

REPORT OF THE  
UNIFORM PERSONNEL CLASSIFICATION AND COMPENSATION PLAN SUBCOMMITTEE OF THE  
ARKANSAS LEGISLATIVE COUNCIL

August 21, 2009

Mr. Chairmen:

The Uniform Personnel Classification and Compensation Plan Subcommittee met on August 4, 2009 at 10:00 a.m., in Room 171, of the State Capitol to review pay plan implementation and the American Recovery and Reinvestment Act of 2009. The Subcommittee met again on August 13, 2009, at 10:00 a.m., in Room 171, of the State Capitol and reviewed the following personnel-related items and respectfully request that they be filed with the Arkansas Legislative Council:

1. Monthly Report - Pay Level IV for Grades 21-26 Arkansas Department of Education: **(Attachment 1)**
2. Quarterly Employment Report for the Fourth Fiscal Quarter 2009: **(Attachment 2)**
3. Approval of Provisional Positions for 2 year and 4 year institutions of Higher Education: **(Attachment 3)**

4. Request for special entry rate of compensation for Exceptionally Well-Qualified Applicant:

| <u>Agency</u>                 | <u>Title</u>                  | <u>Applicant</u> | <u>Proposed Salary / Grade</u> |
|-------------------------------|-------------------------------|------------------|--------------------------------|
| DWE - Rehabilitation Services | Rehabilitation Director, ACTI | Alicia Rucker    | \$84,500 / Grade N902          |

5. Request to obtain pool positions from the OPM pool established in Arkansas Code 21-5-225 (a)(1) by Act 688 of 2009:

Agency: Dept of Information Systems  
Position Surrendered: 22087426, D070C, DIS Accounts Specialist, Grade C117  
Classification Requested: D064C, Website Developer, Grade C118

Agency: Arkansas Building Authority  
Position Surrendered: 22150665, S046C, Maintenance Technician, Grade C113  
Position Surrendered: 22150666, S046C, Maintenance Technician, Grade C113  
Classification Requested: S037C, ABA Building Maintenance Specialist, Grade C115 (2 positions)

6. Request to obtain pay plan correction pool positions as authorized by Arkansas Code 21-5-225 (d)(1) established by Act 688 of 2009:

Agency: Arkansas Dept of Parks and Tourism  
Position Surrendered: 22092560, C037C, Administrative Analyst, Grade C115  
Classification Requested: B076C, Research Project Analyst, Grade C117

Agency: Arkansas Dept of Veterans Affairs  
Position Surrendered: 22133601, L032C, Registered Nurse-Hospital, Grade C121  
Position Surrendered: 22094484, C056C, Administrative Specialist III, Grade C112  
Position Surrendered: 22094483, C056C, Administrative Specialist III, Grade C112  
Classification Requested: L027C, Registered Nurse Supervisor, Grade C122  
Classification Requested: L069C, Licensed Practical Nurse, Grade C113 (2 positions)

Agency: Arkansas Dept of Community Corrections  
Position Surrendered: 22083548, X053C, Internal Affairs Manager, Grade C120  
Classification Requested: G222C, ADC/DCC Internal Affairs Administrator, Grade C121

7. Request to obtain positions from the Four-Year Institution Growth Pool established by Act 378 of 2009:

Institution: Arkansas Tech University  
Classification Requested: Graduate Assistant, FY10: \$20,940 (25 Positions)  
Classification Requested: Asst Director of International Programs, FY10: \$66,307

8. Request from the University of Arkansas and Medical Sciences for implementation of a salary structure and administrative plan authorized by Arkansas Code 21-5-222 (a)(1) established by Act 688 of 2009. **(Attachment 4)**

9. Request from the Arkansas Department of Finance and Administration, Office of Accounting for implementation of a salary structure and administrative plan for CAFR Accountants and Internal Audit units authorized by Arkansas Code 21-5-222 (a)(1) established by Act 688 of 2009: **(Attachment 5)**

| <u>Class Code/Title</u>          | <u>Grade</u> | <u>Entry Salary</u> | <u>Midpoint Salary</u> | <u>Maximum Salary</u> |
|----------------------------------|--------------|---------------------|------------------------|-----------------------|
| A089C, Accountant I              | C116         | \$30,713            | \$42,386               | \$52,167              |
| A058C, DFA CAFR Accountant       | C120         | \$37,332            | \$51,124               | \$62,616              |
| A025C, DFA Accounting CAFR Coord | C125         | \$47,646            | \$62,719               | \$74,858              |
| A017C, DFA CAFR Accounting Mgr   | C127         | \$52,530            | \$68,032               | \$80,301              |
| A066C, Internal Auditor          | C119         | \$35,554            | \$49,067               | \$60,390              |
| A060C, Senior Auditor            | C119         | \$35,554            | \$49,067               | \$60,390              |
| A007C, Audit Manager             | C129         | \$57,914            | \$73,776               | \$86,072              |

10. Request from the Arkansas Dept of Agriculture, Livestock and Poultry Commission for a 5.5% on-call duty compensation differential authorized by Arkansas Code 21-5-221 established by Act 688 of 2009:

| <u>Position</u> | <u>Class Code / Title</u>                       | <u>Grade</u> |
|-----------------|-------------------------------------------------|--------------|
| 22094730        | B010C, Agri. Division Manager                   | C127         |
| 22077901        | X058C, Agri. Commodity Area Supervisor          | C120         |
| 22094731        | X058C, Agri. Commodity Area Supervisor          | C120         |
| 22094710        | X114C, Sr. Agri. Commodity Compliance Inspector | C116         |
| 22094724        | X114C, Sr. Agri. Commodity Compliance Inspector | C116         |
| 22077899        | X132C, Agri. Commodity Compliance Inspector     | C116         |
| 22094704        | X132C, Agri. Commodity Compliance Inspector     | C116         |
| 22094722        | X132C, Agri. Commodity Compliance Inspector     | C116         |
| 22077887        | X162C, Agri. Commodity Grader II                | C114         |
| 22094721        | X162C, Agri. Commodity Grader II                | C114         |

11. Request from the Arkansas Dept of Correction for authorization to use an education compensation differential for employees earning advanced degrees established by Act 688 of 2009:

| <u>Degree Earned</u> | <u>Percentage Increase</u> |
|----------------------|----------------------------|
| Associate's Degree   | 1.5%                       |
| Bachelor's Degree    | 3.0%                       |
| Master's Degree      | 4.5%                       |
| PhD                  | 6.0%                       |

12. Request from the Arkansas Dept of Community Correction for authorization to use a certification differential established by Act 688 of 2009:

| <u>Class Code/Title</u>                | <u>Grade</u> | <u>Eligible Certifications</u> | <u>Percentage</u> |
|----------------------------------------|--------------|--------------------------------|-------------------|
| M059C, ADC/DCC Advisor                 | C115         | CCDP, CADC                     | 6%                |
| M048C, Substance Abuse Program Leader  | C116         | CCDP, CADC                     | 6%                |
| M046C, ADC/DCC Treatment Coord.        | C117         | CCDP, CADC                     | 6%                |
| M021C, DCC Treatment Supervisor        | C119         | CCS                            | 6%                |
| M007C, DCC Asst Treatment Program Mgr. | C122         | CCS                            | 6%                |

(CCDP) - Certified Co-occurring Disorder Professional  
(CADC) - Certified Alcohol and Drug Counselor  
(CCS) - Certified Clinical Supervisor

13. Request from the Dept of Workforce Education - Arkansas Rehabilitation Services for approval of up to ten percent (10%) increase in pay for any employee who has demonstrated ability and skill to communicate in a language other than English authorized by Arkansas Code 21-5-221 (1) established by Act 688 of 2009.

14. Request to obtain pool positions as authorized by Section 25 of Act 1281 of 2009:

Agency: Dept of Workforce Services  
Classification Requested: G181C, DWS Program Monitor, Grade C117 (5 positions)  
Classification Requested: G127C, DWS Program Operations Manager, Grade C120

15. The following classification titles for use in implementation of Miscellaneous Federal Grant Positions  
(A.C.A. § 19-7-501 et seq):

Agency: **Disability Determination for Social Security Admin.**

| <u>Class Code / Title</u>           | <u>Grade/FY09</u> | <u>Positions</u> |
|-------------------------------------|-------------------|------------------|
| C049C, DDSSA Adjudicative Assistant | C113              | 4                |
| G134C, DDSSA Case Consultant        | C120              | 18               |
| G112C, DDSSA Unit Supervisor        | C121              | 4                |
| G093C, Operations Manager           | C122              | 1                |
| L001C, Psychologist Supervisor      | C129              | 2                |
| L012N, DDSSA Medical Consultant     | N916              | 2                |

Agency: **Disability Determination for Social Security Admin.**

| <u>Class Code / Title</u>           | <u>Grade/FY09</u> | <u>Positions</u> |
|-------------------------------------|-------------------|------------------|
| C049C, DDSSA Adjudicative Assistant | C113              | 19               |
| X071C, DDSSA Claims Adjudicator III | C119              | 90               |
| G134C, DDSSA Case Consultant        | C120              | 30               |
| G112C, DDSSA Unit Supervisor        | C121              | 10               |
| G093C, Operations Manager           | C122              | 1                |
| L001C, Psychologist Supervisor      | C129              | 2                |
| L012N, DDSSA Medical Consultant     | N916              | 4                |

16. Salary Adjustments for Circuit Court Staff:

Case Coordinators

| <u>District</u> | <u>Judge</u>       | <u>Employee</u> | <u>Current Salary</u> | <u>Requested Salary</u> | <u>Recommended Salary</u> |
|-----------------|--------------------|-----------------|-----------------------|-------------------------|---------------------------|
| 6               | Melinda R. Gilbert | LaQuina Reed    | new hire              | \$35,000                | \$34,272                  |

17. The Subcommittee has reviewed the following personnel-related requests and is holding them for further review:

- A. AR School for the Deaf  
ASD/ASB Business Manager, Grade C126

Respectfully Submitted,

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Senator Steve Faris, Co-Chairman

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Representative John Paul Wells, Co-Chairman



**QUARTERLY EMPLOYMENT REPORT  
Arkansas Code 19-4-609**

**FOURTH FISCAL QUARTER 2009**

**April, May, June 2009**

**State Personnel Review Section  
Budget and Fiscal Review Division  
Arkansas Bureau of Legislative Research**

**July 21, 2009**

Arkansas Code 19-4-609, the "productivity reporting" portion of the State Accounting and Budgetary Procedures law of Arkansas, provides that:

Each executive, judicial, legislative, and any other agency of the state shall provide, on a calendar-monthly basis, information reflecting the number of current employees in each such agency, the number of newly hired employees, the number of employees who have transferred to other state agencies, the number of employees who retired, the number of all other separations of employees, and such other information as may be requested.

