

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

As Engrossed: H3/4/25

A Bill

HOUSE BILL 1600

5 By: Representative Tosh
6 By: Senator B. Davis
7

For An Act To Be Entitled

9 AN ACT TO AMEND THE LAW CONCERNING MUNICIPAL LAW
10 ENFORCEMENT; TO AMEND THE LAW CONCERNING HOLIDAY
11 COMPENSATION, ANNUAL VACATION LEAVE, AND SICK LEAVE
12 FOR LAW ENFORCEMENT OFFICERS; AND FOR OTHER PURPOSES.
13
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Subtitle

15 TO AMEND THE LAW CONCERNING MUNICIPAL
16 LAW ENFORCEMENT; AND TO AMEND THE LAW
17 CONCERNING HOLIDAY COMPENSATION, ANNUAL
18 VACATION LEAVE, AND SICK LEAVE FOR LAW
19 ENFORCEMENT OFFICERS.
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22 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
23

24 SECTION 1. Arkansas Code § 14-52-105 is amended to read as follows:
25 14-52-105. Holiday compensation.

26 (a) All *full-time* law enforcement officers regardless of their titles,
27 such as city marshal, employed by cities of the first or second class or
28 incorporated towns shall be compensated for all legal holidays established by
29 the governing body of the municipality.

30 (b) ~~This compensation~~ Compensation under subsection (a) of this
31 section shall be based on the full-time law enforcement officer's daily rate
32 of pay and in addition to the regular pay schedule.

33 (c) ~~This compensation~~ Compensation under subsection (a) of this
34 section may be included within the full-time law enforcement officer's base
35 pay.

36 (d) ~~This compensation~~ Compensation under subsection (a) of this



1 section shall be prorated and paid during the regular payroll periods or paid
2 in one (1) lump sum annually on a date in December designated by the
3 municipality.

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5 SECTION 2. Arkansas Code § 14-52-106 is amended to read as follows:
6 14-52-106. Annual vacation leave.

7 (a) The head or chief of each police department shall:

8 (1) Grant each full-time employee annual vacation leave of not
9 less than fifteen (15) working days with full pay; and

10 (2) Approve the use of annual vacation leave before the annual
11 vacation leave is used.

12 (b) Unused annual vacation leave may accumulate to a maximum allowance
13 as determined by ordinance of the municipality.

14 (c) Upon the first day after the end of the term of service or
15 retirement, ~~an~~ a full-time employee who has accumulated vacation time under
16 this section may be paid for his or her unused accumulated vacation leave at
17 the full-time employee's regular rate of pay, not to exceed the maximum
18 allowance under ordinance of the municipality.

19
20 SECTION 3. Arkansas Code § 14-52-107 is amended to read as follows:
21 14-52-107. Uniform sick leave – *Definition*.

22 (a)(1)(A) From and after April 11, 1969, all full-time law enforcement
23 officers, regardless of their titles, such as city marshal, employed by
24 cities of the first and second class or incorporated towns shall accumulate
25 sick leave at the rate of twenty (20) working days per year beginning one (1)
26 year after the date of employment.

27 (B) As used in this section, "working day" shall be
28 defined by municipal ordinance.

29 (2) Unused sick leave shall accumulate to a maximum of sixty
30 (60) days unless the city or town by ordinance authorizes the accumulation of
31 a greater amount, except for the purpose of computing years of service for
32 retirement purposes.

33 (b)(1) In cities having sick leave provisions through ordinance, the
34 total sick leave accumulated by the individual full-time law enforcement
35 officer shall be credited to him or her and new days accumulated under the
36 provisions of this section until the maximum prescribed in subsection (a) of

1 this section is reached.

2 (2)(A) Time off may be charged against accumulated sick leave
3 only for such days that ~~an~~ a full-time law enforcement officer is scheduled
4 to work.

5 (B) No such sick leave as provided in this section shall
6 be charged against ~~any~~ a full-time law enforcement officer during any period
7 of sickness, illness, or injury for any days which the full-time law
8 enforcement officer is not scheduled to work.

9 (c)(1) If, at the end of his or her term of service, upon retirement
10 or death, whichever occurs first, ~~any police~~ a full-time law enforcement
11 officer has unused accumulated sick leave, he or she shall be paid for this
12 sick leave at the regular rate of pay in effect at the time of retirement or
13 death.

14 (2) Payment for unused sick leave in the case of a ~~police~~ full-
15 time law enforcement officer, upon retirement or death, shall not exceed
16 sixty (60) days salary unless the city, by ordinance, authorizes a greater
17 amount, but in no event to exceed ninety (90) days' salary.

18 (d)(1) A city of the first class, a city of the second class, and an
19 incorporated town may adopt a catastrophic leave program by ordinance under §
20 14-42-123 to include a "presumptive illness list for municipal police
21 department" under this section.

22 (2) *As used in this section, a "presumptive illness list for municipal*
23 *police department" means an illness that is chronic or fatal.*

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/s/Tosh

APPROVED: 3/18/25