



STATE OF ARKANSAS
**Department of Finance
 and Administration**

**OFFICE OF PERSONNEL MANAGEMENT
 Administrator's Office**
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June 8, 2012

Senator Michael Lamoureux, Co-Chair
 Representative Bryan King, Co-Chair
 Uniform Personnel Classification and
 Compensation Plan Subcommittee
 Arkansas Legislative Council
 State Capitol Building, Room 315
 Little Rock, Arkansas 72201

Dear Gentlemen:

The Office of Personnel Management (OPM) submits a request from the Arkansas State Police (ASP) to continue the use of ASP's salary administration grid and second language differentials.

SALARY ADMINISTRATION GRID:

The salary administration grid currently in use by ASP provides a minimum entry salary of \$36,000 for all ASP Troopers, T100C, grade C118 upon completion of troop school. This was established and approved on June 19, 2009. New recruits will enter Troop School at the rate of \$34,500, between entry and base of grade C118. Upon completion of troop school, incumbent salaries will be increased to \$36,000. After four and a half years of service as a commissioned officer, the employee would be eligible for a promotion to Trooper 1st Class, T035C, grade C119. The next transition is to a Corporal, T022C, grade C121, at which time the employee must meet the criteria of having seven and a half years of service as a commissioned officer. Advancement to ranks higher than a Corporal will be on a competitive basis.

LABOR MARKET RATES:

The Arkansas State Police requests the continuation of the previously approved labor market rates for specific classifications as listed below:

<u>Title</u>	<u>Grade</u>	<u>Class Code</u>	<u>Current Rate</u>
ASP Sergeant	C124	T011C	\$60,214
ASP Lieutenant	C126	T007C	\$65,324
ASP Captain	C128	T003C	\$70,849
ASP Major	C130	T001C	\$76,819
ASP Dep. Dir/Lt. Colonel	N908	N057N	\$96,228

Senator Michael Lamoureux, Co-chairman
Representative Bryan B. King, Co-chairman
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Lastly, Arkansas State Police also requests the use of second language differentials for those positions that satisfy the criteria and have been tested and certified according to OPM procedures.

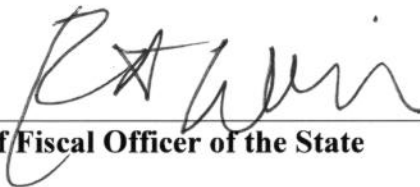
The Office of Personnel Management has reviewed the requests submitted by ASP for the commissioned officers and second language differential and **recommends** approval of these requests.

Your consideration of this request is appreciated.

Sincerely,



Kay Barnhill Terry
State Personnel Administrator



Chief Fiscal Officer of the State

JUN 01 2012

Date

KBT/JAP:1-2



Mike Beebe
Governor

State of Arkansas

ARKANSAS STATE POLICE

1 State Police Plaza Drive Little Rock, Arkansas 72209-4822 www.asp.arkansas.gov

"SERVING WITH PRIDE AND DISTINCTION SINCE 1935"



JR Howard
Director

May 15, 2012

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OFFICE OF PERSONNEL MGMT
CLASS & COMP

Ms. Kay Terry
Arkansas Department of Finance & Administration
Office Personnel Management
Post Office Box 3278
Little Rock, Arkansas 72203

RE: Request for continuation of the ASP Pay Plan Grid for FY13

Dear Ms. Terry:

The Arkansas State Police is requesting to continue using the salary plan which went into effect on January 1, 2008. This plan includes a minimum salary for all State Troopers of \$36,000. New recruits will enter Troop School at the rate of \$34,500, grade C118, and upon completion their salary will be increased to \$36,000. After four and a half years as a commissioned officer, these employees will be eligible for a promotion to Trooper 1st Class, grade C119. After seven and a half years as a commissioned officer, the employee would be eligible for a promotion to a Corporal, grade C121. Advancement past Corporal would adhere to normal promotional procedures, however, disciplinary actions taken against an employee may delay the process.

We would like to continue two specific "job series" classifications. One being in the Crimes Against Children Division (CACD), the ASP/CACD Investigator, X107C, grade C117 to an ASP/CACD Senior Investigator, X090C, grade C118. The other is used in the Regulatory and Building Operations Division, AFIS/ID Bureau Section, the Fingerprint Technician, X178C, grade C111 to an ASP AFIS Technician, B107C, grade C112. These requests are made to continue promoting individuals within departmental positions who meet pre-established and approved criteria.

At this time, we are requesting the continuation of the second language differentials for those positions that satisfy the criteria and have been tested and certified according to OPM procedures, as well as shift differentials paid to employees working nights and weekends in the AFIS/ID Bureau Section.

Ms. Kay Terry
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Other entry rates previously established for classifications including Sergeant, Lieutenant, Captain, Major, and ASP Deputy Director/Lt. Colonel are as follows:

Title	Grade	Class Code	Current Rate
Sergeant	C124	T011C	\$60,214
Lieutenant	C126	T007C	\$65,324
Captain	C128	T003C	\$70,849
Major	C130	T001C	\$76,819
Deputy Director/Lt Colonel	N908	N057N	\$96,228

Should have you any questions or require any additional information, please contact Ms. Diane Moore, ASP Human Resources Manager.

Sincerely,



JR Howard
Colonel

/dlm