



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

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 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
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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,

A handwritten signature in black ink, appearing to read "Kay Barnhill". The signature is fluid and cursive, with the first name "Kay" and last name "Barnhill" clearly distinguishable.

Kay Barnhill, Director
Office of Personnel Management

KB/sd:1-2



COL. MIKE A. HAGAR
Secretary

State of Arkansas
Governor Sarah Huckabee Sanders



#2649

DEPARTMENT OF PUBLIC SAFETY

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

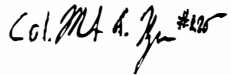
Positions Surrendered								
Business Area	Position Number	Class Code	Title	Grade	Date Vacated	Position Budgeted Y/N	**Estimated Savings	Funding Source(s) %
0960	22090526	SPO02P	ASP Corporal	LES07	10/31/2025	Y	\$128,000.00	GR
	22089851	SPO02P	ASP Corporal	LES07	8/22/2025	Y	\$112,621.00	GR
	22090287	SPO02P	ASP Corporal	LES07	10/31/2025	Y	\$123,029.00	GR
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. M. A. Hagar" with a stylized flourish at the end.

Colonel Mike Hagar
Secretary
Arkansas Department of Public Safety



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

Business Area
9913/0960

Department Name / Agency Name
Public Safety/ASP

Date
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. G. # 275
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			SPO03C	LES09	ASP LIEUTENANT	85236	MARGIS	BRANDON	\$112,125.10	1/9/2011	15.0
960	22089723			SPO03C	LES09	ASP LIEUTENANT	27001	BAIN	MICHAEL	\$114,367.55	7/9/2000	25.5
960	22089725			SPO03C	LES09	ASP LIEUTENANT	62199	MARTIN	JASON	\$114,367.55	1/7/2007	19.0
960	22089750			SPO03C	LES09	ASP LIEUTENANT	26991	DYCUS	TIFFANY	\$114,367.55	5/16/1999	26.7
960	22089752			SPO03C	LES09	ASP LIEUTENANT	41884	AUSTIN	DARRAN	\$114,367.55	8/31/2003	22.4
960	22090629			SPO03C	LES09	ASP LIEUTENANT	70034	HECKEL	JOSHUA	\$114,367.55	4/13/2008	17.8
960	22090631			SPO03C	LES09	ASP LIEUTENANT	40688	KRNETA	ALEKSANDAR	\$114,367.55	6/16/2003	22.6
960	22090633			SPO03C	LES09	ASP LIEUTENANT	78654	HOYT	BENJAMIN	\$112,125.10	8/23/2009	16.4
960	22090635			SPO03C	LES09	ASP LIEUTENANT	26473	GRAVIER	JAMIE	\$116,654.93	8/23/1998	27.4
960	22090638			SPO03C	LES09	ASP LIEUTENANT	26787	KNIGHT	MORRIS	\$116,654.93	10/19/1993	32.3
960	22090639			SPO03C	LES09	ASP LIEUTENANT	27008	MCMILLION	FRANKLIN	\$116,654.93	9/5/1995	30.3
960	22090640			SPO03C	LES09	ASP LIEUTENANT	78675	TOON	MATTHEW	\$112,125.10	8/23/2009	16.4
960	22090641			SPO03C	LES09	ASP LIEUTENANT	62186	EASLEY	AARON	\$114,367.55	1/7/2007	19.0
960	22090642			SPO03C	LES09	ASP LIEUTENANT	27188	OVERTON	DENNIS	\$116,654.93	9/7/1997	28.3
960	22090645			SPO03C	LES09	ASP LIEUTENANT	27140	TOSH	BRANT	\$116,654.93	9/2/1997	28.4
960	22090646			SPO03C	LES09	ASP LIEUTENANT	27331	PIERCE	PHILLIP	\$116,654.93	2/7/1994	31.9
960	22090647			SPO03C	LES09	ASP LIEUTENANT	69058	JONES	TED	\$114,367.55	2/10/2008	17.9
960	22090649			SPO03C	LES09	ASP LIEUTENANT	26554	EXUM	MICHAEL	\$114,367.55	4/15/1997	28.8
960	22090650			SPO03C	LES09	ASP LIEUTENANT	53615	JOHNSON	ALAN	\$114,367.55	4/13/2008	17.8
960	22090651			SPO03C	LES09	ASP LIEUTENANT	26649	BROWN	BOBBY	\$116,654.93	3/7/1996	29.8
960	22090652			SPO03C	LES09	ASP LIEUTENANT	27347	SPURLIN	CHARLES	\$114,367.55	1/12/1997	29.0
960	22090653			SPO03C	LES09	ASP LIEUTENANT	27143	GUNNETT	MICHAEL	\$116,654.93	8/23/1998	27.4
960	22090659			SPO03C	LES09	ASP LIEUTENANT	69061	MIDDLETON	ROBERT	\$114,367.55	2/10/2008	17.9
960	22090664			SPO03C	LES09	ASP LIEUTENANT	85237	MCALLISTER	JAY	\$112,125.10	1/9/2011	15.0
960	22172795			SPO03C	LES09	ASP LIEUTENANT	46177	WHITLOCK	JEFFERSON	\$114,367.55	6/20/2004	21.6
960	22172797			SPO03C	LES09	ASP LIEUTENANT	27543	HUBBARD	CHARLES	\$116,654.93	10/17/1995	30.3
960	22172800			SPO03C	LES09	ASP LIEUTENANT	41902	MCNEESE	GREGORY	\$109,926.54	11/21/2001	24.2

STATEWIDE AVERAGE:

\$114,633.31

23.7