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2 91st General Assembly
3 Regular Session, 2017
4

As Engrossed: S2/8/17

A Bill

SENATE BILL 289

5 By: Senator Hester
6 By: Representative Bragg
7

For An Act To Be Entitled

9 AN ACT TO REVISE THE COMPENSATION PLAN UNDER THE
10 UNIFORM CLASSIFICATION AND COMPENSATION ACT; TO AMEND
11 VARIOUS LAWS CONCERNING STATE EMPLOYEE SALARIES AND
12 BENEFITS; TO PLACE THE CLASSIFICATION, COMPENSATION,
13 AND BENEFITS AUTHORITY OF EMPLOYEES OF INSTITUTIONS
14 OF HIGHER EDUCATION UNDER THE DEPARTMENT OF HIGHER
15 EDUCATION; TO DECLARE AN EMERGENCY; AND FOR OTHER
16 PURPOSES.

Subtitle

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18
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20 TO REVISE THE COMPENSATION PLAN UNDER THE
21 UNIFORM CLASSIFICATION AND COMPENSATION
22 ACT AND TO AMEND VARIOUS LAWS CONCERNING
23 EMPLOYEES OF INSTITUTIONS OF HIGHER
24 EDUCATION AND STATE EMPLOYEE SALARIES AND
25 BENEFITS.
26
27

28 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
29

30 SECTION 1. Arkansas Code § 6-63-307(a), concerning salary restrictions
31 for employees of institutions of higher education, is amended to read as
32 follows:

33 (a) ~~No~~ An employee drawing a salary or other form of compensation from
34 an institution of higher education shall not be paid an additional salary or
35 receive additional compensation other than reimbursement for actual expenses
36 from that institution or from any other agency or institution of higher



1 education except upon written certification to and approval by the ~~Chief~~
2 ~~Fiscal Officer of the State~~ Director of the Department of Higher Education
3 and by the head of each agency or institution that the work performed by the
4 employee for the other agency or institution of higher education does not
5 interfere with the proper and required performance of the employee's primary
6 duties and that the combined salary payments from both agencies or
7 institutions of higher education will not exceed the larger maximum annual
8 salary of the line item position authorized for either agency from which the
9 employee is to be paid.

10
11 SECTION 2. Arkansas Code § 19-4-521(2), concerning the classification
12 of extra help, is amended to read as follows:

13 (2) Extra Help.

14 (A) This subclassification shall be used for payment of
15 all salaries and compensation of part-time or temporary employees, as
16 authorized by law, who are employed ~~one thousand (1,000)~~ one thousand five
17 hundred (1,500) hours per fiscal year or less.

18 (B) This subclassification may be used to pay part-time or
19 temporary employees who are employed for more than ~~one thousand (1,000)~~ one
20 thousand five hundred (1,500) hours per fiscal year if specific authorization
21 is provided by law and if such use is within standards established by the
22 Director of the Department of Finance and Administration.

23 (C) In no case shall any extra-help funds be used for the
24 purposes of paying additional compensation to a full-time state employee.

25 (D) A "state employee" means any employee occupying a
26 regular salaried position for a state agency, board, commission, department,
27 or institution of higher education;

28
29 SECTION 3. Arkansas Code § 19-4-1601(b), concerning regular salaries
30 procedures and restrictions, is amended to read as follows:

31 (b) Arkansas Constitution, Article 16, § 4, provides that the General
32 Assembly shall fix the salaries and fees of all officers in the state, that
33 no greater salary or fee than that fixed by the law shall be paid to any
34 officer, employee, or other person, or at any rate other than par value, and
35 that the number and salaries of the clerks and employees of the different
36 departments of the state shall be fixed by law. Therefore, the following

1 provisions shall be applicable to all authorized regular salary positions in
2 appropriation acts unless specific exception is made otherwise by law:

3 (1) For any position authorized by the General Assembly for the
4 benefit of any agency or program for which the provisions of the Uniform
5 Classification and Compensation Act, § 21-5-201 et seq., are to be
6 applicable, it is declared to be the intent of the General Assembly that the
7 Uniform Classification and Compensation Act, § 21-5-201 et seq., shall govern
8 with respect to:

9 (A) The entrance ~~salary step~~ pay level;

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

12 (C) The maximum ~~annual salary~~ pay level that may be paid
13 for the grade assigned each employee under the provisions of these statutes;

14 (2) For any position authorized by the General Assembly for the
15 benefit of any agency or program for which a maximum ~~annual salary~~ pay level
16 is set out in dollars, it is the intent of the General Assembly that the
17 position is to be paid at a rate of pay not to exceed the maximum established
18 for the position during any one (1) fiscal year;

19 (3)(A) For all positions authorized by the General Assembly for
20 any agency or program, it is the intent of the General Assembly that in
21 determining the annual salaries of these employees, the administrative head
22 of the agency or program shall take into consideration ability of the
23 employee and length of service.

24 (B) It is not the intent of the General Assembly that the
25 maximum ~~annual salaries~~ pay level as authorized in the appropriation act, or
26 ~~step~~ any increases established for the various grades under the provisions of
27 the Uniform Classification and Compensation Act, § 21-5-201 et seq., be paid
28 unless the qualifications are complied with and then only within the
29 limitations of the appropriations and funds available for this purpose.

30 (C) No employee authorized by the General Assembly shall
31 receive from appropriated or cash funds, either from state, federal, or other
32 sources, compensation in an amount greater than that established by the
33 General Assembly as the maximum ~~annual salary~~ pay level for the employee
34 unless specific provisions are made therefor by law; and

35 (4) No employee of the State of Arkansas shall be paid any
36 additional cash allowances, including, but not limited to, uniform allowance,

1 clothing allowance, motor vehicle depreciation or replacement allowance,
2 fixed transportation allowance, and meals and lodging allowance, other than
3 for reimbursement for costs actually incurred by the employee unless the
4 allowances are specifically set out by law as to eligibility of employees to
5 receive allowance and the maximum amount of the allowances are established by
6 law for each employee or for each class of employee eligible to receive such
7 allowances.

8
9 SECTION 4. Arkansas Code § 19-4-1607(b), concerning payments that are
10 not considered to exceed the maximum annual salary as set by law, is amended
11 to read as follows:

12 (b) The remuneration paid to an employee of the state may exceed the
13 maximum annual salary as authorized by the General Assembly as follows, and
14 the following shall not be construed as payment for services or as salary as
15 contemplated by Arkansas Constitution, Article 16, § 4:

16 (1) Overtime payments as authorized by law;

17 (2) Payment of a lump sum to a terminating employee, to include
18 lump-sum payments of sick leave balances upon retirement as provided by law;

19 (3) Payment for overlapping pay periods at the end of a fiscal
20 year as defined or authorized by law;

21 (4) Payment for the biweekly twenty-seven (27) pay periods;

22 (5) Payment for career service recognition as authorized by law;

23 and

24 ~~(6) Payment for career ladder incentive program bonus, as~~
25 ~~authorized by law; and~~

26 ~~(7)~~ Payment in accordance with special language salary
27 provisions in individual agency appropriation acts.

28
29 SECTION 5. Arkansas Code § 19-5-1013(b), concerning the merit
30 adjustment fund, is amended to read as follows:

31 (b) The fund shall be used for transfer of funds and appropriation to
32 various state agencies, funded, in whole or in part, with general revenues,
33 ~~which have~~ for regular salary and personal services matching adjustments
34 authorized by the General Assembly and awarded merit raises to employees
35 based upon the performance evaluation system and in accordance with rules ~~and~~
36 ~~regulations~~ promulgated by the Chief Fiscal Officer of the State and which do

1 not have sufficient funding or appropriation to pay for ~~such~~ the raises or
2 increases.

3
4 SECTION 6. Arkansas Code § 19-11-1004(c), concerning restrictions on
5 employees of institutions of higher education entering into professional
6 consultant contracts, is amended to read as follows:

7 (c)(1) Except as provided in this subsection, ~~no~~ a state agency shall
8 not engage in a professional services or consultant services contract with a
9 part-time or full-time employee who occupies a position authorized to be paid
10 from extra help or regular salaries for a state agency, except as provided in
11 § 21-1-403.

12 (2) However, this subsection does not prohibit an institution of
13 higher education from executing a contract with a state agency under which
14 professional or consulting services will be performed by employees of the
15 institution of higher education.

16 (3) An employee of an institution of higher education performing
17 professional or consulting services to a state agency may receive additional
18 compensation if:

19 (A) The institution of higher education requests and
20 receives written approval from the ~~Office of Personnel Management~~ Director of
21 the Department of Higher Education concerning the amount of additional
22 compensation to be paid to any employee; and

23 (B) The total salary payments received from the employee's
24 regular salaried position and amounts received for services performed under a
25 professional services contract do not exceed one hundred twenty-five percent
26 (125%) of the maximum annual salary authorized by law for the employee's
27 position with the institution of higher education.

28
29 SECTION 7. Arkansas Code § 21-5-106 is amended to read as follows:

30 21-5-106. Annual career service recognition payments for state
31 employees.

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

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

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

7 ~~(2) Periods of authorized leave without pay and leave of absence~~
8 ~~for military service when veterans' reemployment rights are exercised shall~~
9 ~~not negate eligibility for the payment, provided all other eligibility~~
10 ~~requirements are met.~~

11 ~~(b) The Office of Personnel Management shall establish and publish~~
12 ~~policies and procedures for the administration of career service recognition~~
13 ~~payments to state employees upon a determination by the Chief Fiscal Officer~~
14 ~~of the State that sufficient funds are available for such purpose.~~

15 ~~(c) An employee who meets eligibility requirements established by~~
16 ~~subsection (a) of this section shall become eligible for annual career~~
17 ~~service recognition payments on the anniversary date of the completion of~~
18 ~~such service according to the following schedule:~~

STATE SERVICE	ANNUAL PAYMENT
10 through 14 years of state service.....	\$600
15 through 19 years of state service.....	700
20 through 24 years of state service.....	800
25 or more years of state service.....	900

24 ~~(d) Career service recognition payments authorized by this section~~
25 ~~shall be:~~

26 ~~(1) Subject to withholding of all applicable state and federal~~
27 ~~taxes; and~~

28 ~~(2) Included by retirement systems in determining benefits.~~

29 (b) The Chief Fiscal Officer of the State shall determine whether:

30 (1) Sufficient funds exist for payments authorized under
31 subsection (a) of this section; and

32 (2) Payments authorized by subsection (a) of this section shall
33 be awarded as lump-sum payments or salary increases.

34
35 SECTION 8. Arkansas Code § 21-5-203 is amended to read as follows:
36 21-5-203. Definitions.

1 As used in this subchapter:

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

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

7 ~~(3) "Base range" means the range of pay between the entry pay~~
8 ~~level and the base pay level of the appropriate grade for classifications~~
9 ~~assigned to the career service pay plan;~~

10 ~~(4) "Career pay level" means the salary level established on the~~
11 ~~career service compensation plan in a pay grade that is authorized only for~~
12 ~~current employees who meet established eligibility criteria;~~

13 ~~(5) "Class" or "classification" means a group of positions~~
14 ~~sufficiently similar as to duties performed, scope of discretion and~~
15 ~~responsibility, minimum requirements of training and experience or skill, and~~
16 ~~other characteristics that the same title, the same test of fitness, and the~~
17 ~~same scale of compensation have been or may be applied to each position in~~
18 ~~the group;~~

19 ~~(6)~~(3) "Class specification" means a written document which
20 identifies a group of positions that have the same type of work and
21 responsibility and states the general components by providing a class title,
22 class code, distinguishing features and examples of work, knowledge, skills,
23 and abilities, and the necessary minimum education and experience
24 requirements to perform the assigned duties;

25 ~~(7)(A)~~(4)(A) "Crossgrade" means a temporary reclassification of
26 a position during the fiscal year.

27 (B)(i) The Office of Personnel Management may authorize a
28 temporary change in the classification of a position from the classification
29 authorized in ~~an~~ a state agency ~~or institution~~ appropriation act between
30 legislative sessions to assure correct classification and for other purposes,
31 ~~with the following restrictions:~~

32 ~~(i) A position cannot be crossgraded to a~~
33 ~~classification having a grade higher than the grade originally authorized for~~
34 ~~the position by the General Assembly in the agency's or institution's~~
35 ~~appropriation act;~~

36 ~~(ii) A position may be crossgraded to a~~

1 ~~classification having the same or lower grade than the position as originally~~
 2 ~~authorized by the General Assembly in the agency's or institution's~~
 3 ~~appropriation act;~~

4 ~~(iii) Positions that have been crossgraded may be~~
 5 ~~restored to the original authorized class during the fiscal year with the~~
 6 ~~approval of the office for those positions within the same occupational~~
 7 ~~group;~~

8 ~~(iv) Position classifications may be crossgraded or~~
 9 ~~restored to the original classification only after the review and approval by~~
 10 ~~the office;~~

11 ~~(v) Positions established under the career service~~
 12 ~~compensation plan may not be crossgraded to professional and executive graded~~
 13 ~~classifications and positions established under the professional and~~
 14 ~~executive compensation plan may not be crossgraded to career service graded~~
 15 ~~classifications; and~~

16 ~~(vi) Positions having an authorized line item~~
 17 ~~maximum salary by the General Assembly in the agency's or institution's~~
 18 ~~appropriation act may not be crossgraded from line item status to classified~~
 19 ~~status;~~

20 (ii) The Office of Personnel Management shall
 21 establish the procedures for crossgrades with review by the Legislative
 22 Council or, if the General Assembly is in session, the Joint Budget
 23 Committee;

24 ~~(8)(5)~~ "Demotion" means the change in duty assignment of an
 25 employee from a position in one classification to a position in another
 26 classification of a lower salary grade within the same pay table;

27 ~~(9)(6)~~ "Employee" means a person regularly appointed or employed
 28 in a position of state service by a state agency ~~or institution of higher~~
 29 ~~education~~ for which:

30 (A) He or she is compensated on a full-time basis or on a
 31 pro rata basis; and

32 (B) A class title and pay grade is established in the
 33 appropriation act for the state agency ~~or institution~~ in accordance with the
 34 classification and compensation plan enacted in this subchapter;

35 ~~(10)(7)~~ "Entry pay level" means the minimum entrance salary rate
 36 ~~for classifications assigned to the career service compensation plan for a~~

1 grade established on a pay table;

2 ~~(11)(A)(8) "Grade" means an authorized pay range having an~~
3 ~~entrance salary rate, intermediate rate, and a maximum rate of pay as~~
4 ~~provided in this subchapter.~~

5 ~~(B) The determination of lower or higher grade in relation~~
6 ~~to another grade is determined by comparing the base rates of pay assigned to~~
7 ~~each grade;~~

8 ~~(12) "Head of institution" means the executive head of an~~
9 ~~institution of higher education;~~

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

13 ~~(14)(A)(i)(9) "Job sharing" means a form of employment, approved~~
14 ~~by the Office of Personnel Management, in which the hours of work of two (2)~~
15 ~~or more persons are arranged in such a way as to cover a single, regular~~
16 ~~full-time position.~~

17 ~~(ii) The Department of Finance and Administration~~
18 ~~may authorize job sharing for any regular full-time position.~~

19 ~~(B) The Director of the Department of Finance and~~
20 ~~Administration or his or her designee shall promulgate necessary rules to~~
21 ~~carry out this subdivision (14);~~

22 ~~(15)(10) "Maximum pay level" means the highest authorized level~~
23 ~~of pay for a pay grade for normal compensation administration purposes;~~

24 ~~(16)(11) "Midpoint" means the rate of pay midway between the~~
25 ~~base entry pay level and the maximum pay level established for each grade;~~

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

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

32 ~~(18)(12) "Office of Personnel Management" or "office" means the~~
33 ~~Office of Personnel Management within the Division of Management Services of~~
34 ~~the Department of Finance and Administration acting under the authority~~
35 ~~granted in this subchapter and subject to the direction of the Director of~~
36 ~~the Department of Finance and Administration;~~

1 ~~(19)~~(13) “Pay level” means any single rate of pay in a grade
2 including the entrance rate, intermediate rate, and the maximum rate of pay
3 “Pay table” means the grades and pay ranges assigned to one (1) of the
4 General Salaries, Information Technology, Medical Professional, and Senior
5 Executive tables;

6 ~~(20)~~(14) “Position” means a single office or employment that is
7 legislatively authorized in ~~an~~ a state agency or institution of higher
8 education, occupied or vacant requiring the services of one (1) full-time
9 equivalent employee;

10 ~~(21)~~(15) “Promotion” means the change in duty assignment of an
11 employee from a position in one classification to a position in another
12 classification of a higher salary grade within the same pay table;

13 ~~(22)~~(A)(16)(A) “Reclassification” means a change in the
14 assignment of a position from one classification title to another
15 classification title of either a higher or lower salary grade when material
16 and permanent changes in the duties and responsibilities of the position
17 being recommended for reclassification have occurred or when it is necessary
18 to establish a new classification title to meet federal standards as a
19 prerequisite for federal programs.

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

23 (C) ~~Positions having a line item maximum salary shall be~~
24 ~~considered exempt from the provisions in this section and may not be~~
25 ~~reclassified from line item status to a classified designation bearing a~~
26 ~~salary grade.~~

27 (D) ~~Positions within an agency allocated to a specific~~
28 ~~classification title and salary grade may not be reclassified to a~~
29 ~~classification title having a maximum annual line item salary amount.~~

30 (E) ~~Interim reclassifications approved by the Office of~~
31 ~~Personnel Management are to be implemented through the crossgrading of~~
32 ~~existing authorized positions within an agency or institution or through the~~
33 ~~acquisition of pool positions as authorized in § 21-5-225(a)(1) The Office of~~
34 Personnel Management shall establish procedures for reclassifying positions
35 with review by the Legislative Council or, if the General Assembly is in
36 session, the Joint Budget Committee; and

1 ~~(23)~~(17) “State agencies” means all agencies, authorities,
2 departments, boards, commissions, bureaus, councils, or other agencies of the
3 state supported by appropriation of state or federal funds, except those
4 agencies excluded in § 21-5-204;

5 (18) “State Personnel Administrator” means the State Personnel
6 Administrator of the Office of Personnel Management; and

7 (19) “Transfer” means a change in duty assignment of an employee
8 from one position to another position in the same classification or between
9 pay tables.

10
11 SECTION 9. Arkansas Code § 21-5-204 is amended to read as follows:
12 21-5-204. Exceptions.

13 (a) Except as provided in subsection ~~(e)~~(b) of this section, this
14 subchapter does not apply to:

15 (1) The employees of:

16 (A) Elected constitutional officers of this state;

17 (B) The General Assembly, including employees of the
18 Bureau of Legislative Research and Arkansas Legislative Audit; and

19 (C) Members of the Supreme Court, the Court of Appeals,
20 circuit courts, prosecuting attorneys, and the Administrative Office of the
21 Courts;

22 (2) The Arkansas State Highway and Transportation Department;

23 ~~and~~

24 (3) Federal military technicians, military training support
25 personnel, federally funded personnel of the Arkansas National Guard, and
26 other military personnel who are paid directly by the federal government;

27 (4) The Arkansas State Game and Fish Commission; and

28 (5) State-supported institutions of higher education.

29 ~~(b)(1) Salaries for agency head, agency director, or head of~~
30 ~~institution positions shall be exempt from the classification and~~
31 ~~compensation plan, and the maximum annual salary rate shall be authorized in~~
32 ~~the respective appropriation act.~~

33 ~~(e)(1)~~ An employee described in subsection (a) ~~or subsection (b)~~ of
34 this section may receive:

35 (A) A salary increase, or a line item maximum increase, ~~or~~
36 ~~a cost-of-living adjustment~~ under § 21-5-211; and

1 (B) A merit pay increase under § 21-5-1101.

2 (2) Section 21-5-214 does not apply to the salary increase, ~~line~~
3 ~~item maximum increase, or cost of living adjustment~~ authorized by subdivision
4 ~~(e)(1)(A)~~ (b)(1)(A) of this section.

5
6 SECTION 10. Arkansas Code § 21-5-205 is amended to read as follows:

7 21-5-205. Effect on appropriation acts.

8 (a) All appropriation acts of all state agencies ~~and institutions of~~
9 ~~higher education~~ subject to the provisions of this subchapter shall be
10 governed by ~~it~~ the provisions of this subchapter with respect to grades,
11 class titles, salary increases, salary increase eligibility, and other
12 provisions unless special language in the appropriation act of the state
13 agency ~~or institution~~ specifically allows the state agency ~~or institution~~ to
14 provide salary increases, grade assignments, class title assignments, salary
15 increase eligibility, and other provisions different from those provided by
16 this subchapter.

17 (b) Where the intent of the General Assembly, by amendment to
18 appropriation bills, is to allow a higher grade for a classification than
19 that listed in this subchapter, the grade assigned to the classification in
20 the appropriation act for the classification, as designated with the higher
21 grade level, shall be the grade level for the classification in the state
22 agency ~~or institution of higher education~~ during the biennium.

23 (c) When a higher salary grade level is authorized in this subchapter
24 for classifications which are not reflected in the appropriation action of ~~an~~
25 a state agency ~~or institution of higher education~~, this subchapter shall set
26 the salary grade levels to be authorized in ~~an~~ a state agency's ~~or~~
27 ~~institution's~~ appropriation act for the biennium unless special language in
28 the appropriation act of ~~an~~ a state agency ~~or institution~~ allows the state
29 agency ~~or institution~~ to provide salary increases other than that provided in
30 this subchapter.

31 (d) It is the intent of this section that the respective state
32 agencies ~~and institutions~~ governed by the provisions of this subchapter be
33 authorized to allow salary grade levels as provided in the appropriation acts
34 of the state agencies ~~and institutions~~, provided that the rules which apply
35 to salary increases under the provisions of this subchapter shall not be
36 waived unless special language in the appropriation act of the state agency

1 ~~or institution~~ authorizes the state agency ~~or institution~~ to provide
2 increases other than those authorized under the provisions of this
3 subchapter.

4
5 SECTION 11. Arkansas Code § 21-5-206 is amended to read as follows:

6 21-5-206. Legislative Council – Duties.

7 In order to assist the General Assembly in more efficiently performing
8 its constitutional duty, that being “... the number and salaries of the clerks
9 and employees of the different departments of the State shall be fixed by
10 law.”, the Legislative Council shall:

11 (1) Review the establishment and implementation of ~~any~~ new
12 classification titles proposed between legislative sessions due to program
13 changes;

14 (2) Review the staffing levels of all agencies ~~and institutions~~
15 covered by ~~the provisions of~~ this subchapter and submit to the General
16 Assembly, when in regular session, fiscal session, or special session,
17 recommendations for revisions, modifications, or additions thereto;

18 (3) Conduct, when necessary, salary surveys of the private and
19 public sector of jobs comparable to those contained in § 21-5-208 for
20 purposes of establishing equitable and competitive rates of compensation for
21 employees occupying positions affected by this subchapter;

22 (4) Periodically review and recommend any changes found
23 necessary in the job evaluation system used to set salary grade levels for
24 all classifications affected by ~~the provisions of~~ this section and forward
25 the recommendations to the Office of Personnel Management; and

26 (5) Prepare and submit recommendations for revisions in this
27 subchapter to the General Assembly when in session.

28
29 SECTION 12. Arkansas Code § 21-5-207 is amended to read as follows:

30 21-5-207. Office of Personnel Management – Duties.

