1	RESOLUTION NO
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3	A RESOLUTION TO AUTHORIZE THE CITY MANAGER TO
4	IMPLEMENT A HIRING INCENTIVE PROGRAM FOR 911
5	COMMUNICATIONS OPERATORS; AND FOR OTHER PURPOSES.
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7	WHEREAS, the City of Little Rock wishes to recruit and retain 911 Communication Operators.
8	WHEREAS, the City Manager wishes to establish a 911 Communication Operator Hiring Incentive
9	Program that will provide an incentive payment for 911 Communication Operators applicants who
10	successfully complete the 16-week training required by the Department of Emergency Communications;
11	and,
12	WHEREAS, the Board of Directors wishes to authorize the City Manager to offer a \$2,500.00
13	incentive to 911 Communication Operator applicants who successfully complete the 16-week training
14	required by the Department; and,
15	WHEREAS, newly hired full-time and part-time 911 Communication Operators shall be eligible for
16	the \$2,500.00 incentive with part-time hires being offered one-half (1/2) of the amount of the incentive
17	offered to full-time applicants; and,
18	WHEREAS, the effective date is the date the Operator successfully completes the 16-week training
19	program and the amount of the incentive is \$2,500.00 and subject to available funds and budget approval
20	for such use; and,
21	WHEREAS, employees who take advantage of the opportunity must remain employed with the City
22	for a minimum of two (2) years. If the Operator is separated from employment with the City for any
23	reason prior to effective date, except as provided herein, or ceases to work for the City in the capacity of a
24	911 Communication Operator, he or she agrees to reimburse the City for the hiring incentive as follows:
25	a. If the Operator ceases to be employed by the City in the capacity of a 911 Communication Operator
26	for one (1) year after the effective date, he or she shall reimburse the City for one hundred percent (100%)
27	of the hiring incentive in the amount the Operator received.
28	b. If the Operator ceases to be employed by the City in the capacity of a 911 Communication
29	Operator after he or she has served in that capacity for one (1) year after the effective date, but less than
30	two (2) years after the effective date, he or she shall reimburse the City for fifty percent (50%) of the
31	hiring incentive in the amount the Operator received.
32	c. The only exception to this shall be in the event a 911 Communication Operator who has received
33	the Hiring Incentive but must resign for medical reasons, which resignation has been acknowledged by
34	the City on that basis; and,

## 1 NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY 2 OF LITTLE ROCK, ARKANSAS: 3 Section 1. The City Manager is authorized to implement a 911 Communication Operator Hiring 4 Incentive Program to recruit 911 Communication Operators for the City of Little Rock. 5 Section 2. Employees who take advantage of the one (1) time incentive payment opportunity must 6 remain employed with the City for a minimum of two (2) years. If the Operator is separated from 7 employment with the City for any reason prior to effective date, except as provided herein, or ceases to 8 work for the City in the capacity of a 911 Communication Operator, he or she agrees to reimburse the 9 City for the hiring incentive as follows: 10 a. If the Operator ceases to be employed by the City in the capacity of a 911 Communication 11 Operator for one (1) year after the effective date, he or she shall reimburse the City for one hundred 12 percent (100%) of the hiring incentive in the amount the Operator received. 13 b. If the Operator ceases to be employed by the City in the capacity of a 911 Communication 14 Operator after he or she has served in that capacity for one (1) year after the effective date, but less than 15 two (2) years after the effective date, he or she shall reimburse the City for fifty percent (50%) of the 16 hiring incentive in the amount the Operator received. 17 The only exception to this Section shall be in the event a 911 Communication Operator who has 18 received the Hiring Incentive but must resign for medical reasons, which resignation has been 19 acknowledged by the City on that basis. 20 Section 3. Funds for the 911 Communications Operator Hiring Incentive Program authorized by this 21 Resolution are available in the Department of Emergency Communications budget, 105301-50000. 22 Section 4. Severability In the event any portion of this Resolution is declared or adjudged to be 23 invalid or unconstitutional, such declaration or adjudication shall not affect the remaining portions of this 24 Resolution, which shall remain in full force and effect as if the portion so declared or adjudged invalid or 25 unconstitutional was not originally a part of this Resolution. 26 **Section 5.** Repealer. All ordinances and resolutions, and parts thereof, which are in conflict with any 27 provision of this ordinance are hereby repealed to the extent of such conflict. 28 ADOPTED: August 20, 2024 29 ATTEST: **APPROVED:** 30 31 32 Allison Segars, Acting City Clerk Frank Scott, Jr., Mayor 33 APPROVED AS TO LEGAL FORM: 34 35 Thomas M. Carpenter, City Attorney 36