

**ORDINANCE NO. 21-**

**AN ORDINANCE OF THE CITY OF UNIVERSITY PARK, TEXAS, AMENDING SECTION 9.03.004, SICK LEAVE, AND PROVIDING AN EFFECTIVE DATE.**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF UNIVERSITY PARK, TEXAS:**

**As provided in Chapter 9, Article 9.03, Section 9.03.004 Sick Leave, of the Code of Ordinances of the City of University Park, Texas, is adopted to wit:**



**Sec. 9.03.004 Sick leave**

- (a) As part of the compensation for service rendered, each employee, when required to be confined to home or hospital because of illness or disability resulting from accidental injury, shall be paid at a rate of compensation prior to such illness or disability. Such compensation is for the period of confinement or for the accumulated sick leave, whichever comes sooner.
- (b) Sick leave for all employees except firefighters shall be accumulated on the basis of 1.85 hours for each full week of employment (12 days per year). Accrual of sick leave shall be unlimited.
- (c) Sick leave for firefighters shall be accumulated on the basis of 2.59 hours for each full week of employment. Accrual of sick leave shall be unlimited.
- (d) The city manager shall see that a complete and comprehensive sick leave record is kept for each employee that will accurately reflect the net sick leave accumulated.
- (e) The payment of all such sick leave compensation shall be on certification of the employee's department head. However, prior to the payment of such compensation, either the department supervisor, the department head or city manager can demand a doctor's certificate of illness in the event of extended illness or unusual circumstances.
- (f) The payment of sick leave compensation for maternity leave shall be subject to the allowances set forth in the Family and Medical Leave Act. The employee's doctor shall determine the starting time of such leave.

Duly passed by the City Council of the City of University Park, Texas, on the \_\_\_\_ day of \_\_\_\_\_ 2021.

APPROVED:

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TOMMY STEWART, MAYOR

ATTEST:

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CHRISTINE GREEN, CITY SECRETARY