

RESOLUTION NO. _____

A RESOLUTION AUTHORIZING THE ACCEPTANCE OF AN AMENDMENT TO STATEMENT OF AGREEMENT BETWEEN THE CITY OF NORTH LITTLE ROCK AND THE NORTH LITTLE ROCK SUPERVISORS ASSOCIATION; AND FOR OTHER PURPOSES.

WHEREAS, pursuant to Resolution No. 10986, adopted by the North Little Rock City Council on December 23, 2024, City, the Chief of the North Little Rock Police Department (“NLRPD”), and the Supervisors Association (“SA”) entered into a Statement of Agreement effective January 1, 2025 through December 31, 2026; and

WHEREAS, the parties desire to amend the overtime provisions of the Agreement to reflect previous practices and policies that were not incorporated into the Statement of Agreement.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF NORTH LITTLE ROCK, ARKANSAS:

SECTION 1: That the Amendment to Statement of Agreement between the City of North Little Rock and the SA (“Amendment”) (substantially similar to Exhibit A attached hereto) is hereby accepted and approved.

SECTION 2: That payments of the overtime amounts set forth in the Amendment that were previously made pursuant to internal policies and practices of the NLRPD are hereby ratified.

SECTION 3: That payment of backpay for overtime amounts due pursuant to the terms of this Amendment beginning February 14, 2026 is hereby authorized.

SECTION 4: That all resolutions or parts of resolutions in conflict herewith are hereby repealed to the extent of the conflict.

SECTION 5: That this Resolution shall be in full force and effect from and after its passage and approval contingent upon the signing of the Amendment to Statement of Agreement by the Mayor, as witnessed by the City Clerk, and the authorized representatives of the North Little Rock Supervisors Association.

PASSED:

APPROVED:

Mayor Terry C. Hartwick

SPONSOR:

ATTEST:

Terry C. Hartwick
Mayor Terry C. Hartwick

Diane Whitbey, City Clerk

APPROVED AS TO FORM:

Amy Beckman Fields
Amy Beckman Fields, City Attorney

PREPARED BY THE OFFICE OF THE CITY ATTORNEY/ABF

FILED 10:45 A.M. ___ P.M.

By A. Fields

DATE 4-7-24

S. Ussery

Amendment to STATEMENT OF AGREEMENT

**Between
CITY OF NORTH LITTLE ROCK, ARKANSAS
And the
NORTH LITTLE ROCK SUPERVISORS ASSOCIATION**

This **Amendment to Statement of Agreement** is made and entered into this ____ day of _____, 2026, by and between the City of North Little Rock, Arkansas ("City"), a municipal corporation organized and existing under the laws of the State of Arkansas, and the North Little Rock Supervisors Association.

W-I-T-N-E-S-S-E-T-H:

WHEREAS, pursuant to Resolution No. 10986, adopted by the North Little Rock City Council on December 23, 2024, City, the Chief of the North Little Rock Police Department ("NLRPD"), and the North Little Rock Supervisors Association entered into a Statement of Agreement effective January 1, 2025 through December 31, 2026; and

WHEREAS, the parties desire to amend the overtime provisions of the Agreement to reflect previous practices and policies that were not incorporated into the Statement of Agreement.

NOW, THEREFORE, it is agreed by and between the parties as follows:

1. **Amendment to Article XVIII – Overtime Compensation.** Article XIX – Overtime Compensation, Section 1 - is hereby amended as follows:

SECTION 1. (a) *Overtime Compensation.* Supervisors will be compensated at the employee's overtime rate for all authorized hours worked in excess of 40 during a pay week. For determining overtime hours, holiday, vacation, compensatory time, and personal leave time taken will be counted as hours worked. A supervisor's overtime rate is determined by summing the annual base pay, longevity pay, and career development pay and dividing the result by 2080 (scheduled annual work hours).

(b) Special Events Overtime. Overtime compensation shall be paid to supervisors for authorized overtime hours worked in connection with special events (e.g. parades, festivals, concerts) and emergency situations (e.g. chemical spills, natural disasters).

A supervisor who makes an off-duty felony arrest shall receive a minimum credit of 2 hours of work or the actual amount of hours required, whichever is the greater, paid at the employee's overtime rate. The term "off-duty felony arrest" shall not include an arrest made while privately employed in a law enforcement capacity.



(c) Detail Overtime. The City may contract with private businesses or events to provide enhanced police services. Employees who are assigned to work these details in accordance with department policy will be paid at the employee's overtime rate for all hours worked on the detail, without regard to other hours worked or leave taken.

(d) Court Appearance Overtime. Supervisors who attend any judicial or quasi-judicial proceeding under subpoena or other requirement to attend as a witness in direct association with their duties as a law enforcement officer for the City will be paid a minimum of 2 hours overtime, provided that the employee is off duty and has to make a special trip to and from the proceeding location. If the hearing or proceeding is immediately before or after the employee's tour of duty, the time will be paid for the time actually spent at the employee's overtime rate.

(e) Call out. In the event a supervisor is required by the Department to report to work outside of their normal tour of duty, they will be compensated a minimum of 2 hours overtime pay or the actual amount of hours required, whichever is greater, paid at the employee's overtime rate. If this is immediately before or after the employee's tour of duty, the time will be paid for the time actually spent at the employee's overtime rate.

(f) Field Training Program. (i) Field Training Supervisors will be compensated at the rate of 6 hours of overtime or 9 hours of compensatory time per month when performing at least 2 "end of week" conferences a month when Officers in Training ("OIT") are present in the Field Training Program; (ii) Field Training Coordinators responsible for scheduling FTO/OIT training will be compensated at the rate of 8 hours of overtime or 12 hours of compensatory time per month when OIT's are present in the Field Training Program; and (iii) Field Training Directors will be compensated at the rate of 8 hours of overtime or 12 hours of compensatory time per month when OIT's are present in the Field Training Program.

2. All other provisions of the original Statement of Agreement entered into by and between the City of North Little Rock, Arkansas, and FOP shall remain in full force and effect.

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IN WITNESS WHEREOF, the parties hereto have executed this Amendment to Statement of Agreement as of the day and year first above written.

CITY OF NORTH LITTLE ROCK

**NORTH LITTLE ROCK SUPERVISORS
ASSOCIATION**

Terry C. Hartwick, Mayor

Chairman

ATTEST:

Diane Whitbey, City Clerk

Police Chief