



RESOLUTION No. 03-155

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF NEVADA

**RESOLUTION EXTENDING SALARY, BENEFITS, AND
EMPLOYER CONTRIBUTIONS FOR UP TO 365 DAYS
FOR NEVADA COUNTY EMPLOYEES ON LEAVE TO
SERVE IN "OPERATION IRAQI FREEDOM."**

WHEREAS, under California law, any public employee called up for active duty who is on military leave, and who has been in the service of the public agency for at least one year, is entitled to receive his or her salary for the first thirty (30) calendar days of such leave, provided that pay for such purposes shall not exceed thirty (30) days in any one fiscal year; and

WHEREAS, as the United States is now engaged in "Operation Iraqi Freedom," where County employees in the military reserves may be called up to Federal active duty, and such call-up may result in the employee exhausting the benefits provided by State law; and

WHEREAS, individuals willing to engage in armed conflict in order to serve their country should not suffer a negative financial impact to themselves and to their families; and

WHEREAS, on April 1, 2003, the Nevada County Board of Supervisors adopted Resolution 03-109 supporting the men and women serving in the U.S. Armed Forces in "Operation Iraqi Freedom;" and

WHEREAS, extending salary, benefits, and employer contributions for employees serving in the military on active duty in "Operation Iraqi Freedom" is one of the strongest ways we can support these troops and their families;

NOW THEREFORE, BE IT RESOLVED:

(1) In addition to the rights and benefits provided by law, the Board of Supervisors of Nevada County, California, authorizes payment of the difference between the employee's County base salary and the salary received from the military while serving in "Operation Iraqi Freedom" for up to 365 days beyond the thirty (30) days required by law, including retroactive payments for employees called up for "Operation Iraqi Freedom."

(2) In the event the military base pay exceeds the County's base pay, the employee serving in "Operation Iraqi Freedom" will receive no additional pay allowances or paid leave benefits under this resolution except:

- a) The County shall continue to pay both the County's and the employee's paid member contributions toward the County's retirement program as agreed by current MOU's for active regular help employees.
- b) The County shall continue to contribute its full cost share towards the health benefit premium and the employee shall continue to pay their full cost share towards premiums for self and/or dependent coverage. Employees are eligible to discontinue dependent coverage during military leave and reinstate coverage where allowable by PERS, upon return to work or to pay their required premiums directly to the Auditor-Controller during their military leave if no military pay supplement is available.

(3) If necessary, staff is directed to amend the Personnel Code and all relevant County Ordinances and regulations needed to carry out the provisions of this Resolution.

PASSED AND ADOPTED by the Board of Supervisors of the County of Nevada at a regular meeting of said Board. held on the 22nd day of April, 2003.

by the following vote of said Board:

Ayes: Supervisors Peter Van Zant, Sue Horne,
Drew Bedwell, Robin Sutherland, Barbara Green.
Noes: None.

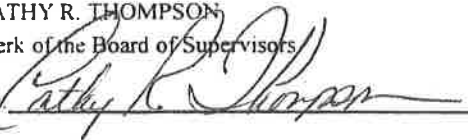
ATTEST:

Absent: None.

CATHY R. THOMPSON
Clerk of the Board of Supervisors

Abstain: None.

By:




Chair

DATE	COPIES SENT TO
4-25-03	Human Resources
	CEO
	Counsel
	Veteran's Service Officer
4-25-03	A-C*