



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

November 19, 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 Public Safety (DPS), Division of Arkansas State Police, for your review.

DPS is requesting one (1) position from the OPM surrender pool established by Arkansas Code Annotated § 21-5-225(a). The classifications surrendered and requested are listed below:

CLASSIFICATION SURRENDERED

<u>CLASS CODE</u>	<u>TITLE</u>	<u>GRADE</u>	<u># SURRENDERED</u>	<u>SALARY RANGE</u>
SPO02P	ASP Corporal	LES07	1	\$81,887 - \$121,193

CLASSIFICATION REQUESTED

<u>CLASS CODE</u>	<u>TITLE</u>	<u>GRADE</u>	<u># REQUESTED</u>	<u>SALARY RANGE</u>
SPO01C	ASP Captain	LES10	1	\$108,992 - \$161,307

JUSTIFICATION

DPS is requesting the above position due to a significant restructuring in the Highway Patrol Division. With this reorganization, DPS reduced the number of Major positions from two to one, creating a more streamlined command structure. While this change resulted in savings, it left one Captain and one Major in charge of oversight for over 400 sworn law enforcement officers, creating an unmanageable balance in management duties, with the recommended ratios being 1:15 for leadership-to-personnel. The Highway Patrol Division responsibilities include aviation operations, Interstate Criminal Patrol units, Mobile Incident Command capabilities, crisis negotiation teams, Emergency Response Teams, SWAT operations, K-9 units, reconnaissance

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drone operations, crash reconstruction services, and honor guard units. They also oversee civilian support operations such as dispatch services and driver's license operations.

DPS states that an additional Captain is needed in order to provide immediate relief to current leadership overextension while creating more manageable supervisory ratios for effective oversight and personnel support. Rather than expanding their current budget, the department seeks to surrender an ASP Corporal for the ASP Captain. Approval of this request will result in an anticipated cost of approximately \$42,408 being funded through General Revenue.

OPM has reviewed the request and **recommends** the approval of one (1) surrender pool position.

Your consideration of this request is greatly appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Kay Barnhill", followed by a small, stylized mark that looks like a cross or a checkmark.

Kay Barnhill, Director
Office of Personnel Management

Positions Requested							
Business Area	# of Positions	Class Code	Title	Grade	Salary Range	*Estimated Cost	Funding Source(s) %
0960	1	SPO01C	ASP Captain	LES10	118,171 - 159,043	\$ 165,439.00	GR
Total Estimated Cost of the New Positions including 40% match						\$	165,439.00
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) %
0960	22158646	SPO02P	ASP Corporal	LES07	8/13/2025	Y	\$ 123,031.00	GR
Total Estimated Savings							\$	123,031.00
Estimated Savings to General Revenue							\$	-

Total Estimated Cost to the Agency						\$	42,408.00
Total Estimated Cost to General Revenue						\$	-
Total Authorized Position Adjustment							1

* 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.



COL. MIKE A. HAGAR
Secretary

2567

State of Arkansas
Governor Sarah Huckabee Sanders

DEPARTMENT OF PUBLIC SAFETY

1 State Police Plaza Drive
Little Rock, Arkansas 72209
Office: (501) 618-8235

SEP 26 2025

26 September 2025

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 an additional Captain position within the Highway Patrol Division to address critical leadership gaps that have emerged from strategic organizational restructuring.

Under Colonel Hagar's leadership, the Highway Patrol Division underwent significant restructuring that reduced the number of Major positions from two to one, creating a more streamlined but operationally challenging command structure. This decision, while fiscally prudent, has resulted in a single Major and one Captain providing leadership and administrative oversight for approximately 400 sworn law enforcement officers, creating an unsustainable span of control that significantly exceeds accepted organizational management principles.

The current leadership-to-personnel ratio of 1:200 far surpasses recommended supervisory spans of control established by the International Association of Chiefs of Police and other professional organizations, which typically recommend ratios ranging from 1:8 to 1:15 for complex operational environments requiring direct supervision and coordination. This excessive span of control creates administrative bottlenecks, reduces supervisory effectiveness, and constrains the division's ability to engage in strategic planning and professional development initiatives. The concentration of critical decisions, personnel actions, and operational approvals among too few leaders creates delays that impact operational responsiveness and compromises the quality of support provided to officers across diverse operational specialties.

The Highway Patrol Division encompasses far more than traditional highway patrol functions, operating as a complex, multi-faceted law enforcement organization with numerous specialized capabilities that demand distinct leadership approaches and oversight. The division includes aviation operations, Interstate Criminal Patrol units, Mobile Incident Command capabilities, crisis negotiation teams, Emergency Response Teams, SWAT operations, K-9 units, reconnaissance drone operations, crash reconstruction services, and honor guard units. Additionally, the division oversees civilian support operations including dispatch services and driver's license operations. Each specialized unit requires unique training protocols, equipment management, budget oversight, and performance evaluation criteria that the current leadership structure lacks sufficient capacity to adequately address.

The Arkansas State Police proposes to establish this additional Captain position through strategic internal resource reallocation rather than budget expansion, converting a recently vacated trooper position originally designated for the upcoming recruit school to this critical leadership role. This approach demonstrates the organization's sophisticated understanding that effective leadership multiplies the effectiveness of existing personnel, ultimately providing greater public safety value than adding individual patrol officers without corresponding supervisory support. The decision reflects mature organizational thinking that prioritizes force multiplication through effective supervision over simple numerical growth, aligning with professional law enforcement management best practices.

Implementation of this position will provide immediate relief to current leadership overextension while creating more manageable supervisory ratios that enable effective oversight of specialized units and improved personnel support. The enhanced leadership capacity will enable operational specialization based on expertise, improved strategic planning capabilities, and enhanced professional development support for personnel. Long-term benefits include positioning the Highway Patrol Division for continued growth and adaptation to evolving public safety challenges while supporting succession planning, organizational learning, and continuous improvement initiatives essential for maintaining operational excellence.

This strategic investment in organizational effectiveness represents a commitment to ensuring that Arkansas citizens continue to receive the highest quality law enforcement services from a well-led, effectively managed Highway Patrol Division. By addressing current span of control challenges through thoughtful resource reallocation, the Arkansas State Police demonstrates professional organizational management that will enhance public safety service delivery while maintaining fiscal responsibility.

Positions Requested							
Business Area	# of Positions	Class Code	Title	Grade	Salary Range	*Estimated Cost	Funding Source(s) %
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0960	22158646	SPO02P	ASP Corporal	LES07	8/13/2025	Y	\$123,031.00	GR
Total Estimated Savings							\$	123,031.00
Estimated Savings to General Revenue							\$	-

Total Estimated Cost to the Agency	\$	42,408.00
Total Estimated Cost to General Revenue	\$	-
Total Authorized Position Adjustment		1

This pool swap will lead to an increase of \$42,408 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,

Col. Mike Hagar #126

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

09/26/2025

Position(s) to be Surrendered

Position/Item Number Classification Title

22158646 ASP Corporal

Pay Grade

LES07

Class Code

SPO02P

Classification(s) Requested

Classification Title

ASP Captain

Pay Grade

LES10

Class Code

SPO01C

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

26 September 2025

Date

Col. MA G. [Signature] # 275

Department Secretary's Signature

9/26/2025

Date

Business Area	Position Number	CG/DG Job	CG/DG Grade	CG/DG Title	Auth Job	Auth Grade	Authorized Title	Personnel Number	Last Name	First Name	Annual Salary	Career Service Date	Years of Service
960	22089705				SPO01C	LES10	ASP CAPTAIN	26931	CARTER	JOHN	\$130,470.29	12/6/1982	42.8
960	22089724				SPO01C	LES10	ASP CAPTAIN	55986	LANN	WILLIAM	\$125,404.03	1/29/2006	19.6
960	22090656				SPO01C	LES10	ASP CAPTAIN	27583	DROWN	KYLE	\$127,912.10	8/16/1995	30.1
960	22090657				SPO01C	LES10	ASP CAPTAIN	27124	SMITHEE	WESLEY	\$127,912.10	8/28/1995	30.0
960	22090658				SPO01C	LES10	ASP CAPTAIN	41895	GOODMAN	CHRISTOPHER	\$125,404.03	8/31/2003	22.0
960	22090661				SPO01C	LES10	ASP CAPTAIN	27016	SHEELER	JEFF	\$127,912.10	8/23/1998	27.1
960	22090663				SPO01C	LES10	ASP CAPTAIN	27158	JOE	JOHN	\$127,912.10	8/18/1991	34.1
960	22090665				SPO01C	LES10	ASP CAPTAIN	26944	CARTER	LARRY	\$127,912.10	11/14/1999	25.8
960	22090666				SPO01C	LES10	ASP CAPTAIN	69062	MURPHY	RANDALL	\$125,404.03	2/10/2008	17.6
960	22090667				SPO01C	LES10	ASP CAPTAIN	85241	MORGAN	DUSTIN	\$122,945.06	1/9/2011	14.7
960	22090668				SPO01C	LES10	ASP CAPTAIN	27591	SHAW	NOAH	\$127,912.10	9/9/1996	29.0
960	22090670				SPO01C	LES10	ASP CAPTAIN	26722	GORE	BRADY	\$127,912.10	9/9/1996	29.0
960	22090672				SPO01C	LES10	ASP CAPTAIN	53614	PLOUCH	JEFFREY	\$125,404.03	4/13/2008	17.4
960	22090673				SPO01C	LES10	ASP CAPTAIN	27593	ROBERTS	JEREMY	\$127,912.10	3/1/1998	27.5
960	22090675				SPO01C	LES10	ASP CAPTAIN	27220	NEILL	RICK	\$127,912.10	8/5/1996	29.1
960	22151209				SPO01C	LES10	ASP CAPTAIN	27707	WILLIAMS	DAVID	\$127,912.10	3/1/1998	27.5
960	22172798				SPO01C	LES10	ASP CAPTAIN	41900	HYDRON	PHILIP	\$125,404.03	12/19/2001	23.8
960	22172799				SPO01C	LES10	ASP CAPTAIN	78699	TEAGUE	CRAIG	\$122,945.06	8/23/2009	16.1
STATEWIDE AVERAGE:											\$126,805.64		25.7