December 17, 2025

The Honorable Breanne Davis, Co-Chairperson
The Honorable Les Warren, 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 Warren:

The Office of Personnel Management (OPM) submits a request from the Arkansas Department of the Military (DOM) for your review.

DOM is requesting two (2) pool positions from the OPM surrender pool established by Arkansas Code Annotated § 21-5-225(a). The classifications requested and surrendered are listed below.

CLASSIFICATION REQUESTED			
CLASS CODE	**CLASSIFICATION TITLE**	**PAY GRADE**	**SALARY RANGE**
IDN03P	Data Scientist	IST08	$80,414 – $131,201
IDN01P	Data Analyst	IST07	$73,104 – $119,274

POSITIONS SURRENDERED					
POSITION NUMBER	**CLASSIFICATION TITLE**	**CLASS CODE**	**PAY GRADE**	**SALARY RANGE**	**DATE VACATED**
22078144	Police Officer	SLE02P	LES01	$46,223 – $68,410	08-12-2025
22089573	Maintenance Technician	TMA05P	SGS03	$39,171 – $57,973	N / A

JUSTIFICATION

DOM needs two positions to assist with its strategic goal of enhancing digital infrastructure and enabling advanced, data driven decision making.

The responsibilities of the Data Scientist position include developing predictive models and machine learning algorithms to analyze large and complex datasets, collecting data from assorted sources, cleaning and preprocessing this data to ensure consistency and usability for modeling and analysis, using advanced analytics to provide data driven insights leading to recommendations that inform executive decision making and improve public services outcomes, creating a variety of visualizations tailored for non-technical stakeholders, introducing new techniques to enhance analytic capabilities while aligning with pre-determined federal and state data management directives, as well as ensuring compliance with cybersecurity and data protection standards.

The responsibilities of the Data Analyst position include facilitating the integration of data from disparate sources using extract, transform, and load methodologies to create unified datasets for analysis. This involves collecting, cleaning, and organizing data from multiple sources and performing data validation and quality checks to ensure accuracy and consistency. During evaluation, this position conducts statistical analysis and then generates reports to support readiness, manpower, budget, and mission planning. This position is additionally responsible for creating dashboards and other visualizations tailored for both leadership and non-technical personnel, developing monitoring protocols to audit data quality and identify anomalies, recommending improvements to data processes to ensure compliance with security standards, as well as collaborating with a variety of internal personnel to ensure data requirements are met and reporting is accurate.

RECOMMENDATION

OPM has reviewed this request from DOM and recommends the establishment of two (2) surrender pool positions authorized as IDN03P, Data Scientist and IDN01P, Data Analyst. The cost for these two (2) surrender pool positions is approximately $95,373.62. The funding source for this projected cost is general revenue, and DOM will seek federal funding for use of these positions. DOM guarantees our office that it possesses sufficient funding to support this surrender pool position request.

Your consideration of this request is greatly appreciated.

_____   10/5/25

STATE PERSONNEL DIRECTOR   **DATE**

KB/jlh: 1 – 2

					Positions Requested			
Business Area	# of Positions	Class Code	Title	Grade	Salary Range	*Estimated Cost		Funding Source(s) %
9911	1	IDN03P	Data Scientist	IST08	$80,414 - $131,201	$	112,579.6000	General Revenue
9911	1	IDN01P	Data Analyst	IST07	$73,104 - $119,274	$	102,345.6000	General Revenue
Total Estimated Cost of the New Positions including 40% match						$		214,925.2000
Total Cost to General Revenue						$		214,925.2000

					Positions Surrendered				
Business Area	Position Number	Class Code	Title	Grade	Date Vacated	Position Budgeted Y/N		**Estimated Savings	Funding Source(s) %
9911	22078144	SLE02P	Police Officer	LES01	8/12/2025	Yes	$	64,712.2112	GR 100%
9911	22089573	TMA05P	Maintenance Technician	SGS02	N / A	Yes	$	54,839.3664	GR 100%
Total Estimated Savings							$		119,551.5776
Estimated Savings to General Revenue							$		119,551.5776

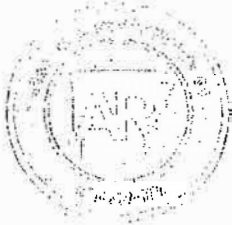|		
Total Estimated Cost to the Agency	$	95,373.6224
Total Estimated Cost to General Revenue	$	95,373.6224
Total Authorized Position Adjustment		0

* The Estimated Cost calculation is based upon the ~~Midpoint~~ Entry rate 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

*** If it is expected that the salary provided to the employee hired into a new position will be higher than the entry rate, then the expected salary shall be used in lieu of the entry rate of the grade.

DEC 0 1 2025

October 17, 2025

Ms. Kay Barnhill
Director of Personnel Management
Department of Transformation and Shared Services
Office of Personnel Management
501 Woodlane, Suite 201
Little Rock, Arkansas 72201

Dear Ms. Barnhill:

The Arkansas Department of the Military respectfully requests two (2) Growth Pool positions from the Office of Personnel Management to establish a Data Scientist and Data Analyst position. In exchange, the Agency has identified two (2) positions to surrender that will be vacant and are authorized within the Department. The agency will fund the difference in the salary of the Data Scientist and Data Analyst positions and the surrendered positions within the current budget and with future vacancies.

The Data Scientist and Data Analyst positions are critical to the Department's strategic goal of enhancing digital infrastructure and enabling data-driven decision-making. The individual selected for the Data Scientist role will apply advanced statistical analysis, machine learning, and predictive modeling to support policy development, operational readiness, and resource optimization across the agency. The individual selected for the Data Analyst role will support the collection, validation, and analysis of data from multiple state and federal sources to ensure accuracy, consistency, and usability.

By strengthening the Department's analytic foundation, the Data Scientist and Data Analyst roles will enable leaders to leverage accurate, timely data in policy development, forecasting, and mission planning. These positions will directly enable the Agency to leverage big data, improve forecasting, and provide actionable insights that strengthen both state and federal mission success. These positions will provide actionable insights that directly improve transparency, accountability, and effectiveness across both state and federal missions.

Classification Requested:

Title	Family/Subfamily	Grade	Salary Range
Data Scientist	Information Technology	IST08	$80,414 - $131,201
Data Analyst	Information Technology	IST07	$73,896 - $110,844

Positions Identified for Surrender Occurs:

Position Number	Title	Grade	Salary Range	Date Vacated	Funding Source
22089573 (Chappell Armory Maintenance)	Maintenance Technician	SGS03	$39,171 - $57,973	Retirement – Projected Vacant 31 December 2025	100% GR
22078144	Police Officer – Camp Robinson	LES01	$46,223 - $68,410	8-12-2025	100% GR

This request reflects the Department's effort to align its authorized positions with emerging workforce needs while maintaining fiscal responsibility. The positions the Agency has identified for surrendered will not adversely affect operations. The Agency will not be displacing any current employees with this action.

The Agency will cover the cost of the difference between the Data Scientist and Data Analyst, and the positions surrendered with 100% general revenue within the current Agency budget. The Agency will seek federal funding through the federal Centralized Personnel Plan (CPP) in the future based on the percentage of work performed by the Data Scientist and Data Analyst related to the federal mission supported by the Agency

I greatly appreciate your consideration and recommendation of this request.

Respectfully,

Brigadier General Olen Chad Bridges
Deputy Adjutant General
Arkansas Department of the Military