31 (a) It shall be the duty of the Office of Personnel Management to
32 perform the following administrative responsibilities with respect to the
33 state classification and compensation plan, subject to this subchapter:

34 (1) To determine that each position of a state agency ~~or~~
35 ~~institution of higher education~~ affected by this subchapter is allocated to a
36 class having a written class specification based on the duties and

1 responsibilities assigned to the position and the requirements necessary to
2 satisfactorily perform the duties;

3 (2) To assist the various state agencies ~~or institutions of~~
4 ~~higher education~~ in the allocation of positions to classes established in
5 this subchapter and in the appropriation acts covering each of the several
6 state agencies ~~or institutions~~ affected by this subchapter, and to disallow
7 the allocation of a position to a class that is not in conformance with this
8 subchapter;

9 (3) To cooperate with any other state agency, department, board,
10 commission, or institution that is not covered by this subchapter which may
11 wish to voluntarily establish its positions into classifications in a like
12 manner as provided in this subchapter for state agencies ~~or institutions of~~
13 ~~higher education~~ covered by it;

14 (4)(A) To authorize the temporary reclassification of positions
15 in a state agency ~~or institution~~ affected by this subchapter in cases in
16 which it has been determined by the ~~office~~ Office of Personnel Management
17 that there are material changes in the duties and responsibilities assigned
18 to the position when there is no available vacant position having the proper
19 classification and where it is impracticable to restructure the duties of the
20 position to the proper classification.

21 (B) The reclassification of positions may also be
22 authorized when it is necessary to establish a new classification to meet
23 federal standards as a prerequisite for federal programs, provided that no
24 position may be reclassified to a class with a higher salary grade than that
25 approved by the General Assembly, and the reclassified positions shall not be
26 placed in a class and receive pay at a salary rate in excess of the maximum
27 ~~salary rate~~ pay level authorized for the position that was reclassified as
28 provided in the appropriation act of the state agency ~~or institution~~;

29 (5)(A) To review all class specifications and all classes and
30 grades and the compensation plan affecting all state agencies ~~and~~
31 ~~institutions~~ covered by this subchapter and to submit to the Legislative
32 Council and the Governor in advance of the regular session and fiscal session
33 of the General Assembly recommendations for revisions, modifications, or
34 additions.

35 (B) When necessary, the ~~office~~ Office of Personnel
36 Management shall confer with the staff of the Legislative Council on the

1 development of and revisions to uniform classification and compensation
2 systems.

3 (C) Time periods for the development of recommendations
4 and time periods for the review by the Legislative Council of those
5 recommendations shall be as established by the ~~Personnel Subcommittee~~ of the
6 Legislative Council or, if the General Assembly is in session, the Joint
7 Budget Committee.

8 (D) The time period shall be sufficiently in advance of
9 budget hearings for the regular session and fiscal session to allow for the
10 thorough review by the ~~Personnel Subcommittee~~ of the Legislative Council;

11 (6) To develop and implement ~~rules to accomplish the purposes of~~
12 ~~this subchapter~~ uniform personnel policies and procedures;

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

18 (B) This procedure is intended to allow state agencies ~~or~~
19 ~~institutions~~ to substitute job-related education and experience for the
20 specific requirements stated on the class specification without the necessity
21 for the revision of the class requirements.

22 (C) The procedure shall require the final approval of the
23 ~~Personnel Director~~ State Personnel Administrator, with the review of the
24 ~~Personnel Subcommittee~~ of the Legislative Council or, if the General Assembly
25 is in session, the Joint Budget Committee;

26 (8)(A) To monitor agency ~~and institution~~ personnel transactions,
27 ~~to ensure that~~ including unqualified appointments, ~~including new employees,~~
28 promotions, and reductions in grade ~~are identified~~.

29 (B) Unqualified appointments shall be reported by the
30 ~~office~~ Office of Personnel Management to the ~~Personnel Subcommittee~~ of the
31 Legislative Council or, if the General Assembly is in session, the Joint
32 Budget Committee unless one (1) of the following actions is taken:

33 (i) Questionable appointments were forwarded by the
34 ~~office~~ Office of Personnel Management to the ~~Personnel Director~~ State
35 Personnel Administrator for further review;

36 (ii) Payroll actions for questionable appointments

1 that are determined by the ~~Personnel Director~~ State Personnel Administrator
2 to be unqualified for the specific appointment are not processed until the
3 unqualified appointment is removed from the payroll or is placed into a
4 position in the state agency for which the individual meets the minimum
5 qualifications of the classification; or

6 (iii) Corrective action has been documented by the
7 state agency ~~or institution~~.

8 (C) It is the specific responsibility of the director of
9 each state agency ~~or the head of each institution~~ covered by this subchapter
10 to certify that the qualifications of persons appointed to positions within
11 the state agency ~~or institution~~ do meet or exceed the minimum education and
12 experience requirements as stated on the class specification;

13 (9)(A) To establish each year, upon the review of the ~~Personnel~~
14 ~~Subcommittee of the~~ Legislative Council, new classifications at an
15 appropriate grade level in order to meet new or changed conditions and to
16 report at the end of each fiscal year all class titles contained in § 21-5-
17 208 for which a class specification has not been written.

18 (B) Any classification established under this subdivision
19 (9) shall remain in effect for the remainder of the fiscal year during which
20 it was established unless specifically authorized to continue by the General
21 Assembly as an addition to this subchapter;

22 (10) To revise, as necessary, the class specification of a
23 classification in order to ensure the accuracy of the description of the
24 assigned duties and the minimum requirements necessary to perform these
25 duties to maintain a valid relationship between the requirements and the
26 duties and responsibilities of the jobs;

27 (11) To administer and maintain a system for the evaluation of
28 employee performance effectiveness;

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

31 (13) To develop and implement, as needed, upon the review of the
32 ~~Personnel Subcommittee of the~~ Legislative Council or, if the General Assembly
33 is in session, the Joint Budget Committee, rules to ensure a uniform system
34 of personnel administration within state government;

35 (14) To review and approve both the classification and number of
36 positions for each state agency on a biennial basis and provide a

1 recommendation to the Legislative Council; and

2 (15) To review and recommend changes to state agency personnel
 3 policies, including without limitation disciplinary policies.

4 (b) In order to ensure and provide for the accuracy and efficiency of
 5 this subchapter and to provide for an efficient and equitable system of
 6 personnel management, the ~~office~~ Office of Personnel Management, with the
 7 review of the ~~Personnel Subcommittee of the~~ Legislative Council or, if the
 8 General Assembly is in session, the Joint Budget Committee, is directed to:

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

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

15 (3) Determine those positions that are improperly classified and
 16 reclassify those positions to the appropriate classification subject to this
 17 subchapter; and

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

20
 21 SECTION 13. Arkansas Code § 21-5-208 is amended to read as follows:

22 21-5-208. Classification of positions.

23 (a)~~(1)~~ There are established for state agencies ~~and institutions~~
 24 covered by this subchapter the following classification titles and grades.

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

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

33
 34 Class

35 Code

Title

Grade

36

U001U	DFA DIRECTOR	SE05
U024U	DHE DIRECTOR	SE05
U033U	COMMISSIONER OF EDUCATION	SE05
U133U	DHS EXECUTIVE DIRECTOR	SE05
U010U	ATRS DIRECTOR	SE04
U014U	APERS DIRECTOR	SE04
U035U	ADC DIRECTOR	SE04
U049U	DIRECTOR BANK DEPARTMENT	SE04
U053U	ADJUTANT GENERAL	SE04
U055U	AEDC DIRECTOR	SE04
U060U	DIS DIRECTOR	SE04
U064U	DIRECTOR STATE POLICE	SE04
U131U	ARK ADJUTANT GENERAL	SE04
U002U	DFA DEPUTY DIRECTOR AND CHIEF OF STAFF	SE03
L002N	DEPUTY STATE HEALTH OFFICER	SE03
N003N	DFA DEPUTY DIRECTOR AND COMMISSIONER OF REVENUE	SE03
N007N	ADH DEPUTY DIRECTOR ADMIN	SE03
N164N	MILITARY DEPUTY ADJUTANT GENERAL	SE03
U005U	PSC CHAIRMAN	SE03
U015U	ADEQ DIRECTOR	SE03
U016U	ADPT DIR PARKS RECREATION & TRAVEL	SE03
U019U	ADFA EXECUTIVE DIRECTOR	SE03
U027U	DEPUTY COMMISSIONER OF EDUCATION	SE03
U034U	DDSSA DIRECTOR	SE03
U037U	DWS DIRECTOR	SE03
U047U	STATE INSURANCE COMMISSIONER	SE03
U061U	ACE DIRECTOR	SE03
U119U	DEPUTY DIRECTOR-PUBLIC HEALTH PROGRAMS	SE03
U124U	MEDICAID INSPECTOR GENERAL	SE03
U132U	ARK DEPUTY ADJUTANT GENERAL	SE03
N012N	DFA DEPUTY DIRECTOR AND CONTROLLER	SE03
A018N	DHS CHIEF FINANCIAL OFFICER	SE02
B017N	ADH CHIEF SCIENTIST	SE02
G002N	DFA REVENUE CHIEF COUNSEL	SE02
L023N	DHS DEPUTY DIRECTOR	SE02
N004N	DFA REV ASST COMMISSIONER POLICY & LEGAL	SE02

N011N	DFA CHIEF INFORMATION OFFICER	SE02
N028N	DFA TAX AUDIT ADMINISTRATOR	SE02
N029N	DFA TAX ADMINISTRATOR	SE02
N030N	DFA STATE REVENUE OFFICE ADMINISTRATOR	SE02
N031N	DFA STATE PROCUREMENT ADMINISTRATOR	SE02
N032N	DFA STATE PERSONNEL ADMINISTRATOR	SE02
N033N	DFA ADMINISTRATIVE SVCS ADMINISTRATOR	SE02
N034N	DFA OCSE ADMINISTRATOR	SE02
N035N	DFA MOTOR VEHICLE ADMINISTRATOR	SE02
N036N	DFA EBD ADMINISTRATOR	SE02
N037N	DFA DRIVER LICENSE ADMINISTRATOR	SE02
N038N	DFA BUDGET ADMINISTRATOR	SE02
N040N	DHS CHIEF INFORMATION OFFICER	SE02
N042N	DFA TAX RESEARCH ADMINISTRATOR	SE02
N181N	DIRECTOR OF MEDICAL SERVICES	SE02
U007U	WCC COMMISSIONER	SE02
U008U	ADVA DIRECTOR	SE02
U018U	DAH DIRECTOR	SE02
U022U	LABOR DIRECTOR	SE02
U032U	AETN DIRECTOR	SE02
U040U	SECURITIES COMMISSIONER	SE02
U042U	INSURANCE CHIEF DEPUTY COMMISSIONER	SE02
U052U	ABA DIRECTOR	SE02
U062U	ADC CHIEF DEPUTY DIRECTOR	SE02
U072U	SECRETARY OF AGRICULTURE	SE02
U073U	DIS DEPUTY DIRECTOR	SE02
U082U	PUBLIC DEF COMM EXEC DIRECTOR	SE02
U084U	DCC DIRECTOR	SE02
U086U	BANK ASSISTANT COMMISSIONER	SE02
U089U	DHE DEPUTY DIRECTOR	SE02
U091U	PROSECUTOR COORDINATOR	SE02
U094U	CRIME LAB EXECUTIVE DIRECTOR	SE02
U100U	WCC CHAIRMAN	SE02
DO11N	ADE DIRECTOR OF INFORMATION SYSTEMS	SE01
DO12N	DFA DEPUTY ADMINISTRATOR	SE01
G004N	DHS CHIEF ATTORNEY	SE01

G029N	DHS DIRECTOR OF POLICY AND LEGAL	SE01
N005N	ADE ASST COMMISSIONER LEARNING SERVICES	SE01
N006N	ADE ASST COMMISSIONER PUB SCH ACCOUNT	SE01
N008N	ASST COMMISSIONER RESEARCH & TECHNOLOGY	SE01
N009N	ASST COMMISSIONER FISCAL & ADMIN SVCS	SE01
N010N	ASST COMMISSIONER OF HUMAN RESOURCES	SE01
	ADE DIRECTOR FOR PUBLIC SCHOOL FACILITIES AND	
N015N	TRANSPORTATION	SE01
N018N	DHS DEP DIR COUNTY OPERATIONS	SE01
N019N	DHS DEP DIR BEHAV HLTH SERVICES	SE01
N020N	DHS DDS COMMISSIONER	SE01
N021N	DHS DEPUTY DIRECTOR - DCFS	SE01
N024N	DIRECTOR STUDENT LOAN AUTHORITY	SE01
N025N	INSURANCE DEPUTY COMMISSIONER INFO SVCS	SE01
N026N	DHS DEPUTY DIRECTOR OF DYS	SE01
N027N	DHS DEPUTY DIRECTOR ADULT SERVICES	SE01
N057N	ASP DEPUTY DIRECTOR/LT. COLONEL	SE01
N082N	DFA INTERNAL AUDIT ADMINISTRATOR	SE01
N182N	ASH CHIEF OPERATING OFFICER	SE01
U003U	STATE FORESTER	SE01
U004U	PSC COMMISSIONER	SE01
U012U	REHABILITATION SERVICES COMMISSIONER	SE01
U013U	ADEM DIRECTOR	SE01
U020U	DAH ASSISTANT DIRECTOR	SE01
U025U	HEALTH PERMIT SERVICES DIRECTOR	SE01
U029U	DEAF SCHOOL SUPERINTENDENT	SE01
U030U	BLIND SCHOOL SUPERINTENDENT	SE01
U031U	STATE LIBRARY DIRECTOR	SE01
U036U	AR APPEALS TRIBUNAL CHAIRMAN	SE01
U038U	PAROLE BOARD CHAIRMAN	SE01
U039U	STATE GEOLOGIST	SE01
U043U	ANRC EXECUTIVE DIRECTOR	SE01
U044U	PLANT BOARD DIRECTOR	SE01
U045U	OIL & GAS DIRECTOR	SE01
U046U	WCC CHIEF EXEC OFFICER	SE01
U048U	ARLPC DIRECTOR	SE01

U050U	PSC DIRECTOR	SE01
U057U	DEPUTY DIRECTOR OF AGRICULTURE	SE01
U059U	AEDC DEPUTY DIRECTOR	SE01
U063U	ASTA DIRECTOR	SE01
U065U	ACE DEPUTY DIRECTOR	SE01
U067U	ADPT TOURISM DIVISION DIRECTOR	SE01
U068U	ADPT PARKS DIVISION DIRECTOR	SE01
U069U	ACIC DIRECTOR	SE01
U070U	DWS DEPUTY DIRECTOR	SE01
U075U	ADEQ CHIEF DEPUTY DIRECTOR	SE01
U076U	DWS WORKFORCE INVESTMENT DIRECTOR	SE01
U077U	ACE DEPUTY DIRECTOR CAREER & TECH ED	SE01
U078U	APERS DEPUTY DIRECTOR	SE01
U079U	ATRS DEPUTY DIRECTOR	SE01
U085U	ACD DIRECTOR	SE01
U087U	AETN ASSOCIATE DIRECTOR	SE01
U092U	ETHICS COMMISSION DIRECTOR	SE01
U095U	MEDICAL BOARD SECRETARY/TREASURER	SE01
U096U	ASBN EXECUTIVE DIRECTOR	SE01
U101U	JDDC EXECUTIVE DIRECTOR	SE01
U105U	AEDC DEP DIR FINANCE & ADMINISTRATION	SE01
U121U	HEALTH INFORMATION TECH DIRECTOR	SE01
U125U	INSPECTOR GENERAL CHIEF COUNSEL	SE01
E004N	ADE DEPUTY COMMISSIONER	SE01
L001N	CRIME LAB DIR MEDICAL EXAMINATION DIV	MP10
U026U	ADH DIRECTOR	MP10
L003N	CHIEF PHYSICIAN SPECIALIST	MP09
L004N	CRIME LAB ASSOC MEDICAL EXAMINER	MP09
L005N	PSYCHIATRIC SPECIALIST	MP08
L025N	SENIOR PHYSICIAN SPECIALIST	MP08
N001N	DIRECTOR OF PHARMACY BOARD	MP08
L008N	PHYSICIAN SPECIALIST	MP07
L015N	ASST PHARMACY DIRECTOR	MP07
L024N	DDSSA MEDICAL SPECIALIST	MP07
L007N	REHAB MED DIR ALCOHOL REHAB CTR-BENTON	MP06
L009N	DHS BEHAV HLTH GENERAL PHYSICIAN	MP06

L011N	DENTIST	MP06
L012N	DDSSA MEDICAL CONSULTANT	MP06
L013N	GENERAL PHYSICIAN	MP06
L014N	DIRECTOR OF PHARMACY	MP06
L016N	REGISTERED PHARMACIST	MP05
L017N	DHS ALEXANDER CHIEF PSYCHOLOGIST	MP05
L027N	DDSSA PSYCHOLOGY SPECIALIST	MP05
B004N	STATE VETERINARIAN	MP05
B005N	VETERINARIAN	MP04
L001C	PSYCHOLOGIST SUPERVISOR	MP04
L002C	NURSING DIRECTOR	MP04
L018N	NURSE PRACTITIONER	MP04
B009N	DFA DOG RACING VETERINARIAN	MP04
B019N	RACING COMMISSION VETERINARIAN	MP04
L003C	PSYCHOLOGIST	MP03
L006C	ASSOCIATE DIRECTOR OF NURSING	MP03
L009C	NURSE MANAGER	MP03
L021N	PHYSICAL THERAPIST	MP03
L097C	ADC PSYCHOLOGIST	MP03
L015C	CLINICAL SPEECH PATHOLOGIST	MP02
L017C	ADH AREA NURSING DIRECTOR	MP02
L019C	REGISTERED NURSE COORDINATOR	MP02
L020C	NURSING SERVICES UNIT MANAGER	MP02
L022C	NURSING CLINIC COORDINATOR	MP02
L022N	OCCUPATIONAL THERAPIST	MP02
L026C	ADH NURSING PROGRAM COORD	MP02
L027C	REGISTERED NURSE SUPERVISOR	MP02
L036C	NURSE INSTRUCTOR	MP02
L032C	REGISTERED NURSE - HOSPITAL	MP01
L038C	REGISTERED NURSE	MP01
L042C	SCHOOL SPEECH PATHOLOGIST	MP01
L045C	AUDIOLOGIST	MP01
D002N	STATE DATABASE ADMINISTRATOR LEAD	IT11
D005N	DFA IT TECHNICAL SPECIALIST	IT11
D013N	ATRS ASSOC DIR OF INFORMATION TECHNOLOGY	IT11
D103C	ASP CHIEF INFORMATION OFFICER	IT11

N017N	ADH CHIEF INFORMATION OFFICER	IT11
D002C	DFA OIS ASSISTANT ADMINISTRATOR	IT10
D003N	STATE CHIEF SECURITY OFFICER	IT10
D006N	STATE SYSTEMS ARCHITECT	IT10
D007N	STATE GEOGRAPHIC INFO OFFICER	IT10
D009C	DIS OPERATIONS CENTER MANAGER	IT10
D009N	AASIS SYSTEM ADMINISTRATOR	IT10
D010C	DATA WAREHOUSE LEAD	IT10
D014N	DIS EEF DIVISION DIRECTOR	IT10
D015N	APERS DIRECTOR OF INFORMATION TECHNOLOGY	IT10
D028N	REGULATORY HEALTH LINK TECH OFFICER	IT10
D001C	STATE DATABASE ADMINISTRATOR	IT09
D003C	STATE SYSTEMS ADMINISTRATOR LEAD	IT09
D005C	STATE IT SECURITY ANALYST	IT09
D011C	DFA ERP SYSTEM MANAGER	IT09
D022N	IT SENIOR PROJECT MANAGER	IT09
D025N	DHS IT SENIOR ENGINEER	IT09
D105C	ADE STATE NETWORK ENGINEER	IT09
N178N	ARS CHIEF INFORMATION OFFICER	IT09
E007N	ADE DIRECTOR OF COMPUTER SCIENCE	IT09
D006C	SOFTWARE ENGINEER LEAD	IT08
D007C	INFORMATION SYSTEMS MANAGER	IT08
D008C	GIS LEAD	IT08
D010N	INSURANCE CHIEF TECHNOLOGY OFFICER	IT08
D012C	DATABASE SPECIALIST	IT08
D013C	BANK IT ADMINISTRATOR	IT08
D014C	STATE SYSTEMS ADMINISTRATOR	IT08
D021C	DFA ERP GROUP LEAD	IT08
D023N	HIT TECHNICAL DIRECTOR	IT08
D043C	ADEM INFO TECH DIV DIR	IT08
D094C	DCC PROJ & ENTERPRISE PROGRAM MGMT ADMIN	IT08
D104C	ADE STATE SYSTEMS ADMINISTRATOR	IT08
D015C	STATE NETWORK ENGINEER	IT07
D017C	INFORMATION SYSTEMS SECURITY SPECIALIST	IT07
D024N	HIT INTERFACE DEVELOPER	IT07
D028C	SENIOR SOFTWARE SUPPORT SPECIALIST	IT07

D029C	SENIOR GIS ANALYST	IT07
D030C	INFORMATION SYSTEMS COORDINATOR	IT07
D034C	DATABASE ADMINISTRATOR	IT07
D035C	COMPUTER SUPPORT MANAGER	IT07
D016C	SENIOR TECHNOLOGY ANALYST	IT06
D022C	SYSTEMS SPECIALIST	IT06
D023C	STATE SYSTEMS SPECIALIST	IT06
D024C	STATE NETWORK SPECIALIST	IT06
D025C	STATE IT SECURITY SPECIALIST	IT06
D026C	STATE HELP DESK LEAD	IT06
D027C	SOFTWARE ENGINEER	IT06
D033C	DFA ERP ANALYST	IT06
D038C	SENIOR SOFTWARE SUPPORT ANALYST	IT06
D039C	NETWORK SUPPORT SPECIALIST	IT06
D042C	DATA WAREHOUSE SPECIALIST	IT06
D049C	DIS PROJECT MANAGER	IT06
D067C	INFORMATION SYSTEMS SECURITY ANALYST	IT06
D040C	GIS ANALYST	IT06
D037C	ADE APSCN APPLICATIONS MANAGER	IT05
D044C	SYSTEMS ANALYST	IT05
D045C	STATE SYSTEMS ANALYST	IT05
D047C	INFORMATION SYSTEMS BUSINESS ANALYST	IT05
D050C	SECURITY ANALYST	IT05
D051C	SYSTEMS APPLICATIONS SUPERVISOR	IT05
D052C	SOFTWARE SUPPORT ANALYST	IT05
D054C	COMPUTER SUPPORT COORDINATOR	IT05
D056C	SYSTEMS COORDINATION ANALYST	IT05
D057C	INFORMATION TECHNOLOGY MANAGER	IT05
D060C	ASST DIR COMPUTER SERVICES	IT05
D061C	INFORMATION SYSTEMS COORDINATION SPEC	IT05
D063C	COMPUTER SUPPORT SPECIALIST	IT05
D020C	INST INFORMATION TECHNOLOGY COORD	IT05
D032C	DIS IT ASSET MANAGER	IT04
D036C	AETN WEBSITE COORDINATOR	IT04
D055C	ADE APSCN FIELD ANALYST	IT04
D058C	COMPUTER OPERATIONS COORDINATOR	IT04

