

ORDINANCE NO. 2021-029

BE IT ENACTED BY THE QUORUM COURT OF THE COUNTY CLEBURNE, STATE OF ARKANSAS: AN ORDINANCE TO BE ENTITLED: AN ORDINANCE ADOPTING THE SHERIFF'S OFFICE PAY SCALE AND COMPENSATION FOR DUTIES

WHEREAS, law enforcement is inherently a dangerous profession, and has become increasingly more dangerous in the past several years; and

WHEREAS, Cleburne County recognizes the importance and difficulty of recruiting and retaining quality law enforcement officers currently facing law enforcement agencies all over the country; and

WHEREAS, the Cleburne County Sheriff's Office in order to promote public safety, and to recruit and retain trained personnel, seeks to adopt the following pay system for Deputies and Detention Officers:

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

Section 1. With the passage of this Ordinance, Ordinance 2013-023, commonly known as the *Step Raise Ordinance*, and any amendments to 2013-023, including Ordinance 2016-020 and Ordinance 2020-027 are hereby repealed effective 11:59 p.m. December 31, 2021. Upon passage, this Ordinance will take effect 12:00 a.m. January 1, 2022.

Section 2. Effective January 1, 2022, the starting pay for a deputy will be \$31,000 and will increase any time the Quorum Court chooses to raise starting pay, such as during budget time each year. The starting pay for a certified deputy with at least two years of full-time law enforcement experience will be \$34,000 and will increase any time the Quorum Court chooses to raise starting pay, such as during budget time each year. Any time starting pay is increased by the Quorum Court, the certified starting pay will increase the same amount that the uncertified starting pay increases. To begin employment at the certified deputy pay rate, new hires must have already worked full-time as a law enforcement officer at least two years prior to their employment with the Cleburne County Sheriff's Office. An employee who does not meet the criteria to start at the certified deputy pay rate prior to their employment with the Sheriff's Office, shall be moved to the certified pay rate upon two years of full-time experience as a law enforcement officer. The certified deputy rate shall take effect January 1 of the year following their second year of work as a full-time law enforcement officer. For purposes of calculating time, the two years for a full-time law enforcement officer starts at their hire date as a full-time law enforcement officer, not their academy graduation date. Time served as a full-time law enforcement officer and certification status to be determined by the Sheriff's Office in conjunction with CLEST (Commission on Law Enforcement Standards and Training).

Stipend Pay for additional duties: Cleburne County Sheriff's Office Deputies in the following designated positions shall receive in addition to their current pay the following additional compensation for assigned duties. The following additional pay shall be prorated annually such that the employee shall receive said pay for so long as they are in the assigned position. Deputies have no property rights in these positions and serve at the will of the Sheriff in these assigned positions.

Stipend Amounts:

- CHIEF DEPUTY, current pay plus \$6,000 annually;
- PATROL LIEUTENANT, current pay plus \$2,000 annually;
- PATROL SERGEANT, current pay plus \$1,000 annually;
- CID LIEUTENANT, current pay plus \$2,000 annually;
- DETECTIVE, current pay plus \$1,500 annually;

Section 3. Effective January 1, 2022, the starting pay for a detention officer will be \$28,000 and will increase any time the Quorum Court chooses to raise starting pay, such as during budget time each year.

Stipend Pay for additional duties: Cleburne County Sheriff's Office Detention Officers in the following designated positions shall receive in addition to their current pay the following additional compensation for assigned duties. The following additional pay shall be prorated annually such that the employee shall receive said pay for so long as they are in the assigned position. Detention Officers have no property rights in these positions and serve at the will of the Sheriff in these assigned positions.

ORDINANCE NO. 2021-029

Stipend Amounts:

- JAIL ADMINISTRATOR (CAPTAIN), current pay plus \$7,000;
- DETENTION CENTER SERGEANT, current pay plus \$1,000;
- DETENTION CENTER CORPORAL, current pay plus \$750;
- DETENTION OFFICER/MEDICAL ASSISTANT, current pay plus:
 - \$1,000 for CNA/Med Tech/Med Asst/Patient Care Tech/or equivalent
 - \$2,500 for LPN/RN/APN/NP/or equivalent.

Section 4. Continued Service Incentive Program: Upon completion of seven (7) years of employment as a full-time law enforcement officer with the Cleburne County Sheriff’s Office, when an employee leaves employment in good standing with the County, the employee shall be allowed to keep their issued service handgun.

Leaving in “Good Standing” for the purposes of this section means when an employee retires, accepts another job and provides a two-week notice of their separation with the County, or as otherwise determined by the Sheriff at that time. Employees who are terminated, or who resign while under investigation (or as a result of a current or probable investigation), shall not be eligible to keep their issued service handgun upon their separation with the County.

Section 5. A switch in rank/position from within the Sheriff’s Office to another rank/position within the Sheriff’s Office, or a switch in rank/position from within the Jail to another rank/position within the Jail, shall not be considered a change in position for purposes of this ordinance or for purposes of recalculating salary. When a deputy or detention officer switches from a position in the Jail to a position in the Sheriff’s Office, or from a position in the Sheriff’s Office to a position in the Jail, the salary will increase/decrease the amount of the difference in current starting pay between the two positions. Any raises earned by the employee are left uncalculated for the purposes of salary change; the only calculation is the difference between the two current starting pays.

Example 1:	Current starting pay: \$28,000/\$31,000	\$31,000
	Detention Officer after one \$500 COLA raise: \$28,500	<u>-\$28,000</u>
	Moves to Sheriff’s Office, new salary: \$31,500	+\$3,000

Example 2:	Current starting pay: \$28,000/\$31,000	\$31,000
	Deputy after two \$500 COLA raises: \$32,000	<u>-\$28,000</u>
	Moves to Jail, new salary: \$29,000	-\$3,000

Example 3:	Current starting pay: \$28,000/\$34,000 (LEO w/ 2 years-experience)	
	Detention Officer with two years LEO experience and one \$500 COLA raise: \$28,500	
	Moves to Sheriff’s Office, new salary: \$34,500	
		\$34,000
		<u>-\$28,000</u>
		+\$6,000

Section 6. In the event that any provision of this Ordinance or the application thereof to any person or circumstance is held to be invalid, such invalidity shall not affect the other provisions or application 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 7. All Ordinances and parts of Ordinances in conflict herewith are hereby repealed to the extent of such conflict.

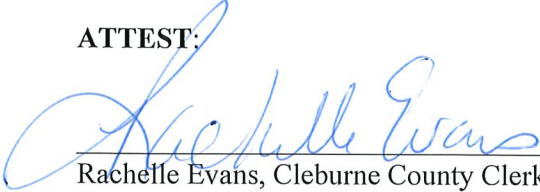
ORDINANCE NO. 2021-029

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 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 18th day of November 2021.

ATTEST:



Rachelle Evans, Cleburne County Clerk

APPROVED:



Karl Martin, Cleburne County Judge

Recorded: Book E Page(s) ORD 281-283