



Department of Transformation and Shared Services
Governor Sarah Huckabee Sanders
Secretary Leslie Fisken

March 8, 2024

The Honorable Breanne Davis, Co-Chairperson
The Honorable Mark Berry, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Arkansas Legislative Council
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Co-Chairs:

The Arkansas Department of Transformation and Shared Services (TSS) submits for your review a pool position request from the Arkansas Public Service Commission and asks for your approval to accept this as a supplemental agenda item for the committee meeting on March 13, 2024. This request was a late submission to the Office of Personnel Management; however, PSC states that this position is critical to the Commission's operations.

TSS respectfully requests your approval to add this item to the March 13, 2024, meeting as a supplemental agenda item. Thank you for your kind consideration of this request.

Respectfully submitted,

A handwritten signature in black ink that reads "Leslie Fisken". The signature is written in a cursive, flowing style.

Leslie Fisken
Secretary



Department of Transformation and Shared Services
Governor Sarah Huckabee Sanders
Secretary Leslie Fiskin

March 13, 2024

The Honorable Breanne Davis, Co-Chairperson
The Honorable Mark Berry, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Arkansas Legislative Council
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Senator Davis and Representative Berry:

The Office of Personnel Management (OPM) submits a request from the Public Service Commission (PSC) for your review.

PSC is requesting one (1) position from the OPM surrender pool established by Arkansas Code Annotated § 21-5-225(a)(1). The classification requested and position being surrendered are listed below:

CLASSIFICATION REQUESTED

<u>CLASS CODE</u>	<u>TITLE</u>	<u>GRADE</u>	<u># REQUESTED</u>	<u>SALARY RANGE</u>
G025C	Attorney Supervisor	GS12	1	\$69,776 - \$101,175

POSITION SURRENDERED

<u>POSITION NUMBER</u>	<u>TITLE</u>	<u>CLASS CODE</u>	<u>GRADE</u>	<u>SALARY RANGE</u>	<u>LAST DATE VACATED</u>
22087809	Attorney Specialist	G047C	GS11	\$62,531 - \$90,669	01/12/2024

JUSTIFICATION

PSC is requesting the above position to meet the legal needs of the commission. This position will be designated to the Commissioner's staff and will be responsible for advising the Commissioners as well as drafting rules and orders concerning public utilities services, safety and rates, representing PSC before external entities and reviewing legal documents. Additionally, the requested position will oversee a group of employees assigned to work with Regional Transmission Organizations (RTO) which are responsible

The Honorable Breanne Davis, Co-Chairperson
The Honorable Mark Berry, Co-Chairperson
March 13, 2024
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for maintaining state electric grids. This assignment will require extensive travel, constant correspondence with outside consultants and RTOs, along with attending and participating in stakeholder meetings and RTO board meetings. This position will be funded through Special Revenue, and PSC does not anticipate an additional cost due to this request

RECOMMENDATION

OPM has reviewed the request and **recommends** the approval of one (1) surrender pool position.

Your consideration of this request is greatly appreciated.

Kay Bannell

STATE PERSONNEL DIRECTOR

3/08/24

DATE

KB/ca:1-2

Positions Requested							
Business Area	# of Positions	Class Code	Title	Grade	Salary Range	*Estimated Cost	Funding Source(s) %
0450	1	G025C	Attorney Supervisor	GS12	\$69,776 - \$101,175	119,666	100% SR
Total Estimated Cost of the New Positions including 40% match						\$	119,666.40
Total Cost to General Revenue						\$	-

Positions Surrendered								
Business Area	Position Number	Class Code	Title	Grade	Date Vacated	Position Budgeted Y/N	**Estimated Savings	Funding Source(s) %
450	22087809	G047C	Attorney Specialist	GS11	1/12/2024	Y	\$ 126,936.40	100% SR
Total Estimated Savings							\$	126,936.40
Estimated Savings to General Revenue							\$	-

Total Estimated Cost to the Agency							\$	(7,270.00)
Total Estimated Cost to General Revenue							\$	-
Total Authorized Position Adjustment								0

* The Estimated Cost calculation is based upon the Midpoint of the salary range, plus 40% matching.

** The Estimated Savings calculation is based upon the exit salary plus 40% match, only if a position has been vacant less than 1 year from the date of the request. Otherwise, savings is solely based on \$6,600 provided to EBD for all budgeted positions.

Doyle Webb
Chairman
(501) 682-5806



Justin Tate
Commissioner
(501) 682-5806

Katie Anderson
Commissioner
(501) 682-5806

March 8, 2024

Ms. Kay Barnhill
State Personnel Administrator
Office of Personnel Management
501 Woodlane, Suite 201
Little Rock, AR 72201

Re: Request to Add APSC Pool Position Request to March ALC Personnel Agenda

Dear Ms. Barnhill:

The Arkansas Public Service Commission (APSC) respectfully asks that its request to surrender a GS-11 Attorney Specialist position, No. 22087809, in exchange for a GS-12 Attorney Supervisor position be added to the March agenda of the Arkansas Legislative Council's Personnel Subcommittee. The APSC is grateful for the opportunity to make this request.

