

### III. TIME OFF BENEFITS

#### F. WELLNESS TIME OFF

Employees who have accumulated 425 hours (240 hours for MOU covered Police Officers and Detectives) of sick leave will receive 8 hours of time off work for each 13 pay periods in which no FMLA qualifying absences, sick leave (employee, family and Well Visit absences) or shared leave is used to a maximum of 16 hours per year.

All Fire Medical sworn staff will receive 4.3 hours (6.0 for 2912 employees) of time off work for six consecutive pay periods of no use of sick leave with the minimum sick leave balance required for participation at zero. Accrual to a maximum of 34 hours (48 hours for 2912 employees) per year.

Sick leave is considered “used” for both personal illness and illness of a family member or adoption of a child. Sick leave donated to the shared leave program will not count as sick leave “used” for the purposes of determining eligibility for wellness time off hours.

Fitness days earned in Police are also added to wellness balance.