

## ARTICLE 17

### DEPARTMENT SICK LEAVE

**Section 17.1** Employees covered by this Agreement shall be entitled to ninety (90) calendar days paid injury or sick leave per calendar year.

**Section 17.2** Sick leave shall not be used to diminish vacation benefits. However, off days which fall during any period of sick leave, or number of sick days, shall not be retrieved, accumulated or used to extend the maximum ninety (90) calendar days of sick leave provided to each employee.

**Section 17.3** The Chief of Police may grant any extensions of sick leave for either injury or sickness. If an extension is not granted, an employee who has expended the ninety (90) days of sick leave shall be removed from the payroll of the Gary Police Department. Employees unable to return to duty may apply for a disability pension prior to exhausting their ninety (90) day's sick leave.

**Section 17.4** Each employee reporting off sick shall telephone their immediate supervisor at least one (1) hour prior to their scheduled tour of duty and provide the nature of the illness or injury. Employees who have provided absence reports from their doctors covering extended periods of time will be exempt from reporting off on a daily basis along with an employee who is unable to report off because of a severe illness.

**Section 17.5** Employees who report off due to illness or injury for three (3) or more consecutive days shall submit a physician's medical release to the Chief of Police. If extenuating circumstances prevents an employee from obtaining a medical release from their physician, the employee's immediate supervisor may certify a Return to Duty Form and it shall be the employee's responsibility to provide the physician's medical release to the Chief of Police within seventy-two (72) hours upon return to duty.

**Section 17.6** An employee who has accrued six (6) or more occurrences during a calendar year shall be required to provide a physician's statement and medical release for each occurrence of illness or injury thereafter. Employees who are hospitalized, injured on duty, had surgery, or are pregnant, are exempted from this requirement upon review of the Chief of Police.