

**Ex. C****Department of Shared Administrative Services**

Governor Sarah Huckabee Sanders

Secretary Leslie Fiskien

August 13, 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.

The Arkansas Department of the Military is requesting one (1) pool position from the OPM surrender pool established by Arkansas Code Annotated § 21-5-225 (a). The classification requested and the positions requested for surrender are listed below.

<b><u>CLASSIFICATION REQUESTED</u></b>			
<b><u>CLASS CODE</u></b>	<b><u>CLASSIFICATION TITLE</u></b>	<b><u>PAY GRADE</u></b>	<b><u>SALARY RANGE</u></b>
IDA02C	Data Engineer	IST12	\$117,734 – \$192,091

<b><u>POSITIONS SURRENDERED</u></b>					
<b><u>POSITION NUMBER</u></b>	<b><u>CLASSIFICATION TITLE</u></b>	<b><u>CLASS CODE</u></b>	<b><u>PAY GRADE</u></b>	<b><u>SALARY RANGE</u></b>	<b><u>DATE VACATED</u></b>
22089491	Mechanic	TAT06P	SGS06	\$52,137 – \$77,163	10-01-2022
22089494	Maintenance Specialist	TMA03P	SGS04	\$43,088 – \$63,770	05-31-2023
22143547	Administrative Analyst	PAS01P	SGS05	\$47,397 – \$70,148	02-01-2025

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August 13, 2025  
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### **JUSTIFICATION**

DOM needs a position to assist with its strategic goal of enhancing digital infrastructure and data driven decision making. This position will be responsible for collaborating with a variety of personnel in order to understand business needs and then deliver accurate, timely, and secure data solutions supporting training, readiness, and personnel management. Its responsibilities will include developing an assortment of structures and tools such as scalable data pipelines and infrastructures that support data integration, extract transform load processes, data validation and cleansing processes, data models and transformation scripts in order to facilitate data management and accessibility, as well as dashboards and visual analytics tools in order to provide insights to leadership and support decision-making. Its supplemental responsibilities will include implementing and managing data security measures such as encryption and role-based access controls, integrating assorted data sources in order to create unified data platforms, enabling advanced analytics and machine learning by providing well organized data to organizational partners, as well as monitoring and optimizing data pipeline performance. This position will ensure adherence to and alignment with their Chief Data and Artificial Intelligence Officer and Chief Information Officer directives.

### **RECOMMENDATION**

OPM has reviewed this request from DOM and **recommends** the establishment of one (1) surrender pool position authorized as IDA02C, Data Engineer. The cost for this one (1) surrender pool position is approximately \$141,067.60. The funding source for this projected cost is general revenue. The agency guarantees our office that it possesses sufficient funding to support this surrender pool position request.

Your consideration of this request is greatly appreciated.

  
\_\_\_\_\_  
STATE PERSONNEL DIRECTOR

7/31/25  
\_\_\_\_\_  
DATE

Positions Requested							
Business Area	# of Positions	Class Code	Title	Grade	Salary Range	*Estimated Cost	Funding Source(s) %
9911	1	IDA02C	Data Engineer	IST12	\$117,734 to \$192,091	\$ 164,827.60	General Revenue
Total Estimated Cost of the New Positions including 40% match						\$	164,827.60
Total Cost to General Revenue						\$	164,827.60

Positions Surrendered								
Business Area	Position Number	Class Code	Title	Grade	Date Vacated	Position Budgeted Y/N	**Estimated Savings	Funding Source(s) %
9911	22089491	TAT06P	Mechanic	SGS06	10/1/2022	Yes	\$ 7,920.00	GR 100%
9911	22089494	TMA03P	Maintenance Specialist	SGS04	5/31/2023	Yes	\$ 7,920.00	GR 100%
9911	22143547	PAS01P	Administrative Analyst	SGS05	2/1/2025	Yes	\$ 7,920.00	GR 100%
Total Estimated Savings							\$	23,760.00
Estimated Savings to General Revenue							\$	23,760.00

Total Estimated Cost to the Agency						\$	141,067.60
Total Estimated Cost to General Revenue						\$	141,067.60
Total Authorized Position Adjustment							-2

\* 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

\*\*\* 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



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Department of Military

Governor Sarah Huckabee Sanders

The Adjutant General, Brigadier General Olen Chad Bridges

June 02, 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 one (1) Growth Pool position from the Office of Personnel Management to establish a Data Engineer position. In exchange, the Agency is surrendering three (3) vacant positions currently authorized within the Department.

The Data Engineer position is critical to the Department's strategic goal of enhancing digital infrastructure and data-driven decision-making. The individual selected for this role will develop and maintain data architecture, optimize data pipelines, and implement secure, efficient systems that support analytical, financial, and operational initiatives across the agency.

Below are the details of the position requested and the positions the Agency will surrender:

**Classification Requested:**

Title	Family/Subfamily	Grade	Salary Range
Data Engineer	Information Technology	IST12	\$117,734 – \$192,091

**Positions Surrendered:**

Position Number	Current Title and Title After 1 July 2025	Current Grade/Future Grade	Salary Range After 1 July 2025	Date Vacated	Funding Source
22089491	Auto/Diesel Mechanic – Mechanic	GS04/SGS06	\$52,000 - \$77,163	10/01/2022	100% GR
22089494	Buildings & Grounds Coordinator - Maintenance Specialist	GS05/SGS04	\$43,000 - \$63,770	05/31/2023	100% GR
22143547	Administrative Analyst/Administrative Analyst	GS06/SGS05	\$47,000 - \$70,148	02/01/2025	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 is surrendering are the highest-grade vacancies available and their elimination 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 position with 100% general revenue within the current Agency budget. The Agency will seek federal funding through the Centralized Personnel Plan (CPP) in the future based on the percentage of work performed by the Data Engineer related to the federal mission supported by the Agency.

I greatly appreciate your consideration and recommendation of this request.

Respectfully,

**BRIDGES.OLEN.C**  
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Brigadier General Olen Chad Bridges  
Deputy Adjutant General  
Arkansas Department of the Military