



**PUBLIC WORKS AND SAFETY COMMITTEE MEETING
AND
FINANCE COMMITTEE MEETING
AGENDA**

DATE----- March 7, 2022

PLACE-----Saline County Courthouse, Courtroom #3

6:30 P.M.-----Call meeting to Order

PUBLIC WORKS AND SAFETY COMMITTEE MEETING:

APPROVAL OF MINUTES

Informational Item: Early Voting Location in Western Saline County

Informational Item: Reminder of Good Neighbor Award

FINANCE COMMITTEE MEETING:

APPROVAL OF MINUTES

Exhibit "A": Ordinance Amending the Amended Salary Administration Policies Pertaining to Voluntary Demotions.

Informational Item: Two ARP Proposals Received by Deadline

ADD-ON:

COMMENTS:

EMERGENCY ORDINANCE NO. 2022 - _____

BE IT ENACTED BY THE QUORUM COURT OF SALINE COUNTY, ARKANSAS, AN ORDINANCE TO BE ENTITLED: "AN ORDINANCE AMENDING SALARY ADMINISTRATION POLICIES ADOPTED JULY 21, 2015, ORDINANCE 2015-41, AMENDED DECEMBER 17, 2018, ORDINANCE 2018-38".

WHEREAS, it has been determined that the Saline County Salary Administration Program, as Amended, required amendment based on circumstances that have arisen since the last Amendment of the Saline County Salary Administration Program; and

WHEREAS, the JESAP and HR Committees have met, reviewed and approved the amended language included below; and

WHEREAS, the amended language below provides a more efficient and consistent process for instances where there are employee salary decreases.

NOW THEREFORE BE IT ORDAINED BY THE QUORUM COURT OF SALINE COUNTY, ARKANSAS:

Section 1. Section G. 2(b) of Saline County Salary Administration Program (Amended March 20, 2017 by Ordinance 2017-07 and December 17, 2018 by Ordinance 2018-38) is hereby repealed and amended as follows:

SALARY ADJUSTMENTS

G. Salary Decreases (Amended March 20, 2017 by Ordinance 2017-07):

~~o 2(b). An employee demoted due to organizational re-adjustments or a voluntary demotion where the employee is transferred to a position with a lower range/grade than their current position will enter the new position with a pay rate between the new position's salary range minimum and its midpoint. In the occurrence that the employee held this position previously, the employee's pay will return to his or her previous pay in that range/grade level. An Elected Official may desire to secure a pay level in excess of the midpoint based on County tenure and experience. Any request of pay in excess of the midpoint and supporting documentation will be submitted to the JESAP Committee for review and approval and then forwarded to the HR Committee, Finance Committee, and Quorum Court. The employee's pay shall not exceed the range/grade level maximum for the position.~~

G. Salary Decreases (Amended March 20, 2017 by Ordinance 2017-07):

2(b). An employee demoted due to organizational re-adjustments or a voluntary demotion where the employee is transferred to a position with a lower range/grade than their current position will enter the new position with a pay rate between the new position's salary range minimum and its midpoint. In the occurrence that the employee held this position previously, the employee's pay will return to his or her previous pay in that range/grade level, including any eligible cost of living adjustments ("COLA"). No ordinance or approval, as set forth in (G)(2)(c), will be required, if requested by the HR Department, unless funds are not currently budgeted for the department or elected official.

Section 2. This ordinance shall be effective from and after passage and publication.

Section 3. If any section of this ordinance shall be declared unconstitutional or unlawful, only that section of the ordinance shall be affected and all other provisions of the ordinance shall remain in full force and effect.

Section 4. EMERGENCY CLAUSE. This Ordinance being necessary to facilitate the efficient operation of the Personnel Department and for the protection and preservation of the public peace, health, and safety, an emergency is hereby declared to exist and this Ordinance shall be in full force and effect from and after its passage and publication.

DATE: MARCH 21, 2022

APPROVED _____
JEFF AREY
SALINE COUNTY JUDGE

ATTEST: _____
DOUG CURTIS
SALINE COUNTY CLERK

SPONSOR: HR COMMITTEE