



Arkansas State Highway & Transportation Department
EMPLOYEE NEWSLETTER

VOLUME 18, NUMBER 1 - JANUARY 18, 1990

CAFETERIA PLAN TO BE AVAILABLE IN APRIL

The Department will soon introduce to all eligible employees our new "Section 125 Cafeteria Plan". What is a Cafeteria Plan? First of all, a Cafeteria Plan has nothing to do with lunch selection. The Highway and Transportation Department's "Section 125 Cafeteria Plan" is designed to make your existing employee benefit program more flexible and more affordable. Enrollment will begin February 2, 1990 and meetings will be held starting at that time with all employees to explain the program.

The Cafeteria Plan is a concept that allows each employee to tailor some of their benefits to their specific needs, and also provides this in a way to take advantage of current tax laws which permit payment of certain expenses, such as insurance premiums, medical expenses and dependent care with pre-tax dollars. You will have the opportunity to select your own benefit package from a "menu" of several pre-tax plans. By doing this, the employees' F.I.C.A., Federal and State taxes are reduced across the board because "gross" pay is actually reduced by the amount you designate to be withheld. "Gross" pay will not be reduced for purposes of figuring your retirement system deduction or benefits.

The Colonial Life and Accident Insurance Company will administer the program. Representatives of the company will meet with each employee to show you how the program can enhance your existing benefits while at the same time save you tax dollars and increase your spendable income.

Basically, here's how it works. When you enroll in the plan, you decide how much you would like set aside from each paycheck. The money is deposited into an account administered by Colonial Life. The money in your account is then used to pay for the particular item or items you select. In the example shown, the employee elected to have his group health insurance premium deposited into an account (\$62.48). The employee's taxable income is then reduced by that amount (\$600.00 minus \$62.48 equals \$537.52), which actually results in an increase in the amount of take-home pay (\$17.15 increase).

Employee Before Cafeteria Plan Enrollment						
Bi-Weekly Gross	Federal Tax	State Tax	F.I.C.A.	Insurance	Retirement	Net Pay
\$600.00	\$70.35	\$17.97	\$45.90	\$62.48	\$36.00	\$367.30
Employee After Cafeteria Plan Enrollment						
Bi-Weekly Gross	Federal Tax	State Tax	F.I.C.A.	Insurance	Retirement	Net Pay
\$537.52	\$60.98	\$14.97	\$41.12	\$ -0-	\$36.00	\$384.45

Other options would be: group life insurance, cancer insurance and disability insurance. The Plan also provides for a deduction from each paycheck to cover medical expenses not covered by insurance, such as the \$200 deductible on each covered person, dental fees, eyeglasses, and eye exams. Deductions will also be permitted for dependent care expenses, such as day care fees or costs for the care of dependents who are mentally or physically unable to care for themselves.

A note of caution though, you must decide how much to set aside from your paycheck. At the end of the year, any money remaining in the Plan will be forfeited to the state, so set aside only the amount you really need. This will be explained in greater detail when you meet with the Colonial Life Representative.

Continued on back side of Newsletter

Cafeteria Plan continued

The Cafeteria Plan is voluntary. Employees are under no obligation to participate. If you choose not to participate, your present benefits and health coverage will not be jeopardized.

Brochures have been prepared to help you become more familiar with the program and they will be available to all employees soon. You will be receiving more information on the enrollment schedule and meeting dates with the Colonial Life representatives from your supervisor as soon as those dates become available.

CENTRAL OFFICE EMPLOYEES' ADVISORY COMMITTEE

In accordance with established procedures relative to the Central Office Employees' Advisory Committee, the following employees have been appointed to serve a two-year term.

Rick Gallagher - Traffic Division

Marilyn - Highway Police Division

In addition to the above new appointees, the following employees presently serve on the Committee:

Fernie Speights - Planning Division

Lenora Myers - Fiscal Services Division

Mike Dudoich - Equipment and Procurement Division



Arkansas State Highway & Transportation Department

EMPLOYEE NEWSLETTER

VOLUME 18, NUMBER 2 - FEBRUARY 1, 1990

AMERICAN EXPRESS CORPORATE CARD

In an effort to provide Highway and Transportation Department employees the most efficient and effective travel services, the Department is participating in the American Express Corporate Card Program. All AHTD employees with a minimum income of \$15,000 annually are eligible for the Corporate Card. These is *no annual membership fee*.

