

**ATTACHMENT TO ORDINANCE NO. 2709-2012**  
**amending**

**THE POLICE MANAGEMENT COMPENSATION PLAN, ORDINANCE NO. 0676-2006, as amended**

**Section 1.** To amend Ordinance No. 0676-2012, as amended, by amending Section 13(B) as follows:

(B) Use of Sick Leave.

(1) Sick leave with pay shall be granted only for the following reasons:

- (a) Sickness of the employee.
- (b) Injury to the employee which is not subject to the provisions of Section 12, Injury Leave.
- (c) Medical, dental, or optical consultation or treatment of the employee.
- (d) Sickness of a member of the immediately family. Employees shall be granted not more than five (5) workdays in any calendar year for sickness in the immediate family. The Public Safety Director shall require a certificate of the attending physician before paying any employee under this Paragraph. In special cases where the Public Safety Director deems that more than five (5) workdays are necessary, the Director shall grant such leave.
- (e) Quarantine of an employee because of exposure to a contagious disease. The Public Safety Director shall require a certificate of the attending physician before paying any employee under this Paragraph.
- (f) Any employee scheduled to work on a holiday as designated in Section 8 of this Ordinance who reports sick shall be charged sick leave with pay for the number of hours that comprise the holiday.
- (g) In the event an employee uses all his injury leave time and is still unable to return to active duty, he may, with the approval of the Public Safety Director, use any paid leave to which he is entitled.
- (h) In the event of death in the immediate family, each employee shall be entitled to up to five (5) workdays for a funeral service and/or interment.
- (i) The immediate family shall include: spouse, **domestic partner provided the terms of Ordinance No. 1077-2010, as amended, are met,** son, daughter, brother, sister, parent, grandparent, grandchild, stepfather, stepmother, stepbrother, stepsister, stepson, stepdaughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent-in-law, half brother, and half sister and persons who stand in loco parentis. **[Note: This definition does not apply to the Family and Medical Leave Act.]**

- (2) Beginning with the seventh time and each time thereafter an employee is granted sick leave with pay in any calendar year, the first two (2) workdays of each such leave shall be without pay, except as follows:
  - (a) Such absence may, with the approval of the Public Safety Director, be charged to any other paid leave to which the employee is entitled.
  - (b) Intermittent periods of sick leave for the same illness or injury, certified to by the Public Safety Director as necessary, shall be counted as one absence if they occur during a period not to exceed thirty (30) days from the date the employee returns to work.
  - (c) Death in the immediate family.
- (3) The Chief of Police or the Public Safety Director may require evidence as to the adequacy of the reason for any employee's absence during the time for which sick leave is requested.
- (4) Sick leave with pay shall be charged at the rate of one-tenth (1/10) hour for each one-tenth (1/10) hour of regularly scheduled work from which an employee is absent, when sick leave is chargeable to such absence under the provisions of this Section 13.
- (5) Pregnancy-related disabilities shall be treated as any other non-work-related disability.
- (6) Any leave which is granted under this Section 13 for reasons permissible under an FMLA leave as provided in Section 14 shall be charged as an FMLA leave for recordkeeping purposes and shall count toward the twelve (12) week per year limitation for the length of an FMLA leave. The provisions of this Section permit the continuation of permitting an employee to take additional leave in appropriate circumstances to preserve his active employment status with the City.

**Section 2.** That existing Section 13(B) of Ordinance No. 0676-2006, as amended, is hereby repealed.

**Section 3.** For reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure and shall take effect and be in force from and after its passage and approval by the Mayor or ten (10) days after passage if the Mayor neither approves nor vetoes the same.