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## Fringe Benefits for the Active Employee In Military Service

### FRINGE BENEFITS FOR THE ACTIVE EMPLOYEE IN MILITARY SERVICE

#### **Health and Dental Benefits:**

For those with family coverage, your coverage for health and/or dental will continue and your employee share, if any, will be covered by the City. For those with single coverage, your coverage will end while you are on active leave, but will be reinstated the day you return.

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#### **Life Insurance:**

For those with coverage, premium payments can be made for a maximum of 12 months. At the end of the 12 month period coverage will end but will be reinstated the day you return to work. If premium payments are not made coverage will end but will be reinstated the day you return to work.

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#### **Flexible Spending:**

There is COBRA for Medical only and it can be used for the employee or any dependents. The annual amount cannot be changed and can be extended through the grace period but money has to be contributed to the plan either prior to going on leave or with after tax contributions once on leave.

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#### **Pension Contribution:**

Chapter 36 of the City charter provides that service credit for pension purposes will continue to accrue while on an approved military leave of absence from the date the leave begins up to a maximum of 90 days after the military discharge date. Contributions are required from the agency during this time period to reflect the salary the employee would have earned had they not been on military leave. In effect, it will appear, for pension purposes, that there was no break in service for military leave.

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#### **City 457, Deferred Compensation Program:**

The participant's 457 account is not frozen while they are on active leave. Their accounts are active and they can make allocation changes anytime. They can only contribute when they are receiving pay from the City of Milwaukee. Once they return from Military Leave, they may start up their deferrals.

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#### **Sick Leave / Vacation:**

Sick leave and vacation are frozen when a member is off the City payroll. The member does not lose any sick leave or vacation and does not accrue any sick

leave or vacation when member is off payroll.

***Where provisions of an applicable labor contract differ from this policy, benefits are administered per the labor contract.***

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**Promotional Exams:**

Member must notify department if eligible and want to take such promotional exams.

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**Employee Assistance Program: (EAP)**

- **Pre-deployment:** Mental health, social services and information for member and/or family. Contact Bob Schweitzer at 286-3145.
- **Deployment:** Mental health and social services for member and/or family. Contact Bob Schweitzer at 286-3145, bschwe@milwaukee.gov; 200 East Wells Street, Room 701, Milwaukee, WI 53202 (Member via e-mail or snail-mail)
- **Post deployment:** Mental health, social services, and information for member and/or family including transitional talk with EAP Coordinator or set-up with specific VA counselors with experience dealing with fire-fighters.

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**Federal Government Sponsored Retirement and Investment Plan (Thrift Savings Plan):**

- <http://www.tsp.gov/uniserv/features/chapter01.html>

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**Other Services:**

- State of Wisconsin, Service Member Support Branch "One-stop shopping:" Resource to help families and employers through the stress of military mobilization: 608-242-3480.
- Milwaukee Vets Center: contact David Pelis, 536-1301, 5401 North 76th Street, Milwaukee
- Military One Source: 1-800-342-9647
- Military One Source: foster homes for pets
  - <https://www.netpets.org/netp/foster.php>
- VA Medical Center: Andrew Hendrickson OEF/OIF Readjustment Program, 383-2000, x42442
  - U.S. Department of Veterans Affairs: <http://www.va.gov/>
- Milwaukee County Veterans Services, 414-382-1727 for information on Loan Programs, Education benefits, VA healthcare, or Jim Duff, 382-1753
  - <http://www.milwaukeecounty.org/VeteransAffairs7757.htm>

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**Helping Children Cope with the Deployment of a Parent:**

- [www.sofarusa.org/downloads/sofarPAMPHLETFINALMay06.pdf](http://www.sofarusa.org/downloads/sofarPAMPHLETFINALMay06.pdf)

**Resources for Guard and Reserve Families:**

- <http://www.pdhealth.mil/508/reservist/families.asp>

**Post-Deployment Reintegration:**

- <http://www.armywell-being.org/skins/wblo/display.aspx?>

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d0b4b14b31c4&action=display\_page&ObjectID=a904d15d-36ae-4313-878f-  
f7b04f13b86c&AllowSSL=true

**Helping National Guard and Reserves re-enter the Workplace:**

- <http://csts.snowcreative.com/downloads/GuardReserveReentryWorkplace.pdf>

**Deployment Guide:**

- [Http://www.ameriforce.net/deployment/](http://www.ameriforce.net/deployment/)

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*Prepared for City of Milwaukee employees by the City of Milwaukee Employee  
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