



WASHINGTON COUNTY, ARKANSAS  
County Courthouse

August 8, 2014

MEETING OF THE  
WASHINGTON COUNTY QUORUM COURT  
PERSONNEL COMMITTEE

Monday, August 11, 2014  
5:30 p.m.  
Washington County Quorum Court Room

A G E N D A

1. Call to Order.
2. Adoption of Agenda.
3. Request from Circuit Judge Cristi Beaumont to Increase the Salary of a Law Clerk Position for 2014. This position does not fall under the County's Job Evaluation/Salary Administration Program. If approved, the Personnel Committee will need to forward the request to the Finance and Budget Committee for financing consideration in the amount of \$4,156 for the remainder of 2014. (3.1, 3.2)
4. Other Business. Any other business to be discussed by the Committee will be brought up at this time.
5. Public Comments.
6. Adjournment.

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Members of the Personnel Committee of the Quorum Court,

The Law Clerk position for Circuit Court Division 4 was created in 2007 and has never been reevaluated. When the position was created, the expectation was for the clerk to do research for the Division 4 Judge to help compensate for added time constraints upon the Judge handling Drug Court. Over the past 7 years, the position has evolved, and since I took office a year and a half ago, the law clerk position has changed considerably.

The law clerk is now available to all 7 Divisions of the 4<sup>th</sup> Judicial District to assist with research as needed. The law clerk writes orders and memos, assists with administrative duties, attends staffings, and participates in Drug Court and Veteran's Treatment Court. Currently, the position entails appreciably more responsibilities than the original job description.

I would like the law clerk to have even more involvement with Drug Court and Veteran's Treatment Court. Effective August 1<sup>st</sup>, the position will also include case management duties for high risk/high need individuals participating in Veteran's Court and Drug Court. In addition to the historical duties, the law clerk will be extensively involved with the supervision and coordination of resources for these high risk individuals, helping them to gain access to needed medical, social, educational, and other services.

This expansion is necessary due to the substantial increase in our Drug Court numbers. When I started, we had approximately 160 participants. Now, we have over 220 participants and have added Veteran's Treatment Court. A large number of these participants are high risk/high need and oftentimes have housing and/or mental health issues. For these high risk/high need individuals, the more supervision and access to resources they have, the more successful they will be in our program and society.

Due to the public accountability and importance of efficiency within this position, it is very important to have the right caliber of candidate. Leta Darling, an employee of the Prosecuting Attorney's office, has agreed to take the position. Ms. Darling possesses excellent legal research and writing skills and has 6 years of court experience as an attorney. She also has significant experience with Drug Court, having been the Juvenile Drug Court Prosecutor, and significant experience with coordination of services, having served as prosecuting attorney in hundreds of Family In Need of Services cases over the last three years. Her experience will allow her to step into the position and perform the new duties which are commensurate with her employment as a Deputy Prosecuting Attorney.

While the two positions shall have significantly similar responsibilities, unfortunately, the salary for the law clerk position is substantially lower. In light of the aforementioned added responsibilities, the candidate's experience, and the time since the position was last reviewed, I am requesting that the pay be increased from \$47,964 to \$55,952, which would effectively transfer Ms. Darling's current salary to her new position. Ms. Darling has been a stellar employee for Washington

County for five and a half years. Thank you for your time and consideration. Please feel free to contact me if you need any further information.

Respectfully Submitted,

Judge Cristi Beaumont  
Circuit Judge 4<sup>th</sup> Judicial District of Arkansas  
Washington and Madison Counties  
4 S. College Ave  
Fayetteville, AR 72701  
P: 479 973-8420  
F: 479 973-8426

Law Clerk

Salary Increase for Remainder of 2014	FICA Medi	FICA Retirement	TOTAL
3,392.23	260.00	503.00	4,155.23