



Department of Transformation and Shared Services Office of Personnel Management

Policy Title: Emergency Leave, Disaster Service Volunteer Leave and Emergency and Rescue Leave

Policy Number: 50

Authority: Ark. Code Ann. §§ 12-85-102 and 21-4-104

Revised: April 6, 2020

To promote the most efficient operation of state government, to allow state employees to take emergency paid leave to address the losses they incur in the wake of severe weather conditions such as tornadoes, damaging high winds, heavy rain, and flooding, and to allow state employees to take leave to participate in disaster relief efforts.

Emergency Paid Leave

Executive branch agency directors are authorized to grant emergency paid leave to those employees who suffer the loss of, or substantial damage to, their principal place of residence due to tornadoes, high winds, rain, flooding, or other severe weather conditions. The emergency paid leave may not exceed forty (40) hours. Directors may only grant this leave to employees whose principal residence is located in a county that has been declared to be a disaster area by the Governor as a result of severe weather.

All agency directors shall maintain records of the amount of emergency paid leave claimed and forward their reports to the Office of Personnel Management.

Employees may use additional earned leave time over and above the emergency paid leave granted if approved by the agency director.

Disaster Service Volunteer Leave

An employee of a state agency or state-supported institution of higher education may be granted leave with pay for not more than fifteen (15) working days in any calendar year to participate in specialized disaster relief, without loss of seniority, pay, annual leave, sick leave, compensatory time, offset time, or overtime wages if the employee:

1. Is trained and certified as a disaster service volunteer by the American Red Cross;
2. Has specialized disaster relief services that are requested by the American Red Cross in connection with a disaster; and
3. Obtains consent from the director of his or her state agency or head of his or her state-supported institution of higher education.

Leave shall only be granted for disaster relief services occurring within Arkansas or states contiguous to Arkansas.

The employee shall receive their regular rate of pay for the regular work hours during which the employee is absent from work.



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The number of certified disaster service volunteer state employees and institution employees shall not be greater than 100 at any one time.

The following types of leave shall be specified in the leave category and coded as follows:

1. State employees receiving emergency paid leave will be categorized in the 'Other' column and coded as PROL;
2. State employees receiving disaster service volunteer leave will be categorized in the 'Other' column and coded as DSTR.

Emergency and Rescue Services

A state employee who is a member of the following is entitled to fifteen (15) working days of paid leave in a calendar year to participate in a training program or in emergency and rescue services:

1. The United States Air Force Auxiliary Civil Air Patrol or the United States Coast Guard Auxiliary. The leave must be at the request of the employee's wing commander, the wing commander's designated representative, or District 15 Captain; or
2. The National Disaster Medical System, a Disaster Mortuary Operational Response Team, or a Disaster Medical Assistance Team, of the Office of Emergency Management of the Office of the Assistant Secretary of Preparedness and Response of the United States Department of Health and Human Services. The absence must be in response to a United State Department of Health and Human Services National Disaster Team Alert Order.