The information shall be compiled on forms developed by the Bureau of Legislative Research and submitted to the Arkansas Legislative Council on a calendar-quarterly basis.

The information contained in this report was gathered on survey forms completed by agencies of the state government. Information was requested for regular employees only.

The information was received from agencies on monthly employment reporting forms and compiled on a quarterly basis. This information is compared with that provided the preceding quarter and the year-ago quarter.

Arkansas State government had 1,232 more employees on monthly average in the 4th Fiscal Quarter 2009 than in the 4th Fiscal Quarter 2008.

|                                    | <u>FY 2008</u> | <u>FY 2009</u> |
|------------------------------------|----------------|----------------|
| 1st Fiscal Quarter Monthly Average | 53,057         | 54,704         |
| 2nd Fiscal Quarter Monthly Average | 53,888         | 55,348         |
| 3rd Fiscal Quarter Monthly Average | 54,882         | 55,996         |
| 4th Fiscal Quarter Monthly Average | 54,559         | 55,791         |

\*Includes both classified and non-classified employees.

#### **VACANT BUDGET POSITIONS 4th Fiscal Quarter 2009**

Act 1686 of 2005 asks state agencies/institutions to collect the number of "current vacant budgeted positions" at each agency. A quarterly list of reasons why each position is vacant was also requested. The quarterly average number of vacant budgeted positions for the current fiscal quarter is 5345.

## **OVERTIME, COMPENSATORY TIME**

At its March 12, 1992 meeting, the Governmental Efficiency Subcommittee of the Joint Performance Review Committee asked this office to use the Monthly Employment Report form to collect information from State agencies reflecting the gross total amount of Overtime Paid and the total number of Compensatory Time hours granted to employees.

The amounts reported for 4th Fiscal Quarter 2009 on monthly average were are follows:

|                  |                |
|------------------|----------------|
| Overtime Paid    | \$1,660,757.45 |
| Comp Hours Taken | 19917.31       |

Monthly Employment Reports  
Not Received from Agencies Listed Below  
April 2009

Land Department  
Abstractors Board of Examiners  
Professional Bail Bondsmen Licensing Board  
State Board of Dental Examiners  
Massage Therapy Board  
Minority Health Commission  
Dietetics Licensing Board  
Dr. Martin Luther King, Jr. Commission  
War Memorial Stadium Commission  
Department of Aeronautics  
State Military Department  
Department of Assessment Coordination  
Department of Education  
Department of Workforce Education

Agencies listed above did not submit April 2009, Monthly Employment Reports.  
Employment numbers for these agencies are the last received from each.



Monthly Employment Reports  
Not Received from Agencies Listed Below  
May 2009

Office of the Lt. Governor  
Land Department  
Arkansas School for Math, Science and Arts  
State Board of Architects  
Abstractors Board of Barber Examiners  
State Board of Examiners in Counseling  
Fire Protection Licensing Board  
State Board of Chiropractic Examiners  
Massage Therapy Board  
Physical Therapy Board  
Minority Health Commission  
Opticians Board  
State Board of Pharmacy  
Dietetics Licensing Board  
Disability Determination for SSA  
Dr. Martin Luther King, Jr. Commission  
Waterways Commission  
Department of Aeronautics  
Department of Rural Services  
Department of Assessment Coordination  
Economic Development Commission

Agencies listed above did not submit May 2009, Monthly Employment Reports.  
Employment numbers for these agencies are the last received from each.

**Monthly Employment Reports  
Not Received from Agencies Listed Below  
June 2009**

Office of the Lt. Governor  
Land Department  
Abstractors Board of Examiners  
State Board of Architects  
Fire Protection Licensing Board  
State Board of Chiropractic Examiners  
Massage Therapy Board  
Physical Therapy Board  
Minority Health Commission  
Opticians Board  
State Board of Pharmacy  
State Board of Examiners in Psychology  
Dietetics Licensing Board  
Capitol Zoning District Commission  
Dr. Martin Luther King, Jr. Commission  
Tobacco Control Board  
War Memorial Stadium Commission  
Department of Aeronautics  
Department of Rural Services  
Oil and Gas Commission  
Veterans Child Welfare Service  
Department of Assessment Coordination

Agencies listed above did not submit June 2009, Monthly Employment Reports.  
Employment numbers for these agencies are the last received from each.

# Employment Report

## 4TH QUARTER FY2009 Monthly Average

| 4TH QUARTER<br>FY2008 | 3RD<br>QUARTER<br>FY2009 | 4TH<br>QUARTER<br>FY2009 | 4TH<br>QUARTER<br>FY2009 | 4TH<br>QUARTER<br>FY2009 | 4TH<br>QUARTER<br>FY2009 | Comp. Hrs<br>FY2009 | Vacant<br>FY2009 | Chg<br>From<br>3RD<br>QUARTER<br>FY2009 | Chg<br>From<br>4TH<br>QUARTER<br>FY2008 | Separations-Detail |     |             |
|-----------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------|------------------|-----------------------------------------|-----------------------------------------|--------------------|-----|-------------|
|                       |                          |                          |                          |                          |                          |                     |                  |                                         |                                         | Trans              | Rtr | Other Total |

### LEGISLATIVE BRANCH

Legislative Audit  
Bureau of Legislative Research  
House of Representatives  
Senate

|     |     |   |   |     |        |      |    |    |   |   |   |   |   |
|-----|-----|---|---|-----|--------|------|----|----|---|---|---|---|---|
| 250 | 251 | 2 | 1 | 252 | \$0.00 | 0.00 | 11 | 1  | 2 | 0 | 1 | 0 | 1 |
| 101 | 108 | 0 | 1 | 107 | \$0.00 | 0.00 | 8  | -1 | 6 | 0 | 0 | 1 | 1 |
| 21  | 22  | 0 | 0 | 22  | \$0.00 | 0.00 | 0  | 0  | 1 | 0 | 0 | 0 | 0 |
| 12  | 12  | 0 | 0 | 12  | \$0.00 | 0.00 | 1  | 0  | 0 | 0 | 0 | 0 | 0 |
| 384 | 393 | 3 | 2 | 394 | \$0.00 | 0.00 | 20 | 0  | 9 | 0 | 1 | 1 | 2 |

### Subtotals LEGISLATIVE BRANCH

### JUDICIAL BRANCH

Court of Appeals  
Court Reporters  
Admin. Office of the Courts  
Office of Prosecutor Coordinator  
Supreme Court

|     |     |   |   |     |        |       |   |    |   |   |   |   |   |
|-----|-----|---|---|-----|--------|-------|---|----|---|---|---|---|---|
| 48  | 49  | 0 | 0 | 49  | \$0.00 | 0.00  | 0 | 0  | 1 | 0 | 0 | 0 | 0 |
| 118 | 121 | 0 | 0 | 121 | \$0.00 | 0.00  | 1 | -1 | 2 | 0 | 0 | 0 | 0 |
| 86  | 87  | 1 | 0 | 89  | \$0.00 | 0.00  | 3 | 2  | 3 | 0 | 0 | 0 | 0 |
| 12  | 12  | 0 | 0 | 12  | \$0.00 | 0.00  | 0 | 0  | 0 | 0 | 0 | 0 | 0 |
| 42  | 44  | 0 | 0 | 44  | \$0.00 | 17.33 | 0 | -1 | 1 | 0 | 0 | 0 | 0 |
| 306 | 313 | 1 | 1 | 314 | \$0.00 | 17.33 | 5 | 0  | 7 | 0 | 0 | 1 | 1 |

### Subtotals JUDICIAL BRANCH

### EXECUTIVE BRANCH

Office of the Governor  
Governor's Mansion  
Office of the Lt. Governor  
Office of Attorney General  
Auditor of State  
Land Department  
Secretary of State  
Treasurer of State

|     |     |   |   |     |          |        |   |   |    |   |   |   |   |
|-----|-----|---|---|-----|----------|--------|---|---|----|---|---|---|---|
| 57  | 55  | 0 | 0 | 56  | \$0.00   | 0.00   | 3 | 1 | -1 | 0 | 0 | 0 | 0 |
| 9   | 9   | 0 | 1 | 9   | \$0.00   | 0.00   | 1 | 0 | 0  | 0 | 0 | 1 | 1 |
| 3   | 3   | 0 | 0 | 4   | \$0.00   | 0.00   | 1 | 1 | 1  | 0 | 0 | 0 | 0 |
| 159 | 160 | 1 | 1 | 163 | \$123.90 | 43.42  | 4 | 3 | 4  | 0 | 0 | 1 | 1 |
| 28  | 28  | 0 | 0 | 29  | \$0.00   | 0.00   | 0 | 1 | 1  | 0 | 0 | 0 | 0 |
| 42  | 42  | 0 | 0 | 44  | \$0.00   | 0.00   | 0 | 2 | 2  | 0 | 0 | 0 | 0 |
| 146 | 149 | 1 | 1 | 150 | \$45.35  | 121.92 | 0 | 0 | 3  | 0 | 0 | 1 | 1 |
| 30  | 29  | 0 | 0 | 30  | \$0.00   | 0.00   | 0 | 1 | 0  | 0 | 0 | 0 | 0 |
| 474 | 475 | 3 | 2 | 485 | \$169.25 | 165.33 | 9 | 9 | 10 | 0 | 0 | 2 | 2 |

### Subtotals EXECUTIVE BRANCH

### OTHER CONSTITUTIONAL AGENCIES

Game and Fish Commission  
Highway and Transportation  
Judicial Discipline/Disabil.

