

EXISTING CODE

Sec. 58-53. - Sick leave.

- (a) Sick leave shall be a benefit provided to all regular and probationary city employees which shall be accrued at the rate of one working day for each calendar month of employment or major fraction thereof. Sick leave pay shall be computed at the regular rate of pay to which such employee is entitled. Sick leave shall not be granted to temporary employees.
- (b) Sick leave may be accumulated to a maximum of 120 workdays.
- (c) Sick leave may be granted only for absence from duty because of personal illness or serious illness in the immediate family. Up to three days' leave with pay may be granted in case of illness in the family, i.e., spouse, parents, spouse's parents, children, brothers and sisters, brothers-in-law and sisters-in-law, grandparents, step children or other blood relatives residing in the household. Bereavement leave: Up to four days' leave with pay in the case of death for spouse, parents, spouse's parents, children, brothers and sisters, brothers-in-law and sisters-in-law, grandparents, stepchildren, or other blood relatives residing in the household. Other use of sick leave for serious illness or death may be granted in special circumstances by the city manager.
- (d) Sick leave may be granted in conjunction with the Family and Medical Leave Act for:
 - (1) Disabilities related to pregnancy, childbirth, or related medical conditions;
 - (2) To care for an immediate family member (spouse, child or parent) if such immediate family member has a serious health condition; or
 - (3) The employee's own serious health condition that makes the employee unable to perform the essential functions of his position.
- (e) In order to be eligible for sick leave with pay, an employee shall:
 - (1) Report promptly to such employee's department head the reason for absence.
 - (2) Keep such employee's department head informed of such employee's condition, if the absence is more than three days' duration.
 - (3) Complete request for family medical leave per section 58-55.
 - (4) Submit a medical certificate for any absence exceeding three days and may be required to submit a medical certificate for any length of absence if required by the department head or the city manager.
- (f) Claiming sick leave when physically fit, except as permitted in this article, may be cause for disciplinary action, including transfer, suspension, demotion, or dismissal. It is the responsibility of employees to demonstrate that sick leave usage was responsible and necessary.
- (g) Termination pay shall be as follows:
 - (1) Thirty-three and one-third percent of unused accumulated sick leave shall be paid upon honorable separation after five years of continuous employment.
 - (2) Forty percent of unused accumulated sick leave shall be paid upon honorable separation after ten years of continuous employment.
 - (3) Fifty percent of unused accumulated sick leave shall be paid upon honorable separation after 15 years of continuous employment.
 - (4) Failure to provided proper notice of resignation may be grounds for withholding termination pay.

(Code 1963, § 112.13; Code 1980, § 16-15; Ord. No. 427, 2-6-1975; Ord. No. 83-808, 10-20-1983; Ord. No. 88-1064, 2-4-1988; Ord. No. 92-1274, 2-6-1992; Ord. No. 93-1325, 4-1-1993; Ord. No. 94-1518, 4-21-1994; Ord. No. 97-1646, 3-20-1997)