

ORDINANCE NO. O-17-17

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-00-18 AS AMENDED BY ORDINANCE O-10-25 RELATING TO THE GARLAND COUNTY PERSONNEL POLICY, TO MAKE REVISIONS 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 updates and revisions; and,

WHEREAS, the Human Resources Committee previously met and recommended that the updates and revisions 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 updates and revisions to the Garland County Personnel Policy are to be amended as follows and made a part of this Section, as though set out herein word for word is accepted as the procedure and standard for employees of Garland County, Arkansas.

a. **Garland County Personnel Handbook, Section V-Employee Compensation and Benefits; Subsection E.) Compensatory Time/Overtime;**

E1. The normal work period shall be 40 hours per week for all employees except employees engaged in the provision of law enforcement. The normal work week for law enforcement shall be no more than eighty-six (86) hours in a fourteen (14) consecutive day work period.

E4. After April 14, 1986, the county’s “non-exempt employees subject to the Fair Labor Standards Act will receive, in lieu of overtime pay, compensatory time off at a rate of 1 ½ hours for each hour of time worked in excess of the normal work period, subject to the limitations in subsection (5) below. Ordinarily overtime compensation is required for hours worked in excess of 40 hours in a work week, but for employees engaged in law enforcement activities, work periods of fourteen (14) consecutive days are hereby established for the purpose of determining overtime, and for such employees overtime applies to hours worked in excess of eighty-six (86) hours in the employee’s work period.

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

G3. County employees paid on an hourly basis who are required to work on recognized holidays will receive time and one-half pay. County employees paid on a salary basis who are required to work on recognized holidays shall receive, in addition to their regular salaries, premium pay at the rate of one-half their regular hourly rate of pay.

DELETE FROM POLICY PER THIS ORDINANCE: An employee whose day off falls on a recognized holiday shall receive another day off.

All Garland County Sheriff’s Department employees shall be entitled to the Garland County’s twelve (12) designated eight (8) hour paid days off. The total of 96 hours will be accrued at the rate of 3.692 hours per pay period. Each employee will accrue ninety-six

(96) hours per calendar year beginning the second pay period of April 2017. Each calendar year your accrued hours must be used by the beginning date of the following year. Your ninety-six (96) paid hours will reset to zero (0) on the second pay period of April each consecutive year. All Monday-Friday employees will observe the paid day off on the same day that the county observes. All other employees will observe the actual day beginning at 00:00 and ending at 11:59. These employees that work their full scheduled hours will receive in addition to their pay ½ of their scheduled hours in premium pay. (EXAMPLE: Twelve (12) hour shifts will receive an additional six (6) hours of pay, ten (10) hours shifts will receive an additional five (5) hours of pay, etc.)

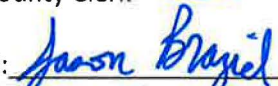
SECTION 2. SEVERABILITY. If any portion of this Ordinance or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect the other provisions or applications of the Ordinance which can be given effect without the invalid provisions or application, and to this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

APPROVED: 
Rick Davis
County Judge

SPONSOR: 
~~Thomas Anderson~~
Justice of the Peace
Jason Braziel

DATE: 4-10-17