

1 State of Arkansas  
2 95th General Assembly  
3 Regular Session, 2025  
4

# A Bill

SENATE BILL 357

5 By: Senator J. Bryant  
6 By: Representative Unger  
7

## For An Act To Be Entitled

9 AN ACT TO AMEND THE UNIFORM ATTENDANCE AND LEAVE  
10 POLICY ACT; TO APPLY MILITARY SERVICE CREDIT TO A  
11 PUBLIC EMPLOYEE'S TOTAL SERVICE TIME FOR ANNUAL LEAVE  
12 ACCRUAL CALCULATION; AND FOR OTHER PURPOSES.  
13

## Subtitle

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15 TO AMEND THE UNIFORM ATTENDANCE AND  
16 LEAVE POLICY ACT; AND TO APPLY MILITARY  
17 SERVICE CREDIT TO A PUBLIC EMPLOYEE'S  
18 TOTAL SERVICE TIME FOR ANNUAL LEAVE  
19 ACCRUAL CALCULATION.  
20  
21

22 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
23

24 SECTION 1. Arkansas Code § 21-4-204, concerning the accrual of leave  
25 under the Uniform Attendance and Leave Policy Act, is amended to add an  
26 additional subsection to read as follows:

27 (h)(1)(A) An employee under subdivisions (a)(1) and (2) of this  
28 section shall receive military service credit for prior military service that  
29 otherwise would not be creditable for the purpose of determining his or her  
30 annual leave accrual rate.

31 (B) Subdivision (h)(1)(A) of this section applies  
32 only if the employee:

33 (i) Retired from military service;

34 (ii) Was honorably discharged from military  
35 service;

36 (iii) Currently serves in the Arkansas



1 National Guard and served in the Arkansas National Guard before employment  
2 with the State of Arkansas;

3 (iv) Served in the Arkansas National Guard  
4 before employment with the State of Arkansas;

5 (iv) Currently serves in a military reserve  
6 unit and served in a military reserve unit before employment with the State  
7 of Arkansas; or

8 (v) Served in a military reserve unit before  
9 employment with the State of Arkansas.

10 (2)(A) An agency head, or his or her designee, shall provide  
11 military service credit for the purpose of determining the annual leave  
12 accrual rate under subdivisions (a)(1) and (2) of this section to an employee  
13 described in subdivision (h)(1)(B) of this section upon written documentation  
14 of the employee's military service.

15 (B) A retired or honorably discharged member of the  
16 military shall provide an agency head, or his or her designee, a copy of his  
17 or her discharge information.

18 (C)(i) A former or current member of the Arkansas National  
19 Guard or a military reserve unit shall provide proof of service by providing  
20 documentation reflecting his or her years of military service before  
21 employment with the State of Arkansas, including without limitation:

22 (a) An NGB Form 23A;

23 (b) A DA Form 5016;

24 (c) A Career Retirement Credit Report;

25 (d) An Annual Statement of Service History;

26 (e) An Air National Guard/United States Air  
27 Force Reserve Point Credit Summary Inquiry; or

28 (f) A reserve Point Statement.

29 (ii)(a) Military service credit under subdivision  
30 (h)(1)(A) of this section for service in the Arkansas National Guard or a  
31 military reserve unit shall be calculated as the total career points, or the  
32 equivalent, on the documentation required under subdivision (h)(2)(C)(i) of  
33 this section for each year the member was not an employee of the State of  
34 Arkansas divided by three hundred sixty-five (365).

35 (b) As used in subdivision (h)(2)(C)(ii)(a) of  
36 this section, "total career points, or the equivalent" means:

