

MONTGOMERY COUNTY EMERGENCY SERVICES DISTRICT NO. 9
Caney Creek Volunteer Fire Department



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Attachment to Personnel Manual:

Medical and/or Family Leave

- A. The department may grant a leave of absence without pay or a reduced leave scheduled to eligible members for medical and/or family reasons, including maternity. All requests for leave of absence must be in writing and must state the reason for the leave, the estimated duration, and the expected date of return. In all leave of absence cases, the individual circumstances of the member will be considered as well as regulations by governmental agencies.
- B. When a member is on leave of absence due to medical or family reasons, the member's job will not be permanently filled unless circumstances are such that the job must be filled for staffing reasons, and it can be filled only by a permanent replacement.
- C. Such leave will not be compensated upon termination or resignation of employment.
- D. In the event that the employee is covered by the Family and Medical Leave Act ("FMLA"), the provisions of the FMLA shall govern if the event of any conflict between this section and the FMLA. Any request for leave above and beyond that leave required by the FMLA shall be in the sole discretion of the department.