

## Community Service, Disaster Relief and Military Leave

LEAVE TYPE	LEAVE AMOUNT	PAY IMPACT	BENEFITS IMPACT	JOB
School Assistance & Volunteer Service Leave Classified Staff	up to 16 hours per year	no change	no change	no
Disaster Relief Classified Staff	if job related, no leave charged	no change	no change	no
	if not job related, up to 80 hours per declared state of emergency	no change	no change	no
	if military call up for disaster, as ordered	state pay plus military pay	no change	no
Military Classified and Faculty	up to 15 days per federal fiscal year as ordered	state pay plus military pay	no change	no
	more than 15 days per federal fiscal year as ordered (Leave Without Pay Military)	military pay but <b>no</b> state pay; <b>employee may elect to retain, use or receive payment for:</b> <i>COMPENSATORY LEAVE</i> --entire or partial balance <i>OVERTIME LEAVE</i> --entire or partial balance <i>ANNUAL LEAVE</i> --entire or partial balance up to maximum payment limit <b>employee may elect to retain or receive lump sum payment for:</b> <i>TRADITIONAL SICK LEAVE</i> --5+ years service, 25% of traditional sick leave balance up to \$5,000 max <b>employee may elect to retain or use:</b> <i>VSDP FAMILY &amp; PERSONAL LEAVE</i> --available hours up to 40 hours	federal benefits; state benefits impact: <i>HEALTH</i> --no payroll deduction; --may COBRA @ current employee rate <i>FLEXIBLE SPENDING ACCOUNT</i> --no contributions <i>DEFERRED COMPENSATION</i> --no deferred compensation <i>CASH MATCH</i> --no cash match <i>LONG TERM CARE</i> --no payroll deductions; contact AETNA for direct billing <i>BASIC GROUP LIFE</i> --24 months coverage <i>OPTIONAL LIFE</i> may continue up to 24 months at group rate <i>RETIREMENT</i> --no accrual until reinstatement	comp not r sam