D062C	DATABASE ANALYST	IT04
D064C	WEBSITE DEVELOPER	IT04
D065C	NETWORK SUPPORT ANALYST	IT04
D068C	INFORMATION SYSTEMS ANALYST	IT04
D082C	NETWORK ANALYST	IT04
D046C	STATE PRODUCTION CONTROL SUPERVISOR	IT03
D066C	DIGITAL BROADCAST SPECIALIST	IT03
D069C	DIS SCHEDULER	IT03
D071C	COMPUTER SUPPORT ANALYST	IT03
D073C	ACIC FIELD AGENT	IT03
D075C	SOFTWARE SUPPORT SPECIALIST	IT03
D072C	ACIC SYSTEMS SUPERVISOR	IT02
D078C	GIS TECHNICIAN	IT02
D079C	COMPUTER SUPPORT TECHNICIAN	IT02
D083C	DIGITAL BROADCAST TECHNICIAN	IT02
D084C	COMPUTER OPERATOR	IT02
D080C	ACIC SYSTEMS SPECIALIST	IT01
D089C	INFORMATION TECHNOLOGY ASSISTANT	IT01
A002C	DFA ASSISTANT ACCOUNTING ADMINISTRATOR	GS15
A005N	ASSISTANT DEPUTY BANK COMMISSIONER	GS15
A019N	DHS DEP CHIEF FIN OFFICER--MEDICAL SERVICES	GS15
A020N	DHS DEP CHIEF FIN OFFICER--HUMAN SERVICES	GS15
B001N	ADH SENIOR SCIENTIST	GS15
D004N	DFA IGS/STATE TECHNOLOGY ADMINISTRATOR	GS15
D008N	DFA PBAS TECHNICAL SUPPORT MANAGER	GS15
G001N	ADE LITIGATION ATTORNEY	GS15
G003N	PSC CHIEF ADMIN LAW JUDGE	GS15
G005N	WCC CHIEF ADMIN LAW JUDGE	GS15
G052N	ANRC DEPUTY DIRECTOR	GS15
G053N	DHS DEP DIR LEG AFFAIRS	GS15
N002N	DHE SENIOR ASSOC DIRECTOR	GS15
N014N	INSURANCE DEP COMMISS FINANCIAL REGS	GS15
N016N	DHS DEP DIR ADMINISTRATIVE SVCS	GS15
N039N	ADC DEPUTY DIRECTOR	GS15
N047N	ADE APSCN DIRECTOR	GS15
N061N	AEDC BUSINESS FINANCE DIRECTOR	GS15

N062N	AEDC BUSINESS DEV DIV DIR	GS15
N067N	ADEQ DEPUTY DIRECTOR - LAND RESOURCES	GS15
N070N	WCC ASST CHIEF EXECUTIVE OFFICER	GS15
N077N	ADPT CENTRAL ADMIN DIV DIR	GS15
N113N	ATC DIRECTOR	GS15
N125N	DHS DEP DIR SVCS FOR THE BLIND	GS15
N175N	DHS DDS ASST DIR FOR RESIDENTIAL SVCS	GS15
N195N	ADEQ DEPUTY DIRECTOR	GS15
N197N	NURSING HOME DIVISION DIRECTOR	GS15
N201N	DEPUTY COMM OF CRIMINAL INVESTIGATIONS	GS15
P006N	DFA DIRECTOR OF COMMUNICATIONS	GS15
R001C	DFA ASSISTANT PERSONNEL ADMINISTRATOR	GS15
R002C	DFA ASSISTANT BUDGET ADMINISTRATOR	GS15
R003C	DFA ASSISTANT EBD ADMINISTRATOR	GS15
U083U	DCC CHIEF DEPUTY DIRECTOR	GS15
U097U	AREC EXECUTIVE DIRECTOR	GS15
V001C	DFA ASSISTANT PROCUREMENT ADMINISTRATOR	GS15
A001C	DFA ASSISTANT TAX RESEARCH ADMINISTRATOR	GS14
A003C	DFA REVENUE ASSISTANT ADMINISTRATOR	GS14
A003N	SENIOR INVESTMENT ANALYST	GS14
A006N	ATRS INTERNAL AUDITOR	GS14
A009N	ADE CHIEF FISCAL OFFICER	GS14
A018C	BANK CHIEF EXAMINER	GS14
A030C	BANK CERTIFIED EXAMINATIONS MANAGER	GS14
A107C	BANK EXAM MANAGER	GS14
B002N	ABA STATE ENGINEER	GS14
B003N	ABA STATE ARCHITECT	GS14
E005N	DIR OF OFFICE OF SKILLS DEVELOPMENT	GS14
G003C	ANRC DEP DIR	GS14
G006N	PSC CHIEF COUNSEL	GS14
G007N	DWS GENERAL COUNSEL	GS14
G008N	CHIEF PUBLIC DEFENDER	GS14
G009N	ADH CHIEF LEGAL COUNSEL	GS14
G010N	WCC ADMINISTRATIVE LAW JUDGE	GS14
G011N	PSC ADMINISTRATIVE LAW JUDGE	GS14
G018N	DIRECTOR RISK MANAGEMENT	GS14

G031N	ASP GENERAL COUNSEL	GS14
G032N	PC&E HEARING OFFICER	GS14
G033N	ASTA AMS DIRECTOR	GS14
G039N	ADVA ASSISTANT DIRECTOR	GS14
G042N	APERS CHIEF LEGAL COUNSEL	GS14
G077C	MLK EXECUTIVE DIRECTOR	GS14
G257C	BANK CHIEF COUNSEL	GS14
L026N	STATE VETERANS HOME ADMINISTRATOR	GS14
N013N	DIS CHIEF OPERATING OFFICER	GS14
N023N	INSURANCE DEPUTY COMMISSIONER	GS14
N043N	PSC DIRECTOR OF FINANCIAL ANALYSIS	GS14
N044N	DIS CUST RELATIONS MGMT ADMR	GS14
N045N	DIRECTOR OF POULTRY DISEASES	GS14
N046N	ADE ASST DIR ACADEMIC FACILITIES	GS14
N048N	ADC ASSISTANT DIRECTOR	GS14
N052N	DHS EXEC DIR EARLY CHILDHOOD COMM	GS14
N055N	DHE ASSOCIATE DIRECTOR	GS14
N059N	AEDC TRAINING DIVISION DIRECTOR	GS14
N063N	ADH EPIDEMIOLOGY OFFICER	GS14
N064N	ADH CENTER DIR-LOCAL PUBLIC HEALTH	GS14
N065N	ADH CENTER DIRECTOR-HEALTH PROTECTION	GS14
N066N	ADFA DEPUTY DIRECTOR	GS14
N069N	ADE SPECIAL ADVISOR	GS14
N071N	PSC TAX DIVISION DIRECTOR	GS14
N080N	DHS/DMS ASSISTANT DIRECTOR - FISCAL	GS14
N081N	DHS DDS SUPT HDC/CONWAY	GS14
N083N	AEDC STRATEGIC PLANNING DIRECTOR	GS14
N084N	AEDC MRKT & COMMUNICATIONS DIR	GS14
N085N	AEDC DIR TECH & ENTREPRENEURSHIP	GS14
N086N	DHS DDS DIR EVAL PLAN & MGMT SYSTEMS	GS14
N092N	ATRS ASSOCIATE DIRECTOR OF OPERATIONS	GS14
N093N	ATRS ASSOCIATE DIRECTOR FISCAL AFFAIRS	GS14
N094N	ASTA EPSCOR DIRECTOR	GS14
N097N	ADH CHIEF FINANCIAL OFFICER	GS14
N099N	DHS/DMS ADD - LONG TERM CARE	GS14
N100N	DHS/DMS ADD - MEDICAL SERVICES	GS14

N101N	DHS/DCO ASST DEP DIR PGM & ADMN SPT	GS14
N102N	DHS/DCO ASSISTANT DIRECTOR	GS14
N103N	DHS MENTAL HEALTH CENTER DIRECTOR	GS14
N121N	DHS/DCFS DEPUTY DIRECTOR	GS14
N122N	DHS/DCC ASSISTANT DIR FINANCE & ADMIN	GS14
N123N	DHS/DBHS ASST DIR FOR FINANCE	GS14
N124N	DHS/DYS ASSISTANT DIVISION DIRECTOR	GS14
N133N	DIRECTOR MINORITY HEALTH COMMISSION	GS14
N134N	DHS/DCFS ASSISTANT DIRECTOR	GS14
N135N	DHS AHC NURSING HOME ADMINISTRATOR	GS14
N137N	SECURITIES DEPUTY COMMISSIONER	GS14
N140N	INS ASST DEP COMMISSIONER FINANCE	GS14
N142N	DHS/DAAS DEPUTY DIRECTOR	GS14
N144N	DHS DDS DIR CLIENT SERVICES	GS14
N150N	TECHNICAL INSTITUTE DIRECTOR	GS14
N177N	AFHC DIRECTOR	GS14
N179N	DIS CHIEF TECHNOLOGY OFFICER	GS14
N180N	AEDC ARKANSAS ENERGY OFFICE DIRECTOR	GS14
N186N	ASTA DEPUTY DIRECTOR	GS14
N189N	DHS/DMS DEPUTY DIRECTOR	GS14
N190N	INSURANCE GENERAL COUNSEL	GS14
N199N	OMIG DEPUTY ADMINISTRATOR	GS14
T001C	ASP MAJOR	GS14
U054U	CLEST DIRECTOR	GS14
X001C	PSC DIR OF ELECTRIC UTILITIES SECT	GS14
X002N	PROPERTY & CASUALTY MANAGER	GS14
A004N	CERTIFIED FINANCIAL EXAMINER MANAGER	GS13
A006C	DFA REVENUE TAX DIVISION MANAGER	GS13
A007N	ASLA FEDERAL PROGRAMS FINANCIAL OFFICER	GS13
A010C	AGENCY CONTROLLER II	GS13
A010N	AGRICULTURE CHIEF FISCAL OFFICER	GS13
A011N	ASP CHIEF FISCAL OFFICER	GS13
A013N	AETN DEP DIR FOR ADMIN & FINANCE	GS13
A017N	ADFA PUBLIC FINANCE OFFICER	GS13
A039C	CERTIFIED BANK SENIOR EXAMINER	GS13
A108C	ADC ASST CHIEF FINANCIAL OFFICER(CFO)	GS13

B001C	DEPUTY STATE FORESTER	GS13
B006N	ARLPC BOARD CERTIFIED PATHOLOGIST	GS13
B007C	CRIME LAB SCIENTIFIC OPERATION MGR	GS13
B007N	AETN ENGINEERING DIVISION MANAGER	GS13
B010N	VETERINARY VIROLOGIST	GS13
B011N	ADH DIR ENGINEERING	GS13
B012C	ADEQ ENGINEER P.E. BRANCH MANAGER	GS13
B020N	VETERINARY TOXICOLOGIST	GS13
D026N	DHS ELIGIBILTY SYSTEM PROGRAM MANAGER	GS13
E001N	ADE COORDINATOR SPECIAL PROGRAMS	GS13
E003N	ADE COORD SCH. IMP / STANDARDS ASSURANCE	GS13
G001C	DFA ASSISTANT ADMIN SVCS ADMINISTRATOR	GS13
G004C	MANAGING ATTORNEY	GS13
G005C	ADEQ WATER DIVISION MANAGER	GS13
G012N	PUBLIC DEFENDER III	GS13
G014N	ADC COMPLIANCE ATTORNEY	GS13
G015N	DWS ASSISTANT DIRECTOR	GS13
G017N	DWS ASST DIR-TANF	GS13
G018C	ADPT PARKS ADMIN MANAGER	GS13
G019C	GENERAL COUNSEL	GS13
G019N	PAROLE BOARD MEMBER	GS13
G023C	DEPUTY PROSECUTOR COORDINATOR	GS13
G024N	ADC GENERAL COUNSEL	GS13
G034C	ADEQ P.E. MANAGER	GS13
G037N	APERS DIRECTOR OF OPERATIONS	GS13
G041N	ASPB GENERAL COUNSEL	GS13
G043N	RISK MANAGEMENT ASSISTANT DIRECTOR	GS13
G053C	DDSSA ASSISTANT DIRECTOR	GS13
G054N	DHS GENERAL COUNSEL	GS13
G055N	PAROLE BOARD EXECUTIVE ADMINISTRATOR	GS13
G234C	DDSSA PROGRAM DIRECTOR	GS13
M002C	DHS BEHAV HLTH ASSOC DIR, AHC	GS13
M003C	DHS BEHAV HLTH CHILDRENS SYSTEM CARE DIR	GS13
N001C	DEPUTY CHIEF FINANCIAL OFFICER	GS13
N049N	DWS ASST DIR, INFO AND TECHNOLOGY	GS13
N050N	DWS ASST DIR, FINANCIAL MANAGEMENT	GS13

N051N	DWS ASST DIR, EMPLOYMENT ASSIST	GS13
N054N	DHE CAREER PATHWAYS DIRECTOR	GS13
N056N	AGRI COORDINATOR OF LABORATORY	GS13
N058N	DEPUTY DIRECTOR OF ARLPC	GS13
N072N	PSC DIRECTOR RESEARCH & POLICY	GS13
N073N	INSURANCE CHF FIN/MKT CONDUCT EXMR	GS13
N074N	DWS ASST DIR, UNEMPLOYMENT INS	GS13
N078N	DIS PROJECT & ENTERPRISE PRGM MGMT ADMIN	GS13
N079N	DIS DIVISION DIRECTOR	GS13
N088N	DHS AHC DIRECTOR OF NURSING	GS13
N089N	DFA DIRECTOR ABC ADMINISTRATION	GS13
N090N	CONTRACTORS LICENSE ADMR/INVEST	GS13
N096N	APERS ASST DIRECTOR OF FINANCE	GS13
N098N	ACTI DIRECTOR OF PHYSICAL THERAPY	GS13
N104N	ADH DIRECTOR STATISTICS & VITAL RECORDS	GS13
N106N	PRIVATE CAREER EDUCATION BOARD DIRECTOR	GS13
N107N	DHS/OFA ASSISTANT DIR - ACCOUNTING OPS	GS13
N108N	DHS/DCO ASST DEP DIR	GS13
N109N	DHS/OFA ASSISTANT DIRECTOR	GS13
N110N	DHS ASST DIR CONTRACT MONITORING UNIT	GS13
N111N	DHS ASST DEP DIR FOR MGR ACCOUNTING	GS13
N112N	DHS ASST DEP DIR FIN SUPPORT SYSTEM	GS13
N114N	DCC DEPUTY DIR RESIDENTIAL SVCS	GS13
N118N	ADH DIR IN-HOME SERVICES	GS13
N126N	DHS DDS SUPT HDC	GS13
N127N	DHS/DBHS DIR ALCOHOL & DRUG ABUSE PREV	GS13
N128N	DHS ASST DIR QUALITY ASSURANCE	GS13
N129N	DCC DEPUTY DIR PAROLE/PROBATION SERVICES	GS13
N130N	DCC DEPUTY DIR ADMINISTRATIVE SERVICES	GS13
N147N	DHS/DAAS ASST DEP DIR	GS13
N154N	CLAIMS COMMISSION DIRECTOR	GS13
N158N	ASBN ASSISTANT DIRECTOR	GS13
N163N	ADPT TOURISM ADMIN DIRECTOR	GS13
N171N	DHS DEP DIR OFFICE OF VOL SVCS	GS13
N172N	ACE REHAB OPERATIONS DIRECTOR	GS13
N174N	HEALTH INFORMATION TECH POLICY DIRECTOR	GS13

N184N	DHS DIR OF PROG IMP AND INVESTIGATIONS	GS13
N187N	CIS DIVISION ASSISTANT DIRECTOR	GS13
N196N	MILITARY AFFAIRS DIRECTOR	GS13
N204N	ADEQ DIRECTOR OF SPECIAL PROJECTS	GS13
N205N	ADEQ DIRECTOR OF COMPLIANCE	GS13
P002N	ADH DIRECTOR OF COMMUNICATIONS	GS13
R001N	ADH CHIEF HUMAN RESOURCES OFFICER	GS13
R003N	APERS DIRECTOR OF BENEFITS ADMIN	GS13
R040C	DFA STATEWIDE PROGRAM MANAGER	GS13
T001N	ADC SUPERINTENDENT	GS13
T003C	ASP CAPTAIN	GS13
U017U	ADPT HISTORY COMMISSION DIRECTOR	GS13
U056U	OIL & GAS DEPUTY DIRECTOR	GS13
U080U	ABA DEPUTY DIRECTOR	GS13
U081U	ARKANSAS SENTENCING COMMISSION DIRECTOR	GS13
U093U	CRIME LAB ASSISTANT DIRECTOR	GS13
V002N	DHS DEP CHIEF PROCUREMENT OFFICER	GS13
X004C	ADEQ CHIEF TECHNICAL OFFICER	GS13
X008C	SECURITIES CHIEF EXAMINER	GS13
X197C	RACING COMMISSION STEWARD	GS13
A002N	ASTA ASSISTANT DIRECTOR OF FINANCE	GS12
A004C	CERTIFIED FINANCIAL EXAMINER	GS12
A008N	DIRECTOR OF RATES AND DEMAND RESOURCES	GS12
A012N	ADVA CHIEF FISCAL OFFICER	GS12
A013C	PSC DIRECTOR OF REVENUE REQUIREMENTS	GS12
A014C	FISCAL DIVISION MANAGER	GS12
A015C	DWS DIR INTERNAL AUDIT & SECURITY	GS12
A016C	DHS DMS BUSINESS OPERATIONS MANAGER	GS12
A021C	AGENCY CONTROLLER I	GS12
A025C	DFA ACCOUNTING CAFR COORDINATOR	GS12
A115C	OMIG CHIEF FINANCIAL OFFICER	GS12
B002C	AGRICULTURE DIRECTOR OF MARKETING	GS12
B004C	ANRC WATER RESOURCES DIVISION MANAGER	GS12
B005C	ANRC WATER DEVELOPMENT DIVISION MANAGER	GS12
B006C	ANRC CONSERVATION DIVISION CHIEF	GS12
B008N	SENIOR PETROLEUM ENGINEER	GS12

B011C	ADH CHIEF ENGINEER	GS12
B012N	ASTA ASSISTANT DIRECTOR OF ENGINEERING	GS12
B013N	ASST STATE GEOLOGIST	GS12
B015C	ENGINEER SUPERVISOR	GS12
B015N	ASTA ASSISTANT DIRECTOR OF RESEARCH	GS12
B016N	LAND SURVEY STATE SURVEYOR	GS12
B018N	ASTA FIELD ENGINEER	GS12
B021N	BIOSTATISTICIAN	GS12
D004C	STATE NETWORK SUPPORT LEAD	GS12
D096C	DIS EFF SR SYSTEM ADMR	GS12
E009C	TECHNICAL INSTITUTE ASSISTANT DIRECTOR	GS12
E067C	DDSSA PROGRAM EDUCATION COORDINATOR	GS12
G002C	DFA ASSISTANT IGS ADMINISTRATOR	GS12
G006C	ADE SPECIAL EDUCATION DIVISION MANAGER	GS12
G010C	ACE DIVISION MANAGER	GS12
G013N	ASBN GENERAL COUNSEL	GS12
G014C	AEDC DIR OF COMMUNITY DEVELOPMENT	GS12
G015C	AEDC SMALL/MINORITY BUSINESS DIRECTOR	GS12
G016N	DWS ASST DIR GRANTS RESOURCE ADMIN	GS12
G020C	DWS PROGRAM ADMINISTRATOR	GS12
G022N	PUBLIC DEFENDER II	GS12
G023N	REVOCAION HEARING JUDGE	GS12
G024C	DEPARTMENT ADMINISTRATIVE LAW JUDGE	GS12
G025C	ATTORNEY SUPERVISOR	GS12
G026C	ADH ASSOC CENTER DIR-MGMT & OPS	GS12
G026N	ASTA ASSISTANT DIRECTOR MGMT SVS	GS12
G027C	ADFA PROGRAM OFFICER	GS12
G028C	ADEQ TECHNICAL SERVICES DIVISION MANAGER	GS12
G028N	JDDC DEPUTY EXEC DIRECTOR	GS12
G029C	ADEQ SOLID WASTE DIVISION MANAGER	GS12
G030C	ADEQ REGULATED STORAGE TANKS DIV MANAGER	GS12
G030N	ASTA ASSISTANT DIRECTOR OF STEM EDUCATION	GS12
G031C	ADEQ PUBLIC OUTREACH DIVISION MANAGER	GS12
G032C	ADEQ MINING DIVISION MANAGER	GS12
G033C	ADEQ HAZARDOUS WASTE DIVISION MANAGER	GS12
G034N	ASTA ASSISTANT DIRECTOR FOR SALES AND MARKETING	GS12

G035C	ADEQ ADMINISTRATION DIVISION MANAGER	GS12
G035N	ASTA SALES AND MARKETING SPECIALIST	GS12
G036N	PLANT BOARD ASSISTANT DIRECTOR	GS12
G037C	ADPT PARKS PLANNING & DEV MGR	GS12
G042C	DHS ADMINISTRATIVE LAW JUDGE	GS12
G049C	ADH REGIONAL DIRECTOR	GS12
G055C	ADEM DEPUTY DIRECTOR	GS12
G101C	DHS AREA MANAGER	GS12
G245C	AEDC DIR OF COMMUNITY DEV & IMPROVEMENT	GS12
G249C	OMIG PROGRAM ADMINISTRATOR	GS12
L019N	ADH CHIEF EPIDEMIOLOGIST	GS12
N076N	PSC DIRECTOR OF QUALITY SERVICES	GS12
N095N	ARKANSAS BUREAU OF STANDARDS DIRECTOR	GS12
N105N	STADIUM COMMISSION EXECUTIVE DIRECTOR	GS12
N115N	CRIMINAL INSURANCE FRAUD DIRECTOR	GS12
N116N	BOARD OF ARCHITECTS EXECUTIVE DIRECTOR	GS12
N117N	BD OF ACCT EXECUTIVE DIRECTOR	GS12
N119N	ADC INDUSTRY ADMINISTRATOR	GS12
N120N	ADC FARM ADMINISTRATOR	GS12
N131N	SBEC DIRECTOR	GS12
N136N	ADC HEALTH SERVICE ADMINISTRATOR	GS12
N138N	REHABILITATION DIRECTOR FIELD SERVICES	GS12
N139N	MINORITY HLTH & HLTH DISPARITIES DIR	GS12
N141N	DHS/DCO AREA DIRECTOR	GS12
N143N	DHS DDS DIVISION MANAGER	GS12
N145N	DHS ASSISTANT DIRECTOR CMS	GS12
N146N	BOARD OF APPRAISER EXECUTIVE DIRECTOR	GS12
N148N	ADH GOVERNMENTAL AFFAIRS POLICY DIR	GS12
N151N	DHS/DCFS ADMR ADMIN SERVICES	GS12
N152N	DHS/DBHS ASSISTANT DIR ADMIN SVCS	GS12
N156N	BEHAV HLTH ASST DIR CHILDRENS SVS	GS12
N157N	ATRS ASSOCIATE DIRECTOR OF INVESTMENTS	GS12
N159N	APERS INVESTMENT OPERATIONS MANAGER	GS12
N161N	STATE LIBRARY DEPUTY DIRECTOR	GS12
N162N	STATE DRUG PREVENTION DIRECTOR	GS12
N165N	LP GAS BOARD DIRECTOR	GS12

N166N	DFA DIRECTOR ABC ENFORCEMENT	GS12
N167N	DHS POLICY & RESEARCH DIRECTOR	GS12
N168N	DHS DIR HOME & COMMUNITY BASED SVCS	GS12
N170N	REHAB DIRECTOR - ACTI	GS12
N185N	DIR OF OUTCOMES MGMT & PRACTICE IMPROVEM	GS12
P001N	ADE DIR OF COMMUNICATIONS	GS12
P003N	ADC PUBLIC INFORMATION OFFICER	GS12
P004N	DHS DIRECTOR OF PUBLIC RELATIONS	GS12
P007N	DWS DIRECTOR OF COMMUNICATIONS	GS12
R002N	DHS DIRECTOR OF HUMAN CAPITAL	GS12
R006C	HUMAN RESOURCES ADMINISTRATOR	GS12
S001C	ADPT PARKS OPERATIONS MGR	GS12
T005C	ADC/DCC CORRECTIONAL WARDEN	GS12
T007C	ASP LIEUTENANT	GS12
T016C	CLEST DEPUTY DIRECTOR ACADEMY OPERATIONS	GS12
U006U	EXECUTIVE DIRECTOR SPINAL CORD COMM	GS12
U021U	AERONAUTICS DIRECTOR	GS12
U088U	LABOR DEPUTY DIRECTOR	GS12
U099U	DIRECTOR OF RURAL SERVICES	GS12
V003C	DFA PROCUREMENT DIVISION MANAGER	GS12
X001N	BD OF COLLECTION EXEC DIR	GS12
X005C	PROPERTY & CASUALTY MANAGER	GS12
A007C	AUDIT MANAGER	GS11
A019C	PSC TAX DIVISION ASSISTANT DIRECTOR	GS11
A021N	ADEQ CHIEF FINANCIAL OFFICER	GS11
A024C	DHS DIVISION CHIEF FISCAL OFFICER	GS11
A027C	ACCOUNTING OPERATIONS MANAGER	GS11
A028C	PSC SENIOR RATE CASE ANALYST	GS11
A031C	ASSISTANT CONTROLLER	GS11
A033C	TAX AUDITOR SUPERVISOR	GS11
A110C	SENIOR INVESTMENT MANAGER	GS11
A112C	DFA CAFR COORDINATOR	GS11
A119C	CERTIFIED PUBLIC ACCOUNTANT	GS11
B009C	DIRECTOR WATERWAYS COMMISSION	GS11
B010C	AGRI DIVISION MANAGER	GS11
B014C	ASST STATE FORESTER	GS11

