

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  
2 84th General Assembly  
3 Regular Session, 2003  
4

*As Engrossed: S2/19/03*  
**A Bill**

SENATE BILL 264

5 By: Senators Wilkinson, Argue, *J. Jeffress, Wilkins, G. Jeffress, Broadway*  
6 By: Representatives Verkamp, Blair, Fite  
7  
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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 EMERGENCY SERVICE EMPLOYEES; AND FOR OTHER  
14 PURPOSES.  
15

16 **Subtitle**

17 TO AMEND 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 SERVICE EMPLOYEES.  
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23

24 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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26 SECTION 1. Arkansas Code § 21-4-204(a), concerning the annual leave  
27 for state employees under the Uniform Attendance and Leave Policy Act, is  
28 amended to read as follows:

29 (a)(1) ~~Each~~ Except for the employees under subdivision (a)(2) of this  
30 section, each permanent 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 ..... 1 day and 4 hours per month
- 36 12 through 20 years ..... 1 day and 6 hours per month



1 Over 20 years .....1 day and 7 hours per 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 .....1 day and 4 hours per month  
 7 3 through 5 years .....1 day and 7 hours per month  
 8 5 through 12 years .....2 days per month  
 9 12 through 20 years .....2 days and 3 hours per month  
 10 Over 20 years .....2 days and 5 hours per month.

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)(1)(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.

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 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.

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)(1)(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*  
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