

Human Resources (<http://hr.uark.edu>)

## 6.2 Compensation at Initial Appointment

(Act 1461 of 2001)

If you are employed by the university in a classified position for the first time and have not transferred from another state agency or institution, you will be paid at Level I (entry level) of the pay grade assigned to your job classification. Exceptions to this policy **may** be made when:

- A special entry rate, based on the labor market, has been approved by the chief fiscal officer of the state for your job classification.
- A special entry rate, based on exceptional qualifications, has been requested and approved by the chief fiscal officer of the state and the state Office of Personnel Management **prior** to your appointment.
- You are transferring from a nonclassified position to a classified position.
- You work in a position that is eligible for shift differential.
- Your specific job assignment requires the skill of communicating in another language, including sign language.
- Hiring ranges for first time new hires to state government may be authorized by the Office of Personnel Management during the current biennium.

Monday, July 29, 2013 12:32 PM

Working at the University

### Human Resources

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### Payroll Department

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### Site Map

[Site Map \(/documents/site-map.pdf\)](#)

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