B014N	SENIOR PETROLEUM GEOLOGIST	GS11
B016C	ASTA ASSISTANT DIRECTOR EPSCOR	GS11
B019C	FORENSIC ADMINISTRATOR	GS11
B020C	ADPT REGIONAL PARK SUPV	GS11
B023C	ENGINEER, P.E.	GS11
B028C	CLEST DEPUTY DIRECTOR STANDARDS DIVISION	GS11
C002C	ASP HIGHWAY SAFETY OFFICE ADMINISTRATOR	GS11
D098C	DIS EFF SYSTEM ADMR	GS11
D099C	DIS EFF STATE SYSTEM ADMR	GS11
D106C	HEALTH INFO TECHNICAL SR SYS SPECIALIST	GS11
E001C	AETN PROGRAMMING DIVISION DIRECTOR	GS11
E002C	AETN OUTREACH DIVISION DIRECTOR	GS11
E003C	AETN EDUCATION DIVISION DIRECTOR	GS11
E004C	SCHOOL PRINCIPAL	GS11
E006C	PUBLIC SCHOOL PROGRAM MANAGER	GS11
E006N	ADE COORD COMPUTER SCIENCE	GS11
G007C	WCC DIVISION MANAGER	GS11
G008C	RISK MANAGEMENT ASSISTANT DIRECTOR	GS11
G012C	ADE ASSISTANT TO DIRECTOR	GS11
G013C	AEDC MANAGER OF STRATEGIC ENERGY DEVELOPMENT	GS11
G021C	DHS/DSB ASSISTANT DIRECTOR	GS11
G025N	PUBLIC DEFENDER I	GS11
G027N	DHS RESEARCH ANALYSIS MANAGER	GS11
G043C	DHE FINANCIAL AID MANAGER	GS11
G044C	DFA REVENUE PROBLEM RESOLUTION OFFICER	GS11
G047C	ATTORNEY SPECIALIST	GS11
G048C	AEDC STRATEGIC PLANNING ASSISTANT DIRECTOR	GS11
G052C	ACIC DIVISION MANAGER	GS11
G054C	AREC DEPUTY EXECUTIVE DIRECTOR	GS11
G056C	DHS/DCC ASST DIR OPS & PROG SUPV	GS11
G058C	DHE FEDERAL PROGRAM MANAGER	GS11
G062C	AEDC PROJECT CONSULTANT	GS11
G066C	PSC TELECOM AND QUALITY OF SERVICE MGR	GS11
G067C	PSC CUSTOMER SERVICE MANAGER	GS11
G233C	DDSSA SECTION MANAGER	GS11
G247C	ARKANSAS PAROLE BOARD PROGRAM ADMINISTRA	GS11

G250C	OMIG OPERATIONS MANAGER	GS11
G255C	DYS ACADEMIC ADMINISTRATOR	GS11
L011C	DHS ALCOHOL/DRUG ABUSE PREV ASST DEP DIR	GS11
L013C	ADH BRANCH MANAGER	GS11
L095C	ADH HOSPITAL & REGULATORY MANAGER	GS11
M005C	DHS ASSISTANT SUPERINTENDENT - CONWAY	GS11
N132N	ENG & LAND SURVEYORS EXEC DIRECTOR	GS11
N149N	ADE COORD FISCAL DISTRESS	GS11
N153N	DHS/DBHS CLINICAL DIRECTOR	GS11
N176N	EXEC DIR COUNSELING BRD	GS11
N203N	ADEQ DIRECTOR OF ENTERPRISE SERVICES	GS11
P001C	AETN PRODUCTION DIVISION DIRECTOR	GS11
P002C	AEDC DIRECTOR FILM COMMISSION	GS11
P003C	DAH AGENCY DIRECTOR	GS11
P005N	DIS TESTING EVAL PLANTS POLICY COORD	GS11
R012C	DFA ASSISTANT STATE PAYROLL MANAGER	GS11
R013C	AGENCY HUMAN RESOURCES MANAGER	GS11
R041C	DFA STATEWIDE PROGRAM COORDINATOR	GS11
S002C	AETN OPERATIONS DIVISION DIRECTOR	GS11
T011C	ASP SERGEANT	GS11
U127U	EXEC DIR DEVLPMTL DISABILITIES COUNCIL	GS11
X007C	DHS/DYS ADMIN PROG COMPLIANCE	GS11
X011C	ASP/CACD INVESTIGATOR ADMINISTRATOR	GS11
X015C	SECURITIES EXAMINER SUPERVISOR	GS11
X033C	PSC SENIOR PUBLIC UTILITY AUDITOR	GS11
G022C	DHS DIRECTOR OF EMERGENCY OPERATIONS	GS11
A023C	PHARMACY BOARD CHIEF FISCAL OFFICER	GS10
A036C	ADPT REV OPERATIONS MANAGER	GS10
A040C	ADFA FISCAL PROGRAM MANAGER	GS10
A044C	AUDIT COORDINATOR	GS10
A058C	DFA CAFR ACCOUNTANT	GS10
A106C	BANK SENIOR EXAMINER	GS10
A118C	FINANCIAL EXAMINER SPECIALIST	GS10
B008C	ENG & LAND SURVEYORS PROF ENGINEER	GS10
B018C	SENIOR BROADCAST ENGINEER	GS10
B022C	DISTRICT FORESTER	GS10

B027C	PARK SUPERINTENDENT V	GS10
B128C	METROLOGY LABORATORY MANAGER	GS10
D018C	DIS INFORMATION SYSTEM COORDINATOR	GS10
D031C	DISASTER RECOVERY ANALYST	GS10
D115C	HIT BUSINESS COORDINATOR	GS10
E005C	REHAB DIRECTOR OF VOCATIONAL TRAINING	GS10
E010C	DHS/DYS EDUCATION MANAGER	GS10
E012C	STATE LIBRARY DIVISION MANAGER	GS10
E013C	EDUCATION PROGRAM MANAGER	GS10
E014C	AETN PROGRAM AND SERVICES DIV MANAGER	GS10
E016C	PUBLIC SCHOOL PROGRAM COORDINATOR	GS10
E017C	ASST PRINCIPAL	GS10
E059C	ADE COORDINATOR OF NUTRITION SERVICES	GS10
E061C	ACE PROGRAM COORDINATOR	GS10
E063C	AETN PROFESSIONAL RELATIONS DIRECTOR	GS10
G036C	ABA DIVISION MANAGER	GS10
G040C	REHAB DIRECTOR - SPECIAL PROGRAMS	GS10
G041C	ATRS MEMBER SERVICES ADMINISTRATOR	GS10
G046C	DCC PLANNING & MGMT SVCS ADMINISTRATOR	GS10
G050C	ADE APSCN DIVISION MANAGER	GS10
G051C	ADE ACADEMIC FACILITIES SR PROJECT ADMIN	GS10
G059C	DDSSA ASST DIRECTOR	GS10
G060C	DDSSA ASST DIRECTOR - QUALITY ASSURANCE	GS10
G061C	ACD DEPUTY DIRECTOR	GS10
G063C	ADEQ BRANCH MANAGER	GS10
G065C	PUBLIC DEFENDER ATTORNEY I	GS10
G069C	DIS QUALITY ASSURANCE LEAD	GS10
G071C	DHE PROGRAM COORDINATOR	GS10
G073C	ATTORNEY	GS10
G076C	ADMINISTRATIVE SERVICES MANAGER	GS10
G085C	DDSSA PROFESSIONAL RELATIONS MANAGER	GS10
G097C	SBEC DEPUTY DIRECTOR	GS10
G112C	DDSSA UNIT SUPERVISOR	GS10
G156C	ASP PROGRAM MANAGER	GS10
G225C	DFA OCSE FIELD OPERATIONS MANAGER	GS10
G228C	DFA RACING COMMISSION MANAGER	GS10

G235C	DDSSA ADJUDICATOR V	GS10
G246C	ATC DEPUTY DIRECTOR	GS10
G254C	ADVA CLAIMS & APPEALS DIVISION MANAGER	GS10
G258C	DDSSA HEARING OFFICER	GS10
G259C	INSURANCE PROGRAM MANAGER	GS10
G263C	PUBLIC DEFENDER	GS10
L004C	REHABILITATION DIRECTOR - PROG, PLAN, DEV & EVAL	GS10
L010C	DHS DMS MEDICAL ASSISTANCE MANAGER	GS10
L014C	HIPAA PROGRAM CONSULTANT	GS10
L016C	ADH PUBLIC HEALTH ADMINISTRATOR	GS10
L025C	ADH PUBLIC HEALTH SECTION CHIEF III	GS10
L030C	ADH DISTRICT MANAGER	GS10
L099C	EPIDEMIOLOGY SUPERVISOR	GS10
M001C	DCC TREATMENT ADMINISTRATOR	GS10
M006C	ADH SOC SVC PROGRAM DIRECTOR	GS10
N155N	CAPITOL ZONING DISTRICT ADMINISTRATOR	GS10
N169N	MOTOR VEHICLE COMMISSION DIRECTOR	GS10
P067C	ASP PUBLIC INFORMATION OFFICER	GS10
P074C	AID PUBLIC INFORMATION OFFICER	GS10
R010C	DFA SENIOR STATE PERSONNEL ANALYST	GS10
R011C	DFA SENIOR STATE BUDGET ANALYST	GS10
T004C	DCC PROGRAM ADMR PAROLE & PROBATION SVCS	GS10
T015C	ADC/DCC DEPUTY WARDEN	GS10
T024C	ASP/CACD HOTLINE ADMINISTRATOR	GS10
V036C	AGENCY PROCUREMENT ADMINISTRATOR	GS10
X002C	INSURANCE PUBLIC EMP CLAIMS DIV DIR	GS10
X009C	INSURANCE DEPT DIR OF SECURITY OPS	GS10
X013C	ENVIRONMENTAL HEALTH MANAGER	GS10
X021C	BD OF ACCT INVESTIGATOR	GS10
X025C	DCC PAROLE/PROBATION AREA MANAGER	GS10
X027C	DENTAL EXAMINERS BD EXEC DIR	GS10
X203C	DDSSA QUALITY ASSURANCE SPECIALIST	GS10
G045C	DFA DIVISION MANAGER III	GS09
A029C	DIS FISCAL MANAGER	GS09
A032C	ADE FINANCE PROGRAM COORDINATOR	GS09
A034C	RETIREMENT SECTION MANAGER	GS09

A037C	INVESTMENT MANAGER	GS09
A038C	FISCAL SUPPORT MANAGER	GS09
A042C	INSURANCE SENIOR EXAMINER	GS09
A046C	PSC RATE CASE ANALYST	GS09
A050C	AGENCY FISCAL MANAGER	GS09
A051C	ADFA FINANCE PROGRAM COORDINATOR	GS09
A052C	ACCOUNTING COORDINATOR	GS09
A054C	TAX AUDITOR II	GS09
B021C	LICENSED ARCHITECT	GS09
B029C	AGRI PLANT BOARD DIVISION MGR	GS09
B030C	FORENSIC SCIENTIST COORDINATOR	GS09
B031C	PARK SUPERINTENDENT IV	GS09
B034C	MICROBIOLOGIST SUPERVISOR	GS09
B035C	GEOLOGY SUPERVISOR	GS09
B037C	CHEMIST SUPERVISOR	GS09
B038C	STATE FOREST MANAGER	GS09
B041C	STATE CLIMATOLOGIST	GS09
B042C	ENGINEER	GS09
B044C	HEALTH PHYSICIST SUPERVISOR	GS09
B045C	BIOLOGIST SUPERVISOR	GS09
B047C	ADH LABORATORY MANAGER	GS09
B135C	HATCHERY MANAGER	GS09
B136C	ARLPC LAB QUALITY MANAGER	GS09
C001C	STADIUM COMMISSION ASST MANAGER/ADMR	GS09
C100C	ADPT RESEARCH PROJECT COORDINATOR	GS09
E007C	ADE OERZ DIRECTOR	GS09
E011C	VOCATIONAL EDUCATION COORDINATOR	GS09
E015C	SPECIAL EDUCATION SUPERVISOR	GS09
E019C	PUBLIC SCHOOL PROGRAM ADVISOR	GS09
E021C	STATE LIBRARY MANAGER	GS09
E022C	EDUCATION & INSTRUCTION MANAGER	GS09
E024C	TEACHER SUPERVISOR	GS09
E025C	EDUCATIONAL SPECIALIST	GS09
E036C	CERTIFIED MASTERS DEGREE LIBRARIAN	GS09
E062C	ACE PROGRAM ADVISOR	GS09
G039C	SENIOR TRANSPORTATION MANAGER	GS09

G068C	DWS AREA OPERATIONS CHIEF	GS09
G070C	DIRECTOR OF FIELD OPERATIONS	GS09
G074C	ADE COORD OF GOVERNMENTAL AFFAIRS	GS09
G075C	ADE PROGRAM ADMINISTRATOR	GS09
G078C	ADPT PRG SVS ADMIN	GS09
G080C	NATIONAL & COMMUNITY SERVICES EXEC DIR	GS09
G087C	ADEM PREPAREDNESS DIVISION DIRECTOR	GS09
G088C	ADEM DISASTER MGMT DIV DIR	GS09
G089C	ADEM ADMINISTRATION DIVISION DIRECTOR	GS09
G090C	ADE AREA PROJECT MANAGER	GS09
G095C	LODGE MANAGER	GS09
G096C	LABOR DIVISION MANAGER	GS09
G098C	DIS QUALITY ASSURANCE COORDINATOR	GS09
G099C	DHS PROGRAM ADMINISTRATOR	GS09
G100C	DHS COUNTY ADMINISTRATOR III	GS09
G102C	DHE PROGRAM SPECIALIST	GS09
G104C	AEDC AREA/PROGRAM REPRESENTATIVE	GS09
G109C	GRANTS MANAGER	GS09
G113C	DDSSA HEARING OFFICER COORDINATOR	GS09
G167C	KEEP ARKANSAS BEAUTIFUL DIRECTOR	GS09
G222C	ADC/DCC INTERNAL AFFAIRS ADMINISTRATOR	GS09
G223C	DFA OCSE DIVISION MANAGER	GS09
G226C	DFA OCSE PROGRAM MANAGER	GS09
G238C	LOCAL HEALTH UNIT ADMINISTRATOR III	GS09
G241C	HEALTH INFO TECH OPER & TECH OFFICER	GS09
L007C	ASBN PROGRAM COORDINATOR	GS09
L012C	ASD SPECIALITY PROGRAM DIRECTOR	GS09
L021C	NURSING HOME ASSISTANT ADMINISTRATOR	GS09
L023C	HEALTH FACILITIES SUPERVISOR	GS09
L024C	DHS BEHAV HLTH FACILITY ADMIN	GS09
L028C	EPIDEMIOLOGIST	GS09
L029C	ADH PUBLIC HEALTH SECTION CHIEF II	GS09
L033C	PSYCHOLOGICAL EXAMINER	GS09
L037C	REHAB AREA MANAGER	GS09
L040C	DIETARY SERVICES DIRECTOR	GS09
M008C	YOUTH PROGRAM DIRECTOR	GS09

M009C	LICENSED CERTIFIED SOCIAL WORKER	GS09
M011C	FAMILY SERVICE WORKER COUNTY SUPERVISOR	GS09
M013C	SPINAL CORD COMMISSION CLIENT SVS ADMIN	GS09
M014C	PROGRAM ELIGIBILITY COORDINATOR III	GS09
P004C	PUBLIC INFORMATION MANAGER	GS09
P006C	DAH AGENCY ASSISTANT DIRECTOR	GS09
P007C	AETN CHIEF POST PRODUCTION EDITOR	GS09
R008C	DHS EMPLOYEE RELATIONS MANAGER	GS09
R009C	ADE BUDGET MANAGER	GS09
R019C	BUDGET MANAGER	GS09
R043C	DFA STATEWIDE PROGRAM SPECIALIST	GS09
S005C	AVIATION MANAGER	GS09
T006C	ADC HEAD FARM MANAGER II	GS09
T009C	ASP SPECIAL OPERATIONS ADMINISTRATOR	GS09
T018C	PUBLIC SAFETY COMMANDER III	GS09
T022C	ASP CORPORAL	GS09
T033C	ADC/DCC MAJOR	GS09
V034C	DFA STATEWIDE PROCUREMENT COORDINATOR	GS09
X012C	ADE PLSB CHIEF INVESTIGATOR	GS09
X014C	TOBACCO SETTLEMENT COMMISSION DIRECTOR	GS09
X022C	BAIL BONDSMAN BOARD EXECUTIVE DIRECTOR	GS09
X032C	SENIOR SECURITIES EXAMINER	GS09
X069C	DFA HORSE RACING SUPERVISOR	GS09
X190C	DDSSA ADJUDICATOR IV	GS09
A022C	STUDENT LOAN FINANCE SPECIALIST	GS08
A035C	PSC TAX DIV ASST DIR/MOTOR CAR PROG	GS08
A041C	PROGRAM FISCAL MANAGER	GS08
A045C	STATISTICAL ANALYSIS MANAGER	GS08
A047C	FINANCIAL ANALYST II	GS08
A056C	DHS FINANCIAL SECTION MANAGER	GS08
A057C	DFA TAX RESEARCH ANALYST	GS08
A060C	SENIOR AUDITOR	GS08
A061C	RETIREMENT INVESTMENT SPECIALIST	GS08
A062C	RETIREMENT COORDINATOR	GS08
A066C	INTERNAL AUDITOR	GS08
A068C	DIS BILLING SERVICES MANAGER	GS08

A070C	BANK EXAMINER	GS08
A071C	ADFA FINANCE PROGRAM ANALYST	GS08
A082C	ACCOUNTANT II	GS08
A105C	JDDC FISCAL MANAGER	GS08
A113C	OMIG SR. AUDITOR	GS08
A116C	BUSINESS OPERATIONS MANAGER	GS08
B024C	CONSERVATION PROGRAM MANAGER	GS08
B025C	AERONAUTICS ASSISTANT DIRECTOR	GS08
B032C	CHIEF PARK PLANNER	GS08
B043C	PROFESSIONAL GEOLOGIST	GS08
B048C	PARK SUPERINTENDENT III	GS08
B049C	AGRI PROGRAM MANAGER	GS08
B050C	OIL & GAS DISTRICT PETROLEUM SUPERVISOR	GS08
B053C	FORENSIC SCIENTIST	GS08
B055C	ECOLOGIST COORDINATOR	GS08
B058C	STAFF FORESTER	GS08
B063C	HEALTH PHYSICIST	GS08
B067C	ARCHAEOLOGIST	GS08
B079C	HEALTH FACILITY LABORATORY SURVEYOR	GS08
B084C	AGS SUPERVISOR	GS08
B126C	SENIOR CHEMIST	GS08
B127C	SENIOR MICROBIOLOGIST	GS08
C004C	AREC SUPERVISOR	GS08
C101C	ADPT WELCOME CENTER ADMINISTRATOR	GS08
D041C	DIS TECHNICAL ACCOUNTS SPECIALIST	GS08
E018C	SPECIALIZED TECHNICAL FACULTY	GS08
E023C	TRAINING PROJECT MANAGER	GS08
E026C	EDUCATION & INSTRUCTION COORDINATOR	GS08
E029C	SIGN LANGUAGE COORDINATOR	GS08
E030C	LIBRARY COORDINATOR	GS08
E031C	EDUCATION PROGRAM COORDINATOR	GS08
E035C	CERTIFIED MASTERS TEACHER	GS08
E066C	DCCECE EDUCATION MANAGER	GS08
G064C	SR HLTH INSURANCE INFORMATION PRG MGR	GS08
G079C	OUTDOOR REC GRANTS PRGM DIR	GS08
G081C	DWS DIVISION CHIEF	GS08

G083C	DHS/DAAS DIVISION MANAGER	GS08
G086C	ASP PROGRAM ASST ADMINISTRATOR	GS08
G091C	ADPT MARKETING & PROMOTION DIR	GS08
G092C	PUBLIC DEFENDER PROGRAM MANAGER	GS08
G093C	OPERATIONS MANAGER	GS08
G105C	ADPT DEVELOPMENT MANAGER	GS08
G106C	WCC CLAIMS SPECIALIST	GS08
G107C	WCC PROGRAM MANAGER	GS08
G108C	PUBLIC DEF OMBUDSMAN COORDINATOR	GS08
G110C	DWS PROGRAM MANAGER	GS08
G111C	DHS COUNTY ADMINISTRATOR II	GS08
G114C	DWS WORKFORCE INVEST REG ADVISOR	GS08
G115C	ASSISTANT DIRECTOR OF RURAL SERVICES	GS08
G116C	LOCAL HEALTH UNIT ADMINISTRATOR II	GS08
G119C	SBEC EDUCATIONAL SERVICES MANAGER	GS08
G121C	REHAB PROGRAM MANAGER	GS08
G126C	FINANCE PROGRAM COORDINATOR	GS08
G129C	DHS/DCO PROGRAM MANAGER	GS08
G130C	DHS COUNTY ADMINISTRATOR I	GS08
G137C	ASTA RESEARCH PROGRAM COORDINATOR	GS08
G139C	ADEQ FACILITY SUPPORT SVCS MANAGER	GS08
G140C	ADEM PROGRAM MANAGER	GS08
G152C	DHS PROGRAM MANAGER	GS08
G191C	ASP HIGHWAY SAFETY PROGRAM SPECIALIST	GS08
G224C	DFA OCSE FIELD MANAGER	GS08
G243C	DWS FIELD MANAGER III	GS08
G251C	OMIG PROGRAM MANAGER	GS08
G252C	VETERANS SERVICE PROGRAM MANAGER	GS08
G264C	DHS FAIRNESS OFFICER	GS08
L018C	REHAB ASST DIRECTOR - ACTI	GS08
L034C	NUTRITIONIST SUPERVISOR	GS08
L035C	NUTRITIONIST CONSULTANT	GS08
L041C	ADC ASST MEDICAL PROGRAM MANAGER	GS08
L043C	HEALTH PROGRAM SPECIALIST III	GS08
L050C	CERTIFIED RESPIRATORY THERAPY TECHNICIAN	GS08
L055C	DIETICIAN	GS08

