

ORDINANCE NO. 2023-05

AN ORDINANCE AMENDING THE CITY OF MALVERN PERSONNEL RULES AND REGULATIONS (2018); DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES

WHEREAS, Ordinance No. 2017-17 adopted by the City Council on December 11, 2017, and amended by Ordinance No. 2019-08 adopted by the City Council on July 9, 2019, and

WHEREAS, there is a need to amend to update the policy of personnel rules and regulations for employees of the City of Malvern, Arkansas;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF MALVERN AS FOLLOWS:

Section 1. That the personnel policy entitled **CITY OF MALVERN PERSONNEL RULES AND REGULATIONS (2018)**, is hereby amended to include the changes and or additions in each section as listed:

Section I – APPOINTMENT - Application and Selection is hereby revised to add as shown in Exhibit "A" attached hereto and incorporated herein by reference.

Section II – CONDITIONS OF EMPLOYMENT – Uniform Policy hereby revised to replace in its entirety as shown in Exhibit "B" attached hereto and incorporated herein by reference.

Section III – LEAVE BENEFITS – Leave Without Pay hereby to clarify language as show in Exhibit "C" attached hereto and incorporated herein by reference.

Section IV – COMPENSATION – Salaries and Wages hereby to replace partially as shown in Exhibit "D" attached hereto and incorporated herein by reference.

Section V – SEPERATION -Family Medical Leave Act hereby replace and add partially as shown in Exhibit "E" (2 pages) attached hereto and incorporated herein by reference.

Section VI – MISCELLEANEOUS – Outside Employment is hereby revised to add as shown in Exhibit "F" attached hereto and incorporated herein by reference.

Section VII – INFORMATION SYSTEMS – to replace in its entirety as shown in Exhibit "G" attached pages 21-31 attached hereto and incorporated herein by reference.

Section 2. That it will now be identified as the ***City of Malvern Personnel Rules and Regulations Revised 2023.***

Section 3. Provisions of this Ordinance are hereby declared to be servable; and if any section, phrase, or provision shall be declared or held invalid each invalidity shall not affect the remainder of the sections, phrases, or provisions.

Section 4. Emergency Clause. That the City Council of the City of Malvern, Arkansas further determines that the interest of the City and City employees can best be served by the adoption of the above amendments to the *City of Malvern Personnel Rules and Regulations (2018)*. Therefore, and emergency is hereby declared to exist, and this Ordinance shall be in full force and effect from and after this passage, approval, and publications as required by law.

Section 5. That all ordinances and part of ordinances in conflict herewith are hereby repealed.

Passed this 13th day of March, 2023

APPROVED:



Brenda J. Weldon, Mayor

ATTEST:



Kim Taber, City Clerk

