



Personnel Policies & Practices Manual

Revised August 8, 2023

TABLE OF CONTENTS

CHAPTER 1 GENERAL POLICIES.....	3
CHAPTER 2 EQUAL EMPLOYMENT OPPORTUNITY.....	5
CHAPTER 3 GENERAL EMPLOYMENT POLICIES.....	12
CHAPTER 4 COMPENSATION & MATTERS AFFECTING EMPLOYMENT STATUS.....	16
CHAPTER 5 BENEFITS.....	23
CHAPTER 6 STANDARDS OF CONDUCT.....	38
CHAPTER 7 MISCELLANEOUS INFORMATION.....	48
CHAPTER 8 FORMS.....	51

CHAPTER 1

GENERAL POLICIES

1.1 PURPOSE

This Personnel Handbook contains policies, practices and procedures that are necessary to implement and administer the city's personnel system. By adopting this handbook, the city endeavors to achieve consistent treatment for all employees through the establishment of uniform guidelines and systematic procedures.

This handbook contains only general information and guidelines. It is not intended to be comprehensive or to address all the possible applications of, or exceptions to, the general policies and procedures described. For that reason, if you have any questions concerning eligibility for a particular benefit or the applicability of a policy or practice to you, you should address your specific questions to the department head.

This handbook does not represent an employment contract or any aspect of an employment contract and should not be construed as such. The City of Wynne is an at-will employer under law and nothing in this handbook shall waive the city's at-will status.

1.2 SCOPE

All employees of the City of Wynne are subject to the application of the personnel policies and procedures described in this handbook.

1.3 DEFINITIONS

DESIGNATED CAREGIVER—Employee who has agreed to assist a physically disabled qualifying patient with the medical use of marijuana, and who has registered with the Department of Health under the Arkansas Medical Marijuana Amendment.

EMPLOYEE—An individual who is compensated by and provides a service to the city regardless of the number of hours of work performed during any given time period or the length of the term of employment. The term "employee" shall not include any elected official, any voluntary, appointed member of any board, commission or authority, or any person performing services for the city based on a service contract, retainer, or prescribed fee.

EXEMPT EMPLOYEE—Employee who is not eligible for overtime or compensatory time as defined by the Fair Labor Standards Act (FLSA).

FULL-TIME EMPLOYEE—Employee who is regularly scheduled to work in a position that has daily, weekly, and monthly hours as established by the city council for full-time work.

IMMEDIATE FAMILY MEMBER—For purposes of this handbook, this shall mean mother, father, brother, sister, son, daughter, grandparents, son-in-law, daughter-in-law, spouse, spouse's parents, or those relatives who live in the employee's household, including "step" relatives. However, with respect to FMLA leave, "immediate family" means spouse, child, or parent—but not a parent "in-law" with a serious health condition.

NON-EXEMPT EMPLOYEE—Employee who is eligible for overtime compensation or compensatory time off as defined by the FLSA.

OVERTIME—Hours worked more than 40 hours during a regular work week. For firefighters, hours worked more than 212 during a 28-day work period; for law enforcement officers, hours worked more than 86 during a 14-day work period.

PART-TIME EMPLOYEE—Employee who is regularly scheduled to work in a position whose daily, weekly, or monthly hours are less than the hours established for full-time employees.

QUALIFYING PATIENT—Employee who has been diagnosed by a physician as having a qualifying medical condition and who has registered with the Department of Health under the Arkansas Medical Marijuana Amendment.

SUPERVISOR—Person who has been designated to oversee other employees in a department.

TEMPORARY EMPLOYEE—An employee hired for an intermittent or specified period, for a season, for a job of limited duration, or for a non-recurring work project.

WORK WEEK—Seven (7) day period beginning at 5:00 p.m. on Friday, except for police officers and firefighters and any other employees specifically excluded from this provision by the terms of this handbook.

1.4 AMENDMENTS AND REVISIONS

This manual may be amended and revised periodically as necessary at the direction of the city council.

Since personnel practices and procedures are in a constant state of change, the city will continuously review this handbook for amendments or revisions that might better serve the needs of the city and its employees. As such, this handbook has been designed to be routinely updated and amended as the need arises.

The City of Wynne shall have the exclusive right to change, alter, delete, add, or modify any provision of these personnel policies at any time, with or without notice. Final approval of all changes to the personnel policies shall be approved by action of the city council. Changes made to these policies shall be communicated through standard communication channels and/or through revisions to this manual, however advance notice may not always be possible.

This policy manual supersedes all previous manuals, letters, memoranda, resolutions, and understandings unless otherwise noted.

1.5 DISTRIBUTION LIST

A copy of this manual and all subsequent revisions or amendments shall be distributed to all employees and elected or appointed city officials.

CHAPTER 2

EQUAL EMPLOYMENT OPPORTUNITY

2.1 EQUAL OPPORTUNITY EMPLOYER

The City of Wynne provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race; color; religion; sex; national origin; age; disability unrelated to job requirements; genetic information; political status; marital status; status as a veteran or member of the military or national guard; status as a qualifying patient or designated caregiver; or any classification or activity protected by the equal protection clause or other provision of the United States or Arkansas Constitution or other applicable federal, state, and local laws. The city's commitment in this regard extends to all employment-related decisions and terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, discipline, and training.

2.2 AMERICANS WITH DISABILITIES ACT

The City of Wynne abides by the requirements of the Americans with Disabilities Act, the ADA Amendments Act, and state laws governing employment of individuals with disabilities. Qualified individuals with disabilities may be entitled to accommodation in the application process and/or in the workplace. Any qualified individual with a disability who requires reasonable accommodation in the employment process and/or in the workplace shall notify the department head.

2.3 UNLAWFUL DISCRIMINATION AND HARASSMENT

2.3.1 POLICY

The City of Wynne expressly prohibits its officials or employees from engaging in any form of unlawful harassment or discrimination, on grounds such as those listed in paragraph 2.1 of this policy, or any other ground protected by state or federal constitutions or laws.

Harassment or discrimination of any employee is a serious violation of city policy and will not be tolerated. Neither will workplace retaliation against someone for having complained of harassment.

2.3.2 PROHIBITED CONDUCT DEFINED

For the purposes of this policy, "harassment" refers to an annoying, persistent act or actions that single out an employee to that employee's objection or detriment, because of the employee's membership in any legally protected class or for some other trait the employee was born with (i.e., race, color, religion, sex, national origin, age, genetic information, political status, marital status, or status as a veteran or special disabled veteran, or the presence of any physical, mental, or sensory handicap). Harassment may be considered a violation of federal and/or state law.

Employees should know that they should not participate in (and do not have to tolerate) the following types of protected class harassment regardless of whether the harasser is a co-worker, supervisor, citizen, or any other person with whom the employee's job brings him/her into contact:

- Racial harassment
- Harassment due to religion or views concerning religion
- Harassment due to national origin
- Sexual harassment (gender neutral)
- Harassment due to age of employees who are at least 40 years old
- Harassment because of disability or perceived disability
- Harassment based on color
- Harassment based on other protected categories in paragraph 2.1 of this policy

2.3.3 DISCRIMINATION AND HARASSMENT GENERALLY

Discrimination or harassment can take many forms and can include slurs, comments, jokes, innuendos, unwelcome compliments, pictures, cartoons, pranks, or other verbal or physical conduct, including but not limited to the following actions:

- Verbal abuse or ridicule. This includes epithets, derogatory comments, slurs or unwanted sexual advances, unwanted sexual invitations, or negative comments because of the employee's protected class membership;
- Interference with an employee's work. This includes physical contact such as assault, blocking normal movement, or interferences with the work directed at an individual because of the employee's protected status;
- Displaying or distributing offensive materials. This includes derogatory or sexual posters, cartoons, emails, calendars, magazines, drawings, or gestures;
- Discriminating against any employee in work assignments or job-related training because of one of the above-referenced bases;
- Unwanted, intentional physical contact, whether it be of a sexual or other nature;
- Making protected status innuendos;
- Requesting favors (sexual or otherwise), explicitly or implicitly, as a condition of employment, promotion, transfer, or any other term or condition of employment;
- Gender-based harassment, including sexual harassment and harassment based on pregnancy, childbirth, or related medical conditions; and/or
- Retaliation for having reported harassment.

Discrimination or harassment based upon a person's protected status is prohibited by federal and state anti-discrimination laws and violates city policy where it:

- Has the purpose or effect of creating an intimidating, hostile, or offensive working environment;
- Has the purpose or effect of unreasonably interfering with an individual's work performance; or
- Otherwise unreasonably and adversely affects an individual employment opportunity.

2.3.4 SEXUAL HARASSMENT

Sexual harassment is illegal and is a serious form of misconduct. Sexual harassment of employees, non-employees, and/or citizens with whom the City of Wynne has a business, service, or

professional relationship, including vendors and clients, is prohibited and will not be tolerated. The City of Wynne is committed to maintaining a working environment, free from all forms of sexual harassment.

Sexual harassment is defined as:

Unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or
- Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Sexual harassment includes, but is not limited to:

- Inappropriate physical contact, including blocking of movement, brushing against the body, coercive sexual involvement, cornering, grabbing, hugging, kissing, patting, pinching, poking, stalking, any form of sexual assault, and touching;
- Inappropriate visual contact including leering, obscene gestures, and staring;
- Posting of sexually suggestive or derogatory pictures, cartoons, or drawings, even at one's individual work station;
- Unwelcome verbal behavior, such as comments, suggestions, jokes, demeaning remarks, insults, requests, sexual innuendo, suggestive statements, slurs, or other derogatory remarks based on sex;
- Unwelcome or invasive flirting;
- Continued requests for dates and propositioning an individual; and/or
- Unwanted sexual advances, requests or pressure for sexual favors and/or basing employment decisions (such as an employee's performance evaluation, work assignments, advancement) upon the employee's acquiescence to sexually harassing behavior in the workplace.

Sexual harassment does not refer to casual conversation or occasional compliments of a socially acceptable nature.

2.4 COMPLAINT REPORTING AND INVESTIGATION

The city is committed to diligently enforcing its harassment policy by promptly and impartially investigating all complaints. Anyone who believes they are being subjected to harassment or has witnessed such conduct must immediately report it to the appropriate personnel. When harassment is reported or discovered, the city shall take appropriate disciplinary action, up to and including termination. The complaint procedure is designed to deal with complaints in a fair, discreet, and timely manner to:

- Determine if the conduct alleged in the complaint took place and constitutes harassment that violates federal and/or state law and city policy or constitutes harassment in the form of inappropriate or offensive behavior which violates city policy.
- Stop the offending behavior.
- Restore the complainant's working environment.
- Take steps to prevent retaliation and repetition of the harassment.
- Educate, sanction, or discipline the harasser consistent with the seriousness of the offense.

2.4.1 COMPLAINT PROCEDURES

It is every employee's and official's responsibility to ensure that his or her conduct does not constitute harassment in any form. If, however, harassment or suspected harassment has or is taking place:

1. An employee must immediately report the harassment or suspected harassment, in writing, to the department head. If the employee does not feel comfortable reporting to their department head, the employee shall report the complaint to the Human Resources Director or the Mayor.
2. Employees have a responsibility to report harassment. Employees shall not wait to report harassment or discrimination until the acts become so pervasive or offensive that they create a hostile working environment. Employees should note that failure to report harassment creates a situation where a harassed employee's situation is much more likely to remain unresolved. The very worst thing for an employee to do in a harassment situation is fail to report it.
3. If the complaint involves sexual harassment and the complaining employee prefers to speak with a person of the employee's same gender, the city will make every effort to accommodate that request.
4. Any supervisor or department head who learns of or receives a complaint of harassment through any means (including witnessing, overhearing, learning of a rumor, or otherwise becoming aware of alleged harassment in the workplace) is obligated to report it to the Human Resources Director or the Mayor.
5. Each complaint shall be treated confidentially and be fully investigated internally. A determination of the facts and an appropriate response will be made on a case-by-case basis.

