

Office of Personnel Management

Policy

Policy Title: Overtime Pay	Policy Number: 40.04
Citation: Arkansas Code Annotated § 19-4-1612	Forms: None

Purpose

Overtime pay is a cash payment for hours worked in excess of forty (40) hours in a work week. Overtime pay for state employees is the least desirable method of compensation for overtime work. Any overtime work necessary to the continued effective operations of the state shall be managed in the most efficient and economic manner possible.

Specific Provisions

All state departments, agencies, boards, commissions, and institutions may pay overtime to its employees, under the rules and regulations set out by the Federal Fair Labor Standards Act.

The Chief Fiscal Officer of the State will specify those employees or groups of employees, other than employees of the Arkansas State Highway and Transportation Department eligible to receive overtime compensation, the circumstances under which overtime pay is allowed, and such other matters deemed appropriate and necessary to comply with the Federal Fair Labor Standards Act relating to overtime compensation. The Chief Fiscal Officer of the State must seek the advice of the Legislative Council before implementing rules or regulations on overtime payments.

The Director of the Arkansas Highway and Transportation Department shall make overtime determinations as its employees but must seek the advice of Legislative Council before implementing rules or regulations on overtime payments.

Revised August 19, 2015