

**1107.0.0 CAREER SERVICE RECOGNITION PAYMENTS**

1107.1.0 The purpose of this policy is to comply with Arkansas Code §21-5-106 as amended regarding annual career service recognition payments.

1107.2.0 This policy is applicable to all regular status DHS employees who have completed ten or more years of service.

1107.3.0 Periods of authorized leave without pay and leave of absence for military service when veterans' reemployment rights are exercised shall not negate eligibility for the payment, provided all other eligibility requirements are met.

1107.4.0 A regular status DHS employee who has completed ten or more years of service shall become eligible for annual career service recognition payments on the anniversary date of the completion of service according to the following schedule:

<u>State Service</u>	<u>Annual Payment</u>
10 through 14 years of state service	\$600
15 through 19 years of state service	\$700
20 through 24 years of state service	\$800
25 or more years of state service	\$900

1107.5.0 Career service recognition payments authorized by this section shall be:

- A. Subject to withholding of all applicable state and federal taxes and
- B. Included by retirement systems in determining benefits.