



Department of Shared Administrative Services Office of Personnel Management

Policy Title: Special Remuneration

Policy Number: 36

Authority: Ark. Code Ann. § 19-4-521

Effective Date: July 1, 2025

A department or 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 department or state agency that receives 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.