

SICK TIME ABUSE LIST

The following is a sample TimeTracker™ Database Report for a Department with 68 members. We added together all the time used by the officers and divided it by the number of officers (68) to arrive at an average amount of time off used by the Department.

SQL result

Host: EdPDLaw

Database: TimeTracker

Generation Time: Oct 30, 2005 at 04:35 AM

Generated by: phpMyAdmin 2.6.1-rc1 / MySQL 4.0.24-standard-log

SQL-query: SELECT * FROM `Total Time Used` WHERE `Union ID#` LIKE 'PBA#513' LIMIT 0, 30;

Rows: 30

Union ID#	Police ID#	Year	Comp	Holiday	Personal	Sick	Vacation	Total	Rank	Sick Time Abuse List (Y/N)
PBA#513	51301	2002	0	64	24	7	216	311	Chief	N
PBA#513	51302	2002	0	8	8	151	220	387	Captain	N
PBA#513	51303	2002	14	8	32	187	168	409	Sgt.	N
PBA#513	51304	2002	0	0	32	824	184	1064	Retired	N
PBA#513	51305	2002	73	16	24	81.5	240	434.5	Lt.	N
PBA#513	51306	2002	84	16	32	27	208	367	Sgt.	N
PBA#513	51307	2002	33.5	16	24	40	240	353.5	Sgt.	N
PBA#513	51308	2002	196.5	8	8	40	162	422.5	Sgt.	N
PBA#513	51309	2002	0	0	8	27	200	235	Sgt.	N
PBA#513	51310	2002	54	8	16	83	232	393	Sgt.	N
PBA#513	51311	2002	5	0	32	70	216	323	Lt.	N
PBA#513	51312	2002	27.5	88	8	78	216	323	Lt.	N
PBA#513	51313	2002	31.25	8	60.5	97.	164.	368.75	Sgt.	N
PBA#513	51314	2002	8.5	0	24	0	112	144.5	Ptl.	N
PBA#513	51315	2002	57	8	24	52	116	257	SC	N
PBA#513	51316	2002	56	16	24	38.5	156	314.5	Ptl.	N
PBA#513	51317	2002	0	8	24	25	120	177	Ptl.	N
PBA#513	51318	2002	1	8	24	420.5	323	685.5	Ptl.	N
PBA#513	51319	2002	27	16	24	116	132	315	Ptl.	N
PBA#513	51320	2002	55	0	24	130	112	449	Ptl.	N
PBA#513	51321	2002	3	16	31.5	48	232	330.5	Ptl.	N
PBA#513	51322	2002	.5	24	24	120	162	354.5	Det.	Y
PBA#513	51323	2002	2	120	24	32	160	338	Ptl.	N
PBA#513	51324	2002	117	0	24	44	196	421	Ptl.	N
PBA#513	51325	2002	24.25	8	16	67	44	1175.25	INJ	N
PBA#513	51326	2002	20.58	120	24	120	244	552.5	Ptl.	Y
PBA#513	51327	2002	38	8	24	48	116	234	SC	N
PBA#513	51328	2002	138	128	22	120	120	528	CP	N
PBA#513	51329	2002	4.5	48	24	109	264	485.5	Ptl.	N
PBA#513	51330	2002	133.5	24	24	185	116	490.5	Ptl.	N

The averages were as follows: We then added 16 hours to each average to determine what numbers would be used to determine **Excessive/Chronic Absenteeism**.

Comp/68	Holiday/68	Personal/68	Sick/68	Vacation/68	Total/68
34	20	24	102	159	340
16	16	16	16	16	16
50	36	50	118	175	356

SQL result

Database: TimeTracker

Generation Time: Oct 30, 2005 at 05:02 AM

Generated by: phpMyAdmin 2.6.1-rc1 / MySQL 4.0.24-standard-log

SQL-query: SELECT * FROM `Total Time Used` WHERE `Union ID#` LIKE 'PBA#513' LIMIT 30, 30;

