

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING JOB CLASSIFICATIONS AND NUMBERS OF EMPLOYEES FOR EACH DEPARTMENT OF THE CITY GOVERNMENT OF NORTH LITTLE ROCK FOR 2024; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES.

WHEREAS, the City Council is responsible for establishing the number of employees in each department; and

WHEREAS, by enacting an ordinance listing the numbers of employees in each job classification in each department for 2024, the City Council will be in a better position to monitor and evaluate the numbers of employees necessary to the operation of each city department.

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

Editor’s note: Changes are in **bold**; deletions are denoted in “**red**” by ~~strike through~~ and additions in “**blue**” by underline.

SECTION 1: That the Administration Department shall consist of eight (8) elected officials and ~~ten~~ fifteen (~~10~~ 15) full time employees as follows:

- Mayor (Elected), NEG - 1
- Council Member (Elected), NEG - 8
- Director of Operations, NEG – 1
- Chief of Staff, NEG – 1
- Director of External Affairs, NEG – 1
- Director of Special Projects, NEG – 1
- Director of Development, NEG - 1
- Office Assistant, NEG – 1
- Office Assistant III, NEG – 1
- Director of Workforce Development and Education, NEG – 1
- Director of Construction and Building Services, NG– 1
- Building Maintenance Supervisor, ~~P14~~ NG– 1, add one position and pay grade change
- Building Maintenance Technician, P09 –3, add three positions
- Downtown Ambassador, NG – 1, add one position

SECTION 2: That the Airport Department shall consist of two (2) full time employees and two (2) part-time employees as follows:

- Director, NEG -1
- Airport Maintenance Worker, P06 – 1
- Part-time Worker, HRLY – 2

SECTION 3: That the Animal Shelter shall consist of eleven (11) full-time employees and one (1) part-time employee as follows:

Director, NEG - 1
Animal Control Officer, F08 - 6
Animal Control Assistant, F08 - 1
Lead Animal Control Officer/Administrator, F09A - 1
Office Assistant III, Part-time, HRLY – 1
Office Assistant III, F05-1
Kennel Technician, F06-1

SECTION 4: That the City Clerk's Office shall consist of one (1) elected official, four (4) full-time employees, and one (1) part-time employee as follows:

City Clerk-Treasurer (Elected), NEG – 1
Chief Deputy City Clerk/Treasurer NEG – 1
Deputy City Clerk/Revenue Officer, Senior, NEG – 1
Deputy City Clerk/Revenue Officer, NEG – 1
Code Enforcement Officer/Licensing, NEG – 1
Part-time Deputy City Clerk/Revenue Officer, HRLY – 1

SECTION 5: That the Code Enforcement Department shall consist of thirteen (13) full-time employees as follows:

Director, NEG - 1
Code Enforcement Assistant, F06A - 1
Health Code Enforcement Officer, F09 – 1
Code Enforcement Officer, F07A– 5
Code Officer Supervisor, F09A - 1
Property Maintenance Worker P07 – 2
Rental Housing Enforcement Officer F08A – 2

SECTION ~~7~~ 6: That the Communication Department shall consist of ~~one~~ two (~~1~~ 2) full-time employee as follows:

Communications Director, NEG – 1
Project Coordinator, FT, F10A – 1, add one position

SECTION ~~8~~ 7: That the Community Development Department shall consist of four (4) full-time and two (2) part-time employees as follows:

Director, NEG - 1
Administrative Secretary, F06A - 1
Assistant Community Development Director, F10 – 1 (100% grant-funded)
~~Contract/Rehabilitation Officer~~ Contract Program Coordinator, F07, NG -1,
title and pay grade change

Office Assistant III, PT – 1
Contract/Program Assistant, PT-1

SECTION **9 8**: That the Community Planning Department shall consist of thirteen (13) full-time employees as follows:

Director, NEG – 1
Assistant Planning Director, NG – 1
City Planner, NG – 2
**Adjust two (2) positions between City Planner and Inspector according to the training and experience of employees, vacancies, and the needs of the department.*
Geographic Information Systems Specialist, F10 – 1
Administrative Secretary, F06A – 1
Office Assistant III, F05 – 1
Office Assistant Senior, F05A-1
Building Official, NG – 1
Chief Building Inspector, F08A – 1
Chief Electrical Inspector, F08A – 1
Chief Plumbing & Gas Inspector, F08A – 1
Chief Mechanical Inspector, F08A – 1

SECTION **10 9**: That the District Court, First Division shall consist of one (1) elected official, eight (8) full-time employees and two (2) part-time employee as follows:

Judge (Elected) – 1 (State employee effective 07/01/09)
Assistant Clerk, NEG - 3
Chief Clerk, NEG - 1
Chief Probation Officer, NEG - 1
Clerk Specialist, NEG – 1
Part-Time Court Reporter, HRLY-1
Probation Officer, NEG - 2
Assistant Clerk (Part time), HRLY - 1

SECTION **11 10**: That the District Court, Second Division shall consist of one (1) elected official, nine (9) full-time employees as follows:

Judge (Elected) – 1 (State employee effective 07/01/09)
Assistant Clerk, NEG - 3
Chief Clerk, NEG - 1
Court Reporter, NEG - 1
Deputy Clerk, NEG - 1
Office Assistant, NEG – 2
Probation Officer, NEG – 1

SECTION **12 11**: That the Electric Department shall consist of **one hundred thirty-five** one hundred forty (~~135~~ **140**) full-time employees and **one (1) part-time employee** as follows:

General Manager, NEG – 1
 Accounting Clerk Senior, F07A –4
 Accountant, F11 – 1
 Accounting Clerk III, F06A –1
 Accounts Receivable Specialist, F06A – 2
 Payroll Accounting Clerk, F08 – 1
 Mechanic, NG – 1
 Mechanic/Shop Foreman, NG -1
 Billing Manager, NG – 1
 Climbing Crew Leader, NG – 5
 Power Supply Engineer, NG – 1
~~Construction Manager, NG – 1 -1=0, delete one position~~
 Cost Accountant, NG – 1
 Customer Service Accounting Clerk, F05B –1
 Customer Service Representative I, F05B – 11
Customer Service Representative II, F07 – 4-1=3, delete one position
Senior Customer Service Representative, F08A – 1+1=2, add one position
 Customer Service Manager, NG-1
 Customer Service Supervisor, NG-1
 Design Engineer, NG – 2
 Distribution Design Supervisor, NG – 1
 Distribution Designer, NG – 1
 Distribution Designer, Sr., NG – 1
 Distribution Engineer, NG – 1
 Distribution Technician, NG – 1
 Lead Distribution Technician, NG – 1
**Adjust two (2) Distribution Protection Technician positions between Technician and Apprentice according to the training and experience of employees, vacancies and the needs of the department.*
Distribution Protection Technician, NG –1
Distribution Protection Apprentice, NG –1
 Multimedia Content Administrator, NG – 1
 Director of Operations, NG – 1
 Facilities Manager, NG – 1
 Director of Administrative Services, NG – 1
 Excavator Lead, NG –1
 Excavator Assistant, NG – 2
 Executive Office Manager, NG – 1
 Director of Financial Operations, NG – 1
 Power Supply Analyst, NG – 1
 General Construction Supervisor, NG – 1
 Hydro Maintenance Supervisor, NG – 1
 Hydro Maintenance Worker, NG – 4
 Hydro Operator, NG – 4
 Material Handler, NG – 1

Mapping Specialist, NG - 2
Smart Grid Data Analyst, NG – 2
Smart Grid Manager, NG – 1

Adjust three (3) Meter Man positions between Apprentice & Journeyman according to the training and experience of employees and vacancies.

Journeyman Meter Man, NG –2
Apprentice Meter Man, NG – 1
Lead Journeyman Meter Man, NG – 1
Milsoft GIS Administrator, NG – 1
Office Assistant III, F05 – 2
Distribution Operator, NG – 2
Distribution Operator SCADA, NG – 3
Senior Distribution Staker, NG – 1
Safety and Security Manager, NG - 1
Service Supervisor, NG – 1

Quotas for thirty (~~31~~ 30) service positions (Apprentice Lineman, ~~Apprentice-Street Light Technician~~, Ground Assistant/Climbing, ~~and~~ Journeyman Lineman, ~~and Street Light Technician~~) may be reallocated among the positions according to the training and experience of employees and the needs of the department.

