

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
ACTION AGENDA SUMMARY

DEPT: CHIEF EXECUTIVE OFFICE

BOARD AGENDA # \*B-7

Urgent        Routine X

AGENDA DATE OCTOBER 16, 2001

CEO Concurs with Recommendation YES ph NO         
(Information Attached)

4/5 Vote Required YES        NO X

SUBJECT: APPROVAL TO GRANT ENHANCED MILITARY BENEFITS TO COUNTY EMPLOYEES CALLED BACK TO ACTIVE MILITARY SERVICE IN SUPPORT OF OPERATION ENDURING FREEDOM.

STAFF RECOMMENDATIONS:

1. APPROVE AN ADDITIONAL 150 DAYS OF COUNTY PAY CALCULATED AS THE DIFFERENCE BETWEEN MILITARY PAY AND REGULAR COUNTY PAY.
2. APPROVE FULLY PAID HEALTH BENEFITS FOR THE EXTENDED 150 DAYS.

FISCAL IMPACT:

The payroll cost to grant the additional pay and benefits is unknown. It is solely dependent on the number of employees called to active duty, and the respective wage and benefits for each affected employee. There will be an additional cost if the Department elects to back fill the position.

BOARD ACTION AS FOLLOWS:

No. 2001-807

On motion of Supervisor Caruso, Seconded by Supervisor Blom and approved by the following vote,

Ayes: Supervisors: Mayfield, Blom, Simon, Caruso, and Chair Paul

Noes: Supervisors: None

Excused or Absent: Supervisors: None

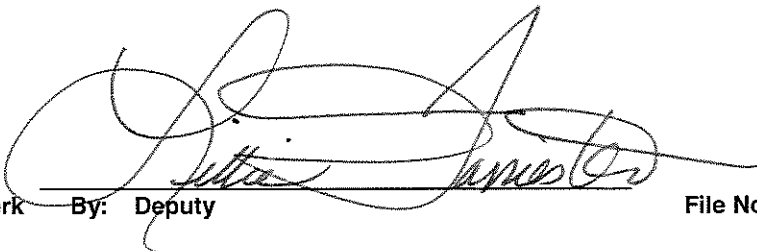
Abstaining: Supervisor: None

1) X Approved as recommended

2)        Denied

3)        Approved as amended

MOTION:



ATTEST: CHRISTINE FERRARO TALLMAN, Clerk By: Deputy

File No.

APPROVAL TO GRANT ENHANCED MILITARY BENEFITS TO COUNTY EMPLOYEES  
CALLED BACK TO ACTIVE MILITARY SERVICE IN SUPPORT OF OPERATION ENDURING  
FREEDOM.

PAGE 2

DISCUSSION: In 1991, the County implemented a program to assist those County employees who were reservists and were called to active duty during the Gulf War. It is recommended that a similar program be established as a result on the War On Terrorism – Operation Enduring Freedom.

Stanislaus County's Personnel Policies and Procedures currently provide that any employee who is on temporary military leave of absence and who has been in County service for a period of not less than one year immediately prior to the date on which the absence begins will be entitled to pay for up to 30 calendar days.

It is recommended that the Board of Supervisors authorize the payment after a 30-day minimum and up to 150 additional days of the difference between an employee's military pay and the employee's regular salary for employees called back to active military service in support of Operation Enduring Freedom. In addition, it is recommended that the employee's health benefits be continued for the additional 150 days.

On September 27, 2001, County Departments were surveyed to ascertain the number of military reservists who were Stanislaus County employees. Although our survey is not complete, we believe there are at least 28 employees who are in the reserves or members of the National Guard. Currently, one County employee has been called back to active duty. This recommendation is consistent with action taken in Santa Barbara, Marin, Los Angeles, and Alameda counties, as well as information received from the California Association of Counties (CSAC), and the League of California cities. The City of Modesto recently approved a one-year supplemental pay program. We are recommending six months so that we can review the program and extend the provision if the circumstances warrant.

1. Eligibility

- A. The program is for any regular County employee who is ordered to active military duty as a result of the War on Terrorism – Operation Enduring Freedom, which for purposes of this program commenced on September 11, 2001.
- B. An employee qualifies for program benefits after all paid military leave has been exhausted.

2. Duration

- A. Supplemental pay shall cease on the date the employee officially is released from active military duty or at the end of six (6) months of military pay supplement, whichever occurs earlier.

APPROVAL TO GRANT ENHANCED MILITARY BENEFITS TO COUNTY EMPLOYEES  
CALLED BACK TO ACTIVE MILITARY SERVICE IN SUPPORT OF OPERATION ENDURING  
FREEDOM.

PAGE 3

- B. Supplemental pay may be extended beyond what is authorized here pursuant to the sole discretion of the Board of Supervisors.

3. Compensation and Benefits

- A. The amount paid the employee will be the difference between the employee's base plus biweekly pay including, any special pays and other pay differentials and the base military pay, excluding other allowances.
- B. If the employee's military base pay exceeds the County's base pay plus allowances, the employee will receive no additional pay allowances or paid leave benefits under this program.
- C. While eligible for a military pay supplement, the County will continue to pay its full required contribution each pay period toward the County retirement program and the employee shall contribute the required employee contribution. Retirement contributions shall be made during this period only if the employee's military pay supplement is sufficient to cover the employee's contribution. Upon return from military leave, if there is no military pay supplement or the supplement is insufficient to make the full required contributions, the County Auditor-Controller shall withhold contributions based on the member's salary at the time the leave commenced equal to the number of pay periods for which no retirement contributions were made. However, the employee may, within ninety (90) days of reinstatement, elect not to make the additional contributions nor receive the corresponding service credit.
- D. During the full period of active military duty leave the County shall contribute the full premium for health insurance.
- E. The employee will continue to accrue vacation, sick or other leave benefits at their regular accrual rate.
- F. The employee will receive service credit for layoff purposes during the period of military leave.

4. Condition of Payment

- A. Prior to processing of any paycheck, the employee will be required to submit to the Auditor-Controller a copy of the orders to active duty and copies of his/her military pay stubs, for the sole purpose of determining amounts of supplemental pay.

APPROVAL TO GRANT ENHANCED MILITARY BENEFITS TO COUNTY EMPLOYEES  
CALLED BACK TO ACTIVE MILITARY SERVICE IN SUPPORT OF OPERATION ENDURING  
FREEDOM.

PAGE 4

POLICY

ISSUE:

The Board of Supervisors should consider the effect of this policy on the direction and priorities for the organization. This salary and benefit enhancement directly supports those employees who are serving their Country and models community leadership in this effort.

STAFFING

IMPACT:

Authorize Departments to back fill positions held by military reservists called to active duty for a period of at least 90 days, utilizing extra help or personal service contracts.