

Policy on Supplement to Military Pay Formal Review of Proposed Implementation with Two-Year Limitation

Under the Policy on Supplement to Military Pay, the University compensates eligible employees for the difference between their University base pay and military pay and allowances until the end of an employee's active military duty or until June 30, 2005, whichever comes first. The University also continues to pay the UC contribution to employees' health plan premiums while they receive their supplement to the military pay. Eligible employees under the policy are those who serve on active military duty during Operation Enduring Freedom or Operation Noble Eagle (the anti-terrorism and homeland defense campaigns), Operation Iraqi Freedom, or any other active military duty meant to support the President's call for a war on terrorism as a result of the September 11, 2001 attacks.

Employees who are not eligible for supplemental pay because their military pay and allowances exceed their University wages may elect to continue their health plan coverages while on military leave and the University will continue to pay the UC contribution to those plans.

It is the University's desire to assist, to the extent possible, employees who are called to active military duty during these and related campaigns. Therefore, the policy, which ended June 30, 2005, has been extended through August 31, 2005.

In addition, the University proposes that the policy be implemented, effective September 1, 2005 through June 30, 2006, with a two-year limit on benefits, retroactive to December 14, 2001 (the policy's original starting date). Under the proposal, for employees who are currently receiving benefits that will exceed two years in duration as of September 1, 2005, benefits would be provided until August 31, 2005. For employees called to active military duty after August 31, 2005, benefits would be provided until the end of the employee's active military commitment or until June 30, 2006, whichever comes first.

For employees ineligible for the supplement to military pay because their military pay exceeds their University wages, who elect to continue University health plan coverage, the University proposes to continue UC's contribution, subject to the two-year limit.

Implementation Guidelines and Extended Military Leave Q&A's reflecting the proposed extension and limitation will soon be posted at the following URL:

http://atyourservice.ucop.edu/employees/policies/policies/proposed_policies/index.html

Staff may provide comments to Cynthia Cronk in Human Resources. The email address is cynthia.cronk@hr.ucsb.edu Comments should be provided by **Friday, August 5, 2005**.