

Stricken language would be deleted from and underlined language would be added to present law.

1 State of Arkansas *As Engrossed: S2/8/17 S2/13/17 S2/21/17*

2 91st General Assembly

A Bill

3 Regular Session, 2017

SENATE BILL 289

4 `

5 By: Senator Hester

6 By: Representatives Bragg, *Collins, L. Fite, Gates, Lynch, McNair, Rye*

7

8

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.

17

18

19

Subtitle

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(a)(1)(A), concerning annual career
30 service recognition payments, is amended to read as follows:

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

36

1 SECTION 8. Arkansas Code § 21-5-203 is amended to read as follows:

2 21-5-203. Definitions.

3 As used in this subchapter:

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

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

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

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

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

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

27 (7)(A)(4)(A) "Crossgrade" means a temporary reclassification of
28 a position during the fiscal year.

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

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

1 ~~appropriation act;~~

2 ~~(ii) A position may be crossgraded to a~~
3 ~~classification having the same or lower grade than the position as originally~~
4 ~~authorized by the General Assembly in the agency's or institution's~~
5 ~~appropriation act;~~

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

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

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

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

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

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

29 ~~(9)(6)~~ “Employee” means a person regularly appointed or employed
30 in a position of state service by a state agency ~~or institution of higher~~
31 ~~education~~ for which:

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

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

1 ~~(10)(7)~~ “Entry pay level” means the minimum entrance salary rate
2 ~~for classifications assigned to the career service compensation plan for a~~
3 ~~grade established on a pay table;~~

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

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

10 ~~(12)~~ ~~“Head of institution” means the executive head of an~~
11 ~~institution of higher education;~~

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

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

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

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

24 ~~(15)(10)~~ “Maximum pay level” means the highest authorized level
25 of pay for a pay grade for normal compensation administration purposes;

26 ~~(16)(11)~~ “Midpoint” means the rate of pay midway between the
27 ~~base~~ entry pay level and the maximum pay level established for each grade;

28 ~~(17)(A)~~ ~~“Occupational group” means a collection of classes~~
29 ~~having similar features of job components and sharing a primary function.~~

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

34 ~~(18)(12)~~ “Office of Personnel Management” ~~or “office”~~ means the
35 Office of Personnel Management within the Division of Management Services of
36 the Department of Finance and Administration acting under the authority

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

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

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

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

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

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

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

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

32 ~~(E) Interim reclassifications approved by the Office of~~
33 ~~Personnel Management are to be implemented through the crossgrading of~~
34 ~~existing authorized positions within an agency or institution or through the~~
35 ~~acquisition of pool positions as authorized in § 21-5-225(a)(1) The Office of~~
36 Personnel Management shall establish procedures for reclassifying positions

1 with review by the Legislative Council or, if the General Assembly is in
2 session, the Joint Budget Committee; and

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

7 (18) “State Personnel Administrator” means the State Personnel
8 Administrator of the Office of Personnel Management; and

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

12
13 SECTION 9. Arkansas Code § 21-5-204 is amended to read as follows:
14 21-5-204. Exceptions.

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

17 (1) The employees of:

18 (A) Elected constitutional officers of this state;

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

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

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

25 ~~and~~

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

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

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

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

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

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

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

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

7
8 SECTION 10. Arkansas Code § 21-5-205 is amended to read as follows:

9 21-5-205. Effect on appropriation acts.

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

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

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

33 (d) It is the intent of this section that the respective state
34 agencies ~~and institutions~~ governed by the provisions of this subchapter be
35 authorized to allow salary grade levels as provided in the appropriation acts
36 of the state agencies ~~and institutions~~, provided that the rules which apply

1 to salary increases under the provisions of this subchapter shall not be
2 waived unless special language in the appropriation act of the state agency
3 ~~or institution~~ authorizes the state agency ~~or institution~~ to provide
4 increases other than those authorized under the provisions of this
5 subchapter.

6
7 SECTION 11. Arkansas Code § 21-5-206 is amended to read as follows:
8 21-5-206. Legislative Council – Duties.

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

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

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

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

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

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

30
31 SECTION 12. Arkansas Code § 21-5-207 is amended to read as follows:
32 21-5-207. Office of Personnel Management – Duties.

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

36 (1) To determine that each position of a state agency ~~or~~

1 ~~institution of higher education~~ affected by this subchapter is allocated to a
2 class having a written class specification based on the duties and
3 responsibilities assigned to the position and the requirements necessary to
4 satisfactorily perform the duties;

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

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

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

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

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

1 (B) When necessary, the ~~office~~ Office of Personnel
2 Management shall confer with the staff of the Legislative Council on the
3 development of and revisions to uniform classification and compensation
4 systems.

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

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

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

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

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

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

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

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

35 (i) Questionable appointments were forwarded by the
36 ~~office~~ Office of Personnel Management to the ~~Personnel Director~~ State

1 Personnel Administrator for further review;

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

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

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

15 (9)(A) To establish each year, upon the review of the ~~Personnel~~
16 ~~Subcommittee of the~~ Legislative Council, new classifications at an
17 appropriate grade level in order to meet new or changed conditions and to
18 report at the end of each fiscal year all class titles contained in § 21-5-
19 208 for which a class specification has not been written.

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

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

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

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

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

1 (14) To review and approve both the classification and number of
 2 positions for each state agency on a biennial basis and provide a
 3 recommendation to the Legislative Council; and

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

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

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

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

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

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

22
 23 SECTION 13. Arkansas Code § 21-5-208 is amended to read as follows:

24 21-5-208. Classification of positions.

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

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

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

35 Class

36 Code

Title

Grade

1	U001U	DFA DIRECTOR	SE05
2	U024U	DHE DIRECTOR	SE05
3	U033U	COMMISSIONER OF EDUCATION	SE05
4	U133U	DHS EXECUTIVE DIRECTOR	SE05
5	U010U	ATRS DIRECTOR	SE04
6	U014U	APERS DIRECTOR	SE04
7	U035U	ADC DIRECTOR	SE04
8	U049U	DIRECTOR BANK DEPARTMENT	SE04
9	U053U	ADJUTANT GENERAL	SE04
10	U055U	AEDC DIRECTOR	SE04
11	U060U	DIS DIRECTOR	SE04
12	U064U	DIRECTOR STATE POLICE	SE04
13	U131U	ARK ADJUTANT GENERAL	SE04
14	U002U	DFA DEPUTY DIRECTOR AND CHIEF OF STAFF	SE04
15	L002N	DEPUTY STATE HEALTH OFFICER	SE03
16	N003N	DFA DEPUTY DIRECTOR AND COMMISSIONER OF REVENUE	SE03
17	N007N	ADH DEPUTY DIRECTOR ADMIN	SE03
18	N164N	MILITARY DEPUTY ADJUTANT GENERAL	SE03
19	U005U	PSC CHAIRMAN	SE03
20	U015U	ADEQ DIRECTOR	SE03
21	U016U	ADPT DIR PARKS RECREATION & TRAVEL	SE03
22	U019U	ADFA EXECUTIVE DIRECTOR	SE03
23	U027U	DEPUTY COMMISSIONER OF EDUCATION	SE03
24	U034U	DDSSA DIRECTOR	SE03
25	U037U	DWS DIRECTOR	SE03
26	U047U	STATE INSURANCE COMMISSIONER	SE03
27	U061U	ACE DIRECTOR	SE03
28	U119U	DEPUTY DIRECTOR-PUBLIC HEALTH PROGRAMS	SE03
29	U124U	MEDICAID INSPECTOR GENERAL	SE03
30	U132U	ARK DEPUTY ADJUTANT GENERAL	SE03
31	N012N	DFA DEPUTY DIRECTOR AND CONTROLLER	SE03
32	A018N	DHS CHIEF FINANCIAL OFFICER	SE02
33	B017N	ADH CHIEF SCIENTIST	SE02
34	G002N	DFA REVENUE CHIEF COUNSEL	SE02
35	L023N	DHS DEPUTY DIRECTOR	SE03
36	N004N	DFA REV ASST COMMISSIONER POLICY & LEGAL	SE02

1	<i>NO11N</i>	<i>DFA CHIEF INFORMATION OFFICER</i>	<i>SE02</i>
2	<i>NO28N</i>	<i>DFA TAX AUDIT ADMINISTRATOR</i>	<i>SE02</i>
3	<i>NO29N</i>	<i>DFA TAX ADMINISTRATOR</i>	<i>SE02</i>
4	<i>NO30N</i>	<i>DFA STATE REVENUE OFFICE ADMINISTRATOR</i>	<i>SE02</i>
5	<i>NO31N</i>	<i>DFA STATE PROCUREMENT ADMINISTRATOR</i>	<i>SE02</i>
6	<i>NO32N</i>	<i>DFA STATE PERSONNEL ADMINISTRATOR</i>	<i>SE02</i>
7	<i>NO33N</i>	<i>DFA ADMINISTRATIVE SVCS ADMINISTRATOR</i>	<i>SE02</i>
8	<i>NO34N</i>	<i>DFA OCSE ADMINISTRATOR</i>	<i>SE02</i>
9	<i>NO35N</i>	<i>DFA MOTOR VEHICLE ADMINISTRATOR</i>	<i>SE02</i>
10	<i>NO36N</i>	<i>DFA EBD ADMINISTRATOR</i>	<i>SE02</i>
11	<i>NO37N</i>	<i>DFA DRIVER LICENSE ADMINISTRATOR</i>	<i>SE02</i>
12	<i>NO38N</i>	<i>DFA BUDGET ADMINISTRATOR</i>	<i>SE02</i>
13	<i>NO40N</i>	<i>DHS CHIEF INFORMATION OFFICER</i>	<i>SE02</i>
14	<i>NO42N</i>	<i>DFA TAX RESEARCH ADMINISTRATOR</i>	<i>SE02</i>
15	<i>N181N</i>	<i>DIRECTOR OF MEDICAL SERVICES</i>	<i>SE02</i>
16	<i>U007U</i>	<i>WCC COMMISSIONER</i>	<i>SE02</i>
17	<i>U008U</i>	<i>ADVA DIRECTOR</i>	<i>SE02</i>
18	<i>U018U</i>	<i>DAH DIRECTOR</i>	<i>SE02</i>
19	<i>U022U</i>	<i>LABOR DIRECTOR</i>	<i>SE02</i>
20	<i>U032U</i>	<i>AETN DIRECTOR</i>	<i>SE02</i>
21	<i>U040U</i>	<i>SECURITIES COMMISSIONER</i>	<i>SE02</i>
22	<i>U042U</i>	<i>INSURANCE CHIEF DEPUTY COMMISSIONER</i>	<i>SE02</i>
23	<i>U052U</i>	<i>ABA DIRECTOR</i>	<i>SE02</i>
24	<i>U062U</i>	<i>ADC CHIEF DEPUTY DIRECTOR</i>	<i>SE02</i>
25	<i>U072U</i>	<i>SECRETARY OF AGRICULTURE</i>	<i>SE02</i>
26	<i>U073U</i>	<i>DIS DEPUTY DIRECTOR</i>	<i>SE03</i>
27	<i>U082U</i>	<i>PUBLIC DEF COMM EXEC DIRECTOR</i>	<i>SE02</i>
28	<i>U084U</i>	<i>DCC DIRECTOR</i>	<i>SE02</i>
29	<i>U086U</i>	<i>BANK ASSISTANT COMMISSIONER</i>	<i>SE02</i>
30	<i>U089U</i>	<i>DHE DEPUTY DIRECTOR</i>	<i>SE02</i>
31	<i>U091U</i>	<i>PROSECUTOR COORDINATOR</i>	<i>SE02</i>
32	<i>U094U</i>	<i>CRIME LAB EXECUTIVE DIRECTOR</i>	<i>SE02</i>
33	<i>U100U</i>	<i>WCC CHAIRMAN</i>	<i>SE03</i>
34	<i>DO11N</i>	<i>ADE DIRECTOR OF INFORMATION SYSTEMS</i>	<i>SE01</i>
35	<i>DO12N</i>	<i>DFA DEPUTY ADMINISTRATOR</i>	<i>SE01</i>
36	<i>G004N</i>	<i>DHS CHIEF ATTORNEY</i>	<i>SE01</i>

1	G029N	DHS DIRECTOR OF POLICY AND LEGAL	SE01
2	N005N	ADE ASST COMMISSIONER LEARNING SERVICES	SE01
3	N006N	ADE ASST COMMISSIONER PUB SCH ACCOUNT	SE01
4	N008N	ASST COMMISSIONER RESEARCH & TECHNOLOGY	SE01
5	N009N	ASST COMMISSIONER FISCAL & ADMIN SVCS	SE01
6	N010N	ASST COMMISSIONER OF HUMAN RESOURCES	SE01
7		ADE DIRECTOR FOR PUBLIC SCHOOL FACILITIES AND	
8	N015N	TRANSPORTATION	SE01
9	N018N	DHS DEP DIR COUNTY OPERATIONS	SE01
10	N019N	DHS DEP DIR BEHAV HLTH SERVICES	SE01
11	N020N	DHS DDS COMMISSIONER	SE01
12	N021N	DHS DEPUTY DIRECTOR - DCFS	SE01
13	N024N	DIRECTOR STUDENT LOAN AUTHORITY	SE01
14	N025N	INSURANCE DEPUTY COMMISSIONER INFO SVCS	SE01
15	N026N	DHS DEPUTY DIRECTOR OF DYS	SE01
16	N027N	DHS DEPUTY DIRECTOR ADULT SERVICES	SE01
17	N057N	ASP DEPUTY DIRECTOR/LT. COLONEL	SE02
18	N082N	DFA INTERNAL AUDIT ADMINISTRATOR	SE01
19	N182N	ASH CHIEF OPERATING OFFICER	SE01
20	U003U	STATE FORESTER	SE01
21	U004U	PSC COMMISSIONER	SE01
22	U012U	REHABILITATION SERVICES COMMISSIONER	SE01
23	U013U	ADEM DIRECTOR	SE01
24	U020U	DAH ASSISTANT DIRECTOR	SE01
25	U025U	HEALTH PERMIT SERVICES DIRECTOR	SE01
26	U029U	DEAF SCHOOL SUPERINTENDENT	SE01
27	U030U	BLIND SCHOOL SUPERINTENDENT	SE01
28	U031U	STATE LIBRARY DIRECTOR	SE01
29	U036U	AR APPEALS TRIBUNAL CHAIRMAN	SE01
30	U038U	PAROLE BOARD CHAIRMAN	SE01
31	U039U	STATE GEOLOGIST	SE01
32	U043U	ANRC EXECUTIVE DIRECTOR	SE01
33	U044U	PLANT BOARD DIRECTOR	SE01
34	U045U	OIL & GAS DIRECTOR	SE01
35	U046U	WCC CHIEF EXEC OFFICER	SE01
36	U048U	ARLPC DIRECTOR	SE01

1	U050U	PSC DIRECTOR	SE01
2	U057U	DEPUTY DIRECTOR OF AGRICULTURE	SE01
3	U059U	AEDC DEPUTY DIRECTOR	SE01
4	U063U	AEDC EXECUTIVE VP OF MARKETING & COMMUNICATIONS	SE01
5	U065U	ACE DEPUTY DIRECTOR	SE01
6	U067U	ADPT TOURISM DIVISION DIRECTOR	SE01
7	U068U	ADPT PARKS DIVISION DIRECTOR	SE01
8	U069U	ACIC DIRECTOR	SE01
9	U070U	DWS DEPUTY DIRECTOR	SE01
10	U075U	ADEQ CHIEF DEPUTY DIRECTOR	SE01
11	U076U	DWS WORKFORCE INVESTMENT DIRECTOR	SE01
12	U077U	ACE DEPUTY DIRECTOR CAREER & TECH ED	SE01
13	U078U	APERS DEPUTY DIRECTOR	SE01
14	U079U	ATRS DEPUTY DIRECTOR	SE01
15	U085U	ACD DIRECTOR	SE01
16	U087U	AETN ASSOCIATE DIRECTOR	SE01
17	U092U	ETHICS COMMISSION DIRECTOR	SE01
18	U095U	MEDICAL BOARD SECRETARY/TREASURER	SE01
19	U096U	ASBN EXECUTIVE DIRECTOR	SE01
20	U101U	JDDC EXECUTIVE DIRECTOR	SE01
21	U105U	AEDC DEP DIR FINANCE & ADMINISTRATION	SE01
22	U121U	HEALTH INFORMATION TECH DIRECTOR	SE01
23	U125U	INSPECTOR GENERAL CHIEF COUNSEL	SE01
24	E004N	ADE DEPUTY COMMISSIONER	SE01
25	L001N	CRIME LAB DIR MEDICAL EXAMINATION DIV	MP10
26	U026U	ADH DIRECTOR	MP10
27	L003N	CHIEF PHYSICIAN SPECIALIST	MP09
28	L004N	CRIME LAB ASSOC MEDICAL EXAMINER	MP09
29	L005N	PSYCHIATRIC SPECIALIST	MP08
30	L025N	SENIOR PHYSICIAN SPECIALIST	MP08
31	N001N	DIRECTOR OF PHARMACY BOARD	MP08
32	L008N	PHYSICIAN SPECIALIST	MP07
33	L015N	ASST PHARMACY DIRECTOR	MP07
34	L024N	DDSSA MEDICAL SPECIALIST	MP07
35	L007N	REHAB MED DIR ALCOHOL REHAB CTR-BENTON	MP06
36	L009N	DHS BEHAV HLTH GENERAL PHYSICIAN	MP06

1	L011N	DENTIST	MP06
2	L012N	DDSSA MEDICAL CONSULTANT	MP06
3	L013N	GENERAL PHYSICIAN	MP06
4	L014N	DIRECTOR OF PHARMACY	MP06
5	L016N	REGISTERED PHARMACIST	MP05
6	L017N	DHS ALEXANDER CHIEF PSYCHOLOGIST	MP05
7	L027N	DDSSA PSYCHOLOGY SPECIALIST	MP05
8	B004N	STATE VETERINARIAN	MP05
9	B005N	VETERINARIAN	MP04
10	L001C	PSYCHOLOGIST SUPERVISOR	MP04
11	L002C	NURSING DIRECTOR	MP04
12	L018N	NURSE PRACTITIONER	MP04
13	B009N	DFA DOG RACING VETERINARIAN	MP04
14	B019N	RACING COMMISSION VETERINARIAN	MP04
15	L003C	PSYCHOLOGIST	MP03
16	L006C	ASSOCIATE DIRECTOR OF NURSING	MP03
17	L009C	NURSE MANAGER	MP03
18	L021N	PHYSICAL THERAPIST	MP03
19	L097C	ADC PSYCHOLOGIST	MP03
20	L015C	CLINICAL SPEECH PATHOLOGIST	MP02
21	L017C	ADH AREA NURSING DIRECTOR	MP02
22	L019C	REGISTERED NURSE COORDINATOR	MP02
23	L020C	NURSING SERVICES UNIT MANAGER	MP02
24	L022C	NURSING CLINIC COORDINATOR	MP02
25	L022N	OCCUPATIONAL THERAPIST	MP02
26	L026C	ADH NURSING PROGRAM COORD	MP02
27	L027C	REGISTERED NURSE SUPERVISOR	MP02
28	L036C	NURSE INSTRUCTOR	MP02
29	L032C	REGISTERED NURSE - HOSPITAL	MP01
30	L038C	REGISTERED NURSE	MP01
31	L042C	SCHOOL SPEECH PATHOLOGIST	MP01
32	L045C	AUDIOLOGIST	MP01
33	D002N	STATE DATABASE ADMINISTRATOR LEAD	IT11
34	D005N	DFA IT TECHNICAL SPECIALIST	IT11
35	D013N	ATRS ASSOC DIR OF INFORMATION TECHNOLOGY	IT11
36	D103C	ASP CHIEF INFORMATION OFFICER	IT11

