

MENDOCINO COUNTY POLICY #42	ACTIVE DUTY MILITARY LEAVE POLICY
ADOPTED: July 8, 2003	ADOPTED BY: Resolution # 03-164

Purpose:

The Active Duty Military Leave Policy is to address concerns of disruption in current pay and health benefits for the employee and their eligible dependents when the employee is called up to active duty for longer than thirty calendar days. This is in addition to those mandatory provisions of federal and state law that pertain to employees in an active reserve status.

Intent:

The Military Leave Policy is to minimize the disruption in pay and health benefits for the employee and their eligible dependents when the employee is called up to active duty for longer than thirty calendar days.

Policy:

Military leave shall be granted consistent with applicable mandatory provisions of law.

- a. While an employee is on authorized military leave consistent with applicable mandatory provisions of law he/she shall be entitled to continuance of County health benefits (e.g., major medical, dental and vision) for sixty (60) days from the date the employee leaves for active duty. The employee shall still be responsible for payment of his/her share of the monthly insurance premium, based on the type of coverage selected. At the end of sixty-days (60) County medical coverage will cease in lieu of military benefits to which the employee is entitled for self and dependents.
- b. While an employee is on authorized military leave consistent with applicable mandatory provisions of law the County will continue to pay the employee in an amount equal to the difference between the employee's base hourly rate with Mendocino County and the amount earned from the military, including all special pays and incentives, the employee may receive. The County will continue to pay the employee under this formula for up to one (1) year from the date the employee enters active duty.