



2025-27 BIENNIUM REQUESTS *for the*
ARKANSAS GAME AND FISH COMMISSION

Prepared for the 95th General Assembly

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STATE CONTRACTS OVER \$50,000 AWARDED TO MINORITY OWNED BUSINESSES
Fiscal Year 2024 Required by A.C.A. 25-36-104
AGENCY: 0080 ARKANSAS STATE GAME AND FISH COMMISSION

Minority Business	Total Contract Awarded	African American	Hispanic American	American Indian	Asian American	Pacific Islander American	Disabled Veteran
ETC ENGINEERS & ARCHITECTS INC	\$ 371,739.48				X		
NOLAND CONSTRUCTION INC	\$ 253,731.82		X				

Total Number Of Minority Contracts	<u>2</u>
Total Expenditures for Contracts Awarded	<u>\$ 58,891,979.87</u>
% Of Minority Contracts Awarded	<u>0.39%</u>

Employment Summary

Required by A.C.A. 19-4-307

	Male	Female	Total	%
White Employees	424	144	568	94%
Black Employees	15	10	25	4%
Other Racial Minorities	6	6	12	2%
Total Minorities			37	6%
Total Employees			605	100%

Publications

Required by A.C.A. 25-1-201 et seq

Name	Statutory Authorization	Required for		# of Copies	Reason(s) for Continued Publication and Distribution	Unbound Black & White Copies Produced During the Last Two Years	Unbound Copies Produced During the Last Two Years
		Governor	General Assembly				
None	N/A	N	N	0	N/A	0	0

AGENCY COMMENTARY

The Commission is responsible for the “control, management, restoration, conservation and regulation of bird, fish, game, and wildlife resources of the State.” It is vested with the exclusive authority and responsibility to manage and regulate all wildlife resources of Arkansas. This responsibility pertains to game and nongame species of fish and wildlife. AGFC manages wildlife and fisheries and their habitats across the state, including more than 3.2 million acres of land in Wildlife Management Areas, whether owned or through cooperative agreements with other agencies. AGFC manages 600,000 acres of lakes, five fish hatcheries and a net pen facility, 18 local and regional offices, nine nature centers, five AGFC-owned shooting ranges and four partnership recreational shooting ranges.

Details of the Commission budget request are below. Broadly, the Commission’s request for the 2025-27 Biennium includes continued implementation of the Commission’s Strategic Plan: The Natural State Tomorrow. More specifically, the 2025-27 Biennium request provides for continued development of the agency’s Private Lands Habitat Division and Recreational Shooting Division, targeted habitat-enhancement work throughout the state, and sustained momentum in restoring aging and failing infrastructure on our lakes and WMAs.

Continued Development of the Recreational Shooting Division and Private Lands Habitat Division

These two divisions are critical as AGFC works to best serve the citizens of Arkansas while continuing the conservation of Arkansas’s natural resources.

Private Lands Habitat Division: This division has increased the agency’s capacity to deliver conservation assistance on private lands. In FY2024, Private Lands Habitat Division served more than 700 deer clubs on more than 1.4 million acres, opened more than 6,000 acres of private land to public hunting access, successfully implemented the Conservation Incentive Program which benefited more than 600 landowners, and conducted more than 1,400 private landowner site visits. The agency will build on these successes from the last biennium by continuing to work with private landowners to deliver fish, wildlife, water and habitat conservation.

Recreational Shooting Division: In addition to being a gateway into hunting and conservation, safe and responsible firearms use contributes directly to conservation through federal excise taxes placed on guns and ammunition sold in the United States. The newly formed Recreational Shooting Division expands support of youth shooting sports and increases recreational shooting opportunities through the development of new ranges and enhancement of current ranges. This division has doubled down on the AGFC’s focus toward its popular Youth Shooting Sports and Archery in the Schools programs and is developing new opportunities to partner with other agencies and organizations to expand recreational shooting opportunities throughout the state.

Department Appropriation Summary

Appropriation	Historical Data						Agency Request							
	2023-2024		2024-2025		2024-2025		2025-2026				2026-2027			
	Actual	Pos	Budget	Pos	Authorized	Pos	Agency	Pos	Executive*	Pos	Agency	Pos	Executive*	Pos
259 Operations	123,038,009	634	158,253,717	644	153,298,238	644	153,298,238	644	0	0	156,326,050	644	0	0
33Y Gas Lease Revenue	76,905	0	5,000,000	0	5,000,000	0	5,000,000	0	0	0	5,000,000	0	0	0
BA9 Marine Fuel Tax Program	3,239,002	0	6,000,000	0	6,000,000	0	6,000,000	0	0	0	6,000,000	0	0	0
F06 Conservation Partners	52,969	0	150,000	0	150,000	0	150,000	0	0	0	150,000	0	0	0
M99 Black River Sett	489,372	0	3,500,000	0	13,250,000	0	13,250,000	0	0	0	13,250,000	0	0	0
NEW GTR & Wetland Renovations	0	0	0	0	0	0	20,000,000	0	0	0	20,000,000	0	0	0
Total	126,896,257	634	172,903,717	644	177,698,238	644	197,698,238	644	0	0	200,726,050	644	0	0

