

**Sec. 2-138. - Military leave.**

Rowan County complies with the provisions of the Uniformed Services Employment and Re-employment Rights Act (USERRA) of 1994, which protects employees in the U.S. military including National Guard and Armed Forces Reserves. Full-time employees who are members of the National Guard or Armed Forces Reserves will be allowed eighty (80) hours (ten (10) days) military training leave per calendar year. If such military duty is required beyond this eighty (80) hours (ten (10) days) period, the employee shall be eligible to take accumulated vacation leave or be placed in a leave without pay status. While taking military leave without pay, the employee's leave credits and other benefits, shall continue to accrue as if the employee physically remained with the county during this period. Employees may continue health insurance for their family by paying the current employee premium for such coverage. When employees are activated in the event of a national emergency, they may request the utilization of their accrued vacation and sick leave credits. The intent of this policy is to ensure that the employee's family is compensated as close as possible, to their standard of living. Each case will be reviewed by the human resources director.

(Ord. of 8-3-87, § 1.6.8; Ord. of 6-2-03; Amend. of 2-1-10)