

Stricken language would be deleted from and underlined language would be added to present law.  
Act 365 of the Regular Session

State of Arkansas      *As Engrossed: S2/8/17 S2/13/17 S2/22/17*  
91st General Assembly  
Regular Session, 2017

# A Bill

SENATE BILL 289

By: Senator Hester

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

## For An Act To Be Entitled

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

## Subtitle

TO REVISE THE COMPENSATION PLAN UNDER THE UNIFORM CLASSIFICATION AND COMPENSATION ACT AND TO AMEND VARIOUS LAWS CONCERNING EMPLOYEES OF INSTITUTIONS OF HIGHER EDUCATION AND STATE EMPLOYEE SALARIES AND BENEFITS.

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

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

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



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

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

(2) Extra Help.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- (1) Overtime payments as authorized by law;
- (2) Payment of a lump sum to a terminating employee, to include lump-sum payments of sick leave balances upon retirement as provided by law;
- (3) Payment for overlapping pay periods at the end of a fiscal year as defined or authorized by law;
- (4) Payment for the biweekly twenty-seven (27) pay periods;
- (5) Payment for career service recognition as authorized by law;

and

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

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

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

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

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

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

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

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

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

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

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

*SECTION 7. Arkansas Code § 21-5-106(a)(1)(A), concerning annual career service recognition payments, is amended to read as follows:*

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

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

As used in this subchapter:

- (1) "Agency director" means the executive head of all agencies, authorities, departments, boards, commissions, bureaus, councils, or other agencies of the state;
- (2) ~~"Base pay level" means the maximum entry level for classifications assigned to the career service pay plan;~~
- (3) ~~"Base range" means the range of pay between the entry pay level and the base pay level of the appropriate grade for classifications assigned to the career service pay plan;~~
- (4) ~~"Career pay level" means the salary level established on the career service compensation plan in a pay grade that is authorized only for current employees who meet established eligibility criteria;~~
- (5) "Class" or "classification" means a group of positions sufficiently similar as to duties performed, scope of discretion and responsibility, minimum requirements of training and experience or skill, and other characteristics that the same title, the same test of fitness, and the same scale of compensation have been or may be applied to each position in the group;
- ~~(6)~~(3) "Class specification" means a written document which identifies a group of positions that have the same type of work and responsibility and states the general components by providing a class title, class code, distinguishing features and examples of work, knowledge, skills, and abilities, and the necessary minimum education and experience requirements to perform the assigned duties;
- ~~(7)(A)~~(4)(A) "Crossgrade" means a temporary reclassification of a position during the fiscal year.
- (B)(i) The Office of Personnel Management may authorize a temporary change in the classification of a position from the classification authorized in ~~an~~ a state agency ~~or institution~~ appropriation act between legislative sessions to assure correct classification and for other purposes, ~~with the following restrictions:~~
- ~~(i) A position cannot be crossgraded to a classification having a grade higher than the grade originally authorized for the position by the General Assembly in the agency's or institution's~~

~~appropriation act;~~

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(1) The employees of:

(A) Elected constitutional officers of this state;

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

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

(2) The Arkansas State Highway and Transportation Department;

~~and~~

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

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

(5) State-supported institutions of higher education.

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

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

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

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

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

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

21-5-205. Effect on appropriation acts.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Personnel Administrator for further review;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

21-5-208. Classification of positions.

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

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

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

| <u>Class</u> |              |              |
|--------------|--------------|--------------|
| <u>Code</u>  | <u>Title</u> | <u>Grade</u> |

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

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| <i>N011N</i> | <i>DFA CHIEF INFORMATION OFFICER</i>          | <i>SE02</i> |
| <i>N028N</i> | <i>DFA TAX AUDIT ADMINISTRATOR</i>            | <i>SE02</i> |
| <i>N029N</i> | <i>DFA TAX ADMINISTRATOR</i>                  | <i>SE02</i> |
| <i>N030N</i> | <i>DFA STATE REVENUE OFFICE ADMINISTRATOR</i> | <i>SE02</i> |
| <i>N031N</i> | <i>DFA STATE PROCUREMENT ADMINISTRATOR</i>    | <i>SE02</i> |
| <i>N032N</i> | <i>DFA STATE PERSONNEL ADMINISTRATOR</i>      | <i>SE02</i> |
| <i>N033N</i> | <i>DFA ADMINISTRATIVE SVCS ADMINISTRATOR</i>  | <i>SE02</i> |
| <i>N034N</i> | <i>DFA OCSE ADMINISTRATOR</i>                 | <i>SE02</i> |
| <i>N035N</i> | <i>DFA MOTOR VEHICLE ADMINISTRATOR</i>        | <i>SE02</i> |
| <i>N036N</i> | <i>DFA EBD ADMINISTRATOR</i>                  | <i>SE02</i> |
| <i>N037N</i> | <i>DFA DRIVER LICENSE ADMINISTRATOR</i>       | <i>SE02</i> |
| <i>N038N</i> | <i>DFA BUDGET ADMINISTRATOR</i>               | <i>SE02</i> |
| <i>N040N</i> | <i>DHS CHIEF INFORMATION OFFICER</i>          | <i>SE02</i> |
| <i>N042N</i> | <i>DFA TAX RESEARCH ADMINISTRATOR</i>         | <i>SE02</i> |
| <i>N181N</i> | <i>DIRECTOR OF MEDICAL SERVICES</i>           | <i>SE02</i> |
| <i>U007U</i> | <i>WCC COMMISSIONER</i>                       | <i>SE02</i> |
| <i>U008U</i> | <i>ADVA DIRECTOR</i>                          | <i>SE02</i> |
| <i>U018U</i> | <i>DAH DIRECTOR</i>                           | <i>SE02</i> |
| <i>U022U</i> | <i>LABOR DIRECTOR</i>                         | <i>SE02</i> |
| <i>U032U</i> | <i>AETN DIRECTOR</i>                          | <i>SE02</i> |
| <i>U040U</i> | <i>SECURITIES COMMISSIONER</i>                | <i>SE02</i> |
| <i>U042U</i> | <i>INSURANCE CHIEF DEPUTY COMMISSIONER</i>    | <i>SE02</i> |
| <i>U052U</i> | <i>ABA DIRECTOR</i>                           | <i>SE02</i> |
| <i>U062U</i> | <i>ADC CHIEF DEPUTY DIRECTOR</i>              | <i>SE02</i> |
| <i>U072U</i> | <i>SECRETARY OF AGRICULTURE</i>               | <i>SE02</i> |
| <i>U073U</i> | <i>DIS DEPUTY DIRECTOR</i>                    | <i>SE03</i> |
| <i>U082U</i> | <i>PUBLIC DEF COMM EXEC DIRECTOR</i>          | <i>SE02</i> |
| <i>U084U</i> | <i>DCC DIRECTOR</i>                           | <i>SE02</i> |
| <i>U086U</i> | <i>BANK ASSISTANT COMMISSIONER</i>            | <i>SE02</i> |
| <i>U089U</i> | <i>DHE DEPUTY DIRECTOR</i>                    | <i>SE02</i> |
| <i>U091U</i> | <i>PROSECUTOR COORDINATOR</i>                 | <i>SE02</i> |
| <i>U094U</i> | <i>CRIME LAB EXECUTIVE DIRECTOR</i>           | <i>SE02</i> |
| <i>U100U</i> | <i>WCC CHAIRMAN</i>                           | <i>SE03</i> |
| <i>D011N</i> | <i>ADE DIRECTOR OF INFORMATION SYSTEMS</i>    | <i>SE01</i> |
| <i>D012N</i> | <i>DFA DEPUTY ADMINISTRATOR</i>               | <i>SE01</i> |
| <i>G004N</i> | <i>DHS CHIEF ATTORNEY</i>                     | <i>SE01</i> |

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| <i>G029N</i> | <i>DHS DIRECTOR OF POLICY AND LEGAL</i>              | <i>SE01</i> |
| <i>N005N</i> | <i>ADE ASST COMMISSIONER LEARNING SERVICES</i>       | <i>SE01</i> |
| <i>N006N</i> | <i>ADE ASST COMMISSIONER PUB SCH ACCOUNT</i>         | <i>SE01</i> |
| <i>N008N</i> | <i>ASST COMMISSIONER RESEARCH &amp; TECHNOLOGY</i>   | <i>SE01</i> |
| <i>N009N</i> | <i>ASST COMMISSIONER FISCAL &amp; ADMIN SVCS</i>     | <i>SE01</i> |
| <i>N010N</i> | <i>ASST COMMISSIONER OF HUMAN RESOURCES</i>          | <i>SE01</i> |
|              | <i>ADE DIRECTOR FOR PUBLIC SCHOOL FACILITIES AND</i> |             |
| <i>N015N</i> | <i>TRANSPORTATION</i>                                | <i>SE01</i> |
| <i>N018N</i> | <i>DHS DEP DIR COUNTY OPERATIONS</i>                 | <i>SE01</i> |
| <i>N019N</i> | <i>DHS DEP DIR BEHAV HLTH SERVICES</i>               | <i>SE01</i> |
| <i>N020N</i> | <i>DHS DDS COMMISSIONER</i>                          | <i>SE01</i> |
| <i>N021N</i> | <i>DHS DEPUTY DIRECTOR - DCFS</i>                    | <i>SE01</i> |
| <i>N024N</i> | <i>DIRECTOR STUDENT LOAN AUTHORITY</i>               | <i>SE01</i> |
| <i>N025N</i> | <i>INSURANCE DEPUTY COMMISSIONER INFO SVCS</i>       | <i>SE01</i> |
| <i>N026N</i> | <i>DHS DEPUTY DIRECTOR OF DYS</i>                    | <i>SE01</i> |
| <i>N027N</i> | <i>DHS DEPUTY DIRECTOR ADULT SERVICES</i>            | <i>SE01</i> |
| <i>N057N</i> | <i>ASP DEPUTY DIRECTOR/LT. COLONEL</i>               | <i>SE02</i> |
| <i>N082N</i> | <i>DFA INTERNAL AUDIT ADMINISTRATOR</i>              | <i>SE01</i> |
| <i>N182N</i> | <i>ASH CHIEF OPERATING OFFICER</i>                   | <i>SE01</i> |
| <i>U003U</i> | <i>STATE FORESTER</i>                                | <i>SE01</i> |
| <i>U004U</i> | <i>PSC COMMISSIONER</i>                              | <i>SE01</i> |
| <i>U012U</i> | <i>REHABILITATION SERVICES COMMISSIONER</i>          | <i>SE01</i> |
| <i>U013U</i> | <i>ADEM DIRECTOR</i>                                 | <i>SE01</i> |
| <i>U020U</i> | <i>DAH ASSISTANT DIRECTOR</i>                        | <i>SE01</i> |
| <i>U025U</i> | <i>HEALTH PERMIT SERVICES DIRECTOR</i>               | <i>SE01</i> |
| <i>U029U</i> | <i>DEAF SCHOOL SUPERINTENDENT</i>                    | <i>SE01</i> |
| <i>U030U</i> | <i>BLIND SCHOOL SUPERINTENDENT</i>                   | <i>SE01</i> |
| <i>U031U</i> | <i>STATE LIBRARY DIRECTOR</i>                        | <i>SE01</i> |
| <i>U036U</i> | <i>AR APPEALS TRIBUNAL CHAIRMAN</i>                  | <i>SE01</i> |
| <i>U038U</i> | <i>PAROLE BOARD CHAIRMAN</i>                         | <i>SE01</i> |
| <i>U039U</i> | <i>STATE GEOLOGIST</i>                               | <i>SE01</i> |
| <i>U043U</i> | <i>ANRC EXECUTIVE DIRECTOR</i>                       | <i>SE01</i> |
| <i>U044U</i> | <i>PLANT BOARD DIRECTOR</i>                          | <i>SE01</i> |
| <i>U045U</i> | <i>OIL &amp; GAS DIRECTOR</i>                        | <i>SE01</i> |
| <i>U046U</i> | <i>WCC CHIEF EXEC OFFICER</i>                        | <i>SE01</i> |
| <i>U048U</i> | <i>ARLPC DIRECTOR</i>                                | <i>SE01</i> |

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

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

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| <i>N017N</i> | <i>ADH CHIEF INFORMATION OFFICER</i>                | <i>IT11</i> |
| <i>D002C</i> | <i>DFA OIS ASSISTANT ADMINISTRATOR</i>              | <i>IT10</i> |
| <i>D003N</i> | <i>STATE CHIEF SECURITY OFFICER</i>                 | <i>SE02</i> |
| <i>D006N</i> | <i>STATE SYSTEMS ARCHITECT</i>                      | <i>IT10</i> |
| <i>D007N</i> | <i>STATE GEOGRAPHIC INFO OFFICER</i>                | <i>IT10</i> |
| <i>D009C</i> | <i>DIS OPERATIONS CENTER MANAGER</i>                | <i>IT10</i> |
| <i>D009N</i> | <i>AASIS SYSTEM ADMINISTRATOR</i>                   | <i>IT10</i> |
| <i>D010C</i> | <i>DATA WAREHOUSE LEAD</i>                          | <i>IT10</i> |
| <i>D014N</i> | <i>DIS EEF DIVISION DIRECTOR</i>                    | <i>IT10</i> |
| <i>D015N</i> | <i>APERS DIRECTOR OF INFORMATION TECHNOLOGY</i>     | <i>IT10</i> |
| <i>D028N</i> | <i>REGULATORY HEALTH LINK TECH OFFICER</i>          | <i>IT10</i> |
| <i>D001C</i> | <i>STATE DATABASE ADMINISTRATOR</i>                 | <i>IT09</i> |
| <i>D003C</i> | <i>STATE SYSTEMS ADMINISTRATOR LEAD</i>             | <i>IT09</i> |
| <i>D005C</i> | <i>STATE IT SECURITY ANALYST</i>                    | <i>IT09</i> |
| <i>D011C</i> | <i>DFA ERP SYSTEM MANAGER</i>                       | <i>IT09</i> |
| <i>D022N</i> | <i>IT SENIOR PROJECT MANAGER</i>                    | <i>IT09</i> |
| <i>D025N</i> | <i>DHS IT SENIOR ENGINEER</i>                       | <i>IT09</i> |
| <i>D105C</i> | <i>ADE STATE NETWORK ENGINEER</i>                   | <i>IT09</i> |
| <i>N178N</i> | <i>ARS CHIEF INFORMATION OFFICER</i>                | <i>IT09</i> |
| <i>E007N</i> | <i>ADE DIRECTOR OF COMPUTER SCIENCE</i>             | <i>IT09</i> |
| <i>D006C</i> | <i>SOFTWARE ENGINEER LEAD</i>                       | <i>IT08</i> |
| <i>D007C</i> | <i>INFORMATION SYSTEMS MANAGER</i>                  | <i>IT08</i> |
| <i>D008C</i> | <i>GIS LEAD</i>                                     | <i>IT08</i> |
| <i>D010N</i> | <i>INSURANCE CHIEF TECHNOLOGY OFFICER</i>           | <i>IT08</i> |
| <i>D012C</i> | <i>DATABASE SPECIALIST</i>                          | <i>IT08</i> |
| <i>D013C</i> | <i>BANK IT ADMINISTRATOR</i>                        | <i>IT08</i> |
| <i>D014C</i> | <i>STATE SYSTEMS ADMINISTRATOR</i>                  | <i>IT08</i> |
| <i>D021C</i> | <i>DFA ERP GROUP LEAD</i>                           | <i>IT08</i> |
| <i>D023N</i> | <i>HIT TECHNICAL DIRECTOR</i>                       | <i>IT08</i> |
| <i>D043C</i> | <i>ADEM INFO TECH DIV DIR</i>                       | <i>IT08</i> |
| <i>D094C</i> | <i>DCC PROJ &amp; ENTERPRISE PROGRAM MGMT ADMIN</i> | <i>IT08</i> |
| <i>D104C</i> | <i>ADE STATE SYSTEMS ADMINISTRATOR</i>              | <i>IT08</i> |
| <i>D015C</i> | <i>STATE NETWORK ENGINEER</i>                       | <i>IT07</i> |
| <i>D017C</i> | <i>INFORMATION SYSTEMS SECURITY SPECIALIST</i>      | <i>IT07</i> |
| <i>D024N</i> | <i>HIT INTERFACE DEVELOPER</i>                      | <i>IT07</i> |
| <i>D028C</i> | <i>SENIOR SOFTWARE SUPPORT SPECIALIST</i>           | <i>IT07</i> |

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

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| <i>D062C</i> | <i>DATABASE ANALYST</i>                            | <i>IT04</i> |
| <i>D064C</i> | <i>WEBSITE DEVELOPER</i>                           | <i>IT04</i> |
| <i>D065C</i> | <i>NETWORK SUPPORT ANALYST</i>                     | <i>IT04</i> |
| <i>D068C</i> | <i>INFORMATION SYSTEMS ANALYST</i>                 | <i>IT04</i> |
| <i>D082C</i> | <i>NETWORK ANALYST</i>                             | <i>IT04</i> |
| <i>D046C</i> | <i>STATE PRODUCTION CONTROL SUPERVISOR</i>         | <i>IT03</i> |
| <i>D066C</i> | <i>DIGITAL BROADCAST SPECIALIST</i>                | <i>IT03</i> |
| <i>D069C</i> | <i>DIS SCHEDULER</i>                               | <i>IT03</i> |
| <i>D071C</i> | <i>COMPUTER SUPPORT ANALYST</i>                    | <i>IT03</i> |
| <i>D073C</i> | <i>ACIC FIELD AGENT</i>                            | <i>GS06</i> |
| <i>D075C</i> | <i>SOFTWARE SUPPORT SPECIALIST</i>                 | <i>IT03</i> |
| <i>D072C</i> | <i>ACIC SYSTEMS SUPERVISOR</i>                     | <i>IT02</i> |
| <i>D078C</i> | <i>GIS TECHNICIAN</i>                              | <i>IT02</i> |
| <i>D079C</i> | <i>COMPUTER SUPPORT TECHNICIAN</i>                 | <i>IT02</i> |
| <i>D083C</i> | <i>DIGITAL BROADCAST TECHNICIAN</i>                | <i>IT02</i> |
| <i>D084C</i> | <i>COMPUTER OPERATOR</i>                           | <i>IT02</i> |
| <i>D080C</i> | <i>ACIC SYSTEMS SPECIALIST</i>                     | <i>IT01</i> |
| <i>D089C</i> | <i>INFORMATION TECHNOLOGY ASSISTANT</i>            | <i>IT01</i> |
| <i>A002C</i> | <i>DFA ASSISTANT ACCOUNTING ADMINISTRATOR</i>      | <i>GS15</i> |
| <i>A005N</i> | <i>ASSISTANT DEPUTY BANK COMMISSIONER</i>          | <i>GS15</i> |
| <i>A019N</i> | <i>DHS DEP CHIEF FIN OFFICER--MEDICAL SERVICES</i> | <i>GS15</i> |
| <i>A020N</i> | <i>DHS DEP CHIEF FIN OFFICER--HUMAN SERVICES</i>   | <i>GS15</i> |
| <i>B001N</i> | <i>ADH SENIOR SCIENTIST</i>                        | <i>GS15</i> |
| <i>D004N</i> | <i>DFA IGS/STATE TECHNOLOGY ADMINISTRATOR</i>      | <i>SE02</i> |
| <i>D008N</i> | <i>DFA PBAS TECHNICAL SUPPORT MANAGER</i>          | <i>GS15</i> |
| <i>G001N</i> | <i>ADE LITIGATION ATTORNEY</i>                     | <i>GS15</i> |
| <i>G003N</i> | <i>PSC CHIEF ADMIN LAW JUDGE</i>                   | <i>GS15</i> |
| <i>G005N</i> | <i>WCC CHIEF ADMIN LAW JUDGE</i>                   | <i>GS15</i> |
| <i>G052N</i> | <i>ANRC DEPUTY DIRECTOR</i>                        | <i>GS15</i> |
| <i>G053N</i> | <i>DHS DEP DIR LEG AFFAIRS</i>                     | <i>GS15</i> |
| <i>N002N</i> | <i>DHE SENIOR ASSOC DIRECTOR</i>                   | <i>GS15</i> |
| <i>N014N</i> | <i>INSURANCE DEP COMMISS FINANCIAL REGS</i>        | <i>GS15</i> |
| <i>N016N</i> | <i>DHS DEP DIR ADMINISTRATIVE SVCS</i>             | <i>GS15</i> |
| <i>N039N</i> | <i>ADC DEPUTY DIRECTOR</i>                         | <i>GS15</i> |
| <i>N047N</i> | <i>ADE APSCN DIRECTOR</i>                          | <i>GS15</i> |
| <i>N061N</i> | <i>AEDC BUSINESS FINANCE DIRECTOR</i>              | <i>GS15</i> |