L059C	ABSLPA DIRECTOR	GS08
L091C	ADH PUBLIC HEALTH SECTION CHIEF I	GS08
L098C	CERTIFIED VOCATIONAL REHAB COUNSELOR	GS08
M007C	DCC ASST TREATMENT PROGRAM MGR	GS08
M010C	FAMILY SERVICE WORKER CLINICAL SPEC	GS08
M012C	YOUTH PROGRAM MANAGER	GS08
M015C	FAMILY SERVICE WORKER SUPERVISOR	GS08
M016C	DHS FIELD MANAGER	GS08
M018C	PROGRAM ELIGIBILITY COORDINATOR II	GS08
M020C	LICENSED PROFESSIONAL COUNSELOR	GS08
M025C	PROGRAM ELIGIBILITY COORDINATOR I	GS08
M031C	ADMINISTRATOR OF CHAPLAINCY SVCS	GS08
M088C	LICENSED MASTER SOCIAL WORKER	GS08
P005C	DHE COMMUNICATIONS COORDINATOR	GS08
P009C	TELEVISION PRODUCTION MANAGER	GS08
P010C	EXHIBITS COORDINATOR	GS08
P014C	MUSEUM MANAGER	GS08
R014C	PERSONNEL MANAGER	GS08
R015C	DWS EQUAL OPPORTUNITY MANAGER	GS08
R016C	DFA STATE PERSONNEL ANALYST	GS08
R017C	DFA STATE BUDGET ANALYST	GS08
R021C	BUDGET ANALYST	GS08
R028C	DFA STATEWIDE PAYROLL SYSTEMS SPECIALIST	GS08
R042C	DFA CAFR ASSET SPECIALIST	GS08
S003C	FOOD & BEVERAGE DIRECTOR	GS08
S004C	MAINTENANCE MANAGER	GS08
S007C	DIRECTOR HVACR SECTION	GS08
S010C	ADC INDUSTRY PROGRAM MANAGER	GS08
S094C	ADC CONSTRUCTION/MAINTENANCE COORD	GS08
T019C	DIRECTOR OF PUBLIC SAFETY I	GS08
T021C	ADC HEAD FARM MANAGER I	GS08
T023C	PUBLIC SAFETY COMMANDER II	GS08
T025C	ALETA TRAINING SUPV	GS08
T027C	ADC/DCC TRAINING ADMINISTRATOR	GS08
T031C	DHS BEHAV HLTH PUBLIC SAFETY DIR	GS08
T034C	WORK RELEASE CENTER SUPERVISOR	GS08

T035C	ASP TROOPER 1ST CLASS	GS08
T042C	ADPT CHIEF RANGER	GS08
T048C	ADC/DCC CAPTAIN	GS08
T104C	ADC/DCC TRAINING ACADEMY SUPERVISOR	GS08
V002C	FEDERAL SURPLUS PROPERTY MANAGER	GS08
V004C	PROCUREMENT MANAGER	GS08
V007C	PROCUREMENT COORDINATOR	GS08
V032C	DFA OSP SURPLUS PROPERTY MANAGER	GS08
V035C	DFA STATEWIDE PROCUREMENT SPECIALIST	GS08
X016C	MANUFACTURED HOMES COMMISSION DIRECTOR	GS08
X017C	INSURANCE LICENSING MANAGER	GS08
X018C	INSURANCE CONSUMER PROTECTION MANAGER	GS08
X020C	BURIAL ASSOCIATION BD EXEC SEC	GS08
X026C	CRIMINAL DETENTION FACILITIES COORD	GS08
X030C	REGULATORY BOARD CHIEF INVESTIGATOR	GS08
X034C	PREPAID FUNERAL MANAGER	GS08
X035C	ASP/CACD AREA MANAGER	GS08
X037C	EDUCATION INVESTIGATOR	GS08
X038C	QUALITY ASSURANCE MANAGER	GS08
X039C	DIRECTOR OF COSMETOLOGY BOARD	GS08
X042C	DCC PAROLE/PROBATION ASST AREA MGR	GS08
X043C	ADH ENVIRONMENTAL SUPV	GS08
X044C	ADH DIR PLUMBING INSPECTIONS	GS08
X046C	ACD DIVISION ADMINISTRATOR	GS08
X048C	PSC PIPELINE SAFETY SPECIALIST	GS08
X050C	PHYSICAL THERAPY BD EXEC DIR	GS08
X051C	LABOR MEDIATOR	GS08
X052C	LABOR INSPECTOR SUPERVISOR	GS08
X062C	QUALITY ASSURANCE COORDINATOR	GS08
X064C	PSC PUBLIC UTILITY AUDITOR	GS08
X067C	HEALTH FACILITIES SURVEYOR	GS08
X070C	DDSSA FRAUD INVESTIGATOR	GS08
X071C	DDSSA CLAIMS ADJUDICATOR III	GS08
X072C	CRIMINAL INSURANCE FRAUD INVESTIGATOR	GS08
X135C	SOCIAL WORK LICENSING BD EXEC DIR	GS08
X148C	AIRCRAFT PILOT	GS08

X192C	ASST DIRECTOR FRAUD INVESTIGATION	GS08
X202C	ADE PLSB SENIOR INVESTIGATOR	GS08
G084C	DFA DIVISION MANAGER II	GS08
A049C	DFA REVENUE OFFICE DISTRICT MANAGER	GS07
A055C	DHS INSTITUTION BUSINESS MANAGER	GS07
A059C	TAX AUDITOR	GS07
A063C	RESEARCH & STATISTICS SUPERVISOR	GS07
A064C	PSC TAX VALUATION SUPERVISOR	GS07
A065C	PAYROLL SERVICES COORDINATOR	GS07
A067C	INSURANCE EXAMINER	GS07
A072C	RESEARCH & STATISTICS MANAGER	GS07
A073C	PROGRAM/FIELD AUDITOR SUPERVISOR	GS07
A075C	FINANCIAL ANALYST I	GS07
A076C	FINANCE PROGRAM ANALYST	GS07
A078C	RETIREMENT COUNSELOR	GS07
A079C	INVESTMENT ANALYST	GS07
A081C	AUDITOR	GS07
A085C	DWS SR FIELD TAX REPRESENTATIVE	GS07
A089C	ACCOUNTANT I	GS07
A109C	DFA SEFA / CAFR SPECIALIST	GS07
B051C	GEOLOGIST	GS07
B052C	FORENSIC SPECIALIST	GS07
B054C	CAMPUS CONSTRUCTION COORDINATOR	GS07
B060C	LAND RESOURCE SPECIALIST SUPERVISOR	GS07
B061C	RESEARCH TECHNOLOGIST	GS07
B062C	FOREST HEALTH SPECIALIST	GS07
B065C	ECOLOGIST	GS07
B066C	BIOLOGIST SPECIALIST	GS07
B068C	ADEQ ECOLOGIST	GS07
B071C	PARK SUPERINTENDENT II	GS07
B072C	AGRI PROGRAM COORDINATOR	GS07
B074C	SURVEYOR	GS07
B075C	PARK PLANNER	GS07
B077C	MICROBIOLOGIST	GS07
B080C	FORESTER	GS07
B081C	CHEMIST	GS07

B082C	BIOLOGIST	GS07
B132C	ASSISTANT HATCHERY MANAGER	GS07
C003C	STADIUM COMMISSION MARKETING/EVENT MGR	GS07
C009C	HEARING REPORTER	GS07
C010C	EXECUTIVE ASSISTANT TO THE DIRECTOR	GS07
C011C	BD OF ARCH ADMIN ASST/OFFICE MGR	GS07
C015C	ARLPC ADMINISTRATIVE COORDINATOR	GS07
D053C	DIS ACCOUNTS ANALYST	GS07
E020C	ADE OERZ TECHNICAL ASSIST SPECIALIST	GS07
E027C	CAREER & TECHNICAL FACULTY	GS07
E032C	EDUCATION COUNSELOR	GS07
E040C	STAFF DEVELOPMENT COORDINATOR	GS07
E041C	SENIOR LIBRARIAN	GS07
E042C	PUBLIC HEALTH EDUCATOR SUPERVISOR	GS07
E048C	EDUCATION & INSTRUCTION SPECIALIST	GS07
E064C	CERTIFIED PUBLIC HEALTH EDUCATOR	GS07
E065C	CANCER INFORMATION MANAGEMENT SPECIALIST	GS07
G082C	DHS/DYS ADMISSIONS EVALUATOR	GS07
G120C	RISK CONSULTANT	GS07
G125C	INSURANCE SPECIAL PROJECTS COORDINATOR	GS07
G127C	DWS PROGRAM OPERATIONS MANAGER	GS07
G128C	DWS FIELD MANAGER II	GS07
G131C	DHS BEHAV HLTH MED BUS PRACTICES ADMIN	GS07
G132C	DFA PROGRAM MANAGER	GS07
G133C	DFA DIVISION MANAGER I	GS07
G138C	AGENCY ADMINISTRATIVE REVIEW OFFICER	GS07
G142C	ADC CLASSIFICATION ADMINISTRATOR	GS07
G143C	LOCAL HEALTH UNIT ADMINISTRATOR I	GS07
G144C	TECHNICAL INSTITUTE PROGRAM COORDINATOR	GS07
G145C	RURAL CONST GRANT/FINANCIAL OFFICER	GS07
G146C	MITIGATION SPECIALIST	GS07
G147C	GRANTS COORDINATOR	GS07
G148C	ENERGY PROGRAM MANAGER	GS07
G151C	DHS/DCO COUNTY SUPERVISOR	GS07
G153C	DHS/DAAS PROGRAM SUPERVISOR	GS07
G154C	DCC PROGRAM COORDINATOR	GS07

G155C	DAH PROGRAM MANAGER	GS07
G157C	ADEM AREA COORDINATOR	GS07
G158C	ACIC PROGRAM MANAGER	GS07
G159C	DEPARTMENT BUSINESS COORDINATOR	GS07
G163C	REHAB PROGRAM COORDINATOR	GS07
G164C	EXECUTIVE ASSISTANT TO PSC COMMISSIONER	GS07
G165C	ADPT SPECIALTY OPERATIONS MANAGER	GS07
G168C	INDUSTRIAL CONSULTANT	GS07
G173C	ADFA PROGRAM COORDINATOR	GS07
G176C	VOLUNTEER PROGRAM MANAGER	GS07
G183C	DHS PROGRAM COORDINATOR	GS07
G196C	DWS SATELLITE OFFICE SUPERVISOR	GS07
G209C	DWS PROGRAM SUPERVISOR	GS07
G227C	DFA OCSE PROGRAM SUPERVISOR	GS07
G244C	ASMTB EXECUTIVE DIRECTOR	GS07
G248C	ENERGY PROGRAM COORDINATOR	GS07
G253C	VETERANS SERVICE OFFICER	GS07
G265C	SENIOR TECHNICAL WRITER	GS07
L047C	MEDICAL TECHNOLOGIST SUPERVISOR	GS07
L048C	HEALTH PROGRAM SPECIALIST II	GS07
L049C	DISEASE INTERVENTION SPEC SUPV	GS07
L052C	REHAB FACILITY SUPERVISOR	GS07
L054C	EMERGENCY MEDICAL SERVICES SUPV	GS07
L057C	REHAB SVS FACILITY SPECIALIST	GS07
L061C	MEDICAL TECHNOLOGIST	GS07
L062C	LICENSED PRACTICAL NURSE SUPERVISOR	GS07
L064C	RADIOLOGY TECHNICIAN	GS07
L101C	ENTOMOLOGIST	GS07
M017C	CHILD ABUSE & NEGLECT PREVENTION BD DIR	GS07
M019C	MILITARY HOUSING DIRECTOR	GS07
M023C	SUBSTANCE ABUSE PROGRAM COORD	GS07
M024C	RESIDENTIAL SERVICES MANAGER	GS07
M026C	LICENSED SOCIAL WORKER	GS07
M027C	FAMILY SERVICE WORKER SPECIALIST	GS07
M032C	VOCATIONAL REHAB PLACEMENT SPEC	GS07
M037C	PROGRAM ELIGIBILITY SUPERVISOR	GS07

M039C	MEDICAID SERVICES SUPERVISOR	GS07
M040C	FAMILY SERVICES PROGRAM COORDINATOR	GS07
M049C	SENIOR CHAPLAIN	GS07
P008C	TELEVISION PROGRAM MANAGER	GS07
P012C	TELEVISION PRODUCER	GS07
P013C	PUBLIC INFORMATION COORDINATOR	GS07
P015C	DAH MANAGER OF HISTORIC PROPERTIES	GS07
P016C	CURATOR	GS07
P018C	ARCHIVAL MANAGER	GS07
P020C	PRODUCTION ARTIST	GS07
P025C	SUPERVISOR OF INTERPRETIVE PROGRAMS	GS07
P030C	MUSEUM EXHIBIT PROGRAM SPECIALIST	GS07
P032C	DESIGN CONSULTANT	GS07
P038C	HISTORIAN	GS07
P065C	DEVELOPMENT SPECIALIST	GS07
P068C	RADIO PRODUCER	GS07
R018C	DFA EBD PROGRAM SUPERVISOR	GS07
R024C	ASSISTANT PERSONNEL MANAGER	GS07
S008C	CAMPUS MAINTENANCE SUPERVISOR	GS07
S015C	ASST LODGE MANAGER	GS07
S093C	ASP FLEET MANAGER	GS07
S096C	ADC CONSTRUCTION SUPERVISOR	GS07
T029C	ALETA TRAINING INSTRUCTOR	GS07
T030C	PUBLIC SAFETY COMMANDER I	GS07
T032C	DFA REVENUE SECURITY COORDINATOR	GS07
T043C	MILITARY DEPUTY FIRE CHIEF	GS07
T044C	IA SUPERVISOR	GS07
T045C	DCC PAROLE/PROBATION OFFICER	GS07
T054C	ADC/DCC LIEUTENANT	GS07
T100C	ASP TROOPER	GS07
U009U	VETERANS CHILD WELFARE DIR	GS07
V008C	BUYER SUPERVISOR	GS07
V011C	MEDICAL BUYER	GS07
X028C	BD OF BARBER EXAM SECRETARY	GS07
X036C	ADEQ INSPECTOR SUPERVISOR	GS07
X047C	REAL ESTATE MANAGER	GS07

X049C	PROPERTY ASSESSMENT COORD MANAGER	GS07
X053C	INTERNAL AFFAIRS MANAGER	GS07
X054C	ENVIRONMENTAL PROGRAM COORDINATOR	GS07
X056C	CAPITAL CONFLICTS INVESTIGATOR	GS07
X058C	AGRI COMMODITY AREA SUPERVISOR	GS07
X059C	ADEQ ENFORCEMENT COORDINATOR	GS07
X060C	SENIOR ENVIRONMENTAL HEALTH SPECIALIST	GS07
X061C	SECURITIES EXAMINER	GS07
X065C	LABOR INSPECTOR	GS07
X066C	INSURANCE PREMIUM TAX EXAMINER	GS07
X068C	ETHICS COMMISSION COMPLIANCE SPECIALIST	GS07
X076C	TITLE INSURANCE COMPLIANCE OFFICER	GS07
X077C	REAL ESTATE OFFICER	GS07
X080C	PROPERTY & CASUALTY COMPLIANCE OFFICER	GS07
X083C	INSURANCE LIFE & HEALTH COMP OFFICER	GS07
X089C	AUCTIONEER BD SECRETARY	GS07
X090C	ASP/CACD SENIOR INVESTIGATOR	GS07
X095C	QUALITY ASSURANCE ANALYST	GS07
X103C	DENTAL EXAMINERS BD INVESTIGATOR	GS07
X104C	DDSSA CLAIMS ADJUDICATOR II	GS07
X108C	ASP DL/CDL COORDINATOR	GS07
X109C	AFC INVESTIGATOR	GS07
X111C	AREA LIVESTOCK INSPECTOR SUPV	GS07
X112C	AFHC CHIEF INVESTIGATOR	GS07
X125C	FRAUD INVESTIGATOR COORDINATOR	GS07
X137C	PAROLE BOARD INVESTIGATOR	GS07
X139C	DWS UI INVESTIGATOR	GS07
X147C	AR TOWING & RECOVERY BOARD DIRECTOR	GS07
X187C	JDDC INVESTIGATOR	GS07
X200C	MEDICAID FRAUD INVESTIGATOR	GS07
M029C	CHILD SUPPORT SUPERVISOR II	GS07
M042C	DHS STAFF SUPERVISOR	GS07
M043C	DDS PROGRAM COORDINATOR	GS07
A048C	DIS RATE ANALYST	GS06
A074C	FISCAL SUPPORT SUPERVISOR	GS06
A077C	DFA LOCAL REVENUE OFFICE MANAGER	GS06

A080C	FINANCE AUTHORITY SPECIALIST	GS06
A083C	RETIREMENT ANALYST	GS06
A084C	PROGRAM/FIELD AUDIT SPECIALIST	GS06
A086C	BD OF ACCT CHIEF FISCAL OFFICER	GS06
A092C	DWS FIELD TAX REP	GS06
A093C	STATISTICIAN	GS06
A114C	OMIG AUDITOR	GS06
B040C	ADC AGRICULTURE PRODUCTION SUPERVISOR	GS06
B057C	VETERINARY BOARD EXEC SECRETARY	GS06
B059C	ANRC PROGRAM COORDINATOR	GS06
B073C	FORENSIC TECHNICIAN SUPERVISOR	GS06
B076C	RESEARCH PROJECT ANALYST	GS06
B078C	METROLOGIST	GS06
B085C	PARK SUPERINTENDENT I	GS06
B086C	LAND MANAGEMENT SPECIALIST	GS06
B087C	ENERGY CONSERVATION COORD	GS06
B088C	COUNTY FOREST RANGER	GS06
B097C	NATURAL RESOURCES PROGRAM SPECIALIST	GS06
C006C	ARKANSAS SENTENCING COMMISSION ASSISTANT DIRECTOR	GS06
C013C	MEDICAL SERVICES REPRESENTATIVE	GS06
C017C	HEALTH ADMINISTRATIVE COORDINATOR	GS06
C018C	DFA EXECUTIVE ASSISTANT TO THE CMSNR	GS06
C020C	STUDENT APPLICATIONS SPECIALIST	GS06
C026C	RECORDS/INTAKE SUPERVISOR	GS06
C029C	HEARING OFFICER	GS06
C031C	ENG & LAND SURVEYORS ASST EXEC DIR	GS06
C032C	DWS UI CLAIM TECHNICIAN	GS06
C094C	ATHLETIC COMMISSION PROGRAM MANAGER	GS06
D070C	DIS ACCOUNTS SPECIALIST	GS06
D074C	TELECOMMUNICATIONS SUPERVISOR	GS06
D076C	COMMUNICATIONS SYSTEMS SUPERVISOR	GS06
E028C	SIGN LANGUAGE INTERPRETER	GS06
E033C	DFA ORGANIZATIONAL DEVELOPMENT SPEC	GS06
E037C	EDUCATION PROGRAM SPECIALIST	GS06
E038C	EDUCATION & INSTRUCTION ANALYST	GS06
E039C	DHS/DSB TEACHER FOR THE BLIND	GS06

E043C	CERTIFIED VOCATIONAL TEACHER	GS06
E044C	CERTIFIED BACHELORS TEACHER	GS06
E045C	ACIC TRAINING COORDINATOR	GS06
E047C	PUBLIC HEALTH EDUCATOR	GS06
E052C	LIBRARIAN	GS06
G122C	PUBLIC DEFENDER PROGRAM COORDINATOR	GS06
G123C	PSC CLERK	GS06
G124C	OMBUDSMAN	GS06
G141C	ADC INDUSTRY ASSISTANT ADMR	GS06
G149C	DWS FIELD MANAGER I	GS06
G160C	WCC PROGRAM COORDINATOR	GS06
G161C	VICTIM/WITNESS COORDINATOR	GS06
G162C	SBEC ELECTION COORDINATOR	GS06
G166C	MILITARY PROGRAM COORDINATOR	GS06
G170C	DHS ADMINISTRATIVE REVIEW OFFICER	GS06
G171C	COORD OF AFRICAN AMERICAN HIST PRGM	GS06
G172C	CAREER PLANNING & PLAC COORDINATOR	GS06
G175C	ADEM PROGRAM COORDINATOR	GS06
G178C	POLICY DEVELOPMENT COORDINATOR	GS06
G179C	LEGAL SERVICES SPECIALIST	GS06
G180C	GRANTS ANALYST	GS06
G181C	DWS PROGRAM MONITOR	GS06
G182C	DHS/DDS PROGRAM COORDINATOR	GS06
G184C	DHS PROGRAM CONSULTANT	GS06
G186C	DAH PROGRAM COORDINATOR	GS06
G192C	ACIC PROGRAM ANALYST	GS06
G193C	WCC PROGRAM SPECIALIST	GS06
G194C	PUBLIC DEFENDER INTERPRETER	GS06
G198C	DHS/DAAS PROGRAM SPECIALIST	GS06
G199C	DDSSA PROFESSIONAL RELATIONS OFFICER	GS06
G202C	VOLUNTEER PROGRAM COORDINATOR	GS06
G204C	PLANNING SPECIALIST	GS06
G205C	PARK PROGRAM SPECIALIST	GS06
G206C	LODGE SALES DIRECTOR	GS06
G208C	EMERGENCY PLANNER	GS06
G210C	DHS PROGRAM SPECIALIST	GS06

G214C	GRANTS SPECIALIST	GS06
G217C	DWS WORKFORCE SPECIALIST	GS06
G230C	JDDC PARALEGAL	GS06
G232C	ENERGY CONSERVATION MANAGER	GS06
G242C	DRUG COURT CASE COORDINATOR	GS06
L039C	NUTRITIONIST	GS06
L044C	DHS BEHAV HLTH CASE REVIEW ANALYST	GS06
L051C	REHABILITATION COUNSELOR	GS06
L053C	HEALTH PROGRAM SPECIALIST I	GS06
L058C	DISEASE INTERVENTION SPECIALIST	GS06
L060C	REHAB INSTRUCTOR SUPERVISOR	GS06
L063C	FAMILY CONSUMER SCIENCE SPECIALIST	GS06
L065C	EMERGENCY MEDICAL SERVICES SPEC	GS06
L069C	LICENSED PRACTICAL NURSE	GS06
M021C	DCC TREATMENT SUPERVISOR	GS06
M038C	PROGRAM ELIGIBILITY ANALYST	GS06
M041C	DHS/DCFS FIELD SERVICES REPRESENTATIVE	GS06
M044C	ASSOCIATE PROFESSIONAL COUNSELOR	GS06
M045C	ADULT PROTECTIVE SERVICES WORKER	GS06
M046C	ADC/DCC TREATMENT COORDINATOR	GS06
M047C	YOUTH SERVICES ADVISOR	GS06
M048C	SUBSTANCE ABUSE PROGRAM LEADER	GS06
M050C	INTERPRETER	GS06
M051C	FAMILY SERVICE WORKER	GS06
M053C	CHILD CARE SERVICE SPECIALIST	GS06
M054C	SOCIAL SERVICE WORKER	GS06
M057C	CHAPLAIN	GS06
M066C	PROGRAM ELIGIBILITY SPECIALIST	GS06
P017C	TELEVISION PRODUCTION COORDINATOR	GS06
P019C	TRAVEL INFORMATION WRITER	GS06
P021C	EDITOR	GS06
P023C	BROADCAST PROMOTION SPECIALIST	GS06
P024C	ARCHIVIST	GS06
P027C	PUBLIC INFORMATION SPECIALIST	GS06
P028C	PARK INTERPRETER II	GS06
P029C	MUSEUM PROGRAMS SPECIALIST	GS06

