

Witherell, Stacey

From: Stodola, Mark
Sent: Tuesday, October 9, 2018 5:27 PM
To: Witherell, Stacey
Cc: Moore, Bruce
Subject: RE: leave payoff

Stacy-----I believe we discussed the issue of insurance post-employment, not PTO pay-off. In any event the removal of the cap for both the Mayor and City Manager was in recognition the unique nature of our responsibilities recognizing the job would never allow us to take the PTO we are entitled to. Our jobs are unique. It was not over unanswered questions about whether it would go to the STD account. By state statute and by city ordinance I am the Chief Executive Officer of the city. I do intend to take all my PTO as a pay-off as reflected on my pay stubs through December 31, 2018. Mr. Moore has previously made arrangements for the expected amount of pay-off in this year's budget. Thank you.

Mark Stodola
Mayor
City Hall|500 W. Markham St.
Little Rock, AR 72201
501-371-4510

*Please note that my email address has changed:
mstodola@littlerock.gov.*

From: Witherell, Stacey
Sent: Tuesday, October 09, 2018 4:49 PM
To: Stodola, Mark <mstodola@littlerock.gov>
Subject: leave payoff

Mayor Stodola,

I believe we spoke at some point about how the leave payoff PTO/STD worked upon an employee's termination of employment. I do not recall if we discussed how your leave mirrors the City Manager. While your account balance currently reflects over 2000 hours of PTO, the maximum accrual was supposed to be 500 hours. The cap was removed from your leave plan and the City Manager's because there was an unanswered question about what happened to the leave that accrued after 500 hours e.g., Did it go to the STD account like all other employees or not is the issue to be addressed.

I realize that you are probably discussing finances upon your departure and wanted to make sure you understand that you would not be eligible for the PTO payoff of all of your leave that is currently reflected on your pay stubs. Please let me know if you have any questions.

Stacey Witherell
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City of Little Rock Human Resources Department
500 West Markham, Suite 130W
Little Rock, AR 72201
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switherell@littlerock.gov



CITY OF LITTLE ROCK

MEMORANDUM

TO: STACEY WITHERELL, HR DIRECTOR

FROM: MARK STODOLA, MAYOR 

SUBJECT: EXECUTIVE LEAVE PAY-OFF

DATE: NOVEMBER 26, 2018

Recognizing the unique responsibilities of the Mayor, as Chief Executive Officer of the city and recognizing the responsibilities of the City Manager as the Chief Administrative Officer of the city as well as the City Attorney, paid time off (PTO) and short term disability (STD) benefits are allowed to accrue without being capped.

This is appropriate in recognition of the fact that the people filling these positions are required to work and be available 365 days a year. They are not typical 40 hour work week positions. They often require work beyond the standard work day, at all hours of the day, seven days a week. The ability to take time off for extended periods is unrealistic, however, as employees of the city they should be allowed to be paid for the benefit they have earned, either incrementally or as accumulated at termination.

This determination is not a new procedure for the city. This memo recognizes the current practice in the city of Little Rock that dates back to at least 1986 with city manager Tom Dalton and the uncapped PTO accrual he provided to Police Chief Lou Caudell. Similarly, it should be noted that current City Attorney, Tom Carpenter has had this provision for PTO accruals since 1992.

cc: Bruce T. Moore, City Manager

Witherell, Stacey

From: Witherell, Stacey
Sent: Monday, October 8, 2018 7:58 PM
To: Moore, Bruce; Lenehan, Sara
Subject: FW: M.Stodola/ employee ID 000029202---PTO accrual

From: Moore, Bruce
Sent: Thursday, January 26, 2012 3:26 PM
To: Witherell, Stacey <SWitherell@littlerock.org>
Subject: RE: M.Stodola/ employee ID 000029202---PTO accrual

Ok to allow him to carry-over.

From: Witherell, Stacey
Sent: Thursday, January 26, 2012 2:39 PM
To: Moore, Bruce
Subject: FW: M.Stodola/ employee ID 000029202---PTO accrual

Bruce,

Stodola only started accruing leave (10.154 per pay period) when he became "full-time". There was not a lump sum of time granted to him. He is getting 264 hours per year so since late 2007, he has accrued all of this time, with minimal usage.

Stacey

From: Flegal, Don
Sent: Thursday, January 26, 2012 9:48 AM
To: Witherell, Stacey
Subject: Fw: M.Stodola/ employee ID 000029202---PTO accrual

From: Moore, Bruce
To: Flegal, Don
Sent: Wed Jan 25 16:51:28 2012
Subject: RE: M.Stodola/ employee ID 000029202---PTO accrual

I guess so. But I do have one question: Did he earn the 500 or did we start with a bank of hours?

From: Flegal, Don
Sent: Tuesday, January 24, 2012 8:28 AM
To: Moore, Bruce
Subject: FW: M.Stodola/ employee ID 000029202---PTO accrual

Bruce:

Here it is. Do you want me to use this as authorization to exceed the maximum?

Don

From: Stodola, Mark
Sent: Monday, January 23, 2012 5:28 PM
To: Flegal, Don
Subject: M.Stodola/ employee ID 000029202---PTO accrual

Dear Don-----

As per the ordinance and voter approved passage of same, the Mayor is accorded the same benefits as the City Manager. It is my understanding that currently the City Manager's time is being accrued above and beyond the 500 hour policy with the City Board to ultimately decide if it is moved to STD or remains under PTO. Please adjust my PTO accrual in the same manner. As I mentioned to you on the phone, as of 12/30/11 I had 752 hours of PTO accrued. However on 1/13/12 my PTO had been reduced to 510.15. If my math is correct, the total accrual should be 762.15. Thank you very much.

Sincerely,
Mark Stodola