

Tentative Agreement 03/26/26

**ARTICLE 17
Death in Family Leave**

In the event of a death in the immediate family of an Officer, including an Officer or an Officer's spouse experiencing a miscarriage or stillbirth, the Officer shall be granted consecutive working days off with pay according to the following schedule:

Officers working a five-day forty hour week will be granted four (4) consecutive working days off.

Officers working a four-day forty hour week will be granted three (3) consecutive working days off.

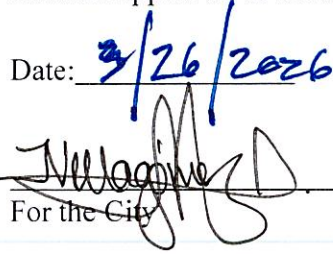
The immediate family shall be defined as mother, father, legal spouse, child, brother, sister, half-siblings, grandparents, spouses' grandparents, great-grandparents, spouses' greatgrandparents, mother-in-law, father-in-law, grandchildren, step-parent, step-children and other members of the immediate household residing with the Officer.

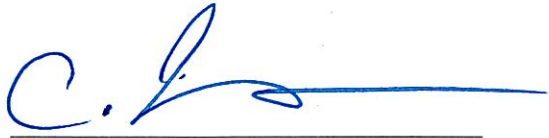
Unless exclusive permission is received from the Chief of Police, the working days as outlined by this Section shall be taken within fourteen (14) calendar days from the date of the death of the family member.

Officers on military leave during the time of death of an immediate family member shall not be entitled to the provisions of this Article.

In the case of a death of friends or relatives outside the immediate family, or if an Officer wishes to perform service as a pallbearer, an Officer may request other types of accrued leave. The leave must be approved in advance by the Officer's supervisor.

Date: 3/26/2026


For the City


For the Association