

CITY OF MADISON HEIGHTS
CITY COUNCIL RESOLUTION - MILITARY LEAVE

WHEREAS, the City of Madison Heights recognizes the importance of supporting employees who serve in the United States Armed Forces, including members of the National Guard and reserve components;

WHEREAS, the City has historically supported employees called to active military service and, for long-term military leave, has considered each individual leave through a City Council resolution authorizing the applicable City pay differential;

WHEREAS, Michigan Public Act 57 of 2026 provides that a local unit of government may establish by ordinance, resolution, or personnel policy a differential pay program or a specific number of paid military leave days for employees entering active service in a uniformed service;

WHEREAS, Michigan Public Act 58 of 2026 establishes a 26-day paid military leave benefit for qualifying full-time members of law enforcement agencies and organized fire departments who are members of the reserve components of the United States Armed Forces;

WHEREAS, the City Council desires to establish a consistent 26-day paid military leave benefit for eligible full-time City employees while preserving the City's established process for long-term active military leave; active-duty military service of 90 days or more should continue to be handled through the City's established pay-differential practice;

NOW, THEREFORE, BE IT RESOLVED for verified active-duty military service lasting fewer than ninety (90) days, that the City Council of the City of Madison Heights hereby establishes twenty-six (26) paid military leave days per calendar year for eligible full-time City employees who are called to or required to perform verified military service; and,

BE IT FURTHER RESOLVED, the twenty-six (26) paid military leave days shall be used exclusively for verified military leave and shall be administered in accordance with the City's Paid Military Leave Policy. Military leave shall be supported by military orders or other documentation acceptable to the City.

BE IT FURTHER RESOLVED, for verified active-duty military service lasting ninety (90) days or more, the City shall continue its established practice of providing, a pay differential between the employee's City base wage and verified military compensation, subject to applicable law and the City's Paid Military Leave Policy;

BE IT FURTHER RESOLVED, all military leave shall be administered consistent with applicable federal and state law, including the Uniformed Services Employment and Reemployment Rights Act (USERRA), applicable collective bargaining agreements, and City benefit-plan documents.

BE IT FURTHER RESOLVED, the City Manager and appropriate City staff are authorized and directed to implement the Paid Military Leave Policy and make administrative changes necessary to carry out this Resolution.

BE IT FURTHER RESOLVED, this Resolution shall apply prospectively to military leave occurring on or after its effective date, subject to applicable law, city administrative policy and collective bargaining agreements.