

**Department of Transformation and Shared Services**

Governor Sarah Huckabee Sanders

Secretary Leslie Fiskin

Director Kay Barnhill

December 13, 2023

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 Department of Military (DOTM) to approve an annual salary greater than the maximum level of a pay grade. It is for the Skilled Trades Supervisor, GS06 that has a maximum salary of \$52,424.

Arkansas Code Annotated § 21-5-209 (g)(2)(iii) states, "Salaries established by this section may exceed the maximum pay level for the grade assigned to the classification by no more than twenty-five percent (25%) for no more than ten percent (10%) of the positions authorized in the state agency's appropriation act." This requires Legislative Council approval.

Randy S. Clinton was promoted by The Department of Military from a Skilled Tradesman position on September 4, 2023 to a Skilled Trades Supervisor. His previous position was a grade GS05 with an annual salary was \$49,101. His promotion to a grade GS06 Skilled Trades Supervisor would normally adjust to a salary of \$54,011. However, the maximum level of the pay grade is \$52,424 creating a difference of \$1,587.54. The agency is requesting the standard promotion adjustment of 10% be approved.

The Office of Personnel Management has reviewed this request from the DOTM and recommends approval to of the requested salary.

Your approval of this request is greatly appreciated.

  
 STATE PERSONNEL DIRECTOR

12/01/23  
 DATE

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**ARKANSAS DEPARTMENT OF THE MILITARY**  
**OFFICE OF THE ADJUTANT GENERAL**  
**CAMP JOSEPH T. ROBINSON**  
**NORTH LITTLE ROCK, ARKANSAS 72199-9600**



**SARAH HUCKABEE SANDERS**  
GOVERNOR

**JONATHAN M. STUBBS**  
MAJOR GENERAL  
THE ADJUTANT GENERAL

November 15, 2023

Kay Barnhill, Director of Personnel Management  
 Office of Personnel Management  
 Department of Shared Services & Transformation  
 P. O. Box 3278  
 Little Rock, AR 72203

Director Barnhill:

The Department of Military (DOTM) is requesting approval to pay an employee the remaining 4% of his promoted salary. Per Policy 25, Establishing an Employee's Salary, this request must have authorization from the Office of Personnel Management.

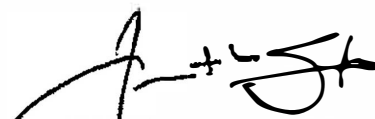
Mr. Randy S. Clinton Jr. was promoted from a Skilled Tradesman position on September 4, 2023, to a Skilled Trades Supervisor. He only received 6% of his promotion. We would like to have the authorization to pay Mr. Clinton the remaining 4% of his promotion, which we are aware will exceed the maximum of his grade. Mr. Clinton has been with the state since 2015. The funds that pay Mr. Clinton's salary are 100% federally reimbursed, therefore this will not impact our state general revenue.

We have calculated the cost of a 4% loss in the table below. If Mr. Clinton is granted the approval, his salary will increase by 4% and he will receive an additional 3.234 % which totals to (\$1,587.54). His current salary is \$52,423.90 with the 6% increase he received.

Randy S Clinton Jr	109179	Previous Salary	\$49,101.31
		With 10% Promotion	\$54,011.44
		6% increase received (roughly 6.766%)	\$52,423.90
		Additional 4% difference (roughly 3.234%)	\$1,587.54

Your favorable approval of this request is greatly appreciated.

Very Respectfully,

  
 JONATHAN M. STUBBS  
 Major General  
 The Adjutant General