

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

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

SENATE BILL 289

By: Senator Hester

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

For An Act To Be Entitled

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

Subtitle

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

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

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

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



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

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

(2) Extra Help.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

and

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

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

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

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

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

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

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

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

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

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

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

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

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

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

As used in this subchapter:

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

~~appropriation act;~~

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(1) The employees of:

(A) Elected constitutional officers of this state;

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

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

(2) The Arkansas State Highway and Transportation Department;

~~and~~

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

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

(5) State-supported institutions of higher education.

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

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

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

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

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

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

21-5-205. Effect on appropriation acts.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Personnel Administrator for further review;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

21-5-208. Classification of positions.

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

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

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

Class

Code

Title

Grade

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

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

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

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

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

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

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

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

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

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

N101N	DHS/DCO ASST DEP DIR PGM & ADMN SPT	GS14
N102N	DHS/DCO ASSISTANT DIRECTOR	GS14
N103N	DHS MENTAL HEALTH CENTER DIRECTOR	GS14
N121N	DHS/DCFS DEPUTY DIRECTOR	GS14
N122N	DHS/DCC ASSISTANT DIR FINANCE & ADMIN	GS14
N123N	DHS/DBHS ASST DIR FOR FINANCE	GS14
N124N	DHS/DYS ASSISTANT DIVISION DIRECTOR	GS14
N133N	DIRECTOR MINORITY HEALTH COMMISSION	GS14
N134N	DHS/DCFS ASSISTANT DIRECTOR	GS14
N135N	DHS AHC NURSING HOME ADMINISTRATOR	GS14
N137N	SECURITIES DEPUTY COMMISSIONER	GS14
N140N	INS ASST DEP COMMISSIONER FINANCE	GS14
N142N	DHS/DAAS DEPUTY DIRECTOR	GS14
N144N	DHS DDS DIR CLIENT SERVICES	GS14
N150N	TECHNICAL INSTITUTE DIRECTOR	GS14
N177N	AFHC DIRECTOR	GS14
N179N	DIS CHIEF TECHNOLOGY OFFICER	GS14
N180N	AEDC ARKANSAS ENERGY OFFICE DIRECTOR	GS14
N186N	AEDC SENIOR MANAGER	GS14
N189N	DHS/DMS DEPUTY DIRECTOR	GS14
N190N	INSURANCE GENERAL COUNSEL	GS14
N199N	OMIG DEPUTY ADMINISTRATOR	GS14
T001C	ASP MAJOR	GS14
U054U	CLEST DIRECTOR	GS14
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X002N	PROPERTY & CASUALTY MANAGER	GS14
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<i>E002C</i>	<i>AETN OUTREACH DIVISION DIRECTOR</i>	<i>GS11</i>
<i>E003C</i>	<i>AETN EDUCATION DIVISION DIRECTOR</i>	<i>GS11</i>
<i>E004C</i>	<i>SCHOOL PRINCIPAL</i>	<i>GS11</i>
<i>E006C</i>	<i>PUBLIC SCHOOL PROGRAM MANAGER</i>	<i>GS11</i>
<i>E006N</i>	<i>ADE COORD COMPUTER SCIENCE</i>	<i>GS11</i>
<i>G007C</i>	<i>WCC DIVISION MANAGER</i>	<i>GS11</i>
<i>G008C</i>	<i>RISK MANAGEMENT ASSISTANT DIRECTOR</i>	<i>GS11</i>
<i>G012C</i>	<i>ADE ASSISTANT TO DIRECTOR</i>	<i>GS12</i>
<i>G013C</i>	<i>AEDC MANAGER OF STRATEGIC ENERGY DEVELOPMENT</i>	<i>GS11</i>
<i>G021C</i>	<i>DHS/DSB ASSISTANT DIRECTOR</i>	<i>GS11</i>
<i>G025N</i>	<i>PUBLIC DEFENDER I</i>	<i>GS11</i>
<i>G027N</i>	<i>DHS RESEARCH ANALYSIS MANAGER</i>	<i>GS11</i>
<i>G043C</i>	<i>DHE FINANCIAL AID MANAGER</i>	<i>GS11</i>
<i>G044C</i>	<i>DFA REVENUE PROBLEM RESOLUTION OFFICER</i>	<i>GS11</i>
<i>G047C</i>	<i>ATTORNEY SPECIALIST</i>	<i>GS11</i>
<i>G048C</i>	<i>AEDC STRATEGIC PLANNING ASSISTANT DIRECTOR</i>	<i>GS11</i>
<i>G052C</i>	<i>ACIC DIVISION MANAGER</i>	<i>GS11</i>
<i>G054C</i>	<i>AREC DEPUTY EXECUTIVE DIRECTOR</i>	<i>GS11</i>
<i>G056C</i>	<i>DHS/DCC ASST DIR OPS & PROG SUPV</i>	<i>GS13</i>
<i>G058C</i>	<i>DHE FEDERAL PROGRAM MANAGER</i>	<i>GS11</i>
<i>G062C</i>	<i>AEDC PROJECT CONSULTANT</i>	<i>GS11</i>
<i>G066C</i>	<i>PSC TELECOM AND QUALITY OF SERVICE MGR</i>	<i>GS11</i>
<i>G067C</i>	<i>PSC CUSTOMER SERVICE MANAGER</i>	<i>GS11</i>
<i>G233C</i>	<i>DDSSA SECTION MANAGER</i>	<i>GS11</i>

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

GENERAL SALARIES

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

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

INFORMATION TECHNOLOGY SALARIES

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

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

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

MEDICAL PROFESSIONAL SALARIES

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

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

SENIOR EXECUTIVE SALARIES

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

revenues, federal funds, or trust funds.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(1) Prevailing labor market conditions;

(2) An extraordinarily well-qualified candidate;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

21-5-221. Compensation differentials.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

receive.

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

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

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

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

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

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

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

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

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

(1) Approval by the State Personnel Administrator; and

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

21-5-224. Extra help positions.

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

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

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

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

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

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

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

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

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

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

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

21-5-225. Position pools.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

/s/Hester