

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 86th General Assembly  
3 Regular Session, 2007

# A Bill

SENATE BILL 965

4  
5 By: Senators Altes, Wilkinson, Whitaker, Hill  
6 By: Representatives Medley, Pennartz, Glidewell, Walters, R. Green, Pyle, Wells

## For An Act To Be Entitled

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10 AN ACT CONCERNING ANNUAL LEAVE AND SICK LEAVE  
11 PAYMENTS FOR CERTAIN FIRE AND EMERGENCY SERVICE  
12 EMPLOYEES; AND FOR OTHER PURPOSES.

## Subtitle

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15 AN ACT CONCERNING ANNUAL LEAVE AND SICK  
16 LEAVE PAYMENTS FOR CERTAIN FIRE AND  
17 EMERGENCY SERVICE EMPLOYEES.

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20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

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22 SECTION 1. Arkansas Code § 21-4-205(a), concerning payment of annual  
23 leave, is amended to read as follows:

24 21-4-205. Annual leave - Unused leave.

25 (a)(1) ~~Whenever~~ Except as provided in subdivision (a)(2) of this  
26 section, whenever an employee is separated from the agency by reason of  
27 resignation, layoff, termination of appointment, or dismissal, the unused  
28 annual leave to his or her credit as of his or her last duty date shall be  
29 liquidated by a lump sum payment, not to exceed thirty (30) working days,  
30 inclusive of holidays.

31 (2) Unused of annual leave to the credit of a fire and emergency  
32 service employee under § 21-4-204(a)(2) shall be liquidated by a lump sum  
33 payment, not to exceed forty-five (45) working days, inclusive of holidays.  
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35 SECTION 2. Arkansas Code § 21-4-207(a), concerning payments for unused  
36 sick leave, is amended to read as follows:



1 (a)(1)(A) Except for the employees under subdivision (a)(1)(B) of this  
 2 section, each permanent or probationary employee shall be entitled to sick  
 3 leave with full pay computed on the basis of one (1) day for each complete  
 4 month of service including the probationary period.

5 (B) Each fire and emergency service employee of the State  
 6 Military Department who works a regularly scheduled shift of more than forty-  
 7 seven (47) hours per week is entitled to sick leave with full pay computed on  
 8 the basis of one (1) day and four (4) hours for each complete month of  
 9 service.

10 (2)(A) Only one hundred twenty (120) days of sick leave may be  
 11 carried over at the end of the calendar year.

12 (B)(i) Fire and emergency service employees under  
 13 subdivision (a)(1)(B) of this section may accumulate one hundred eighty (180)  
 14 days of sick leave to carry over at the end of the calendar year.

15 (ii) ~~However, payments~~ Payment to a fire or and  
 16 emergency service ~~employees~~ employee for unused sick leave at retirement  
 17 under § 21-4-501 et seq. shall be calculated at the ~~one hundred twenty-day~~  
 18 ~~maximum rate for regular state employees~~ one-hundred-eighty-day maximum rate  
 19 for a fire and emergency service employees.

20 (3)(A)(i) An employee shall be required to furnish a certificate  
 21 from an attending physician for five (5) or more consecutive days of sick  
 22 leave.

23 (ii) An agency which has a written procedure to  
 24 identify patterns of sick leave usage may require an employee to furnish a  
 25 certificate from an attending physician for any use of sick leave.

26 (B) A certificate from a Christian Science practitioner  
 27 listed in The Christian Science Journal may be submitted in lieu of a  
 28 physician's certificate.

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