

ORDINANCE NO. _____

AN ORDINANCE ALLOWING CERTAIN QUALIFIED EMPLOYEES OF THE CITY OF NORTH LITTLE ROCK TO RECEIVE EXTENDED PAID FMLA SICK LEAVE FOR CARE OF A SPOUSE OR CHILD WITH A SERIOUS HEALTH CONDITION; AND FOR OTHER PURPOSES.

WHEREAS, the City of North Little Rock has several employees who have worked for the City many years and have not abused their sick leave benefits, and

WHEREAS, from time to time situations arise where an employee has a child or spouse who contracts a terminal disease or serious health condition which requires extended personal care; and

WHEREAS, on March 24, 2008, the City Council passed Resolution No. 7219 allowing certain qualified employees to receive extended paid FMLA sick leave for care of a spouse or child with a serious health condition, said policy to expire on December 31, 2008; and

WHEREAS, in appreciation of the hard work and dedication of its employees and those who have been faithful in attendance at their respective jobs, the City wishes to remove the expiration date and amend current personnel policies to include the additional paid FMLA Sick Leave Benefits as stated below.

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

SECTION 1: That in addition to current personnel policies regarding paid FMLA leave, the following policy shall be added:

Additional Paid FMLA Sick Leave Benefits

Eligibility. Those employees who have accumulated over 300 days sick leave will be eligible to apply for additional paid FMLA sick leave benefits.

Entitlement. If available, up to 13 weeks per year additional FMLA paid sick leave may be taken for the care of a child or spouse. Time may only be taken in *weekly* increments.

Available days. Available days will be those accumulated by an employee *in excess of* 300 days.

Requirements. In order for an employee to be eligible for additional FMLA sick leave, a physician must send written notice to the employee's department head stating the nature of the illness of the child or spouse and that extended personal care by the employee is required for the patient.

SECTION 2: That all ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of the conflict.

SECTION 3: 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 4: 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 Patrick H. Hays

SPONSORS:

Alderman Debi Ross

ATTEST:

Diane Whitbey, City Clerk

APPROVED AS TO FORM:

C. Jason Carter, City Attorney

PREPARED BY THE OFFICE OF THE CITY ATTORNEY/b