

## ARTICLE XXVI - SICK LEAVE

### Section 1. Sick Leave Accrual

Any fire fighter covered under this Agreement shall accrue sick leave at the following rates:

- Fire fighters on a 56 hour work week shall accrue at a rate of 15.4 hours/month
- Fire fighters on a 40 hour work week shall accrue at a rate of 11.37 hours/month

Sick Leave shall accrue without limitation.

### Section 2. Sick Leave Pay Out

Upon separation, fire fighters shall receive partial payout of accrued sick leave subject to the following provisions.

Fire fighters who ~~retire through the TMRS system and~~ declare their retirement date between 365 days and 545 days (the "Declaration Window") (or more) in advance shall receive a sick leave payout at the following rates;

Fire fighters on a 56 hour work week:

- 0-9 years of service ~~with the City of McKinney~~: not eligible
- 10-14 years of service ~~with the City of McKinney~~: up to 540 hours
- 15-19 years of service ~~with the City of McKinney~~: up to 800 hours
- 20+ years of service ~~with the City of McKinney~~: up to 1080 hours

Fire fighters on a 40 hour work week:

- 0-9 years of service ~~with the City of McKinney~~: not eligible
- 10-14 years of service ~~with the City of McKinney~~: up to 385 hours
- 15-19 years of service ~~with the City of McKinney~~: up to 570 hours
- 20+ years of service ~~with the City of McKinney~~: up to 770 hours

Once a fire fighter establishes his/her retirement date within the Declaration Window, a firefighter ~~Fire fighters~~ may extend their retirement ~~notice date~~ up to a date which is not greater than 545 n additional 180 days, from the initial date of declaration if needed, and will still be eligible for a 100% sick leave payout at the listed rates. ~~-If a fire fighter electschoses not to retire at the end of his/her establishedtheir retirement date, whether or not extended, notification period, in order to become eligible for 100% payout of the listed rates, the fire fighterthey shall be required to wait twenty-four (24) months from the established retirement date before declaring his/hertheir retirement date again to be eligible for a 100% sick leave payout.~~

Fire fighters who do not declare their retirement within the Declaration Window, at least 365 days in advance and retire in accordance therewith, shall receive

payout at 75% of the hours stated above. (Fire fighters who retire between October 1, 2014 and October 1, 2015 shall be exempt from the 365 day notice requirement).

~~Fire fighters who leave in good standing, but not retiring through the TMRS system shall receive payout at 50% of the hours stated above.~~

Fire fighters who do not leave in good standing shall not be eligible for sick leave payout.

All other provisions of the City's sick leave policy and procedures shall continue to be governed by the existing City and Fire Department policies and procedures.