If it is determined that harassment has occurred, the city shall take appropriate corrective disciplinary action, which may include but is not limited to, verbal and/or written warnings, probation, suspension, demotion, and/or termination.

If the investigation does not find that harassment occurred or that the alleged incident(s) did not constitute harassment, the matter shall be referred to the department head for further appropriate action. For example, if workplace misconduct may have occurred but not harassment, the department head shall determine the manner in which to act upon the findings set forth in the investigation report.

2.4.2 RETALIATION

No employee shall be subject to any form of retaliation or discipline for pursuing a harassment complaint, and no witnesses shall suffer retaliation because of their involvement in the investigation. The City of Wynne will not tolerate harassment or any form of retaliation against an employee who has either instigated or cooperated in the investigation of alleged harassment. Disciplinary action will be taken against those who are found to have violated the city's policy against such retaliation.

2.4.3 FALSE ACCUSATIONS

Employees who have genuinely been subjected to harassment are encouraged to come forward and report it, so that the city can take action to stop the problematic behavior. This is because harassment is harmful to others and cannot be tolerated. Conversely, if false accusations are proven to have been intentionally made against others by an employee who knows (or has reason to know) that the allegations are false, this would be considered equally harmful by the city, and—as is the case of someone proven to be harassing others—would result in appropriate disciplinary action.

2.4.4 NON-FRATERNIZATION

The purpose of this policy is to recognize the city's responsibility to promote a fair and productive work environment for everyone and to provide guidelines and restrictions applicable to the employment of individuals engaged in close personal relationships (fraternization). Potential problems posed by dating and romance in the workplace include conflicts of interest, sexual harassment and discord that can interfere with the productivity of employees and/or the proper conduct of city business.

Close personal relationship is defined as a personal relationship that includes dating, cohabitation, and/or having an intimate sexual relationship. Dating includes, but is not limited to, casual dating, serious dating, casual sexual involvement where the parties have no intention of carrying on a long-term relationship, and any other behavior normally associated with romantic or sexual relationships. This definition applies regardless of sexual orientation or gender of the employees involved.

- Department Heads of the city shall not appoint, employ, promote, or advance any individual with whom they have a close personal relationship.
- Department Heads of the city shall not recommend or advocate the appointment, employment, promotion, or advancement in or to any position in the city of an individual with whom they have a close personal relationship.
- Individuals shall not be selected for any position in the same department when they have a close personal relationship with the employee that serves as Department Head or to the same division or work unit when they have a close personal relationship with the manager or supervisor.
- Department Heads, managers, and supervisors are prohibited from having close personal relationships with their subordinate personnel. Any such existing relationship must be

disclosed by both employees to the Department Head and Human Resources Director so that immediate steps can be taken to resolve conflict with his policy.

All employees within a department are discouraged from having close personal relationships with non-subordinate employees. All such relationships must be disclosed by both employees to the Department Head and the Human Resources Director.

Any employee found to be in violation of this policy shall be disciplined up to and including dismissal, depending on circumstances. An individual who is employed, promoted, or advanced as the result of a director's, manager's or supervisor's violation of this policy shall, at a minimum, be returned to the status occupied prior to the violation. Should an employee not accept an offer to transfer to another division or department, as applicable, the employee may be dismissed. It shall be within the sole discretion of the city to determine which employee to dismiss based on the best interests of the city.

2.4.5 NEPOTISM

It is the policy of the city that no employee shall appoint, employ or participate in a hiring decision involving any person within his or her immediate family, not use their position to influence another city employee to hire their relative or family member.

For the purposes of this policy, immediate family members include the following:

- By blood: Parent, child, grandparent, grandchild, brother, sister, niece, nephew, aunt, uncle, first cousin, great-grandchild, or great-grandparent.
- By marriage: Spouse, wife, stepparent, stepchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, half-brother, or half-sister.
- By law: Guardianship relationships and adoptive parent/child relationships.
- Domestic relationships: Individuals who are living together sharing joint responsibility for each other's common physical, financial, and social well-being as if in a legally recognized spousal relationship.

For the purposes of this policy, a supervisor is an employee who is responsible for, or effectively contributes to, an employee's performance appraisal; issues or recommends discipline; establishes work assignments or directs an employee's work; adjusts or recommends adjustments to grievances; or who is accountable for an employee's time, such as scheduling, approving overtime and/or timesheets.

City employees shall not directly or indirectly supervise an immediate family member. The supervisory-subordinate relationship shall be interpreted to include all levels of supervisors within the chain of command, not just the immediate supervisor. If the immediate family relationship is formed after employment, both employees must disclose the relationship to the Department Head and Human Resources Director.

All employees shall refrain from intervening in any employment matter involving an immediate family member and shall refrain from involvement in any employment matter which may be viewed as a conflict of interest.

Any current employee that was in place prior to the effective date of this policy is grandfathered, however, department heads shall ensure Human Resources is involved in any decision involving the employee to ensure equal and fair treatment.

2.4.6 TRAINING

All employees of the city shall complete training on the topics of this chapter upon employment, and annually thereafter.

CHAPTER 3

GENERAL EMPLOYMENT POLICIES

3.1 AT-WILL EMPLOYER

The City of Wynne is an at-will employer. This means that the City of Wynne or any of its employees may terminate the employment relationship at any time for any reason with the understanding that neither has an obligation to base that decision on anything but his or her intent to discontinue the employment relationship. No policies, comments, or writings made herein or during the employment process shall be construed in any way to waive this provision.

This handbook is not intended to create any contractual or other legal rights. It does not alter the city's at-will employment policy, nor does it create an employment contract for any period.

3.2 AUTHORITY TO HIRE AND FIRE

The department head in which a vacancy exists will coordinate with the Human Resources Director to examine all applications, interview applicants that are deemed qualified for the position and shall make a recommendation to the mayor as to which applicant should be hired to fill the vacancy. All hiring is done on the authority of the mayor. The mayor may delegate this authority to department directors and/or appropriate subordinates; however, the mayor will retain the responsibility to ensure that the hiring decisions comply with the City's Equal Employment Opportunity Policy.

3.3 JOB POSTING AND ADVERTISING

An application for employment will be accepted from anyone who wishes to apply for employment on forms provided by the city. Application forms are available on the city website and in the office of the Human Resources Director unless otherwise specifically stated in the advertisement. All information provided on the application must be true and correct with the provision of false information being grounds for elimination of consideration for hiring and/or dismissal from city employment.

In the event of a job opening, the position or positions open will be announced and posted in ~~the~~ City Hall, city departments, on the city website and the local newspaper.

Applications for full-time city employment will not be accepted from anyone under eighteen (18) years of age with the exception of the police department which requires a minimum of twenty-one (21) years of age; and parks and recreation part-time employees may be aged sixteen (16) years or older. Except as otherwise provided by Arkansas law, the mayor is authorized to make the final decision with respect to hiring new employees and promoting existing employees.

3.4 EMPLOYMENT APPLICATIONS AND RESUMES

The City of Wynne relies upon the accuracy of information contained in the employment applications and resumes submitted by prospective employees, as well as other information

provided throughout the hiring process and employment. Any misrepresentations, falsifications, or material omissions in any of this information may result in the exclusion of the individual from further consideration for employment or, if the person has been hired, in termination or other disciplinary measures.

3.5 POST-OFFER PRE-EMPLOYMENT PHYSICALS AND DRUG TESTS

Post-offer, pre-employment physicals and drug tests shall be required for every applicant to be hired for the city in a full-time employment position. Such examinations shall be paid for by the city. The examinations shall be performed by licensed physicians selected by the mayor. A summary report of the examining physician shall be provided to the Human Resources Director as to whether the applicant can perform the job sought and what, if any, restrictions are necessary to determine any necessary work restructuring or accommodations. Although the physicians may make the medical determinations relative to physical/mental requirements of the job and any direct safety threat determinations, their determinations are only recommendations; final authority to hire rests with the city. Only in cases of emergency may an applicant begin work prior to the post-employment job offer medical examination, but employment is subject to the applicant's passing such examination.

Reports and records of all physical, psychological, and mental exams shall be kept in the offices of the physicians or mental health practitioners with only a summary report provided to the department head to be kept in a confidential file apart from the individual's personnel file. The city may share such information only in limited circumstances with supervisors, managers, first aid and safety personnel, government officials investigating compliance with the ADA, state workers' compensation offices, state second injury funds, workers' compensation insurance carriers, health care professionals when seeking advice in making reasonable accommodation determinations, and for insurance purposes. Should there be a dispute concerning the exam, or should a supervisor be informed as to the need of reasonable accommodation including job restructuring, the report shall be made available to the necessary legal and supervisory or administrative personnel within the city government.

3.6 FITNESS FOR DUTY EXAM

Employees who, due to mental or physical disabilities, are rendered unable to perform their essential job functions with or without reasonable accommodation or who pose a direct safety threat to themselves, or others shall be subject to a fitness for duty examination. Based on the findings of the exam and other job restructuring factors, the department head shall take such action that is necessary to ensure that the requirements of the individual's position are satisfied.

3.7 THE OMNIBUS TRANSPORTATION EMPLOYEE TESTING ACT OF 1991

It is the City of Wynne's intent to comply with all regulations and requirements of the Omnibus Transportation Employee Testing Act of 1991. City employees required to have a Commercial Driver's License (CDL) must comply with all regulations in the 1991 Omnibus Transportation Act. The Act requires alcohol and drug testing for all city employees whose jobs require a CDL. These tests include pre-employment, post-accident, random, reasonable suspicion, and return-to-duty and

follow-up testing. The City of Wynne will not permit an employee who refuses to submit to requisite testing to perform or continue to perform any activity that requires a CDL. All CDL drivers must obtain from the City of Wynne the city's written substance abuse policy. CDL drivers are required to read this material and sign a statement acknowledging that they have received a copy of the city's Substance Abuse Policy.

3.8 DRUG AND ALCOHOL TESTING

The City of Wynne has a responsibility to ensure safe-working conditions for its employees and a productive city workforce unimpaired by chemical substance abuse. To satisfy these responsibilities, the city is committed to maintaining a workplace that is free from the effects of drugs, alcohol, or other performance-impairing substances. All employees are expected to obey all laws regarding the use of illegal drugs or alcohol. The city prohibits the possession, unlawful manufacturing, distribution of illegal drugs or the abuse of alcohol or prescription drugs while on city premises during work hours.

This city policy provides for testing for drug and alcohol abuse by employees who hold safety or security sensitive positions which otherwise are not covered by the controlled substance screen requirements of the Federal Motor Carrier Safety Regulation.

The City of Wynne prohibits the possession, smoking, or otherwise use of medical marijuana on city premises. The City of Wynne reserves the right to act based upon the good faith belief that a qualifying patient was under the influence of marijuana while on the premises of the employer or during the hours of employment, provided that a positive test result for marijuana cannot provide the sole basis for the employer's good faith belief.

Any city employee who violates this substance abuse policy, or who is convicted of an alcohol or drug violation, will be subject to disciplinary action, up to, and including dismissal, as allowed by federal, state, and local laws.

3.8.1 FITNESS FOR DUTY

Current abuse of drugs is not a protected disability under the Americans with Disabilities Act (ADA). The city will not hire anyone who is known to currently abuse drugs. Furthermore, all employees are expected to report to work in a fit condition to perform their duties. Employees on official business or representing the city on or off of the workplace are prohibited from purchasing, transferring, using or possessing illegal drugs or from abusing alcohol or prescription drugs in any way that is illegal.

An employee reporting or returning to work whose behavior reflects the abuse of alcoholic beverages or drugs may be referred for a medical evaluation to determine fitness for work. Failure to report for an evaluation or follow the recommendations of the city will result in appropriate disciplinary action, including termination, as allowed by federal, state, and local law.

