



**COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Board of Supervisors**

DATE: November 18, 2004

BOARD MEETING DATE: December 7, 2004

TO: Honorable Board of Supervisors

FROM: Michael D. Nevin, Board of Supervisors *M.D.N.*

SUBJECT: Extension of Continuation of Salary and Benefits for County Employees Called for Active Military Duty

Recommendation

Adopt a resolution extending provision of continued employment status for reservists called for duty in connection with military expeditions and operations to combat terrorism and in connection with military operations in Iraq until June 30, 2005.

Background

Under provisions of the California Government Code, the County is required to provide up to 30 calendar days per year of military leave with pay for any County employee who is in the Reserves. There is no provision in the Code to provide leave with pay beyond the 30 calendar day period. In order to reduce the disruption to the lives of County employees called to active duty, this Board passed a resolution in September, 2001 providing assurance to County employees serving as reservists for the Attack on America that they would receive full pay for the first thirty days of their service and thereafter the difference between their military and civilian pay. In addition, the resolution provided that full benefits would be provided. Since January 2002 these benefits have been extended six times and will expire on December 31, 2004.

Discussion

This resolution would continue the same pay and benefits until June 30, 2005.

Fiscal Impact

The approximate cost would be \$2,000 per employee per month. This amount will vary depending on the County and military salaries of the employees who are called up. Currently, two County employees are receiving benefits under this resolution.

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.

Cc: John Maltbie, County Manager
Paul Scannell, Assistant County Manger
Tom Casey, County Counsel
Mary Welch, Director of Employee and Public Services
Tom Huening, County Controller
Sid McCausland, Chief Executive Officer, SamCERA