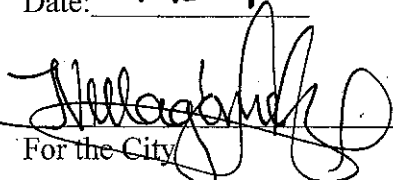


**ARTICLE 24. SICK LEAVE BANK**

In the event a Fire Fighter is suffering from a non work-related illness or injury which has been diagnosed by a physician as temporary and such diagnosis is provided to the City in writing, and in the event the said Fire Fighter has used all of her/his sick leave, vacation, and all other leaves, s/he may be entitled to the benefits outlined below for a period not to exceed three hundred sixty five (365) calendar days for the same or related illness or injury as per Union policy.

1. a. The City shall draft twelve (12) hours sick leave per Fire Fighter after the employee completes her/his probationary period. Any Fire Fighter who desires not to participate must contact the City in writing prior to the completion of her/his probationary period.  
  
b. The City shall notify the Union after the sick leave bank hours drop below 480 hours, and in concurrence with the Union President, shall be allowed to draft three (3) hours from all Fire Fighters.
2. Fire Fighters may request utilization of the sick leave bank hours by submitting their name to a Committee of three (3) appointed by Local 624.
3. No Fire Fighter judged totally and permanently disabled by a physician shall be entitled to utilize this plan to extend the time of her/his retirement.
4. The Committee may donate sick leave drafted from each participant in equal amounts up to three (3) employees. If more than three (3) employees are using this, sick leave bank then an amount shall be deducted from the sick leave bank equal to 1.25 times the amount of actual hours used.

Date: 4-12-24

  
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For the City

  
\_\_\_\_\_  
For the Association