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| <i>N062N</i> | <i>AEDC BUSINESS DEV DIV DIR</i>                | <i>GS15</i> |
| <i>N067N</i> | <i>ADEQ DEPUTY DIRECTOR - LAND RESOURCES</i>    | <i>GS15</i> |
| <i>N070N</i> | <i>WCC ASST CHIEF EXECUTIVE OFFICER</i>         | <i>GS15</i> |
| <i>N077N</i> | <i>ADPT CENTRAL ADMIN DIV DIR</i>               | <i>GS15</i> |
| <i>N113N</i> | <i>ATC DIRECTOR</i>                             | <i>GS15</i> |
| <i>N125N</i> | <i>DHS DEP DIR SVCS FOR THE BLIND</i>           | <i>GS15</i> |
| <i>N175N</i> | <i>DHS DDS ASST DIR FOR RESIDENTIAL SVCS</i>    | <i>GS15</i> |
| <i>N195N</i> | <i>ADEQ DEPUTY DIRECTOR</i>                     | <i>GS15</i> |
| <i>N197N</i> | <i>NURSING HOME DIVISION DIRECTOR</i>           | <i>GS15</i> |
| <i>N201N</i> | <i>DEPUTY COMM OF CRIMINAL INVESTIGATIONS</i>   | <i>GS15</i> |
| <i>P006N</i> | <i>DFA DIRECTOR OF COMMUNICATIONS</i>           | <i>GS15</i> |
| <i>R001C</i> | <i>DFA ASSISTANT PERSONNEL ADMINISTRATOR</i>    | <i>GS15</i> |
| <i>R002C</i> | <i>DFA ASSISTANT BUDGET ADMINISTRATOR</i>       | <i>GS15</i> |
| <i>R003C</i> | <i>DFA ASSISTANT EBD ADMINISTRATOR</i>          | <i>GS15</i> |
| <i>U083U</i> | <i>DCC CHIEF DEPUTY DIRECTOR</i>                | <i>SE01</i> |
| <i>U097U</i> | <i>AREC EXECUTIVE DIRECTOR</i>                  | <i>GS15</i> |
| <i>V001C</i> | <i>DFA ASSISTANT PROCUREMENT ADMINISTRATOR</i>  | <i>GS15</i> |
| <i>A001C</i> | <i>DFA ASSISTANT TAX RESEARCH ADMINISTRATOR</i> | <i>GS14</i> |
| <i>A003C</i> | <i>DFA REVENUE ASSISTANT ADMINISTRATOR</i>      | <i>GS14</i> |
| <i>A003N</i> | <i>SENIOR INVESTMENT ANALYST</i>                | <i>GS14</i> |
| <i>A006N</i> | <i>ATRS INTERNAL AUDITOR</i>                    | <i>GS14</i> |
| <i>A009N</i> | <i>ADE CHIEF FISCAL OFFICER</i>                 | <i>GS14</i> |
| <i>A018C</i> | <i>BANK CHIEF EXAMINER</i>                      | <i>GS14</i> |
| <i>A030C</i> | <i>BANK CERTIFIED EXAMINATIONS MANAGER</i>      | <i>GS14</i> |
| <i>A107C</i> | <i>BANK EXAM MANAGER</i>                        | <i>GS14</i> |
| <i>B002N</i> | <i>ABA STATE ENGINEER</i>                       | <i>GS14</i> |
| <i>B003N</i> | <i>ABA STATE ARCHITECT</i>                      | <i>GS14</i> |
| <i>E005N</i> | <i>DIR OF OFFICE OF SKILLS DEVELOPMENT</i>      | <i>GS14</i> |
| <i>G003C</i> | <i>ANRC DEP DIR</i>                             | <i>GS14</i> |
| <i>G006N</i> | <i>PSC CHIEF COUNSEL</i>                        | <i>GS14</i> |
| <i>G007N</i> | <i>DWS GENERAL COUNSEL</i>                      | <i>GS14</i> |
| <i>G008N</i> | <i>CHIEF PUBLIC DEFENDER</i>                    | <i>GS14</i> |
| <i>G009N</i> | <i>ADH CHIEF LEGAL COUNSEL</i>                  | <i>GS14</i> |
| <i>G010N</i> | <i>WCC ADMINISTRATIVE LAW JUDGE</i>             | <i>GS14</i> |
| <i>G011N</i> | <i>PSC ADMINISTRATIVE LAW JUDGE</i>             | <i>GS14</i> |
| <i>G018N</i> | <i>DIRECTOR RISK MANAGEMENT</i>                 | <i>GS14</i> |

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| G031N | ASP GENERAL COUNSEL                    | GS14 |
| G032N | PC&E HEARING OFFICER                   | GS14 |
| G033N | AEDC AMS DIRECTOR                      | GS14 |
| G039N | ADVA ASSISTANT DIRECTOR                | GS14 |
| G042N | APERS CHIEF LEGAL COUNSEL              | GS14 |
| G077C | MLK EXECUTIVE DIRECTOR                 | GS14 |
| G257C | BANK CHIEF COUNSEL                     | GS14 |
| L026N | STATE VETERANS HOME ADMINISTRATOR      | GS14 |
| N013N | DIS CHIEF OPERATING OFFICER            | SE02 |
| N023N | INSURANCE DEPUTY COMMISSIONER          | GS14 |
| N043N | PSC DIRECTOR OF FINANCIAL ANALYSIS     | GS14 |
| N044N | DIS CUST RELATIONS MGMT ADMR           | GS14 |
| N045N | DIRECTOR OF POULTRY DISEASES           | GS14 |
| N046N | ADE ASST DIR ACADEMIC FACILITIES       | GS14 |
| N048N | ADC ASSISTANT DIRECTOR                 | GS14 |
| N052N | DHS EXEC DIR EARLY CHILDHOOD COMM      | GS14 |
| N055N | DHE ASSOCIATE DIRECTOR                 | GS14 |
| N059N | AEDC TRAINING DIVISION DIRECTOR        | GS14 |
| N063N | ADH EPIDEMIOLOGY OFFICER               | GS14 |
| N064N | ADH CENTER DIR-LOCAL PUBLIC HEALTH     | GS14 |
| N065N | ADH CENTER DIRECTOR-HEALTH PROTECTION  | GS14 |
| N066N | ADFA DEPUTY DIRECTOR                   | GS14 |
| N069N | ADE SPECIAL ADVISOR                    | GS14 |
| N071N | PSC TAX DIVISION DIRECTOR              | GS14 |
| N080N | DHS/DMS ASSISTANT DIRECTOR - FISCAL    | GS14 |
| N081N | DHS DDS SUPT HDC/CONWAY                | GS14 |
| N083N | AEDC STRATEGIC PLANNING DIRECTOR       | GS14 |
| N084N | AEDC MRKT & COMMUNICATIONS DIR         | GS14 |
| N085N | AEDC DIR TECH & ENTREPRENEURSHIP       | GS14 |
| N086N | DHS DDS DIR EVAL PLAN & MGMT SYSTEMS   | GS14 |
| N092N | ATRS ASSOCIATE DIRECTOR OF OPERATIONS  | GS14 |
| N093N | ATRS ASSOCIATE DIRECTOR FISCAL AFFAIRS | GS14 |
| N094N | AEDC EPSCOR DIRECTOR                   | GS14 |
| N097N | ADH CHIEF FINANCIAL OFFICER            | GS14 |
| N099N | DHS/DMS ADD - LONG TERM CARE           | GS14 |
| N100N | DHS/DMS ADD - MEDICAL SERVICES         | GS14 |

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| N101N | DHS/DCO ASST DEP DIR PGM & ADMN SPT     | GS14 |
| N102N | DHS/DCO ASSISTANT DIRECTOR              | GS14 |
| N103N | DHS MENTAL HEALTH CENTER DIRECTOR       | GS14 |
| N121N | DHS/DCFS DEPUTY DIRECTOR                | GS14 |
| N122N | DHS/DCC ASSISTANT DIR FINANCE & ADMIN   | GS14 |
| N123N | DHS/DBHS ASST DIR FOR FINANCE           | GS14 |
| N124N | DHS/DYS ASSISTANT DIVISION DIRECTOR     | GS14 |
| N133N | DIRECTOR MINORITY HEALTH COMMISSION     | GS14 |
| N134N | DHS/DCFS ASSISTANT DIRECTOR             | GS14 |
| N135N | DHS AHC NURSING HOME ADMINISTRATOR      | GS14 |
| N137N | SECURITIES DEPUTY COMMISSIONER          | GS14 |
| N140N | INS ASST DEP COMMISSIONER FINANCE       | GS14 |
| N142N | DHS/DAAS DEPUTY DIRECTOR                | GS14 |
| N144N | DHS DDS DIR CLIENT SERVICES             | GS14 |
| N150N | TECHNICAL INSTITUTE DIRECTOR            | GS14 |
| N177N | AFHC DIRECTOR                           | GS14 |
| N179N | DIS CHIEF TECHNOLOGY OFFICER            | GS14 |
| N180N | AEDC ARKANSAS ENERGY OFFICE DIRECTOR    | GS14 |
| N186N | AEDC SENIOR MANAGER                     | GS14 |
| N189N | DHS/DMS DEPUTY DIRECTOR                 | GS14 |
| N190N | INSURANCE GENERAL COUNSEL               | GS14 |
| N199N | OMIG DEPUTY ADMINISTRATOR               | GS14 |
| T001C | ASP MAJOR                               | GS14 |
| U054U | CLEST DIRECTOR                          | GS14 |
| X001C | PSC DIR OF ELECTRIC UTILITIES SECT      | GS14 |
| X002N | PROPERTY & CASUALTY MANAGER             | GS14 |
| A004N | CERTIFIED FINANCIAL EXAMINER MANAGER    | GS13 |
| A006C | DFA REVENUE TAX DIVISION MANAGER        | GS13 |
| A007N | ASLA FEDERAL PROGRAMS FINANCIAL OFFICER | GS13 |
| A010C | AGENCY CONTROLLER II                    | GS13 |
| A010N | AGRICULTURE CHIEF FISCAL OFFICER        | GS13 |
| A011N | ASP CHIEF FISCAL OFFICER                | GS13 |
| A013N | AETN DEP DIR FOR ADMIN & FINANCE        | GS13 |
| A017N | ADFA PUBLIC FINANCE OFFICER             | GS13 |
| A023N | MILITARY CHIEF FISCAL OFFICER           | GS13 |
| A039C | CERTIFIED BANK SENIOR EXAMINER          | GS13 |

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| <i>A108C</i> | <i>ADC ASST CHIEF FINANCIAL OFFICER(CFO)</i>    | <i>GS13</i> |
| <i>B001C</i> | <i>DEPUTY STATE FORESTER</i>                    | <i>GS13</i> |
| <i>B006N</i> | <i>BOARD CERTIFIED PATHOLOGIST</i>              | <i>GS13</i> |
| <i>B007C</i> | <i>CRIME LAB SCIENTIFIC OPERATION MGR</i>       | <i>GS13</i> |
| <i>B007N</i> | <i>AETN ENGINEERING DIVISION MANAGER</i>        | <i>GS13</i> |
| <i>B010N</i> | <i>VETERINARY VIROLOGIST</i>                    | <i>GS13</i> |
| <i>B011N</i> | <i>ADH DIR ENGINEERING</i>                      | <i>GS13</i> |
| <i>B012C</i> | <i>ADEQ ENGINEER P.E. BRANCH MANAGER</i>        | <i>GS13</i> |
| <i>B020N</i> | <i>VETERINARY TOXICOLOGIST</i>                  | <i>GS13</i> |
| <i>D026N</i> | <i>DHS ELIGIBLTY SYSTEM PROGRAM MANAGER</i>     | <i>GS13</i> |
| <i>E001N</i> | <i>ADE COORDINATOR SPECIAL PROGRAMS</i>         | <i>GS13</i> |
| <i>E003N</i> | <i>ADE COORD SCH. IMP / STANDARDS ASSURANCE</i> | <i>GS13</i> |
| <i>G001C</i> | <i>DFA ASSISTANT ADMIN SVCS ADMINISTRATOR</i>   | <i>GS15</i> |
| <i>G004C</i> | <i>MANAGING ATTORNEY</i>                        | <i>GS13</i> |
| <i>G005C</i> | <i>ADEQ WATER DIVISION MANAGER</i>              | <i>GS13</i> |
| <i>G012N</i> | <i>PUBLIC DEFENDER III</i>                      | <i>GS13</i> |
| <i>G014N</i> | <i>ADC COMPLIANCE ATTORNEY</i>                  | <i>GS13</i> |
| <i>G015N</i> | <i>DWS ASSISTANT DIRECTOR</i>                   | <i>GS13</i> |
| <i>G017N</i> | <i>DWS ASST DIR-TANF</i>                        | <i>GS13</i> |
| <i>G018C</i> | <i>ADPT PARKS ADMIN MANAGER</i>                 | <i>GS13</i> |
| <i>G019C</i> | <i>GENERAL COUNSEL</i>                          | <i>GS13</i> |
| <i>G019N</i> | <i>PAROLE BOARD MEMBER</i>                      | <i>GS13</i> |
| <i>G023C</i> | <i>DEPUTY PROSECUTOR COORDINATOR</i>            | <i>GS13</i> |
| <i>G024N</i> | <i>ADC GENERAL COUNSEL</i>                      | <i>GS13</i> |
| <i>G034C</i> | <i>ADEQ P.E. MANAGER</i>                        | <i>GS13</i> |
| <i>G037N</i> | <i>APERS DIRECTOR OF OPERATIONS</i>             | <i>GS13</i> |
| <i>G041N</i> | <i>ASPB GENERAL COUNSEL</i>                     | <i>GS13</i> |
| <i>G043N</i> | <i>RISK MANAGEMENT ASSISTANT DIRECTOR</i>       | <i>GS13</i> |
| <i>G054N</i> | <i>DHS GENERAL COUNSEL</i>                      | <i>GS13</i> |
| <i>G055N</i> | <i>PAROLE BOARD EXECUTIVE ADMINISTRATOR</i>     | <i>GS13</i> |
| <i>G234C</i> | <i>DDSSA PROGRAM DIRECTOR</i>                   | <i>GS13</i> |
| <i>M002C</i> | <i>DHS BEHAV HLTH ASSOC DIR, AHC</i>            | <i>GS13</i> |
| <i>M003C</i> | <i>DHS BEHAV HLTH CHILDRENS SYSTEM CARE DIR</i> | <i>GS13</i> |
| <i>N001C</i> | <i>DEPUTY CHIEF FINANCIAL OFFICER</i>           | <i>GS13</i> |
| <i>N049N</i> | <i>DWS ASST DIR, INFO AND TECHNOLOGY</i>        | <i>GS13</i> |
| <i>N050N</i> | <i>DWS ASST DIR, FINANCIAL MANAGEMENT</i>       | <i>GS13</i> |

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| N051N | DWS ASST DIR, EMPLOYMENT ASSIST          | GS13 |
| N054N | DHE CAREER PATHWAYS DIRECTOR             | GS13 |
| N056N | AGRI COORDINATOR OF LABORATORY           | GS13 |
| N058N | DEPUTY DIRECTOR OF ARLPC                 | GS13 |
| N072N | PSC DIRECTOR RESEARCH & POLICY           | GS13 |
| N073N | INSURANCE CHF FIN/MKT CONDUCT EXMR       | GS13 |
| N074N | DWS ASST DIR, UNEMPLOYMENT INS           | GS13 |
| N078N | DIS PROJECT & ENTERPRISE PRGM MGMT ADMIN | GS13 |
| N079N | DIS DIVISION DIRECTOR                    | GS13 |
| N088N | DHS AHC DIRECTOR OF NURSING              | GS13 |
| N089N | DFA DIRECTOR ABC ADMINISTRATION          | GS13 |
| N090N | CONTRACTORS LICENSE ADMR/INVEST          | GS13 |
| N096N | APERS ASST DIRECTOR OF FINANCE           | GS13 |
| N098N | ACTI DIRECTOR OF PHYSICAL THERAPY        | GS13 |
| N104N | ADH DIRECTOR STATISTICS & VITAL RECORDS  | GS13 |
| N106N | PRIVATE CAREER EDUCATION BOARD DIRECTOR  | GS13 |
| N107N | DHS/OFA ASSISTANT DIR - ACCOUNTING OPS   | GS13 |
| N108N | DHS/DCO ASST DEP DIR                     | GS13 |
| N109N | DHS/OFA ASSISTANT DIRECTOR               | GS13 |
| N110N | DHS ASST DIR CONTRACT MONITORING UNIT    | GS13 |
| N111N | DHS ASST DEP DIR FOR MGR ACCOUNTING      | GS13 |
| N112N | DHS ASST DEP DIR FIN SUPPORT SYSTEM      | GS13 |
| N114N | DCC DEPUTY DIR RESIDENTIAL SVCS          | GS14 |
| N118N | ADH DIR IN-HOME SERVICES                 | GS13 |
| N126N | DHS DDS SUPT HDC                         | GS13 |
| N127N | DHS/DBHS DIR ALCOHOL & DRUG ABUSE PREV   | GS13 |
| N128N | DHS ASST DIR QUALITY ASSURANCE           | GS13 |
| N129N | DCC DEPUTY DIR PAROLE/PROBATION SERVICES | GS14 |
| N130N | DCC DEPUTY DIR ADMINISTRATIVE SERVICES   | GS14 |
| N147N | DHS/DAAS ASST DEP DIR                    | GS13 |
| N154N | CLAIMS COMMISSION DIRECTOR               | GS13 |
| N158N | ASBN ASSISTANT DIRECTOR                  | GS13 |
| N163N | ADPT TOURISM ADMIN DIRECTOR              | GS13 |
| N171N | DHS DEP DIR OFFICE OF VOL SVCS           | GS13 |
| N172N | ACE REHAB OPERATIONS DIRECTOR            | GS13 |
| N174N | HEALTH INFORMATION TECH POLICY DIRECTOR  | GS13 |

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

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| <i>B011C</i> | <i>ADH CHIEF ENGINEER</i>                              | <i>GS12</i> |
| <i>B012N</i> | <i>AEDC ASSISTANT DIRECTOR OF ENGINEERING</i>          | <i>GS12</i> |
| <i>B013N</i> | <i>ASST STATE GEOLOGIST</i>                            | <i>GS12</i> |
| <i>B015C</i> | <i>ENGINEER SUPERVISOR</i>                             | <i>GS12</i> |
| <i>B015N</i> | <i>AEDC ASSISTANT DIRECTOR OF RESEARCH</i>             | <i>GS12</i> |
| <i>B016N</i> | <i>LAND SURVEY STATE SURVEYOR</i>                      | <i>GS12</i> |
| <i>B018N</i> | <i>AEDC FIELD ENGINEER</i>                             | <i>GS12</i> |
| <i>B021N</i> | <i>BIOSTATISTICIAN</i>                                 | <i>GS12</i> |
| <i>D004C</i> | <i>STATE NETWORK SUPPORT LEAD</i>                      | <i>IT08</i> |
| <i>D096C</i> | <i>DIS EFF SR SYSTEM ADMR</i>                          | <i>GS12</i> |
| <i>E009C</i> | <i>TECHNICAL INSTITUTE ASSISTANT DIRECTOR</i>          | <i>GS12</i> |
| <i>E067C</i> | <i>DDSSA PROGRAM EDUCATION COORDINATOR</i>             | <i>GS11</i> |
| <i>G002C</i> | <i>DFA ASSISTANT IGS ADMINISTRATOR</i>                 | <i>GS12</i> |
| <i>G006C</i> | <i>ADE SPECIAL EDUCATION DIVISION MANAGER</i>          | <i>GS12</i> |
| <i>G010C</i> | <i>ACE DIVISION MANAGER</i>                            | <i>GS12</i> |
| <i>G013N</i> | <i>ASBN GENERAL COUNSEL</i>                            | <i>GS12</i> |
| <i>G014C</i> | <i>AEDC DIR OF COMMUNITY DEVELOPMENT</i>               | <i>GS12</i> |
| <i>G015C</i> | <i>AEDC SMALL/MINORITY BUSINESS DIRECTOR</i>           | <i>GS12</i> |
| <i>G016N</i> | <i>DWS ASST DIR GRANTS RESOURCE ADMIN</i>              | <i>GS12</i> |
| <i>G020C</i> | <i>DWS PROGRAM ADMINISTRATOR</i>                       | <i>GS12</i> |
| <i>G022N</i> | <i>PUBLIC DEFENDER II</i>                              | <i>GS12</i> |
| <i>G023N</i> | <i>REVOCAATION HEARING JUDGE</i>                       | <i>GS12</i> |
| <i>G024C</i> | <i>DEPARTMENT ADMINISTRATIVE LAW JUDGE</i>             | <i>GS12</i> |
| <i>G025C</i> | <i>ATTORNEY SUPERVISOR</i>                             | <i>GS12</i> |
| <i>G026C</i> | <i>ADH ASSOC CENTER DIR-MGMT &amp; OPS</i>             | <i>GS12</i> |
| <i>G026N</i> | <i>AEDC ASSISTANT DIRECTOR MGMT SVS</i>                | <i>GS12</i> |
| <i>G027C</i> | <i>ADFA PROGRAM OFFICER</i>                            | <i>GS12</i> |
| <i>G028C</i> | <i>ADEQ TECHNICAL SERVICES DIVISION MANAGER</i>        | <i>GS12</i> |
| <i>G028N</i> | <i>JDDC DEPUTY EXEC DIRECTOR</i>                       | <i>GS12</i> |
| <i>G029C</i> | <i>ADEQ SOLID WASTE DIVISION MANAGER</i>               | <i>GS12</i> |
| <i>G030C</i> | <i>ADEQ REGULATED STORAGE TANKS DIV MANAGER</i>        | <i>GS12</i> |
| <i>G030N</i> | <i>AEDC ASSISTANT DIRECTOR OF STEM EDUCATION</i>       | <i>GS12</i> |
| <i>G031C</i> | <i>ADEQ PUBLIC OUTREACH DIVISION MANAGER</i>           | <i>GS12</i> |
| <i>G032C</i> | <i>ADEQ MINING DIVISION MANAGER</i>                    | <i>GS12</i> |
| <i>G033C</i> | <i>ADEQ HAZARDOUS WASTE DIVISION MANAGER</i>           | <i>GS12</i> |
| <i>G034N</i> | <i>AEDC ASSISTANT DIRECTOR FOR SALES AND MARKETING</i> | <i>GS12</i> |

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

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| <i>N166N</i> | <i>DFA DIRECTOR ABC ENFORCEMENT</i>                 | <i>GS12</i> |
| <i>N167N</i> | <i>DHS POLICY &amp; RESEARCH DIRECTOR</i>           | <i>GS12</i> |
| <i>N168N</i> | <i>DHS DIR HOME &amp; COMMUNITY BASED SVCS</i>      | <i>GS12</i> |
| <i>N170N</i> | <i>REHAB DIRECTOR - ACTI</i>                        | <i>GS12</i> |
| <i>N185N</i> | <i>DIR OF OUTCOMES MGMT &amp; PRACTICE IMPROVEM</i> | <i>GS12</i> |
| <i>P001N</i> | <i>ADE DIR OF COMMUNICATIONS</i>                    | <i>GS12</i> |
| <i>P003N</i> | <i>ADC PUBLIC INFORMATION OFFICER</i>               | <i>GS12</i> |
| <i>P004N</i> | <i>DHS DIRECTOR OF PUBLIC RELATIONS</i>             | <i>GS12</i> |
| <i>P007N</i> | <i>DWS DIRECTOR OF COMMUNICATIONS</i>               | <i>GS12</i> |
| <i>R002N</i> | <i>DHS DIRECTOR OF HUMAN CAPITAL</i>                | <i>GS12</i> |
| <i>R006C</i> | <i>HUMAN RESOURCES ADMINISTRATOR</i>                | <i>GS12</i> |
| <i>S001C</i> | <i>ADPT PARKS OPERATIONS MGR</i>                    | <i>GS12</i> |
| <i>T005C</i> | <i>ADC/DCC CORRECTIONAL WARDEN</i>                  | <i>GS12</i> |
| <i>T007C</i> | <i>ASP LIEUTENANT</i>                               | <i>GS12</i> |
| <i>T016C</i> | <i>CLEST DEPUTY DIRECTOR ACADEMY OPERATIONS</i>     | <i>GS11</i> |
| <i>U006U</i> | <i>EXECUTIVE DIRECTOR SPINAL CORD COMM</i>          | <i>GS12</i> |
| <i>U021U</i> | <i>AERONAUTICS DIRECTOR</i>                         | <i>GS12</i> |
| <i>U088U</i> | <i>LABOR DEPUTY DIRECTOR</i>                        | <i>GS12</i> |
| <i>U099U</i> | <i>DIRECTOR OF RURAL SERVICES</i>                   | <i>GS12</i> |
| <i>V003C</i> | <i>DFA PROCUREMENT DIVISION MANAGER</i>             | <i>GS12</i> |
| <i>X001N</i> | <i>BD OF COLLECTION EXEC DIR</i>                    | <i>GS12</i> |
| <i>X003C</i> | <i>ASP/CACD CHIEF ADMINISTRATOR</i>                 | <i>GS12</i> |
| <i>X005C</i> | <i>PROPERTY &amp; CASUALTY MANAGER</i>              | <i>GS12</i> |
| <i>A007C</i> | <i>AUDIT MANAGER</i>                                | <i>GS11</i> |
| <i>A019C</i> | <i>PSC TAX DIVISION ASSISTANT DIRECTOR</i>          | <i>GS11</i> |
| <i>A021N</i> | <i>ADEQ CHIEF FINANCIAL OFFICER</i>                 | <i>GS11</i> |
| <i>A024C</i> | <i>DHS DIVISION CHIEF FISCAL OFFICER</i>            | <i>GS11</i> |
| <i>A027C</i> | <i>ACCOUNTING OPERATIONS MANAGER</i>                | <i>GS11</i> |
| <i>A028C</i> | <i>PSC SENIOR RATE CASE ANALYST</i>                 | <i>GS11</i> |
| <i>A031C</i> | <i>ASSISTANT CONTROLLER</i>                         | <i>GS11</i> |
| <i>A033C</i> | <i>TAX AUDITOR SUPERVISOR</i>                       | <i>GS11</i> |
| <i>A110C</i> | <i>SENIOR INVESTMENT MANAGER</i>                    | <i>GS11</i> |
| <i>A112C</i> | <i>DFA CAFR COORDINATOR</i>                         | <i>GS11</i> |
| <i>A119C</i> | <i>CERTIFIED PUBLIC ACCOUNTANT</i>                  | <i>GS11</i> |
| <i>B009C</i> | <i>DIRECTOR WATERWAYS COMMISSION</i>                | <i>GS11</i> |
| <i>B010C</i> | <i>AGRI DIVISION MANAGER</i>                        | <i>GS11</i> |

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| <i>B014C</i> | <i>ASST STATE FORESTER</i>                          | <i>GS11</i> |
| <i>B014N</i> | <i>SENIOR PETROLEUM GEOLOGIST</i>                   | <i>GS11</i> |
| <i>B016C</i> | <i>AEDC ASSISTANT DIRECTOR EPSCOR</i>               | <i>GS11</i> |
| <i>B019C</i> | <i>FORENSIC ADMINISTRATOR</i>                       | <i>GS11</i> |
| <i>B020C</i> | <i>ADPT REGIONAL PARK SUPV</i>                      | <i>GS11</i> |
| <i>B023C</i> | <i>ENGINEER, P.E.</i>                               | <i>GS11</i> |
| <i>B028C</i> | <i>CLEST DEPUTY DIRECTOR STANDARDS DIVISION</i>     | <i>GS11</i> |
| <i>C002C</i> | <i>ASP HIGHWAY SAFETY OFFICE ADMINISTRATOR</i>      | <i>GS11</i> |
| <i>D098C</i> | <i>DIS EFF SYSTEM ADMR</i>                          | <i>GS11</i> |
| <i>D099C</i> | <i>DIS EFF STATE SYSTEM ADMR</i>                    | <i>GS11</i> |
| <i>D106C</i> | <i>HEALTH INFO TECHNICAL SR SYS SPECIALIST</i>      | <i>GS11</i> |
| <i>E001C</i> | <i>AETN PROGRAMMING DIVISION DIRECTOR</i>           | <i>GS11</i> |
| <i>E002C</i> | <i>AETN OUTREACH DIVISION DIRECTOR</i>              | <i>GS11</i> |
| <i>E003C</i> | <i>AETN EDUCATION DIVISION DIRECTOR</i>             | <i>GS11</i> |
| <i>E004C</i> | <i>SCHOOL PRINCIPAL</i>                             | <i>GS11</i> |
| <i>E006C</i> | <i>PUBLIC SCHOOL PROGRAM MANAGER</i>                | <i>GS11</i> |
| <i>E006N</i> | <i>ADE COORD COMPUTER SCIENCE</i>                   | <i>GS11</i> |
| <i>G007C</i> | <i>WCC DIVISION MANAGER</i>                         | <i>GS11</i> |
| <i>G008C</i> | <i>RISK MANAGEMENT ASSISTANT DIRECTOR</i>           | <i>GS11</i> |
| <i>G012C</i> | <i>ADE ASSISTANT TO DIRECTOR</i>                    | <i>GS12</i> |
| <i>G013C</i> | <i>AEDC MANAGER OF STRATEGIC ENERGY DEVELOPMENT</i> | <i>GS11</i> |
| <i>G021C</i> | <i>DHS/DSB ASSISTANT DIRECTOR</i>                   | <i>GS11</i> |
| <i>G025N</i> | <i>PUBLIC DEFENDER I</i>                            | <i>GS11</i> |
| <i>G027N</i> | <i>DHS RESEARCH ANALYSIS MANAGER</i>                | <i>GS11</i> |
| <i>G043C</i> | <i>DHE FINANCIAL AID MANAGER</i>                    | <i>GS11</i> |
| <i>G044C</i> | <i>DFA REVENUE PROBLEM RESOLUTION OFFICER</i>       | <i>GS11</i> |
| <i>G047C</i> | <i>ATTORNEY SPECIALIST</i>                          | <i>GS11</i> |
| <i>G048C</i> | <i>AEDC STRATEGIC PLANNING ASSISTANT DIRECTOR</i>   | <i>GS11</i> |
| <i>G052C</i> | <i>ACIC DIVISION MANAGER</i>                        | <i>GS11</i> |
| <i>G054C</i> | <i>AREC DEPUTY EXECUTIVE DIRECTOR</i>               | <i>GS11</i> |
| <i>G056C</i> | <i>DHS/DCC ASST DIR OPS &amp; PROG SUPV</i>         | <i>GS13</i> |
| <i>G058C</i> | <i>DHE FEDERAL PROGRAM MANAGER</i>                  | <i>GS11</i> |
| <i>G062C</i> | <i>AEDC PROJECT CONSULTANT</i>                      | <i>GS11</i> |
| <i>G066C</i> | <i>PSC TELECOM AND QUALITY OF SERVICE MGR</i>       | <i>GS11</i> |
| <i>G067C</i> | <i>PSC CUSTOMER SERVICE MANAGER</i>                 | <i>GS11</i> |
| <i>G233C</i> | <i>DDSSA SECTION MANAGER</i>                        | <i>GS11</i> |

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| G247C | ARKANSAS PAROLE BOARD PROGRAM ADMINISTRA | GS11 |
| G250C | OMIG OPERATIONS MANAGER                  | GS11 |
| G255C | DYS ACADEMIC ADMINISTRATOR               | GS11 |
| L011C | DHS ALCOHOL/DRUG ABUSE PREV ASST DEP DIR | GS11 |
| L013C | ADH BRANCH MANAGER                       | GS11 |
| L095C | ADH HOSPITAL & REGULATORY MANAGER        | GS11 |
| M005C | DHS ASSISTANT SUPERINTENDENT - CONWAY    | GS11 |
| N132N | ENG & LAND SURVEYORS EXEC DIRECTOR       | GS12 |
| N149N | ADE COORD FISCAL DISTRESS                | GS11 |
| N153N | DHS/DBHS CLINICAL DIRECTOR               | GS11 |
| N176N | EXEC DIR COUNSELING BRD                  | GS11 |
| N203N | ADEQ DIRECTOR OF ENTERPRISE SERVICES     | GS11 |
| P001C | AETN PRODUCTION DIVISION DIRECTOR        | GS11 |
| P002C | AEDC DIRECTOR FILM COMMISSION            | GS11 |
| P003C | DAH AGENCY DIRECTOR                      | GS11 |
| P005N | DIS TESTING EVAL PLANTS POLICY COORD     | GS11 |
| R012C | DFA ASSISTANT STATE PAYROLL MANAGER      | GS11 |
| R013C | AGENCY HUMAN RESOURCES MANAGER           | GS11 |
| R041C | DFA STATEWIDE PROGRAM COORDINATOR        | GS11 |
| S002C | AETN OPERATIONS DIVISION DIRECTOR        | GS11 |
| T011C | ASP SERGEANT                             | GS11 |
| U127U | EXEC DIR DEVLPMTL DISABILITIES COUNCIL   | GS11 |
| X007C | DHS/DYS ADMIN PROG COMPLIANCE            | GS11 |
| X011C | ASP/CACD INVESTIGATOR ADMINISTRATOR      | GS11 |
| X015C | SECURITIES EXAMINER SUPERVISOR           | GS11 |
| X033C | PSC SENIOR PUBLIC UTILITY AUDITOR        | GS11 |
| G022C | DHS DIRECTOR OF EMERGENCY OPERATIONS     | GS11 |
| A023C | PHARMACY BOARD CHIEF FISCAL OFFICER      | GS10 |
| A036C | ADPT REV OPERATIONS MANAGER              | GS10 |
| A040C | ADFA FISCAL PROGRAM MANAGER              | GS10 |
| A044C | AUDIT COORDINATOR                        | GS10 |
| A058C | DFA CAFR ACCOUNTANT                      | GS10 |
| A106C | BANK SENIOR EXAMINER                     | GS10 |
| A118C | FINANCIAL EXAMINER SPECIALIST            | GS10 |
| B018C | SENIOR BROADCAST ENGINEER                | GS10 |
| B022C | DISTRICT FORESTER                        | GS10 |

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| <i>B027C</i> | <i>PARK SUPERINTENDENT V</i>                      | <i>GS10</i> |
| <i>B128C</i> | <i>METROLOGY LABORATORY MANAGER</i>               | <i>GS10</i> |
| <i>D018C</i> | <i>DIS INFORMATION SYSTEM COORDINATOR</i>         | <i>GS10</i> |
| <i>D031C</i> | <i>DISASTER RECOVERY ANALYST</i>                  | <i>GS10</i> |
| <i>D115C</i> | <i>HIT BUSINESS COORDINATOR</i>                   | <i>GS10</i> |
| <i>E005C</i> | <i>REHAB DIRECTOR OF VOCATIONAL TRAINING</i>      | <i>GS10</i> |
| <i>E010C</i> | <i>DHS/DYS EDUCATION MANAGER</i>                  | <i>GS10</i> |
| <i>E012C</i> | <i>STATE LIBRARY DIVISION MANAGER</i>             | <i>GS10</i> |
| <i>E013C</i> | <i>EDUCATION PROGRAM MANAGER</i>                  | <i>GS10</i> |
| <i>E014C</i> | <i>AETN PROGRAM AND SERVICES DIV MANAGER</i>      | <i>GS10</i> |
| <i>E016C</i> | <i>PUBLIC SCHOOL PROGRAM COORDINATOR</i>          | <i>GS10</i> |
| <i>E017C</i> | <i>ASST PRINCIPAL</i>                             | <i>GS10</i> |
| <i>E059C</i> | <i>ADE COORDINATOR OF NUTRITION SERVICES</i>      | <i>GS10</i> |
| <i>E061C</i> | <i>ACE PROGRAM COORDINATOR</i>                    | <i>GS10</i> |
| <i>E063C</i> | <i>AETN PROFESSIONAL RELATIONS DIRECTOR</i>       | <i>GS10</i> |
| <i>G036C</i> | <i>ABA DIVISION MANAGER</i>                       | <i>GS10</i> |
| <i>G040C</i> | <i>REHAB DIRECTOR - SPECIAL PROGRAMS</i>          | <i>GS10</i> |
| <i>G041C</i> | <i>ATRS MEMBER SERVICES ADMINISTRATOR</i>         | <i>GS10</i> |
| <i>G046C</i> | <i>DCC PLANNING &amp; MGMT SVCS ADMINISTRATOR</i> | <i>GS10</i> |
| <i>G050C</i> | <i>ADE APSCN DIVISION MANAGER</i>                 | <i>GS10</i> |
| <i>G051C</i> | <i>ADE ACADEMIC FACILITIES SR PROJECT ADMIN</i>   | <i>GS10</i> |
| <i>G059C</i> | <i>DDSSA ASST DIRECTOR</i>                        | <i>GS12</i> |
| <i>G061C</i> | <i>ACD DEPUTY DIRECTOR</i>                        | <i>GS10</i> |
| <i>G063C</i> | <i>ADEQ BRANCH MANAGER</i>                        | <i>GS10</i> |
| <i>G065C</i> | <i>PUBLIC DEFENDER ATTORNEY I</i>                 | <i>GS10</i> |
| <i>G069C</i> | <i>DIS QUALITY ASSURANCE LEAD</i>                 | <i>GS10</i> |
| <i>G071C</i> | <i>DHE PROGRAM COORDINATOR</i>                    | <i>GS10</i> |
| <i>G073C</i> | <i>ATTORNEY</i>                                   | <i>GS10</i> |
| <i>G076C</i> | <i>ADMINISTRATIVE SERVICES MANAGER</i>            | <i>GS10</i> |
| <i>G085C</i> | <i>DDSSA PROFESSIONAL RELATIONS MANAGER</i>       | <i>GS10</i> |
| <i>G097C</i> | <i>SBEC DEPUTY DIRECTOR</i>                       | <i>GS10</i> |
| <i>G112C</i> | <i>DDSSA UNIT SUPERVISOR</i>                      | <i>GS10</i> |
| <i>G156C</i> | <i>ASP PROGRAM MANAGER</i>                        | <i>GS10</i> |
| <i>G225C</i> | <i>DFA OCSE FIELD OPERATIONS MANAGER</i>          | <i>GS13</i> |
| <i>G228C</i> | <i>DFA RACING COMMISSION MANAGER</i>              | <i>GS10</i> |
| <i>X207C</i> | <i>DDSSA ADJUDICATOR V</i>                        | <i>GS10</i> |

