



December 14, 2022

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 Department of Parks, Heritage, and Tourism (ADPHT), Division of Parks and Tourism, to obtain two positions from the OPM surrender pool established by Arkansas Code Annotated § 21-5-225(a)(1). The positions surrendered and requested are listed below:

POSITIONS SURRENDERED

<u>POSITION NUMBER</u>	<u>TITLE</u>	<u>CLASS CODE</u>	<u>GRADE</u>	<u>SALARY RANGE</u>	<u>DATE VACATED</u>
22092059	Landscape Specialist	S057C	GS03	\$26,034 - \$37,749	10/20/18
22092255	Administrative Specialist II	C073C	GS03	\$26,034 - \$37,749	1/2/16
22092401	Administrative Specialist II	C073C	GS03	\$26,034 - \$37,749	3/14/17
22092065	Maintenance Technician	S046C	GS04	\$29,046 - \$42,116	9/30/21
22092142	Maintenance Assistant	S065C	GS01	\$22,880 - \$31,900	1/22/22

CLASSIFICATIONS REQUESTED

<u>CLASS CODE</u>	<u>TITLE</u>	<u>GRADE</u>	<u>SALARY RANGE</u>	<u>POSITION COUNT</u>
B071C	Park Superintendent II	GS07	\$40,340 – 58,493	2

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JUSTIFICATION

ADPHT is requesting these positions due to a structural reorganization of all law enforcement positions. The reorganization is part of a long-term plan that includes identifying positions in a paramilitary structure and mirroring the district areas utilized by Arkansas State Police so that they may better work together to provide adequate coverage across the state. These positions will serve in the east and west of Arkansas, and each will be responsible for overseeing 10-14 counties within their region, including supervision over all rangers, and patrolling two Arkansas State Police designated investigation districts. The Park Superintendent II classification has had a 7.14% turnover rate for the past year statewide, although all positions in this classification are located within the Parks Division at ADPHT.

Neither of the positions requested were part of ADPHT's biennial request, but the department is requesting to acquire them in the interim due to a need to recruit staff so that there is adequate law enforcement coverage across all counties. The total anticipated additional cost for all requests is \$63,236, including matching.

The Office of Personnel Management has reviewed these requests and **recommends** the approval of two positions from the OPM surrender pool.

Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill, Director
Office of Personnel Management



12/2/22

SECRETARY OF TRANSFORMATION & SHARED
SERVICES

DATE



1671

Asa Hutchinson
Governor
Stacy Hurst
Secretary

November 21, 2022

Ms. Kay Barnhill
State Personnel Director
TSS-Office of Personnel Management
501 Woodlane
Little Rock, AR 72201

Dear Kay:

Please consider this request for two Surrender Pool positions for ADPHT as outlined below.

Division of Arkansas State Parks, BA0900

The Division of Arkansas State Parks has been identified as a law enforcement agency and is listed in the Arkansas ARCEMP as a supporting agency for firefighting, evacuation, search and rescue and law enforcement personnel for traffic management, security and other law enforcement missions. Arkansas State Parks officers also have statewide authority by Arkansas law. The Law Enforcement section within Arkansas State Parks is tasked with health, safety, and security of more than 9 million guests annually which includes 54 park properties requiring law enforcement response to incidents and crime reporting.

The Division of Arkansas State Parks has developed and is in the process of implementing a long-term plan that includes an identified paramilitary rank structure and mobilization of officers across several Arkansas districts in an effort to increase law enforcement coverage throughout the state. This structure will allow Law Enforcement within the division to build stronger communication, identify common responsibilities as well as capabilities, improve morale by identifying officers and help us set new goals and expectations for employee accountability.

Within the new structure, a need was identified for Regional Rangers (or Geographic Sergeants) to be assigned oversight of specific park regions and serve as direct supervisors of all park rangers in their assigned regions. These positions will also initially be charged with patrolling two Arkansas State Police designated investigation districts.

To address this need, ADPHT requests to obtain two Surrender Pool positions at a GS07 level classified as B071C, Park Superintendent II to be utilized as Regional Rangers (or Geographical Sergeants). This will result in an increased personnel cost of \$99,236 including personal services matching. The positions will be advertised as required and internal promotions to fill these roles is a possibility.

The following positions have been identified to be surrendered:

Position Number	Authorized Title, Class, Grade	Cost Savings for Surrendered Position
22092059	Landscape Specialist, S057C GS03	\$6,000
22092255	Administrative Specialist II, C073C GS03	\$6,000
22092401	Administrative Specialist II, C073C GS03	\$6,000
22092312	Security Officer, T087C GS03	\$6,000
22092065	Maintenance Assistant, S065C, GS01	\$6,000
22092142	Maintenance Assistant, S065C, GS01	\$6,000

Your favorable approval of this request is appreciated. Please contact me if further justification is needed.

Sincerely,



Stacy Hurst

STATEWIDE TURNOVER BY BUSINESS AREA

BA	Job Code	Job Gr	Auth	Util	Filled	Vacant	Terms	TRP
900	B071C	GS07	28	28	26	2	2	7.14
	SUB-TOTALS		28	28	26	2	2	0
	BA TRP		0	0	26	0	2	7.14
	TOTALS		28	28	26	2	2	0
	Average TRP		0	0	26	0	2	7.14