R-21-205

RESOLUTION NO. _____

A RESOLUTION AMENDING THE STATEMENT OF AGREEMENT BETWEEN THE CITY OF NORTH LITTLE ROCK AND THE FRATERNAL ORDER OF POLICE, JOHN E. CHARLES LODGE NO. 5 TO GRANT ADDITIONAL CARRYOVER VACATION LEAVE; AND FOR OTHER PURPOSES.

WHEREAS, pursuant to Resolution No. 9936, adopted October 12, 2020, the City Council authorized the acceptance of a Statement of Agreement between the City of North Little Rock and the Fraternal Order of Police, John E. Charles Lodge No. 5 ("Statement of Agreement"); and

WHEREAS, all uniformed police officers have a maximum number of vacation hours that can be carried over from year to year pursuant to the provisions of the negotiated agreements between the City and the unions; and

WHEREAS, beginning approximately thirty-six months ago, the City and its residents 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, protests that occurred across the country, including Central Arkansas, over the summer of 2020, and department vacancies; and

WHEREAS, as a result of the unusual and historic circumstances of the past thirty-six months, uniformed police officers 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 union contracts;

WHEREAS, the City Council recognizes and is grateful for the dedication of the City's uniformed police officers 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 uniformed police officers 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 Section 2, Article XV Annual Vacation Leave of the current Statement of Agreement between the City of North Little Rock and the Fraternal Order of Police, John E. Charles Lodge No. 5 is hereby amended as follows:

Editor's note: Changes are in **bold**; deletions are denoted in "**red**" by ~~strikethrough~~ and additions in "**blue**" by underline

Section 2 – Employees are allowed to accumulate and carry forward hours of vacation leave from one year to the next with the following limits:

2021		480 hours
~~2022~~ From 2021 to 2022	480	~~440~~ hours
~~2023~~ From 2022 to 2023	440	~~400~~ hours
~~2024~~ From 2023 to 2024	400	~~360~~ hours
~~2025 and after~~ From 2024 to 2025	360	~~320~~ hours
From 2025 to 2026 and after		320 hours

SECTION 2: That this Resolution shall be in full force and effect from and after its passage and approval.

PASSED:

APPROVED:

Mayor Terry C. Hartwick

SPONSOR:

Terry C. Hartwick by AF

Mayor Terry C. Hartwick

ATTEST:

Diane Whitbey, City Clerk

APPROVED AS TO FORM:

Amy Beckman Fields, City Attorney

PREPARED BY THE OFFICE OF THE CITY ATTORNEY/ABF

FILED 11:20 A.M. _____ P.M.
By A. Fields
DATE 12.21.21
Diane Whitbey, City Clerk and Collector
North Little Rock, Arkansas
RECEIVED BY S. Ussery