|      |      |    |    |      |             |      |     |    |   |   |    |   |    |
|------|------|----|----|------|-------------|------|-----|----|---|---|----|---|----|
| 571  | 573  | 3  | 2  | 579  | \$0.00      | 0.00 | 22  | 6  | 8 | 0 | 1  | 0 | 2  |
| 3609 | 3598 | 22 | 19 | 3611 | \$97,751.54 | 0.00 | 395 | 12 | 1 | 0 | 10 | 9 | 19 |
| 6    | 6    | 0  | 0  | 6    | \$0.00      | 0.00 | 0   | 0  | 0 | 0 | 0  | 0 | 0  |

### Subtotals OTHER CONSTITUTIONAL AGENCIES

### INSTITUTIONS OF HIGHER EDUCATION

### 4 Year Institutions

Run Date: July 21, 2009

\*A separation occurs when an employee is removed from an agency payroll for reasons such as retirement, transfers, terminations or leave without pay.

|                                                   | New Hires          |                    |                    | Total      | O.T. Paid    | Comp. Hrs           | Vacant         | Chg From    | Chg From    | Separations-Detail |          |             |
|---------------------------------------------------|--------------------|--------------------|--------------------|------------|--------------|---------------------|----------------|-------------|-------------|--------------------|----------|-------------|
|                                                   | 4TH QUARTER FY2008 | 3RD QUARTER FY2009 | 4TH QUARTER FY2009 |            |              |                     |                |             |             | Trans              | Rtr      | Other Total |
| Henderson State University                        | 461                | 488                | 6                  | 7          | 490          | \$293.76            | 153.89         | 7           | 2           | 29                 | 0        | 7           |
| Southern Arkansas University - Magnolia           | 324                | 347                | 2                  | 4          | 347          | \$674.15            | 143.00         | 5           | -1          | 22                 | 0        | 4           |
| SAU-Tech                                          | 134                | 133                | 1                  | 1          | 136          | \$111.83            | 33.88          | 4           | 3           | 2                  | 0        | 1           |
| SAU-Fire Training Academy                         | 22                 | 20                 | 0                  | 0          | 22           | \$57.02             | 1.17           | 3           | 2           | 0                  | 0        | 0           |
| SAU-Environmental Control                         | 7                  | 4                  | 0                  | 0          | 6            | \$0.00              | 0.00           | 0           | 1           | -2                 | 0        | 0           |
| Arkansas State Univ.-Beebe                        | 327                | 342                | 2                  | 3          | 337          | \$0.00              | 266.92         | 7           | -5          | 10                 | 0        | 2           |
| ASU-Newport                                       | 99                 | 151                | 0                  | 0          | 151          | \$0.00              | 55.83          | 3           | -1          | 51                 | 0        | 0           |
| ASU - Jonesboro                                   | 1575               | 1582               | 9                  | 15         | 1554         | \$0.00              | 911.59         | 66          | -28         | -21                | 0        | 12          |
| ASU - Mountain Home                               | 104                | 109                | 0                  | 4          | 105          | \$0.00              | 0.00           | 2           | -4          | 1                  | 0        | 3           |
| Arkansas Tech University                          | 682                | 715                | 4                  | 7          | 713          | \$936.58            | 54.00          | 3           | -2          | 31                 | 0        | 4           |
| U of A, Fayetteville - Main Campus                | 3094               | 3230               | 26                 | 38         | 3216         | \$84,848.07         | 1667.58        | 1189        | -14         | 122                | 0        | 29          |
| U of A, Fayetteville - System Administration      | 60                 | 61                 | 0                  | 0          | 61           | \$0.00              | 0.00           | 37          | 0           | 1                  | 0        | 0           |
| U of A, Fayetteville - Agri. Experiment Station   | 610                | 616                | 6                  | 2          | 631          | \$2,213.95          | 600.42         | 205         | 14          | 20                 | 0        | 2           |
| U of A, Fayetteville - Cooperative Extension Svc. | 729                | 741                | 4                  | 5          | 738          | \$144.57            | 74.33          | 20          | -3          | 9                  | 0        | 2           |
| U of A, Fayetteville - Archaeological Survey      | 43                 | 45                 | 0                  | 0          | 45           | \$0.00              | 0.00           | 17          | 0           | 2                  | 0        | 0           |
| U of A, Fayetteville - Criminal Justice Institute | 42                 | 43                 | 1                  | 1          | 44           | \$0.00              | 0.00           | 20          | 0           | 1                  | 0        | 0           |
| Arkansas School for Math, Science and Arts        | 94                 | 107                | 1                  | 1          | 108          | \$0.00              | 0.00           | 0           | 1           | 14                 | 0        | 1           |
| U of A at Fort Smith                              | 493                | 550                | 4                  | 18         | 533          | \$14,860.87         | 89.21          | 8           | -17         | 40                 | 0        | 17          |
| U of A at Little Rock                             | 1453               | 1495               | 12                 | 25         | 1486         | \$2,356.68          | 162.73         | 74          | -10         | 32                 | 2        | 6           |
| U of A Medical Sciences                           | 7797               | 8339               | 108                | 95         | 8414         | \$874,855.08        | 855.06         | 854         | 74          | 616                | 0        | 3           |
| U of A at Monticello                              | 386                | 391                | 0                  | 3          | 386          | \$7.75              | 215.38         | 53          | -5          | 0                  | 0        | 3           |
| U of A at Pine Bluff                              | 615                | 676                | 25                 | 67         | 616          | \$1,383.75          | 0.00           | 3           | -60         | 1                  | 0        | 67          |
| Univ. of Central Arkansas                         | 1194               | 1328               | 6                  | 159        | 1013         | \$7,094.89          | 1175.67        | 344         | -316        | -182               | 0        | 3           |
| <b>Subtotals 4 Year Institutions</b>              | <b>20345</b>       | <b>21513</b>       | <b>215</b>         | <b>453</b> | <b>21151</b> | <b>\$989,838.96</b> | <b>6460.65</b> | <b>2926</b> | <b>-369</b> | <b>799</b>         | <b>2</b> | <b>31</b>   |
| <b>2 Year Institutions</b>                        |                    |                    |                    |            |              |                     |                |             |             |                    |          |             |
| Cossatot Comm. College, UA System                 | 121                | 124                | 2                  | 2          | 123          | \$0.00              | 0.00           | 4           | -1          | 2                  | 0        | 2           |
| East Arkansas Comm. College                       | 122                | 121                | 0                  | 2          | 117          | \$0.00              | 10.33          | 5           | -4          | -5                 | 0        | 1           |
| Mid-South Comm. College                           | 135                | 149                | 2                  | 4          | 145          | \$0.00              | 3.33           | 6           | -4          | 10                 | 0        | 4           |
| Arkansas Northeastern College                     | 183                | 195                | 0                  | 13         | 184          | \$9.01              | 9.17           | 33          | -11         | 1                  | 0        | 12          |
| North Arkansas Comm. College                      | 190                | 192                | 0                  | 0          | 193          | \$17,416.00         | 25.92          | 2           | 0           | 2                  | 0        | 0           |
| Northwest Ark. Comm. College                      | 356                | 378                | 2                  | 6          | 363          | \$319.49            | 129.47         | 9           | -15         | 7                  | 0        | 5           |
| Phillips Comm. Coll.-UA System                    | 220                | 229                | 1                  | 2          | 225          | \$290.69            | 0.00           | 11          | -4          | 5                  | 0        | 2           |
| Rich Mountain Comm. College                       | 71                 | 70                 | 0                  | 2          | 67           | \$0.00              | 0.00           | 53          | -3          | -4                 | 0        | 1           |
| South Arkansas Community College                  | 141                | 145                | 0                  | 2          | 146          | \$85.41             | 37.92          | 6           | 1           | 5                  | 0        | 2           |

Run Date: July 21, 2009

\*A separation occurs when an employee is removed from an agency payroll for reasons such as retirement, transfers, terminations or leave without pay.

