



WASHINGTON COUNTY, ARKANSAS
County Courthouse

July 31, 2015

MEETING OF THE
WASHINGTON COUNTY QUORUM COURT
PERSONNEL COMMITTEE

Monday, August 3, 2015
5:30 P.M.

Washington County Quorum Court Room

Vice Chair Joe Patterson
Harvey Bowman
Ann Harbison

Chair Butch Pond

Daniel Balls
Lisa Ecke
Bill Ussery

AGENDA

1. Call to Order.
2. Prayer and Pledge of Allegiance
3. Adoption of Agenda.
4. Report from Blair Johanson, Salary Consultant for Washington County.
5. An Ordinance Creating A Certificate Incentive Program For The Washington County Sheriff's Office And Authorizing Payments Pursuant To That Program. This ordinance is being requested by Sheriff Tim Helder. (5.1, 5.2)
6. Other Business: Any other business to be discussed by the Committee will be brought up at this time.
7. Public Comments.
8. Adjournment.

/cs

ORDINANCE NO. 2015-_____

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

**AN ORDINANCE CREATING A CERTIFICATE
INCENTIVE PROGRAM FOR THE WASHINGTON
COUNTY SHERIFF'S OFFICE AND AUTHORIZING
PAYMENTS PURSUANT TO THAT PROGRAM.**

WHEREAS, the Sheriff and the Quorum Court recognize having a professional law enforcement service is critically important to the citizens of Washington County; and,

WHEREAS, the Sheriff and the Quorum Court understand that formal education, training and the certifications that result from that education and training maintain the professionalism of each individual law enforcement officer or deputy; and,

WHEREAS, it is the desire of the Quorum Court to incentivize Washington County Sheriff's deputies to obtain and maintain these professional certifications.

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

ARTICLE 1. In the event that sufficient revenues in the judgment of the Washington County Sheriff in his or her budget, the Washington County Treasurer is authorized to make additional salary payments from such funds to those employees who have attained law enforcement certification above the basic certificate level, as defined by the Arkansas Commission on Law Enforcement Standards and Training.

ARTICLE 2. It is the intent of this ordinance that such payments shall be optional, at the discretion of the Sheriff and dependent on sufficient revenues.

- (a) (1)** Employees holding the following certificates on July 1 of each year shall be eligible for all or a portion of additional salary payments scheduled as follows:
- (A)** General Certificate or Instructor Certificate -- Three Hundred Dollars (\$300) annually;
 - (B)** Intermediate Certificate -- Three Hundred Dollars (\$300) annually;
 - (C)** Advanced Certificate -- Three Hundred Dollars (\$300) annually;
 - (D)** Senior Certificate -- Three Hundred Dollars (\$300) annually; and,
 - (E)** Field Training Officer or Detention Training Officer Certificate -- Three Hundred Dollars (\$300) annually.
- (2)** Payment of the funds shall be made during the eligible employee's first pay period in the month of December depending upon the availability of revenues and shall be restricted to the following classifications:
- (A)** Sheriff; provided no payment under this Ordinance shall increase the Sheriff's compensation beyond the statutory maximum;
 - (B)** Chief Deputy Sheriff;
 - (C)** Major;
 - (D)** Captain;
 - (E)** Lieutenant;
 - (F)** Sergeant;
 - (G)** Corporal;
 - (H)** Deputy First Class;
 - (I)** Fire Marshal; and,
 - (J)** Assistant Fire Marshal.

- (b) The maximum allowable annual aggregate payment pursuant to this ordinance to any one employee shall be Twelve Hundred Dollars (\$1,200).
- (c) Payments made under this section shall be considered part of the employee's regular income and subject to all applicable withholding required by law.

