

PROPOSED ORDINANCE 21-11
Sponsored by Justice Pearson and Justice Knight

Be it enacted by the Quorum Court of the County of Faulkner, State of Arkansas. An Ordinance to be entitled: “An Ordinance to amend the Faulkner County Personnel Manual to include Parental Leave.”

WHEREAS, the Faulkner County Quorum court finds that supporting strong families is a core value in Faulkner County and the state of Arkansas.

WHEREAS, the Faulkner County Quorum court finds that providing a paid parental leave benefit for employees of the county will result in reduced infant mortality rates, improved infant and birthmother health, and higher labor force participation rates for women.

NOW, THEREFORE, BE IT ORDAINED BY THE QUORUM COURT OF FAULKNER COUNTY, ARKANSAS:

The Faulkner County Personnel Manual of 2018 is hereby amended to include the following:

Section 1: An additional section, identified as “XLIV. PARENTAL LEAVE” shall be added to the County Personnel Manual.

Section 2: The Personnel Manual’s Section “XLIV. PARENTAL LEAVE” shall state,
“To assist and support new parents, full-time employees with one year of consecutive service shall receive parental leave in either one, but not both, of the following instances:

- (1) Medical Maternity Leave. Eligible employees who give birth to a child shall receive eighty (80) hours of paid medical maternity leave to support recovery from childbirth.
- (2) Non-Medical Parental Leave. Eligible employees who become parents through birth or adoption shall receive forty (40) hours of paid parental leave.”

Section 3: Section “XLIV. TERMINATION” shall be retitled “XLV. TERMINATION”

Section 4: Section “XLV. GRIEVANCE” shall be retitled “XLVI. GRIEVANCE.”

Section 5: The Personnel Manual’s Table of Contents shall be amended to reflect the changes in page numbers and titled sections.

Approved by the Quorum Court on August 17, 2021.

Attest: _____

Margaret Darter
Quorum Court Secretariat
Faulkner County, AR

Approved: _____

Jim Baker
Faulkner County Judge
Faulkner County, AR

Dated:

Dated:

This Publication was paid for by
Faulkner County - Quorum Court/
County Clerk in the amount of
\$_____.