

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 85th General Assembly  
3 Regular Session, 2005

# A Bill

SENATE BILL 1176

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5 By: Senator Womack  
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## For An Act To Be Entitled

8  
9 AN ACT TO CLARIFY THE TERM "WORKING DAY" AS IT  
10 APPLIES TO THE AMOUNT OF SICK LEAVE GRANTED TO  
11 MUNICIPAL FIREFIGHTERS; AND FOR OTHER PURPOSES.  
12

### Subtitle

13  
14 TO CLARIFY THE LAW GRANTING SICK LEAVE  
15 TO MUNICIPAL FIREFIGHTERS.  
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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 firefighters employed by  
23 cities of the first class and cities of the second class shall accumulate  
24 sick leave in accordance with a municipal ordinance at the rate of not less  
25 than ten (10) working days, or more than twenty (20) working days per year  
26 beginning one (1) year after the date of employment.

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

29 (C) The number of days of sick leave in effect for fire  
30 fighters employed by cities of the first class and cities of the second class  
31 on January 1, 2005, shall remain in effect until changed by authority of a  
32 municipal ordinance, and nothing in this section shall be construed to  
33 require a reduction in the level of sick leave below the rate of twenty (20)  
34 working days per year or the rate in effect on that date.

35 (2) If unused, sick leave shall accumulate to a maximum of sixty  
36 (60) working days unless the city, by ordinance, authorizes the accumulation



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

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

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

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

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

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

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