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|-------|--|------|
| G246C | ATC DEPUTY DIRECTOR                              | GS10 |
| G254C | ADVA DIVISION MANAGER                            | GS10 |
| G258C | DDSSA HEARING OFFICER                            | GS10 |
| G259C | INSURANCE PROGRAM MANAGER                        | GS10 |
| G263C | PUBLIC DEFENDER                                  | GS10 |
| L004C | REHABILITATION DIRECTOR - PROG, PLAN, DEV & EVAL | GS10 |
| L010C | DHS DMS MEDICAL ASSISTANCE MANAGER               | GS10 |
| L014C | HIPAA PROGRAM CONSULTANT                         | GS10 |
| L016C | ADH PUBLIC HEALTH ADMINISTRATOR                  | GS10 |
| L025C | ADH PUBLIC HEALTH SECTION CHIEF III              | GS10 |
| L030C | ADH DISTRICT MANAGER                             | GS10 |
| L099C | EPIDEMIOLOGY SUPERVISOR                          | GS10 |
| M001C | DCC TREATMENT ADMINISTRATOR                      | GS11 |
| M006C | ADH SOC SVC PROGRAM DIRECTOR                     | GS10 |
| N155N | CAPITOL ZONING DISTRICT ADMINISTRATOR            | GS10 |
| N169N | MOTOR VEHICLE COMMISSION DIRECTOR                | GS10 |
| P067C | ASP PUBLIC INFORMATION OFFICER                   | GS10 |
| P074C | AID PUBLIC INFORMATION OFFICER                   | GS10 |
| R010C | DFA SENIOR STATE PERSONNEL ANALYST               | GS10 |
| R011C | DFA SENIOR STATE BUDGET ANALYST                  | GS10 |
| T004C | DCC PROGRAM ADMR PAROLE & PROBATION SVCS         | GS11 |
| T015C | ADC/DCC DEPUTY WARDEN                            | GS10 |
| T024C | ASP/CACD HOTLINE ADMINISTRATOR                   | GS10 |
| V036C | AGENCY PROCUREMENT ADMINISTRATOR                 | GS10 |
| X002C | INSURANCE PUBLIC EMP CLAIMS DIV DIR              | GS10 |
| X009C | INSURANCE DEPT DIR OF SECURITY OPS               | GS10 |
| X013C | ENVIRONMENTAL HEALTH MANAGER                     | GS10 |
| X021C | BD OF ACCT INVESTIGATOR                          | GS10 |
| X025C | DCC PAROLE/PROBATION AREA MANAGER                | GS10 |
| X027C | DENTAL EXAMINERS BD EXEC DIR                     | GS10 |
| X203C | DDSSA QUALITY ASSURANCE SPECIALIST               | GS10 |
| G045C | DFA DIVISION MANAGER III                         | GS09 |
| A029C | DIS FISCAL MANAGER                               | GS09 |
| A032C | ADE FINANCE PROGRAM COORDINATOR                  | GS09 |
| A034C | RETIREMENT SECTION MANAGER                       | GS09 |
| A037C | INVESTMENT MANAGER                               | GS09 |

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|-------|--------------------------------------|------|
| A038C | FISCAL SUPPORT MANAGER               | GS09 |
| A042C | INSURANCE SENIOR EXAMINER            | GS09 |
| A046C | PSC RATE CASE ANALYST                | GS09 |
| A050C | AGENCY FISCAL MANAGER                | GS09 |
| A051C | ADFA FINANCE PROGRAM COORDINATOR     | GS09 |
| A052C | ACCOUNTING COORDINATOR               | GS09 |
| A054C | TAX AUDITOR II                       | GS09 |
| B021C | LICENSED ARCHITECT                   | GS09 |
| B029C | AGRI PLANT BOARD DIVISION MGR        | GS09 |
| B030C | FORENSIC SCIENTIST COORDINATOR       | GS09 |
| B031C | PARK SUPERINTENDENT IV               | GS09 |
| B034C | MICROBIOLOGIST SUPERVISOR            | GS09 |
| B035C | GEOLOGY SUPERVISOR                   | GS09 |
| B037C | CHEMIST SUPERVISOR                   | GS09 |
| B038C | STATE FOREST MANAGER                 | GS09 |
| B041C | STATE CLIMATOLOGIST                  | GS09 |
| B042C | ENGINEER                             | GS09 |
| B044C | HEALTH PHYSICIST SUPERVISOR          | GS09 |
| B045C | BIOLOGIST SUPERVISOR                 | GS09 |
| B047C | ADH LABORATORY MANAGER               | GS09 |
| B135C | HATCHERY MANAGER                     | GS09 |
| B136C | ARLPC LAB QUALITY MANAGER            | GS09 |
| C001C | STADIUM COMMISSION ASST MANAGER/ADMR | GS09 |
| C100C | ADPT RESEARCH PROJECT COORDINATOR    | GS09 |
| E007C | ADE OERZ DIRECTOR                    | GS10 |
| E011C | VOCATIONAL EDUCATION COORDINATOR     | GS09 |
| E015C | SPECIAL EDUCATION SUPERVISOR         | GS09 |
| E019C | PUBLIC SCHOOL PROGRAM ADVISOR        | GS09 |
| E021C | STATE LIBRARY MANAGER                | GS09 |
| E022C | EDUCATION & INSTRUCTION MANAGER      | GS09 |
| E024C | TEACHER SUPERVISOR                   | GS09 |
| E025C | EDUCATIONAL SPECIALIST               | GS09 |
| E036C | CERTIFIED MASTERS DEGREE LIBRARIAN   | GS09 |
| E062C | ACE PROGRAM ADVISOR                  | GS09 |
| G039C | SENIOR TRANSPORTATION MANAGER        | GS09 |
| G068C | DWS AREA OPERATIONS CHIEF            | GS10 |

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|-------|--|------|
| G070C | DIRECTOR OF FIELD OPERATIONS           | GS09 |
| G074C | ADE COORD OF GOVERNMENTAL AFFAIRS      | GS09 |
| G075C | ADE PROGRAM ADMINISTRATOR              | GS10 |
| G078C | ADPT PRG SVS ADMIN                     | GS09 |
| G080C | NATIONAL & COMMUNITY SERVICES EXEC DIR | GS09 |
| G087C | ADEM PREPAREDNESS DIVISION DIRECTOR    | GS09 |
| G088C | ADEM DISASTER MGMT DIV DIR             | GS09 |
| G089C | ADEM ADMINISTRATION DIVISION DIRECTOR  | GS09 |
| G090C | ADE AREA PROJECT MANAGER               | GS09 |
| G095C | LODGE MANAGER                          | GS09 |
| G096C | LABOR DIVISION MANAGER                 | GS09 |
| G098C | DIS QUALITY ASSURANCE COORDINATOR      | GS09 |
| G099C | DHS PROGRAM ADMINISTRATOR              | GS09 |
| G100C | DHS COUNTY ADMINISTRATOR III           | GS10 |
| G102C | DHE PROGRAM SPECIALIST                 | GS09 |
| G104C | AEDC AREA/PROGRAM REPRESENTATIVE       | GS09 |
| G109C | GRANTS MANAGER                         | GS09 |
| G113C | DDSSA HEARING OFFICER COORDINATOR      | GS09 |
| G167C | KEEP ARKANSAS BEAUTIFUL DIRECTOR       | GS09 |
| G222C | ADC/DCC INTERNAL AFFAIRS ADMINISTRATOR | GS09 |
| G223C | DFA OCSE DIVISION MANAGER              | GS10 |
| G226C | DFA OCSE PROGRAM MANAGER               | GS10 |
| G238C | LOCAL HEALTH UNIT ADMINISTRATOR III    | GS09 |
| G241C | HEALTH INFO TECH OPER & TECH OFFICER   | GS09 |
| L007C | ASBN PROGRAM COORDINATOR               | GS09 |
| L012C | ASD SPECIALITY PROGRAM DIRECTOR        | GS09 |
| L021C | NURSING HOME ASSISTANT ADMINISTRATOR   | GS09 |
| L023C | HEALTH FACILITIES SUPERVISOR           | GS09 |
| L024C | DHS BEHAV HLTH FACILITY ADMIN          | GS09 |
| L028C | EPIDEMIOLOGIST                         | GS09 |
| L029C | ADH PUBLIC HEALTH SECTION CHIEF II     | GS09 |
| L033C | PSYCHOLOGICAL EXAMINER                 | GS09 |
| L037C | REHAB AREA MANAGER                     | GS09 |
| L040C | DIETARY SERVICES DIRECTOR              | GS09 |
| M008C | YOUTH PROGRAM DIRECTOR                 | GS09 |
| M009C | LICENSED CERTIFIED SOCIAL WORKER       | GS09 |

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| <i>M011C</i> | <i>FAMILY SERVICE WORKER COUNTY SUPERVISOR</i> | <i>GS09</i> |
| <i>M013C</i> | <i>SPINAL CORD COMMISSION CLIENT SVS ADMIN</i> | <i>GS09</i> |
| <i>M014C</i> | <i>PROGRAM ELIGIBILITY COORDINATOR III</i>     | <i>GS09</i> |
| <i>P004C</i> | <i>PUBLIC INFORMATION MANAGER</i>              | <i>GS09</i> |
| <i>P006C</i> | <i>DAH AGENCY ASSISTANT DIRECTOR</i>           | <i>GS09</i> |
| <i>P007C</i> | <i>AETN CHIEF POST PRODUCTION EDITOR</i>       | <i>GS09</i> |
| <i>R008C</i> | <i>DHS EMPLOYEE RELATIONS MANAGER</i>          | <i>GS09</i> |
| <i>R009C</i> | <i>ADE BUDGET MANAGER</i>                      | <i>GS09</i> |
| <i>R019C</i> | <i>BUDGET MANAGER</i>                          | <i>GS09</i> |
| <i>R043C</i> | <i>DFA STATEWIDE PROGRAM SPECIALIST</i>        | <i>GS09</i> |
| <i>S005C</i> | <i>AVIATION MANAGER</i>                        | <i>GS09</i> |
| <i>T006C</i> | <i>ADC HEAD FARM MANAGER II</i>                | <i>GS09</i> |
| <i>T009C</i> | <i>ASP SPECIAL OPERATIONS ADMINISTRATOR</i>    | <i>GS11</i> |
| <i>T018C</i> | <i>PUBLIC SAFETY COMMANDER III</i>             | <i>GS09</i> |
| <i>T022C</i> | <i>ASP CORPORAL</i>                            | <i>GS09</i> |
| <i>T033C</i> | <i>ADC/DCC MAJOR</i>                           | <i>GS09</i> |
| <i>T106C</i> | <i>DFA REVENUE SECURITY SUPERVISOR</i>         | <i>GS09</i> |
| <i>V034C</i> | <i>DFA STATEWIDE PROCUREMENT COORDINATOR</i>   | <i>GS09</i> |
| <i>X012C</i> | <i>ADE PLSB CHIEF INVESTIGATOR</i>             | <i>GS09</i> |
| <i>X014C</i> | <i>TOBACCO SETTLEMENT COMMISSION DIRECTOR</i>  | <i>GS09</i> |
| <i>X022C</i> | <i>BAIL BONDSMAN BOARD EXECUTIVE DIRECTOR</i>  | <i>GS09</i> |
| <i>X032C</i> | <i>SENIOR SECURITIES EXAMINER</i>              | <i>GS09</i> |
| <i>X069C</i> | <i>DFA HORSE RACING SUPERVISOR</i>             | <i>GS09</i> |
| <i>X190C</i> | <i>DDSSA ADJUDICATOR IV</i>                    | <i>GS09</i> |
| <i>A022C</i> | <i>STUDENT LOAN FINANCE SPECIALIST</i>         | <i>GS08</i> |
| <i>A035C</i> | <i>PSC TAX DIV ASST DIR/MOTOR CAR PROG</i>     | <i>GS08</i> |
| <i>A041C</i> | <i>PROGRAM FISCAL MANAGER</i>                  | <i>GS08</i> |
| <i>A045C</i> | <i>STATISTICAL ANALYSIS MANAGER</i>            | <i>GS08</i> |
| <i>A047C</i> | <i>FINANCIAL ANALYST II</i>                    | <i>GS08</i> |
| <i>A056C</i> | <i>DHS FINANCIAL SECTION MANAGER</i>           | <i>GS08</i> |
| <i>A057C</i> | <i>DFA TAX RESEARCH ANALYST</i>                | <i>GS08</i> |
| <i>A060C</i> | <i>SENIOR AUDITOR</i>                          | <i>GS08</i> |
| <i>A061C</i> | <i>RETIREMENT INVESTMENT SPECIALIST</i>        | <i>GS08</i> |
| <i>A062C</i> | <i>RETIREMENT COORDINATOR</i>                  | <i>GS08</i> |
| <i>A066C</i> | <i>INTERNAL AUDITOR</i>                        | <i>GS08</i> |
| <i>A068C</i> | <i>DIS BILLING SERVICES MANAGER</i>            | <i>GS08</i> |

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

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|--------------|---|-------------|
| <i>G083C</i> | <i>DHS/DAAS DIVISION MANAGER</i>                | <i>GS08</i> |
| <i>G086C</i> | <i>ASP PROGRAM ASST ADMINISTRATOR</i>           | <i>GS08</i> |
| <i>G091C</i> | <i>ADPT MARKETING &amp; PROMOTION DIR</i>       | <i>GS08</i> |
| <i>G092C</i> | <i>PUBLIC DEFENDER PROGRAM MANAGER</i>          | <i>GS08</i> |
| <i>G093C</i> | <i>OPERATIONS MANAGER</i>                       | <i>GS08</i> |
| <i>G105C</i> | <i>ADPT DEVELOPMENT MANAGER</i>                 | <i>GS08</i> |
| <i>G106C</i> | <i>WCC CLAIMS SPECIALIST</i>                    | <i>GS08</i> |
| <i>G107C</i> | <i>WCC PROGRAM MANAGER</i>                      | <i>GS08</i> |
| <i>G108C</i> | <i>PUBLIC DEF OMBUDSMAN COORDINATOR</i>         | <i>GS08</i> |
| <i>G110C</i> | <i>DWS PROGRAM MANAGER</i>                      | <i>GS09</i> |
| <i>G111C</i> | <i>DHS COUNTY ADMINISTRATOR II</i>              | <i>GS09</i> |
| <i>G114C</i> | <i>DWS WORKFORCE INVEST REG ADVISOR</i>         | <i>GS08</i> |
| <i>G115C</i> | <i>ASSISTANT DIRECTOR OF RURAL SERVICES</i>     | <i>GS08</i> |
| <i>G116C</i> | <i>LOCAL HEALTH UNIT ADMINISTRATOR II</i>       | <i>GS08</i> |
| <i>G119C</i> | <i>SBEC EDUCATIONAL SERVICES MANAGER</i>        | <i>GS08</i> |
| <i>G121C</i> | <i>REHAB PROGRAM MANAGER</i>                    | <i>GS08</i> |
| <i>G126C</i> | <i>FINANCE PROGRAM COORDINATOR</i>              | <i>GS08</i> |
| <i>G129C</i> | <i>DHS/DCO PROGRAM MANAGER</i>                  | <i>GS08</i> |
| <i>G130C</i> | <i>DHS COUNTY ADMINISTRATOR I</i>               | <i>GS08</i> |
| <i>G137C</i> | <i>AEDC RESEARCH PROGRAM COORDINATOR</i>        | <i>GS08</i> |
| <i>G139C</i> | <i>ADEQ FACILITY SUPPORT SVCS MANAGER</i>       | <i>GS08</i> |
| <i>G140C</i> | <i>ADEM PROGRAM MANAGER</i>                     | <i>GS08</i> |
| <i>G152C</i> | <i>DHS PROGRAM MANAGER</i>                      | <i>GS08</i> |
| <i>G191C</i> | <i>ASP HIGHWAY SAFETY PROGRAM SPECIALIST</i>    | <i>GS06</i> |
| <i>G224C</i> | <i>DFA OCSE FIELD MANAGER</i>                   | <i>GS09</i> |
| <i>G243C</i> | <i>DWS FIELD MANAGER III</i>                    | <i>GS09</i> |
| <i>G251C</i> | <i>OMIG PROGRAM MANAGER</i>                     | <i>GS08</i> |
| <i>G252C</i> | <i>VETERANS SERVICE PROGRAM MANAGER</i>         | <i>GS08</i> |
| <i>G264C</i> | <i>DHS FAIRNESS OFFICER</i>                     | <i>GS08</i> |
| <i>L018C</i> | <i>REHAB ASST DIRECTOR - ACTI</i>               | <i>GS08</i> |
| <i>L034C</i> | <i>NUTRITIONIST SUPERVISOR</i>                  | <i>GS08</i> |
| <i>L035C</i> | <i>NUTRITIONIST CONSULTANT</i>                  | <i>GS08</i> |
| <i>L041C</i> | <i>ADC ASST MEDICAL PROGRAM MANAGER</i>         | <i>GS08</i> |
| <i>L043C</i> | <i>HEALTH PROGRAM SPECIALIST III</i>            | <i>GS08</i> |
| <i>L050C</i> | <i>CERTIFIED RESPIRATORY THERAPY TECHNICIAN</i> | <i>GS08</i> |
| <i>L055C</i> | <i>DIETICIAN</i>                                | <i>GS07</i> |

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| L059C | ABSLPA DIRECTOR                          | GS08 |
| L091C | ADH PUBLIC HEALTH SECTION CHIEF I        | GS08 |
| L098C | CERTIFIED VOCATIONAL REHAB COUNSELOR     | GS08 |
| M007C | DCC ASST TREATMENT PROGRAM MGR           | GS08 |
| M010C | FAMILY SERVICE WORKER CLINICAL SPEC      | GS08 |
| M012C | YOUTH PROGRAM MANAGER                    | GS08 |
| M015C | FAMILY SERVICE WORKER SUPERVISOR         | GS08 |
| M016C | DHS FIELD MANAGER                        | GS08 |
| M018C | PROGRAM ELIGIBILITY COORDINATOR II       | GS08 |
| M020C | LICENSED PROFESSIONAL COUNSELOR          | GS08 |
| M025C | PROGRAM ELIGIBILITY COORDINATOR I        | GS07 |
| M031C | ADMINISTRATOR OF CHAPLAINCY SVCS         | GS08 |
| M088C | LICENSED MASTER SOCIAL WORKER            | GS08 |
| P005C | DHE COMMUNICATIONS COORDINATOR           | GS08 |
| P009C | TELEVISION PRODUCTION MANAGER            | GS08 |
| P010C | EXHIBITS COORDINATOR                     | GS08 |
| P014C | MUSEUM MANAGER                           | GS08 |
| R014C | PERSONNEL MANAGER                        | GS08 |
| R015C | DWS EQUAL OPPORTUNITY MANAGER            | GS09 |
| R016C | DFA STATE PERSONNEL ANALYST              | GS08 |
| R017C | DFA STATE BUDGET ANALYST                 | GS08 |
| R021C | BUDGET ANALYST                           | GS08 |
| R028C | DFA STATEWIDE PAYROLL SYSTEMS SPECIALIST | GS08 |
| R042C | DFA CAFR ASSET SPECIALIST                | GS08 |
| S003C | FOOD & BEVERAGE DIRECTOR                 | GS08 |
| S004C | MAINTENANCE MANAGER                      | GS08 |
| S007C | DIRECTOR HVACR SECTION                   | GS08 |
| S010C | ADC INDUSTRY PROGRAM MANAGER             | GS08 |
| S094C | ADC CONSTRUCTION/MAINTENANCE COORD       | GS08 |
| T019C | DIRECTOR OF PUBLIC SAFETY I              | GS08 |
| T021C | ADC HEAD FARM MANAGER I                  | GS08 |
| T023C | PUBLIC SAFETY COMMANDER II               | GS08 |
| T025C | CLEST SUPERVISOR                         | GS10 |
| T027C | ADC/DCC TRAINING ADMINISTRATOR           | GS09 |
| T031C | DHS BEHAV HLTH PUBLIC SAFETY DIR         | GS08 |
| T034C | WORK RELEASE CENTER SUPERVISOR           | GS08 |

