

RESOLUTION NO. .

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

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**RESOLUTION REPEALING RESOLUTION 076998 AND REPLACING IT WITH A
NEW RESOLUTION PROVIDING CONTINUED EMPLOYMENT STATUS FOR
RESERVISTS CALLED FOR DUTY IN CONNECTION WITH MILITARY
EXPEDITIONS AND OPERATIONS IN SUPPORT OF THE GLOBAL WAR ON
TERRORISM, IN CONNECTION WITH MILITARY OPERATIONS IN IRAQ AND
AFGHANISTAN, AND IN CONNECTION WITH THE RESPONSE TO COVID 19,
UNTIL JUNE 30, 2021**

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 in support of the Global War on Terrorism and in connection with military operations in Iraq and Afghanistan; and

WHEREAS, similarly, people have been called to active duty in the National Guard to support response efforts to the COVID 19 emergency; 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, for many years the County has provided to all persons ordered to active duty in connection with War on Terrorism and in connection with military operations in Iraq and Afghanistan, 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 wishes to extend the same assurances to employees called to active duty in response to the COVID 19 emergency.

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 in support of the Global War on Terrorism, in connection with military operations in Iraq and Afghanistan, and in connection with the response to COVID 19, 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 in support of the Global War on Terrorism, in connection with military operations in Iraq and Afghanistan, and in connection with the response to COVID 19, shall be governed by applicable law, such as the Veterans' Reemployment Rights Act, subject to the additional compensation and benefits provided in paragraph 1 above

3. This resolution shall repeal and replace Resolution 076998 as of May 31, 2020 and is effective through June 30, 2021.

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