

BENEFITS

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COMMUNITY SERVICE, DISASTER RELIEF, AND MILITARY LEAVE

Leave Type	Leave Amount	Pay Impact	Benefits Impact	Policy from the Virginia Department of Human Resource Management
School assistance and volunteer/ community service	Up to 16 hours a year	No impact	No impact	Policy 4.40
Emergency disaster relief	<p>Job related: Leave is not charged</p> <p>Not job related: Up to 80 hours per declared state of emergency</p> <p>If military called up for disaster: As ordered</p>	No impact	No impact	Policy 4.17
Military	Up to 15 days per federal fiscal year as ordered	State pay plus military pay	<p>Health: No payroll deduction</p> <p>Cobra: Current employee rate</p> <p>Flex spending: No contributions</p>	Policy 4.50
	More than 15 days per federal fiscal year as ordered (leave without pay military)	Military pay, but no state pay	<p>Deferred compensation: No deferred compensation</p> <p>Cash match: No cash match</p> <p>Long term care: No payroll deduction</p>	

Source: www.dhrm.virginia.gov
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