902
N146N	BOARD OF APPRAISER EXECUTIVE DIRECTOR	N902
N145N	DHS ASSISTANT DIRECTOR CMS	N902
N144N	DHS DDS DIR CLIENT SERVICES	N902
N143N	DHS DDS DIVISION MANAGER	N902
N171N	DHS DEP DIR OFFICE OF VOL SVCS	N902
N147N	DHS/DAAS ASST DEP DIR	N902
N142N	DHS/DAAS DEPUTY DIRECTOR	N902
N141N	DHS/DCO AREA DIRECTOR	N902
N140N	INS ASST DEP COMMISSIONER FINANCE	N902
N139N	MINORITY HLTH & HLTH DISPARITIES DIR	N902
G022N	PUBLIC DEFENDER II	N902
N170N	REHAB DIRECTOR - ACTI	N902
N138N	REHAB DIRECTOR FIELD SVCS	N902

G023N	REVOCAION HEARING JUDGE	N902
N137N	SECURITIES DEPUTY COMMISSIONER	N902
N150N	TECHNICAL INSTITUTE DIRECTOR	N902
G035N	ASTA SALES AND MARKETING SPECIALIST	N901
P003N	ADC PUBLIC INFORMATION OFFICER	N901
N163N	ADPT TOURISM ADMIN DIRECTOR	N901
N159N	APERS INVESTMENT OPERATIONS MANAGER	N901
N158N	ASBN ASSISTANT DIRECTOR	N901
T002N	ASP PILOT	N901
G026N	ASTA ASSISTANT DIRECTOR MGMT SVS	N901
A002N	ASTA ASSISTANT DIRECTOR OF FINANCE	N901
B015N	ASTA ASSISTANT DIRECTOR OF RESEARCH	N901
N157N	ATRS ASSOCIATE DIRECTOR OF INVESTMENTS	N901
N156N	BEHAV HLTH ASST DIR CHILDRENS SVS	N901
N155N	CAPITOL ZONING DISTRICT ADMINISTRATOR	N901
N154N	CLAIMS COMMISSION DIRECTOR	N901
N166N	DFA DIRECTOR ABC ENFORCEMENT	N901
N168N	DHS DIR HOME & COMMUNITY BASED SVCS	N901
P004N	DHS DIRECTOR OF PUBLIC RELATIONS	N901
N167N	DHS POLICY & RESEARCH DIRECTOR	N901
G027N	DHS RESEARCH ANALYSIS MANAGER	N901
N152N	DHS/DBHS ASSISTANT DIR ADMIN SVCS	N901
N153N	DHS/DBHS CLINICAL DIRECTOR	N901
N151N	DHS/DCFS ADMR ADMIN SERVICES	N901
N176N	EXEC DIR COUNSELING BRD	N901
B016N	LAND SURVEY STATE SURVEYOR	N901
N165N	LP GAS BOARD DIRECTOR	N901
N164N	MILITARY DEPUTY ADJUTANT GENERAL	N901
N169N	MOTOR VEHICLE COMMISSION DIRECTOR	N901
L022N	OCCUPATIONAL THERAPIST	N901
L021N	PHYSICAL THERAPIST	N901
G025N	PUBLIC DEFENDER I	N901
B014N	SENIOR PETROLEUM GEOLOGIST	N901
L020N	SPECIALIZED LICENSED PROF COUNSELOR	N901
N162N	STATE DRUG PREVENTION DIRECTOR	N901
N161N	STATE LIBRARY DEPUTY DIRECTOR	N901

N160N	TEACHER HOUSING DEVELOP CMSN DIR	N901
A108C	ADC ASST CHIEF FINANCIAL OFFICER(CFO)	C130
D093C	AGFC CHIEF INFORMATION OFFICER	C130
G003C	ANRC DEPUTY DIRECTOR	C130
T001C	ASP MAJOR	C130
X003C	ASP/CACD CHIEF ADMINISTRATOR	C130
A018C	BANK CHIEF EXAMINER	C130
A004C	CERTIFIED FINANCIAL EXAMINER	C130
B001C	DEPUTY STATE FORESTER	C130
A002C	DFA ASSISTANT ACCOUNTING ADMINISTRATOR	C130
G001C	DFA ASSISTANT ADMIN SVCS ADMINISTRATOR	C130
R002C	DFA ASSISTANT BUDGET ADMINISTRATOR	C130
R003C	DFA ASSISTANT EBD ADMINISTRATOR	C130
G002C	DFA ASSISTANT IGS ADMINISTRATOR	C130
R001C	DFA ASSISTANT PERSONNEL ADMINISTRATOR	C130
V001C	DFA ASSISTANT PROCUREMENT ADMINISTRATOR	C130
A001C	DFA ASSISTANT TAX RESEARCH ADMINISTRATOR	C130
D002C	DFA OIS ASSISTANT ADMINISTRATOR	C130
A003C	DFA REVENUE ASSISTANT ADMINISTRATOR	C130
X002C	INSURANCE PUBLIC EMP CLAIMS DIV DIR	C130
X001C	PSC DIR OF ELECTRIC UTILITIES SECT	C130
X197C	RACING COMMISSION STEWARD	C130
D001C	STATE DATABASE ADMINISTRATOR	C130
G012C	ADE ASSISTANT TO DIRECTOR	C129
G231C	ADE DIRECTOR OF CHILD NUTRITION	C129
A008C	ADE FINANCE DIVISION MANAGER	C129
G006C	ADE SPECIAL EDUCATION DIVISION MANAGER	C129
X004C	ADEQ AIR DIVISION MANAGER	C129
G005C	ADEQ WATER DIVISION MANAGER	C129
T002C	AGFC COLONEL	C129
B003C	AGFC DIVISION CHIEF	C129
B002C	AGRICULTURE DIRECTOR OF MARKETING	C129
A007C	AUDIT MANAGER	C129
G234C	DDSSA PROGRAM DIRECTOR	C129
A006C	DFA REVENUE TAX DIVISION MANAGER	C129
R004C	DFA STATE PAYROLL SYSTEMS MANAGER	C129

G101C	DHS AREA MANAGER	C129
A005C	DIR OF COST ALLOCATION & RATE DESIGN	C129
E060C	ED ASSOCIATE DIR CHILD NUTRITION	C129
G004C	MANAGING ATTORNEY	C129
L001C	PSYCHOLOGIST SUPERVISOR	C129
D003C	STATE SYSTEMS ADMINISTRATOR LEAD	C129
G245C	AEDC DIR OF COMMUNITY DEV & IMPROVEMENT	C128
R040C	DFA STATEWIDE PROGRAM MANAGER	C128
G010C	ACE DIVISION MANAGER	C128
L097C	ADC PSYCHOLOGIST	C128
G016C	AEDC DIR BUSINESS RETENTION & EXPAN	C128
G014C	AEDC DIR OF COMMUNITY DEVELOPMENT	C128
P002C	AEDC DIRECTOR FILM COMMISSION	C128
G013C	AEDC MANAGER OF STRATEGIC ENERGY DEV	C128
G015C	AEDC SMALL/MINORITY BUSINESS DIRECTOR	C128
A011C	AETN DEPUTY DIRECTOR FOR ADMIN & FINANCE	C128
E003C	AETN EDUCATION DIVISION DIRECTOR	C128
E002C	AETN OUTREACH DIVISION DIRECTOR	C128
P001C	AETN PRODUCTION DIVISION DIRECTOR	C128
E001C	AETN PROGRAMMING DIVISION DIRECTOR	C128
A010C	AGENCY CONTROLLER II	C128
B006C	ANRC CONSERVATION DIVISION CHIEF	C128
B005C	ANRC WATER DEVELOPMENT DIVISION MANAGER	C128
B004C	ANRC WATER RESOURCES DIVISION MANAGER	C128
T003C	ASP CAPTAIN	C128
A030C	BANK CERTIFIED EXAMINATIONS MANAGER	C128
B007C	CRIME LAB SCIENTIFIC OPERATION MGR	C128
D010C	DATA WAREHOUSE LEAD	C128
T004C	DCC PROGRAM ADMR PAROLE & PROBATION SVCS	C128
D094C	DCC PROJ & ENTERPRISE PROGRAM MGMT ADMIN	C128
M001C	DCC TREATMENT ADMINISTRATOR	C128
A009C	DFA ACCOUNTING DIVISION MANAGER	C128
G225C	DFA OCSE FIELD OPERATIONS MANAGER	C128
R005C	DFA STATE BUDGET MANAGER	C128
G011C	DHE ACADEMIC AFFAIRS MANAGER	C128
D009C	DIS OPERATIONS CENTER MANAGER	C128

B008C	ENG & LAND SURVEYORS PROF ENGINEER	C128
D008C	GIS LEAD	C128
G241C	HEALTH INFO TECH OPER & TECH OFFICER	C128
D007C	INFORMATION SYSTEMS MANAGER	C128
L002C	NURSING DIRECTOR	C128
X005C	PROPERTY & CASUALTY MANAGER	C128
G008C	RISK MANAGEMENT ASSISTANT DIRECTOR	C128
D006C	SOFTWARE ENGINEER LEAD	C128
D005C	STATE IT SECURITY ANALYST	C128
D004C	STATE NETWORK SUPPORT LEAD	C128
G007C	WCC DIVISION MANAGER	C128
G036C	ABA DIVISION MANAGER	C127
T006C	ADC HEAD FARM MANAGER II	C127
T005C	ADC/DCC CORRECTIONAL WARDEN	C127
G035C	ADEQ ADMINISTRATION DIVISION MANAGER	C127
G034C	ADEQ ASST AIR/WATER DIVISION MANAGER	C127
B012C	ADEQ ENGINEER P.E. BRANCH MANAGER	C127
G033C	ADEQ HAZARDOUS WASTE DIVISION MANAGER	C127
G032C	ADEQ MINING DIVISION MANAGER	C127
G031C	ADEQ PUBLIC OUTREACH DIVISION MANAGER	C127
G030C	ADEQ REGULATED STORAGE TANKS DIV MANAGER	C127
G029C	ADEQ SOLID WASTE DIVISION MANAGER	C127
G028C	ADEQ TECHNICAL SERVICES DIVISION MANAGER	C127
G027C	ADFA PROGRAM OFFICER	C127
G026C	ADH ASSOC CENTER DIR-MGMT & OPS	C127
B011C	ADH CHIEF ENGINEER	C127
G018C	ADPT PARKS ADMIN MANAGER	C127
S001C	ADPT PARKS OPERATIONS MGR	C127
G037C	ADPT PARKS PLANNING & DEV MGR	C127
B010C	AGRI DIVISION MANAGER	C127
G239C	ASLA PROGRAM OFFICER	C127
G025C	ATTORNEY SUPERVISOR	C127
A107C	BANK EXAMINER MANAGER	C127
D013C	BANK IT ADMINISTRATOR	C127
D012C	DATABASE SPECIALIST	C127
G024C	DEPARTMENT ADMINISTRATIVE LAW JUDGE	C127

G023C	DEPUTY PROSECUTOR COORDINATOR	C127
A017C	DFA CAFR ACCOUNTING MANAGER	C127
D011C	DFA ERP SYSTEM MANAGER	C127
M002C	DHS BEHAV HLTH ASSOC DIR, AHC	C127
M003C	DHS BEHAV HLTH CHILDRENS SYSTEM CARE DIR	C127
G022C	DHS DIRECTOR OF EMERGENCY OPERATIONS	C127
A016C	DHS DMS BUSINESS OPERATIONS MANAGER	C127
G021C	DHS/DSB ASSISTANT DIRECTOR	C127
X007C	DHS/DYS ADMIN PROG COMPLIANCE	C127
B009C	DIRECTOR WATERWAYS COMMISSION	C127
A015C	DWS DIR INTERNAL AUDIT & SECURITY	C127
G020C	DWS PROGRAM ADMINISTRATOR	C127
A014C	FISCAL DIVISION MANAGER	C127
G019C	GENERAL COUNSEL	C127
A013C	PSC DIRECTOR OF REVENUE REQUIREMENTS	C127
L003C	PSYCHOLOGIST	C127
E063C	AETN PROFESSIONAL RELATIONS DIRECTOR	C126
A110C	SENIOR INVESTMENT MANAGER	C126
G052C	ACIC DIVISION MANAGER	C126
L005C	ACTI MEDICAL SERVICES MANAGER	C126
G051C	ADE ACADEMIC FACILITIES SR PROJECT ADMIN	C126
G050C	ADE APSCN DIVISION MANAGER	C126
E059C	ADE COORDINATOR OF NUTRITION SERVICES	C126
E007C	ADE OERZ DIRECTOR	C126
G055C	ADEM DEPUTY DIRECTOR	C126
L095C	ADH HOSPITAL & REGULATORY MANAGER	C126
G049C	ADH REGIONAL DIRECTOR	C126
L094C	ADH TRAUMA SYSTEM MANAGER	C126
G038C	ADVA ASSISTANT DIRECTOR	C126
G048C	AEDC STRATEGIC PLANNING ASST DIR	C126
S002C	AETN OPERATIONS DIVISION DIRECTOR	C126
A021C	AGENCY CONTROLLER I	C126
B121C	AGFC DIVISION ASST CHIEF	C126
T008C	AGFC MAJOR	C126
B017C	AGFC REAL ESTATE AND ENGINEER MANAGER	C126
G054C	AREC DEPUTY EXECUTIVE DIRECTOR	C126

