



Department of Shared Administrative Services
Governor Sarah Huckabee Sanders
Secretary Leslie Fisken

February 18, 2026

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 Public Safety (DPS), Division of State Police (ASP), for your review.

DPS is requesting three (3) positions from the OPM surrender pool established by Arkansas Code Annotated § 21-5-225(a). The classification requested is listed below:

POSITIONS REQUESTED

| <u>BA</u> | <u>CLASS CODE</u> | <u>TITLE</u> | <u>GRADE</u> | <u># REQUESTED</u> | <u>SALARY RANGE</u> |
|------------------|--------------------------|---------------------|---------------------|---------------------------|----------------------------|
| 0960 | SPO03C | ASP Lieutenant | LES09 | 3 | \$99,084 - \$146,643 |

POSITIONS SURRENDERED

| <u>POS #</u> | <u>CLASS CODE</u> | <u>TITLE</u> | <u>GRADE</u> | <u>POSITION NO.</u> | <u>SALARY RANGE</u> |
|---------------------|--------------------------|---------------------|---------------------|----------------------------|----------------------------|
| 0960 | SPO02P | ASP Corporal | LES07 | 22090526 | \$81,887 - \$121,193 |
| 0960 | SPO02P | ASP Corporal | LES07 | 22089851* | \$81,887 - \$121,193 |
| 0960 | SPO02P | ASP Corporal | LES07 | 22090287 | \$81,887 - \$121,193 |

*This position is authorized as an ASP Trooper 1st Class and received a Career Path Adjustment.

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

ASP is requesting the above positions to increase the span of control along the I-40 corridor. Since January 2023, ASP has taken on an additional 130 ASP Trooper positions that were needed along I-40 due to increased criminal activity. The department disbursed Sergeants and Lieutenants to supervise these new positions, but three locations still do not have the 24/7 coverage needed. This request will allow for a Lieutenant for both day and nights shifts within each Troop, ensuring that subordinate Troopers will always have a chain of command on shift when needed. These positions are critical to ensuring public safety and continuity of service. There has been no turnover within the last year in this classification, and the average salary for incumbents is \$114,633 and 23.7 years of state service. Approval of this request will result in an anticipated additional cost of approximately \$88,988 from General Revenue. The department certifies that they have the funding and appropriation for this request.

OPM has reviewed the request and **recommends** the approval of three (3) surrender pool positions.

Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill, Director
Office of Personnel Management

KB/sd:1-2



State of Arkansas
Governor Sarah Huckabee Sanders

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DEPARTMENT OF PUBLIC SAFETY

COL. MIKE A. HAGAR
Secretary

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

26 January 2026

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

RE: Swap Pool

Ms. Barnhill:

The Department of Public Safety (DPS) – Division of Arkansas State Police (ASP) Police requests approval to establish three Lieutenant positions from the OPM Swap Pool within the Highway Patrol Division to address critical leadership gaps that have emerged from strategic organizational restructuring.

Since January 2023, ASP has added approximately 130 new trooper positions to bring the numbers in line with the current needs of the department. The Governor and Legislature approved the addition of 12 Sergeant positions to provide better span of control and supervision for these positions. ASP has strategically used those sergeant positions but has now realized that there is a need for Lieutenants to help with the span of control. Currently the division has been placing trooper positions in areas of highest need, which are along the I-40 corridor and in Northwest Arkansas. This is also where additional sergeants have been placed. To help with the growth in these areas, ASP has determined that it would be better for these specific areas to have an additional Lieutenant as opposed to more Sergeants. This will serve the twofold purpose of providing better span of control at these locations as well as increasing the pool from which to draw when promoting to the captain rank.