1	<i>N017N</i>	<i>ADH CHIEF INFORMATION OFFICER</i>	<i>IT11</i>
2	<i>D002C</i>	<i>DFA OIS ASSISTANT ADMINISTRATOR</i>	<i>IT10</i>
3	<i>D003N</i>	<i>STATE CHIEF SECURITY OFFICER</i>	<i>SE02</i>
4	<i>D006N</i>	<i>STATE SYSTEMS ARCHITECT</i>	<i>IT10</i>
5	<i>D007N</i>	<i>STATE GEOGRAPHIC INFO OFFICER</i>	<i>IT10</i>
6	<i>D009C</i>	<i>DIS OPERATIONS CENTER MANAGER</i>	<i>IT10</i>
7	<i>D009N</i>	<i>AASIS SYSTEM ADMINISTRATOR</i>	<i>IT10</i>
8	<i>D010C</i>	<i>DATA WAREHOUSE LEAD</i>	<i>IT10</i>
9	<i>D014N</i>	<i>DIS EEF DIVISION DIRECTOR</i>	<i>IT10</i>
10	<i>D015N</i>	<i>APERS DIRECTOR OF INFORMATION TECHNOLOGY</i>	<i>IT10</i>
11	<i>D028N</i>	<i>REGULATORY HEALTH LINK TECH OFFICER</i>	<i>IT10</i>
12	<i>D001C</i>	<i>STATE DATABASE ADMINISTRATOR</i>	<i>IT09</i>
13	<i>D003C</i>	<i>STATE SYSTEMS ADMINISTRATOR LEAD</i>	<i>IT09</i>
14	<i>D005C</i>	<i>STATE IT SECURITY ANALYST</i>	<i>IT09</i>
15	<i>D011C</i>	<i>DFA ERP SYSTEM MANAGER</i>	<i>IT09</i>
16	<i>D022N</i>	<i>IT SENIOR PROJECT MANAGER</i>	<i>IT09</i>
17	<i>D025N</i>	<i>DHS IT SENIOR ENGINEER</i>	<i>IT09</i>
18	<i>D105C</i>	<i>ADE STATE NETWORK ENGINEER</i>	<i>IT09</i>
19	<i>N178N</i>	<i>ARS CHIEF INFORMATION OFFICER</i>	<i>IT09</i>
20	<i>E007N</i>	<i>ADE DIRECTOR OF COMPUTER SCIENCE</i>	<i>IT09</i>
21	<i>D006C</i>	<i>SOFTWARE ENGINEER LEAD</i>	<i>IT08</i>
22	<i>D007C</i>	<i>INFORMATION SYSTEMS MANAGER</i>	<i>IT08</i>
23	<i>D008C</i>	<i>GIS LEAD</i>	<i>IT08</i>
24	<i>D010N</i>	<i>INSURANCE CHIEF TECHNOLOGY OFFICER</i>	<i>IT08</i>
25	<i>D012C</i>	<i>DATABASE SPECIALIST</i>	<i>IT08</i>
26	<i>D013C</i>	<i>BANK IT ADMINISTRATOR</i>	<i>IT08</i>
27	<i>D014C</i>	<i>STATE SYSTEMS ADMINISTRATOR</i>	<i>IT08</i>
28	<i>D021C</i>	<i>DFA ERP GROUP LEAD</i>	<i>IT08</i>
29	<i>D023N</i>	<i>HIT TECHNICAL DIRECTOR</i>	<i>IT08</i>
30	<i>D043C</i>	<i>ADEM INFO TECH DIV DIR</i>	<i>IT08</i>
31	<i>D094C</i>	<i>DCC PROJ & ENTERPRISE PROGRAM MGMT ADMIN</i>	<i>IT08</i>
32	<i>D104C</i>	<i>ADE STATE SYSTEMS ADMINISTRATOR</i>	<i>IT08</i>
33	<i>D015C</i>	<i>STATE NETWORK ENGINEER</i>	<i>IT07</i>
34	<i>D017C</i>	<i>INFORMATION SYSTEMS SECURITY SPECIALIST</i>	<i>IT07</i>
35	<i>D024N</i>	<i>HIT INTERFACE DEVELOPER</i>	<i>IT07</i>
36	<i>D028C</i>	<i>SENIOR SOFTWARE SUPPORT SPECIALIST</i>	<i>IT07</i>

1	D029C	SENIOR GIS ANALYST	IT07
2	D030C	INFORMATION SYSTEMS COORDINATOR	IT07
3	D034C	DATABASE ADMINISTRATOR	IT07
4	D035C	COMPUTER SUPPORT MANAGER	IT07
5	D016C	SENIOR TECHNOLOGY ANALYST	IT06
6	D022C	SYSTEMS SPECIALIST	IT06
7	D023C	STATE SYSTEMS SPECIALIST	IT06
8	D024C	STATE NETWORK SPECIALIST	IT06
9	D025C	STATE IT SECURITY SPECIALIST	IT06
10	D026C	STATE HELP DESK LEAD	IT06
11	D027C	SOFTWARE ENGINEER	IT06
12	D033C	DFA ERP ANALYST	IT06
13	D038C	SENIOR SOFTWARE SUPPORT ANALYST	IT06
14	D039C	NETWORK SUPPORT SPECIALIST	IT06
15	D042C	DATA WAREHOUSE SPECIALIST	IT06
16	D049C	DIS PROJECT MANAGER	IT06
17	D067C	INFORMATION SYSTEMS SECURITY ANALYST	IT06
18	D040C	GIS ANALYST	IT06
19	D037C	ADE APSCN APPLICATIONS MANAGER	IT05
20	D044C	SYSTEMS ANALYST	IT05
21	D045C	STATE SYSTEMS ANALYST	IT05
22	D047C	INFORMATION SYSTEMS BUSINESS ANALYST	IT05
23	D050C	SECURITY ANALYST	IT05
24	D051C	SYSTEMS APPLICATIONS SUPERVISOR	IT05
25	D052C	SOFTWARE SUPPORT ANALYST	IT05
26	D054C	COMPUTER SUPPORT COORDINATOR	IT05
27	D056C	SYSTEMS COORDINATION ANALYST	IT05
28	D057C	INFORMATION TECHNOLOGY MANAGER	IT05
29	D060C	ASST DIR COMPUTER SERVICES	IT05
30	D061C	INFORMATION SYSTEMS COORDINATION SPEC	IT05
31	D063C	COMPUTER SUPPORT SPECIALIST	IT05
32	D020C	INST INFORMATION TECHNOLOGY COORD	IT05
33	D032C	DIS IT ASSET MANAGER	IT04
34	D036C	AETN WEBSITE COORDINATOR	IT04
35	D055C	ADE APSCN FIELD ANALYST	IT04
36	D058C	COMPUTER OPERATIONS COORDINATOR	IT04

1	D062C	DATABASE ANALYST	IT04
2	D064C	WEBSITE DEVELOPER	IT04
3	D065C	NETWORK SUPPORT ANALYST	IT04
4	D068C	INFORMATION SYSTEMS ANALYST	IT04
5	D082C	NETWORK ANALYST	IT04
6	D046C	STATE PRODUCTION CONTROL SUPERVISOR	IT03
7	D066C	DIGITAL BROADCAST SPECIALIST	IT03
8	D069C	DIS SCHEDULER	IT03
9	D071C	COMPUTER SUPPORT ANALYST	IT03
10	D073C	ACIC FIELD AGENT	GS06
11	D075C	SOFTWARE SUPPORT SPECIALIST	IT03
12	D072C	ACIC SYSTEMS SUPERVISOR	IT02
13	D078C	GIS TECHNICIAN	IT02
14	D079C	COMPUTER SUPPORT TECHNICIAN	IT02
15	D083C	DIGITAL BROADCAST TECHNICIAN	IT02
16	D084C	COMPUTER OPERATOR	IT02
17	D080C	ACIC SYSTEMS SPECIALIST	IT01
18	D089C	INFORMATION TECHNOLOGY ASSISTANT	IT01
19	A002C	DFA ASSISTANT ACCOUNTING ADMINISTRATOR	GS15
20	A005N	ASSISTANT DEPUTY BANK COMMISSIONER	GS15
21	A019N	DHS DEP CHIEF FIN OFFICER--MEDICAL SERVICES	GS15
22	A020N	DHS DEP CHIEF FIN OFFICER--HUMAN SERVICES	GS15
23	B001N	ADH SENIOR SCIENTIST	GS15
24	D004N	DFA IGS/STATE TECHNOLOGY ADMINISTRATOR	SE02
25	D008N	DFA PBAS TECHNICAL SUPPORT MANAGER	GS15
26	G001N	ADE LITIGATION ATTORNEY	GS15
27	G003N	PSC CHIEF ADMIN LAW JUDGE	GS15
28	G005N	WCC CHIEF ADMIN LAW JUDGE	GS15
29	G052N	ANRC DEPUTY DIRECTOR	GS15
30	G053N	DHS DEP DIR LEG AFFAIRS	GS15
31	N002N	DHE SENIOR ASSOC DIRECTOR	GS15
32	N014N	INSURANCE DEP COMMISS FINANCIAL REGS	GS15
33	N016N	DHS DEP DIR ADMINISTRATIVE SVCS	GS15
34	N039N	ADC DEPUTY DIRECTOR	GS15
35	N047N	ADE APSCN DIRECTOR	GS15
36	N061N	AEDC BUSINESS FINANCE DIRECTOR	GS15

1	<i>N062N</i>	<i>AEDC BUSINESS DEV DIV DIR</i>	<i>GS15</i>
2	<i>N067N</i>	<i>ADEQ DEPUTY DIRECTOR - LAND RESOURCES</i>	<i>GS15</i>
3	<i>N070N</i>	<i>WCC ASST CHIEF EXECUTIVE OFFICER</i>	<i>GS15</i>
4	<i>N077N</i>	<i>ADPT CENTRAL ADMIN DIV DIR</i>	<i>GS15</i>
5	<i>N113N</i>	<i>ATC DIRECTOR</i>	<i>GS15</i>
6	<i>N125N</i>	<i>DHS DEP DIR SVCS FOR THE BLIND</i>	<i>GS15</i>
7	<i>N175N</i>	<i>DHS DDS ASST DIR FOR RESIDENTIAL SVCS</i>	<i>GS15</i>
8	<i>N195N</i>	<i>ADEQ DEPUTY DIRECTOR</i>	<i>GS15</i>
9	<i>N197N</i>	<i>NURSING HOME DIVISION DIRECTOR</i>	<i>GS15</i>
10	<i>N201N</i>	<i>DEPUTY COMM OF CRIMINAL INVESTIGATIONS</i>	<i>GS15</i>
11	<i>P006N</i>	<i>DFA DIRECTOR OF COMMUNICATIONS</i>	<i>GS15</i>
12	<i>R001C</i>	<i>DFA ASSISTANT PERSONNEL ADMINISTRATOR</i>	<i>GS15</i>
13	<i>R002C</i>	<i>DFA ASSISTANT BUDGET ADMINISTRATOR</i>	<i>GS15</i>
14	<i>R003C</i>	<i>DFA ASSISTANT EBD ADMINISTRATOR</i>	<i>GS15</i>
15	<i>U083U</i>	<i>DCC CHIEF DEPUTY DIRECTOR</i>	<i>SE01</i>
16	<i>U097U</i>	<i>AREC EXECUTIVE DIRECTOR</i>	<i>GS15</i>
17	<i>V001C</i>	<i>DFA ASSISTANT PROCUREMENT ADMINISTRATOR</i>	<i>GS15</i>
18	<i>A001C</i>	<i>DFA ASSISTANT TAX RESEARCH ADMINISTRATOR</i>	<i>GS14</i>
19	<i>A003C</i>	<i>DFA REVENUE ASSISTANT ADMINISTRATOR</i>	<i>GS14</i>
20	<i>A003N</i>	<i>SENIOR INVESTMENT ANALYST</i>	<i>GS14</i>
21	<i>A006N</i>	<i>ATRS INTERNAL AUDITOR</i>	<i>GS14</i>
22	<i>A009N</i>	<i>ADE CHIEF FISCAL OFFICER</i>	<i>GS14</i>
23	<i>A018C</i>	<i>BANK CHIEF EXAMINER</i>	<i>GS14</i>
24	<i>A030C</i>	<i>BANK CERTIFIED EXAMINATIONS MANAGER</i>	<i>GS14</i>
25	<i>A107C</i>	<i>BANK EXAM MANAGER</i>	<i>GS14</i>
26	<i>B002N</i>	<i>ABA STATE ENGINEER</i>	<i>GS14</i>
27	<i>B003N</i>	<i>ABA STATE ARCHITECT</i>	<i>GS14</i>
28	<i>E005N</i>	<i>DIR OF OFFICE OF SKILLS DEVELOPMENT</i>	<i>GS14</i>
29	<i>G003C</i>	<i>ANRC DEP DIR</i>	<i>GS14</i>
30	<i>G006N</i>	<i>PSC CHIEF COUNSEL</i>	<i>GS14</i>
31	<i>G007N</i>	<i>DWS GENERAL COUNSEL</i>	<i>GS14</i>
32	<i>G008N</i>	<i>CHIEF PUBLIC DEFENDER</i>	<i>GS14</i>
33	<i>G009N</i>	<i>ADH CHIEF LEGAL COUNSEL</i>	<i>GS14</i>
34	<i>G010N</i>	<i>WCC ADMINISTRATIVE LAW JUDGE</i>	<i>GS14</i>
35	<i>G011N</i>	<i>PSC ADMINISTRATIVE LAW JUDGE</i>	<i>GS14</i>
36	<i>G018N</i>	<i>DIRECTOR RISK MANAGEMENT</i>	<i>GS14</i>

1	G031N	ASP GENERAL COUNSEL	GS14
2	G032N	PC&E HEARING OFFICER	GS14
3	G033N	AEDC AMS DIRECTOR	GS14
4	G039N	ADVA ASSISTANT DIRECTOR	GS14
5	G042N	APERS CHIEF LEGAL COUNSEL	GS14
6	G077C	MLK EXECUTIVE DIRECTOR	GS14
7	G257C	BANK CHIEF COUNSEL	GS14
8	L026N	STATE VETERANS HOME ADMINISTRATOR	GS14
9	N013N	DIS CHIEF OPERATING OFFICER	SE02
10	N023N	INSURANCE DEPUTY COMMISSIONER	GS14
11	N043N	PSC DIRECTOR OF FINANCIAL ANALYSIS	GS14
12	N044N	DIS CUST RELATIONS MGMT ADMR	GS14
13	N045N	DIRECTOR OF POULTRY DISEASES	GS14
14	N046N	ADE ASST DIR ACADEMIC FACILITIES	GS14
15	N048N	ADC ASSISTANT DIRECTOR	GS14
16	N052N	DHS EXEC DIR EARLY CHILDHOOD COMM	GS14
17	N055N	DHE ASSOCIATE DIRECTOR	GS14
18	N059N	AEDC TRAINING DIVISION DIRECTOR	GS14
19	N063N	ADH EPIDEMIOLOGY OFFICER	GS14
20	N064N	ADH CENTER DIR-LOCAL PUBLIC HEALTH	GS14
21	N065N	ADH CENTER DIRECTOR-HEALTH PROTECTION	GS14
22	N066N	ADFA DEPUTY DIRECTOR	GS14
23	N069N	ADE SPECIAL ADVISOR	GS14
24	N071N	PSC TAX DIVISION DIRECTOR	GS14
25	N080N	DHS/DMS ASSISTANT DIRECTOR - FISCAL	GS14
26	N081N	DHS DDS SUPT HDC/CONWAY	GS14
27	N083N	AEDC STRATEGIC PLANNING DIRECTOR	GS14
28	N084N	AEDC MRKT & COMMUNICATIONS DIR	GS14
29	N085N	AEDC DIR TECH & ENTREPRENEURSHIP	GS14
30	N086N	DHS DDS DIR EVAL PLAN & MGMT SYSTEMS	GS14
31	N092N	ATRS ASSOCIATE DIRECTOR OF OPERATIONS	GS14
32	N093N	ATRS ASSOCIATE DIRECTOR FISCAL AFFAIRS	GS14
33	N094N	AEDC EPSCOR DIRECTOR	GS14
34	N097N	ADH CHIEF FINANCIAL OFFICER	GS14
35	N099N	DHS/DMS ADD - LONG TERM CARE	GS14
36	N100N	DHS/DMS ADD - MEDICAL SERVICES	GS14

1	N101N	DHS/DCO ASST DEP DIR PGM & ADMN SPT	GS14
2	N102N	DHS/DCO ASSISTANT DIRECTOR	GS14
3	N103N	DHS MENTAL HEALTH CENTER DIRECTOR	GS14
4	N121N	DHS/DCFS DEPUTY DIRECTOR	GS14
5	N122N	DHS/DCC ASSISTANT DIR FINANCE & ADMIN	GS14
6	N123N	DHS/DBHS ASST DIR FOR FINANCE	GS14
7	N124N	DHS/DYS ASSISTANT DIVISION DIRECTOR	GS14
8	N133N	DIRECTOR MINORITY HEALTH COMMISSION	GS14
9	N134N	DHS/DCFS ASSISTANT DIRECTOR	GS14
10	N135N	DHS AHC NURSING HOME ADMINISTRATOR	GS14
11	N137N	SECURITIES DEPUTY COMMISSIONER	GS14
12	N140N	INS ASST DEP COMMISSIONER FINANCE	GS14
13	N142N	DHS/DAAS DEPUTY DIRECTOR	GS14
14	N144N	DHS DDS DIR CLIENT SERVICES	GS14
15	N150N	TECHNICAL INSTITUTE DIRECTOR	GS14
16	N177N	AFHC DIRECTOR	GS14
17	N179N	DIS CHIEF TECHNOLOGY OFFICER	GS14
18	N180N	AEDC ARKANSAS ENERGY OFFICE DIRECTOR	GS14
19	N186N	AEDC SENIOR MANAGER	GS14
20	N189N	DHS/DMS DEPUTY DIRECTOR	GS14
21	N190N	INSURANCE GENERAL COUNSEL	GS14
22	N199N	OMIG DEPUTY ADMINISTRATOR	GS14
23	T001C	ASP MAJOR	GS14
24	U054U	CLEST DIRECTOR	GS14
25	X001C	PSC DIR OF ELECTRIC UTILITIES SECT	GS14
26	X002N	PROPERTY & CASUALTY MANAGER	GS14
27	A004N	CERTIFIED FINANCIAL EXAMINER MANAGER	GS13
28	A006C	DFA REVENUE TAX DIVISION MANAGER	GS13
29	A007N	ASLA FEDERAL PROGRAMS FINANCIAL OFFICER	GS13
30	A010C	AGENCY CONTROLLER II	GS13
31	A010N	AGRICULTURE CHIEF FISCAL OFFICER	GS13
32	A011N	ASP CHIEF FISCAL OFFICER	GS13
33	A013N	AETN DEP DIR FOR ADMIN & FINANCE	GS13
34	A017N	ADFA PUBLIC FINANCE OFFICER	GS13
35	A023N	MILITARY CHIEF FISCAL OFFICER	GS13
36	A039C	CERTIFIED BANK SENIOR EXAMINER	GS13

