



COUNTY OF SAN MATEO
Inter-Departmental Correspondence

DATE: October 6, 2003

BOARD MEETING DATE: October 21, 2003

TO: Honorable Board of Supervisors

FROM: Supervisor Mike Nevin

SUBJECT: RESOLUTION AUTHORIZING PICK UP BY THE COUNTY OF SAN MATEO OF ARREARS CONTRIBUTIONS OWED BY SAN MATEO COUNTY EMPLOYEES RETURNING FROM ACTIVE MILITARY SERVICE

Recommendation

Approve a Resolution authorizing pick up by the County of San Mateo of arrears contributions owed by San Mateo County employees returning from active military service.

Background

In September 2001, the Board of Supervisors passed a resolution granting County employees serving as reservists for the "Attack on America" full pay for the first 30 days and thereafter the difference between their military and civilian pay. The resolution has been extended four times and will expire on December 31, 2003. The resolution provides in pertinent part: "Full benefits as would be provided if working for the County to the extent such provision of benefits is consistent with the contractual obligations of the County."

Both employer and employee contributions have been taken out of the differential between the military pay and the regular salary. The employee contributions were deducted from the differential and the County was charged as well for its share of employer contributions on the differential amount. Contributions were not collected from either the employee or the County on the value of the military pay.

Discussion

Government Code §31650 requires the Controller to "deduct past due contributions" that are owed by the member upon returning from military service. Under section 31649.5, the employee has until retirement to pay the past due contributions with interest. If the member does not pay the amount, under section 31649, SamCERA would pro-rate the member's service credit to the amount of contributions that were paid on the differential.

The proposed resolution would approve a County pick-up of the employees' share of the arrears contributions owed on the value of their pay paid by the military.

Five employees have returned from active service with an average length of military duty of 10 ½ pay periods. There are five or so employees that are currently on active service. From September 2001 through September 27, 2003 employee contributions that are owed from all reservists who were called to active duty totals \$11,862 and employer contributions not received totals \$26,724, for a combined total of \$38,586. For those employees who are still on activity duty, it is estimated that an additional \$3,000 in contributions for the value of the military service will accrue prior to their return to County service.

Vision Alignment

This item keeps the commitment of responsive, effective and collaborative government through goal number 20: Government decisions are based on careful consideration of future impact, rather than temporary relief or immediate gain.

Fiscal Impact

The proposed pick-up by the County of the arrears contributions owed by County employees returning from active military service will cost approximately \$15,000.


SUPERVISOR MIKE NEVIN

cc: John Maltbie, County Manager
Mary Welch, Director of Employee and Public Services
Tom Huening, County Controller
Sid McCausland, Chief Executive Officer, SamCERA