

Office of Personnel Management

Policy

Policy Title: Regular Salary Restrictions	Policy Number: 20.12
Citation: Arkansas Code Annotated § 21-5-101	Forms: None

Purpose

The Arkansas Constitution provides that all salaries and fees of all officers in the State shall be fixed by the Arkansas General Assembly and no salary or fee may be greater than that fixed by law.

Specific Provisions

The General Assembly has declared that the Uniform Classification and Compensation Act and its successors shall govern state employee rate of compensation with respect to:

- The entry salary for each classification;
- The frequency with which salary increases may be granted; and
- The maximum annual salary that may be paid for the grade assigned each classification.

When positions are authorized in appropriation acts by the General Assembly with a line item maximum annual salary, the position may be paid at a rate not to exceed the maximum established for the position during any one (1) fiscal year. The line item maximum annual salary is authorized for a full-time position.

Arkansas law allows for the administrative heads of state agencies, boards, commissions, and institutions to consider the ability of the employee and the length of service with the state when determining compensation levels.

The maximum annual salaries as authorized in an appropriation act, or step increases established for the various grades shall be paid unless the employee possesses such qualifications and then only within the limitations of the appropriations and funds available for that purpose.

No positions authorized by the General Assembly shall receive from appropriated or cash funds, either from state, federal or other sources, compensation in an amount greater than that established as the maximum annual salary for the employee unless specific provisions are made by law.

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State employees may not receive additional cash allowances, including but not limited to, uniform allowance, clothing allowance, motor vehicle depreciation or replacement allowance, fixed transportation allowance, or meals and lodging allowance other than for reimbursement for costs actually incurred by the employee, or unless specifically allowed in the law.

January 13, 2011