

	CITY OF DECATUR PERSONNEL POLICY		
Chapter 04	Benefits		
Section 04	Military Leave		
Revised By:	Nate Mara, City Manager	Revised Date:	November 10, 2025
Approved By:	Nate Mara, City Manager	Effective Date:	January 01, 2026

04.04 Military Leave

The City complies with the Uniformed Services Employment and Reemployment Rights Act (USERRA). If there are any discrepancies between the City’s policy and USERRA, USERRA will take precedence. The City does not discriminate against past and present members of the uniformed services and applicants to the uniformed services.

- A. **Military Exigency Leave.** Employees who are otherwise eligible for FMLA and have a spouse, child, or parent on covered active duty (deployed to a foreign country) or called to covered active duty status in the National Guard or Reserves (deployment to a foreign country or in support of a contingency operation) may use their 12-week leave entitlement to address certain qualifying exigencies including eligible short-notice deployments, attendance at military events and related activities, childcare and school activities, addressing financial and legal arrangements, attending counseling sessions, attending post-deployment activities, up to 15 days of rest and recuperation, and parental care.

- B. **Military Caregiver Leave.** Employees who are the spouse, parent, child or next of kin of a service member who incurred a serious injury or illness while on active duty in the Armed Forces and is undergoing medical treatment, recuperation, or therapy may take up to 26 weeks of leave to care for the injured service member in one 12-month period. The covered service member must be a current member or eligible veteran of the Armed Forces (including a member of the National Guard or Reserves) with a serious injury or illness incurred in, or aggravated by, service in the line of duty on active duty that may render the covered service member medically unfit to perform their duties.