

## What's the difference between CLASSIFIED and NON-CLASSIFIED?

Every position at UAMS falls under rules on classification and compensation. UAMS is not different from any other employer in this regard. We have to make sure we have equity -- that people doing the same level of work with the same level of experience are paid comparably. This is critical. We have to be consistent. We don't want to risk adverse discrimination or potential law suits.

The definitions are really very simple.

**Classified employees** fall under Arkansas state classification and compensation rules. These employees hold jobs that are common throughout state government. Therefore the state has a say in entry pay and the timing and amount of pay increases.

**Non-classified employees** partially fall under state rules. These titles are generally unique to UAMS, which is understandable since we are the only academic health center in Arkansas. The state determines the maximum salary we can pay, called the line item maximum. But UAMS determines pay levels up to the maximum. This gives us the flexibility to address our unique healthcare job market.

Let's address some myths and misinformation about classified vs. non-classified.

- MYTH: One is better than or gets paid more than the other.  
Not true. In the past there have been occasions where classified employees got raises (because the state said it was mandatory) and non-classified did not (maybe because UAMS couldn't afford it). And vice versa.
- MYTH: Classified employees are in lower level positions, non-classified are in upper level positions.  
Not true. Both have entry level and manager level positions.
- MYTH: Non-classified means you're salaried.  
Not true. "Salaried" and "Exempt" are terms used by the U.S. Department of Labor to identify employees who are not eligible for overtime. Conversely, individuals that are eligible for overtime are referred to as "Hourly" or "Non-exempt". Non-classified employees could be in either category. For example, we have over 70 "salaried" managers in classified titles. Nurses and many other "hourly" healthcare workers are in non-classified titles.

- MYTH: All non-classified employees are paid monthly, classified employees are paid biweekly.  
Not true. We use pay frequency to distinguish between Department of Labor definitions of salaried vs. hourly. Hourly employees are paid on a biweekly schedule; salaried employees are paid on a monthly schedule. But whether you're in a classified or non-classified position doesn't impact that.
- The majority of UAMS employees are non-classified.  
True. Only 14% of our employees are in classified positions.
- Classified and non-classified earn different vacation amounts.  
Not necessarily true. It is true that all classified employees accrue vacation the same – on a sliding scale based on years of service. But so do non-classified employees who are paid biweekly. It is non-classified employees who are paid monthly that earn vacation differently.