3.8.2 NOTIFICATION

As a condition of employment with the city, employees must abide by the terms of this drug and alcohol policy and report any conviction under a criminal drug or alcohol statute including DWI

convictions for violations occurring on or off city premises while conducting city business. A report of a conviction shall be made within five (5) days after the conviction. Failure to report a conviction within the five (5) day period may result in disciplinary action, including immediate termination.

3.9 GENETIC INFORMATION.

The city shall not request or require genetic information from an individual or family member, except as specifically allowed by the Genetic Information Nondiscrimination Act of 2008 (GINA). In making any request for medical information, the city shall include the following language to the medical provider:

“The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. ‘Genetic information,’ as defined by GINA, means, with respect to any individual, information about an individual’s family medical history, the results of an individual’s or family member’s genetic tests, the fact that an individual or an individual’s family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual’s family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.”

CHAPTER 4

COMPENSATION AND MATTERS AFFECTING EMPLOYMENT STATUS

4.1 ATTENDANCE

Employees shall be in attendance at their workstations in accordance with the rules and regulations established by the department head. Regular and punctual attendance is an essential job duty for every city employee.

4.2 WORK HOURS

Except for police officers and firefighters, the standard workweek shall consist of forty (40) hours per week within a seven-day period, unless otherwise arranged by the department head to meet specific departmental needs. Work hours for police and fire employees shall be in accordance with state statutes and departmental regulations.

Departments may vary employee's schedules based upon departmental necessity. The standard work week is Monday through Friday. Flexible work arrangements are dependent on departmental requirements and are left to the discretion of the department head.

The city reserves the right to adjust and change hours of work, days of work and schedules to fulfill its responsibility to the citizens of the City of Wynne. In an emergency, previously scheduled hours of work, days of work, and work arrangements may be altered at the discretion of the department head. Changes in work schedules will be announced as far in advance as practicable but can be changed with little or no notice.

Whenever possible, full-time employee work schedules shall provide a rest period (break) during each four-hour work shift. Reasonable time off for a meal will be provided.

4.3 UNAUTHORIZED WORK TIME

Because of FLSA regulations, non-exempt employees are not to commence work prior to the scheduled starting time, work during their meal break, or work past the scheduled end of their shift without prior approval of their immediate supervisor.

FLSA non-exempt employees who work unauthorized overtime hours will be subject to disciplinary action including, but not limited to, suspension without pay.

4.4 COMPENSATION

4.4.1 REPORTING AND VERIFYING HOURS WORKED

It is each employee's responsibility to monitor and record an accurate status of the hours the employee works per payroll period to ensure that the employee is properly paid for time worked.

All employees shall report their hours worked on the forms provided by the department head. It is the responsibility of each employee to properly complete a timesheet recording the time that the employee worked during every payroll period and to sign each time sheet. By signing the timesheet,

each employee verifies its accuracy. Signed and completed timesheets must be turned in on a biweekly basis to the department head for signatures to ensure that proper records are kept as to vacations, sick leave, hours worked, and overtime accrued and taken.

4.4.2 PAYROLL RECORDS

Department heads shall keep and maintain a record of work attendance, vacation, and sick leave earned, used, and accrued, along with any other leave, whether with or without pay. These records shall be available to the department head, and individual employees shall be able to inspect their own records during normal business hours as the requirements of the employee's work duties permit.

4.4.3 PAYROLL PROCEDURES AND PAYDAY

Employees are paid every two weeks. When a holiday falls on a regular payday, employees will be paid on the last working day prior to the holiday.

Each employee is responsible for monitoring the accuracy of each paycheck received. Any employee who believes that the employee's paycheck does not properly compensate him/her for all hours worked in a given payroll period should immediately report those concerns to the department head.

4.4.4 WITHHOLDING OF MEMBERSHIP DUES

Upon receipt of a written request signed by a full-time municipal employee who is represented by a union or professional association, the city will withhold membership dues of the union or professional association from the salary of the employee. The withholding request shall be on a form provided to the employee by the city. The city will transmit all dues that are withheld under this section to the union or professional association representing the employee within five (5) days of the end of the pay period.

A withholding initiated under this section shall be discontinued only upon receipt of a written notice of cancellation signed by the employee.

4.5 SALARY BASIS POLICY

The Fair Labor Standards Act (FLSA) is a federal law which requires that most employees in the United States be paid at least the federal minimum wage for all hours worked and overtime pay at time and one-half the regular rate of pay for all hours worked over 40 hours in a workweek.

However, Section 13(a)(1) of the FLSA provides an exemption from both minimum wage and overtime pay for employees employed as bona fide executive, administrative, professional, and outside sales employees. Section 13(a)(1) and Section 13(a)(17) also exempt certain computer employees. To qualify for exemption, employees generally must meet certain tests regarding their job duties and be paid on a salary basis at not less than \$455 per week. Job titles do not determine exempt status. In order for an exemption to apply, an employee's specific job duties and salary must meet all the requirements of the Department's regulations.

4.5.1 SALARY BASIS REQUIREMENT

To qualify for exemption, employees generally must be paid a federally mandated minimum salary and meet additional requirements imposed by the Fair Labor Standards Act.

Being paid on a “salary basis” means an employee regularly receives a predetermined amount of compensation each pay period on a weekly, or less frequent, basis. The predetermined amount cannot be reduced because of variations in the quality or quantity of the employees’ work. Subject to exceptions listed below, an exempt employee must receive the full salary for any workweek in which the employee performs any work, regardless of the number of days or hours worked.

Exempt employees do not need to be paid for any workweek in which they perform no work. If the employer makes deductions from an employee’s predetermined salary, i.e., because of the operating requirements of the business, that employee is not paid on a “salary basis.” If the employee is ready, willing and able to work, deductions may not be made for times when work is not available.

4.5.2 CIRCUMSTANCES IN WHICH THE CITY MAY MAKE DEDUCTIONS FROM PAY

Deductions from pay are permissible when an exempt employee: is absent from work for one or more full days for personal reasons other than sickness or disability; for absences of one or more full days due to sickness or disability if the deduction is made in accordance with a bona fide plan, policy, or practice of providing compensation for salary lost due to illness; to offset amounts employees receive as jury or witness fees, or for military pay; or for unpaid disciplinary suspensions of one or more full days imposed in good faith for workplace conduct rule infractions (see policies on penalties for workplace conduct rule infractions). Also, the city is not required to pay the full salary in the initial or terminal week of employment; for penalties imposed in good faith for infractions of safety rules of major significance, or for weeks in which an exempt employee takes unpaid leave under the Family and Medical Leave Act. In these circumstances, either partial day or full day deductions may be made to the extent allowed by law.

4.5.3 CITY POLICY

It is our policy to comply with the salary basis requirements of the FLSA. Therefore, we prohibit all supervisors from making any improper deductions from the salaries of exempt employees.

4.5.4 WHAT TO DO IF AN IMPROPER DEDUCTION OCCURS

If you believe that an improper deduction has been made to your salary, you should immediately report this information to the department head.

Reports of improper deductions will be promptly investigated. If it is determined that an improper deduction has occurred, you will be promptly reimbursed for any improper deduction made.

4.6 OVERTIME AND COMPENSATORY TIME

4.6.1 OVERTIME

The city will pay overtime in accordance with the Fair Labor Standards Act (FLSA) at one and one-half times the base rate or hourly rate for all hours worked in excess of the hours per week or work period set forth in the WORK HOURS section of this handbook.

Overtime will be permitted only with prior approval of the department head prior to the commencement of such work or when necessary due to emergency conditions. Failure to obtain prior approval before working overtime will result in disciplinary action, including but not limited to suspension without pay.

4.6.2 COMPENSATORY TIME

Compensation for overtime may be made in the form of compensatory leave time ("comp time") to the employee. Compensatory time is accrued at a rate of time and a half for all hours worked in excess of 40 hours per workweek, unless the employee is working in a classification with special overtime rules under FLSA (i.e., police officers and firefighters). No uniformed police or fire employee may accumulate more than five (5) shifts of compensatory time at any given time during the calendar year. Hours more than the specified maximum shall be paid at the appropriate overtime rate. Upon termination of employment, any unused compensatory time is to be paid at a rate equal to the employee's then-prevailing rate of pay.

Each employee shall be responsible for maintaining accurate records of overtime hours worked. However, the overtime and compensatory records of the department head shall be final with respect to the number of compensatory leave days earned of an employee. Compensatory leave should be scheduled in the same manner required for vacation days. By signing the acknowledgement enclosed in this handbook, the employee and city agree that compensatory time may be given in lieu of overtime payments. In addition, it is understood that the city may substitute monetary payment at the rate of time and one-half for any outstanding compensatory leave time.

4.6.3 NON-EXEMPT AND EXEMPT EMPLOYEES

Non-exempt employees are subject to the Fair Labor Standards Act (FLSA) overtime requirements and therefore are subject to the overtime policies set forth in this handbook.

Exempt employees are not subject to the FLSA overtime requirements. Certain employees are classified as exempt based upon the nature of the work, conditions of employment, and by the criteria set forth in the rules and regulations of the FLSA. Exempt employees are not eligible for overtime or comp time for hours worked in excess of the regular workweek, with the exception of a city or county-wide emergent situation and with the approval of the mayor.

4.7 EMERGENCY SITUATIONS

It is the policy of the city to maintain hours of operation, which make the best use of employees and resources in serving the needs of the public. Emergency situations may from time to time necessitate the closure of city offices. Such situations shall be determined by the mayor after

consideration of all facts. Essential personnel required to be at work in emergency situations shall receive their normal rate of pay.

At times it may become necessary to close individual offices due to limited staffing levels, special departmental meetings, etc. Department closures shall be approved by the mayor. Arrangements shall be made with other departments to handle any emergency situations during the department's closure. A skeleton crew shall remain in each department to cover phones and assist the public when at all possible.

4.8 TEMPORARY AND SEASONAL EMPLOYEES

On occasion, the city may hire temporary or seasonal employees who are hired for a set duration (i.e., in the form of a seasonal employee, such as parks and recreation) or for a specific project. These employees are not intended to be employed on a regular basis and are employed at will. Temporary employees may be hired full- or part-time and are paid for actual hours worked at a rate determined by the department head. Temporary, non-exempt employees are eligible for overtime for hours exceeding 40 hours per workweek, subject to all other overtime policies set forth in this handbook. A temporary employee may be employed for up to six (6) months, at which time the temporary status shall be reviewed before employment is continued. Unless otherwise authorized by the city council, temporary and seasonal employees do not qualify for annual leave, sick leave, or other city benefits.

4.9 VACANCIES AND PROMOTIONS

It is the intent of the City of Wynne to hire and promote the most qualified applicant for all vacant positions. To give the employees of the City of Wynne an opportunity to apply for job vacancies, announcements of job openings will be posted on employee bulletin boards.

In accordance with equal employment opportunity guidelines and this manual, notice of job vacancies will be sent to the local newspaper. A job description of each vacant position will be provided upon request.

The final decision regarding promotions shall be made by the mayor upon the recommendation of the department head.

4.10 TRAINING

The City of Wynne is committed to continuing training for all employees. If an employee feels that additional training is needed, the employee is responsible for notifying the employee's department head. Expenses incurred in on-the-job training should be assumed by the city.

4.11 PERFORMANCE EVALUATIONS

All employees will participate in a performance review session, at least annually, with their department head. Department heads will participate in an annual performance review facilitated by the mayor. This review is intended to provide support for the individual; to improve the performance of the individual by providing meaningful, constructive feedback on the adequacy of performance; and to assist in the development and fulfillment of professional growth goals and job

responsibilities. The review process will be managed by the Human Resources Director and copies of reviews will be maintained in the personnel file of the employee.

Formal and documented reviews, as well as casual and undocumented discussions with your supervisor, will be a part of your performance evaluation. To the extent practicable, evaluations will be based on the direct supervisor's direct observations of each employee's performance, the quality and quantity of each employee's performance, and any additional efforts undertaken by the employee.

