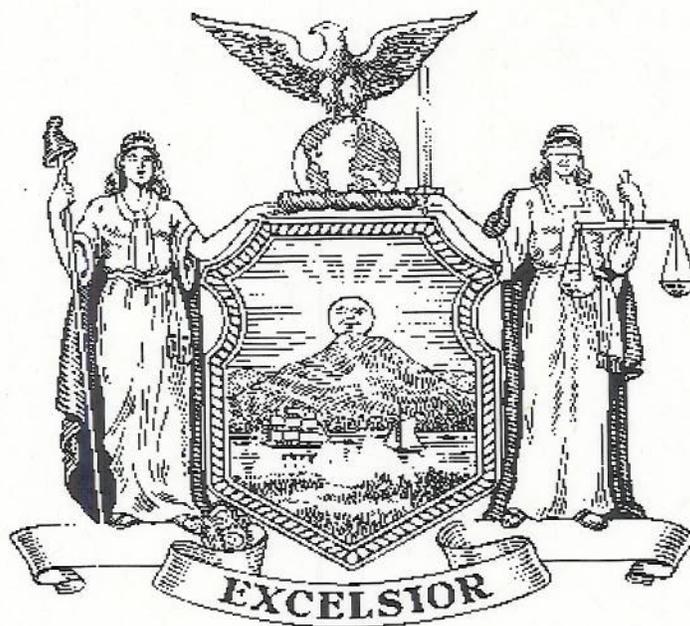


**DEPARTMENT OF CORRECTIONS AND
COMMUNITY SUPERVISION**

**ANTHONY ANNUCCI
ACTING COMMISSIONER**

TEMPORARY RELEASE PROGRAMS



2013 ANNUAL REPORT

TABLE OF CONTENTS

	PAGE
INTRODUCTION	1
ABSCONDENCE AND ARRESTS	3
WORK RELEASE REMOVALS	5
ELIGIBILITY/TYPES OF TEMPORARY RELEASE	6
CONTINUOUS TEMPORARY RELEASE PROGRAMS	7
OFFENDER EARNINGS/TAXPAYER SAVINGS	10
APPENDIX – HISTORICAL	11

TABLES AND GRAPHS

TABLE I – WAGE & EXPENSE	
TABLE II – STATISTICS ON ALL TEMPORARY RELEASE PROGRAMS	
TABLE III – STATISTICS ON ALL CONTINUOUS TEMPORARY RELEASE PROGRAMS	
TABLE IV – STATISTICS ON SHORT TERM TEMPORARY RELEASE PROGRAMS	
TABLE V – COMBINED STATISTICS FOR ALL TEMPORARY RELEASE PROGRAMS	
TABLE VI – TOTAL PARTICIPANTS IN DAY REPORTING	
TABLE VII – ARRESTS BY CRIME	
TABLE VIII – WORK RELEASE REMOVALS	
GRAPH I – TOTAL PARTICIPANTS IN CONTINUOUS TEMPORARY RELEASE	
GRAPH II – TOTAL APPLICATIONS RECEIVED BY FACILITIES	
GRAPH III – ABSCONDER PERCENTAGES – CONTINUOUS TEMPORARY RELEASE & SHORT TERM	
GRAPH IV – APPEALS RECEIVED BY CENTRAL OFFICE	

INTRODUCTION

The Temporary Release Program's policies and procedures are contained in Title 7, NYS Official Compilation of Codes, Rules and Regulations, Chapter XII, subchapter A, Parts 1900 – 1952. New York State Department of Corrections and Community Supervision (NYSDOCCS) Directive 7001, Temporary Release Programs, outlines the purpose, authorization and policy to NYSDOCCS correctional facilities through the establishment and maintenance of the Temporary Release Manual of Rules and Regulations.

Temporary Release Programs continue to provide a viable and effective transition for inmates returning to their families and communities, while preserving public safety.

Executive Order 9, which was signed by Governor Spitzer in March 2007, and subsequently continued by Governor Cuomo, precludes inmates with instant offenses that include certain violent felony acts from participating in Temporary Release Programs.

2013

Participants	796
Absconders	15
Arrests(Absconders & TR ARR)	10
Violent Felony Arrests/Convictions	0
Unemployment Percents	17

There were 21,757 applications processed at the facility level in 2013 for all Temporary Release Program types (Work Release, Furlough, Leave of Absence, Industrial Training Leave, Education Leave and Community Service Leave). The progress/advancement of all applications is listed as follows:

<u>Total Applications</u>	<u>Facility Approved</u>	<u>C.O. Approved</u>
<u>WORK RELEASE</u> 21,095	1,923	81
<u>OTHER PROGRAMS-</u> Furlough, Leave of Absence, Industrial Training Leave, Education Leave and Community Service Leave. 662	639	217
<u>PWR/CASAT</u> 5,873	1,217	213

Central Office Temporary Release Programs staff received 1,827 appeals of Temporary Release Committee and Central Office denials of all Temporary Release Programs and Presumptive Work Release CASAT. Of those, 58 resulted in approval.

