

State of Arkansas  
95th General Assembly  
Regular Session, 2025

As Engrossed: H3/4/25

## A Bill

HOUSE BILL 1600

By: Representative Tosh

By: Senator B. Davis

### For An Act To Be Entitled

AN ACT TO AMEND THE LAW CONCERNING MUNICIPAL LAW ENFORCEMENT; TO AMEND THE LAW CONCERNING HOLIDAY COMPENSATION, ANNUAL VACATION LEAVE, AND SICK LEAVE FOR LAW ENFORCEMENT OFFICERS; AND FOR OTHER PURPOSES.

### Subtitle

TO AMEND THE LAW CONCERNING MUNICIPAL LAW ENFORCEMENT; AND TO AMEND THE LAW CONCERNING HOLIDAY COMPENSATION, ANNUAL VACATION LEAVE, AND SICK LEAVE FOR LAW ENFORCEMENT OFFICERS.

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

this section is reached.

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

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

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

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

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

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

/s/Tosh

**APPROVED: 3/18/25**