L007C	ASBN PROGRAM COORDINATOR	C126
A020C	ASD/ASB BUSINESS MANAGER	C126
C002C	ASP HIGHWAY SAFETY OFFICE ADMINISTRATOR	C126
T007C	ASP LIEUTENANT	C126
T009C	ASP SPECIAL OPERATIONS ADMINISTRATOR	C126
X011C	ASP/CACD INVESTIGATOR ADMINISTRATOR	C126
L006C	ASSOCIATE DIRECTOR OF NURSING	C126
B014C	ASST STATE FORESTER	C126
B016C	ASTA ASSISTANT DIRECTOR EPSCOR	C126
G041C	ATRS MEMBER SERVICES ADMINISTRATOR	C126
G047C	ATTORNEY SPECIALIST	C126
A039C	CERTIFIED BANK SENIOR EXAMINER	C126
P003C	DAH AGENCY DIRECTOR	C126
G046C	DCC PLANNING & MGMT SVCS ADMINISTRATOR	C126
G053C	DDSSA ASSISTANT DIRECTOR	C126
A025C	DFA ACCOUNTING CAFR COORDINATOR	C126
G045C	DFA DIVISION MANAGER III	C126
G228C	DFA RACING COMMISSION MANAGER	C126
G044C	DFA REVENUE PROBLEM RESOLUTION OFFICER	C126
R007C	DFA STATE OPM MANAGER	C126
G043C	DHE FINANCIAL AID MANAGER	C126
G042C	DHS ADMINISTRATIVE LAW JUDGE	C126
D018C	DIS INFORMATION SYSTEMS COORD	C126
B015C	ENGINEER SUPERVISOR	C126
R006C	HUMAN RESOURCES ADMINISTRATOR	C126
D017C	INFORMATION SYSTEMS SECURITY SPECIALIST	C126
X009C	INSURANCE DEPT DIR OF SECURITY OPS	C126
B013C	PETROLEUM ENGINEER	C126
A019C	PSC TAX DIVISION ASSISTANT DIRECTOR	C126
E006C	PUBLIC SCHOOL PROGRAM MANAGER	C126
L004C	REHAB DIRECTOR - PROG, PLAN, DEV & EVAL	C126
G040C	REHAB DIRECTOR - SPECIAL PROGRAMS	C126
E005C	REHAB DIRECTOR OF VOCATIONAL TRAINING	C126
E004C	SCHOOL PRINCIPAL	C126
X008C	SECURITIES CHIEF EXAMINER	C126
D016C	SENIOR TECHNOLOGY ANALYST	C126

G039C	SENIOR TRANSPORTATION MANAGER	C126
C001C	STADIUM COMMISSION ASST MANAGER/ADMR	C126
D015C	STATE NETWORK ENGINEER	C126
D014C	STATE SYSTEMS ADMINISTRATOR	C126
A027C	ACCOUNTING OPERATIONS MANAGER	C125
G061C	ACD DEPUTY DIRECTOR	C125
R009C	ADE BUDGET MANAGER	C125
G063C	ADEQ BRANCH MANAGER	C125
L013C	ADH BRANCH MANAGER	C125
D019C	ADPT DIR RESEARCH & INFO SVC	C125
G062C	AEDC PROJECT/REGIONAL MANAGER	C125
L012C	ASD SPECIALTY PROGRAM DIRECTOR	C125
G060C	DDSSA ASST DIRECTOR - QUALITY ASSURANCE	C125
G059C	DDSSA ASST DIRECTOR - UNIT OPERATIONS	C125
A112C	DFA CAFR COORDINATOR	C125
D021C	DFA ERP GROUP LEAD	C125
A026C	DFA STATE ACCOUNTING MANAGER	C125
G058C	DHE FEDERAL PROGRAM MANAGER	C125
L011C	DHS ALCOHOL/DRUG ABUSE PREV ASST DEP DIR	C125
M005C	DHS ASSISTANT SUPERINTENDENT - CONWAY	C125
A024C	DHS DIVISION CHIEF FISCAL OFFICER	C125
L010C	DHS DMS MEDICAL ASSISTANCE MANAGER	C125
R008C	DHS EMPLOYEE RELATIONS MANAGER	C125
G056C	DHS/DCC ASST DIR OPS & PROG SUPV	C125
E010C	DHS/DYS EDUCATION MANAGER	C125
T010C	DIRECTOR OF PUBLIC SAFETY II	C125
X012C	EDUCATION CHIEF INVESTIGATOR	C125
X013C	ENVIRONMENTAL HEALTH MANAGER	C125
B019C	FORENSIC ADMINISTRATOR	C125
D020C	INST INFORMATION TECHNOLOGY COORD	C125
L009C	NURSE MANAGER	C125
L008C	NURSING HOME ADMINISTRATOR	C125
A023C	PHARMACY BOARD CHIEF FISCAL OFFICER	C125
M004C	RESIDENTIAL OPERATIONS MANAGER	C125
B018C	SENIOR BROADCAST ENGINEER	C125
A022C	STUDENT LOAN FINANCE SPECIALIST	C125

E009C	TECHNICAL INSTITUTE ASSISTANT DIRECTOR	C125
V032C	DFA OSP SURPLUS PROPERTY MANAGER	C124
R041C	DFA STATEWIDE PROGRAM COORDINATOR	C124
S094C	ADC CONSTRUCTION/MAINTENANCE COORD	C124
T015C	ADC/DCC DEPUTY WARDEN	C124
D037C	ADE APSCN APPLICATIONS MANAGER	C124
G074C	ADE COORD OF GOVERNMENTAL AFFAIRS	C124
A032C	ADE FINANCE PROGRAM COORDINATOR	C124
G075C	ADE PROGRAM ADMINISTRATOR	C124
L017C	ADH AREA NURSING DIRECTOR	C124
L016C	ADH PUBLIC HEALTH ADMINISTRATOR	C124
G076C	ADMINISTRATIVE SERVICES MANAGER	C124
B020C	ADPT REGIONAL PARK SUPV	C124
B025C	AERONAUTICS ASSISTANT DIRECTOR	C124
E014C	AETN PROGRAM AND SERVICES DIV MANAGER	C124
D036C	AETN WEBSITE COORDINATOR	C124
T014C	AGFC CAPTAIN	C124
T011C	ASP SERGEANT	C124
A031C	ASSISTANT CONTROLLER	C124
G073C	ATTORNEY	C124
X022C	BAIL BONDSMAN BOARD EXECUTIVE DIRECTOR	C124
X021C	BD OF ACCT INVESTIGATOR	C124
X020C	BURIAL ASSOCIATION BD EXEC SEC	C124
L015C	CLINICAL SPEECH PATHOLOGIST	C124
D035C	COMPUTER SUPPORT MANAGER	C124
B024C	CONSERVATION PROGRAM MANAGER	C124
D034C	DATABASE ADMINISTRATOR	C124
D033C	DFA ERP ANALYST	C124
G071C	DHE PROGRAM COORDINATOR	C124
G070C	DIRECTOR OF FIELD OPERATIONS	C124
A029C	DIS FISCAL MANAGER	C124
D032C	DIS IT ASSET MANAGER	C124
G069C	DIS QUALITY ASSURANCE LEAD	C124
D031C	DISASTER RECOVERY ANALYST	C124
B022C	DISTRICT FORESTER	C124
X019C	DRUG COURT ADMINISTRATOR	C124

G068C	DWS AREA OPERATIONS CHIEF	C124
G072C	DWS WORKFORCE INVESTMENT PROG MGR	C124
E013C	EDUCATION PROGRAM MANAGER	C124
B023C	ENGINEER, P.E.	C124
T012C	EXPLOSIVE TEAM COORDINATOR	C124
V002C	FEDERAL SURPLUS PROPERTY MANAGER	C124
L014C	HIPAA PROGRAM CONSULTANT	C124
D030C	INFORMATION SYSTEMS COORDINATOR	C124
X018C	INSURANCE CONSUMER PROTECTION MANAGER	C124
X017C	INSURANCE LICENSING MANAGER	C124
B021C	LICENSED ARCHITECT	C124
X016C	MANUFACTURED HOMES COMMISSION DIRECTOR	C124
G077C	MLK EXECUTIVE DIRECTOR	C124
G067C	PSC CUSTOMER SERVICE MANAGER	C124
A028C	PSC SENIOR RATE CASE ANALYST	C124
G066C	PSC TELECOM AND QUALITY OF SERVICE MGR	C124
G065C	PUBLIC DEFENDER ATTORNEY I	C124
X015C	SECURITIES EXAMINER SUPERVISOR	C124
D029C	SENIOR GIS ANALYST	C124
D028C	SENIOR SOFTWARE SUPPORT SPECIALIST	C124
D027C	SOFTWARE ENGINEER	C124
G064C	SR HLTH INSURANCE INFORMATION PRG MGR	C124
D026C	STATE HELP DESK LEAD	C124
D025C	STATE IT SECURITY SPECIALIST	C124
E012C	STATE LIBRARY DIVISION MANAGER	C124
D024C	STATE NETWORK SPECIALIST	C124
D023C	STATE SYSTEMS SPECIALIST	C124
D022C	SYSTEMS SPECIALIST	C124
X014C	TOBACCO SETTLEMENT COMMISSION DIRECTOR	C124
E011C	VOCATIONAL EDUCATION COORDINATOR	C124
G246C	ATC BRANCH MANAGER	C123
B128C	METROLOGY LABORATORY MANAGER	C123
E061C	ACE PROGRAM COORDINATOR	C123
G090C	ADE AREA PROJECT MANAGER	C123
G089C	ADEM ADMINISTRATION DIVISION DIRECTOR	C123
G088C	ADEM DISASTER MGMT DIV DIR	C123

D043C	ADEM INFO TECHNOLOGY DIVISION DIRECTOR	C123
G087C	ADEM PREPAREDNESS DIVISION DIRECTOR	C123
A040C	ADFA FISCAL PROGRAM MANAGER	C123
L026C	ADH NURSING PROGRAM COORD	C123
L025C	ADH PUBLIC HEALTH SECTION CHIEF III	C123
M006C	ADH SOC SVC PROGRAM DIRECTOR	C123
G091C	ADPT MARKETING & PROMOTION DIR	C123
G078C	ADPT PRG SVS ADMIN	C123
A036C	ADPT REV OPERATIONS MANAGER	C123
R013C	AGENCY HUMAN RESOURCES MANAGER	C123
B046C	AGFC BIOLOGIST PROGRAM SPECIALIST	C123
B122C	AGFC BIOLOGIST SUPERVISOR	C123
T017C	AGFC LIEUTENANT	C123
B039C	AGFC NATURE CENTER MANAGER	C123
X031C	AGFC OPERATIONS & FACILITY MANAGER	C123
B029C	AGRI PLANT BOARD DIVISION MGR	C123
S093C	ASP FLEET MANAGER	C123
G086C	ASP PROGRAM ASST ADMINISTRATOR	C123
E017C	ASST PRINCIPAL	C123
A106C	BANK SENIOR EXAMINER	C123
X028C	BD OF BARBER EXAM SECRETARY	C123
X030C	BOARD OF APPRAISER CHIEF INVESTIGATOR	C123
T016C	CLEST DEPUTY DIRECTOR ACADEMY OPERATIONS	C123
B028C	CLEST DEPUTY DIRECTOR STANDARDS DIVISION	C123
X026C	CRIMINAL DETENTION FACILITIES COORD	C123
D042C	DATA WAREHOUSE SPECIALIST	C123
X025C	DCC PAROLE/PROBATION AREA MANAGER	C123
G085C	DDSSA PROFESSIONAL RELATIONS MGR	C123
X027C	DENTAL EXAMINERS BD EXEC DIR	C123
R012C	DFA ASSISTANT STATE PAYROLL MANAGER	C123
G084C	DFA DIVISION MANAGER II	C123
G223C	DFA OCSE DIVISION MANAGER	C123
G226C	DFA OCSE PROGRAM MANAGER	C123
V003C	DFA PROCUREMENT DIVISION MANAGER	C123
R011C	DFA SENIOR STATE BUDGET ANALYST	C123
R010C	DFA SENIOR STATE PERSONNEL ANALYST	C123

P005C	DHE COMMUNICATIONS COORDINATOR	C123
L024C	DHS BEHAV HLTH FACILITY ADMIN	C123
G083C	DHS/DAAS DIVISION MANAGER	C123
G082C	DHS/DYS ADMISSIONS EVALUATOR	C123
D041C	DIS TECHNICAL ACCOUNTS SPECIALIST	C123
G081C	DWS DIVISION CHIEF	C123
L099C	EPIDEMIOLOGY SUPERVISOR	C123
A038C	FISCAL SUPPORT MANAGER	C123
B030C	FORENSIC SCIENTIST COORDINATOR	C123
D040C	GIS ANALYST	C123
L023C	HEALTH FACILITIES SUPERVISOR	C123
A037C	INVESTMENT MANAGER	C123
G238C	LOCAL HEALTH UNIT ADMINISTRATOR III	C123
G080C	NATIONAL & COMMUNITY SERVICES EXEC DIR	C123
D039C	NETWORK SUPPORT SPECIALIST	C123
L022C	NURSING CLINIC COORDINATOR	C123
L021C	NURSING HOME ASSISTANT ADMINISTRATOR	C123
L020C	NURSING SERVICES UNIT MANAGER	C123
G079C	OUTDOOR REC GRANTS PRGM DIR	C123
B027C	PARK SUPERINTENDENT V	C123
A035C	PSC TAX DIV ASST DIR/MOTOR CAR PROG	C123
P004C	PUBLIC INFORMATION MANAGER	C123
E016C	PUBLIC SCHOOL PROGRAM COORDINATOR	C123
L019C	REGISTERED NURSE COORDINATOR	C123
L018C	REHAB ASST DIRECTOR - ACTI	C123
A034C	RETIREMENT SECTION MANAGER	C123
D038C	SENIOR SOFTWARE SUPPORT ANALYST	C123
E015C	SPECIAL EDUCATION SUPERVISOR	C123
A033C	TAX AUDITOR SUPERVISOR	C123
X192C	ASST DIRECTOR FRAUD INVESTIGATION	C122
R043C	DFA STATEWIDE PROGRAM SPECIALIST	C122
E062C	ACE PROGRAM ADVISOR	C122
T021C	ADC HEAD FARM MANAGER I	C122
E020C	ADE OERZ TECHNICAL ASSIST SPECIALIST	C122
X036C	ADEQ INSPECTOR SUPERVISOR	C122
L030C	ADH DISTRICT MANAGER	C122

