

DEC 30 2021

Fulton County
Arkansas

County Salary and Compensation Ordinance
Ordinance 2021-15

Whereas, salary issues were once specified in the County Personnel Policy, and

Whereas, salary changes can happen frequently, and

Whereas, salary changes can be brought about by outside forces, and

Whereas, a separate ordinance for salary issues allows easier updates than revising the County Personnel Policy;

Be it resolved by the Fulton County Quorum Court that the County salary structure be defined by this ordinance as follows:

1. Base Salary. Base salary amounts refer to the starting salary of an employee when hired. When employees receive a raise their base salary increases. The base salary does not include any overtime, shift differential or extra compensation or reimbursement. Base salary for County employees will begin at the current minimum wage. This salary does not apply to Road Superintendent, heavy equipment operators or Sheriff's Deputies. *or some sheriff personnel*
2. For heavy equipment operators may start at minimum wage plus two dollars an hour. When starting base salary is increased, existing employees will have their base salary increased by the same amount.
3. The Road Superintendent shall oversee and coordinate all activity in the Road Department, and report issues and needs to the County Judge. Any salary adjustments or policy changes must be presented by the judge to the Quorum Court for approval. The position shall be a salary position with the Superintendent on call as needed, and not subject to overtime or compensatory time. The hiring salary range will be \$34,000 to \$37,000 based on qualifications, and approved by the Quorum Court.
4. The Base Salary for Sheriff's Deputies will be \$30,000 annually for certified officers, \$28,000 for non-certified officers.
5. Employee Compensation. County employees shall be paid twice a month (24 pay periods annually, on the fifteenth and the last working day of the month). After termination of employment, a County employee will be paid through the employee's final working day in the payment for the pay period following termination of employment.
6. Shift Differential Compensation. To establish uniform guidelines for compensation of hourly Fulton County Employees who work in Safety Sensitive positions. Fulton County recognizes that some departments may be required to routinely schedule personnel to work more than one shift during a 24 hour period. It is the intent of the county to provide extra compensation above the regular base salary for those who work during times that are deemed to be less desirable within the 24 hour period.

- i. Eligibility. Shift Differential Compensation is limited to employees of Fulton County who work in shift work positions that are also deemed Safety Sensitive (as defined in section IV, H, 4).
- ii. Shift Definitions. Day shift (A Shift) includes work hours between 8:00 a.m. and 4:00 p.m. Evening Shift (B Shift) occurs between the hours of 4:00 p.m. and 12:00 a.m. Night Shift (C Shift) occurs between 12:00 a.m. and 8:00 a.m.
- iii. Provisions. Employees who are assigned and work shifts B or C are eligible for additional compensation. If an employee works additional hours into a following shift, which is not their regularly assigned shift, they must work at least four (4) hours into the shift for shift differential pay to be applied. Shift differential pay applies only to hours worked, and does not apply to holiday or vacation pay, compensatory hours or sick leave.
- iv. Payroll Reporting. The department head shall be responsible for overseeing accuracy of timesheets and recordkeeping of Shift Differential pay that is reported to payroll. Shift Differential pay may be included with regular payroll or as an additional payment.
- v. Shift Differential Pay Rate. The rate of pay increase for Shift Differential shall be an additional \$.50/hour for shift B and \$1.00/hour for Shift C.

APPROVED: 12/30/2021



GARY G. CLAYTON
FULTON COUNTY JUDGE

12/30/2021

DATE

ATTEST:

Vickie Bishop
VICKIE BISHOP
FULTON COUNTY CLERK

SPONSOR:
DATE ADOPTED: 12/30/2021
Votes for: 6 Against: 0
Abstain: 0