Funding Sources		%		%		%		%		%		%
Fund Balance	4000005	74,543,501	36%	80,424,910	39%							
Federal Revenue	4000020	29,101,365	14%	36,523,413	18%	34,335,165	21%	0	0%	499	0%	0
Special Revenue	4000030	34,349,473	17%	32,075,000	15%	35,000,000	22%	0	0%	35,000,000	28%	0
Interest	4000300	2,845,626	1%	1,500,000	1%	32,075,000	20%	0	0%	32,075,000	25%	0
Other	4000370	18,920,159	9%	8,665,000	4%	1,350,000	1%	0	0%	1,350,000	1%	0
Conservation Tax	4000453	47,561,043	23%	48,050,559	23%	10,150,000	6%	0	0%	10,150,000	8%	0
Total Funds		207,321,167	100%	207,238,882	100%	48,000,000	30%	0	0%	48,000,000	38%	0
Excess Appropriation/(Funding)		-80,424,910		(34,335,165)		160,910,165	100%	0	0.0	126,575,499	100%	0
Grand Total		126,896,257		172,903,717		197,698,238		0		200,726,050		0

*Executive Recommendations are not given to constitutional agencies.

Variance in fund balance due to unfunded appropriation.

AGENCY COMMENTARY - OPERATIONS

Appropriation: 259 - Operations

Funding Source: SDG - Game Protection Fund

The Operations Appropriation Section houses the operating expenses for all AGFC Divisions. This appropriation section is funded primarily from conservation sales tax, license sales and federal revenues. The Commission's request reflects continued implementation of The Natural State Tomorrow, including the continued development of the Private Lands Habitat and Recreational Shooting divisions, improving habitat on AGFC-owned and managed lands, and a renewed commitment to a trophy bass program. The Commission's request is for no net additional appropriation in FY26 and a net increase of \$3,027,812 in FY27 with the following changes:

- Regular Salaries increase of \$1,545,996 in FY26 and \$3,122,529 in FY27 to provide for a 3 percent merit-based increase to current salaries each year of the biennium and \$95,157 annually for the reclassification of the following eleven (11) positions:
 - One (1) AGFC Corporal into an AGFC Sergeant.
 - Two (2) AGFC Attorneys into AGFC Attorney Specialists.
 - One (1) AGFC Regional Offices Administrator to an AGFC Statewide Project Manager.
 - One (1) AGFC Licensing Manager to an AGFC Division Assistant Chief.
 - Six (6) AGFC Administrative Analysts into two (2) AGFC Operations and Facility Managers, three (3) AGFC Nature Center/Shooting Facility Managers, and one (1) AGFC Regional Offices Administrator.
- Extra Help appropriation increase of \$141,500 each year of the biennium to provide additional part-time labor for the Operations and Recreational Shooting divisions. This part-time labor will be used for administrative help with license sales, facilities maintenance, construction management, real estate transactions, and shooting range operations and maintenance.
- Personal Services Matching increase of \$374,443 in FY26 and \$745,244 in FY27 to provide matching for the Regular Salaries and Extra Help increases requested above.
- Operating Expenditure appropriation increase of \$2,759,254 in FY26 and \$2,938,186 in FY27 to provide for the following:
 - \$1,395,000 in FY26 and \$1,429,000 in FY27 for rising costs of routine maintenance and upkeep of existing fisheries and wildlife infrastructure, buildings, public access areas and the continued improvement of habitat on public land.
 - \$700,000 per year to implement a computerized maintenance management system and increased progress on non-capital deferred maintenance of AGFC buildings and facilities.
 - \$199,120 in FY26 and \$398,275 in FY27 for the Private Lands Habitat Division to increase resources for the Deer Management Assistance Program and Arkansas Waterfowl Rice Incentive Conservation Enhancement program. These resources will enhance management assistance to private landowners, increase wetland habitat and food availability for migrating waterfowl and provide public waterfowl hunting opportunities.
 - \$145,671 in FY26 and \$235,853 in FY27 for the Recreational Shooting Sports Division to provide schools and communities with more of the equipment necessary to enhance their recreational shooting sports programs. These dollars will help drive more regional competition, support volunteer coaches and provide better training opportunities.

