

ORDINANCE NO. 2023-15

BE IT ENACTED BY THE COUNTY OF MILLER
STATE OF ARKANSAS: AN ORDINANCE TO BE ENTITLED:

AN ORDINANCE TO ADOPT THE LONGEVITY COMPENSATION PLAN

WHEREAS, The Miller County Quorum Court has reviewed the Longevity Compensation Plan and,

WHEREAS, The Court recommends adoption of the plan.

MILLER COUNTY LOGEVITY COMPENSATION PLAN

1. Longevity will be calculated from the date of hire of each Full-Time employee.
2. One year of service is defined as continuous service with no separation from the county from the date of hire.
3. To be eligible for longevity pay, an individual must be a full-time employee (any employee working less than 40 hours per week is considered part-time). Elected officials, part-time employees, and contract employees are not eligible for longevity pay.
4. To be eligible for longevity pay, employees must have been continuously employed in the service of Miller County for a minimum of five years in full-time status.
5. The amount paid to employees for longevity will be determined by the Miller County Quorum Court on an annual basis during the budgeting process and shall be included in each payroll line item as necessary. The total amount of the annual longevity payment made to an employee by the county shall not exceed the amount shown on the table passed with the annual budget.
6. Longevity pay is additional wages, salary, or another form of compensation given to an employee or worker based on the length of their services. Longevity pay will not become a part of the base pay of employees. Longevity pay is not cumulative.
7. Longevity pay will be disbursed to the qualifying employee on the bi-weekly pay period following the completion of the required years of service. The eligible amount will be added to their regular paycheck. Payment shall be made in one lump-sum annual payment in the amount provided on the schedule passed with the annual budget. To

receive longevity, an employee must be in an active pay status on or after his or her anniversary date.

8. Human Resources will maintain a list of current employees and notify the payroll clerk when an employee is eligible to receive longevity pay.
9. Periods of leave that exceed 30 days taken without pay (not work comp, not FMLA, not military leave) with prior approval of an elected official will be reviewed on a case-by-case basis by the Human Resources department to determine the impact on the employee's eligibility to receive longevity pay.
 - a. Workers' Comp: Periods of leave without pay, not to exceed 12 months, taken because of a job-related illness or injury, shall be counted as continuous service.
 - b. Active military duty: periods of leave without pay taken in connection with active military duty shall be counted as continuous service.
10. Longevity payments shall not be paid to an employee upon separation from the county.
11. Any retiree returning to employment with Miller County shall be treated as a new hire and will accrue longevity pay based on the re-employment date.
12. This plan will become effective for the 2024 budget year.

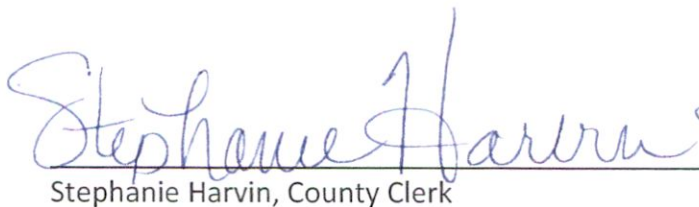
Dated this 9th day of October 2023.

FILED

OCT 01 2023

MILLER COUNTY CLERK
SHT
D.C.


Cathy H. Harrison, County Judge


Stephanie Harvin, County Clerk

This publication was paid for by the Quorum Court of Miller County, Arkansas in the amount of \$_____.

RESOLUTION 2023-6

RESOLUTION ESTABLISHING THE COMPENSATION AND DATES OF SERVICE FOR THE MILLER COUNTY EQUALIZATION BOARD

Be it resolved by the County of Miller, State of Arkansas:

Whereas the 2023 session of the Equalization Board convened on August 1st as required by Arkansas Code, and

Whereas the members of the Equalization Board of Miller County will receive compensation of 100.00 per diem, plus travel and expenses.

NOW THEREFORE, BE IT RESOLVED that the Miller County Equalization Board convened August 1, 2023, and will receive a per diem of 100.00, plus travel and expenses.

The Equalization Board's final session was held on September 6, 2023.

Approved this October 9th day of October 2023.

FILED

OCT 01 2023

MILLER COUNTY CLERK
SHH
D.C.

Cathy Harrison
Cathy Harrison, County Judge

Stephanie Harvin
Stephanie Harvin, County Clerk