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| T035C | ASP TROOPER 1ST CLASS                  | GS08 |
| T042C | ADPT CHIEF RANGER                      | GS08 |
| T048C | ADC/DCC CAPTAIN                        | GS08 |
| T104C | ADC/DCC TRAINING ACADEMY SUPERVISOR    | GS08 |
| V002C | FEDERAL SURPLUS PROPERTY MANAGER       | GS08 |
| V004C | PROCUREMENT MANAGER                    | GS08 |
| V007C | PROCUREMENT COORDINATOR                | GS08 |
| V032C | DFA OSP SURPLUS PROPERTY MANAGER       | GS08 |
| V035C | DFA STATEWIDE PROCUREMENT SPECIALIST   | GS08 |
| X016C | MANUFACTURED HOMES COMMISSION DIRECTOR | GS08 |
| X017C | INSURANCE LICENSING MANAGER            | GS08 |
| X018C | INSURANCE CONSUMER PROTECTION MANAGER  | GS08 |
| X020C | BURIAL ASSOCIATION BD EXEC SEC         | GS08 |
| X026C | CRIMINAL DETENTION FACILITIES COORD    | GS08 |
| X030C | REGULATORY BOARD CHIEF INVESTIGATOR    | GS08 |
| X034C | PREPAID FUNERAL MANAGER                | GS08 |
| X035C | ASP/CACD AREA MANAGER                  | GS08 |
| X037C | EDUCATION INVESTIGATOR                 | GS08 |
| X038C | QUALITY ASSURANCE MANAGER              | GS09 |
| X039C | DIRECTOR OF COSMETOLOGY BOARD          | GS08 |
| X042C | DCC PAROLE/PROBATION ASST AREA MGR     | GS08 |
| X043C | ADH ENVIRONMENTAL SUPV                 | GS08 |
| X044C | ADH DIR PLUMBING INSPECTIONS           | GS08 |
| X046C | ACD DIVISION ADMINISTRATOR             | GS08 |
| X048C | PSC PIPELINE SAFETY SPECIALIST         | GS08 |
| X050C | PHYSICAL THERAPY BD EXEC DIR           | GS08 |
| X051C | LABOR MEDIATOR                         | GS08 |
| X052C | LABOR INSPECTOR SUPERVISOR             | GS08 |
| X062C | QUALITY ASSURANCE COORDINATOR          | GS08 |
| X064C | PSC PUBLIC UTILITY AUDITOR             | GS08 |
| X067C | HEALTH FACILITIES SURVEYOR             | GS08 |
| X070C | DDSSA FRAUD INVESTIGATOR               | GS08 |
| X071C | DDSSA CLAIMS ADJUDICATOR III           | GS08 |
| X072C | CRIMINAL INSURANCE FRAUD INVESTIGATOR  | GS08 |
| X135C | SOCIAL WORK LICENSING BD EXEC DIR      | GS08 |
| X148C | AIRCRAFT PILOT                         | GS08 |

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

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|--------------|---|-------------|
| <i>B082C</i> | <i>BIOLOGIST</i>                                | <i>GS07</i> |
| <i>B132C</i> | <i>ASSISTANT HATCHERY MANAGER</i>               | <i>GS07</i> |
| <i>B137C</i> | <i>CRIME LAB PROGRAM COORDINATOR</i>            | <i>GS07</i> |
| <i>C003C</i> | <i>STADIUM COMMISSION MARKETING/EVENT MGR</i>   | <i>GS07</i> |
| <i>C009C</i> | <i>HEARING REPORTER</i>                         | <i>GS07</i> |
| <i>C010C</i> | <i>EXECUTIVE ASSISTANT TO THE DIRECTOR</i>      | <i>GS07</i> |
| <i>C011C</i> | <i>BD OF ARCH ADMIN ASST/OFFICE MGR</i>         | <i>GS07</i> |
| <i>C015C</i> | <i>AGRI ADMINISTRATIVE COORDINATOR</i>          | <i>GS07</i> |
| <i>D053C</i> | <i>DIS ACCOUNTS ANALYST</i>                     | <i>GS07</i> |
| <i>E020C</i> | <i>ADE OERZ TECHNICAL ASSIST SPECIALIST</i>     | <i>GS08</i> |
| <i>E027C</i> | <i>CAREER &amp; TECHNICAL FACULTY</i>           | <i>GS07</i> |
| <i>E032C</i> | <i>EDUCATION COUNSELOR</i>                      | <i>GS07</i> |
| <i>E040C</i> | <i>STAFF DEVELOPMENT COORDINATOR</i>            | <i>GS07</i> |
| <i>E041C</i> | <i>SENIOR LIBRARIAN</i>                         | <i>GS07</i> |
| <i>E042C</i> | <i>PUBLIC HEALTH EDUCATOR SUPERVISOR</i>        | <i>GS07</i> |
| <i>E048C</i> | <i>EDUCATION &amp; INSTRUCTION SPECIALIST</i>   | <i>GS07</i> |
| <i>E064C</i> | <i>CERTIFIED PUBLIC HEALTH EDUCATOR</i>         | <i>GS07</i> |
| <i>E065C</i> | <i>CANCER INFORMATION MANAGEMENT SPECIALIST</i> | <i>GS07</i> |
| <i>G082C</i> | <i>DHS/DYS ADMISSIONS EVALUATOR</i>             | <i>GS07</i> |
| <i>G120C</i> | <i>RISK CONSULTANT</i>                          | <i>GS07</i> |
| <i>G125C</i> | <i>INSURANCE SPECIAL PROJECTS COORDINATOR</i>   | <i>GS07</i> |
| <i>G127C</i> | <i>DWS PROGRAM OPERATIONS MANAGER</i>           | <i>GS08</i> |
| <i>G128C</i> | <i>DWS FIELD MANAGER II</i>                     | <i>GS08</i> |
| <i>G131C</i> | <i>DHS BEHAV HLTH MED BUS PRACTICES ADMIN</i>   | <i>GS07</i> |
| <i>G132C</i> | <i>DFA PROGRAM MANAGER</i>                      | <i>GS07</i> |
| <i>G133C</i> | <i>DFA DIVISION MANAGER I</i>                   | <i>GS07</i> |
| <i>G138C</i> | <i>AGENCY ADMINISTRATIVE REVIEW OFFICER</i>     | <i>GS07</i> |
| <i>G142C</i> | <i>ADC CLASSIFICATION ADMINISTRATOR</i>         | <i>GS07</i> |
| <i>G143C</i> | <i>LOCAL HEALTH UNIT ADMINISTRATOR I</i>        | <i>GS07</i> |
| <i>G144C</i> | <i>TECHNICAL INSTITUTE PROGRAM COORDINATOR</i>  | <i>GS07</i> |
| <i>G145C</i> | <i>RURAL CONST GRANT/FINANCIAL OFFICER</i>      | <i>GS07</i> |
| <i>G146C</i> | <i>MITIGATION SPECIALIST</i>                    | <i>GS07</i> |
| <i>G147C</i> | <i>GRANTS COORDINATOR</i>                       | <i>GS07</i> |
| <i>G148C</i> | <i>ENERGY PROGRAM MANAGER</i>                   | <i>GS07</i> |
| <i>G151C</i> | <i>DHS/DCO COUNTY SUPERVISOR</i>                | <i>GS07</i> |
| <i>G153C</i> | <i>DHS/DAAS PROGRAM SUPERVISOR</i>              | <i>GS07</i> |

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| <i>G154C</i> | <i>DCC PROGRAM COORDINATOR</i>                     | <i>GS07</i> |
| <i>G155C</i> | <i>DAH PROGRAM MANAGER</i>                         | <i>GS07</i> |
| <i>G157C</i> | <i>ADEM AREA COORDINATOR</i>                       | <i>GS07</i> |
| <i>G158C</i> | <i>ACIC PROGRAM MANAGER</i>                        | <i>GS07</i> |
| <i>G159C</i> | <i>DEPARTMENT BUSINESS COORDINATOR</i>             | <i>GS07</i> |
| <i>G163C</i> | <i>REHAB PROGRAM COORDINATOR</i>                   | <i>GS07</i> |
| <i>G164C</i> | <i>EXECUTIVE ASSISTANT TO PSC COMMISSIONER</i>     | <i>GS07</i> |
| <i>G165C</i> | <i>ADPT SPECIALTY OPERATIONS MANAGER</i>           | <i>GS07</i> |
| <i>G168C</i> | <i>INDUSTRIAL CONSULTANT</i>                       | <i>GS07</i> |
| <i>G173C</i> | <i>ADFA PROGRAM COORDINATOR</i>                    | <i>GS07</i> |
| <i>G176C</i> | <i>VOLUNTEER PROGRAM MANAGER</i>                   | <i>GS07</i> |
| <i>G183C</i> | <i>DHS PROGRAM COORDINATOR</i>                     | <i>GS07</i> |
| <i>G196C</i> | <i>DWS SATELLITE OFFICE SUPERVISOR</i>             | <i>GS07</i> |
| <i>G209C</i> | <i>DWS PROGRAM SUPERVISOR</i>                      | <i>GS07</i> |
| <i>G227C</i> | <i>DFA OCSE PROGRAM SUPERVISOR</i>                 | <i>GS08</i> |
| <i>G244C</i> | <i>ASMTB EXECUTIVE DIRECTOR</i>                    | <i>GS07</i> |
| <i>G248C</i> | <i>ENERGY PROGRAM COORDINATOR</i>                  | <i>GS07</i> |
| <i>G253C</i> | <i>VETERANS SERVICE OFFICER</i>                    | <i>GS07</i> |
| <i>G265C</i> | <i>SENIOR TECHNICAL WRITER</i>                     | <i>GS07</i> |
| <i>L047C</i> | <i>MEDICAL TECHNOLOGIST SUPERVISOR</i>             | <i>GS08</i> |
| <i>L048C</i> | <i>HEALTH PROGRAM SPECIALIST II</i>                | <i>GS07</i> |
| <i>L049C</i> | <i>DISEASE INTERVENTION SPEC SUPV</i>              | <i>GS07</i> |
| <i>L052C</i> | <i>REHAB FACILITY SUPERVISOR</i>                   | <i>GS07</i> |
| <i>L054C</i> | <i>EMERGENCY MEDICAL SERVICES SUPV</i>             | <i>GS07</i> |
| <i>L057C</i> | <i>REHAB SVS FACILITY SPECIALIST</i>               | <i>GS07</i> |
| <i>L061C</i> | <i>MEDICAL TECHNOLOGIST</i>                        | <i>GS07</i> |
| <i>L062C</i> | <i>LICENSED PRACTICAL NURSE SUPERVISOR</i>         | <i>GS07</i> |
| <i>L064C</i> | <i>RADIOLOGY TECHNICIAN</i>                        | <i>GS07</i> |
| <i>L101C</i> | <i>ENTOMOLOGIST</i>                                | <i>GS07</i> |
| <i>M017C</i> | <i>CHILD ABUSE &amp; NEGLECT PREVENTION BD DIR</i> | <i>GS07</i> |
| <i>M019C</i> | <i>MILITARY HOUSING DIRECTOR</i>                   | <i>GS07</i> |
| <i>M023C</i> | <i>SUBSTANCE ABUSE PROGRAM COORD</i>               | <i>GS07</i> |
| <i>M024C</i> | <i>RESIDENTIAL SERVICES MANAGER</i>                | <i>GS07</i> |
| <i>M026C</i> | <i>LICENSED SOCIAL WORKER</i>                      | <i>GS07</i> |
| <i>M027C</i> | <i>FAMILY SERVICE WORKER SPECIALIST</i>            | <i>GS07</i> |
| <i>M032C</i> | <i>VOCATIONAL REHAB PLACEMENT SPEC</i>             | <i>GS07</i> |

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| <i>M037C</i> | <i>PROGRAM ELIGIBILITY SUPERVISOR</i>      | <i>GS07</i> |
| <i>M039C</i> | <i>MEDICAID SERVICES SUPERVISOR</i>        | <i>GS07</i> |
| <i>M040C</i> | <i>FAMILY SERVICES PROGRAM COORDINATOR</i> | <i>GS07</i> |
| <i>M049C</i> | <i>SENIOR CHAPLAIN</i>                     | <i>GS07</i> |
| <i>P008C</i> | <i>TELEVISION PROGRAM MANAGER</i>          | <i>GS07</i> |
| <i>P012C</i> | <i>TELEVISION PRODUCER</i>                 | <i>GS07</i> |
| <i>P013C</i> | <i>PUBLIC INFORMATION COORDINATOR</i>      | <i>GS07</i> |
| <i>P015C</i> | <i>DAH MANAGER OF HISTORIC PROPERTIES</i>  | <i>GS07</i> |
| <i>P016C</i> | <i>CURATOR</i>                             | <i>GS07</i> |
| <i>P018C</i> | <i>ARCHIVAL MANAGER</i>                    | <i>GS07</i> |
| <i>P020C</i> | <i>PRODUCTION ARTIST</i>                   | <i>GS07</i> |
| <i>P025C</i> | <i>SUPERVISOR OF INTERPRETIVE PROGRAMS</i> | <i>GS07</i> |
| <i>P030C</i> | <i>MUSEUM EXHIBIT PROGRAM SPECIALIST</i>   | <i>GS07</i> |
| <i>P032C</i> | <i>DESIGN CONSULTANT</i>                   | <i>GS07</i> |
| <i>P038C</i> | <i>HISTORIAN</i>                           | <i>GS07</i> |
| <i>P065C</i> | <i>DEVELOPMENT SPECIALIST</i>              | <i>GS07</i> |
| <i>P068C</i> | <i>RADIO PRODUCER</i>                      | <i>GS07</i> |
| <i>R018C</i> | <i>DFA EBD PROGRAM SUPERVISOR</i>          | <i>GS07</i> |
| <i>R024C</i> | <i>ASSISTANT PERSONNEL MANAGER</i>         | <i>GS07</i> |
| <i>S008C</i> | <i>CAMPUS MAINTENANCE SUPERVISOR</i>       | <i>GS07</i> |
| <i>S015C</i> | <i>ASST LODGE MANAGER</i>                  | <i>GS07</i> |
| <i>S093C</i> | <i>ASP FLEET MANAGER</i>                   | <i>GS07</i> |
| <i>S096C</i> | <i>ADC CONSTRUCTION SUPERVISOR</i>         | <i>GS07</i> |
| <i>T029C</i> | <i>CLEST SENIOR AGENT</i>                  | <i>GS09</i> |
| <i>T030C</i> | <i>PUBLIC SAFETY COMMANDER I</i>           | <i>GS07</i> |
| <i>T032C</i> | <i>DFA REVENUE SECURITY COORDINATOR</i>    | <i>GS07</i> |
| <i>T043C</i> | <i>MILITARY DEPUTY FIRE CHIEF</i>          | <i>GS07</i> |
| <i>T044C</i> | <i>IA SUPERVISOR</i>                       | <i>GS07</i> |
| <i>T045C</i> | <i>DCC PAROLE/PROBATION OFFICER</i>        | <i>GS07</i> |
| <i>T054C</i> | <i>ADC/DCC LIEUTENANT</i>                  | <i>GS07</i> |
| <i>T100C</i> | <i>ASP TROOPER</i>                         | <i>GS07</i> |
| <i>U009U</i> | <i>VETERANS CHILD WELFARE DIR</i>          | <i>GS07</i> |
| <i>V008C</i> | <i>BUYER SUPERVISOR</i>                    | <i>GS07</i> |
| <i>V011C</i> | <i>MEDICAL BUYER</i>                       | <i>GS07</i> |
| <i>X028C</i> | <i>BD OF BARBER EXAM SECRETARY</i>         | <i>GS07</i> |
| <i>X036C</i> | <i>ADEQ INSPECTOR SUPERVISOR</i>           | <i>GS07</i> |

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|-------|---|------|
| X047C | REAL ESTATE MANAGER                     | GS07 |
| X049C | PROPERTY ASSESSMENT COORD MANAGER       | GS07 |
| X053C | INTERNAL AFFAIRS MANAGER                | GS07 |
| X054C | ENVIRONMENTAL PROGRAM COORDINATOR       | GS07 |
| X056C | CAPITAL CONFLICTS INVESTIGATOR          | GS07 |
| X058C | AGRI COMMODITY AREA SUPERVISOR          | GS07 |
| X059C | ADEQ ENFORCEMENT COORDINATOR            | GS07 |
| X060C | SENIOR ENVIRONMENTAL HEALTH SPECIALIST  | GS07 |
| X061C | SECURITIES EXAMINER                     | GS07 |
| X065C | LABOR INSPECTOR                         | GS07 |
| X066C | INSURANCE PREMIUM TAX EXAMINER          | GS07 |
| X068C | ETHICS COMMISSION COMPLIANCE SPECIALIST | GS07 |
| X076C | TITLE INSURANCE COMPLIANCE OFFICER      | GS07 |
| X077C | REAL ESTATE OFFICER                     | GS07 |
| X080C | PROPERTY & CASUALTY COMPLIANCE OFFICER  | GS07 |
| X083C | INSURANCE LIFE & HEALTH COMP OFFICER    | GS07 |
| X089C | AUCTIONEER BD SECRETARY                 | GS07 |
| X090C | ASP/CACD SENIOR INVESTIGATOR            | GS07 |
| X095C | QUALITY ASSURANCE ANALYST               | GS07 |
| X103C | DENTAL EXAMINERS BD INVESTIGATOR        | GS07 |
| X104C | DDSSA CLAIMS ADJUDICATOR II             | GS07 |
| X108C | ASP DL/CDL COORDINATOR                  | GS07 |
| X109C | AFC INVESTIGATOR                        | GS07 |
| X111C | AGRI INSPECTOR SUPV                     | GS07 |
| X112C | AFHC CHIEF INVESTIGATOR                 | GS07 |
| X125C | FRAUD INVESTIGATOR COORDINATOR          | GS07 |
| X137C | PAROLE BOARD INVESTIGATOR               | GS07 |
| X139C | DWS UI INVESTIGATOR                     | GS06 |
| X147C | AR TOWING & RECOVERY BOARD DIRECTOR     | GS07 |
| X187C | JDDC INVESTIGATOR                       | GS07 |
| X200C | MEDICAID FRAUD INVESTIGATOR             | GS07 |
| M029C | CHILD SUPPORT SUPERVISOR II             | GS07 |
| M042C | DHS STAFF SUPERVISOR                    | GS07 |
| M043C | DDS PROGRAM COORDINATOR                 | GS07 |
| A048C | DIS RATE ANALYST                        | GS06 |
| A074C | FISCAL SUPPORT SUPERVISOR               | GS06 |

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|-------|---|------|
| A077C | DFA LOCAL REVENUE OFFICE MANAGER                  | GS06 |
| A080C | FINANCE AUTHORITY SPECIALIST                      | GS06 |
| A083C | RETIREMENT ANALYST                                | GS06 |
| A084C | PROGRAM/FIELD AUDIT SPECIALIST                    | GS06 |
| A086C | BD OF ACCT CHIEF FISCAL OFFICER                   | GS06 |
| A092C | DWS FIELD TAX REP                                 | GS06 |
| A093C | STATISTICIAN                                      | GS06 |
| A114C | OMIG AUDITOR                                      | GS06 |
| B040C | ADC AGRICULTURE PRODUCTION SUPERVISOR             | GS06 |
| B057C | VETERINARY BOARD EXEC DIRECTOR                    | GS08 |
| B059C | ANRC PROGRAM COORDINATOR                          | GS06 |
| B073C | FORENSIC TECHNICIAN SUPERVISOR                    | GS06 |
| B076C | RESEARCH PROJECT ANALYST                          | GS06 |
| B078C | METROLOGIST                                       | GS06 |
| B085C | PARK SUPERINTENDENT I                             | GS06 |
| B086C | LAND MANAGEMENT SPECIALIST                        | GS06 |
| B087C | ENERGY CONSERVATION COORD                         | GS06 |
| B088C | COUNTY FOREST RANGER                              | GS06 |
| B097C | NATURAL RESOURCES PROGRAM SPECIALIST              | GS06 |
| C006C | ARKANSAS SENTENCING COMMISSION ASSISTANT DIRECTOR | GS06 |
| C013C | MEDICAL SERVICES REPRESENTATIVE                   | GS06 |
| C017C | HEALTH ADMINISTRATIVE COORDINATOR                 | GS06 |
| C018C | DFA EXECUTIVE ASSISTANT TO THE CMSNR              | GS06 |
| C020C | STUDENT APPLICATIONS SPECIALIST                   | GS06 |
| C026C | RECORDS/INTAKE SUPERVISOR                         | GS06 |
| C029C | HEARING OFFICER                                   | GS06 |
| C031C | ENG & LAND SURVEYORS ASST EXEC DIR                | GS07 |
| C032C | DWS UI CLAIM TECHNICIAN                           | GS06 |
| C094C | ATHLETIC COMMISSION PROGRAM MANAGER               | GS06 |
| D070C | DIS ACCOUNTS SPECIALIST                           | GS06 |
| D074C | TELECOMMUNICATIONS SUPERVISOR                     | GS06 |
| D076C | COMMUNICATIONS SYSTEMS SUPERVISOR                 | GS06 |
| E028C | SIGN LANGUAGE INTERPRETER                         | GS06 |
| E033C | DFA ORGANIZATIONAL DEVELOPMENT SPEC               | GS06 |
| E037C | EDUCATION PROGRAM SPECIALIST                      | GS06 |
| E038C | EDUCATION & INSTRUCTION ANALYST                   | GS06 |

