

State of Arkansas
92nd General Assembly
Second Extraordinary Session, 2020

A Bill

DRAFT DTP/DTP
SENATE BILL

By: Senator L. Chesterfield

For An Act To Be Entitled

AN ACT TO CREATE A MERIT PAY SYSTEM FOR EMPLOYEES OF
THE ARKANSAS DEPARTMENT OF TRANSPORTATION; AND FOR
OTHER PURPOSES.

Subtitle

TO CREATE A MERIT PAY SYSTEM FOR
EMPLOYEES OF THE ARKANSAS DEPARTMENT OF
TRANSPORTATION.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code Title 27, Chapter 65, Subchapter 1, is
amended to add an additional section to read as follows:

27-65-148. Merit pay system – Definition.

(a) As used in this section, "merit pay system" means a pay system
that incorporates pay and performance evaluation standards and establishes
criteria for payments for employees who meet requisite performance
categories.

(b) An employee of the Arkansas Department of Transportation may
receive a merit pay adjustment based on a merit pay system established by the
State Highway Commission.

(c) The commission shall establish a merit payment as either of the
following, based on sufficiency of funding:

(1) An increase to an employee's base salary; or

(2) A lump-sum payment.

(d)(1) A department employee shall be evaluated using a merit pay
system developed by the commission that incorporates performance evaluation

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1 standards, including without limitation an employee's:

2 (A) Punctuality;

3 (B) Attendance;

4 (C) Completion of projects or assignments; and

5 (D) Increased competence in his or her field.

6 (2) The merit increase pay system developed by the commission as
7 required by this section shall be reviewed by the Legislative Council, or if
8 the General Assembly is in session, the Joint Budget Committee.

9 (e)(1) If a merit pay adjustment is awarded, an employee reaching the
10 maximum rate of pay for his or her position classification may receive the
11 merit pay in a lump-sum payment.

12 (2) Additional compensation under this section shall not be
13 construed as exceeding the line item maximum for that position
14 classification.