

6. Effect of Retirement or Separation: A regular employee hired before December 31, 2023 who separates from the City for any reason shall be compensated for all accumulated sick leave credit up to a maximum of 1,040 hours for employees who earn eight (8) hours sick leave per month (1,560 hours for employees who earn 12 hours sick leave per month) at the employee's rate of pay at the time of separation. An employee may elect to take this payment in a lump sum on their final paycheck or payment can be made at the equivalent of forty (40) hours per week, in via bi-weekly installments, until the amount of accumulated sick leave is exhausted or for a maximum of thirteen (13) pay periods. Any employee hired after December 31, 2023 will not be eligible for sick leave payout.

Formatted: Underline, Font color: Blue

7. Effect of Long-Term Disability: If an employee being compensated by paid leave is receiving long term disability compensation, the employee's base pay will be adjusted by the amount of the long-term disability received.

G. Family and Medical Leave Act (FMLA)

The Family and Medical Leave Act (FMLA) provides eligible employees the opportunity to take unpaid job-protected leave for certain specific reasons. An employee on FMLA leave may choose to use accrued paid leave to run concurrently during the FMLA leave, and the City may require the employee to substitute accrued paid leave during FMLA leave (as is specified in section 6 of this policy). The maximum amount of leave an employee may use is either 12 or 26 weeks within a 12-month period depending on the reasons for the leave.

1. Definitions:

~~A~~ **“Serious Health Condition”** is an illness, injury, impairment, or physical or mental condition that involves either 1) an overnight stay in a medical care facility; 2) a period of incapacity of more than three full calendar days and two visits to a health care provider or one visit to a health care provider and a continuing regimen of care; 3) an Incapacity caused by pregnancy or prenatal visits; 4) a chronic condition; 5) a permanent or long-term condition; or 6) multiple treatments.

Formatted: Font: 12 pt

Formatted: Font: 12 pt, Bold

Formatted: Normal, Indent: Left: 0.5", No bullets or numbering

~~A~~ **“eCovered sServicemember”** is a member or veteran of the Armed Forces, including the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness.

~~The term~~ **“Serious Injury or illness”** means an injury or illness incurred by the member in the line of duty while on active duty in the Armed Forces that may render the member medically unfit to perform the duties of the member’s office, grade, rank, or rating or one that existed before the beginning of active duty and was aggravated by service in the line of duty while on active duty. With regard to veterans, the injury or illness may manifest itself before or after the individual assumed veteran status.

Formatted: Font: Bold

~~“~~ **Qualifying eExigencies”** include activities such as short-notice deployment, military events, arranging alternative childcare, making financial and legal arrangements related to the deployment, rest and recuperation, counseling, and post-deployment debriefings.

Formatted: Font: Bold

2. Employee Eligibility: To be eligible for FMLA leave, an employee must: