

RESOLUTION NO. _____

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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**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**

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, the President of the United States has found it necessary to call to active duty persons in the military reserve in connection with military expeditions and operations to combat terrorism, and in connection with military operations in Iraq; and

WHEREAS, it is in the public interest to ensure that any person called to active duty for such expeditions and operations retains his or her full employment status; and

WHEREAS, in Resolution 66669 the County has provided to all persons ordered to active duty in connection with such expeditions and operations the assurance that their status as employees with the County will continue throughout the duration of their active duty with all benefits to the extent it is compatible with the contractual obligations of the County; and

WHEREAS, the County has provided such assurance through December 31, 2004 and wishes to extend that assurance;

NOW THEREFORE, IT IS HEREBY DETERMINED AND ORDERED as

follows:

1. Any permanent employee of the County of San Mateo, whether full-time or part-time, who is ordered to active duty in connection with military expeditions and operations to combat terrorism, or in connection with military operations in Iraq shall receive the following compensation and benefits:
 - a. For the first thirty days of the employee's term of active duty, the employee shall be entitled to the paid military leave as set forth in section 395.01(a) of the California Military and Veteran's Code, to the extent that the employee has not already received thirty days of paid military leave during the fiscal year in which the employee is called to active duty. Thereafter, the employee shall receive the difference between the employee's total military compensation, including the employee's base pay and all taxable and nontaxable allowances, and the employee's base pay from the County.
 - b. 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. Benefits shall include accrual of vacations, sick leave, compensatory time, health coverage, dental coverage, life insurance and credit for hours worked towards retirement.
2. The re-employment upon completion of active military duty of any permanent employee of the County who is ordered to active duty in connection with military expeditions and operations to combat terrorism, or in connection with

military operations in Iraq shall be governed by the Veterans' Reemployment Rights Act subject to the additional compensation and benefits provided in paragraph 1 above.

3. This resolution shall be effective from January 1, 2005 through June 30, 2005.

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