Journeyman Lineman, NG – 17+2=19, add two positions

Apprentice Lineman, NG – 4+1=5, add one position

~~Ground Assistant/Climbing, NG – 7-1=6, delete one position~~

~~Street Light Technician, NG – 1-1=0, delete one position~~

~~Apprentice Street Light Technician, NG – 2 -2=0, delete two positions~~

Smart Meter Technician, NG –2
Storekeeper, NG - 1
Key Accounts Manager, NG – 1
Director of Engineering, NG – 1
Director of Power Supply, NG – 1

**Adjust eight (8) Tree Trimmer positions between Climber and Climber Assistant according to the training and experience of employees, vacancies and the needs of the department.*

Tree Trimmer/Climber, NG – 2+2=4, add two positions

Tree Trimmer/Climber Assistant, NG – 2+2=4, add two positions

Vegetation Management Coordinator, NG – 1
Rates Analyst, NG – 1
Service Technician, NG – 2

Customer Connections Administrator, NG – 1, add one position

Administrative Technician, F07-1, add one position

~~Safety Director, Part-time, HRLY—1 -1=0, delete one position~~

SECTION ~~13~~ 12: That the Emergency Services Department shall consist of thirty three (33) full-time employees and five (5) part-time employees as follows:

Director, NEG – 1
Deputy Coordinator/Lead Public Safety Dispatcher, NG, - 1

Lead Public Safety Dispatcher, NG, - 3
Public Safety Dispatcher, NG – 25
Public Safety Administrative Coordinator, NG – 1
Emergency Communications Trainer, NG – 1
Emergency Services Special Project Administrator- NG – 1
Public Safety Dispatcher, Part-time, HRLY – 5

SECTION 13: That the Engineering Department shall consist of six (6) full-time employees:

Executive Secretary, NG-1
Chief City Engineer, NEG - 1
City Engineer, NEG – 2
Engineer Inspector, NEG-1
Project Engineer, NG, – 1

SECTION 14: That the Finance Department shall consist of twenty two (22) full-time employees as follows:

Chief Financial Officer, NEG – 1
Quotas for five (5) positions (Accountant-Senior, Accountant, Accounting Clerk III, Assistant Payroll Specialist, and Purchasing Agent) may be reallocated among the positions according to the training and experience of employees and the needs of the department.

Accountant, Senior, NG– 1
Accountant, F11-1
Accounting Clerk III, F06A – 1
Assistant Payroll Specialist, F08A –1
Purchasing Agent, F08 –1

Accounting Clerk, Senior, F07A-4-1=3, delete one position

Assistant Chief Financial Officer, NEG – 1
Payroll Manager, NEG – 1
Payroll Specialist, F10A – 1
Grant Manager, NG – 1
Comptroller, NG – 1
Accounts Payable Supervisor, F10A – 1
Office Assistant III, F05 –3
Purchasing Manager-NG –1
Assistant Director of Procurement, NEG –1
Courier, F05 –1

Executive Secretary, NG – 1, add one position

SECTION 15: That the Fire Department shall consist of one hundred sixty six (166) full-time employees (163 uniformed and 3 non-uniformed) as follows: (Per Ordinance 7615, 1/26/04, is authorized to exceed by 3 the quota of firefighters due to absences caused by military leaves.)

Uniformed:

- Chief, NEG - 1
- Assistant Chief, Y04 – 1
- Battalion Chief, Y04 - 6
- Captain, Y03 – 45
- Fire Marshal, Y04 - 1
- Firefighter, Y01 – 63
- Lieutenant, Y02 – 46

Non-uniformed:

- Executive Secretary, NG – 1
- Office Assistant, Senior, F05A – 1
- Vehicle General Foreman, F10 – 1

SECTION 16: That the Fit 2 Live Department shall consist of one (1) full-time employees:

- Fit 2 Live Coordinator/Wellness, Health, Education, and Nutrition Coordinator NEG – 1

SECTION 18: That the Human Resources Department shall consist of nine (9) full-time employees and one (1) part-time employee as follows:

- Human Resources Director, NEG - 1
- HR Generalist, F07A – 1
- HR Generalist II, F09 –2
- Chief Administrator/Benefits Manager, NG –1
- Human Resources Employment Specialist, F10A-1
- Human Resources Specialist/Administrative, F10A-1
- Industrial/Organizational Specialist, NEG – 1
- Senior Industrial/Organizational Specialist/Assistant Human Resources Director, NEG – 1
- Part-time Worker, HRLY, – 1

SECTION 19: That the Information Technology Department shall consist of ~~twenty-three~~ twenty-four (23 24) full-time employees as follows:

- Director, NEG - 1
- Manager of Desktop Services, NG-1
- Manager of Enterprise Services, NG-1
- Manager of Information Services, NG-1
- Sr. Network Engineer, NG-1
- Sr. System Engineer, NG-1
- Network Administrator, NG-1
- Support Administrator, NG-1
- System Administrator, NG-1

Database Administrator, NG-3
Database Specialist, NG-1
Desktop Technician, NG-6
Administrative Secretary, F06A-1
Data Processing Technician/Data Analyst, NG-2
Network Engineer, NG-1
Camera Technician, NG-1, add one position

SECTION 20: That the Legal Department shall consist of one (1) elected official, seven (7) full-time employees and two (2) part-time employees as follows:

City Attorney (Elected), NEG – 1
Assistant City Attorney, NEG - 3
Deputy City Attorney, NEG – 1
Legal Assistant, NEG –1
Legal Assistant, Part time, NEG – 2
Paralegal, NEG – 1
Case Manager, NEG – 1

SECTION 21: That the Neighborhood Services Department shall consist of ~~four~~ five (4 5) full-time employees as follows:

Director, NEG - 1
Assistant Director, NG-1
~~Garden Program Coordinator~~ Garden Manager, F07 NG-1, title and paygrade change
Neighborhood Services Liaison, F07-1
Garden Technician, NG-1, add one position

SECTION 22: That the Parks & Recreation Department shall consist of ~~two hundred forty one hundred ninety~~ (240 190) employees: ~~ninety-five~~ ninety three (95 93) full-time, ~~one hundred and two~~ sixty eight (102 68) part-time, and ~~forty-three~~ thirty (43 30) intermittent as follows:

Administration (Dept. 033): four (4) full-time employees

Director, NEG – 1
Executive Secretary, NG - 1
Office Assistant, Sr., F05A –2

Parks Maintenance (Dept. 034): ~~fifty-three~~ fifty two (53 52) employees: ~~51~~ 50 full time and 2 part-time.

Quotas for two (2) positions (Heavy Equipment Operator and Senior Heavy Equipment Operator) may be reallocated among the positions according to the training and experience of employees and the needs of the department.

Construction Carpenter, P11 - 1

Equipment Maintenance Worker, P11 – 1
 General Parks Supervisor, F09 – 2
 Heavy Equipment Operator, P09 – 1
 Senior Heavy Equipment Operator, P12 – 2
 Mechanic, P11 - 1
 Administrative Technician, F07 – 1
 Parks Generalist, FT F07 – 1
 Parks Maintenance Crew Leader, P08 – 4
 Parks Maintenance Specialist/Electrician, NG – 1
 Parks Maintenance Superintendent, NG – 1
 Parks Maintenance Worker, P06 –26
 Park Ranger/Trail Coordinator, NG – 1
 Parks Supervisor I, F07A – 2
 Program Coordinator, FT F08 -1
 Senior Parks Maintenance Worker, P07 – 2
 Sports Turf Specialist, P14 – 1
 Water Systems Specialist Plumbing/Irrigation, NG – 1
~~Campground Manager, NG—1-, delete 1 position~~
 Foreman, NG – 1
 Sports Complex Facility Supervisor, Part-Time, HRLY – 2

Recreation (Dept. 035): ~~one hundred ten~~ eighty-eight (110 ~~88~~) employees: ~~18~~ 17 full-time, ~~49~~ 41 part-time, and ~~43~~ 30 intermittent.

~~Custodian, FT, P06 – 2-1=1, delete one position~~
 Office Assistant, Senior, FT F05A – 1
 Program Coordinator, F08 – 1
 Program Leader, FT, F06–6
 Program Supervisor, FT, F09 – 1
 Recreation Center Director, FT, F09 – 4
 Recreation Superintendent, FT, F11 - 1
 Community and Fitness Center Director FT, F09 – 1
 Community and Fitness Center Assistant Director FT, F08 – 1
 Facility Leader, Part-Time, HRLY – 8
~~Recreation/Program Aide, Part-Time, HRLY –41-12=29, delete twelve positions~~
 Aquatic Supervisor, Intermittent, HRLY – 1
 Assistant Pool Manager, Intermittent, HRLY – 2
~~Concession Worker I, Intermittent, HRLY – 5-2=3, delete two positions~~
~~Concession Worker II, Intermittent, HRLY—1-1=0, delete one position~~
 Lifeguard, Intermittent, HRLY – 12
 Swimming Pool Manager, Intermittent, HRLY – 2
~~Instructors, Intermittent, HRLY – 20-10=10, delete ten positions~~
Custodian (Janitor), Part-Time, HRLY – 4, add four positions

Special Projects: (041): ~~two~~ one (2 1) full-time employees:

~~Project Coordinator, FT, F10A—1, delete one position~~

Office Assistant, Senior, FT, F05A – 1

Concessions: (040): forty (40) employees: 1 full-time and ~~39~~ 14 part-time.