Your signature on formal review forms will serve as notice that the review has taken place and not whether you agree or disagree with the contents. Completed formal evaluation forms will be placed in the employee's personnel file. Please note that a performance evaluation does not necessarily mean a salary adjustment.

4.12 JOB SAFETY

The City of Wynne strives to provide a healthy and safe working environment. Safety is largely the use of good judgment and careful work habits. If an employee is unsure of how to perform a task safely, he should ask his supervisor or department head for the correct method.

Unsafe conduct constitutes misconduct. The following safety rules should always be observed:

- Follow all departmental safety rules.
- Use all mechanical safeguards on or for employee equipment.
- Immediately cease using and report any faulty or potentially faulty equipment to the supervisor or department head.
- Immediately report any unsafe or potentially unsafe working conditions or equipment.
- Immediately report any and every accident to the supervisor or department head.

Violence or threats of violence are strictly prohibited and, if confirmed, may be grounds for immediate termination. Examples of such conduct include harassing or threatening phone calls, email or written communication directed towards an employee or his or her friends/family members; stalking; and the destruction of personal and/or city property.

Dangerous items of any nature such as weapons, explosives, or firearms will not be permitted in buildings, owned and maintained by the city, or on an employee's person while conducting offsite city business unless the employee is a law enforcement officer or a security guard employed by a state agency, or a city or county, or any state or federal military personnel. Further, no dangerous items are allowed on any part of a detention facility, prison, or jail, including parking lots. If an employee is undergoing disciplinary proceedings or is terminated and must return to work for any reason, the employee shall neither possess nor store the dangerous items on the employee's person or in the employee's vehicle. Of course, theft of any kind will not be tolerated.

4.13 REFUSAL TO WORK

A city employee's commitment is to public service. Any work stoppage, slowdown, strike, or other intentional interruption of the operations of the city shall cause the employee to forfeit his or her employment and result in the termination of the employee from the City of Wynne, as allowed by federal, state, and local law.

4.14 RESIGNATION/TERMINATION

Employees who wish to terminate their employment with the City of Wynne are urged to notify the city at least two (2) weeks in advance of their intended termination. Such notice should preferably be given in writing to the employee's department head or supervisor. Although not required, proper notice generally allows the city sufficient time to calculate all final accrued monies due to the employee for his or her final paycheck. Without adequate notice, however, the employee may have to wait until after the end of the next normal pay period to receive such payments.

Employees who plan to retire are urged to provide the city with a minimum of two (2) months' notice. This will allow ample time for the processing of appropriate pension forms to ensure that retirement benefits to which an employee may be entitled commence in a timely manner.

All employment relationships with the City of Wynne are on an at-will basis. Thus, although the City of Wynne hopes that the relationship with employees is rewarding, the city reserves the right to terminate the employment relationship of any employee at any time for any lawful reason.

4.15 EXIT INTERVIEWS

Employees whose employment has terminated may be requested to participate in an exit interview and sign an exit interview form at the time of termination. During the interview, matters of final pay and benefits will be discussed, and the employee will be required to return any city property in the employee's possession, or which was entrusted to him/her.

4.16 JOB DESCRIPTIONS

It shall be the responsibility of the department head to maintain a job description on file for each position in the department. The job description should include scope of responsibility, essential job functions, minimum qualifications, working conditions, physical requirements, and an employee acknowledgment.

CHAPTER 5

BENEFITS

5.1 VACATIONS

5.1.1 POLICE DEPARTMENT

Pursuant to Ark. Code Ann. § 14-52-106, each employee shall be granted a minimum accrual of an annual vacation of not less than fifteen (15) working days with full pay.

All full-time uniformed employees of the police department shall accumulate vacation time at the rate of one and one-quarter ($1\frac{1}{4}$) working days for each month of working service, accrual beginning immediately.

All full-time uniformed employees of the police department who have been employed continuously for a period of fifteen (15) years shall be allowed twenty (20) working days of vacation leave per year. This shall accrue at a rate of five-thirds ($\frac{5}{3}$) of a day per month vacation leave per year beginning with the fifteenth (15th) year of an employee's date of hire.

No employee of the police department shall take any vacation leave until they have been employed by the city continuously for a period of six (6) months at which time the employee will be granted five (5) working days leave. A working day is defined for purposes of this section as eight (8) hours, regardless of the length of a shift typically worked by the employee.

Accrued vacation time will be paid if the employee leaves the employment of the city. No more than ten (10) vacation days may be carried over past the anniversary date without prior written approval of the mayor. Accrued vacation days over this limit will be paid at the employee's then-prevailing rate of pay on the first scheduled payday following their anniversary month.

Policies concerning vacation time for uniformed employees in no way alter the City of Wynne's at-will employment policy as described in this personnel handbook.

5.1.2 FIRE DEPARTMENT

Pursuant to Ark. Code Ann. § 14-53-107, each employee shall be granted a minimum accrual of an annual vacation of not less than fifteen (15) days with full pay.

All uniformed employees of the fire department shall accumulate vacation time at the rate of one and one-quarter ($1\frac{1}{4}$) calendar days for each month of working service, accrual beginning immediately.

All full-time uniformed employees of the fire department who have been employed continuously for a period of fifteen (15) years shall be allowed twenty (20) working days of vacation leave per year. This shall accrue at a rate of five-thirds ($\frac{5}{3}$) of a day per month vacation leave per year beginning with the fifteenth (15th) year of an employee's date of hire.

No employee of the fire department shall take any vacation leave until they have been employed by the city continuously for a period of six (6) months at which time the employee will be granted five

(5) working days leave. A working day is defined for purposes of this section as eight (8) hours, regardless of the length of a shift typically worked by the employee.

Accrued vacation time will be paid if the employee leaves the employment of the city. No more than ten (10) vacation days may be carried over past the anniversary date without prior written approval of the mayor. Accrued vacation days over this limit will be paid at the employee's then-prevailing rate of pay on the first scheduled payday following their anniversary month.

Policies concerning vacation time for uniformed employees in no way alter the City of Wynne's at-will employment policy as described in this personnel handbook.

5.1.3 VACATION TIME FOR NON-UNIFORMED EMPLOYEES

Full-time employees accrue ten (10) working days of paid vacation annually, accrual beginning immediately. After five (5) years of full-time employment, employees accrue fifteen (15) working days of paid vacation annually. After fifteen (15) years of full-time employment, employees accrue twenty (20) working days of vacation annually.

No employee shall take vacation until they have been continuously employed by the city for a period of six months at which time the employee will be granted five working days of vacation time.

5.1.4. VACATION ACCRUAL RATE – NON-UNIFORMED EMPLOYEES

YEARS OF SERVICE	VACATION
0 months But Less Than 5 Years	10 Working Days
5 Years but Less than 15 Years	15 Working Days
15 Years or More	20 Working Days

Accrued vacation time will be paid if the employee leaves the employment of the city. No more than ten (10) vacation days may be carried over past the anniversary date without prior written approval of the mayor. Accrued vacation days not taken within this timeframe will be deemed used.

In the event of an emergent situation making it unreasonable for employees to utilize vacation time, accrued vacation time over the allowable limit above may be paid at the employee's prevailing rate of pay and at the discretion of the mayor.

Policies concerning vacation time for non-uniformed employees in no way alter the City of Wynne's at-will employment policy as described in this personnel handbook.

5.1.5 SCHEDULING VACATIONS

Each full-time employee may take accrued vacation with full pay at such time as is mutually agreed upon between the employee and their supervisor. All vacation leave must have the advance approval of the employee's supervisor, so that the leave fits in to the overall scheduling of the

department. Employees should notify their department heads at least five (5) days in advance of being absent for vacation time. The permissible number of employees taking vacation at any one time will be governed determined by the department head based upon departmental workloads. The city reserves the right to alter vacation schedules.

Approval of vacation leave requests falls under the discretion of the department head. The department head evaluates each request on a case-by-case basis and determines approval based on the timeliness of the request and the departmental needs. The maximum vacation leave to be taken at any one time is fifteen (15) days unless advance approval is granted. Accrued vacation time will be paid if the employee leaves the employment of the city up to the maximum specified. The estate or next of kin of employees separated from employment by death shall be compensated for the accrued vacation leave of the deceased employee.

5.2 HOLIDAYS AND HOLIDAY PAY

New Year's Day	January 1st
Martin Luther King Jr. Day	Third Monday in January
George Washington's Birthday or Presidents' Day	Third Monday in February
Good Friday	
Memorial Day	Last Monday in May
Juneteenth	June 19th
Independence Day	July 4th
Labor Day	First Monday in September
Veterans' Day	November 11th
Thanksgiving Day	Fourth Thursday in November
The Day After Thanksgiving	Fourth Friday in November
Christmas Eve	December 24th
Christmas Day	December 25th

All firefighters, regardless of their title, shall be compensated for all legal holidays established by the governing body of the municipality. Compensation is based on the firefighter's daily rate of pay and in addition to the regular pay schedule. Compensation for established holidays will be paid annually on the first pay period of December (effective January 1, 2024).

All law enforcement officers, regardless of their title, shall be compensated for all legal holidays established by the governing body of the municipality. Compensation will be based on the law enforcement officer's daily rate of pay and in addition to the regular pay schedule. Compensation for established holidays will be paid annually on the first pay period of December (effective January 1, 2024).

Non-uniformed personnel will be paid a holiday rate of pay which will be one and a half times their normal hourly rate if they are required to work on an established holiday.

5.3 INCLEMENT WEATHER

In the event city offices are open but a non-essential employee is unable to report to work due to inclement weather conditions, the employee may elect to use vacation, or accrued comp time. The employee must report their absence to their immediate supervisor to remain in pay status for any such absence. Failure to report your absence could result in disciplinary action, up to and including termination.

The decision regarding any closures due to inclement weather will be made by the mayor or their designee and will be communicated via local radio station and/or text.

Essential personnel are those employees who are required to provide mandatory services, and who must be on the job regardless of weather conditions. The department head will ensure that those employees designated as essential services for their department are aware of this designation and understand that they are required to report to or remain at work.

5.4 SICK LEAVE

5.4.1 POLICE DEPARTMENT

Pursuant to Ark. Code Ann. § 14-52-107, law enforcement officers, regardless of their titles, shall accumulate sick leave at the rate of twenty (20) working days per year beginning one (1) year after the date of employment. If unused, sick leave shall accumulate to a maximum of sixty (60) days. A working day is defined for purposes of this section as eight (8) hours, regardless of the length of a shift typically worked by the employee.

Time off may be charged against accumulated sick leave only for such days that an officer is scheduled to work. No sick leave, as provided in this section, shall be charged against any officer during any period of sickness, illness, or injury for any days which the officer is not scheduled to work.

If, at the end of his term of service, upon retirement or death, whichever occurs first, any police officer has unused accumulated sick leave, he shall be paid for this sick leave at the regular rate of pay in effect at the time of retirement or death. Payment for unused sick leave will not be made when the officer's employment terminates for any reason other than death or retirement. Payment for unused sick leave in the case of a police officer shall not exceed sixty (60) days' salary (Ark. Code Ann. § 14-52-107).

5.4.2 FIRE DEPARTMENT

In accordance with Ark. Code Ann. 14-53-108, all firefighters shall accumulate sick leave at the rate of twenty (20) working days per year, beginning one (1) year after the date of employment.

For purposes of calculating sick days, a “working day” shall be calculated as that period a firefighter is on duty within a 24-hour period. If a firefighter is on duty for twelve (12) hours or more in a 24-hour period, a working day shall not be less than twelve (12) hours or more than 24 hours. If unused, sick leave shall accumulate to a maximum of 1,440 hours for twenty-four (24) hour shift firefighters and four-hundred-eighty (480) hours for fire department administration. Unused accumulated sick leave shall not be used for the purpose of computing years of service for retirement purposes.

