7.04 MILITARY LEAVE

A. Reservist

All regular employees who are reserve members of the Ohio National Guard, defense corps, naval militia, or members of other reserve components of the armed forces of the United States, are entitled to military leave of absence from their County duties without loss of pay, for such time as they are in the military service of field training, active duty or emergency leave when so ordered by the Governor of the State of Ohio, for a period not to exceed twenty-two (22) eight (8)-hour work days or one hundred seventy-six (176) hours for each calendar year. The Commissioners may, by resolution, extend the leave without loss of pay.

1. Compensation

Except as otherwise provided, any regular employee who is entitled to the leave provided herein and who is called or ordered to the uniformed services, as defined in Section 5923.05 of the ORC, for longer than a month, for each calendar year in which the employee performed service in the uniformed services as amended, because of an executive order issued by the President of the United States, an act of congress, or an order to perform duty issued by the governor pursuant to Section 5919.29 of the ORC is entitled, during the period designated in the order or act, to a leave of absence, the lesser of the following:

a. The difference between the regular employee's gross monthly wage or salary as a regular employee and the sum of the regular employee's gross uniformed pay and allowances received that month;

b. Five hundred dollars.

2. Limitation of Compensation

No regular employee shall receive payments if the sum of the employee's gross uniformed pay and allowances received in a pay period exceeds the employee's gross wage or salary as a regular employee for that period or if the regular employee is receiving pay under Section 7.03 A. 1 of this Policy Manual.

3. Request for Leave

Employees are required to submit to their management a published order authorizing the call or order to the uniformed services or statement from the appropriate military commander as evidence of military duty before military leave shall be granted. This evidence shall accompany the standard County leave request form.

4. Health Insurance

Employees will continue to be covered by the County's health insurance during an approved military leave, if the employee was covered while employed, until such employee is eligible for military health insurance.

If an employee has opted out of the County's health insurance plan, once eligible for military health insurance, he/she will no longer receive the opt out stipend.

5. Accrual of Leave Time

Employees on approved leave of absence for reserve military service for field training or active duty shall continue to accrue vacation and sick leave at their current rates for a period not to exceed twenty-two (22) eight (8)-hour work days or one hundred seventy-

six (176) hours within each calendar year. If leave is extended beyond one month, the employee will no longer accrue vacation and sick leave.

B. Full-Time Active Duty

All full-time employees who have held a position with the County for at least ninety (90) days shall be granted a military leave of absence without pay to be inducted or otherwise enter full-time military duty and shall be considered as a separation from County service with reinstatement rights.

1. Reinstatement

The terms and conditions of reinstatement are governed by the Uniformed Services Employment and Reemployment Rights Act (USERRA).

2. Health Insurance

Employees will continue to be covered by the County's health insurance during an approved leave, if the employee was covered while employed, until such employee is eligible for military health insurance.