ABSCONDENCE AND ARRESTS

ABSCONDERS: The number of absconders from Temporary Release Programs has continued to decrease. There were 15 absconders in 2013, of those 12 have been returned to NYSDOCCS custody. All 15 absconders were in Work Release.

The Department is committed to apprehending absconders as quickly as possible. The cooperation between the Inspector General's Office, the DOCCS. Warrant and Extradition Office, State and local police agencies, and the Division of Criminal Justice Services continues to be positive. This has resulted in the majority of absconders being returned to State custody.

ABSCONDER ARRESTS: (Temporary Release absconders who are arrested): The changes in Temporary Release Programs eligibility has also continued to reduce the number of inmates arrested while in Temporary Release status. For example, there was 1 absconder arrested in 2013. Drug related incidents continue to be the main reason for these arrests.

TEMPORARY RELEASE ARRESTS: (Temporary Release participants who are arrested): Of the 10 Temporary Release arrests in 2013, 8 were returned to DOCCS custody by December 31, 2013.

The number of inmates arrested while in continuous Temporary Release Programs were 10 in 2013. The number of participant violent crime arrest/convictions was 1 in 2013. A complete accounting of Absconders, Temporary Release Arrests (TR ARR) and Arrested Absconders from 1999 to 2013 is as follows:

<u>Year</u>	<u>Participants</u>	<u>Absconders</u>	<u>Arrested Absconders</u>	<u>TR ARR</u>
2000	6,786	465	103	121
2001	5,895	396	75	90
2003	4,833	319	68	76
2004	3,964	249	28	93
2005	3,071	115	28	67
2006	2,652	91	30	47
2007	2,498	86	33	57
2008	2,277	70	26	40
2009	2,175	59	21	39
2010	1,893	50	19	62
2011	1,316	27	7	38
2012	863	8	4	23
2013	700	15	1	10

WORK RELEASE REMOVALS

More than one quarter of the participants in the Temporary Release program are drug offenders. This corresponds directly to the reasons for most of the removals, absconding, and arrests in the Temporary Release program. Inmates are regularly tested for drug use, which allows the Department to identify violators as soon as possible and to initiate intervention and therapy for these individuals so that their eventual return to the community can be positive.

Of the 796 participants in continuous Temporary Release programs in 2013, 91 were removed from the program. Of these, 42 were removed for disciplinary, 13 programmatic violations, 24 drug related removals, 3 for absconding, 6 for Temporary Release arrests and 3 for eligibility issues (warrants, medical, time, etc).

In 1994, the Relapse program was initiated to allow inmates in Work Release that tested positive for drug/alcohol use to waive a disciplinary hearing and agree to participate in a minimum 60 day Relapse program at various Work Release and general confinement facilities. Inmates return to active full-time Work Release participation, after successful completion of the Relapse Program.

In 2013, 23 inmates chose to participate in this program and be eligible to be returned to Work Release. At the end of 2013, 3 remained in Relapse and 20 were returned to Work Release. Subsequently, of the 20 that returned, 3 were released to Parole, 2 were removed from Work Release due to technical violations, 1 was a Temporary Release absconder, and 14 remained in Work Release.

ELIGIBILITY FOR TEMPORARY RELEASE PROGRAMS

In order to be considered for Temporary Release, the Correction Law requires that an inmate must be within two years of his or her earliest possible release date on Parole. The inmate must also attain the requisite score on a point rating system, cannot be convicted of a homicide or sex-related crime or certain violent felonies, and must also survive a stringent casework review at several levels.

TYPES OF TEMPORARY RELEASE

The Correction Law currently authorizes the New York State Department of Corrections and Community Supervision to operate the following Temporary Release programs.

WORK RELEASE Allows inmates to leave a facility for up to 14 hours a day to work in the community.

DAY REPORTING Allows inmates to leave the Work Release facility for an extended period of seven days to reside and work in the community.

FURLOUGH Allows inmates to leave a facility for up to seven days to maintain and strengthen family ties, or for other appropriate purpose.

INDUSTRIAL TRAINING LEAVE Allows inmates to leave a facility for up to 14 hours in a day to obtain vocational training.

EDUCATIONAL RELEASE Allows inmates to leave a facility to pursue academic goals for up to 14 hours in a day.

COMMUNITY SERVICES LEAVE Allows inmates to leave a facility to do volunteer work or to attend religious or athletic events.

LEAVE OF ABSENCE Allows inmates to leave a facility to receive medical or dental treatment when the treatment is absolutely necessary and not available within the correctional system. Also permits inmates to make deathbed or funeral visits when a close relative is sick or passes away.

Statistical information on the number of inmates who participated in each program may be found in TABLE V at the end of this report.

* Continuous Temporary Release programs available at facilities noted on page 7-9

** Short-term Temporary Release programs available at all facilities except Shock Incarceration.

CONTINUOUS TEMPORARY RELEASE PROGRAMS

Continuous Temporary Release programs are defined as those programs, including Educational Release, Industrial Training Leave, Long-term Community Services Leave, and Work Release which involve the daily release of inmates into the community.

Of the 796 inmates in continuous Temporary Release programs in 2013, 700 inmates participated in the Work Release program. The following facilities offered one or more continuous Temporary Release programs in 2013.

<u>Albion</u>	Female	For female inmate from upstate New York. In 1979, Albion (at the time a co-ed facility) added a 10 bed female Work Release component to its existing 40 bed male Work Release program. In 1986, when the facility became an all female institution, the available space for women in Work Release was expanded to and currently has 54 beds.
<u>Edgecombe</u>	Female	For female inmates from the areas of New York City, Long Island, the Mid-Hudson, the Catskill Region, the Capital District, and Northeastern New York State. Current capacity is 21 beds.
<u>Fishkill</u>	Male	For inmates from the Mid-Hudson region of New York State, including Westchester and Rockland counties. The Fishkill Work Release program had only eight participants in 1979. By 1982, the program had been expanded to 35 beds. Currently capacity is 76 beds.
<u>Hudson</u>	Male	For inmates from the Capital District and Northeastern New York State. A Work Release program was developed at Hudson in 1981 with 30 beds to accommodate inmates from the Capital District who wanted to participate in Work Release in their home area. The program was increased to 40 beds in 1982 and to a capacity of 50 beds in 1984. Current capacity is 65 beds.

<u>Hudson ITL</u>	Male	For inmates who desire the Industrial Training Leave program. In 1982, Mt. McGregor took over the Industrial Training Leave program from Hudson Correctional Facility. The program was expanded from 20 beds to 30 beds in 1983, to a capacity of 74 beds. The men in this program travel to the DOCCS warehouse in Menands where they work under the supervision of civilian employees. In September 2000, this Temporary Release program moved to its new site at Hudson Correctional Facility with a capacity of 55 beds.
<u>Lincoln</u>	Male	For inmates from Queens, Nassau, Suffolk, Bronx and Richmond counties. Lincoln was converted from an Open Date Owned Program (ODOP) facility to a Work Release facility in 1989 with a capacity of 408. In September 2001, Queens, Nassau, and Suffolk inmates were re-assigned to Lincoln. In April 2008, Kings County was added. In October 2011, due to the closure of Fulton Correctional Facility, inmates from Bronx were added to Lincoln. Current capacity is 283 beds.
<u>Rochester</u>	Male	For inmates from the city of Rochester and surrounding counties and also the surrounding counties of the cities of Buffalo, Watertown, Syracuse and Cayuga. The Rochester Correctional Facility was expanded from 40 to 60 beds in 1983. In October 2011, due to the closure of Buffalo Correctional Facility, inmates from the Buffalo area and surrounding counties in Western New York, were added to Rochester. Current capacity is 90 beds.

The above residence requirements are subject to change depending on population levels and the need to keep all facilities at capacity. All of the above facilities are also authorized to accommodate inmates who are approved to participate in the Educational Release program.

Industrial Training Leave is available at Hudson Correctional Facility. Inmates commute daily to the DOCCS warehouse in Menands where they work and at the same time learn about the distribution industry. Some participants in this program learn how to take inventory and complete bills of lading. Others learn how to operate forklifts and repair furniture, and some work with the civilian staff to learn business office procedures.

Community Services Leave may include such programs as inmates commuting daily to a variety of job sites, where they work alongside civilians on municipal projects or for not-for-profit organizations. They may assist in community beautification projects arts festivals and Special Olympics.

Inmates who are placed in the Work Release program after successfully completing the Presumptive Work Release Comprehensive Alcohol and Substance Abuse Treatment (PWR CASAT) program, are mandated to participate weekly in a community substance abuse treatment program on an outpatient status. Therefore, inmates are provided ongoing services to continue to address their treatment needs.

Work Release participants may be considered for the Day Reporting status when they are within six (6) months to their set date of earliest release to Parole status. Lincoln Correctional Facility is a Day Reporting site for males. Edgecombe Correctional Facility is a female Day Reporting site. Fishkill Correctional Facility and Hudson Correctional Facility Day Reporting inmates report to Community Supervision area offices. Rochester Correctional Facility serves as a Day Reporting site for males and females. The merger of NYS Department of Corrections and NYS Department of Parole resulted in the Department being able to increase the number of Day Reporting sites. Inmates are now able to report to area Community Supervision offices in the areas of cities of Albany, Binghamton, Buffalo, Elmira, Poughkeepsie and Peekskill.

