

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

A Bill

SENATE BILL 357

5 By: Senator J. Bryant
6 By: Representative Unger
7

For An Act To Be Entitled

8
9 AN ACT TO AMEND THE UNIFORM ATTENDANCE AND LEAVE
10 POLICY ACT; TO APPLY MILITARY SERVICE CREDIT TO A
11 PUBLIC EMPLOYEE'S TOTAL SERVICE TIME FOR ANNUAL LEAVE
12 ACCRUAL CALCULATION; AND FOR OTHER PURPOSES.
13

Subtitle

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15
16 TO AMEND THE UNIFORM ATTENDANCE AND
17 LEAVE POLICY ACT; AND TO APPLY MILITARY
18 SERVICE CREDIT TO A PUBLIC EMPLOYEE'S
19 TOTAL SERVICE TIME FOR ANNUAL LEAVE
20 ACCRUAL CALCULATION.
21

22 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
23

24 SECTION 1. Arkansas Code § 21-4-204, concerning the accrual of leave
25 under the Uniform Attendance and Leave Policy Act, is amended to add an
26 additional subsection to read as follows:

27 (h)(1)(A) An employee under subdivisions (a)(1) and (2) of this
28 section shall receive military service credit for prior military service that
29 otherwise would not be creditable for the purpose of determining his or her
30 annual leave accrual rate.

31 (B) Subdivision (h)(1)(A) of this section applies
32 only if the employee:

33 (i) Retired from military service;

34 (ii) Was honorably discharged from military
35 service;

36 (iii) Currently serves in the Arkansas



1 National Guard and served in the Arkansas National Guard before employment
 2 with the State of Arkansas;

3 (iv) Served in the Arkansas National Guard
 4 before employment with the State of Arkansas;

5 (iv) Currently serves in a military reserve
 6 unit and served in a military reserve unit before employment with the State
 7 of Arkansas; or

8 (v) Served in a military reserve unit before
 9 employment with the State of Arkansas.

10 (2)(A) An agency head, or his or her designee, shall provide
 11 military service credit for the purpose of determining the annual leave
 12 accrual rate under subdivisions (a)(1) and (2) of this section to an employee
 13 described in subdivision (h)(1)(B) of this section upon written documentation
 14 of the employee's military service.

15 (B) A retired or honorably discharged member of the
 16 military shall provide an agency head, or his or her designee, a copy of his
 17 or her discharge information.

18 (C)(i) A former or current member of the Arkansas National
 19 Guard or a military reserve unit shall provide proof of service by providing
 20 documentation reflecting his or her years of military service before
 21 employment with the State of Arkansas, including without limitation:

22 (a) An NGB Form 23A;

23 (b) A DA Form 5016;

24 (c) A Career Retirement Credit Report;

25 (d) An Annual Statement of Service History;

26 (e) An Air National Guard/United States Air
 27 Force Reserve Point Credit Summary Inquiry; or

28 (f) A reserve Point Statement.

29 (ii)(a) Military service credit under subdivision
 30 (h)(1)(A) of this section for service in the Arkansas National Guard or a
 31 military reserve unit shall be calculated as the total career points, or the
 32 equivalent, on the documentation required under subdivision (h)(2)(C)(i) of
 33 this section for each year the member was not an employee of the State of
 34 Arkansas divided by three hundred sixty-five (365).

35 (b) As used in subdivision (h)(2)(C)(ii)(a) of
 36 this section, "total career points, or the equivalent" means:

