

ORDINANCE NO. O-19-30

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-17-17 RELATING TO THE GARLAND COUNTY PERSONNEL POLICY, TO MAKE A REVISION TO THE GARLAND COUNTY PERSONNEL HANDBOOK; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES.”

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

WHEREAS, the Human Resources Committee previously met and recommended that the revision to the policy listed below be 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 recommended revision to 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.

b. Garland County Personnel Handbook, Section V-Employee Compensation and Benefits; Subsection G.) Holidays;


G3. All Garland County employees shall be entitled to twelve (12) designated paid holidays. In the event that holiday time is not taken on the specific holiday, it may be taken as paid days off. Paid days off are eight-hour days. Employees who work twelve-hour shifts are entitled to only eight hours of paid time. The maximum paid holiday time is ninety-six (96) hours, which shall accrue at the rate of 3.84 hours per pay period over 25 pay periods. Each employee shall accrue ninety-six (96) hours annually beginning March 31, 2019. Accrued hours must be used by the beginning date of the following year, defined as the last day of the 26<sup>th</sup> pay period from March 31, 2019, and continuing in a like manner each year thereafter. The employee’s ninety-six (96) hours will reset to zero (0) on the first day of the pay period following the completion of 26 pay periods.


**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 provision of this Ordinance is 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 from and after its passage and approval.

ATTEST:   
Sarah Smith  
Garland County Clerk

APPROVED:   
Darryl Mahoney  
Garland County Judge

SPONSOR:   
Thomas Anderson  
Justice of the Peace

DATE: 7-8-19