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|                                            | New Hires          |                    |                    |                    | Total | O.T. Paid      | Comp. Hrs | Vacant | Chg From | Separations-Detail |                    |                    |                    |
|--------------------------------------------|--------------------|--------------------|--------------------|--------------------|-------|----------------|-----------|--------|----------|--------------------|--------------------|--------------------|--------------------|
|                                            | 4TH QUARTER FY2008 | 3RD QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 |       |                |           |        |          | 4TH QUARTER FY2008 | 4TH QUARTER FY2009 | 3RD QUARTER FY2009 | 4TH QUARTER FY2009 |
| UA Community College at Batesville         | 113                | 116                | 1                  | 0                  | 120   | \$0.00         | 17.83     | 4      | 3        | 6                  | 0                  | 0                  | 0                  |
| UA Community College at Hope               | 107                | 113                | 1                  | 1                  | 111   | \$0.00         | 0.00      | 3      | -2       | 4                  | 0                  | 0                  | 1                  |
| UA Community College at Morrilton          | 139                | 179                | 3                  | 26                 | 148   | \$0.00         | 6.25      | 1      | -31      | 9                  | 0                  | 1                  | 25                 |
| National Park Community College            | 232                | 246                | 16                 | 39                 | 244   | \$0.00         | 11.50     | 1      | -2       | 12                 | 0                  | 0                  | 39                 |
| Ozarka College                             | 93                 | 94                 | 0                  | 0                  | 98    | \$0.00         | 0.00      | 1      | 4        | 5                  | 0                  | 0                  | 0                  |
| Subtotals 2 Year Institutions              | 2223               | 2351               | 28                 | 99                 | 2285  | \$18,120.61    | 251.72    | 140    | -69      | 59                 | 0                  | 4                  | 95                 |
| <b>Technical Colleges</b>                  |                    |                    |                    |                    |       |                |           |        |          |                    |                    |                    |                    |
| Black River Technical College              | 134                | 139                | 1                  | 1                  | 140   | \$0.00         | 0.00      | 2      | 1        | 6                  | 0                  | 0                  | 1                  |
| Ouachita Technical College                 | 159                | 100                | 1                  | 1                  | 99    | \$0.00         | 0.00      | 0      | -1       | -60                | 0                  | 0                  | 1                  |
| Pulaski Technical College                  | 308                | 334                | 3                  | 2                  | 337   | \$690.63       | 39.50     | 11     | 3        | 29                 | 0                  | 0                  | 2                  |
| Southeast Arkansas College                 | 132                | 127                | 1                  | 3                  | 120   | \$0.00         | 0.67      | 13     | -7       | -12                | 0                  | 1                  | 2                  |
| Subtotals Technical Colleges               | 733                | 700                | 6                  | 8                  | 696   | \$690.63       | 40.17     | 26     | -4       | -37                | 0                  | 1                  | 6                  |
| Subtotals INSTITUTIONS OF HIGHER EDUCATION | 23301              | 24564              | 249                | 560                | 24133 | \$1,008,650.20 | 6752.53   | 3091   | -442     | 821                | 2                  | 37                 | 519                |
| <b>BOARDS &amp; COMM - REGULATORY</b>      |                    |                    |                    |                    |       |                |           |        |          |                    |                    |                    |                    |
| Abstractors Board of Examiners             | 1                  | 1                  | 0                  | 0                  | 2     | \$0.00         | 0.00      | 0      | 1        | 1                  | 0                  | 0                  | 0                  |
| State Bd. of Accountancy                   | 7                  | 9                  | 0                  | 0                  | 9     | \$0.00         | 8.75      | 0      | -1       | 1                  | 0                  | 0                  | 0                  |
| Appraiser's Licensing & Certification Bd   | 4                  | 4                  | 0                  | 0                  | 4     | \$0.00         | 0.00      | 0      | 0        | 0                  | 0                  | 0                  | 0                  |
| State Board of Architects                  | 3                  | 2                  | 1                  | 0                  | 3     | \$0.00         | 0.00      | 0      | 1        | 0                  | 0                  | 0                  | 0                  |
| Auctioneers Licensing Board                | 1                  | 1                  | 0                  | 0                  | 1     | \$0.00         | 0.00      | 0      | 0        | 0                  | 0                  | 0                  | 0                  |
| State Bd. of Barber Examrs.                | 3                  | 3                  | 0                  | 0                  | 3     | \$0.00         | 0.00      | 0      | 0        | 0                  | 0                  | 0                  | 0                  |
| Prof. Bail Bondsman Licensing Bd.          | 3                  | 3                  | 0                  | 0                  | 3     | \$0.00         | 0.00      | 0      | 0        | 0                  | 0                  | 0                  | 0                  |
| Arkansas Burial Assoc. Board               | 3                  | 3                  | 0                  | 0                  | 3     | \$0.00         | 0.00      | 0      | 0        | 0                  | 0                  | 0                  | 0                  |
| State Bd. of Collection Agencies           | 6                  | 3                  | 0                  | 0                  | 4     | \$0.00         | 0.00      | 4      | 0        | -3                 | 0                  | 0                  | 0                  |
| Contractors' Licensing Board               | 17                 | 17                 | 0                  | 0                  | 17    | \$0.00         | 0.00      | 1      | 0        | 0                  | 0                  | 0                  | 0                  |
| State Board of Cosmetology                 | 9                  | 9                  | 0                  | 0                  | 10    | \$0.00         | 0.00      | 0      | 1        | 1                  | 0                  | 0                  | 0                  |
| State Board of Examiners in Counseling     | 3                  | 3                  | 0                  | 0                  | 3     | \$0.00         | 31.67     | 0      | 0        | 0                  | 0                  | 0                  | 0                  |
| SB of Embalmers/Funeral Dir.               | 1                  | 1                  | 0                  | 0                  | 1     | \$0.00         | 0.00      | 1      | 0        | 0                  | 0                  | 0                  | 0                  |
| Bd. Reg. for Professional Engineers        | 5                  | 5                  | 0                  | 0                  | 5     | \$0.00         | 0.00      | 0      | 0        | 0                  | 0                  | 0                  | 0                  |
| Fire Protection Licensing Board            | 2                  | 2                  | 0                  | 0                  | 2     | \$0.00         | 2.00      | 0      | 0        | 0                  | 0                  | 0                  | 0                  |
| Bd. Reg. for Professional Geologists       | 1                  | 1                  | 0                  | 0                  | 1     | \$0.00         | 0.00      | 0      | 0        | 0                  | 0                  | 0                  | 0                  |
| Arkansas Real Estate Comm.                 | 14                 | 14                 | 1                  | 0                  | 15    | \$0.00         | 3.25      | 0      | 1        | 1                  | 0                  | 0                  | 0                  |
| Speech Pathology & Audiology               | 1                  | 1                  | 0                  | 0                  | 1     | \$0.00         | 0.00      | 0      | 0        | 0                  | 0                  | 0                  | 0                  |
| Towing and Recovery Board                  | 3                  | 3                  | 0                  | 0                  | 3     | \$0.00         | 0.00      | 0      | 0        | 0                  | 0                  | 0                  | 0                  |

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| New Hires                                 |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    | Separations*       |                    | Total              | O.T. Paid          |       | Comp. Hrs |       | Vacant |  | Chg From |  | Chg From |  | Separations-Detail |  |  |
|-------------------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-------|-----------|-------|--------|--|----------|--|----------|--|--------------------|--|--|
| 4TH QUARTER FY2008                        | 3RD QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 3RD QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2008 | Trans | Rtr       | Other | Total  |  |          |  |          |  |                    |  |  |
| 87                                        | 85                 | 3                  | 1                  | 90                 | 45.67              | 7                  | 3                  | 1                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0     | 0         | 0     | 1      |  |          |  |          |  |                    |  |  |
| Subtotals BOARDS & COMM - REGULATORY      |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| BOARDS & COMM - MEDICAL RELATED           |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| State Bd. of Chiropractic Examiners       |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| State Bd. of Dental Examiners             |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| Massage Therapy Board                     |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| State Medical Board                       |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| Physical Therapy Board                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| Minority Health Commission                |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| Ark. State Board of Nursing               |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| Opticians Board                           |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| Optometry Board                           |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| State Board of Pharmacy                   |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| SB of Exams. in Psychology                |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| Social Work Licensing Board               |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| State Spinal Cord Commission              |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| Veterinary Med. Exam. Board               |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| Dietetics Licensing Board                 |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |
| Subtotals BOARDS & COMM - MEDICAL RELATED |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |       |           |       |        |  |          |  |          |  |                    |  |  |

|                                        |     |     |    |   |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------------------------|-----|-----|----|---|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>BOARDS &amp; COMM - OTHER</b>       |     |     |    |   |     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Capitol Zoning District Commission     | 2   | 3   | 0  | 0 | 3   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Disability Deter. for SSA              | 231 | 231 | 10 | 3 | 255 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| State Bd. of Election Commissioners    | 6   | 6   | 0  | 0 | 6   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Ethics Commission                      | 8   | 8   | 0  | 0 | 9   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Arkansas Fair Housing Commission       | 4   | 5   | 1  | 0 | 6   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Dr. Martin Luther King, Jr. Commission | 2   | 3   | 0  | 0 | 2   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Manufactured Homes Stds. Commission    | 3   | 3   | 0  | 0 | 3   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Motor Vehicle Commission               | 7   | 7   | 0  | 0 | 7   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Private Career Education Board         | 3   | 4   | 0  | 0 | 4   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Science & Tech. Authority              | 15  | 18  | 0  | 0 | 18  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Student Loan Authority                 | 6   | 6   | 0  | 0 | 6   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Tobacco Control Board                  | 17  | 17  | 0  | 0 | 18  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Tobacco Settlement Commission          | 2   | 2   | 0  | 0 | 2   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| War Memorial Stadium Comm.             | 5   | 5   | 0  | 0 | 5   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