- \$319,463 in FY26 and \$175,058 in FY27 for small increases to the operational needs of the agency's IT, Education, Legal, Communications and Licensing divisions. Investments are tied to improving security to align with DIS and industry best practices and improving customer experiences for our systems and offerings with stakeholders.
- The Conference and Travel appropriation increase of \$67,192 for continued staff training vital to executing nationally recognized conservation best practices and public safety.
- Professional Fees appropriation increase of \$515,500 each year of the biennium to increase capacity for survey and design work related to construction, real estate matters, and boundary marking and maintenance.
- Capital Outlay appropriation request of \$8,614,647 in FY26 and \$8,750,000 in FY27 for equipment, fleet, land purchases, and land improvements. This increase over FY25 appropriation levels will continue to provide timely equipment replacement, capital land improvements and land purchases for conservation of species of concern and outdoor recreational access.
- Grants and Aid reallocation of (\$3,018,582) in FY26 and (\$2,752,389) in FY27 to offset needed appropriation in other commitment items.
- Construction appropriation of \$17,238,903 in FY26 and \$17,738,903 for FY27. This represents a decrease of more than \$5,000,000 each year of the biennium for a transfer of \$5,500,000 in current appropriation to a newly requested fund center dedicated to the enhancement and renovations of Arkansas greentree reservoirs and other wetland habitats across the state (Page 19). The new appropriation section will be used for large one-time enhancements and renovations to critical infrastructure concerning greentree reservoirs and other wetland resources as the Commission receives funding for such projects. Remaining construction appropriation in this fund center will be used for a number of significant infrastructure projects, including fish hatchery improvements, lake renovations and public access improvements.

As in the previous biennial budget, the agency's budget request includes appropriation above current funding levels. This ensures that appropriations in all commitment items will allow the Commission the flexibility to adjust priorities as planning advances, as opportunities or needs arise, and to cover major construction projects carried over from one fiscal year to the next, especially considering challenges with weather conditions and short construction windows annually.

Appropriation: 259 - Operations
Funding Sources: SDG - Game Protection Fund

Commitment Item	Historical Data				Agency Request			
	2023-2024	2024-2025	2024-2025	2025-2026		2026-2027		
	Actual	Budget	Authorized	Agency	Executive*	Agency	Executive*	
Regular Salaries	5010000	38,410,456	43,392,682	43,575,548	45,121,544	0	46,698,077	0
#Positions		634	644	644	644	0	644	0
Extra Help	5010001	1,340,774	1,750,000	1,750,000	1,891,500	0	1,891,500	0
#Extra Help		140	172	185	185	0	185	0
Personal Services Matching	5010003	13,346,526	15,542,491	16,081,265	16,455,708	0	16,826,509	0
Overtime	5010006	177	250,000	250,000	250,000	0	250,000	0
Uniform Allowance	5010016	849,150	1,000,000	1,000,000	1,000,000	0	1,000,000	0
Operating Expenses	5020002	38,457,110	46,701,984	46,701,984	49,461,238	0	49,640,170	0
Conference & Travel Expenses	5050009	379,613	450,535	450,535	517,727	0	517,727	0
Professional Fees	5060010	2,719,335	3,250,002	3,250,003	3,765,553	0	3,765,553	0
Construction	5090005	7,512,068	28,416,023	22,738,903	17,238,903	0	17,738,903	0
Data Processing	5090012	0	0	0	0	0	0	0
Grants and Aid	5100004	6,486,852	12,000,000	12,000,000	8,981,418	0	9,247,611	0
Capital Outlay	5120011	13,535,948	5,500,000	5,500,000	8,614,647	0	8,750,000	0
Total		123,038,009	158,253,717	153,298,238	153,298,238	0	156,326,050	0

Funding Sources								
Fund Balance	4000005	55,266,865	60,379,425		24,214,680	0	0	0
Conservation Tax	4000453	47,561,043	48,050,559		48,000,000	0	48,000,000	0
Federal Revenue	4000020	29,101,365	36,523,413		28,000,000	0	28,000,000	0
Special Revenue	4000030	34,290,384	32,000,000		32,000,000	0	32,000,000	0
Interest	4000300	2,137,116	1,000,000		1,000,000	0	1,000,000	0
Other	4000370	15,060,661	4,515,000		6,000,000	0	6,000,000	0
Transfer to GTR Renovations		0	0		(2,000,000)	0	(2,000,000)	0
Total Funding		183,417,434	182,468,397		137,214,680	0	113,000,000	0
Excess Appropriation/(Funding)		-60,379,425	(24,214,680)		16,083,558	0	43,326,050	0
Grand Total		123,038,009	158,253,717		153,298,238	0	156,326,050	0

*Executive Recommendations are not given to constitutional agencies.

** Budget Exceed Authorized due to temporary appropriation awarded in PEER.

AGENCY COMMENTARY - GAS LEASE REVENUE

Appropriation: 33Y - Gas Lease Revenue

Funding Source: SDG - Game Protection Fund

This appropriation section is funded by gas lease revenues and is used as needed for natural disaster responses, gas lease grants and other one-time Commission needs. The Commission requires appropriation for natural disaster response because AGFC game wardens have historically been requested to respond to calls throughout the southeast United States.

