



## Military Leave

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### 1.0 POLICY

The County of Lee provides military leave, as specified in this procedure, to its employees. Employees have all rights specified in the Uniformed Services Employment Rights Act (USERRA).

### 2.0 DEFINITIONS

None.

### 3.0 PROCEDURE / RULE

**3.1** An employee who is a member of the National Guard or the Armed Forces Reserve will be allowed ten (10) working days of military training leave annually, with partial compensation. If the compensation received while on military leave is less than the salary that would have been earned during this same period as an active employee, the employee shall receive partial compensation equal to the difference between the base salary earned as a reservist and the salary that would have been earned during the same period as a county employee. The effect will be to maintain the employee's salary at the normal level during this period of ten (10) working days. If such military duty is required beyond this period of ten (10) working days, the employee shall be eligible to take accumulated leave or be placed on leave-without-pay status. Reservists called to active duty, with no training period preceding the active duty, shall be allowed to charge up to ten (10) working days per year of active duty as military training leave and receive partial compensation for those days in the same manner as for the training time listed above.

**3.2** While on military leave with partial pay or without pay, the employee's leave credits and other benefits shall continue to accrue as if the employee remained with the county during this period. Employees who are reservists have all job rights specified in the Veterans Readjustment Assistance Act.

### 4.0 APPENDIX / APPENDICES

None.