L029C	ADH PUBLIC HEALTH SECTION CHIEF II	C122
G105C	ADPT DEVELOPMENT MANAGER	C122
G104C	AEDC AREA/PROGRAM REPRESENTATIVE	C122
P007C	AETN CHIEF POST PRODUCTION EDITOR	C122
T020C	AGFC SERGEANT	C122
X035C	ASP/CACD AREA MANAGER	C122
G103C	ASSOCIATE REGISTRAR	C122
A044C	AUDIT COORDINATOR	C122
B037C	CHEMIST SUPERVISOR	C122
B032C	CHIEF PARK PLANNER	C122
B036C	CRIME LAB QUALITY MANAGER	C122
P006C	DAH AGENCY ASSISTANT DIRECTOR	C122
M007C	DCC ASST TREATMENT PROGRAM MGR	C122
G233C	DDSSA SECTION MANAGER	C122
G102C	DHE PROGRAM SPECIALIST	C122
G100C	DHS COUNTY ADMINISTRATOR III	C122
G099C	DHS PROGRAM ADMINISTRATOR	C122
T019C	DIRECTOR OF PUBLIC SAFETY I	C122
D049C	DIS PROJECT MANAGER	C122
G098C	DIS QUALITY ASSURANCE COORDINATOR	C122
D048C	DP NETWORK TECH III - INST	C122
L028C	EPIDEMIOLOGIST	C122
S003C	FOOD & BEVERAGE DIRECTOR	C122
B035C	GEOLOGY SUPERVISOR	C122
T018C	HE PUBLIC SAFETY COMMANDER III	C122
D047C	INFORMATION SYSTEMS BUSINESS ANALYST	C122
A043C	INSURANCE FORENSIC ACCOUNTANT	C122
A042C	INSURANCE SENIOR EXAMINER	C122
G096C	LABOR DIVISION MANAGER	C122
G095C	LODGE MANAGER	C122
B034C	MICROBIOLOGIST SUPERVISOR	C122
G094C	OIL & GAS PROGRAM MANAGER	C122
G093C	OPERATIONS MANAGER	C122
B031C	PARK SUPERINTENDENT IV	C122
X034C	PREPAID FUNERAL MANAGER	C122
A041C	PROGRAM FISCAL MANAGER	C122

X033C	PSC SENIOR PUBLIC UTILITY AUDITOR	C122
G092C	PUBLIC DEFENDER PROGRAM MANAGER	C122
E019C	PUBLIC SCHOOL PROGRAM ADVISOR	C122
L027C	REGISTERED NURSE SUPERVISOR	C122
G097C	SBEC DEPUTY DIRECTOR	C122
D050C	SECURITY ANALYST	C122
X032C	SENIOR SECURITIES EXAMINER	C122
E018C	SPECIALIZED TECHNICAL FACULTY	C122
D046C	STATE PRODUCTION CONTROL SUPERVISOR	C122
D045C	STATE SYSTEMS ANALYST	C122
D044C	SYSTEMS ANALYST	C122
B033C	UAF CONSTRUCTION COORDINATOR	C122
G243X	DWS FIELD MANAGER III	C121
A052C	ACCOUNTING COORDINATOR	C121
X046C	ACD DIVISION ADMINISTRATOR	C121
B040C	ADC AGRICULTURE PRODUCTION SUPERVISOR	C121
G222C	ADC/DCC INTERNAL AFFAIRS ADMINISTRATOR	C121
T027C	ADC/DCC TRAINING ADMINISTRATOR	C121
D055C	ADE APSCN FIELD ANALYST	C121
A051C	ADFA FINANCE PROGRAM COORDINATOR	C121
X044C	ADH DIR PLUMBING INSPECTIONS	C121
X043C	ADH ENVIRONMENTAL SUPV	C121
B047C	ADH LABORATORY MANAGER	C121
L091C	ADH PUBLIC HEALTH SECTION CHIEF I	C121
A050C	AGENCY FISCAL MANAGER	C121
B123C	AGFC BIOLOGIST SPECIALIST	C121
T026C	AGFC CORPORAL	C121
C005C	AGFC LICENSING MANAGER	C121
T025C	ALETA TRAINING SUPV	C121
C004C	AREC SUPERVISOR	C121
G240C	ASLA PROGRAM COORDINATOR	C121
T022C	ASP CORPORAL	C121
T024C	ASP/CACD HOTLINE ADMINISTRATOR	C121
G115C	ASST DIR OF RURAL SERVICES	C121
S005C	AVIATION MANAGER	C121
B045C	BIOLOGIST SUPERVISOR	C121

D054C	COMPUTER SUPPORT COORDINATOR	C121
X042C	DCC PAROLE/PROBATION ASST AREA MGR	C121
G113C	DDSSA HEARING OFFICER COORDINATOR	C121
G235C	DDSSA MEDICAL CONSULTANT ASSISTANT	C121
G112C	DDSSA UNIT SUPERVISOR	C121
X041C	DFA ABC ENFORCEMENT ASSISTANT DIRECTOR	C121
G224C	DFA OCSE FIELD MANAGER	C121
A049C	DFA REVENUE OFFICE DISTRICT MANAGER	C121
G111C	DHS COUNTY ADMINISTRATOR II	C121
X039C	DIRECTOR OF COSMETOLOGY BOARD	C121
D053C	DIS ACCOUNT ANALYST	C121
A048C	DIS RATE ANALYST	C121
G242C	DRUG COURT CASE COORDINATOR	C121
G110C	DWS PROGRAM MANAGER	C121
G114C	DWS WORKFORCE INVEST REG ADVISOR	C121
E022C	EDUCATION & INSTRUCTION MANAGER	C121
X037C	EDUCATION INVESTIGATOR	C121
B042C	ENGINEER	C121
P010C	EXHIBITS COORDINATOR	C121
M010C	FAMILY SERVICE WORKER CLINICAL SPEC	C121
M011C	FAMILY SERVICE WORKER COUNTY SUPERVISOR	C121
A047C	FINANCIAL ANALYST II	C121
G109C	GRANTS MANAGER	C121
T023C	HE PUBLIC SAFETY COMMANDER II	C121
B044C	HEALTH PHYSICIST SUPERVISOR	C121
A105C	JDDC FISCAL MANAGER	C121
M009C	LICENSED CERTIFIED SOCIAL WORKER	C121
L031C	LICENSED PROF MARRIAGE/FAMILY THERAPIST	C121
G116C	LOCAL HEALTH UNIT ADMINISTRATOR II	C121
S004C	MAINTENANCE MANAGER	C121
L036C	NURSE INSTRUCTOR	C121
L035C	NUTRITIONIST CONSULTANT	C121
L034C	NUTRITIONIST SUPERVISOR	C121
R014C	PERSONNEL MANAGER	C121
V004C	PROCUREMENT MANAGER	C121
B043C	PROFESSIONAL GEOLOGIST	C121

A046C	PSC RATE CASE ANALYST	C121
L033C	PSYCHOLOGICAL EXAMINER	C121
G108C	PUBLIC DEF OMBUDSMAN COORDINATOR	C121
X038C	QUALITY ASSURANCE MANAGER	C121
L032C	REGISTERED NURSE - HOSPITAL	C121
D052C	SOFTWARE SUPPORT ANALYST	C121
C003C	STADIUM COMMISSION MARKETING/EVENT MGR	C121
B041C	STATE CLIMATOLOGIST	C121
B038C	STATE FOREST MANAGER	C121
E021C	STATE LIBRARY MANAGER	C121
A045C	STATISTICAL ANALYSIS MANAGER	C121
D051C	SYSTEMS APPLICATIONS SUPERVISOR	C121
P009C	TELEVISION PRODUCTION MANAGER	C121
P008C	TELEVISION PROGRAM MANAGER	C121
G106C	WCC CLAIMS SPECIALIST	C121
G107C	WCC PROGRAM MANAGER	C121
M008C	YOUTH PROGRAM DIRECTOR	C121
X193C	AHIRB EXECUTIVE DIRECTOR	C120
G244C	ASBMT EXECUTIVE DIRECTOR	C120
L041C	ADC ASST MEDICAL PROGRAM MANAGER	C120
G142C	ADC CLASSIFICATION ADMINISTRATOR	C120
G141C	ADC INDUSTRY ASSISTANT ADMR	C120
T033C	ADC/DCC MAJOR	C120
G140C	ADEM PROGRAM MANAGER	C120
X059C	ADEQ ENFORCEMENT COORDINATOR	C120
G139C	ADEQ FACILITY SUPPORT SVCS MANAGER	C120
G138C	AGENCY ADMINISTRATIVE REVIEW OFFICER	C120
X058C	AGRI COMMODITY AREA SUPERVISOR	C120
B049C	AGRI PROGRAM MANAGER	C120
T029C	ALETA TRAINING INSTRUCTOR	C120
C006C	ARKANSAS SENTENCING COMMISSION ASSISTANT	C120
D060C	ASST DIR COMPUTER SVCS	C120
G137C	ASTA RESEARCH PROGRAM COORDINATOR	C120
S006C	ASU ASSOC DIR PHYSICAL PLANT	C120
B056C	ASU CONSTRUCTION COORDINATOR	C120
G136C	ASU DIRECTOR OF HOUSING	C120

D059C	ASU ENGINEERING COMM FACILITIES DIR	C120
X057C	ATC DEPUTY DIRECTOR	C120
R019C	BUDGET MANAGER	C120
B054C	CAMPUS CONSTRUCTION COORDINATOR	C120
X056C	CAPITAL CONFLICTS INVESTIGATOR	C120
E027C	CAREER & TECHNICAL FACULTY	C120
M017C	CHILD ABUSE & NEGLECT PREVENTION BD DIR	C120
D058C	COMPUTER OPERATIONS COORDINATOR	C120
G135C	COORD DESEGREGATION & AFFIRM ACTN	C120
X190C	DDSSA CASE CONSULTANT	C120
A058C	DFA CAFR ACCOUNTANT	C120
G133C	DFA DIVISION MANAGER I	C120
R018C	DFA EBD PROGRAM SUPERVISOR	C120
G227C	DFA OCSE PROGRAM SUPERVISOR	C120
V006C	DFA OSP TEAM LEADER	C120
V005C	DFA PROCUREMENT MANAGER	C120
G132C	DFA PROGRAM MANAGER	C120
T032C	DFA REVENUE SECURITY COORDINATOR	C120
R017C	DFA STATE BUDGET ANALYST	C120
R016C	DFA STATE PERSONNEL ANALYST	C120
A057C	DFA TAX RESEARCH ANALYST	C120
G131C	DHS BEHAV HLTH MED BUS PRACTICES ADMIN	C120
T031C	DHS BEHAV HLTH PUBLIC SAFETY DIR	C120
G130C	DHS COUNTY ADMINISTRATOR I	C120
M016C	DHS FIELD MANAGER	C120
A056C	DHS FINANCIAL SECTION MANAGER	C120
A055C	DHS INSTITUTION BUSINESS MANAGER	C120
G129C	DHS/DCO PROGRAM MANAGER	C120
L040C	DIETARY SERVICES DIRECTOR	C120
R015C	DWS EQUAL OPPORTUNITY MANAGER	C120
G128C	DWS FIELD MANAGER II	C120
G127C	DWS PROGRAM OPERATIONS MANAGER	C120
B055C	ECOLOGIST COORDINATOR	C120
E026C	EDUCATION & INSTRUCTION COORDINATOR	C120
E025C	EDUCATIONAL SPECIALIST	C120
X054C	ENVIRONMENTAL PROGRAM COORDINATOR	C120

M015C	FAMILY SERVICE WORKER SUPERVISOR	C120
G126C	FINANCE PROGRAM COORDINATOR	C120
B053C	FORENSIC SCIENTIST	C120
B052C	FORENSIC SPECIALIST	C120
B051C	GEOLOGIST	C120
T030C	HE PUBLIC SAFETY COMMANDER I	C120
D057C	INFORMATION TECHNOLOGY MANAGER	C120
G125C	INSURANCE SPECIAL PROJECTS COORDINATOR	C120
X053C	INTERNAL AFFAIRS MANAGER	C120
X052C	LABOR INSPECTOR SUPERVISOR	C120
X051C	LABOR MEDIATOR	C120
M088C	LICENSED MASTER SOCIAL WORKER	C120
G143C	LOCAL HEALTH UNIT ADMINISTRATOR I	C120
P014C	MUSEUM MANAGER	C120
L039C	NUTRITIONIST	C120
B050C	OIL & GAS DISTRICT PETROLEUM SUPERVISOR	C120
G124C	OMBUDSMAN	C120
B048C	PARK SUPERINTENDENT III	C120
X050C	PHYSICAL THERAPY BD EXEC DIR	C120
M014C	PROGRAM ELIGIBILITY COORDINATOR III	C120
X049C	PROPERTY ASSESSMENT COORD MANAGER	C120
G123C	PSC CLERK	C120
X048C	PSC PIPELINE SAFETY SPECIALIST	C120
G122C	PUBLIC DEFENDER PROGRAM COORDINATOR	C120
P013C	PUBLIC INFORMATION COORDINATOR	C120
X047C	REAL ESTATE MANAGER	C120
L038C	REGISTERED NURSE	C120
L037C	REHAB AREA MANAGER	C120
G121C	REHAB PROGRAM MANAGER	C120
G120C	RISK CONSULTANT	C120
G119C	SBEC EDUCATIONAL SERVICES MANAGER	C120
T028C	SOSRA PROGRAM ADMINISTRATOR	C120
M013C	SPINAL CORD COMMISSION CLIENT SVS ADMIN	C120
D056C	SYSTEMS COORDINATION ANALYST	C120
A054C	TAX AUDITOR II	C120
E024C	TEACHER SUPERVISOR	C120

