

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

101



FROM: Human Resources Department **SUBMITTAL DATE:** March 6, 2003

SUBJECT: Recommendation to Continue Compensation for Employees Called to Military Duty in the War on Terrorism; Adoption of Letters of Understanding

RECOMMENDED MOTION: By Minute Order, approve the recommendation of the Assistant County Executive Officer/Human Resources Director as specified in Attachment A.

BACKGROUND: Following the September 11, 2001 terrorist attacks on the United States, President Bush issued an Executive Order on September 14, 2001, ordering the Ready Reserves of the Armed Forces to active duty. In response, the Board of Supervisors on October 30, 2001, by agreement with all of the unions, approved a measure continuing the salary and benefits of employees beyond the 30 days required by the Military and Veterans' Code, to a full year.

Since the County still had reservists on active duty, this matter was reviewed by the Board in October 2002, and was extended by agreement with the unions for another year. In view of the present crisis in the Middle East and the state of alert in the United States, it appears that the action of our reserves should be described more broadly than a response to the terrorist attacks of September 11.

(Continued on attached page)

Ronald W. Komers
Asst. County Executive Officer/
Human Resources Director

FINANCIAL DATA:

CURRENT YEAR COST:	\$ 0	ANNUAL COST:	N/A (Estimating 5 mo extension)
NET COUNTY COST:	\$ 0	IN CURRENT YEAR BUDGET:	N/A
BUDGET ADJUSTMENT:	No	FOR FY: 2003/04:	\$272,125; NCC: \$81,637
SOURCE OF FUNDS:	Departmental budgets		

C.E.O. RECOMMENDATION:

APPROVE

COUNTY EXECUTIVE OFFICER SIGNATURE

Consent [X] Policy
 Consent [] Policy

Department Recommendation:
Per Executive Office:

Prev. Agn. Ref.

Dist.

AGENDA NO.

3.9

Background (continued)

The purpose of this present measure is to broaden the definition, clarifying that reservists are included who are called up because of the potential war with Iraq, as well as possible homeland military actions while the United States is at war or is preparing for war that appears imminent (See detail of Attachment B). This would include employees who are reactivated from military retirement. It also extends the measure to March 17, 2004 (one year, at the end of a pay period).

A survey by Human Resources (Attachment C) shows that of our comparison counties, San Diego provides supplemental pay after 30 days until October 2003, San Bernardino until March 21, 2003, Orange County after 30 days up to six months, and Los Angeles County up to 24 months.

The recommended benefit to the reservists is the same as that previously conferred, that after the 30 calendar days of pay in accordance with State law, they may be paid the difference between County base salary and military base salary. Their flex benefit and life insurance, if any, is continued in addition to leave accruals.

Since September 11, 2001, 35 employees have been activated under the pay extension policy, with an average tour of 8 months. The cost in calendar year 2002 for salaries and benefits was approximately \$637,575. There are now 15 employees on military leave who are serving pursuant to this measure. Because the October extension would cover reservists until approximately October 2003, the cost impact of this recommendation continuing into March 2004 is estimated at \$272,125, based on some 30 employees for five additional months.

By Minute Order:

- a. Approve the attached Letter of Understanding regarding salary continuation for specified reservists, in agreement with the County's unions: Laborers' International Union of North America Local 777 (LIUNA), Service Employees International Union (SEIU), Riverside Sheriff's Association (RSA), Law Enforcement Management Unit (LEMU), and the Deputy District Attorneys Association (DDAA); and
- b. Approve the participation of Management, Confidential and Other Unrepresented employees in the military leave salary and benefit continuation program in the event they are called to military duty, on the same basis as provided employees of represented units.