1	ORDINANCE NO
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3	AN ORDINANCE TO ESTABLISH RESIDENCY WITHIN THE
4	CORPORATE LIMITS OF THE CITY OF LITTLE ROCK, ARKANSAS,
5	AS A REQUIREMENT FOR EMPLOYMENT OF POLICE OFFICERS
6	WITH THE CITY OF LITTLE ROCK; TO PROVIDE FOR A NINETY (90)-
7	DAY PERIOD FOR NEW HIRES TO ESTABLISH THEIR RESIDENCE
8	WITHIN THE CITY; TO DECLARE AN EMERGENCY; AND FOR
9	OTHER PURPOSES.
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11	WHEREAS, the City of Little Rock, Arkansas, had a population of 193,524 people who live within its
12	corporate boundaries according to the 2010 census; and,
13	WHEREAS, the government of the City of Little Rock employs approximately 2,000 workers in the
14	largest municipality in the State of Arkansas, and the City is also the Capital of the State of Arkansas; and,
15	WHEREAS, a residency requirement for employment by the Little Rock Police Department enhances
16	the ability to respond more quickly to City needs, especially in times of emergency; and,
17	WHEREAS, a Police Residency Policy will promote greater community involvement both during the
18	work period and afterwards, will enhance the overall quality of life within the community; and,
19	WHEREAS, the new approved Sales and Compensating Use Tax included specific monies for Police
20	Officers;
21	NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF DIRECTORS OF THE CITY
22	OF LITTLE ROCK, ARKANSAS:
23	Section 1. Except as forth below, from the effective date of this ordinance forward:
24	(a) A person shall be a resident of the City of Little Rock, Arkansas, or agree to become a resident
25	as set forth in Section 2(a) to be offered employment with the government of the City of Little
26	Rock in order to serve as a Police Officer.
27	(b) Any person hired after the effective date of this ordinance is ineligible for continued
28	employment if the person moves outside the corporate limits of the City, provided this
29	provision does not apply to any person selected before the effective date of this ordinance to
30	attend the August 2016, Recruit Training School.
31	(c) It is the responsibility of the employee to notify the Human Resources Department in the event
32	of a change in residence to a location outside the corporate limits of the City.
33	Section 2. The provisions of this ordinance shall not apply in the following circumstances:

1 (a) To any person employed by the City of Little Rock on the effective date of this ordinance 2 including those persons selected to participate in the August 2016, Recruit Training School. 3 (b) To any person later promoted to a new position, or later transferred to a different position, who 4 was employed by the City of Little Rock on the effective date of this ordinance. 5 (c) To any person who accepts employment with the City of Little Rock after the effective date of 6 this ordinance, and within ninety (90) days of such acceptance establishes a legal residence and 7 domicile within the corporate limits of the City. 8 Section 3. Failure to comply with the City's residency requirements as set forth in this ordinance shall 9 be just cause for termination. 10 Section 4. The City Manager is directed to implement the terms of this ordinance immediately as a 11 part of any City Human Resources Policies, or as a term of agreement between the City and any recognized 12 bargaining unit. 13 Section 5. The City Manager is authorized to recognize special circumstances in which strict 14 compliance with the terms of this ordinance are not possible, and in such situations to grant an employee a 15 grace period to reestablish residency within the City for special circumstances such as, but not limited to, 16 the loss of a home due to fire or natural disaster; 17 **Section 6. Severability**. In the event any section, subsection, subdivision, paragraph, subparagraph, 18 item, sentence, clause, phrase, or word of this ordinance is declared or adjudged to be invalid or 19 unconstitutional, such declaration or adjudication shall not affect the remaining provisions of this 20 ordinance, as if such invalid or unconstitutional provision was not originally a part of this ordinance. 21 Section 7. Repealer. All ordinances, resolutions, bylaws, and other matters inconsistent with this 22 ordinance are hereby repealed to the extent of such inconsistency. 23 **Section 8.** Emergency Clause. The desire that new police officers be residents of the City in order to 24 promote greater community involvement and more efficient response times in cases of emergency is 25 essential to the public health, safety and welfare; further, because hiring decisions may soon be made it is 26 critical that this ordinance be in effect immediately; an emergency is, therefore, declared to exist, and this 27 ordinance shall be in full force and effect from and after the date of its passage. 28 PASSED: September 6, 2016 29 ATTEST: **APPROVED:** 30

Mark Stodola, Mayor

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Susan Langley, City Clerk

APPROVED AS TO LEGAL FORM: 1 2 3 4 **Thomas M. Carpenter, City Attorney** 5 // 6 // 7 // 8 // 9 // 10 // // 11 12 // // 13 // 14 15 // // 16 17 // 18 // 19 // 20 // 21 // 22 // 23 // 24 // // 25 26 // 27 // 28 // 29 // 30 // // 31 32 // 33 //

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