P012C	TELEVISION PRODUCER	C120
E023C	TRAINING PROJECT MANAGER	C120
G118C	UAF ASSOC DIR OF AR UNION	C120
A053C	UAF ASST BUSINESS MANAGER	C120
P011C	UAF SPORTS INFORMATION COORDINATOR	C120
B057C	VETERINARY BOARD EXEC SECRETARY	C120
M012C	YOUTH PROGRAM MANAGER	C120
G158C	ACIC PROGRAM MANAGER	C119
T040C	ADC ASSISTANT HEAD FARM MANAGER	C119
S011C	ADC COMMODITY & FOOD SVC ADMR	C119
S095C	ADC CONSTRUCTION PROJECT SPECIALIST	C119
S096C	ADC CONSTRUCTION PROJECT SUPERVISOR	C119
S010C	ADC INDUSTRY PROGRAM MANAGER	C119
T039C	ADC INMATE TRANSPORTATION COORD	C119
V009C	ADC PROCUREMENT & PROPERTY MANAGER	C119
T038C	ADC TRAINING ACADEMY SUPERVISOR	C119
G157C	ADEM AREA COORDINATOR	C119
B068C	ADEQ ECOLOGIST	C119
X075C	ADEQ ENFORCEMENT ANALYST	C119
A071C	ADFA FINANCE PROGRAM ANALYST	C119
B124C	AGFC BIOLOGIST	C119
T037C	AGFC WILDLIFE OFFICER 1ST CLASS	C119
B059C	ANRC PROGRAM COORDINATOR	C119
B067C	ARCHAEOLOGIST	C119
S009C	ASD/ASB TRANSPORTATION SERVICES COORD	C119
G156C	ASP PROGRAM MANAGER	C119
T035C	ASP TROOPER 1ST CLASS	C119
B064C	ASU DIRECTOR OF FARMING	C119
X074C	ATC AUDITOR/INVESTIGATOR	C119
L045C	AUDIOLOGIST	C119
A070C	BANK EXAMINER	C119
R022C	BENEFITS COORDINATOR	C119
B066C	BIOLOGIST SPECIALIST	C119
R021C	BUDGET ANALYST	C119
V008C	BUYER SUPERVISOR	C119
S008C	CAMPUS MAINTENANCE SUPERVISOR	C119

E036C	CERTIFIED MASTERS DEGREE LIBRARIAN	C119
E035C	CERTIFIED MASTERS TEACHER	C119
L098C	CERTIFIED VOCATIONAL REHAB COUNSELOR	C119
D063C	COMPUTER SUPPORT SPECIALIST	C119
X073C	CONTRACTORS BOARD INVESTIGATOR	C119
X072C	CRIMINAL INSURANCE FRAUD INVESTIGATOR	C119
P016C	CURATOR	C119
P015C	DAH MANAGER OF HISTORIC PROPERTIES	C119
G155C	DAH PROGRAM MANAGER	C119
D062C	DATABASE ANALYST	C119
G154C	DCC PROGRAM COORDINATOR	C119
M021C	DCC TREATMENT SUPERVISOR	C119
X071C	DDSSA CLAIMS ADJUDICATOR III	C119
X070C	DDSSA FRAUD INVESTIGATOR	C119
G159C	DEPARTMENT BUSINESS COORDINATOR	C119
P065C	DEVELOPMENT SPECIALIST	C119
X069C	DFA HORSE RACING SUPERVISOR	C119
E033C	DFA ORGANIZATIONAL DEVELOPMENT SPEC	C119
A069C	DFA REVENUE OFFICE ASST DISTRICT MANAGER	C119
L044C	DHS BEHAV HLTH CASE REVIEW ANALYST	C119
R020C	DHS EMPLOYEE RELATIONS/CIVIL RIGHTS SUPV	C119
G152C	DHS PROGRAM MANAGER	C119
G153C	DHS/DAAS PROGRAM SUPERVISOR	C119
G151C	DHS/DCO COUNTY SUPERVISOR	C119
G150C	DHS/DOV ASST DEP DIR	C119
S007C	DIRECTOR HVACR SECTION	C119
A068C	DIS BILLING SERVICES MANAGER	C119
G149C	DWS FIELD MANAGER I	C119
B065C	ECOLOGIST	C119
E032C	EDUCATION COUNSELOR	C119
E031C	EDUCATION PROGRAM COORDINATOR	C119
G232C	ENERGY CONSERVATION MANAGER	C119
G148C	ENERGY PROGRAM MANAGER	C119
X068C	ETHICS COMMISSION COMPLIANCE SPECIALIST	C119
B062C	FOREST HEALTH SPECIALIST	C119
G147C	GRANTS COORDINATOR	C119

X067C	HEALTH FACILITIES SURVEYOR	C119
B063C	HEALTH PHYSICIST	C119
L043C	HEALTH PROGRAM SPECIALIST III	C119
D061C	INFORMATION SYSTEMS COORDINATION SPEC	C119
A067C	INSURANCE EXAMINER	C119
X066C	INSURANCE PREMIUM TAX EXAMINER	C119
A066C	INTERNAL AUDITOR	C119
X187C	INVESTIGATOR	C119
X065C	LABOR INSPECTOR	C119
B060C	LAND RESOURCE SPECIALIST SUPERVISOR	C119
E030C	LIBRARY COORDINATOR	C119
M020C	LICENSED PROFESSIONAL COUNSELOR	C119
T036C	MILITARY FACILITIES SUPERVISOR	C119
M019C	MILITARY HOUSING DIRECTOR	C119
G146C	MITIGATION SPECIALIST	C119
A065C	PAYROLL SERVICES COORDINATOR	C119
V007C	PROCUREMENT COORDINATOR	C119
M018C	PROGRAM ELIGIBILITY COORDINATOR II	C119
X064C	PSC PUBLIC UTILITY AUDITOR	C119
A064C	PSC TAX VALUATION SUPERVISOR	C119
X063C	PUBLIC DEFENDER INVESTIGATOR	C119
X062C	QUALITY ASSURANCE COORDINATOR	C119
A063C	RESEARCH & STATISTICS SUPERVISOR	C119
B061C	RESEARCH TECHNOLOGIST	C119
A062C	RETIREMENT COORDINATOR	C119
A061C	RETIREMENT INVESTMENT SPECIALIST	C119
G145C	RURAL CONST GRANT/FINANCIAL OFFICER	C119
L042C	SCHOOL SPEECH PATHOLOGIST	C119
X061C	SECURITIES EXAMINER	C119
A060C	SENIOR AUDITOR	C119
B126C	SENIOR CHEMIST	C119
X060C	SENIOR ENVIRONMENTAL HEALTH SPECIALIST	C119
B127C	SENIOR MICROBIOLOGIST	C119
E029C	SIGN LANGUAGE COORDINATOR	C119
E028C	SIGN LANGUAGE INTERPRETER	C119
B058C	STAFF FORESTER	C119

A059C	TAX AUDITOR	C119
G144C	TECHNICAL INSTITUTE PROGRAM COORDINATOR	C119
T034C	WORK RELEASE CENTER SUPERVISOR	C119
X196C	ATC FDA SENIOR ENFORCEMENT AGENT	C118
R042C	DFA CAFR ASSET SPECIALIST	C118
S013C	ABA BUILDING/PROGRAM SUPERVISOR	C118
T048C	ADC/DCC CAPTAIN	C118
G175C	ADEM PROGRAM COORDINATOR	C118
X186C	ADEQ AIR COMPLIANCE MONITOR	C118
X093C	ADEQ INSPECTOR	C118
G173C	ADFA PROGRAM COORDINATOR	C118
M031C	ADMINISTRATOR OF CHAPLAINCY SVCS	C118
T042C	ADPT CHIEF RANGER	C118
G165C	ADPT SPECIALTY OPERATIONS MANAGER	C118
C090C	AGFC LICENSING SUPERVISOR	C118
T047C	AGFC WILDLIFE OFFICER	C118
B072C	AGRI PROGRAM COORDINATOR	C118
P018C	ARCHIVAL MANAGER	C118
X091C	AREC SR REAL ESTATE INVESTIGATOR	C118
X087C	ASBCE EXECUTIVE DIRECTOR	C118
T100C	ASP TROOPER	C118
T046C	ASP/CACD HOTLINE SUPERVISOR	C118
X090C	ASP/CACD SENIOR INVESTIGATOR	C118
R024C	ASSISTANT PERSONNEL MANAGER	C118
S015C	ASST LODGE MANAGER	C118
S012C	ASU ASST DIRECTOR OF PHYSICAL PLANT	C118
X089C	AUCTIONEER BD SECRETARY	C118
C011C	BD OF ARCH ADMIN ASST/OFFICE MGR	C118
G172C	CAREER PLANNING & PLAC COORDINATOR	C118
L050C	CERTIFIED RESPIRATORY THERAPY TECHNICIAN	C118
M030C	CHILD CARE DIRECTOR	C118
M029C	CHILD SUPPORT SUPERVISOR II	C118
X086C	CLAIMS HEARING OFFICER	C118
G171C	COORD OF AFRICAN AMERICAN HIST PRGM	C118
T045C	DCC PAROLE/PROBATION OFFICER	C118
X085C	DFA ABC ENFORCEMENT OFFICER	C118

X084C	DFA DOG RACING SUPERVISOR	C118
A077C	DFA LOCAL REVENUE OFFICE MANAGER	C118
V010C	DFA OSP BUYER	C118
R028C	DFA STATEWIDE PAYROLL SYSTEMS SPECIALIST	C118
G170C	DHS ADMINISTRATIVE REVIEW OFFICER	C118
E039C	DHS/DSB TEACHER FOR THE BLIND	C118
D066C	DIGITAL BROADCAST SPECIALIST	C118
G169C	DIRECTOR OF STUDENT UNION	C118
L049C	DISEASE INTERVENTION SPEC SUPV	C118
E038C	EDUCATION & INSTRUCTION ANALYST	C118
E037C	EDUCATION PROGRAM SPECIALIST	C118
X088C	EMBALMERS & FUNERAL DIR INVESTIGATOR	C118
G164C	EXECUTIVE ASSISTANT TO COMMISSIONER	C118
C010C	EXECUTIVE ASSISTANT TO THE DIRECTOR	C118
M027C	FAMILY SERVICE WORKER SPECIALIST	C118
A076C	FINANCE PROGRAM ANALYST	C118
A075C	FINANCIAL ANALYST I	C118
A074C	FISCAL SUPPORT SUPERVISOR	C118
B073C	FORENSIC TECHNICIAN SUPERVISOR	C118
L048C	HEALTH PROGRAM SPECIALIST II	C118
C009C	HEARING REPORTER	C118
G168C	INDUSTRIAL CONSULTANT	C118
R023C	INSTITUTION PERSONNEL SVCS MANAGER	C118
X083C	INSURANCE LIFE & HEALTH COMP OFFICER	C118
T044C	INTELLIGENCE ANALYST SUPERVISOR	C118
G167C	KEEP ARKANSAS BEAUTIFUL DIRECTOR	C118
L046C	LICENSED ASSOC MARRIAGE/FAMILY THERAPIST	C118
M026C	LICENSED SOCIAL WORKER	C118
L047C	MEDICAL TECHNOLOGIST SUPERVISOR	C118
T043C	MILITARY DEPUTY FIRE CHIEF	C118
G166C	MILITARY PROGRAM COORDINATOR	C118
D065C	NETWORK SUPPORT ANALYST	C118
X082C	OIL & GAS INSPECTOR	C118
B075C	PARK PLANNER	C118
B071C	PARK SUPERINTENDENT II	C118
X081C	PLUMBING/HVACR INSPECTOR SUPERVISOR	C118

M025C	PROGRAM ELIGIBILITY COORDINATOR I	C118
A073C	PROGRAM/FIELD AUDITOR SUPERVISOR	C118
X080C	PROPERTY & CASUALTY COMPLIANCE OFFICER	C118
X079C	PROPERTY ASSESSMENT AUDITOR SUPERVISOR	C118
X078C	PSC UTILITIES SERVICES SPECIALIST	C118
X198C	RACING COMMISSION INVESTIGATOR	C118
X077C	REAL ESTATE OFFICER	C118
G163C	REHAB PROGRAM COORDINATOR	C118
A072C	RESEARCH & STATISTICS MANAGER	C118
M024C	RESIDENTIAL SERVICES MANAGER	C118
S014C	RESTAURANT MANAGER	C118
G162C	SBEC ELECTION COORDINATOR	C118
C008C	STADIUM COMMISSION OFFICE MANAGER	C118
M023C	SUBSTANCE ABUSE PROGRAM COORD	C118
B074C	SURVEYOR	C118
P017C	TELEVISION PRODUCTION COORDINATOR	C118
X076C	TITLE INSURANCE COMPLIANCE OFFICER	C118
M022C	UAPB DIRECTOR OF HOUSING	C118
G161C	VICTIM/WITNESS COORDINATOR	C118
G160C	WCC PROGRAM COORDINATOR	C118
D064C	WEBSITE DEVELOPER	C118
T041C	WORK RELEASE PROGRAM SUPERVISOR	C118
C094C	ATHLETIC COMMISSION PROGRAM MANAGER	C117
E065C	CANCER INFORMATION MANAGEMENT SPECIALIST	C117
E064C	CERTIFIED PUBLIC HEALTH EDUCATOR	C117
V033C	DFA OSP SURPLUS PROPERTY SUPERVISOR	C117
A082C	ACCOUNTANT II	C117
D073C	ACIC FIELD AGENT	C117
G192C	ACIC PROGRAM ANALYST	C117
D072C	ACIC SYSTEMS SUPERVISOR	C117
E045C	ACIC TRAINING COORDINATOR	C117
T054C	ADC/DCC LIEUTENANT	C117
M046C	ADC/DCC TREATMENT COORDINATOR	C117
M045C	ADULT PROTECTIVE SERVICES WORKER	C117
G185C	ADVA PROGRAM COORDINATOR	C117
X109C	AFC INVESTIGATOR	C117