INMATE EARNINGS

In 1982, 2,080 Work Release inmates earned \$2,334,666.00. In 2013, 700 Work Release inmates earned \$1,763,939.40. They also paid \$521,745.00 in Federal, State, and Local taxes. At the same tie, they sent home \$148,896.28 in support to their families, thereby reducing the monetary amount needed from public support.

A total of 72 inmates were Day Reporters in 2013. They earned \$329,872.01 and paid \$105,065.86 in taxes.

In summary, the 772 participants in Work Release/Day Reporting earned a total of \$2,720,622.60 and paid \$626,810.86 in Federal, State and Local taxes. Deductions from a Work Release inmates' net earnings are directly related to employment and administrative expenses. Therefore, inmates were forced to save a combined total of \$1,098,060.00. An inmate's forced savings is returned to each inmate when they are released from custody.

In 2013, at any time, 287 inmates participated in Work Release. As wage earners and tax payers, Work Release inmates contributed to their community tax base, thereby alleviating some costs to tax payers.

Since 1995, Temporary Release inmates specifically Work Release and Day Reporting inmates have earned \$154,737,463.53, paid \$42,745,947.24 in Federal, State, and Local taxes and inmates have been forced to save \$51,632,683.59.

APPENDIX - Historical Development of Temporary Release Programs

The Temporary Release Programs of the New York State Department of Corrections and Community Supervision began in 1970 as a pilot project to see if this concept had merit. Inmates were granted the privilege of Temporary Release Programs in order to assist them towards a more gradual transition from incarceration to Parole. In 1970, 55 males and 15 females were released to employment in the community from Attica, Auburn, and Bedford Hills Correctional Facilities.

In 1972, the Legislature reviewed the results of this experiment and decided to extend authorization for another two years. Educational release and furloughs were authorized as well. In 1974, the Temporary Release Programs were again authorized with Community Services Leave, Educational Training and Leave of Absence added to the list of Temporary Release Programs.

The first minimum security community based facilities were offered in 1973 and were totally dedicated to the Work Release program which represented a radical departure from the traditional Work Release facility. Located in urban areas these facilities were geared to release - not confinement. By the end of 1974, there were seven such facilities in Bushwick (Brooklyn), Fulton (Bronx), Bayview, Lincoln, Parkside, Edgecombe (Manhattan) and Rochester.

In 1976, a grant was obtained from the Vera Institute of Justice, for a 16 week trial of a point score selection system for Temporary Release candidates. This system is still in place and is an effective way to objectively review applications in their initial stages.

In 1977, the New York State Legislature revised Article 26 of the Correction Law, which set strict eligibility criteria for Temporary Release selection and also mandated additional levels of application review. This resulted in drastic reduction in the total Work Release population, prompting the closure of two Work Release facilities which were subsequently converted to general confinement facilities.

In response to the corresponding low number of applications received from inmates for Temporary Release, a grant from the National Institute of Corrections (NIC) was secured which developed strategies for identifying suitable candidates for Work Release and encouraging applications.

In 1980, Fulton Correctional Facility was reconverted to a Work Release facility. In 1982, Fishkill Work Release inmate population increased. In 1986, the population of Albion Work Release facility increased when Albion Correctional Facility was converted to female only inmate population. In 1987, Queensboro Correctional Facility was converted to a Work Release facility. Also, during this year eligibility for Temporary Release was changed from 12 months to a Parole Eligibility Date to 24 months. As a result of these changes, the Work Release population subsequently grew from 2,736 in 1972 to 5,067 in 1987. In 1990, Lincoln Correctional Facility was converted to a Work Release facility with a capacity of 403. A 148 bed female Work Release program was implemented at Bayview in 1991. In 1992, the Orleans Work Release program (70 beds) was transferred to the newly opened Buffalo Work Release (132 beds). Also in 1990, the CASAT program was implemented wherein CASAT participants were to be reviewed for "presumptive" approval for Work Release since the CASAT program's Phase II component consists of Work Release participation. In 2013, the female Work Release Program at Bayview Correctional Facility was transferred to Edgecombe Correctional Facility.

During 2013 there were 7 facilities offering Temporary Release Programs: Albion, Bayview, Edgecombe, Fishkill, Hudson, Lincoln and Rochester. These facilities continue to offer the opportunity for inmates to prepare for a successful transition from incarceration to their families and the communities they will reside in upon release.

