

Office of Personnel Management

Policy

Policy Title: Geographic Differential	Policy Number: 20.05.04
Citation: Arkansas Code Annotated § 21-5-221	Forms: None

Purpose

Arkansas law allows for agencies and institutions to request geographic differential rates of pay when the agency or institution can demonstrate the inability to recruit and retain employees in a specific geographic area of the state.

Specific Provisions

The agency or institution may request authorization for geographic differential pay for individual positions or for specific classifications of up to six percent (6%) when the agency can document recruitment, turnover, or other competitive pay issues in a specific geographic area but the issues do not justify a statewide labor market special entry rate.

The plan must outline terms and conditions of eligibility and must be approved annually by the Office of Personnel Management (OPM) after review by the Personnel Committee of the Legislative Council.

January 13, 2011