P031C	MEDIA SPECIALIST	GS06
P034C	ADPT CONSULTANT	GS06
P036C	MUSEUM STORE MANAGER	GS06
P037C	MUSEUM INTERPRETIVE SPECIALIST	GS06
P040C	HISTORICAL RESEARCHER	GS06
P041C	COMMERCIAL GRAPHIC ARTIST	GS06
P047C	MUSEUM REGISTRAR	GS06
R022C	BENEFITS COORDINATOR	GS06
R025C	HUMAN RESOURCES ANALYST	GS06
R026C	CIVIL RIGHTS/EMPLOYEE RELATIONS COORD	GS06
R027C	BUDGET SPECIALIST	GS06
R029C	HUMAN RESOURCES RECRUITER	GS06
R030C	EEO/GRIEVANCE OFFICER	GS06
R034C	DFA EBD BENEFITS SPECIALIST	GS06
S009C	ASD/ASB TRANSPORTATION SERVICES COORD	GS06
S011C	ADC COMMODITY & FOOD SVC ADMR	GS06
S013C	ABA BUILDING/PROGRAM SUPERVISOR	GS06
S014C	RESTAURANT MANAGER	GS06
S016C	SKILLED TRADES FOREMAN	GS06
S017C	MAINTENANCE COORDINATOR	GS06
S019C	DIRECTOR MAINTENANCE	GS06
S020C	AVIATION TECHNICIAN	GS06
S021C	WATER FILTER/WASTE DISPOSAL PLNT SUPV	GS06
S023C	PRINT SHOP MANAGER	GS06
S027C	ADC INDUSTRIAL SUPERVISOR II	GS06
S039C	TELEVISION PROGRAM SPECIALIST	GS06
S095C	ADC CONSTRUCTION PROJECT SPECIALIST	GS06
S098C	CONSTRUCTION SUPERVISOR	GS06
T036C	MILITARY FACILITIES SUPERVISOR	GS06
T039C	ADC INMATE TRANSPORTATION COORD	GS06
T040C	ADC ASSISTANT HEAD FARM MANAGER	GS06
T041C	WORK RELEASE PROGRAM SUPERVISOR	GS06
T049C	MILITARY FIREFIGHTER SHIFT LEADER	GS06
T050C	LAW ENFORCEMENT STANDARDS SPECIALIST	GS06
T051C	PUBLIC SAFETY SUPERVISOR	GS06
T052C	DHS/DBHS PUBLIC SAFETY SUPERVISOR	GS06

T053C	AGRICULTURE UNIT SUPERVISOR II	GS06
T056C	PARK RANGER II	GS06
T061C	SENIOR IA	GS06
T062C	PUBLIC SAFETY DIRECTOR	GS06
T065C	ADC/DCC CORRECTIONAL SERGEANT	GS06
T093C	DCC PAROLE/PROBATION OFFICER II	GS06
T103C	LAW ENFORCEMENT TRAINING INSTRUCTOR	GS06
T105C	PAROLE BOARD VICTIM INPUT COORDINATOR	GS06
V010C	DFA BUYER	GS06
V033C	DFA OSP SURPLUS PROPERTY SUPERVISOR	GS06
X063C	PUBLIC DEFENDER INVESTIGATOR	GS06
X073C	CONTRACTORS BOARD INVESTIGATOR	GS06
X074C	ATC AUDITOR/INVESTIGATOR	GS06
X075C	ADEQ ENFORCEMENT ANALYST	GS06
X079C	PROPERTY ASSESSMENT AUDITOR SUPERVISOR	GS06
X081C	PLUMBING/HVACR INSPECTOR SUPERVISOR	GS06
X082C	OIL & GAS INSPECTOR	GS06
X084C	DFA DOG RACING SUPERVISOR	GS06
X087C	ASBCE EXECUTIVE DIRECTOR	GS06
X088C	EMBALMERS & FUNERAL DIR INVESTIGATOR	GS06
X091C	AREC SR REAL ESTATE INVESTIGATOR	GS06
X093C	ADEQ INSPECTOR	GS06
X094C	SERVICES & PROGRAM LICENSING SPECIALIST	GS06
X098C	OIL & GAS TECHNICIAN	GS06
X099C	MOTOR VEHICLE LICENSE SUPERVISOR	GS06
X101C	INTERNAL AFFAIRS INVESTIGATOR	GS06
X102C	ENVIRONMENTAL HEALTH SPECIALIST	GS06
X105C	CONTRACTORS LICENSING COORDINATOR	GS06
X106C	CAPITOL ZONING DISTRICT PLNG & PRESV DIR	GS06
X107C	ASP/CACD INVESTIGATOR	GS06
X113C	VETERANS CLAIMS SPECIALIST	GS06
X115C	SOCIAL SECURITY ANALYST	GS06
X118C	PLANT BOARD INSPECTOR SUPERVISOR	GS06
X120C	MOTOR VEHICLE INVESTIGATOR	GS06
X133C	ADC/DCC INTERNAL AFFAIRS INVESTIGATOR	GS06
X136C	QUALITY ASSURANCE REVIEWER	GS06

X138C	FIRE PROTECTION LICENSING BOARD DIRECTOR	GS06
X140C	APB ADMINISTRATIVE DIRECTOR	GS06
X143C	DDSSA CLAIMS ADJUDICATOR I	GS06
X145C	BOARD OF OPTOMETRY EXECUTIVE DIRECTOR	GS06
X150C	AFHC INVESTIGATOR	GS06
X156C	FRAUD INVESTIGATOR	GS06
X186C	ADEQ AIR COMPLIANCE MONITOR	GS06
X193C	AHIRB EXECUTIVE DIRECTOR	GS06
X196C	ATC SENIOR ENFORCEMENT AGENT	GS06
X198C	RACING COMMISSION INVESTIGATOR	GS06
E046C	TRAINING INSTRUCTOR	GS06
M052C	CHILD SUPPORT SUPERVISOR I	GS06
X154C	PUBLIC ASSISTANCE INVESTIGATOR	GS06
P049C	GRAPHIC ARTIST	GS06
A069C	DFA REVENUE OFFICE ASST DISTRICT MANAGER	GS05
A088C	ASSETS COORDINATOR	GS05
A090C	PAYROLL SERVICES SPECIALIST	GS05
A091C	FISCAL SUPPORT ANALYST	GS05
A094C	DFA LOCAL REVENUE OFFICE SUPERVISOR	GS05
A099C	CREDIT & COLLECTIONS SUPV	GS05
B083C	ASP AFIS COORDINATOR	GS05
B090C	ENGINEER TECHNICIAN	GS05
B093C	LAND RESOURCE SPECIALIST	GS05
B094C	FORENSIC TECHNICIAN	GS05
B098C	FOREST RANGER II	GS05
B100C	ARCHITECTURAL DRAFTSMAN	GS05
B105C	FARM FOREMAN - INST	GS05
B108C	LABORATORY COORDINATOR	GS05
B109C	SURVEY CREW CHIEF	GS05
B120C	FARM MAINTENANCE MECHANIC	GS05
C008C	STADIUM COMMISSION OFFICE MANAGER	GS05
C012C	PUBLIC DEFENDER SUPPORT SVCS SPECIALIST	GS05
C016C	INSURANCE ADMINISTRATIVE COORDINATOR	GS05
C021C	ADPT ARCHIVAL MICROPHOTO SUPV	GS05
C022C	BUSINESS OPERATIONS SPECIALIST	GS05
C024C	ADC/DCC RECORDS SUPERVISOR	GS05

C027C	ADPT WELCOME CENTER MANAGER II	GS05
C028C	MEDICAL RECORDS SUPERVISOR	GS05
C030C	HEALTH RECORDS SPECIALIST	GS05
C036C	ADMINISTRATIVE REVIEW ANALYST	GS05
C037C	ADMINISTRATIVE ANALYST	GS06
C038C	ADEM EMERGENCY MANAGEMENT DUTY OFFICER	GS05
C040C	LEASING SPECIALIST	GS05
C042C	DFA REVENUE SUPERVISOR	GS05
C047C	FRONT DESK SUPERVISOR	GS05
C050C	ADMINISTRATIVE SUPPORT SUPERVISOR	GS05
C054C	LOCAL OFFICE ADMINISTRATIVE SPECIALIST	GS05
C092C	JDDC LEGAL/ADMIN SECRETARY	GS05
C096C	ADPT OFFICE MANAGER III	GS05
D077C	HELP DESK SPECIALIST	GS05
D081C	TELECOMMUNICATIONS SPECIALIST	GS05
D085C	COMMUNICATIONS SUPERVISOR	GS05
D087C	DATABASE COORD/BUSINESS LICENSE ANALYST	GS05
E049C	VOCATIONAL INSTRUCTOR	GS05
E050C	LIBRARY SUPERVISOR	GS05
E051C	STAFF DEVELOPMENT SPECIALIST	GS05
E054C	ADC/DCC UNIT TRAINER	GS05
E055C	DAY CARE TEACHER	GS05
G187C	CREDENTIALING COORDINATION SUPERVISOR	GS05
G200C	CLASSIFICATION & ASSIGNMENT OFFICER	GS05
G201C	WCC CLAIMS ANALYST	GS05
G207C	FINANCIAL AID ANALYST	GS05
G215C	CAREER PLANNING & PLACEMENT SPECIALIST	GS05
G216C	ADC INMATE GRIEVANCE COORDINATOR	GS05
G218C	STUDENT RECRUITMENT SPECIALIST	GS05
G236C	DHS/DOV AREA COORDINATOR	GS05
G237C	VETERANS CEMETERY MANAGER	GS05
L066C	REHABILITATION INSTRUCTOR	GS05
L070C	HEALTH CARE ANALYST	GS05
L071C	DENTAL HYGIENIST	GS05
L072C	ADC HIV/AIDS EDUCATOR	GS05
M004C	RESIDENTIAL OPERATIONS MANAGER	GS05

M056C	MILITARY HOUSING MANAGER	GS05
M058C	ADC/DCC PROGRAM SPECIALIST	GS05
M059C	ADC/DCC ADVISOR	GS05
M060C	YOUTH PROGRAM COORDINATOR	GS05
M061C	VOCATIONAL REHAB EVALUATOR	GS05
M064C	RESIDENTIAL ACTIVITIES SUPERVISOR	GS05
M065C	RECREATIONAL ACTIVITY SUPERVISOR	GS05
M067C	CHILD SUPPORT SPECIALIST II	GS05
M072C	RECREATION COORDINATOR	GS05
M091C	ARNG YOUTH PROGRAM SHIFT LEADER	GS05
P026C	RADIO PROGRAM DIRECTOR	GS05
P035C	PARK INTERPRETER	GS05
P042C	BROADCAST PRODUCTION SPECIALIST	GS05
P044C	ADC SALES REPRESENTATIVE	GS05
P046C	PHOTOGRAPHER	GS05
R031C	INSTITUTION HUMAN RESOURCES COORDINATOR	GS05
R032C	HUMAN RESOURCES PROGRAM REPRESENTATIVE	GS05
R033C	BENEFITS ANALYST	GS05
S018C	HVACR MECHANICAL INSPECTOR	GS05
S022C	SKILLED TRADES SUPERVISOR	GS05
S024C	CONSTRUCTION/MAINTENANCE COORD	GS05
S025C	BUILDING AND GROUNDS COORDINATOR	GS05
S026C	ADC/DCC ASST MAINTENANCE SUPERVISOR	GS05
S028C	SCHOOL BUS DRIVER TRAINER	GS05
S030C	WATER FILTER/WASTE DISPOSAL PLNT OPER	GS05
S032C	PRINT SHOP SUPERVISOR	GS05
S033C	MAINTENANCE SUPERVISOR	GS05
S034C	INTERSTATE TRUCK DRIVER	GS05
S035C	FABRICATION SHOP MANAGER	GS05
S036C	AUTO/DIESEL MECHANIC SUPERVISOR	GS05
S038C	TRANSIT OPERATIONS SUPERVISOR	GS05
S041C	BOILER OPERATOR	GS05
S048C	ASST RESTAURANT MANAGER	GS05
S049C	LODGE HOUSEKEEPING SUPERVISOR	GS05
S069C	RADIO DISPATCH OPERATOR	GS05
S102C	PARK SPECIALIST III	GS05

T046C	ASP/CACD HOTLINE SUPERVISOR	GS05
T055C	PUBLIC SAFETY OFFICER	GS05
T058C	AGRICULTURE UNIT SUPERVISOR I	GS05
T059C	ADC/DCC FOOD PREPARATION MANAGER	GS05
T060C	SENIOR MILITARY FIREFIGHTER	GS05
T063C	PARK RANGER	GS05
T064C	CIVIL AIR PATROL SERVICES COORDINATOR	GS05
T067C	PUBLIC SAFETY OFFICER II	GS05
T068C	FIRING RANGE SPECIALIST	GS05
T069C	BOMB TECHNICIAN	GS05
T071C	ADC UNIT TRAINING SUPERVISOR	GS05
T075C	ADC/DCC CORPORAL	GS05
T076C	ADC/DCC ADMIN REVIEW OFFICER	GS05
T092C	DCC PAROLE/PROBATION OFFICER I	GS05
V012C	FEDERAL SURPLUS PROPERTY SUPERVISOR	GS05
V013C	CENTRAL WAREHOUSE OPERATIONS MGR	GS05
V014C	BUYER	GS05
V015C	PURCHASING SPECIALIST	GS05
V018C	WAREHOUSE MANAGER	GS05
X078C	PSC UTILITIES SERVICES SPECIALIST	GS05
X085C	DFA ABC ENFORCEMENT OFFICER	GS05
X096C	PLUMBING INSPECTOR	GS05
X100C	LP GAS INSPECTOR	GS05
X110C	AREC INVESTIGATOR	GS05
X114C	SR AGRI COMMODITY COMPLIANCE INSPECTOR	GS05
X116C	SCHOOL BUS TRANS INSPECTOR	GS05
X117C	PROPERTY ASSESSMENT AUDITOR	GS05
X119C	OCCUPATIONAL SAFETY COORDINATOR	GS05
X121C	MANUFACTURED HOUSING SPEC SUPV	GS05
X122C	LABOR STANDARDS INVESTIGATOR	GS05
X123C	INSURANCE INVESTIGATOR	GS05
X124C	HEALTH FACILITY REVIEWER	GS05
X127C	DISCIPLINARY HEARING OFFICER	GS05
X128C	CORRECTIONAL UNIT ACCREDITATION SPEC	GS05
X129C	CONSTRUCTION INSPECTOR	GS05
X130C	BD OF COLLECTION FIELD INVESTIGATOR	GS05

X131C	ATC ENFORCEMENT AGENT	GS05
X132C	AGRI COMMODITY COMPLIANCE INSPECTOR	GS05
X142C	DOG RACING COMMISSION JUDGE	GS05
X146C	ARLPC INSPECTOR/INVESTIGATOR	GS05
X151C	SAFETY SUPERVISOR	GS05
X163C	QUALITY ASSURANCE TECHNICIAN	GS05
X173C	PEST CONTROL TECHNICIAN SUPERVISOR	GS05
X191C	MASSAGE THERAPY INSPECTOR	GS05
X201C	DDSSA ADJUDICATIVE SPECIALIST	GS05
A097C	PAYROLL TECHNICIAN	GS04
A098C	FISCAL SUPPORT SPECIALIST	GS04
A100C	PAYROLL OFFICER	GS04
A101C	ACCOUNTING TECHNICIAN	GS04
A102C	FISCAL SUPPORT TECHNICIAN	GS04
A104C	DFA RACING COMMISSION OFFICE AUDITOR	GS04
B092C	SEED ANALYST SUPERVISOR	GS04
B101C	NATURAL RESOURCES PROGRAM TECHNICIAN	GS04
B102C	FOREST RANGER I	GS04
B103C	AGS SPECIALIST	GS04
B106C	RESEARCH ASSISTANT	GS04
B111C	LABORATORY TECHNICIAN	GS04
C014C	MEDICAL EXAMINER CASE COORDINATOR	GS04
C039C	ADPT OFFICE MANAGER II	GS04
C043C	RECORDS MANAGEMENT ANALYST	GS04
C044C	MEDICAL BILLING SPECIALIST	GS04
C045C	LICENSING COORDINATOR	GS04
C046C	LEGAL SUPPORT SPECIALIST	GS04
C048C	DFA SUPERVISOR	GS04
C049C	DDSSA ADJUDICATIVE ASSISTANT	GS04
C052C	ADPT OFFICE MANAGER I	GS04
C056C	ADMINISTRATIVE SPECIALIST III	GS04
C057C	ADMINISTRATION SUPPORT SPECIALIST	GS04
C072C	ADMINISTRATIVE SUPPORT SPECIALIST	GS04
C083C	MAIL SERVICES COORDINATOR	GS04
C091C	ADPT WELCOME CENTER MANAGER I	GS04
C098C	RACING COMMISSION ASSISTANT SUPERVISOR	GS04

D086C	CALL CENTER ANALYST	GS04
D088C	EMERGENCY COMMUNICATION SPECIALIST	GS04
G219C	LOGISTICS MANAGER	GS04
G220C	DWS UNIT SUPERVISOR	GS04
G221C	VEHICLE FACILITIES COORD	GS04
L073C	LACTATION CONSULTANT	GS04
L074C	THERAPY ASSISTANT	GS04
L077C	HEALTH SERVICES SPECIALIST II	GS04
L078C	FAMILY SERVICES ASSISTANT	GS04
L081C	DENTAL ASSISTANT	GS04
M063C	RESIDENTIAL CARE PROGRAM COORDINATOR	GS04
M068C	CHILD SUPPORT SPECIALIST I	GS04
M069C	YOUTH SERVICES TECHNICIAN	GS04
M073C	RESIDENTIAL CARE SUPERVISOR	GS04
P043C	ARCHIVAL ASSISTANT	GS04
P048C	MULTI-MEDIA SPECIALIST	GS04
P057C	LIVESTOCK NEWS REPORTER	GS04
R036C	HUMAN RESOURCES SPECIALIST	GS04
R037C	BENEFITS TECHNICIAN	GS04
R038C	HUMAN RESOURCES ASSISTANT	GS04
S031C	SKILLED TRADESMAN	GS04
S037C	ABA BUILDING MAINTENANCE SPECIALIST	GS04
S040C	CALIBRATION TECHNICIAN	GS04
S043C	ADC INDUSTRIAL SUPERVISOR I	GS04
S044C	FOOD PREPARATION MANAGER	GS04
S046C	MAINTENANCE TECHNICIAN	GS04
S047C	LANDSCAPE SUPERVISOR	GS04
S051C	INSTRUMENTATION TECHNICIAN	GS04
S052C	HEAVY EQUIPMENT SPECIALIST	GS04
S053C	AUTO/DIESEL MECHANIC	GS04
S061C	CHDC LAUNDRY OPERATIONS MANAGER	GS04
S099C	STATIONARY ENGINEER	GS04
S104C	ADPT HOUSEKEEPER SUPERVISOR	GS04
T066C	MILITARY FIREFIGHTER	GS04
T070C	ADC/DCC FOOD PREPARATION SUPERVISOR	GS04
T072C	SECURITY OFFICER SUPERVISOR	GS04

T077C	ADC MAILROOM SERVICES COORDINATOR	GS04
T079C	FACILITY MANAGER II	GS04
T083C	ADC/DCC CORRECTIONAL OFFICER I	GS04
T102C	ASP CACD SR. HOTLINE OPERATOR	GS04
V016C	COMMODITY SPECIALIST	GS04
V017C	COMMISSARY COORDINATOR	GS04
V019C	SURPLUS PROPERTY SPECIALIST	GS04
V020C	INVENTORY CONTROL MANAGER	GS04
V021C	SURPLUS PROPERTY AGENT	GS04
V022C	PURCHASING TECHNICIAN	GS04
V023C	STOREROOM SUPERVISOR	GS04
V025C	WAREHOUSE SPECIALIST	GS04
X097C	PLANT BOARD AGRICULTURE SPECIALIST	GS04
X149C	AGRI COMMODITY COMPLIANCE SPECIALIST	GS04
X152C	REAL PROPERTY MANAGEMENT SPECIALIST	GS04
X153C	REAL ESTATE ANALYST	GS04
X155C	MANUFACTURED HOUSING SPEC	GS04
X157C	EIA INSPECTOR	GS04
X160C	ASP USED MOTOR VEHICLE INSPECTOR	GS04
X167C	COMPLAINTS INVESTIGATOR	GS04
X168C	BAIL BONDSMAN BOARD INVESTIGATOR	GS04
X169C	AREC EXAMINER	GS04
X174C	COSMETOLOGY INSPECTOR	GS04
X177C	PEST CONTROL TECHNICIAN	GS04
X179C	ASP COMMERCIAL DRIVER LICENSE EXAMINER	GS04
X181C	COLLECTOR	GS04
X182C	ASP DRIVERS LICENSE EXAMINER	GS04
X189C	ASP AFIS TECHNICIAN	GS04
X195C	ELECTRONICS SECURITY SYSTEMS SENIOR TECH	GS04
A095C	PSC TAX DIV VALUATION ANALYST	GS03
A096C	COLLECTION OFFICER	GS03
A111C	RACING COMMISSION COLLECTOR	GS03
B096C	SENIOR SEED ANALYST	GS03
B104C	SEED ANALYST	GS03
B110C	VETERINARIAN ASSISTANT	GS03
B113C	RESEARCH TECHNICIAN	GS03

B114C	RESEARCH FIELD TECHNICIAN	GS03
B129C	RACING COMMISSION VETERINARIAN ASSISTANT	GS03
C053C	MEDICAL RECORDS TECHNICIAN	GS03
C058C	EDUCATION PARAPROFESSIONAL	GS03
C059C	DFA SERVICE REPRESENTATIVE	GS03
C062C	LOCAL OFFICE ADMINISTRATIVE ASSISTANT	GS03
C066C	PATIENT ACCOUNT SPECIALIST	GS03
C067C	ADPT WELCOME CENTER ASSISTANT MANAGER	GS03
C068C	RETAIL SPECIALIST	GS03
C069C	LIBRARY TECHNICIAN	GS03
C070C	DUPLICATION ASSISTANT	GS03
C073C	ADMINISTRATIVE SPECIALIST II	GS03
C074C	MEDICAL RECORDS ASSISTANT	GS03
C099C	RACING COMMISSION LICENSING CLERK	GS03
D090C	COMPUTER PUBLISHING OPERATOR	GS03
D091C	COMPUTER LAB TECHNICIAN	GS03
E053C	AUDIOVISUAL AIDS SUPV	GS03
E058C	LIBRARY SPECIALIST	GS03
L067C	PSYCHOLOGICAL INTERN	GS03
L082C	CERTIFIED NURSING ASSISTANT	GS03
L083C	HEALTH SERVICES SPECIALIST I	GS03
L092C	ATHLETIC TRAINER	GS03
M070C	YOUTH PROGRAM SPECIALIST	GS03
M071C	RESIDENTIAL CARE SHIFT COORDINATOR	GS03
M074C	RESIDENTIAL ADVISER	GS03
M078C	VOLUNTEER SERVICES COORDINATOR	GS03
M081C	RESIDENTIAL CARE SHIFT SUPERVISOR	GS03
M084C	BEHAV HLTH AIDE	GS03
M090C	DHS PROGRAM ASSISTANT	GS03
P045C	PUBLIC INFORMATION TECHNICIAN	GS03
P054C	ASST LODGE SALES DIRECTOR	GS03
P056C	MUSEUM PROGRAM ASSISTANT II	GS03
S045C	PRINTING ESTIMATOR/PLANNER	GS03
S050C	MAINTENANCE SPECIALIST	GS03
S054C	PRINTER	GS03
S056C	FOOD PREPARATION SUPERVISOR	GS03

S057C	LANDSCAPE SPECIALIST	GS03
S058C	EQUIPMENT MECHANIC	GS03
S059C	LODGE COOK	GS03
S063C	INNKEEPER SPECIALIST	GS03
S064C	SKILLED TRADES HELPER	GS03
S067C	HOUSEKEEPER SUPERVISOR	GS03
S076C	INSTITUTIONAL BEAUTICIAN	GS03
S081C	APPRENTICE TRADESMAN	GS03
S097C	CONSTRUCTION SPECIALIST	GS03
S101C	PARK SPECIALIST II	GS03
S103C	ADPT HOUSEKEEPER	GS03
T074C	ASP/CACD HOTLINE OPERATOR	GS03
T078C	MILITARY FIRE & POLICE OFFICER	GS03
T081C	COMMISSARY MANAGER	GS03
T082C	ASP EXECUTIVE SECURITY GUARD	GS03
T084C	PUBLIC SAFETY SECURITY OFFICER	GS03
T085C	FACILITY MANAGER I	GS03
T087C	SECURITY OFFICER	GS03
V024C	ADC PROPERTY OFFICER	GS03
V027C	INVENTORY CONTROL TECHNICIAN	GS03
X126C	EMBALMERS & FUNERAL DIR INSPECTOR	GS03
X159C	BD OF BARBER EXAM INSPECTOR	GS03
X161C	ASP INVESTIGATOR SPECIALIST	GS03
X162C	AGRI COMMODITY GRADER II	GS03
X164C	PLANT BOARD INSPECTOR	GS03
X165C	LIVESTOCK INSPECTOR	GS03
X166C	FIRE PROT LIC BRD INSPECTOR/INVESTIGATOR	GS03
X170C	AR TOWING & RECOVERY BD INVESTIGATOR	GS03
X171C	AGRI COMMODITY SPECIALIST I	GS03
X172C	TAX INVESTIGATOR	GS03
X175C	BD OF ACCT CREDENTIALING COORD/EXAM SPEC	GS03
X176C	BD OF ACCT ADMIN ASST/LICENSING SPEC	GS03
X180C	INSURANCE LICENSING TECHNICIAN	GS03
X183C	DWS CLAIMS ADJUDICATOR	GS03
X184C	OPTICIANS' BOARD SECRETARY TREASURER	GS03
X188C	FIRE MARSHAL INSPECTOR	GS03