As an AHTD Corporate Cardmember, you will be directly responsible for all charges made on the Corporate Card issued to you. Each month you will receive a statement from American Express which includes a detailed listing of all charges, remittances and credits processed to your account during the billing period.

All eligible employees will be receiving a letter soon, outlining the criteria for membership and a listing of the benefits available to Corporate Cardmembers. An application form will also be included with the letter.

EMPLOYEE SUGGESTION PROGRAM

The Department has had an employee suggestion program in place for several years. Many good suggestions have resulted in changes and/or improvements to the Department's policies, procedures and facilities.

This is a reminder that all employees are encouraged to submit any suggestion you believe should come to the attention of management. It should be stressed that the suggestion program is taken seriously and all matters are given consideration by the appropriate level of supervisory personnel. However, it should also be stressed that for a suggestion to be given consideration, it *must be signed*. This is necessary in order that the District or Central Office Employee Advisory Committee will have the benefit of obtaining additional information, if needed. Also, a signed suggestion indicates that an employee is serious about the matter and is willing to work with Department committees and management to resolve a problem or implement an idea.

All signed suggestions that are not resolved at the local level are forwarded to the Statewide Employees Advisory Committee. This committee submits the suggestions, along with recommendations, to the Assistant Director. All levels of management, from Division Head/District Engineer up, are advised by the Assistant Director of the status or disposition of the suggestions. They, in turn, will forward the information to all employees under their supervision.



Arkansas State Highway & Transportation Department
EMPLOYEE NEWSLETTER

VOLUME 18, NUMBER 3 - MARCH 29, 1990

ANSWER THE CENSUS

By April 1, 1990, each household in the United States will receive a questionnaire asking for basic population and housing information. In addition, a sample of households will receive a more detailed questionnaire that asks "At what location did this person work last week?" and "For whom did this person work?" Answers to these questions are especially important to transportation planners and will be used all during the 1990s.

Please answer all Census questions accurately. The information provided helps the State and local communities obtain funds for roads, schools, hospitals, and other community facilities. If you get the detailed questionnaire, please answer the workplace questions as clearly as possible. The AHTD Central Office street address is 10324 Interstate 30, Little Rock, Arkansas 72203. If you work at one of the maintenance area or district headquarters please use their addresses or describe their location as clearly as possible.

CAFETERIA PLAN INFORMATION

Listed below are some of the more commonly asked questions regarding the Department's Cafeteria Plan. If you have additional questions concerning this Plan contact Fiscal Services Division at 569-2411.

Q. When does the Cafeteria Plan become effective and when will the benefits of the plan show up in my paycheck?

A. The Plan becomes effective April 1, 1990. Tax saving benefits will be shown in the paycheck you receive on April 12, 1990.

Q. What time period does the Cafeteria Plan cover?

A. For 1990 the plan year will begin April 1 and end December 31. Subsequent years will start on January 1 and end December 31.

Q. I have been employed by the Department less than six months, when will I be eligible to enroll in the Cafeteria Plan?

A. To be eligible for enrollment in the Cafeteria Plan, you must be employed by the Department six months. Each quarter (June 30, September 30, December 31, etc.) a representative from Colonial Life & Accident Insurance Company will be available at various Department locations to enroll eligible employees. If an employee declined participation during the initial enrollment period, they will not be eligible to enroll until the next plan year, January 1, 1991.

Q. Can I change my selections in the Cafeteria Plan at any time during the plan year?

A. No. You cannot change your selections during the plan year, except for certain specified changes in family status. Those changes include marriage, divorce, death of a spouse, death of a child, birth or adoption of a child, or termination of spouse's employment.

- Q.** Where do I get the forms to file a claim for reimbursement on the Dependent Care or Medical Reimbursement account?
- A.** Each District and Division Office will have a supply of forms for your use. If your District/Division does not have any forms available, contact the Fiscal Services Division.
- Q.** How soon after filing a claim can I expect to receive reimbursement?
- A.** All claims will be processed by Benefit America (claims administrator for Colonial Life) on the 15th and 30th of each month. The claim must be received at least three days prior to the processing date in order to be processed. For example, a claim received on the 14th cannot be processed until the 30th.
- Q.** If I go to the doctor on March 20, 1990 and pay for this office visit on April 15, 1990, is this expense eligible for reimbursement by my Cafeteria Plan Medical Reimbursement Account?
- A.** No. To be eligible for reimbursement the medical service must be incurred and paid for on or after April 1, 1990.
- Q.** How can I verify the balance of my Cafeteria Plan Spending Account?
- A.** Each employee will receive quarterly statements from Benefit America showing the balance in their Spending Account.
- Q.** Do I receive the balance of my Cafeteria Spending Account if I resign from the Department?
- A.** After leaving the Department you can claim eligible expenses from your Spending Account for the amount you have on deposit at that time, for up to 3 months after the close of the Plan year. If you do not use all of the money deposited in your Spending Account you will lose the remaining balance.
- Q.** What happens if I leave the Department's employment and have a negative balance in my Cafeteria Plan Spending Account?
- A.** Your final paycheck will be held until you resolve the negative balance.
- Q.** If an employee is participating in any of the spending accounts and goes on leave without pay, is the employee required to make payments for the time they were on LWOP?
- A.** Yes, the employee will pay all past due contributions from their next paycheck or a plan approved by the Chief Fiscal Officer.
- Q.** Is there anyone within the Department I can contact if I have any questions concerning the Cafeteria Plan?
- A.** Yes, call the AHTD Fiscal Services Division at 569-2411 and you will be connected with someone who will assist you with your questions.
- Q.** Other State agencies that have Cafeteria Plans are charging their employees a service fee for participation in their plan. Are AHTD employees being charged a hidden fee of some kind?
- A.** As a benefit to all employees the Arkansas Highway Commission has decided that all administrative costs of the Cafeteria Plan will be paid by the Department. No costs will be charged to the employee.



Arkansas State Highway & Transportation Department

EMPLOYEE NEWSLETTER

VOLUME 18, NUMBER 4 - APRIL 26, 1990

Governor's Award of Excellence Program

A special program to encourage greater employee involvement in quality management has been implemented by Governor Bill Clinton's office.

The "*Governor's Award of Excellence Program*" provides a cash award to the state employee submitting the most cost-effective suggestion during the months of April to October 1990. The suggestion system legislation authorizes a maximum award of \$2,500.

Suggestions received during this time frame will be reviewed by the Governor's Award of Excellence Committee. A special "Suggestion Form" has been developed for this program and can be obtained by contacting the AHTD Public Affairs Office at 569-2227, Room 1002, Central Office Building, Little Rock.

Everyone Counts! Please Answer the Census

Each household in the United States should have received a questionnaire asking for basic population and housing information. In addition, a sample of households received a more detailed questionnaire that asks "At what location did this person work last week?" and "For whom did this person work?" Answers to these questions are especially important to transportation planners and will be used all during the 1990s.

If you have received one of these questionnaires, please return it as soon as possible.

Please answer all Census questions accurately. The information provided helps the State and local communities obtain funds for roads, schools, hospitals, and other community facilities. If you get the detailed questionnaire, please answer the workplace questions as clearly as possible. The AHTD Central Office street address is 10324 Interstate 30, Little Rock, Arkansas 72203. If you work at one of the maintenance area or district headquarters please use their addresses or describe their location as clearly as possible.

CENSUS '90



EVERYONE COUNTS!

Answer the Census

U.S. Department of Commerce BUREAU OF THE CENSUS



Arkansas State Highway & Transportation Department
EMPLOYEE NEWSLETTER

VOLUME 18, NUMBER 5 - MAY 10, 1990

AHTD Employees Required To Have Commerical Driver's License

Federal law requires that all individuals who operate certain types of trucks and buses obtain a Commercial Driver's License (CDL). This license is a new, uniform type which will be standardized nationwide. An operator will be able to obtain only one CDL. That is, no longer will an operator be able to obtain a driver's license in more than one state as has been possible in the past.

The Department is not exempt from the requirements of the CDL law and most of our maintenance employees and others performing similar truck driving activities will have to obtain a CDL.

The new CDL is required when an operator's current driver's license expires, but not later than April 1, 1992. The new licensing system will require operators to pass a written and skills test. However, there are provisions for experienced operators with good driving records to be exempt only from the skills portion of the test.

The Department has developed a training program to prepare employees for taking the applicable tests. Also, the Commission has authorized the Department to offset the cost of the test and some of the cost of the CDL fee for those employees who are on board prior to June 1, 1990 and who are required to have a CDL in order to perform their assigned duties.

Additional information will be forthcoming soon relative to this matter.

