

SECTION 14. SICK LEAVE.

- (A) Computation of Sick Leave Bank for Full-Time Employees in Section 5(D) and Section 5(E).
- (1) Sick leave banks for full-time employees shall consist of current annual entitlements under the terms and conditions of this Ordinance, plus any hours carried over from previous years, transfers from other political subdivisions and hours carried over from other City employment outside the terms of this Ordinance, less any appropriate reductions or deductions as outlined below.
 - (2) On the first payperiod of each calendar year, each full-time employee employed on that date shall receive seventy-two (72) hours of sick leave with pay for the remainder of that calendar year.
 - (3) Each full-time employee hired on or after the first payperiod of each year shall, on the date of hire receive his/her sick leave with pay for the remainder of that calendar year computed, as follows: six (6.0) hours for each calendar month in the calendar year of hire, commencing with the month following the month in which the employee was hired.
 - (4) If an employee is in unpaid status for forty (40) hours or more in a calendar month, six (6.0) hours shall be deducted from the employee's paid sick leave entitlement. For purposes of this Section, hours in unpaid status do not include military leave without pay or unpaid FMLA hours. No other unpaid absences shall be counted as hours of work.

When an employee is required to report to work and does so report but is denied work because of circumstances beyond his/her control, absence from work under these circumstances shall not be considered as unpaid work status for purposes of this paragraph, except if the employee is laid off pursuant to Civil Service Commission Rules and Regulations.

- (5) If an employee changes from full-time non-seasonal status to part-time or seasonal status during a calendar year in which he/she was eligible for sick leave, six (6.0) hours shall be deducted from his/her paid sick leave account for each full calendar month in which the employee is in part-time or seasonal status.
- (6) Employees coming under the jurisdiction of the MCP by appointment to a classification listed in Section 5(C), (D) and (E) from outside the City, who have accrued sick leave from another political subdivision of the State of Ohio may transfer that sick leave upon their employment by the City. Any hours transferred from another political subdivision of the State of Ohio, after March 31, 1987, shall not be subject to payment upon termination or separation from the City for whatever reason. Such hours will not count

toward the sick leave bank with the City. **These hours can be used only after exhausting an employee's current City sick leave bank. When an employee uses such hours, the value of those hours will be equivalent to the value of the hourly rate at which the employee was hired into the City.**

- (7) If an employee uses more than his/her current annual entitlement (72 hours) in a payroll year, because of ineligibility for sick leave as outlined in this Paragraph, the excess sick leave used will be recovered from the next year's annual entitlement.
- (8) Employees coming under the jurisdiction of the MCP by appointment to a classification listed in Section 5(C), (D) and (E) with Pre-1985 Sick Leave Bank, will be paid such bank at the rate he/she was earning on March 31, 1987. Such payment will be made as soon as practicable by the City Auditor.