

- 5) Counseling. To attend counseling (by someone other than a health care provider) for an employee, the covered military member, or for a child or dependent when necessary, as a result of duty under a call or order to active duty.
- 6) Temporary rest and recuperation. To spend time with a covered military member who is on short-term, temporary rest and recuperation leave during the period of deployment. Eligible employees may take up to five days of leave for each instance of rest and recuperation.
- 7) Post-deployment activities. To attend arrival ceremonies, reintegration briefings and events, and any other official ceremony or program sponsored by the military for a period of up to 90 days following the termination of the covered military member's active-duty status. This also encompasses leave to address issues that arise from the death of a covered military member while on active-duty status.
- 8) Mutually agreed leave. Other events that arise from the close family member's duty under a call or order to active duty, provided that the City and an employee agree that such leave shall qualify as an exigency and agree to both the timing and duration of such leave.

An employee seeking Qualifying Exigency Leave may be required to submit appropriate supporting documentation in the form of a copy of the covered military member's active-duty orders or other military documentation indicating the appropriate military status and the dates of active-duty status, along with a statement setting forth the nature and details of the specific exigency, the amount of leave needed and the employee's relationship to the military member, within 15 days.

Qualifying Exigency Leave will be governed by, and handled in accordance with, the FMLA and applicable regulations, and nothing within this policy should be construed to be inconsistent with those regulations.

#### **H. Bereavement Leave**

In the case of death within the immediate family of a regular full-time or part-time employee such employee will be granted leave of absence from duty with pay. This leave will not be charged against the employee's accumulated sick leave or vacation time. Bereavement leave may not exceed three (3) working days; unless services are conducted out of a four-hundred-mile radius, in which case, the employee may be granted a leave of absence from duty for a period not to exceed five (5) working days. The department director may, at ~~his or her~~their discretion, authorize the use of other types of accrued paid leave which the employee may have, to extend this time.

~~Employees in their initial six-month probationary period are not eligible for paid bereavement leave.~~

#### **I. Injury Leave**

A City employee shall be granted injury leave in the event of an injury suffered while on duty and