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|                                    | New Hires          |                    |                    | Separations*       |                    | Total       | O.T. Paid | Comp. Hrs | Vacant | Chg From | Chg From | Separations-Detail |     |             |
|------------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-------------|-----------|-----------|--------|----------|----------|--------------------|-----|-------------|
|                                    | 4TH QUARTER FY2008 | 3RD QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 |             |           |           |        |          |          | Trans              | Rtr | Other Total |
| Waterways Comm.                    | 2                  | 2                  | 0                  | 0                  | 0                  | 2           | \$0.00    | 0.00      | 1      | 0        | 0        | 0                  | 0   | 0           |
| Workforce Investment Board         | 10                 | 10                 | 0                  | 0                  | 0                  | 10          | \$0.00    | 0.00      | 3      | 0        | 0        | 0                  | 0   | 0           |
| Subtotals BOARDS & COMM - OTHER    | 323                | 330                | 12                 | 3                  | 356                | \$52,162.69 | 37.00     | 17        | 24     | 31       | 0        | 1                  | 2   | 3           |
| <b>SEPARATE AGENCIES</b>           |                    |                    |                    |                    |                    |             |           |           |        |          |          |                    |     |             |
| Arkansas Crime Info. Center        | 67                 | 68                 | 1                  | 0                  | 0                  | 74          | \$0.00    | 132.75    | 2      | 6        | 7        | 0                  | 0   | 0           |
| Claims Commission                  | 10                 | 10                 | 1                  | 1                  | 1                  | 10          | \$0.00    | 0.00      | 0      | 0        | 0        | 0                  | 0   | 1           |
| Comm. on Law Enf. Sids./Trg.       | 53                 | 54                 | 0                  | 1                  | 53                 | \$20.25     | 24.17     | 0         | 0      | -1       | 0        | 0                  | 0   | 1           |
| Arkansas Dev. Finance Auth.        | 57                 | 57                 | 0                  | 0                  | 58                 | \$0.00      | 14.67     | 4         | 4      | 0        | 0        | 0                  | 0   | 0           |
| Dept. of Aeronautics               | 4                  | 4                  | 0                  | 0                  | 4                  | \$0.00      | 0.00      | 0         | 0      | 0        | 0        | 0                  | 0   | 0           |
| Dept. of Veteran Affairs           | 166                | 169                | 7                  | 5                  | 183                | \$1,078.25  | 183.00    | 33        | 14     | 17       | 0        | 0                  | 0   | 5           |
| Disabled Vets. Svc. Office         | 1                  | 1                  | 0                  | 0                  | 0                  | \$0.00      | 0.00      | 1         | 1      | -1       | 0        | 0                  | 0   | 0           |
| Arkansas Geological Survey         | 25                 | 26                 | 0                  | 0                  | 26                 | \$0.00      | 15.50     | 0         | 0      | -1       | 0        | 0                  | 0   | 0           |
| Health Services Agency             | 7                  | 7                  | 0                  | 0                  | 7                  | \$0.00      | 6.00      | 3         | 0      | 0        | 0        | 0                  | 0   | 0           |
| Liquefied Petroleum Gas Board      | 6                  | 7                  | 0                  | 0                  | 7                  | \$0.00      | 0.00      | 0         | 0      | 1        | 0        | 0                  | 0   | 0           |
| Department of Emergency Management | 75                 | 76                 | 6                  | 2                  | 82                 | \$4,134.60  | 204.58    | 5         | 5      | 6        | 0        | 0                  | 2   | 2           |
| Department of Rural Services       | 5                  | 5                  | 1                  | 0                  | 5                  | \$0.00      | 0.00      | 1         | 0      | 0        | 0        | 0                  | 0   | 0           |
| Oil and Gas Commission             | 29                 | 31                 | 0                  | 0                  | 32                 | \$0.00      | 1.00      | 0         | 1      | 3        | 0        | 0                  | 0   | 0           |
| Arkansas Parole Board              | 21                 | 21                 | 0                  | 0                  | 20                 | \$0.00      | 0.00      | 2         | 2      | -1       | 0        | 0                  | 0   | 0           |
| Public Defender Commission         | 293                | 296                | 4                  | 3                  | 294                | \$0.00      | 0.00      | 5         | 5      | -2       | 1        | 0                  | 1   | 3           |
| Public Service Commission          | 103                | 104                | 2                  | 1                  | 106                | \$551.00    | 58.75     | 8         | 2      | 3        | 0        | 0                  | 1   | 1           |
| Pub. Employee Retire. System       | 58                 | 60                 | 1                  | 1                  | 65                 | \$0.00      | 26.42     | 4         | 4      | 6        | 0        | 0                  | 1   | 1           |
| Arkansas State Police              | 972                | 955                | 3                  | 4                  | 949                | \$45,945.98 | 1096.17   | 38        | -6     | -23      | 0        | 2                  | 3   | 4           |
| Natural Resources Commission       | 80                 | 79                 | 1                  | 1                  | 81                 | \$0.00      | 0.00      | 14        | 2      | 1        | 0        | 0                  | 1   | 1           |
| State Bank Department              | 68                 | 71                 | 0                  | 0                  | 70                 | \$0.00      | 0.00      | 7         | -1     | 2        | 0        | 0                  | 0   | 0           |
| Arkansas Building Authority        | 75                 | 75                 | 0                  | 0                  | 73                 | \$0.00      | 89.08     | 15        | -2     | -2       | 0        | 0                  | 0   | 0           |
| State Crime Laboratory             | 124                | 125                | 1                  | 0                  | 127                | \$2.84      | 22.00     | 13        | 1      | 2        | 0        | 0                  | 0   | 0           |
| State Insurance Department         | 170                | 168                | 0                  | 1                  | 170                | \$0.00      | 0.00      | 10        | 1      | -1       | 0        | 0                  | 1   | 1           |
| State Military Department          | 530                | 558                | 7                  | 7                  | 550                | \$27,550.87 | 566.08    | 62        | -9     | 19       | 0        | 2                  | 5   | 7           |
| State Securities Department        | 36                 | 38                 | 0                  | 0                  | 38                 | \$0.00      | 0.00      | 0         | 0      | -1       | 1        | 0                  | 0   | 0           |
| Sentencing Commission              | 5                  | 4                  | 0                  | 0                  | 5                  | \$0.00      | 2.00      | 0         | 1      | 0        | 0        | 0                  | 0   | 0           |
| Teacher Retirement System          | 73                 | 80                 | 1                  | 1                  | 75                 | \$254.25    | 9.67      | 7         | -5     | 2        | 0        | 0                  | 0   | 1           |
| Vet. Child Welfare Service         | 2                  | 2                  | 0                  | 0                  | 2                  | \$0.00      | 0.00      | 1         | 0      | 0        | 0        | 0                  | 0   | 0           |
| Workers' Compensation Commission   | 126                | 124                | 0                  | 1                  | 124                | \$0.00      | 3.33      | 29        | 0      | -2       | 0        | 0                  | 1   | 1           |

|                                                   | New Hires          |                    |                    | Separations*       |                    | Total        | O.T. Paid | Comp. Hrs | Vacant | Chg From |   | Separations-Detail |     |       |       |
|---------------------------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------|-----------|-----------|--------|----------|---|--------------------|-----|-------|-------|
|                                                   | 4TH QUARTER FY2008 | 3RD QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 |              |           |           |        |          |   | Trans              | Rtr | Other | Total |
| Subtotals SEPARATE AGENCIES                       | 3241               | 3275               | 37                 | 30                 | 3290               | \$79,538.04  | 2455.17   | 266       | 7      | 41       | 0 | 7                  | 23  | 30    |       |
| DEPARTMENT OF ARKANSAS HERITAGE                   |                    |                    |                    |                    |                    |              |           |           |        |          |   |                    |     |       |       |
| Subtotals DEPARTMENT OF ARKANSAS HERITAGE         | 138                | 140                | 0                  | 0                  | 140                | \$0.00       | 389.42    | 4         | 0      | 2        | 0 | 0                  | 0   | 0     |       |
| DEPARTMENT OF ASSESSMENT COORDINATION             |                    |                    |                    |                    |                    |              |           |           |        |          |   |                    |     |       |       |
| Subtotals DEPARTMENT OF ASSESSMENT COORDINATION   | 34                 | 35                 | 0                  | 0                  | 35                 | \$0.00       | 0.00      | 0         | 0      | 1        | 0 | 0                  | 0   | 0     |       |
| DEPARTMENT OF COMMUNITY CORRECTION                |                    |                    |                    |                    |                    |              |           |           |        |          |   |                    |     |       |       |
| Subtotals DEPARTMENT OF COMMUNITY CORRECTION      | 1277               | 1213               | 33                 | 41                 | 1205               | \$0.00       | 513.33    | 186       | -8     | -72      | 2 | 3                  | 35  | 41    |       |
| DEPARTMENT OF CORRECTION                          |                    |                    |                    |                    |                    |              |           |           |        |          |   |                    |     |       |       |
| Subtotals DEPARTMENT OF CORRECTION                | 3746               | 3833               | 85                 | 85                 | 3837               | \$341,350.83 | 0.00      | 484       | 4      | 91       | 0 | 6                  | 80  | 85    |       |
| DEPARTMENT OF INFORMATION SYSTEMS                 |                    |                    |                    |                    |                    |              |           |           |        |          |   |                    |     |       |       |
| Subtotals DEPARTMENT OF INFORMATION SYSTEMS       | 247                | 257                | 1                  | 2                  | 255                | \$1,981.92   | 43.50     | 8         | -2     | 8        | 0 | 0                  | 1   | 2     |       |
| DEPARTMENTS OF EDUCATION & WORKFORCE ED           |                    |                    |                    |                    |                    |              |           |           |        |          |   |                    |     |       |       |
| Department of Education                           | 359                | 376                | 2                  | 8                  | 364                | \$0.00       | 0.00      | 52        | -13    | 4        | 0 | 0                  | 8   | 8     |       |
| Department of Workforce Education                 | 94                 | 99                 | 1                  | 6                  | 94                 | \$1,473.31   | 39.00     | 13        | -6     | -1       | 5 | 0                  | 1   | 6     |       |
| Department of Workforce Ed-Rehabilitation Service | 489                | 489                | 4                  | 4                  | 484                | \$0.00       | 124.58    | 48        | -5     | -5       | 0 | 1                  | 2   | 4     |       |
| School for the Blind                              | 91                 | 87                 | 2                  | 0                  | 88                 | \$394.97     | 17.00     | 11        | 1      | -3       | 0 | 0                  | 0   | 0     |       |
| School for the Deaf                               | 159                | 149                | 1                  | 1                  | 153                | \$1,310.87   | 107.00    | 33        | 4      | -6       | 0 | 0                  | 1   | 1     |       |
| Educational TV Division                           | 95                 | 98                 | 1                  | 1                  | 97                 | \$0.00       | 14.17     | 16        | -2     | 1        | 0 | 0                  | 1   | 1     |       |
| Arkansas State Library                            | 44                 | 49                 | 1                  | 1                  | 47                 | \$0.00       | 0.00      | 9         | -2     | 3        | 0 | 0                  | 0   | 1     |       |
| Crowley's Ridge Technical Institute               | 58                 | 57                 | 1                  | 2                  | 57                 | \$0.00       | 0.00      | 5         | 0      | -1       | 0 | 0                  | 2   | 2     |       |
| Northwest Technical Institute                     | 62                 | 62                 | 0                  | 2                  | 59                 | \$0.00       | 0.00      | 6         | -4     | -4       | 0 | 0                  | 1   | 2     |       |
| Riverside Vo-Tech                                 | 36                 | 37                 | 0                  | 0                  | 38                 | \$0.00       | 0.00      | 1         | 1      | 2        | 0 | 0                  | 0   | 0     |       |
| Subtotals DEPARTMENTS OF EDUCATION & WORKFORCE ED | 1487               | 1503               | 13                 | 24                 | 1480               | \$3,179.15   | 301.75    | 194       | -26    | -10      | 5 | 1                  | 17  | 24    |       |
| DEPARTMENT OF WORKFORCE SERVICES                  |                    |                    |                    |                    |                    |              |           |           |        |          |   |                    |     |       |       |
| Subtotals DEPARTMENT OF WORKFORCE SERVICES        | 743                | 759                | 13                 | 5                  | 796                | \$0.00       | 806.00    | 54        | 37     | 53       | 0 | 2                  | 3   | 5     |       |
| DEPARTMENT OF FINANCE & ADMINISTRATION            |                    |                    |                    |                    |                    |              |           |           |        |          |   |                    |     |       |       |

