

ORDINANCE NO. 2018 - 31

AN ORDINANCE ADOPTING THE SEARCY EMPLOYEE HANDBOOK; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES

WHEREAS, the Arkansas Legislature requires that the City of Searcy, Arkansas, adopt the Searcy Employee Handbook as the official statement of the employment policy of the City of Searcy, Arkansas; and

WHEREAS, the City Council for the City of Searcy, Arkansas, has reviewed the Employee Handbook, a copy of which is attached hereto as Exhibit A, and the related changes and additions thereto, and has determined that the Employee Handbook correctly reflects the statements of employee policy of the City of Searcy, Arkansas; and

WHEREAS, the City Council for the City of Searcy, Arkansas, recognizes that a portion of the Employee Handbook should be revised to permit certain employees of the City of Searcy certain vacation benefits;

NOW, THEREFORE, be it ordained by the Searcy City Council, that:

Section 1. The Searcy City Council adopts, ratifies and enacts the Searcy Employee Handbook.

Section 2. The City Clerk-Recorder is directed to notify all employees of the City of Searcy of the adoption of the Searcy Employee Handbook and maintain not less than three (3) copies available for review.

Section 3. That all resolutions, codes, ordinances, or parts of ordinances in conflict herewith are hereby repealed.

Section 4. That nothing in this ordinance or in the City of Searcy Employee Handbook hereby adopted shall be construed to affect any suit or proceeding pending in any court, or any rights acquired, or liability incurred, or any causes of action acquired or existing, under any act or ordinance hereby repealed by the act of the adoption of this ordinance; nor shall any just or legal right or remedy of any character be lost, impaired or affected by this ordinance.

Section 5. That the Searcy City Clerk-Treasurer shall certify to the adoption of this ordinance, and cause the same to be published as required by law.

Section 6. Nothing in this ordinance or the City of Searcy Employee Handbook shall be construed as constituting an employment contract or as altering, modifying or affecting the "at-will" employment relationship between the City of Searcy and any employee of the City of Searcy.

EMERGENCY CLAUSE. The need to ensure the continued employment relationship of all employees of the City of Searcy, Arkansas, being manifest, the City Council for the City of Searcy, Arkansas, finds that an emergency exists and that the provisions of this ordinance shall be in full force and effect from and after its passage.

PASSED AND ADOPTED this 13th day of November, 2018.

/s/ David Morris
Mayor of Searcy

ATTEST:

/s/ Jerry Morris
City Clerk