

COUNTY OF NEVADA

DEPARTMENT OF HUMAN RESOURCES

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NEVADA COUNTY BOARD OF SUPERVISORS

Board Agenda Memo

MEETING DATE: November 12, 2019

TO: Board of Supervisors

FROM: Steve Rose, Director of Human Resources

SUBJECT: Resolution Amending Resolution 17-601 to clarify the extension of salary, benefits and employer contributions for up to 365 days for Nevada County employees on leave under orders to serve or train for active military duty in the U.S. Armed Forces

RECOMMENDATION: Approve the attached resolution.

FUNDING: Funding is included in the normal staffing allocations for department budgets.

BACKGROUND: On April 22, 2003, the Board of Supervisors adopted Resolution 03-155 extending salary, benefits and employer contributions for up to 365 days for Nevada County employees on leave to serve in "Operation Iraqi Freedom". This benefit was in addition to the mandated 30 days of paid military leave provided for by the Military and Veteran's Code.

On December 12, 2017, the Board of Supervisors adopted Resolution 17-601 to extend the salary, benefits, and employer contributions on behalf of all County employees under orders to serve or train in preparation for active military duty for up to 365 days of the order beyond the 30 days required by law.

The attached amendment to Resolution 17-601 acknowledges the intent of our organization to continue to support all military personnel under orders to serve or train for active duty, continuing the payment of the difference between the employee's County salary and the salary received from the military and benefits for a period of up to 365 days past that of the 30 days of leave provided for in the Military and Veteran's Code, while also clarifying that the accrual of leave balances for these employees will continue and be processed during this period.

Your consideration of this matter is appreciated.

Initiated and Approved by: Steven Rose, Director of Human Resources