TABLE 1
2013 YEARLY WAGE AND EXPENSE SUMMARY

FACILITY	NET EARNINGS	SUPPORT/ MAINTENANCE PAYMENTS	SAVINGS	WEEKLY EXPENSES	TAXES
ALBION	27,259.05	7,855.92	9,661.99	9,741.14	7,706.25
BAYVIEW	341.41	0	341.41	0	104.28
EDGECOMBE	49,814.17	105.00	40,269.67	9,539.50	15,191.01
FISHKILL	143,587.08	12,929.50	91,510.72	39,146.86	40,738.87
HUDSON	368,556.00	84,237.00	184,383.00	99,936.31	104,629.67
LINCOLN	906,833.16	22,647.42	600,985.66	283,200.08	277,421.21
ROCHESTER	267,548.65	21,121.44	171,009.06	75,418.15	75,953.71
TOTAL	1,763,939.00	148,896.28	1,098,161.50	516,982.04	521,745.00

FIGURES FOR DAY REPORTING EARNINGS FOR 2013

GROSS	TAXES	NET
434,938.35	105,065.86	329,872.01

TABLE II
STATISTICS ON ALL TEMPORARY RELEASE PROGRAMS

YEAR	APPLICATIONS RECEIVED	PARTICIPANTS	ABSCONDERS	ARRESTED ABSCONDERS	TR ARR
2001	44,857	6,930	406	87	106
2002	42,249	5,797	343	78	93
2003	45,227	5,125	320	68	76
2004	41,707	4,028	249	28	93
2005	36,911	3,100	115	28	67
2006	35,175	2,677	91	30	47
2007	34,798	2,515	86	33	57
2008	31,598	2,296	70	26	40
2009	27,635	2,191	59	21	39
2010	24,944	1,910	50	19	62
2011	24,197	1,326	27	7	38
2012	23,641	948	8	4	23
2013	21,757	796	15	16	9

These figures include statistics for all Temporary Release programs, including Work Release, Educational Release, Industrial Training Leave, Community Services Leave, Furlough and Leaves of Absence. All of these programs involved the ongoing daily release of participants to the community. These statistics are a composite of the figures in Table V.

=> The number of arrested absconders is included in the total absconders figure.

TABLE III
STATISTICS ON ALL CONTINUOUS TEMPORARY RELEASE PROGRAMS

YEAR	APPLICATIONS RECEIVED	PARTICIPANTS	ABSCONDERS	ARRESTED ABSCONDERS	TR ARR
2001	43,817	5,895	396	82	103
2002	41,410	4,955	336	75	90
2003	44,947	4,833	319	68	76
2004	41,462	3,964	249	28	93
2005	36,720	3,071	115	28	67
2006	35,031	2,652	91	30	47
2007	34,661	2,498	86	33	57
2008	32,642	2,277	70	26	40
2009	27,538	2,175	59	21	39
2010	24,876	1,893	50	19	62
2011	24,142	1,316	27	7	38
2012	23,586	944	8	4	23
2013	21,757	796	15	16	9

These figures include statistics for all long term continuous Temporary Release programs, including Work Release, Educational Release, Industrial Training Leave, and long term Community Services Leave. All of these programs involve the ongoing daily release of participants to the community. These statistics are a composite of the figures in Table V.

- The 15 absconders from long-term continuous Temporary Release programs all absconded from Work Release.
- The number of arrested absconders is included in the total absconders figure.

TABLE IV
STATISTICS ON SHORT TERM TEMPORARY RELEASE PROGRAMS

YEAR	APPLICATIONS RECEIVED	PARTICIPANTS	ABSCONDERS	ARRESTED ABSCONDERS	TR ARR
2001	1,040	1,035	10	5	3
2002	839	842	7	3	3
2003	280	382	1	0	0
2004	245	64	0	0	0
2005	191	29	0	0	0
2006	144	25	0	0	0
2007	137	17	0	0	0
2008	147	19	0	0	0
2009	97	16	0	0	0
2010	68	17	0	0	0
2011	55	10	0	0	0
2012	55	4	0	0	0
2013	46	4	0	0	0

These figures include statistics for all short-term Temporary Release programs, including Furloughs and Leaves of Absence which allow offenders to leave a general confinement facility for a specified period of time to accomplish a specific purpose. These statistics are a composite of the figures in Table V.

=> The number of arrested absconders is included in the total absconders figure.

