


# East Lake Tarpon Special Fire Control District

	<b><i>SOP 117.1 Leave Without Pay</i></b>	
	<b>Implementation Date: 03/28/2017</b>	<b>Revision Date(s): 03/28/2017</b>
		<b>Reviewed Date(s):</b>
	<b>Forms or Attachments: None</b>	

An employee may be placed in a leave without pay status under the following circumstances:

1. Utilization of FMLA when accrued leave has been exhausted but FMLA leave is still available;
2. Utilization of Military leave in accordance with USERRA and Florida State Statute section 115.07(1) and (2);
3. Under certain Code of Conduct violations as defined by SOP 230