

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

323



**FROM:** Waste Resources Management District

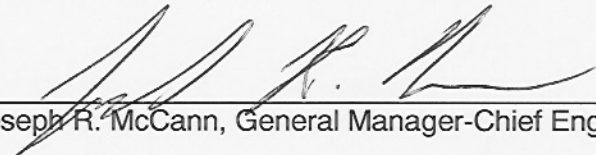
**SUBMITTAL DATE:** March 31, 2003

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

**RECOMMENDED MOTION:** Approve the attached agreement with Service Employees International Union (SEIU) for the extension of compensation to employees on paid military leave, and direct that Waste Resources District Management employees who are called to active military duty be eligible for the same military leave salary and benefits continuance as for represented employees.

**BACKGROUND:** 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 Directors of the Waste Resources Management District approved an agreement with SEIU to continue the salary and benefits of employees who might be called to active military duty beyond the 30 days compensation afforded by the Military and Veterans' Code. 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.

(Cont'd)

  
Joseph R. McCann, General Manager-Chief Engineer

**FINANCIAL DATA:**

**CURRENT YEAR COST:** None projected

**ANNUAL COST:**

**NET COUNTY COST:**

**IN CURRENT YEAR BUDGET:** N/A

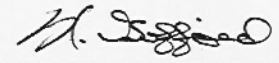
**BUDGET ADJUSTMENT:** NO

**FOR FY:**

**SOURCE OF FUNDS:**

**C.E.O. RECOMMENDATION:**

**APPROVE**

  
**COUNTY EXECUTIVE OFFICER SIGNATURE**

Consent Policy  
 Policy  
 Consent  
 Policy

Department Recommendation:  
Per Executive Office:

Prev. Agn. Ref.

Dist.

AGENDA NO.

12.1

**Form 11- Recommendation to Continue Compensation for Employees Called to Military Duty in the War on Terrorism; Adoption of Letter of Understanding**

**March 31, 2003**

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**Background (continued)**

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.

As yet, no District employees have been activated to extended military duty since September 11, 2001.

Attachment

## ATTACHMENT A

### AGREEMENT BETWEEN THE WASTE RESOURCES MANAGEMENT DISTRICT OF RIVERSIDE COUNTY AND THE 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 District 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 District 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 District 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.

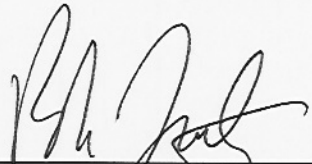
Benefits While on Salary Continuation: Employees who are currently eligible for District health, dental, and vision insurance coverage shall be eligible for continued coverage throughout the military leave described above, with the District continuing to pay the applicable flex plan contributions as described in the Flexible Benefits Plan for coverage the employee had in effect at the time the leave commenced 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.

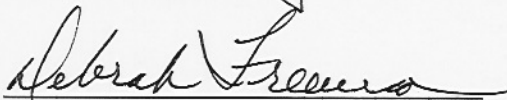
Life Insurance Continuation: The District will continue to pay the District portion of employee life insurance while the employee is on salary continuance. Dependent coverage and additional employee paid voluntary amounts of life insurance benefits may be continued subject to the employee's payment of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

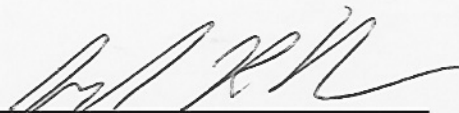
Leave Accruals: In conformance with California law, employees shall accrue applicable vacation, sick leave, holiday leave or annual leave for the salary continuation period covered under the provisions of this agreement.

Supersession: This agreement supersedes all previous agreements adopted by the District's Board of Directors concerning extension of military leave compensation.

Signed this 14<sup>th</sup> day of ~~March~~<sup>APRIL</sup>, 2003, at Riverside, California.

  
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Bob Lathrop, SEIU

  
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Debrah Freeman, Riverside County

  
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Joseph R. McCann, Waste Mgmt District

**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.