

SHIFT DIFFERENTIAL

CITATION: ARKANSAS CODE ANNOTATED § 21-5-220

PURPOSE

Arkansas law allows for employees whose working hours do not conform to normal state business hours to be eligible for an additional compensation of the hourly rate.

SPECIFIC PROVISIONS

ADVA routinely schedules more than one (1) work shift per day and has implemented a shift differential rate of pay approved by the Office of Personnel Management (OPM). For an employee to be eligible for the shift differential rate of pay, the employee's shift shall be all or part of a work shift even when it is not their regularly scheduled shift.

ADVA has identified positions associated with providing critical support at the Veterans Homes and working shifts outside of normal working hours are eligible for shift differential.

When shift other than traditional eight hour shifts are being utilized, a shift differential may be paid for those shifts exceeding the normal day shift of the facility. The maximum compensation for combined shift differential and weekend differential is twenty percent (20%) of the employee's hourly rate of pay. For example, if an employee is working 2nd or 3rd shift on the weekend, the employee will receive the 20% weekend differential only.

An employee assigned to an evening shift shall receive additional compensation of six percent (6%) of their hourly rate of pay.

An employee assigned to the night shift shall receive additional compensation of twelve percent (12%) of their hourly rate of pay.

An employee who works in areas providing critical support at the Veterans Homes facilities during weekend hours is eligible to receive up to twenty percent (20%) of their hourly rate of pay. Weekend hours begin no earlier than 2:30 p.m. on Friday and end no later than 8:00 a.m. the following Monday.

If a shift differential is provided to an employee, the total compensation may exceed the maximum rate, but not to exceed twelve percent (12%), for the assigned pay grade for those employees.

If an employee who is receiving a shift differential is reassigned to a normal shift, the differential will be removed on the day of the reassignment and the employee shall receive the rate of pay for which he or she is eligible.

The shift differential plan must be approved annually by the Office of Personnel Management after review by the Personnel Committee of the legislative Council.

GEOGRAPHICAL DIFFERENTIAL

CITATION: ARKANSAS CODE ANNOTATED § 21-5-221

PURPOSE

Arkansas law allows for agencies and institutions to request geographic differential rates of pay when the agency or institution can demonstrate the inability to recruit and retain employees in a specific geographic area of the state.

SPECIFIC PROVISIONS

ADVA has authorization from the Office of Personnel Management (OPM) for geographic differential pay for nursing staff classifications of six percent (6%). The geographic plan must be approved annually by the Office of Personnel Management after review by the Personnel Committee of the legislative Council.