| Positions Requested | | | | | | | |
|---|----------------|------------|----------------|-------|-------------------|-----------------|---------------------|
| Business Area | # of Positions | Class Code | Title | Grade | Salary Range | *Estimated Cost | Funding Source(s) % |
| 0960 | 3 | SPO03C | ASP Lieutenant | LES09 | 107,771 - 146,046 | \$ 150,879.00 | GR |
| Total Estimated Cost of the New Positions including 40% match | | | | | | \$ 452,638.00 | |
| Total Cost to General Revenue | | | | | | \$ 452,638.00 | |

| Positions Surrendered | | | | | | | |
|--------------------------------------|-----------------|------------|--------------|-------|--------------|-----------------------|---------------------|
| Business Area | Position Number | Class Code | Title | Grade | Date Vacated | Position Budgeted Y/N | **Estimated Savings |
| 0960 | 22090526 | SPO02P | ASP Corporal | LES07 | 10/31/2025 | Y | \$128,000.00 |
| | 22089851 | SPO02P | ASP Corporal | LES07 | 8/22/2025 | Y | \$112,621.00 |
| | 22090287 | SPO02P | ASP Corporal | LES07 | 10/31/2025 | Y | \$123,029.00 |
| Total Estimated Savings | | | | | | \$ 363,650.00 | |
| Estimated Savings to General Revenue | | | | | | \$ 363,650.00 | |

| | |
|---|--------------|
| Total Estimated Cost to the Agency | \$ 88,988.00 |
| Total Estimated Cost to General Revenue | \$ 88,988.00 |
| Total Authorized Position Adjustment | 0 |

This pool swap will lead to an increase of \$88,988 in general revenue costs. The ASP certifies that it has both the funding and the appropriation for this position.

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, appearing to read "Col. Mike Hagar".

Colonel Mike Hagar
Secretary
Arkansas Department of Public Safety



Department of Shared Administrative Services
Office of Personnel Management
Request for Pool Position

Business Area Department Name / Agency Name Date
9913/0960 Public Safety/ASP 01/29/2026

Position(s) to be Surrendered

| Position/Item Number | Classification Title | Pay Grade | Class Code |
|----------------------|----------------------|-----------|------------|
| 22090526 | ASP Corporal | LES07 | SPO02P |
| 22089851 | ASP Corporal | LES07 | SPO02P |
| 22090287 | ASP Corporal | LES07 | SPO02P |

Classification(s) Requested

| Classification Title | Pay Grade | Class Code |
|----------------------|-----------|------------|
| ASP Lieutenant | LES09 | SPO03C |
| ASP Lieutenant | LES09 | SPO03C |
| ASP Lieutenant | LES09 | SPO03C |

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.