Time off may be charged against accumulated sick leave only for the days that a firefighter is scheduled to work. No sick leave as provided in this section shall be charged against any firefighter during any period of sickness, illness, or injury for any days that the firefighter is not scheduled to work.

If at the end of his or her term of service, upon retirement or death, whichever occurs first, any firefighter has unused accumulated sick leave, he or she shall be paid for this sick leave at the regular rate of pay in effect at the time of retirement or death.

Payment for unused sick leave in the case of a firefighter, upon retirement or death, shall not exceed three (3) months’ salary.

5.4.3 NON-UNIFORMED EMPLOYEES

The City of Wynne recognizes that inability to work because of illness or injury may cause economic hardships. For this reason, the City of Wynne provides paid sick leave to full-time employees.

Eligible employees accrue sick leave at the rate of one (1) working day per month. A working day is defined for purposes of this section as eight (8) hours, regardless of the length of a shift typically worked by the employee.

If unused, sick leave shall accumulate to a maximum of sixty (60) days.

Non-uniformed employees will not be paid for accrued sick days upon termination of employment with the city.

5.4.4 SICK LEAVE – GENERAL PROVISIONS

An employee may be eligible for sick leave days for the following reasons:

- Personal illness or physical incapacity.
- Quarantine of an employee by a physician or health officer.
- Illness, injury, or death in the employee’s immediate family, as defined in the definitions section of this policy, which require the employee’s presence.
- Necessity of medical or dental care, including medical, dental, psychological, and optical visits.

An employee who is unable to report for work due to one of the previously listed sick leave reasons shall report the reason for his absence to the employer’s supervisor or someone acting for the employee’s supervisor within two (2) hours from the time the employee is expected to report for

work. Sick leave with pay may not be allowed unless such report has been made as aforementioned.

Employees who are absent more than three (3) working days due to illness or injury may be required by the supervisor or department head to submit a physician's statement. Employees absent from employment due to illness and under a physician's care may be requested to present a certificate of release to the department head before returning to work.

If an employee accepts sick leave benefits based on false statements or evidence, said employee shall be subject to severe disciplinary action.

An employee who uses all their accrued sick leave days shall thereafter be placed on an inactive, without-pay status, except as required to provide a reasonable accommodation as required by the Americans with Disabilities Act. Any employee who has consumed all sick leave benefits and remains unable to return to work may be terminated from employment by the city.

An employee may use earned sick leave while receiving workers' compensation benefits only to the extent that the leave augments the employee's workers' compensation benefit to the amount equal to that employee's regular rate of pay.

5.4.5 PANDEMIC AND THE WORKPLACE

The city strives to provide a safe and healthy workplace for all employees. This section outlines our overall response to a pandemic flu outbreak or similar illness. This policy outlines specific steps the city takes to safeguard employee health and well-being during a flu pandemic, or similar illness, while ensuring the City's ability to maintain essential operations and continue providing services deemed essential to our citizens. In addition, it provides guidance on how we intend to respond to specific operational and human resource issues in the event of a pandemic.

Sick employees who report to work with contagious symptoms and/or a contagious condition may significantly impact operations due to the potential for spreading illness, diminished productivity, and lack of quality or attention to detail and safety.

Employees should consider options and practices that will reduce the risk of contracting a contagious condition or passing on a contagious condition by observing healthy practices such as: receiving flu vaccinations, covering their noses and mouths when coughing or sneezing, washing/sanitizing their hands, using sanitizers on common work areas, and other health practices that are designed to reduce infection and the spread of disease. Employees should also refrain from reporting to work with contagious symptoms and/or a contagious condition.

In the interest of maintaining a safe and healthy working environment, the city may require persons with contagious symptoms and/or a contagious condition not to report to work and/or may send employees with such symptoms home.

For the purposes of this section, contagious symptoms and/or contagious conditions exist when:

- An employee exhibits influenza-related symptoms (e.g., fever, vomiting, diarrhea, headache, cough, sore throat, runny or stuffy nose, muscle aches) or other symptoms, described by a public health organization as indicative of other contagion, such as Coronavirus; and/or

- An employee is diagnosed with an infectious/contagious condition (e.g., influenza, strep throat, tuberculosis, bacterial meningitis, mononucleosis, mumps, measles, rubella, chicken pox, etc.).

The city and its employees bear responsibility for a safe and productive workplace environment. Accordingly, an employee with contagious symptoms and/or contagious condition:

- Will not report to the workplace so as not to infect the other employees or members of the public.
- Will not report to the workplace until their symptoms have subsided and/or the employee has been cleared by a statement from their health care provider.
- May be sent home, with or without the opportunity to work from home, based on observation of symptoms of a contagious condition.

An employee who has been sent home by the City and/or has not reported to work due to contagious symptoms and/or a contagious condition, or who has been quarantined, will be required to use accrued paid time off (sick or vacation leave). If paid time off is not available or exhausted, the employee will be recorded as absent with approved unpaid leave. If an employee's absence pursuant to an approved unpaid leave extends beyond five (5) days and/or becomes a recurring issue, and such absences are deemed to constitute an undue burden upon the department, the department director may request that the employee provide a doctor's certification as to the employee's condition. Ultimately, any prolonged absences will be addressed in compliance with all federal and state laws and regulations including the ADA and the FMLA (where a serious health condition is involved).

As a condition for returning to work, the employee may be required to provide certification from a professional health care provider stating the contagious symptoms/condition has been cleared and the employee may return to work without risk to other employees. If requested this must be provided before the employee can return to work.

5.5 FUNERAL OR BEREAVEMENT LEAVE

Funeral leave with pay up to a maximum of three (3) consecutive days will be granted to all full-time city employees in cases of death or in the circumstances of death in the immediate family (as defined in the definitions section of this policy) only. Any leave requested more than three (3) consecutive days must be charged to accrued vacation or compensatory leave.

Travel time may be granted upon prior approval from the mayor in addition to the three (3) days where travel time of more than eight (8) hours is necessary.

The department head may grant funeral leave with pay of not more than one (1) day for an employee to be a pallbearer.

5.6 PARENTAL LEAVE

Parental leave under this policy is paid leave associated with the birth of an employee's own child, or the placement of a child with the employee in connection with adoption or foster care. Parental

leave is not charged against the employee's other paid leave and the number of paid days available shall not exceed four weeks. The paid leave is compensated at the following levels:

- Less than one year of service: no entitlement.
- After one full year of service: 60 percent of current pay rate/salary.
- After five full years of service: 85 percent of current pay rate/salary.
- Parental leave shall be taken as a lump sum leave period.

If both parents are employees, only one may access the paid benefits of this policy. Both, however, continue to be entitled to leave under FMLA if eligible. Part-time, temporary, and seasonal employees are not entitled to leave under this policy. Health insurance benefits will continue to be provided during parental leave periods.

The employee must provide the department head at least 30 days' notice of the requested leave, or as much as practicable if the leave is not foreseeable. After the four weeks of parental leave has been exhausted, subsequent leave will be covered under the appropriate policies. The FMLA allows employees up to 12 workweeks of unpaid leave annually. Paid leave under this policy will run concurrently with FMLA leave. After paid paternal leave is exhausted, the employee is required to apply any other paid leave which will also run concurrently with FMLA leave.

5.6.1 NURSING MOTHERS

Nursing mothers will be allowed reasonable unpaid break time to express breast milk. This may run concurrently with other paid or unpaid breaks already provided. If the employee's workspace is not private and secure, we will make a reasonable effort to provide a location where the mother may express. Employees shall make reasonable efforts to minimize the disruption of the employer's operations.

5.7 UNIFORMED SERVICES

Certain rights to re-employment after service in the uniformed services, as well as provisions relating to pension and health benefits are established in the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), 38 USC 4301 et seq., and in Ark. Code Ann. § 21-4-102. It is the city's policy to honor and comply with the provisions of those statutes.

The Uniformed Services Employment and Reemployment Rights Act (USERRA) prohibits discrimination against persons because of their service in the military. USERRA prohibits an employer from denying any benefit of employment based on an individual's membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services. USERRA also protects the right of veterans, reservists, National Guard members, and certain other members of the uniformed services to reclaim their civilian employment after being absent due to military service or training.

A summary of rights afforded by the Uniformed Services Employment and Reemployment Rights Act (USERRA) is contained in a poster developed by the U.S. Department of Labor. As an employer, the city shall provide to persons entitled to rights and benefits under USERRA a notice of the rights, benefits, and obligations of such persons and such employers under USERRA.

In addition, under Ark. Code Ann. § 21-4-102, employees who are members of a military service organization or National Guard unit shall be entitled to a military leave of fifteen (15) days in a calendar year with pay plus necessary travel time. A working day is defined for purposes of this section as eight (8) hours, regardless of the length of a shift typically worked by the employee. As mentioned below, the FLSA provides further rights to family members of military personnel.

5.8 FAMILY MEDICAL LEAVE

The Family Medical Leave Act (FMLA) of 1993 requires municipalities with fifty (50) or more employees to offer up to twelve (12) weeks of unpaid, job-protected leave to eligible employees for certain family and medical reasons. FMLA also allows an employee who is the nearest blood relative of an injured Armed Services member to take the twelve (12) weeks of unpaid leave plus an additional fourteen (14) weeks, for a total of twenty-six (26) weeks.

Eligible City employees may take FMLA for the following reasons:

- The birth and care of the employee's child;
- The placement of a child into an employee's family by adoption or by foster-care arrangement and to care for the newly placed child;
- For nearest blood relative to care for an injured service member that is seriously injured or ill in the line of active duty, up to twenty-six (26) weeks;
- The care of an immediate family member (spouse, child, or parent, but not "in-law") who has a serious health condition, and /or,
- The inability of a city employee to work because of a serious health condition which renders the employee unable to perform the essential functions of his/her job, and for any qualifying exigency when the employee's spouse, child, or parent is on active duty or is notified of a call to active duty.

You must conclude leave for the birth of a child or for adoption or foster care within twelve (12) months after the event. However, leave may begin prior to birth or placement, as circumstances dictate.

Leave entitlements for medical reasons are predicated upon the existence of a serious health condition suffered by you or an immediate family member. A serious health condition is an illness, injury, impairment or physical or mental condition that involves:

- Inpatient care in a hospital, hospice, or residential medical care facility;
- Continuing treatment by a health care provider for a chronic or long-term health condition that is so serious that, if not treated, would likely result in a period of incapacity of more than three (3) calendar days, and/or, Prenatal care.

Generally, a condition will be considered a serious health condition if the condition or its treatment causes an employee to be absent from work on a recurring basis or for more than three (3) calendar days.

The FMLA requires that the City maintain the health coverage of an employee eligible for FMLA under any group plan during the time the employee is on FMLA.

FMLA - Eligibility

To be eligible for FMLA benefits, employees must be employed by the City for at least one (1) year; and have worked at least one thousand two hundred fifty (1250) hours over the previous twelve (12) months preceding the date of the leave being requested to begin.

Employees are required to use all sick, vacation, birthday, and discretionary leave which they have available, prior to going on leave without pay. Such paid leave status shall be included in the total of the twelve (12) work weeks.

FMLA – Calculation of Leave

Employees eligible for FMLA may use up to twelve (12) weeks of leave during a twelve (12) month period measured forward from the date the employee's first FMLA leave begins.

Therefore, the twelve (12) month period will begin on the first day FMLA leave is taken after completion of any previous twelve (12) month period. FMLA is calculated on a rolling twelve (12) month basis.

FMLA – Use of paid time off benefits

When leave is taken under FMLA, employees are required to first use available sick, vacation, birthday and discretionary leave during the twelve (12) week family leave before becoming eligible for unpaid leave. Using paid time off benefits does not add to the total length of the maximum twelve (12) week leave permitted. For example, Employee A has two (2) weeks of vacation leave and two (2) weeks of sick leave. Employee A requests, and is granted, four (4) weeks of FMLA. This leaves Employee A with eight (8) remaining weeks of available FMLA.

