

I. Overview

In accord with SECTION 150.0.0 CAREER SERVICE RECOGNITION PAYMENTS (ARKANSAS CODE Annotated §21-5-106):

Employees of a state agency and non-faculty employees of an institution of higher education shall become eligible for annual career service recognition payments upon completion of ten (10) or more years of state service in either elected positions or classified or non-classified regular full-time position or positions. Employees slotted in provisional positions that are grant funded will receive the career service payment provided the amount of the increase is adequately appropriated and funded in the grant.

II. Practice

Employees become eligible to receive career service recognition payments on their career service credit date. Employees who have received career service payments in previous biennium's shall receive payments on their career service credit date or their increase eligibility date, whichever occurs first within the fiscal year. Payments to non-classified employees shall be made on the anniversary of the employee's latest hire date.

Years of Service Annual Payment

10 through 14 years of state service \$800

15 through 19 years of state service \$1,000

20 through 24 years of state service \$1,200

25 or more years of state service \$1,500

III. Clarifying Points

In accord with state policy, faculty of higher education institutions are not eligible for career service payments. University of Arkansas Board of Trustees Policy 405.1 defines faculty as any employee who holds academic rank of lecturer, master lecturer, assistant instructor, instructor, assistant professor, associate professor, professor, distinguished professor, University professor, or one of the above titles modified by clinical, research, adjunct, visiting executive in residence, or emeritus, e.g., clinical professor, adjunct assistant professor.

The State of Arkansas personnel document groups employees into Administrative, Classified, and Academic positions. All "Academic" personnel are classroom instructors or carry "faculty" status and are treated as faculty. Although some "Academic" personnel earn vacation leave, they are categorized as "faculty" and are therefore not entitled to receive the career service payment. Academic positions that do not carry "faculty status" are Career Service eligible.

Adopted: August 24, 2000
Revised: October 24, 2008
November 20, 2019