



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 18-393

Board Meeting Date: 5/22/2018

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors
From: John L. Maltbie, County Manager
Subject: Continuation of Salary and Benefits for County Employees called for Active Military Duty

RECOMMENDATION:

Adopt a resolution extending the provision of continued employment status for reservists called for duty 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 until December 31, 2018.

BACKGROUND:

Under provisions of the California Government Code, the County is required, under some circumstances, to provide up to 30 calendar days per fiscal year of military leave with pay for any County employee who is in the Reserves. There is no provision in the Code requiring 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 in support of the Global War on Terrorism that they would receive full pay for the first 30 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 continuously and has since expired on December 31, 2017.

DISCUSSION:

Approval of this resolution to continue employment status of armed forces reservists mobilized onto active duty contributes to the Shared Vision 2025 outcome of a Collaborative Community. This resolution will continue the practice of supporting our employees who have been called from home and County service to provide protection and support to the nation as a result if the military operations in support of the Global War on Terrorism. This resolution would continue the same pay and benefits until December 31, 2018.

FISCAL IMPACT:

The approximate cost is potentially \$2,000 per effected employee per month. This amount will vary

depending on the County and military salaries of the employees who are called up.