FMLA and Workers' Compensation

When an employee is on leave due to an on-the-job injury or illness which is a serious health Condition under the FMLA, the workers' compensation absence and FMLA will run concurrently.

FMLA – Intermittent or reduced leave

In circumstances where FMLA is sought for the employees' own serious health condition or that of a family member leave may be taken intermittently or on a reduced work, schedule, if medically necessary. In addition, when FMLA is used for the birth or adoption of a child, FMLA may be taken intermittently or on a reduced work schedule. However, this may only be done with prior approval of the Department Director. If the request is for intermittent or reduced leave status, the City may in its sole discretion temporarily transfer the employee to another job, with equivalent pay and benefits, in another position would better accommodate that the intermittent or reduced schedule. Furthermore, if the need to use leave is foreseeable and based on pre-planned and pre-scheduled medical treatment, the employee must schedule the treatment in a manner that does not unduly disrupt the City's operations.

FMLA – Notification

Employees are required to provide the Department Director and the Insurance Clerk with thirty (30) days' written notice of the need for FMLA when the need is foreseeable or predictable. The

city will provide appropriate forms on which to make known the need to be absent. However, if emergency circumstances prevent thirty (30) days' written notification, you must notify your Insurance Clerk as soon as possible. The Department Director may waive the thirty (30) day requirement, on a case-by-case basis depending on staffing needs at that time.

FMLA – Leave Provisions for Spouses Working for the City

In the event a husband and wife both work for the City, the maximum combined leave for spouses is twelve (12) weeks if FMLA leave is taken for the adoption or birth of a healthy child or to take care of a sick parent. In such circumstances, said leave should be granted to only one (1) parent at a time. If FMLA is taken to care for an ill child, spouse, or the employee's own serious illness, then each spouse is entitled to twelve (12) total weeks of leave.

FMLA – Job Restoration

Employees granted FMLA will be returned to the same position held prior to the leave or one that is equivalent in pay, benefits, and other terms and conditions of employment. However, certain highly compensated, salaried employees, although eligible for FMLA, are not guaranteed restoration to their positions if they choose to take leave. Such employees will be informed of this status when they request leave. If the City deems it necessary to deny job restoration for such employees while they are on FMLA, the city will inform the employee of its intention and will offer the employee the opportunity to return to work immediately.

FMLA – Employee Benefits during FMLA

During an employee's FMLA absence, his/her health care benefits will continue. Both the City and the employee will be required to pay the customary portions of the monthly health premium. The employee's failure to pay his/her share of the premium may result in loss of coverage. The Department will advise the employee of the payment due dates. If the employee's payment is more than thirty (30) days overdue, the health coverage will be dropped by the City. Prior to dropping an employee from coverage for non-payment, the Insurance Clerk will provide the employee with at least fifteen (15) days' written notice before the date coverage is to cease.

If the employee unequivocally informs the city that he/she does not intend to work at the end of the leave period, the City's obligation to provide health benefits ends. If the employee chooses not to return to work for reasons other than a continued serious health condition which would otherwise entitle the employee to FMLA or other circumstances beyond the employee's control, the employee is required to reimburse the City the amount which it contributed toward the employee's health coverage during the leave period.

For purposes of this section, an employee who returns to work from FMLA for at least thirty (30) days is deemed to have returned to work. In addition, an employee who transfers directly from FMLA leave to retirement or who retires within the first thirty (30) days after returning from FMLA is deemed to have returned to work.

Employees who fail to return to work on the first day following the end of the FMLA will be deemed to have terminated their employment with the city, unless the employee otherwise notifies their Supervisor prior to the end of their FMLA.

FMLA – Certification

Medical certification, by a qualified health care provider, of the need for FMLA for medical reasons is required. A certification form may be obtained from the Insurance Clerk. This form should be filled out and returned to the Insurance Clerk. When the leave is foreseeable and at least thirty (30) days' notice has been provided, the employee must provide the certification before the leave begins. When prior notice of the leave is not possible, the employee must provide the requested certification within fifteen (15) calendar days of the employee's departure, unless it is not practicable under the circumstances to do so, despite the employee's diligent good faith efforts. Employees who do not provide certification within these fifteen (15) calendar days must provide a reasonable explanation for the delay along with the certification.

Once the completed medical certification has been received by the Insurance Clerk, it is the responsibility of the Insurance Clerk to review the certification and approve or deny the leave as FMLA. Once the decision is made regarding the FMLA certification, the Department Director and the employee will be notified.

Qualified health care providers include but are not limited to: Doctor of Medicine or osteopathy; podiatrists; dentist; clinical psychologists; optometrists; chiropractors; and, nurse practitioners and nurse-midwives authorized to practice under State law and performing within the practice under State law. Qualified health care providers also include Christian Science practitioners listed with the First Church of Christ, Scientist, of Boston, Massachusetts.

FMLA – Release to Return to work

A medical doctor's release is required for all City employees who return to work from FMLA which is taken for the employee's own serious health condition. Such a release shall be provided to the Insurance Clerk prior to returning to work.

FMLA – Dispute Resolution

If a disagreement occurs over the medical opinion provided by the employee's physician, the city may require a second medical opinion, from a qualified health care provider chosen by the city. The city will pay for a second or, if necessary, a third medical opinion. In the event a third opinion is deemed necessary, the city and the employee will jointly select the third qualified health care provider. The third opinion will be considered final.

FMLA – Medical Leave of Absence

The City recognizes that an employee may, because of medical reasons, be absent from their regular duties for a period more than the time periods covered by the leave allowance policy and Family Medical Leave. A request for medical leave must be completed to be eligible. The City, therefore, has developed the following policy to govern all extended medical leaves of absence.

Procedure for taking leave – The employee must notify the Supervisor as soon as it becomes evident that the time provided by the City’s sick leave policy and FMLA will not be adequate for the employee’s proper treatment or recovery time. This condition must be confirmed by presenting a letter to the Insurance Clerk from the diagnosing physician as soon as possible and said letter must contain information on the nature of the condition and anticipated dates of the leave of absence. The city may request that any employee, whether or not specifically requesting a medical leave of absence, be examined by a physician chosen and paid for by the City before granting a medical leave of absence or allowing the employee to continue working. This is to determine whether and when the employee’s condition requires that they cease active job duties. The opinion of the City’s chosen physician, if any, shall in all cases be deemed determinative of the employee’s ability or inability to continue to work for the duration of the leave of absence. If necessary, the city may require the opinion of a third healthcare provider.

5.9 LEAVE FOR WITNESS OR JURY DUTY

Employees will be granted paid leave for witness or jury duty. Employees are also permitted to retain the allowance for services from the court for such service. To qualify for jury or witness duty leave, employees must submit to the department head a copy of the summons or other relevant court-related paperwork as early as possible upon receipt thereof. In addition, proof of service must be submitted to the employee’s supervisor when the employee’s period of jury or witness duty is completed. In the event jury duty causes the employee to be absent for a partial day, the employee must return to work to fulfill his commitment to the city.

5.10 MISCELLANEOUS LEAVE

The attendance of employees at seminars and training programs is considered part of continual professional development. Attendance of such seminars and programs must be preapproved by the department head. Compensation for travel time and attendance at programs will be made in accordance with 29 Code of Federal Regulations [C.F.R.] sections 785.10 through 785.41.

The city will pay all reasonable out-of-pocket expenses for lodging, travel costs, meals, etc., pursuant to its regular expense policy. However, no such expenses will be reimbursed without receipts documenting payments of such expenses.

The misrepresentation or altering of claims for reimbursement may result in the filing of criminal complaints, as well as disciplinary action.

5.12 EMPLOYEE HEALTH BENEFITS

The City of Wynne provides a group health plan for all its full-time employees. Detailed information on the policy and coverage will be given to employees at the time of hire. Additional information may be obtained from the insurance clerk.

5.13 OCCUPATIONAL INJURIES

All city employees are covered under the Arkansas State Workers’ Compensation laws. Any employee incurring an “on-the-job” injury should immediately notify the employee’s supervisor who will arrange for appropriate medical treatment and prepare the necessary reports required for

the employee to be compensated. Rules and regulations concerning Workers' Compensation have been posted on bulletin boards located at each city work location.

5.14 ACCIDENTAL INJURY

If any full-time employee is involved in an accident which is not job-related and the injury sustained in such accident necessitates that the employee be absent from work, the employee shall be entitled to receive pay at a regular salary for the number of days of accumulated sick leave credited to that employee at the time the accident occurred.

CHAPTER 6

STANDARDS OF CONDUCT

6.1 COMMUNICATING WITH THE PUBLIC

Employees of the City of Wynne shall always be civil, orderly, and courteous in their conduct and demeanor towards the public. Each employee should treat members of the public with respect and efficiently provide responses to their inquiries or requests. This attitude or approach to public service cannot be overemphasized.

When an employee is uncertain of the correct response to an inquiry or request from the public, the employee should refer the inquiry to the individual or the department which can provide the most satisfactory response to the inquiry. It is better to admit lack of knowledge than to provide erroneous information.

6.1.1 COMMUNICATING ON BEHALF OF THE CITY

The mayor or department head is authorized to communicate on behalf of the city in interviews, publications, news releases, on social media sites, and related communications. Other employees may represent the city if approved by one of these individuals to communicate on a specific topic.

When speaking on behalf of the city or while carrying out your official duties:

- Employees must identify themselves as representing the city. Account names on social media sites must clearly be connected to the city and approved by the mayor.
- All information must be respectful, professional, and truthful. Corrections must be issued when needed.
- Employees need to notify the department head if they will be using their personal technology (cell phones, home computers, cameras, etc.) for city business. Employees should be aware that the data transmitted or stored may be subject to the Freedom of Information Act (FOIA).

6.1.2 HANDLING REQUESTS FOR INFORMATION PURSUANT TO FOIA

Any citizen of the State of Arkansas may request to inspect, copy, or receive copies of public records pursuant to the Freedom of Information Act. Any requests must immediately be forwarded to the city attorney. If the employee receiving the request is not the custodian, the employee must notify the requester of this fact and identify the custodian.

6.1.3 HANDLING MEDIA REQUESTS

Apart from routine events and basic information that is readily available to the public, all requests for interviews or information from the media are to be routed through the Mayor or the Human Resources Director. Media requests include anything intended to be published or viewable to others in some form such as television, radio, newspapers, newsletters, and websites. When responding to media requests, employees should follow these steps:

- If the request is for routine or public information (such as a meeting time or agenda) provide the information and notify the mayor or the city clerk.

- If the request is regarding information about city personnel, potential litigation, controversial issues, and opinion on a city matter, or if you are unsure if it is a “routine” question, immediately forward to the mayor or in the case of a records request, to the city clerk. An appropriate response would be, “I’m sorry, I don’t have the full information regarding that issue. Let me take some basic information and submit your request to the appropriate person who will get back to you as soon as she/he can.”
- Ask the media representative’s name, questions, deadline, and contact information.

6.2 PERSONAL COMMUNICATIONS

It is important for employees to remember that the personal communications of employees may reflect on the city, especially if employees are commenting on city business. City employees are to refrain from commenting on or posting information that they may become privy to in their line of work that is not public knowledge. The following guidelines apply to personal communications including various forms such as social media (Facebook, Twitter, blogs, YouTube, etc.), letters to the editor of newspapers, and personal endorsements.

- Remember that what you write is public and will be so for a long time. It may also be spread to large audiences. Use common sense when using email or social media sites. It is a good idea to refrain from sending or posting information that you would not want your boss or other employees to read, or that you would be embarrassed to see in the newspaper.
- If you publish something related to city business, identify yourself and use a disclaimer such as, “I am an employee of the City of Wynne. However, these are my own opinions and do not represent those of the City of Wynne”.
- City resources, working time, or official city positions cannot be used for personal profit or business interests, or to participate in personal political activity. For example, a building inspector could not use the city’s logo, email, or working time to promote his/her side business as a plumber.