1	<i>A108C</i>	<i>ADC ASST CHIEF FINANCIAL OFFICER(CFO)</i>	<i>GS13</i>
2	<i>B001C</i>	<i>DEPUTY STATE FORESTER</i>	<i>GS13</i>
3	<i>B006N</i>	<i>BOARD CERTIFIED PATHOLOGIST</i>	<i>GS13</i>
4	<i>B007C</i>	<i>CRIME LAB SCIENTIFIC OPERATION MGR</i>	<i>GS13</i>
5	<i>B007N</i>	<i>AETN ENGINEERING DIVISION MANAGER</i>	<i>GS13</i>
6	<i>B010N</i>	<i>VETERINARY VIROLOGIST</i>	<i>GS13</i>
7	<i>B011N</i>	<i>ADH DIR ENGINEERING</i>	<i>GS13</i>
8	<i>B012C</i>	<i>ADEQ ENGINEER P.E. BRANCH MANAGER</i>	<i>GS13</i>
9	<i>B020N</i>	<i>VETERINARY TOXICOLOGIST</i>	<i>GS13</i>
10	<i>D026N</i>	<i>DHS ELIGIBILTY SYSTEM PROGRAM MANAGER</i>	<i>GS13</i>
11	<i>E001N</i>	<i>ADE COORDINATOR SPECIAL PROGRAMS</i>	<i>GS13</i>
12	<i>E003N</i>	<i>ADE COORD SCH. IMP / STANDARDS ASSURANCE</i>	<i>GS13</i>
13	<i>G001C</i>	<i>DFA ASSISTANT ADMIN SVCS ADMINISTRATOR</i>	<i>GS15</i>
14	<i>G004C</i>	<i>MANAGING ATTORNEY</i>	<i>GS13</i>
15	<i>G005C</i>	<i>ADEQ WATER DIVISION MANAGER</i>	<i>GS13</i>
16	<i>G012N</i>	<i>PUBLIC DEFENDER III</i>	<i>GS13</i>
17	<i>G014N</i>	<i>ADC COMPLIANCE ATTORNEY</i>	<i>GS13</i>
18	<i>G015N</i>	<i>DWS ASSISTANT DIRECTOR</i>	<i>GS13</i>
19	<i>G017N</i>	<i>DWS ASST DIR-TANF</i>	<i>GS13</i>
20	<i>G018C</i>	<i>ADPT PARKS ADMIN MANAGER</i>	<i>GS13</i>
21	<i>G019C</i>	<i>GENERAL COUNSEL</i>	<i>GS13</i>
22	<i>G019N</i>	<i>PAROLE BOARD MEMBER</i>	<i>GS13</i>
23	<i>G023C</i>	<i>DEPUTY PROSECUTOR COORDINATOR</i>	<i>GS13</i>
24	<i>G024N</i>	<i>ADC GENERAL COUNSEL</i>	<i>GS13</i>
25	<i>G034C</i>	<i>ADEQ P.E. MANAGER</i>	<i>GS13</i>
26	<i>G037N</i>	<i>APERS DIRECTOR OF OPERATIONS</i>	<i>GS13</i>
27	<i>G041N</i>	<i>ASPB GENERAL COUNSEL</i>	<i>GS13</i>
28	<i>G043N</i>	<i>RISK MANAGEMENT ASSISTANT DIRECTOR</i>	<i>GS13</i>
29	<i>G054N</i>	<i>DHS GENERAL COUNSEL</i>	<i>GS13</i>
30	<i>G055N</i>	<i>PAROLE BOARD EXECUTIVE ADMINISTRATOR</i>	<i>GS13</i>
31	<i>G234C</i>	<i>DDSSA PROGRAM DIRECTOR</i>	<i>GS13</i>
32	<i>M002C</i>	<i>DHS BEHAV HLTH ASSOC DIR, AHC</i>	<i>GS13</i>
33	<i>M003C</i>	<i>DHS BEHAV HLTH CHILDRENS SYSTEM CARE DIR</i>	<i>GS13</i>
34	<i>N001C</i>	<i>DEPUTY CHIEF FINANCIAL OFFICER</i>	<i>GS13</i>
35	<i>N049N</i>	<i>DWS ASST DIR, INFO AND TECHNOLOGY</i>	<i>GS13</i>
36	<i>N050N</i>	<i>DWS ASST DIR, FINANCIAL MANAGEMENT</i>	<i>GS13</i>

1	N051N	DWS ASST DIR, EMPLOYMENT ASSIST	GS13
2	N054N	DHE CAREER PATHWAYS DIRECTOR	GS13
3	N056N	AGRI COORDINATOR OF LABORATORY	GS13
4	N058N	DEPUTY DIRECTOR OF ARLPC	GS13
5	N072N	PSC DIRECTOR RESEARCH & POLICY	GS13
6	N073N	INSURANCE CHF FIN/MKT CONDUCT EXMR	GS13
7	N074N	DWS ASST DIR, UNEMPLOYMENT INS	GS13
8	N078N	DIS PROJECT & ENTERPRISE PRGM MGMT ADMIN	GS13
9	N079N	DIS DIVISION DIRECTOR	GS13
10	N088N	DHS AHC DIRECTOR OF NURSING	GS13
11	N089N	DFA DIRECTOR ABC ADMINISTRATION	GS13
12	N090N	CONTRACTORS LICENSE ADMR/INVEST	GS13
13	N096N	APERS ASST DIRECTOR OF FINANCE	GS13
14	N098N	ACTI DIRECTOR OF PHYSICAL THERAPY	GS13
15	N104N	ADH DIRECTOR STATISTICS & VITAL RECORDS	GS13
16	N106N	PRIVATE CAREER EDUCATION BOARD DIRECTOR	GS13
17	N107N	DHS/OFA ASSISTANT DIR - ACCOUNTING OPS	GS13
18	N108N	DHS/DCO ASST DEP DIR	GS13
19	N109N	DHS/OFA ASSISTANT DIRECTOR	GS13
20	N110N	DHS ASST DIR CONTRACT MONITORING UNIT	GS13
21	N111N	DHS ASST DEP DIR FOR MGR ACCOUNTING	GS13
22	N112N	DHS ASST DEP DIR FIN SUPPORT SYSTEM	GS13
23	N114N	DCC DEPUTY DIR RESIDENTIAL SVCS	GS14
24	N118N	ADH DIR IN-HOME SERVICES	GS13
25	N126N	DHS DDS SUPT HDC	GS13
26	N127N	DHS/DBHS DIR ALCOHOL & DRUG ABUSE PREV	GS13
27	N128N	DHS ASST DIR QUALITY ASSURANCE	GS13
28	N129N	DCC DEPUTY DIR PAROLE/PROBATION SERVICES	GS14
29	N130N	DCC DEPUTY DIR ADMINISTRATIVE SERVICES	GS14
30	N147N	DHS/DAAS ASST DEP DIR	GS13
31	N154N	CLAIMS COMMISSION DIRECTOR	GS13
32	N158N	ASBN ASSISTANT DIRECTOR	GS13
33	N163N	ADPT TOURISM ADMIN DIRECTOR	GS13
34	N171N	DHS DEP DIR OFFICE OF VOL SVCS	GS13
35	N172N	ACE REHAB OPERATIONS DIRECTOR	GS13
36	N174N	HEALTH INFORMATION TECH POLICY DIRECTOR	GS13

1	N184N	DHS DIR OF PROG IMP AND INVESTIGATIONS	GS13
2	N187N	CIS DIVISION ASSISTANT DIRECTOR	GS13
3	N196N	MILITARY AFFAIRS DIRECTOR	GS13
4	N204N	ADEQ DIRECTOR OF SPECIAL PROJECTS	GS13
5	N205N	ADEQ DIRECTOR OF COMPLIANCE	GS13
6	P002N	ADH DIRECTOR OF COMMUNICATIONS	GS13
7	R001N	ADH CHIEF HUMAN RESOURCES OFFICER	GS13
8	R003N	APERS DIRECTOR OF BENEFITS ADMIN	GS13
9	R040C	DFA STATEWIDE PROGRAM MANAGER	GS13
10	T001N	ADC SUPERINTENDENT	GS13
11	T003C	ASP CAPTAIN	GS13
12	U017U	ADPT HISTORY COMMISSION DIRECTOR	GS13
13	U056U	OIL & GAS DEPUTY DIRECTOR	GS13
14	U080U	ABA DEPUTY DIRECTOR	GS13
15	U081U	ARKANSAS SENTENCING COMMISSION DIRECTOR	GS13
16	U093U	CRIME LAB ASSISTANT DIRECTOR	GS13
17	V002N	DHS DEP CHIEF PROCUREMENT OFFICER	GS13
18	X004C	ADEQ CHIEF TECHNICAL OFFICER	GS13
19	X008C	SECURITIES CHIEF EXAMINER	GS13
20	X197C	RACING COMMISSION STEWARD	GS13
21	A002N	AEDC ASSISTANT DIRECTOR OF FINANCE	GS12
22	A004C	CERTIFIED FINANCIAL EXAMINER	GS12
23	A008N	DIRECTOR OF RATES AND DEMAND RESOURCES	GS12
24	A012N	ADVA CHIEF FISCAL OFFICER	GS12
25	A013C	PSC DIRECTOR OF REVENUE REQUIREMENTS	GS12
26	A014C	FISCAL DIVISION MANAGER	GS12
27	A015C	DWS DIR INTERNAL AUDIT & SECURITY	GS12
28	A016C	DHS DMS BUSINESS OPERATIONS MANAGER	GS12
29	A021C	AGENCY CONTROLLER I	GS12
30	A025C	DFA ACCOUNTING CAFR COORDINATOR	GS12
31	A115C	OMIG CHIEF FINANCIAL OFFICER	GS12
32	B002C	AGRICULTURE DIRECTOR OF MARKETING	GS12
33	B004C	ANRC WATER RESOURCES DIVISION MANAGER	GS13
34	B005C	ANRC WATER DEVELOPMENT DIVISION MANAGER	GS13
35	B006C	ANRC CONSERVATION DIVISION CHIEF	GS13
36	B008N	SENIOR PETROLEUM ENGINEER	GS12

1	B011C	ADH CHIEF ENGINEER	GS12
2	B012N	AEDC ASSISTANT DIRECTOR OF ENGINEERING	GS12
3	B013N	ASST STATE GEOLOGIST	GS12
4	B015C	ENGINEER SUPERVISOR	GS12
5	B015N	AEDC ASSISTANT DIRECTOR OF RESEARCH	GS12
6	B016N	LAND SURVEY STATE SURVEYOR	GS12
7	B018N	AEDC FIELD ENGINEER	GS12
8	B021N	BIOSTATISTICIAN	GS12
9	D004C	STATE NETWORK SUPPORT LEAD	IT08
10	D096C	DIS EFF SR SYSTEM ADMR	GS12
11	E009C	TECHNICAL INSTITUTE ASSISTANT DIRECTOR	GS12
12	E067C	DDSSA PROGRAM EDUCATION COORDINATOR	GS11
13	G002C	DFA ASSISTANT IGS ADMINISTRATOR	GS12
14	G006C	ADE SPECIAL EDUCATION DIVISION MANAGER	GS12
15	G010C	ACE DIVISION MANAGER	GS12
16	G013N	ASBN GENERAL COUNSEL	GS12
17	G014C	AEDC DIR OF COMMUNITY DEVELOPMENT	GS12
18	G015C	AEDC SMALL/MINORITY BUSINESS DIRECTOR	GS12
19	G016N	DWS ASST DIR GRANTS RESOURCE ADMIN	GS12
20	G020C	DWS PROGRAM ADMINISTRATOR	GS12
21	G022N	PUBLIC DEFENDER II	GS12
22	G023N	REVOCAION HEARING JUDGE	GS12
23	G024C	DEPARTMENT ADMINISTRATIVE LAW JUDGE	GS12
24	G025C	ATTORNEY SUPERVISOR	GS12
25	G026C	ADH ASSOC CENTER DIR-MGMT & OPS	GS12
26	G026N	AEDC ASSISTANT DIRECTOR MGMT SVS	GS12
27	G027C	ADFA PROGRAM OFFICER	GS12
28	G028C	ADEQ TECHNICAL SERVICES DIVISION MANAGER	GS12
29	G028N	JDDC DEPUTY EXEC DIRECTOR	GS12
30	G029C	ADEQ SOLID WASTE DIVISION MANAGER	GS12
31	G030C	ADEQ REGULATED STORAGE TANKS DIV MANAGER	GS12
32	G030N	AEDC ASSISTANT DIRECTOR OF STEM EDUCATION	GS12
33	G031C	ADEQ PUBLIC OUTREACH DIVISION MANAGER	GS12
34	G032C	ADEQ MINING DIVISION MANAGER	GS12
35	G033C	ADEQ HAZARDOUS WASTE DIVISION MANAGER	GS12
36	G034N	AEDC ASSISTANT DIRECTOR FOR SALES AND MARKETING	GS12

1	G035C	ADEQ ADMINISTRATION DIVISION MANAGER	GS12
2	G035N	AEDC SALES AND MARKETING SPECIALIST	GS12
3	G036N	PLANT BOARD ASSISTANT DIRECTOR	GS12
4	G037C	ADPT PARKS PLANNING & DEV MGR	GS12
5	G042C	DHS ADMINISTRATIVE LAW JUDGE	GS12
6	G049C	ADH REGIONAL DIRECTOR	GS12
7	G055C	ADEM DEPUTY DIRECTOR	GS12
8	G101C	DHS AREA MANAGER	GS12
9	G245C	AEDC DIR OF COMMUNITY DEV & IMPROVEMENT	GS12
10	G249C	OMIG PROGRAM ADMINISTRATOR	GS12
11	L019N	ADH CHIEF EPIDEMIOLOGIST	GS12
12	N076N	PSC DIRECTOR OF QUALITY SERVICES	GS12
13	N095N	ARKANSAS BUREAU OF STANDARDS DIRECTOR	GS12
14	N105N	STADIUM COMMISSION EXECUTIVE DIRECTOR	GS12
15	N115N	CRIMINAL INSURANCE FRAUD DIRECTOR	GS12
16	N116N	BOARD OF ARCHITECTS EXECUTIVE DIRECTOR	GS12
17	N117N	BD OF ACCT EXECUTIVE DIRECTOR	GS12
18	N119N	ADC INDUSTRY ADMINISTRATOR	GS12
19	N120N	ADC FARM ADMINISTRATOR	GS12
20	N131N	SBEC DIRECTOR	GS12
21	N136N	ADC HEALTH SERVICE ADMINISTRATOR	GS12
22	N138N	REHABILITATION DIRECTOR FIELD SERVICES	GS12
23	N139N	MINORITY HLTH & HLTH DISPARITIES DIR	GS12
24	N141N	DHS/DCO AREA DIRECTOR	GS12
25	N143N	DHS DDS DIVISION MANAGER	GS12
26	N145N	DHS ASSISTANT DIRECTOR CMS	GS12
27	N146N	BOARD OF APPRAISER EXECUTIVE DIRECTOR	GS12
28	N148N	ADH GOVERNMENTAL AFFAIRS POLICY DIR	GS12
29	N151N	DHS/DCFS ADMR ADMIN SERVICES	GS12
30	N152N	DHS/DBHS ASSISTANT DIR ADMIN SVCS	GS12
31	N156N	BEHAV HLTH ASST DIR CHILDRENS SVS	GS12
32	N157N	ATRS ASSOCIATE DIRECTOR OF INVESTMENTS	GS12
33	N159N	APERS INVESTMENT OPERATIONS MANAGER	GS12
34	N161N	STATE LIBRARY DEPUTY DIRECTOR	GS12
35	N162N	STATE DRUG PREVENTION DIRECTOR	GS12
36	N165N	LP GAS BOARD DIRECTOR	GS12

1	N166N	DFA DIRECTOR ABC ENFORCEMENT	GS12
2	N167N	DHS POLICY & RESEARCH DIRECTOR	GS12
3	N168N	DHS DIR HOME & COMMUNITY BASED SVCS	GS12
4	N170N	REHAB DIRECTOR - ACTI	GS12
5	N185N	DIR OF OUTCOMES MGMT & PRACTICE IMPROVEM	GS12
6	P001N	ADE DIR OF COMMUNICATIONS	GS12
7	P003N	ADC PUBLIC INFORMATION OFFICER	GS12
8	P004N	DHS DIRECTOR OF PUBLIC RELATIONS	GS12
9	P007N	DWS DIRECTOR OF COMMUNICATIONS	GS12
10	R002N	DHS DIRECTOR OF HUMAN CAPITAL	GS12
11	R006C	HUMAN RESOURCES ADMINISTRATOR	GS12
12	S001C	ADPT PARKS OPERATIONS MGR	GS12
13	T005C	ADC/DCC CORRECTIONAL WARDEN	GS12
14	T007C	ASP LIEUTENANT	GS12
15	T016C	CLEST DEPUTY DIRECTOR ACADEMY OPERATIONS	GS11
16	U006U	EXECUTIVE DIRECTOR SPINAL CORD COMM	GS12
17	U021U	AERONAUTICS DIRECTOR	GS12
18	U088U	LABOR DEPUTY DIRECTOR	GS12
19	U099U	DIRECTOR OF RURAL SERVICES	GS12
20	V003C	DFA PROCUREMENT DIVISION MANAGER	GS12
21	X001N	BD OF COLLECTION EXEC DIR	GS12
22	X003C	ASP/CACD CHIEF ADMINISTRATOR	GS12
23	X005C	PROPERTY & CASUALTY MANAGER	GS12
24	A007C	AUDIT MANAGER	GS11
25	A019C	PSC TAX DIVISION ASSISTANT DIRECTOR	GS11
26	A021N	ADEQ CHIEF FINANCIAL OFFICER	GS11
27	A024C	DHS DIVISION CHIEF FISCAL OFFICER	GS11
28	A027C	ACCOUNTING OPERATIONS MANAGER	GS11
29	A028C	PSC SENIOR RATE CASE ANALYST	GS11
30	A031C	ASSISTANT CONTROLLER	GS11
31	A033C	TAX AUDITOR SUPERVISOR	GS11
32	A110C	SENIOR INVESTMENT MANAGER	GS11
33	A112C	DFA CAFR COORDINATOR	GS11
34	A119C	CERTIFIED PUBLIC ACCOUNTANT	GS11
35	B009C	DIRECTOR WATERWAYS COMMISSION	GS11
36	B010C	AGRI DIVISION MANAGER	GS11

1	B014C	ASST STATE FORESTER	GS11
2	B014N	SENIOR PETROLEUM GEOLOGIST	GS11
3	B016C	AEDC ASSISTANT DIRECTOR EPSCOR	GS11
4	B019C	FORENSIC ADMINISTRATOR	GS11
5	B020C	ADPT REGIONAL PARK SUPV	GS11
6	B023C	ENGINEER, P.E.	GS11
7	B028C	CLEST DEPUTY DIRECTOR STANDARDS DIVISION	GS11
8	C002C	ASP HIGHWAY SAFETY OFFICE ADMINISTRATOR	GS11
9	D098C	DIS EFF SYSTEM ADMR	GS11
10	D099C	DIS EFF STATE SYSTEM ADMR	GS11
11	D106C	HEALTH INFO TECHNICAL SR SYS SPECIALIST	GS11
12	E001C	AETN PROGRAMMING DIVISION DIRECTOR	GS11
13	E002C	AETN OUTREACH DIVISION DIRECTOR	GS11
14	E003C	AETN EDUCATION DIVISION DIRECTOR	GS11
15	E004C	SCHOOL PRINCIPAL	GS11
16	E006C	PUBLIC SCHOOL PROGRAM MANAGER	GS11
17	E006N	ADE COORD COMPUTER SCIENCE	GS11
18	G007C	WCC DIVISION MANAGER	GS11
19	G008C	RISK MANAGEMENT ASSISTANT DIRECTOR	GS11
20	G012C	ADE ASSISTANT TO DIRECTOR	GS12
21	G013C	AEDC MANAGER OF STRATEGIC ENERGY DEVELOPMENT	GS11
22	G021C	DHS/DSB ASSISTANT DIRECTOR	GS11
23	G025N	PUBLIC DEFENDER I	GS11
24	G027N	DHS RESEARCH ANALYSIS MANAGER	GS11
25	G043C	DHE FINANCIAL AID MANAGER	GS11
26	G044C	DFA REVENUE PROBLEM RESOLUTION OFFICER	GS11
27	G047C	ATTORNEY SPECIALIST	GS11
28	G048C	AEDC STRATEGIC PLANNING ASSISTANT DIRECTOR	GS11
29	G052C	ACIC DIVISION MANAGER	GS11
30	G054C	AREC DEPUTY EXECUTIVE DIRECTOR	GS11
31	G056C	DHS/DCC ASST DIR OPS & PROG SUPV	GS13
32	G058C	DHE FEDERAL PROGRAM MANAGER	GS11
33	G062C	AEDC PROJECT CONSULTANT	GS11
34	G066C	PSC TELECOM AND QUALITY OF SERVICE MGR	GS11
35	G067C	PSC CUSTOMER SERVICE MANAGER	GS11
36	G233C	DDSSA SECTION MANAGER	GS11

