



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: *April 14, 2020*

DATE: Friday, March 13, 2020

TO: Board of County Commissioners

FROM: Patricia Hurley, Director, Human Resources
775.328.2087, PHurley@washoecounty.net

THROUGH: Christine Vuletich, Assistant County Manager

SUBJECT: Recommendation to approve updated Washoe County Military Leave Policy. (All Commission Districts)

SUMMARY

The updated Washoe County Military Leave Policy provides the process to be followed when employees are absent from work to perform uniformed service and complies with current legal requirements.

Washoe County Strategic Objective supported by this item: Regional Leadership Through Engaged Employees

PREVIOUS ACTION

In 2002 the Board established limited Military Pay Differential for an employee on extended military leave for active military service.

The Board approved the extension of this Military Pay Differential and adopted guidelines for employment issues related to military leave on February 25, 2003 and extended on September 26, 2005. The policy was most recently updated in 2008.

BACKGROUND

Washoe County employs approximately 2,400 people. As an employer, Washoe County supports employees who serve as members of the uniformed services. Employees who are absent from work to perform uniformed service are entitled to take a military leave of absence, certain benefits while on leave, and reemployment rights upon return from duty.

The current Washoe County Military Leave Policy is a guide in addressing employment issues as they relate to employees who are ordered to active military service and Washoe County's obligations to employees pursuant to federal and state law and Board guidelines adopted in 2003 and extended on September 26, 2005. Included in the current Policy is process for military pay differential, reemployment rights, merit increase date, health insurance, annual and sick leave, longevity pay, retirement, probationary period, and other miscellaneous benefits.

AGENDA ITEM # _____

Human Resources established a Military Leave Working Group comprised of representatives from the District Attorney's Office, the Sheriff's Office, and the Comptroller's Office to develop an updated Policy that complies with current legal requirements and provides a clear guide for employees who need military leave.

Due to the evolving nature of federal and state law, the Department of Human Resources/Labor Relations will periodically review and update the policy and present it to the Board for approval as needed.

FISCAL IMPACT

No fiscal impact.

RECOMMENDATION

Recommendation to approve updated Washoe County Military Leave Policy.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be:

Move to approve updated Washoe County Military Leave Policy.