

BE IT ENACTED BY THE QUORUM COURT OF THE COUNTY OF CLEBURNE, STATE OF ARKANSAS: AN ORDINANCE TO BE ENTITLED: “AN ORDINANCE GRANTING EXISTING COUNTY EMPLOYEES THE OPTION TO CONTINUE USING JANUARY 1 - JANUARY 1 AS THE SICK AND VACATION ACCRUAL AND USE TIME PERIOD”.

WHEREAS, the Quorum Court has previously adopted Ordinance No. 2018-028 creating the “Cleburne County Employment Policies and Procedures Handbook” 7th Edition (hereinafter “Procedures”); and,

WHEREAS, there has been established by Ordinance No. 2018-028 the “Cleburne County Employment Policies and Procedures Handbook” 7th Edition (hereinafter “Procedures”) that regulates and standardizes the accrual and award of sick and vacation leave time for employees of Cleburne County; and,

WHEREAS, some county employees, for the calendar year of 2018, had their sick and vacation accrual and use time based on a calendar year (January 1 – January 1) rather than their anniversary hire date as now required by “Procedures” as of January 1st, 2019; and,

WHEREAS, the Quorum Court, in a continuing effort to clarify county policy, support county employees and county offices; and, under its responsibility, to define and explain the provisions of the Procedures, this Court directs, for the “Aforementioned Employees” (hereinafter “Employee”) only, the following:

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

Section 1. The Quorum Court wishes to allow existing county employees that were using January 1-January 1 as their sick and vacation accrual and use time period in 2018 the option to continue do so in lieu of using anniversary hire date as now required by the “Procedures”. To qualify, said employees are required to have been employed by the county for more than one year prior to January 1, 2019, and used January 1-January 1 as their sick and vacation accrual and use time period in 2018.

Section 2. Any qualified Employee who elects to continue using January 1-January 1 as their sick and vacation accrual and use time period must sign a “SICK AND VACATION ACCRUAL AND USE TIME PERIOD AGREEMENT” form and that shall be on file at the County Clerk’s office. Any employee who does not fill out this required form and return to the County Clerk’s office within fifteen (15) days of the passage of this Ordinance shall have waived this election and shall be required to comply with the anniversary hire date as set out in the “Procedures”.

Section 3. Any qualifying employee that elects to continue using January 1-January 1 as their sick and vacation accrual and use time period must continue do so for the entirety of their employment with Cleburne County, or until this Ordinance is repealed, nullified or voided.

Section 4. All Ordinances and parts of Ordinances in conflict herewith are hereby repealed to the extent of such conflict and all of the provisions of this Ordinance shall be made retroactive to January 1, 2019.

EMERGENCY CLAUSE

The Quorum Court hereby finds and determines an immediate clarification of County policy is required to resolve this issue and protect the financial and communication integrity of County Government; therefore, an emergency is hereby declared to exist, and this Ordinance being necessary for the preservation of the public peace, health, and safety shall be in effect from and after its passage and approval.

PASSED AND ADOPTED this 14th day of February, 2019.

ATTEST:

APPROVED:



Rachelle Evans, Cleburne County Clerk



Jerry Holmes, Cleburne County Judge

Recorded: Book E Page(s) 158-159
ORD

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RACHELLE EVANS
CLEBURNE COUNTY CLERK