



General Assembly

**Substitute Bill No. 5895**

January Session, 2013



**AN ACT ESTABLISHING A SICK LEAVE BANK FOR MUNICIPAL FIRST RESPONDERS.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective from passage*) (a) For purposes of this  
2 section, "employee" means any municipal firefighter, police officer or  
3 emergency services personnel member employed by a municipality.

4 (b) Not later than July 1, 2014, the Commissioner of Administrative  
5 Services shall establish a sick leave bank for municipal firefighters,  
6 police officers and emergency services personnel members. The  
7 commissioner shall establish and maintain a single electronic portal  
8 available on the Internet and located on the Internet web site of the  
9 Department of Administrative Services for purposes of accepting the  
10 posting of the wages and sick leave accruals of the participating  
11 employees by the employing municipality and any additional  
12 information required by the commissioner. The employing  
13 municipality shall update such wages and sick leave accruals not less  
14 than quarterly.

15 (c) Once the Commissioner of Administrative Services has  
16 established such sick leave bank, any municipality may opt to  
17 participate in the sick leave bank by resolution passed by its legislative  
18 body. Any employee who has been employed for two or more years by

19 a municipality that has passed such a resolution may elect to  
20 participate in the sick leave bank by contributing the hourly equivalent  
21 of one day toward the sick leave bank by the time such employee  
22 attains two years of employment or the municipality passes such a  
23 resolution, whichever is later. Such employee may elect to withdraw  
24 from the sick leave bank at any time, but any hours previously  
25 donated to the sick leave bank by such employee shall be forfeited and  
26 such employee may not participate in the sick leave bank after such  
27 withdrawal. If at any time the sick leave bank falls below three  
28 thousand hours, the commissioner may require all employees  
29 participating in the sick leave bank to make an additional contribution  
30 of the hourly equivalent of one day, or in any other amount deemed  
31 necessary by the commissioner. Any unused time in the sick leave  
32 bank shall not lapse and shall carry over into the next succeeding fiscal  
33 year.

34 (d) Any employee may be eligible to receive sick leave from the sick  
35 leave bank provided such employee (1) has been a municipal  
36 employee at least two years prior to the date of application for such  
37 sick leave, (2) elected to participate in the sick leave bank at the time  
38 the sick leave bank was established or at the time such employee  
39 became eligible to join such sick bank, whichever is later, (3) has  
40 exhausted all sick leave, personal leave and compensatory time and  
41 vacation leave, (4) has filed a medical certificate in support of his or her  
42 continued absence that is deemed acceptable by the commissioner, (5)  
43 has an illness or injury not covered by workers' compensation benefits  
44 or such benefits have been exhausted, and (6) has not been disciplined  
45 for abuse of sick leave during the two years prior to the time of  
46 application to the sick leave bank, provided the commissioner may  
47 waive this requirement. Any eligible employee shall apply for sick  
48 leave from the sick leave bank to the Department of Administrative  
49 Services, in the manner prescribed by the Commissioner of  
50 Administrative Services.

51 (e) The commissioner shall pay benefits to any employee who the

52 commissioner finds to be eligible in accordance with subsection (d) of  
53 this section the equivalent to one-half day for each day of illness or  
54 injury. Such payments shall commence on the sixteenth day after the  
55 exhaustion of such employee's sick leave, personal leave,  
56 compensatory time, vacation leave or workers' compensation benefits.  
57 No employee may draw from the bank more than once per fiscal year  
58 and such benefits may not exceed two hundred one-half days per fiscal  
59 year.

60 (f) The provisions of this section shall not be construed to affect any  
61 collective bargaining agreement entered into by any employee.

62 (g) The Commissioner of Administrative Services may adopt  
63 regulations in accordance with the provisions of chapter 54 of the  
64 general statutes to implement the provisions of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section

**GAE**

*Joint Favorable Subst. C/R*

**APP**