X112C	AFHC CHIEF INVESTIGATOR	C117
T053C	AGRICULTURE UNIT SUPERVISOR II	C117
B084C	AGS SUPERVISOR	C117
P024C	ARCHIVIST	C117
X111C	AREA LIVESTOCK INSPECTOR SUPV	C117
X110C	AREC INVESTIGATOR	C117
C015C	ARLPC ADMINISTRATIVE COORDINATOR	C117
B083C	ASP AFIS COORDINATOR	C117
X108C	ASP DL/CDL COORDINATOR	C117
G191C	ASP HIGHWAY SAFETY PROGRAM SPECIALIST	C117
X107C	ASP/CACD INVESTIGATOR	C117
M044C	ASSOCIATE PROFESSIONAL COUNSELOR	C117
G190C	ASST DIR FINANCIAL AID	C117
G189C	ATU DIRECTOR OF HOUSING	C117
A081C	AUDITOR	C117
S020C	AVIATION TECHNICIAN	C117
B082C	BIOLOGIST	C117
P023C	BROADCAST PROMOTION SPECIALIST	C117
R027C	BUDGET SPECIALIST	C117
G188C	BUSINESS & INDUSTRIAL ENERGY SPECIALIST	C117
X106C	CAPITOL ZONING DISTRICT PLNG & PRESV DIR	C117
V013C	CENTRAL WAREHOUSE OPERATIONS MGR	C117
E044C	CERTIFIED BACHELORS TEACHER	C117
E043C	CERTIFIED VOCATIONAL TEACHER	C117
B081C	CHEMIST	C117
R026C	CIVIL RIGHTS/EMPLOYEE RELATIONS COORD	C117
C019C	CLINIC BUSINESS SVCS MANAGER	C117
D071C	COMPUTER SUPPORT ANALYST	C117
X105C	CONTRACTORS LICENSING COORDINATOR	C117
P022C	COORDINATOR OF SPORTS INFORMATION	C117
G187C	CREDENTIALING COORDINATION SUPERVISOR	C117
G186C	DAH PROGRAM COORDINATOR	C117
T093C	DCC PAROLE/PROBATION OFFICER II	C117
M043C	DDS PROGRAM COORDINATOR	C117
X104C	DDSSA CLAIMS ADJUDICATOR II	C117
X103C	DENTAL EXAMINERS BD INVESTIGATOR	C117

C018C	DFA EXECUTIVE ASSISTANT TO THE CMSNR	C117
L056C	DHS BEHAV HLTH REGISTRAR	C117
G184C	DHS PROGRAM CONSULTANT	C117
G183C	DHS PROGRAM COORDINATOR	C117
M042C	DHS STAFF SUPERVISOR	C117
T052C	DHS/DBHS PUBLIC SAFETY SUPERVISOR	C117
M041C	DHS/DCFS FIELD SERVICES REPRESENTATIVE	C117
G182C	DHS/DDS PROGRAM COORDINATOR	C117
L055C	DIETICIAN	C117
S019C	DIRECTOR MAINTENANCE	C117
D070C	DIS ACCOUNTS SPECIALIST	C117
D069C	DIS SCHEDULER	C117
G181C	DWS PROGRAM MONITOR	C117
P021C	EDITOR	C117
L054C	EMERGENCY MEDICAL SERVICES SUPV	C117
X102C	ENVIRONMENTAL HEALTH SPECIALIST	C117
M040C	FAMILY SERVICES PROGRAM COORDINATOR	C117
V012C	FEDERAL SURPLUS PROPERTY SUPERVISOR	C117
A080C	FINANCE AUTHORITY SPECIALIST	C117
B080C	FORESTER	C117
G180C	GRANTS ANALYST	C117
T051C	HE PUBLIC SAFETY SUPERVISOR	C117
C017C	HEALTH ADMINISTRATIVE COORDINATOR	C117
B079C	HEALTH FACILITY LABORATORY SURVEYOR	C117
L053C	HEALTH PROGRAM SPECIALIST I	C117
R025C	HUMAN RESOURCES ANALYST	C117
S018C	HVACR MECHANICAL INSPECTOR	C117
D068C	INFORMATION SYSTEMS ANALYST	C117
D067C	INFORMATION SYSTEMS SECURITY ANALYST	C117
C016C	INSURANCE ADMINISTRATIVE COORDINATOR	C117
X101C	INTERNAL AFFAIRS INVESTIGATOR	C117
A079C	INVESTMENT ANALYST	C117
G230C	JDDC PARALEGAL	C117
T050C	LAW ENFORCEMENT STANDARDS SPECIALIST	C117
G179C	LEGAL SERVICES SPECIALIST	C117
X100C	LP GAS INSPECTOR	C117

S017C	MAINTENANCE COORDINATOR	C117
M039C	MEDICAID SERVICES SUPERVISOR	C117
V011C	MEDICAL BUYER	C117
C014C	MEDICAL EXAMINER CASE COORDINATOR	C117
C013C	MEDICAL SERVICES REPRESENTATIVE	C117
B078C	METROLOGIST	C117
B077C	MICROBIOLOGIST	C117
T049C	MILITARY FIREFIGHTER SHIFT LEADER	C117
X099C	MOTOR VEHICLE LICENSE SUPERVISOR	C117
X098C	OIL & GAS TECHNICIAN	C117
X097C	PLANT BOARD AGRICULTURE SPECIALIST	C117
X096C	PLUMBING INSPECTOR	C117
G178C	POLICY DEVELOPMENT COORDINATOR	C117
P020C	PRODUCTION ARTIST	C117
M038C	PROGRAM ELIGIBILITY ANALYST	C117
M037C	PROGRAM ELIGIBILITY SUPERVISOR	C117
C012C	PUBLIC DEFENDER SUPPORT SVCS SPECIALIST	C117
E042C	PUBLIC HEALTH EDUCATOR SUPERVISOR	C117
X095C	QUALITY ASSURANCE ANALYST	C117
L052C	REHAB FACILITY SUPERVISOR	C117
L051C	REHABILITATION COUNSELOR	C117
B076C	RESEARCH PROJECT ANALYST	C117
A078C	RETIREMENT COUNSELOR	C117
E041C	SENIOR LIBRARIAN	C117
X094C	SERVICES & PROGRAM LICENSING SPECIALIST	C117
S016C	SKILLED TRADES FOREMAN	C117
E040C	STAFF DEVELOPMENT COORDINATOR	C117
P019C	TRAVEL INFORMATION WRITER	C117
M035C	UALR DIRECTOR OF HOUSING	C117
M034C	UAM DIRECTOR OF HOUSING	C117
M033C	UCA ASSISTANT DIRECTOR OF HOUSING	C117
G237C	VETERANS CEMETERY MANAGER	C117
M032C	VOCATIONAL REHAB PLACEMENT SPEC	C117
G176C	VOLUNTEER PROGRAM MANAGER	C117
C097C	AGFC REGIONAL OFFICE MANAGER	C116
A109C	DFA SEFA / CAFR SPECIALIST	C116

A089C	ACCOUNTANT I	C116
S027C	ADC INDUSTRIAL SUPERVISOR II	C116
S026C	ADC/DCC ASST MAINTENANCE SUPERVISOR	C116
T059C	ADC/DCC FOOD PREPARATION MANAGER	C116
X133C	ADC/DCC INTERNAL AFFAIRS INVESTIGATOR	C116
C024C	ADC/DCC RECORDS SUPERVISOR	C116
C021C	ADPT ARCHIVAL MICROPHOTO SUPV	C116
X150C	AFHC INVESTIGATOR	C116
X132C	AGRI COMMODITY COMPLIANCE INSPECTOR	C116
T058C	AGRICULTURE UNIT SUPERVISOR I	C116
A088C	ASSETS COORDINATOR	C116
C023C	ASSOCIATE BOOKSTORE MANAGER	C116
B089C	ASU ASST DIRECTOR OF FARMING	C116
S029C	ASU DIRECTOR OF HOUSEKEEPING	C116
A087C	ASU PAYROLL SERVICES MANAGER	C116
X131C	ATC ENFORCEMENT AGENT	C116
L059C	AUDIOLOGY OFFICE MANAGER	C116
A086C	BD OF ACCT FISCAL OFFICER/CPE COORD	C116
X130C	BD OF COLLECTION FIELD INVESTIGATOR	C116
S025C	BUILDING AND GROUNDS COORDINATOR	C116
C022C	BUSINESS OPERATIONS SPECIALIST	C116
V014C	BUYER	C116
M053C	CHILD CARE SERVICE SPECIALIST	C116
M052C	CHILD SUPPORT SUPERVISOR I	C116
G200C	CLASSIFICATION & ASSIGNMENT OFFICER	C116
D076C	COMMUNICATIONS SYSTEMS SUPERVISOR	C116
X129C	CONSTRUCTION INSPECTOR	C116
S098C	CONSTRUCTION SUPERVISOR	C116
S024C	CONSTRUCTION/MAINTENANCE COORD	C116
X128C	CORRECTIONAL UNIT ACCREDITATION SPEC	C116
B088C	COUNTY FOREST RANGER	C116
T092C	DCC PAROLE/PROBATION OFFICER I	C116
G199C	DDSSA PROFESSIONAL RELATIONS OFFICER	C116
P032C	DESIGN CONSULTANT	C116
G198C	DHS/DAAS PROGRAM SPECIALIST	C116
G197C	DIRECTOR OF ALUMNI	C116

X127C	DISCIPLINARY HEARING OFFICER	C116
L058C	DISEASE INTERVENTION SPECIALIST	C116
G196C	DWS SATELLITE OFFICE SUPERVISOR	C116
A085C	DWS SR FIELD TAX REPRESENTATIVE	C116
E048C	EDUCATION & INSTRUCTION SPECIALIST	C116
R030C	EEO/GRIEVANCE OFFICER	C116
X126C	EMBALMERS & FUNERAL DIR INSPECTOR	C116
B087C	ENERGY CONSERVATION COORD	C116
B090C	ENGINEER TECHNICIAN	C116
M051C	FAMILY SERVICE WORKER	C116
X125C	FRAUD INVESTIGATOR COORDINATOR	C116
X124C	HEALTH FACILITY REVIEWER	C116
G195C	HIGHER ED INSTITUTION PROG COORD	C116
L096C	HMO MEDICAL CONTRACT COORDINATOR	C116
R029C	HUMAN RESOURCES RECRUITER	C116
X123C	INSURANCE INVESTIGATOR	C116
M050C	INTERPRETER	C116
X122C	LABOR STANDARDS INVESTIGATOR	C116
B086C	LAND MANAGEMENT SPECIALIST	C116
X121C	MANUFACTURED HOUSING SPEC SUPV	C116
P031C	MEDIA SPECIALIST	C116
T057C	MILITARY FIRE & POLICE CAPTAIN	C116
X120C	MOTOR VEHICLE INVESTIGATOR	C116
P030C	MUSEUM EXHIBIT PROGRAM SPECIALIST	C116
P029C	MUSEUM PROGRAMS SPECIALIST	C116
X119C	OCCUPATIONAL SAFETY COORDINATOR	C116
P028C	PARK INTERPRETER II	C116
T056C	PARK RANGER II	C116
B085C	PARK SUPERINTENDENT I	C116
X118C	PLANT BOARD INSPECTOR SUPERVISOR	C116
S023C	PRINT SHOP MANAGER	C116
A084C	PROGRAM/FIELD AUDIT SPECIALIST	C116
X117C	PROPERTY ASSESSMENT AUDITOR	C116
G194C	PUBLIC DEFENDER INTERPRETER	C116
E047C	PUBLIC HEALTH EDUCATOR	C116
P027C	PUBLIC INFORMATION SPECIALIST	C116

T055C	PUBLIC SAFETY OFFICER	C116
P066C	RADIO NEWS DIRECTOR	C116
P026C	RADIO PROGRAM DIRECTOR	C116
L057C	REHAB SVS FACILITY SPECIALIST	C116
A083C	RETIREMENT ANALYST	C116
S028C	SCHOOL BUS DRIVER TRAINER	C116
X116C	SCHOOL BUS TRANS INSPECTOR	C116
M049C	SENIOR CHAPLAIN	C116
S022C	SKILLED TRADES SUPERVISOR	C116
X115C	SOCIAL SECURITY ANALYST	C116
D075C	SOFTWARE SUPPORT SPECIALIST	C116
X114C	SR AGRI COMMODITY COMPLIANCE INSPECTOR	C116
R044C	STATE PAYROLL SYSTEMS SPECIALIST	C116
C020C	STUDENT APPLICATIONS SPECIALIST	C116
M048C	SUBSTANCE ABUSE PROGRAM LEADER	C116
P025C	SUPERVISOR OF INTERPRETIVE PROGRAMS	C116
D074C	TELECOMMUNICATIONS SUPERVISOR	C116
E046C	TRAINING INSTRUCTOR	C116
X113C	VETERANS CLAIMS SPECIALIST	C116
S021C	WATER FILTER/WASTE DISPOSAL PLNT SUPV	C116
G193C	WCC PROGRAM SPECIALIST	C116
M047C	YOUTH SERVICES ADVISOR	C116
C096C	ADPT OFFICE MANAGER III	C115
M091C	ARNG YOUTH PROGRAM SHIFT LEADER	C115
X195C	ELECTRONICS SECURITY SYSTEMS SENIOR TECH	C115
S037C	ABA BUILDING MAINTENANCE SPECIALIST	C115
D080C	ACIC SYSTEMS SPECIALIST	C115
M059C	ADC/DCC ADVISOR	C115
T065C	ADC/DCC CORRECTIONAL SERGEANT	C115
M058C	ADC/DCC PROGRAM SPECIALIST	C115
C038C	ADEM EMERGENCY MANAGEMENT DUTY OFFICER	C115
C037C	ADMINISTRATIVE ANALYST	C115
C036C	ADMINISTRATIVE REVIEW ANALYST	C115
P034C	ADPT CONSULTANT	C115
C027C	ADPT WELCOME CENTER MANAGER II	C115
X149C	AGRI COMMODITY COMPLIANCE SPECIALIST	C115