X194C	ELECTRONICS SECURITY SYSTEMS TECH	GS03
X199C	RACING COMMISSION JUDGE	GS03
B115C	AGRI FARM TECHNICIAN	GS02
B116C	AGRI LABORATORY TECHNICIAN	GS02
B130C	RACING COMMISSION WALKER	GS02
C076C	DFA TECHNICIAN	GS02
C080C	CREDENTIALING ASSISTANT	GS02
C084C	MAIL SERVICES SPECIALIST	GS02
C085C	LIBRARY SUPPORT ASSISTANT	GS02
C086C	DESK CLERK	GS02
C087C	ADMINISTRATIVE SPECIALIST I	GS02
C088C	MAIL SERVICES ASSISTANT	GS02
D092C	CALL CENTER SPECIALIST	GS02
E056C	TEACHER ASSISTANT	GS02
E057C	AUDIOVISUAL LABORATORY ASSISTANT	GS02
L075C	ORTHOTIST AIDE	GS02
L084C	THERAPY AIDE	GS02
L085C	PHYSICAL THERAPY AIDE	GS02
L088C	NURSING AIDE/NURSING ASST I	GS02
M076C	RECREATIONAL ACTIVITY LEADER II	GS02
M083C	RESIDENTIAL CARE TECHNICIAN	GS02
P055C	SPECIAL EVENTS SUPERVISOR	GS02
P060C	MULTI-MEDIA TECHNICIAN	GS02
P061C	TRAVEL CONSULTANT	GS02
P062C	ARCHIVAL TECHNICIAN	GS02
P064C	MUSEUM PROGRAM ASSISTANT I	GS02
S060C	HEAVY EQUIPMENT OPERATOR	GS02
S062C	INSTITUTIONAL BUS DRIVER	GS02
S066C	LANDSCAPE TECHNICIAN	GS02
S068C	FOOD PREPARATION COORDINATOR	GS02
S070C	EQUIPMENT TECHNICIAN	GS02
S082C	CANTEEN SUPERVISOR	GS02
S083C	BAKER	GS02
S084C	INSTITUTIONAL SERVICES SUPERVISOR	GS02
S085C	FOOD PREPARATION SPECIALIST	GS02
S088C	KITCHEN ASSISTANT	GS02

T086C	FIRE & SAFETY COORDINATOR	GS02
T101C	RACING COMMISSION SECURITY GATEMAN	GS02
U051U	CLAIMS COMMISSIONER	GS02
V028C	WAREHOUSE WORKER	GS02
V030C	SHIPPING & RECEIVING CLERK	GS02
X178C	FINGERPRINT TECHNICIAN	GS02
X185C	ABSTRACTORS BOARD SECRETARY GENERAL	GS02
B112C	GREENHOUSE TECHNICIAN	GS01
B118C	FARM WORKER	GS01
B119C	LAB ASSISTANT	GS01
C078C	CASHIER	GS01
C089C	LIBRARY TECHNICAL ASSISTANT	GS01
L080C	DIETETIC TECHNICIAN	GS01
L086C	PHARMACY ASSISTANT	GS01
M082C	RECREATIONAL ACTIVITY LEADER I	GS01
M085C	CAREGIVER	GS01
M089C	RESIDENTIAL CARE ASSISTANT	GS01
S065C	MAINTENANCE ASSISTANT	GS01
S072C	STADIUM COMMISSION CUSTODIAN	GS01
S073C	HOUSEKEEPER	GS01
S079C	REPROD EQUIPMENT OPERATOR	GS01
S080C	EQUIPMENT OPERATOR	GS01
S086C	COOK	GS01
S087C	INSTITUTIONAL SERVICES ASSISTANT	GS01
S089C	FOOD PREPARATION TECHNICIAN	GS01
S090C	WAITRESS/WAITER	GS01
S091C	PARK AIDE	GS01
S100C	PARK SPECIALIST I	GS01
T091C	WATCHMAN	GS01
V029C	PURCHASING ASSISTANT	GS01
V031C	STOCK CLERK	GS01
X141C	DIETETICS LICENSING BOARD SECRETARY	GS01
C093C	EXTRA HELP ASSISTANT	MW

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(c)(1) The classification titles and grades established in this section supersede the classification titles established in a state agency

1 appropriation act using grades other than those established by this section.

2 (2) This subsection (c) is effective from July 1, 2017, through
3 June 30, 2018.

4
5 SECTION 14. Arkansas Code § 21-5-209 is amended to read as follows:

6 21-5-209. Compensation plan.

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

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

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

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

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

29 (e)(1) The following grades and pay levels shall be the authorized
30 ~~career service pay plan, effective July 1, 2009~~ for the General Salaries pay
31 table effective July 1, 2017, and thereafter, for the state service for all
32 positions of state agencies ~~and institutions~~ covered by this subchapter to
33 which a classification title and ~~career service~~ General Salaries salary grade
34 have been assigned in accordance with this subchapter and the appropriation
35 act of the state agency ~~or institution~~:

36

GENERAL SALARIES				
1				
2	MW	\$17,680	\$19,760	\$21,840
3	GS1	\$22,000	\$26,950	\$31,900
4	GS2	\$23,335	\$28,585	\$33,836
5	GS3	\$26,034	\$31,892	\$37,749
6	GS4	\$29,046	\$35,581	\$42,117
7	GS5	\$32,405	\$39,696	\$46,987
8	GS6	\$36,155	\$44,290	\$52,425
9	GS7	\$40,340	\$49,417	\$58,493
10	GS8	\$45,010	\$55,137	\$65,265
11	GS9	\$50,222	\$61,522	\$72,822
12	GS10	\$56,039	\$68,648	\$81,257
13	GS11	\$62,531	\$76,600	\$90,670
14	GS12	\$69,776	\$85,476	\$101,175
15	GS13	\$77,862	\$95,381	\$112,900
16	GS14	\$86,887	\$106,437	\$125,986
17	GS15	\$96,960	\$118,776	\$140,592

18

19 (2) The following grades and pay levels shall be ~~the~~ authorized
 20 ~~professional and executive pay plan, effective July 1, 2009~~ for the
 21 Information Technology Salaries pay table, effective July 1, 2017, and
 22 thereafter, for the state service for all positions of state agencies ~~and~~
 23 ~~institutions~~ covered by this subchapter to which a classification title and
 24 ~~professional and executive~~ Information Technology Salaries salary grade have
 25 been assigned in accordance with this subchapter and the appropriation act of
 26 the state agency ~~or institution~~:

27

INFORMATION TECHNOLOGY SALARIES				
28				
29	IT1	\$33,403	\$40,919	\$48,434
30	IT2	\$37,266	\$45,651	\$54,035
31	IT3	\$41,578	\$50,933	\$60,288
32	IT4	\$46,391	\$56,829	\$67,267
33	IT5	\$51,762	\$63,408	\$75,054
34	IT6	\$57,755	\$70,750	\$83,745
35	IT7	\$64,445	\$78,945	\$93,445
36	IT8	\$71,704	\$87,837	\$103,970

1	IT9	\$80,242	\$98,297	\$116,351
2	IT10	\$89,541	\$109,688	\$129,835
3	IT11	\$99,920	\$122,402	\$144,884
4	IT12	\$111,504	\$136,592	\$161,681

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MEDICAL PROFESSIONAL SALARIES

14	MP1	\$63,830	\$75,958	\$88,058
15	MP2	\$71,403	\$85,683	\$99,964
16	MP3	\$79,879	\$96,654	\$113,428
17	MP4	\$89,368	\$109,029	\$128,690
18	MP5	\$99,991	\$122,989	\$145,987
19	MP6	\$111,884	\$138,736	\$165,588
20	MP7	\$125,200	\$156,500	\$187,800
21	MP8	\$140,109	\$176,537	\$212,966
22	MP9	\$156,804	\$199,140	\$241,478
23	MP10	\$175,620	\$224,033	\$270,455

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SENIOR EXECUTIVE SALARIES

33	SE1	\$108,110	\$127,655	\$147,200
34	SE2	\$120,543	\$138,822	\$157,100
35	SE3	\$134,406	\$150,703	\$167,000
36	SE4	\$149,862	\$165,681	\$181,500

1 SE5 \$167,096 \$184,398 \$201,700

2

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

8 (g)(1) Except as provided in subdivisions (g)(2) and (3) of this
9 section, a payment of salaries shall not be made except in conformity with
10 the maximum pay level assigned to these grades for each year as provided in
11 the appropriation act of the state agency or in this subchapter.

12 (2)(A) The Governor may establish the salary of an agency
13 director that is up to fifty percent (50%) above the maximum pay level for
14 the grade assigned to the classification.

15 (B) The Governor shall report the salary adjustment in
16 subdivision (g)(2)(A) of this section to the Legislative Council, or if the
17 General Assembly is in session, the Joint Budget Committee.

18 (3)(A) Salaries established by this section may exceed the
19 maximum pay level for the grade assigned to the classification by no more
20 than twenty-five percent (25%) for no more than ten percent (10%) of the
21 positions authorized in the state agency's appropriation act with the
22 approval of the Legislative Council or, if the General Assembly is in
23 session, the Joint Budget Committee.

24 (B)(i) It is both necessary and appropriate that the
25 General Assembly maintain oversight by requiring prior approval of the
26 Legislative Council or, if the General Assembly is in session, the Joint
27 Budget Committee as provided by this section.

28 (ii) The requirement of approval by the Legislative
29 Council or Joint Budget Committee is not a severable part of this section.
30 If the requirement of approval is found unconstitutional by a court of
31 competent jurisdiction, the entire section is void.

32 (h) The compensation plan and pay tables shall be reviewed by the
33 Office of Personnel Management before each regular session of the General
34 Assembly.

35

36 SECTION 15. Arkansas Code § 21-5-210 is amended to read as follows:

1 21-5-210. Implementation of plan – Changes in class specifications.

2 (a) For the purposes of implementing the uniform employee
3 classification and compensation plan for the respective agencies ~~or~~
4 ~~institutions~~ covered by this subchapter, the General Assembly determines that
5 the class specifications prepared by the Office of Personnel Management in
6 classifying the various positions authorized in the respective appropriation
7 acts shall be the class specifications to be followed in implementing the
8 respective appropriations for all part-time and full-time employees of the
9 respective agencies ~~and institutions~~ covered by this subchapter.

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

14
15 SECTION 16. Arkansas Code § 21-5-211 is amended to read as follows:

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

18 (a) The Office of Personnel Management ~~shall have~~ has administrative
19 responsibility for enforcing compliance by state agencies ~~and institutions~~
20 affected by this subchapter in implementing classification and grade changes.

21 ~~(b)(1)(A) The maximum annual rate of compensation for which an~~
22 ~~employee is eligible on July 1, 2015, shall be determined by increasing the~~
23 ~~employee's June 30, 2015, salary by one percent (1%).~~

24 ~~(B) The line item maximum annual salary rates established~~
25 ~~by the Ninetieth General Assembly for nonclassified positions may be~~
26 ~~increased by the cost-of-living adjustment authorized by the Governor for all~~
27 ~~classified employees, and the resulting salary shall represent the maximum~~
28 ~~annual salary rate for the 2016 fiscal year.~~

29 (b)(1) The rate of compensation an employee shall receive on the first
30 day of Fiscal Year 2018 is the greater of the entry salary rate of the grade
31 assigned to the employee's classification or one percent (1%) of the
32 employee's current salary.

33 (2) The salary increase authorized by subdivision (b)(1)~~(A)~~ of
34 this section ~~shall not~~ may allow an employee's compensation to exceed the
35 maximum pay level amount set out for the position ~~unless the employee is~~
36 ~~eligible for the career pay level as established in § 21-5-214.~~

1 ~~(3) If an employee does not meet the service requirements in §~~
2 ~~21-5-214, the increase shall be paid as a lump sum on the last pay period of~~
3 ~~the fiscal year of the year in which the increase is to occur.~~

4 ~~(4)(A) An employee compensated at the highest pay level rate~~
5 ~~authorized for the grade assigned to his or her classification may receive~~
6 ~~the July 1, 2015, salary increase authorized in this section as a lump sum~~
7 ~~payment.~~

8 ~~(B) However, the salary increase shall be paid as a lump~~
9 ~~sum on the last pay period of the 2016 fiscal year, and the payment shall not~~
10 ~~be construed as exceeding the maximum salary of the employee.~~

11 (c)(1) ~~An employee covered by this subchapter including a~~
12 ~~nonclassified employee is eligible for an additional The Governor may~~
13 ~~authorize salary increase of up to two percent (2%) each fiscal year upon~~
14 ~~approval by the Governor if:~~

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

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

21 (2)(A) An employee compensated at the highest pay level rate
22 authorized for his or her classification is eligible to receive the salary
23 increase of ~~two percent (2%)~~ authorized in this section as a lump-sum
24 payment.

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

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

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

7 (3) Any salary adjustments made by the Chief Fiscal Officer of
8 the State in accordance with this subsection shall be reported to ~~Personnel~~
9 ~~Subcommittee of the Legislative Council~~ or, if the General Assembly is in
10 session, the Joint Budget Committee.

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

15
16 SECTION 17. Arkansas Code § 21-5-212 is repealed.

17 ~~21-5-212. Rehired or transferred employees.~~

18 ~~(a) When an employee who has been terminated for more than thirty (30)~~
19 ~~working days returns to state service, the rate of pay for which the rehired~~
20 ~~employee is eligible shall be established from the last position and shall be~~
21 ~~calculated as follows:~~

22 ~~(1)(A) If returning to the same classification or to the same~~
23 ~~grade as previously occupied, the employee may return at the same rate of pay~~
24 ~~within the grade for the classification to which he or she is returning that~~
25 ~~does not exceed the salary the employee previously earned.~~

26 ~~(B) If that salary falls below the lowest entry salary~~
27 ~~level of the grade or classification, the salary may be adjusted to the~~
28 ~~lowest entry salary level;~~

29 ~~(2)(A) If the employee returns to a different classification of~~
30 ~~a different grade, the employee's salary will be determined by fixing the~~
31 ~~salary of the former grade within the grade of the new classification on the~~
32 ~~appropriate current authorized pay plan.~~

33 ~~(B) If the rate of pay falls below the lowest entry salary~~
34 ~~level of the grade, the salary may be adjusted to the lowest entry salary of~~
35 ~~the grade;~~

36 ~~(3) If a former or transferring employee was previously employed~~

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

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

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

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

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

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

23
24 SECTION 18. Arkansas Code § 21-5-214 is amended to read as follows:

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

26 (a) A new appointment to a position in a state agency ~~or institution~~
27 ~~of higher education~~ covered by this subchapter ~~shall not be at a rate of pay~~
28 ~~greater than the base pay level established for the grade of the position~~
29 ~~unless a special rate of pay is requested and approved as follows; shall be~~
30 ~~paid at the entry pay level for the grade assigned to the classification~~
31 ~~unless otherwise authorized by law.~~

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

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

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

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

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

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

10 (b) Special rates of pay may be established for either classifications
 11 or positions for the following reasons:

12 (1) Prevailing labor market conditions;

13 (2) An extraordinarily well-qualified candidate;

14 (3) The need to retain trained, competent employees;

15 (4) An employee assigned additional duties as a result of the
 16 elimination of a position by a state agency; or

17 (5) To meet the requirements of state or federal laws.

18 ~~(B)(i)(c)(1)~~ A state agency ~~or institution of higher~~
 19 ~~education~~ may request a special rate of pay for a specific classification or
 20 position due to prevailing market rates of pay ~~to hire a new employee~~ up to
 21 the midpoint pay level of the appropriate grade of a classification on the
 22 appropriate pay ~~plan~~ table for the assigned grade with the written approval
 23 of the Chief Fiscal Officer of the State.

24 ~~(ii)(2)~~ A state agency ~~or institution of higher~~
 25 ~~education~~ may request a special rate of pay for a specific classification or
 26 position due to prevailing market rates of pay ~~to hire a new employee~~ up to
 27 the maximum pay level ~~annual rate authorized for the grade assigned to a~~
 28 ~~classification~~ for the assigned grade only with the approval of the Chief
 29 Fiscal Officer of the State after review by the ~~Personnel Subcommittee of the~~
 30 Legislative Council or, if the General Assembly is in session, the Joint
 31 Budget Committee.

32 (3) The Office of Personnel Management shall maintain a
 33 register of classifications or positions for which special rates of pay have
 34 been established due to prevailing market rates of pay.

35 (4) The Office of Personnel Management shall file a report
 36 of special rates of pay established due to prevailing market rates of pay

1 with the Legislative Council or, if the General Assembly is in session, the
2 Joint Budget Committee at the next regularly scheduled meeting following the
3 approval.

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

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

11 ~~(G)(i) If a special rate of pay has been approved for a~~
12 ~~specific classification due to prevailing market rates of pay or an acute~~
13 ~~shortage of qualified applicants, current employees within the state agency~~
14 ~~or institution assigned to the affected classification may be adjusted to the~~
15 ~~new approved rate of pay by the state agency or institution upon written~~
16 ~~approval by the Chief Fiscal Officer of the State.~~

17 ~~(ii) The office shall file a report of all the~~
18 ~~employee salary adjustments with the Personnel Subcommittee of the~~
19 ~~Legislative Council within the month following the approval; or~~

20 ~~(2)(A)(d)(1) A state agency or institution may request a special~~
21 ~~rate of pay for a specific individual may be established for an exceptionally~~
22 ~~well-qualified applicant due to exceptional qualifications to hire a new~~
23 ~~employee at a salary level up to and including the midpoint pay level of the~~
24 ~~appropriate pay grade of a specific position with the written approval of the~~
25 ~~Chief Fiscal Officer of the State and up to the maximum pay level of the~~
26 ~~appropriate grade with the approval of the Chief Fiscal Officer of the State~~
27 ~~after review by the Personnel Subcommittee of the Legislative Council whose~~
28 ~~educational background or experience qualifies the applicant to perform the~~
29 ~~job with little or substantially less orientation and training than would be~~
30 ~~required for another qualified applicant.~~

31 ~~(B) This subdivision (a)(2) shall be used only for the~~
32 ~~hiring of an exceptionally well-qualified employee whose background and~~
33 ~~experience qualify the applicant to perform the job with very little or~~
34 ~~substantially less orientation and training than would be the case for a~~
35 ~~qualified applicant.~~

36 ~~(C) Requests by a state agency or institution for a~~

1 ~~special rate of pay based on an exceptional level of qualifications held by a~~
2 ~~prospective employee may be approved if the:~~

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

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

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

18 ~~(E)(i) This section shall apply to both prospective and~~
19 ~~current state employees.~~

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

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

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

33 ~~(1) Employee meets or exceeds the eligibility requirements~~
34 ~~approved by the office after review by the Personnel Subcommittee of the~~
35 ~~Legislative Council, which shall include at a minimum:~~

36 ~~(A) Fifteen (15) cumulative years of full-time equivalent~~

1 ~~state service that may be in either classified or nonclassified regular~~
2 ~~positions but not in extra help positions; and~~

3 ~~(B) A performance evaluation rating at or above the~~
4 ~~satisfactory level for the preceding rating period; and~~

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

7 (2)(A) An agency director may approve a special rate of
8 pay under subdivision (d)(1) of this section up to fifteen percent (15%)
9 above the entry pay level for the grade assigned to the classification and
10 shall report all actions under the Office of Personnel Management procedures.

11 (B) The Office of Personnel Management may approve a
12 special rate of pay under subdivision (d)(1) of this section above fifteen
13 percent (15%) up to thirty percent (30%) above the entry pay level for the
14 grade assigned to the classification.

15 (C) The Office of Personnel Management may approve a
16 special rate of pay pursuant to subdivision (d)(1) of this section above
17 thirty percent (30%) up to the maximum pay level for the grade assigned to
18 the classification after review by the Legislative Council or, if the General
19 Assembly is in session, the Joint Budget Committee.

20 (2) The Office of Personnel Management shall file a report of
21 special rates of pay established under this subsection with the Legislative
22 Council or, if the General Assembly is in session, the Joint Budget
23 Committee, at the next regularly scheduled meeting following the approval.

24 (d)(1)(e)(1) An agency director may approve special rates of pay to
25 retain a trained, competent employee or due to the assignment of additional
26 duties as a result of the elimination of positions by the state agency,
27 subject to the following:

28 (A) The assignment of additional duties shall be permanent
29 and beyond the scope of work currently being performed by the employee;

30 (B) The same employee may not receive a special rate of
31 pay pursuant to this subdivision (e)(1) more than one (1) time during a
32 biennium;

33 (C) An increase for an agency director pursuant to this
34 subdivision (e)(1) shall be initiated and approved by the Governor; and

35 (D) All increases up to ten percent (10%) approved under
36 this subdivision (e)(1) shall be reported by the state agency to the Office

1 of Personnel Management and increases above ten percent (10%) shall be
2 approved by the Office of Personnel Management.

3 (2) The Office of Personnel Management shall file a report of
4 all salary increases established under this subsection with the Legislative
5 Council or, if the General Assembly is in session, the Joint Budget
6 Committee, at the next regularly scheduled meeting following the approval for
7 review.

8 (f)(1)(A) An employee promoted on or after July 1, 2009 2017, shall
9 have the maximum annual salary for which he or she is eligible established as
10 follows:

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

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

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

20 (B) However, an employee's rate of pay upon promotion
21 shall not exceed the maximum pay level of the grade assigned to the
22 classification, unless the employee is eligible for career pay level on the
23 career service pay plan as established in subdivision (c)(1) of this section.
24 receive a salary increase up to ten percent (10%).

25 (B) However, an employee's rate of pay upon promotion
26 shall not exceed the maximum pay level of the grade assigned to the
27 classification.

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

31 (3) An employee who returns to a position in a classification
32 the employee formerly occupied within a twelve-month period after promotion
33 from the classification is eligible for a rate of pay no greater than that
34 for which the employee would have been eligible had the employee remained in
35 the lower-graded classification.

36 (g)(1)(A) Upon demotion, an employee's pay shall be decreased by up to

1 ten percent (10%).

2 (B) However, an employee's rate of pay upon demotion shall
3 not exceed the maximum pay level of the grade assigned to the classification.

4 (2) If the employee's salary falls below the lowest entry pay
5 level of the new grade upon demotion, his or her salary shall be adjusted to
6 the entry pay level for the grade.

7 (h)(1) If an employee accepts a new position that is a transfer, the
8 employee may receive a change in pay, as follows:

9 (A) If the employee's salary falls below the entry pay
10 level of the new grade, then his or her salary shall be adjusted to the entry
11 pay level for the grade; or

12 (B) If a special rate of pay has been established pursuant
13 to this section.

14 (2) A transferring employee's rate of pay shall not exceed the
15 maximum pay level of the grade assigned to the new position, unless otherwise
16 authorized.