1	G247C	ARKANSAS PAROLE BOARD PROGRAM ADMINISTRA	GS11
2	G250C	OMIG OPERATIONS MANAGER	GS11
3	G255C	DYS ACADEMIC ADMINISTRATOR	GS11
4	L011C	DHS ALCOHOL/DRUG ABUSE PREV ASST DEP DIR	GS11
5	L013C	ADH BRANCH MANAGER	GS11
6	L095C	ADH HOSPITAL & REGULATORY MANAGER	GS11
7	M005C	DHS ASSISTANT SUPERINTENDENT - CONWAY	GS11
8	N132N	ENG & LAND SURVEYORS EXEC DIRECTOR	GS12
9	N149N	ADE COORD FISCAL DISTRESS	GS11
10	N153N	DHS/DBHS CLINICAL DIRECTOR	GS11
11	N176N	EXEC DIR COUNSELING BRD	GS11
12	N203N	ADEQ DIRECTOR OF ENTERPRISE SERVICES	GS11
13	P001C	AETN PRODUCTION DIVISION DIRECTOR	GS11
14	P002C	AEDC DIRECTOR FILM COMMISSION	GS11
15	P003C	DAH AGENCY DIRECTOR	GS11
16	P005N	DIS TESTING EVAL PLANTS POLICY COORD	GS11
17	R012C	DFA ASSISTANT STATE PAYROLL MANAGER	GS11
18	R013C	AGENCY HUMAN RESOURCES MANAGER	GS11
19	R041C	DFA STATEWIDE PROGRAM COORDINATOR	GS11
20	S002C	AETN OPERATIONS DIVISION DIRECTOR	GS11
21	T011C	ASP SERGEANT	GS11
22	U127U	EXEC DIR DEVLPMTL DISABILITIES COUNCIL	GS11
23	X007C	DHS/DYS ADMIN PROG COMPLIANCE	GS11
24	X011C	ASP/CACD INVESTIGATOR ADMINISTRATOR	GS11
25	X015C	SECURITIES EXAMINER SUPERVISOR	GS11
26	X033C	PSC SENIOR PUBLIC UTILITY AUDITOR	GS11
27	G022C	DHS DIRECTOR OF EMERGENCY OPERATIONS	GS11
28	A023C	PHARMACY BOARD CHIEF FISCAL OFFICER	GS10
29	A036C	ADPT REV OPERATIONS MANAGER	GS10
30	A040C	ADFA FISCAL PROGRAM MANAGER	GS10
31	A044C	AUDIT COORDINATOR	GS10
32	A058C	DFA CAFR ACCOUNTANT	GS10
33	A106C	BANK SENIOR EXAMINER	GS10
34	A118C	FINANCIAL EXAMINER SPECIALIST	GS10
35	B018C	SENIOR BROADCAST ENGINEER	GS10
36	B022C	DISTRICT FORESTER	GS10

1	B027C	PARK SUPERINTENDENT V	GS10
2	B128C	METROLOGY LABORATORY MANAGER	GS10
3	D018C	DIS INFORMATION SYSTEM COORDINATOR	GS10
4	D031C	DISASTER RECOVERY ANALYST	GS10
5	D115C	HIT BUSINESS COORDINATOR	GS10
6	E005C	REHAB DIRECTOR OF VOCATIONAL TRAINING	GS10
7	E010C	DHS/DYS EDUCATION MANAGER	GS10
8	E012C	STATE LIBRARY DIVISION MANAGER	GS10
9	E013C	EDUCATION PROGRAM MANAGER	GS10
10	E014C	AETN PROGRAM AND SERVICES DIV MANAGER	GS10
11	E016C	PUBLIC SCHOOL PROGRAM COORDINATOR	GS10
12	E017C	ASST PRINCIPAL	GS10
13	E059C	ADE COORDINATOR OF NUTRITION SERVICES	GS10
14	E061C	ACE PROGRAM COORDINATOR	GS10
15	E063C	AETN PROFESSIONAL RELATIONS DIRECTOR	GS10
16	G036C	ABA DIVISION MANAGER	GS10
17	G040C	REHAB DIRECTOR - SPECIAL PROGRAMS	GS10
18	G041C	ATRS MEMBER SERVICES ADMINISTRATOR	GS10
19	G046C	DCC PLANNING & MGMT SVCS ADMINISTRATOR	GS10
20	G050C	ADE APSCN DIVISION MANAGER	GS10
21	G051C	ADE ACADEMIC FACILITIES SR PROJECT ADMIN	GS10
22	G059C	DDSSA ASST DIRECTOR	GS12
23	G061C	ACD DEPUTY DIRECTOR	GS10
24	G063C	ADEQ BRANCH MANAGER	GS10
25	G065C	PUBLIC DEFENDER ATTORNEY I	GS10
26	G069C	DIS QUALITY ASSURANCE LEAD	GS10
27	G071C	DHE PROGRAM COORDINATOR	GS10
28	G073C	ATTORNEY	GS10
29	G076C	ADMINISTRATIVE SERVICES MANAGER	GS10
30	G085C	DDSSA PROFESSIONAL RELATIONS MANAGER	GS10
31	G097C	SBEC DEPUTY DIRECTOR	GS10
32	G112C	DDSSA UNIT SUPERVISOR	GS10
33	G156C	ASP PROGRAM MANAGER	GS10
34	G225C	DFA OCSE FIELD OPERATIONS MANAGER	GS13
35	G228C	DFA RACING COMMISSION MANAGER	GS10
36	X207C	DDSSA ADJUDICATOR V	GS10

1	G246C	ATC DEPUTY DIRECTOR	GS10
2	G254C	ADVA DIVISION MANAGER	GS10
3	G258C	DDSSA HEARING OFFICER	GS10
4	G259C	INSURANCE PROGRAM MANAGER	GS10
5	G263C	PUBLIC DEFENDER	GS10
6	L004C	REHABILITATION DIRECTOR - PROG, PLAN, DEV & EVAL	GS10
7	L010C	DHS DMS MEDICAL ASSISTANCE MANAGER	GS10
8	L014C	HIPAA PROGRAM CONSULTANT	GS10
9	L016C	ADH PUBLIC HEALTH ADMINISTRATOR	GS10
10	L025C	ADH PUBLIC HEALTH SECTION CHIEF III	GS10
11	L030C	ADH DISTRICT MANAGER	GS10
12	L099C	EPIDEMIOLOGY SUPERVISOR	GS10
13	M001C	DCC TREATMENT ADMINISTRATOR	GS11
14	M006C	ADH SOC SVC PROGRAM DIRECTOR	GS10
15	N155N	CAPITOL ZONING DISTRICT ADMINISTRATOR	GS10
16	N169N	MOTOR VEHICLE COMMISSION DIRECTOR	GS10
17	P067C	ASP PUBLIC INFORMATION OFFICER	GS10
18	P074C	AID PUBLIC INFORMATION OFFICER	GS10
19	R010C	DFA SENIOR STATE PERSONNEL ANALYST	GS10
20	R011C	DFA SENIOR STATE BUDGET ANALYST	GS10
21	T004C	DCC PROGRAM ADMR PAROLE & PROBATION SVCS	GS11
22	T015C	ADC/DCC DEPUTY WARDEN	GS10
23	T024C	ASP/CACD HOTLINE ADMINISTRATOR	GS10
24	V036C	AGENCY PROCUREMENT ADMINISTRATOR	GS10
25	X002C	INSURANCE PUBLIC EMP CLAIMS DIV DIR	GS10
26	X009C	INSURANCE DEPT DIR OF SECURITY OPS	GS10
27	X013C	ENVIRONMENTAL HEALTH MANAGER	GS10
28	X021C	BD OF ACCT INVESTIGATOR	GS10
29	X025C	DCC PAROLE/PROBATION AREA MANAGER	GS10
30	X027C	DENTAL EXAMINERS BD EXEC DIR	GS10
31	X203C	DDSSA QUALITY ASSURANCE SPECIALIST	GS10
32	G045C	DFA DIVISION MANAGER III	GS09
33	A029C	DIS FISCAL MANAGER	GS09
34	A032C	ADE FINANCE PROGRAM COORDINATOR	GS09
35	A034C	RETIREMENT SECTION MANAGER	GS09
36	A037C	INVESTMENT MANAGER	GS09

1	A038C	FISCAL SUPPORT MANAGER	GS09
2	A042C	INSURANCE SENIOR EXAMINER	GS09
3	A046C	PSC RATE CASE ANALYST	GS09
4	A050C	AGENCY FISCAL MANAGER	GS09
5	A051C	ADFA FINANCE PROGRAM COORDINATOR	GS09
6	A052C	ACCOUNTING COORDINATOR	GS09
7	A054C	TAX AUDITOR II	GS09
8	B021C	LICENSED ARCHITECT	GS09
9	B029C	AGRI PLANT BOARD DIVISION MGR	GS09
10	B030C	FORENSIC SCIENTIST COORDINATOR	GS09
11	B031C	PARK SUPERINTENDENT IV	GS09
12	B034C	MICROBIOLOGIST SUPERVISOR	GS09
13	B035C	GEOLOGY SUPERVISOR	GS09
14	B037C	CHEMIST SUPERVISOR	GS09
15	B038C	STATE FOREST MANAGER	GS09
16	B041C	STATE CLIMATOLOGIST	GS09
17	B042C	ENGINEER	GS09
18	B044C	HEALTH PHYSICIST SUPERVISOR	GS09
19	B045C	BIOLOGIST SUPERVISOR	GS09
20	B047C	ADH LABORATORY MANAGER	GS09
21	B135C	HATCHERY MANAGER	GS09
22	B136C	ARLPC LAB QUALITY MANAGER	GS09
23	C001C	STADIUM COMMISSION ASST MANAGER/ADMR	GS09
24	C100C	ADPT RESEARCH PROJECT COORDINATOR	GS09
25	E007C	ADE OERZ DIRECTOR	GS10
26	E011C	VOCATIONAL EDUCATION COORDINATOR	GS09
27	E015C	SPECIAL EDUCATION SUPERVISOR	GS09
28	E019C	PUBLIC SCHOOL PROGRAM ADVISOR	GS09
29	E021C	STATE LIBRARY MANAGER	GS09
30	E022C	EDUCATION & INSTRUCTION MANAGER	GS09
31	E024C	TEACHER SUPERVISOR	GS09
32	E025C	EDUCATIONAL SPECIALIST	GS09
33	E036C	CERTIFIED MASTERS DEGREE LIBRARIAN	GS09
34	E062C	ACE PROGRAM ADVISOR	GS09
35	G039C	SENIOR TRANSPORTATION MANAGER	GS09
36	G068C	DWS AREA OPERATIONS CHIEF	GS10

1	G070C	DIRECTOR OF FIELD OPERATIONS	GS09
2	G074C	ADE COORD OF GOVERNMENTAL AFFAIRS	GS09
3	G075C	ADE PROGRAM ADMINISTRATOR	GS10
4	G078C	ADPT PRG SVS ADMIN	GS09
5	G080C	NATIONAL & COMMUNITY SERVICES EXEC DIR	GS09
6	G087C	ADEM PREPAREDNESS DIVISION DIRECTOR	GS09
7	G088C	ADEM DISASTER MGMT DIV DIR	GS09
8	G089C	ADEM ADMINISTRATION DIVISION DIRECTOR	GS09
9	G090C	ADE AREA PROJECT MANAGER	GS09
10	G095C	LODGE MANAGER	GS09
11	G096C	LABOR DIVISION MANAGER	GS09
12	G098C	DIS QUALITY ASSURANCE COORDINATOR	GS09
13	G099C	DHS PROGRAM ADMINISTRATOR	GS09
14	G100C	DHS COUNTY ADMINISTRATOR III	GS10
15	G102C	DHE PROGRAM SPECIALIST	GS09
16	G104C	AEDC AREA/PROGRAM REPRESENTATIVE	GS09
17	G109C	GRANTS MANAGER	GS09
18	G113C	DDSSA HEARING OFFICER COORDINATOR	GS09
19	G167C	KEEP ARKANSAS BEAUTIFUL DIRECTOR	GS09
20	G222C	ADC/DCC INTERNAL AFFAIRS ADMINISTRATOR	GS09
21	G223C	DFA OCSE DIVISION MANAGER	GS10
22	G226C	DFA OCSE PROGRAM MANAGER	GS10
23	G238C	LOCAL HEALTH UNIT ADMINISTRATOR III	GS09
24	G241C	HEALTH INFO TECH OPER & TECH OFFICER	GS09
25	L007C	ASBN PROGRAM COORDINATOR	GS09
26	L012C	ASD SPECIALITY PROGRAM DIRECTOR	GS09
27	L021C	NURSING HOME ASSISTANT ADMINISTRATOR	GS09
28	L023C	HEALTH FACILITIES SUPERVISOR	GS09
29	L024C	DHS BEHAV HLTH FACILITY ADMIN	GS09
30	L028C	EPIDEMIOLOGIST	GS09
31	L029C	ADH PUBLIC HEALTH SECTION CHIEF II	GS09
32	L033C	PSYCHOLOGICAL EXAMINER	GS09
33	L037C	REHAB AREA MANAGER	GS09
34	L040C	DIETARY SERVICES DIRECTOR	GS09
35	M008C	YOUTH PROGRAM DIRECTOR	GS09
36	M009C	LICENSED CERTIFIED SOCIAL WORKER	GS09

1	<i>M011C</i>	<i>FAMILY SERVICE WORKER COUNTY SUPERVISOR</i>	<i>GS09</i>
2	<i>M013C</i>	<i>SPINAL CORD COMMISSION CLIENT SVS ADMIN</i>	<i>GS09</i>
3	<i>M014C</i>	<i>PROGRAM ELIGIBILITY COORDINATOR III</i>	<i>GS09</i>
4	<i>P004C</i>	<i>PUBLIC INFORMATION MANAGER</i>	<i>GS09</i>
5	<i>P006C</i>	<i>DAH AGENCY ASSISTANT DIRECTOR</i>	<i>GS09</i>
6	<i>P007C</i>	<i>AETN CHIEF POST PRODUCTION EDITOR</i>	<i>GS09</i>
7	<i>R008C</i>	<i>DHS EMPLOYEE RELATIONS MANAGER</i>	<i>GS09</i>
8	<i>R009C</i>	<i>ADE BUDGET MANAGER</i>	<i>GS09</i>
9	<i>R019C</i>	<i>BUDGET MANAGER</i>	<i>GS09</i>
10	<i>R043C</i>	<i>DFA STATEWIDE PROGRAM SPECIALIST</i>	<i>GS09</i>
11	<i>S005C</i>	<i>AVIATION MANAGER</i>	<i>GS09</i>
12	<i>T006C</i>	<i>ADC HEAD FARM MANAGER II</i>	<i>GS09</i>
13	<i>T009C</i>	<i>ASP SPECIAL OPERATIONS ADMINISTRATOR</i>	<i>GS11</i>
14	<i>T018C</i>	<i>PUBLIC SAFETY COMMANDER III</i>	<i>GS09</i>
15	<i>T022C</i>	<i>ASP CORPORAL</i>	<i>GS09</i>
16	<i>T033C</i>	<i>ADC/DCC MAJOR</i>	<i>GS09</i>
17	<i>T106C</i>	<i>DFA REVENUE SECURITY SUPERVISOR</i>	<i>GS09</i>
18	<i>V034C</i>	<i>DFA STATEWIDE PROCUREMENT COORDINATOR</i>	<i>GS09</i>
19	<i>X012C</i>	<i>ADE PLSB CHIEF INVESTIGATOR</i>	<i>GS09</i>
20	<i>X014C</i>	<i>TOBACCO SETTLEMENT COMMISSION DIRECTOR</i>	<i>GS09</i>
21	<i>X022C</i>	<i>BAIL BONDSMAN BOARD EXECUTIVE DIRECTOR</i>	<i>GS09</i>
22	<i>X032C</i>	<i>SENIOR SECURITIES EXAMINER</i>	<i>GS09</i>
23	<i>X069C</i>	<i>DFA HORSE RACING SUPERVISOR</i>	<i>GS09</i>
24	<i>X190C</i>	<i>DDSSA ADJUDICATOR IV</i>	<i>GS09</i>
25	<i>A022C</i>	<i>STUDENT LOAN FINANCE SPECIALIST</i>	<i>GS08</i>
26	<i>A035C</i>	<i>PSC TAX DIV ASST DIR/MOTOR CAR PROG</i>	<i>GS08</i>
27	<i>A041C</i>	<i>PROGRAM FISCAL MANAGER</i>	<i>GS08</i>
28	<i>A045C</i>	<i>STATISTICAL ANALYSIS MANAGER</i>	<i>GS08</i>
29	<i>A047C</i>	<i>FINANCIAL ANALYST II</i>	<i>GS08</i>
30	<i>A056C</i>	<i>DHS FINANCIAL SECTION MANAGER</i>	<i>GS08</i>
31	<i>A057C</i>	<i>DFA TAX RESEARCH ANALYST</i>	<i>GS08</i>
32	<i>A060C</i>	<i>SENIOR AUDITOR</i>	<i>GS08</i>
33	<i>A061C</i>	<i>RETIREMENT INVESTMENT SPECIALIST</i>	<i>GS08</i>
34	<i>A062C</i>	<i>RETIREMENT COORDINATOR</i>	<i>GS08</i>
35	<i>A066C</i>	<i>INTERNAL AUDITOR</i>	<i>GS08</i>
36	<i>A068C</i>	<i>DIS BILLING SERVICES MANAGER</i>	<i>GS08</i>