X148C	AIRCRAFT PILOT	C115
X147C	AR TOWING & RECOVERY BOARD DIRECTOR	C115
X146C	ARLPC INSPECTOR/INVESTIGATOR	C115
G212C	ASST DIR STUDENT UNION	C115
C035C	ASST REGISTRAR	C115
G211C	ASU ASST DIRECTOR OF HOUSING	C115
S036C	AUTO/DIESEL MECHANIC SUPERVISOR	C115
R033C	BENEFITS ANALYST	C115
X145C	BOARD OF OPTOMETRY EXECUTIVE DIRECTOR	C115
C034C	BOOKSTORE MANAGER	C115
M057C	CHAPLAIN	C115
T064C	CIVIL AIR PATROL SVCS COORD	C115
C033C	CLINIC BUSINESS SVCS SUPERVISOR	C115
V017C	COMMISSARY COORDINATOR	C115
V016C	COMMODITY SPECIALIST	C115
D079C	COMPUTER SUPPORT TECHNICIAN	C115
S097C	CONSTRUCTION SPECIALIST	C115
X144C	CORROSION INSPECTOR	C115
X143C	DDSSA CLAIMS ADJUDICATOR I	C115
X142C	DFA RACING COMMISSION JUDGE	C115
G210C	DHS PROGRAM SPECIALIST	C115
X141C	DIETETICS LICENSING BOARD SECRETARY	C115
X140C	DIRECTOR OF PSYCHOLOGY BOARD	C115
A092C	DWS FIELD TAX REP	C115
G209C	DWS PROGRAM SUPERVISOR	C115
C032C	DWS UI CLAIM TECHNICIAN	C115
X139C	DWS UI INVESTIGATOR	C115
G208C	EMERGENCY PLANNER	C115
C031C	ENG & LAND SURVEYORS ASST EXEC DIRECTOR	C115
S035C	FABRICATION SHOP MANAGER	C115
L063C	FAMILY CONSUMER SCIENCE SPECIALIST	C115
G207C	FINANCIAL AID ANALYST	C115
X188C	FIRE MARSHAL INSPECTOR	C115
X138C	FIRE PROTECTION LICENSING BOARD DIRECTOR	C115
A091C	FISCAL SUPPORT ANALYST	C115
B094C	FORENSIC TECHNICIAN	C115

D078C	GIS TECHNICIAN	C115
C030C	HEALTH RECORDS SPECIALIST	C115
C029C	HEARING OFFICER	C115
D077C	HELP DESK SPECIALIST	C115
P038C	HISTORIAN	C115
R032C	HUMAN RESOURCES PROGRAM REPRESENTATIVE	C115
R031C	INSTITUTION HUMAN RESOURCES COORDINATOR	C115
S034C	INTERSTATE TRUCK DRIVER	C115
B093C	LAND RESOURCE SPECIALIST	C115
E050C	LIBRARY SUPERVISOR	C115
L062C	LICENSED PRACTICAL NURSE SUPERVISOR	C115
G206C	LODGE SALES DIRECTOR	C115
S033C	MAINTENANCE SUPERVISOR	C115
C028C	MEDICAL RECORDS SUPERVISOR	C115
L061C	MEDICAL TECHNOLOGIST	C115
M056C	MILITARY HOUSING MANAGER	C115
P037C	MUSEUM INTERPRETIVE SPECIALIST	C115
P036C	MUSEUM STORE MANAGER	C115
P035C	PARK INTERPRETER	C115
G205C	PARK PROGRAM SPECIALIST	C115
T063C	PARK RANGER	C115
X137C	PAROLE BOARD INVESTIGATOR	C115
A090C	PAYROLL SERVICES SPECIALIST	C115
G204C	PLANNING SPECIALIST	C115
S032C	PRINT SHOP SUPERVISOR	C115
T062C	PUBLIC SAFETY DIRECTOR	C115
V015C	PURCHASING SPECIALIST	C115
X136C	QUALITY ASSURANCE REVIEWER	C115
C098C	RACING COMMISSION ASSISTANT SUPERVISOR	C115
X199C	RACING COMMISSION JUDGE	C115
C026C	RECORDS/INTAKE SUPERVISOR	C115
L060C	REHAB INSTRUCTOR SUPERVISOR	C115
M055C	SAU DIRECTOR OF HOUSEKEEPING	C115
B092C	SEED ANALYST SUPERVISOR	C115
T061C	SENIOR INTELLIGENCE ANALYST	C115
T060C	SENIOR MILITARY FIREFIGHTER	C115

S031C	SKILLED TRADESMAN	C115
M054C	SOCIAL SERVICE WORKER	C115
X135C	SOCIAL WORK LICENSING BD EXEC DIR	C115
P033C	SPECIAL EVENTS MANAGER	C115
C025C	STUDENT ACCOUNTS OFFICER	C115
X134C	THERAPY TECHNOLOGY BOARD SECRETARY	C115
S038C	TRANSIT OPERATIONS SUPERVISOR	C115
E049C	VOCATIONAL INSTRUCTOR	C115
G202C	VOLUNTEER PROGRAM COORDINATOR	C115
S030C	WATER FILTER/WASTE DISPOSAL PLNT OPER	C115
G201C	WCC CLAIMS ANALYST	C115
C095C	AGFC REGIONAL OFFICE COORDINATOR	C114
X194C	ELECTRONICS SECURITY SYSTEMS TECH	C114
S043C	ADC INDUSTRIAL SUPERVISOR I	C114
G216C	ADC INMATE GRIEVANCE COORDINATOR	C114
P044C	ADC SALES REPRESENTATIVE	C114
T071C	ADC UNIT TRAINING SUPERVISOR	C114
T070C	ADC/DCC FOOD PREPARATION SUPERVISOR	C114
C039C	ADPT OFFICE MANAGER II	C114
X162C	AGRI COMMODITY GRADER II	C114
B100C	ARCHITECTURAL DRAFTSMAN	C114
P043C	ARCHIVAL ASSISTANT	C114
X161C	ASP INVESTIGATOR SPECIALIST	C114
X160C	ASP USED MOTOR VEHICLE INSPECTOR	C114
S042C	ATU COLISEUM MANAGER	C114
X159C	BD OF BARBER EXAM INSPECTOR	C114
S041C	BOILER OPERATOR	C114
T069C	BOMB TECHNICIAN	C114
P042C	BROADCAST PRODUCTION SPECIALIST	C114
S040C	CALIBRATION TECHNICIAN	C114
D086C	CALL CENTER ANALYST	C114
G215C	CAREER PLANNING & PLACEMENT SPECIALIST	C114
M067C	CHILD SUPPORT SPECIALIST II	C114
P041C	COMMERCIAL GRAPHIC ARTIST	C114
D085C	COMMUNICATIONS SUPERVISOR	C114
D084C	COMPUTER OPERATOR	C114

R034C	DFA EBD BENEFITS SPECIALIST	C114
A094C	DFA LOCAL REVENUE OFFICE SUPERVISOR	C114
A104C	DFA RACING COMMISSION OFFICE AUDITOR	C114
C042C	DFA REVENUE SUPERVISOR	C114
G236C	DHS/DOV AREA COORDINATOR	C114
D083C	DIGITAL BROADCAST TECHNICIAN	C114
G217C	DWS WORKFORCE SPECIALIST	C114
X157C	EIA INSPECTOR	C114
L065C	EMERGENCY MEDICAL SERVICES SPEC	C114
T068C	FIRING RANGE SPECIALIST	C114
S044C	FOOD PREPARATION MANAGER	C114
B098C	FOREST RANGER II	C114
X156C	FRAUD INVESTIGATOR	C114
G214C	GRANTS SPECIALIST	C114
T067C	HE PUBLIC SAFETY OFFICER II	C114
P040C	HISTORICAL RESEARCHER	C114
P039C	INSTITUTIONAL PRINTER	C114
C040C	LEASING SPECIALIST	C114
E052C	LIBRARIAN	C114
X155C	MANUFACTURED HOUSING SPEC	C114
T066C	MILITARY FIREFIGHTER	C114
B097C	NATURAL RESOURCES PROGRAM SPECIALIST	C114
D082C	NETWORK ANALYST	C114
M066C	PROGRAM ELIGIBILITY SPECIALIST	C114
X154C	PUBLIC ASSISTANCE INVESTIGATOR	C114
L064C	RADIOLOGY TECHNICIAN	C114
X153C	REAL ESTATE ANALYST	C114
X152C	REAL PROPERTY MANAGEMENT SPECIALIST	C114
M065C	RECREATIONAL ACTIVITY SUPERVISOR	C114
M064C	RESIDENTIAL ACTIVITIES SUPERVISOR	C114
M063C	RESIDENTIAL CARE PROGRAM COORDINATOR	C114
X151C	SAFETY SUPERVISOR	C114
B096C	SENIOR SEED ANALYST	C114
E051C	STAFF DEVELOPMENT SPECIALIST	C114
S099C	STATIONARY ENGINEER	C114
A093C	STATISTICIAN	C114

M062C	STUDENT UNION NIGHT MANAGER	C114
G213C	TECHNICAL INSTITUTE PROGRAM SPECIALIST	C114
D081C	TELECOMMUNICATIONS SPECIALIST	C114
S039C	TELEVISION PROGRAM SPECIALIST	C114
M061C	VOCATIONAL REHAB EVALUATOR	C114
V018C	WAREHOUSE MANAGER	C114
M060C	YOUTH PROGRAM COORDINATOR	C114
T077C	ADC MAILROOM SERVICES COORDINATOR	C113
T076C	ADC/DCC ADMIN REVIEW OFFICER	C113
T075C	ADC/DCC CORPORAL	C113
E054C	ADC/DCC UNIT TRAINER	C113
C050C	ADMINISTRATIVE SUPPORT SUPERVISOR	C113
C091C	ADPT WELCOME CENTER MANAGER I	C113
X171C	AGRI COMMODITY SPECIALIST I	C113
B103C	AGS SPECIALIST	C113
X170C	AR TOWING & RECOVERY BD INVESTIGATOR	C113
X169C	AREC EXAMINER	C113
T074C	ASP/CACD HOTLINE OPERATOR	C113
S048C	ASST RESTAURANT MANAGER	C113
E053C	AUDIOVISUAL AIDS SUPV	C113
X168C	BAIL BONDSMAN BOARD INVESTIGATOR	C113
M068C	CHILD SUPPORT SPECIALIST I	C113
A096C	COLLECTION OFFICER	C113
P049C	COMMERCIAL ARTIST I/GRAPHIC ART I	C113
X167C	COMPLAINTS INVESTIGATOR	C113
D087C	DATABASE COORD/BUSINESS LICENSE ANALYST	C113
C049C	DDSSA ADJUDICATIVE ASSISTANT	C113
L071C	DENTAL HYGIENIST	C113
C048C	DFA SUPERVISOR	C113
G220C	DWS UNIT SUPERVISOR	C113
T079C	FACILITY MANAGER II	C113
C051C	FINANCIAL AID SPECIALIST	C113
X166C	FIRE PROT LIC BRD INSPECTOR/INVESTIGATOR	C113
B102C	FOREST RANGER I	C113
C047C	FRONT DESK SUPERVISOR	C113
L070C	HEALTH CARE ANALYST	C113

R036C	HUMAN RESOURCES SPECIALIST	C113
V020C	INVENTORY CONTROL MANAGER	C113
C092C	JDDC LEGAL/ADMIN SECRETARY	C113
S047C	LANDSCAPE SUPERVISOR	C113
C046C	LEGAL SUPPORT SPECIALIST	C113
L069C	LICENSED PRACTICAL NURSE	C113
C045C	LICENSING COORDINATOR	C113
X165C	LIVESTOCK INSPECTOR	C113
S049C	LODGE HOUSEKEEPING SUPERVISOR	C113
G219C	LOGISTICS MANAGER	C113
S046C	MAINTENANCE TECHNICIAN	C113
C044C	MEDICAL BILLING SPECIALIST	C113
L068C	MEDICAL DIAGNOSTIC ANALYST	C113
T073C	MILITARY FIRE & POLICE OFFICER SUPV	C113
P048C	MULTI-MEDIA SPECIALIST	C113
P047C	MUSEUM REGISTRAR	C113
B101C	NATURAL RESOURCES PROGRAM TECHNICIAN	C113
R035C	PERSONNEL ASSISTANT II - INST	C113
P046C	PHOTOGRAPHER	C113
X164C	PLANT BOARD INSPECTOR	C113
S045C	PRINTING ESTIMATOR/PLANNER	C113
A095C	PSC TAX DIV VALUATION ANALYST	C113
L067C	PSYCHOLOGICAL INTERN	C113
P045C	PUBLIC INFORMATION TECHNICIAN	C113
X163C	QUALITY ASSURANCE TECHNICIAN	C113
C043C	RECORDS MANAGEMENT ANALYST	C113
L066C	REHABILITATION INSTRUCTOR	C113
T072C	SECURITY OFFICER SUPERVISOR	C113
G218C	STUDENT RECRUITMENT SPECIALIST	C113
V019C	SURPLUS PROPERTY SPECIALIST	C113
L072C	ADC HIV/AIDS EDUCATOR	C112
T083C	ADC/DCC CORRECTIONAL OFFICER I	C112
C057C	ADMINISTRATION SUPPORT SPECIALIST	C112
C056C	ADMINISTRATIVE SPECIALIST III	C112
X189C	ASP AFIS TECHNICIAN	C112
T082C	ASP EXECUTIVE SECURITY GUARD	C112

C055C	ASSISTANT BOOKSTORE MANAGER	C112
P054C	ASST LODGE SALES DIRECTOR	C112
S053C	AUTO/DIESEL MECHANIC	C112
X176C	BD OF ACCT ADMIN ASST/LICENSING SPEC	C112
X175C	BD OF ACCT CREDENTIALING COORD/EXAM SPEC	C112
R037C	BENEFITS TECHNICIAN	C112
T081C	COMMISSARY MANAGER	C112
X174C	COSMETOLOGY INSPECTOR	C112
A099C	CREDIT & COLLECTIONS SUPV	C112
E055C	DAY CARE TEACHER	C112
T080C	DIRECTOR TRANSIT & PARKING	C112
D088C	EMERGENCY COMMUNICATION SPECIALIST	C112
B105C	FARM FOREMAN - INST	C112
A098C	FISCAL SUPPORT SPECIALIST	C112
S052C	HEAVY EQUIPMENT SPECIALIST	C112
S051C	INSTRUMENTATION TECHNICIAN	C112
C054C	LOCAL OFFICE ADMINISTRATIVE SPECIALIST	C112
S050C	MAINTENANCE SPECIALIST	C112
X191C	MASSAGE THERAPY INSPECTOR	C112
C053C	MEDICAL RECORDS TECHNICIAN	C112
T078C	MILITARY FIRE & POLICE OFFICER	C112
C052C	PARK OFFICE MANAGER I	C112
A097C	PAYROLL TECHNICIAN	C112
X173C	PEST CONTROL TECHNICIAN SUPERVISOR	C112
V022C	PURCHASING TECHNICIAN	C112
M072C	RECREATION COORDINATOR	C112
B106C	RESEARCH ASSISTANT	C112
M071C	RESIDENTIAL CARE SHIFT COORDINATOR	C112
B104C	SEED ANALYST	C112
P053C	SPECIAL EVENTS COORDINATOR	C112
P052C	SPORTS INFORMATION SPECIALIST	C112
V021C	SURPLUS PROPERTY AGENT	C112
X172C	TAX INVESTIGATOR	C112
P051C	THEATER ARTS TECHNICAL SUPERVISOR	C112
M070C	YOUTH PROGRAM SPECIALIST	C112
M069C	YOUTH SERVICES TECHNICIAN	C112

