

**Policy to Supplement Military Pay of Employee  
Reservists Called to Active Duty as a Result of  
the September 11, 2001 Terrorist Attacks**

Section 1. Pursuant to Sections 115.09 and 115.14, Florida Statutes (2013), activated military reservists shall receive full City pay for the first 30 days of their leaves of absence due to activation. Thereafter, the City shall supplement the military pay of its employee reservists called to active military service in an amount necessary to bring their total salary, inclusive of their base military pay, to the level earned at the time they were called to active military duty.

In order to be eligible to receive the supplement to military pay as provided in this Section, the employee reservist is required to provide proof of his/her military pay for the period for which the supplement is requested.

An employee reservist shall not be permitted to utilize accrued paid leave while receiving the military pay supplement.

Section 2. In the event the military supplement pay is less than the health insurance premium and/or pension contributions, or in those cases where the employee reservist does not receive military supplement pay, the unpaid health insurance premium and pension contribution shall accrue during the period the employee reservist is on leave due to active service and shall be deducted from the employee's pay upon return to work by means of a payment schedule as determined by the City.

On a one-time basis, the employee reservist returning to work from active duty may convert accrued vacation or compensatory leave to cash in an amount which shall not exceed the employee reservist's health insurance and pension arrears. This cash payment shall be used to pay the employee reservist's insurance and pension arrears. Vacation or compensatory leave cashed out as provided in this Section, shall not be considered hours worked for computing overtime and shall be paid on a straight time basis.

Nothing in this policy shall preclude the City and the employee reservist from mutually agreeing to other arrangements for the payment of health insurance premiums or pension contributions due the City.