

<b>Scotts Valley Fire Protection District</b>	<b>Policy: 1100</b>
<b>Subject: Sick Leave</b>	ADOPTED, 10/14/98

***Policy 1100: Sick Leave***

1. The fire district shall provide twenty-four (24) hours of sick leave (without loss of pay) for each calendar month of service. Sick leave may be accumulated indefinitely.
2. Sick leave is hereby defined to mean the absence from duty of an officer or employee because of illness, injury, or exposure to a contagious disease.
3. No paid member shall, while off-duty on sick leave, or leave because of injury, perform any work or services for a non-departmental employer for which he/she will be paid. This section is in effect from the time a member reports off-duty sick or injured, until he/she reports for full-time duty with the Scotts Valley Fire Protection District. Members on such leave shall keep their immediate supervisor advised as to their condition and whereabouts daily.
4. No member shall go off-duty due to a minor injury or illness unless he/she has been properly relieved by a qualified person who shall be a member of the district.
5. All members must promptly notify their superior officer of any inability to report for duty at the time required.
6. All members who cannot fully and promptly perform the duties required of their position, due to illness, injury, or other infirmity shall be relieved of all duty.
7. All members who are relieved of duty due to illness, injury, or other infirmity and are being treated by a doctor, physician, or other legally qualified individual shall not return to duty until fully released by said doctor, physician, or legally qualified individual in writing.
8. Sick leave shall be deducted at a rate of one (1) hour for each hour not worked due to injury, illness, exposure to a contagious disease and/or due to required attendance of a member with a member of his/her immediate family seriously ill or in case of a family death.

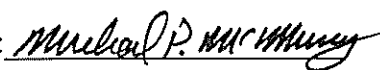
Revised: 9/9/98

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Board Chairperson:



Fire Chief:



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9. No person shall be entitled to sick leave with pay while absent from duty on account of any illness or injury purposely self-inflicted or caused by any willful misconduct.
10. No person shall receive sick leave privileges for injury or illness caused by the employee's outside employment for monetary or personal gain.
11. No compensation for accumulated sick leave shall be provided to any employee terminated for unsatisfactory performance, or because of discipline imposed.
12. Employees who abuse sick leave privileges will face disciplinary action up to and including suspension or dismissal from the district.
13. The fire chief may require a verification/certification of the medical condition from a qualified health care provider before allowing sick leave to be used.
14. During extended absences, light duty assignments may be available based on policy.
15. Sick leave may be granted to be in attendance with a member of an employee's immediate family seriously ill, or in the case of a family death. All full-time members will be granted up to 72 hours of sick leave per occurrence.
16. Pregnant employees may take sick leave based on a certificate of disability from a qualified health care provider.

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Board Chairperson



Fire Chief:

