

ARTICLE XVIII. SICK LEAVE

18.1 **Sick Leave:** Sick leave will be granted pursuant to Federal Regulations, State Statute and FMLA. All employees of the City shall be entitled to accumulate one (1) day of sick leave for each month of employment. The Employer may require a doctor's certificate of any sick leave claim by a Fire Captain that exceeds three (3) consecutive 24-hour shifts.

Prolonged Illness Bank

Captains: Sick leave balances in excess of one hundred thirty (130) days (1560 hours) shall receive eight (8) hours of sick leave (to be placed in a prolonged illness sick leave bank) and four (4) hours of vacation for each month of employment. **Marshal:** Once 960 hours of sick leave has been accumulated, the leave accrual will be as follows:

- $\frac{1}{2}$ of the accrual will be placed in a Prolonged Illness Bank. An employee may only use the prolonged illness bank after all other accumulated sick leave has been used.

- $\frac{1}{2}$ of the accrual will be earned as additional vacation. All vacation is subject to the maximum accrual cap.

•½ of the accrual will be earned as additional vacation. All vacation is subject to the maximum accrual cap.

- 18.2 **Personal Leave:** All Fire Captains of the City shall be entitled to six (6) days (72 hours) personal leave per occurrence, which shall not accumulate. Fire Marshal is entitled to up to 40 hours per occurrence, which will not accumulate. Personal leave for purpose of this paragraph includes and is limited to: Death in the immediate family, death of spouse, parent, brother, sister, child, grandchild, grandparent, and spouse's parent, brother, sister, child, grandchild, grandparent. Immediate family also includes "step" family members of the employee or employee's spouse.
- 18.3 **Jury Duty:** Employees called and selected for Jury Duty shall receive their regular compensation and other benefits for their employment, less the amount received by them as a Juror.
- 18.4 **Union Leave:** The City agrees to grant the necessary time off without pay to any employee designated to attend a labor convention or to serve in any capacity on other official Union business.
- 18.5 **Court Time:** An employee who is required to appear in Court and/or for a Deposition during their scheduled off-duty time shall receive a minimum of two (2) hours pay at one and one-half (1½) time the employee's base pay rate. An extension or early report to a regularly scheduled shift for Court or Deposition appearance does not qualify the employee for the two (2) hour minimum.

ARTICLE XIX. SEVERANCE PAY

If an employee retires at age 65, or as otherwise provided by law, or is forced to retire due to physical condition not allowing them to continue gainful employment, or voluntarily employment with the City after due notice, with the consent of the City, but not if discharged or resigns by the request of the City, all and in each case after ten (10) years of service, he/she will receive fifty percent (50%) of unused sick leave and prolonged illness sick leave, based on his/her current hourly rate, as severance pay of the first 160 days of accumulated sick leave.

Maximum payment:

- Captain: up to a maximum of the first 160 days (1920 hours) of accumulated sick leave.
- Fire Marshal: up to a maximum of 640 hours (50% of 1280 hours) of accumulated sick leave.

ARTICLE XX. INSURANCE

Health

The City will agree to pay the cost of single health insurance coverage, if such coverage is elected by the employee. Eligible employees may not waive single coverage.

The City will agree to contribute a percentage of premium as established by the City Council, towards coverage other than single as offered by the City and elected by the Employee. For 2021 the City will contribute 70% towards the premium of family plans and 65% towards the premium of employee plus spouse and employee plus child(ren) plans. Employees will be responsible for paying the remaining percentage of the premium, which will be done through payroll deduction.

Life

All regular employees will also receive a \$50,000 Life Insurance Policy effective upon date of agreement of this contract with the full cost of the premiums to be paid for by the City.