TABLE V
COMBINED STATISTICS FOR ALL TEMPORARY RELEASE PROGRAMS
JANUARY 1, 2013- DECEMBER 31, 2013

TYPE OF PROGRAM	APPLICATIONS RECEIVED	PARTICIPANTS	ABSCONDERS	ABSCONDER RATE	ARRESTED ABSCONDERS	TR ARRESTS	ARREST RATE
WORK RELEASE	21,095	700	15	1.86%	1	10	0.0%
EDUCATIONAL RELEASE	6	0	0	0.0%	0	0	0.0%
INDUSTRIAL TRAINING LEAVE	558	84	0	0.0%	0	0	0.0%
COMMUNITY SERVICE LEAVE-LT *	52	7	0	0.0%	0	0	0.0%
COMMUNITY SERVICE LEAVE-ST**	0	0	0	0.0%	0	0	0.0%
FURLOUGH GENERAL CONFINEMENT	34	0	0	0.0%	0	0	0.0%
LEAVES OF ABSENCE	12	5	0	0.0%	0	0	0.0%
TOTAL	21,757	796	15	1.86%	16	9	1.29%

* Long-term Community Services Leave

** Short-term Community Services Leave

TABLE VI
TOTAL PARTICIPANTS IN DAY REPORTING - 2013

FACILITY	MALE	FEMALE	TOTAL
ALBION		5	5
EDGECOMBE		6	6
FISHKILL	3		3
HUDSON	9		9
LINCOLN	40		40
ROCHESTER	9		9
TOTAL	61	11	72

NOTE: All Day Reporting statistics were supplied by the Division of MIS/Research.
 These numbers have already been listed as participants in the total Work Release figures as shown in Table V.

TABLE VII
ARRESTS BY CRIME – 2013

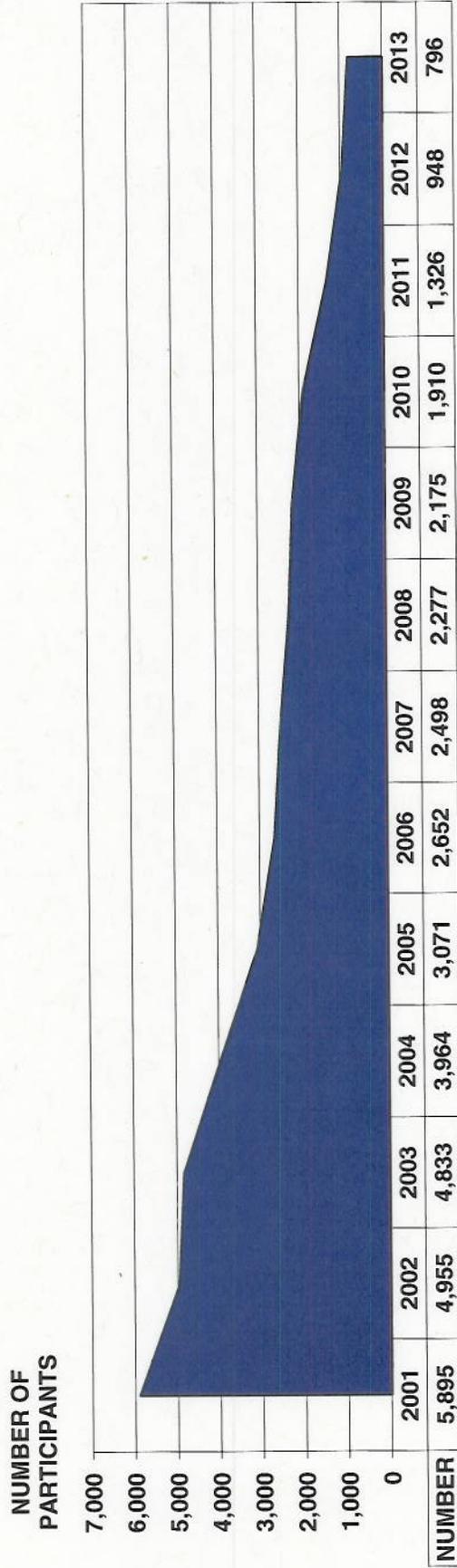
CRIME	ABSCONDERS	TR ARRESTS
DRUGS/ALCOHOL	1	6
PROPERTY OFFENSE	0	0
ROBBERY	0	0
BURGLARY	0	0
ASSAULTS	0	1
THEFT OF SERVICE	0	1
WEAPONS	0	0
MURDER	0	0
SEX OFFENSE	0	0
DISMISSALS	0	0
OTHERS	0	2

Others include: Arrests for Domestic Issues, Motor Vehicle Violations, Criminal Trespass, Disorderly Conduct, Harassment, Criminal Mischief, Resisting Arrest, Fraud, Loitering, Prostitution, Forgery, Menacing, Shoplifting and Reckless Endangerment.

TABLE VIII
WORK RELEASE REMOVALS - 2013

REASON FOR REMOVAL	NUMBER OF REMOVALS
ABSCONDERS	3
DRUGS	24
TR ARREST	6
UNEMPLOYMENT	2
PROGRAM	13
DISCIPLINARY	12
EXCEED BOUNDS	13
WARRANT	0
LATE RETURN	3
CASH CHECKS	3
MEDICAL	3
CONTRABAND	9
BECAME TIME INELIGIBLE	0

GRAPH I PARTICIPANTS - CONTINUOUS TEMPORARY RELEASE

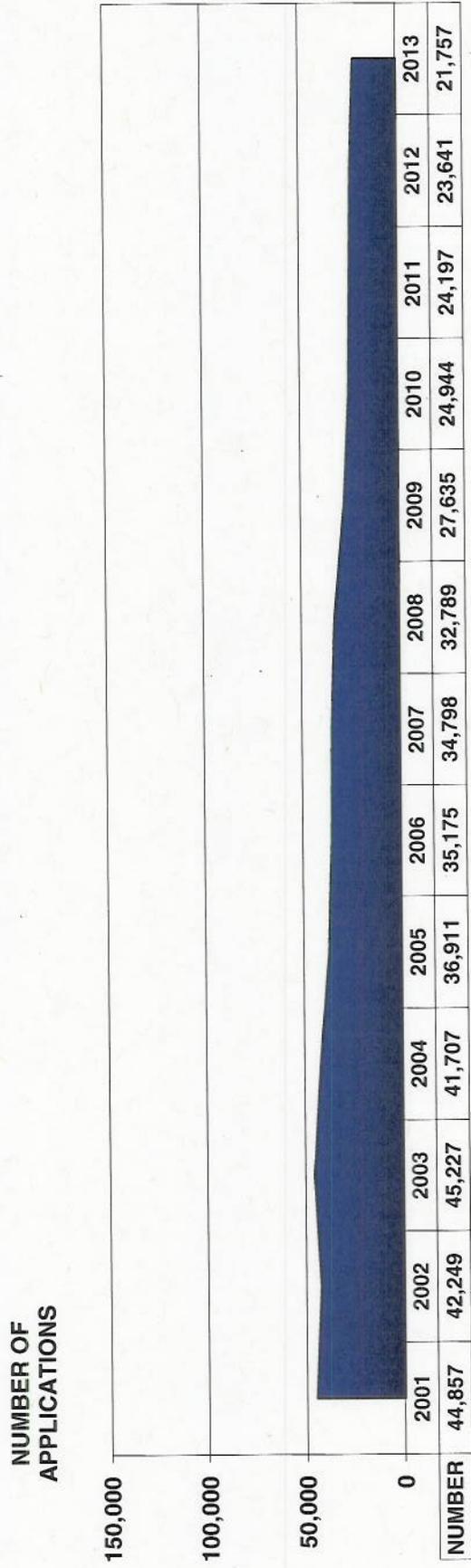


This chart shows the number of offenders entering the program each year, including the base population in the program at the start of the year.

Of the 796 participants, 700 participated in Work Release.

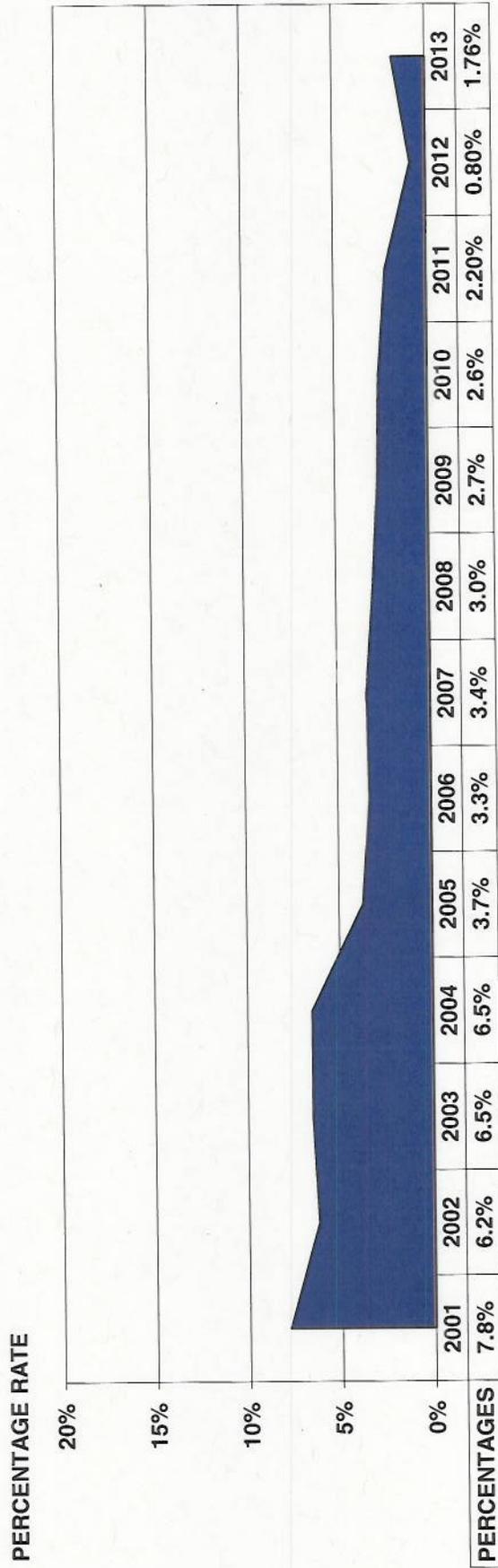
GRAPH II

TOTAL APPLICATIONS RECEIVED BY FACILITIES



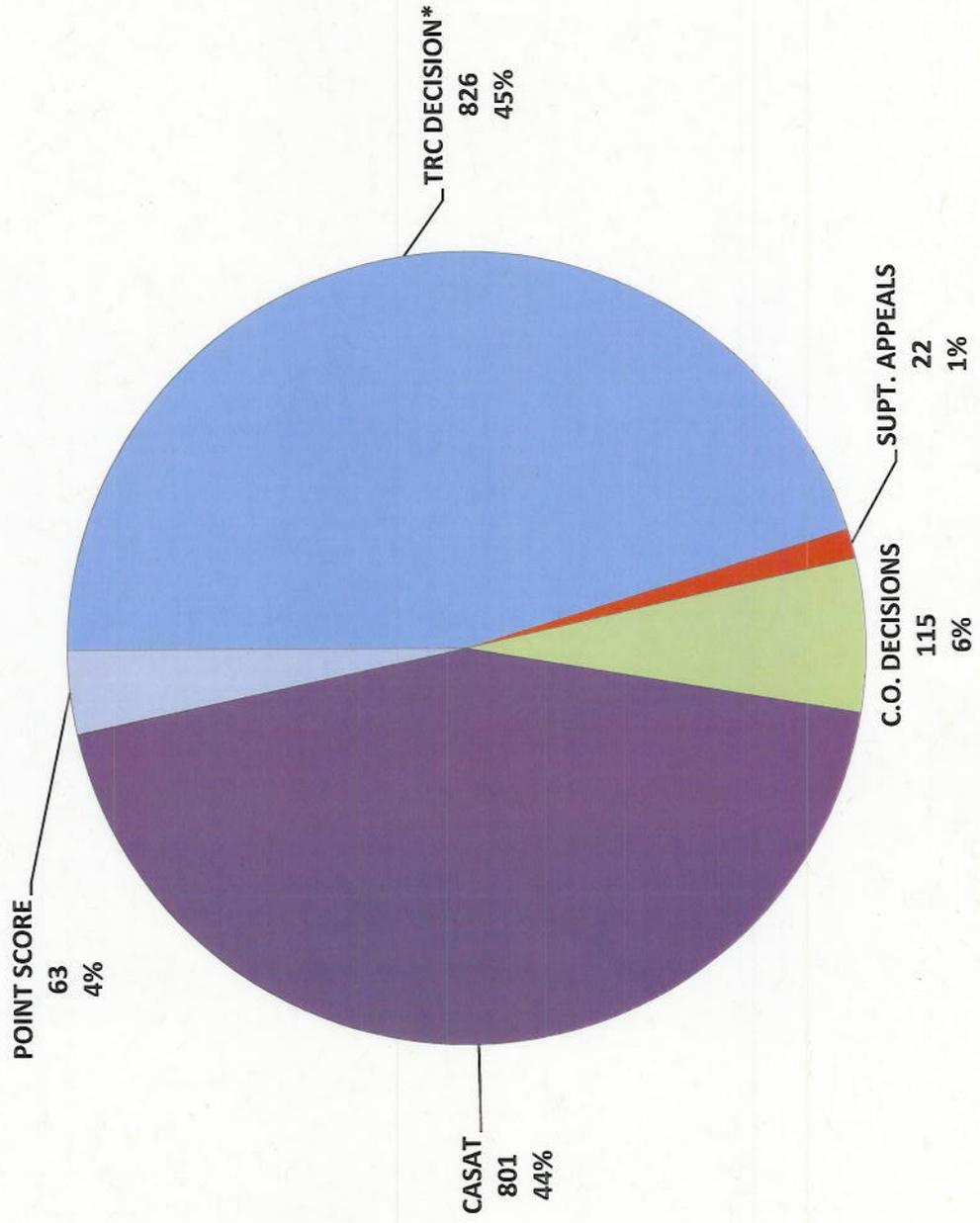
Total applications received by facilities include continuous Temporary Release and Furloughs.

GRAPH III ABSCONDER PERCENTAGES



Absconder percentages are based on total participants in short term and continuous Temporary Release programs
 Short-term: GC Furlough, LOA, CSL
 Continuous: WR, ITL, CSL, ED, Rel. Leave

GRAPH IV 2013 APPEALS RECEIVED BY CENTRAL OFFICE



*Includes appeals for Work Release, Furlough, Leave of Absence, Industrial Training Leave, Education Leave, and Community Service Leave