

**Department of Finance and Administration
Office of Personnel Management**

Policy Title: **Special Remuneration**

Policy Number: **36**

Authority: **Ark. Code Ann. § 19-4-521**

Revised: **July 1, 2017**

A state agency is authorized to make special remuneration payments to individuals who have additional certifications that enhance the individual's ability to complete their duties and responsibilities.

Special remuneration paid to state employees is in addition to the salary that is authorized by law. A state agency which receives an appropriation for extra salaries may pay eligible employees at the following rates:

1. Physicians who are certified by the American specialty boards, at a rate of pay not to exceed four thousand, five hundred dollars (\$4,500) per fiscal year;
2. Physicians who are eligible to be certified by the American specialty boards, at a rate of pay not to exceed two thousand, five hundred dollars (\$2,500) per fiscal year; or
3. Physicians certified in child psychiatry or forensic psychiatry, an additional two thousand, five hundred dollars (\$2,500) per fiscal year.

The total additional compensation shall not exceed seven thousand dollars (\$7,000) per fiscal year.