This request stems from the increasingly urgent needs of the agency due to the rise of the APSC's involvement with Regional Transmission Organizations (RTO), such as Southwest Power Pool (SPP) and Midcontinent Independent System Operator (MISO), and because multiple large applications have been filed recently with the APSC. As explained in the attached request letter, the APSC intends to add considerable duties to an existing attorney position which was recently vacated. These additional duties will include managing an internal RTO team as the point person for the APSC's stakeholder participation in SPP and MISO. We expect this workload to continue to grow in the near future as the need for transmission reliability and planning continues to be an issue of utmost importance. Additionally, the APSC is currently managing the workload of four ongoing rate cases, a number which exceeds the norm at any given time. A rate case is the most

voluminous and intensive form of case which is filed before the APSC; evaluation of even a single rate case takes considerable staffing efforts. We feel that it is necessary to upgrade this position as soon as possible so that we may promptly fill the position. The APSC respectfully asks that its pool position request be considered as part of the March agenda and is grateful for your consideration.

Sincerely,

/s/ Doyle Webb
Doyle Webb

Cc: Vikki Hearn

Doyle Webb
Chairman
(501) 682-5806



Justin Tate
Commissioner
(501) 682-5806

Katie Anderson
Commissioner
(501) 682-5806

March 7, 2024

Ms. Kay Barnhill
State Personnel Administrator
Office of Personnel Management
501 Woodlane, Suite 201
Little Rock, AR 72201

Re: Pool Position Request

Dear Ms. Barnhill:

The Arkansas Public Service Commission (APSC) requests to surrender a GS-11 Attorney Specialist position, No. 22087809, in exchange for a GS-12 Attorney Supervisor position. The Attorney Specialist position in question is currently vacant and was most recently occupied by an attorney whose experience and skillset warranted the maximum salary allotted at the GS-11 pay rate. This position is assigned to the APSC Commissioners' Staff, with duties of advising the Commissioners on public utility regulation, including but not limited to, reviewing legal briefs, motions, and other pleadings, and drafting orders and regulatory rules in order to ensure that public utilities provide safe, adequate, and reliable service at just and reasonable rates. This position also assists in the representation of the Commission before outside bodies, such as appellate courts and the Federal Energy Regulatory Commission.

In addition to these duties, this position will begin supervising a team within the APSC dedicated to work with Regional Transmission Organizations (RTO), such as Southwest Power Pool and Midcontinent Independent System Operator. This duty will be in addition to the existing duties already performed by the Attorney Specialist position. This work with RTOs is also a duty

of great importance given that Arkansas falls within the territory of two different RTO's, a somewhat unique circumstance compared to many states. This position will manage the APSC's stakeholder participation in both of the RTOs in Arkansas, working to advocate for access to transmission, management of wholesale electricity markets, and overall maintenance of transmission system reliability. This management will include leading weekly inhouse meetings with the RTO team, as well as briefing the Commissioners on all RTO issues, managing any outside consultants, and liaising with the RTOs. Furthermore, this position will require extensive travel across the RTO footprint, including general participating at stakeholder meetings, serving as the APSC representative at various working group meetings, attending RTO board meetings where the person may also occasionally serve as proxy for a Commissioner. Given that the prior occupant of this position earned the maximum salary in the GS-11 pay rate, and that the APSC intends to add considerable duties and responsibilities to this position, it is necessary and appropriate to surrender the existing GS-11 Attorney Specialist position in exchange for a GS-12 Attorney Supervisor position, commensurate with the requisite skillset and responsibilities of this position.

Sincerely,

/s/ Doyle Webb
Doyle Webb

Cc: Vikki Hearn



Department of Transformation and Shared Services
 Office of Personnel Management
 Request for Pool Position

Business Area	Department Name / Agency Name	Date
0450	Arkansas Public Service Commission	7 MAR 2024

Position(s) to be Surrendered

Position/Item Number	Classification Title	Pay Grade	Class Code
22087809	Attorney Specialist	GS11	G047C

Classification(s) Requested

Classification Title	Pay Grade	Class Code
Attorney Supervisor	GS12	G025C

I hereby certify that:

- A. The position requested is critical to the operation of this Agency and a detailed justification for this request is attached. (Justification should be detailed and not less than one typed page in length.)
- B. Sufficient funds are available to fund this position at the requested grade.
- C. This is a full-time position that will not be used for any other purpose than that which is outlined in the attached narrative.
- D. The position to be surrendered is the highest grade position available and the loss of this position will not adversely affect the operation of this Agency.
- E. No current employee will be displaced by this action.

Celeste Hearn
 HR Administrator's Signature

March 8, 2024
 Date

/s/ Doyle Webb
 Department Secretary's Signature

March 7, 2024
 Date