

INTERIM STUDY PROPOSAL 2019-

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3 REQUESTING THE UNIFORM PERSONNEL CLASSIFICATION AND COMPENSATION
4 PLAN SUBCOMMITTEE OF THE ARKANSAS LEGISLATIVE COUNCIL STUDY THE
5 POSSIBILITY OF ALLOWING CERTAIN STATE EMPLOYEES TO RECEIVE VALUE
6 FOR A PORTION OF THEIR ACCRUED LEAVE IN LIEU OF FORFEITING THAT
7 LEAVE.
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9 WHEREAS, under the Uniform Attendance and Leave Policy Act, Arkansas
10 Code § 21-4-201 et seq., a state employee may accrue up to thirty (30) days
11 of annual leave at the end of each calendar year; and
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13 WHEREAS, while accrued leave cannot exceed thirty (30) days at the end
14 of the calendar year, it may exceed thirty (30) days prior to the end of the
15 calendar year; and
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17 WHEREAS, under the policies of the Office of Personnel Management, an
18 employee's accrued leave that exceeds thirty (30) days at the end of the
19 calendar year will be forfeited or may be donated to the Office of Personnel
20 Management Catastrophic Leave Bank; and
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22 WHEREAS, the accrual of annual leave is part of a state employee's
23 compensation package and has value to the employee; and
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25 WHEREAS, it is in the interest of a state employee to use his or her
26 accrued annual leave that exceeds thirty (30) days prior to the end of the
27 calendar year to avoid forfeiting that annual leave; and
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29 WHEREAS, certain state employees who work in critical-need areas with
30 24/7 operations face challenges in using accrued leave that exceeds thirty
31 (30) days due to the staffing needs of the state agency at issue; and
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33 WHEREAS, these state employees provide valuable services, often in
34 high-risk settings such as correctional facilities, and should not be
35 penalized by the forfeiture of accrued leave while they fulfill the duties of
36 their employment; and

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WHEREAS, legislators should study possible revisions to state law to provide relief to these employees and allow them to receive value for the accrued leave they are required to forfeit due to the nature of their employment,

NOW THEREFORE,
BE IT PROPOSED BY THE UNIFORM PERSONNEL CLASSIFICATION AND COMPENSATION PLAN SUBCOMMITTEE OF THE ARKANSAS LEGISLATIVE COUNCIL:

THAT the Uniform Personnel Classification and Compensation Plan Subcommittee of the Arkansas Legislative Council study possible legislation to allow certain state employees in critical-need areas with 24/7 operations such as the Department of Corrections, Department of Health, Department of Human Services, the Division of Emergency Management, the Division of Arkansas State Police, and the Department of Veterans Affairs, to receive value for accrued leave that they would otherwise forfeit while fulfilling the duties of their employment.

BE IT FURTHER PROPOSED THAT the possible legislation to be studied include the potential payout of the value of forfeited leave if the state employee requested to use the leave but his or her request was denied to ensure proper staffing of the state agency at issue.

BE IT FURTHER PROPOSED THAT the Office of Personnel Management be invited to participate in the study.

Respectfully submitted,

Senator Kim Hammer
District 33

Prepared by: MBM/MBM