1	A070C	BANK EXAMINER	GS08
2	A071C	ADFA FINANCE PROGRAM ANALYST	GS08
3	A082C	ACCOUNTANT II	GS08
4	A105C	JDDC FISCAL MANAGER	GS08
5	A113C	OMIG SR. AUDITOR	GS08
6	A116C	BUSINESS OPERATIONS MANAGER	GS08
7	B024C	CONSERVATION PROGRAM MANAGER	GS08
8	B025C	AERONAUTICS ASSISTANT DIRECTOR	GS08
9	B032C	CHIEF PARK PLANNER	GS08
10	B043C	PROFESSIONAL GEOLOGIST	GS08
11	B048C	PARK SUPERINTENDENT III	GS08
12	B049C	AGRI PROGRAM MANAGER	GS08
13	B050C	OIL & GAS DISTRICT PETROLEUM SUPERVISOR	GS08
14	B053C	FORENSIC SCIENTIST	GS08
15	B055C	ECOLOGIST COORDINATOR	GS08
16	B058C	STAFF FORESTER	GS08
17	B063C	HEALTH PHYSICIST	GS08
18	B067C	ARCHAEOLOGIST	GS08
19	B079C	HEALTH FACILITY LABORATORY SURVEYOR	GS08
20	B084C	AGS SUPERVISOR	GS08
21	B126C	SENIOR CHEMIST	GS08
22	B127C	SENIOR MICROBIOLOGIST	GS08
23	C004C	AREC SUPERVISOR	GS08
24	C101C	ADPT WELCOME CENTER ADMINISTRATOR	GS08
25	D041C	DIS TECHNICAL ACCOUNTS SPECIALIST	GS08
26	E018C	SPECIALIZED TECHNICAL FACULTY	GS08
27	E023C	TRAINING PROJECT MANAGER	GS08
28	E026C	EDUCATION & INSTRUCTION COORDINATOR	GS08
29	E029C	SIGN LANGUAGE COORDINATOR	GS08
30	E030C	LIBRARY COORDINATOR	GS08
31	E031C	EDUCATION PROGRAM COORDINATOR	GS08
32	E035C	CERTIFIED MASTERS TEACHER	GS08
33	E066C	DCCECE EDUCATION MANAGER	GS08
34	G064C	SR HLTH INSURANCE INFORMATION PRG MGR	GS08
35	G079C	OUTDOOR REC GRANTS PRGM DIR	GS08
36	G081C	DWS DIVISION CHIEF	GS08

1	G083C	DHS/DAAS DIVISION MANAGER	GS08
2	G086C	ASP PROGRAM ASST ADMINISTRATOR	GS08
3	G091C	ADPT MARKETING & PROMOTION DIR	GS08
4	G092C	PUBLIC DEFENDER PROGRAM MANAGER	GS08
5	G093C	OPERATIONS MANAGER	GS08
6	G105C	ADPT DEVELOPMENT MANAGER	GS08
7	G106C	WCC CLAIMS SPECIALIST	GS08
8	G107C	WCC PROGRAM MANAGER	GS08
9	G108C	PUBLIC DEF OMBUDSMAN COORDINATOR	GS08
10	G110C	DWS PROGRAM MANAGER	GS09
11	G111C	DHS COUNTY ADMINISTRATOR II	GS09
12	G114C	DWS WORKFORCE INVEST REG ADVISOR	GS08
13	G115C	ASSISTANT DIRECTOR OF RURAL SERVICES	GS08
14	G116C	LOCAL HEALTH UNIT ADMINISTRATOR II	GS08
15	G119C	SBEC EDUCATIONAL SERVICES MANAGER	GS08
16	G121C	REHAB PROGRAM MANAGER	GS08
17	G126C	FINANCE PROGRAM COORDINATOR	GS08
18	G129C	DHS/DCO PROGRAM MANAGER	GS08
19	G130C	DHS COUNTY ADMINISTRATOR I	GS08
20	G137C	AEDC RESEARCH PROGRAM COORDINATOR	GS08
21	G139C	ADEQ FACILITY SUPPORT SVCS MANAGER	GS08
22	G140C	ADEM PROGRAM MANAGER	GS08
23	G152C	DHS PROGRAM MANAGER	GS08
24	G191C	ASP HIGHWAY SAFETY PROGRAM SPECIALIST	GS06
25	G224C	DFA OCSE FIELD MANAGER	GS09
26	G243C	DWS FIELD MANAGER III	GS09
27	G251C	OMIG PROGRAM MANAGER	GS08
28	G252C	VETERANS SERVICE PROGRAM MANAGER	GS08
29	G264C	DHS FAIRNESS OFFICER	GS08
30	L018C	REHAB ASST DIRECTOR - ACTI	GS08
31	L034C	NUTRITIONIST SUPERVISOR	GS08
32	L035C	NUTRITIONIST CONSULTANT	GS08
33	L041C	ADC ASST MEDICAL PROGRAM MANAGER	GS08
34	L043C	HEALTH PROGRAM SPECIALIST III	GS08
35	L050C	CERTIFIED RESPIRATORY THERAPY TECHNICIAN	GS08
36	L055C	DIETICIAN	GS07

1	L059C	ABSLPA DIRECTOR	GS08
2	L091C	ADH PUBLIC HEALTH SECTION CHIEF I	GS08
3	L098C	CERTIFIED VOCATIONAL REHAB COUNSELOR	GS08
4	M007C	DCC ASST TREATMENT PROGRAM MGR	GS08
5	M010C	FAMILY SERVICE WORKER CLINICAL SPEC	GS08
6	M012C	YOUTH PROGRAM MANAGER	GS08
7	M015C	FAMILY SERVICE WORKER SUPERVISOR	GS08
8	M016C	DHS FIELD MANAGER	GS08
9	M018C	PROGRAM ELIGIBILITY COORDINATOR II	GS08
10	M020C	LICENSED PROFESSIONAL COUNSELOR	GS08
11	M025C	PROGRAM ELIGIBILITY COORDINATOR I	GS07
12	M031C	ADMINISTRATOR OF CHAPLAINCY SVCS	GS08
13	M088C	LICENSED MASTER SOCIAL WORKER	GS08
14	P005C	DHE COMMUNICATIONS COORDINATOR	GS08
15	P009C	TELEVISION PRODUCTION MANAGER	GS08
16	P010C	EXHIBITS COORDINATOR	GS08
17	P014C	MUSEUM MANAGER	GS08
18	R014C	PERSONNEL MANAGER	GS08
19	R015C	DWS EQUAL OPPORTUNITY MANAGER	GS09
20	R016C	DFA STATE PERSONNEL ANALYST	GS08
21	R017C	DFA STATE BUDGET ANALYST	GS08
22	R021C	BUDGET ANALYST	GS08
23	R028C	DFA STATEWIDE PAYROLL SYSTEMS SPECIALIST	GS08
24	R042C	DFA CAFR ASSET SPECIALIST	GS08
25	S003C	FOOD & BEVERAGE DIRECTOR	GS08
26	S004C	MAINTENANCE MANAGER	GS08
27	S007C	DIRECTOR HVACR SECTION	GS08
28	S010C	ADC INDUSTRY PROGRAM MANAGER	GS08
29	S094C	ADC CONSTRUCTION/MAINTENANCE COORD	GS08
30	T019C	DIRECTOR OF PUBLIC SAFETY I	GS08
31	T021C	ADC HEAD FARM MANAGER I	GS08
32	T023C	PUBLIC SAFETY COMMANDER II	GS08
33	T025C	CLEST SUPERVISOR	GS10
34	T027C	ADC/DCC TRAINING ADMINISTRATOR	GS09
35	T031C	DHS BEHAV HLTH PUBLIC SAFETY DIR	GS08
36	T034C	WORK RELEASE CENTER SUPERVISOR	GS08

1	T035C	ASP TROOPER 1ST CLASS	GS08
2	T042C	ADPT CHIEF RANGER	GS08
3	T048C	ADC/DCC CAPTAIN	GS08
4	T104C	ADC/DCC TRAINING ACADEMY SUPERVISOR	GS08
5	V002C	FEDERAL SURPLUS PROPERTY MANAGER	GS08
6	V004C	PROCUREMENT MANAGER	GS08
7	V007C	PROCUREMENT COORDINATOR	GS08
8	V032C	DFA OSP SURPLUS PROPERTY MANAGER	GS08
9	V035C	DFA STATEWIDE PROCUREMENT SPECIALIST	GS08
10	X016C	MANUFACTURED HOMES COMMISSION DIRECTOR	GS08
11	X017C	INSURANCE LICENSING MANAGER	GS08
12	X018C	INSURANCE CONSUMER PROTECTION MANAGER	GS08
13	X020C	BURIAL ASSOCIATION BD EXEC SEC	GS08
14	X026C	CRIMINAL DETENTION FACILITIES COORD	GS08
15	X030C	REGULATORY BOARD CHIEF INVESTIGATOR	GS08
16	X034C	PREPAID FUNERAL MANAGER	GS08
17	X035C	ASP/CACD AREA MANAGER	GS08
18	X037C	EDUCATION INVESTIGATOR	GS08
19	X038C	QUALITY ASSURANCE MANAGER	GS09
20	X039C	DIRECTOR OF COSMETOLOGY BOARD	GS08
21	X042C	DCC PAROLE/PROBATION ASST AREA MGR	GS08
22	X043C	ADH ENVIRONMENTAL SUPV	GS08
23	X044C	ADH DIR PLUMBING INSPECTIONS	GS08
24	X046C	ACD DIVISION ADMINISTRATOR	GS08
25	X048C	PSC PIPELINE SAFETY SPECIALIST	GS08
26	X050C	PHYSICAL THERAPY BD EXEC DIR	GS08
27	X051C	LABOR MEDIATOR	GS08
28	X052C	LABOR INSPECTOR SUPERVISOR	GS08
29	X062C	QUALITY ASSURANCE COORDINATOR	GS08
30	X064C	PSC PUBLIC UTILITY AUDITOR	GS08
31	X067C	HEALTH FACILITIES SURVEYOR	GS08
32	X070C	DDSSA FRAUD INVESTIGATOR	GS08
33	X071C	DDSSA CLAIMS ADJUDICATOR III	GS08
34	X072C	CRIMINAL INSURANCE FRAUD INVESTIGATOR	GS08
35	X135C	SOCIAL WORK LICENSING BD EXEC DIR	GS08
36	X148C	AIRCRAFT PILOT	GS08

1	X192C	ASST DIRECTOR FRAUD INVESTIGATION	GS08
2	X202C	ADE PLSB SENIOR INVESTIGATOR	GS08
3	G084C	DFA DIVISION MANAGER II	GS08
4	A049C	DFA REVENUE OFFICE DISTRICT MANAGER	GS07
5	A055C	DHS INSTITUTION BUSINESS MANAGER	GS07
6	A059C	TAX AUDITOR	GS07
7	A063C	RESEARCH & STATISTICS SUPERVISOR	GS07
8	A064C	PSC TAX VALUATION SUPERVISOR	GS07
9	A065C	PAYROLL SERVICES COORDINATOR	GS07
10	A067C	INSURANCE EXAMINER	GS07
11	A072C	RESEARCH & STATISTICS MANAGER	GS07
12	A073C	PROGRAM/FIELD AUDITOR SUPERVISOR	GS07
13	A075C	FINANCIAL ANALYST I	GS07
14	A076C	FINANCE PROGRAM ANALYST	GS07
15	A078C	RETIREMENT COUNSELOR	GS07
16	A079C	INVESTMENT ANALYST	GS07
17	A081C	AUDITOR	GS07
18	A085C	DWS SR FIELD TAX REPRESENTATIVE	GS07
19	A089C	ACCOUNTANT I	GS07
20	A109C	DFA SEFA / CAFR SPECIALIST	GS07
21	B051C	GEOLOGIST	GS07
22	B052C	FORENSIC SPECIALIST	GS07
23	B054C	CAMPUS CONSTRUCTION COORDINATOR	GS07
24	B060C	LAND RESOURCE SPECIALIST SUPERVISOR	GS07
25	B061C	RESEARCH TECHNOLOGIST	GS07
26	B062C	FOREST HEALTH SPECIALIST	GS07
27	B065C	ECOLOGIST	GS07
28	B066C	BIOLOGIST SPECIALIST	GS07
29	B068C	ADEQ ECOLOGIST	GS07
30	B071C	PARK SUPERINTENDENT II	GS07
31	B072C	AGRI PROGRAM COORDINATOR	GS07
32	B074C	SURVEYOR	GS07
33	B075C	PARK PLANNER	GS07
34	B077C	MICROBIOLOGIST	GS07
35	B080C	FORESTER	GS07
36	B081C	CHEMIST	GS07

1	B082C	BIOLOGIST	GS07
2	B132C	ASSISTANT HATCHERY MANAGER	GS07
3	B137C	CRIME LAB PROGRAM COORDINATOR	GS07
4	C003C	STADIUM COMMISSION MARKETING/EVENT MGR	GS07
5	C009C	HEARING REPORTER	GS07
6	C010C	EXECUTIVE ASSISTANT TO THE DIRECTOR	GS07
7	C011C	BD OF ARCH ADMIN ASST/OFFICE MGR	GS07
8	C015C	AGRI ADMINISTRATIVE COORDINATOR	GS07
9	D053C	DIS ACCOUNTS ANALYST	GS07
10	E020C	ADE OERZ TECHNICAL ASSIST SPECIALIST	GS08
11	E027C	CAREER & TECHNICAL FACULTY	GS07
12	E032C	EDUCATION COUNSELOR	GS07
13	E040C	STAFF DEVELOPMENT COORDINATOR	GS07
14	E041C	SENIOR LIBRARIAN	GS07
15	E042C	PUBLIC HEALTH EDUCATOR SUPERVISOR	GS07
16	E048C	EDUCATION & INSTRUCTION SPECIALIST	GS07
17	E064C	CERTIFIED PUBLIC HEALTH EDUCATOR	GS07
18	E065C	CANCER INFORMATION MANAGEMENT SPECIALIST	GS07
19	G082C	DHS/DYS ADMISSIONS EVALUATOR	GS07
20	G120C	RISK CONSULTANT	GS07
21	G125C	INSURANCE SPECIAL PROJECTS COORDINATOR	GS07
22	G127C	DWS PROGRAM OPERATIONS MANAGER	GS08
23	G128C	DWS FIELD MANAGER II	GS08
24	G131C	DHS BEHAV HLTH MED BUS PRACTICES ADMIN	GS07
25	G132C	DFA PROGRAM MANAGER	GS07
26	G133C	DFA DIVISION MANAGER I	GS07
27	G138C	AGENCY ADMINISTRATIVE REVIEW OFFICER	GS07
28	G142C	ADC CLASSIFICATION ADMINISTRATOR	GS07
29	G143C	LOCAL HEALTH UNIT ADMINISTRATOR I	GS07
30	G144C	TECHNICAL INSTITUTE PROGRAM COORDINATOR	GS07
31	G145C	RURAL CONST GRANT/FINANCIAL OFFICER	GS07
32	G146C	MITIGATION SPECIALIST	GS07
33	G147C	GRANTS COORDINATOR	GS07
34	G148C	ENERGY PROGRAM MANAGER	GS07
35	G151C	DHS/DCO COUNTY SUPERVISOR	GS07
36	G153C	DHS/DAAS PROGRAM SUPERVISOR	GS07

1	<i>G154C</i>	<i>DCC PROGRAM COORDINATOR</i>	<i>GS07</i>
2	<i>G155C</i>	<i>DAH PROGRAM MANAGER</i>	<i>GS07</i>
3	<i>G157C</i>	<i>ADEM AREA COORDINATOR</i>	<i>GS07</i>
4	<i>G158C</i>	<i>ACIC PROGRAM MANAGER</i>	<i>GS07</i>
5	<i>G159C</i>	<i>DEPARTMENT BUSINESS COORDINATOR</i>	<i>GS07</i>
6	<i>G163C</i>	<i>REHAB PROGRAM COORDINATOR</i>	<i>GS07</i>
7	<i>G164C</i>	<i>EXECUTIVE ASSISTANT TO PSC COMMISSIONER</i>	<i>GS07</i>
8	<i>G165C</i>	<i>ADPT SPECIALTY OPERATIONS MANAGER</i>	<i>GS07</i>
9	<i>G168C</i>	<i>INDUSTRIAL CONSULTANT</i>	<i>GS07</i>
10	<i>G173C</i>	<i>ADFA PROGRAM COORDINATOR</i>	<i>GS07</i>
11	<i>G176C</i>	<i>VOLUNTEER PROGRAM MANAGER</i>	<i>GS07</i>
12	<i>G183C</i>	<i>DHS PROGRAM COORDINATOR</i>	<i>GS07</i>
13	<i>G196C</i>	<i>DWS SATELLITE OFFICE SUPERVISOR</i>	<i>GS07</i>
14	<i>G209C</i>	<i>DWS PROGRAM SUPERVISOR</i>	<i>GS07</i>
15	<i>G227C</i>	<i>DFA OCSE PROGRAM SUPERVISOR</i>	<i>GS08</i>
16	<i>G244C</i>	<i>ASMTB EXECUTIVE DIRECTOR</i>	<i>GS07</i>
17	<i>G248C</i>	<i>ENERGY PROGRAM COORDINATOR</i>	<i>GS07</i>
18	<i>G253C</i>	<i>VETERANS SERVICE OFFICER</i>	<i>GS07</i>
19	<i>G265C</i>	<i>SENIOR TECHNICAL WRITER</i>	<i>GS07</i>
20	<i>L047C</i>	<i>MEDICAL TECHNOLOGIST SUPERVISOR</i>	<i>GS08</i>
21	<i>L048C</i>	<i>HEALTH PROGRAM SPECIALIST II</i>	<i>GS07</i>
22	<i>L049C</i>	<i>DISEASE INTERVENTION SPEC SUPV</i>	<i>GS07</i>
23	<i>L052C</i>	<i>REHAB FACILITY SUPERVISOR</i>	<i>GS07</i>
24	<i>L054C</i>	<i>EMERGENCY MEDICAL SERVICES SUPV</i>	<i>GS07</i>
25	<i>L057C</i>	<i>REHAB SVS FACILITY SPECIALIST</i>	<i>GS07</i>
26	<i>L061C</i>	<i>MEDICAL TECHNOLOGIST</i>	<i>GS07</i>
27	<i>L062C</i>	<i>LICENSED PRACTICAL NURSE SUPERVISOR</i>	<i>GS07</i>
28	<i>L064C</i>	<i>RADIOLOGY TECHNICIAN</i>	<i>GS07</i>
29	<i>L101C</i>	<i>ENTOMOLOGIST</i>	<i>GS07</i>
30	<i>M017C</i>	<i>CHILD ABUSE & NEGLECT PREVENTION BD DIR</i>	<i>GS07</i>
31	<i>M019C</i>	<i>MILITARY HOUSING DIRECTOR</i>	<i>GS07</i>
32	<i>M023C</i>	<i>SUBSTANCE ABUSE PROGRAM COORD</i>	<i>GS07</i>
33	<i>M024C</i>	<i>RESIDENTIAL SERVICES MANAGER</i>	<i>GS07</i>
34	<i>M026C</i>	<i>LICENSED SOCIAL WORKER</i>	<i>GS07</i>
35	<i>M027C</i>	<i>FAMILY SERVICE WORKER SPECIALIST</i>	<i>GS07</i>
36	<i>M032C</i>	<i>VOCATIONAL REHAB PLACEMENT SPEC</i>	<i>GS07</i>

1	M037C	PROGRAM ELIGIBILITY SUPERVISOR	GS07
2	M039C	MEDICAID SERVICES SUPERVISOR	GS07
3	M040C	FAMILY SERVICES PROGRAM COORDINATOR	GS07
4	M049C	SENIOR CHAPLAIN	GS07
5	P008C	TELEVISION PROGRAM MANAGER	GS07
6	P012C	TELEVISION PRODUCER	GS07
7	P013C	PUBLIC INFORMATION COORDINATOR	GS07
8	P015C	DAH MANAGER OF HISTORIC PROPERTIES	GS07
9	P016C	CURATOR	GS07
10	P018C	ARCHIVAL MANAGER	GS07
11	P020C	PRODUCTION ARTIST	GS07
12	P025C	SUPERVISOR OF INTERPRETIVE PROGRAMS	GS07
13	P030C	MUSEUM EXHIBIT PROGRAM SPECIALIST	GS07
14	P032C	DESIGN CONSULTANT	GS07
15	P038C	HISTORIAN	GS07
16	P065C	DEVELOPMENT SPECIALIST	GS07
17	P068C	RADIO PRODUCER	GS07
18	R018C	DFA EBD PROGRAM SUPERVISOR	GS07
19	R024C	ASSISTANT PERSONNEL MANAGER	GS07
20	S008C	CAMPUS MAINTENANCE SUPERVISOR	GS07
21	S015C	ASST LODGE MANAGER	GS07
22	S093C	ASP FLEET MANAGER	GS07
23	S096C	ADC CONSTRUCTION SUPERVISOR	GS07
24	T029C	CLEST SENIOR AGENT	GS09
25	T030C	PUBLIC SAFETY COMMANDER I	GS07
26	T032C	DFA REVENUE SECURITY COORDINATOR	GS07
27	T043C	MILITARY DEPUTY FIRE CHIEF	GS07
28	T044C	IA SUPERVISOR	GS07
29	T045C	DCC PAROLE/PROBATION OFFICER	GS07
30	T054C	ADC/DCC LIEUTENANT	GS07
31	T100C	ASP TROOPER	GS07
32	U009U	VETERANS CHILD WELFARE DIR	GS07
33	V008C	BUYER SUPERVISOR	GS07
34	V011C	MEDICAL BUYER	GS07
35	X028C	BD OF BARBER EXAM SECRETARY	GS07
36	X036C	ADEQ INSPECTOR SUPERVISOR	GS07