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|                                                  | New Hires          |                    |                    |                    | Total | O.T. Paid   | Comp. Hrs | Vacant | Chg From | Chg From | Separations-Detail |     |             |
|--------------------------------------------------|--------------------|--------------------|--------------------|--------------------|-------|-------------|-----------|--------|----------|----------|--------------------|-----|-------------|
|                                                  | 4TH QUARTER FY2008 | 3RD QUARTER FY2009 | 4TH QUARTER FY2009 | 4TH QUARTER FY2009 |       |             |           |        |          |          | Trans              | Rtr | Other Total |
| DEPARTMENT OF FINANCE & ADMINISTRATION           | 2661               | 2711               | 24                 | 22                 | 2718  | \$12,480.98 | 883.75    | 37     | 6        | 56       | 2                  | 5   | 14          |
| Subtotals DEPARTMENT OF FINANCE & ADMINISTRATION | 2661               | 2711               | 24                 | 22                 | 2718  | \$12,480.98 | 883.75    | 37     | 6        | 56       | 2                  | 5   | 14          |
| DEPARTMENT OF HEALTH                             | 2711               | 2777               | 30                 | 19                 | 2805  | \$0.00      | 1064.10   | 183    | 27       | 93       | 0                  | 4   | 15          |
| Subtotals DEPARTMENT OF HEALTH                   | 2711               | 2777               | 30                 | 19                 | 2805  | \$0.00      | 1064.10   | 183    | 27       | 93       | 0                  | 4   | 15          |
| DEPARTMENT OF HIGHER EDUCATION                   | 45                 | 45                 | 0                  | 0                  | 45    | \$0.00      | 0.00      | 3      | 0        | 0        | 0                  | 0   | 0           |
| Subtotals DEPARTMENT OF HIGHER EDUCATION         | 45                 | 45                 | 0                  | 0                  | 45    | \$0.00      | 0.00      | 3      | 0        | 0        | 0                  | 0   | 0           |
| DEPARTMENT OF HUMAN SERVICES                     | 13                 | 10                 | 1                  | 0                  | 10    | \$0.00      | 0.00      | 0      | 0        | -3       | 0                  | 0   | 0           |
| Directors Office                                 | 158                | 164                | 2                  | 1                  | 168   | \$0.00      | 0.00      | 8      | 3        | 9        | 0                  | 0   | 1           |
| Office of Chief Counsel                          | 154                | 154                | 1                  | 2                  | 157   | \$0.00      | 11.75     | 4      | 3        | 3        | 0                  | 0   | 2           |
| Aging and Adult Services                         | 984                | 929                | 15                 | 10                 | 958   | \$91.94     | 571.25    | 41     | 29       | -26      | 0                  | 0   | 10          |
| Children and Family Services                     | 151                | 149                | 1                  | 0                  | 149   | \$0.00      | 41.08     | 2      | 0        | -2       | 0                  | 0   | 0           |
| Child Care and Early Childhood Ed.               | 881                | 900                | 25                 | 27                 | 894   | \$42,890.25 | 218.87    | 61     | -6       | 13       | 0                  | 0   | 27          |
| Behavioral Health Services                       | 246                | 249                | 3                  | 2                  | 252   | \$0.00      | 0.00      | 14     | 3        | 6        | 0                  | 0   | 2           |
| Medical Services                                 | 1806               | 1786               | 16                 | 12                 | 1830  | \$0.00      | 288.67    | 38     | 43       | 23       | 0                  | 0   | 12          |
| County Operations                                | 307                | 295                | 6                  | 4                  | 306   | \$0.00      | 12.08     | 15     | 11       | -1       | 0                  | 0   | 2           |
| Financial Administration                         | 2347               | 2305               | 58                 | 58                 | 2300  | \$7,817.14  | 1469.64   | 48     | -5       | -47      | 0                  | 0   | 58          |
| Developmental Disabilities Services              | 58                 | 57                 | 1                  | 1                  | 58    | \$0.00      | 12.33     | 4      | 1        | 0        | 0                  | 0   | 1           |
| Services for the Blind                           | 25                 | 26                 | 1                  | 0                  | 25    | \$0.00      | 12.33     | 0      | -1       | 0        | 0                  | 0   | 0           |
| Volunteerism                                     | 80                 | 80                 | 1                  | 0                  | 84    | \$0.00      | 0.00      | 0      | 3        | 3        | 0                  | 0   | 0           |
| Youth Services                                   | 7210               | 7104               | 130                | 118                | 7192  | \$50,799.34 | 2618.01   | 234    | 84       | -22      | 0                  | 1   | 114         |
| Subtotals DEPARTMENT OF HUMAN SERVICES           | 7210               | 7104               | 130                | 118                | 7192  | \$50,799.34 | 2618.01   | 234    | 84       | -22      | 0                  | 1   | 114         |
| ECONOMIC DEVELOPMENT COMMISSION                  | 91                 | 92                 | 1                  | 0                  | 93    | \$0.00      | 23.83     | 10     | 1        | 2        | 0                  | 0   | 0           |
| ECONOMIC DEVELOPMENT COMMISSION                  | 91                 | 92                 | 1                  | 0                  | 93    | \$0.00      | 23.83     | 10     | 1        | 2        | 0                  | 0   | 0           |
| Subtotals ECONOMIC DEVELOPMENT COMMISSION        | 91                 | 92                 | 1                  | 0                  | 93    | \$0.00      | 23.83     | 10     | 1        | 2        | 0                  | 0   | 0           |
| DEPARTMENT OF LABOR                              | 93                 | 96                 | 0                  | 0                  | 98    | \$0.00      | 106.83    | 5      | 1        | 4        | 0                  | 0   | 0           |
| DEPARTMENT OF LABOR                              | 93                 | 96                 | 0                  | 0                  | 98    | \$0.00      | 106.83    | 5      | 1        | 4        | 0                  | 0   | 0           |
| Subtotals DEPARTMENT OF LABOR                    | 93                 | 96                 | 0                  | 0                  | 98    | \$0.00      | 106.83    | 5      | 1        | 4        | 0                  | 0   | 0           |
| DEPARTMENT OF PARKS AND TOURISM                  | 719                | 732                | 7                  | 11                 | 733   | \$0.00      | 1011.54   | 49     | 1        | 14       | 1                  | 3   | 6           |
| DEPARTMENT OF PARKS AND TOURISM                  | 719                | 732                | 7                  | 11                 | 733   | \$0.00      | 1011.54   | 49     | 1        | 14       | 1                  | 3   | 6           |
| Subtotals DEPARTMENT OF PARKS AND TOURISM        | 719                | 732                | 7                  | 11                 | 733   | \$0.00      | 1011.54   | 49     | 1        | 14       | 1                  | 3   | 6           |
| DEPARTMENT OF ENVIRONMENTAL QUALITY              |                    |                    |                    |                    |       |             |           |        |          |          |                    |     |             |

Run Date: July 21, 2009

\* A separation occurs when an employee is removed from an agency payroll for reasons such as retirement, transfers, terminations or leave without pay.

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|                                               | New Hires          |                    |                    | Total | O.T. Paid | Comp. Hrs      | Vacant   | Chg From | Chg From | Separations-Detail |                    |                       |
|-----------------------------------------------|--------------------|--------------------|--------------------|-------|-----------|----------------|----------|----------|----------|--------------------|--------------------|-----------------------|
|                                               | 4TH QUARTER FY2008 | 3RD QUARTER FY2009 | 4TH QUARTER FY2009 |       |           |                |          |          |          | 4TH QUARTER FY2009 | 4TH QUARTER FY2008 | Trans Rtr Other Total |
| DEPARTMENT OF ENVIRONMENTAL QUALITY           |                    |                    |                    |       |           |                |          |          |          |                    |                    |                       |
| Subtotals DEPARTMENT OF ENVIRONMENTAL QUALITY | 373                | 395                | 3                  | 1     | 405       | \$0.00         | 64.33    | 19       | 10       | 32                 | 0                  | 1 1                   |
| DEPARTMENT OF AGRICULTURE                     |                    |                    |                    |       |           |                |          |          |          |                    |                    |                       |
| Administration                                | 1                  | 3                  | 0                  | 0     | 3         | \$0.00         | 0.00     | 0        | 0        | 2                  | 0                  | 0 0                   |
| Acquaculture Division                         | 2                  | 2                  | 0                  | 0     | 2         | \$0.00         | 0.00     | 0        | 0        | 0                  | 0                  | 0 0                   |
| Forestry Division                             | 318                | 317                | 4                  | 3     | 318       | \$757.57       | 2549.25  | 11       | 1        | 0                  | 0                  | 0 3                   |
| Land Survey Division                          | 4                  | 4                  | 0                  | 0     | 4         | \$0.00         | 0.00     | 0        | 0        | 0                  | 0                  | 0 0                   |
| Livestock & Poultry Comm.                     | 117                | 118                | 0                  | 2     | 116       | \$11,935.93    | 6.72     | 14       | -2       | -1                 | 0                  | 0 1                   |
| State Plant Board                             | 125                | 126                | 3                  | 1     | 133       | \$0.00         | 40.42    | 15       | 7        | 8                  | 0                  | 0 1                   |
| Subtotals DEPARTMENT OF AGRICULTURE           | 567                | 570                | 7                  | 6     | 577       | \$12,693.51    | 2596.38  | 39       | 6        | 9                  | 0                  | 1 5                   |
| Grand Total                                   | 54559              | 55996              | 683                | 966   | 55791     | \$1,660,757.45 | 19917.31 | 5345     | -244     | 1193               | 12                 | 83.33 851.3 954       |

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# **Arkansas Public Higher Education Provisional Positions Report**

**August 2009**



**Arkansas Department of Higher Education**  
114 East Capitol, Little Rock, Arkansas 72201

**Provisional Positions Approved  
2009-10 Fiscal Year**

DATE: August 2009  
INST: Arkansas State University

Number of Positions Authorized by Act 688 and 245 of 2009 300  
Number of Positions Established To Date 209  
Number of Positions Remaining for 2009-10 91  
  
