

ORDINANCE NO. 2021-030

BE IT ENACTED BY THE QUORUM COURT OF THE COUNTY OF CLEBURNE, STATE OF ARKANSAS; AN ORDINANCE TO BE ENTITLED: "AN ORDINANCE AMENDING AND CREATING LONGEVITY PAY TO BE PAID IN DECEMBER OF EACH APPROVED YEAR.

WHEREAS, Cleburne County recognizes a need to reward employees for long term service; and

WHEREAS, Cleburne County recognizes the need to amend Ordinance No. 2007-15 and Ordinance No. 2017-026 in order to modify the process longevity pay is calculated in Cleburne County:

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

Section 1. That there shall be a one-time longevity payment for all full-time county employees and Cleburne County elected officials that are elected county wide (not including Justices of the Peace and County Surveyor) who have three (3) years or more uninterrupted service based on the anniversary date of the hire. The length of service shall be established as of December 1 of current year in which the Longevity is paid. Longevity pay shall be as follows:

- Employees with 0 to less than 3 years of service shall receive no longevity pay;
• Employees with 3 or more years but less than 6 years shall receive \$150.00 beginning year 3, with an increment of \$50.00 accumulated annually.
• Employees with 6 or more but less than 11 years of service shall receive a \$75.00 increment accumulated annually
• Employees with 11 or more but less than 16 years of service shall receive a \$100.00 increment accumulated annually;
• Employees with 16 or more but less than 20 years of service shall receive a \$125.00 increment accumulated annually;
• Employees with 20 years or more of service shall receive \$1,750.00.

Section 2. While there is no guarantee that this shall be an annual payment, this Ordinance authorizes such annual payments if properly appropriated through each annual budgeting process.

Section 3. In the event that any provision of this Ordinance or the application thereof to any person or circumstances is held to be invalid, such invalidity shall not affect the other provisions or applications to this Ordinance which can be given effect without the invalid provision or application, and to this end, the provisions of this Ordinance are declared to be severable.

Section 4. All ordinances and parts of Ordinances in conflict herewith (including but not limited to Ordinance 2007-15 and Ordinance 2017-026) are hereby repealed to the extent of such conflict.

PASSED AND ADOPTED this 18th day of November 2021.

ATTEST:

Rachelle Evans, Cleburne County Clerk

APPROVED:

Karl Martin, Cleburne County Judge

Recorded: Book E Page(s) 020284-285

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Years	Longevity Paid
1	\$0.00
2	\$0.00
3	\$150.00
4	\$200.00
5	\$250.00
6	\$325.00
7	\$400.00
8	\$475.00
9	\$550.00
10	\$625.00
11	\$725.00
12	\$825.00
13	\$925.00
14	\$1,025.00
15	\$1,125.00
16	\$1,250.00
17	\$1,375.00
18	\$1,500.00
19	\$1,625.00
20+	\$1,750.00