1	X047C	REAL ESTATE MANAGER	GS07
2	X049C	PROPERTY ASSESSMENT COORD MANAGER	GS07
3	X053C	INTERNAL AFFAIRS MANAGER	GS07
4	X054C	ENVIRONMENTAL PROGRAM COORDINATOR	GS07
5	X056C	CAPITAL CONFLICTS INVESTIGATOR	GS07
6	X058C	AGRI COMMODITY AREA SUPERVISOR	GS07
7	X059C	ADEQ ENFORCEMENT COORDINATOR	GS07
8	X060C	SENIOR ENVIRONMENTAL HEALTH SPECIALIST	GS07
9	X061C	SECURITIES EXAMINER	GS07
10	X065C	LABOR INSPECTOR	GS07
11	X066C	INSURANCE PREMIUM TAX EXAMINER	GS07
12	X068C	ETHICS COMMISSION COMPLIANCE SPECIALIST	GS07
13	X076C	TITLE INSURANCE COMPLIANCE OFFICER	GS07
14	X077C	REAL ESTATE OFFICER	GS07
15	X080C	PROPERTY & CASUALTY COMPLIANCE OFFICER	GS07
16	X083C	INSURANCE LIFE & HEALTH COMP OFFICER	GS07
17	X089C	AUCTIONEER BD SECRETARY	GS07
18	X090C	ASP/CACD SENIOR INVESTIGATOR	GS07
19	X095C	QUALITY ASSURANCE ANALYST	GS07
20	X103C	DENTAL EXAMINERS BD INVESTIGATOR	GS07
21	X104C	DDSSA CLAIMS ADJUDICATOR II	GS07
22	X108C	ASP DL/CDL COORDINATOR	GS07
23	X109C	AFC INVESTIGATOR	GS07
24	X111C	AGRI INSPECTOR SUPV	GS07
25	X112C	AFHC CHIEF INVESTIGATOR	GS07
26	X125C	FRAUD INVESTIGATOR COORDINATOR	GS07
27	X137C	PAROLE BOARD INVESTIGATOR	GS07
28	X139C	DWS UI INVESTIGATOR	GS06
29	X147C	AR TOWING & RECOVERY BOARD DIRECTOR	GS07
30	X187C	JDDC INVESTIGATOR	GS07
31	X200C	MEDICAID FRAUD INVESTIGATOR	GS07
32	M029C	CHILD SUPPORT SUPERVISOR II	GS07
33	M042C	DHS STAFF SUPERVISOR	GS07
34	M043C	DDS PROGRAM COORDINATOR	GS07
35	A048C	DIS RATE ANALYST	GS06
36	A074C	FISCAL SUPPORT SUPERVISOR	GS06

1	A077C	DFA LOCAL REVENUE OFFICE MANAGER	GS06
2	A080C	FINANCE AUTHORITY SPECIALIST	GS06
3	A083C	RETIREMENT ANALYST	GS06
4	A084C	PROGRAM/FIELD AUDIT SPECIALIST	GS06
5	A086C	BD OF ACCT CHIEF FISCAL OFFICER	GS06
6	A092C	DWS FIELD TAX REP	GS06
7	A093C	STATISTICIAN	GS06
8	A114C	OMIG AUDITOR	GS06
9	B040C	ADC AGRICULTURE PRODUCTION SUPERVISOR	GS06
10	B057C	VETERINARY BOARD EXEC DIRECTOR	GS08
11	B059C	ANRC PROGRAM COORDINATOR	GS06
12	B073C	FORENSIC TECHNICIAN SUPERVISOR	GS06
13	B076C	RESEARCH PROJECT ANALYST	GS06
14	B078C	METROLOGIST	GS06
15	B085C	PARK SUPERINTENDENT I	GS06
16	B086C	LAND MANAGEMENT SPECIALIST	GS06
17	B087C	ENERGY CONSERVATION COORD	GS06
18	B088C	COUNTY FOREST RANGER	GS06
19	B097C	NATURAL RESOURCES PROGRAM SPECIALIST	GS06
20	C006C	ARKANSAS SENTENCING COMMISSION ASSISTANT DIRECTOR	GS06
21	C013C	MEDICAL SERVICES REPRESENTATIVE	GS06
22	C017C	HEALTH ADMINISTRATIVE COORDINATOR	GS06
23	C018C	DFA EXECUTIVE ASSISTANT TO THE CMSNR	GS06
24	C020C	STUDENT APPLICATIONS SPECIALIST	GS06
25	C026C	RECORDS/INTAKE SUPERVISOR	GS06
26	C029C	HEARING OFFICER	GS06
27	C031C	ENG & LAND SURVEYORS ASST EXEC DIR	GS07
28	C032C	DWS UI CLAIM TECHNICIAN	GS06
29	C094C	ATHLETIC COMMISSION PROGRAM MANAGER	GS06
30	D070C	DIS ACCOUNTS SPECIALIST	GS06
31	D074C	TELECOMMUNICATIONS SUPERVISOR	GS06
32	D076C	COMMUNICATIONS SYSTEMS SUPERVISOR	GS06
33	E028C	SIGN LANGUAGE INTERPRETER	GS06
34	E033C	DFA ORGANIZATIONAL DEVELOPMENT SPEC	GS06
35	E037C	EDUCATION PROGRAM SPECIALIST	GS06
36	E038C	EDUCATION & INSTRUCTION ANALYST	GS06

1	<i>E039C</i>	<i>DHS/DSB TEACHER FOR THE BLIND</i>	<i>GS06</i>
2	<i>E043C</i>	<i>CERTIFIED VOCATIONAL TEACHER</i>	<i>GS06</i>
3	<i>E044C</i>	<i>CERTIFIED BACHELORS TEACHER</i>	<i>GS06</i>
4	<i>E045C</i>	<i>ACIC TRAINING COORDINATOR</i>	<i>GS06</i>
5	<i>E047C</i>	<i>PUBLIC HEALTH EDUCATOR</i>	<i>GS06</i>
6	<i>E052C</i>	<i>LIBRARIAN</i>	<i>GS06</i>
7	<i>G122C</i>	<i>PUBLIC DEFENDER PROGRAM COORDINATOR</i>	<i>GS06</i>
8	<i>G123C</i>	<i>PSC CLERK</i>	<i>GS06</i>
9	<i>G124C</i>	<i>OMBUDSMAN</i>	<i>GS06</i>
10	<i>G141C</i>	<i>ADC INDUSTRY ASSISTANT ADMR</i>	<i>GS06</i>
11	<i>G149C</i>	<i>DWS FIELD MANAGER I</i>	<i>GS07</i>
12	<i>G160C</i>	<i>WCC PROGRAM COORDINATOR</i>	<i>GS06</i>
13	<i>G161C</i>	<i>VICTIM/WITNESS COORDINATOR</i>	<i>GS06</i>
14	<i>G162C</i>	<i>SBEC ELECTION COORDINATOR</i>	<i>GS06</i>
15	<i>G166C</i>	<i>MILITARY PROGRAM COORDINATOR</i>	<i>GS06</i>
16	<i>G170C</i>	<i>DHS ADMINISTRATIVE REVIEW OFFICER</i>	<i>GS06</i>
17	<i>G171C</i>	<i>COORD OF AFRICAN AMERICAN HIST PRGM</i>	<i>GS06</i>
18	<i>G172C</i>	<i>CAREER PLANNING & PLAC COORDINATOR</i>	<i>GS06</i>
19	<i>G175C</i>	<i>ADEM PROGRAM COORDINATOR</i>	<i>GS06</i>
20	<i>G178C</i>	<i>POLICY DEVELOPMENT COORDINATOR</i>	<i>GS06</i>
21	<i>G179C</i>	<i>LEGAL SERVICES SPECIALIST</i>	<i>GS06</i>
22	<i>G180C</i>	<i>GRANTS ANALYST</i>	<i>GS06</i>
23	<i>G181C</i>	<i>DWS PROGRAM MONITOR</i>	<i>GS07</i>
24	<i>G182C</i>	<i>DHS/DDS PROGRAM COORDINATOR</i>	<i>GS07</i>
25	<i>G184C</i>	<i>DHS PROGRAM CONSULTANT</i>	<i>GS06</i>
26	<i>G186C</i>	<i>DAH PROGRAM COORDINATOR</i>	<i>GS06</i>
27	<i>G192C</i>	<i>ACIC PROGRAM ANALYST</i>	<i>GS06</i>
28	<i>G193C</i>	<i>WCC PROGRAM SPECIALIST</i>	<i>GS06</i>
29	<i>G194C</i>	<i>PUBLIC DEFENDER INTERPRETER</i>	<i>GS06</i>
30	<i>G198C</i>	<i>DHS/DAAS PROGRAM SPECIALIST</i>	<i>GS06</i>
31	<i>G199C</i>	<i>DDSSA PROFESSIONAL RELATIONS OFFICER</i>	<i>GS06</i>
32	<i>G202C</i>	<i>VOLUNTEER PROGRAM COORDINATOR</i>	<i>GS06</i>
33	<i>G204C</i>	<i>PLANNING SPECIALIST</i>	<i>GS06</i>
34	<i>G205C</i>	<i>PARK PROGRAM SPECIALIST</i>	<i>GS06</i>
35	<i>G206C</i>	<i>LODGE SALES DIRECTOR</i>	<i>GS06</i>
36	<i>G208C</i>	<i>EMERGENCY PLANNER</i>	<i>GS06</i>

1	G210C	DHS PROGRAM SPECIALIST	GS06
2	G214C	GRANTS SPECIALIST	GS06
3	G217C	DWS WORKFORCE SPECIALIST	GS06
4	G230C	JDDC PARALEGAL	GS06
5	G232C	ENERGY CONSERVATION MANAGER	GS06
6	G242C	DRUG COURT CASE COORDINATOR	GS06
7	L039C	NUTRITIONIST	GS07
8	L044C	DHS BEHAV HLTH CASE REVIEW ANALYST	GS06
9	L051C	REHABILITATION COUNSELOR	GS06
10	L053C	HEALTH PROGRAM SPECIALIST I	GS06
11	L058C	DISEASE INTERVENTION SPECIALIST	GS06
12	L060C	REHAB INSTRUCTOR SUPERVISOR	GS06
13	L063C	FAMILY CONSUMER SCIENCE SPECIALIST	GS06
14	L065C	EMERGENCY MEDICAL SERVICES SPEC	GS06
15	L069C	LICENSED PRACTICAL NURSE	GS06
16	M021C	DCC TREATMENT SUPERVISOR	GS08
17	M038C	PROGRAM ELIGIBILITY ANALYST	GS06
18	M041C	DHS/DCFS FIELD SERVICES REPRESENTATIVE	GS06
19	M044C	ASSOCIATE PROFESSIONAL COUNSELOR	GS06
20	M045C	ADULT PROTECTIVE SERVICES WORKER	GS06
21	M046C	ADC/DCC TREATMENT COORDINATOR	GS07
22	M047C	YOUTH SERVICES ADVISOR	GS06
23	M048C	SUBSTANCE ABUSE PROGRAM LEADER	GS06
24	M050C	INTERPRETER	GS06
25	M051C	FAMILY SERVICE WORKER	GS06
26	M053C	CHILD CARE SERVICE SPECIALIST	GS06
27	M054C	SOCIAL SERVICE WORKER	GS06
28	M057C	CHAPLAIN	GS06
29	M066C	PROGRAM ELIGIBILITY SPECIALIST	GS06
30	P017C	TELEVISION PRODUCTION COORDINATOR	GS06
31	P019C	TRAVEL INFORMATION WRITER	GS06
32	P021C	EDITOR	GS06
33	P023C	BROADCAST PROMOTION SPECIALIST	GS06
34	P024C	ARCHIVIST	GS06
35	P027C	PUBLIC INFORMATION SPECIALIST	GS06
36	P028C	PARK INTERPRETER II	GS06

1	P029C	MUSEUM PROGRAMS SPECIALIST	GS06
2	P031C	MEDIA SPECIALIST	GS06
3	P034C	ADPT CONSULTANT	GS06
4	P036C	MUSEUM STORE MANAGER	GS06
5	P037C	MUSEUM INTERPRETIVE SPECIALIST	GS06
6	P040C	HISTORICAL RESEARCHER	GS06
7	P041C	COMMERCIAL GRAPHIC ARTIST	GS06
8	P047C	MUSEUM REGISTRAR	GS06
9	R022C	BENEFITS COORDINATOR	GS06
10	R025C	HUMAN RESOURCES ANALYST	GS06
11	R026C	CIVIL RIGHTS/EMPLOYEE RELATIONS COORD	GS06
12	R027C	BUDGET SPECIALIST	GS06
13	R029C	HUMAN RESOURCES RECRUITER	GS06
14	R030C	EEO/GRIEVANCE OFFICER	GS06
15	R034C	DFA EBD BENEFITS SPECIALIST	GS06
16	S009C	ASD/ASB TRANSPORTATION SERVICES COORD	GS06
17	S011C	ADC COMMODITY & FOOD SVC ADMR	GS06
18	S013C	ABA BUILDING/PROGRAM SUPERVISOR	GS06
19	S014C	RESTAURANT MANAGER	GS06
20	S016C	SKILLED TRADES FOREMAN	GS06
21	S017C	MAINTENANCE COORDINATOR	GS06
22	S019C	DIRECTOR MAINTENANCE	GS06
23	S020C	AVIATION TECHNICIAN	GS06
24	S021C	WATER FILTER/WASTE DISPOSAL PLNT SUPV	GS06
25	S023C	PRINT SHOP MANAGER	GS06
26	S027C	ADC INDUSTRIAL SUPERVISOR II	GS06
27	S039C	TELEVISION PROGRAM SPECIALIST	GS06
28	S095C	ADC CONSTRUCTION PROJECT SPECIALIST	GS06
29	S098C	CONSTRUCTION SUPERVISOR	GS06
30	T036C	MILITARY FACILITIES SUPERVISOR	GS06
31	T039C	ADC INMATE TRANSPORTATION COORD	GS06
32	T040C	ADC ASSISTANT HEAD FARM MANAGER	GS06
33	T041C	WORK RELEASE PROGRAM SUPERVISOR	GS06
34	T049C	MILITARY FIREFIGHTER SHIFT LEADER	GS06
35	T050C	LAW ENFORCEMENT STANDARDS SPECIALIST	GS06
36	T051C	PUBLIC SAFETY SUPERVISOR	GS06

1	T052C	DHS/DBHS PUBLIC SAFETY SUPERVISOR	GS06
2	T053C	AGRICULTURE UNIT SUPERVISOR II	GS06
3	T056C	PARK RANGER II	GS06
4	T061C	SENIOR IA	GS06
5	T062C	PUBLIC SAFETY DIRECTOR	GS06
6	T065C	ADC/DCC CORRECTIONAL SERGEANT	GS06
7	T093C	DCC PAROLE/PROBATION OFFICER II	GS06
8	T103C	LAW ENFORCEMENT TRAINING INSTRUCTOR	GS06
9	T105C	PAROLE BOARD VICTIM INPUT COORDINATOR	GS06
10	V010C	DFA BUYER	GS06
11	V033C	DFA OSP SURPLUS PROPERTY SUPERVISOR	GS06
12	X063C	PUBLIC DEFENDER INVESTIGATOR	GS06
13	X073C	CONTRACTORS BOARD INVESTIGATOR	GS06
14	X074C	ATC AUDITOR/INVESTIGATOR	GS06
15	X075C	ADEQ ENFORCEMENT ANALYST	GS06
16	X079C	PROPERTY ASSESSMENT AUDITOR SUPERVISOR	GS06
17	X081C	PLUMBING/HVACR INSPECTOR SUPERVISOR	GS06
18	X082C	OIL & GAS INSPECTOR	GS05
19	X084C	DFA DOG RACING SUPERVISOR	GS06
20	X087C	ASBCE EXECUTIVE DIRECTOR	GS06
21	X088C	EMBALMERS & FUNERAL DIR INVESTIGATOR	GS06
22	X091C	AREC SR REAL ESTATE INVESTIGATOR	GS06
23	X093C	ADEQ INSPECTOR	GS06
24	X094C	SERVICES & PROGRAM LICENSING SPECIALIST	GS06
25	X098C	OIL & GAS TECHNICIAN	GS04
26	X099C	MOTOR VEHICLE LICENSE SUPERVISOR	GS06
27	X101C	INTERNAL AFFAIRS INVESTIGATOR	GS06
28	X102C	ENVIRONMENTAL HEALTH SPECIALIST	GS06
29	X105C	CONTRACTORS LICENSING COORDINATOR	GS06
30	X106C	CAPITOL ZONING DISTRICT PLNG & PRESV DIR	GS06
31	X107C	ASP/CACD INVESTIGATOR	GS06
32	X113C	VETERANS CLAIMS SPECIALIST	GS06
33	X115C	SOCIAL SECURITY ANALYST	GS06
34	X118C	PLANT BOARD INSPECTOR SUPERVISOR	GS06
35	X120C	MOTOR VEHICLE INVESTIGATOR	GS06
36	X133C	ADC/DCC INTERNAL AFFAIRS INVESTIGATOR	GS06

1	X136C	QUALITY ASSURANCE REVIEWER	GS06
2	X138C	FIRE PROTECTION LICENSING BOARD DIRECTOR	GS06
3	X140C	APB ADMINISTRATIVE DIRECTOR	GS06
4	X143C	DDSSA CLAIMS ADJUDICATOR I	GS06
5	X145C	BOARD OF OPTOMETRY EXECUTIVE DIRECTOR	GS06
6	X150C	AFHC INVESTIGATOR	GS06
7	X156C	FRAUD INVESTIGATOR	GS06
8	X186C	ADEQ AIR COMPLIANCE MONITOR	GS06
9	X193C	AHIRB EXECUTIVE DIRECTOR	GS06
10	X196C	ATC SENIOR ENFORCEMENT AGENT	GS06
11	X198C	RACING COMMISSION INVESTIGATOR	GS06
12	E046C	TRAINING INSTRUCTOR	GS06
13	M052C	CHILD SUPPORT SUPERVISOR I	GS06
14	X154C	PUBLIC ASSISTANCE INVESTIGATOR	GS06
15	P049C	GRAPHIC ARTIST	GS06
16	A069C	DFA REVENUE OFFICE ASST DISTRICT MANAGER	GS05
17	A088C	ASSETS COORDINATOR	GS05
18	A090C	PAYROLL SERVICES SPECIALIST	GS05
19	A091C	FISCAL SUPPORT ANALYST	GS05
20	A094C	DFA LOCAL REVENUE OFFICE SUPERVISOR	GS05
21	A099C	CREDIT & COLLECTIONS SUPV	GS05
22	B083C	ASP AFIS COORDINATOR	GS05
23	B090C	ENGINEER TECHNICIAN	GS05
24	B093C	LAND RESOURCE SPECIALIST	GS05
25	B094C	FORENSIC TECHNICIAN	GS05
26	B098C	FOREST RANGER II	GS05
27	B100C	ARCHITECTURAL DRAFTSMAN	GS05
28	B105C	FARM FOREMAN - INST	GS05
29	B108C	LABORATORY COORDINATOR	GS05
30	B109C	SURVEY CREW CHIEF	GS05
31	B120C	FARM MAINTENANCE MECHANIC	GS05
32	C008C	STADIUM COMMISSION OFFICE MANAGER	GS05
33	C012C	PUBLIC DEFENDER SUPPORT SVCS SPECIALIST	GS05
34	C016C	INSURANCE ADMINISTRATIVE COORDINATOR	GS05
35	C021C	ADPT ARCHIVAL MICROPHOTO SUPV	GS05
36	C022C	BUSINESS OPERATIONS SPECIALIST	GS05