The Commission requests current appropriation levels be continued with one change:

- The Commission would like to request to update the description of one commitment item from "Natural Disaster Response" to "Disaster Response" so the appropriation could also be used if AGFC is asked to assist during oil spills or other man-made events that affect wildlife or wildlife habitat.

Appropriation: 33Y - Gas Lease Revenue
Funding Sources: SDG - Game Protection Fund

Commitment Item	Historical Data			Agency Request			
	2023-2024	2024-2025	2024-2025	2025-2026		2026-2027	
	Actual	Budget	Authorized	Agency	Executive*	Agency	Executive*
Operating Expenses 5020002	60,985	850,000	850,000	850,000	0	850,000	0
Conference & Travel Expenses 5050009	0	0	0	0	0	0	0
Professional Fees 5060010	0	350,000	350,000	350,000	0	350,000	0
Data Processing 5090012	0	0	0	0	0	0	0
Grants and Aid 5100004	0	50,000	50,000	50,000	0	50,000	0
Capital Outlay 5120011	15,920	750,000	750,000	750,000	0	750,000	0
Natural Disaster Response 5900046	0	3,000,000	3,000,000	3,000,000	0	3,000,000	0
Total	76,905	5,000,000	5,000,000	5,000,000	0	5,000,000	0
Funding Sources							
Fund Balance 4000005	5,090,536	5,243,868		418,868	0	0	0
Special Revenue 4000030	59,089	75,000		75,000	0	75,000	0
Interest 4000300	171,148	100,000		100,000	0	100,000	0
Total Funding	5,320,773	5,418,868		593,868	0	175,000	0
Excess Appropriation/(Funding)	(5,243,868)	(418,868)		4,406,132	0	4,825,000	0
Grand Total	76,905	5,000,000		5,000,000	0	5,000,000	0

*Executive Recommendations are not given to constitutional agencies.

AGENCY COMMENTARY - CONSERVATION PARTNERS PROGRAM GRANTS

Appropriation: Fo6 - Conservation Partners Program Grants

Funding Source: SDG - Game Protection Fund

The Commission uses this appropriation section to pass donation dollars collected on behalf of Arkansas Hunters Feeding The Hungry to the organization. AGFC provides an opportunity to donate with license purchases and has helped collect more than \$830,360 since FY2013. The Commission requests continuation of current appropriation levels.

Appropriation: F06 - Conservation Partners Program Grants
Funding Sources: SDG - Game Protection Fund

Commitment Item	Historical Data			Agency Request			
	2023-2024	2024-2025	2024-2025	2025-2026		2026-2027	
	Actual	Budget	Authorized	Agency	Executive*	Agency	Executive*
Grants and Aid 5100004	52,969	150,000	150,000	150,000	0	150,000	0
Total	52,969	150,000	150,000	150,000	0	150,000	0
Funding Sources							
Fund Balance 4000005	586	499		499	0	499	0
Other 4000370	52,727	150,000		150,000	0	150,000	0
Interest 4000300	155	0		0	0	0	0
Total Funding	53,468	150,499		150,499	0	150,499	0
Excess Appropriation/(Funding)	(499)	(499)		(499)	0	(499)	0
Grand Total	52,969	150,000		150,000	0	150,000	0

*Executive Recommendations are not given to constitutional agencies.

AGENCY COMMENTARY - BLACK RIVER

Appropriation: M99 - Black River Settlement

Funding Source: SDG - Game Protection Fund

This appropriation is funded by Black River judgment dollars and can be used exclusively to mitigate hardwood timber destruction in Dave Donaldson Black River WMA.

The Commission requests the continuation of current appropriation levels. AGFC expects to complete the design and permitting for this long-term habitat restoration project and begin construction during the FY2025-2027 biennium.

Appropriation: M99 - Black River Settlement
Funding Sources: SDG - Game Protection Fund

Commitment Item	Historical Data			Agency Request			
	2023-2024	2024-2025	2024-2025	2025-2026		2026-2027	
	Actual	Budget	Authorized	Agency	Executive*	Agency	Executive*
Restoration of Black River WMA 5900046	489,372	3,500,000	13,250,000	13,250,000	0	13,250,000	0
Total	489,372	3,500,000	13,250,000	13,250,000	0	13,250,000	0
Funding Sources							
Fund Balance 4000005	12,363,680	12,283,359		9,083,359	0	0	0
Interest 4000300	409,051	300,000		150,000	0	150,000	0
Total Funding	12,772,731	12,583,359		9,233,359	0	150,000	0
Excess Appropriation/(Funding)	(12,283,359)	(9,083,359)		4,016,641	0	13,100,000	0
Grand Total	489,372	3,500,000		13,250,000	0	13,250,000	0

*Executive Recommendations are not given to constitutional agencies.

