

Department of Transformation and Shared Services

Governor Asa Hutchinson

Secretary Amy Fecher

Director Kay Barnhill



January 26, 2021

The Honorable David Wallace, Co-Chairperson
 The Honorable David Hillman, Co-Chairperson
 Uniform Personnel Classification and
 Compensation Plan Subcommittee
 Joint Budget Committee
 State Capitol Building, Room 315
 Little Rock, Arkansas 72201

Dear Senator Wallace and Representative Hillman:

The Office of Personnel Management (OPM) submits a request from the Department of Public Safety (DPS) for your review.

The Arkansas Department of Public Safety (DPS) is requesting the establishment of a Labor Market Rate (LMR) for the positions in grade GS06 that have been adversely impacted by the increases given to the lower graded positions. DPS is requesting to establish a LMR at the maximum of the grade, \$52,425, in order to give these employees a \$2,500 increase. The requested titles and class codes are listed below.

Class Code	Title	Grade	Current Entry	Requested Labor Market Rate (Max)
A074C	Fiscal Support Supervisor	GS06	36,155	\$52,425
B073C	Forensic Technician Supervisor	GS06	\$36,155	\$52,425
B076C	Research Project Analyst	GS06	\$36,155	\$52,425
C037C	Administrative Analyst	GS06	\$36,155	\$52,425
D074C	Telecommunications Supervisor	GS06	\$36,155	\$52,425
G175C	ADEM Program Coordinator	GS06	\$36,155	\$52,425
G191C	Highway Safety Program Specialist	GS06	\$36,155	\$52,425
G192C	ACIC Program Analyst	GS06	\$36,155	\$52,425
G214C	Grants Specialist	GS06	\$36,155	\$52,425
S033C	Maintenance Supervisor	GS06	\$36,155	\$52,425
T046C	ASP/CACD Hotline Supervisor	GS06	\$36,155	\$52,425
X219C	ASP Driver License Examiner Supv	GS06	\$36,155	\$52,425
X221C	CVRB Investigator	GS06	\$36,155	\$52,425

The estimated cost for this, including fringe, is \$143,020, and will be handled through salary savings.

Office of Personnel Management

501 Woodlane, Suite 205 • Little Rock, AR 72201 • 501.682.1753

The Honorable David Wallace, Co-Chairperson
The Honorable David Hillman, Co-Chairperson
January 26, 2021
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The Department of Public Safety (DPS) – Arkansas State Police division, would also like to request the establishment of a Labor Market Rate for the following classifications and amounts:

Class Code	Title	Grade	Current Entry	Proposed Entry	Requested Labor Market Rate (Max)
X107C	ASP/CACD Investigator	GS06	\$36,155	\$39,770	\$52,425
X090C	ASP/CACD Senior Investigator	GS07	\$40,340	\$44,374	\$58,493
C109C	ASP CACD Area Manager	GS09	\$50,222	\$55,244	\$72,822

JUSTIFICATION

This calendar year, ASP has experienced a 29.6% turnover rate in the Investigator classification. This coupled with the increases given to the DHS/DCFS Family Service Workers has caused an issue with both recruitment and retention. CACD Investigators are charged with investigating the Tier 1 and Tier 2 reports received by the CACD Hotline. These are the most violent and disturbing acts committed against children, and as such, take a heavy toll on employees conducting these investigations. In order to compete and retain those already on staff, ASP feels that an across the board raise of up to 10%, with no one exceeding the maximum of the grade as defined by the pay plan, would provide a stop gap measure to ensure that our workforce is large enough to perform the investigations in the time mandated by law. ASP is requesting that this be applied to all three classifications to avoid compression issues as employees promote. The estimated cost for implementing this request is approximately \$463,216. No additional money is required, this will be funded through salary savings at ASP.

RECOMMENDATION

The Office of Personnel Management has reviewed the request for the implementation of the GS06 LMR and LMR for the CACD Investigators. The estimated cost of both requests is \$606,236. Your recommendation of this request is greatly appreciated.

Sincerely,

Kay Barnhill, Director
Office of Personnel Management



SECRETARY OF TRANSFORMATION & SHARED SERVICES

KB/cb:1-2


DATE



State of Arkansas
Governor Asa Hutchinson

DEPARTMENT OF PUBLIC SAFETY

JAMI COOK
SECRETARY

1 State Police Plaza Drive
Little Rock, Arkansas 72209
Office: (501) 682-2260 Fax: (501) 682-1582

13 January 2022

Kay Barnhill
State Personnel Administrator
1509 W 7th Street #201
Little Rock, AR 72201

RE: GS06 positions for LMR

Ms. Barnhill:

The Department of Public Safety (DPS) would like to request the establishment of a Labor Market Rate for the positions in grade GS06 that have been adversely impacted by the increases given to the lower graded positions. DPS is requesting to establish a labor market rate at the maximum of the grade, \$52,425, in order to give these employees a \$2,500 increase.

The estimated cost for this, including fringe, is \$143,020, and will be handled through salary savings.

I appreciate your consideration on this matter and if you have any questions, please feel free to call Phillip Warriner at 501/618-8193.

Sincerely,

Jami Cook
Secretary
Arkansas Department of Public Safety



State of Arkansas
Governor Asa Hutchinson

DEPARTMENT OF PUBLIC SAFETY

JAMI COOK
SECRETARY

1 State Police Plaza Drive
Little Rock, Arkansas 72209
Office: (501) 682-2260 Fax: (501) 682-1582

20 December 2021

Kay Barnhill
State Personnel Administrator
1509 W 7th Street #201
Little Rock, AR 72201

RE: CACD Investigator LMR

Ms. Barnhill:

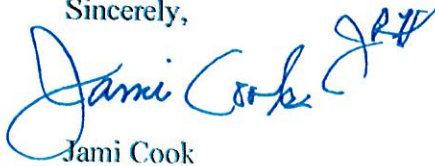
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I appreciate your consideration on this matter and if you have any questions, please feel free to call Phillip Warriner at 501/618-8193.

Sincerely,

A handwritten signature in blue ink that reads "Jami Cook" with a stylized flourish at the end.

Jami Cook

Secretary

Arkansas Department of Public Safety