



COUNTY OF SAN DIEGO

BOARD OF SUPERVISORS

1600 PACIFIC HIGHWAY, ROOM 335, SAN DIEGO, CALIFORNIA 92101-2470

AGENDA ITEM

DATE: September 25, 2001

TO: Board of Supervisors

SUBJECT: Support for Employees Ordered to Active Military Duty to Combat Terrorism
(District: All)

SUMMARY:

Overview

In response to the terrible events of September 11, 2001, the military has begun calling up 35,000 reservists and members of the national guard for an anticipated war on terrorism and effort to strengthen defenses here at home. It is estimated that some County employees may be ordered to active duty. It is important to ensure that County employees and families of employees ordered to active military duty do not suffer financially. This action amends the San Diego County Compensation Ordinance by adding an "anti-Terrorist Campaigns" section to support those County employees who are called to active military duty to combat terrorism in the wake of the September 11, 2001 attacks.

Recommendation(s)

SUPERVISOR ROBERTS AND SUPERVISOR COX:

Approve introduction (first reading) of ordinance; read title and waive further reading of ordinance (MAJORITY VOTE):

AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE

Submit ordinance for further Board consideration and adoption (second reading) on October 9, 2001.

Fiscal Impact

Funding is available within the FY 2000-2001 Budget.

BACKGROUND:

On January 30, 1996, the Board approved an amendment to the compensation ordinance to ensure that County employees and families of employees who were ordered to active military duty as a result of the Bosnian peace effort would not suffer financially. The amendment stated that for the time that County employees were absent from work due to being called for active

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military duty, the County would make up the difference between their military pay and their normal County salary. In addition, the County ensured that benefits for such employees and their dependents were not interrupted.

On February 1, 2000, the Board approved a similar measure for County employees ordered to active military duty in Kosovo.

In response to the terrible events of September 11, the military has begun calling up 35,000 reservists and members of the national guard for an anticipated war on terrorism and effort to strengthen defenses here at home. It is estimated that some County employees may be ordered to active duty.

The recommended action would approve an amendment to the compensation ordinance similar to those approved by the Board in 1996 and 2000 to ensure that County employees ordered to active military duty as a result of anti-terrorism efforts continue to receive the equivalent of their full County salary and benefits.

Specifically, the proposed amendment shall specify that the amount paid shall be equal to the employee's normal biweekly gross pay (not including overtime pay) as of the first date the employee is absent from work due to being ordered to military duty, minus the amount of gross military pay for such duty, including all military allowances paid to the employee. This amendment also makes it possible for the County to continue to pay the required employer contributions toward the employee's premiums (including dependents) for group insurance benefits sponsored by the County of San Diego.

In times of national crisis, our fellow County employees who serve as military reserve or national guard members are called upon to bear the hardship and risks necessary to defend our principles, our national interests, and perhaps now even our homeland itself. When County employees are called to serve our country and protect our way of life, one of the sacrifices they and their families should *not* have to make is their salary and benefits.

We urge your support.

Respectfully submitted,

RON ROBERTS
Supervisor, Fourth District

GREG COX
Supervisor, First District

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AGENDA ITEM INFORMATION SHEET

CONCURRENCE(S)

| | | |
|--|---|------------------------------|
| COUNTY COUNSEL REVIEW | <input checked="" type="checkbox"/> Yes | |
| Written Disclosure per County Charter Section 1000.1 Required | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| GROUP/AGENCY FINANCE DIRECTOR | <input type="checkbox"/> Yes | <input type="checkbox"/> N/A |
| CHIEF FINANCIAL OFFICER | <input type="checkbox"/> Yes | <input type="checkbox"/> N/A |
| Requires Four Votes | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| GROUP/AGENCY INFORMATION TECHNOLOGY DIRECTOR | <input type="checkbox"/> Yes | <input type="checkbox"/> N/A |
| COUNTY TECHNOLOGY OFFICE | <input type="checkbox"/> Yes | <input type="checkbox"/> N/A |
| DEPARTMENT OF HUMAN RESOURCES | <input type="checkbox"/> Yes | <input type="checkbox"/> N/A |

Other Concurrence(s):

ORIGINATING DEPARTMENT: Districts 4 & 1

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AUTHORIZED REPRESENTATIVE: _____

SUBJECT: Support for Employees Ordered to Active Military Duty to Combat Terrorism
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AGENDA ITEM INFORMATION SHEET
(continued)

PREVIOUS RELEVANT BOARD ACTIONS:

BOARD POLICIES APPLICABLE:

BOARD POLICY STATEMENTS:

CONTRACT NUMBER(S):

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FISCAL IMPACT STATEMENT

DEPARTMENT:

PROGRAM:

PROPOSAL:

| | (a) | (b) | (c) | FUTURE YEARS ESTIMATED BUDGET OF PROPOSAL IF ADOPTED | |
|----------------------------------|------------------------------------|---|---|--|----------------------------------|
| | Budgeted Amount For Proposal | Proposed Change in Budgeted Amount | Proposed Revised Current Year Budget (a+b) | (d) 1st Subsequent Year | (e) 2nd Subsequent Year |
| Direct Cost | | | | | |
| Revenue/Other Offset | | | | | |
| NET GENERAL FUND COST | | | | | |
| Staff Years | | | | | |

Sources of Revenue/Other Offset for Proposed Change and Subsequent Years:

Space-Related Impacts: Will this proposal result in any additional space requirements? Yes N/A

Support/Other Departmental Impacts: Yes N/A

Remarks: Yes N/A