TOLEDO FIRE & RESCUE DEPARTMENT

# Article XX - Leave of Absence, Furlough, Etc.

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### Section 1

An unexcused absence of any Department member for three (3) or more days shall be deemed and held as a resignation. Any member who is absent in such a manner shall be dropped from the payroll and the facts clearly entered in their personnel record.

### Section 2

The Mayor may grant a leave of absence with full pay for a period of not more than thirty-one (31) days in any one calendar year. Such leaves may be granted only for the following purposes: military training, as for reserve officers and enlisted men and the National Guard; attendance at short courses of training of value in connection with the public service; and others consistent with current Bargaining Agreements.

### Section 3

The Chief may, in case of emergency, notify and order any member or employee of the Department to return to duty with the least possible delay. Any member who is ordered to return to duty and who has an unused portion of their vacation due him/her shall be permitted to have the balance of their vacation at the end of the emergency or at such other times as can be arranged.

### Section 4

Members of the Department who are on sick leave, with or without pay, shall, when ordered and when physically able to do so, report to the City's physician for examination. If the City Physician should find such member mentally and physically in condition to perform duty, they shall order such sick leave terminated and inform the Chief that the member is ready to return to duty. All orders issued in connection with this section shall be in writing.

### Section 5

Any member of the Department shall be subject to disciplinary action if they feign or simulate sickness or disability or are ill as a result of carelessness, improper conduct, excessive use of liquors or narcotics, illegal or immoral practices, or if they shall fraudulently, by concealment, false statement or otherwise seek to deceive or mislead the City Doctor in relation to their case, or if they do not remain at their residence so as to be visited at the option of the Fire Chief.

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