

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



FROM: Human Resources Dept.

SUBMITTAL DATE:
March 2, 2004

SUBJECT: Recommendation to Continue Supplemental Compensation for Employees Called to Military Duty in the War on Terrorism

RECOMMENDED MOTION: By Minute Order, extend the applicability beyond March 17, 2004, and for an indefinite period, of the provisions contained in Attachment A, the "Agreement between the County of Riverside and Employee Unions to Provide Salary Continuation for Specified Reservists Called to Active Duty", and; approve the continued participation of Management, Confidential and Other Unrepresented employees in the military leave salary and benefit program on the same basis as provided employees of represented units.

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 and extended by the Board in October 2002, and again in March 2003.

Ronald W. Komers
Asst. County Executive Officer/HR Director

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 157,588	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$ 64,611	Budget Adjustment:	No
	Annual Net County Cost:	\$ 223,985	For Fiscal Year:	2004

SOURCE OF FUNDS: No Applicable	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION: APPROVE

County Executive Office Signature

- Dept't Recomm.: Consent Policy
- Per Exec. Ofc.: Consent Policy

Prev. Agn. Ref.: | **District:** ALL | **Agenda Number:**

300P NWB -3 6W15:08
COMILLA DE RIVERSIDE
OF NWB -S NW 0-11
OFFICE
RECLINE

3.26

BACKGROUND (continued)

An up-to-date survey by Human Resources (Attachment A) shows that among our comparison counties, the majority are continuing to supplement military pay.

This proposal is to extend to the reservists and those reactivated from military retirement the same assistance as previously conferred, that after the 30 calendar days of pay in accordance with California 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 also continued, in addition to leave accruals.

Since September 11, 2001, a total of 70 employees have been activated under the pay extension policy, with an average tour of 9 months. The total cost in calendar year 2003 for salaries and benefits was approximately \$881,800, with a Net County Cost of \$361,538. There are currently 17 employees on military leave who are serving pursuant to this measure. Projected at that same level, the cost for continuance of the extended compensation for Fiscal Year 2004 – 2005 is \$546,305, with a Net County Cost of \$223,985.

We recommend approval of this proposal.

**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 31st 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.

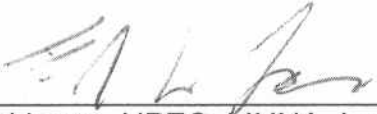
Benefits While on Salary Continuation: Employees who are currently eligible for County health, dental, and vision insurance coverage shall be eligible for continued coverage throughout the military leave described above, with the County continuing to pay the applicable flex plan contributions as described 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.

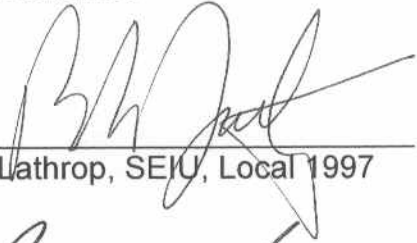
Leave Accruals: In conformance with California law, employees shall accrue applicable vacation, sick leave, holiday leave or annual leave for the salary continuation period covered under the provisions of this agreement.

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

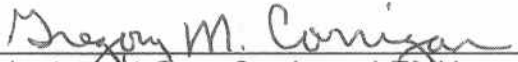
Signed this _____ day of February, 2003, at Riverside, California.



Fred Lowe, UPEC, LIUNA, Local 777



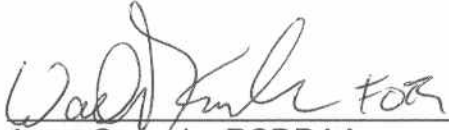
Bob Lathrop, SEIU, Local 1997



~~Lieutenant~~ Gregory M. Corrigan, LEMU



Pat McNamara, RSA



Anne Corrado, RCDDAA

(^{AS} BTO-SEC)



Debrah Freeman, Riverside County

Military Leave Survey - February 2004

Counties	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. Recommending 6 months extension.
San Diego	Supplement military pay up to county salary & benefits after 30 days until 10/04
San Bernardino	Supplement military pay up to county salary & benefits after 30 days until 6/25/04
Ventura	Follows the Military & Veterans Code only.
RIVERSIDE	Supplement military pay up to county salary & benefits after 30 days until 3/18/04

Attachment B