

508 - PAID LEAVE FOR EMPLOYEES WORKING 24-HOUR SHIFTS

**Section 508.01
Scope**

This policy applies to all full-time non-exempt employees assigned to 24-hour duty in the Emergency Medical Services (EMS) Department, including Battalion Chiefs, Paramedics and Emergency Medical Technicians, as well as full-time non-exempt employees of the Fire Marshal’s Office in Hazardous Material Technician positions, hereinafter referred to as “field personnel”. Such employees are regularly scheduled to work 48-hours on duty followed by 96 hours off-duty, inclusive of holidays and weekends, working a regular schedule of approximately 2,900 hours per year. In order to take paid leave for one complete shift, field personnel must use 48 hours of accrued leave. The field personnel schedule is unique within the County and therefore necessitates unique accrued leave and paid holiday provisions.

**Section 508.02
Accrual of EMS/FMO
Paid Leave**

Field personnel shall accrue sick leave and vacation consistent with other County employees as provided by Section 709 (Sick Leave) and Section 513 (Vacation) of this manual. Field personnel will not receive paid leave for County holidays as described in Section 507 (Holidays). Field personnel who work on a County holiday shall receive their regular pay for that shift, and field personnel who do not work on a County holiday will receive no pay for that holiday. However, field personnel shall accrue “EMS/FMO Paid Leave” in an amount set to provide a paid holiday benefit similar to that of other County employees, as well as an amount set to accommodate the unique schedule and hours worked.

Field personnel shall accrue EMS/FMO Paid Leave at the following rates each pay period:

Years of Service	Bi-Weekly Accrual	Annual Accrual *
Less than 5 years	6.54 hours	170 hours
5 thru 9 years	6.71 hours	174 hours
10 thru 14 years	6.96 hours	181 hours
15 years or more	7.38 hours	192 hours

* Rounding adjustments will be made annually

**Section 508.03
Use of EMS/FMO Paid
Leave**

EMS/FMO Paid Leave may be used for any acceptable absence reason, including legitimate sick leave situations. Requests to use EMS/FMO Paid Leave must be made in accordance with department policies regarding requests for time off. At the discretion of the Chief of EMS or Fire Marshal, as applicable, field personnel may be required to use accrued EMS/FMO paid leave before using accrued vacation.

EMS/FMO Paid Leave should be used on a regular basis subject to department approval procedures. Field personnel may carry an accrued EMS/FMO Paid Leave balance of 72 hours or less from one year to the next. Any hours accrued greater than 72 hours as of December 31 shall be paid out at the employee's regular rate of pay in January of the following year. Upon termination of employment for any reason, or transfer or promotion to a non-field personnel position, any accrued EMS/FMO Paid Leave shall be paid to the employee.

Field personnel shall be required to exhaust accrued EMS/FMO Paid Leave before taking an unpaid leave of absence. This includes leave under the Family and Medical Leave Act (see Section 704), voluntary leave of absence and involuntary leave of absence (see Section 706), but may exclude leave for disciplinary reasons (see Section 707) and workers compensation leave (see Section 710) if the employee is receiving temporary income benefits. Paid leave from the Shared Sick Leave Pool (see Section 712) shall only be granted to Pool Members after all accrued leave, including EMS/FMO Paid Leave, has been exhausted.

Policy Approved and Adopted By:
Fort Bend County Commissioners Court
July 20, 1993
Revised: September 30, 2003
Revised: October 23, 2007
Revised: July 7, 2009
Revised: September 24, 2013
Revised: October 2, 2018
Revised: November 26, 2019
Revised: February 27, 2024