



STATE OF ARKANSAS  
**Department of Finance  
and Administration**

OFFICE OF PERSONNEL MANAGEMENT  
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September 21, 2016

Senator Uvalde Lindsey, Co-Chairperson  
Representative Lanny Fite, Co-Chairperson  
Uniform Personnel Classification and  
Compensation Plan Subcommittee  
Arkansas Legislative Council  
State Capitol Building, Room 315  
Little Rock, Arkansas 72201

Dear Co-Chairs:

The Office of Personnel Management submits a request from the Arkansas Geological Survey (AGS) for your review. The Arkansas Geological Survey has requested one position from the OPM Surrender Pool established by Ark. Code Ann. §21-5-225(a)(1). The position being surrendered along with the classification requested is listed below:

<u>POSITION SURRENDERED</u>	<u>TITLE</u>	<u>CLASS CODE</u>	<u>GRADE</u>
22088265	AGS Supervisor	B084C	C117
<u>CLASSIFICATION REQUESTED</u>			
	Database Analyst	D062C	C119

### JUSTIFICATION

The Arkansas Geological Survey is requesting to surrender an AGS Supervisor, B084C, grade C117 for a Database Analyst, D062C, of grade C119; the position is currently crossgraded to Accountant II, A082C. The Database Analyst position will develop, and maintain database tables, queries, reports, monitor all data provided by the Geologist and GIS staff and update a geodatabase system, which can be used for strategic purposes such as assisting with recovery for natural disasters, increasing the resilience of surrounding areas, catastrophic loss modeling and informing regulatory processes. In addition the database can enable examination and modeling of ground and built infrastructure performance.

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This position is critical to the agency's need to function more efficiently and cost effectively in providing geologic information to the public via electronic publications and website. If approved, this would allow the agency to attract, hire and retain qualified employees with the required skill sets and properly utilize the position as intended.

**RECOMMENDATION**

The Office of Personnel Management has reviewed the agency's request and **recommends** approval of one (1) OPM Surrender Pool position classified as Database Analyst, D062C, grade C119. Your consideration of this request is appreciated.

Sincerely,



Kay Barnhill  
State Personnel Administrator



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**Chief Fiscal Officer of the State**

SEP 06 2016

**Date**

KB/as:1-2



DEPARTMENT OF FINANCE & ADMINISTRATION  
**Office of Personnel Management**  
**Request for Pool Position**

Business Area	Agency/Institution	Date
0420	Arkansas Geological Survey	08/19/16

**Position(s) to be Surrendered**

Position/Item Number	Classification Title	Pay Grade	Class Code
22088265	<del>Accountant II</del> <b>AGS SUPERVISOR</b>	C117	<del>A082C</del> <b>B084C</b>
	<b>TITLE IS CROSSGRADED</b>		

**Classification(s) Requested**

N/A	Classification Title	Pay Grade	Class Code
	Database Analyst	C119	D062C

I Hereby Certify / Understand That:

- A. The position requested is critical to the operation of this Agency/Institution 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/Institution.
- E. No current employee will be displaced by this action.

Agency Personnel Rep	Date
Laura Hinze	08/19/16

Agency Director	Date
Bekki White	08/19/16

## Database Analyst Justification

### Database Analyst – class code: D062C

The Arkansas Geological Survey (AGS) has an *in-house* network, computer and website section that enable the agency to function more efficiently and cost-effectively in providing geologic information to the public via our electronic publications and website. The AGS has developed and continues to develop various databases that store vast amounts of geologic information. The AGS is in need of a Database Analyst position to create, maintain, update and make available to the public the various AGS databases. Examples of AGS databases include: oil & gas related geophysical well logs, cores, cuttings; geohazards (earthquakes & landslides); and public and private water well logs. These databases are utilized by other state agencies such as Arkansas Oil and Gas Commission and Department of Emergency Management. The complexity, size and need for the public to have access to these databases have increased significantly over time, thus the need for an employee that has understanding and experience in web design and know SQL, TSQL, PHP, C++, HTML, CSS, Access, Excel, JavaScript, Java, Python and VisualBasic.NET.

In preparation for a significant geohazard event, such as an earthquake or landslide, the AGS would like to utilize the Database Analyst position to create, maintain, update a geodatabase similar to a geotechnical database developed as a result of the Christchurch, New Zealand earthquake. The Canterbury Geotechnical Database (CGD) is an online database that was developed for the rebuild of Christchurch following the 2010 - 2011 Canterbury Earthquake Sequence (CES). It was designed as a searchable repository for sharing existing and new geotechnical information along with supporting geotechnical applications for building and resource consents. Similarly, this geodatabase can also be used for more strategic purposes such as assisting with the recovery for future natural disasters, increasing the resilience of surrounding areas, catastrophic loss modelling and informing regulatory processes. The database can enable examination and modelling of ground and built infrastructure performance.

Following on the next page is a list of the current databases developed at the Arkansas Geological Survey. A Database Analyst position is critical to the agency's need to develop, maintain, monitor all data provided by the Geologist and GIS staff, and to maintain database tables, queries, and reports, which are provided to citizens, industry, and other state agencies with needs of geologic information for various purposes, such as data associated with oil and gas resources, water wells, other natural resources, earthquakes, landslides, and historical Arkansas geologic information being preserved through digitizing and maintained in databases.