

# PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5608**

**Military Leave**

**Page 1 of 1**

---

## BOARD POLICY

At a minimum, employees shall receive military leaves of absence and re-employment rights as provided by state or federal law.

All employees who are members of the National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air Force Reserve, and Coast Guard Reserve, shall be entitled to a military leave of absence from their respective duties, without loss of pay, when employed with or without pay under the orders or authorization of competent authority in the active service of the state or of the United States. Members who are employed full-time (0.75 FTE and above) shall receive one hundred sixty-eight (168) hours of military leave each calendar year. Such military leave of absence may be taken in hourly increments and shall be in addition to the regular annual leave of the persons named in this section.

In the event the Governor declares that a state of emergency exists and any employee is ordered to active military service, a state of emergency leave of absence will be granted until such member is released from active service of the state by competent authority. During such time, the employee shall receive his or her normal salary or compensation minus the state active duty base pay he or she receives in active service of the state.

Legal Reference: Neb. Rev. Stat. 55-160  
38 U.S.C.A. 4301

Military leave of absence without loss of pay; limitations  
Uniformed Services Employment and Reemployment Rights Act

Policy Adopted: 1/28/77  
Policy Revised: 6/5/93  
Policy Revised: 11/14/08  
Policy Revised: 6/19/18