

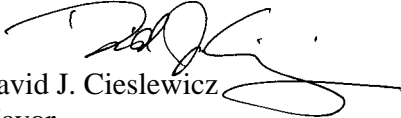
SUBJECT: MILITARY LEAVE POLICY

Pay: Effective June 3, 2006, employees who are on a leave of absence, due to training or active service with the U.S. armed forces or in the U.S. public health service, are eligible to be paid their City salary, less any military or federal pay and housing allowances that they receive. Employees must provide proof of performance of said duty, such as a leave and earnings statement, in order to receive this pay differential.

Benefits: Employees will accumulate sick leave, vacation and seniority as though no interruption in City service had occurred. Employees who wish to continue their health, life and dental insurance will be billed for their share of the premiums. The City will continue to pay the employer's contribution towards health, life and dental insurance premiums and the Wisconsin Retirement System (WRS). Employees who have completed their active service may use up to 160 hours of accumulated vacation before they resume employment with the City. This vacation must be used no later than 30 calendar days after the completion of active service. If any vacation that was accumulated while on active duty remains at the end of the year, the department/division head and the Human Resources Director will permit employees to carry it over into the next year for use in that year.

Note: This program (with the exception of the continued accumulation of vacation, seniority and contributions to WRS) will be suspended if the number of employees receiving such pay and benefits exceeds the greater of 30 employees or 1% of the full-time workforce. Employees will receive a 30-day notice of the City's intent to suspend the pay and benefits.

Program Eligibility: Only permanent city of Madison employees are eligible for the benefits of this policy that exceed those rights or guarantees provided by either USERRA or other applicable federal/state laws.


David J. Cieslewicz
Mayor

APM No. 2-39
August 1, 2006