



WASHINGTON COUNTY, ARKANSAS
County Courthouse

December 4, 2015

MEETING OF THE
WASHINGTON COUNTY QUORUM COURT
PERSONNEL COMMITTEE

Monday, December 7, 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

A G E N D A

1. Call to Order.
2. Prayer and Pledge of Allegiance
3. Adoption of Agenda.
4. An Ordinance Concerning Bonuses And Raises For County Employees Earning The Maximum Allowable Compensation Pursuant To JESAP Guidelines. This ordinance is being sponsored by JP Rick Cochran. (4.1)
5. Other Business: Any other business to be discussed by the Committee will be brought up at this time.
6. Public Comments.
7. Adjournment.

/cs

ORDINANCE NO. 2015-_____

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

AN ORDINANCE CONCERNING BONUSES AND RAISES FOR COUNTY EMPLOYEES EARNING THE MAXIMUM ALLOWABLE COMPENSATION PURSUANT TO JESAP GUIDELINES.

WHEREAS, Washington County employees are, from time to time, eligible for raises and bonuses; and,

WHEREAS, Washington County utilizes a Job Evaluation and Salary Administration Program (“JESAP”) to, among other things, establish the maximum pay for certain jobs pursuant to criteria established by JESAP; and,

WHEREAS, there are individual Washington County employees who have their individual maximum allowable compensation in each of their respective current jobs pursuant to JESAP guidelines; and,

WHEREAS, it is the intent of the Quorum Court that only those employees who have not reached their maximum allowable compensation pursuant to JESAP guidelines to receive raises or bonuses.

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

ARTICLE 1: No Washington County employee who has reached the maximum allowable compensation in his or her respective job pursuant to JESAP guidelines will be eligible to receive a pay raise or a bonus. For purposes of this Ordinance, an employee has reached his or her maximum allowable compensation pursuant to JESAP guidelines if he or she is receiving that maximum compensation on or before the regular pay period the pay raise or bonus is to take effect.

ARTICLE 2: This Ordinance is not intended to prevent and it shall not be construed to prevent the reevaluation, reclassification, rerating or rewriting of the job description or descriptions for any one job, several of jobs or all jobs across the County. In the event of such reclassification, reevaluation, rerating or rewriting, changes in compensation pursuant to those new classifications, evaluations or writings shall be unaffected by this Ordinance.

ARTICLE 3: This Ordinance is also not intended to prevent and it shall not be construed to prevent an employee qualifying for and receiving incentive pay under the County’s longevity pay program, the Sheriff’s certification incentive program, or similar incentive-based compensation.

MARILYN EDWARDS, County Judge

DATE

BECKY LEWALLEN, County Clerk

Sponsor: _____ Rick Cochran _____

Date of Passage: _____

Votes For: _____ Votes Against: _____

Abstention: _____ Absent: _____