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Arkansas State Highway & Transportation Department
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VOLUME 18, NUMBER 6 - MAY 24, 1990

New Salary Schedule

A new Salary Schedule for Highway and Transportation Department employees went into effect May 3 and is reflected on the paychecks received today. The new schedule is printed on the back of this newsletter.

New Insurance I.D. Cards To Be Issued

Employees enrolled in the Group Insurance Program will receive new insurance ID cards with the paychecks on June 7. The cards show the type of coverage you have and also contain the telephone numbers for Cost Care and Insurnational, Inc., the claims administrator.

Memorial Day Holiday

Monday, May 28, will be a holiday for Highway and Transportation Department employees in observance of Memorial Day. All work will be suspended except in cases of emergency.

Personal Data Changes

The Department maintains various information on each employee that you furnished at the time of employment. Keeping this record up to date is very important. Promptly notify your supervisor if there are any changes in your: name; home address; telephone number; number of dependents; education (courses completed, and other training or skills acquired); and professional registration or certification. For changes in your beneficiary, contact either the Retirement Office or the Insurance Office, whichever is appropriate.

Blood Donors Needed During The Summer

Now that the summer vacation season is here, the demand for blood donors will be increasing. Contact your local American Red Cross for information. The Highway and Transportation Department Blood Bank Program assures that all employees and their families, including parents and grandparents, are fully protected for the year against all requirements for blood and blood derivatives. Department blood donors make the program possible by their voluntary participation. Contact your supervisor for any need that might arise. Arrangements will be made to provide for your blood needs.



Arkansas State Highway & Transportation Department
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VOLUME 18, NUMBER 7 - JUNE 21, 1990

Jim Chaney Re-Elected To Retirement Board

Jim Chaney, District Engineer at District 5 in Batesville, has been re-elected to the Arkansas State Highway Employees Retirement System Board of Trustees. He will serve a two-year term which expires June 30, 1992.

Chaney began his career with the Department in June 1960. He has served as an Engineer Technician, Resident Engineer, and Assistant State Construction Engineer before being promoted to District Engineer in 1969.

He received his BSCE from the University of Arkansas at Fayetteville in 1960 and he is a Registered Professional Engineer.

Chaney was first elected to the board in 1986. He is one of two elected department employees serving on the board. The other elected board member is Jim Barnett, Engineer of the Traffic Division.

Other board members serve by the virtue of their position. They are: Charles Venable, Chief Engineer; Jimmie Lou Fisher, State Treasurer; Jim Pledger, Director of the Department of Finance and Administration; and Larry Dickerson, AHTD Chief Fiscal Officer, who serves as Executive Secretary.

July 4th Holiday

Wednesday, July 4, is a holiday for Highway and Transportation Department employees in observance of Independence Day. All work will be suspended except in cases of emergency.

Highway Commission Meeting Dates

The following dates have been scheduled for the Highway Commission meetings and lettings for the remainder of 1990. Please see that all work schedules are planned accordingly.

June 27
August 1
September 5
October 17
November 28

Magazine Deadline

The copy deadline for the Fall 1990 Arkansas Highways magazine is Tuesday, July 31. All high school and college graduates will be included in this issue. If you have any news to be included in this issue, please send it to your District or Division reporter before the deadline.

ARKANSAS STATE HIGHWAY
EMPLOYEES RETIREMENT SYSTEM
JUNE 30, 1990

TO: ALL MEMBERS OF THE ARKANSAS STATE HIGHWAY
EMPLOYEES RETIREMENT SYSTEM

THE COMPARATIVE INFORMATION BELOW WILL GIVE YOU AN IDEA OF THE GROWTH AND FINANCIAL POSITION OF YOUR RETIREMENT SYSTEM.

	<u>1989</u>	<u>1990</u>	<u>INCREASE</u>
NUMBER OF ACTIVE MEMBERS	4,091	4,138	47
NUMBER OF RETIRED MEMBERS	1,758	1,775	17
ANNUITIES	12,704,695	13,216,311	511,616
INVESTMENTS	261,756,936	283,278,209	21,521,273
INTEREST & DIVIDENDS FROM INVESTMENTS	18,112,334	19,617,169	1,504,835
GAIN ON SALE OF SECURITIES	4,600,040	7,195,819	2,595,779
YIELD TO COST:			
FIXED INCOME	9.02%	8.62%	(0.40)%
*COMMON STOCK	2.49%	2.65%	0.16%
YIELD TO MARKET:			
FIXED INCOME	9.06%	8.20%	(0.86)%
*COMMON STOCK	2.47%	2.39%	(0.08)%

*EXCLUDES CAPITAL GAINS ON SALES AND OPTION INCOME FOR 1989 AND 1990, \$5.3 MILLION AND \$8.2 MILLION, RESPECTIVELY.

