



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

**DATE:** May 20, 2004

**BOARD MEETING DATE:** June 8, 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 December 31, 2004.

**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 five times and will expire on June 30, 2004.

**Discussion**

This resolution would continue the same pay and benefits until December 31, 2004.

**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, one County employee is 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.

- c. 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