

State of Arkansas
95th General Assembly
Regular Session, 2025

A Bill

SENATE BILL 357

By: Senator J. Bryant
By: Representative Unger

For An Act To Be Entitled

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

Subtitle

TO AMEND THE UNIFORM ATTENDANCE AND
LEAVE POLICY ACT; AND TO APPLY MILITARY
SERVICE CREDIT TO A PUBLIC EMPLOYEE'S
TOTAL SERVICE TIME FOR ANNUAL LEAVE
ACCRUAL CALCULATION.

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

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

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

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

- (i) Retired from military service;
- (ii) Was honorably discharged from military service;
- (iii) Currently serves in the Arkansas



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

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

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

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

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

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

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

(a) An NGB Form 23A;

(b) A DA Form 5016;

(c) A Career Retirement Credit Report;

(d) An Annual Statement of Service History;

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

(f) A reserve Point Statement.

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

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

- 23A;
- (1) "Total career points" on an NGB Form
- Form 5016;
- (2) "Total points creditable" on a DA
- Career Retirement Credit Report;
- (3) "Total points creditable" on a
- Statement of Service History;
- (4) "Total points" on an Annual
- Air National Guard/United States Air Force Reserve Point Credit Summary
- Inquiry; and
- (5) "Total points for retirement" on an
- Reserve Point Statement.
- (6) "Reserve retirement points" on a

(3)(A) An employee under subdivisions (a)(1) and (2) of this section shall not receive military service credit under subdivision (h)(1)(A) of this section for active-duty service accrued while concurrently a member of the military service and an employee of the State of Arkansas.

(B) A current member of the Arkansas National Guard or a military reserve unit shall not receive military service credit under subdivision (h)(1)(A) of this section for any career points that he or she accrued during a year when the member was a state employee for any part of that year.

APPROVED: 4/14/25