V024C	ADC PROPERTY OFFICER	C111
C060C	ALUMNI AFFAIRS SPECIALIST	C111
X179C	ASP COMMERCIAL DRIVER LICENSE EXAMINER	C111
S055C	ATHLETIC FACILITY SUPV	C111
M077C	COORDINATOR OF HOUSEKEEPING	C111
C059C	DFA SERVICE REPRESENTATIVE	C111
C058C	EDUCATION PARAPROFESSIONAL	C111
T085C	FACILITY MANAGER I	C111
X178C	FINGERPRINT TECHNICIAN	C111
S056C	FOOD PREPARATION SUPERVISOR	C111
D089C	INFORMATION TECHNOLOGY ASSISTANT	C111
B108C	LABORATORY COORDINATOR	C111
L073C	LACTATION CONSULTANT	C111
E058C	LIBRARY SPECIALIST	C111
X177C	PEST CONTROL TECHNICIAN	C111
S054C	PRINTER	C111
B129C	RACING COMMISSION VETERINARIAN ASSISTANT	C111
M076C	RECREATIONAL ACTIVITY LEADER II	C111
M075C	RESIDENT HALL SPECIALIST	C111
M074C	RESIDENTIAL ADVISOR	C111
M073C	RESIDENTIAL CARE SUPERVISOR	C111
V023C	STOREROOM SUPERVISOR	C111
B109C	SURVEY CREW CHIEF	C111
B110C	VETERINARIAN ASSISTANT	C111
M078C	VOLUNTEER SERVICES COORDINATOR	C111
C065C	ADMISSIONS ANALYST SUPERVISOR	C110
X182C	ASP DRIVERS LICENSE EXAMINER	C110
L092C	ATHLETIC TRAINER	C110
R039C	BENEFITS SPECIALIST	C110
C064C	BOOKSTORE OFFICE MANAGER	C110
D092C	CALL CENTER SPECIALIST	C110
C063C	CAMPUS POSTMASTER	C110
X181C	COLLECTOR	C110
D091C	COMPUTER LAB TECHNICIAN	C110
D090C	COMPUTER PUBLISHING OPERATOR	C110
M090C	DHS PROGRAM ASSISTANT	C110

X183C	DWS CLAIMS ADJUDICATOR	C110
S058C	EQUIPMENT MECHANIC	C110
L078C	FAMILY SERVICES ASSISTANT	C110
B120C	FARM MAINTENANCE MECHANIC	C110
L077C	HEALTH SERVICES SPECIALIST II	C110
L076C	HOSPITAL PROGRAM SERVICES ASSISTANT	C110
R038C	HUMAN RESOURCES ASSISTANT	C110
X180C	INSURANCE LICENSING TECHNICIAN	C110
B111C	LABORATORY TECHNICIAN	C110
S057C	LANDSCAPE SPECIALIST	C110
P057C	LIVESTOCK NEWS REPORTER	C110
C062C	LOCAL OFFICE ADMINISTRATIVE ASSISTANT	C110
S059C	LODGE COOK	C110
P056C	MUSEUM PROGRAM ASSISTANT II	C110
L075C	ORTHOTIST AIDE	C110
A100C	PAYROLL OFFICER	C110
T084C	PUBLIC SAFETY SECURITY OFFICER	C110
A111C	RACING COMMISSION COLLECTOR	C110
C099C	RACING COMMISSION LICENSING CLERK	C110
P055C	SPECIAL EVENTS SUPERVISOR	C110
C061C	STUDENT ACCOUNT SPECIALIST	C110
L074C	THERAPY ASSISTANT	C110
G221C	VEHICLE FACILITIES COORD	C110
V025C	WAREHOUSE SPECIALIST	C110
A101C	ACCOUNTING TECHNICIAN	C109
C073C	ADMINISTRATIVE SPECIALIST II	C109
C072C	ADMINISTRATIVE SUPPORT SPECIALIST	C109
C071C	ADMISSIONS ANALYST	C109
C067C	ADPT WELCOME CENTER ASSISTANT MANAGER	C109
P059C	BROADCAST ANNOUNCER	C109
V026C	CENTRAL SUPPLY TECH SHIFT SUPV	C109
L082C	CERTIFIED NURSING ASSISTANT	C109
S061C	CHDC LAUNDRY OPERATIONS MANAGER	C109
L081C	DENTAL ASSISTANT	C109
L080C	DIETETIC TECHNICIAN	C109
C070C	DUPLICATION ASSISTANT	C109

B112C	GREENHOUSE TECHNICIAN	C109
S060C	HEAVY EQUIPMENT OPERATOR	C109
L079C	HOSPITAL TECHNICIAN	C109
S063C	INNKEEPER SPECIALIST	C109
S062C	INSTITUTIONAL BUS DRIVER	C109
C069C	LIBRARY TECHNICIAN	C109
C066C	PATIENT ACCOUNT SPECIALIST	C109
T101C	RACING COMMISSION SECURITY GATEMAN	C109
B130C	RACING COMMISSION WALKER	C109
M082C	RECREATIONAL ACTIVITY LEADER I	C109
B113C	RESEARCH TECHNICIAN	C109
M081C	RESIDENTIAL CARE SHIFT SUPERVISOR	C109
C068C	RETAIL SPECIALIST	C109
M080C	STUDENT UNION SECTION MANAGER	C109
E056C	TEACHER ASSISTANT	C109
M079C	WORK STUDY COORD	C109
C079C	ADMISSIONS SPECIALIST	C108
M084C	BEHAV HLTH AIDE	C108
C078C	CASHIER	C108
C077C	COOP EXTENSION SRV PRG ASST	C108
C080C	CREDENTIALING ASSISTANT	C108
C076C	DFA TECHNICIAN	C108
A102C	FISCAL SUPPORT TECHNICIAN	C108
S068C	FOOD PREPARATION COORDINATOR	C108
L083C	HEALTH SERVICES SPECIALIST I	C108
S067C	HOUSEKEEPER SUPERVISOR	C108
V027C	INVENTORY CONTROL TECHNICIAN	C108
S066C	LANDSCAPE TECHNICIAN	C108
S065C	MAINTENANCE ASSISTANT	C108
C074C	MEDICAL RECORDS ASSISTANT	C108
P060C	MULTI-MEDIA TECHNICIAN	C108
X184C	OPTICIANS' BOARD SECRETARY TREASURER	C108
B114C	RESEARCH FIELD TECHNICIAN	C108
M083C	RESIDENTIAL CARE TECHNICIAN	C108
S064C	SKILLED TRADES HELPER	C108
X185C	ABSTRACTORS BOARD SECRETARY GENERAL	C107

P062C	ARCHIVAL TECHNICIAN	C107
C086C	DESK CLERK	C107
S070C	EQUIPMENT TECHNICIAN	C107
T086C	FIRE & SAFETY COORDINATOR	C107
S073C	HOUSEKEEPER	C107
S071C	INSTITUTIONAL SERVICES SHIFT SUPV	C107
C085C	LIBRARY SUPPORT ASSISTANT	C107
C083C	MAIL SERVICES COORDINATOR	C107
C084C	MAIL SERVICES SPECIALIST	C107
S069C	RADIO DISPATCH OPERATOR	C107
C082C	REGISTRAR'S ASSISTANT	C107
S074C	RESIDENT HALL MANAGER I	C107
S072C	STADIUM COMMISSION CUSTODIAN	C107
P061C	TRAVEL CONSULTANT	C107
C081C	WARD COORDINATOR	C107
C087C	ADMINISTRATIVE SPECIALIST I	C106
B115C	AGRI FARM TECHNICIAN	C106
B116C	AGRI LABORATORY TECHNICIAN	C106
S075C	ATHLETIC EQUIPMENT SUPV	C106
E057C	AUDIOVISUAL LABORATORY ASSISTANT	C106
T089C	HE PUBLIC SAFETY DISPATCHER	C106
S077C	INNKEEPER ASSISTANT	C106
S076C	INSTITUTIONAL BEAUTICIAN	C106
P064C	MUSEUM PROGRAM ASSISTANT I	C106
T088C	PARKING CONTROL SUPV	C106
L086C	PHARMACY ASSISTANT	C106
L085C	PHYSICAL THERAPY AIDE	C106
V029C	PURCHASING ASSISTANT	C106
M089C	RESIDENTIAL CARE ASSISTANT	C106
T087C	SECURITY OFFICER	C106
P063C	SPECIAL EVENTS WORKER	C106
L084C	THERAPY AIDE	C106
V028C	WAREHOUSE WORKER	C106
B117C	ACADEMIC LABORATORY ASSISTANT	C105
S081C	APPRENTICE TRADESMAN	C105
S082C	CANTEEN SUPERVISOR	C105

M086C	CHILD CARE TECHNICIAN	C105
S080C	EQUIPMENT OPERATOR	C105
C089C	LIBRARY TECHNICAL ASSISTANT	C105
C088C	MAIL SERVICES ASSISTANT	C105
L088C	NURSING AIDE/NURSING ASST I	C105
T090C	PARKING CONTROL OFFICER	C105
S079C	REPROD EQUIPMENT OPERATOR	C105
V030C	SHIPPING & RECEIVING CLERK	C105
S078C	STADIUM MAINTENANCE SUPV	C105
S083C	BAKER	C104
M085C	CAREGIVER	C104
S086C	COOK	C104
B118C	FARM WORKER	C104
S085C	FOOD PREPARATION SPECIALIST	C104
S084C	INSTITUTIONAL SERVICES SUPERVISOR	C104
S087C	INSTITUTIONAL SERVICES ASSISTANT	C103
B119C	LAB ASSISTANT	C103
S089C	FOOD PREPARATION TECHNICIAN	C102
S088C	KITCHEN ASSISTANT	C102
V031C	STOCK CLERK	C102
C093C	EXTRA HELP ASSISTANT	C101
S091C	PARK AIDE	C101
S090C	WAITRESS/WAITER	C101
T091C	WATCHMAN	C101

1

2 SECTION 2. Arkansas Code § 21-5-211 is amended to read as follows:

3 21-5-211. Implementing procedure for grade changes – Salary

4 Adjustments.

5 (a) The Office of Personnel Management of the Division of Management
6 Services of the Department of Finance and Administration shall have
7 administrative responsibility for enforcing compliance by state agencies and
8 institutions affected by this subchapter in implementing classification and
9 grade changes.

10 (b)(1)~~(A)~~ The maximum annual rate of compensation for which an
11 employee is eligible on July 1, ~~2011~~ 2013, shall be determined by increasing
12 the employee's June 30, ~~2011~~ 2013, salary by ~~one and eighty-six hundredths~~

1 ~~percent (1.86%)~~ two percent (2%).

2 ~~(B) The maximum annual rate of compensation for which an~~
3 ~~employee is eligible on July 1, 2012, shall be determined by increasing the~~
4 ~~employee's June 30, 2012, salary by two and thirty-eight hundredths percent~~
5 ~~(2.38%).~~

6 (2) The additional salary increase of ~~one and eighty-six~~
7 ~~hundredths percent (1.86%)~~ two percent (2%) on July 1, ~~2011~~ 2013, and the
8 ~~additional salary increase of two and thirty-eight hundredths percent (2.38%)~~
9 ~~on July 1, 2012~~, shall not allow an employee's compensation to exceed the
10 maximum pay level amount set out for the position unless the employee is
11 eligible for the career pay level as established in § 21-5-214.

12 (3) *If an employee does not meet the service requirements in §*
13 ~~21-5-214(a)~~ 21-5-214, *the increase shall be paid as a lump sum on the last*
14 *pay period of the fiscal year of the year in which the increase is to occur.*

15 (4)(A) An employee compensated at the highest pay level rate
16 authorized for the grade assigned to his or her classification may receive
17 the July 1, ~~2011~~ 2013, salary increase of ~~one and eighty-six hundredths~~
18 ~~percent (1.86%)~~ two percent (2%) and the July 1, 2012, salary increase of ~~two~~
19 ~~and thirty-eight hundredths percent (2.38%)~~ authorized in this section as a
20 lump-sum payment.

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

25 (c)(1) An employee covered by this subchapter is eligible for an
26 additional salary increase of two percent (2%) each fiscal year upon approval
27 by the Governor if:

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

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

34 (2)(A) An employee compensated at the highest pay level rate
35 authorized for the grade assigned to his or her classification is eligible to
36 receive the salary increase of two percent (2%) authorized in this section as

1 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) If the Chief Fiscal Officer of the State determines that
7 general revenue funds are insufficient to implement the salary increases
8 authorized in this subchapter or by any other law that affects salary
9 increases for state employees, the Chief Fiscal Officer of the State upon
10 approval by the Governor may reduce the percentage of all authorized salary
11 increases for all state employees covered by this subchapter without regard
12 to whether or not the employees are compensated from general or special
13 revenues, federal funds, or trust funds.

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

20 (3) Any salary adjustments made by the Chief Fiscal Officer of
21 the State in accordance with this subsection shall be reported to the
22 Personnel Subcommittee of the Legislative Council.

23 (e) All percentage calculations stipulated in this subchapter or any
24 other law affecting salaries of state employees may be rounded to the nearest
25 even-dollar amount by the office when making the percentage changes to state
26 employee salaries.

27

28 SECTION 3. Arkansas Code § 21-5-214, concerning entry to base plans of
29 compensation, is amended to read as follows:

30 21-5-214. New appointments and other compensation plan provisions.

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

35 ~~(A) The agency or institution director has approved the~~
36 ~~rate of pay;~~

1 ~~(B) The rate of pay does not exceed the base pay level,~~
2 and

3 ~~(C) The rate of pay is determined under the guidelines~~
4 ~~established by the Office of Personnel Management.~~

5 ~~(2)(A) An agency or institution director may authorize hiring an~~
6 ~~employee at the entry pay level and may subsequently adjust the employee's~~
7 ~~salary to the base pay level upon satisfactory performance or other factors~~
8 ~~established by the agency or institution after approval by the office.~~

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

11 ~~(3) All salary adjustments made at the discretion of the agency~~
12 ~~or institution director shall be reported to the office and to the Personnel~~
13 ~~Subcommittee of the Legislative Council within the month following the~~
14 ~~approval.~~

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

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

22 (i) Prevailing market rates of pay for a specific
23 classification title are such that the state agency or institution is unable
24 to competitively recruit at the base pay level for the grade assigned to that
25 classification;

26 (ii) An acute shortage of qualified applicants for a
27 specific classification exists;

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

31 (iv) To meet any requirements of the Fair Labor
32 Standards Act of 1938, 29 U.S.C. § 201 et seq., as it exists on July 1, 2009.

33 (B)(i) A state agency or institution of higher education
34 may request a special rate of pay for a specific classification due to
35 prevailing market rates of pay to hire a new employee up to the midpoint pay
36 level of the appropriate grade of a classification on the appropriate pay

1 plan with the written approval of the Chief Fiscal Officer of the State.

2 (ii) A state agency or institution of higher
3 education may request a special rate of pay for a specific classification due
4 to prevailing market rates of pay to hire a new employee up to the maximum
5 pay level annual rate authorized for the grade assigned to a classification
6 only with the approval of the Chief Fiscal Officer of the State after review
7 by the Personnel Subcommittee of the Legislative Council.

8 (iii) A special rate of pay shall not be approved
9 under this section unless the classification is properly reviewed and
10 approved as a market rate classification and listed on a register of such
11 classifications maintained by the ~~office~~ Office of Personnel Management of
12 the Division of Management Services of the Department of Finance and
13 Administration.

14 (iv) The office shall file a report of all such
15 classifications with the Personnel Subcommittee of the Legislative Council
16 within the month following the approval.

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

23 (ii) The office shall file a report of all the
24 employee salary adjustments with the Personnel Subcommittee of the
25 Legislative Council within the month following the approval; or

26 (2)(A) A state agency or institution may request a special rate
27 of pay for a specific individual applicant due to exceptional qualifications
28 to hire a new employee at a salary level up to and including the midpoint pay
29 level of the appropriate pay grade of a specific position with the written
30 approval of the Chief Fiscal Officer of the State and up to the maximum pay
31 level of the appropriate grade with the approval of the Chief Fiscal Officer
32 of the State after review by the Personnel Subcommittee of the Legislative
33 Council.

34 (B) This subdivision ~~(b)-(2)-(a)(2)~~ shall be used only for
35 the hiring of an exceptionally well-qualified employee whose background and
36 experience qualify the applicant to perform the job with very little or

1 substantially less orientation and training than would be the case for a
2 qualified applicant.

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

6 (i) State agency or institution has documented to
7 the satisfaction of the Chief Fiscal Officer of the State that no current
8 employee of the affected state agency or institution applied for the position
9 and who was determined by the state agency or institution to not be an
10 equivalent alternative to the exceptionally well-qualified applicant. The
11 Chief Fiscal Officer of the State shall supply upon request any supporting
12 documentation to the Personnel Subcommittee of the Legislative Council; and

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

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

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

23 (ii) This section shall apply only to current
24 employees in positions in which the position has been advertised and the
25 employee has competitively applied for the position by submitting a state
26 application for consideration for the position. Otherwise, employees shall be
27 compensated in accordance with subsection ~~(e)(d)~~ of this section.

28 ~~(e)(b)~~ If approval has been granted to a requesting state agency or
29 institution for a special rate of pay at or below the midpoint pay level
30 under this section, the Chief Fiscal Officer of the State shall report all
31 approvals monthly to the Personnel Subcommittee of the Legislative Council.

32 ~~(d)(c)~~ An employee who is compensated at the maximum pay level in a
33 position assigned to the career service pay plan is eligible for salary
34 adjustments authorized in this subchapter as an addition to his or her base
35 salary up to the career pay level if the:

36 (1) Employee meets or exceeds the eligibility requirements

1 approved by the office after review by the Personnel Subcommittee of the
2 Legislative Council, which shall include at a minimum:

3 (A) Fifteen (15) cumulative years of full-time equivalent
4 state service that may be in either classified or nonclassified regular
5 positions but not in extra-help positions; and

6 (B) A performance evaluation rating at or above the
7 satisfactory level for the preceding rating period; and

8 (2) Additional salary increase does not allow an employee's pay
9 to exceed the career pay level for the position.

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

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

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

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

22 (B) However, an employee's rate of pay upon promotion
23 shall not exceed the maximum pay level of the grade assigned to the
24 classification, unless the employee is eligible for career pay level on the
25 career service pay plan as established in subdivision ~~(d)(1)(c)(1)~~ of this
26 section.

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

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

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

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

4 (3) An employee's rate of pay upon a demotion shall not exceed
5 the amount provided by the maximum pay level of the grade assigned to the
6 classification, unless the employee is eligible for career pay level on the
7 career pay service plan under this section.

8 ~~(g)(1)~~(f)(1) An employee who returns to a position in a classification
9 the employee formerly occupied within a twelve-month period after promotion
10 from the classification is eligible for a rate of pay no greater than that
11 for which the employee would have been eligible had the employee remained in
12 the lower-graded classification.

13 (2) An employee who is placed in a lower-graded position on
14 either compensation plan because the original position has expired due to
15 lack of funding, program changes, or withdrawal of federal grant funds may
16 continue to be paid at the same rate as the employee was being paid in the
17 higher-graded position upon approval of the office after seeking the review
18 of the Personnel Subcommittee of the Legislative Council.

19
20 SECTION 4. Arkansas Code § 21-5-221 is amended to read as follows:
21 32-5-221. Compensation differentials.

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

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

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

31 (B) Agency or institution submits a plan of the terms and
32 conditions for eligibility that must directly address the needs of the
33 targeted positions or classifications for any requested compensation
34 differential;

35 (C) Cost of implementing and maintaining a compensation
36 differential is within the agency's or institution's existing appropriation

1 and shall not be implemented using funds specifically set aside for other
2 programs within the agency or institution; and

3 (D) Compensation differential plan has been approved by
4 the Office of Personnel Management of the Division of Management Services of
5 the Department of Finance and Administration after review by the Personnel
6 Subcommittee of the Legislative Council.

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

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

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

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

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

22 (2)(A) The director of the requesting agency or institution
23 shall identify the facility or unit, location, and eligible positions and
24 classifications within the facility or unit that are identified as high-risk.

25 (B) The positions shall be certified by the agency or
26 institution director as having been assigned to a work environment that poses
27 an increased risk of personal injury and shall be submitted as part of the
28 plan for payment of hazardous duty differential to the office for approval by
29 the Chief Fiscal Officer of the State after review and approval of the
30 Personnel Subcommittee of the Legislative Council.

31 (C) Subsequent changes to the facility or unit, location,
32 and eligible positions or classifications within the facility or unit on file
33 with the office shall receive prior approval by the Chief Fiscal Officer of
34 the State after review and approval by the Personnel Subcommittee of the
35 Legislative Council.

36 ~~(d) If the granting of the additional hazardous duty compensation has~~

1 ~~the effect of temporarily exceeding the maximum annual rate for the grade~~
2 ~~assigned to the employee's classification, the additional compensation shall~~
3 ~~not be considered as exceeding the maximum allowable rate for that grade.~~

4 ~~(e)(d)~~ It is the intent of this subsection that hazardous duty
5 compensation shall be at the discretion of the Chief Fiscal Officer of the
6 State and the director of the agency or institution and shall not be
7 implemented using funds specifically set aside for other programs within the
8 agency or institution.

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

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

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

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

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

31 (B) Not included as a minimum qualification established or
32 as a special requirement for the classification by the official class
33 specification.

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

1 (B) Documentation of continuation or renewal of the
2 certification of the employee is required for continuation of the
3 certification differential.

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

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

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

14 ~~(k)~~(i) A geographic area differential of up to six percent (6%) may be
15 authorized to address the documented inability to recruit and retain certain
16 employees in a specific geographic area of the state if the additional
17 geographic area differential is based on documented recruitment, turnover, or
18 other competitive pay issue in a specific geographic area but that does not
19 justify a statewide labor market special entry rate.

20 ~~(l)~~~~(1)~~(j)(1) A second language differential of up to ten percent (10%)
21 may be authorized for an employee who has the demonstrated ability and skill
22 to communicate in a language other than English, including American Sign
23 Language, and that skill is determined by the agency or institution to be
24 directly related to the effective performance of the job duties for the
25 position occupied by the employee.

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

30 ~~(3)~~(2) An employee who receives additional compensation under
31 this section and who moves into a position that does not need the skill to
32 communicate in a language other than English shall revert on the effective
33 date of the change to the rate of pay that the employee would otherwise
34 receive.

35 ~~(m)~~~~(1)~~(k)(1) On-call duty or standby duty differential may be
36 authorized for an employee whose job requires him or her to provide services

1 on nights, weekends, or holidays or other situations when the agency or
2 institution does not have regularly scheduled staff coverage.

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

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

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

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

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

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

23 ~~(D) If on-call or standby pay is provided to an employee,~~
24 ~~the total compensation may exceed the maximum salaries for the position.~~

25 (1) If granting additional compensation would have the effect of
26 exceeding the maximum or the career pay level for the grade assigned to the
27 employee's classification, the additional compensation shall not be
28 considered as exceeding the maximum allowable rate for that grade.

29
30 *SECTION 5. Arkansas Code § 21-5-224(b)(4), concerning exceptions to*
31 *the minimum salary entrance rate for an employee transferring or returning*
32 *from an extra help position to a regular position, is amended to read as*
33 *follows:*

34 (4) A base range salary has been approved under § ~~21-5-214(a)(1)~~
35 21-5-214.

36

1 SECTION 6. Arkansas Code § 21-5-1101 is amended to read as follows:

2 21-5-1101. Merit increase pay system.

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

7 (1) Employees of all state agencies, boards, commissions, and
8 institutions covered by the Uniform Classification and Compensation Act, §
9 21-5-201 et seq.; and

10 (2) Employees in nonclassified positions of all state agencies,
11 boards, and commissions, excluding institutions.

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

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

20 (c) For the purpose of this subchapter, "merit increase pay system"
21 means a merit-based pay system that incorporates pay and performance
22 evaluation standards according to § 21-5-1001 et seq. and establishes
23 criteria for lump-sum payments for employees who meet requisite performance
24 categories.

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

30 (e) Effective July 1, ~~2011~~ 2013:

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

35 (2) Employees who receive an overall above average rating under
36 an approved performance evaluation system shall be eligible for a ~~three~~

1 ~~percent (3.0%) merit increase~~ merit increase of three percent (3%); and

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

6 (f)(1)(A) Employees in positions assigned to the career service pay
7 plan shall be eligible for a merit increase to be paid as a lump sum on the
8 employee's merit increase date, and the payment shall not be construed as
9 exceeding maximum salary.

10 (B) Employees in positions assigned to the professional
11 and executive pay plan shall be eligible for the merit increase as provided
12 in this section, but the increase shall be paid as a lump sum on the last pay
13 period of the fiscal year of the year in which the increase is to occur, and
14 the payment shall not be construed as exceeding maximum salary.

15 (C) Nonclassified employees in positions with maximum
16 annual salary rates set out in dollars established by law shall be eligible
17 to receive a merit increase as provided in this section, but the increase
18 shall be paid as a lump sum on the last pay period of the fiscal year of the
19 year in which the increase is to occur, and the payment shall not be
20 construed as exceeding maximum salary.

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

23 (g) Management or supervisory personnel who fail to complete annual
24 evaluations of employees under their administrative control shall not be
25 eligible for merit payments.

26 (h)(1) If the Chief Fiscal Officer of the State determines that
27 general revenue funds are insufficient to implement the merit increases
28 authorized in this subchapter or by any other law that affects salary
29 increases for state employees, the Chief Fiscal Officer of the State, upon
30 approval of the Governor, may reduce the percentage of all authorized merit
31 increases for all state employees covered by this subchapter without regard
32 to whether or not the employees are compensated from general or special
33 revenues, federal funds, or trust funds.

34 (2) However, if sufficient general revenues should then become
35 available at any time during the fiscal year to provide the merit increases
36 for all state employees without regard to the source of revenues, merit

1 increases for state employees provided for in this subchapter or by any other
2 law may then be fully implemented by the Chief Fiscal Officer of the State.

3 (3) Any adjustments in the implementation of authorized merit
4 increases made by the Chief Fiscal Officer of the State under this subsection
5 shall be reported to the Personnel Subcommittee of the Legislative Council.
6

7 SECTION 7. EMERGENCY CLAUSE. It is found and determined by the
8 General Assembly of the State of Arkansas that the state salary
9 classification schedules must be updated and revised; that the fiscal year
10 for state employees begins each July 1; and that this act is essential and
11 immediately necessary to implement the Uniform Classification and
12 Compensation Act and to ensure the continued, uninterrupted operation of
13 state government and services. Therefore, an emergency is declared to exist
14 and this act being necessary for the preservation of the public peace,
15 health, and safety shall become effective on July 1, 2013.

16
17 */s/U. Lindsey*
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