AGENCY COMMENTARY - MARINE FUEL TAX

Appropriation: BA9 - Marine Fuel Tax

Funding Source: SDG - Game Protection Fund

The Marine Fuel Tax Program is funded by an interagency transfer of gasoline tax revenue from the Arkansas Department of Transportation. The Commission administers the program via an MOU with ArDOT, and it is used to improve and increase access to waterways across the state.

The Commission requests continuation of the current appropriation levels.

Appropriation: BA9 - Marine Fuel Tax Program
Funding Sources: SDG - Game Protection Fund

Commitment Item	Historical Data			Agency Request			
	2023-2024	2024-2025	2024-2025	2025-2026		2026-2027	
	Actual	Budget	Authorized	Agency	Executive*	Agency	Executive*
Marine Fuel Tax Program 5900046	3,239,002	6,000,000	6,000,000	6,000,000	0	6,000,000	0
Total	3,239,002	6,000,000	6,000,000	6,000,000	0	6,000,000	0
Funding Sources							
Fund Balance 4000005	1,821,834	2,517,759		617,759	0		0
Interest 4000300	128,156	100,000		100,000	0	100,000	0
Other 4000370	3,806,771	4,000,000		4,000,000	0	4,000,000	0
Total Funding	5,756,761	6,617,759		4,717,759	0	4,100,000	0
Excess Appropriation/(Funding)	(2,517,759)	(617,759)		1,282,241	0	1,900,000	0
Grand Total	3,239,002	6,000,000		6,000,000	0	6,000,000	0

*Executive Recommendations are not given to constitutional agencies.

AGENCY COMMENTARY - GREENTREE RESERVOIR AND OTHER WETLAND HABITAT RESTORATION

Appropriation: New - Greentree Reservoir and Other Wetland Habitat Restoration

Funding Source: SDG - Game Protection Fund

The Commission is requesting a new fund center dedicated to greentree reservoir renovations and other wetland habitat restoration throughout the state. Federal revenues, conservation sales tax collections and license sales revenue will fund the appropriation. The Commission was recently awarded \$11,800,000 in congressionally directed spending for the renovation of wetland habitats and associated infrastructure on Shirey Bay Rainey Brake WMA. This appropriation will be used for that project and similar renovations throughout the state. Wetland habitat is critical for wintering waterfowl that are vitally important to Arkansas. Aging infrastructure in combination with declining forest health necessitate major renovations and management actions within the greentree reservoirs and other wetland habitat managed by AGFC.

The Commission is requesting an appropriation of \$20,000,000 for each year of the biennium.

Expenditure of appropriation is contingent on available funding. The agency's budget request includes appropriation above current funding levels. This will allow the Commission the flexibility to cover major construction projects that are carried over from one fiscal year to the next and adapt to challenges with weather conditions and short construction windows.

Appropriation: NEW - GTR & Wetland Habitat Renovation
Funding Sources: SDG - Game Protection Fund

Commitment Item	Historical Data			Agency Request			
	2023-2024	2024-2025	2024-2025	2025-2026		2026-2027	
	Actual	Budget	Authorized	Agency	Executive*	Agency	Executive*
GTR & Wetland Habitat Renovation 5900046	0	0	0	20,000,000	0	20,000,000	0
Total	0	0	0	20,000,000	0	20,000,000	0
Funding Sources							
Fund Balance 4000005	0	0		0	0	0	0
Federal Revenue 4000020	0	0		7,000,000	0	7,000,000	0
Transfer from 259	0	0		2,000,000	0	2,000,000	0
Total Funding	0	0		9,000,000	0	9,000,000	0
Excess Appropriation/(Funding)	0	0		11,000,000	0	11,000,000	0
Grand Total	0	0		20,000,000	0	20,000,000	0

*Executive Recommendations are not given to constitutional agencies.

