



## 6.01 GENERAL LEAVES OF ABSENCE

---

### Approval

Elected officials and bureau directors are authorized to grant leaves of absence to subordinate officers or employees in his/her department who are permanent employees under the classified Civil Service, upon the showing of good cause. No employee may be granted a general leave of absence for more than 12 months in any five year period. Employees must exhaust all appropriate accrued leave prior to going on unpaid leave except in accordance with the Administrative Rules on [Family Medical Leave](#) and [Military Leave](#).

Unless otherwise required by law, leaves of absence for general or personal reasons shall be no more than twelve months from the beginning date of the approved leave. For a general or personal leave of absence, there are no automatic position return guarantees.

A bureau director may, however, hold the employee's position open pending their return at the conclusion of the leave of absence. The commitment for such a "held" position must be in writing, signed by the bureau director and provided in advance of the commencement of the general leave of absence.

---

### Auditor Leave

The City Auditor is authorized to absent him/herself from duties as City Auditor for a period of time not exceeding 30 days during any fiscal year without deduction of pay.

---

### City Attorney Leave

The Commissioner in charge of the office of the City Attorney is authorized to grant leaves of absence not to exceed thirty (30) days during any fiscal year without deduction of pay to the City Attorney and deputies. This leave may be granted when the commissioner is satisfied that such absences are necessary for the health and benefit of the employee or for the good of City service. This leave is in addition to regular annual vacation accruals.

---

### Blood Donation

Employees wishing to donate blood or participate in the registry for stem cell and bone marrow transplant during City time shall be given a period, not to exceed two hours, to do so without a reduction in accrued leave.

---

### Penalty for Non - Return

Any employee who fails to return to duty at the end of their approved leave shall be terminated from City service for job abandonment. If the original leave of absence was approved for less than twelve months, an extension may be granted, providing that the total leave does not exceed 12 months. Any extension must be approved in writing by the bureau director.

---

---

At the conclusion of the twelve month period, an employee not returning will be terminated from City of Portland service. Any employee wishing to return after termination may pursue reinstatement, if applicable, or hire through the competitive exam process.

---

**Administrative Rule  
History**

Adopted by Council March 6, 2002, Ordinance No. 176302  
Effective April 5, 2002  
Revised July 28, 2003  
September 16, 2005

---