Program Coordinator, FT, F08 – 1

Concession Manager, Part-Time, HRLY, - 2+1=3, add one position

~~Concession Worker I, Part-Time, HRLY, - 26 -19=7, delete nineteen positions~~

~~Concession Worker II, Part-Time, HRLY, - 10-7=3, delete seven positions~~

Facility Leader, Part-Time, HRLY – 1

Burns Park Golf Course (036): sixteen (16) employees: 11 full-time and 5 part-time:

Golf Course Manager, FT, NG-1

Equipment Maintenance Worker, FT, P09 – 1

Golf Assistant, FT, F05 –2

Golf Superintendent, FT, NG – 1

Parks Maintenance Worker, FT, P06 – 5

Water Systems Specialist-Irrigation, P13 – 1

Golf Assistant, Part-time, HRLY - 2

Laborer, Part-Time, HRLY –3

Arkansas Inland Maritime Museum (042): ten (10) employees: ~~3~~ 4 full-time and ~~7~~ 6 part-time:

Museum Director, FT, NG – 1

~~Director of Operations~~ Coordinator of Special Events and Reunions, FT, F07A - 1

Operations Manager, FT, F07 – 1

Curator, FT, F05B – 1, add one position

Equipment Maintenance Worker, PT, HRLY - 1

~~Deckhand/Tour Guide, PT, HRLY – 6-2=4, delete two positions~~

General Maintenance Worker, Part-time, HRLY – 1, add one position

Burns Park Tennis Center (044): five (5) employees: 5 full-time

Tennis Center Director, FT, NG – 1

Tennis Programming Manager, FT, NG – 1

Tennis Assistant, FT, F05 – 3

SECTION 24: That the Police Department shall consist of ~~two hundred forty nine~~ two hundred fifty two (~~249~~ 252) full-time employees (201 uniformed and ~~42~~ 45 non-uniformed) and ~~six~~ nine (~~6~~ 9) part-time employees as follows:

Uniformed:

Chief, NEG – 1

Assistant Chief, NG – 1

Captain, X04 - 4

Lieutenant, X03 –10

Sergeant, X02 - 25

Police Officer, X01 – 160

Non-uniformed:

- Administrative Secretary F06A- 4
- Automated Systems Assistant, F05 – 1
- Community Service Assistant, F05 – 2
- Community Service Assistant II, F07 – 8
- Court Bailiff, NG –3
- Executive Secretary, NG - 1
- Fleet Maintenance/Inventory Manager, NG – 1
- FOIA Specialist, F08A – 1
- Media Production Specialist, F09A – 1
- Office Assistant III, F05 – 8
- Support Service Manager, F11 – 1
- Payroll Accounting Clerk, NG – 1
- Secretary III, F05A –3,
- Victim’s Advocate, F09 – 1
- Police Athletic League Director, F09A- 1
- Property/Evidence Custodian, NG – 1
- Traffic Safety Coordinator, F09 – 2
- Parks Police Officer, NG– 3
- Health and Wellness Coordinator (Grant Funded), FT, – 1, add one position
- Peer Recovery Specialist (Grant Funded), FT, – 1, add one position
- Opioid Response Specialist (Grant Funded), FT – 1, add one position
- Cold Case Investigator, Part-time, HRLY – 4
- Criminal Analyst, Part-Time-HRLY-1
- Mental Health and Wellness Counselor, Part-Time-HRLY-1
- Police Officer, Part-Time-HRLY– 1, add one position
- Real Time Crime Center Investigator, Part-Time-HRLY– 2, add two positions

SECTION 25: Effective February 12, 2024, the Public Works Department shall no longer be a department of the City of North Little Rock and all positions shall be deleted:

- ~~Administrative Secretary, F06A-1~~
- ~~Chief City Engineer, NEG–1~~
- ~~Building Maintenance Supervisor, P11–1~~
- ~~Building Maintenance Technician, P09–3~~
- ~~City Engineer, NEG–3~~
- ~~Mosquito Control Supt., P09–1~~
- ~~Office Assistant Senior, F05A–1~~
- ~~General Maintenance Worker, Part-time, HRLY–1~~
- ~~Mosquito Control Tech/Maintenance Tech, Intermittent, HRLY–1~~
- ~~Mosquito Control Tech., Intermittent, HRLY–8~~

~~Engineer-Inspector, NEG-1~~

SECTION 26: That the Sanitation Department shall consist of thirty nine (39) full-time employees as follows:

Director, NEG – 1
Code Enforcement Officer, F07A – 1
Helper, P06 – 14
Office Assistant Sr., F05A - 1
Route Supervisor/Garbage, F09 - 1
Route Supervisor/Trash, F09 – 1
Truck Driver/Collector, P10 –8
Senior Driver, P10 – 12

SECTION 27: That the Street Department shall consist of fifty-eight (58) full-time employees as follows:

Director, NEG - 1
Crew Leader, F09 – 5
Custodian/Helper, P06 - 1
Dispatcher/Inventory Management Clerk, F05 - 1
Foreman, NEG – 1
Helper, P06 -20+2=22, add two positions
Heavy Equipment Operator-Street, P12 – 9
Light Equipment Operator-Street, P10 – 15
~~Semi-Skilled Laborer, P08 -2-2=0, delete two positions~~
Truck Driver, P10 – 2
Office Assistant Senior, F05A – 1

SECTION 28: That the Traffic Services Department shall consist of ~~fourteen~~ sixteen (14 16) full-time employees and nine (9) intermittent employees as follows:

Director of Traffic Services and Safety, NEG – 1
Quotas for two (2) positions (Sign and Markings Barricade Technician and Senior Sign and Markings Barricade Technician) may be reallocated among the positions according to the training and experience of employees and the needs of the department.

Sign & Markings Barricade Technician – P11 –1
Senior Sign & Markings Barricade Technician, P12-1
City Engineer/Transportation, NG – 1
Chief Signal Technician, F12 – 1
Chief Sign and Markings Barricade Technician, P14 – 1
Barricade Technician, F08– 1
Sign & Markings Technician, P08 - 2
Sign & Markings Installer, P08 – 2
Signal Construction Technician, P12 - 2
Signal Systems Technician, F10 – 1
Mosquito Control Supt., P09 – 1, add one position

Office Assistant Senior, F05A – 1, add one position
Mosquito Control Tech/Maintenance Tech, Intermittent, HRLY – 1, add one position
Mosquito Control Tech., Intermittent, HRLY – 8, add eight positions

SECTION 29: That the Vehicle Maintenance Department shall consist of fourteen (14) full-time employees as follows:

Director, NEG – 1

Quotas for three (3) positions (Service Bay Worker II, Technician II, and Technician III) may be reallocated among the positions according to the training and experience of employees and the needs of the department. The grades of the positions below may change when certifications are completed

Service Bay Worker II, P11-0
Technician II, P13-0
Technician III, P14-0
Heavy Equipment Shop Foreman, F10 – 1
Technician I, P12 – 5
Fleet Asset Services Support, F06A – 1
Police Shop Foreman, F10 – 1
Service Bay Worker I, P09 – 2
Welder, P13 – 1
Lead Welder, P14 – 1

SECTION 30: All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of the conflict.

SECTION 31: 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 32: That the City Council has determined that the interests of the City and City employees can best be served by the adoption of this ordinance; THEREFORE, an emergency is hereby declared to exist, and this Ordinance shall be in full force and effect from and after its passage and approval.

PASSED:

APPROVED:

Mayor Terry C. Hartwick

SPONSOR:

ATTEST:



Mayor Terry C. Hartwick

Diane Whitbey, City Clerk

APPROVED AS TO FORM:



Amy Beckman Fields, City Attorney

PREPARED BY THE NLR HUMAN RESOURCES DEPARTMENT/
FORMATTED BY THE OFFICE OF THE CITY ATTORNEY

FILED <u>11:05</u> A.M. _____ P.M.
By <u>Amy Fields CA</u>
DATE <u>2/10/24</u>
Diane Whitbey, City Clerk & Treasurer North Little Rock, Arkansas
RECEIVED BY 