6.3 UNIFORMS AND PERSONAL APPEARANCE

Uniforms or uniform allowance will be provided to personnel of certain departments as authorized by the department head. Personnel who are provided uniforms or uniform allowance shall always wear uniforms while on duty. Uniforms shall be kept as neat and presentable as working conditions permit. Employees must not wear uniforms while off duty except to and from your scheduled shift or work assignment. It is essential that an employee is not viewed by the public as a representative of the city in any official capacity unless authorized to do so.

Employees not required to wear uniforms should dress in appropriate professional departmental attire. If an employee is unsure what constitutes appropriate attire, then the employee should check with the employee’s supervisor or department head.

6.4 GUIDELINES FOR APPROPRIATE CONDUCT

The City of Wynne expects its employees to accept certain responsibilities, adhere to acceptable principles in matters of personal conduct, and always exhibit a high degree of personal integrity. This not only involves a sincere respect for the rights and feelings of others, but also demands that

both while at work and in their personal lives, employees refrain from behavior that might be harmful to the employees, co-workers, the citizens, and/or the city.

Whether an employee is on duty or off-duty, the employee's conduct is reflected on the city. An employee should always observe the highest standards of professionalism.

Types of behavior and conduct that the city considers inappropriate include, but are not limited to the following:

- Falsifying employment or other city records;
- Violating any city nondiscrimination and/or harassment policy;
- Soliciting or accepting gratuities from citizens;
- Excessive absenteeism or tardiness;
- Excessive, unnecessary, or unauthorized use of city property;
- Reporting to work intoxicated or under the influence of non-prescribed drugs or participation in the illegal manufacture, possession, use, sale, distribution, or transportation of drugs;
- Buying or using alcoholic beverages while on city property or using alcoholic beverages while engaged in city business, except where authorized;
- Fighting or using obscene, abusive, or threatening language or gestures;
- Theft of property from co-workers, citizens, or the city;
- Unauthorized possession of firearms on city premises or while on city business;
- Disregarding safety or security regulations;
- Insubordination;
- Neglect or carelessness resulting in damage to city property or equipment.

Should an employee's performance, work habits, overall attitude, conduct, or demeanor become unsatisfactory and in violation of either of the above-referenced items or any other city policies, rules, or regulations, an employee will be subject to disciplinary action up to and including dismissal.

6.4.1 BASIC STANDARDS OF BEHAVIOR

These policies and procedures are designed and written to express work standards and expectations the City of Wynne government expects from each employee. The city depends on you to do your best and to be on the job regularly. Your employer and fellow employees expect you to be responsive and cooperate with others in a spirit of teamwork and good customer service.

The city has adopted basic employment standards of behavior for its employees. Every employee is expected to adhere to these tenets of behavior:

- Honesty and integrity – all the City of Wynne's employees should always strive to be honest and ethical.
- Have regular and prompt attendance – you cannot be productive and fulfill our purpose and commitment to the public if you are not present at work. Those employees who are present at work are the only ones that are contributing and adding value to our pledge to service.

- Positive attitude – your attitude and demeanor are infectious. When it is positive, both you and the city can accomplish great things. If you have a problem, it should be addressed through the proper channels quickly. Negativity is non-productive, harmful and inconsistent with the City’s mission.
- Be courteous and helpful to the public – Not one of us should ever forget that our customers and citizens provide us with our jobs. They deserve excellent service and to be treated with respect.
- Be productive – use all your abilities, every day, to accomplish our mission.
- Respect yourself and each other – the City does not tolerate inappropriate behavior based on someone’s race, color, national origin, age, disability, gender, religion, genetic information, or protected class as established by law. Jokes, crudeness, or other behavior that demeans or insults others will not be tolerated.
- Be safe – accidents hurt everyone. Be careful, use safety equipment appropriate to the job and report unsafe conditions immediately.
- Work smart – be responsible for your own performance and set high standards for yourself. Be creative. If you see that change could be to a process, bring it to the attention of those who can change it.
- Be accountable – do not make excuses or blame others when a problem arises. Take it upon yourself to solve problems.

6.5 ABSENTEEISM AND TARDINESS

Regular attendance is essential to effective business operations, and the City of Wynne expects all its employees to report to work on time and on a regular basis. Unnecessary absences and tardiness are expensive, disruptive, and place an unnecessary burden on fellow employees, supervisors, city government, and the taxpayers who receive city services. Should an employee be unable to report to work on time because of illness or personal emergency, the employee should give proper notice to his or her supervisor.

Excessive absences or tardiness, unexcused absences and tardiness, falsification of reasons for any absence or tardiness, absences/tardiness which form unacceptable patterns (i.e., regularly reporting late on Monday mornings or calling in absent on Fridays) or failing to provide proper medical documentation to support absences/tardiness may result in disciplinary action.

“Proper notice” is defined by the city as notice in advance of the time an employee should report for work or no later than one (1) hour thereafter if advance notice is impossible.

An absence of an employee from duty, including any absence of one (1) day or part thereof, (other than an absence authorized by this personnel handbook or by law) that is not authorized in advance by the department head or the employee’s supervisor will be deemed absence without leave. Such absence shall be without pay. Any employee who has not provided the required notification after forty-eight hours will be considered to have abandoned his/her job.

6.6 OUTSIDE EMPLOYMENT OR MOONLIGHTING

If an employee is considering additional employment, he or she should discuss the additional employment with his or her department head or supervisor for approval.

If, as an employee of the city, an employee participates in additional employment, it must not interfere with the proper and effective performance of his or her job with the city. The work of a full-time employee of the city shall have precedence over any other occupational interest or pursuit of the employee. A full-time employee is expected to be available for work during all regular working hours and for overtime as required. An employee's outside employment must not be of a nature that adversely affects the image of the city, or of a type that may be construed by the public to be an official act of the city or which in any way violates these policies. City uniforms shall not be worn during outside employment unless approved in advance by the department head.

6.7 POLITICAL ACTIVITY

The city expects employees to avoid public political activity and involvement or interference with local elections. Prohibition against political solicitation and participation in local political campaigns afford protection for the employee as well as ensuring the integrity of the system by limiting the potential for a conflict of interest. Employees may privately express their opinions and are encouraged to vote for the candidate of their choice.

- Nothing in this section shall be construed to prevent employees from becoming or continuing to be members of any political party, club, or organization, attending political meetings, expressing their views in private on political matters outside of working hours and off city premises, or voting with complete freedom in any election.
- To further protect the public trust, no employee shall use their city employment position to advocate or oppose the candidacy of any individual.
- No city employee shall coerce, command, or advise any other city employee to contribute anything of value to any person or party for political purpose.
- An employee may participate in political activities provided that such participation is at no time engaged in during working hours or while wearing a city uniform and provided such participation does not adversely affect performance as a city employee.
- Employees may post political signs at their private residences.
- When the seeking or holding of any public office would be incompatible or would substantially interfere with the discharge of their duties, an employee of the city shall request a leave of absence without pay while seeing such office and resign employment with the city if such office is obtained.
- Employees assigned to work during the entire time the polls are open on an Election Day may be allowed up to one hour to cast their ballot in local, state or national level elections.
- Employees are expected to keep personal political views out of the workspace in order to maintain a non-hostile, amicable working environment for all employees.

6.8 OUTSIDE COMPENSATION

No reward, gift, or other form of remuneration in addition to regular compensation shall be received from any source by employees of the city for the performance of their duties as employees of the city. If a reward, gift, or other form of remuneration is made available to any employee, it shall be credited to a designated employee fund with the approval of the mayor.

6.9 USE OF NARCOTICS, ALCOHOL AND TOBACCO

Employees of the City of Wynne shall not use habit-forming drugs, narcotics, or controlled substances unless such drugs are properly prescribed by a physician.

The consumption of alcohol or other intoxicants is prohibited while an employee is on duty. Employees are not to consume intoxicants while off duty to such a degree that it interferes with or impairs the performance of their duties. Employees involved in any unauthorized use, possession, transfer, sale, manufacture, distribution, purchase, or presence of drugs, alcohol or drug paraphernalia on city property or reporting to work with detectable levels of illegal drugs or alcohol will be subject to disciplinary action including termination, as allowed by federal, state, and local laws.

Smoking, or the use of any tobacco product, is not allowed inside any city-owned facility or vehicle. The city complies with all aspects of the Arkansas Clean Indoor Act of 2006. Any employee violating this policy is subject to disciplinary action up to and including termination and may be required to pay a fine if levied by the Arkansas Department of Health.

6.10 DRUG-FREE WORKPLACE

It is the policy of the City of Wynne to create a drug-free workplace in keeping with the spirit and intent of the Drug-Free Workplace Act of 1988 and its amendments. The use of controlled substances is inconsistent with the conduct expected of employees, subjects all employees and visitors to city facilities to unacceptable safety risks, and undermines the city's ability to operate effectively and efficiently. Therefore, the unlawful manufacture, distribution, dispensation, possession, sale, or use of a controlled substance in the workplace, while engaged in city business for the City of Wynne, or on the city's premises is strictly prohibited. Such conduct is also prohibited during non-working hours to the extent that, in the opinion of the city, it impairs an employee's ability to perform on the job or threatens the reputation and integrity of the city.

Employees convicted of controlled substances related violations in the workplace must inform the city within five (5) days of such conviction or plea. Employees who violate any aspect of this policy may be subject to disciplinary action up to and including termination, as allowed by federal, state, and local law.

6.11 USE OF CITY ASSETS AND RESOURCES

6.11.1 TELEPHONES

Telephones are to be used to conduct city business. Long distance or toll calls of a personal nature are prohibited unless prior approval is received in writing from the department head. Although occasional, limited personal telephone calls are permitted, they should be kept to a minimum in

time and frequency and should not interfere with the work performance of the employee or the employee's colleagues. Discretion should be used in discussing confidential information using cellular communication. Employees are responsible for taking reasonable precautions to prevent theft and/or vandalism of cellular equipment.

City-issued cellular or mobile telephones should be used for city business-related purposes. Personal calls are to be minimized. The city reserves the right to monitor the billing and use of all city-issued cellular/mobile telephones and has the authority to withhold any unauthorized amounts from the employee's wages.

By accepting the use of city-issued cellular telephones, employees agree to promptly reimburse the city for all personal calls made which are deemed by the city to be excessive in frequency or duration.

Employees are responsible for maintaining a record of the phone numbers and names of persons or businesses that have been called, or who call, for personal reasons and provide a copy of the records to the department head. In the alternative, the required information may be noted on the monthly cellular service billing. The employee shall attach a copy of the receipt or check to the cellular phone bill to show reimbursement has been made to the city for any personal calls.

Any employee who violates the conditions of these policies relating to cellular/mobile phone usage is subject to having the use of the employee's city-issued cellular/mobile phone terminated.

6.11.2 COMPUTERS AND OTHER TECHNOLOGICAL RESOURCES

To help maximize its employees' efficiency in carrying out their respective job duties, the City of Wynne provides various information and technology resources such as email, computers, software/computer applications, networks, the Internet, the intranet, facsimile machines, cell phones, pagers, and other wireless communication devices and voicemail systems. Please remember that these tools are city property and must be used in a manner that reflects positively on the city and all who work here. Occasional, limited personal use of these resources is permitted, but should not interfere with your work performance, or the work performance of your colleagues. Employees, however, should have no expectation of privacy as to their use of city property. The city has the right to access and monitor all messages and files on electronic equipment owned by it and will do so as deemed necessary and appropriate. Employees will be held accountable for all usage of their systems and shall keep their keywords and passwords confidential to protect their assigned equipment and their files from misuse. Employees shall not access or copy software or data belonging to others or to the city. Reading another employee's files is prohibited unless authorized by the department head. Employees shall not transport software or data provided by the city to another computer site without prior authorization from the department responsible for the data.

