

## MILITARY LEAVE POLICY ADDENDUM

OVERVIEW/POLICY:

The purpose of this addendum to the Military Leave Policy is to grant additional supplemental pay and health insurance benefits to Town employees who volunteer or are called to active duty in the armed forces as part of the United States' effort to eradicate terrorism in response to the tragic events of September 11, 2001 including the 2002 – 2003 mobilization authorized by the President.

PROVISIONS:

1. The provisions of Military Leave Section 701.1 shall apply except as specifically modified herein.
2. An employee who volunteers for or is called to active duty in the armed forces of the United States as part of the United States' effort to eradicate terrorism including the 2002 – 2003 mobilization authorized by the President shall, following the expiration of the benefits of Section 701.1, paragraph C, be eligible for the following:
  - a. Receive the difference between the compensation for military service and his or her regular base pay as an employee of the Town for the duration of the call up to active duty. If the compensation for military service exceeds the employee's base pay, the military compensation shall prevail. The employee must provide evidence to the Town as to the amount of military pay received. An employee, while eligible to receive the pay differential, shall continue to receive any lump sum payments (i.e. holiday, EMT, Hazmat, longevity, etc.) while on active duty. An employee may elect to use his or her vacation leave while on military leave.
  - b. During the period the employee is on active duty the employee may elect to continue medical, prescription, dental and basic group life insurance coverage pursuant to the same terms and conditions of employment as provided by the applicable collective bargaining agreement for active employees. In the event the employee's military compensation exceeds the employee's base pay the employee must remit to the Town by the 15<sup>th</sup> of each month the required co-payment for the insurance premium.
3. An employee on military leave pursuant to this Addendum shall only be eligible to receive the pay differential and insurance benefits described herein and be eligible to receive retirement service credit pursuant to the provisions of Section 180 (d) and (e) of the Town Charter.
4. Upon discharge from active duty the employee shall be subject to the provisions of Section 701.1, Sections C, D and E and the provisions of the Uniformed Services Employment and Reemployment Rights Act.