1	C024C	ADC/DCC RECORDS SUPERVISOR	GS05
2	C027C	ADPT WELCOME CENTER MANAGER II	GS05
3	C028C	MEDICAL RECORDS SUPERVISOR	GS05
4	C030C	HEALTH RECORDS SPECIALIST	GS05
5	C035C	ASSISTANT REGISTRAR	GS05
6	C036C	ADMINISTRATIVE REVIEW ANALYST	GS05
7	C037C	ADMINISTRATIVE ANALYST	GS06
8	C038C	ADEM EMERGENCY MANAGEMENT DUTY OFFICER	GS05
9	C040C	LEASING SPECIALIST	GS05
10	C042C	DFA REVENUE SUPERVISOR	GS05
11	C047C	FRONT DESK SUPERVISOR	GS05
12	C050C	ADMINISTRATIVE SUPPORT SUPERVISOR	GS05
13	C054C	LOCAL OFFICE ADMINISTRATIVE SPECIALIST	GS05
14	C092C	JDDC LEGAL/ADMIN SECRETARY	GS05
15	C096C	ADPT OFFICE MANAGER III	GS05
16	D077C	HELP DESK SPECIALIST	GS05
17	D081C	TELECOMMUNICATIONS SPECIALIST	GS05
18	D085C	COMMUNICATIONS SUPERVISOR	GS05
19	D087C	DATABASE COORD/BUSINESS LICENSE ANALYST	GS05
20	E049C	VOCATIONAL INSTRUCTOR	GS05
21	E050C	LIBRARY SUPERVISOR	GS05
22	E051C	STAFF DEVELOPMENT SPECIALIST	GS05
23	E054C	ADC/DCC UNIT TRAINER	GS05
24	E055C	DAY CARE TEACHER	GS05
25	G187C	CREDENTIALING COORDINATION SUPERVISOR	GS05
26	G200C	CLASSIFICATION & ASSIGNMENT OFFICER	GS05
27	G201C	WCC CLAIMS ANALYST	GS05
28	G207C	FINANCIAL AID ANALYST	GS05
29	G215C	CAREER PLANNING & PLACEMENT SPECIALIST	GS05
30	G216C	ADC INMATE GRIEVANCE COORDINATOR	GS05
31	G218C	STUDENT RECRUITMENT SPECIALIST	GS05
32	G236C	DHS/DOV AREA COORDINATOR	GS05
33	G237C	VETERANS CEMETERY MANAGER	GS05
34	L066C	REHABILITATION INSTRUCTOR	GS05
35	L070C	HEALTH CARE ANALYST	GS05
36	L071C	DENTAL HYGIENIST	GS05

1	L072C	ADC HIV/AIDS EDUCATOR	GS05
2	M004C	RESIDENTIAL OPERATIONS MANAGER	GS05
3	M056C	MILITARY HOUSING MANAGER	GS05
4	M058C	ADC/DCC PROGRAM SPECIALIST	GS05
5	M059C	ADC/DCC ADVISOR	GS05
6	M060C	YOUTH PROGRAM COORDINATOR	GS05
7	M061C	VOCATIONAL REHAB EVALUATOR	GS05
8	M064C	RESIDENTIAL ACTIVITIES SUPERVISOR	GS05
9	M065C	RECREATIONAL ACTIVITY SUPERVISOR	GS05
10	M067C	CHILD SUPPORT SPECIALIST II	GS05
11	M072C	RECREATION COORDINATOR	GS05
12	M091C	ARNG YOUTH PROGRAM SHIFT LEADER	GS05
13	P026C	RADIO PROGRAM DIRECTOR	GS05
14	P035C	PARK INTERPRETER	GS05
15	P042C	BROADCAST PRODUCTION SPECIALIST	GS05
16	P044C	ADC SALES REPRESENTATIVE	GS05
17	P046C	PHOTOGRAPHER	GS05
18	R031C	INSTITUTION HUMAN RESOURCES COORDINATOR	GS05
19	R032C	HUMAN RESOURCES PROGRAM REPRESENTATIVE	GS05
20	R033C	BENEFITS ANALYST	GS05
21	S018C	HVACR MECHANICAL INSPECTOR	GS05
22	S022C	SKILLED TRADES SUPERVISOR	GS05
23	S024C	CONSTRUCTION/MAINTENANCE COORD	GS05
24	S025C	BUILDING AND GROUNDS COORDINATOR	GS05
25	S026C	ADC/DCC ASST MAINTENANCE SUPERVISOR	GS05
26	S028C	SCHOOL BUS DRIVER TRAINER	GS05
27	S030C	WATER FILTER/WASTE DISPOSAL PLNT OPER	GS05
28	S032C	PRINT SHOP SUPERVISOR	GS05
29	S033C	MAINTENANCE SUPERVISOR	GS05
30	S034C	INTERSTATE TRUCK DRIVER	GS05
31	S035C	FABRICATION SHOP MANAGER	GS05
32	S036C	AUTO/DIESEL MECHANIC SUPERVISOR	GS05
33	S038C	TRANSIT OPERATIONS SUPERVISOR	GS05
34	S041C	BOILER OPERATOR	GS05
35	S048C	ASST RESTAURANT MANAGER	GS05
36	S049C	LODGE HOUSEKEEPING SUPERVISOR	GS05

1	<i>S069C</i>	<i>RADIO DISPATCH OPERATOR</i>	<i>GS05</i>
2	<i>S102C</i>	<i>PARK SPECIALIST III</i>	<i>GS05</i>
3	<i>T046C</i>	<i>ASP/CACD HOTLINE SUPERVISOR</i>	<i>GS06</i>
4	<i>T055C</i>	<i>PUBLIC SAFETY OFFICER</i>	<i>GS05</i>
5	<i>T058C</i>	<i>AGRICULTURE UNIT SUPERVISOR I</i>	<i>GS05</i>
6	<i>T059C</i>	<i>ADC/DCC FOOD PREPARATION MANAGER</i>	<i>GS05</i>
7	<i>T060C</i>	<i>SENIOR MILITARY FIREFIGHTER</i>	<i>GS05</i>
8	<i>T063C</i>	<i>PARK RANGER</i>	<i>GS05</i>
9	<i>T064C</i>	<i>CIVIL AIR PATROL SERVICES COORDINATOR</i>	<i>GS05</i>
10	<i>T067C</i>	<i>PUBLIC SAFETY OFFICER II</i>	<i>GS05</i>
11	<i>T068C</i>	<i>FIRING RANGE SPECIALIST</i>	<i>GS05</i>
12	<i>T069C</i>	<i>BOMB TECHNICIAN</i>	<i>GS05</i>
13	<i>T071C</i>	<i>ADC UNIT TRAINING SUPERVISOR</i>	<i>GS05</i>
14	<i>T075C</i>	<i>ADC/DCC CORPORAL</i>	<i>GS05</i>
15	<i>T076C</i>	<i>ADC/DCC ADMIN REVIEW OFFICER</i>	<i>GS05</i>
16	<i>T092C</i>	<i>DCC PAROLE/PROBATION OFFICER I</i>	<i>GS05</i>
17	<i>V012C</i>	<i>FEDERAL SURPLUS PROPERTY SUPERVISOR</i>	<i>GS05</i>
18	<i>V013C</i>	<i>CENTRAL WAREHOUSE OPERATIONS MGR</i>	<i>GS05</i>
19	<i>V014C</i>	<i>BUYER</i>	<i>GS05</i>
20	<i>V015C</i>	<i>PURCHASING SPECIALIST</i>	<i>GS05</i>
21	<i>V018C</i>	<i>WAREHOUSE MANAGER</i>	<i>GS05</i>
22	<i>X078C</i>	<i>PSC UTILITIES SERVICES SPECIALIST</i>	<i>GS05</i>
23	<i>X085C</i>	<i>DFA ABC ENFORCEMENT OFFICER</i>	<i>GS05</i>
24	<i>X096C</i>	<i>PLUMBING INSPECTOR</i>	<i>GS05</i>
25	<i>X100C</i>	<i>LP GAS INSPECTOR</i>	<i>GS05</i>
26	<i>X110C</i>	<i>AREC INVESTIGATOR</i>	<i>GS05</i>
27	<i>X114C</i>	<i>SR AGRI COMMODITY COMPLIANCE INSPECTOR</i>	<i>GS05</i>
28	<i>X116C</i>	<i>SCHOOL BUS TRANS INSPECTOR</i>	<i>GS05</i>
29	<i>X117C</i>	<i>PROPERTY ASSESSMENT AUDITOR</i>	<i>GS05</i>
30	<i>X119C</i>	<i>OCCUPATIONAL SAFETY COORDINATOR</i>	<i>GS05</i>
31	<i>X121C</i>	<i>MANUFACTURED HOUSING SPEC SUPV</i>	<i>GS05</i>
32	<i>X122C</i>	<i>LABOR STANDARDS INVESTIGATOR</i>	<i>GS06</i>
33	<i>X123C</i>	<i>INSURANCE INVESTIGATOR</i>	<i>GS05</i>
34	<i>X124C</i>	<i>HEALTH FACILITY REVIEWER</i>	<i>GS05</i>
35	<i>X127C</i>	<i>DISCIPLINARY HEARING OFFICER</i>	<i>GS05</i>
36	<i>X128C</i>	<i>CORRECTIONAL UNIT ACCREDITATION SPEC</i>	<i>GS05</i>

1	X129C	CONSTRUCTION INSPECTOR	GS05
2	X130C	BD OF COLLECTION FIELD INVESTIGATOR	GS05
3	X131C	ATC ENFORCEMENT AGENT	GS05
4	X132C	AGRI COMMODITY COMPLIANCE INSPECTOR	GS05
5	X142C	DOG RACING COMMISSION JUDGE	GS05
6	X146C	AGRI INSPECTOR III	GS05
7	X151C	SAFETY SUPERVISOR	GS05
8	X163C	QUALITY ASSURANCE TECHNICIAN	GS05
9	X173C	PEST CONTROL TECHNICIAN SUPERVISOR	GS05
10	X191C	MASSAGE THERAPY INSPECTOR	GS05
11	X201C	DDSSA ADJUDICATIVE SPECIALIST	GS05
12	A097C	PAYROLL TECHNICIAN	GS04
13	A098C	FISCAL SUPPORT SPECIALIST	GS04
14	A100C	PAYROLL OFFICER	GS04
15	A101C	ACCOUNTING TECHNICIAN	GS04
16	A102C	FISCAL SUPPORT TECHNICIAN	GS04
17	A104C	DFA RACING COMMISSION OFFICE AUDITOR	GS04
18	B092C	SEED ANALYST SUPERVISOR	GS04
19	B101C	NATURAL RESOURCES PROGRAM TECHNICIAN	GS04
20	B102C	FOREST RANGER I	GS04
21	B103C	AGS SPECIALIST	GS04
22	B106C	RESEARCH ASSISTANT	GS04
23	B111C	LABORATORY TECHNICIAN	GS04
24	C014C	MEDICAL EXAMINER CASE COORDINATOR	GS04
25	C039C	ADPT OFFICE MANAGER II	GS04
26	C043C	RECORDS MANAGEMENT ANALYST	GS04
27	C044C	MEDICAL BILLING SPECIALIST	GS04
28	C045C	LICENSING COORDINATOR	GS04
29	C046C	LEGAL SUPPORT SPECIALIST	GS04
30	C048C	DFA SUPERVISOR	GS04
31	C049C	DDSSA ADJUDICATIVE ASSISTANT	GS04
32	C052C	ADPT OFFICE MANAGER I	GS04
33	C056C	ADMINISTRATIVE SPECIALIST III	GS04
34	C057C	ADMINISTRATION SUPPORT SPECIALIST	GS04
35	C072C	ADMINISTRATIVE SUPPORT SPECIALIST	GS04
36	C083C	MAIL SERVICES COORDINATOR	GS04

1	<i>C091C</i>	<i>ADPT WELCOME CENTER MANAGER I</i>	<i>GS04</i>
2	<i>C098C</i>	<i>RACING COMMISSION ASSISTANT SUPERVISOR</i>	<i>GS04</i>
3	<i>D086C</i>	<i>CALL CENTER ANALYST</i>	<i>GS04</i>
4	<i>D088C</i>	<i>EMERGENCY COMMUNICATION SPECIALIST</i>	<i>GS04</i>
5	<i>G219C</i>	<i>LOGISTICS MANAGER</i>	<i>GS04</i>
6	<i>G220C</i>	<i>DWS UNIT SUPERVISOR</i>	<i>GS05</i>
7	<i>G221C</i>	<i>VEHICLE FACILITIES COORD</i>	<i>GS04</i>
8	<i>L073C</i>	<i>LACTATION CONSULTANT</i>	<i>GS04</i>
9	<i>L074C</i>	<i>THERAPY ASSISTANT</i>	<i>GS04</i>
10	<i>L077C</i>	<i>HEALTH SERVICES SPECIALIST II</i>	<i>GS04</i>
11	<i>L078C</i>	<i>FAMILY SERVICES ASSISTANT</i>	<i>GS04</i>
12	<i>L081C</i>	<i>DENTAL ASSISTANT</i>	<i>GS04</i>
13	<i>M063C</i>	<i>RESIDENTIAL CARE PROGRAM COORDINATOR</i>	<i>GS04</i>
14	<i>M068C</i>	<i>CHILD SUPPORT SPECIALIST I</i>	<i>GS05</i>
15	<i>M069C</i>	<i>YOUTH SERVICES TECHNICIAN</i>	<i>GS04</i>
16	<i>M073C</i>	<i>RESIDENTIAL CARE SUPERVISOR</i>	<i>GS04</i>
17	<i>P043C</i>	<i>ARCHIVAL ASSISTANT</i>	<i>GS04</i>
18	<i>P048C</i>	<i>MULTI-MEDIA SPECIALIST</i>	<i>GS04</i>
19	<i>P057C</i>	<i>LIVESTOCK NEWS REPORTER</i>	<i>GS04</i>
20	<i>R036C</i>	<i>HUMAN RESOURCES SPECIALIST</i>	<i>GS04</i>
21	<i>R037C</i>	<i>BENEFITS TECHNICIAN</i>	<i>GS04</i>
22	<i>R038C</i>	<i>HUMAN RESOURCES ASSISTANT</i>	<i>GS04</i>
23	<i>S031C</i>	<i>SKILLED TRADESMAN</i>	<i>GS04</i>
24	<i>S037C</i>	<i>ABA BUILDING MAINTENANCE SPECIALIST</i>	<i>GS04</i>
25	<i>S040C</i>	<i>CALIBRATION TECHNICIAN</i>	<i>GS04</i>
26	<i>S043C</i>	<i>ADC INDUSTRIAL SUPERVISOR I</i>	<i>GS04</i>
27	<i>S044C</i>	<i>FOOD PREPARATION MANAGER</i>	<i>GS04</i>
28	<i>S046C</i>	<i>MAINTENANCE TECHNICIAN</i>	<i>GS04</i>
29	<i>S047C</i>	<i>LANDSCAPE SUPERVISOR</i>	<i>GS04</i>
30	<i>S051C</i>	<i>INSTRUMENTATION TECHNICIAN</i>	<i>GS04</i>
31	<i>S052C</i>	<i>HEAVY EQUIPMENT SPECIALIST</i>	<i>GS04</i>
32	<i>S053C</i>	<i>AUTO/DIESEL MECHANIC</i>	<i>GS04</i>
33	<i>S061C</i>	<i>CHDC LAUNDRY OPERATIONS MANAGER</i>	<i>GS04</i>
34	<i>S099C</i>	<i>STATIONARY ENGINEER</i>	<i>GS04</i>
35	<i>S104C</i>	<i>ADPT HOUSEKEEPER SUPERVISOR</i>	<i>GS04</i>
36	<i>T066C</i>	<i>MILITARY FIREFIGHTER</i>	<i>GS04</i>

1	T070C	ADC/DCC FOOD PREPARATION SUPERVISOR	GS04
2	T072C	SECURITY OFFICER SUPERVISOR	GS04
3	T077C	ADC MAILROOM SERVICES COORDINATOR	GS04
4	T079C	FACILITY MANAGER II	GS04
5	T083C	ADC/DCC CORRECTIONAL OFFICER I	GS04
6	T102C	ASP CACD SR. HOTLINE OPERATOR	GS04
7	V016C	COMMODITY SPECIALIST	GS04
8	V017C	COMMISSARY COORDINATOR	GS04
9	V019C	SURPLUS PROPERTY SPECIALIST	GS04
10	V020C	INVENTORY CONTROL MANAGER	GS04
11	V021C	SURPLUS PROPERTY AGENT	GS04
12	V022C	PURCHASING TECHNICIAN	GS04
13	V023C	STOREROOM SUPERVISOR	GS04
14	V025C	WAREHOUSE SPECIALIST	GS04
15	X097C	AGRI SPECIALIST	GS04
16	X149C	AGRI COMMODITY COMPLIANCE SPECIALIST	GS04
17	X152C	REAL PROPERTY MANAGEMENT SPECIALIST	GS04
18	X153C	REAL ESTATE ANALYST	GS04
19	X155C	MANUFACTURED HOUSING SPEC	GS04
20	X157C	AGRI INSPECTOR II	GS04
21	X160C	ASP USED MOTOR VEHICLE INSPECTOR	GS04
22	X167C	COMPLAINTS INVESTIGATOR	GS04
23	X168C	BAIL BONDSMAN BOARD INVESTIGATOR	GS04
24	X169C	AREC EXAMINER	GS04
25	X174C	COSMETOLOGY INSPECTOR	GS04
26	X177C	PEST CONTROL TECHNICIAN	GS04
27	X179C	ASP COMMERCIAL DRIVER LICENSE EXAMINER	GS04
28	X181C	COLLECTOR	GS04
29	X182C	ASP DRIVERS LICENSE EXAMINER	GS04
30	X189C	ASP AFIS TECHNICIAN	GS04
31	X195C	ELECTRONICS SECURITY SYSTEMS SENIOR TECH	GS04
32	A095C	PSC TAX DIV VALUATION ANALYST	GS03
33	A096C	COLLECTION OFFICER	GS03
34	A111C	RACING COMMISSION COLLECTOR	GS03
35	B096C	SENIOR SEED ANALYST	GS03
36	B104C	SEED ANALYST	GS03