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| <i>E039C</i> | <i>DHS/DSB TEACHER FOR THE BLIND</i>          | <i>GS06</i> |
| <i>E043C</i> | <i>CERTIFIED VOCATIONAL TEACHER</i>           | <i>GS06</i> |
| <i>E044C</i> | <i>CERTIFIED BACHELORS TEACHER</i>            | <i>GS06</i> |
| <i>E045C</i> | <i>ACIC TRAINING COORDINATOR</i>              | <i>GS06</i> |
| <i>E047C</i> | <i>PUBLIC HEALTH EDUCATOR</i>                 | <i>GS06</i> |
| <i>E052C</i> | <i>LIBRARIAN</i>                              | <i>GS06</i> |
| <i>G122C</i> | <i>PUBLIC DEFENDER PROGRAM COORDINATOR</i>    | <i>GS06</i> |
| <i>G123C</i> | <i>PSC CLERK</i>                              | <i>GS06</i> |
| <i>G124C</i> | <i>OMBUDSMAN</i>                              | <i>GS06</i> |
| <i>G141C</i> | <i>ADC INDUSTRY ASSISTANT ADMR</i>            | <i>GS06</i> |
| <i>G149C</i> | <i>DWS FIELD MANAGER I</i>                    | <i>GS07</i> |
| <i>G160C</i> | <i>WCC PROGRAM COORDINATOR</i>                | <i>GS06</i> |
| <i>G161C</i> | <i>VICTIM/WITNESS COORDINATOR</i>             | <i>GS06</i> |
| <i>G162C</i> | <i>SBEC ELECTION COORDINATOR</i>              | <i>GS06</i> |
| <i>G166C</i> | <i>MILITARY PROGRAM COORDINATOR</i>           | <i>GS06</i> |
| <i>G170C</i> | <i>DHS ADMINISTRATIVE REVIEW OFFICER</i>      | <i>GS06</i> |
| <i>G171C</i> | <i>COORD OF AFRICAN AMERICAN HIST PRGM</i>    | <i>GS06</i> |
| <i>G172C</i> | <i>CAREER PLANNING &amp; PLAC COORDINATOR</i> | <i>GS06</i> |
| <i>G175C</i> | <i>ADEM PROGRAM COORDINATOR</i>               | <i>GS06</i> |
| <i>G178C</i> | <i>POLICY DEVELOPMENT COORDINATOR</i>         | <i>GS06</i> |
| <i>G179C</i> | <i>LEGAL SERVICES SPECIALIST</i>              | <i>GS06</i> |
| <i>G180C</i> | <i>GRANTS ANALYST</i>                         | <i>GS06</i> |
| <i>G181C</i> | <i>DWS PROGRAM MONITOR</i>                    | <i>GS07</i> |
| <i>G182C</i> | <i>DHS/DDS PROGRAM COORDINATOR</i>            | <i>GS07</i> |
| <i>G184C</i> | <i>DHS PROGRAM CONSULTANT</i>                 | <i>GS06</i> |
| <i>G186C</i> | <i>DAH PROGRAM COORDINATOR</i>                | <i>GS06</i> |
| <i>G192C</i> | <i>ACIC PROGRAM ANALYST</i>                   | <i>GS06</i> |
| <i>G193C</i> | <i>WCC PROGRAM SPECIALIST</i>                 | <i>GS06</i> |
| <i>G194C</i> | <i>PUBLIC DEFENDER INTERPRETER</i>            | <i>GS06</i> |
| <i>G198C</i> | <i>DHS/DAAS PROGRAM SPECIALIST</i>            | <i>GS06</i> |
| <i>G199C</i> | <i>DDSSA PROFESSIONAL RELATIONS OFFICER</i>   | <i>GS06</i> |
| <i>G202C</i> | <i>VOLUNTEER PROGRAM COORDINATOR</i>          | <i>GS06</i> |
| <i>G204C</i> | <i>PLANNING SPECIALIST</i>                    | <i>GS06</i> |
| <i>G205C</i> | <i>PARK PROGRAM SPECIALIST</i>                | <i>GS06</i> |
| <i>G206C</i> | <i>LODGE SALES DIRECTOR</i>                   | <i>GS06</i> |
| <i>G208C</i> | <i>EMERGENCY PLANNER</i>                      | <i>GS06</i> |

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| G210C | DHS PROGRAM SPECIALIST                 | GS06 |
| G214C | GRANTS SPECIALIST                      | GS06 |
| G217C | DWS WORKFORCE SPECIALIST               | GS06 |
| G230C | JDDC PARALEGAL                         | GS06 |
| G232C | ENERGY CONSERVATION MANAGER            | GS06 |
| G242C | DRUG COURT CASE COORDINATOR            | GS06 |
| L039C | NUTRITIONIST                           | GS07 |
| L044C | DHS BEHAV HLTH CASE REVIEW ANALYST     | GS06 |
| L051C | REHABILITATION COUNSELOR               | GS06 |
| L053C | HEALTH PROGRAM SPECIALIST I            | GS06 |
| L058C | DISEASE INTERVENTION SPECIALIST        | GS06 |
| L060C | REHAB INSTRUCTOR SUPERVISOR            | GS06 |
| L063C | FAMILY CONSUMER SCIENCE SPECIALIST     | GS06 |
| L065C | EMERGENCY MEDICAL SERVICES SPEC        | GS06 |
| L069C | LICENSED PRACTICAL NURSE               | GS06 |
| M021C | DCC TREATMENT SUPERVISOR               | GS08 |
| M038C | PROGRAM ELIGIBILITY ANALYST            | GS06 |
| M041C | DHS/DCFS FIELD SERVICES REPRESENTATIVE | GS06 |
| M044C | ASSOCIATE PROFESSIONAL COUNSELOR       | GS06 |
| M045C | ADULT PROTECTIVE SERVICES WORKER       | GS06 |
| M046C | ADC/DCC TREATMENT COORDINATOR          | GS07 |
| M047C | YOUTH SERVICES ADVISOR                 | GS06 |
| M048C | SUBSTANCE ABUSE PROGRAM LEADER         | GS06 |
| M050C | INTERPRETER                            | GS06 |
| M051C | FAMILY SERVICE WORKER                  | GS06 |
| M053C | CHILD CARE SERVICE SPECIALIST          | GS06 |
| M054C | SOCIAL SERVICE WORKER                  | GS06 |
| M057C | CHAPLAIN                               | GS06 |
| M066C | PROGRAM ELIGIBILITY SPECIALIST         | GS06 |
| P017C | TELEVISION PRODUCTION COORDINATOR      | GS06 |
| P019C | TRAVEL INFORMATION WRITER              | GS06 |
| P021C | EDITOR                                 | GS06 |
| P023C | BROADCAST PROMOTION SPECIALIST         | GS06 |
| P024C | ARCHIVIST                              | GS06 |
| P027C | PUBLIC INFORMATION SPECIALIST          | GS06 |
| P028C | PARK INTERPRETER II                    | GS06 |

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| <i>P029C</i> | <i>MUSEUM PROGRAMS SPECIALIST</i>            | <i>GS06</i> |
| <i>P031C</i> | <i>MEDIA SPECIALIST</i>                      | <i>GS06</i> |
| <i>P034C</i> | <i>ADPT CONSULTANT</i>                       | <i>GS06</i> |
| <i>P036C</i> | <i>MUSEUM STORE MANAGER</i>                  | <i>GS06</i> |
| <i>P037C</i> | <i>MUSEUM INTERPRETIVE SPECIALIST</i>        | <i>GS06</i> |
| <i>P040C</i> | <i>HISTORICAL RESEARCHER</i>                 | <i>GS06</i> |
| <i>P041C</i> | <i>COMMERCIAL GRAPHIC ARTIST</i>             | <i>GS06</i> |
| <i>P047C</i> | <i>MUSEUM REGISTRAR</i>                      | <i>GS06</i> |
| <i>R022C</i> | <i>BENEFITS COORDINATOR</i>                  | <i>GS06</i> |
| <i>R025C</i> | <i>HUMAN RESOURCES ANALYST</i>               | <i>GS06</i> |
| <i>R026C</i> | <i>CIVIL RIGHTS/EMPLOYEE RELATIONS COORD</i> | <i>GS06</i> |
| <i>R027C</i> | <i>BUDGET SPECIALIST</i>                     | <i>GS06</i> |
| <i>R029C</i> | <i>HUMAN RESOURCES RECRUITER</i>             | <i>GS06</i> |
| <i>R030C</i> | <i>EEO/GRIEVANCE OFFICER</i>                 | <i>GS06</i> |
| <i>R034C</i> | <i>DFA EBD BENEFITS SPECIALIST</i>           | <i>GS06</i> |
| <i>S009C</i> | <i>ASD/ASB TRANSPORTATION SERVICES COORD</i> | <i>GS06</i> |
| <i>S011C</i> | <i>ADC COMMODITY &amp; FOOD SVC ADMR</i>     | <i>GS06</i> |
| <i>S013C</i> | <i>ABA BUILDING/PROGRAM SUPERVISOR</i>       | <i>GS06</i> |
| <i>S014C</i> | <i>RESTAURANT MANAGER</i>                    | <i>GS06</i> |
| <i>S016C</i> | <i>SKILLED TRADES FOREMAN</i>                | <i>GS06</i> |
| <i>S017C</i> | <i>MAINTENANCE COORDINATOR</i>               | <i>GS06</i> |
| <i>S019C</i> | <i>DIRECTOR MAINTENANCE</i>                  | <i>GS06</i> |
| <i>S020C</i> | <i>AVIATION TECHNICIAN</i>                   | <i>GS06</i> |
| <i>S021C</i> | <i>WATER FILTER/WASTE DISPOSAL PLNT SUPV</i> | <i>GS06</i> |
| <i>S023C</i> | <i>PRINT SHOP MANAGER</i>                    | <i>GS06</i> |
| <i>S027C</i> | <i>ADC INDUSTRIAL SUPERVISOR II</i>          | <i>GS06</i> |
| <i>S039C</i> | <i>TELEVISION PROGRAM SPECIALIST</i>         | <i>GS06</i> |
| <i>S095C</i> | <i>ADC CONSTRUCTION PROJECT SPECIALIST</i>   | <i>GS06</i> |
| <i>S098C</i> | <i>CONSTRUCTION SUPERVISOR</i>               | <i>GS06</i> |
| <i>T036C</i> | <i>MILITARY FACILITIES SUPERVISOR</i>        | <i>GS06</i> |
| <i>T039C</i> | <i>ADC INMATE TRANSPORTATION COORD</i>       | <i>GS06</i> |
| <i>T040C</i> | <i>ADC ASSISTANT HEAD FARM MANAGER</i>       | <i>GS06</i> |
| <i>T041C</i> | <i>WORK RELEASE PROGRAM SUPERVISOR</i>       | <i>GS06</i> |
| <i>T049C</i> | <i>MILITARY FIREFIGHTER SHIFT LEADER</i>     | <i>GS06</i> |
| <i>T050C</i> | <i>LAW ENFORCEMENT STANDARDS SPECIALIST</i>  | <i>GS06</i> |
| <i>T051C</i> | <i>PUBLIC SAFETY SUPERVISOR</i>              | <i>GS06</i> |

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| T052C | DHS/DBHS PUBLIC SAFETY SUPERVISOR        | GS06 |
| T053C | AGRICULTURE UNIT SUPERVISOR II           | GS06 |
| T056C | PARK RANGER II                           | GS06 |
| T061C | SENIOR IA                                | GS06 |
| T062C | PUBLIC SAFETY DIRECTOR                   | GS06 |
| T065C | ADC/DCC CORRECTIONAL SERGEANT            | GS06 |
| T093C | DCC PAROLE/PROBATION OFFICER II          | GS06 |
| T103C | LAW ENFORCEMENT TRAINING INSTRUCTOR      | GS06 |
| T105C | PAROLE BOARD VICTIM INPUT COORDINATOR    | GS06 |
| V010C | DFA BUYER                                | GS06 |
| V033C | DFA OSP SURPLUS PROPERTY SUPERVISOR      | GS06 |
| X063C | PUBLIC DEFENDER INVESTIGATOR             | GS06 |
| X073C | CONTRACTORS BOARD INVESTIGATOR           | GS06 |
| X074C | ATC AUDITOR/INVESTIGATOR                 | GS06 |
| X075C | ADEQ ENFORCEMENT ANALYST                 | GS06 |
| X079C | PROPERTY ASSESSMENT AUDITOR SUPERVISOR   | GS06 |
| X081C | PLUMBING/HVACR INSPECTOR SUPERVISOR      | GS06 |
| X082C | OIL & GAS INSPECTOR                      | GS05 |
| X084C | DFA DOG RACING SUPERVISOR                | GS06 |
| X087C | ASBCE EXECUTIVE DIRECTOR                 | GS06 |
| X088C | EMBALMERS & FUNERAL DIR INVESTIGATOR     | GS06 |
| X091C | AREC SR REAL ESTATE INVESTIGATOR         | GS06 |
| X093C | ADEQ INSPECTOR                           | GS06 |
| X094C | SERVICES & PROGRAM LICENSING SPECIALIST  | GS06 |
| X098C | OIL & GAS TECHNICIAN                     | GS04 |
| X099C | MOTOR VEHICLE LICENSE SUPERVISOR         | GS06 |
| X101C | INTERNAL AFFAIRS INVESTIGATOR            | GS06 |
| X102C | ENVIRONMENTAL HEALTH SPECIALIST          | GS06 |
| X105C | CONTRACTORS LICENSING COORDINATOR        | GS06 |
| X106C | CAPITOL ZONING DISTRICT PLNG & PRESV DIR | GS06 |
| X107C | ASP/CACD INVESTIGATOR                    | GS06 |
| X113C | VETERANS CLAIMS SPECIALIST               | GS06 |
| X115C | SOCIAL SECURITY ANALYST                  | GS06 |
| X118C | PLANT BOARD INSPECTOR SUPERVISOR         | GS06 |
| X120C | MOTOR VEHICLE INVESTIGATOR               | GS06 |
| X133C | ADC/DCC INTERNAL AFFAIRS INVESTIGATOR    | GS06 |

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| <i>X136C</i> | <i>QUALITY ASSURANCE REVIEWER</i>               | <i>GS06</i> |
| <i>X138C</i> | <i>FIRE PROTECTION LICENSING BOARD DIRECTOR</i> | <i>GS06</i> |
| <i>X140C</i> | <i>APB ADMINISTRATIVE DIRECTOR</i>              | <i>GS06</i> |
| <i>X143C</i> | <i>DDSSA CLAIMS ADJUDICATOR I</i>               | <i>GS06</i> |
| <i>X145C</i> | <i>BOARD OF OPTOMETRY EXECUTIVE DIRECTOR</i>    | <i>GS06</i> |
| <i>X150C</i> | <i>AFHC INVESTIGATOR</i>                        | <i>GS06</i> |
| <i>X156C</i> | <i>FRAUD INVESTIGATOR</i>                       | <i>GS06</i> |
| <i>X186C</i> | <i>ADEQ AIR COMPLIANCE MONITOR</i>              | <i>GS06</i> |
| <i>X193C</i> | <i>AHIRB EXECUTIVE DIRECTOR</i>                 | <i>GS06</i> |
| <i>X196C</i> | <i>ATC SENIOR ENFORCEMENT AGENT</i>             | <i>GS06</i> |
| <i>X198C</i> | <i>RACING COMMISSION INVESTIGATOR</i>           | <i>GS06</i> |
| <i>E046C</i> | <i>TRAINING INSTRUCTOR</i>                      | <i>GS06</i> |
| <i>M052C</i> | <i>CHILD SUPPORT SUPERVISOR I</i>               | <i>GS06</i> |
| <i>X154C</i> | <i>PUBLIC ASSISTANCE INVESTIGATOR</i>           | <i>GS06</i> |
| <i>P049C</i> | <i>GRAPHIC ARTIST</i>                           | <i>GS06</i> |
| <i>A069C</i> | <i>DFA REVENUE OFFICE ASST DISTRICT MANAGER</i> | <i>GS05</i> |
| <i>A088C</i> | <i>ASSETS COORDINATOR</i>                       | <i>GS05</i> |
| <i>A090C</i> | <i>PAYROLL SERVICES SPECIALIST</i>              | <i>GS05</i> |
| <i>A091C</i> | <i>FISCAL SUPPORT ANALYST</i>                   | <i>GS05</i> |
| <i>A094C</i> | <i>DFA LOCAL REVENUE OFFICE SUPERVISOR</i>      | <i>GS05</i> |
| <i>A099C</i> | <i>CREDIT &amp; COLLECTIONS SUPV</i>            | <i>GS05</i> |
| <i>B083C</i> | <i>ASP AFIS COORDINATOR</i>                     | <i>GS05</i> |
| <i>B090C</i> | <i>ENGINEER TECHNICIAN</i>                      | <i>GS05</i> |
| <i>B093C</i> | <i>LAND RESOURCE SPECIALIST</i>                 | <i>GS05</i> |
| <i>B094C</i> | <i>FORENSIC TECHNICIAN</i>                      | <i>GS05</i> |
| <i>B098C</i> | <i>FOREST RANGER II</i>                         | <i>GS05</i> |
| <i>B100C</i> | <i>ARCHITECTURAL DRAFTSMAN</i>                  | <i>GS05</i> |
| <i>B105C</i> | <i>FARM FOREMAN - INST</i>                      | <i>GS05</i> |
| <i>B108C</i> | <i>LABORATORY COORDINATOR</i>                   | <i>GS05</i> |
| <i>B109C</i> | <i>SURVEY CREW CHIEF</i>                        | <i>GS05</i> |
| <i>B120C</i> | <i>FARM MAINTENANCE MECHANIC</i>                | <i>GS05</i> |
| <i>C008C</i> | <i>STADIUM COMMISSION OFFICE MANAGER</i>        | <i>GS05</i> |
| <i>C012C</i> | <i>PUBLIC DEFENDER SUPPORT SVCS SPECIALIST</i>  | <i>GS05</i> |
| <i>C016C</i> | <i>INSURANCE ADMINISTRATIVE COORDINATOR</i>     | <i>GS05</i> |
| <i>C021C</i> | <i>ADPT ARCHIVAL MICROPHOTO SUPV</i>            | <i>GS05</i> |
| <i>C022C</i> | <i>BUSINESS OPERATIONS SPECIALIST</i>           | <i>GS05</i> |

