

Office of Personnel Management

Policy

Policy Title: Compensation for Rehiring Employees	Policy Number: 20.02
Citation: Arkansas Code Annotated § 21-5-212	Forms: Employee Master Data Form

Purpose

Arkansas law establishes guidelines and procedures on how to compensate a former state employee who is returning to state government employment.

Specific Provisions

Employees who have been terminated for more than thirty (30) working days from state government employment and return to work in state government shall have their rate of pay for which the rehired employee is eligible established from their previous rate of pay and shall further be calculated as follows:

A. Same Classification:

When returning to the same classification or same grade as previously occupied, the employee may return at the same rate of pay;

When the employee's previous salary falls below the lowest entry salary level of the grade or classification for the position they are being rehired, the employee's rate of pay would be adjusted to the lowest entry rate of pay.

B. Different Classification:

When the employee returns to a different classification, the employee may return at the same rate of pay if the rate of pay falls within the grade of the new classification on the appropriate authorized pay plan;

When the employee's previous salary falls below the lowest entry salary level of the grade or classification for the position they are being rehired, the employee's rate of pay would be adjusted to the lowest entry rate of pay.

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C. Line Item Maximum Annual Salary

When an employee's previous rate of pay was set in dollars in a specific line item maximum annual salary, the employee may return at the same rate of pay if the rate of pay falls within the grade of the new classification on the appropriate authorized pay plan.

The new rate of pay cannot exceed the maximum pay level of the new grade for which the employee is hired, unless the employee qualified for the career pay level on the career service pay plan.

If the above calculation provides a lower salary than the employee could otherwise receive entering state service, the former employee may return as a new employee.

January 13, 2011