

**PERSONNEL COMMITTEE MEETING
JULY 22, 2021 1:30 ANNEX BUILDING**

ATTENDANCE: Chairman, Justice Rick Ash; Justice, Cecil McDonald; Justice, Harbans Mangat; Justice, Betty Hepler; Justice, Molly Jackson; Justice, JoAnn Henton; Justice, Tobbye McClanahan; Finance, Kelli Jones; Treasurer, Peggy Meatte; Circuit Clerk's Office, Ashley McGuirt; Public Affairs, Tom Henry; NEA Town Courier, Revis Blaylock.

1. Meeting was called to order by Justice, Rick Ash. Ordinance was passed to cover employees that were exposed to COVID or contracted COVID. The Ordinance was an emergency Ordinance that had expired when the emergency was over. COVID cases had increased. 26% vaccinated in Arkansas. CDC expected to change regulations. CDC regulations now state if you are exposed and vaccinated nothing else was to be done except if the employee worked in the jail, then the employee would need to be tested. Rapid test or PCR test. Positive on rapid PCR test required. Does the committee want the Ordinance to be continued or changed. Discussion was held. Motion was made by Justice, Betty Hepler to continue the policy on sick or vacation leave for COVID to meet current CDC guidelines. Second was made by Justice, Cecil McDonald. Motion passed.

2. Incentive for vaccination. Different options were discussed. Giving sick time, gift cards, day vacation. ARP funds could be used for incentives. Incentives would be retroactive. Motion was made by Justice, Betty Hepler to give a county employees a gift card in the amount of \$150.00 as an incentive to be vaccinated for the COVID virus. Incentive retroactive. Second was made by Justice, Harbans Mangat. Motion passed and would go to Finance Committee.

3. Sick leave and vacation policy. Employees received 1 day per month the first three years, 4-5 years 1.25, 1.5 6 years over. Part time employees received same amount of sick and vacation time as full time employees. Full time employees worked 30 hours a week, part time 19.5. Discussion was held. The committee recommended a Resolution going to Quorum Court to change accrual time. Justice, Betty Hepler made a motion to change the policy to part time employees accruing one half time as full time employees. Second was made by Justice, Harbans Mangat. Motion passed.

4. Catastrophic bank. Employees needed to be full time and employed for two years before a donation of unused sick leave could be made. Donations were made in 1/2 days. To be eligible for catastrophic leave employee must have donated. 10 days must be left of sick leave before donation was made. The board had one person from each department. Elective surgeries were not covered along with anything covered by Workman Comp. Justice, Betty Hepler made a motion to change the policy to employees must donate 1/2 day per year. Employees must have 10 days before donation. Second was made by Justice, Harbans Mangat. Motion passed.

5. Meeting adjourned.

Minutes submitted by: Cindy George