

ORDINANCE NO. O-2014-__

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

**AN ORDINANCE AMENDING SECTION 2-516 SUBSECTION (10)
b.2 - b.3 OF THE CODE OF ORDINANCES OF BENTON COUNTY,
ARKANSAS REGARDING SPECIFIC BENTON COUNTY
PERSONNEL AND SALARY ADMINISTRATION POLICIES AND
GUIDELINES OF THE BENTON COUNTY EMPLOYMENT
POLICY**

WHEREAS, pursuant to Arkansas law, the Quorum Court's legislative power expressly includes "any legislative authority with regard to employee policy and practices of a general nature,

NOW, THEREFORE, BE IT ENACTED BY THE QUORUM COURT OF THE
COUNTY OF BENTON, STATE OF ARKANSAS:

ARTICLE 1. That the *Code of Ordinances of Benton County, Arkansas* and the current handbook for Benton County employees established by Ordinance 2008-26 is amended as provided in the attached document titled "Employee Policy Manual Changes" with underlined language to be added and lined through language to be deleted from the indicated sections. To the extent not revised by the attached document, the provisions of the *Code of Ordinances* and handbook shall remain unchanged from the language in effect immediately before adoption of this ordinance.

ARTICLE 2. This ordinance is not intended to create a contract with any employee of Benton County. Benton County remains an "at will" employer, as that term is understood in Arkansas law.

APPROVED:

ROBERT CLINARD, COUNTY JUDGE

DATE SIGNED: _____

ATTEST:

TENA O'BRIEN, COUNTY CLERK

SPONSOR: JP Jay Harrison

DATE ADOPTED: _____

Votes For: _____ Votes Against: _____

Abstain: _____ Present: _____ Absent: _____

Employee Policy Manual Changes

Section 2-516 (revision to only the provided subparagraphs of section)

(10) AUTHORIZED LEAVES OF ABSENCE AND LEAVE BENEFITS:

b. VACATION: (Annual Leave Time) The county shall maintain the following vacation Eligibility requirements and the list of vacation rates shall accrue on a pro rata basis.

2. Regular full-time employees, employed less than seven five (5) years, are eligible to earn up to ten vacation days each year. Vacation leave is accrued per paid hour. An employee who does not work any hours in a pay period and does not use paid leave or earned compensatory time, (i.e. leave without pay) will not accrue vacation pay during that time. Overtime hours are not used when calculating leave hours.
3. Regular Full Time Employees, who have completed seven five (5) years of continuous employment, and are beginning his/her eighth sixth year are eligible to earn up to 15 vacation days each year, accrued a rate per paid hour. An employee who does not work any hours in a pay period AND does not use paid leave or earned compensatory time, (i.e. leave without pay) will not accrue vacation pay during that time. Overtime hours are not used when calculation leave hours.