MARILYN EDWARDS, County Judge

DATE

BECKY LEWALLEN, County Clerk

Sponsor: _____ Butch Pond

Date of Passage: _____

Votes For: _____ Votes Against: _____

Abstention: _____ Absent: _____

The Arkansas Commission on Law Enforcement Standards and Training (CLEST) has established five levels of full-time law enforcement certification. Each level of certification requires an incrementally higher degree of education, training, and law enforcement experience. The State has also established criteria for law enforcement instructor certificates and field training officer certificates

Many area law enforcement agencies recognize the value associated with achieving these state issued certificates and reward their officers with additional pay for each certification level acquired.

Deputies who achieve these additional levels of state sanctioned certifications are more proficient at their job, require less supervision, and in general are a greater asset to the Washington County Sheriff's Office.

Rogers Police Department

Certificates

General	\$25 monthly
Intermediate	\$25 Monthly
Advanced	\$25 Monthly
Senior	\$25 Monthly
FTO	\$25 Monthly
Instructor	\$25 Monthly

\$1800 Maximum

Springdale Police Department

Certificates

General	\$25 monthly
Intermediate	\$25 Monthly
Advanced	\$25 Monthly
Senior	\$25 Monthly
FTO	\$160 Monthly (while actually training a rookie)
Bi-lingual	\$100 Monthly

No Maximum

Fayetteville Police Department

Certificates

FTO	\$1.50 Hourly (While actually training a rookie)
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Bentonville Police Department

Certificates

General	\$15 bi-weekly
Intermediate	\$30 bi-weekly
Advanced	\$45 bi-weekly
Senior	\$60 bi-weekly
Instructor	\$15 bi-weekly
FTO	\$30 bi-weekly

Special Duties

SRT	\$75 bi-weekly
CID	\$115 bi-weekly
K-9	\$115 bi-weekly
CID Standby	\$135 bi-weekly

No Maximum

Arkansas State Police

Certificates

General	\$300 Yearly
Intermediate	\$300 Yearly
Advanced	\$300 Yearly
Senior	\$300 Yearly

\$1200 Maximum

The Arkansas Commission on Law Enforcement Standards and Training (CLEST) has established five levels of full-time law enforcement certification. Each level of certification requires an incrementally higher degree of education, training, and law enforcement experience.

Education Points – Each semester credit requires a 2.0 GPA and equals one education point

Training Points – Twenty classroom hours of police training equals one training point

Law Enforcement Experience – Experience acquired as a sworn, full-time law enforcement officer

Basic Certificate – Complete the basic police training course and complete a 12 month probationary period.

General Certificate – Possess the basic certificate and acquire the following training/education (T&E) points and years of service – 15 T&E points plus 5 years of experience, or 23 T&E points and 4 years of experience, or 30 T&E points plus 3 years of experience, or 38 T&E Points plus 2 years of experience.

Intermediate Certificate – Possess or be eligible to possess the General Certificate, complete six semester hours of college English and acquire the following training/education (T&E) points and years of service – 30 T&E points and 8 years of experience, or 45 T&E points and 7 years of experience, or 60 T&E points and 6 years of experience, or 75 T&E points and 4 years of experience, or an Associate Degree and 4 years of experience.

Advanced Certificate – Possess or be eligible to possess the Intermediate Certificate, acquire the following training/education hours and years of service – 6 semester hours of college, 420 training hours, and 16 years of experience, or 15 semester hours, 360 training hours, and 14 years of experience, or 30 semester hours, 300 training hours, and 12 years of experience, or 45 semester hours, 240 training hours, and 10 years of experience, or an Associate's Degree, 210 training hours, and 8 years of experience, or a Bachelor's Degree, 210 training hours, and 6 years of experience.

Senior Certificate - Possess or be eligible to possess the Advanced Certificate, acquire the following training/education hours and years of service – 30 semester hours of college, 720 training hours, and 18 years of experience, or 45 semester hours, 600 training hours, and 15 years of experience, or an Associate's Degree, 480 training hours, and 12 years of experience, or a Bachelor's Degree, 360 training hours, and 9 years of experience, or a Master's Degree, 240 training hours, and 6 years of experience.