

MPSOA Contract - Article XIX, Section 11

Amend Article XIX, Section 11, to read as follows, the remaining paragraphs in Section 11 remain in force and effect:

Section 11. Sick Leave Accrual/Use/Abuse. Employees shall be entitled to use their sick leave as a result of the serious illness of members of the employee's immediate family. Notwithstanding any rule, regulation, statute, resolution, ordinance or practice to the contrary, newly appointed employees defined as police officers hired by the police department on or subsequent to January 24, 2021, shall accrue fifteen (15) days of sick leave per calendar year to be accrued consistent with established practice and policy. Notwithstanding any rule, regulation, statute, resolution, ordinance or practice to the contrary, effective upon execution of this Agreement, employees appointed on or prior to January 23, 2021 shall accrue eighteen (18) days of sick leave per calendar year to be accrued consistent with established practice and policy. Notwithstanding any rule, regulation, statute, ordinance or practice to the contrary, effective upon execution of this Agreement all employees shall accumulate sick leave days up to a maximum of 260 days.

Employees needing to use sick leave as allowed by this Agreement are required to call in advance and speak to the Commanding Officer of the shift on a recorded phone line. The employee is obligated to call in sick no later than one hour before the start of the shift.

The City and the Association agree that sick leave benefits afforded the employee shall not be misused or abused. Sick leave misuse or abuse or excessive use of sick leave directly impacts on employee productivity and the effectiveness of the City's Police Department operations. An employee's misuse, abuse or excessive use of sick leave may be grounds for employer disciplinary action or administrative action, including termination.

If an employee is committing fraud or abuse by engaging in an activity that is not consistent with allowable purposes for earned sick time the Chief of Police may initiate disciplinary proceedings against the employee for misuse of sick leave.

If an employee is exhibiting a clear pattern of taking leave on days just before or after scheduled days off, weekends, vacation, or holiday, the City may discipline the employee for misuse of earned sick time, unless the employee provides verification (written documentation) of authorized use.

The Chief of Police may require written documentation for an employee's use of earned sick time that:

- a. exceeds three consecutive days on which the employee was scheduled to work;
- b. occurs after four (4) unforeseeable and undocumented absences within a three-month period; or
- c. occurs after eleven (11) unforeseeable and undocumented absences within a one-year (12 month) period.

Written documentation that may be required includes written documentation signed by a health care provider indicating the need for the earned sick time taken; or the Chief of Police may require employees to personally verify in writing that they have used earned sick time for allowable purposes after using any amount of sick leave, provided that the employee shall not be required to explain the nature of the illness.

If a current employee...

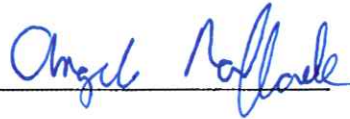
Agreed upon this 3rd day of Nov. 2025

For the City:



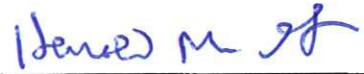
By: Breanna Lungo-KoeHN

Mayor



By: Angelo Raffaele

President



By: Harry MacGilvary

Vice President



By: Hugh Duffy

Secretary/Treasurer