

Los Angeles County Military Reservists

Benefits and Protections

**Los Angeles County Reservists**

Los Angeles County and the Department of Military and Veterans Affairs are here as a resource to ensure reservists are provided access to military leave related benefits and protections.

Military leave benefits for County employees are governed by a combination of Federal, State, and County regulations. Under California Military and Veterans Code, all public employees in California must provide military reservists with paid military leave. The law also provides for job protection when reservists are called to active duty. These protections are given to those who have completed at least one year of service with the County.

**Benefits**

Paid Military Leave for Reservists

Under Section 395.01 of California Military and Veterans Code, all public employees in California are provided their first 30 calendar days of pay for any period of active military service. Any reservist employee who is ordered into active-military duty after completing at least one year of service with his or her public employer is eligible.

Military leave is granted with their County pay for the first calendar 30 days. The 30 calendar days of pay cover annual training and certain other types of routine active military service for reservists, and it also covers the first calendar 30 days of longer term deployments.

Off-Set Military Pay 31+ days of active duty

After calendar 30 days, reservists may also qualify for an offset pay. The County will pay the difference between an individual’s military pay and his or her County pay. The benefit is calculated by subtracting the value of an employee’s military pay from the County salary the employee would have otherwise received had he or she remained actively at work. The off-set benefit is uncapped, and starts after the 30-calendar day benefit has been exhausted, and terminates when the active military duty terminates.

**Protections**

Uniformed Service Employment and Reemployment Rights Act of 1994 (USERRA)

USERRA is a federal law that protects the civilian employment and reemployment rights of military personnel, including reservists, and prohibits employer discrimination based on military service or obligation. Basic job protections include, among other things, the right to a leave of absence and timely reinstatement upon release from active military service, preservation of an employee’s seniority as if there was no employment absence, and employee opportunity to makeup pension payments to receive credit for the period of the absence.



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**Veteran Resources**

*The Department of Military and Veterans Affairs is dedicated to being a resource for all military and veterans. Here are some common items we provide support for:*

* ***Education***
* ***Career Opportunities***
* ***Pension/Compensation***
* ***Wellness and Fitness***
* ***Military Records***
* ***Housing***
* ***Communication***

**County of Los Angeles**

**Department of Military and Veterans Affairs**

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