1	State of Arkansas
2	95th General Assembly A Bill
3	Regular Session, 2025SENATE BILL 357
4	
5	By: Senator J. Bryant
6	By: Representative Unger
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8	For An Act To Be Entitled
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.
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15	Subtitle
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)(l)(A) An employee under subdivisions (a)(l) 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)(l)(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



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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)(l)(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	<u>(a) An NGB Form 23A;</u>
23	<u>(b) A DA Form 5016;</u>
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)(l)(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:

1	l <u>(1) "Total career points" on an N</u>	<u>GB Form</u>
2	2 <u>23A;</u>	
3	3 (2) "Total points creditable" on a	a DA
4	4 <u>Form 5016;</u>	
5	5 (3) "Total points creditable" on a	<u>a</u>
6	6 <u>Career Retirement Credit Report;</u>	
7	7 <u>(4)</u> "Total points" on an Annual	
8	8 <u>Statement of Service History;</u>	
9	9 (5) "Total points for retirement"	on an
10	0 Air National Guard/United States Air Force Reserve Point Credit Summar	Z
11	l <u>Inquiry; and</u>	
12	2 (6) "Reserve retirement points" or	<u>1 a</u>
13	3 <u>Reserve Point Statement.</u>	
14	4 (3)(A) An employee under subdivisions (a)(1) and (2) of t	<u>nis</u>
15	5 <u>section shall not receive military service credit under subdivision (h</u>)(1)(A)
16	6 of this section for active-duty service accrued while concurrently a m	<u>ember</u>
17	7 of the military service and an employee of the State of Arkansas.	
18	8 (B) A current member of the Arkansas National Guard	or a
19	9 <u>military reserve unit shall not receive military service credit under</u>	
20	0 <u>subdivision (h)(l)(A) of this section for any career points that he or</u>	she
21	accrued during a year when the member was a state employee for any par	<u>t of</u>
22	2 <u>that year.</u>	
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