Number of New Provisional Positions 5  
Number of Continual Provisional Positions

| Item No. | New or Continual | Authorized Title           | Working Title              | # of Positions                   | Classified Grade or Maximum Annual Salary 2009-10 | Source of Funding               | Position Assignment |
|----------|------------------|----------------------------|----------------------------|----------------------------------|---------------------------------------------------|---------------------------------|---------------------|
| 51       | New              | Research Associate         | Research Associate         | 3                                | \$91,140                                          | BAFST                           | Chemistry / Physics |
| 52       | New              | Project/Program Specialist | Project/Program Specialist | 1                                | \$66,016                                          | BAFST                           | Chemistry / Physics |
| 53       | New              | Project/Program Manager    | Project/Program Manager    | 1                                | \$76,515                                          | DHS - Title IV Welfare Training | Social Work         |
|          |                  |                            |                            | <b>Total Number of Positions</b> | <b>5</b>                                          |                                 |                     |

# Provisional Positions Approved 2009-10 Fiscal Year

DATE: August 2009

INST: University of Arkansas at Fayetteville

Number of Positions Authorized by Act 688 and 245 of 2009  
 Number of Positions Established To Date  
 Number of Positions Remaining for 2009-10  
 Number of New Provisional Positions  
 Number of Continual Provisional Positions

500  
 249  
 251  
 3

| Item No. | New or Continual | Authorized Title              | Working Title                 | # of Positions                     | Classified Grade or Maximum Annual Salary 2009-10 | Source of Funding                | Position Assignment |
|----------|------------------|-------------------------------|-------------------------------|------------------------------------|---------------------------------------------------|----------------------------------|---------------------|
| 115      | New              | Research Associate - 12 Month | Research Associate - 12 Month | 3                                  | \$99,227                                          | Arkansas Department of Education | CIED                |
|          |                  |                               |                               | Total Number of Positions <u>3</u> |                                                   |                                  |                     |

# Provisional Positions Approved 2009-10 Fiscal Year

DATE: August 2009  
INST: University of Arkansas - Cooperative Extension Service

Number of Positions Authorized by Act 688 and 245 of 2009  
Number of Positions Established To Date  
Number of Positions Remaining for 2009-10  
Number of New Provisional Positions  
Number of Continual Provisional Positions

250  
101  
149  
1

| Item No. | New or Continual | Authorized Title  | Working Title                           | # of Positions | Classified Grade or Maximum Annual Salary 2009-10 | Source of Funding | Position Assignment  |
|----------|------------------|-------------------|-----------------------------------------|----------------|---------------------------------------------------|-------------------|----------------------|
| 6        | New              | Program Associate | Program Associate - Geospatial Modeling | 1              | \$98,227                                          | ANRC Grant        | Bio & Ag Engineering |

Total Number of Positions 1

**Provisional Positions Approved  
2009-10 Fiscal Year**

DATE: August 2009

INST: University of Arkansas - Medical Sciences

Number of Positions Authorized by Act 688 and 245 of 2009

Number of Positions Established To Date

Number of Positions Remaining for 2009-10

Number of New Provisional Positions

Number of Continual Provisional Positions

1000

621

379

21

| Item No. | New or Continual | Authorized Title                        | Working Title                           | # of Positions | Classified Grade or Maximum Annual Salary 2009-10 | Source of Funding                                                                | Position Assignment                                     |
|----------|------------------|-----------------------------------------|-----------------------------------------|----------------|---------------------------------------------------|----------------------------------------------------------------------------------|---------------------------------------------------------|
| 230      | New              | Graduate Assistant                      | Graduate Assistant                      | 5              | \$35,688                                          | National Institutes of Health                                                    | COM Center for Diversity Affairs                        |
| 231      | New              | Post Doctoral Fellow                    | Post Doctoral Fellow                    | 2              | \$76,019                                          | National Institutes of Health                                                    | College of Medicine Microbiology & Immunology           |
| 232      | New              | Post Doctoral Fellow                    | Post Doctoral Fellow                    | 1              | \$76,019                                          | National Institutes of Health                                                    | College of Medicine Microbiology & Immunology           |
| 233      | New              | Research Assistant                      | Research Assistant                      | 1              | \$71,707                                          | National Institutes of Health                                                    | COM - Neurobiology & Development                        |
| 234      | New              | Research Assistant                      | Research Assistant                      | 2              | \$71,707                                          | Arkansas Dept of Human Services/CPAP                                             | Psychiatric Research Institute                          |
| 235      | New              | Project/Program Specialist              | Project/Program Specialist              | 1              | \$86,016                                          | Centers for Disease Control & Prevention                                         | College of Public Health - Health Behavior & Health Ed  |
| 236      | New              | Project/Program Specialist              | Project/Program Specialist              | 1              | \$86,016                                          | NIH/National Inst. Of Arthritis and Musculoskeletal and Skin Diseases            | College of Medicine - Pediatrics/Birth Defects Research |
| 237      | New              | Research Assistant                      | Research Assistant                      | 1              | \$71,707                                          | NIH/National Inst. Of Diabetes & Digestive & Kidney Diseases                     | COM Geriatrics                                          |
| 238      | New              | Post Doctoral Fellow                    | Post Doctoral Fellow                    | 1              | \$76,019                                          | OAGM/Region VI                                                                   | COM Pharmacology/Toxicology                             |
| 239      | New              | Project/Program Specialist              | Project/Program Specialist              | 1              | \$86,016                                          | Medication Reconciliation and Transitions (MERIT) Innovation Project             | COM Headstart - Pediatrics                              |
| 240      | New              | Research Assistant                      | Research Assistant                      | 1              | \$71,707                                          | NIH/National Center on Minority Health & Health Disparities                      | AHEC NE Administration                                  |
| 241      | New              | Graduate Assistant                      | Graduate Assistant                      | 1              | \$35,688                                          | NIH/National Inst. Of Diabetes & Digestive & Kidney Diseases                     | College of Public Health                                |
| 242      | New              | Research Associate                      | Research Associate                      | 1              | \$88,450                                          | Stroke SAVES Medical Budget                                                      | College of Medicine - Biochemistry                      |
| 243      | New              | Instructional Development Specialist II | Instructional Development Specialist II | 1              | \$109,064                                         | Dept of Health and Human Services - Health Resources and Services Administration | College of Medicine - Center Distance Health            |
| 244      | New              | Research/Clinical Programs Manager      | Research/Clinical Programs Manager      | 1              | \$80,226                                          |                                                                                  | College of Medicine - Pediatrics CARE                   |

Total Number of Positions 21

# Provisional Positions Approved 2009-10 Fiscal Year

DATE: August 2009  
INST: University of Arkansas at Pine Bluff

Number of Positions Authorized by Act 688 and 245 of 2009  
Number of Positions Established To Date  
Number of Positions Remaining for 2009-10  
Number of New Provisional Positions  
Number of Continual Provisional Positions

130  
84  
46  
8

| Item No. | New or Continual | Authorized Title                    | Working Title                       | # of Positions            | Classified Grade or Maximum Annual Salary 2009-10 | Source of Funding                               | Position Assignment                           |
|----------|------------------|-------------------------------------|-------------------------------------|---------------------------|---------------------------------------------------|-------------------------------------------------|-----------------------------------------------|
| 44       | New              | Project/Program Director            | Project/Program Director            | 1                         | \$84,431                                          | AR Dept of Adult Ed, Dept of Career Ed, and DOE | School of Education - Adult Education Program |
| 45       | New              | Instructor                          | Instructor                          | 3                         | \$64,927                                          | AR Dept of Adult Ed, Dept of Career Ed, and DOE | School of Education - Adult Education Program |
| 924      | New              | C056C Administrative Specialist III | C056C Administrative Specialist III | 1                         | C112                                              | Arkansas Dept of Health                         | Addiction Studies                             |
| 925      | New              | C037C Administrative Analyst        | C037C Administrative Analyst        | 1                         | C115                                              | U. S. Dept. of Education                        | Student Support Services                      |
| 926      | New              | C056C Administrative Specialist III | C056C Administrative Specialist III | 1                         | C112                                              | U. S. Dept. of Education                        | Title III Univ. Relations & Dev.              |
| 927      | New              | C073C Administrative Specialist II  | C073C Administrative Specialist II  | 1                         | C109                                              | AR Dept of Adult Ed & Career Edu & DOE          | School of Education-Adult Education Program   |
|          |                  |                                     |                                     | Total Number of Positions |                                                   |                                                 |                                               |
|          |                  |                                     |                                     | 8                         |                                                   |                                                 |                                               |



**Provisional Positions Approved  
2009-10 Fiscal Year**

DATE: August 2009  
INST: Arkansas State University - Beebe

Number of Positions Authorized by Act 688 and 245 of 2009 100  
Number of Positions Established to Date 71  
Number of Positions Remaining for 2009-10 29  
  
Number of New Provisional Positions 1  
Number of Continual Provisional Positions

| Item No. | New or Continual | Authorized Title | Working Title | # of Positions | Classified Grade or Maximum Annual Salary 2009-10 | Source of Funding   | Position Assignment        |
|----------|------------------|------------------|---------------|----------------|---------------------------------------------------|---------------------|----------------------------|
| 27       | New              | Instructor       | Instructor    | 1              | \$65,577                                          | Workforce Education | High School Center Program |

Total Number of Positions 1

**Provisional Positions Approved  
2009-10 Fiscal Year**

DATE: August 2009

INST: Northwest Arkansas Community College

Number of Positions Authorized by Act 688 and 245 of 2009

Number of Positions Established To Date

Number of Positions Remaining for 2009-10

Number of New Provisional Positions

Number of Continual Provisional Positions

80  
25  
55  
2

| Item No. | New or Continual | Authorized Title                            | Working Title                               | # of Positions | Classified Grade or Maximum Annual Salary 2009-10 | Source of Funding |                               | Position Assignment |                 |
|----------|------------------|---------------------------------------------|---------------------------------------------|----------------|---------------------------------------------------|-------------------|-------------------------------|---------------------|-----------------|
|          |                  |                                             |                                             |                |                                                   | Perkins Grant     | US Dept of Health & Human Svs | Student Services    | Adult Education |
| 10       | New              | Project/Program Director                    | Dir of Career Planning/Placement            | 1              | \$75,209                                          |                   |                               |                     |                 |
| 907      | New              | C062C Local Office Administrative Assistant | C062C Local Office Administrative Assistant | 1              | C110                                              |                   |                               |                     |                 |

