



Department of Transformation and Shared Services
Governor Sarah Huckabee Sanders
Secretary Leslie Fiskén

June 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 for the continuation of previously approved Labor Market Rates for FY25. The requested special entry rates for continuation are attached and are above midpoint for the corresponding pay grade.

The Office of Personnel Management is requesting the continuation of fifteen (15) Labor Market Rates from five (5) separate departments. These rates were approved so that the departments can attract and retain qualified applicants. Labor Market Rates are also utilized due to labor market conditions for the locations of these classifications. The total amount spent on Labor Market Rates in FY24 was \$50,386.10.

After review of the requests, OPM **recommends** the approval of the continuation of these previously approved Labor Market Rates for FY25.

Your consideration of this request is greatly appreciated.

Kay Bunkell
STATE PERSONNEL DIRECTOR

6/4/24
DATE

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LABOR MARKET RATE ABOVE MIDPOINT FY25 CONTINUATION

| Agency | Class Code | Title | Grade | Pay Range | Approved Rate | ESTIMATED COST FY24 |
|---|---|---|-----------------------|-----------------------|---------------------|---------------------|
| Disability Determination Social Security Administration | L012N | DDSSA Medical Consultant | MP06 | \$111,884 - \$182,147 | \$147,000 | \$0.00 |
| Department of Finance and Administration- Revenue | T106C | DFA Revenue Security Supervisor- Extra Help Only | GS09 | \$50,222 - \$80,105 | \$62,400 | \$0.00 |
| Department of Finance and Administration- Racing Division | B009N | DFA Dog Racing Veterinarian- Not Continued | MP04 | \$89,368 - \$141,559 | \$128,690 | \$0.00 |
| | B091N | Racing Commission Veterinarian | MP04 | \$89,368 - \$141,559 | \$128,690 | |
| | A111C | Racing Commission Collector | GS05 | \$32,405 - \$51,686 | \$33,280 | |
| | X199C | Racing Commission Judge | GS05 | \$32,405 - \$51,686 | \$33,280 | |
| | C099C | Racing Commission Licensing Clerk | GS05 | \$32,405 - \$51,686 | \$33,280 | |
| | T087C | Security Officer | GS05 | \$32,405 - \$51,686 | \$33,280 | |
| | B110C | Veterinarian Assistant | GS05 | \$32,405 - \$51,686 | \$33,280 | |
| Department of Public Safety- all divisions | A074C | Fiscal Support Supervisor- Not Continued | GS06 | \$36,155 - \$57,668 | \$52,424 | \$37,059.56 |
| | B073C | Forensic Technician Supervisor- Not Continued | GS06 | \$36,155 - \$57,668 | \$52,424 | |
| | B076C | Research Project Analyst- Not Continued | GS06 | \$36,155 - \$57,668 | \$52,424 | |
| | C037C | Administrative Analyst- Not Continued | GS06 | \$36,155 - \$57,668 | \$52,424 | |
| | D074C | Telecommunications Supervisor | GS06 | \$36,155 - \$57,668 | \$52,424 | |
| | G175C | ADEM Program Coordinator- Not Continued | GS06 | \$36,155 - \$57,668 | \$52,424 | |
| | G191C | Highway Safety Program Specialist- Not Continued | GS06 | \$36,155 - \$57,668 | \$52,424 | |
| | G192C | ACIC Program Analyst- Not Continued | GS06 | \$36,155 - \$57,668 | \$52,424 | |
| | G214C | Grants Specialist- Not Continued | GS06 | \$36,155 - \$57,668 | \$52,424 | |
| | S033C | Maintenance Supervisor- Not Continued | GS06 | \$36,155 - \$57,668 | \$52,424 | |
| | T046C | ASP/CACD Hotline Supervisor | GS06 | \$36,155 - \$57,668 | \$52,424 | |
| | X219C | ASP Driver's License Examiner Supervisor- Not Continued | GS06 | \$36,155 - \$57,668 | \$52,424 | |
| | X221C | CVRB Investigator- Not Continued- Not Continued | GS06 | \$36,155 - \$57,668 | \$52,424 | |
| | Department of Public Safety- State Police | X107C | ASP/CACD Investigator | GS06 | \$36,155 - \$57,668 | |
| X090C | | ASP/CACD Senior Investigator | GS07 | \$40,340 - \$64,343 | \$58,493 | |
| C109C | | ASP CACD Area Manager | GS09 | \$50,222 - \$80,105 | \$72,821 | |
| Department of Veteran's Affairs | L026N | ADVA State Veteran's Home Administrator | GS14 | \$86,887 - \$138,585 | \$125,986 | \$0.00 |

\$50,386.10