

FLOOD CONTROL AND WATER CONSERVATION DISTRICT BOARD SUBMITTAL  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



FROM: General Manager-Chief Engineer      SUBMITTAL DATE: April 8, 2003

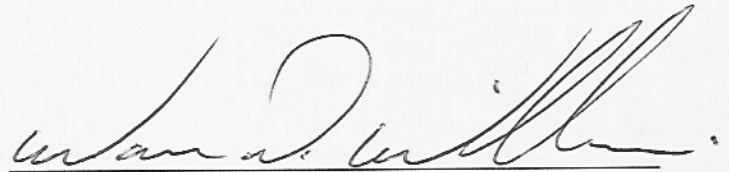
SUBJECT: Recommendation to Continue Compensation for Employees Called to Military Duty  
in the War on Terrorism; Adoption of Letter of Understanding

**RECOMMENDED MOTION:**

Approve Attachment A, the agreement, with Laborers International Union of North America (LIUNA) and Service Employees International Union (SEIU) for the extension of compensation to employees on paid military leave, and direct that Flood Control Management employees who are called to active military duty be eligible for the same military leave salary and benefits continuance as for represented employees.

**JUSTIFICATION:**

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WARREN D. WILLIAMS  
General Manager-Chief Engineer

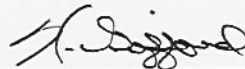
**FINANCIAL DATA:**

**CURRENT YEAR COST: None Projected**  
**IN CURRENT YEAR BUDGET: N/A**  
**BUDGET ADJUSTMENT: NO**

C.E.O. RECOMMENDATION

**APPROVE**

County Executive Officer Signature



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In response to 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. The Board of Supervisors subsequently approved an agreement with the unions who represent our employees to continue salary and benefits of those who might be called to active military duty beyond the 30 days pay required by the Military and Veterans' Code. Considering the present situation 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 11th.

The present measure broadens the definition, clarifying that reservists are included who are called up because of the war with Iraq, as well as homeland military actions while the United States is at war or is preparing for war that appears imminent. 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 B) 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 District base salary and military base salary. Their flex benefit and life insurance, if any, is continued in addition to leave accruals.

At the present time, the District has no employees serving on the extended military leave. While we do not know what the future may hold, we believe that if District employees are called up, the cost for 2003-2004 would not exceed \$25,000. However, no costs are projected.

AGREEMENT BETWEEN THE COUNTY OF RIVERSIDE  
AND EMPLOYEE UNIONS TO PROVIDE SALARY CONTINUATION  
FOR SPECIFIED RESERVISTS CALLED TO ACTIVE DUTY

Employees who are called to active duty after the September 11, 2001, terrorist attack on the United States, who serve at a time when any armed forces of the United States are in combat or are preparing for combat that appears imminent, and who are eligible at the time of call-up to receive the thirty (30) calendar days pay in accordance with the Military and Veterans Code (full regular County pay for 30 days), shall be eligible for supplemental salary continuance. This includes reservists who serve outside the United States in the war on terrorism, those who secure the U.S. homeland, and National Guard members who are called to active duty by the Governor of California in a time of emergency.

Salary Continuation: Eligible employees shall receive the difference between their County base salary and their military base pay starting on the 31<sup>st</sup> day of military leave each fiscal year, and continuing up to March 17, 2004, unless extended to a later date by the Board of Supervisors. Military salary is based on base pay as evidenced by the military paycheck stubs or other documents from the military acceptable to the County Auditor-Controller.


Benefits While on Salary Continuation: Employees who are currently eligible for County health, dental, and vision insurance coverage shall be eligible for continued coverage throughout the military leave described above, with the County continuing to pay the applicable flex plan contributions as described in the Flexible Benefits Plan for coverage the employee had in effect at the time the leave commenced. The County shall also continue to pay the Riverside Sheriff's Association Medical Trust for the applicable flex plan contributions for its members while the employee is on salary continuance. After that time, employees shall be eligible for continued coverage at their own expense for the remainder of their leave. Employees called to duty are encouraged to provide their spouse or legal guardian with power of attorney to make medical insurance selections during open enrollment periods.

Life Insurance Continuation: The County will continue to pay the County portion of employee life insurance while the employee is on salary continuance. Dependent coverage and additional employee paid voluntary amounts of life insurance benefits may be continued subject to the employee's payment of the premiums. Employees should note that the Accidental Death and Dismemberment (AD&D) plan contains an exclusion for acts of war.

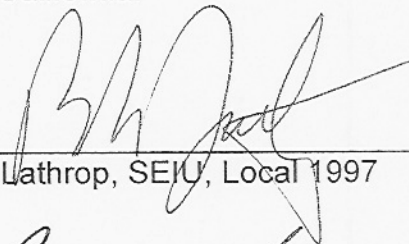
Leave Accruals: In conformance with California law, employees shall accrue applicable vacation, sick leave, holiday leave or annual leave for the salary continuation period covered under the provisions of this agreement.

Supersession: This agreement supersedes the agreement that was adopted by the County's Board of Supervisors in October 2001 and extended in October 2002.

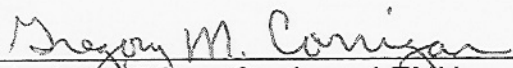
Signed this \_\_\_\_\_ day of February, 2003, at Riverside, California.



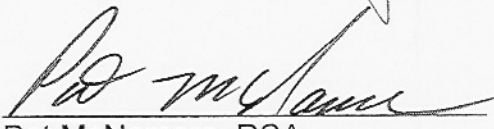
Fred Lowe, UPEC, LIUNA, Local 777



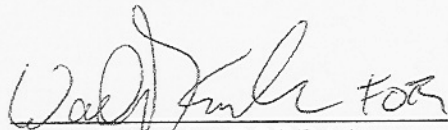
Bob Lathrop, SEIU, Local 1997



Lieutenant Greg Corrigan, LEMU

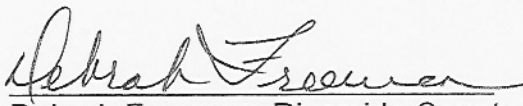


Pat McNamara, RSA



Anne Corrado, RCDDAA

(<sup>M</sup>30-SEC)



Debrah Freeman, Riverside County

**Survey of Comparison Counties' Military Leave Extension Policies**

Counties	Iraq Military Leave Policy
Los Angeles	Supplement military pay up to county salary & benefits after 30 days up to 720 days.
Orange	Supplement military pay up to county salary & benefits after 30 days up to 180 days.
San Diego	Supplement military pay up to county salary & benefits after 30 days until 10/03.
San Bernardino	Supplement military pay up to county salary & benefits after 30 days until 3/21/03.
Ventura	Follows the Military & Veterans Code only.
<b>RIVERSIDE</b>	Supplement military pay up to county salary & benefits after 30 days up to 700 days.