



4-6 POLICY ON DISABILITY LEAVE (Including Pregnancy)

Illinois Municipal Retirement Fund (IMRF)

If, after the first year of employment, an employee in an IMRF eligible position becomes sick or injured on or off the job and is temporarily disabled from performing his/her duties and the disability persists for more than thirty days, the employee may be eligible to receive disability benefits under the Illinois Municipal Retirement Fund. The employee shall be responsible for completing the necessary disability applications. During the first year of employment, the disability benefits of IMRF are not in effect. Your regular pay from the park district discontinues on the day the disability begins.

Short Term Disability Insurance

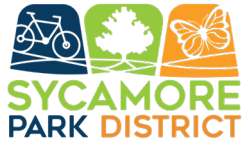
Should the resources of the Sycamore Park District allow, a short-term disability insurance policy may be provided. Regular Full-time may qualify for the small disability program provided by the district. The employee should check with the Administration for details. This policy is intended for shorter terms of absence than allowed in the IMRF Disability and takes effect in the first year.

Details

At the time any disability leave begins, any accrued health/wellness/sick leave must be used, first, up to the time that any disability leave payments begin. Vacation time previously accrued (but not used) at that time may also be used if the employee so desires, but only after all health/wellness/sick leave is depleted.

Health/Wellness/Sicks and Vacation benefits do not continue to accrue during a leave of more than thirty (30) days. Contact administration to determine your insurance coverage during a leave of absence.

Employees who develop an illness or physical condition which requires medical treatment or restrictions, and precautions will be required to submit a physician's statement. This statement must give approval that continued full-time employment in their present position will not jeopardize their health or the safety of others, in the event they continue to work. A similar statement is required upon return from a disability leave. In the case of pregnancy, please inform your supervisor as soon as possible of the date you and your doctor anticipate that you will begin or discontinue your disability/leave. The Sycamore Park District may opt, at any time, to require the employee to submit to an independent analysis of their health/disability/physical condition by a doctor of Sycamore Park District's choice, at the Sycamore Park District's expense. Refusal by the employee to submit to that within 48 hours will result in termination.

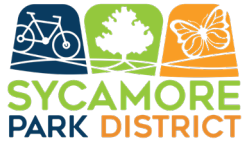


Should your attendance or job performance suffer during the period preceding and/or following a disability leave, we will accommodate you to the extent provided by law.

For the sake of the Family Medical Leave Act (FMLA), any disability/leave days are also counted toward days accrued for the purposes of FMLA.

Adopted on: 7/30/13

Revised on: 8/27/13
November 2021



4-6 (b)