



# County of San Mateo

## Inter-Departmental Correspondence

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**Department:** COUNTY MANAGER

**File #:** 20-362

Board Meeting Date: 6/2/2020

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**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors  
**From:** Michael Callagy, County Manager  
**Subject:** Salary and Benefits for County Employees Called for Active Military Duty

**RECOMMENDATION:**

Adopt a 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.

**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 or National Guard. 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 most recently through December 31, 2020.

**DISCUSSION:**

This resolution will replace the current resolution and add coverage for employees who are called to active duty in the Reserves or National Guard for the purposes of responding to the COVID-19 emergency.

Across the country, National Guard members have been called to duty to support a variety of COVID-19 emergency response efforts. For example, National Guard members are providing meals to people in need, providing cleaning services and providing testing to contain the spread of COVID-19. Additional National Guard members and Reservists could be called to duty as the COVID-19

emergency continues.

Approval of this resolution will support our employees who have been called from home and County service to provide emergency services in response to the COVID-19 emergency and/or to provide protection and support to the nation as a result of military operations in support of the Global War on Terrorism. This resolution would continue the same pay and benefits until June 30, 2021.

**FISCAL IMPACT:**

The approximate cost is potentially \$8,000 per effected employee per month. This amount will vary depending on the County and military salaries of the employees who are called up.