

FILED

SEP 23 2025

COUNTY & PROBATE COURT CLERK

ORDINANCE 2025-18

An Ordinance amending the Craighead County Salary Administration Policy to allow the Craighead County Sheriff and the Craighead County Detention Center to hire personnel with verifiable experience at the salary midpoint.

Whereas: the Craighead County Quorum Court desires to pay a fair wage to Craighead County employees serving in the law enforcement field that often presents life-threatening situations in preserving public safety and well as personal injury in day-to-day operations.

Section 1. That the Job Evaluation and Salary Administration Program Committee (JESAP Committee) has approved a policy update to allow the Craighead County's Sheriff's Office and the County Detention Center to hire new employees with verifiable relevant experience at the budgeted midpoint salary rates while allowing new hires without experience to continue to be hired from 80% to 90% of the budgeted salary in accordance with existing policy.

Section 2. That the flexibility in the starting pay with experienced employees will help eliminate employee turnover, thereby saving additional costs associated with new hire recruiting, onboarding, retaining manpower, training, uniform costs, and additional associated costs.

Section 3. That the law enforcement field is unique and can produce life-threatening situations daily.

Section 4. Be it hereby approved by the Quorum Court that this change be implemented and become a permanent addition to the Craighead County Salary Administration Policy to allow the Craighead County Sheriff's Office and the Craighead County Detention Center the flexibility to recruit, hire, and maintain qualified employees at the midpoint of the budgeted salary schedule.

Section 5. Emergency Clause: It is hereby determined by the Quorum Court that the amendment described is needed for the immediate needs of Craighead County to correct the law enforcement personnel turnover and preserve public safety.

Dated this 22nd day of September 2025

Approved: Marvin Day
Marvin Day, Craighead County Judge

Attest: Mary Dawn Marshall
Mary Dawn Marshall, County Clerk

*This publication was paid by the Craighead County Clerk, cost of this publication \$_____.