Phillip Warriner

HR Administrator's Signature

29 January 26

Date

Col. M. A. Warriner #225

Department Secretary's Signature

3 February 26

Date

| Business Area | Position Number | CG/DG Job | CG/DG Grade | Auth Job | Auth Grade | Authorized Title | Personnel Number | Last Name | First Name | Annual Salary | Career Service Date | Years of Service |
|---------------|-----------------|-----------|-------------|----------|------------|------------------|------------------|------------|------------|---------------|---------------------|------------------|
| 960 | 22089722 | | SPO030 | LES09 | | ASP LIEUTENANT | 85236 | MARGIS | BRANDON | \$112,125.10 | 1/9/2011 | 15.0 |
| 960 | 22089723 | | SPO030 | LES09 | | ASP LIEUTENANT | 27001 | BAIN | MICHAEL | \$114,367.55 | 7/9/2000 | 25.5 |
| 960 | 22089725 | | SPO030 | LES09 | | ASP LIEUTENANT | 62199 | MARTIN | JASON | \$114,367.55 | 1/7/2007 | 19.0 |
| 960 | 22089750 | | SPO030 | LES09 | | ASP LIEUTENANT | 26991 | DYCUS | TIFFANY | \$114,367.55 | 5/16/1999 | 26.7 |
| 960 | 22089752 | | SPO030 | LES09 | | ASP LIEUTENANT | 41884 | AUSTIN | DARRAN | \$114,367.55 | 8/31/2003 | 22.4 |
| 960 | 22090629 | | SPO030 | LES09 | | ASP LIEUTENANT | 70034 | HECKEL | JOSHUA | \$114,367.55 | 4/13/2008 | 17.8 |
| 960 | 22090631 | | SPO030 | LES09 | | ASP LIEUTENANT | 40688 | KRNETA | ALEKSANDAR | \$114,367.55 | 6/16/2003 | 22.6 |
| 960 | 22090633 | | SPO030 | LES09 | | ASP LIEUTENANT | 78654 | HOYT | BENJAMIN | \$112,125.10 | 8/23/2009 | 16.4 |
| 960 | 22090635 | | SPO030 | LES09 | | ASP LIEUTENANT | 26473 | GRAVIER | JAMIE | \$116,654.93 | 8/23/1998 | 27.4 |
| 960 | 22090638 | | SPO030 | LES09 | | ASP LIEUTENANT | 26787 | KNIGHT | MORRIS | \$116,654.93 | 10/19/1993 | 32.3 |
| 960 | 22090639 | | SPO030 | LES09 | | ASP LIEUTENANT | 27008 | MCMILLION | FRANKLIN | \$116,654.93 | 9/5/1995 | 30.3 |
| 960 | 22090640 | | SPO030 | LES09 | | ASP LIEUTENANT | 78675 | TOON | MATTHEW | \$112,125.10 | 8/23/2009 | 16.4 |
| 960 | 22090641 | | SPO030 | LES09 | | ASP LIEUTENANT | 62186 | EASLEY | AARON | \$114,367.55 | 1/7/2007 | 19.0 |
| 960 | 22090642 | | SPO030 | LES09 | | ASP LIEUTENANT | 27188 | OVERTON | DENNIS | \$116,654.93 | 9/7/1997 | 28.3 |
| 960 | 22090645 | | SPO030 | LES09 | | ASP LIEUTENANT | 27140 | TOSH | BRANT | \$116,654.93 | 9/2/1997 | 28.4 |
| 960 | 22090646 | | SPO030 | LES09 | | ASP LIEUTENANT | 27331 | PIERCE | PHILLIP | \$116,654.93 | 2/7/1994 | 31.9 |
| 960 | 22090647 | | SPO030 | LES09 | | ASP LIEUTENANT | 69058 | JONES | TED | \$114,367.55 | 2/10/2008 | 17.9 |
| 960 | 22090649 | | SPO030 | LES09 | | ASP LIEUTENANT | 26554 | EXUM | MICHAEL | \$114,367.55 | 4/15/1997 | 28.8 |
| 960 | 22090650 | | SPO030 | LES09 | | ASP LIEUTENANT | 53615 | JOHNSON | ALAN | \$114,367.55 | 4/13/2008 | 17.8 |
| 960 | 22090651 | | SPO030 | LES09 | | ASP LIEUTENANT | 26649 | BROWN | BOBBY | \$116,654.93 | 3/7/1996 | 29.8 |
| 960 | 22090652 | | SPO030 | LES09 | | ASP LIEUTENANT | 27347 | SPURLIN | CHARLES | \$114,367.55 | 1/12/1997 | 29.0 |
| 960 | 22090653 | | SPO030 | LES09 | | ASP LIEUTENANT | 27143 | GUNNETT | MICHAEL | \$116,654.93 | 8/23/1998 | 27.4 |
| 960 | 22090659 | | SPO030 | LES09 | | ASP LIEUTENANT | 69061 | MIDDLETON | ROBERT | \$114,367.55 | 2/10/2008 | 17.9 |
| 960 | 22090664 | | SPO030 | LES09 | | ASP LIEUTENANT | 85237 | MCALLISTER | JAY | \$112,125.10 | 1/9/2011 | 15.0 |
| 960 | 22172795 | | SPO030 | LES09 | | ASP LIEUTENANT | 46177 | WHITLOCK | JEFFERSON | \$114,367.55 | 6/20/2004 | 21.6 |
| 960 | 22172797 | | SPO030 | LES09 | | ASP LIEUTENANT | 27543 | HUBBARD | CHARLES | \$116,654.93 | 10/17/1995 | 30.3 |
| 960 | 22172800 | | SPO030 | LES09 | | ASP LIEUTENANT | 41902 | MCNEESE | GREGORY | \$109,926.54 | 11/21/2001 | 24.2 |

STATEWIDE AVERAGE: **\$114,633.31**

23.7