

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA # *B-3

Urgent

Routine

CEO Concurs with Recommendation YES NO
(Information Attached)

AGENDA DATE January 18, 2011

4/5 Vote Required YES NO

SUBJECT:

Approval to Expand the Enhanced Military Benefits to Include Operation Iraqi Freedom

STAFF RECOMMENDATIONS:

Approve the expansion of the Enhanced Military Benefits to Include Operation Iraqi Freedom.

FISCAL IMPACT:

The County's fiscal obligation under the enhanced military benefits programs is the difference between an employee's military pay and the employee's regular salary for up to 180 days along with the cost of the employee's health benefits for up to 180 days. The cost of the 180 days of military benefits is estimated at \$10,000 for the full 180 days. Since 2003 the County has had six employees serve in Operation Iraqi Freedom. Two of the six served the full 180 days. The overall fiscal impact may be less after verification of the affected employees' military pay.

BOARD ACTION AS FOLLOWS:

No. 2011-050

On motion of Supervisor O'Brien, Seconded by Supervisor Withrow

and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Withrow, DeMartini, and Chairman Monteith

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:



ATTEST:

CHRISTINE FERRARO TALLMAN, Clerk

File No.

DISCUSSION:

Stanislaus County's Personnel Policies and Procedures currently provide that any employee who is on temporary military leave of absence and who has been in public service for a period of not less than one year immediately prior to the date on which the absence begins will be entitled to pay for up to 30 calendar days.

In October 2001 the County implemented enhanced military benefits to assist those County employees who are reservists and called to active duty as a result of War on Terrorism – Operation Enduring Freedom, which for purposes of this program commenced on September 11, 2001. The Board of Supervisors authorized the payment after a 30 day minimum and up to 150 additional days of the difference between an employee's military pay and the employee's regular salary for employees called back to active military service in support of Operation Enduring Freedom. In addition, the Board of Supervisors authorized the employee's health benefits to be continued for the additional 150 days.

In March 2003 the war in Iraq began, otherwise known as Operation Iraqi Freedom. The enhanced military benefits adopted for Operation Enduring Freedom (OEF) were not put in place for Operation Iraqi Freedom (OIF). There has been some confusion in administering the enhanced benefit for active military reservists. Including Operation Iraqi Freedom in the enhanced military benefits will bring consistency in administering this benefit.

Since 2003, twenty-seven (27) active full-time employees have been placed on a military leave of absence; of those four have been in support of Operation Enduring Freedom (OEF) and six in support of Operation Iraqi Freedom (OIF).

POLICY ISSUES:

The Board of Supervisors should consider the effect of this policy on the direction and priorities of the organization.

STAFFING IMPACT:

This salary and benefit enhancement directly supports those employees who are serving their Country and models community leadership in this effort.

CONTACT PERSON:

Nancy Bronstein, Chief Executive Office. 525-6333