

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27 provision of this ordinance are hereby repealed to the extent of such conflict.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:

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32 **Allison Segars, Acting City Clerk**

_____ **Frank Scott, Jr., Mayor**

33 **APPROVED AS TO LEGAL FORM:**

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36 **Thomas M. Carpenter, City Attorney**