

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: S3/12/03  
**A Bill**

SENATE BILL 274

5 By: Senator Womack  
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8 **For An Act To Be Entitled**

9 AN ACT TO CLARIFY THE TERM "WORKING DAY" AS IT  
10 APPLIES TO THE AMOUNT OF SICK LEAVE GRANTED TO  
11 MUNICIPAL FIRE FIGHTERS; AND FOR OTHER PURPOSES.  
12

13 **Subtitle**

14 TO CLARIFY THE LAW GRANTING SICK LEAVE  
15 TO MUNICIPAL FIRE FIGHTERS.  
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18 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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20 SECTION 1. Arkansas Code § 14-53-108 is amended to read as follows:  
21 14-53-108. Uniform sick leave.

22 (a)(1)(A) From and after April 11, 1969, all fire fighters employed by  
23 cities of the first class and second class shall accumulate sick leave in  
24 accordance with a municipal ordinance at the rate of not less than ten (10)  
25 working days, nor more than twenty (20) working days per year beginning one  
26 (1) year after the date of employment.

27 (B) As used in this section, "working day" means that  
28 period of time a fire fighter is on duty within a twenty-four (24) hour  
29 period.

30 (C) The number of days of sick leave in effect for fire  
31 fighters employed by cities of the first class and second class on January 1,  
32 2003, shall remain in effect until changed by authority of a municipal  
33 ordinance and nothing in this section shall be construed to require a  
34 reduction in the level of sick leave below the rate of twenty (20) working  
35 days per year or the rate in effect on that date.

36 (2) If unused, sick leave shall accumulate to a maximum of sixty



1 (60) working days unless the city, by ordinance, authorizes the accumulation  
2 of a greater amount, in no event to exceed a maximum accumulation of ninety  
3 (90) working days, except for the purpose of computing years of service for  
4 retirement purposes.

5 (b)(1) In cities having sick leave provisions through ordinance, the  
6 total sick leave accumulated by the individual fire fighter shall be credited  
7 to him and new days accumulated under the provisions of this section until  
8 the maximum prescribed in subsection (a) of this section is reached.

9 (2) Time off may be charged against accumulated sick leave only  
10 for the days that a fire fighter is scheduled to work. No sick leave as  
11 provided in this section shall be charged against any fire fighter during any  
12 period of sickness, illness, or injury for any days which the fire fighter is  
13 not scheduled to work.

14 (c)(1) If, at the end of his term of service, upon retirement or  
15 death, whichever occurs first, any fire fighter has unused accumulated sick  
16 leave, he shall be paid for this sick leave at the regular rate of pay in  
17 effect at the time of retirement or death.

18 (2) Payment for unused sick leave in the case of a fire fighter,  
19 upon retirement or death, shall not exceed three (3) months' salary unless  
20 the city, by ordinance, authorizes a greater amount, but in no event to  
21 exceed four and one-half (4 1/2) months' salary.

22 (d) Cities of the first class, cities of the second class and  
23 incorporated towns shall have the option of providing sick leave for fire  
24 fighters to accumulate at a rate of fifteen (15) working days per year  
25 beginning with the date of employment and decreasing to twelve (12) working  
26 days beginning four (4) years after employment. Unused sick leave shall  
27 accumulate to fire fighters provided with fifteen (15) and twelve (12)  
28 working days per year sick leave to a maximum of one hundred (100) working  
29 days.

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31 /s/ Womack  
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