

employee may elect to supplement any Workers' Compensation benefits to which he is entitled by use of ordinary sick leave credit and vacation leave credit to the maximum extent of such credit.

Section XIV-5. Military Leave. Any employee who presents official orders requiring his/her attendance for a period of training or other active duty as a member of the United States Armed Forces, including the Michigan National Guard, shall be entitled to military leave for a period or periods not exceeding a total of fifteen (15) calendar days in any one (1) calendar year. During such leave, the City shall pay the difference, if any, between regular City pay and military pay. This computation will not include military weekend pay. Military leave shall be in addition to and may not be concurrent with authorized vacation leave. (REF: Article XI, Section XI-4, C.)

Section XIV-6. Special Military Leave. As of January 15, 1991, in cases of involuntary call to active duty for National emergencies exceeding a total of fifteen (15) calendar days in any one calendar year as a member of the United States Armed Forces, including the Michigan National Guard, the City, upon approval of the City Manager, shall pay the employee the difference, if any, between regular City pay and military pay for up to six months (180 calendar days). Dependent health care benefits will also continue to be paid by the City during this period for up to six (6) months. Military orders documenting this service commitment by the employee must be provided prior to any payment by the City. (REF: Article XI, Section XI-4, C.)

Section XIV-7. Special Leave.

- A. In addition to leaves authorized above, a Department Head may authorize an employee, not covered by a labor agreement, to be absent without pay for personal reasons for a period or periods not to exceed thirty (30) working days in any calendar year. The City Manager may authorize special leaves of absence with or without pay for any period or periods not to exceed three (3) calendar months in any one (1) calendar year for purposes that are deemed beneficial to the City Service.

The City Commission, upon the recommendation of the City Manager, may grant leaves of absence with or without pay in excess of the limitations above for the purpose of attending extended courses of training at a recognized university or college and for other purposes that are deemed beneficial to the City Service.

- B. Employees covered by labor agreements may be granted special leaves in accordance with their respective agreements, or if not specifically covered in the agreement, special leave may be granted in accordance with Section XIV-7, A. above.