O-20- 101

ORDINANCE NO. _____

AN ORDINANCE GRANTING CARRYOVER VACATION TIME TO CERTAIN EMPLOYEES; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES.

WHEREAS, the North Little Rock City Council has established benefits for City employees pursuant to its approval of the Administrative Personnel Policies and Procedures for Non-Uniformed Employees, as well as its approval of contracts negotiated with the unions representing uniformed employees; and

WHEREAS, all City employees have a maximum number of vacation hours that can be carried over from year to year pursuant to the provisions of the Administrative Personnel Policies and Procedures or the negotiated agreements between the City and the unions; and

WHEREAS, beginning approximately eighteen months ago, the City and its residents have faced multiple challenges, starting with the historic flooding that occurred in North Little Rock beginning in May 2019, followed by the public health crisis created by the Covid-19 pandemic that continues to date, and protests that occurred across the country, including Central Arkansas, over the summer of 2020; and

WHEREAS, as a result of the unusual and historic circumstances of the past 18 months, certain employees have not been able to take the amount of vacation they would have otherwise taken and will forfeit vacation time at the end of the year because the accumulated vacation hours will exceed the carryover limits established by the non-uniformed personnel policy and union contracts; and

WHEREAS, the City Council recognizes and it grateful for the dedication of the City's employees and the outstanding manner in which the employees have responded to unprecedented circumstances; and

WHEREAS, the City Council has determined that accommodations should be made for the employees who would otherwise forfeit vacation hours as a result of an inability to take vacation due to job responsibilities related to the 2019 flood, the Covid-19 pandemic, and protests during 2020.

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

SECTION 1: That prior to the last pay period of 2020, Department Directors are directed to review the accumulated vacation hours of department employees to identify employees who will forfeit vacation time because of an inability to utilize vacation due to job responsibilities related to the 2019 flood, the Covid-19 pandemic, and protests during 2020.

SECTION 2: That upon identifying the impacted employees, and the amount of vacation time that would otherwise be forfeited, the Department Directors shall certify that information and forward it to the Finance Department, which will credit the time that would otherwise be forfeited to each impacted employee, to be shown as a separate category of available leave in the payroll system.

SECTION 3: That the leave granted to employees pursuant to this Ordinance shall be available to said employees in accordance with existing policies regarding use of leave, shall not be subject to the carryover limits of vacation time, and may be carried forward from year to year. Employees will be compensated for any unused leave granted pursuant to this Ordinance upon separation from City employment.

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

SECTION 5: That the provisions of this Ordinance are hereby declared to be severable and if any section, phrase, or provision shall be declared or held invalid, such invalidity shall not affect the remainder of the sections, phrases or provisions.

SECTION 6: It is hereby found and determined that the community has benefitted greatly by the dedication and exemplary work performed by City employees during times of continuous challenges, and that the City and the residents thereof can best be served by the adoption of this Ordinance; THEREFORE, an emergency is hereby declared to exist, and this Ordinance being necessary for the immediate preservation of the public peace, health and safety, shall be in full force and effect from and after its passage and approval.

PASSED:

APPROVED:

Mayor Joe A. Smith

SPONSOR:

Joe A. Smith By AF

Mayor Joe A. Smith

ATTEST:

Diane Whitbey, City Clerk

APPROVED AS TO FORM:

Amy Beckman Fields, City Attorney

PREPARED BY THE OFFICE OF THE CITY ATTORNEY/ABF

FILED 10:40 A.M. _____ P.M.

By A. Fields

DATE 11-3-20

Diane Whitbey, City Clerk and Collector
North Little Rock, Arkansas

RECEIVED BY S. Lissery