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| <i>C024C</i> | <i>ADC/DCC RECORDS SUPERVISOR</i>                 | <i>GS05</i> |
| <i>C027C</i> | <i>ADPT WELCOME CENTER MANAGER II</i>             | <i>GS05</i> |
| <i>C028C</i> | <i>MEDICAL RECORDS SUPERVISOR</i>                 | <i>GS05</i> |
| <i>C030C</i> | <i>HEALTH RECORDS SPECIALIST</i>                  | <i>GS05</i> |
| <i>C035C</i> | <i>ASSISTANT REGISTRAR</i>                        | <i>GS05</i> |
| <i>C036C</i> | <i>ADMINISTRATIVE REVIEW ANALYST</i>              | <i>GS05</i> |
| <i>C037C</i> | <i>ADMINISTRATIVE ANALYST</i>                     | <i>GS06</i> |
| <i>C038C</i> | <i>ADEM EMERGENCY MANAGEMENT DUTY OFFICER</i>     | <i>GS05</i> |
| <i>C040C</i> | <i>LEASING SPECIALIST</i>                         | <i>GS05</i> |
| <i>C042C</i> | <i>DFA REVENUE SUPERVISOR</i>                     | <i>GS05</i> |
| <i>C047C</i> | <i>FRONT DESK SUPERVISOR</i>                      | <i>GS05</i> |
| <i>C050C</i> | <i>ADMINISTRATIVE SUPPORT SUPERVISOR</i>          | <i>GS05</i> |
| <i>C054C</i> | <i>LOCAL OFFICE ADMINISTRATIVE SPECIALIST</i>     | <i>GS05</i> |
| <i>C092C</i> | <i>JDDC LEGAL/ADMIN SECRETARY</i>                 | <i>GS05</i> |
| <i>C096C</i> | <i>ADPT OFFICE MANAGER III</i>                    | <i>GS05</i> |
| <i>D077C</i> | <i>HELP DESK SPECIALIST</i>                       | <i>GS05</i> |
| <i>D081C</i> | <i>TELECOMMUNICATIONS SPECIALIST</i>              | <i>GS05</i> |
| <i>D085C</i> | <i>COMMUNICATIONS SUPERVISOR</i>                  | <i>GS05</i> |
| <i>D087C</i> | <i>DATABASE COORD/BUSINESS LICENSE ANALYST</i>    | <i>GS05</i> |
| <i>E049C</i> | <i>VOCATIONAL INSTRUCTOR</i>                      | <i>GS05</i> |
| <i>E050C</i> | <i>LIBRARY SUPERVISOR</i>                         | <i>GS05</i> |
| <i>E051C</i> | <i>STAFF DEVELOPMENT SPECIALIST</i>               | <i>GS05</i> |
| <i>E054C</i> | <i>ADC/DCC UNIT TRAINER</i>                       | <i>GS05</i> |
| <i>E055C</i> | <i>DAY CARE TEACHER</i>                           | <i>GS05</i> |
| <i>G187C</i> | <i>CREDENTIALING COORDINATION SUPERVISOR</i>      | <i>GS05</i> |
| <i>G200C</i> | <i>CLASSIFICATION &amp; ASSIGNMENT OFFICER</i>    | <i>GS05</i> |
| <i>G201C</i> | <i>WCC CLAIMS ANALYST</i>                         | <i>GS05</i> |
| <i>G207C</i> | <i>FINANCIAL AID ANALYST</i>                      | <i>GS05</i> |
| <i>G215C</i> | <i>CAREER PLANNING &amp; PLACEMENT SPECIALIST</i> | <i>GS05</i> |
| <i>G216C</i> | <i>ADC INMATE GRIEVANCE COORDINATOR</i>           | <i>GS05</i> |
| <i>G218C</i> | <i>STUDENT RECRUITMENT SPECIALIST</i>             | <i>GS05</i> |
| <i>G236C</i> | <i>DHS/DOV AREA COORDINATOR</i>                   | <i>GS05</i> |
| <i>G237C</i> | <i>VETERANS CEMETERY MANAGER</i>                  | <i>GS05</i> |
| <i>L066C</i> | <i>REHABILITATION INSTRUCTOR</i>                  | <i>GS05</i> |
| <i>L070C</i> | <i>HEALTH CARE ANALYST</i>                        | <i>GS05</i> |
| <i>L071C</i> | <i>DENTAL HYGIENIST</i>                           | <i>GS05</i> |

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| L072C | ADC HIV/AIDS EDUCATOR                   | GS05 |
| M004C | RESIDENTIAL OPERATIONS MANAGER          | GS05 |
| M056C | MILITARY HOUSING MANAGER                | GS05 |
| M058C | ADC/DCC PROGRAM SPECIALIST              | GS05 |
| M059C | ADC/DCC ADVISOR                         | GS05 |
| M060C | YOUTH PROGRAM COORDINATOR               | GS05 |
| M061C | VOCATIONAL REHAB EVALUATOR              | GS05 |
| M064C | RESIDENTIAL ACTIVITIES SUPERVISOR       | GS05 |
| M065C | RECREATIONAL ACTIVITY SUPERVISOR        | GS05 |
| M067C | CHILD SUPPORT SPECIALIST II             | GS05 |
| M072C | RECREATION COORDINATOR                  | GS05 |
| M091C | ARNG YOUTH PROGRAM SHIFT LEADER         | GS05 |
| P026C | RADIO PROGRAM DIRECTOR                  | GS05 |
| P035C | PARK INTERPRETER                        | GS05 |
| P042C | BROADCAST PRODUCTION SPECIALIST         | GS05 |
| P044C | ADC SALES REPRESENTATIVE                | GS05 |
| P046C | PHOTOGRAPHER                            | GS05 |
| R031C | INSTITUTION HUMAN RESOURCES COORDINATOR | GS05 |
| R032C | HUMAN RESOURCES PROGRAM REPRESENTATIVE  | GS05 |
| R033C | BENEFITS ANALYST                        | GS05 |
| S018C | HVACR MECHANICAL INSPECTOR              | GS05 |
| S022C | SKILLED TRADES SUPERVISOR               | GS05 |
| S024C | CONSTRUCTION/MAINTENANCE COORD          | GS05 |
| S025C | BUILDING AND GROUNDS COORDINATOR        | GS05 |
| S026C | ADC/DCC ASST MAINTENANCE SUPERVISOR     | GS05 |
| S028C | SCHOOL BUS DRIVER TRAINER               | GS05 |
| S030C | WATER FILTER/WASTE DISPOSAL PLNT OPER   | GS05 |
| S032C | PRINT SHOP SUPERVISOR                   | GS05 |
| S033C | MAINTENANCE SUPERVISOR                  | GS05 |
| S034C | INTERSTATE TRUCK DRIVER                 | GS05 |
| S035C | FABRICATION SHOP MANAGER                | GS05 |
| S036C | AUTO/DIESEL MECHANIC SUPERVISOR         | GS05 |
| S038C | TRANSIT OPERATIONS SUPERVISOR           | GS05 |
| S041C | BOILER OPERATOR                         | GS05 |
| S048C | ASST RESTAURANT MANAGER                 | GS05 |
| S049C | LODGE HOUSEKEEPING SUPERVISOR           | GS05 |

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| <i>S069C</i> | <i>RADIO DISPATCH OPERATOR</i>                | <i>GS05</i> |
| <i>S102C</i> | <i>PARK SPECIALIST III</i>                    | <i>GS05</i> |
| <i>T046C</i> | <i>ASP/CACD HOTLINE SUPERVISOR</i>            | <i>GS06</i> |
| <i>T055C</i> | <i>PUBLIC SAFETY OFFICER</i>                  | <i>GS05</i> |
| <i>T058C</i> | <i>AGRICULTURE UNIT SUPERVISOR I</i>          | <i>GS05</i> |
| <i>T059C</i> | <i>ADC/DCC FOOD PREPARATION MANAGER</i>       | <i>GS05</i> |
| <i>T060C</i> | <i>SENIOR MILITARY FIREFIGHTER</i>            | <i>GS05</i> |
| <i>T063C</i> | <i>PARK RANGER</i>                            | <i>GS05</i> |
| <i>T064C</i> | <i>CIVIL AIR PATROL SERVICES COORDINATOR</i>  | <i>GS05</i> |
| <i>T067C</i> | <i>PUBLIC SAFETY OFFICER II</i>               | <i>GS05</i> |
| <i>T068C</i> | <i>FIRING RANGE SPECIALIST</i>                | <i>GS05</i> |
| <i>T069C</i> | <i>BOMB TECHNICIAN</i>                        | <i>GS05</i> |
| <i>T071C</i> | <i>ADC UNIT TRAINING SUPERVISOR</i>           | <i>GS05</i> |
| <i>T075C</i> | <i>ADC/DCC CORPORAL</i>                       | <i>GS05</i> |
| <i>T076C</i> | <i>ADC/DCC ADMIN REVIEW OFFICER</i>           | <i>GS05</i> |
| <i>T092C</i> | <i>DCC PAROLE/PROBATION OFFICER I</i>         | <i>GS05</i> |
| <i>V012C</i> | <i>FEDERAL SURPLUS PROPERTY SUPERVISOR</i>    | <i>GS05</i> |
| <i>V013C</i> | <i>CENTRAL WAREHOUSE OPERATIONS MGR</i>       | <i>GS05</i> |
| <i>V014C</i> | <i>BUYER</i>                                  | <i>GS05</i> |
| <i>V015C</i> | <i>PURCHASING SPECIALIST</i>                  | <i>GS05</i> |
| <i>V018C</i> | <i>WAREHOUSE MANAGER</i>                      | <i>GS05</i> |
| <i>X078C</i> | <i>PSC UTILITIES SERVICES SPECIALIST</i>      | <i>GS05</i> |
| <i>X085C</i> | <i>DFA ABC ENFORCEMENT OFFICER</i>            | <i>GS05</i> |
| <i>X096C</i> | <i>PLUMBING INSPECTOR</i>                     | <i>GS05</i> |
| <i>X100C</i> | <i>LP GAS INSPECTOR</i>                       | <i>GS05</i> |
| <i>X110C</i> | <i>AREC INVESTIGATOR</i>                      | <i>GS05</i> |
| <i>X114C</i> | <i>SR AGRI COMMODITY COMPLIANCE INSPECTOR</i> | <i>GS05</i> |
| <i>X116C</i> | <i>SCHOOL BUS TRANS INSPECTOR</i>             | <i>GS05</i> |
| <i>X117C</i> | <i>PROPERTY ASSESSMENT AUDITOR</i>            | <i>GS05</i> |
| <i>X119C</i> | <i>OCCUPATIONAL SAFETY COORDINATOR</i>        | <i>GS05</i> |
| <i>X121C</i> | <i>MANUFACTURED HOUSING SPEC SUPV</i>         | <i>GS05</i> |
| <i>X122C</i> | <i>LABOR STANDARDS INVESTIGATOR</i>           | <i>GS06</i> |
| <i>X123C</i> | <i>INSURANCE INVESTIGATOR</i>                 | <i>GS05</i> |
| <i>X124C</i> | <i>HEALTH FACILITY REVIEWER</i>               | <i>GS05</i> |
| <i>X127C</i> | <i>DISCIPLINARY HEARING OFFICER</i>           | <i>GS05</i> |
| <i>X128C</i> | <i>CORRECTIONAL UNIT ACCREDITATION SPEC</i>   | <i>GS05</i> |

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| <i>X129C</i> | <i>CONSTRUCTION INSPECTOR</i>               | <i>GS05</i> |
| <i>X130C</i> | <i>BD OF COLLECTION FIELD INVESTIGATOR</i>  | <i>GS05</i> |
| <i>X131C</i> | <i>ATC ENFORCEMENT AGENT</i>                | <i>GS05</i> |
| <i>X132C</i> | <i>AGRI COMMODITY COMPLIANCE INSPECTOR</i>  | <i>GS05</i> |
| <i>X142C</i> | <i>DOG RACING COMMISSION JUDGE</i>          | <i>GS05</i> |
| <i>X146C</i> | <i>AGRI INSPECTOR III</i>                   | <i>GS05</i> |
| <i>X151C</i> | <i>SAFETY SUPERVISOR</i>                    | <i>GS05</i> |
| <i>X163C</i> | <i>QUALITY ASSURANCE TECHNICIAN</i>         | <i>GS05</i> |
| <i>X173C</i> | <i>PEST CONTROL TECHNICIAN SUPERVISOR</i>   | <i>GS05</i> |
| <i>X191C</i> | <i>MASSAGE THERAPY INSPECTOR</i>            | <i>GS05</i> |
| <i>X201C</i> | <i>DDSSA ADJUDICATIVE SPECIALIST</i>        | <i>GS05</i> |
| <i>A097C</i> | <i>PAYROLL TECHNICIAN</i>                   | <i>GS04</i> |
| <i>A098C</i> | <i>FISCAL SUPPORT SPECIALIST</i>            | <i>GS04</i> |
| <i>A100C</i> | <i>PAYROLL OFFICER</i>                      | <i>GS04</i> |
| <i>A101C</i> | <i>ACCOUNTING TECHNICIAN</i>                | <i>GS04</i> |
| <i>A102C</i> | <i>FISCAL SUPPORT TECHNICIAN</i>            | <i>GS04</i> |
| <i>A104C</i> | <i>DFA RACING COMMISSION OFFICE AUDITOR</i> | <i>GS04</i> |
| <i>B092C</i> | <i>SEED ANALYST SUPERVISOR</i>              | <i>GS04</i> |
| <i>B101C</i> | <i>NATURAL RESOURCES PROGRAM TECHNICIAN</i> | <i>GS04</i> |
| <i>B102C</i> | <i>FOREST RANGER I</i>                      | <i>GS04</i> |
| <i>B103C</i> | <i>AGS SPECIALIST</i>                       | <i>GS04</i> |
| <i>B106C</i> | <i>RESEARCH ASSISTANT</i>                   | <i>GS04</i> |
| <i>B111C</i> | <i>LABORATORY TECHNICIAN</i>                | <i>GS04</i> |
| <i>C014C</i> | <i>MEDICAL EXAMINER CASE COORDINATOR</i>    | <i>GS04</i> |
| <i>C039C</i> | <i>ADPT OFFICE MANAGER II</i>               | <i>GS04</i> |
| <i>C043C</i> | <i>RECORDS MANAGEMENT ANALYST</i>           | <i>GS04</i> |
| <i>C044C</i> | <i>MEDICAL BILLING SPECIALIST</i>           | <i>GS04</i> |
| <i>C045C</i> | <i>LICENSING COORDINATOR</i>                | <i>GS04</i> |
| <i>C046C</i> | <i>LEGAL SUPPORT SPECIALIST</i>             | <i>GS04</i> |
| <i>C048C</i> | <i>DFA SUPERVISOR</i>                       | <i>GS04</i> |
| <i>C049C</i> | <i>DDSSA ADJUDICATIVE ASSISTANT</i>         | <i>GS04</i> |
| <i>C052C</i> | <i>ADPT OFFICE MANAGER I</i>                | <i>GS04</i> |
| <i>C056C</i> | <i>ADMINISTRATIVE SPECIALIST III</i>        | <i>GS04</i> |
| <i>C057C</i> | <i>ADMINISTRATION SUPPORT SPECIALIST</i>    | <i>GS04</i> |
| <i>C072C</i> | <i>ADMINISTRATIVE SUPPORT SPECIALIST</i>    | <i>GS04</i> |
| <i>C083C</i> | <i>MAIL SERVICES COORDINATOR</i>            | <i>GS04</i> |

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| <i>C091C</i> | <i>ADPT WELCOME CENTER MANAGER I</i>          | <i>GS04</i> |
| <i>C098C</i> | <i>RACING COMMISSION ASSISTANT SUPERVISOR</i> | <i>GS04</i> |
| <i>D086C</i> | <i>CALL CENTER ANALYST</i>                    | <i>GS04</i> |
| <i>D088C</i> | <i>EMERGENCY COMMUNICATION SPECIALIST</i>     | <i>GS04</i> |
| <i>G219C</i> | <i>LOGISTICS MANAGER</i>                      | <i>GS04</i> |
| <i>G220C</i> | <i>DWS UNIT SUPERVISOR</i>                    | <i>GS05</i> |
| <i>G221C</i> | <i>VEHICLE FACILITIES COORD</i>               | <i>GS04</i> |
| <i>L073C</i> | <i>LACTATION CONSULTANT</i>                   | <i>GS04</i> |
| <i>L074C</i> | <i>THERAPY ASSISTANT</i>                      | <i>GS04</i> |
| <i>L077C</i> | <i>HEALTH SERVICES SPECIALIST II</i>          | <i>GS04</i> |
| <i>L078C</i> | <i>FAMILY SERVICES ASSISTANT</i>              | <i>GS04</i> |
| <i>L081C</i> | <i>DENTAL ASSISTANT</i>                       | <i>GS04</i> |
| <i>M063C</i> | <i>RESIDENTIAL CARE PROGRAM COORDINATOR</i>   | <i>GS04</i> |
| <i>M068C</i> | <i>CHILD SUPPORT SPECIALIST I</i>             | <i>GS05</i> |
| <i>M069C</i> | <i>YOUTH SERVICES TECHNICIAN</i>              | <i>GS04</i> |
| <i>M073C</i> | <i>RESIDENTIAL CARE SUPERVISOR</i>            | <i>GS04</i> |
| <i>P043C</i> | <i>ARCHIVAL ASSISTANT</i>                     | <i>GS04</i> |
| <i>P048C</i> | <i>MULTI-MEDIA SPECIALIST</i>                 | <i>GS04</i> |
| <i>P057C</i> | <i>LIVESTOCK NEWS REPORTER</i>                | <i>GS04</i> |
| <i>R036C</i> | <i>HUMAN RESOURCES SPECIALIST</i>             | <i>GS04</i> |
| <i>R037C</i> | <i>BENEFITS TECHNICIAN</i>                    | <i>GS04</i> |
| <i>R038C</i> | <i>HUMAN RESOURCES ASSISTANT</i>              | <i>GS04</i> |
| <i>S031C</i> | <i>SKILLED TRADESMAN</i>                      | <i>GS04</i> |
| <i>S037C</i> | <i>ABA BUILDING MAINTENANCE SPECIALIST</i>    | <i>GS04</i> |
| <i>S040C</i> | <i>CALIBRATION TECHNICIAN</i>                 | <i>GS04</i> |
| <i>S043C</i> | <i>ADC INDUSTRIAL SUPERVISOR I</i>            | <i>GS04</i> |
| <i>S044C</i> | <i>FOOD PREPARATION MANAGER</i>               | <i>GS04</i> |
| <i>S046C</i> | <i>MAINTENANCE TECHNICIAN</i>                 | <i>GS04</i> |
| <i>S047C</i> | <i>LANDSCAPE SUPERVISOR</i>                   | <i>GS04</i> |
| <i>S051C</i> | <i>INSTRUMENTATION TECHNICIAN</i>             | <i>GS04</i> |
| <i>S052C</i> | <i>HEAVY EQUIPMENT SPECIALIST</i>             | <i>GS04</i> |
| <i>S053C</i> | <i>AUTO/DIESEL MECHANIC</i>                   | <i>GS04</i> |
| <i>S061C</i> | <i>CHDC LAUNDRY OPERATIONS MANAGER</i>        | <i>GS04</i> |
| <i>S099C</i> | <i>STATIONARY ENGINEER</i>                    | <i>GS04</i> |
| <i>S104C</i> | <i>ADPT HOUSEKEEPER SUPERVISOR</i>            | <i>GS04</i> |
| <i>T066C</i> | <i>MILITARY FIREFIGHTER</i>                   | <i>GS04</i> |

