

**Department of Transformation and Shared Services**

Governor Sarah Huckabee Sanders

Secretary Leslie Fiskin

Director Kay Barnhill

January 17, 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 Arkansas Department of Public Safety (DPS), a division of the Arkansas State Police (ASP) for the establishment of a labor market rate (LMR) at the maximum for grade GS04, \$42,117, for the classification of ASP Used Motor Vehicle Inspector, X160C.

JUSTIFICATION:

ASP currently has seven (7) positions authorized ASP Used Motor Vehicle Inspectors. Three of the seven positions are at or near the maximum of the pay grade, GS04. Although there are not currently any vacancies for this position, the last two vacancies took approximately six (6) months to fill creating an undue burden on the division as these positions provide inspections into used motor vehicle dealers. Each of the last two vacated positions is currently at a rate of \$37,359.92.

Each position is currently responsible for approximately ten (10) counties. These positions are performing the same duties as Motor Vehicle Investigator, X120C, at a pay grade GS06, which has a pay range of \$36,155- \$52,425.

ASP would like to request a reclassify the positions of ASP Used Motor Vehicle Inspector in the upcoming pay plan, but as a stopgap, ASP would like to request that the classification have an LMR approved at the maximum rate of \$42,117 to stop incumbents from taking higher graded positions with the Motor Vehicle Commission.

The establishment of the requested LMR would be a total cost of \$16,247.01.

The Used Motor Vehicle Division is funded through cash fees and has the funding and appropriation to cover the expenses of this request.

The Honorable Breanne Davis, Co-Chairperson
The Honorable Mark Berry, Co-Chairperson
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After review of the request, the Office of Personnel Management recommends the approval of the Labor Market Rate (LMR) of \$42,117 for the classification of ASP Used Motor Vehicle Inspector, X160C.

Your consideration of this request is greatly appreciated.

Kary Bunker

STATE PERSONNEL DIRECTOR

1/17/24
DATE

KB/nas:1-2

PRN #	LAST NAME	FIRST NAME	HOURLY RATE	ANNUAL RATE	LMR COST
127193	ROBERTS	THOMAS	\$17.96	\$37,359.92	\$4,757.08
54910	DENNIS	GARY	\$20.25	\$42,115.84	\$1.16
114388	STILES	KEITH	\$20.04	\$41,679.87	\$437.13
128467	AQUILINO	JOHN	17.9615	\$37,359.92	\$4,757.08
144305	SMITH	BRADLEY	19.5104	\$40,581.63	\$1,535.37
26837	RATELIFF	OCIE	20.248	\$42,115.84	\$1.16
38576	RIZOR	JEFFREY	20.248	\$42,115.84	\$1.16
				LMR TOTAL	\$11,490.14
				MATCHING	\$2,748.00
				TOTAL COST	\$14,238.14

2023

DEC 27 2023



State of Arkansas
Governor Sarah Huckabee Sanders

DEPARTMENT OF PUBLIC SAFETY

1 State Police Plaza Drive
Little Rock, Arkansas 72209
Office: (501) 618-8235

COL. MIKE A. HAGAR
Secretary

27 December 2023

Kay Barnhill
State Personnel Administrator
501 Woodlane, Suite 205C
Little Rock, AR 72201

RE: LMR at Maximum for UMVD Inspector

Ms. Barnhill:

The Arkansas Department of Public Safety (DPS), division of Arkansas State Police (ASP) would like to request establishment of a labor market rate (LMR) at the maximum of grade GS04, \$42,117, for the ASP Used Motor Vehicle Inspector.

ASP currently has seven (7) positions authorized as the ASP UMVD inspectors. Three of the seven positions are already paid at the maximum of the grade. Although there is not significant turnover right now in these positions, the last two vacated took approximately six months to fill when they were vacated. This creates an undue burden on the division as these positions are housed regionally across the state to provide inspections into used motor vehicle dealers. On average, each is responsible for approximately 10 counties. Logistically, it is not feasible to pick up another inspector's counties when the position is vacated. Also, these positions are performing the same duties as the Motor Vehicle Investigators, but at two grades lower on the grade scale. ASP would like to reclassify these positions in the upcoming pay plan, but as a stop gap, ASP would request that the classification have an LMR approved at the maximum to stop current incumbents from leaving and taking higher graded positions with Motor Vehicle Commission.

With the establishment of this LMR, there would be a salary cost of \$11,482 and a matching cost of \$2,748, for a total cost of \$14,230. The Used Motor Vehicle Division is funded through cash fees and currently has the funding and appropriation to cover the expense.

I appreciate your consideration on this request. If you have any questions, please contact Phillip Warriner for any additional information or clarification.

Sincerely,

A handwritten signature in black ink that reads "Col. Mike A. Hagar #128".

Colonel Mike Hagar
Secretary
Arkansas Department of Public Safety



**Department of Transformation and Shared Services
Office of Personnel Management
Special Entry Rate Request - Labor Market Conditions**

Business Area	Department / Agency Name
9913/0960	DPS - ASP

Class Title	Grade	Class Code
ASPUSED MOTOR VEHICLE INSPECTOR	GS04	X60C

Current Entry Salary/Pay Level	Requested Entry Salary/Pay Level	Number of Positions	
		Authorized	Filled
31546	42117	7	6

Filled Positions by Pay Level

Entry	Mid-Point	Maximum
	4	3

HR Administrator or designee	Date
Phillip Warriner	12/27/2023

Department Secretary / Agency Director or designee	Date
<i>Col. M.A. Hye # 275</i>	12/27/2023

OFFICE OF PERSONNEL MANAGEMENT - ACTION

Attach Salary Survey:

OPM Personnel Representative	Date

OPM Director or designee	Date