1	B110C	VETERINARIAN ASSISTANT	GS03
2	B113C	RESEARCH TECHNICIAN	GS03
3	B114C	RESEARCH FIELD TECHNICIAN	GS03
4	B129C	RACING COMMISSION VETERINARIAN ASSISTANT	GS03
5	C053C	MEDICAL RECORDS TECHNICIAN	GS03
6	C058C	EDUCATION PARAPROFESSIONAL	GS03
7	C059C	DFA SERVICE REPRESENTATIVE	GS03
8	C062C	LOCAL OFFICE ADMINISTRATIVE ASSISTANT	GS03
9	C066C	PATIENT ACCOUNT SPECIALIST	GS03
10	C067C	ADPT WELCOME CENTER ASSISTANT MANAGER	GS03
11	C068C	RETAIL SPECIALIST	GS03
12	C069C	LIBRARY TECHNICIAN	GS03
13	C070C	DUPLICATION ASSISTANT	GS03
14	C073C	ADMINISTRATIVE SPECIALIST II	GS03
15	C074C	MEDICAL RECORDS ASSISTANT	GS03
16	C099C	RACING COMMISSION LICENSING CLERK	GS03
17	D090C	COMPUTER PUBLISHING OPERATOR	GS03
18	D091C	COMPUTER LAB TECHNICIAN	GS03
19	E053C	AUDIOVISUAL AIDS SUPV	GS03
20	E058C	LIBRARY SPECIALIST	GS03
21	L067C	PSYCHOLOGICAL INTERN	GS03
22	L082C	CERTIFIED NURSING ASSISTANT	GS03
23	L083C	HEALTH SERVICES SPECIALIST I	GS03
24	L092C	ATHLETIC TRAINER	GS03
25	M070C	YOUTH PROGRAM SPECIALIST	GS03
26	M071C	RESIDENTIAL CARE SHIFT COORDINATOR	GS03
27	M074C	RESIDENTIAL ADVISER	GS03
28	M078C	VOLUNTEER SERVICES COORDINATOR	GS03
29	M081C	RESIDENTIAL CARE SHIFT SUPERVISOR	GS03
30	M084C	BEHAV HLTH AIDE	GS03
31	M090C	DHS PROGRAM ASSISTANT	GS03
32	P039C	INSTITUTIONAL PRINTER	GS03
33	P045C	PUBLIC INFORMATION TECHNICIAN	GS03
34	P054C	ASST LODGE SALES DIRECTOR	GS03
35	P056C	MUSEUM PROGRAM ASSISTANT II	GS03
36	S045C	PRINTING ESTIMATOR/PLANNER	GS03

1	S050C	MAINTENANCE SPECIALIST	GS03
2	S054C	PRINTER	GS03
3	S056C	FOOD PREPARATION SUPERVISOR	GS03
4	S057C	LANDSCAPE SPECIALIST	GS03
5	S058C	EQUIPMENT MECHANIC	GS03
6	S059C	LODGE COOK	GS03
7	S063C	INNKEEPER SPECIALIST	GS03
8	S064C	SKILLED TRADES HELPER	GS03
9	S067C	HOUSEKEEPER SUPERVISOR	GS03
10	S076C	INSTITUTIONAL BEAUTICIAN	GS03
11	S081C	APPRENTICE TRADESMAN	GS03
12	S097C	CONSTRUCTION SPECIALIST	GS03
13	S101C	PARK SPECIALIST II	GS03
14	S103C	ADPT HOUSEKEEPER	GS03
15	T074C	ASP/CACD HOTLINE OPERATOR	GS04
16	T078C	MILITARY FIRE & POLICE OFFICER	GS03
17	T081C	COMMISSARY MANAGER	GS03
18	T082C	ASP EXECUTIVE SECURITY GUARD	GS03
19	T084C	PUBLIC SAFETY SECURITY OFFICER	GS03
20	T085C	FACILITY MANAGER I	GS03
21	T087C	SECURITY OFFICER	GS03
22	V024C	ADC PROPERTY OFFICER	GS03
23	V027C	INVENTORY CONTROL TECHNICIAN	GS03
24	X126C	EMBALMERS & FUNERAL DIR INSPECTOR	GS03
25	X159C	BD OF BARBER EXAM INSPECTOR	GS03
26	X161C	ASP INVESTIGATOR SPECIALIST	GS03
27	X162C	AGRI COMMODITY GRADER II	GS03
28	X164C	AGRI INSPECTOR I	GS03
29	X166C	FIRE PROT LIC BRD INSPECTOR/INVESTIGATOR	GS03
30	X170C	AR TOWING & RECOVERY BD INVESTIGATOR	GS03
31	X171C	AGRI COMMODITY SPECIALIST I	GS03
32	X172C	TAX INVESTIGATOR	GS03
33	X175C	BD OF ACCT CREDENTIALING COORD/EXAM SPEC	GS03
34	X176C	BD OF ACCT ADMIN ASST/LICENSING SPEC	GS03
35	X180C	INSURANCE LICENSING TECHNICIAN	GS03
36	X183C	DWS CLAIMS ADJUDICATOR	GS03

1	X184C	OPTICIANS' BOARD SECRETARY TREASURER	GS03
2	X188C	FIRE MARSHAL INSPECTOR	GS03
3	X194C	ELECTRONICS SECURITY SYSTEMS TECH	GS03
4	X199C	RACING COMMISSION JUDGE	GS03
5	B115C	AGRI FARM TECHNICIAN	GS02
6	B116C	AGRI LABORATORY TECHNICIAN	GS02
7	B130C	RACING COMMISSION WALKER	GS02
8	C076C	DFA TECHNICIAN	GS02
9	C080C	CREDENTIALING ASSISTANT	GS02
10	C082C	REGISTRAR ASSISTANT	GS02
11	C084C	MAIL SERVICES SPECIALIST	GS02
12	C085C	LIBRARY SUPPORT ASSISTANT	GS02
13	C086C	DESK CLERK	GS02
14	C087C	ADMINISTRATIVE SPECIALIST I	GS02
15	C088C	MAIL SERVICES ASSISTANT	GS02
16	D092C	CALL CENTER SPECIALIST	GS02
17	E056C	TEACHER ASSISTANT	GS02
18	E057C	AUDIOVISUAL LABORATORY ASSISTANT	GS02
19	L075C	ORTHOTIST AIDE	GS02
20	L084C	THERAPY AIDE	GS02
21	L085C	PHYSICAL THERAPY AIDE	GS02
22	L088C	NURSING AIDE/NURSING ASST I	GS02
23	M076C	RECREATIONAL ACTIVITY LEADER II	GS02
24	M083C	RESIDENTIAL CARE TECHNICIAN	GS02
25	P055C	SPECIAL EVENTS SUPERVISOR	GS02
26	P060C	MULTI-MEDIA TECHNICIAN	GS02
27	P061C	TRAVEL CONSULTANT	GS02
28	P062C	ARCHIVAL TECHNICIAN	GS02
29	P064C	MUSEUM PROGRAM ASSISTANT I	GS02
30	S060C	HEAVY EQUIPMENT OPERATOR	GS02
31	S062C	INSTITUTIONAL BUS DRIVER	GS02
32	S066C	LANDSCAPE TECHNICIAN	GS02
33	S068C	FOOD PREPARATION COORDINATOR	GS02
34	S070C	EQUIPMENT TECHNICIAN	GS02
35	S082C	CANTEEN SUPERVISOR	GS02
36	S083C	BAKER	GS02

1	S084C	INSTITUTIONAL SERVICES SUPERVISOR	GS02
2	S085C	FOOD PREPARATION SPECIALIST	GS02
3	S088C	KITCHEN ASSISTANT	GS02
4	T086C	FIRE & SAFETY COORDINATOR	GS02
5	T101C	RACING COMMISSION SECURITY GATEMAN	GS02
6	U051U	CLAIMS COMMISSIONER	GS02
7	V028C	WAREHOUSE WORKER	GS02
8	V030C	SHIPPING & RECEIVING CLERK	GS02
9	X178C	FINGERPRINT TECHNICIAN	GS02
10	X185C	ABSTRACTORS BOARD SECRETARY GENERAL	GS02
11	B112C	GREENHOUSE TECHNICIAN	GS01
12	B118C	FARM WORKER	GS01
13	B119C	LAB ASSISTANT	GS01
14	C078C	CASHIER	GS01
15	C089C	LIBRARY TECHNICAL ASSISTANT	GS01
16	L080C	DIETETIC TECHNICIAN	GS01
17	L086C	PHARMACY ASSISTANT	GS01
18	M082C	RECREATIONAL ACTIVITY LEADER I	GS01
19	M085C	CAREGIVER	GS01
20	M089C	RESIDENTIAL CARE ASSISTANT	GS01
21	S065C	MAINTENANCE ASSISTANT	GS01
22	S072C	STADIUM COMMISSION CUSTODIAN	GS01
23	S073C	HOUSEKEEPER	GS01
24	S079C	REPROD EQUIPMENT OPERATOR	GS01
25	S080C	EQUIPMENT OPERATOR	GS01
26	S086C	COOK	GS01
27	S087C	INSTITUTIONAL SERVICES ASSISTANT	GS01
28	S089C	FOOD PREPARATION TECHNICIAN	GS01
29	S090C	WAITRESS/WAITER	GS01
30	S091C	PARK AIDE	GS01
31	S100C	PARK SPECIALIST I	GS01
32	T091C	WATCHMAN	GS01
33	V029C	PURCHASING ASSISTANT	GS01
34	V031C	STOCK CLERK	GS01
35	X141C	DIETETICS LICENSING BOARD SECRETARY	GS01
36	C093C	EXTRA HELP ASSISTANT	MW

1 (c)(1) The classification titles and grades established in this
2 section supersede the classification titles established in a state agency
3 appropriation act using grades other than those established by this section.

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

6
7 SECTION 14. Arkansas Code § 21-5-209 is amended to read as follows:
8 21-5-209. Compensation plan.

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

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

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

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

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

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

1 act of the state agency ~~or institution~~:

2

3 GENERAL SALARIES

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

20

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

29

30 INFORMATION TECHNOLOGY SALARIES

31	IT1	\$33,403	\$40,919	\$48,434
32	IT2	\$37,266	\$45,651	\$54,035
33	IT3	\$41,578	\$50,933	\$60,288
34	IT4	\$46,391	\$56,829	\$67,267
35	IT5	\$51,762	\$63,408	\$75,054
36	IT6	\$57,755	\$70,750	\$83,745

1	IT7	\$64,445	\$78,945	\$93,445
2	IT8	\$71,704	\$87,837	\$103,970
3	IT9	\$80,242	\$98,297	\$116,351
4	IT10	\$89,541	\$109,688	\$129,835
5	IT11	\$99,920	\$122,402	\$144,884
6	IT12	\$111,504	\$136,592	\$161,681

7

8 (3) The following grades and pay levels shall be authorized for
9 the Medical Professional Salaries pay table, effective July 1, 2017, and
10 thereafter, for the state service for all positions of state agencies covered
11 by this subchapter to which a classification title and Medical Professional
12 Salaries salary grade have been assigned in accordance with this subchapter
13 and the appropriation act of the state agency:

14

15 MEDICAL PROFESSIONAL SALARIES

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

26

27 (4) The following grades and pay levels shall be authorized for
28 the Senior Executive Salaries pay table, effective July 1, 2017, and
29 thereafter, for the state service for all positions of state agencies covered
30 by this subchapter to which a classification title and Senior Executive
31 Salaries salary grade have been assigned in accordance with this subchapter
32 and the appropriation act of the state agency:

33

34 SENIOR EXECUTIVE SALARIES

35	SE1	\$108,110	\$127,655	\$147,200
36	SE2	\$120,543	\$138,822	\$157,100

1	SE3	\$134,406	\$150,703	\$167,000
2	SE4	\$149,862	\$165,681	\$181,500
3	SE5	\$167,096	\$184,398	\$201,700

4

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

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

14 (2)(A) With approval of the Legislative Council or, if the
15 General Assembly is in session, the Joint Budget Committee:

16 (i) The Governor may establish the salary of an agency
17 director that is up to fifty percent (50%) above the maximum pay level for
18 the grade assigned to the classification; and

19 (ii) Salaries established by this section may exceed the
20 maximum pay level for the grade assigned to the classification by no more
21 than twenty-five percent (25%) for no more than ten percent (10%) of the
22 positions authorized in the state agency's appropriation act.

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

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

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

34

35 SECTION 15. Arkansas Code § 21-5-210 is amended to read as follows:
36 21-5-210. Implementation of plan – Changes in class specifications.

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

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

13
14 SECTION 16. Arkansas Code § 21-5-211 is amended to read as follows:

15 21-5-211. Implementation procedure for grade changes – Salary
16 adjustments.

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

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

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

28 (b)(1) The rate of compensation an employee shall receive on the first
29 day of Fiscal Year 2018 is an increase of one percent (1%) above the
30 employee's current salary.

31 (2) An employee whose adjusted annual salary falls below the
32 entry pay level for the grade assigned to his or her classification shall be
33 further adjusted to the entry pay level.

34 (3) The salary increase authorized by subdivision (b)(1)(A) of
35 this section shall not may allow an employee's compensation to exceed the
36 maximum pay level amount set out for the position unless the employee is

1 ~~eligible for the career pay level as established in § 21-5-214.~~

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

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

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

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

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

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

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

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

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

1 revenues, federal funds, or trust funds.

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

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

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

16

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

18 ~~21-5-212. Rehired or transferred employees.~~

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

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

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

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

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

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

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

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

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

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

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

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

26 21-5-214. New appointments and other compensation plan provisions.

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

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

36 ~~(i) Prevailing market rates of pay for a specific~~

1 ~~classification title are such that the state agency or institution is unable~~
 2 ~~to competitively recruit at the base pay level for the grade assigned to that~~
 3 ~~classification;~~

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

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

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

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

13 (1) Prevailing labor market conditions;

14 (2) An extraordinarily well-qualified candidate;

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

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

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

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

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

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

36 (4) The Office of Personnel Management shall file a report

1 of special rates of pay established due to prevailing market rates of pay
2 with the Legislative Council or, if the General Assembly is in session, the
3 Joint Budget Committee at the next regularly scheduled meeting following the
4 approval.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

36 (D) All increases up to ten percent (10%) approved under

1 this subdivision (e)(1) shall be reported by the state agency to the Office
2 of Personnel Management and increases above ten percent (10%) shall be
3 approved by the Office of Personnel Management.

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

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

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

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

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

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

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

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

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

1 (g)(1)(A) Upon demotion, an employee's pay shall be decreased by up to
2 ten percent (10%).

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

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

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

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

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

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

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

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

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

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

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

35 ~~(f)(1) An employee who returns to a position in a classification the~~
36 ~~employee formerly occupied within a twelve month period after promotion from~~

1 ~~the classification is eligible for a rate of pay no greater than that for~~
2 ~~which the employee would have been eligible had the employee remained in the~~
3 ~~lower graded classification.~~

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

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

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

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

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

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

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

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

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

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

34 21-5-220. Shift differential.

35 (a)(1) Upon the approval of the Office of Personnel Management, an
36 employee whose working hours do not conform to normal state business hours

1 shall be eligible for additional compensation up to twelve percent (12%) of
2 the hourly rate for which he or she is eligible under this subchapter as a
3 shift differential if:

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

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

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

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

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

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

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

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

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

36 (2) Designated weekend hours begin no earlier than 2:30 p.m. on

1 Friday and end no later than 8:00 a.m. on the following Monday.

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

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

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

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

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

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

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

27

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

29 21-5-221. Compensation differentials.

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

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

1 (A) ~~Agency or institution~~ State agency has documented the
2 need for a compensation differential for specified positions or
3 classifications;

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

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

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

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

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

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

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

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

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

36 (B) The positions shall be certified by the state agency

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

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

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

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

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

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

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

1 (B) Not included as a minimum qualification established or
2 as a special requirement for the classification by the official class
3 specification.

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

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

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

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

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

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

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

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

1 receive.

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

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

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

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

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

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

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

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

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

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

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

36

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

2 21-5-222. Salary administration grids.

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

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

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

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

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

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

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

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

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

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

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

36 (E) A plan of implementation and salary progression ~~must~~

1 shall be approved by the Office of Personnel Management on a biennial basis.

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

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

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

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

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

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

25

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

27 21-5-224. Extra help positions.

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

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

1 (3) Extra help employees of state agencies ~~may~~ shall not exceed
2 ~~one thousand (1,000)~~ one thousand five hundred (1,500) hours per fiscal year
3 as set out in § 19-4-521.

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

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

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

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

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

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

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

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

25 21-5-225. Position pools.

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

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

36 ~~(B) Positions authorized as professional and executive~~

1 ~~classifications may not be reclassified into career service classifications~~
2 ~~utilizing these pool positions.~~

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

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

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

12 (b)(1) The ~~office~~ Office of Personnel Management shall establish and
13 maintain a central growth pool of two hundred (200) ~~career service~~ positions
14 ~~at grade G130 and one hundred (100) professional and executive positions at~~
15 ~~grade N922~~ to be used to establish additional positions in state agencies of
16 the proper classification and grade when the state agency does not have
17 sufficient positions available with the appropriate classification and grade
18 to meet ~~an~~ a state agency's mandated responsibilities.

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

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

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

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

34 ~~(6)~~(5) If the new classifications are necessary for any of these
35 additional positions, the ~~office~~ Office of Personnel Management may assign
36 the appropriate title and grade after review by the ~~Personnel Subcommittee of~~

1 ~~the~~ Legislative Council or, if the General Assembly is in session, the Joint
2 Budget Committee.

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

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

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

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

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

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

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

36 (e)(1) The Office of Personnel Management shall establish and maintain

1 a growth pool of ten (10) positions to be used to establish additional
2 positions by:

3 (A) Elected constitutional officers of this state;

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

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

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

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

15 (F) The Arkansas State Game and Fish Commission.”

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

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

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

31 (3) If an agency requests an approved growth pool position to be
32 continued during the subsequent fiscal year, the position shall be requested
33 as a new position in the agency’s subsequent fiscal year budget request.

34
35 SECTION 24. Arkansas Code § 21-5-1001 is amended to read as follows:
36 21-5-1001. Legislative intent.

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

4 (b)(1) Employees State agency, board, and commission employees shall
5 be evaluated using an instrument approved by the Office of Personnel
6 Management.

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

9
10 SECTION 25. Arkansas Code § 21-5-1002 is repealed.

11 ~~21-5-1002. Performance evaluation categories—Definitions.~~

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

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

17 ~~(2) “Satisfactory” means an overall evaluation which~~
18 ~~demonstrates competency in the performance of the duties and responsibilities~~
19 ~~of the job;~~

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

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

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

28 ~~21-5-1003. Performance evaluation process.~~

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

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

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

36 ~~(3) The employee’s evaluation is completed thirty (30) days~~

1 before the employee's eligibility date unless the agency director has
2 extended for good cause the employer's date for completing the employee's
3 evaluation;

4 ~~(4) The evaluation process identifies performance that is~~
5 ~~"unsatisfactory", "satisfactory", "above average", and "exceeds standards";~~
6 ~~and~~

7 ~~(5) The evaluation process complies with the guidelines~~
8 ~~established by the office.~~

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

12
13 SECTION 27. Arkansas Code § 21-5-1101 is amended to read as follows:

14 21-5-1101. Merit increase pay system – Definition.

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

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

24 ~~(1) Employees of all state agencies, boards, commissions, and~~
25 ~~institutions covered by the Uniform Classification and Compensation Act, §~~
26 ~~21-5-201 et seq.; and~~

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

22 25-8-103. Office of Personnel Management – Personnel Director.

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

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

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

36

1 SECTION 29. EMERGENCY CLAUSE. It is found and determined by the
2 General Assembly of the State of Arkansas that the fiscal year for employees
3 begins on July 1 of every year and that the implementation of the Uniform
4 Classification and Compensation Act is necessary to ensure the continued
5 services and operations of the state. Therefore, an emergency is declared to
6 exist, and this act being necessary for the preservation of the public peace,
7 health, and safety shall become effective on July 1, 2017.

8
9 /s/Hester