**Total Number of Positions** 2

# Provisional Positions Approved 2009-10 Fiscal Year

DATE: August 2009

INST: Phillips Community College of the University of Arkansas

Number of Positions Authorized by Act 688 and 245 of 2009  
 Number of Positions Established To Date  
 Number of Positions Remaining for 2009-10  
 Number of New Provisional Positions  
 Number of Continual Provisional Positions

40  
16  
24  
1

| Item No. | New or Continual | Authorized Title                    | Working Title                       | # of Positions | Classified Grade or Maximum Annual Salary 2009-10 | Source of Funding     | Position Assignment   |
|----------|------------------|-------------------------------------|-------------------------------------|----------------|---------------------------------------------------|-----------------------|-----------------------|
| 909      | New              | C056C Administrative Specialist III | C056C Administrative Specialist III | 1              | C112                                              | AR Dept. of Higher Ed | Adult/Development Ed. |

Total Number of Positions 1

# Provisional Positions Approved 2009-10 Fiscal Year

DATE: August 2009  
INST: Pulaski Technical College

Number of Positions Authorized by Act 688 and 245 of 2009  
Number of Positions Established To Date  
Number of Positions Remaining for 2009-10  
Number of New Provisional Positions  
Number of Continual Provisional Positions

80  
50  
30  
1

| Item No.                  | New or Continual | Authorized Title       | Working Title          | # of Positions | Classified Grade or Maximum Annual Salary 2009-10 | Source of Funding   | Position Assignment |
|---------------------------|------------------|------------------------|------------------------|----------------|---------------------------------------------------|---------------------|---------------------|
| 918                       | New              | E055C Day Care Teacher | E055C Day Care Teacher | 1              | C112                                              | Child Care Revenues | Child Care Center   |
| Total Number of Positions |                  |                        |                        | 1              |                                                   |                     |                     |

**Police Officer Salary Grid**

An Officer (formerly Public Safety Officer I) new hire that meets the minimum requirements for the position

Entry Salary - \$30,713

An Officer (formerly Public Safety Officer I) new hire that meets the minimum requirements for the position and 1 year of experience

Entry Salary - \$32,250

For a Sergeant level - If the employee or applicant has at least two (2) years certified law enforcement experience and currently possess a General Certificate from the Arkansas Commission on Law Enforcement Standards they will be made a Sergeant, Public Safety Officer,

Entry Salary - \$33,784 up to \$36,029 based on additional years of experience

For a Lieutenant level - If the employee has four (4) years of certified law enforcement experience, have a minimum of two (2) years supervisory experience, currently possess a General Certificate from the Arkansas Commission on Law Enforcement Standards, and currently hold the rank of Sergeant they are eligible to be promoted to a Lieutenant level, Public Safety Supervisor

Entry Salary - \$38,611 or 10% whichever is greater

For a Captain Level - If the employee is currently a Lieutenant and has four (4) to five (5) years of certified law enforcement experience, have a minimum of two (2) years supervisory experience in a Lieutenant position, currently possess a General Certificate from the Arkansas Commission on Law Enforcement Standards, they are eligible for promoted to Captain, HE Public Safety Commander II

Entry Salary - \$42,472 up to \$44,966 based on Experience,

The criteria used for promotions of the Sergeant and Lieutenant positions are:

1. Written exam
2. Written test score
3. Years of service and experience in law enforcement
4. Annual evaluation scores
5. Commendations/letter of appreciation
6. Disciplinary actions (current within one (1) year)
7. Supervisory experience (when applicable)

A promotions committee of at least three (3) members, who are selected by the Executive Director of Campus Operations, will review the above criteria for all who meet the eligibility requirements. This committee will also conduct an oral interview of eligible candidates. Upon completion of all oral interviews and examination of required criteria documents, the committee submits to the Chief of Police and the Executive Director of

Campus Operations their recommendation of the most qualified applicant for the vacancy.

| Surrounding Agencies - Salary Comparison |                        |                        |                                        |
|------------------------------------------|------------------------|------------------------|----------------------------------------|
| Agency                                   | Officer I<br>Patrolman | Officer II<br>Sergeant | Public Safety Supervisor<br>Lieutenant |
| UAMS Police Department                   | \$27,081               | \$30,131               | \$34,562                               |
| U of A (Fayetteville) Police             | \$32,000               | \$36,945               |                                        |
| UALR Police Department                   | \$30,109               | \$35,000               | \$40,000                               |
| UCA Police Department                    | \$33,250               | \$39,542               | \$42,000                               |
| UAPB Police Department                   | \$29,325               | \$33,250               | \$37,743                               |
| Jacksonville Police Department           | \$32,000               | \$41,308               | \$47,905                               |
| Conway Police Department                 | \$29,436               |                        |                                        |

**Proposed Physical Plant Apprenticeship Career Ladder  
(Plumber)**

**Step 1: Start at S081 – Grade C105 – Apprentice Tradesman \$17,957 (\$8.63/hr) (entry)**

**Step 2: After successful completion of one (1) year, including completion of approved exams (25%) and competency evaluation move to \$19,393.56 (8% increase) under the appropriate functional title of Apprentice Tradesman II (with appropriate functional title for the respective craft). The Physical Plant will have to monitor this very closely to ensure employees receive merit increases, if warranted.**

**Step 3: After successful completion of two (2) years, including completion of approved exams (50%) and competency evaluation, move to \$20,945 (8% increase) under the appropriate functional title of Apprentice Tradesman III (with appropriate functional title for the respective craft). The Physical Plant will have to monitor this very closely to ensure employees receive merit increases, if warranted.**

**Step 4: After successful completion of three (3) years, including completion of approved exams (75%) and competency evaluation, move to \$22,620.60 (8% increase) under the appropriate functional title of Apprentice Tradesman IV (with appropriate functional title for the respective craft). Merit again will have to be monitored closely and appropriately applied.**

**Step 5: After successful completion of four (4) years, including all exams (100%) and a complete competency evaluation move to entry salary of the title of S031 – Grade C115 - Skilled Tradesman- (with appropriate functional title for the respective craft).**

**Proposed Physical Plant Apprenticeship Career Ladder  
(Electrician, HVAC or Controls)**

**Step 1: Start at S081 – Grade C105 – Apprentice Tradesman \$17,957 (\$8.63/hr) (entry)**

**Step 2: After successful completion of one (1) year, including completion of approved exams (25%) and competency evaluation move to \$19,393.56 (8% increase) under the appropriate functional title of Apprentice Tradesman II (with appropriate functional title for the respective craft). The Physical Plant will have to monitor this very closely to ensure employees receive merit increases, if warranted.**

**Step 3: After successful completion of two (2) years, including completion of approved exams (50%) and competency evaluation, move to \$20,945 (8% increase) under the appropriate functional title of Apprentice Tradesman III (with appropriate functional title for the respective craft). The Physical Plant will have to monitor this very closely to ensure employees receive merit increases, if warranted.**

**Step 4: After successful completion of three (3) years, including completion of approved exams (75%) and competency evaluation, move to \$22,620.60 (8% increase) under the appropriate functional title of Apprentice Tradesman IV (with appropriate functional title for the respective craft). Merit again will have to be monitored closely and appropriately applied.**

**Step 5: After successful completion of four (4) years, including all exams (100%) and a complete competency evaluation move to entry salary of the title of S031 – Grade C115 - Skilled Tradesman- (with appropriate functional title for the respective craft).**



**CAFR GROUP:**

**A089C, ACCOUNTANT I, GRADE C116: Midpoint \$42,386**

Minimum Qualifications as determined by OPM. Additionally, candidate must have three years' general accounting experience with a full general ledger system.

For the first two years of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the DFA Assistant Administrator – CAFR Group.

**A058C, DFA CAFR ACCOUNTANT, GRADE C120: Midpoint \$51,124**

Minimum Qualifications as determined by OPM. Additionally, candidate must have two years of general accounting experience with a full general ledger system or one year of audit experience.

For the first two years of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the DFA Assistant Administrator – CAFR Group.

**A025C, DFA ACCOUNTING CAFR COORDINATOR, GRADE C125: Midpoint \$62,719**

Minimum Qualifications as determined by OPM. Additionally, candidate must be a **Certified Public Accountant**.

For the first two years of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the DFA Assistant Administrator – CAFR Group.

**A017C, DFA CAFR ACCOUNTING MANAGER, GR C127: Midpoint \$68,032**

Minimum Qualifications as determined by OPM. Candidate must have additional three years' experience in preparation of financial statements or two years' audit experience.

For the first two years of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance

evaluation and recommendation from the DFA Assistant Administrator – CAFR Group.

## **INTERNAL AUDIT GROUP:**

### **A066C, INTERNAL AUDITOR, GRADE C119: Midpoint \$49,067**

Minimum Qualifications as determined by OPM. Additionally, candidate must be eligible to sit for the Certified Public Accountant or Certified Internal Auditor examination.

For the first two years of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the DFA Administrator – Internal Audit.

### **A060C, SENIOR AUDITOR, GRADE C119: Midpoint \$49,067**

Minimum Qualifications as determined by OPM. Additionally, candidate must be eligible to sit for the Certified Public Accountant or Certified Internal Auditor examination.

For the first two years of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the DFA Administrator – Internal Audit.

### **A007C, AUDIT MANAGER, GRADE C129: Midpoint \$73,776**

Minimum Qualifications as determined by OPM. Additionally, candidate must be a Certified Public Accountant or Certified Internal Auditor with two additional years of audit experience.

For the first two years of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the DFA Administrator – Internal Audit.