

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

# 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.  
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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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21

22 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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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 certified law enforcement officers who work twenty-  
27 five (25) hours per week or more regardless of their titles, such as city  
28 marshal, employed by cities of the first or second class or incorporated  
29 towns shall be compensated for all legal holidays established by the  
30 governing body of the municipality.

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

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



1           (d) ~~This compensation~~ Compensation under subsection (a) of this  
 2 section shall be prorated and paid during the regular payroll periods or paid  
 3 in one (1) lump sum annually on a date in December designated by the  
 4 municipality.

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 6           SECTION 2. Arkansas Code § 14-52-106 is amended to read as follows:  
 7           14-52-106. Annual vacation leave.

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

9                   (1) Grant each ~~employee~~ full-time certified law enforcement  
 10 officer who works twenty-five (25) hours per week or more annual vacation  
 11 leave of not less than fifteen (15) working days with full pay; and

12                   (2) Approve the use of annual vacation leave before the annual  
 13 vacation leave is used.

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

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

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 23           SECTION 3. Arkansas Code § 14-52-107 is amended to read as follows:  
 24           14-52-107. Uniform sick leave – ~~Definition~~ Definitions.

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

30                   (B) As used in this section, “working day” shall be  
 31 defined by municipal ordinance.

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

36           (b)(1) In cities having sick leave provisions through ordinance, the

1 total sick leave accumulated by the individual full-time certified law  
 2 enforcement officer shall be credited to him or her and new days accumulated  
 3 under the provisions of this section until the maximum prescribed in  
 4 subsection (a) of this section is reached.

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

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

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

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

21 (d)(1) A city of the first class, a city of the second class, and an  
 22 incorporated town may adopt a catastrophic leave program by ordinance under §  
 23 14-42-123 to include a "presumptive illness list for municipal police  
 24 department" under this section.

25 (2) As used in this section, ~~a:~~

26 (A) "Full-time certified law enforcement officer" means a  
 27 certified law enforcement officer who works twenty-five (25) hours per week  
 28 or more; and

29 (B) ~~"presumptive~~ Presumptive illness list for municipal  
 30 police department" means an illness that is chronic or fatal.

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