

HUMAN RESOURCES COMMITTEE  
GARLAND COUNTY COURTHOUSE  
COUNTY COURTROOM 200  
SEPTEMBER 28, 2020 5:30 PM  
AGENDA

1. Call to Order.
2. Consideration of a proposal to amend the Garland County Personnel Handbook, Section V, Fringe Benefits, Item D. – Longevity Payments.

**LONGEVITY PAYMENTS:** Current Policy was adopted by Ordinance 98-56, on December 14, 1998 and amended by Ordinance O-01-32 on September 10, 2001; **amended by O-20-?? on October 12, 2020** . Eligibility for the longevity benefit does not create any property right in employment or any expectancy of continued employment.

1. (a) All county employees shall be entitled to longevity pay at the rate of ~~\$2.50~~ **\$5.00** per month for each year of cumulative service with the county in excess of one year, and all longevity payments shall be based upon the original date of employment. Cumulated service for the purpose of longevity pay is defined as employment while working as a regular, full-time employee of the county. Should employment be interrupted by more than a one (1) year period, for any reason, the employee shall be considered a new-hire employee. If an employee returns to employment with the County within a one (1) year period, the employee will not receive longevity pay until the required anniversary date has passed, at which time the employee will be eligible for longevity pay based on the actual months of service. If extenuating circumstances exist, a determination shall be made by the Human Resources Committee.  
  
(b) Any retiree returning to employment with Garland County pursuant to Arkansas Code Annotated §24-4-520 shall be treated as a new hire, and will accrue longevity pay based on the re-employment date.
  2. To further illustrate this procedure, employees shall be entitled to longevity payments commencing on the first anniversary date of their employment with the county, at the rate of ~~\$2.50~~ **\$5.00** per month. Thereafter, longevity payments shall be computed on this basis ~~up to a maximum of 30 years~~ so that the maximum that any employee shall ever draw in the form of longevity payments shall be **\$1,000.00** annually.
  3. The longevity payments authorized in this section shall be made in a lump sum payment in December of each year to active employees eligible for this benefit. Longevity shall not be paid to an employee upon separation from the county.
3. Request from Sheriff McCormick to create two full time patrol deputies within the Sheriff's Department 2021 operating budget.

4. Discussion regarding implementing an "Employee Years of Service Recognition Program". Years of Service certificates would be presented to employees on a monthly basis as needed during the Quorum Court meetings.
5. Other Business.
6. Adjourn.