

**Department of Shared Administrative Services**

Governor Sarah Huckabee Sanders

Secretary Leslie Fiskens

September 24, 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 Parks, Heritage, and Tourism (ADPHT), Parks Division, for your review.

ADPHT is requesting six (6) positions from the OPM growth pool established by Arkansas Code Annotated § 21-5-225(b). The classifications requested are listed below:

CLASSIFICATION REQUESTED

<u>CLASS CODE</u>	<u>TITLE</u>	<u>GRADE</u>	<u># REQUESTED</u>	<u>SALARY RANGE</u>
SPL03P	Park Ranger	LES03	5	\$55,930 - \$82,776
SPL04C	Park Sergeant	LES04	1	\$61,523 - \$91,054

JUSTIFICATION

ADPHT is requesting the above positions to reorganize the Emergency Services Section (ESS) within the Parks Divisions. With this reorganization, ADPHT will be establishing dedicated law enforcement positions, separating park management duties to enhance visitor protection, transferring full supervision of all law enforcement officers to the ESS, developing clear career paths for the officers, and improving efficiencies within this section. ESS also serves as a supporting agency under the Arkansas Comprehensive Emergency Management Plan (ARCEMP), aiding firefighting, evacuations, search and rescue, traffic management, and security for law enforcement missions for over 7.6 million annual visitors which spans over forty-nine counties and 55,181 acres across the state. The requested positions are necessary to ensure more efficient services and that the parks are fully staffed for protection and enforcement. Approval of this request will result in an anticipated cost of approximately \$477,642 being funded through the Conservation Sales Tax, Special Revenue.

The Honorable Breanne Davis, Co-Chairperson
The Honorable Les Warren, Co-Chairperson
September 24, 2025
Page 2

OPM has reviewed the request and **recommends** the approval of six (6) growth pool positions.
Your consideration of this request is greatly appreciated.

Sincerely,

A handwritten signature in black ink, reading "Kay Barnhill". The signature is written in a cursive, flowing style.

Kay Barnhill, Director
Office of Personnel Management

Positions Requested							
Business Area	# of Positions	Class Code	Title	Grade	Salary Range	*Estimated Cost	Funding Source(s) %
900	5	SPL03C	Park Ranger	LES03	\$55,930-82,776	\$391,510.00	Special Revenue Conservation Sales Tax 100%
900	1	SPL04C	Park Sergeant	LES04	\$61,523-91054	\$86,132.20	Special Revenue Conservation Sales Tax 100%
Total Estimated Cost of the New Positions including 40% match						\$477,642.20	
Total Cost to General Revenue						\$	-

Positions Surrendered								
Business Area	Position Number	Class Code	Title	Grade	Date Vacated	Position Budgeted Y/N	**Estimated Savings	Funding Source(s) %
Total Estimated Savings								
Estimated Savings to General Revenue							\$	-

Total Estimated Cost to the Agency	\$	477,642.20
Total Estimated Cost to General Revenue	\$	-
Total Authorized Position Adjustment		6

* The Estimated Cost calculation is based upon the Entry 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 of the request. Otherwise, savings is solely based on \$7,920 provided to EBD for all budgeted positions.

*** 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 salary shall be used in lieu of the entry rate of the grade.