AS SHOWN ABOVE, YOUR RETIREMENT SYSTEM HAS INVESTMENTS IN STOCK AND FIXED INCOME SECURITIES OF \$283,278,209 FROM WHICH WE RECEIVED EARNINGS OF \$19,617,169. THESE INVESTMENTS ARE COMPOSED OF THE FOLLOWING SECURITIES AT COST:

	<u>AVERAGE RATE EARNED ON COST</u>	<u>COST</u>	<u>PORTFOLIO</u>
CORPORATE BONDS:			
UTILITIES	7.82%	45,007,638	35.93%
TRANSPORTATION	9.45%	2,986,165	
EDUCATIONAL SERVICES	9.20%	1,000,000	
PETROLEUM PRODUCTS & EQUIPMENT	8.47%	195,403	
BANKS AND FINANCIAL	9.10%	18,065,426	
DRUGS, MEDICAL AND CHEMICAL	9.24%	10,968,260	
RETAIL & RESTAURANTS	9.51%	15,108,211	
AUTOMOTIVE & MACHINERY	9.70%	8,457,560	
CAPITAL NOTES-BANKS	9.46%	467,500	0.16%
U.S. GOVERNMENT AGENCIES	8.55%	93,470,527	33.00%
COMMON STOCK-GROWTH:			
BANKS AND FINANCIAL		5,617,950	30.91%
DRUGS, MEDICAL AND CHEMICAL		19,454,704	
ELECTRICAL EQUIPMENT		10,600,430	
FOOD AND BEVERAGES		10,744,395	
INSURANCE		3,690,635	
MACHINERY AND BUILDING MATERIALS		7,362,383	
PETROLEUM PRODUCTS & EQUIPMENT		9,427,638	
OFFICE EQUIPMENT		3,936,454	
PUBLIC UTILITIES AND RETAIL TRADE		11,637,291	
TRANSPORTATION		5,079,638	

OVERALL, THE ASSETS OF THE RETIREMENT SYSTEM INCREASED FROM \$273,315,795 TO \$303,254,308, A GAIN OF \$29,938,513.



Arkansas State Highway & Transportation Department

EMPLOYEE NEWSLETTER

VOLUME 18, NUMBER 9 - SEPTEMBER 27, 1990

SPEEDING IN DEPARTMENT VEHICLES

Over the past few weeks the Department has received several complaints from motorists concerning Highway and Transportation Department vehicles driving at excessive speeds on the highways. In each instance the motorist has written down the license number and description of the vehicle involved.

The recent rise in motor fuel prices due to the Middle East crisis has caused the American public to become more energy conscious. As a result, many motorists become upset, and rightly so, when they observe public employees "wasting their tax dollars" by driving at excessive speeds.

Each employee operating a Department vehicle should be reminded that their actions are constantly under public scrutiny. Department vehicles should be operated in a safe manner at all times. This includes the use of safety belts in addition to observing the posted speed limits.

"ARKANSAS HIGHWAYS" MAGAZINE DEADLINE

Tuesday, October 16, 1990 will be the copy and picture deadline for the Winter issue of the Department's employee magazine. Please address all copy and pictures to AHTD, Public Affairs Office, Room 1002, Little Rock, 72203.

COMMISSION MEETING AND LETTING CANCELLED

The scheduled November 14, 1990 State Highway Commission Meeting and Letting has been cancelled. The next scheduled Meeting and Letting date is January 9, 1991.

AHTD EMPLOYEE ASSISTANCE PROGRAM

The Human Resources Division has implemented an Employee Assistance Program for Departmental employees. Jimmie Wooding has been selected as the Employee Assistance Program Coordinator. The program provides free, confidential counseling to assist employees in problems of personal nature which may affect job performance, such as: emotional difficulties, marital problems, financial complications, vocational concerns, chemical dependency, situations dealing with children and/or elderly parents, and other life adjustments.

Professional assistance will be provided to help employees recognize problems and develop a plan of intervention and/or rehabilitation. When appropriate, a referral will be provided to an existing community resource. Employees can contact Ms. Wooding at 569-2631 or 569-2000 after 4:30 p.m.