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

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

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

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

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

34 ~~(f)(1) An employee who returns to a position in a classification the~~
35 ~~employee formerly occupied within a twelve-month period after promotion from~~
36 ~~the classification is eligible for a rate of pay no greater than that for~~

1 ~~which the employee would have been eligible had the employee remained in the~~
2 ~~lower graded classification.~~

3 ~~(2)(i)~~ An employee who is placed in a lower-graded position on
4 ~~either compensation plan~~ the same pay table because the original position has
5 expired due to lack of funding, program changes, or withdrawal of federal
6 grant funds may continue to be paid at the same rate as the employee was
7 being paid in the higher-graded position upon approval of the ~~office~~ Office
8 of Personnel Management after seeking the review of ~~the Personnel~~
9 ~~Subcommittee~~ of the Legislative Council or, if the General Assembly is in
10 session, the Joint Budget Committee.

11 (j) If an employee who has been terminated for more than thirty (30)
12 working days returns to state service, the state agency may offer up to the
13 employee's last rate of pay not to exceed the maximum pay level established
14 for the grade.

15 (k) Upon transfer of employment between state agencies, an employee is
16 to receive a lump-sum payment from the original state agency for any overtime
17 that has been accrued and not been paid and for any compensatory time accrued
18 that has not been used at the higher rate of either the:

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

21 (2) Final regular rate of pay received by the employee.

22 (l) Any special rate of pay established under this section shall not
23 affect the salary level or salary eligibility of any existing employee within
24 the state agency.

25 (m)(1) A special rate of pay is subject to the state agency's ability
26 to certify funding for a special rate of pay established under this section.

27 (2) A state agency shall not use merit adjustment funds for a
28 special rate of pay established under this section.

29 (n) The Chief Fiscal Officer of the State or the Governor may suspend
30 discretionary special salary actions.

31
32 SECTION 19. Arkansas Code § 21-5-220 is amended to read as follows:

33 21-5-220. Shift differential.

34 (a)(1) Upon the approval of the Office of Personnel Management, an
35 employee whose working hours do not conform to normal state business hours
36 shall be eligible for additional compensation up to twelve percent (12%) of

1 the hourly rate for which he or she is eligible under this subchapter as a
2 shift differential if:

3 (A) The state agency ~~or institution~~ routinely schedules
4 more than one (1) work shift per day;

5 (B) The shift to which the employee is assigned is a full
6 work shift; and

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

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

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

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

19 (B) In those instances in which the granting of the
20 additional compensation has the effect of temporarily exceeding the maximum
21 annual rate for the grade assigned to the employee's classification, the
22 additional compensation shall not be considered as exceeding the maximum
23 allowable rate for that grade.

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

31 (B) A person employed in an area not providing critical
32 care during weekend hours is eligible to receive up to fifteen percent (15%)
33 of the hourly rate for which he or she is eligible under this subchapter paid
34 as a shift or weekend differential.

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

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

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

7 (3)(A) The state agency ~~or institution~~ shall identify the
8 shifts, job classifications, and positions to be eligible for the shift
9 differential and the differential percentage for which each classification is
10 eligible within each shift.

11 (B) The shift schedule, job classifications, positions,
12 and the percentage of shift differential for which the job titles will be
13 eligible shall be submitted to the ~~office~~ Office of Personnel Management for
14 approval by the Chief Fiscal Officer of the State.

15 (C) Subsequent changes to the shift schedule, job
16 classifications, positions, and shift differential percentages shall be
17 submitted to the Office of Personnel Management and receive prior approval by
18 the Chief Fiscal Officer of the State.

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

23 (e) The ~~office~~ Office of Personnel Management shall report all shift
24 differential approvals to ~~Personnel Subcommittee~~ of the Legislative Council
25 or, if the General Assembly is in session, the Joint Budget Committee.

26
27 SECTION 20. Arkansas Code § 21-5-221 is amended to read as follows:

28 21-5-221. Compensation differentials.

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

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

36 (A) ~~Agency or institution~~ State agency has documented the

1 need for a compensation differential for specified positions or
2 classifications;

3 (B) ~~Agency or institution~~ State agency submits to the
4 Office of Personnel Management a plan of the terms and conditions for
5 eligibility that must directly address the needs of the targeted positions or
6 classifications for any requested compensation differential;

7 (C) Cost of implementing and maintaining a compensation
8 differential is within the state agency's ~~or institution's~~ existing
9 appropriation and shall not be implemented using funds specifically set aside
10 for other programs within the state agency ~~or institution~~; and

11 (D) Compensation differential plan has been approved by
12 the Office of Personnel Management after review by the ~~Personnel Subcommittee~~
13 ~~of the~~ Legislative Council or, if the General Assembly is in session, the
14 Joint Budget Committee.

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

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

20 (c)(1) Hazardous duty differential of up to ~~six percent (6%)~~ ten
21 percent (10%) may be authorized for the increased risk of personal physical
22 injury for an employee occupying a certain identified high-risk position if
23 the:

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

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

31 (2)(A) The director of the requesting state agency ~~or~~
32 ~~institution~~ shall identify the facility or unit, location, and eligible
33 positions and classifications within the facility or unit that are identified
34 as high-risk.

35 (B) The positions shall be certified by the state agency
36 ~~or institution~~ director as having been assigned to a work environment that

1 poses an increased risk of personal injury and shall be submitted as part of
2 the plan for payment of hazardous duty differential to the ~~office~~ Office of
3 Personnel Management for approval by the Chief Fiscal Officer of the State
4 after review and approval of the ~~Personnel Subcommittee of the~~ Legislative
5 Council or, if the General Assembly is in session, the Joint Budget
6 Committee.

7 (C) Subsequent changes to the facility or unit, location,
8 and eligible positions or classifications within the facility or unit on file
9 with the office shall receive prior approval by the Chief Fiscal Officer of
10 the State after review and approval by the ~~Personnel Subcommittee of the~~
11 Legislative Council or, if the General Assembly is in session, the Joint
12 Budget Committee.

13 (d) It is the intent of this subsection that hazardous duty
14 compensation shall be at the discretion of the Chief Fiscal Officer of the
15 State and the director of the state agency ~~or institution~~ and shall not be
16 implemented using funds specifically set aside for other programs within the
17 state agency ~~or institution~~.

18 (e) An additional ~~six percent (6%)~~ ten percent (10%), but not to
19 exceed a total of twelve percent (12%), hazardous duty differential may be
20 authorized for employees occupying positions assigned to a maximum security
21 unit or facility if the regularly assigned work schedules expose employees at
22 least eighty-five percent (85%) of the work time to clear, direct, and
23 unavoidable hazards from clients, inmates, or patients who are in units or
24 facilities that are classified as maximum security.

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

29 (g)(1) A professional certification differential of up to ~~six percent~~
30 ~~(6%)~~ ten percent (10%) for job-related professional certifications for
31 individual positions or for specific classifications within ~~an~~ a state agency
32 ~~or institution~~ may be authorized if the certification is:

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

36 (B) Not included as a minimum qualification established or

1 as a special requirement for the classification by the official class
2 specification.

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

6 (B) Documentation of continuation or renewal of the
7 certification of the employee is required for continuation of the
8 certification differential.

9 (h) An education differential of up to ~~six percent (6%)~~ ten percent
10 (10%) for job-related education for individual positions or for specific
11 classifications within ~~an a state agency or institution~~ may be authorized if:

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

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

19 (i) A geographic area differential of up to ~~six percent (6%)~~ ten
20 percent (10%) may be authorized to address the documented inability to
21 recruit and retain certain employees in a specific geographic area of the
22 state if the additional geographic area differential is based on documented
23 recruitment, turnover, or other competitive pay issue in a specific
24 geographic area but that does not justify a statewide labor market special
25 entry rate.

26 (j)(1) A ~~second language~~ second-language differential of up to ten
27 percent (10%) may be authorized for an employee who has the demonstrated
28 ability and skill to communicate in a language other than English, including
29 American Sign Language, and that skill is determined by the state agency ~~or~~
30 ~~institution~~ to be directly related to the effective performance of the job
31 duties for the position occupied by the employee.

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

1 (k)(1) On-call duty or ~~standby-duty~~ standby-duty differential may be
2 authorized for an employee whose job requires him or her to provide services
3 on nights, weekends, or holidays or other situations when the state agency ~~or~~
4 ~~institution~~ does not have regularly scheduled staff coverage.

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

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

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

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

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

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

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

30 (m) Other compensation differentials may be administered by the Office
31 of Personnel Management after:

32 (1) Approval by the State Personnel Administrator; and

33 (2) Review by the Legislative Council or, if the General
34 Assembly is in session, the Joint Budget Committee.

35
36 SECTION 21. Arkansas Code § 21-5-222 is amended to read as follows:

1 21-5-222. Salary administration grids.

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

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

7 (B) Terms and conditions of a grid proposed by the state
8 agency ~~or institution~~ address the needs of the targeted positions;

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

13 (D) Salary administration grid has been submitted to the
14 Office of Personnel Management for approved approval by the Chief Fiscal
15 Officer of the State ~~after review by the Personnel Subcommittee of the~~
16 Legislative Council up to the midpoint pay level.

17 (E)(i) Salary administration grid has been submitted to
18 the Office of Personnel Management for approval by the Chief Fiscal Officer
19 of the State above the midpoint pay level.

20 (ii) The Chief Fiscal Officer of the State shall not
21 approve the salary administration grid in this subdivision until the salary
22 administration grid has been reviewed by the Legislative Council or, if the
23 General Assembly is in session, the Joint Budget Committee.

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

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

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

31 (D) Subsequent salary determinations within a salary
32 administration grid shall be based on the employee's qualifications, relevant
33 competitive compensation rates, professional or education achievements, and
34 internal equity within the state agency ~~or institution~~.

35 (E) A plan of implementation and salary progression ~~must~~
36 shall be approved by the Office of Personnel Management on a biennial basis.

1 (3) An approved grid may be amended only upon approval by the
2 ~~office~~ Office of Personnel Management after review by the ~~Personnel~~
3 ~~Subcommittee of the~~ Legislative Council or, if the General Assembly is in
4 session, the Joint Budget Committee.

5 (4) Compensation differentials that are included in ~~an agency or~~
6 ~~institution's~~ a state agency's grid plan ~~may~~ shall not exceed rates provided
7 in § 21-5-221.

8 (b)(1) A monthly report shall be made to the ~~Personnel Subcommittee of~~
9 ~~the~~ Legislative Council or, if the General Assembly is in session, the Joint
10 Budget Committee, describing all personnel transactions involving
11 applications of this section.

12 (2) The hiring of a new employee under this section shall not
13 affect the salary level or salary eligibility of any existing employee within
14 the state agency ~~or institution.~~

15 (3) The ~~office~~ Office of Personnel Management shall ~~promulgate~~
16 ~~rules~~ establish policies and procedures regarding the implementation and use
17 of a salary administration grid with the review of the ~~Personnel Subcommittee~~
18 ~~of the~~ Legislative Council or, if the General Assembly is in session, the
19 Joint Budget Committee.

20 (c) The salary administration grids created under this section shall
21 be reauthorized each biennium by the State Personnel Administrator after
22 review by the Legislative Council or, if the General Assembly is in session,
23 the Joint Budget Committee.

24
25 SECTION 22. Arkansas Code § 21-5-224 is amended to read as follows:

26 21-5-224. Extra help positions.

27 (a)(1) A position authorized as extra help in ~~an~~ a state agency ~~or~~
28 ~~institution~~ shall be assigned an authorized ~~career-service~~ classification ~~or~~
29 ~~a professional and executive classification~~ by the agency ~~or institution,~~ and
30 any person hired in an extra help position shall meet the minimum
31 qualifications and any other requirements set by the official class
32 specification of the classification assigned to the position.

33 (2) The rates of pay for extra help employees shall be set in
34 accordance with and shall not exceed those provided in this subchapter, or
35 its successor, for the appropriate classification.

36 (3) Extra help employees of state agencies ~~may~~ shall not exceed

1 ~~one thousand (1,000)~~ one thousand five hundred (1,500) hours per fiscal year
2 as set out in § 19-4-521.

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

6 (b) The salary eligibility for an employee transferring or returning
7 from an extra help position to a regular position shall be determined in the
8 same manner as established for newly hired employees. ~~established at the~~
9 ~~minimum entrance rate of pay for the grade of the assigned classification~~
10 ~~with the following exceptions:~~

11 ~~(1) The classification has an established current labor market~~
12 ~~special entry rate;~~

13 ~~(2) The position is approved for shift differential in~~
14 ~~accordance with this subchapter;~~

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

17 ~~(4) A base range salary has been approved under § 21-5-214.~~

18 (c) A former employee from a state agency, ~~institution,~~ board, or
19 commission who is rehired in an extra-help position is ineligible for
20 benefits except holiday pay and as authorized by the Office of Personnel
21 Management.

22
23 SECTION 23. Arkansas Code § 21-5-225 is amended to read as follows:
24 21-5-225. Position pools.

25 (a)(1) There is established a pool of ~~two hundred fifty (250) career~~
26 ~~service positions at grade C130 and one hundred fifty (150) professional and~~
27 ~~executive positions at grade N922~~ one thousand (1,000) positions assigned to
28 the Office of Personnel Management to be used to reclassify positions in
29 state agencies ~~and institutions~~ to the proper classification and grade if the
30 state agency ~~or institution~~ does not have a vacant position available with
31 the appropriate classification and grade.

32 ~~(2)(A) Positions authorized as career service positions may not~~
33 ~~be reclassified as professional and executive classifications utilizing these~~
34 ~~pool positions.~~

35 ~~(B) Positions authorized as professional and executive~~
36 ~~classifications may not be reclassified into career service classifications~~

1 ~~utilizing these pool positions.~~

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

4 ~~(4)~~(3) The ~~office~~ Office of Personnel Management shall review
5 all requests and may grant approval of the reclassification after review by
6 the ~~Personnel Subcommittee of the~~ Legislative Council or, if the General
7 Assembly is in session, the Joint Budget Committee.

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

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

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

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

25 ~~(4)~~ The state agency shall provide justification to ~~the office~~
26 Office of Personnel Management for the need to allocate positions from the
27 central growth pool.

28 ~~(5)~~(4) Titles shall not be assigned to the state agency from the
29 central growth pool until specific positions are requested by the state
30 agency, recommended by the ~~office~~ Office of Personnel Management, and
31 reviewed by the ~~Personnel Subcommittee of the~~ Legislative Council or, if the
32 General Assembly is in session, the Joint Budget Committee.

33 ~~(6)~~(5) If the new classifications are necessary for any of these
34 additional positions, the ~~office~~ Office of Personnel Management may assign
35 the appropriate title and grade after review by the ~~Personnel Subcommittee of~~
36 ~~the~~ Legislative Council or, if the General Assembly is in session, the Joint

1 Budget Committee.

2 ~~(7)~~(6) If ~~an~~ a state agency requests any central growth pool
3 position to be continued during the subsequent fiscal year, the position ~~must~~
4 shall be requested as a new position in the state agency's subsequent fiscal
5 year budget request.

6 (c)(1) The ~~office~~ Office of Personnel Management shall establish and
7 maintain a temporary transition pool of ~~twenty five (25) career service~~
8 ~~positions at grade C130 and twenty five (25) professional and executive~~
9 ~~positions at grade N922~~ fifty (50) positions to be used to establish
10 additional temporary positions in state agencies of the proper classification
11 and grade if the state agency does not have sufficient positions available
12 with the appropriate classification and grade to address organizational
13 transition issues such as succession planning or other changes in state
14 agency administration.

15 (2) Temporary transition pool positions are to be used by state
16 agencies only if the personnel service needs exceed the number of positions
17 in a classification authorized by the General Assembly and were not
18 anticipated at the time of the passage of the state agency's operating
19 appropriation act.

20 (3) A position established under this section shall ~~not exceed a~~
21 ~~salary rate in excess of the highest rate established by grade or by line~~
22 ~~item in the requesting agency's appropriation act~~ be approved for the same
23 classification as the position occupied by the transitioning full-time
24 employee.

25 (4) No position shall be authorized to the state agency from the
26 temporary transition pool until the specific positions are requested by the
27 agency, recommended by the ~~office~~ Office of Personnel Management, and
28 reviewed by the ~~Personnel Subcommittee of the~~ Legislative Council or, if the
29 General Assembly is in session, the Joint Budget Committee.

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

33 (d) A pool position received under this section is subject to the
34 state agency's ability to certify funding.

35 (e)(1) The Office of Personnel Management shall establish and maintain
36 a growth pool of ten (10) positions to be used to establish additional

1 positions by:

2 (A) Elected constitutional officers of this state;

3 (B) The General Assembly, including employees of the
4 Bureau of Legislative Research and Arkansas Legislative Audit; and

5 (C) Members of the Supreme Court, the Court of Appeals,
6 circuit courts, prosecuting attorneys, and the Administrative Office of the
7 Courts;

8 (D) The Arkansas State Highway and Transportation
9 Department; and

10 (E) Federal military technicians, military training
11 support personnel, federally funded personnel of the Arkansas National Guard,
12 and other military personnel who are paid directly by the federal government.

13 (2)(A) If one of the entities provided in subdivision (1)(1) of
14 this section does not have sufficient positions available with the
15 appropriate classification and grade to meet an agency's mandated
16 responsibilities and the positions were not anticipated at the time of the
17 passage of the agency's operating appropriation act, the positions may be
18 used be utilized, after review by the Legislative Council or, if the General
19 Assembly is in session, the Joint Budget Committee.

20 (B) The entities provided in subdivision (1)(1) of this
21 section shall provide justification for the request to allocate a position
22 from the growth pool to the Legislative Council or, if the General Assembly
23 is in session, the Joint Budget Committee.

24 (C) If a new classification is necessary for an additional
25 position, the Legislative Council or, if the General Assembly is in session,
26 the Joint Budget Committee may assign the appropriate title and grade.

27 (3) If an agency requests an approved growth pool position to be
28 continued during the subsequent fiscal year, the position shall be requested
29 as a new position in the agency's subsequent fiscal year budget request.

30
31 SECTION 24. Arkansas Code § 21-5-1001 is amended to read as follows:
32 21-5-1001. Legislative intent.

33 (a) It is the intent of the General Assembly that each state agency,
34 board, commission, and institution of higher education evaluate the
35 performance of its employees annually.

36 (b)(1) Employees State agency, board, and commission employees shall

1 be evaluated using an instrument approved by the Office of Personnel
2 Management.

3 (2) Institution of higher education employees shall be evaluated
4 using an instrument approved by the Department of Higher Education.

5
6 SECTION 25. Arkansas Code § 21-5-1002 is repealed.

7 ~~21-5-1002. Performance evaluation categories—Definitions.~~

8 ~~There are established the following uniform performance evaluation~~
9 ~~categories for use in determining incentive pay award eligibility. As used in~~
10 ~~this subchapter:~~

11 ~~(1) “Unsatisfactory” means an overall performance of duties that~~
12 ~~is consistently unacceptable in quality, accuracy, and timeliness;~~

13 ~~(2) “Satisfactory” means an overall evaluation which~~
14 ~~demonstrates competency in the performance of the duties and responsibilities~~
15 ~~of the job;~~

16 ~~(3) “Above average” means an overall evaluation which~~
17 ~~demonstrates performance of the duties and responsibilities of the job at a~~
18 ~~level which is above the satisfactory level of performance; and~~

19 ~~(4) “Exceeds standards” means an overall evaluation which~~
20 ~~demonstrates performance of the duties and responsibilities of the job and~~
21 ~~productivity at a level exceeding that of an above average evaluation.~~

22
23 SECTION 26. Arkansas Code § 21-5-1003 is repealed.

24 ~~21-5-1003. Performance evaluation process.~~

25 ~~(a) Each agency, board, commission, or institution of higher education~~
26 ~~shall revise or develop an evaluation process suited to the mission of the~~
27 ~~agency, board, commission, or institution of higher education if:~~

28 ~~(1) The employee’s evaluation is conducted annually;~~

29 ~~(2) The process of evaluation begins at least ninety (90) days~~
30 ~~before the employee’s eligibility date, as defined by the guidelines of the~~
31 ~~Office of Personnel Management as they existed on January 1, 2007;~~

32 ~~(3) The employee’s evaluation is completed thirty (30) days~~
33 ~~before the employee’s eligibility date unless the agency director has~~
34 ~~extended for good cause the employer’s date for completing the employee’s~~
35 ~~evaluation;~~

36 ~~(4) The evaluation process identifies performance that is~~

1 ~~“unsatisfactory”, “satisfactory”, “above average”, and “exceeds standards”;~~
2 ~~and~~

3 ~~(5) The evaluation process complies with the guidelines~~
4 ~~established by the office.~~

5 ~~(b) The agency, board, commission, or institution of higher education~~
6 ~~shall implement the performance evaluation process required by subsection (a)~~
7 ~~of this section after it is approved by the office.~~

8
9 SECTION 27. Arkansas Code § 21-5-1101 is amended to read as follows:

10 21-5-1101. Merit increase pay system – Definition.

11 (a)(1) The Department of Finance and Administration is authorized to
12 develop and ~~implement~~ establish a merit increase pay system in accordance
13 with the performance evaluation process under § 21-5-1001 et seq. for ~~the~~
14 following employees: employees of all state agencies, boards, and commissions
15 covered by the Uniform Classification and Compensation Act, § 21-5-201 et
16 seq.

17 (2) The merit increase pay system shall be reviewed by the
18 Legislative Council or, if the General Assembly is in session, the Joint
19 Budget Committee.

20 ~~(1) Employees of all state agencies, boards, commissions, and~~
21 ~~institutions covered by the Uniform Classification and Compensation Act, §~~
22 ~~21-5-201 et seq.; and~~

23 ~~(2) Employees in nonclassified positions of all state agencies,~~
24 ~~boards, and commissions, excluding institutions.~~

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

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

33 ~~(e)(b)~~ For the purpose of this subchapter, “merit increase pay system”
34 means a merit-based pay system that incorporates pay and performance
35 evaluation standards according to § 21-5-1001 et seq. and establishes
36 criteria for ~~lump-sum~~ payments for employees who meet requisite performance

1 categories.

2 ~~(d)(c)~~ Merit payments may be awarded to employees who satisfy
3 performance evaluation-based criteria developed by agencies ~~and institutions~~
4 in accordance with ~~rules~~ procedures and policies developed and approved by
5 the Office of Personnel Management after review by the Legislative Council.

6 ~~(e) Effective July 1, 2013:~~

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

10 ~~(2) Employees who receive an overall above-average rating under~~
11 ~~an approved performance evaluation system shall be eligible for a merit~~
12 ~~increase of three percent (3%); and~~

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

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

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

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

31 (d)(1) The Governor may establish statewide merit payments as an
32 increase to the employee's salary or as a lump sum as determined by the
33 sufficiency of general revenue funds.

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

36 ~~(g) Management or supervisory personnel who fail to complete annual~~

1 ~~evaluations of employees under their administrative control shall not be~~
2 ~~eligible for merit payments.~~

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

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

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

19
20 SECTION 28. Arkansas Code 25-8-103 is amended to read as follows:

21 25-8-103. Office of Personnel Management – Personnel Director.

22 (a) There is created the Office of Personnel Management of the
23 Division of Management Services of the Department of Finance and
24 Administration.

25 (b)(1) The Director of the Office of Personnel Management of the
26 Division of Management Services of the Department of Finance and
27 Administration shall be known as the ~~“Personnel Director”~~ State Personnel
28 Administrator, and he or she shall be employed by the Director of the
29 Department of Finance and Administration with the advice and consent of the
30 Governor.

31 (2) The Office of Personnel Management of the Division of
32 Management Services of the Department of Finance and Administration shall be
33 under the overall direction, control, and supervision of the Director of the
34 Department of Finance and Administration.

35
36 SECTION 29. EMERGENCY CLAUSE. It is found and determined by the

1 General Assembly of the State of Arkansas that the fiscal year for employees
2 begins on July 1 of every year and that the implementation of the Uniform
3 Classification and Compensation Act is necessary to ensure the continued
4 services and operations of the state. Therefore, an emergency is declared to
5 exist, and this act being necessary for the preservation of the public peace,
6 health, and safety shall become effective on July 1, 2017.

7
8 */s/Hester*
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