Rows: 30

Union ID#	Police ID#	Year	Comp	Holiday	Personal	Sick	Vacation	Total	Rank	Sick Time Abuse List (Y/N)
PBA#513	51331	2002	145	8	24	120	232	529	Ptl.	N
PBA#513	51332	2002	1	8	24	66.5	140	239.5	Det.	N
PBA#513	51333	2002	31	16	23	80	176	326	Ptl.	N
PBA#513	51334	2002	24	0	24	80	120	248	Ptl.	N
PBA#513	51335	2002	79.5	24	24	112	112	359.5	Det.	Y
PBA#513	51336	2002	5.5	0	24	36	224	337.5	Ptl.	N
PBA#513	51337	2002	40	8	24	24	200	296	Ptl.	N
PBA#513	51338	2002	47.5	32	24	120	116	371.5	Ptl.	Y
PBA#513	51339	2002	125	0	24	40	192	381	Ptl.	N
PBA#513	51340	2002	55	0	24	80	160	329	Ptl.	N
PBA#513	51341	2002	79.5	0	24	68	124	295.5	Ptl.	N
PBA#513	51342	2002	0	24	24	175.5	208	503.5	Ptl.	Y
PBA#513	51343	2002	12	0	24	61	192	289	Det.	N
PBA#513	51344	2002	22	48	24	24	144	262	Ptl.	N
PBA#513	51345	2002	0	0	0	0	0	0	MIL	N
PBA#513	51346	2002	35	24	24	74	120	301	Ptl.	N
PBA#513	51347	2002	16	24	24	138.5	124	326.5	Ptl.	Y
PBA#513	51348	2002	11	48	24	41.5	160	308.5	Ptl.	N
PBA#513	51349	2002	21.5	24	24	58	120	247.5	Ptl.	N
PBA#513	51350	2002	35	8	24	89	108	264	SUS	N
PBA#513	51351	2002	3	0	24	32	184	243	CP	N
PBA#513	51352	2002	13	24	24	100	248	409	Ptl.	N
PBA#513	51353	2002	24	72	24	127	112	359	Ptl.	Y
PBA#513	51354	2002	1	16	24	134	160	335	Ptl.	Y
PBA#513	51355	2002	24.5	16	24	116	120	300.5	Ptl.	N
PBA#513	51356	2002	1	0	31	33.5	120	185.5	Ptl.	N
PBA#513	51357	2002	8	0	24	0	112	144	TAC	N
PBA#513	51358	2002	0	0	0	0	0	0	Ptl.	N
PBA#513	51359	2002	11	0	16	27.5	196	250.5	Sgt.	N
PBA#513	51360	2002	14.5	8	24	57.5	116	220	Det.	N

Not surprisingly, the officers that get paid the most, were the ones who took the most time off. This would cause the Department to incur greater costs to pay overtime to the brass as opposed to a Patrolman. However, there was no brass on the Sick Time Abusers List. It was mostly comprised of officers from the patrol division.

SQL result

Host: EdPDLaw

Database: TimeTracker

Generation Time: Oct 30, 2005 at 04:40 AM

Generated by: phpMyAdmin 2.6.1-rc1 / MySQL 4.0.24-standard-log

SQL-query: SELECT * FROM `Total Time Used` WHERE `Union ID#` LIKE 'PBA#513' LIMIT 60, 30;

Rows: 8

Union ID#	Police ID#	Year	Comp	Holiday	Personal	Sick	Vacation	Total	Rank	Sick Time Abuse List (Y/N)
PBA#513	51361	2002	10.75	8	24	106.5	64	213.25	Ptl.	N
PBA#513	51362	2002	90	16	24	86.5	144	360.5	Det.	N
PBA#513	51363	2002	15	0	78	52	128	273	Lt.	N
PBA#513	51364	2002	19	0	16	801	192	1028	Sgt.	N
PBA#513	51365	2002	12.5	24	24	112	200	380.5	CP	N
PBA#513	51366	2002	26	8	24	75.5	108	241.5	Ptl.	N
PBA#513	51367	2002	66	64	24	109	120	391	Ptl.	N
PBA#513	51368	2002	14.5	40.	24.	124	116.	318.5	Ptl.	N

Make sure that the "Sick Time Abuser's List" is calculated on a "fiscal year" as defined by your contract language. Many times a Department will go back 12 months from the date of generating a list. This should be disputed, the time should be calculated from January 1st, or the date used in your contract.

Make sure you receive credit for excused absences. Present a doctor's note whenever possible. If you stay home to care for your child, present the child's doctor's note and/or a copy of the note you send to the school excusing the child's absence.

Note every time you request time off using Comp Time and are denied. The Courts have ruled that the shift being short and someone getting overtime for a call-in is not sufficient grounds to deny you the day off. Officer Beck v. City of Cleveland, 02cv3669 (6th Cir.) This decision is available on EdPDLaw's website in the Case Law Library.

**** USE YOUR HOLIDAY PAY THEN BUY BACK YOUR SICK TIME AT THE END OF THE YEAR.