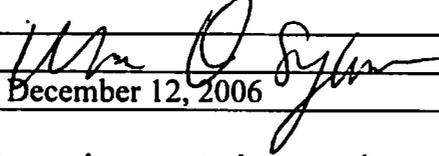


	Town of Plymouth Policy on Military Leave
Effective Date	Immediately
Expiration Date	None
Date Last Revised	November 16, 2006 (originally written November 16, 2006)
Town Manager	
Selectmen Vote	December 12, 2006

The Town of Plymouth supports those employees who are active in the military. As such, this policy attempts to provide them with financial support so that there is no loss of pay to the employee while they are on active duty.

Source:

At one time, in the 1990's, there was no policy on military engagements by current employees. For that reason, the payroll procedures for employees engaged in active duty was applied differently across town departments. In August 2005, an MOA was signed with the patrolmen that clarified how payroll was to be applied to an employee on active duty. Language was then negotiated with each union that stated that the union would follow current policy on Military Pay.

Purpose:

To support those employees on active military duty by ensuring that they do not experience a loss of pay.

1. Permanent employees shall be entitled to a leave of absence from their permanent position for active military duty, active military duty for training, or inactive military duty training.
2. While on active military duty, active military duty for training, or inactive military duty training, permanent employees shall be entitled to retain their current medical coverage by submitting appropriate written documentation to their Department Head. If the employee elects to retain his/her medical coverage, s/he must pay the current employee percentage payment for each week s/he is on leave.
3. While on active military duty, permanent employees shall be entitled to receive the difference between their base military compensation and the employee's regular wages for the normal work week (assuming that the regular wages are higher).
4. While on initial active military duty training or inactive duty training, employees shall be entitled to receive the difference between their base military compensation and the employee's regular wages for the normal work week (assuming that the regular wages are higher).
5. Employees are not entitled to compensation from the Town while on military training for either enhancement of one's position or elective training, unless they are using earned time.