0080 AGFC Reclassification of Positions									
Position	Currently Authorized			Agency Request			Executive Recommendation		
	Class Code	Title	LIM	Class Code	Title	LIM	Class Code	Title	LIM
22095979	Q318U	AGFC REGIONAL OFFICES ADMINISTRATOR	\$75,004	Q368U	AGFC STATEWIDE PROJECT MANAGER	\$98,718		No Executive Recommendation given for constitutional agency.	
22096405	Q323U	AGFC ADMINISTRATIVE ANALYST	\$68,031	Q278U	AGFC OPERATIONS & FACILITY MANAGER	\$89,744			
22095855	Q323U	AGFC ADMINISTRATIVE ANALYST	\$68,031	Q278U	AGFC OPERATIONS & FACILITY MANAGER	\$89,744			
22095806	Q269U	AGFC ATTORNEY	\$89,744	NEW	AGFC ATTORNEY SPECIALIST	\$98,718			
22156920	Q269U	AGFC ATTORNEY	\$89,744	NEW	AGFC ATTORNEY SPECIALIST	\$98,718			
22095917	Q323U	AGFC ADMINISTRATIVE ANALYST	\$68,031	Q277U	AGFC NATURE CENTER/SHOOTING FACILITY MANAGER II	\$86,609			
22177261	Q323U	AGFC ADMINISTRATIVE ANALYST	\$68,031	Q277U	AGFC NATURE CENTER/SHOOTING FACILITY MANAGER II	\$86,609			
22095837	Q323U	AGFC ADMINISTRATIVE ANALYST	\$68,031	Q277U	AGFC NATURE CENTER/SHOOTING FACILITY MANAGER II	\$86,609			
22079779	Q323U	AGFC ADMINISTRATIVE ANALYST	\$68,031	Q318U	AGFC REGIONAL OFFICES ADMINISTRATOR	\$75,004			
22096314	Q289U	AGFC LICENSING MANAGER	\$86,609	Q260U	AGFC DIVISION ASSISTANT CHIEF	\$105,933			
22096204	Q288U	AGFC CORPORAL	\$96,748	Q284U	AGFC SERGEANT	\$100,285			

Item No.	Class Code	Title	Maximum No. of Employees	LIM FY26	LIM FY27
(1)	Q249U	AGFC DIRECTOR	1	\$170,437	\$170,437
(2)	Q250U	AGFC CHIEF OF STAFF	1	\$136,702	\$136,702
(3)	Q251U	AGFC DEPUTY DIRECTOR	3	\$135,253	\$135,253
(4)	Q255U	AGFC CHIEF INFORMATION OFFICER	1	\$132,292	\$132,292
(5)	Q252U	AGFC VETERINARIAN	1	\$130,050	\$130,050
(6)	Q256U	AGFC COLONEL	1	\$128,282	\$128,282
(7)	Q266U	AGFC IT ASSISTANT ADMINISTRATOR	1	\$127,986	\$127,986
(8)	Q254U	AGFC GENERAL COUNSEL	1	\$125,049	\$125,049
(9)	Q370U	AGFC CHIEF FINANCIAL OFFICER	1	\$125,049	\$125,049
(10)	Q371U	AGFC CHIEF OF HUMAN RESOURCES	1	\$125,049	\$125,049
(11)	Q404U	AGFC LIEUTENANT COLONEL	1	\$121,923	\$121,923
(12)	Q372U	AGFC CHIEF OF OPERATIONS	1	\$121,321	\$121,321
(13)	Q373U	AGFC CHIEF OF EDUCATION	1	\$121,321	\$121,321
(14)	Q374U	AGFC CHIEF OF WILDLIFE MANAGEMENT	1	\$121,321	\$121,321
(15)	Q375U	AGFC CHIEF OF FISHERIES	1	\$121,321	\$121,321
(16)	Q376U	AGFC CHIEF OF COMMUNICATIONS	1	\$117,593	\$117,593
(17)	Q377U	AGFC CHIEF OF GIS	1	\$117,593	\$117,593
(18)	Q378U	AGFC CHIEF OF ENVIRONMENTAL COORDINATION	1	\$117,593	\$117,593
(19)	Q379U	AGFC CHIEF OF PRIVATE LANDS MANAGEMENT	1	\$117,593	\$117,593
(20)	Q380U	AGFC CHIEF OF SHOOTING SPORTS	1	\$117,593	\$117,593
(21)	Q381U	AGFC CHIEF OF RESEARCH	1	\$117,593	\$117,593
(22)	Q392U	AGFC CONTROLLER	1	\$117,593	\$117,593
(23)	Q393U	AGFC DEPUTY GENERAL COUNSEL	1	\$117,593	\$117,593
(24)	Q261U	AGFC MAJOR	3	\$115,563	\$115,563
(25)	Q258U	AGFC GIS LEAD	1	\$113,591	\$113,591
(26)	Q265U	AGFC IT SOFTWARE ENGINEER LEAD	1	\$113,591	\$113,591
(27)		AGFC INFORMATION TECHNOLOGY POOL	13	\$113,591	\$113,591
	Q382U	AGFC IT DATA SCIENTIST		\$113,591	\$113,591
	Q383U	AGFC IT SECURITY SPECIALIST		\$113,591	\$113,591

