

Office of Personnel Management

Policy

Policy Title: Treatment of Military Service Disability Leave	Policy Number: 50.18
Citation: Arkansas Code Annotated § 21-4-105	Forms: None

Purpose

All state agency and institution employees who have been rated by the United States Department of Veterans Affairs or its predecessor to have incurred a military service-connected disability and have been scheduled to be reexamined or treated for the disability shall be entitled to a leave of absence with pay.

Specific Provisions

The employee shall be entitled to his or her regular salary during the time the employee is away from his or her duties during the leave of absence. The leave with pay may not exceed six (6) days for the purpose specified in this law during any one (1) calendar year. The leave of absence shall be in addition to the regular annual leave and sick leave allowed to the employee.

During the leave of absence allowed under this law, the employee shall be entitled to preserve:

- All seniority rights, efficiency or performance ratings, promotional status, retirement privileges, and life and disability insurance benefits; and
- Any other rights, privileges, and benefits to which he/she has become entitled.

For computation purposes to determine whether the employee may be entitled to retirement benefits, the period of the leave of absence shall be deemed continuous service. The state agency or institution shall continue to contribute its portion of any life or disability insurance premiums during the leave of absences on behalf of the employee, if requested, so that continuous coverage may be maintained.

Revised February 18, 2013