


Scotts Valley Fire Protection District	Policy: 1105
Subject: Military Leave	Adopted: October 13, 2004

Policy 1105: Military Leave

- **Statement of Policy** - In compliance with state and federal laws, it is the policy of Scotts Valley FPD to allow members to take leaves of absence for duty or training in the Armed Forces of the United States including the National Guard and the Commissioned Corps of the Public Health Service, the state military forces, or the reserve components of the same.
- **Anti-discrimination language** - Scotts Valley FPD prohibits discrimination against members on the basis of military duty, affiliation or status and requires reinstatement of a member following military leave to the same position or a position of like seniority, status and pay, as dictated by federal and state laws. Generally, a member will be reinstated if he or she is still qualified to perform the job duties and circumstances don't make it impossible, unreasonable to place the employee back into the same or similar position.
- **Notice procedure** - All members must give advance written or verbal notice to Scotts Valley FPD that military leave is necessary. Upon completion of military service, employees must report back to the District in a timely manner or make a timely application for reemployment or reinstatement.

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Board Chairperson:  Fire Chief: 