PERSONNEL CHANGES

Harold Beaver recently took over as District Engineer at District 4 in Fort Smith. He replaced Carl Sanders who retired after 30 years of service with the Department. Frank Russenberger was promoted to Assistant District Engineer at District 6 in Little Rock to replace Mr. Beaver.

ARKANSAS STATE FAIR

This year the State Highway and Transportation Department will have a booth at the Hall of Industry at the Arkansas State Fair, October 5-14, 1990. All Department employees are encouraged to come by and visit the booth.



Arkansas State Highway & Transportation Department
EMPLOYEE NEWSLETTER

VOLUME 18, NUMBER 11 - DECEMBER 20, 1990

CHRISTMAS AND NEW YEAR'S DAY HOLIDAYS

In accordance with Minute Order 75-156, Christmas Eve and Christmas Day, December 24 and 25, 1990 and New Year's Day, January 1, 1991, are holidays for Highway and Transportation Department employees. All work will be suspended except in case of emergency. The Arkansas State Highway Commission and Director wish you a safe and happy holiday season.

"ARKANSAS HIGHWAYS" MAGAZINE DEADLINE

Wednesday, January 30, 1991 will be the copy and picture deadline for the Spring issue of the Department's employee magazine. Please address all copy and pictures to AHTD, Public Affairs Office, Room 1002, Little Rock, 72203.

ASSISTANCE WITH HEALTH INSURANCE CLAIMS

In order to further assist Department employees and retirees who participate in the State Employees Insurance Program with processing of health insurance claims, the Insurance Office of the Human Resources Division has been provided with a direct computer link to the Insumational, Inc. claims system file.

This resource should provide our participants with additional assistance in resolving problems with insurance claims. Also, a toll free number is provided for Department participants in the Program to use in calling the Insurance Office concerning claim matters.

Assistance with any health claim problem can be obtained by calling Diann Gwatney, Insurance Representative, at the following toll free number, 1-800-422-9833, or at the regular office number of 569-2420.

AHTD EMPLOYEES IN THE MIDDLE EAST

The following is a list of Highway and Transportation Department employees who are members of the reserve or national guard who have been activated for duty in the Middle East in support of Operation Desert Shield. Please remember them in your thoughts and prayers during the holiday season.

<u>Name</u>	<u>AHTD/County</u>	<u>Title</u>	<u>Unit</u>
Earl Green	District 2/Desha	Crew Leader	216/Medical
John Harris	District 2/Ashley	Vegetation Controller	216/Medical
Shane Baker	District 4/Washington	Single Axle Truck Driver	142/Field Artillery
Eton Bearden	District 4/Sebastian	Crew Leader	142/Field Artillery
Melvin Bowen	District 4/Sebastian	Shop Foreman	142/Field Artillery
Rickey Law	District 4/Districtwide	Sealing Job Superintendent	142/Field Artillery
Danny Lawson	District 4/Districtwide	Rough Carpenter	296/Medical
Marvin Risley	District 4/Washington	Motor Patrol Operator	142/Field Artillery
Derrick McGhee	District 6/Pulaski	Single Axle Truck Driver	148/Evacuation Hospital
Joe Mason	District 7/Bradley	Motor Patrol Operator	1122/Transportation
George Lindsey	District 7/Ouachita	Senior Construction Aide	321/Logistic Materials
Kinch Womack	District 7/Ouachita	Senior Construction Aide	148/Evacuation Hospital
Danny Duvall	District 8/Pope	Senior Mechanic	217/Maintenance
Fred Goates	District 8/Pope	Station Attendant Supervisor	217/Maintenance
Chester Patterson	District 8/Pope	Senior Construction Materials Inspector	217/Maintenance
William Cox	District 9/Baxter	Single Axle Truck Driver	224/Combat Support
Alva Jordan	District 9/Benton	Station Attendant	142/Field Artillery
Randal Clark	District 9/Marion	Senior Inspector	224/Combat Support
James Martin	District 9/Marion	Senior Construction Aide	224/Combat Support
Brian Schwartz	District 9/Marion	Resident Office Technician	224/Combat Support
Sandra Bates	Highway Police/Chicot	Corporal	216/Medical
Glenn Cross	Highway Police/Sebastian	Sergeant	296/Medical
Terry Green	Highway Police/Statewide	Investigator	25/Rear Area Operations Center
Billy Ray Williams	Surveys/Pulaski	Surveys Helper II	142/Field Artillery