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|-------|--|------|
| T070C | ADC/DCC FOOD PREPARATION SUPERVISOR      | GS04 |
| T072C | SECURITY OFFICER SUPERVISOR              | GS04 |
| T077C | ADC MAILROOM SERVICES COORDINATOR        | GS04 |
| T079C | FACILITY MANAGER II                      | GS04 |
| T083C | ADC/DCC CORRECTIONAL OFFICER I           | GS04 |
| T102C | ASP CACD SR. HOTLINE OPERATOR            | GS04 |
| V016C | COMMODITY SPECIALIST                     | GS04 |
| V017C | COMMISSARY COORDINATOR                   | GS04 |
| V019C | SURPLUS PROPERTY SPECIALIST              | GS04 |
| V020C | INVENTORY CONTROL MANAGER                | GS04 |
| V021C | SURPLUS PROPERTY AGENT                   | GS04 |
| V022C | PURCHASING TECHNICIAN                    | GS04 |
| V023C | STOREROOM SUPERVISOR                     | GS04 |
| V025C | WAREHOUSE SPECIALIST                     | GS04 |
| X097C | AGRI SPECIALIST                          | GS04 |
| X149C | AGRI COMMODITY COMPLIANCE SPECIALIST     | GS04 |
| X152C | REAL PROPERTY MANAGEMENT SPECIALIST      | GS04 |
| X153C | REAL ESTATE ANALYST                      | GS04 |
| X155C | MANUFACTURED HOUSING SPEC                | GS04 |
| X157C | AGRI INSPECTOR II                        | GS04 |
| X160C | ASP USED MOTOR VEHICLE INSPECTOR         | GS04 |
| X167C | COMPLAINTS INVESTIGATOR                  | GS04 |
| X168C | BAIL BONDSMAN BOARD INVESTIGATOR         | GS04 |
| X169C | AREC EXAMINER                            | GS04 |
| X174C | COSMETOLOGY INSPECTOR                    | GS04 |
| X177C | PEST CONTROL TECHNICIAN                  | GS04 |
| X179C | ASP COMMERCIAL DRIVER LICENSE EXAMINER   | GS04 |
| X181C | COLLECTOR                                | GS04 |
| X182C | ASP DRIVERS LICENSE EXAMINER             | GS04 |
| X189C | ASP AFIS TECHNICIAN                      | GS04 |
| X195C | ELECTRONICS SECURITY SYSTEMS SENIOR TECH | GS04 |
| A095C | PSC TAX DIV VALUATION ANALYST            | GS03 |
| A096C | COLLECTION OFFICER                       | GS03 |
| A111C | RACING COMMISSION COLLECTOR              | GS03 |
| B096C | SENIOR SEED ANALYST                      | GS03 |
| B104C | SEED ANALYST                             | GS03 |

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|--------------|---|-------------|
| <i>B110C</i> | <i>VETERINARIAN ASSISTANT</i>                   | <i>GS03</i> |
| <i>B113C</i> | <i>RESEARCH TECHNICIAN</i>                      | <i>GS03</i> |
| <i>B114C</i> | <i>RESEARCH FIELD TECHNICIAN</i>                | <i>GS03</i> |
| <i>B129C</i> | <i>RACING COMMISSION VETERINARIAN ASSISTANT</i> | <i>GS03</i> |
| <i>C053C</i> | <i>MEDICAL RECORDS TECHNICIAN</i>               | <i>GS03</i> |
| <i>C058C</i> | <i>EDUCATION PARAPROFESSIONAL</i>               | <i>GS03</i> |
| <i>C059C</i> | <i>DFA SERVICE REPRESENTATIVE</i>               | <i>GS03</i> |
| <i>C062C</i> | <i>LOCAL OFFICE ADMINISTRATIVE ASSISTANT</i>    | <i>GS03</i> |
| <i>C066C</i> | <i>PATIENT ACCOUNT SPECIALIST</i>               | <i>GS03</i> |
| <i>C067C</i> | <i>ADPT WELCOME CENTER ASSISTANT MANAGER</i>    | <i>GS03</i> |
| <i>C068C</i> | <i>RETAIL SPECIALIST</i>                        | <i>GS03</i> |
| <i>C069C</i> | <i>LIBRARY TECHNICIAN</i>                       | <i>GS03</i> |
| <i>C070C</i> | <i>DUPLICATION ASSISTANT</i>                    | <i>GS03</i> |
| <i>C073C</i> | <i>ADMINISTRATIVE SPECIALIST II</i>             | <i>GS03</i> |
| <i>C074C</i> | <i>MEDICAL RECORDS ASSISTANT</i>                | <i>GS03</i> |
| <i>C099C</i> | <i>RACING COMMISSION LICENSING CLERK</i>        | <i>GS03</i> |
| <i>D090C</i> | <i>COMPUTER PUBLISHING OPERATOR</i>             | <i>GS03</i> |
| <i>D091C</i> | <i>COMPUTER LAB TECHNICIAN</i>                  | <i>GS03</i> |
| <i>E053C</i> | <i>AUDIOVISUAL AIDS SUPV</i>                    | <i>GS03</i> |
| <i>E058C</i> | <i>LIBRARY SPECIALIST</i>                       | <i>GS03</i> |
| <i>L067C</i> | <i>PSYCHOLOGICAL INTERN</i>                     | <i>GS03</i> |
| <i>L082C</i> | <i>CERTIFIED NURSING ASSISTANT</i>              | <i>GS03</i> |
| <i>L083C</i> | <i>HEALTH SERVICES SPECIALIST I</i>             | <i>GS03</i> |
| <i>L092C</i> | <i>ATHLETIC TRAINER</i>                         | <i>GS03</i> |
| <i>M070C</i> | <i>YOUTH PROGRAM SPECIALIST</i>                 | <i>GS03</i> |
| <i>M071C</i> | <i>RESIDENTIAL CARE SHIFT COORDINATOR</i>       | <i>GS03</i> |
| <i>M074C</i> | <i>RESIDENTIAL ADVISER</i>                      | <i>GS03</i> |
| <i>M078C</i> | <i>VOLUNTEER SERVICES COORDINATOR</i>           | <i>GS03</i> |
| <i>M081C</i> | <i>RESIDENTIAL CARE SHIFT SUPERVISOR</i>        | <i>GS03</i> |
| <i>M084C</i> | <i>BEHAV HLTH AIDE</i>                          | <i>GS03</i> |
| <i>M090C</i> | <i>DHS PROGRAM ASSISTANT</i>                    | <i>GS03</i> |
| <i>P039C</i> | <i>INSTITUTIONAL PRINTER</i>                    | <i>GS03</i> |
| <i>P045C</i> | <i>PUBLIC INFORMATION TECHNICIAN</i>            | <i>GS03</i> |
| <i>P054C</i> | <i>ASST LODGE SALES DIRECTOR</i>                | <i>GS03</i> |
| <i>P056C</i> | <i>MUSEUM PROGRAM ASSISTANT II</i>              | <i>GS03</i> |
| <i>S045C</i> | <i>PRINTING ESTIMATOR/PLANNER</i>               | <i>GS03</i> |

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|--------------|---|-------------|
| <i>S050C</i> | <i>MAINTENANCE SPECIALIST</i>                   | <i>GS03</i> |
| <i>S054C</i> | <i>PRINTER</i>                                  | <i>GS03</i> |
| <i>S056C</i> | <i>FOOD PREPARATION SUPERVISOR</i>              | <i>GS03</i> |
| <i>S057C</i> | <i>LANDSCAPE SPECIALIST</i>                     | <i>GS03</i> |
| <i>S058C</i> | <i>EQUIPMENT MECHANIC</i>                       | <i>GS03</i> |
| <i>S059C</i> | <i>LODGE COOK</i>                               | <i>GS03</i> |
| <i>S063C</i> | <i>INNKEEPER SPECIALIST</i>                     | <i>GS03</i> |
| <i>S064C</i> | <i>SKILLED TRADES HELPER</i>                    | <i>GS03</i> |
| <i>S067C</i> | <i>HOUSEKEEPER SUPERVISOR</i>                   | <i>GS03</i> |
| <i>S076C</i> | <i>INSTITUTIONAL BEAUTICIAN</i>                 | <i>GS03</i> |
| <i>S081C</i> | <i>APPRENTICE TRADESMAN</i>                     | <i>GS03</i> |
| <i>S097C</i> | <i>CONSTRUCTION SPECIALIST</i>                  | <i>GS03</i> |
| <i>S101C</i> | <i>PARK SPECIALIST II</i>                       | <i>GS03</i> |
| <i>S103C</i> | <i>ADPT HOUSEKEEPER</i>                         | <i>GS03</i> |
| <i>T074C</i> | <i>ASP/CACD HOTLINE OPERATOR</i>                | <i>GS04</i> |
| <i>T078C</i> | <i>MILITARY FIRE &amp; POLICE OFFICER</i>       | <i>GS03</i> |
| <i>T081C</i> | <i>COMMISSARY MANAGER</i>                       | <i>GS03</i> |
| <i>T082C</i> | <i>ASP EXECUTIVE SECURITY GUARD</i>             | <i>GS03</i> |
| <i>T084C</i> | <i>PUBLIC SAFETY SECURITY OFFICER</i>           | <i>GS03</i> |
| <i>T085C</i> | <i>FACILITY MANAGER I</i>                       | <i>GS03</i> |
| <i>T087C</i> | <i>SECURITY OFFICER</i>                         | <i>GS03</i> |
| <i>V024C</i> | <i>ADC PROPERTY OFFICER</i>                     | <i>GS03</i> |
| <i>V027C</i> | <i>INVENTORY CONTROL TECHNICIAN</i>             | <i>GS03</i> |
| <i>X126C</i> | <i>EMBALMERS &amp; FUNERAL DIR INSPECTOR</i>    | <i>GS03</i> |
| <i>X159C</i> | <i>BD OF BARBER EXAM INSPECTOR</i>              | <i>GS03</i> |
| <i>X161C</i> | <i>ASP INVESTIGATOR SPECIALIST</i>              | <i>GS03</i> |
| <i>X162C</i> | <i>AGRI COMMODITY GRADER II</i>                 | <i>GS03</i> |
| <i>X164C</i> | <i>AGRI INSPECTOR I</i>                         | <i>GS03</i> |
| <i>X166C</i> | <i>FIRE PROT LIC BRD INSPECTOR/INVESTIGATOR</i> | <i>GS03</i> |
| <i>X170C</i> | <i>AR TOWING &amp; RECOVERY BD INVESTIGATOR</i> | <i>GS03</i> |
| <i>X171C</i> | <i>AGRI COMMODITY SPECIALIST I</i>              | <i>GS03</i> |
| <i>X172C</i> | <i>TAX INVESTIGATOR</i>                         | <i>GS03</i> |
| <i>X175C</i> | <i>BD OF ACCT CREDENTIALING COORD/EXAM SPEC</i> | <i>GS03</i> |
| <i>X176C</i> | <i>BD OF ACCT ADMIN ASST/LICENSING SPEC</i>     | <i>GS03</i> |
| <i>X180C</i> | <i>INSURANCE LICENSING TECHNICIAN</i>           | <i>GS03</i> |
| <i>X183C</i> | <i>DWS CLAIMS ADJUDICATOR</i>                   | <i>GS03</i> |

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|--------------|---|-------------|
| <i>X184C</i> | <i>OPTICIANS' BOARD SECRETARY TREASURER</i> | <i>GS03</i> |
| <i>X188C</i> | <i>FIRE MARSHAL INSPECTOR</i>               | <i>GS03</i> |
| <i>X194C</i> | <i>ELECTRONICS SECURITY SYSTEMS TECH</i>    | <i>GS03</i> |
| <i>X199C</i> | <i>RACING COMMISSION JUDGE</i>              | <i>GS03</i> |
| <i>B115C</i> | <i>AGRI FARM TECHNICIAN</i>                 | <i>GS02</i> |
| <i>B116C</i> | <i>AGRI LABORATORY TECHNICIAN</i>           | <i>GS02</i> |
| <i>B130C</i> | <i>RACING COMMISSION WALKER</i>             | <i>GS02</i> |
| <i>C076C</i> | <i>DFA TECHNICIAN</i>                       | <i>GS02</i> |
| <i>C080C</i> | <i>CREDENTIALING ASSISTANT</i>              | <i>GS02</i> |
| <i>C082C</i> | <i>REGISTRAR ASSISTANT</i>                  | <i>GS02</i> |
| <i>C084C</i> | <i>MAIL SERVICES SPECIALIST</i>             | <i>GS02</i> |
| <i>C085C</i> | <i>LIBRARY SUPPORT ASSISTANT</i>            | <i>GS02</i> |
| <i>C086C</i> | <i>DESK CLERK</i>                           | <i>GS02</i> |
| <i>C087C</i> | <i>ADMINISTRATIVE SPECIALIST I</i>          | <i>GS02</i> |
| <i>C088C</i> | <i>MAIL SERVICES ASSISTANT</i>              | <i>GS02</i> |
| <i>D092C</i> | <i>CALL CENTER SPECIALIST</i>               | <i>GS02</i> |
| <i>E056C</i> | <i>TEACHER ASSISTANT</i>                    | <i>GS02</i> |
| <i>E057C</i> | <i>AUDIOVISUAL LABORATORY ASSISTANT</i>     | <i>GS02</i> |
| <i>L075C</i> | <i>ORTHOTIST AIDE</i>                       | <i>GS02</i> |
| <i>L084C</i> | <i>THERAPY AIDE</i>                         | <i>GS02</i> |
| <i>L085C</i> | <i>PHYSICAL THERAPY AIDE</i>                | <i>GS02</i> |
| <i>L088C</i> | <i>NURSING AIDE/NURSING ASST I</i>          | <i>GS02</i> |
| <i>M076C</i> | <i>RECREATIONAL ACTIVITY LEADER II</i>      | <i>GS02</i> |
| <i>M083C</i> | <i>RESIDENTIAL CARE TECHNICIAN</i>          | <i>GS02</i> |
| <i>P055C</i> | <i>SPECIAL EVENTS SUPERVISOR</i>            | <i>GS02</i> |
| <i>P060C</i> | <i>MULTI-MEDIA TECHNICIAN</i>               | <i>GS02</i> |
| <i>P061C</i> | <i>TRAVEL CONSULTANT</i>                    | <i>GS02</i> |
| <i>P062C</i> | <i>ARCHIVAL TECHNICIAN</i>                  | <i>GS02</i> |
| <i>P064C</i> | <i>MUSEUM PROGRAM ASSISTANT I</i>           | <i>GS02</i> |
| <i>S060C</i> | <i>HEAVY EQUIPMENT OPERATOR</i>             | <i>GS02</i> |
| <i>S062C</i> | <i>INSTITUTIONAL BUS DRIVER</i>             | <i>GS02</i> |
| <i>S066C</i> | <i>LANDSCAPE TECHNICIAN</i>                 | <i>GS02</i> |
| <i>S068C</i> | <i>FOOD PREPARATION COORDINATOR</i>         | <i>GS02</i> |
| <i>S070C</i> | <i>EQUIPMENT TECHNICIAN</i>                 | <i>GS02</i> |
| <i>S082C</i> | <i>CANTEEN SUPERVISOR</i>                   | <i>GS02</i> |
| <i>S083C</i> | <i>BAKER</i>                                | <i>GS02</i> |

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|--------------|--|-------------|
| <i>S084C</i> | <i>INSTITUTIONAL SERVICES SUPERVISOR</i>   | <i>GS02</i> |
| <i>S085C</i> | <i>FOOD PREPARATION SPECIALIST</i>         | <i>GS02</i> |
| <i>S088C</i> | <i>KITCHEN ASSISTANT</i>                   | <i>GS02</i> |
| <i>T086C</i> | <i>FIRE &amp; SAFETY COORDINATOR</i>       | <i>GS02</i> |
| <i>T101C</i> | <i>RACING COMMISSION SECURITY GATEMAN</i>  | <i>GS02</i> |
| <i>U051U</i> | <i>CLAIMS COMMISSIONER</i>                 | <i>GS02</i> |
| <i>V028C</i> | <i>WAREHOUSE WORKER</i>                    | <i>GS02</i> |
| <i>V030C</i> | <i>SHIPPING &amp; RECEIVING CLERK</i>      | <i>GS02</i> |
| <i>X178C</i> | <i>FINGERPRINT TECHNICIAN</i>              | <i>GS02</i> |
| <i>X185C</i> | <i>ABSTRACTORS BOARD SECRETARY GENERAL</i> | <i>GS02</i> |
| <i>B112C</i> | <i>GREENHOUSE TECHNICIAN</i>               | <i>GS01</i> |
| <i>B118C</i> | <i>FARM WORKER</i>                         | <i>GS01</i> |
| <i>B119C</i> | <i>LAB ASSISTANT</i>                       | <i>GS01</i> |
| <i>C078C</i> | <i>CASHIER</i>                             | <i>GS01</i> |
| <i>C089C</i> | <i>LIBRARY TECHNICAL ASSISTANT</i>         | <i>GS01</i> |
| <i>L080C</i> | <i>DIETETIC TECHNICIAN</i>                 | <i>GS01</i> |
| <i>L086C</i> | <i>PHARMACY ASSISTANT</i>                  | <i>GS01</i> |
| <i>M082C</i> | <i>RECREATIONAL ACTIVITY LEADER I</i>      | <i>GS01</i> |
| <i>M085C</i> | <i>CAREGIVER</i>                           | <i>GS01</i> |
| <i>M089C</i> | <i>RESIDENTIAL CARE ASSISTANT</i>          | <i>GS01</i> |
| <i>S065C</i> | <i>MAINTENANCE ASSISTANT</i>               | <i>GS01</i> |
| <i>S072C</i> | <i>STADIUM COMMISSION CUSTODIAN</i>        | <i>GS01</i> |
| <i>S073C</i> | <i>HOUSEKEEPER</i>                         | <i>GS01</i> |
| <i>S079C</i> | <i>REPROD EQUIPMENT OPERATOR</i>           | <i>GS01</i> |
| <i>S080C</i> | <i>EQUIPMENT OPERATOR</i>                  | <i>GS01</i> |
| <i>S086C</i> | <i>COOK</i>                                | <i>GS01</i> |
| <i>S087C</i> | <i>INSTITUTIONAL SERVICES ASSISTANT</i>    | <i>GS01</i> |
| <i>S089C</i> | <i>FOOD PREPARATION TECHNICIAN</i>         | <i>GS01</i> |
| <i>S090C</i> | <i>WAITRESS/WAITER</i>                     | <i>GS01</i> |
| <i>S091C</i> | <i>PARK AIDE</i>                           | <i>GS01</i> |
| <i>S100C</i> | <i>PARK SPECIALIST I</i>                   | <i>GS01</i> |
| <i>T091C</i> | <i>WATCHMAN</i>                            | <i>GS01</i> |
| <i>V029C</i> | <i>PURCHASING ASSISTANT</i>                | <i>GS01</i> |
| <i>V031C</i> | <i>STOCK CLERK</i>                         | <i>GS01</i> |
| <i>X141C</i> | <i>DIETETICS LICENSING BOARD SECRETARY</i> | <i>GS01</i> |
| <i>C093C</i> | <i>EXTRA HELP ASSISTANT</i>                | <i>MW</i>   |

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

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

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

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

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

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

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

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

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

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

GENERAL SALARIES

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

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

INFORMATION TECHNOLOGY SALARIES

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

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

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

MEDICAL PROFESSIONAL SALARIES

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

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

SENIOR EXECUTIVE SALARIES

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

revenues, federal funds, or trust funds.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(1) Prevailing labor market conditions;

(2) An extraordinarily well-qualified candidate;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

21-5-221. Compensation differentials.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

receive.

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

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

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

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

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

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

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

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

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

(1) Approval by the State Personnel Administrator; and

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

21-5-224. Extra help positions.

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

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

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

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

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

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

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

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

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

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

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

21-5-225. Position pools.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- (A) Elected constitutional officers of this state;
- (B) The General Assembly, including employees of the Bureau of Legislative Research and Arkansas Legislative Audit; and
- (C) Members of the Supreme Court, the Court of Appeals, circuit courts, prosecuting attorneys, and the Administrative Office of the Courts;
- (D) The Arkansas State Highway and Transportation Department;
- (E) Federal military technicians, military training support personnel, federally funded personnel of the Arkansas National Guard, and other military personnel who are paid directly by the federal government; and
- (F) The Arkansas State Game and Fish Commission.”

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

*/s/Hester*

**APPROVED: 03/03/2017**