

**GRAND FORKS COUNTY  
POLICY MANUAL**

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**POLICY NO. 104-10**

**Eff. 2/21/12**

**HONOR GUARD LEAVE**

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**Honor guard leave means the approved absence from work, with pay, for up to twenty-four (24) working hours per calendar year for an employee to participate in an honor guard for a funeral service of a veteran.**

**The employer defines “honor guard” as an individual with an essential ceremonial role in the funeral service of a veteran. An “essential ceremonial role” is defined as an individual who is a member of the flag folding team; a firing party, or a bugler performing as part of the official funeral honors.**