

COUNTY OF SONOMA AGENDA ITEM SUMMARY REPORT			Clerk of the Board Use Only Meeting Date Held Until ___/___/___ ___/___/___ Agenda Item No: Agenda Item No: _____ _____
Department: Human Resources			() 4/5 Vote Required
Contact: Esteban Codas	Phone: (707) 565-2955	Board Date: 06/02/09	Deadline for Board Action: 06/02/09
<p>Agenda Short Title:</p> <p>Supplement to Military Leave Pay</p> <p>Requested Board Action:</p> <p>Adopt Concurrent Resolution to continue to provide supplemental pay and health and welfare benefits for regular County employees on active military duty in response to the War in Iraq/Afghanistan, through April 19, 2010.</p>			
CURRENT FISCAL YEAR FINANCIAL IMPACT			
<u>Expenditures</u>		<u>Add'l Funds Requiring Board Approval</u>	
Estimated Cost	\$ 53,122	Contingencies (Fund Name:)	\$
Amount Budgeted	\$	Unanticipated Revenue (Source:)	\$
Other Avail Approp (Explain below)	\$ _____	Other Transfer(s) (Source:)	\$ _____
Additional Requested:	\$	Add'l Funds Requested:	\$
<p>Explanation (if required): Departments expect to cover this expense with anticipated salary savings. See background for detailed costs.</p>			
<p>Prior Board Action(s): April 15, 2008, April 17, 2007, April 4, 2006, December 6, 2005, April 19, 2005, October 12, 2004, April 27, 2004, April 23, 2003:</p> <p>Resolution approved April 23, 2003 (with subsequent extensions) directing Human Resources to provide enhanced benefits for employees on extended military leave due to the War in Iraq/Afghanistan.</p> <p><u>May 1991:</u></p> <p><u>Resolution approved similar program for County employees serving in the Persian Gulf War.</u></p>			
<p>Alternatives – Results of Non-Approval: County employees on active military duty would not receive military leave pay supplement or benefits similar to most comparison agencies.</p>			

Background:

Public employees ordered to active military duty are entitled under the State Military and Veterans Code Section 395 to receive regular pay or salary and health benefits during the first 30 calendar days of such duty assignment. In April 2003, your Board of Supervisors authorized a program to provide regular employees serving active military duty in connection with the War in Iraq/Afghanistan an additional 180 days of pay and benefits to supplement their military pay. It has been subsequently extended through April 19, 2009. This program is similar to what your Board of Supervisors authorized in May of 1991 for the Gulf War.

The majority of our comparators are also providing similar supplemental pay and benefits to employees on active military duty. Attached is a recent survey of our comparable agencies. It shows that all but two of our comparable agencies provide similar supplemental pay and health benefits continuation for employees called to active military duty related to the War in Iraq/Afghanistan (See Attachment A).

Currently, one (1) permanent employee is on active duty status and receiving County benefits as provided by the current Supplemental Military Leave Policy. Over the last year 3 employees received pay and/or benefits under the Policy. (See Attachment B). The attached concurrent resolution provides the continuation of supplemental pay and health benefits for those on extended military duty or who may be called to extended military duty in response to the War in Iraq/Afghanistan through the requested 365-day extension, through April 19, 2010.

The Director of Human Resources and the County Administrator jointly recommend approving an extension of the current military supplemental pay and health and welfare benefits program for permanent employees on extended military duty in connection with the War in Iraq/Afghanistan for an additional 365 days, through April 19, 2010.

Cost:

Affected departments are anticipated to have enough salary savings to cover the increased cost of these recommendations. If department funds are insufficient, a contingency transfer will be processed for Board consideration.

Recommendation:

Adopt concurrent resolution to continue to provide supplemental pay and health and welfare benefits for regular county employees on active military duty in response to the war in Iraq/Afghanistan, through April 19, 2010.

Attachments: A) April 2009 Comparable Agencies Survey; B) Number and cost of County employees on Leave under this Policy; Resolution

On File With Clerk:

CLERK OF THE BOARD USE ONLY

Board Action (If other than "Requested")

Vote: