

Eagle Mountain-Saginaw ISD
220918

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
ADMINISTRATIVE REGULATION

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furnish a statement from their doctor to the effect that their physical condition permits the resumption of continuous employment without endangering health.

PEACE OFFICER
MENTAL HEALTH
LEAVE

Peace officers employed at EMS ISD who experience a traumatic event within the scope of their duties are eligible for paid mental health leave. The peace officer can request up to three days of paid leave directly from the Chief of Police.

After the initial three-day period, the peace officer can request an additional period of up to three days. The peace officer must provide supporting documentation to the Chief of Police showing additional paid mental health leave days are needed.

The Chief of Police may grant a maximum of two extensions, totaling nine days of paid mental health leave. If the peace officer requires more time, they may utilize any other paid or unpaid leave available to the officer for which they qualify.

PEACE OFFICER
ILLNESS OR IN-
JURY LEAVE OR
ABSENCE

Peace Officers employed at EMS ISD who experience an illness or injury while performing tasks within the scope of their duties are eligible for leave at full pay

If additional time is needed the peace officer may request FML (Family Medical Leave) and FML eligibility requirements must be met. For the purposes of an employee's entitlement to FMLA leave, the 12-month period shall be measured forward from the date the peace officer's first FMLA leave begins.

During the FMLA leave period, the peace officer must utilize accumulated benefits days (such as sick or personal days) for continued compensation. Once the accumulated paid benefits days are exhausted, the peace officer will be subject to a dock in pay.

Before returning to work, the peace officer must provide a medical statement from a healthcare provider certifying their ability to return to work, with or without restrictions. The statement from the healthcare provider should outline any restrictions and provide a duration for those restrictions. The peace officer is not permitted to resume work until they have been cleared by the Human Resources department.

For required paperwork and further information, contact the Human Resources department.