	Q384U	AGFC IT SYSTEMS ADMINISTRATOR		\$113,591	\$113,591
	Q385U	AGFC IT DATABASE ADMINISTRATOR		\$98,718	\$98,718
	Q386U	AGFC IT SENIOR SOFTWARE SUPPORT SPECIALIST		\$98,718	\$98,718
	Q283U	AGFC IT SENIOR SOFTWARE SUPPORT ANALYST		\$95,269	\$95,269
	Q387U	AGFC IT PROJECT MANAGER		\$95,269	\$95,269
	Q388U	AGFC IT NETWORK SUPPORT ANALYST		\$95,269	\$95,269
	Q389U	AGFC IT SYSTEMS SPECIALIST		\$95,269	\$95,269
	Q365U	AGFC IT SOFTWARE SUPPORT ANALYST		\$72,345	\$72,345
	Q364U	AGFC IT SOFTWARE SUPPORT SPECIALIST		\$66,316	\$66,316
	Q410U	AGFC IT PROJECT COORDINATOR		\$90,064	\$90,064
	Q390U	AGFC IT COMPUTER SUPPORT SPECIALIST		\$90,064	\$90,064
	Q308U	AGFC IT WEBSITE DEVELOPER		\$78,575	\$78,575
	Q391U	AGFC IT ASSET MANAGER		\$78,575	\$78,575
	Q311U	AGFC IT COMPUTER SUPPORT ANALYST		\$72,345	\$72,345
	Q409U	AGFC IT DATA ANALYST		\$67,267	\$67,267
(28)	Q267U	AGFC CAPTAIN	14	\$107,692	\$107,692
(29)	Q260U	AGFC DIVISION ASST CHIEF	24	\$105,933	\$105,933
(30)	Q276U	AGFC LIEUTENANT	15	\$103,930	\$103,930
(31)	Q284U	AGFC SERGEANT	26	\$100,285	\$100,285
(32)		AGFC CONS PROGRAM BIOLOGIST POOL	90	\$99,107	\$99,107
	Q394U	AGFC CONSERVATION PROGRAM BIOLOGIST III		\$99,107	\$99,107
	Q402U	AGFC CONSERVATION PROGRAM BIOLOGIST II		\$89,744	\$89,744
	Q403U	AGFC CONSERVATION PROGRAM BIOLOGIST I		\$86,609	\$86,609
(33)	Q268U	AGFC ASSISTANT CONTROLLER	1	\$98,718	\$98,718
(34)		AGFC ATTORNEY POOL	2	\$98,718	\$98,718
	<i>NEW</i>	<i>AGFC ATTORNEY SPECIALIST</i>		\$98,718	\$98,718
	Q269U	AGFC ATTORNEY		\$89,744	\$89,744
(35)		AGFC GIS POOL	6	\$98,718	\$98,718
	Q271U	AGFC SENIOR GIS ANALYST		\$98,718	\$98,718
	Q279U	AGFC GIS ANALYST		\$95,269	\$95,269
	Q356U	AGFC GIS TECHNICIAN		\$68,354	\$68,354
(36)	Q368U	AGFC STATEWIDE PROJECT MANAGER	8	\$98,718	\$98,718

(37)		AGFC ENFORCEMENT POOL	126	\$96,748	\$96,748
	Q288U	AGFC CORPORAL		\$96,748	\$96,748
	Q299U	AGFC GAME WARDEN 1ST CLASS		\$90,004	\$90,004
	Q309U	AGFC GAME WARDEN		\$85,718	\$85,718
(38)		AGFC SKILLED TRADES POOL	28	\$89,744	\$89,744
	Q278U	AGFC OPERATIONS & FACILITY MANAGER		\$89,744	\$89,744
	Q396U	AGFC FLEET MANAGER		\$86,609	\$86,609
	Q307U	AGFC SURVEYOR		\$78,576	\$78,576
	Q306U	AGFC REAL ESTATE OFFICER		\$75,004	\$75,004
	Q285U	AGFC CONSTRUCTION MANAGER		\$71,432	\$71,432
	Q315U	AGFC MAINTENANCE COORDINATOR		\$71,432	\$71,432
	Q400U	AGFC REGIONAL FACILITY MANAGER		\$71,432	\$71,432
	Q319U	AGFC COMMUNICATIONS SYSTEMS SUPERVISOR		\$68,031	\$68,031
	Q326U	AGFC SKILLED TRADESMAN		\$68,031	\$68,031
	Q304U	AGFC CENTRAL WAREHOUSE OPERATIONS MANAGER		\$61,706	\$61,706
	Q327U	AGFC AUTO/DIESEL MECHANIC		\$61,706	\$61,706
	Q335U	AGFC MAINTENANCE TECHNICIAN		\$61,706	\$61,706
	Q329U	AGFC CALIBRATION TECHNICIAN		\$58,767	\$58,767
	Q331U	AGFC FIRING RANGE SPECIALIST		\$58,767	\$58,767
(39)		AGFC HR POOL	4	\$89,744	\$89,744
	Q408U	AGFC PAYROLL MANAGER		\$89,744	\$89,744
	Q292U	AGFC PERSONNEL MANAGER		\$89,081	\$89,081
	Q301U	AGFC ASSISTANT PERSONNEL MANAGER		\$75,004	\$75,004
	Q313U	AGFC HUMAN RESOURCE ANALYST		\$68,031	\$68,031
(40)		AGFC EDUCATION PROGRAM POOL	51	\$86,609	\$86,609
	Q277U	AGFC NATURE CENTER/SHOOTING FAC MGR II		\$86,609	\$86,609
	Q296U	AGFC EDUCATION STATEWIDE COORDINATOR		\$75,004	\$75,004
	Q353U	AGFC NATURE CENTER/SHOOTING FAC MGR I		\$75,004	\$75,004
	Q302U	AGFC EDUCATION PROGRAM SPECIALIST		\$71,432	\$71,432
(41)		AGFC GRANTS MANAGEMENT POOL	4	\$86,609	\$86,609
	Q291U	AGFC GRANTS MANAGER		\$86,609	\$86,609
	Q398U	AGFC GRANTS COORDINATOR II		\$75,004	\$75,004

	Q297U	AGFC GRANTS COORDINATOR I		\$71,432	\$71,432
(42)	Q354U	AGFC ACCOUNTING COORDINATOR	1	\$86,609	\$86,609
(43)		AGFC BIOLOGIST POOL	109	\$80,624	\$80,624
	Q395U	AGFC BIOLOGIST II		\$80,624	\$80,624
	Q294U	AGFC BIOLOGIST I		\$75,004	\$75,004
	Q310U	AGFC BIOLOGICAL TECHNICIAN II		\$68,031	\$68,031
	Q337U	AGFC BIOLOGICAL TECHNICIAN I		\$61,706	\$61,706
(44)	Q298U	AGFC PROCUREMENT COORDINATOR	1	\$75,004	\$75,004
(45)	Q300U	AGFC LICENSING SUPERVISOR	2	\$75,004	\$75,004
(46)	Q303U	AGFC EXECUTIVE ASSISTANT	1	\$75,004	\$75,004
(47)		AGFC ADMIN SUPPORT POOL	37	\$75,004	\$75,004
	Q318U	AGFC REGIONAL OFFICES ADMINISTRATOR		\$75,004	\$75,004
	Q323U	AGFC ADMINISTRATIVE ANALYST		\$68,031	\$68,031
	Q328U	AGFC ADMINISTRATIVE OFFICE COORDINATOR		\$64,644	\$64,644
	Q339U	AGFC ADMINISTRATIVE SPECIALIST		\$58,767	\$58,767
(48)		AGFC ACCOUNTING POOL	3	\$75,004	\$75,004
	Q357U	AGFC ACCOUNTANT II		\$75,004	\$75,004
	Q406U	AGFC ACCOUNTANT I		\$71,432	\$71,432
(49)		AGFC COMMUNICATIONS POOL	10	\$75,004	\$75,004
	Q397U	AGFC CREATIVE ARTIST		\$75,004	\$75,004
	Q399U	AGFC COMMUNICATIONS COORDINATOR		\$71,432	\$71,432
	Q316U	AGFC PHOTOGRAPHER		\$71,432	\$71,432
	Q330U	AGFC COMMERCIAL GRAPHIC ARTIST		\$64,444	\$64,444
	Q336U	AGFC MULTIMEDIA SPECIALIST		\$61,706	\$61,706
(50)	Q435U	AGFC TELECOMMUNICATIONS MANAGER	1	\$75,004	\$75,004
(51)	Q450U	AGFC FOI COORDINATOR	1	\$75,004	\$75,004
(52)	Q314U	AGFC LEGAL SERVICES SPECIALIST	1	\$68,031	\$68,031
(53)	Q322U	AGFC TELECOMMUNICATIONS SUPERVISOR	1	\$68,031	\$68,031
(54)	Q305U	AGFC FISCAL SUPPORT SUPERVISOR	1	\$67,877	\$67,877
(55)		AGFC FISCAL SUPPORT POOL	12	\$61,706	\$61,706
	Q324U	AGFC FISCAL SUPPORT ANALYST		\$61,706	\$61,706
	Q340U	AGFC FISCAL SUPPORT SPECIALIST		\$58,767	\$58,767

(56)	Q333U	AGFC TELECOMMUNICATIONS SPECIALIST	9	\$61,706	\$61,706
(57)	Q332U	AGFC FOOD PREPARATION MANAGER	1	\$58,767	\$58,767
(58)	Q334U	AGFC INVENTORY CONTROL MANAGER	1	\$58,767	\$58,767
(59)	Q343U	AGFC LICENSING SPECIALIST	8	\$58,767	\$58,767
(60)	Q401U	AGFC PRINTER/MAIL SERVICES SPECIALIST	1	\$58,767	\$58,767
(61)	Q341U	AGFC FOOD PREPARATION SUPERVISOR	1	\$50,131	\$50,131
	Q289U	AGFC LICENSING MANAGER	0		

Total Positions

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