

RESOLUTION

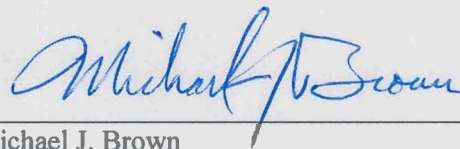
REVISION TO PERSONNEL POLICIES AND PROCEDURES MANUAL

CHAPTER 5, SECTION 5.4 E.5 - MILITARY LEAVE

WHEREAS, the portion of the Military Leave Policy that provides for a military pay differential for employees called to active military duty and for up to one year's accrual of leave for Reservists returning to County employment expires June 30, 2005, unless extended by the Board of Supervisors; and

WHEREAS, the Board of Supervisors desires to continue its support of employees called to active military duty.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, does hereby adopt the attached revision to Chapter 5, Section 5.4 E.5, Military Leave, of the James City County Personnel Policies and Procedures Manual, and that the portion of the Military Leave Policy referenced above hereby be adopted.

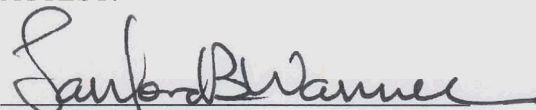


Michael J. Brown
Chairman, Board of Supervisors

<u>SUPERVISOR</u>	<u>VOTE</u>
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HARRISON	ABSENT
GOODSON	AYE
MCGLENNON	AYE
BRADSHAW	AYE
BROWN	AYE

ATTEST:



Sanford B. Wanner
Clerk to the Board

Adopted by the Board of Supervisors of James City County, Virginia, this 12th day of July, 2005.

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5. Military Leave - may be used by an employee who is a member of the organized reserve forces of any of the armed services of the United States, National Guard, or naval militia to provide paid absences of up to fifteen days per Federal fiscal year during which he is engaged in annual active duty for training, or when called forth by the Governor during a disaster.

a. Special Circumstances - Employees who are members of the forces listed above and are involuntarily called to Federally funded military active duty shall receive the following:

- 1) A Military Pay Differential in the amount of the difference between the employee's military base pay plus basic allowances for housing and subsistence, and the employee's regular County base pay. If the employee's military pay plus allowance exceeds the County pay, no differential shall be paid.
- 2) Up to one year's accrual of sick and annual leave credited to the employee 30 days after return to employment. Exceptions may be granted by the County Administrator.

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