



**WASHINGTON COUNTY, ARKANSAS**  
**County Courthouse**

**MEETING OF THE**  
**WASHINGTON COUNTY QUORUM COURT**  
**PERSONNEL COMMITTEE**

Monday, December 5, 2022  
5:30 P.M.

Washington County Quorum Court Room

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Robert Dennis  
Willie Leming  
Shannon Marti

Lisa Ecke - Chair

Butch Pond – Vice-Chair  
Evelyn Rios Stafford  
Shawndra Washington

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**A G E N D A**

1. **CALL TO ORDER AND WELCOME**

2. **PRAYER AND PLEDGE**

3. **ADOPTION OF AGENDA**

At the beginning of each meeting, the agenda shall be approved. Any JP may request an item be added or removed from the agenda subject to approval of the Committee.

4. **CHAIRMAN'S REPORT-** Salary Process and information

**NEW BUSINESS**

5. **REQUEST FROM ASSESSOR-RUSSELL HILL** (5.1)

1. Title change from Chief Deputy Assessor to Chief of Staff

6. **AN ORDINANCE AMENDING THE POLICY CONTAINED IN THE WASHINGTON COUNTY EMPLOYEE HANDBOOK 11-** Item 22-O-124(6.1)

7. **ASSESSOR HILL'S SALARY PROPOSAL PLAN** Handout (7.1)

8. **PUBLIC COMMENT**

Twelve-minute comment period with a three-minute limit for each individual to comment on items on the agenda.

9. **ADJOURNMENT**



RUSSELL HILL  
Washington County Assessor

280 North College, Suite 250  
Fayetteville, Arkansas 72701

October 4, 2022

JESAP Committee,

This letter is to respectfully request a title change from Chief Deputy Assessor to Chief of Staff. We currently have three Chief Deputy titles. Chief Deputy, Chief Deputy of Real Estate and Chief Deputy of Personal Property. This title will better represent the overall duties and properly elevate over the other two Chief Deputy titles. There is no regrade, change in the job description or change in pay. Just a simple change in title. We are requesting this position change to go into effect starting in 2023.

Valuing Washington County and You,



Russell Hill

Washington County Assessor

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**ORDINANCE NO. 2022-**

**BE IT ENACTED BY THE QUORUM COURT OF THE COUNTY OF WASHINGTON, STATE OF ARKANSAS, AN ORDINANCE TO BE ENTITLED:**

**AN ORDINANCE AMENDING THE POLICY CONTAINED IN THE WASHINGTON COUNTY EMPLOYEE HANDBOOK 11-2018.**

**WHEREAS**, the current Washington County Employee Handbook 11-2018 was passed via Ordinance 2018-50 on November 20, 2018; and,

**WHEREAS**, the Quorum Court desires to change some language in the Washington County Employee Handbook 11-2018 to clarify the issue that all employees will be fired and then rehired.

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

**ARTICLE 1.** The following changes are hereby made to Section 1. General Policy Provisions: Equal Employment Opportunities, subsection C. County Employment Policy, paragraph 1:

All County employees are “at will” employees. County employment is not for a specific period of time and may be terminated at any time without notice or liability of any kind (except for wages earned and unpaid) and with or without cause. Unless ~~rehired~~retained by a newly elected supervising county official, an employee’s employment shall cease at the quadrennial (December 31<sup>st</sup> of every four years, beginning with December 31, 2022). If, notwithstanding this document, any employee contends that he or she has a property right in his or her employment or a substantial expectancy of continued employment (express, implied, written, or oral) until “just cause” exists for reduction or removal in pay or position, then that employee shall assert such contention at a “property right” grievance hearing requested in the time and manner set forth in this policy.

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JOSEPH K. WOOD, County Judge

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DATE

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BECKY LEWALLEN, County Clerk

- Introduced by:
- Date of Adoption:
- Members Voting For:
- Members Voting Against:
- Members Abstaining:
- Members Absent:

Committee History:  
Quorum Court History: