ORDINANCE NO. 2022 _____

AN ORDINANCE TO CHANGE THE CITY OF BRYANT SICK LEAVE POLICY IN THE EMPLOYEE HANDBOOK SECTION FOR THE POLICE DEPARTMENT

WHEREAS, the City of Bryant has an established policy for managing sick leave for the Police Department, and

WHEREAS, Arkansas state law (A.C.A. 14-52-107) defines sick leave benefits for police officers, and

WHEREAS, the current Police sick leave policy is not specific to the differing hourly shift schedules and does not define "retirement", and

WHEREAS, the below changes will address the differing hourly shifts and define retirement.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF BRYANT, SALINE COUNTY, ARKANSAS:

Section 1. Pursuant to Arkansas Code Annotated Section 14-52-107, the City of Bryant City Council can allow sick leave to accrue an amount not to exceed ninety (90) days.

Section 2. The revised Police Department sick leave policy would allow for the accrual up to ninety (90) days. Officers working 12 hour shifts would continue to accrue up to sixty (60) days or 720 hours. Officers working 10 hour shifts would accrue up to seventy-two (72) days or 720 hours. Officers working a 9 hour shift would accrue up to eighty (80) days or 720 hours. Officers working 8.5 hour shifts would accrue up to eighty-four point seventy-one (84.71) days or 720 hours. Officers working 8 hour shifts would accrue up to ninety (90) days or 720 hours.

Section 3. Payment for unused sick leave in the case of a police officer, upon death or retirement, shall not exceed 720 hours of accrued sick time (A.C.A. 14-52-107).

Section 4. For the City of Bryant Police Department, retirement is defined as either an officer in good standing with twenty (20) years with the City of Bryant Police Department or an officer in good standing submitting their official LOPFI retirement paperwork to Human Resources. No payment of unused sick leave shall be given to an officer separating employment while under an internal investigation.

Section 5. If, for any reason, any portion of this ordinance is held to be invalid, such invalidity shall in no way affect the remaining portions thereof, which are valid, but such valid portions shall be and remain in full force and effect.

Section 6. All ordinances or parts of ordinances in conflict herewith are hereby repealed.

Section 7. Emergency Enactment: Whereas this is an exceptional situation and the immediate need to facilitate the work of the Personnel the City of Bryant and Citizens of the City of Bryant, Saline County, Arkansas, an Emergency is Declared; and this Ordinance shall be effective from and after its date of passage.

PASSED AND APPROVED this _____day of September 2022

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Allen E. Scott, Mayor

ATTEST:

_____

Mark Smith, City Clerk