Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.

1	State of Arkansas	As Engrossed: S2/19/03 H2/21/03		
2	84th General Assembly	A Bill	Act 356 of 2003	
3	Regular Session, 2003		SENATE BILL 264	
4				
5	By: Senators Wilkinson, Argue, J. Jeffress, Wilkins, G. Jeffress, Broadway, Altes			
6	By: Representatives Verkam	p, Blair, Fite		
7				
8				
9	For An Act To Be Entitled			
10	AN ACT TO AMEND THE UNIFORM ATTENDANCE AND LEAVE			
11	POLICY ACT FOR STATE EMPLOYEES TO PROVIDE A			
12	DIFFERENT RATE OF ANNUAL AND SICK LEAVE FOR FIRE			
13	AND EME	RGENCY SERVICE EMPLOYEES; AND FOR OT	THER	
14	PURPOSE	S.		
15		~		
16		Subtitle		
17	TO AI	MEND THE UNIFORM ATTENDANCE AND		
18	LEAVE POLICY ACT FOR STATE EMPLOYEES TO			
19	PROVIDE A DIFFERENT RATE OF ANNUAL AND			
20	SICK LEAVE FOR FIRE AND EMERGENCY			
21	SERV	ICE EMPLOYEES.		
22				
23				
24	BE IT ENACTED BY THE G	GENERAL ASSEMBLY OF THE STATE OF ARK	ANSAS:	
25				
26	SECTION 1. Arka	ansas Code § 21-4-204(a), concerning	the annual leave	
27	for state employees ur	nder the Uniform Attendance and Leav	e Policy Act, is	
28	amended to read as fol	Llows:		
29	(a) <u>(1)</u>	cept for the employees under subdivi	sion (a)(2) of this	
30	<u>section, each</u> permaner	nt or probationary employee shall be	entitled to annual	
31	leave with full pay computed on the basis of the following schedule for each			
32	complete month of service including the probationary period:			
33	Through 3 years 1 day per month			
34	3 through 5 years 1 day and 2 hours per month			
35	5 through 12 years			
36	12 through 20 ye	earsl day a	nd 6 hours per month	



1	Over 20 years month.	
2	(2) Each fire and emergency service employee of the State	
3	Military Department who works a regularly scheduled shift of more than forty-	
4	seven (47) hours per week is entitled to annual leave with full pay computed	
5	on the basis of the following schedule for each complete month of service:	
6	Through 3 years	
7	3 through 5 years	
8	5 through 12 years2 days per month	
9	12 through 20 years days and 3 hours per month	
10	Over 20 years	
11		
12	SECTION 2. Arkansas Code § 21-4-204(e), concerning the annual leave	
13	for state employees under the Uniform Attendance and Leave Policy Act, is	
14	amended to read as follows:	
15	(e)(l)(A) Annual leave shall be cumulative. No employee shall have	
16	more than thirty (30) days annual leave accumulated at the end of each	
17	calendar year. However, the thirty-day accumulative annual leave may exceed	
18	thirty (30) days prior to the end of the calendar year.	
19	(B) No fire or emergency service employee under	
20	subdivision (a)(2) of this section shall accumulate annual leave to have more	
21	than forty-five (45) days at the end of the each calendar year, except that	
22	the 45-day maximum of cumulative annual leave may exceed forty-five (45) days	
23	during the calendar year.	
24		
25	SECTION 3. Arkansas Code § 21-4-207(a), concerning sick leave for	
26	state employees under the Uniform Attendance and Leave Policy Act, is amended	
27	to read as follows:	
28	(a)(1)(A) Each Except for the employees under subdivision (a)(1)(B) of	
29	this section, each permanent or probationary employee shall be entitled to	
30	sick leave with full pay computed on the basis of one (1) day for each	
31	complete month of service including the probationary period.	
32	(B) Each fire and emergency service employee of the State	
33	Military Department who works a regularly scheduled shift of more than forty-	
34	seven (47) hours per week is entitled to sick leave with full pay computed on	
35	the basis of one (1) day and four (4) hours for each complete month of	
36	service.	

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SB264

1	(1)(2)(A) Only one hundred twenty (120) days of sick leave may		
2	be carried over at the end of the calendar year.		
3	(B)(i) Fire and emergency service employees under		
4	subdivision (a)(l)(B) of this section may accumulate one hundred and eighty		
5	(180) days of sick leave to carry over at the end of the calendar year.		
6	(ii) However, payments to fire or emergency service		
7	employees for unused leave at retirement under §§ 21-4-501 through 21-4-504		
8	shall be calculated at the 120-day maximum rate for regular state employees.		
9	(2)(A)(3)(A) An employee shall be required to furnish a		
10	certificate from an attending physician for five (5) or more consecutive days		
11	of sick leave. An agency which has a written procedure to identify patterns		
12	of sick leave usage may require an employee to furnish a certificate from an		
13	attending physician for any use of sick leave.		
14	(B) A certificate from a Christian Science practitioner		
15	listed in The Christian Science Journal may be submitted in lieu of a		
16	physician's certificate.		
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18	/s/ Wilkinson, et al		
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21	APPROVED: 3/13/2003		
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