

ORDINANCE NO. 6401

AN ORDINANCE REPEALING CERTAIN CITY OF HOT SPRINGS ORDINANCES AND ESTABLISHING A RETENTION PROGRAM FOR ALL CITY EMPLOYEES EFFECTIVE JANUARY 1, 2022.

WHEREAS, Pursuant to Ordinance Nos. 3171, 3546, 4522, and 4803 all city employees receive longevity pay at the rate of \$2.50 per month for each year of continuous service with the City of Hot Springs, in excess of one year; and that

WHEREAS, the longevity amounts established in 1973 have not been updated and remain at the \$2.50 rate as set forth in the above-referenced Ordinances; and that

WHEREAS, it is recommended that an updated retention system be established that would bring these payments to a more equitable amount aiding in the retention of current City employees.

NOW, THEREFORE, BE IT ORDAINED by the Board of Directors of the City of Hot Springs, Arkansas:

Section 1. That in appreciation of and for full-time employees who have chosen to spend their career with the City of Hot Springs and to establish a fair and equitable retention payment plan, the following is hereby adopted:

Effective January 1, 2022, the City of Hot Springs' system of retention payments is as follows:

(a) Amount. The retention plan pays full-time permanent City employees:

1. \$500 annually for years 1 – 5 of employment with the City
\$1,000 annually for years 6 – 14 of employment with the City
\$1,500 annually for years 15 – 19 of employment with the City
\$2,000 annually for year 20 and thereafter
2. The retention plan pays an additional \$500 on the employee's 5-year anniversaries of hire date. (for example, 5-year, 10-year, 15-year etc.)

(b) Payments.

1. Retention Payments will be made annually on the first paycheck in November to full-time permanent employees and will be based on the employee's years of service reached in the prior fiscal year, based on date of hire.

(The final payment due under the 1973 longevity plan would be for the payroll

ending December 24, 2021 that will be paid on December 30, 2021. Payments under the proposed retention plan would be paid on an annual basis in November 2022, based on the number of years reached in 2021.)

2. In the event that an employee terminates employment before the November pay date, the employee would be paid their final retention payment due for the prior year on their final paycheck.

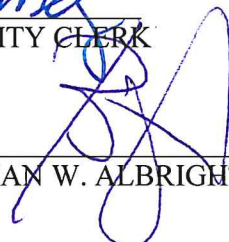
Section 2. Ordinance Nos. 3171, 3546, 4522, and 4803 are hereby repealed upon the effective date hereof. All other ordinances, resolutions, or parts of same that are inconsistent with the provisions of this ordinance are also hereby repealed to the extent of such inconsistency.

Section 3. That this ordinance shall be codified in the Code of Ordinances and the sections may be re-numbered or re-lettered as necessary to accomplish such intention.

PASSED: November 16, 2021

APPROVED: 
PAT McCABE, MAYOR

ATTEST: 
HARMONY H. MORRISSEY, CITY CLERK

APPROVED AS TO LEGAL FORM: 
BRIAN W. ALBRIGHT, CITY ATTORNEY