

ORDINANCE NO. O-20-28

BE IT ENACTED BY THE QUORUM COURT OF GARLAND COUNTY, STATE OF ARKANSAS; AN ORDINANCE TO BE ENTITLED:

“AN ORDINANCE TO AMEND GARLAND COUNTY ORDINANCE O-01-32 RELATING TO THE GARLAND COUNTY PERSONNEL POLICY, TO MAKE A REVISION TO THE GARLAND COUNTY PERSONNEL HANDBOOK; AND FOR OTHER PURPOSES.”

WHEREAS, the Human Resources Committee has reviewed a portion of the county’s personnel policy for the purpose of making updates and revisions; and,

WHEREAS, the Human Resources Committee has previously met and recommended that the updates and revisions to the policy listed below are ratified by the full Quorum Court.

NOW, THEREFORE, BE IT ENACTED BY THE QUORUM COURT OF GARLAND COUNTY, STATE OF ARKANSAS:

SECTION 1. That the Garland County Personnel Policy is to be amended as follows and made a part of this Section, as though set out herein word for word and is accepted as the procedure and standard for employees of Garland County, Arkansas.

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. 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 FIVE dollars (\$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 FIVE dollars (\$5.00) per month, up to a cap of \$1,000.00

annually. 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.

SECTION 2. SEVERABILITY. If any portion of this Ordinance or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect the other provisions or applications of the Ordinance which can be given effect without the invalid provisions or application, and to this end the provisions of this Ordinance are declared to be severable.

SECTION 3. That this Ordinance shall be codified in the Garland County Code of Ordinances and the Sections may be re-numbered and re-lettered to accomplish such intention.

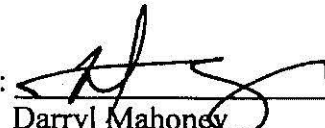
SECTION 4. As time is of the essence in getting this policy initiated an **emergency** is hereby declared to exist, and this Ordinance shall be in full force and effect on January 1, 2021.

ATTEST:




Sarah Smith
Garland County Clerk

APPROVED:



Darryl Mahoney
Garland County Judge

SPONSOR:



Thomas Anderson
Justice of the Peace

DATE:

10/12/2020