



office memorandum

Date: January 25, 2010
To: Butch Crawford, President IAFF 2067
From: Chief James Fullingim, Fire Chief
Subject: Grievance Response (Sick Leave Accumulation Objective)

I have received and reviewed a grievance concerning reprimands for excessive use of sick leave. It is agreed that failure to meet the objectives set forth in Article 21 section 10 of the Collective Bargaining agreement (Sick Leave Accumulation Objective) alone does not provide cause for disciplinary action.

I will clarify this policy with the Assistant Chiefs. However, I am unable to grant the relief requested in this grievance because, to my knowledge, there are no reprimands for failure to meet this objective in any active members Personnel Files. Any member who believes such documentation is in their Personnel Files should verify this information and if in fact such records exist, the situation will then be rectified.

cc: Gala Hicks, Director of Human Resources
Rickey J. Knighton II, Assistant City Attorney
Rebecca Frazier, Assistant City Attorney