The city will not tolerate inappropriate or illegal use of these assets and reserves the right to take appropriate disciplinary actions, as needed, up to and including termination of employment. Such inappropriate use of these resources can include, but is not limited to, the following:

- Hacking;
- Pirating software or audio/video files;

- Soliciting;
- Distributing literature for outside entities;
- Sending inappropriate emails;
- Accessing, viewing, or downloading inappropriate websites, i.e., sites advocating hate, violence, sexually explicit material, or promoting illegal activities;
- Distributing confidential information to persons/entities who are not entitled to such information;
- Storing or placing unlawful information on a computer or the network;
- Copying system files without proper authorization;
- Copying copyrighted materials without proper authorization;
- Use of abusive or otherwise objectionable language in either public or private messages;
- Sending messages that are likely to result in the loss of the recipient's work or systems use;
- Sending "chain-letters," jokes, lists, or any other types of use that would cause congestion or disrupt the operation of the networks or otherwise interfere with the work of others;
- Decryption of system or user passwords.

Only software which has been purchased or approved by the City of Wynne may be loaded or used on any of its computers. All software, programs, applications, templates, data, and data files stored in, residing on, or developed with city computers, networks, or storage media are property of the city and shall not be removed from the workplace without proper authorization. The city's software and software manuals should not be duplicated or reproduced in any manner which would violate the license agreements which pertain to usage of the software.

Computer equipment, including software, should not be removed from city premises without prior written approval from the Mayor.

The city reserves the right to monitor and inspect, without notice, the use of its information and technology resources.

6.11.3 INTERNET ACCESS

Internet access is provided to employees to conduct city business. Employees accessing the Internet are to do so for business-related purposes only. The city reserves the right to monitor Internet use to assure that Internet use is for legitimate business purposes and that access to the Internet is not abused by any one employee.

Downloading files without the express consent of the department head is prohibited. Files downloaded from the Internet, or any other outside service, may contain a computer virus and must be scanned by virus checking software prior to being used on a city computer. Uploading to the Internet is prohibited unless authorized by the department head to avoid interception and unauthorized access to information.

6.11.4 ELECTRONIC MAIL AND CONFIDENTIALITY

The City of Wynne provides electronic mail for business purposes. The city maintains the ability to access any messages left on or transmitted over the system. Employees should not assume that

such messages are confidential or that access by the city or its designated representative will not occur. Therefore, any personal use of the city's electronic mail system shall be kept to a minimum.

The electronic mail system shall not be used to solicit or further commercial ventures, religious or political causes, outside organizations, or other non-job-related solicitations; to create any unwelcome, offensive, or otherwise disruptive messages including sexual innuendo, racial slurs, gender-specific comments, or any other comment that offensively addresses someone's age, sexual orientation, religious or political beliefs, national origin, or disability; or to send or receive copyrighted materials, trade secrets, proprietary or financial information, or similar materials without prior written authorization from the owner of the material.

Employees are not authorized to retrieve or read email messages that are not sent to them.

6.11.5 REMOVAL OF CITY PROPERTY

No city owned, leased, or licensed equipment or documents may be removed from city premises without prior written approval from the mayor.

6.11.6 USE OF PRIVATELY OWNED ELECTRONIC COMMUNICATIONS EQUIPMENT FOR PUBLIC JOB-RELATED PURPOSES

Employees with personal privacy concerns should be aware that there may be consequences to using privately owned electronic communications equipment (including privately owned cell phones) for work-related purposes. If an employee uses privately owned equipment for work related purposes, such as work-related text messages or emails, the records of the privately owned equipment might be subject to disclosure to the public by the Arkansas Freedom of Information Act. Employees are therefore encouraged to use city-owned communications equipment and city-owned software (such as city email) when communicating for job-related purposes.

6.12 WAIVER OF PRIVACY

Employees waive their right to privacy in anything created, stored, sent, or received on the city's computer or telecommunications system. The city reserves the right to inspect any data, emails, social media content, files, settings, or any other aspect of access made by a city-owned computer or related system and will do so on an as-needed basis as determined by the mayor. Employees understand that any information created, stored, sent, or received on the city's computer or telecommunications system may be subject to the provisions of the Freedom of Information Act, regardless of whether the information is business-related or personal to the employee. Therefore, any such information may be accessed and/or inspected at any time by any member of the public unless it is exempted by law from disclosure.

6.13 CITY VEHICLES

On occasion, the city may permit certain employees to use its vehicles to conduct city business. A valid and current driver's license must be in the possession of the operator and always maintained. When using a city vehicle, employees shall always exhibit due care and shall comply with all federal, state, and local laws pertaining to operation of the vehicle.

The use of city vehicles is restricted to city business purposes only. Employees using city vehicles shall not pick up or transport any private parties not directly involved with the work of the city. With prior permission of the mayor, employees may transport family members in city vehicles on a case-by-case basis and only after signing an acknowledgement form. Employees will be allowed to take home a city vehicle for “on-call” purposes only as designated by his or her department director.

Employees using city vehicles are individually responsible for all fines or penalties assessed to the employee because of speeding tickets or other traffic offenses for which the employee is cited while using a city vehicle.

Smoking, vaping, and the use of smokeless tobacco products are expressly prohibited in city vehicles.

Thefts or accidents involving city vehicles must be reported immediately to the police and the department head. The improper, careless, negligent, destructive, reckless, or unsafe use of city equipment or vehicles may result in disciplinary action.

6.14 DISCIPLINARY ACTION

Should an employee’s performance, work habits, overall attitude, conduct, or demeanor become unsatisfactory including, but not limited to, violations listed in this handbook, or any other city policy, rule, regulation, or directive, the employee may be subject to disciplinary action up to and including dismissal.

Disciplinary action may include, but is not limited to:

- **Warning or Reprimand.** A warning or reprimand is an action used to alert the employee that his or her performance is not satisfactory or to call attention to the employee’s violation of employment rules and/or regulations. city employees may be officially reprimanded orally or in writing.
- **Suspension.** Suspension involves the removal of an employee from his or her job. An employee may be suspended with or without pay.
- **Demotion.** A demotion is an action that places the employee in a position of less responsibility and less pay.
- **Termination.** Termination is the removal of an employee from city employment.

CHAPTER 7

MISCELLANEOUS INFORMATION

7.1 POLICY STATEMENT

The City of Wynne possesses the sole right to operate and manage the affairs of the city.

7.2 CONFLICTS

The policies in this handbook will be followed unless they are found to conflict with federal, state, or local laws, which shall take precedence.

7.3 SEVERABILITY

Should any of the provisions contained in this handbook be found contrary to federal, state, or local law, the remaining provisions of this handbook shall remain in full force and effect.

To the extent that any law provides additional or different benefits or rights to employees, the provisions of this handbook shall be deemed to include those statements of law.

7.4 POLICY CHANGES

The City of Wynne reserves the right to suspend, revoke, or revise any of the policies contained in this handbook at any time.

7.5 CHANGE OF ADDRESS

Employees changing their home address or telephone number must notify his or her department head of this change so that personnel files can be kept current. This is important in case the city must mail the employee any information or documents, such as tax statements. Also, if there is any change in the employee's marital status, the employee should report it to his or her department head.

7.6 DEPARTMENTAL POLICIES AND PROCEDURES

Each department head is authorized to adopt lawful oral or written policies governing the day-to-day operations of that department. Departmental policies, if in conflict with these Employee Policies and Procedures, shall be governed by these Employee Policies and Procedures.

7.7 SHIFT TRADING

Uniformed employees of the Police Department and Fire Department will be permitted to trade shift within each department under the following terms and conditions:

- a. Approval of the shift supervisors is secured.
- b. The shift trading is strictly voluntary.
- c. The trades in shift are not requested because of an employee's outside business operations, but because the employee desires or needs to attend to personal matters.
- d. Such trading is not excessive.

7.8 SOCIAL MEDIA POLICY

The City of Wynne uses social media channels to present news and information relating to the city and its departments. Departmental pages are authorized and shall be managed by the chief/director of the department. This duty may be delegated to an additional person, but oversight remains with the chief/director of the department.

Guidelines for departmental social media usage are listed below:

- Passwords to social media accounts must be maintained by the chief/director and their delegated personnel.
- Social media posts will only be utilized to present news and other vital information.
- Comments on all posts shall be turned off when the post is published.
- In the event a post is made without turning off comments, comments shall not be deleted unless they contain vulgar language, personal attacks of any kind, links or content of a sexual nature, offensive comments that target or disparage any ethnic, racial or religious group, spam/advertising, clearly off topic and/or disruptive, advocate illegal activity, promote particular services, products or political organizations, infringe on copyrights or trademarks, comments that contain links to malware, repetitive comments from the same individual.
- Posts will not be removed or deleted once published.

7.9 SICK LEAVE BANK

The City of Wynne has implemented a sick leave bank program. It is a voluntary program for all full-time personnel. The bank is available to employees of every department and donations are cumulative, they are not separated by department. Requests to withdrawal from the bank must include the request form and doctor/medical professionals' certification and shall be routed through the department head to human resources. The Human Resources department head will verify the employee is an eligible participant of the bank, that the hours requested are available and send the request to the mayor for final adjudication.

The following guidelines apply:

- Personnel must elect to participate by completion of the election form.
- Employees can elect to join the bank within their first 30 days of employment or during open season, December 1 through December 31 each year.
- Employees must complete 12 months of full-time employment prior to becoming eligible to withdrawal from the bank.
- Personnel can donate sick leave hours to the bank at their discretion, there is no maximum hour donation limit, and additional donations outside of the annual donation can be made throughout the year at the discretion of the employee.
- You must donate a minimum of eight (8) hours annually to be eligible to withdrawal from the bank.
- The annual donation will be deducted from the employee's sick leave balance on January 1 of each year.

- New hires electing to participate will have the initial donation deducted on January 1 of the following year, i.e., employee is hired in May 2023, initial deduction occurs January 1, 2024.
- Requests can only be made when all other leave types are exhausted.
- An employee can only withdrawal 160 hours annually from the sick bank.

If, at any time the bank balance drops below eight hours per participant, withdrawals from the bank will be suspended until the balance rises above eight hours per participant.

CHAPTER 8

FORMS

APPENDIX A

RECEIPT OF CITY OF WYNNE PERSONNEL HANDBOOK

(To be placed in employee's personnel file)

I, _____, acknowledge receipt of the City of Wynne Personnel Handbook.

I understand that this handbook is not a contract.

I understand that reading this handbook constitutes one of my job duties and that I am required to perform my job duties in accordance with the policies contained in this handbook and any additional rules, regulations, policies, or procedures which may be imposed by the city or the department in which I work whether or not I read this handbook. I understand that my failure to read this handbook, as required, does not excuse me from being covered by or complying with its provisions.

I understand that if I have any questions about the provisions contained in this handbook, I should direct them to the department head.

Signed _____

Date _____

I, _____, provided a copy of the City of Wynne Personnel Handbook to _____ on this _____ day of _____, 20__.

Signed _____

Date _____

APPENDIX B

EMPLOYMENT RECORDS RELEASE

TO: _____

You are hereby authorized and requested to give to _____, or to any of its duly authorized representatives, any and all employment information whatsoever including, but not limited to, copies of my personnel file, including disciplinary reports, memos, statements, results of or physicals, drug testing results, and any and all other information which they may request concerning my employment.

You are authorized to release any information relating to my employment, including but not limited to, any information relating to my employment or otherwise maintained by you during the entire term of my employment relationship with you. This authorization continues in nature and does not expire unless you receive written, signed and acknowledged notice from me or my authorized agent. A photocopy of this release shall be as valid as the original.

EMPLOYEE (Signature)

EMPLOYEE (Printed Name)

STATE OF ARKANSAS

COUNTY OF _____

Subscribed and sworn to before me this ____ day of _____, 20__.

Notary Public

My Commission Expires: _____

[NOTE: This Release should be used to obtain information from previous employers in order to make informed hiring decisions. A similar release should be used for current or past employee to sign when he or she wishes for you to release information to another prospective employer.]